

File ID: 2026-01072

5/19/2026

**Successor Labor Agreements/Memoranda of Understanding and the Citywide Salary Schedule
[Two-Thirds Vote Required]**

File ID: 2026-01072

Location: Citywide

Recommendation: Adopt a **Resolution** by two-thirds vote: 1) waiving the requirement for 10-day posting of labor agreements; 2) approving the Memorandum of Understanding (MOU) between the City of Sacramento (City) and Western Council of Engineers (WCE); 3) approving the amended MOU between the City and International Association of Machinists and Aerospace Workers, Local Lodge No. 2182, District Lodge 190 (IAMAW); 4) approving the revised citywide salary schedule; 5) authorizing the City Manager or designee to conduct the necessary budget adjustments and transfers from fund balances to adequately fund the MOUs; and 6) authorizing the City Manager or designee to make minor changes or adjustments to the exhibits in order to correct omissions and errors in the MOU and salary schedule.

Contact: Aaron Donato, Labor Relations Manager, (916) 808-5816, adonato@cityofsacramento.org, Department of Human Resources

Presenter: None

Attachments:

- 1-Description/Analysis
- 2-WCE MOU (Redline)
- 3-IAMAW MOU (Redline)
- 4-Salary Schedule (Redline)
- 5-WCE Labor Agreement Costing
- 6-IAMAW Labor Agreement Costing
- 7-Resolution
- 8-Exhibit A - WCE MOU
- 9-Exhibit B - IAMAW MOU
- 10-Exhibit C - Salary Schedule Final

Description/Analysis

Issue Detail:

Western Council of Engineers (WCE) Successor Labor Agreement/Memorandum of Understanding (MOU)

The 2023-2025 MOU between the City and WCE expired on December 26, 2025. The City and WCE have negotiated a successor MOU. Attachment 2 is a redline version of the successor MOU which includes the following major new contract terms:

- New term: December 27, 2025, through December 22, 2028.
- Effective December 27, 2025, salary ranges will be increased by one percent (1.0%).
- Within forty-five (45) calendar days, employees will receive a signing bonus of five hundred dollars (\$500).
- Effective May 30, 2026, the downtown parking subsidy for employees who work downtown will be increased as follows:
 - one-hundred twenty dollars (\$120) per month for full time employees, and
 - ninety dollars (\$90) per month for part-time employees.
- Effective December 26, 2026, salary ranges will be increased by two and one half percent (2.5%).
- Effective December 25, 2027, salary ranges will be increased by three percent (3.0%).
- Addition of Juneteenth (June 19) as a recognized holiday.
- Health and Welfare Contributions
 - 2026 Calendar Year Health Changes, effective May 16, 2026:
 - Employee Only - City contribution of \$1,051 per month,
 - Employee Plus One Dependent - City contribution of \$1,674 per month, and
 - Employee Plus Two or More Dependents - City contribution of \$2,230 per month.
 - 2027 Calendar Year Health Changes, effective the first paycheck of 2027:
 - The City will contribute fifty percent (50%) of the first one hundred dollars (\$100) of premium increases, up to a maximum contribution of fifty dollars (\$50) per month, toward the cumulative total increase in premiums from plan year 2026 to plan year 2027.
 - 2028 Calendar Year Health Changes, effective the first paycheck of 2028:
 - The City will contribute fifty percent (50%) of the first one hundred dollars (\$100) of premium increases, up to a maximum contribution of fifty dollars (\$50) per month, toward the cumulative total increase in premiums from plan year 2027 to plan year 2028.
- Longevity: Employees who have completed seventeen (17) years of service are eligible to receive longevity pay as follows:
 - Effective December 26, 2026, one percent (1%) above their base rate of pay.
 - Effective December 25, 2027, two percent (2%) above their base rate of pay, for a cumulative total of three percent (3%).

The final version of the WCE MOU is attached to the Resolution as Exhibit A (Attachment 8).

International Association of Machinists and Aerospace Workers, Lodge No. 2182, District Lodge 190 (IAMAW) Amended Labor Agreement/Memorandum of Understanding (MOU)

The 2025-2027 MOU between the City and IAMAW expires on July 23, 2027. The City and IAMAW have negotiated to amend the 2025-2027 MOU. Attachment 3 is a redline version of the amended MOU which includes the following major new contract terms:

- New term: July 12, 2025, through July 7, 2028.
- Effective July 12, 2025, salary ranges will be increased by one percent (1.0%).
- Within forty-five (45) calendar days, employees will receive a signing bonus of five hundred dollars (\$500).
- Effective May 30, 2026, employees required to be on standby assignment for emergency work shall be paid forty-seven dollars (\$47) per day while on standby.
- Effective July 11, 2026, salary ranges will be increased by two and one half percent (2.5%).
- Effective July 10, 2027, salary ranges will be increased by three percent (3.0%).
- Health and Welfare Contributions
 - 2027 Calendar Year Health Changes, effective the first paycheck of 2027:
 - The City will contribute fifty percent (50%) of the first one hundred dollars (\$100) of premium increases, up to a maximum contribution of fifty dollars (\$50) per month, toward the cumulative total increase in premiums from plan year 2026 to plan year 2027.
 - 2028 Calendar Year Health Changes, effective the first paycheck of 2028:
 - The City will contribute fifty percent (50%) of the first one hundred dollars (\$100) of premium increases, up to a maximum contribution of fifty dollars (\$50) per month, toward the cumulative total increase in premiums from plan year 2027 to plan year 2028.
- Longevity: Employees who have completed seventeen (17) years of service are eligible to receive longevity pay as follows:
 - Effective July 11, 2026, one percent (1%) above their base rate of pay.
 - Effective July 10, 2027, two percent (2%) above their base rate of pay, for a cumulative total of three percent (3%).

The final version of the IAMAW amended MOU is attached to the Resolution as Exhibit B (Attachment 9).

Salary Schedule

The California Code of Regulations requires that the City Council adopt the City's Salary Schedule at a public meeting (2 CCR § 570.5). This obligation arises whenever salary ranges are changed to ensure that salary rates are transparent and publicly available. These publicly adopted rates are used

by California Public Employees’ Retirement System (CalPERS) to determine the appropriate compensation earnable for each City employee when calculating their pension benefit.

A redline version of the salary schedule is shown in Attachment 4. The final, comprehensive Citywide salary schedule is attached to the Resolution as Exhibit C (Attachment 10).

Policy Considerations: Approval of this action by the City Council is consistent with the City’s legal obligation under the Meyers-Milias-Brown Act, adheres to the City’s positive labor management relations concept, and provides labor stability.

The Sacramento City Code Section 4.04.020 and Council Rules and Procedure (Chapter 7, Section E.2.d) mandate that unless waived by a two-thirds vote of the City Council, all labor agreements, and all agreements greater than \$1,000,000 shall be made available to the public at least ten (10) days prior to Council action. This provision will be waived by City Council.

Economic Impacts: None.

Environmental Considerations: The report contains administrative activities that will not have a significant effect on the environment and that do not constitute a “project” as defined by the California Environmental Quality Act (CEQA) Guidelines Sections 15061(b)(3) and 15378(b)(2).

Sustainability: Not applicable.

Commission/Committee Action: None.

Rationale for Recommendation: Approval of this action will establish new MOUs between the City and the specified Recognized Employee Organizations (REOs). Additionally, approval of this action will establish compliance with the California Code of Regulations § 570.5.

Financial Considerations: The total cost of the proposed MOUs for Fiscal Year (FY) 2025/26 is approximately \$220,000 with an ongoing annual cost at the end of the three-year term of approximately \$1.3 million, as shown below and detailed in Attachments 5 and 6.

Proposed Contracts Cost (in millions)	FY2025/26	FY2026/27	FY2027/28	FY2028/29	Ongoing
WCOE	\$ 0.12	\$ 0.35	\$ 0.72	\$ 0.45	\$ 0.92
IAM	\$ 0.10	\$ 0.11	\$ 0.54	\$ 0.01	\$ 0.37
Total Cost	\$ 0.22	\$ 0.47	\$ 1.26	\$ 0.46	\$ 1.28

The General Fund portion is approximately \$100,000 in FY2025/26 with an ongoing cost of approximately \$710,000. The City's latest General Fund five-year forecast is in deficit. During the mid-year process, the forecast assumed \$1.7 million in FY2025/26 and up to \$12.6 million on an ongoing

basis for the proposed MOUs and previously approved MOUs. The forecast including the final MOUs costs is shown below.

General Fund 5-Year Forecast (in millions)	FY2025/26	FY2026/27	FY2027/28	FY2028/29	FY2029/30
Mid-Year Budget Surplus/(Deficit)	\$ 0.68	\$ (66.20)	\$ (81.78)	\$ (99.38)	\$ (102.11)
Approved FY2025/26 Labor Contract Costs	\$ (3.02)	\$ (8.89)	\$ (16.24)	\$ (18.18)	\$ (18.18)
WCOE and IAM General Fund Costs	\$ (0.10)	\$ (0.26)	\$ (0.57)	\$ (0.71)	\$ (0.71)
Labor Contract Costs assumed in Mid-Year Forecast	\$ 1.68	\$ 6.66	\$ 11.73	\$ 12.61	\$ 12.61
Total Surplus/(Deficit)	\$ (0.76)	\$ (68.68)	\$ (86.86)	\$ (105.66)	\$ (108.39)

The City will use prior year savings to balance FY2025/26 and will need to implement spending reductions and/or revenue increases in order to balance the City budget in FY2026/27 and beyond, as required by the City Charter.

Local Business Enterprise (LBE): Not applicable.

City of
SACRAMENTO

and

Western Council of Engineers

Labor Agreement

Covering All Employees In The Engineering Unit

~~2023-2025~~-2028

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PREAMBLE

This AGREEMENT, hereinafter referred to as the Agreement, entered into by the CITY OF SACRAMENTO, hereinafter referred to as the City, and WESTERN COUNCIL OF ENGINEERS, hereinafter referred to as the WCE, has as its purpose the promotion of harmonious labor relations between the City and the WCE, establishment of an equitable and peaceful procedure for the resolution of differences, and the establishment of rates of pay, hours of work, and other conditions of employment.

ARTICLE 1 – RECOGNITION

1.1 RECOGNITION

- a. The City hereby recognizes the WCE as the exclusive bargaining agent for all employees in the Engineering Unit, as defined in the City's Employer-Employee Relations Policy, and agrees to meet and confer and otherwise deal exclusively with the WCE on all matters relating to the scope of representation pertaining to the said employees as authorized by law.
- b. The classifications currently within the Engineering Unit are as follows:
 - Junior Engineer
 - Assistant Civil Engineer
 - Assistant Electrical Engineer
 - Assistant Mechanical Engineer
 - Associate Civil Engineer
 - Associate Electrical Engineer
 - Associate Mechanical Engineer
 - Assistant Architect
 - Associate Architect
 - Landscape Assistant
 - Junior Landscape Assistant
 - Associate Landscape Architect
 - Telecommunications Engineer I
 - Telecommunications Engineer II
 - Telecommunications Engineer III
- c. The WCE will not object to the State Mediation and Conciliation Service or the American Arbitration Association conducting any election pursuant to the City's Employer-Employee Relations Policy.

ARTICLE 2 – ENTIRE AGREEMENT

2.1 ENTIRE AGREEMENT

- a. This Agreement, when signed by both parties hereto, and approved by City Council, supersedes all other Agreements and supplements and represents the sole agreement between the parties.
- b. If during its term, the parties hereto should mutually agree to modify, amend, or alter the provisions of the Agreement in any respect, any such change shall be effective only if and when reduced to writing and executed by the authorized representative of the City and the WCE. Any such changes validly made shall become part of this Agreement and subject to its terms.

ARTICLE 3 – CITY RIGHTS

3.1 CITY RIGHTS

The City retains the exclusive rights, in accordance with applicable laws, regulations, and the provisions of this Agreement, (a) to direct employees in the performance of their duties; (b) to hire, promote, transfer and assign employees; (c) to classify employees in accordance with applicable City Charter, ordinance, and Rules and Regulations of the Civil Service Board provisions; (d) to discipline employees in accordance with applicable Rules and Regulations of the Civil Service Board; (e) to dismiss employees because of lack of work or for other reasonable cause; (f) to determine the mission of the Division and Department, its budget, its organization, the number of employees, and the numbers, types, classifications and grades of positions or employees assigned to an organization unit, work project, shift or tour of duty, and the methods and technology of performing its work; and (g) to take whatever action may be appropriate to carry out its mission in situations of emergency.

ARTICLE 4 – WCE RIGHTS

4.1 WCE REPRESENTATION

The WCE shall notify Labor Relations of the employee(s) it has designated as Local Chapter Representative(s) and alternate representative(s) with whom the City shall communicate with as representatives of the WCE. Such representative(s) shall be allowed reasonable time off with pay relating to the administration of this Agreement, subject to the scheduling of such time with said representative's supervisor.

4.2 PAYROLL DEDUCTIONS

- a. In addition to continuing existing payroll deductions for group medical insurance plans to which the City now is or shall hereafter be a contracting party, the City agrees to establish payroll deductions for members of the WCE for (1) the normal and regular monthly membership dues and (2) insurance premiums for plans to which the City is not the contracting party.

No action is necessary unless WCE members are making any changes to payroll deductions.

- b. All of the above payroll deductions shall be subject to the following conditions:

- (1) Such deductions shall be made pursuant to the terms and conditions set forth in authorization forms agreed to by the City and the WCE and shall include:

- Employee full name
- Employee date of birth
- Employee e-Caps ID number or the last four numbers of their Social Security number
- Amount or percentage of bi-weekly membership dues
- Additional deductions (e.g., life insurance)
- Any additional necessary information

Any future changes or modifications to the authorization form shall be agreed upon between the City and the WCE.

- (2) Such deductions shall be made only upon submission by the WCE to the Payroll Division Department of Finance, of the said dues authorization form.
- (3) When changes in rates affect large groups of the WCE members, the WCE may, in place of the agreed upon dues authorization form, notify the Payroll Division, Department of Finance, by email, of the new rate, and clearly define the group of the WCE members who are affected.
- (4) The WCE is responsible for submitting the dues authorization form to the Payroll Division, Department of Finance, for any changes in the amounts to be payroll deducted from the paychecks of employees who have so authorized.
- (5) Dues deductions shall occur over twenty-four (24) pay periods per year, which shall be the first two (2) paychecks each month.

- (6) Unless notified in writing by the WCE of an employee's request to cancel their WCE dues deduction(s), the City will continue to deduct dues and/or any additional deduction(s) noted. Notification will be made to the Payroll Division, Department of Finance, utilizing the dues authorization form notating in the "Additional Information" column that it is a membership cancellation.
- (7) The City will remit to the WCE a check for all of the deductions.
- (8) The City must approve all payroll deductions for insurance premiums for plans to which the City is not the contracting party.
- (9) Upon notification by the WCE, the City shall enroll new members and/or cancel existing membership as soon as practicable, not to exceed a period of thirty (30) calendar days.
- (10) All career employees who are paid one (1) or more hours of salary (including injury-on-duty time under the City Charter) during a bi-weekly pay period, and all non-career (+1040) employees who are paid forty (40) or more hours salary during a bi-weekly period shall have the option to become members of the WCE.
- (11) The WCE shall accord fair representation in all matters to all employees in the Unit without regard to whether the particular employee is a member of the WCE. The duty of fair representation shall include but not be limited to all matters related to collective bargaining, discipline, contract administration, and grievance processing.
- (12) The WCE agrees to indemnify, defend, and hold the City harmless against any claims made of any nature whatsoever, and against any suit instituted against the City arising from its deductions for dues or insurance or other programs sponsored by the WCE.
- (13) This hold harmless and indemnity agreement shall include but not be limited to employee legal action of any sort or nature against the City based upon or related to this Section.

ARTICLE 5 – GRIEVANCE PROCEDURE

The City and the WCE agree to implement the following Grievance Procedure:

5.1 PURPOSE

- a. This grievance procedure shall be used to process and resolve grievances arising under this Agreement except to the extent that the City Charter vests jurisdiction elsewhere.

- b. The purposes of this procedure are:
 - (1) To resolve grievances informally at the lowest possible level;
 - (2) To provide an orderly procedure for reviewing and resolving grievances promptly.

5.2 DEFINITIONS

- a. A grievance is a good faith complaint of one (1) or a group of employees, or a dispute between the City and the WCE involving the interpretation, application, or enforcement of the express terms of this Agreement. No matter shall be considered as a grievance under this Article unless it is presented in writing within thirty (30) calendar days after occurrence of the events on which the grievance is based. With the consent of the City's third step representative, the thirty (30) calendar day time limit for filing grievances may be extended.
- b. As used in this procedure, the term "supervisor" means the individual who assigns, reviews, and directs the work of an employee.
- c. As used in this procedure the term "party" means an employee, the WCE, the City, or their authorized representatives.

5.3 EMPLOYEE RIGHTS

The employee retains all rights conferred by Sections 3500 et. seq., of the Government Code or Rules and Regulations of the Civil Service Board unless waived by such employee.

5.4 STEP ONE

An employee who believes they have cause for grievance may contact their supervisor alone or with their WCE representative. If after discussions with the supervisor, the employee does not feel the grievance has been properly adjusted, the grievance may be reduced to writing. The grievance statement shall include the following:

- a. A statement of the grievance clearly indicating the question raised by the grievance and the article(s) and section(s) of this Agreement.
- b. The remedy or correction requested of the City.
- c. The grievance form shall be signed by the grieving employee, the date and time of presentation affixed thereto, and signed as received by the employee's supervisor.

- d. The grieving employee's supervisor shall give their answer to the grievance in writing within fourteen (14) calendar days from the time they received the grievance in writing. The supervisor's answer shall include the following:
 - (1) A complete statement of the City's position and the facts upon which it is based.
 - (2) The remedy or correction which has been offered, if any.

5.5 STEP TWO

The appeal to the second step will be made within fourteen (14) calendar days after receipt of the City's Step One response. The hearing of the grievance will be held within fourteen (14) calendar days of the second step appeal. The WCE representative and designated departmental representative will meet in an effort to settle the matter. The City's answer shall be made no later than fourteen (14) calendar days after the hearing is held. The employee has fourteen (14) calendar days after receiving the City's Step Two response to determine whether or not to appeal the grievance to the third step.

5.6 STEP THREE

- a. The WCE representative and the designated representative of the City will meet to hear grievances appealed to the third step. Grievances appealed to the third step of the grievance procedure shall be heard within fourteen (14) calendar days after the appeal to the third step of the grievance procedure.
- b. A written answer will be made within fourteen (14) calendar days after the hearing stating the City's position.

5.7 ARBITRATION

- a. If the third step answer is not satisfactory to the employee, the WCE may appeal the grievance to arbitration. The request for arbitration must be given in writing to the Labor Relations Manager by the WCE within fourteen (14) calendar days from the date of the third step answer.
- b. An arbitrator may be selected by mutual agreement between the WCE's representative and the Labor Relations Manager, or designee.
- c. Should the representatives fail to mutually agree on an arbitrator, they shall make a joint request to the State Mediation and Conciliation Service or the American Arbitration Association for a list of five (5) qualified arbitrators. The parties shall alternate striking names from the list and the remaining person shall be accepted as the arbitrator. The first party to strike will be determined by the flip of a coin.

- d. It is understood that the arbitrator will only interpret this Agreement and will in no instance add to, delete from, or amend any part thereof. The arbitrator's decision shall be final and binding on the City, the WCE, and employee.
- e. The fees of the arbitrator and the court reporter, if used, will be borne equally by the WCE and the City.
- f. Either party to this Agreement shall, upon receipt of a written grievance, have the right to refuse to handle such grievance if the aggrieved party has not followed the steps outlined in this Article for processing a grievance.
- g. If the City does not meet the time limits, the WCE may process the grievance to the next step of the grievance procedure. Time limits at each step of the grievance procedure may be extended by mutual agreement of the parties.
- h. The WCE representative shall have the authority to settle grievances for the WCE or employees at the respective steps of the grievance procedure.

5.8 WITNESSES

The City agrees that employees shall not suffer loss of compensation for time spent as a witness at an arbitration hearing held pursuant hereto. The WCE agrees that the number of witnesses requested to attend and their scheduling shall be reasonable.

ARTICLE 6 – SALARY ADJUSTMENTS

6.1 SALARY RANGE

The salary schedule shall consist of eight (8) steps with five percent (5.0%) between steps.

6.2 SALARIES

- a. Effective ~~December 30, 2023~~ December 27, 2025, all salary steps shall be increased by ~~seven one~~ percent (~~71~~%).

This increase to all salary steps will be implemented within ninety (90) calendar days after the adoption of this Agreement by City Council. Only those employees who are on the payroll and who are employed in a classification covered by this Agreement on the pay period end date for which the payment is processed shall be eligible for retroactive pay. ~~of implementation will receive the increase retroactively.~~

b. ~~Effective June 29, 2024~~ December 26, 2026, all salary steps shall be increased by ~~three two and one-half~~ percent (~~3~~2.5%).

~~b.c.~~ Effective December 25, 2027, all salary steps shall be increased by three percent (3%).

6.3 PROFESSIONAL ACHIEVEMENT PROGRAM

a. Employees in the eligible classifications listed below shall receive a professional achievement incentive in addition to their base salary as follows:

- (1) Employees in the classifications of Assistant Engineer, Assistant Architect, and Landscape Assistant shall be eligible to receive a two and one-half percent (2.5%) incentive for possession of each of the following professional licenses up to a maximum of five percent (5%) and the incentives shall not be compounded:

- Structural Engineer
- Civil Engineer
- Traffic Engineer
- Land Surveyor
- Mechanical Engineer
- Electrical Engineer
- Architect
- Landscape Architect
- Fire Protection Engineer

- (2) Employees in the classifications of Associate Engineer, Associate Architect, and Associate Landscape Architect shall be eligible to receive a two and one-half percent (2.5%) incentive for possession of two (2) of the following professional licenses:

- Structural Engineer
- Civil Engineer
- Traffic Engineer
- Land Surveyor
- Mechanical Engineer
- Electrical Engineer
- Architect
- Landscape Architect
- Fire Protection Engineer

b. Payment of such incentive(s) is not intended to impair or alter the City's ability to transfer or reassign an employee.

c. Incentives are payable effective the first pay period following the employee's submission to the department of written proof of license from the

appropriate Board of Registration and shall be applicable for the duration of the license.

6.4 CASP CERTIFICATION PAY

- a. Human Resources, in coordination with Department Heads, shall determine the classifications and the number of employees authorized to be CASp Certified. The City shall notify the WCE upon determination of eligible employee(s).
- b. Authorized employees who obtain a Certified Access Specialist (CASp) certification from the California Division of the State Architect shall be paid five percent (5%) of their base rate of pay for such certification. This incentive is additive and does not compound with any other incentive(s).
- c. Authorized employees who obtain CASp certification will be reimbursed for the receipted pre-approved costs and fees associated with obtaining and maintaining the certification. Authorized training for this certification shall be on City-time.

6.5 SIGNING BONUS

Within forty-five (45) calendar days after adoption of this Agreement by the City Council, the City will pay all employees covered by this Agreement a signing bonus of five hundred dollars (\$500), less normal and customary payroll deductions. Only those employees who are on payroll and who are employed in a classification covered by this Agreement on the pay period end date for which the payment is processed shall be eligible for the signing bonus.

ARTICLE 7 – SALARY ADMINISTRATION

7.1 ORIGINAL APPOINTMENT COMPENSATION RATE

The rate of compensation upon original appointment shall normally be Step 1, as applicable. However, if the City Manager or designee finds that the appointee has extraordinary qualifications, or that a higher step is necessary in order to recruit, appointment at any step in the range may be made. This provision shall apply to original appointments to career positions and appointments to non-career positions.

7.2 ADVANCEMENT IN RATE OF COMPENSATION

- a. Advancement in Steps
 - (1) Upon successful completion of twenty-six (26) weeks (1,040 hours) of service, an employee shall be advanced to the next higher step of

the salary range of the classification. Employees who thereafter maintain a normally satisfactory level of performance shall be advanced automatically at fifty-two (52) week (2,080 hours) intervals to succeeding steps of the assigned salary range.

- (2) Time spent on leave of absence without pay of ten (10) or less consecutive workdays shall not affect the step increase eligibility date. For such leaves in excess of ten (10) consecutive working days, all leave time shall not count toward step increases.
- (3) An employee who has completed the required probationary period in their current classification and who is at a salary step lower than top step may be advanced to any higher step in the salary range for that classification at any time. Such step advancement under this provision shall not be subject to the grievance procedure and shall be at the sole discretion of the Department Head.
- (4) This Section shall not apply to non-career employees.

b. Denial of Step Increase and Reduction in Grade

Employees who do not maintain a satisfactory level of performance may be denied advancement and may be reduced within grade upon approval of the appointing authority. Employees in the civil service who are denied advancement, or who are reduced in grade, shall have the right to appeal to the Civil Service Board in accordance with its rules and regulations. (This subsection shall not apply to non-career employees.)

c. Effective Date of Step Increases/Payroll Changes

Increases to employees who successfully complete twenty-six (26) weeks of service shall become effective on the first day of the following bi-weekly pay period. The pay period shall begin at 12:01 a.m., Saturday of the first week, and end at 12:00 midnight on the Friday of the following week. Increases to succeeding steps of the assigned salary range shall become effective at fifty-two (52) week intervals from the anniversary date of the first increase.

d. Effective Date of Salary Step Increase Upon Extension of Probationary Period

- (1) If the probationary period is extended due to light duty, sick leave, or injury-on-duty time, the salary step increase will be delayed for the period of the extension. However, the probationary period shall only be extended if the time exceeds thirty (30) consecutive calendar days.

- (2) For an employee in a classification with a six (6) month probationary period who successfully completes the extended probationary period, the period of the extension shall be included in determining the eligibility date for the salary step increase. For example, an employee is appointed on January 4, 1986, and works in the regular assignment until April 11, 1986. On April 12, 1986, the employee is on injury-on-duty time until July 4, 1986, and returns to the regular assignment on July 5, 1986. The employee successfully completes the probationary period on September 26, 1986. The effective date of the salary step increase is July 5, 1986, because the period April 12, 1986, to July 4, 1986, is included in determining the salary step eligibility date.
- (3) When the probationary period is extended for an employee in a classification with a twelve (12) month probationary period who has successfully completed less than twenty-six (26) weeks of service, the employee shall be eligible for a salary step increase upon successful completion of twenty-six (26) weeks of service, excluding the period of the extension. The period of the extension, however, shall be included in determining the eligibility date for the salary step increase. The effective date of the salary step increase is determined in accordance with the example given above.
- (4) When the probationary period is extended for an employee in a classification with a twelve (12) month probationary period who has successfully completed more than twenty-six (26) weeks of service and who successfully completes the extended probationary period, the period of the extension shall be included in determining the eligibility date for the next salary step increase. The effective date of the salary step increase is determined in accordance with the example given above, where fifty-two (52) weeks is required.
- (5) If a probationary period is extended due to an unpaid leave of absence, the period of such extension is excluded in determining the eligibility date for a salary step increase.

7.3 EFFECT OF CLASSIFICATION CHANGE ON RATE OF COMPENSATION

a. Movement to a Higher Classification

When an employee moves from one classification to another which has a higher salary, through examination, appointment to an exempt position, temporary appointment in the absence of an eligible list, or reallocation, the employee shall receive an increase at least equal to a full in-grade salary step (5%) or Step 1, as applicable, of the higher classification, whichever is greater, but not to exceed the maximum rate of the higher classification.

b. Movement to Another Position in the Same Classification or to a Classification with the Same Salary Range

When an employee moves to another position in the same classification or to another classification with the same salary range, the employee shall maintain the same salary and same anniversary date.

c. Movement to a Lower Classification

When an employee's position is reallocated to a classification with a lower salary range, the employee shall suffer no reduction in salary, and the Y-rate provisions of this Agreement shall apply. The salary of an employee who voluntarily demotes shall be that salary step nearest but does not exceed such salary paid in the previous classification.

7.4 EFFECT OF CHANGE OF SALARY RANGE UPON COMPENSATION

Whenever the salary range of a classification is adjusted upward, the salary rate of each employee in the classification shall be adjusted to the step in the new range which corresponds to the step received in the former range, and the employee shall retain the current anniversary date for further increases within the new range.

7.5 RATE OF COMPENSATION UPON RETURN TO CITY SERVICE

- a. An employee recalled after layoff, reinstated after a leave of absence, or reemployed in the same classification after resignation shall return to the same salary step and shall be credited with the duration of time spent in their salary step paid at the time of departure. The period of time separated from City service shall not be included in the calculation of the anniversary date for future in-grade salary adjustments.
- b. If the employee is reemployed after resignation to a classification lower than that in which last employed, the employee may receive any step, but not to exceed the salary of the classification in which last employed. If that step is other than the maximum step of the salary range, the anniversary date for subsequent in-grade adjustments shall be twelve (12) months from the date of reemployment and each year thereafter until the maximum step of the salary range is reached.

7.6 RATES HIGHER THAN TOP STEP (Y-RATE)

Whenever the salary of an employee exceeds top step of the salary range established for a classification, such salary shall be designated as a "Y-rate." During such time as an employee's salary remains above the top step, the employee shall not receive further salary increases, except that upon promotion to a higher classification, the employee shall immediately advance to the step of the range of the higher classification next above the "Y-rate," and be eligible for advancement to succeeding steps in the range as outlined in this Agreement. In

the event an employee is "Y-rated" below top step, as applicable, the employee shall be permitted to advance to the maximum step of the original range.

7.7 LONGEVITY PAY [\(CITY CHARTER\)](#)

Employee eligibility for longevity pay shall be determined as provided in [Section 108 of the City Charter](#). The amount of payment after twenty (20) years of City service shall be one hundred dollars (\$100.~~00~~), and after twenty-five (25) years of City service, an additional two hundred dollars (\$200.~~00~~), for a total of three hundred dollars (\$300.~~00~~). The parties acknowledge that Longevity Pay is provided for in the City Charter and not through this Agreement. In the event that changes are made to the City Charter, those changes shall supersede the provisions of this Agreement regarding Longevity Pay.

Longevity Pay as provided in this Section shall be reported to CalPERS in a manner consistent with CalPERS rules for reporting special compensation, as amended.

7.8 [LONGEVITY PAY \(CONTRACT\)](#)

[a. Employees who have completed seventeen \(17\) years of City service shall be eligible to receive contract longevity pay as follows:](#)

[\(1\) Effective December 26, 2026, longevity pay will be one percent \(1%\) of the employee's base rate of pay.](#)

[\(2\) Effective December 25, 2027, longevity pay will be increased to two percent \(2%\) of the employee's base rate of pay, for a total of three percent \(3%\).](#)

[b. Longevity Pay shall be additive and shall not be compounded with any other type of pay or incentive. For purposes of determining employee eligibility for longevity, as provided by this section, years of service shall be determined by an employee's City Service Seniority as defined in Article 14, Layoff, Section 14.2 \(b\)\(2\).](#)

7.~~8~~9 SALARY CONTINUATION FOR ABSENCES OF LESS THAN ONE WORK DAY

A salaried employee exempt from the minimum wage and overtime provisions of the Fair Labor Standards Act who works for only a portion of the day shall not have their salary reduced that day due to insufficient accrued, usable leave.

7.~~9~~10 SECTION 401(A) MONEY PURCHASE PLAN

An IRS Section 401(a) Plan shall be available to eligible employees and participation shall be mandatory. The City will contribute two percent (2%) of salary and the employee shall contribute two percent (2%) of salary to the 401(a) Plan.

ARTICLE 8 – HEALTH AND WELFARE

8.1 LIFE INSURANCE

- a. The City provides basic life insurance in the amount of \$50,000 to each eligible career employee at no charge.
- b. Employees may also purchase, at their expense, supplemental life insurance at an amount of up to three (3) times their annual salary subject to limitations specified by the insurance carrier.

8.2 CONTRIBUTION TO FULL-TIME AND PART-TIME CAREER EMPLOYEES

- a. The City shall administer a Cafeteria Plan (Plan) for employees consistent with Section 125 of the [Internal Revenue Code](#). The details of Plan eligibility and operational requirements are set forth in the Plan documents. The City shall make contributions (City dollars) as defined below. [For employees that elect to participate in a City-sponsored health plan](#), One-half (1/2) of the City contributions will be made to eligible employees on each of the first two (2) paychecks (Eligible Paycheck) in each calendar month for insurance coverage the first and second halves of the month, respectively.
- b. Eligible employees shall receive a City contribution for each Eligible Paycheck on which the employee is paid for forty (40) or more hours. Employees who are paid less than forty (40) hours on an Eligible Paycheck may continue elected coverage limited to the City's medical, dental, and vision, plans for ~~up to six (6) months, or~~ the period of time permitted by Consolidated Omnibus Budget Reconciliation Act (COBRA), ~~whichever is greater~~, by personal remittance or other arrangement for payment of the full premiums of any insurance elected to be continued.
- ~~c. All terms and conditions of medical, dental, vision, disability, and basic life insurance sponsored by the City will be as outlined in certificates of coverage and related insurance contracts.~~
- ~~c.~~ The amount of City contribution ~~as provided in Section 8.4~~ for each of the first two (2) paychecks of each month shall be based on the number of hours for which the employee was paid in that bi-weekly pay period: 64 or more hours paid = 100% contribution; 40-63.9 hours paid = 50% contribution.
- ~~d.~~ [Notwithstanding subsections 8.2\(a\), 8.2\(b\), and 8.2\(c\), eligible employees shall continue to receive a City contribution for each Eligible Paycheck \(1\) while on an approved protected leave of absence without pay, if required by state and/or federal law; or \(2\) while suspended from service without pay.](#)
- ~~d.e.~~ [All terms and conditions of medical, dental, vision, disability, and basic life insurance sponsored by the City will be as outlined in certificates of coverage and related insurance contracts.](#)

8.3 CONTRIBUTION TO NON-CAREER EMPLOYEES

- a. The City shall contribute City dollars as provided below, on either a 100% or 50% basis, for non-career (+1,040) employees. Except as provided herein, the City contribution shall be applied toward the premiums for City-sponsored medical, dental, and vision insurance plans for eligible employees and qualified dependents, if any. The amount of City contribution for each of the first two (2) paychecks of each month shall be based on the number of hours for which the employee was paid in that bi-weekly pay period: 64 or more hours = 100% contribution; 40-63.9 hours = 50% contribution.
- b. To be eligible for the City contributions under this Section, a non-career employee must be paid for a minimum of forty (40) hours of work on each paycheck. If an employee fails to be paid for the minimum forty (40) hours necessary to receive the City contribution, the City shall deduct from the employee's first two (2) paychecks each month the amount needed to pay for the insurance plans which the employee has selected. If this deduction from the employee's first two (2) paychecks each month cannot be made in its entirety, it is the responsibility of the individual employee to pay for the remaining amount. Failure to do so before the end of the calendar month including such paycheck(s) shall result in the employee being automatically dropped ~~the employee~~ from the City-sponsored insurance program until the next open enrollment period.

8.4 AMOUNT OF CONTRIBUTION

- a. Employees Enrolled in an Account-Based Health Plan (ABHP)
 - (1) The ABHP is a combination of a High Deductible Health Plan (HDHP) and a Health Savings Account (HSA).
 - (2) Employees enrolled in an ABHP, the City contributions shall be as specified in Section 8.4(b), below. To the extent that the premium for the ABHP is less than the monthly City contributions outlined in Section 8.4, below, any remaining excess City contribution shall be credited to the employee's HSA, to the extent allowed by law.
- b. Employees Not Enrolled in an Account-based Health Plan (ABHP)
 - (1) For Plan Years Prior to the Effective Date of Subsection (2), the City contributions shall be as follows:
 - i. For full-time employees enrolled in a City-sponsored medical plan for employee only, the City contribution shall be nine hundred seventy-one dollars (\$971) per month.

- ii. For full-time employees enrolled in a City-sponsored medical plan for employee plus one (1) dependent, the City contribution shall be one thousand five hundred forty-five dollars (\$1,545) per month.
- iii. For full-time employees enrolled in a City-sponsored medical plan for employee plus two (2) or more dependents, the City contribution shall be two thousand fifty-one dollars (\$2,051) per month.
- (2) Effective the pay period beginning May 16, 2026, with the increased contribution first appearing on the paycheck issued June 9, 2026, for plan year 2026, the City contribution shall be as follows:
 - i. ~~Effective April 23, 2022, f~~For full-time employees enrolled in a City-sponsored medical plan for employee only, the City contribution shall be one thousand fifty-one dollars (\$1,051)~~\$838.00~~ per month.
 - ii. For full-time employees enrolled in a City-sponsored medical plan for employee plus one (1) dependent, the City contribution shall be one thousand six hundred seventy-four dollars (\$1,674) per month
 - iii. For full-time employees enrolled in a City-sponsored medical plan for employee plus two (2) or more dependents, the City contribution shall be two thousand two hundred thirty dollars (\$2,230) per month.
- ~~(1) Effective December 30, 2023, for full-time employees enrolled in a City-sponsored medical plan for employee only, the City contribution shall be \$955.00 per month.~~
- ~~(2) Effective April 23, 2022, for full-time employees enrolled in a City-sponsored medical plan for employee plus one (1) dependent, the City contribution shall be \$1,333.00 per month.~~
- ~~(3) Effective December 30, 2023, for full-time employees enrolled in a City-sponsored medical plan for employee plus one (1) dependent, the City contribution shall be \$1,520.00 per month.~~
- ~~(4) Effective April 23, 2022, for full-time employees enrolled in a City-sponsored medical plan for employee plus two (2) or more dependents, the City contribution shall be \$1,777.00 per month.~~
- ~~Effective December 30, 2023, for full-time employees enrolled in a City-sponsored medical plan for employee plus two (2) or more dependents, the City contribution shall be \$2,026.00 per month.~~

~~(5)~~

(3) Effective the first paycheck of ~~2025~~ 2027 for plan year ~~2025~~ 2027, the City shall contribute fifty percent (50%) of the first ~~fifty one hundred~~ dollars (~~\$50100.00~~) of premium increases, up to a total City dollar maximum City contribution of ~~twenty-five~~ fifty dollars (~~\$2550.00~~) per month, toward the cumulative total increase in premiums, from plan year ~~2024~~ 2026 to plan year ~~2025~~ 2027, of the benchmarked twenty-five dollar (\$25) Kaiser HMO, Delta Dental PPO, and VSP basic vision plans. The employee shall be responsible for any premium increase(s) which exceeds this amount.

If the year-over-year premium increases for the benchmarked twenty five dollar (\$25) Kaiser HMO for any applicable coverage level (Employee Only, Employee + 1 dependent, or Employee + 2 or more dependents) from plan year 2026 to plan year 2027 exceeds ten percent (10%), the parties shall meet and discuss, upon the WCE's request, City dollar contribution increases limited solely to specific coverage level for which the year-over-year premium increase exceeds ten percent (10%). Absent mutual agreement, the City dollar contribution calculation outlined in this subsection, 8.4(b)(3), shall remain in effect.

(4) Effective the first paycheck of 2028 for plan year 2028, the City shall contribute fifty percent (50%) of the first one hundred dollars (\$100) of premium increases, up to a total City dollar maximum contribution of fifty dollars (\$50) per month toward the cumulative total increase in premiums, from plan year 2027 to plan year 2028, of the benchmarked twenty-five dollar (\$25) Kaiser HMO, Delta Dental, PPO, and VSP basic vision plans. The employee shall be responsible for any premium increase(s) which exceeds this amount.

If the year-over-year premium increase for the benchmarked twenty five dollar (\$25) Kaiser HMO for any applicable coverage level (Employee Only, Employee + 1 dependent, Employee + 2 or more dependents) from plan year 2027 to plan year 2028 exceeds ten percent (10%), the parties shall meet and confer, upon the WCE's request, City dollar contribution increases limited solely to the specific coverage level for which the year-over-year premium increase exceeds ten percent (10%).

c. Full-time ~~E~~employees not enrolled in a City-sponsored medical plan shall receive a City contribution of up to seven hundred forty-seven dollars (\$747).00 per month to purchase City-sponsored dental and vision coverage.

- d. Part-time employees shall ~~be receive a~~ prorated City contribution consistent with as indicated in subsection 8.2(~~dc~~).
- e. ~~If all City bargaining units agree to the change, e~~ Employees who are eligible to receive a City contribution who do not provide proof of other group medical coverage or who do not enroll in City medical coverage within thirty (30) calendar days of being eligible for the City's contribution shall be enrolled in the lowest cost ABHP medical plan for employee only coverage. ~~If all City bargaining units do not agree to the change, the City will continue to enroll such employees in the lowest cost traditional HMO medical plan for employee only coverage.~~
- f. Employees shall not receive any unused portion of the City contribution as cash.
- ~~f.g.~~ Changes to the City's healthcare contribution levels as provided in this Section, including the adjustments effective for plan year 2026, shall not create or entitle employees to a special open enrollment period. Open enrollment opportunities shall occur only as provided on the City's normal annual benefits cycle or otherwise required by law.

8.5 COVERED DEPENDENTS

- ~~a.~~ The following eligible dependents qualify to be enrolled on a City medical, dental, or vision plan: lawfully married spouse or registered domestic partner; children up to age 26 who are an employee's natural child, stepchild, or adopted child; the natural or adopted child of an employee's spouse or registered domestic partner; children up to the age 26 who are placed under the legal guardianship of an employee, the employee's spouse, or the employee's registered domestic partner; children under the age of 26 in which the City has received a notice of Qualified Domestic Relations Order of required coverage; and disabled unmarried children over the age of 26 who reside with the employee.
- a. The definition of a dependent child for purposes of medical insurance shall also be in accordance with the Patient Protection and Affordable Care Act.
- b. An employee covered as a dependent of another City employee may not enroll in a City medical plan but may enroll in a City dental or vision plan.

8.6 CASH-BACK LIMITS

- a. The cash-back for eligible employees who have waived City-sponsored medical insurance continuously since October 15, 2013, shall be two hundred dollars (\$200) per month. The ~~two hundred dollars (\$200)-00~~ per month shall remain in effect through the end of the contract. Part-time employees shall be pro-rated as indicated in subsection 8.2(~~dc~~).

- b. New employees or employees who were not receiving cash-back as of October 15, 2013, shall not be eligible for any cash-back.
- c. Cash-back shall be available to employees who waive medical insurance enrollment during the 2013 open enrollment period. The cash-back option shall be closed to any new enrollments for employees who waive medical coverage after the 2013 open enrollment period.
- d. Employees transferring to classifications in the Engineering Unit who are receiving cash-back at the time of transfer may maintain the cash-back option as long as they continuously waive City-sponsored medical insurance.
- e. Eligibility for cash-back shall be lost if an employee participates in any City-sponsored medical, dental or vision plan. Cash-back shall not be included in the employee's regular rate of pay when determining such rate for contract overtime.

8.7 FLEXIBLE SPENDING ACCOUNTS

The City shall offer the following Flexible Spending Accounts (FSA) as permitted by Internal Revenue Service Regulations:

- a. Out-of-pocket costs for City-sponsored medical, dental, and vision insurance plans;
- b. Unreimbursed health care expenses; and
- c. Dependent care reimbursement.

The City shall provide a summary of IRS rules on flexible spending limits during each open enrollment to both the employees and the WCE.

8.8 ~~RETIREE HEALTH SAVINGS ACCOUNT~~ HEALTH REIMBURSEMENT ARRANGEMENT (HRA)

- a. Employees shall contribute twenty dollars (\$20.00) per pay period to an ~~Retiree Health Savings Account (RHSA)~~ HRA. Employee contributions shall be on a pre-tax basis, to the extent allowed by law. The ~~RHSA~~ HRA plan allows both City contributions as well as mandatory pre-tax employee contributions; however, there shall be no City contributions to the ~~RHSA~~ HRA plan.
- ~~a.b.~~ Contributions shall occur over twenty-four (24) pay periods per year, which shall be the first two (2) pay periods of each month.
- ~~b.c.~~ The City shall pay the quarterly administrative fee on behalf of each active employee of an amount not to exceed twenty-five dollars (\$25.00) annually.

8.9 RETIREES OR SURVIVOR DEPENDENTS BENEFITS

Eligible City retirees or survivor dependents shall receive City retiree insurance contributions for medical, dental, and vision insurance benefits as follows:

a. Retiree Insurance Contribution

The maximum City contribution towards the purchase of medical, dental, or vision insurance for retirees is three hundred dollars (\$300)-00 per month for the retiree. A retiree with a dependent enrolled on the retiree's medical plan shall receive an additional sixty-five dollars (\$65)-00 per month. Retirees shall not receive any unused portion of the City contribution as cash.

b. Retiree Insurance Contributions for Employees Retiring on or After July 1, 1992

- (1) Except as provided below, to be eligible for the City retiree insurance contribution for retiree only, the employee must retire from active service with a minimum of ten (10) full years of City service for a service or ordinary disability retirement, and be minimum age fifty (50).
- (2) Employees retiring with thirty (30) or more years of City service shall be eligible for the City's retiree insurance contribution effective with the date of retirement without regard to age.
- (3) The City's retiree insurance contribution shall be as follows:
 - (a) Employees with a minimum ten (10) full years of City service, but less than fifteen (15) full years of City service shall be eligible to receive a maximum of fifty percent (50%) of the City's retiree insurance contribution identified in subsection 8.9(a) above.
 - (b) Employees with a minimum of fifteen (15) or more full years of City service, but less than twenty (20) full years of City service shall be eligible to receive up to seventy-five percent (75%) of the City's retiree insurance contribution identified in subsection 8.9(a) above.
 - (c) Employees with a minimum of twenty (20) full years of City service shall be eligible to receive up to one hundred percent (100%) of the City's retiree insurance contribution identified in subsection 8.9(a) above.
- (4) There shall be no eligibility for the City's retiree insurance contribution if the employee elects to take a deferred retirement.

- (5) There shall be no City retiree insurance contribution for retirees with less than ten (10) full years of City service.
- (6) An employee who does not retire from the Sacramento City Employee Retirement System (SCERS) or the California Public Employee Retirement System (CalPERS) within one-hundred twenty (120) days from the date of separation from City service shall not be eligible for the City's retiree insurance contribution and may not enroll in a City medical, dental, or vision plan.

c. Retiree Insurance Contributions for Persons in Deferred Retirement Status as of January 1, 1991, are as follows:

Employees who elected a deferred retirement prior to January 1, 1991, and who retired on or after July 1, 1992, and before June 28, 2013, shall be eligible for the City's retiree insurance contribution as follows:

- (1) A retiree with at least ten (10) full years of City service, and who is at least fifty (50) years of age, shall be eligible for fifty percent (50%) of the City's retiree insurance contribution as identified in subsection 8.9(a) above.
- (2) A retiree with twenty (20) full years or more of City service, and who is at least fifty (50) years of age, shall be eligible for one hundred percent (100%) of the City's retiree insurance contribution as identified in subsection 8.9(a) above.

d. Pre-Medicare Eligible Retirees

Pre-Medicare retirees who are not eligible for Medicare benefits may elect to participate in a City-sponsored medical plan or purchase an individual medical plan. A retiree who elects to purchase an individual medical plan not sponsored by the City shall only be eligible to reenroll in a City medical plan if the retiree enrolls with an effective date of coverage which is within two (2) years from the date their prior City medical coverage terminated.

e. Medicare Supplement

In order to maintain eligibility for the City retiree insurance contribution, each eligible retiree and dependent shall enroll in Medicare Parts A and B immediately after becoming eligible for such benefits.

f. Medicare Retirees

In order to maintain eligibility for the City retiree health insurance contribution, each eligible retiree and eligible dependent(s) shall enroll in Medicare Parts A and B immediately after becoming eligible for such

benefits. Medicare retirees may elect to participate in a City-sponsored Medicare medical plan or purchase an individual Medicare medical plan.

Medicare retirees who have enrolled in Parts A and B after becoming eligible for such benefits may elect to participate in a City-sponsored Medicare medical plan without restriction to the amount of time the retiree has waived a City-sponsored medical plan. Medicare retirees may only enroll on their City-sponsored Medicare medical plan Medicare eligible dependent(s) who has enrolled in parts A and B.

Medicare retirees who are eligible for Medicare Parts A and B and who elect to purchase an individual medical plan shall only be reimbursed the cost of the individual premiums associated with a Medicare Advantage, Medicare Supplemental, and/or Medicare Prescription Drug plan up to their eligible City contribution.

g. Retiree Insurance Contribution Exclusion

Retirees who participate in another group medical plan as an employee or dependent spouse shall not be eligible for the City contribution outlined above.

h. Industrial Disability or Death in Line of Duty Survivors

Retirees who receive industrial disability pensions or death in-line-of-duty survivors will be entitled to one hundred percent (100%) of the City retiree insurance contribution regardless of years of service.

i. Survivor Dependents Benefits

Survivor dependents of eligible retirees shall continue to receive the retiree insurance contribution of up to three hundred dollars (\$300)~~.00~~ for the survivor only, or up to three hundred sixty-five dollars (\$365)~~.00~~ for the survivor and an eligible dependent.

“Eligible dependent”, as used in this Section, is defined as a dependent who was eligible to be enrolled on the retiree’s benefit plan at the time of the retiree’s death.

j. Limitation Clause

No employee or retiree shall have any rights provided by Section 8.9 after ~~December 26, 2025~~December 22, 2028.

k. Elimination of Retirees or Survivor Dependents Benefits for Employees Hired After June 30, 2013

Unless otherwise required by law, no employee hired, reemployed, or rehired on or after June 30, 2013, shall be eligible for any benefits provided by Section 8.9. Employees being recalled from layoff, reinstated consistent with the Rules and Regulations of the Civil Service Board, Rule 10.6, or transferring to classifications in the Engineering Unit after June 30, 2013, shall be eligible for the benefits provided by Section 8.9 only if the transferring employee was eligible for retiree or survivor dependent benefits at the time of layoff, reinstatement, or transfer. An employee hired by the City prior to July 1, 2013, who is laid off and is recalled to the same classification in the Engineering Unit within five (5) years of layoff shall maintain eligibility for benefits under this Section.

I. Resuming Retiree or Survivor Dependents Benefits for Eligible Personnel who Unretire from City Service and Subsequently Re-Retire from City Service On/After December 30, 2023.

Individuals retired from classifications represented by the WCE who are eligible for retiree or survivor dependents benefits under Section 8.9 shall have these benefits suspended if they elect to unretire and return to active employment with the City of Sacramento.

Notwithstanding Section 8.9(j), upon re-retirement from a classification represented by the WCE, retirees who were eligible for retiree or survivor dependents benefits under Section 8.9 at the time of their first retirement, shall receive the City contribution to which they were entitled to upon their original retirement date. Years of service during the employee’s return to active employment will not be used to determine any employee’s entitlement to the City’s retiree insurance contribution under Section 8.9.

Example: An employee retires from a classification represented by the WCE with fifteen (15) years of City service. The employee is eligible for 75% of the City’s retiree insurance contribution. The individual unretires and works in a WCE represented classification for another ten (10) years. When the employee re-retires, the employee is only eligible for the fifteen (15) year contribution amount, irrespective of any additional years of service worked for the City.

8.10 LONG-TERM DISABILITY

At any time during the term of this Agreement, the WCE may hold an election to determine if its members wish to participate in a long-term disability insurance program. Upon notification that the members have voted to participate in such a program, the City will establish a long-term disability insurance program for the WCE membership. The purchase of long-term disability insurance shall be at the members’ expense, and pursuant to the vendor’s specifications.

8.11 STATE DISABILITY INSURANCE (SDI)

At any time during the term of this Agreement, the WCE may hold an election to determine if its members wish to participate in the State of California short-term disability insurance program (CASDI) at the sole expense of the WCE membership. That election must be held pursuant to, and consistent with, the laws of the State of California. Upon notification that the members have voted to participate in the program, the City will, as soon as administratively feasible, establish enrollment in the State short-term disability insurance program for WCE membership.

ARTICLE 9 – WORKDAY, WORKWEEK, OVERTIME

9.1 WORKDAY, WORKWEEK

- a. The workweek for employees covered by this Agreement shall consist of forty (40) working hours during the period beginning at 12:01 a.m., Saturday and ending at 12:00 midnight the following Friday. This paragraph shall not apply to non-career employees.
- b. The City may establish a workweek schedule consisting of forty (40) hours in increments of four (4), ten (10) hour workdays; or five (5), eight (8) hour workdays; or a flexible 9-80 workweek schedule consisting of four (4), nine (9) hour workdays, four (4), nine (9) hour workdays, and one (1), eight (8) hour workday during an eighty (80) hour bi-weekly period. The City shall discuss with the WCE thirty (30) days in advance of implementation of the four (4) ten (10) workweek or 9-80 workweek schedule.

9.2 OVERTIME/COMPENSATING TIME OFF (CTO)

a. Employees are eligible for overtime compensation at one and one-half (1.5) times their regular rate of pay when they work in excess of forty (40) hours in a workweek. With the exception of sick leave, all paid time shall count as time worked for the purposes of calculating overtime eligibility.

~~a. Employees who are required to work in excess of their regularly scheduled shift, which is forty (40) hours per workweek, shall be compensated for such work time at one and one-half (1.5) times their regular rate of pay. With the exception of sick leave, all paid time shall count as time worked for the purposes of calculating overtime eligibility.~~

~~b. Part-time employees or employees who are regularly scheduled to work fewer than forty (40) hours per workweek, are eligible for overtime compensation at one and one-half (1.5) times their regular rate of pay when they work in excess of forty (40) hours in a workweek. With the exception of sick leave, all paid time shall count as time worked for the purposes of calculating overtime eligibility.~~

- e.b. Overtime compensation shall be paid by cash payment. In lieu of cash payment, Compensating Time Off (CTO) may be earned by mutual agreement between the employee and the appointing authority or designee. Both the cash payment and the CTO shall be computed at the rate of one and one-half (1.5) times the number of overtime hours worked. The scheduling of CTO use must be approved by the employee's department head or their designee.
- e.c. Employees may accrue up to one hundred twenty (120) hours of CTO. The City may cash out CTO hours accumulated in excess of eighty (80) hours at any time provided that the use of such time off has not been previously approved.

9.3 VOLUNTARY WORK FURLOUGH PROGRAM

Pursuant to the Furlough/Reduced Work Week Policy, the City may establish for full-time career employees a voluntary work furlough/reduced work week consisting of a full day of unpaid leave on a variable schedule or a work schedule which is modified on a regular fixed basis to less than forty (40) hours per week. Employees shall apply for participation in the program pursuant to the conditions set forth in the rules and procedures governing this Citywide program.

ARTICLE 10 – PROFESSIONAL DEVELOPMENT

10.1 CONFERENCES AND SEMINARS

- a. The City and the WCE agree that, subject to the approval of the department head or their designated representative, members of the Engineering Unit may be assigned to attend conferences and seminars where such attendance is in the best interest of the City.
- b. In addition to the provision of (a) above, subject to the approval of the department head, members will be permitted to attend conferences and seminars, with or without expenses, where such attendance is in the best interest of the City and the professional development of employees in the Unit.
- c. Conference and seminar costs shall be administered under the Department of Finance Administration Policy concerning: Travel Requests and Expense Reimbursement.

10.2 PROFESSIONAL ENRICHMENT

Effective September 5, 2015, employees shall receive forty dollars (\$40.00) in the first two (2) paychecks of each month for professional enrichment. Employees must be on the payroll for the full period in which the payment is made to receive this benefit. All payments shall be prorated based on FTE status.

It is understood that the professional enrichment expenditure is not a substitute for any department training budget that may exist.

If this provision is continued in any successor agreement, WCE may elect to receive these funds in two (2) lump sum payments of \$480.00 on dates to be agreed upon.

10.3 TUITION REIMBURSEMENT

The City agrees to reimburse career employees for the cost of tuition, books, and fees, excluding parking, up to a maximum of \$1,500.00 per calendar year, pursuant to the City's Employee Education Assistance Policy. Section 10.3 (Tuition Reimbursement) shall not apply to employees eligible for any educational incentive.

In addition, the City may authorize tuition reimbursement for training through other approved sources.

ARTICLE 11 – SPECIAL ALLOWANCES

11.1 STANDBY

- a. An employee who is required to remain on standby for emergency work shall be paid \$210.00 per week, or the daily pro rata rate of \$30.00, in addition to their regular compensation. Employees who are called out while on standby shall receive two (2) hours minimum pay at their regular rate of pay, or consistent with Article 9.2, one and one half (1.5) times their regular rate of pay for all hours worked, whichever is greater.
- b. If an employee is assigned to standby and receives telephone contacts and engages in problem resolution which totals in excess of fifteen (15) minutes, the employee shall receive the two-hour minimum, or actual time worked, whichever is greater.
- c. With the exception of sick leave, employees may use any type of authorized leave, including, but not limited to vacation, CTO, holiday credit, etc., during their standby assignment, so long as they remain available for their standby assignment. An employee utilizing sick leave who is unable to work due to a personal illness shall not receive standby pay for the day(s) out sick. Employees who fall ill after hours while they are on standby shall notify the Standby Supervisor who will find a replacement for the day(s) the employee is out sick. The standby assignment may resume when the employee returns to work.

11.2 TEMPORARY WORK IN HIGHER CLASSIFICATION

Temporary assignments to higher classifications shall be permitted only in those classifications where in the judgment of the Department Head or designee, it is necessary to maintain proper and efficient departmental operations. An employee temporarily assigned in writing to a higher classification shall be compensated for the duration of the out-of-classification assignment by the payment of five percent (5%) of the regular salary the employee received prior to the out-of-classification assignment, or the salary provided for in Step 1 of the higher classification, whichever is greater, but not to exceed top step of the higher classification.

11.3 NIGHT-SHIFT PREMIUM PAY

- a. Career and non-career (+1,040) employees covered by this Agreement who work any portion of their regular workshift in the period extending from 6:00 p.m. to 6:00 a.m., shall be compensated for those hours worked (to the nearest one-half hour) within this period by payment of an additional five percent (5%) of their base pay for each hour worked.
- b. An employee shall not receive night-shift premium pay when on vacation or other authorized leave of absence with pay.

11.4 REQUIRED LICENSES

- a. The City shall reimburse employees for the fee charged by the State of California to renew their professional registration. The reimbursement will apply only to those employees who are required to maintain the professional registration as a condition of their employment.
- b. Verification of the renewal of the employee's professional registration is required in order to receive the reimbursement.

11.5 BILINGUAL PAY

- a. The City may authorize bilingual pay when it is determined to be necessary for the operation. The City shall determine what languages are appropriate for such pay and the number of employees to be certified. To be eligible for bilingual pay the employee must be determined to be verbally proficient, and if necessary for the assignment, proficient in the written language. The City will arrange the certification and testing process and authorize the bilingual pay.
- b. Bilingual pay shall be paid at the rate of twenty dollars (\$20.00) for any pay period in which the employee is certified. An employee who is receiving bilingual pay may be required to provide assistance to any City operation.

11.6 TECHNOLOGY ALLOWANCE

- a. In the event the appointing authority requires an employee to use a cellular phone to conduct City-related business, the employee will receive a monthly technology allowance of twenty-five dollars (\$25.00) in lieu of using a City-provided cellular telephone.
- b. Use of City-provided cellular telephones shall be discontinued upon receipt of the technology allowance by the employee.
- c. Upon approval of the monthly technology allowance, the employee shall obtain, at his or her own expense and as a private individual, a personal cellular telephone and monthly cellular service contract that may be used to conduct City-related business. The employee shall publish and/or provide the cellular telephone number to designated individuals and organizations with whom the employee normally conducts City-related business.
- d. The employee shall be generally accessible via his or her cellular telephone to conduct City-related business.

ARTICLE 12 – LEAVES

12.1 HOLIDAYS

- a. The following shall be recognized holidays:

<u>Holiday</u>	<u>Date</u>
New Year's Day	January 1
Martin Luther King's Birthday	Third Monday in January
Washington's Birthday	Third Monday in February
Cesar Chavez's Birthday	March 31
Memorial Day	Last Monday in May
<u>Juneteenth</u>	<u>June 19</u>
Independence Day	July 4
Labor Day	First Monday in September
Veteran's Day	November 11
Thanksgiving Day	Fourth Thursday in November
Day after Thanksgiving Day	Friday after Thanksgiving
Christmas Eve (4 hours)	December 24
Christmas Day	December 25
New Year's Eve (4 hours)	December 31

- b. Eligibility

To be eligible for holiday pay, the employee shall work the last scheduled workday before and after the recognized holiday. Paid time on vacation,

sick leave, or CTO shall be considered hours worked for the purpose of holiday pay eligibility. An employee absent due to a disciplinary suspension shall not be considered to have missed a scheduled workday for the purpose of holiday pay eligibility.

- c. When one of these holidays falls on a Saturday, employees shall be given the preceding Friday off as holiday time. When one of the holidays falls on a Sunday, employees shall be given the following Monday off as holiday time.
- d. Part-time career and non-career employees must work or be on authorized paid leave the scheduled shift before and after the holiday to be eligible for the holiday benefit.
- e. A part-time career employee or a non-career (+1,040) employee shall receive the recognized holiday benefit based upon the number of hours the employee was paid in that workweek as follows:

Number of Recognized Holidays <u>In the Workweek</u>	Minimum Number of Paid Hours in the Workweek	
	<u>50% Benefit</u>	<u>100% Benefit</u>
0.5	18	28.8
1.0	16	25.6
1.5	14	22.4
2.0	12	19.2

An employee paid for less than the minimum number of hours required for the fifty percent (50%) benefit shall receive no recognized holiday benefit.

f. Floating Holidays

(1) Accrual

In addition to the recognized holidays specified above, each employee shall receive the equivalent of two (2) floating holidays per calendar year accrued as follows:

- (a) Full-time career employees shall accrue forty (40) minutes of floating holiday on each of the first two (2) paychecks each month as long as the employee is in paid status forty (40) or more hours on the paycheck that the accrual would occur.
- (b) A part-time career employee, including an employee in a work sharing program or a non-career (+1,040) employee shall accrue floating holiday credit based upon the number of hours for which the employee was paid in that bi-weekly pay period: 64 or more hours paid = 100% accrual; 40-63.9 hours paid = 50% accrual; less than 40 hours paid = 0% accrual.

(2) Administration

- (a) The scheduling of floating holiday time must be approved in advance by the appointing authority or designated representative.
- (b) An employee may carry over from the preceding calendar year a maximum of eight (8) hours of floating holiday. All floating hours accrued and not used in excess of eight (8) hours shall be paid to the employee at the employee's straight-time hourly rate of pay on the final paycheck of the calendar year in which it was earned.
- (c) An employee separating from City employment for any reason shall be paid for all accrued floating holiday time at the straight-time hourly rate of pay.

g. Alternate Monday-Friday Schedules

For employees who work a Monday through Friday 9/80 or 4/10 schedule, if the recognized holiday falls on the employee's scheduled day off, the employee shall accrue holiday credit for the hours of the holiday benefit, up to a maximum of eight (8) hours.

12.2 VACATION

a. Vacation Leave Accrual

- (1) Employees with less than five (5) full years of service shall earn eighty (80) hours of vacation each year, which shall accrue at three (3) hours, twenty (20) minutes on each of the first two (2) paychecks each month.
- (2) Employees with more than five (5) full years of service and less than fifteen (15) full years of service shall earn one hundred twenty (120) hours of vacation each year which shall accrue at five (5) hours on each of the first two (2) paychecks each month.
- (3) Employees with more than fifteen (15) full years of service shall earn one hundred sixty (160) hours of vacation each year which shall accrue at six (6) hours, forty (40) minutes on each of the first two (2) paychecks each month.
- (4) An employee's maximum accrual of vacation shall not exceed four hundred and eighty (480) hours. Accrual shall be suspended until the balance is reduced below the maximum accrual amount. Accrual will resume on the applicable paycheck following the paycheck in which

the balance is brought down. It is the employee's responsibility to monitor their own vacation leave balance.

- (5) Employees who are eligible to receive a cash payment in-lieu of vacation leave, as provided for in Section 107(d) of the Sacramento City Charter, may make an irrevocable election to receive such payment by foregoing the same number of vacation hours in the calendar year following the election. Notification of the election must be made to the Payroll Division, Department of Finance, in writing by November 30. The in-lieu payment will be made to the employee on the last paycheck in March of the following year of the election. Payment shall be made at the straight time hourly rate of pay the employee is receiving at the time payment is made. If the employee electing the in-lieu payment separates from City employment for any purpose before receiving the in-lieu payment, the employee forfeits any right to receive the payment, but will instead have their vacation leave balances credited with the amount of hours that would have been accrued from January 1 to the last day of employment.

b. Integration of Vacation with Workers' Compensation

Where a career employee sustains an injury covered by workers' compensation and has utilized all of the one (1) year "injury-on-duty time" as provided under City Charter Section 253, or former City Charter Section 167, as the case may be, and consequently is receiving straight workers' compensation temporary disability payments, the employee will be allowed to utilize (while off work) accrued vacation time in partial day increments in addition to receiving workers' compensation temporary disability payments with the total aggregate payment of temporary disability and vacation pay not to exceed one hundred percent (100%) of the employee's regular rate of pay. As a condition of so using such accrued vacation, however, the employee is required to continuously utilize accrued vacation until accrued vacation is exhausted or they return to work. The employee may also utilize other forms of leave, including sick leave, for this purpose; however, consistent with 12.4, Sick Leave, only 1/3 of an employee's accrued sick leave may be used for this purpose.

12.3 SICK LEAVE

a. Accrual and Usage

- (1) A full-time employee shall accrue sick leave at the rate of four (4) hours on each of the first two (2) paychecks each month which may be used by the employee in the event of illness or injury which is not job-related; however, in accordance with the Rules and Regulations of the Civil Service Board, one-third (1/3) of the accrued sick leave may be used after exhaustion of injury-on-duty time; however, the

combination of temporary disability payments and sick leave pay shall not exceed one hundred percent (100%) of the employee's regular rate of pay. Such usage shall not exceed the maximum amount of the employee's accumulation. A part-time career or non-career (+1,040) employee shall earn sick leave on a pro rata basis.

- (2) Employees who have at least four hundred and eighty (480) hours of sick leave on the last day of the pay period ending on or before November 1 of any calendar year, may make an irrevocable election to forego the accrual of not more than twenty-four (24) hours of sick leave during the following calendar year and receive instead, a cash payment for the number of sick leave hours designated in the election.
- (3) Notification of the irrevocable election must be made in writing to the Payroll Division, Department of Finance, in writing between November 1 and November 30. The payment will be made on the last paycheck in May of the calendar year following the irrevocable election. Payment shall be made at the hourly rate of pay the employee is receiving at the time the payment is made.
- (4) If the employee electing the payment is separated from City employment before receiving the payment, the employee forfeits any right to the payment, but will instead have their sick leave balances credited with the sick leave hours the employee would have accrued from January 1 following the date of election to the last day of employment.

b. Sick Leave Cash-Out/Conversion To PERS Service Credit

(1) PERS

- (a) PERS members hired prior to January 1, 2005, with more than twenty (20) years of City service, shall be eligible to cash out sick leave and/or convert sick leave to PERS service credit as follows:
 - (i) Eligible employees may receive payment for thirty-three and one-third percent (33-1/3%) of the sick leave credits accumulated (to the nearest full day) by the employee on the date of their retirement, resignation, or layoff.
 - (ii) Eligible employees with an effective retirement date from PERS within one hundred twenty (120) calendar days of their separation from City service may also convert any or all of their total sick leave credits accrued, less any payment received pursuant to sub-

paragraph (i), above, to PERS service credit as of the date of their retirement consistent with and pursuant to the PERS contract with the City, as amended.

- (iii) Individuals identified pursuant to California Government Code Section 53245 as being the person designated on the employee's "Designation of Person Authorized to Receive Warrants," or in the absence of an identified person pursuant to California Government Code Section 53245, persons entitled by law to the possession of the estate of a deceased employee who was eligible to cash out sick leave credits pursuant to sub-paragraph (i), above, may receive payment for thirty-three and one-third percent (33-1/3%) of the total sick leave credits accumulated (to the nearest full day) by the employee on the date of the employee's death.
- (b) Employees hired, rehired, or reemployed on or after January 1, 2005, shall not be eligible for payment of any portion of accumulated sick leave credits upon retirement, resignation, or layoff regardless of their years of service. However, employees hired, rehired, or reemployed on or after January 1, 2005, may convert their remaining sick leave balance to service credit consistent with law and pursuant to the PERS contract with the City upon separation of employment for retirement.
- (c) No employee whose services are terminated by reason of discharge for cause, shall be eligible for payment of any portion of accumulated sick leave credits.

(2) SCERS

Upon termination of any employee in the SCERS eligible to accumulate sick leave credits for reasons of retirement, resignation and/or layoff after service for a period of not less than two (2) years, or death, such employee (or those entitled by law to the possession of the estate of a deceased employee) shall receive payment for thirty-three and one-third percent (33-1/3%) of the total sick leave credits accumulated (to the nearest full day) by the employee on the date of such retirement, resignation, layoff, or death. No employee whose services are terminated by reason of discharge for cause, or by reason of resignation or layoff prior to the completion of two (2) years of service, shall be eligible for payment of any portion of accumulated sick leave credits.

c. Reinstatement of Sick Leave After Return From Layoff

An employee who is laid off and receives payment for thirty-three and one-third percent (33-1/3%) of their total accumulated sick leave credits shall be credited with the remaining sixty-six and two-thirds percent (66-2/3%) of their accumulated sick leave credits if and when said employee is recalled. If said employee thereafter leaves City service after being recalled and is entitled to payment of their accumulated sick leave credits under this Section, said employee shall only receive payment for thirty-three and one-third percent (33-1/3%) of those sick leave credits which accrued after the date of recall.

d. Sick Leave Credit Limitation

Except as provided herein, no payments made or sick leave credits accumulated shall be construed or deemed to constitute retirement benefits payable to employees of the City.

e. Administration of Sick Leave

The Rules and Regulations of the Civil Service Board relating to the administration of sick leave privileges and benefits and the Citywide Sick Leave Policy shall apply to all eligible employees.

12.4 PARENTAL LEAVE

Pursuant to the City's Parental Leave Policy, full-time employees who have completed at least three (3) years (six thousand, two hundred and forty (6,240) hours) of regular service from the most recent date of hire preceding the birth of a child are eligible for City-paid Parental Pay of up to four (4) weeks [one hundred-sixty (160) hours] of continuous paid time off.

12.5 CATASTROPHIC LEAVE PLAN

Employees are entitled to catastrophic leave pursuant to the City's Catastrophic Leave Policy.

12.6 PERSONAL TIME OFF

a. Full-time career employees who have completed ten (10) full years of City service shall be credited with twenty-four (24) hours of personal time off (PTO) . Part-time career employees shall be credited with a prorated amount of time based on their regular schedule. Eligible employees will receive this PTO each year on the paycheck representing the first full pay period that includes January 1.

b. Employees who separate service and who are subsequently reemployed, pursuant to Article 14.2(b)(5)(a), into a classification covered by this

Agreement, will receive credit toward PTO eligibility for their previous years of City service upon successful completion of probation, on a go-forward basis. For purposes of determining eligibility to receive PTO, pursuant to this paragraph, an employee must complete probation prior to January 1 of the calendar year in which it is provided.

- c. Use of personal time off shall not cause overtime.
- d. Personal time off shall not accumulate from calendar year to calendar year and shall have no cash value. If an employee is unable to use all of the time by the end of the calendar year based on operational need, the department may approve carry-over to the next year. In all other cases, the time shall be forfeited.

12.7 BEREAVEMENT LEAVE

An employee may receive up to twenty-four (24) hours of City-paid leave for bereavement based on the death of the employee's spouse, parent, sibling, child, grandchild or grandparent as defined herein. The employee may use sick leave as outlined in the Rules and Regulations of the Civil Service Board for additional time off or to attend to other death, bereavement or funeral needs. Use of sick leave as defined in this subsection shall not count against an employee for purposes of calculating employee sick leave usage/abuse.

12.8 PROBATIONARY PAID LEAVE

New City employees hired after September 1, 2015, will be credited with sixteen (16) hours of probationary paid leave that can be used after three (3) months of service but before twelve (12) months of service. Any unused probationary paid leave will expire at the end of the employee's probationary period and shall not carry over or be added to any other leave accrual. This provision does not apply to employees with any prior City service.

12.9 PAID CITY LEAVE

Employees who are employed in a classification represented by the WCE on April 12, 2022, shall receive a one-time leave bank contribution for thirty-five (35) hours of Paid City Leave. This Paid City Leave shall not expire and shall have no cash value except as follows:

- a. Employees receiving Paid City Leave contributions described in Section 12.9 (Paid City Leave) may make an irrevocable election to receive cash payment in lieu of using the leave. Notification of the election to receive this cash payment must be made to the Payroll Division, Department of Finance, in writing by November 30, 2022. Employees making the irrevocable election shall receive the payment on the paycheck representing the first pay period following their election at the hourly rate of pay they are receiving at the time of payment, less ordinary payroll deductions.

- b. Upon separation from City service, employees with a balance of Paid City Leave described in Section 12.9 (Paid City Leave) shall receive payment for the Paid City Leave balance at the hourly rate of pay they are receiving at the time the payment, less ordinary payroll deductions.

ARTICLE 13 – COURT DUTY

13.1 COURT DUTY

- a. When an employee is absent from work to testify in response to a subpoena issued by a court of competent jurisdiction in a non-work related matter to which the employee is not a party, to serve on a jury, or to report for jury duty examination, they shall be granted pay for those hours which they are absent for such reason. The City may require the employee to elect to be on telephone alert and remain on the job until such time as called to serve. Pay for work time lost shall be computed at the employee's regular rate of pay at the time of such absence. The employee shall return all jury remuneration received, less transportation allowance, to the City.
- b. To receive pay for work time lost, an employee must provide the City with a statement signed by an official of the court certifying the employee's service as a juror or appearance in court for that purpose, the date or dates of attendance, the time released from attendance and the compensation paid, exclusive of any transportation allowance.

ARTICLE 14 – LAYOFF

14.1 PURPOSE

This Article provides the procedure to be followed when an employee is to be displaced/laid off from their position.

14.2 DEFINITIONS

- a. Layoff

A layoff shall be defined as the dismissal or displacement of at least one employee due to lack of work, lack of funds, abolishment of position, or for other reasons not reflecting discredit on an employee.

- b. Seniority

- (1) Classification Seniority: Classification seniority shall be defined as the effective date of probationary appointment to the employee's present job classification including any time spent in a higher job classification, but less any time spent in a lower job classification due

to a downgrade. The term higher classification shall mean a job classification in which the top step is greater than the top step of the employee's present job classification. For any employee who has not served a probationary period in their present job classification, or any employee whose position has been reallocated in accord with the Rules and Regulations of the Civil Service Board, classification seniority shall be mutually established by the City and the WCE.

For those classifications which have flexible staffing as defined in the Rules and Regulations of the Civil Service Board and provided for in the classification specifications, classification seniority shall be defined as the effective date of probationary appointment to the lowest classification in the classification series. For an employee who has downgraded, computation of classification seniority for a job classification lower than that in which the employee holds permanent status, the following seniority shall be counted: (1) classification seniority in any higher classifications, and (2) previous classification seniority in the job classification or series for flexibly staffed classifications in which the employee is currently working, and (3) present time spent in the job classification or series for flexibly staffed classifications in which the employee is currently working.

- (2) City Service Seniority: City service seniority shall be defined as the effective date of appointment to the employee's first permanent career position, or as the effective date of appointment to the employee's first full-time position (or positions) which immediately preceded an appointment to a permanent career position, whichever is greater.
- (3) Hire Date Seniority: Hire date seniority shall be defined as the employee's first date of hire to any position with the City.
- (4) Seniority Adjustments: Classification seniority and City service seniority shall be adjusted (reduced) in calendar days to reflect time spent on layoff from City service. There shall be no adjustment for time spent on an approved unpaid leave of absence.
- (5) Termination of Seniority: Termination of classification seniority and City service seniority shall occur upon:
 - (a) Resignation, except that any employee who is appointed from a reemployment list and completes a probationary period, if any, in the position to which they were reemployed may count the seniority which they accumulated prior to resignation.
 - (b) Discharge.
 - (c) Retirement.

- (d) Layoff in excess of five (5) consecutive years out of the City service or in excess of the time period set forth in subsection (d) below.
- (e) Failure to comply, report, or respond to a recall notice within fourteen (14) calendar days from the date of postmark on the recall notice.

c. Downgrades

A downgrade shall be defined as a change in job classification to which the top step is less than the top step of the employee's present classification, due to a layoff. A downgrade shall only be allowed to the appropriate classification within the employee's regression ladder. An employee who is downgraded pursuant to this Article shall be paid in the new classification the salary range step closest to the monthly pay rate received immediately prior to downgrade.

d. Regression Ladder

A regression ladder shall be defined as a classification series through which an employee may downgrade. Regression ladders for the Engineering Unit are as follows:

- (1) Associate Civil Engineer/Assistant Civil Engineer/Junior Engineer
- (2) Associate Electrical Engineer/Assistant Electrical Engineer/Junior Engineer
- (3) Associate Mechanical Engineer/ Assistant Mechanical Engineer/Junior Engineer
- (4) Associate Architect/Assistant Architect
- (5) Associate Landscape Architect/Landscape Assistant/Junior Landscape Assistant
- (6) Telecommunications Engineer III/II/I

e. Permanent Status

For the purposes of this layoff procedure, permanent status is attained in a job classification when an employee has successfully completed their probationary period in that job classification.

f. Career and Non-Career

Career employees shall be those employees in positions which are in the classified service who are required to serve a probationary period. Non-career employees are all other employees covered by this Agreement.

g. Leave of Absence

Employees on an approved unpaid leave of absence shall accrue seniority.

14.3 PROCEDURE

a. Non-Career Employees

When layoff is to occur within a job classification within a department, all non-career employees in the regression ladder in which the job classification is found shall be laid off first. In no event shall a career employee suffer a layoff until all non-career employees in the affected regression ladder have been laid off. Non-career employees shall have no right to downgrade.

b. Career Employees

- (1) Within each job classification and within each department in which a layoff occurs, employees shall be laid off in the following order: first, all provisional employees; second, all probationary employees in the order of their classification seniority, beginning with the employee with the least such seniority; and, third, permanent employees in the order of their classification seniority, beginning with the employee with the least such seniority.
- (2) Any provisional or probationary employee who is affected by a layoff or displaced by a downgrading employee shall return to the last department and job classification in which the employee holds permanent status, if any. If the employee does not hold permanent status in another job classification, they shall be laid off. If the employee does hold permanent status in another job classification, they shall then be treated as a permanent employee in that job classification with respect to any layoff in that job classification.
- (3) Any permanent employee who is to be laid off or displaced shall have the right to downgrade, within the department, in descending order, to job classifications within their regression ladder, provided that: (a) the employee meets all of the qualifications of the lower classification, and (b) can displace an employee in the lower classification. If there are any provisional employees in such lower classification, the provisional employee with the least City service seniority shall be displaced first. If there are no provisional

employees in the lower classification, the probationary employee with the least City service seniority shall be displaced. If there are neither provisional nor probationary employees in the lower classification, the permanent employee with the least City service seniority shall be displaced, provided that the downgrading employee has greater City service seniority. If the permanent employee attempting to downgrade is unable to do so, they shall be laid off.

- (4) An employee may accept layoff in lieu of the opportunity to downgrade by notifying Labor Relations within two (2) normal workdays of receiving notice of layoff. Where the employee accepts a layoff in lieu of a downgrade, said employee shall forfeit all recall rights except to a vacancy within the same classification from which the employee was laid off.
- (5) If two (2) or more employees have an equal amount of classification seniority, the senior employee shall be determined on the basis of greater City service seniority. If two (2) or more employees have an equal amount of City service seniority, the senior employee shall be determined on the basis of greater hire date seniority, then by random number, if necessary.
- (6) The application of this procedure is not intended to extend job assignment, work organization, or departmental preference to any employee affected by a layoff.

c. Notice of Layoff

In the event of layoff, the City shall send by certified mail return receipt requested a layoff notice to all affected employees. Such notice shall be postmarked at least thirty (30) calendar days in advance of the effective date of layoff. Such layoff notice shall be mailed to the employee's address in the City's payroll system and shall be deemed appropriate notice. The employee(s) who is on a paid or unpaid leave shall be affected by the layoff in accordance with the provisions of this Article in the same manner as all other employees.

14.4 FRINGE BENEFITS

- a. Upon layoff, employees shall be paid for accrued leave balances and similar benefits, as applicable. Employees being recalled shall have the uncompensated portion of their sick leave balance restored. However, if eligible, only those sick leave hours accrued after recall shall be applied to any subsequent sick leave payoff.
- b. Employees and their eligible dependent(s) ~~laid off who are~~ enrolled in City ~~insurance programs may continue elected coverage limited to the City's~~

medical, dental, ~~and or~~ vision insurance coverage plans at the time of layoff may continue their coverage for the period of time permitted by the Consolidated Omnibus Budget Reconciliation Act (COBRA) ~~by advanced personal remittance for each month's premium for the cost of such coverage, at the time of layoff.~~ The employee and any enrolled dependent(s) will be responsible for the full cost of the monthly premiums for COBRA continuation coverage. Payment for COBRA premiums shall be made by the payment deadline specified on the invoice issued by the health carrier or the City,

- c. Assistance with enrolling in COBRA coverage or information on eligibility for City retiree health benefits ~~this insurance option, unemployment benefits, and the availability of retirement benefits or refunds as governed by the City Charter~~ will be provided by Benefits Services Division, ~~in the~~ Department of Human Resources, on the upon request ~~of laid-off employees~~.

14.5 RECALL

- a. When a vacancy occurs in a job classification, the laid off or downgraded employee(s) eligible to return to that job classification shall be recalled in the inverse order of their downgrade or layoff. When a recall list exists and an employee is on a reinstatement list due to a medical leave of absence, such employee will be merged with employees on the established layoff eligibility list based on classification seniority. Permanent employees who were laid off or downgraded are eligible to return to the job classification in which permanent status is held within their regression ladder, or to lower classifications within the same regression ladder, but shall have no recall rights to any job classification in which provisional or probationary status was held at the time of layoff or downgrade. Provisional and probationary employees who had no permanent status in another job classification at the time of layoff shall have no recall rights. Non-career employees shall have no recall rights.
- b. Employees who have been downgraded and are subsequently recalled shall return to the salary step which they held prior to their displacement. The anniversary date for future in-grade salary adjustments shall be the date of recall to the permanent classification.
- c. Employees shall be entitled to recall rights for a period of five (5) consecutive years from the effective date of layoff or downgrade. The effective date of layoff shall be the employee's last day of work. The effective date of downgrade shall be the employee's last day of work in the classification from which they were downgraded. An employee who has downgraded and has not been recalled to the classification where permanent status is held within the five (5) year period shall gain permanent status for purposes of layoff in the classification to which the employee

downgraded, or is currently working at the time recall rights are lost, whichever is higher in the regression ladder.

- d. When a vacancy exists and employees are to be recalled, notice of the opening(s) shall be sent to the mailing address as shown in the City's payroll system. To expedite recall, more than one employee may be notified of an opening. This recall notice shall be by certified mail return receipt requested and the employee shall have ten (10) calendar days to notify the City of their intent to return to work. The employee shall have twenty-one (21) days from the postmark of the certified letter to report to work with the twenty-one (21) days being inclusive of the ten (10) days.
- e. If the employee fails to notify the City within ten (10) days or fails to report to work within the twenty-one (21) days, the employee shall lose all recall rights.

ARTICLE 15 – SAFETY EQUIPMENT REIMBURSEMENT

15.1 CAL-OSHA APPROVED SAFETY FOOTWEAR

Upon approval of the appropriate supervisor, an employee who works on a jobsite where Cal-OSHA approved safety footwear is required to be worn as a condition of employment shall be eligible for reimbursement of up to \$200.00 for the purchase or repair of approved safety footwear subject to the following conditions: (1) the employee must obtain prior authorization from their supervisor before purchasing safety shoes or having existing footwear repaired; (2) the employee must submit a receipt to the supervisor to verify the cost and substantiate the reimbursement; (3) the employee shall be eligible for reimbursement under this section no more than once every 2 years.

15.2 SAFETY GLASSES

- a. When it is mandatory for employees to wear safety glasses, the City shall provide non-prescription safety glasses for employees. Employees who wear prescription glasses may wear the protective eye wear provided by the City or the employee may choose to wear prescription safety glasses at their own expense.
- b. The City agrees to reimburse employees up to a maximum of one hundred twenty-five dollars (\$125.00) for the repair or replacement of prescription safety glasses purchased by the employee if the glasses are damaged or destroyed while the employee is actively at work, provided that the employee furnishes satisfactory proof to the City of such loss.
- c. The prescription shall not be more than twenty-four (24) months old to qualify for reimbursement under this Section. All costs to update and fill the prescription shall be borne by the employee.

ARTICLE 16 – DISCIPLINE

16.1 LETTER OF REPRIMAND

- a. A letter of reprimand shall not be appealable to the Civil Service Board, except the employee may have an administrative review of the reprimand by submitting a request in writing within seven (7) calendar days to the Manager of Labor Relations. The Manager or designee will schedule a meeting within seven (7) calendar days of receipt of the written request to hear the employee's response. A final written decision will be rendered by the Manager or designee within seven (7) calendar days of the meeting. This Section shall not be subject to the Grievance Procedure.
- b. A letter of reprimand issued on or after October 27, 1990, will be withdrawn from an employee's official personnel file eighteen (18) months from the date of issue provided there has not been additional formal discipline imposed during the eighteen (18) month period.

16.2 IN-LIEU DISCIPLINE

By mutual agreement between the appointing authority or designee and the employee, an employee suspended from duty without pay may forfeit accumulated holiday, compensating time off, and/or vacation credits equal to the number of hours of suspension in lieu of such suspension. If the suspension is reduced or reversed at the conclusion of the appeal process, the City shall reinstate the forfeited credits. This provision shall not be subject to the grievance procedure.

16.3 WITHDRAWAL OF APPEAL

An employee or the WCE may withdraw an appeal of discipline at any time prior to a decision by an Administrative Law Judge or the Civil Service Board. An appeal shall be deemed withdrawn if the employee fails to respond within thirty (30) calendar days to a written request by the City to schedule a hearing or otherwise participate in the appeal process. The written request shall be certified and sent to the employee's mailing address as shown in the City's payroll system.

16.4 SUSPENSIONS AND PAY REDUCTIONS

- a. Suspensions and pay reductions imposed after June 20, 2009, will be withdrawn from an employee's official personnel file, and any other personnel files maintained by the City five (5) years from the date of issue provided there has not been additional formal discipline imposed during the five (5) year period. If an employee had additional discipline in the five (5) year period, the removal date will restart.
- b. All discipline documents that are removed from the employee's personnel file will be retained in Labor Relations. Should an employee have

subsequent discipline, the earlier disciplines may be used for purposes of progressive discipline.

ARTICLE 17 – MISCELLANEOUS

17.1 NEW OR REVISED JOB CLASSIFICATIONS

- a. It is recognized that the establishment of new or revised job classifications within the Engineering Unit covered by this Agreement may be warranted. Under such circumstances, the City shall prepare and submit to the WCE the proposed descriptions and proposed appropriate salary ranges for such job classifications as will have been determined to be within the Engineering Unit, covered by this Agreement not less than fifteen (15) calendar days prior to submission of the job classification to the Civil Service Board. Upon request of the WCE, the fifteen (15) calendar day period will be extended by an additional ten (10) calendar days.
- b. The WCE shall have the right to file an appeal to the Civil Service Board regarding job classification.
- c. In the event the Employer-Employee Relations Policy is revised in respect to the assignment of classifications to representation units, either party may reopen this Section for the purpose of reaching mutual agreement on the procedural changes which may need to be made under this Section.

17.2 PROHIBITION OF STRIKES

For the duration of this Agreement, the WCE and its members agree that it shall not call, sanction or engage in any strike, slowdown, suspension or stoppage of work or other concerted activity, and the City agrees that it shall not cause or engage in any lockout.

17.3 SAVINGS CLAUSE

If any provision of this Agreement, or the application of such provision should be rendered or declared invalid by any decree of a court of competent jurisdiction or by reason of any existing or subsequently enacted legislation, the remaining parts or portions of this Agreement shall remain in full force and effect.

17.4 REGIONAL TRANSIT MONTHLY PASS

- a. Sacramento Regional Transit District (SRTD)

Full-time career employees who utilize the Sacramento Regional Transit District (SRTD) for home-to-work transportation are eligible for an eighty percent (80%) price discount on a SRTD monthly pass. Part-time career employees shall be eligible for a fifty percent (50%) price discount. The

employee must notify the Department of Finance, Revenue Division, on or before the fifth day of the month to obtain the monthly pass discount for that month.

b. Other Bus Transportation

Eligible full-time employees, as described above, who regularly utilize other bus transportation regulated by the Public Utilities Commission for home-to-work commuting are eligible for monthly reimbursement up to eighty percent (80%) of the cost of the monthly pass. Eligible part-time employees, as described above, shall be eligible for a fifty percent (50%) monthly reimbursement. The employee must present the required proof of purchase to the Department of Finance, Revenue Division, by the fifth day of the month to obtain reimbursement. The amount of the monthly reimbursement shall not exceed one hundred twenty dollars (\$120.00).

c. Downtown Parking Subsidy

The City shall provide a ninety dollar (\$90.00) per month parking subsidy to eligible career employees who are regularly assigned to work in the downtown area. The subsidy will be included in the employee's bi-weekly paycheck, subject to applicable state and federal taxes.

[Effective May 30, 2026, the City shall provide a parking subsidy of one hundred twenty dollars \(\\$120\) per month for eligible full-time employees who work in the downtown area, and a parking subsidy of ninety dollars \(\\$90\) per month for eligible part-time employees who work in the downtown area. The downtown parking subsidy will be included in the employees' bi-weekly paycheck, subject to usual and customary payroll deductions.](#)

17.5 DISCOUNTED PARKING RATES

Discounted parking will be available to employees, on a first-come, first-serve basis, for parking spaces in the Memorial Garage, located at 14th and H Streets, at seventy percent (70%) of the regular monthly Memorial Garage rate. This provision shall be inoperative at the sole discretion of the City at any time after June 20, 1997.

17.6 PROBATIONARY PERIOD

a. Probationary Period

The probationary period is an extension of and an integral part of the examination process. It shall be utilized for closely observing the employee's work, for securing the most effective assimilation of a new employee, and for determining if performance meets the required standards of the job.

- (1) The probationary period for all employees in this unit shall be twelve (12) months in duration.
- (2) An employee may be released, without right of appeal, during the probationary period. Written notice of the release shall be furnished the probationer.

b. Performance Evaluations

- (1) At the discretion of the appointing authority, the City shall have the right to conduct employee performance appraisals for all career and non-career employees, including those at the top salary step.
- (2) Should review of the existing performance evaluation system be requested by either party, upon mutual agreement the parties shall meet to discuss the performance evaluation system.

17.7 TRIAL PERIOD

- a. An employee appointed to a career classification as a non-career employee shall serve a trial period.
- b. The trial period for the non-career employee appointed to a career classification shall be equivalent in length of time to the probationary period for that classification beginning with the first day the employee reports to work.
- c. A non-career employee may be released from his or her position at the discretion of the appointing authority at any time during the trial period without right of appeal to the Civil Service Board. Such release shall be confirmed in writing.
- d. This provision shall not be used to circumvent the Civil Service system in respect to the City's testing practices.

17.8 PAYROLL ERRORS

- a. In the event an error has been made in the payment of an employee's compensation, including, but not limited to, wages, overtime payments, healthcare contributions, incentives, or leave accruals, balances and/or usages, the City shall, for purposes of future compensation, adjust such compensation to the correct amount, giving written notice to the employee.
- b. In the event an employee received an overpayment, reimbursement to the City shall be accomplished by:
 - (1) Lump sum payment by the employee;

- (2) A one-time deduction from all available paid leave balances, except sick leave, equivalent to the overpayment at the employee's current hourly rate;
- (3) A repayment schedule through payroll deduction; and/or
- (4) Other means, as may be mutually agreed between the parties.

No repayment schedule shall exceed fifty-two (52) pay periods in duration, except that if the employee does not agree to a voluntary repayment schedule, the overpayment collection shall not exceed twenty-six (26) pay periods.

- c. No action shall be taken to enforce repayment of an overpayment, or to correct an underpayment, unless action is taken within two years from the ending date of the pay period in which the error is discovered. "Action is taken" as used in this Section shall mean written notice to the employee in the case of an overpayment, or written or oral notice to the City in the case of an underpayment error.

17.9 PERS RETIREMENT PLAN

a. Member Contribution to PERS Retirement Plan – Classic Members

- (1) Effective June 29, 2013, "classic members" as defined by PERS, shall pay seven percent (7%) of the member contribution to the PERS retirement plan. Classic members shall qualify for the 2% at 55 benefit formula and retirement shall be based upon the highest twelve (12) consecutive months of compensation.
- (2) Effective September 5, 2015, "classic members" shall pay eight percent (8%) of salary to the PERS retirement plan. The parties will seek to amend the PERS contract to reflect a new cost-share agreement in which miscellaneous classic members shall, from the date of the amendment, pay a seven percent (7%) employee contribution and one percent (1%) of the employer contribution through PERS cost-share. If this PERS cost share is not approved by a vote of the bargaining unit employees, the one percent (1%) cost share will remain in the City's account.

b. Member Contribution to PERS Retirement Plan – New Members

"New members" as defined by Public Employees' Pension Reform Act (PEPRA) shall be members in the PERS on terms consistent with the PEPRA. New members shall qualify for the 2% at 62 benefit formula, shall contribute fifty percent (50%) of the total normal cost as required by PEPRA, and retirement shall be based upon the highest thirty-six (36) consecutive months of compensation.

17.10 REMOTE WORK PROGRAM

Employee eligibility and participation in the City's Remote Work Program will be pursuant to the City's Remote Work Policy.

This policy shall not be subject to the grievance procedure but shall follow the review procedures outlined in the Remote Work Policy.

17.11 MODIFIED/ALTERNATIVE DUTY POLICY

The City's Modified/Alternative Duty Policy shall be applicable to eligible employees who have been injured on-the-job.

17.12 LIMITED-TERM APPOINTMENTS

The City may, due to extraordinary circumstances, extend a twelve (12) month limited-term appointment to an additional twelve (12) months provided the City complies with the following:

- a. The employee is not laid off after the expiration of the initial twelve (12) month appointment; and
- b. The employee continues to be benefit-qualified for the duration of the extended appointment.

17.13 DEFERRED COMPENSATION PLAN

Career employees may participate in the City's Deferred Compensation 457 Plan, to the extent provided by law.

Each participant in the Plan shall contribute an administrative fee of one dollar and fifty cents (\$1.50) per month from their plan balance to the Plan's administrative allowance account. Funds accumulated by the administrative fee will be utilized as prescribed in the Defined Contribution Plans Committee's Fee and Expense Policy.

17.14 TERM

- a. This Agreement shall remain in full force and effect from ~~December 30, 2023~~December 27, 2025, to and including ~~December 26, 2025~~December 22, 2028.
- b. The provisions of this Agreement shall be effective on the effective date stated above except as otherwise specifically provided.
- c. The Letter of Understanding at Exhibit A is hereby incorporated and shall remain in effect during the term of this Agreement.

DATED: May 19, 2026

WESTERN COUNCIL OF ENGINEERS

CITY OF SACRAMENTO

Diane Dillon
Executive Director

Leyne Milstein
Assistant City Manager

Carlos Barragan
Negotiating Committee Member

Aaron Donato
Labor Relations Manager

James C. Yorita
Negotiations Committee Member

Shelline K. Bennett
Chief Negotiator

Inez Medrano
Negotiations Committee Member

Kimberly Rhodes
Labor Relations Officer

Brett M. Witter
Assistant City Attorney

Exhibit A – Continuing Letter of Understanding



**OFFICE OF LABOR
RELATIONS**

DEE CONTRERAS
DIRECTOR

CITY OF SACRAMENTO
CALIFORNIA

June 17, 2009
(REVISED)

915 I STREET
ADMIN BLDG, ROOM 4133
SACRAMENTO, CA
95814-2604

PH 916-808-5424
FAX 916-808-8110

Ms. Nancy Watson
Executive Director
Western Council of Engineers
700 College Avenue
Santa Rosa, CA 95404

Re: Agreement Regarding City's Efforts to Provide Adequate Work

Dear Ms. Watson:

This is to confirm the agreement of the City of Sacramento (City) and Western Council of Engineers (WCE) covering employees in the Engineering Unit regarding efforts to provide adequate work in the existing Memorandum of Understanding (MOU) between the parties. Specifically, it is agreed as follows:

The City agrees during the current economic downturn and layoffs, it will take reasonable measures to preserve the jobs of career employees including the following:

- a) application of federal stimulus funds for projects which have a direct impact on career employees;
- b) promote cooperation and coordination among departments so that one department might use the employee resources of another department rather than contracting out work; and,
- c) WCE employees impacted by layoffs may apply for limited term and/or temporary work. The selection and hiring process will be consistent with prevailing rules, regulations and the Civil Service Board. Acceptance of limited term and/or temporary work will not impact an employees' recall rights or responsibilities. On a quarterly basis, the City shall provide to WCE a list of anticipated and existing outside contracts/consultants which perform the

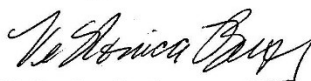
WCE – Provide Adequate Work
June 17, 2009 (REVISED)
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same and/or similar work performed by WCE members. The list will include contracts/consultants with the Departments of Transportation, General Services, Community Development, Parks and Recreation, and Utilities.

- d) Upon request by either party, the parties will meet no later than twenty (20) business days following the issuing of the list to discuss the impact of the anticipated and existing contracts/consultants. The discussion will include possible solutions to facilitate the reinstatement of employees impacted by layoff.

If this is your understanding of the agreement reached, please sign and date as indicated below and return one copy to my office. I have enclosed an additional original for your files.

Sincerely,



VeRonica Busby
Labor Relations Officer

AGREED TO:



Nancy Watson, Executive Director
Western Council of Engineers

cc: Kirk Thompson, Western Council of Engineers

City of
SACRAMENTO

and

**International Association of
Machinists and Aerospace Workers,
Local Lodge NO. 2182,
District Lodge 190**

**Labor Agreement
Covering Employees
In The Automotive/Equipment Mechanics Unit**

2025-202~~8~~⁷

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PREAMBLE

This AGREEMENT, hereinafter referred to as the Agreement, entered into by the CITY OF SACRAMENTO, hereinafter referred to as the City, and the INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS, LOCAL LODGE NO. 2182, DISTRICT LODGE 190, hereinafter referred to as the Union, has as its purpose the promotion of harmonious labor relations between the City and the Union, establishment of an equitable and peaceful procedure for the resolution of differences and the establishment of rates of pay, hours of work, and other conditions of employment.

ARTICLE 1 – RECOGNITION

1.1 RECOGNITION

- a. The City hereby recognizes the Union as the exclusive bargaining agent for all employees in the Automotive/Equipment Mechanics Unit, as defined in the City's Employer-Employee Relations Policy, and agrees to meet and confer and otherwise deal exclusively with the Union on all matters relating to the scope of representation pertaining to the said employees as authorized by law.
- b. The Union or the City will not object to the State Mediation and Conciliation Service or the American Arbitration Association conducting any election pursuant to the City's Employer-Employee Relations Policy.

1.2 EMPLOYEES COVERED BY THIS AGREEMENT

Any employee working in a job classification in the Automotive/Equipment Mechanics Unit shall be covered by this Agreement except as hereinafter provided. Additionally, any career employee covered by this Agreement who accepts a temporary appointment to a classification outside this Agreement shall continue to be covered by this Agreement for a period of ninety (90) calendar days. Such temporary appointment shall be treated as an out-of-classification assignment. Similarly, a career employee not covered by this Agreement who accepts a temporary appointment to a classification covered by this Agreement shall not fall under the provisions of this Agreement for a period of ninety (90) calendar days. The City shall not make temporary appointments under this provision for the sole purpose of eroding the bargaining unit.

The following terms are defined as used throughout this Agreement:

Career Employees: Those employees having either probationary or permanent status in a classification covered by this Agreement.

Non-Career Employees: Employees working in a classification covered by this Agreement who are not required to serve a probationary period and who therefore

have neither probationary nor permanent status. There are the following two (2) categories of non-career employees:

(+1,040): These non-career employees work, within one (1) year of each date of employment, in excess of 1,040 hours during a continuous period of employment of more than six (6) months.

(-1,040): These non-career employees work, within one (1) year of each date of employment, 1,040 or less hours. Included in this category are all non-career employees who do not fall under the (+1,040) definition.

ARTICLE 2 – SOLE AGREEMENT

2.1 SOLE AGREEMENT

- a. The City and the Union both agree that this Agreement, when signed by both parties hereto, and approved by the City Council, supersedes all other Agreements and supplements and represents the sole agreement between the parties.
- b. If during its term, the parties hereto should mutually agree to modify, amend or alter the provisions of the Agreement in any respect, any such change shall be effective only if and when reduced to writing and executed by the authorized representative of the City and the Union. Any such changes validly made shall become a part of this Agreement and subject to its terms.
- c. The waiver of any breach or condition of this Agreement by either party shall not constitute a precedent in the future enforcement of all terms and conditions herein.

ARTICLE 3 – CITY RIGHTS

3.1 CITY RIGHTS

The City retains the exclusive right, subject to and in accordance with applicable laws, the City Charter, Civil Service Board Rules and Regulations, and the provisions of this Agreement, (a) to direct employees in the performance of their duties; (b) to hire, promote, transfer and assign employees; (c) to classify employees in accordance with applicable Charter, ordinance and Civil Service Board Rule provisions; (d) to discipline employees; (e) to dismiss employees because of lack of work or for other reasonable cause; (f) to determine the mission of its Divisions and Departments, and its budget, organization, the number of employees, and the numbers, types, classifications and grades of positions or employees assigned to an organization unit, work project, shift, or tour of duty, and the methods and technology of performing its work; and (g) to take whatever action may be appropriate to carry out its mission in situations of emergency.

ARTICLE 4 – UNION RIGHTS

4.1 PAYROLL DEDUCTIONS

a. In addition to continuing existing payroll deductions under plans to which the City is or shall hereafter be a contracting party, the City agrees to establish payroll deductions for members of the Union for: (1) the normal and regular monthly Union membership dues and assessments, (2) monthly insurance premiums for plans sponsored by the City or the Union, not to exceed three (3) insurance deductions per member, including other Union-sponsored programs.

b. All the above payroll deductions shall be subject to the following conditions:

(1) Such deductions shall be made pursuant to the terms and conditions set forth in this Agreement using the Union's Member Enrollment Form (hereafter, "Member Enrollment Form") agreed to by the City and Union.

- Employee full name;
- Employee date of birth;
- Employee eCaps ID number or the last four numbers of their Social Security number;
- Amount or percentage to be deducted from employee's bi-weekly paycheck for membership dues;
- Additional deductions (e.g., life insurance); and
- Any additional necessary information.

Any future changes or modifications to the member enrollment form shall be agreed upon between the City and Union.

(2) Such deductions shall be made only upon submission of the member enrollment form, by the Union, to the Payroll Division, Department of Finance.

(3) Dues deductions shall occur over twenty-four (24) pay periods per year, which shall be the first two (2) pay periods each month. If for any reason an employee does not have sufficient funds due them to provide for the payment of any of the above payroll deductions after all other authorized or mandatory deductions or garnishments have been made, if any, no such sums shall be payroll deducted and the Union shall assume the duty of direct collection from the employee.

- (4) The Union is responsible for submitting the member enrollment form to the Payroll Division, Department of Finance, any changes in the amounts to be payroll deducted from the paychecks of employees who have so authorized.
 - (5) When changes in the rates affect large groups of the Union's members, the Union may, in place of the agreed upon member enrollment form, notify the Payroll Division, Department of Finance, by email, clearly defining the group of Union members affected and the new rate.
 - (6) Unless notified in writing by the Union of any employee's request to cancel their union dues deduction(s), the City will continue to deduct dues, and/or any additional deduction(s) noted. Notification will be made to the Payroll Division, Department of Finance, utilizing the member enrollment form notating in the "Additional Information" column that it is a membership cancellation.
 - (7) In the event that a union member is no longer employed in a classification covered under this Agreement, but remains an active employee of the City, the City may cancel their union dues deduction(s) without notification from or to the Union. Upon written notification by the Union, the City shall enroll new members and/or cancel existing membership as soon as practicable, not exceed a period of thirty (30) calendar days after notification.
 - (8) The Union shall maintain signed authorization forms by their members certifying that the dues and/or fee(s) deduction(s) are authorized and shall provide said authorization forms to the City in the event of a dispute regarding the existence or terms of such authorization. The City will remit to the Union a check for all the deductions.
- c. The Union will promptly refund to the City any amounts paid to the Union in error under this Section. The Union expressly agrees to indemnify and hold the City harmless from any and all claims, demands, costs (including any costs incurred by the City in defense of a lawsuit), expenses, damages or other monetary losses out of or in any way connected with any action or inaction of the City in the adoption or administration of this Section. This hold harmless and indemnity agreement shall include, but not be limited to, employee legal actions of any sort or nature against the City based upon or related to this Section. This hold harmless and indemnity agreement is not applicable when the Union takes action against the City to enforce the terms of this Agreement regarding dues deduction as related to this Section.

4.2 UNION SECURITY

Duty of Fair Representation

The Union shall accord fair representation in all matters to all employees in the Unit without regard to whether the particular employee is a member of the Union. The duty of fair representation shall include, but not be limited to, all matters related to collective bargaining, discipline, contract administration, and grievance processing.

4.3 UNION REPRESENTATIVES

- a. The City recognizes that the Union has established Shop Stewards who shall consist of career City employees who are represented by the Union, to handle grievances pertaining to this Agreement. A current list of Shop Stewards shall be made available to the Director of Human Resources together with any changes thereto.
- b. Stewards shall not conduct Union or representational activities, including grievance handling, on City time unless prior approval is expressly granted by City management.
- c. The City shall grant, upon request, a leave of absence without pay for Union business if the request is made one (1) month in advance of the time requested off. The leave of absence without pay shall be limited to one career employee and one workweek per fiscal year.

4.4 BULLETIN BOARDS

- a. Space shall be provided on City property, at locations mutually agreed upon, for Union bulletin boards for the posting of the following types of notices:
 - (1) Union recreational and social activities.
 - (2) Union elections.
 - (3) Union appointments and results of Union elections.
 - (4) Union meetings.
 - (5) Union Shop Sign.
- b. Such other notices as may be mutually agreed upon by the Union and the Director of Human Resources. Bulletin boards are for the sole purpose of such notices as are listed above. The board size shall be three (3) feet by four (4) feet.

4.5 NEW OR REVISED JOB CLASSIFICATIONS

- a. It is recognized that the establishment of new or revised job classifications within the Unit covered by this Agreement may be warranted because of changes in job content or services offered by the City. Under such circumstances, the City shall prepare and submit the proposed descriptions to the Union at least fifteen (15) calendar days prior to submission to the Civil Service Board.
- b. The Union and the City shall meet prior to submission of the proposed descriptions to the Civil Service Board and shall make every reasonable effort to reach agreement on a joint proposal to the Civil Service Board.
- c. The Union shall have the right to file an appeal to the Civil Service Board regarding job classification.
- d. After the classification is designated to a Unit represented by the Union, the City will negotiate with the Union the salary range for the new classification or for the revised classification, if there has been sufficient changes in the job duties and responsibilities, prior to submission to the City Council.
- e. The City shall submit all job announcements for positions covered under this Agreement to the Union not less than five (5) days prior to publication by the City.

ARTICLE 5 – GRIEVANCE PROCEDURE

The City and the Union agree to implement the following grievance procedure:

5.1 PURPOSE

- a. This grievance procedure shall be used to process and resolve grievances arising under this Agreement except to the extent that the City Charter vests jurisdiction elsewhere.
- b. The purposes of this procedure are:
 - (1) to resolve grievances informally at the lowest possible level;
 - (2) to provide an orderly procedure for reviewing and resolving grievances promptly.

5.2 DEFINITIONS

- a. A grievance is a good faith complaint of one or a group of employees, or a dispute between the City and the Union involving the interpretation, application, or enforcement of the express terms of this Agreement.

- b. No matter shall be considered as a grievance under this Article unless it is presented in writing within thirty (30) calendar days after occurrence of the events on which the grievance is based. With the consent of the City's third step grievance the thirty (30) calendar day time limit for filing grievances may be extended.
- c. As used in this procedure, the term "supervisor" means the individual who assigns, reviews and directs the work of an employee.
- d. As used in this procedure the term "party" means an employee, the Union, the City, or their authorized representatives.
- e. The employee retains all rights conferred by Sections 3500 et seq., of the Government Code or the Rules and Regulations of the Civil Service Board of the City unless waived by such employee.

5.3 STEP ONE

An employee who believes they have cause for grievance may contact their supervisor alone. An employee who believes they have cause for grievance may contact their supervisor with their Shop Steward. If after discussions with the supervisor, the employee does not feel the grievance has been properly adjusted, the grievance may be reduced to writing. The grievance statement shall include the following:

- a. A statement of the grievance clearly indicating the question raised by the grievance and the article(s) and section(s) of this Agreement.
- b. The remedy or correction requested of the City.
- c. The grievance form shall be signed by the grieving employee, the date and time of presentation affixed thereto, and signed as received by the employee's Division Head.
- d. The grieving employee's Division Head or designee shall give their answer to the grievance in writing within fourteen (14) calendar days from the time they receive the grievance in writing. This first step answer shall include the following:
 - (1) A complete statement of the City's position and the facts upon which it is based.
 - (2) The remedy or correction which has been offered, if any.

5.4 STEP TWO

The appeal to the second step will be made within fourteen (14) calendar days. The hearing of the grievance will be held within fourteen (14) calendar days of the second step appeal. The Union representative and designated departmental

representative will meet in an effort to settle the matter. The City's answer will be made within fourteen (14) calendar days after the hearing is held. The employee has fourteen (14) calendar days after receiving the City's Step Two response to determine whether or not to appeal the grievance to the third step.

5.5 STEP THREE

The Union's representative and the designated representative of the City will meet to hear grievances appealed to the third step. Grievances appealed to the third step of the grievance procedure shall be heard within fourteen (14) calendar days after the appeal to the third step of the grievance procedure. A written answer will be made within fourteen (14) calendar days after the hearing stating the City's position.

5.6 ARBITRATION

If the third step answer is not satisfactory to the employee, the Union may appeal the grievance to arbitration. The request for arbitration must be given in writing to the Labor Relations Manager by the Union within fourteen (14) calendar days from the date of the third step answer.

- a. An arbitrator may be selected by mutual agreement between the Union representative and the City's representative.
- b. Should the representatives fail to mutually agree on an arbitrator they shall make a joint request to the State Mediation and Conciliation Service for a list of five (5) qualified arbitrators. The parties shall alternate striking names from the list and the remaining person shall be accepted as the arbitrator. The first party to strike will be determined by the flip of a coin.
- c. It is understood that the arbitrator will only interpret this Agreement and will in no instance add to, delete from, or amend any part thereof. The arbitrator's decision shall be final and binding on the City, the Union and employee.
- d. The fees of the arbitrator and the court reporter, if used, will be borne equally by the Union and the City.
- e. Either party to this Agreement shall, upon receipt of a written grievance, have the right to refuse to handle such grievance if the aggrieved party has not followed the steps outlined in this Article for processing a grievance.
- f. If the City does not meet time limits, the Union may process the grievance to the next step of the grievance procedure. Time limits at each grievance step may be waived by mutual agreement of the parties.
- g. A Shop Steward or a Union representative shall have the authority to settle grievances for the Union or employees at the respective steps of the grievance procedure.

5.7 WITNESSES

The City agrees that employees shall not suffer loss of compensation for time spent as a witness at an arbitration hearing held pursuant hereto. The Union agrees that the number of witnesses requested to attend and their scheduling shall be reasonable.

ARTICLE 6 – SALARY ADJUSTMENTS

6.1 SALARY

a. Effective July 12, 2025, all salary steps shall be increased by one percent (1.0%).

This increase to all salary steps will be implemented within ninety (90) calendar days after adoption of this Agreement by the City Council. Only those employees who are on the payroll and who are employed in a classification covered by this Agreement on the pay period end date for which the payment is processed shall be eligible for retroactive pay.

b. Effective July 11, 2026, all salary steps shall be increased by ~~two-two~~ and one-half percent (2.5%).

~~a.c.~~ Effective July 10, 2027, all salary steps shall be increased by three percent (3.0%).

A list of classifications covered under this Agreement can be found in the City's Employer-Employee Relations Policy.

6.2 SALARY RANGE

Employees shall be covered under the eight-step salary range consisting of Steps 1 through 8.

6.3 SIGNING BONUS

Within forty-five (45) calendar days after adoption of this Agreement by the City Council, the City will pay all employees covered by this Agreement a signing bonus of five hundred dollars (\$500), less normal and customary payroll deductions. Only those employees who are on payroll and who are employed in a classification covered by this Agreement on the pay period end date for which the payment is processed shall be eligible for the signing bonus.

~~Within sixty (60) calendar days after adoption of this Agreement by the City Council, employees who are active on payroll when the payment is made will receive a signing bonus of one thousand one hundred seventy nine dollars (\$1,179) less normal and customary payroll deductions. Only those employees~~

~~who are on payroll and who are employed in a classification covered by the Agreement on the date the payment is made will receive the signing bonus.~~

ARTICLE 7 – INCENTIVE PROGRAM

7.1 CLASSIFICATIONS ENTITLED TO INCENTIVE PAY

- a. Equipment Mechanic I, II, & III and Equipment Serviceworker shall receive a \$165.00 monthly incentive, in addition to their base salary, if they possess a valid Advanced Emission Specialist Technician Certification for the State of California Department of Consumer Affairs.
- b. Equipment Mechanic I, II, & III; Equipment Body Mechanic I, II, & III; Equipment Serviceworker; and Vehicle Service Attendant shall receive a \$60.00 monthly incentive, in addition to their base salary, if they possess a valid Undercar Specialist A4, A5, X1 certifications from the Bureau of Automotive Repair. Employees receiving this incentive are only allowed to receive the additional ASE certification incentives under 7.1(c) and/or 7.1(d) after completion of two (2) or more additional ASE certifications.
- c. Equipment Mechanic I, II, & III; Equipment Body Mechanic I, II, & III; and Equipment Serviceworker shall receive up to a maximum of \$150.00 monthly incentive, in addition to their base salary, if they possess valid Auto certifications from Automotive Service Excellence (ASE). Employees shall receive monthly incentives based on the following: 2 ASE Certs: \$25.00; 4 ASE Certs: \$50.00; 6 ASE Certs: \$75.00; and Master Cert: \$150.00.
- d. Equipment Mechanic I, II, & III; Equipment Body Mechanic I, II, & III; and Equipment Serviceworker shall receive up to a maximum of \$150.00 monthly incentive, in addition to their base salary, if they possess valid Truck certifications from Automotive Service Excellence (ASE). Employees shall receive monthly incentives based on the following: 2 ASE Certs: \$25.00; 4 ASE Certs: \$50.00; 6 ASE Certs: \$75.00; and Master Cert: \$150.00.
- e. Equipment Body Mechanic I, II, & III shall receive a \$60.00 monthly incentive, in addition to their base salary, if they possess a valid Master Collision Specialist certification from Automotive Service Excellence (ASE).
- f. Fire Service Workers, who are SCBA certified, shall receive a one percent (1%) incentive above their base rate of pay.
- g. If an employee has Master Auto/Truck and the Undercar certification, employee will not receive the Undercar incentive.
- h. Incentives shall not be compounded.

- i. All licenses and certificates are subject to renewal as indicated below. City will reimburse employees for costs associated with classes and books incurred in training to obtain or renew the licenses or certificates. The City will not reimburse employee for the cost of the test to obtain the license or certificate. Time spent in obtaining licenses or certificates shall either be during non-working hours or while on approved personal leave, including vacation, CTO, or holiday time.

Licenses or certificates are valid for the following periods:

- (1) Smog License - 2 years from issue
 - (2) ASE or Equivalent Test Certificates - 5 years from issue (or duration of the certificate whichever is shorter)
- j. Incentives are payable only if the required valid license or certificate is on file in the Department of Public Works, Fleet Management Division during the entire pay period.
 - k. Payment for continuing education is eliminated effective September 3, 2005.

ARTICLE 8 – SALARY ADMINISTRATION

8.1 ORIGINAL APPOINTMENT COMPENSATION RATE

The rate of compensation upon original appointment shall normally be Step 1, as applicable. However, if the City Manager or designee finds that the appointee has extraordinary qualifications, or that a higher step is necessary in order to recruit, appointment at any step in the range may be made. This provision shall apply to original appointments to career positions and appointments to non-career positions.

8.2 ADVANCEMENT IN RATE OF COMPENSATION

a. Advancement in Steps

- (1) Upon successful completion of twenty-six (26) weeks (1,040 hours) of service, an employee shall be advanced to the next higher step of the salary range of the classification. Employees who thereafter maintain a normally satisfactory level of performance shall be advanced automatically at fifty-two (52) week (2,080 hours) intervals to succeeding steps of the assigned salary range.
- (2) Time spent on leave of absence without pay of ten (10) or less consecutive workdays shall not affect the step increase eligibility date. For such leaves in excess of ten (10) consecutive working days, all leave time shall not count toward step increases.

(3) An employee who has completed the required probationary period in their current classification and who is at a salary step lower than top step may be advanced to any higher step in the salary range for that classification at any time. Such step advancement under this provision shall not be subject to the grievance procedure and shall be at the sole discretion of the Department Head.

(4) This Section shall not apply to non-career employees.

b. Denial of Step Increase and Reduction in Grade

Employees who do not maintain a satisfactory level of performance may be denied advancement, and may be reduced within grade upon approval of the appointing authority. Employees in the civil service who are denied advancement, or who are reduced in grade, shall have the right to appeal to the Civil Service Board in accordance with its rules and regulations. (This subsection shall not apply to non-career employees.)

c. Effective Date of Step Increases/Payroll Changes

All payroll changes shall be effective on the first day of the bi-weekly pay period following the date the employee became eligible for a pay increase, which bi-weekly pay period shall begin at 12:01 a.m. Saturday of the first week, and end at 12:00 midnight on the Friday of the second week.

d. Effective Date of Salary Step Increase Upon Extension of Probationary Period

(1) If the probationary period is extended due to light duty, sick leave, or injury-on-duty time, the salary step increase will be delayed for the period of the extension. However, the probationary period shall only be extended if the time exceeds thirty (30) consecutive calendar days.

(2) For an employee in a classification with a six (6) month probationary period who successfully completes the extended probationary period, the period of the extension shall be included in determining the eligibility date for the salary step increase. For example, an employee is appointed on January 4, 1986, and works in the regular assignment until April 11, 1986. On April 12, 1986, the employee is on injury-on-duty time until July 4, 1986, and returns to the regular assignment on July 5, 1986. The employee successfully completes the probationary period on September 26, 1986. The effective date on the salary step increase is July 5, 1986, because the period April 12, 1986, to July 4, 1986, is included in determining the salary step eligibility date.

- (3) If a probationary period is extended due to an unpaid leave of absence, the period of such extension is excluded in determining the eligibility date for a salary step increase.

8.3 EFFECT OF CLASSIFICATION CHANGE ON RATE OF COMPENSATION

a. Movement to a Higher Classification

When an employee moves from one classification to another which has a higher salary, through examination, appointment to an exempt position, temporary appointment in the absence of an eligible list, or reallocation, the employee shall receive an increase at least equal to a full in-grade salary step of five percent (5%) or Step 1, as applicable, of the higher classification, whichever is greater, but not to exceed the maximum rate of the higher classification.

b. Movement to Another Position in the Same Classification or to a Classification With the Same Salary Range

When an employee moves to another position in the same classification or to another classification with the same salary range, the employee shall maintain the same salary and same anniversary date.

c. Movement to a Lower Classification

When an employee's position is reallocated to a classification with a lower salary range, the employee shall suffer no reduction in salary, and the Y-rate provisions of this Agreement shall apply. The salary of an employee who voluntarily demotes shall be that salary step nearest but does not exceed such salary paid in the previous classification.

8.4 EFFECT OF CHANGE OF SALARY RANGE UPON COMPENSATION

Whenever the salary range of a classification is adjusted upward, the salary rate of each employee in the classification shall be adjusted to the step in the new range which corresponds to the step received in the former range, and the employee shall retain the current anniversary date for further increases within the new range.

8.5 RATE OF COMPENSATION UPON RETURN TO CITY SERVICE

- a. An employee recalled after layoff, reinstated after a leave of absence, or reemployed in the same classification after resignation shall return to the same salary step paid at the time of departure.
- b. If the employee is reemployed after resignation to a classification lower than that in which last employed, the employee may receive any step, but not to exceed the salary of the classification in which last employed. If that step is other than the maximum step of the salary range, the anniversary date for subsequent in-grade adjustments shall be twelve (12) months from the date

of reemployment and each year thereafter until the maximum step of the salary range is reached.

8.6 RATES HIGHER THAN TOP STEP (Y-RATE)

Whenever the salary of an employee exceeds top step of the salary range established for a classification as applicable, such salary shall be designated as a "Y-rate." During such time as an employee's salary remains above the top step, the employee shall not receive further salary increases, except that upon promotion to a higher classification, the employee shall immediately advance to the step of the range of the higher classification next above the "Y-rate," and be eligible for advancement to succeeding steps in the range as outlined in this Agreement. In the event an employee is "Y-rated" below top step, the employee shall be permitted to advance to the maximum step of the original range.

8.7 LONGEVITY PAY (CITY CHARTER)

Employee eligibility for longevity pay shall be determined as provided in [Section 108 of the City Charter](#). The amount of payment after twenty (20) years of City service shall be one hundred dollars (\$100.~~00~~), and after twenty-five (25) years of City service, an additional two hundred dollars (\$200.~~00~~), for a total of three hundred dollars (\$300.~~00~~). The parties acknowledge that Longevity Pay is provided in the City Charter and not through this Agreement. In the event that changes are made to the City Charter, those changes shall supersede the provision of this Agreement regarding Longevity Pay.

Longevity Pay as provided in this Section shall be reported to CalPERS in a manner consistent with CalPERS rules for reporting special compensation, as amended.

8.9 LONGEVITY PAY (CONTRACT)

a. Employees who have completed seventeen (17) years of City service shall be eligible to receive contract longevity pay as follows:

(1) Effective July 11, 2026, longevity pay will be one percent (1%) of the employee's base rate of pay.

(2) Effective July 10, 2027, longevity pay will be increased by two percent (2%) of the employee's base rate of pay, for a total of three percent (3%).

a.b. Longevity Pay shall be additive and shall not be compounded with any other type of pay or incentive. For purposes of determining employee eligibility for longevity, as provided by this Section, years of service shall be determined by an employee's City Service Seniority as defined in Article 15, Layoff, Section 15.2(b)(2).

ARTICLE 9 – HEALTH AND WELFARE

9.1 CONTRIBUTION TO FULL-TIME AND PART-TIME CAREER EMPLOYEES

- a. The City shall administer a Cafeteria Plan benefits program for employees consistent with [Internal Revenue Code Section 125](#). The details of Plan eligibility and operational requirements are set forth in Plan documents. The City shall make contributions (City dollars) as defined below. One-half (1/2) of the City contributions will be made to eligible employees on the first two (2) paychecks (Eligible Paycheck) in each month for insurance coverage the first and second halves of that month, respectively.

~~For purposes of this Article, “City pay” means wages or salary paid directly by the City of Sacramento, including regular pay, leave balances, and other forms of compensations such as Injury on Duty (IOD) pay. “City pay” does not include Workers’ Compensation Temporary Total Disability (WGTTD) benefits or payments from third-party or supplemental income sources such as State Disability Insurance (SDI), Paid Family Leave (PFL), Aflac, or other private disability insurance providers.~~

- b. The amount of City contribution as provided in subsection 9.3 (b)(1-3) and 9.3 (c) for the first two (2) paychecks in each month shall be based on the number of hours for which the employee ~~received City pay~~ was paid in that bi-weekly pay period: 64 or more hours ~~of City pay~~ paid = 100% contribution; 40-63.9 hours ~~of City pay~~ paid = 50% contribution.
- c. Eligible employees shall receive a City contribution for each Eligible Paycheck on which the employee is paid ~~for at least~~ forty (40) hours of City pay or more hours. Employees who are paid less than forty (40) hours ~~of City pay~~ on an Eligible Paycheck may continue elected coverage limited to the City’s medical, dental, and vision plans for the period of time permitted by the Consolidated Omnibus Budget Reconciliation Act (COBRA) by personal remittance or other arrangement for payment of the full premiums of any insurance elected to be continued.
- d. Notwithstanding subsections 9.1(a), 9.1(b), 9.1(c), eligible employees shall continue to receive a City contribution for each Eligible Paycheck: (1) while on an approved protected leave of absence without pay, if required by state and/or federal law; or (2) while suspended from service without pay.
- e. All terms and conditions of medical, dental, vision, disability, and basic life insurance sponsored by the City will be as outlined in certificates of coverage and related insurance contracts. Eligible career employees may apply the City contribution for the City’s disability plan or the Union-sponsored disability income protection plan, but not both.

9.2 CONTRIBUTION TO NON-CAREER EMPLOYEES

- a. Benefit eligible non-career (+1,040) employees shall receive prorated City dollars as indicated in subsection 9.1(b), above. Except as provided herein, the City dollars shall be applied toward the premiums for City-sponsored medical, dental, and vision insurance plans for eligible employees and qualified dependents, if any.

~~For purposes of this Article, "City pay" means wages or salary paid directly by the City of Sacramento, including regular pay, leave balances, and other forms of compensation such as Injury on Duty (IOD) pay. "City pay" does not include Workers' Compensation Temporary Total Disability (WCSTD) benefits or payments from third-party or supplemental income sources such as State Disability Insurance (SDI), Paid Family Leave (PFL), Aflac, or other private disability insurance providers.~~

- b. To be eligible for City dollars as indicated in subsection 9.2(a), the non-career employee must ~~receive~~ be paid for a minimum of forty (40) hours of City paywork on each paycheck. If the employee fails to be paid for the minimum forty (40) hours ~~of City pay~~ necessary to receive the City contribution, the City shall deduct from the employee's first two (2) paychecks each month the amount needed to pay for the insurance plans which the employee has selected. If this deduction from the employee's first two (2) paychecks each month cannot be made in its entirety, it is the responsibility of the individual employee to pay for the remaining amount. Failure to do so before the end of the calendar month including such paycheck(s) shall automatically drop the employee from the City-sponsored insurance program until the next open enrollment period.

9.3 AMOUNT OF CONTRIBUTION

- a. Account Based Health Plan (ABHP)
 - (1) The ABHP is a combination of a High Deductible Health Plan (HDHP) and a Health Savings Account (HSA).
 - (2) Employees enrolled in an ABHP, the City contributions shall be as specified in subsection 9.3(b), below. To the extent that the premium for the ABHP is less than the City contributions outlined in subsection 9.3(b) below, any remaining City contribution shall be credited to the employee's HSA, to the extent allowed by law.
- b. City Contributions
 - (1) For Plan Years Prior to Effective Date of Subsection (2), the City Contribution Rates Shall be as Follows:

- (a) Full-time employees enrolled in a City-sponsored medical plan for employee only, the City contribution shall be nine hundred seventy-one dollars (\$971) per month.
 - (b) Full-time employees enrolled in a City-sponsored medical plan for employee plus one (1) dependent, the City contribution shall be one thousand five hundred forty-five dollars (\$1,545) per month.
 - (c) Full-time employees enrolled in a City-sponsored medical plan for employee plus two (2) or more dependents, the City contribution shall be two thousand fifty-one dollars (\$2,051) per month.
- (2) Effective for the pay period beginning January 10, 2026, with the increased City contribution first reflected on the paycheck dated February 3, 2026, the City’s monthly healthcare contributions shall be as follows:
- (a) Full-time employees enrolled in a City-sponsored medical plan for employee only, the City contribution shall be one thousand fifty-one dollars (\$1,051) per month.
 - (b) Full-time employees enrolled in a City-sponsored medical plan for employee plus one (1) dependent, the City contribution shall be one thousand six hundred seventy-four dollars (\$1,674) per month.
 - (c) Full-time employees enrolled in a City-sponsored medical plan for employee plus two (2) or more dependents, the City contribution shall be two thousand two hundred thirty dollars (\$2,230) per month.
- (3) Effective the first ~~Eligible~~ Paycheck of 2027 for plan year 2027, the City shall contribute fifty percent (50%) of the first ~~fifty-dollars~~ one hundred dollars (\$~~50~~100) of the premium increases, up to a total City dollar maximum contribution of ~~twenty-five~~ fifty dollars (\$~~25~~50) per month toward the cumulative total increase in premiums, from plan year 2026 to plan year 2027, of the benchmarked twenty-five dollar (\$25) Kaiser HMO, Delta Dental PPO, and VSP basic vision plans. The employee shall be responsible for any premium increase(s) which exceed this amount.
- If the year-over-year premium increase for the benchmarked twenty-five dollar (\$25) Kaiser HMO for any applicable coverage level (Employee Only, Employee +1 dependent, or Employee +2 or more dependents) from plan year 2026 to plan year 2027 exceeds ten percent (10%), the parties shall meet and discuss, upon the Union’s

request, City dollar contribution increases limited solely to the specific coverage level for which the year-over-year premium increase exceeds ten percent (10%). Absent mutual agreement, the City dollar contribution outlined in this subsection 9.3(b)(3) shall remain in effect.

(4) Effective the first Eligible Paycheck of 2028 for plan year 2028, the City shall contribute fifty percent (50%) of the first one hundred dollars (\$100) of premium increases, up to a total City dollar maximum contribution of fifty dollars (\$50) per month toward the cumulative total increase in premiums, from plan year 2027 to plan year 2028, of the benchmarked twenty-five dollar (\$25) Kaiser HMO, Delta Dental PPO, and VSP basic vision plans. The employee shall be responsible for any premium increase(s) which exceed this amount.

If the year-over-year premium increase for the benchmarked twenty-five dollar (\$25) Kaiser HMO for any applicable coverage level (Employee Only, Employee +1 dependent, or Employee +2 or more dependents) from plan year 2027 to plan year 2028 exceeds ten percent (10%), the parties shall meet and confer, upon the Union's request, City Dollar contribution increases limited solely to the specific coverage for which the year-over-year premiums increase ten percent (10%).

- c. Full-time employees not enrolled in a City-sponsored medical plan shall receive a City contribution up to seven hundred forty-seven dollars (\$747) per month to purchase City-sponsored dental and vision coverage.
- d. Part-time employees shall receive a prorated City contribution consistent with subsection 9.1(b).
- e. Employees who are eligible to receive the City contribution who do not provide proof of other group medical coverage or do not enroll in City medical coverage within thirty (30) calendar days of being eligible for the City's contribution shall be enrolled in the lowest cost ABHP medical plan for employee only coverage.
- f. Employees shall not receive any unused portion of the City contribution as cash.
- g. Changes to the City's healthcare contribution levels as provided in this Section, including the adjustments effective for plan year 2026, shall not create or entitle employees to a special open enrollment period. Open enrollment opportunities shall occur only as provided in the City's normal annual benefits cycle or as otherwise required by law.

9.4 COVERED DEPENDENTS

- a. An employee who has a domestic partner, and has a notarized City-provided “Declaration & Understanding of Partnership Status for City of Sacramento Employee Health Benefits” dated on or before January 23, 2017, may cover the domestic partner under the employee’s City-sponsored medical, dental or vision plan. The employee will pay for the premium difference for the domestic partner coverage as an out-of-pocket employee cost. In no event will the City’s monthly health and welfare contribution be used to pay for the cost of the domestic partner’s coverage.
- b. An employee who has a domestic partner, and is registered with the Secretary of State of the State of California, may cover the domestic partner and/or the domestic partner’s children, under the employee’s City-sponsored medical, dental, or vision plan. Employees with registered State of California domestic partners shall receive the City contributions as specified in Section 9.3.
- c. The following eligible dependents qualify to be enrolled on a City medical, dental, or vision plan: lawfully married spouse or registered domestic partner; children up to age 26 who are an employee’s natural child, stepchild, adopted child, or the natural or adopted child of an employee’s spouse or registered domestic partner; children up to age 26 who are placed under the legal guardianship of an employee, the employee’s spouse, or employee’s registered domestic partner; children up to the age of 26 in which the City has received notice of a Qualified Domestic Relations Order of required coverage; and disabled unmarried children over the age of 26 who reside with the employee. The definition of a dependent child for the purposes of medical insurance shall also be in accordance with the Patient Protection and Affordable Care Act.
- d. An employee covered as a dependent of another City employee may not enroll in a City medical plan but may enroll in a City dental or vision plan.

9.5 CASH-BACK LIMITS

- a. The cash-back for eligible employees who waive City-sponsored medical insurance shall be two hundred dollars (\$200) per month. The two hundred dollars (\$200) per month shall remain in effect through the end of the contract. Part-time employees shall be prorated as indicated in 9.1(b).
- b. Cash-back shall be available to employees who waive medical insurance enrollment during the 2013 open enrollment period. No employee shall receive cash back that is not receiving cash back at the end of the 2013 open enrollment period. Cash-back shall not be included in the employee’s base rate of pay when determining such rate for contract overtime.

- c. Employees transferring to classifications in the Automotive/Equipment Mechanics Unit who are receiving cash-back at the time of transfer may maintain the cash back option as long as they continuously waive City-sponsored medical insurance.

9.6 LIFE INSURANCE

- a. The City provides basic life insurance in an amount of \$10,000 to each eligible career employee at no charge. Employees may purchase, at their expense, additional life insurance of \$40,000.
- b. Employees may also purchase, at their expense, supplemental life insurance at an amount of up to three (3) times their annual salary, subject to limitations specified by the insurance carrier.

9.7 FLEXIBLE SPENDING ACCOUNTS

The City shall establish the following Flexible Spending Accounts (FSA) as permitted by Internal Revenue Service Regulations:

- a. Out-of-pocket costs for City-sponsored medical and dental insurance premiums;
- b. Unreimbursed health care expenses; and
- c. Dependent care reimbursement.

The City shall provide a summary of IRS rules on flexible spending limits during each open enrollment to both the employees and the Union.

9.8 RETIREE OR SURVIVOR DEPENDENTS

Eligible City retirees or survivor dependents shall receive City-paid retiree insurance contributions for medical, dental, and vision insurance benefits under the following provisions:

- a. Retiree Insurance Contribution Rates, Dental, and Vision Insurance Benefits

The maximum City contribution towards the purchase of medical, dental, or vision insurance for retirees is three hundred dollars (\$300) per month for the retiree. A retiree with one (1) or more dependent(s) enrolled on the retiree's medical plan shall receive an additional sixty-five dollars (\$65) per month, for a total maximum monthly contribution of three hundred sixty-five dollars (\$365). Retirees shall not receive any unused portion of the City contribution as cash.

b. Employees Retiring On or After July 1, 1992

- (1) Except as provided below, to be eligible for the City's retiree insurance contribution, the employee must retire from active service with a minimum of ten (10) full years of City service for a service or ordinary disability retirement, and be minimum age fifty (50).
- (2) Employees retiring with thirty (30) or more years of City service shall be eligible for the City's retiree insurance contribution and dental and vision benefits effective with the date of retirement without regard to age.
- (3) The City's retiree insurance contribution shall be as follows:
 - (a) Employees with a minimum ten (10) full years of City service but less than fifteen (15) full years of City service shall be eligible to a maximum of fifty percent (50%) of the City's maximum retiree insurance contribution identified in subsection 9.8(a) above.
 - (b) Employees with a minimum of fifteen (15) full years of City service but less than twenty (20) full years of City service shall be eligible to a maximum of seventy-five percent (75%) of the City's maximum retiree insurance contribution identified in subsection 9.8(a) above.
 - (c) Employees with a minimum of twenty (20) full years of City service shall be eligible for up to one hundred percent (100%) of the City's maximum retiree insurance contribution identified in subsection 9.8(a) above.
- (4) There shall be no City-paid retiree insurance contribution or dental and vision benefits for retirees with less than ten (10) full years of City service.
- (5) An employee who does not retire from the Sacramento City Employee Retirement System (SCERS) or the California Public Retirement System (CalPERS) within one-hundred twenty (120) days from the date of separation from City service shall not be eligible for the City's retiree insurance contribution and may not enroll in a City medical, dental, or vision plan.

c. Retiree Insurance Contribution for Persons in Deferred Retirement Status as of January 1, 1991

Employees who have elected a deferred retirement prior to January 1, 1991, and who then elect to retire on or after July 1, 1992, and before December

23, 2017, shall be eligible for the City's retiree insurance contribution as follows:

- (1) Employees with at least ten (10) full years of City service, but less than fifteen (15) full years of City service, shall be eligible for fifty percent (50%) of the City's retiree insurance contribution as identified in subsection 9.8 (a) above.
- (2) Employees with at least fifteen (15) or more full years of City service, but less than twenty (20) full years of City service, shall be eligible for seventy-five percent (75%) of the City's maximum retiree insurance contribution as identified in subsection 9.8 (a) above.
- (3) Employees with a minimum of twenty (20) full years or more of City service shall be eligible for one hundred percent (100%) of the City's retiree insurance contribution as identified in subsection 9.8(a) above.
- (4) Retirees must be at least fifty (50) years of age.
- (5) There is no eligibility for retiree insurance contribution or dental benefit for retirees with less than ten (10) full years of City service or who have not attained the age minimum specified in subsection 9.8(b)(1) above.

d. Pre-Medicare Eligible Retirees

Pre-Medicare retirees who are not eligible for Medicare benefits may elect to participate in a City-sponsored medical plan or purchase an individual medical plan. A retiree who elects to purchase an individual medical plan not sponsored by the City shall only be eligible to enroll in a City medical plan if the retiree enrolls with an effective date of coverage which is within two (2) years from the date their prior City medical coverage terminated.

e. Medicare Retirees

In order to maintain eligibility for the City retiree insurance contribution, each eligible retiree and eligible dependent(s) shall enroll in Medicare Parts A and B immediately after becoming eligible for such benefits. Medicare retirees may elect to participate in a City-sponsored Medicare medical plan or purchase an individual Medicare medical plan.

Medicare retirees who have enrolled in Parts A and B after becoming eligible for such benefits may elect to participate in a City-sponsored Medicare medical plan without restriction to the amount of time the retiree has waived a City-sponsored medical plan. Medicare retirees may only enroll on their City-sponsored Medicare medical plan a Medicare eligible dependent(s) who has enrolled in Parts A and B.

Medicare retirees who are eligible for Medicare Parts A and B and who elect to purchase an individual medical plan shall only be reimbursed the cost of the individual premiums associated with a Medicare Advantage, Medicare Supplemental, and/or Medicare Prescription Drug plan up their eligible City contribution.

f. Retiree Insurance Contribution Exclusion

Retirees who participate in another group medical plan as an employee or dependent spouse shall not be eligible for the City contribution as provided in subsection 9.8(a) above.

g. Industrial Disability or Death in Line of Duty Survivors

Retirees who receive industrial disability pensions or death in-line-of-duty survivors shall be entitled to one hundred percent (100%) of the City-paid retiree insurance contribution and dental and vision benefits for retirees regardless of years of service.

h. Survivor Dependents Benefits

Survivor dependents of eligible retirees shall continue to receive the retiree insurance contribution of up to three hundred dollars (\$300) for the survivor only or up to three hundred sixty-five dollars (\$365) for the survivor and eligible dependent.

Eligible dependent as used in this Section, is defined as a dependent who was eligible to be enrolled on the retiree's benefit plan at the time of the retiree's death.

i. Medicare Supplement

In order to maintain eligibility for the City-paid retiree insurance contribution, each eligible retiree and dependent shall enroll in Medicare Parts A and B immediately after becoming eligible for such benefits.

j. Limitation Clause

No employee or retiree shall have any rights provided by this Section 9.8 (Retirees Or Survivor Dependents) after ~~July 23, 2027~~ [July 7, 2028](#).

k. Elimination of Retirees or Survivor Dependents Benefits for Employees Hired After June 30, 2013

(1) No employee hired, reemployed, or rehired on or after June 30, 2013, shall be eligible for any benefits provided by this Section. Employees transferring to classifications in the Automotive/Equipment Mechanics Unit after June 30, 2013, shall be ineligible for any benefits provided by this section, unless the transferring employee

was eligible for retiree or survivor dependent benefits at the time of transfer.

- (2) Employees being recalled from layoff, reinstated consistent with the Rules and Regulations of the Civil Service Board, Rule 10.6, or transferring to classifications covered by this Agreement after June 30, 2013, shall be eligible for the benefits provided by this Section only if the employee was eligible for retiree or survivor dependent benefits at the time of layoff, reinstatement, or transfer.

I. Resuming Retiree or Survivor Dependents Benefits for Eligible Personnel Who Unretire from City Service and Subsequently Re-Retire from City Service On/After January 13, 2024

Individuals retired from classifications represented by the Union who are eligible for retiree or survivor dependents benefits under Section 9.8 shall have these benefits suspended if they elect to unretire and return to active employment with the City of Sacramento.

Notwithstanding Section 9.8(k), upon re-retirement from a classification represented by the Union, retirees who were eligible for retiree or survivor dependents benefits under Section 9.8 at the time of their first retirement, shall receive the City contribution to which they were entitled upon their original retirement date. Years of service during the employee's return to active employment will not be used to determine any employee's entitlement to the City's retiree insurance contribution under Section 9.8.

Example: An employee retires from a classification represented by the Union with fifteen (15) years of City service. The employee is eligible for 75% of the City's retiree insurance contribution. The individual unretires and works in a Union-represented classification for another ten (10) years. When the employee re-retires, the employee is only eligible for the fifteen (15) year contribution amount, irrespective of any additional years of service worked for the City.

9.9 STATE DISABILITY INSURANCE (SDI)

At any time during the term of the Agreement, the Union may hold an election to determine if its members wish to participate in the State of California short-term disability insurance program (CASDI) at the sole expense of the Union membership. That election must be held pursuant to, and consistent with, laws of the State of California. Upon notification that the members have voted to participate in the program the City will, as soon as administratively feasible, establish enrollment in state short-term disability insurance program for the Union membership.

ARTICLE 10 – LEAVES

10.1 HOLIDAY BENEFITS

- a. The following shall be the recognized holidays under this Agreement:

<u>Holiday</u>	<u>Date</u>
New Year's Day	January 1
Martin Luther King's Birthday	Third Monday in January
Washington's Birthday	Third Monday in February
Cesar Chavez's Birthday	March 31
Memorial Day	Last Monday in May
Juneteenth	June 19
Independence Day	July 4
Labor Day	First Monday in September
Veteran's Day	November 11
Thanksgiving Day	Fourth Thursday in November
Day after Thanksgiving Day	Friday after Thanksgiving
Christmas Eve (4 hours)	December 24
Christmas Day	December 25
New Year's Eve (4 hours)	December 31

The value of a full holiday listed above shall be eight (8) hours.

- b. Eligibility

- (1) To be eligible for holiday pay, the employee shall work the last scheduled workday before the recognized holiday and the first scheduled workday after the recognized holiday, unless the employee was on pay status on authorized vacation, sick leave, compensating time off or holiday credit on either or both of these workdays.

- (2) A part-time career employee, including an employee in a work sharing program, or a non-career (+1,040) employee shall receive the recognized holiday benefit based upon the number of hours the employee was paid in that workweek as follows:

Number of Recognized Holidays <u>In the Workweek</u>	Minimum Number of Paid Hours in the Workweek	
	<u>50% Benefit</u>	<u>100% Benefit</u>
0.5	18	28.8
1.0	16	25.6
1.5	14	22.4
2.0	12	19.2

An employee paid for less than the minimum number of hours required for the fifty percent (50%) benefit shall receive no recognized holiday benefit.

- (3) Notwithstanding any provision of this Section, non-career (-1,040) employees shall not receive recognized or floating holiday benefits.

c. Monday-Friday Schedule

If an employee's scheduled days off are Saturday and Sunday during a standard City workweek in which a recognized holiday falls, the following shall apply:

- (1) If the recognized holiday falls on a Saturday, the preceding Friday shall be considered the employee's holiday.
- (2) If the recognized holiday falls on a Sunday, the following Monday shall be considered the employee's holiday.
- (3) An employee who is scheduled to work on a recognized holiday shall receive, at the employee's option, holiday pay plus time and one-half compensation for working the holiday or holiday pay plus holiday credit on a straight-time basis for those hours worked on the holiday.

d. Weekend Schedule

If an employee's scheduled days off are other than Saturday and Sunday during the standard City workweek in which a recognized holiday falls, the following shall apply:

- (1) The actual dates as listed above shall be considered as the employee's holiday.
- (2) If the recognized holiday falls on the employee's scheduled day off, the employee shall, at the employee's option, accrue holiday credit or receive pay for the hours of the holiday benefit.
- (3) An employee who is regularly scheduled to work on a recognized holiday shall receive, at the employee's option, holiday pay plus time and one-half compensation for working the holiday or holiday pay plus holiday credit on a straight-time basis for those hours worked on the holiday.

e. Monday-Friday Alternative Schedule

Pursuant to the City's 9/80 Policy, employees who work a 9/80 or 4/10 schedule, if the recognized holiday falls on the employee's scheduled day off, the employee shall accrue holiday credit for the hours of the holiday benefit, up to a maximum of eight (8) hours.

f. Holiday Credit

- (1) Employees may accrue holiday credit up to a maximum of eighty (80) hours. All accrued holiday time in excess of eighty (80) hours in any bi-weekly pay period shall be paid to the employee at their straight-time hourly rate.
- (2) While employee preference shall be considered, the granting and scheduling of days off shall be at the discretion and needs of the appointing authority or designated representative. Furthermore, due to the operational needs of the departments, split holiday accrual may be taken only at the discretion of the appointing authority or designated representative.

g. Floating Holidays

(1) Accrual

In addition to the recognized holidays specified above, each employee shall receive the equivalent of two (2) floating holidays per calendar year accrued as follows:

- (a) Full-time career employees shall accrue forty (40) minutes of floating holiday on the first two (2) paychecks each month, as long as the employee is in paid status forty (40) or more hours on the paycheck that the accrual would occur.
- (b) A part-time career employee, including an employee in a work sharing program or a non-career (+1,040) employee shall accrue floating holiday credit based upon the number of hours for which the employee was paid in that bi-weekly pay period: 64 or more hours paid = 100% accrual; 40-63.9 hours paid = 50% accrual; less than 40 hours paid = 0% accrual.

(2) Administration

- (a) The scheduling of floating holiday time must be approved in advance by the appointing authority or designated representative.
- (b) An employee may carry over from the preceding calendar year a maximum of eight (8) hours of floating holiday. All floating hours accrued and not used in excess of eight (8) hours shall be paid to the employee at the employee's straight-time hourly rate of pay on the final paycheck of the calendar year in which it was earned.

- (c) An employee separating from City employment for any reason shall be paid for all accrued floating holiday time at the straight-time hourly rate of pay.

10.2 SICK LEAVE

a. Accrual and Usage

- (1) A full-time employee shall accrue sick leave at the rate of four (4) hours on each of the first two (2) paychecks each month which may be used at the discretion of the employee in the event of illness or injury which is not job-related. In accordance with the Rules and Regulations of the Civil Service Board, one-third (1/3) of the employee's accrued sick leave may be used after exhaustion of "injury-on-duty" time; however, the combination of temporary disability payments and sick leave pay shall not exceed one hundred percent (100%) of the employee's regular rate of pay. Such usage shall not exceed the maximum amount of the employee's accumulation. A part-time career or non-career (+1,040) employee shall earn sick leave on a pro rata basis.
- (2) Employees who have at least four hundred and eighty (480) hours of sick leave on the last day of the pay period ending on or before November 1 in any calendar year, may make an irrevocable election to forgo the accrual of not more than twenty-four (24) hours of sick leave during the following calendar year and receive instead, a cash payment for the number of sick leave hours designated in the election.

Notification of the irrevocable election must be made in writing to the Payroll Division, Department of Finance, between November 1 and November 30. The payment will be made on the last paycheck in May of the calendar year following the irrevocable election. Payment shall be made at the hourly rate of pay the employee is receiving at the time payment is made.

If the employee electing the payment is separated from City employment before receiving the payment, the employee forfeits any right to receive the payment, but will instead have their sick leave balances credited with the sick leave hours the employee would have accrued from January 1 following the date of election to the last day of employment.

b. Sick Leave Cash-Out/Conversion to PERS Service Credit

(1) PERS

- (a) PERS members hired prior to July 1, 2005, with more than twenty (20) years of City service, shall be eligible to cash out sick leave and/or convert sick leave to PERS service credit as follows:
- (i) Eligible employees may receive payment for thirty-three and one-third percent (33-1/3%) of the total sick leave credits accumulated (to the nearest full day) by the employee on the date of their retirement, resignation, or layoff.
 - (ii) Eligible employees with an effective retirement date from PERS within one hundred twenty (120) calendar days of their separation from City service may also convert any or all of their total sick leave credits accrued, less any payment received pursuant to subparagraph (i), above, to PERS service credit as of the date of their retirement consistent with and pursuant to the PERS contract with the City, as amended.
 - (iii) Individuals identified pursuant to California Government Code Section 53245 as being the person designated on the employee's "Designation of Person Authorized to Receive Warrants," or in the absence of an identified person pursuant to California Government Code Section 53245, persons entitled by law to the possession of the estate of a deceased employee who was eligible to cash out sick leave credits pursuant to subparagraph (i), above, may receive payment for thirty-three and one-third percent (33-1/3%) of the total sick leave credits accumulated (to the nearest full day) by the employee on the date of the employee's death.
- (b) Employees hired, rehired, or reemployed on or after July 1, 2005, shall not be eligible for payment of any portion of accumulated sick leave credits upon retirement, resignation, or layoff regardless of their years of service. However, employees hired, rehired, or reemployed on or after January 1, 2005, may convert their remaining sick leave balance to service credit consistent with law and pursuant to the PERS contract with the City upon separation of employment for retirement.

(c) No employee whose services are separated by reason of discharge for cause shall be eligible for payment of any portion of accumulated sick leave credits.

(2) SCERS

Upon separation of an employee eligible to accumulate sick leave credits for reasons of retirement, resignation and/or layoff after service for a period of not less than two (2) years, or death, such employee (or those entitled by law to the possession of the estate of a deceased employee) shall receive payment for thirty-three and one-third percent (33-1/3%) of the total sick leave credits accumulated (to the nearest full day) by the employee on the date of such retirement, resignation, layoff, or death.

(3) No employee whose services are terminated by reason of discharge for cause or by reason of resignation or layoff prior to the completion of two (2) years of service, shall be eligible for payment of any portion of accumulated sick leave credits.

c. Reinstatement of Sick Leave After Return From Layoff

An employee who is laid off and receives payment for thirty-three and one-third percent (33-1/3%) of their total accumulated sick leave credits shall be credited with the remaining sixty-six and two-thirds percent (66-2/3%) of their accumulated sick leave credits if and when said employee is recalled. If said employee thereafter leaves City service after being recalled and is entitled to payment of their accumulated sick leave credits under this Section, said employee shall only receive payment for thirty-three and one-third percent (33-1/3%) of those sick leave credits which accrued after the date of recall.

d. Sick Leave Credit Limitation

Except as provided herein, no payments made or sick leave credits accumulated shall be construed or deemed to constitute retirement benefits payable to employees of the City.

e. Administration of Sick Leave

The Citywide Sick Leave Policy and the Rules and Regulations of the Civil Service Board relating to the administration of sick leave privileges and benefits shall apply to all eligible employees.

f. Utilization of Sick Leave

Use of sick leave is governed by the Citywide Sick Leave Policy and the Rules and Regulations of the Civil Service Board, Rule 16, and Attachment A to the Rules and Regulations of the Civil Service Board.

10.3 VACATION

a. Vacation Leave Accrual

- (1) Employees with less than five (5) full years of service shall earn eighty (80) hours of vacation each year which shall accrue at three (3) hours, twenty (20) minutes on each of the first two (2) paychecks of each month.
 - (2) Employees with more than five (5) full years of service and less than fifteen (15) full years of service shall earn one hundred twenty (120) hours of vacation each year which shall accrue at five (5) hours on each of the first two (2) paychecks each month.
 - (3) Employees with more than fifteen (15) full years of service shall earn one hundred sixty (160) hours of vacation each year which shall accrue at six (6) hours, forty (40) minutes on each of the first two (2) paychecks each month.
- b. Continuous career service shall be used to determine the vacation accrual date used in determining the above accrual rates.
- c. An employee's maximum accrual of vacation shall not exceed four hundred and eighty (480) hours. Accrual shall be suspended until the balance is brought below the maximum accrual amount. Accrual will resume on the applicable paycheck following the paycheck in which the balance is brought down.
- d. The time at which the employee shall be granted a vacation is at the discretion of the Department Head. However, in an effort to accommodate the employee's requested vacation schedule the Department shall open to bid vacation scheduling, thirty-one (31) days prior to January 1st of each year. Classification seniority shall govern where more than one employee bids for the same period. Employees will be allowed to bid for the use of their annual vacation, not to exceed their annual accrual plus two (2) additional days of any accrued leave, excluding sick leave, during the annual vacation bid process.
- e. During the annual vacation bidding process employees shall be entitled to schedule accumulated and unused vacation credits in increments of any duration, as long as the employee does not exceed the limits outlined in Section 10.3(b).
- f. Vacation requested outside of the annual bid period will be granted on a first come-first serve basis at the discretion of the Department Head or their authorized representative.

The final vacation schedule as approved by the Department Head will be posted in the employee work area.

- g. Changes in the vacation schedule may be amended with the approval of the Department Head or authorized representative.
- h. Employees s who are eligible to receive a cash payment in-lieu of vacation leave, as provided for in Article 8 Section 107(d) of the Sacramento City Charter, may make an irrevocable election to receive such payment by foregoing the same number of vacation hours in the calendar year following the election. Notification of the election must be made to the Payroll Division, Department of Finance, in writing by November 30. The in-lieu payment will be made to the employee on the last paycheck in March of the calendar year following the election. Payment shall be made at the straight time hourly rate of pay the employee is receiving at the time payment is made. If the employee electing the in-lieu payment separates from City employment for any purpose before receiving the in-lieu payment, the employee forfeits any right to receive the payment, but will instead have their vacation leave balances credited with the amount of hours that would have accrued from January 1 to the last day of employment.
- i. This Article shall apply to non-career employees, except that non-career employees shall bid for vacation after all career employees have bid. Date of last hire shall determine seniority for non-career employees. Non-career employees shall bid for vacation on the basis of said seniority.
- j. Where a career employee sustains an injury covered by workers' compensation and has utilized all of the one year "injury-on-duty time" as provided under City Charter Section 253, or former City Charter Section 167, as the case may be, and consequently is receiving straight workers' compensation temporary disability payments, the employee will be allowed to utilize (while off work) accrued vacation time in partial day increments in addition to receiving workers' compensation payments with the total aggregate payment of temporary disability and vacation pay shall not exceed one hundred percent (100%) of the employee's regular rate of pay. As a condition of so using such accrued vacation, however, the employee is required to continuously utilize accrued vacation until accrued vacation is exhausted or they return to work. This provision also applies to any accrued leave with the exception as noted in 10.2, Sick Leave.

10.4 COURT LEAVE

- a. When an employee is absent from work to testify in response to a subpoena issued by a court of competent jurisdiction in a non-work related matter to which the employee is not a party, or serve on a jury or to report for jury duty examination, the employee shall be granted pay for those hours which the employee is absent for such reason. The City may require the employee to elect to be on telephone alert and remain on the job until such time as

called to testify or to serve jury duty. When an employee is required to be on telephone alert, the employee will cooperate with the court or Jury Commissioner and the City will be responsible to ensure that the employee is available. Pay for work time lost shall be computed at the employee's regular rate of pay at the time of such absence. The employee shall return all witness fees or jury remuneration received, less transportation allowance, to the City.

- b. To receive pay for work time lost, the employee must provide the City with a statement signed by an official of the court certifying the employee's service as a witness or a juror or appearance in court for such purpose, the date or dates of attendance, and the time released from the court.
- c. If a graveyard or swing shift employee has served in excess of the equivalent of one-half of their scheduled shift in court or on jury duty, they will notify their supervisor as soon as practicable upon their release from court so they can be excused from their regular shift. If the employee is in court or on jury duty less than the equivalent of one-half their scheduled shift, the employee will be required to report to work.
- d. This Article shall apply to non-career employees only when the non-career employee is regularly scheduled to work and is ordered to report for court or jury duty.

10.5 PARENTAL LEAVE

- a. Effective January 12, 1991, the current Pregnancy Disability Leave Policy for female employees shall be replaced by a parental leave policy for both male and female employees with the following provisions:
 - (1) Full-time career employees shall be eligible for a maximum City-paid parental leave of four (4) weeks consisting of up to one hundred-sixty (160) hours of continuous paid time off. Part-time career employees shall be eligible for up to eighty (80) hours of continuous City-paid time off during the four (4) week parental leave. Unused parental leave shall have no cash value. Non-career employees are not eligible for the four (4) weeks of City-paid parental leave.
 - (2) To be eligible for the paid leave an employee hired on or before November 10, 1995, must have completed at least one (1) year of City service from the most recent date of hire, or an employee hired on or after November 11, 1995, must have completed at least three (3) years of City service from the most recent date of hire, preceding either (a) the birth of a child who resides with the employee and for whom the employee has legal custody, or (b) the adoption of a child under age four (4) who resides with the employee and for whom the employee has physical and legal custody. Court-appointed legal guardians and foster parents do not qualify for parental leave.

- (3) Eligible employees shall have the right to only one leave of absence per pregnancy or adoption regardless of the number of children involved (e.g., twins). The duration of City-paid leave shall not change based on a change in employment status, such as from part-time to full-time career.
 - (4) Upon return from parental leave on the date previously authorized, employees shall be reinstated in the former department and in the classification last held.
 - (5) Eligible employees shall have the right to extend parental leave beyond the four (4) weeks of City-paid leave to the maximum six (6) months of leave by adding accrued and available hours of sick leave, vacation, compensatory time off (CTO), accrued holiday, and/or unpaid leave to their initial request for parental leave. The total period of absence from work, including the four (4) weeks of paid parental leave, shall not exceed six (6) months.
 - (6) Paid parental leave shall be considered as time worked for purposes of eligibility for recognized holidays occurring during the leave.
- b. The Union shall not oppose the addition of parental leave to the Rules and Regulations of the Civil Service Board.
 - c. The City shall have the right to promulgate a policy and procedure to implement and administer parental leave.

10.6 CATASTROPHIC LEAVE

- a. A benefit-qualified employee may donate to or receive from an unrepresented employee, or a represented employee whose bargaining agreement provides for such donation or receipt, usable vacation, floating holiday, management leave, or compensating time off hours. Participation in this plan shall be voluntary. Sick leave may not be donated under this plan.
- b. All donations shall be made and accepted in writing using City-provided forms or electronically through the City's payroll system.
- c. The donation in any category must be a minimum of eight (8) hours of usable time.
- d. Donations shall be on an hour-for-hour basis, regardless of the pay rates of the donor and recipient, except hours transferred between employees on the Fire Suppression (56 hours) schedule and the non-Fire Suppression (40 hours) schedule shall be adjusted by a factor of 1.4 to 1.
- e. Hours to be donated shall be kept in a pledge status until used. As needed, pledged hours shall be debited from the donor's leave balance and credited

to the recipient's usable vacation accrual balance. Once credited, the donation becomes irrevocable. A donor terminating for any reason shall be paid for pledged but unused leave time.

- f. Management employees may only receive donations from management employees. A non-management employee may not receive donations from a subordinate employee where a direct supervisor/subordinate relationship exists. Any exception to this paragraph must be approved by the City Manager or designee.
- g. To be eligible to use donations, an employee must:
 - (1) be incapacitated and unable to work due to a prolonged catastrophic non-industrial illness or injury which is estimated to last for at least thirty (30) calendar days;
 - (2) have exhausted all usable balances, including sick leave;
 - (3) be on an approved leave of absence.
- h. All donated hours must be used on a continuous and uninterrupted basis and will be paid at the rate of pay and normal work schedule of the recipient, along with all usable hours accrued, until the earliest of the following events occurs:
 - (1) All leave balances, including both donated and accrued leave, are exhausted; or
 - (2) The employee returns to work at their normal work schedule; or
 - (3) The employee's employment terminates.
- i. Donations received while a recipient is still utilizing previously donated and related accrued leave time may be used immediately thereafter. Hours donated subsequent to exhausting all donated hours shall be accumulated and utilized along with related accrued leave hours in amounts equal to the recipient's normal bi-weekly work hours.
- j. Used donated leave time shall count toward the application of City service and benefits in the same manner as when the employee is on paid vacation leave.
- k. Used donated leave time shall be subject to the recipient's normal payroll deductions.
- l. The City shall promulgate a policy and procedure to implement and administer catastrophic leave.

10.7 PERSONAL TIME OFF (PTO)

- a. Full-time career employees who have completed ten (10) full years of City service shall be credited with twenty-four (24) hours of personal time off (PTO). Part-time career employees shall be credited with a prorated amount of time based on their regular schedule. Eligible employees will receive this PTO each year on the paycheck representing the first full pay period that includes January 1.
- b. After January 9, 2024, employees who separate service and who are subsequently reemployed, pursuant to Article 15.2(b)(5)(a), into a classification covered by this Agreement, will receive credit toward PTO eligibility for their previous years of City service upon successful completion of probation, on a go-forward basis. For purposes of determining eligibility to receive PTO, pursuant to this paragraph, an employee must complete probation prior to January 1 of the calendar year in which it is provided.
- c. Use of PTO shall not cause overtime.
- d. PTO shall not accumulate from calendar year to calendar year and shall have no cash value. If an employee is unable to use all of the time by the end of the calendar year based on operational need, the department may approve carry-over to the next year. In all other cases, the time shall be forfeited.

10.8 BEREAVEMENT LEAVE

An employee may receive up to three (3) days of City-paid leave for bereavement based on the death of the employee's spouse, parent, sibling, child, grandchild or grandparent as defined herein. The employee may use sick leave as authorized by Civil Service Rule 16, Sick Leave, for additional time off or to attend to other death, bereavement or funeral needs.

10.9 PAID CITY LEAVE

Employees who are employed in a classification represented by IAMAW on April 26, 2022, shall receive a one-time leave bank contribution of thirty-five (35) hours of Paid City Leave. This Paid City Leave shall not expire, and shall have no cash value except as follows:

- a. Employees receiving Paid City Leave contributions described in Section 10.9 (Paid City Leave) may make an irrevocable election to receive cash payment in-lieu of using the leave. Notification of the election to receive this cash payment must be made to the Payroll Division, Department of Finance, in writing by November 30, 2022. Employees making the irrevocable election shall receive the payment on the paycheck representing the first pay period following their election at the hourly rate of pay they are receiving at the time of payment, less ordinary payroll deductions.

- b. Upon separation from City service, employees with a balance of the Paid City Leave described in Section 10.9 (Paid City Leave) shall receive payment for the Paid City Leave balance at the hourly rate of pay they are receiving at the time of the payment, less ordinary payroll deductions.

ARTICLE 11 – SPECIAL ALLOWANCES

11.1 TEMPORARY WORK IN A HIGHER CLASSIFICATION

- a. Temporary assignments to higher classifications shall be permitted only in those classifications where, in the judgment of the Department Head or designee, it is necessary to maintain proper and efficient departmental operations. An employee temporarily assigned in writing to perform the duties of a higher classification shall be compensated for the duration of the out-of-classification assignment by the payment of five percent (5%) above the employee's base rate of pay, or the salary provided for in Step 1 of the higher classification, whichever is greater, but not to exceed the top step of the higher classification.
- b. Temporary work in a higher classification shall first be offered to career employees. If no career employee desires the temporary work in a higher classification said assignment may then be offered to a non-career employee.

11.2 TUITION REIMBURSEMENT

The City agrees to reimburse career employees for the cost of tuition, books, and fees, excluding parking, up to a maximum of \$1,500.00 per calendar year pursuant to the City's existing policy for such education reimbursement. This provision shall not apply to employees eligible for an educational incentive program.

In addition, the Department may authorize tuition reimbursement for training through other approved sources.

11.3 UNIFORMS

- a. The City agrees to provide uniforms for employees who are required to wear uniforms. Such uniforms shall be provided to those qualifying employees on the basis of five (5) clean uniforms per week, (5-5-1), at no cost to the employee.
- b. This Article shall apply to non-career employees only to the extent that past practice shall be continued.

11.4 TOOL ALLOWANCE

The following classifications will be paid a thirty-five dollar (\$35.00) per month tool allowance: Equipment Mechanic I, Equipment Mechanic II, Equipment Mechanic

III, and Equipment Body Mechanic I, Equipment Body Mechanic II, and Equipment Body Mechanic III.

The tool allowance will be paid in the first two paydays in a calendar month at \$17.50 per payday for a total of \$35.00 monthly.

11.5 TOOL INSURANCE

The City agrees to provide employees in the classifications of Equipment Mechanic I, II and III, Equipment Body Mechanic, and Equipment Service Worker, insurance on the employee's tools against loss by fire or burglary where there is evidence of forced entry into the shop building (but not for loss by mysterious disappearance). Tool reimbursement shall be administered as follows:

- a. The supervisor will review the complement of tools and tool inventory kept by an employee in the workplace; the supervisor will notify the employee of tools which are deemed not necessary for the performance of the job; and such tools shall be removed from the workplace.
- b. The employee shall be responsible for providing the supervisor with a current inventory of tools at all times, and no less than once a year. The most recent inventory of tools, reviewed and approved by the supervisor, shall be deemed accurate and complete for purposes of determining the value of a covered loss. The City shall not be liable for any tool(s) not contained in said inventory.
- c. In the event of a covered loss, when the conditions of (a) and (b) above are met, the City shall be responsible for the actual value of all tools on the authorized inventory, less the deductible of fifty dollars (\$50.00).
- d. In the absence of an authorized tool inventory within the current year, or the failure to meet the conditions of (a) and (b) above, the City's insurance liability shall be limited to the actual value of the tools lost, or seven thousand five hundred dollars (\$7,500.00), whichever is less.

It is understood that tool boxes shall be included in the coverage under this Section. Insurance reimbursement shall not be authorized in any event if a full and complete police report is not made regarding loss of tools under this Section. The Union specifically waives the provisions of Labor Code Section 2802, if applicable, as to such tool losses by the terms of this Agreement, and shall not endorse, support or finance a claim by any member of the Union for reimbursement in excess of the limits identified herein.

11.6 PNEUMATIC AND BATTERY TOOL REPAIR

- a. The City will repair employee-owned pneumatic and battery powered tools, including battery replacement, which are used in their regular City service. Employees wishing to take advantage of this policy must include their tools

on their tool inventory and must register their tools with the Shop Supervisor and receive their approval to enter their tool into the program. If it is determined during the course of repair that the repair cost exceeds eighty percent (80%) of the current replacement cost, including sales tax, the employee would be required to procure a new tool. The City shall reimburse the employee for the cost of the new tool, or battery at eighty percent (80%) of the current replacement cost, including sales tax, or the cost of repair of the old tool, whichever is least.

- b. Effective January 9, 2024, the City will repair employee-owned pneumatic and battery powered tools, including battery replacement, which are used in their regular City service. Employees wishing to take advantage of this policy must include their tools on their tool inventory and must register their tools with the Shop Supervisor and receive their approval to enter their tool into the program. If it is determined during the course of repair that the repair cost exceeds eighty percent (80%) of the current replacement cost, including sales tax, the employee is required to purchase a new tool or battery. The City shall reimburse the employee for the cost of the new tool or battery at one hundred percent (100%) of the current replacement cost, including sales tax, or the cost of repair of the old tool, for an amount not to exceed nine hundred dollars (\$900.00). Any amount over nine hundred dollars (\$900.00), including sales tax, is at the sole expense of the employee.
- c. Employees wishing to remove one of these tools from the City premises will be required to obtain prior approval from their Shop Supervisor. A re-inspection will be performed when the tool is brought back and re-entered into the tool repair program.
- d. The City will not be responsible for pneumatic tools, battery powered tools, or batteries which are abused, misused, or destroyed while under the above-mentioned program.

ARTICLE 12 – STANDBY, NIGHT-SHIFT PREMIUM, AND FLEET SWING SHIFT

12.1 STANDBY

- a. Effective January 13, 2024, an employee who is required to remain on standby for emergency work shall be paid ~~\$280.00~~ per week, or the daily pro rata rate of ~~\$40.00~~, in addition to their regular compensation. Employees who are called out while on standby shall receive two (2) hours minimum pay, or actual hours worked, whichever is greater, at time and one-half (1.5) their regular rate of pay. Employees on standby shall respond without delay, usually arriving at the work site within thirty (30) minutes after notification.
- [b. Effective May 30, 2026, the following subsection will replace subsection \(a\) above: An employee who is required to remain on standby for emergency](#)

work shall be paid \$329 per week, or the daily pro rata rate of \$47, in addition to their regular compensation. Employees who are called out while on standby shall receive two (2) hours minimum pay, or actual hours worked, whichever is greater, at time and one-half (1.5) of their regular rate of pay. Employees on standby shall respond without delay, usually arriving at the worksite within thirty (30) minutes after notification.

b.c. With the exception of sick leave, employees may use any type of authorized leave, including, but not limited to, vacation; CTO; holiday credit; etc., during their standby assignment so long as they remain available for their standby assignment. An employee utilizing sick leave who is unable to work due to a personal illness, shall not receive standby pay for the day(s) out sick. Employees who fall ill after hours while they are on standby, shall notify the Standby Supervisor who will find a replacement for the day(s) the employee is out sick. The standby assignment may resume when the employee returns to work.

e.d. Employees who are on standby New Year's Day, Christmas Day, Thanksgiving Day or the 4th of July shall receive twelve (12) hours holiday credit.

Employees who are issued a City cell phone, laptop and/or pager are not on stand-by unless assigned by the appointing authority.

12.2 NIGHT-SHIFT PREMIUM PAY

- a. Career and non-career (+1,040) employees covered by this Agreement who work five-eighths (5/8) or more of their regular shift in the period extending from 6:00 p.m. to 6:00 a.m., shall be compensated, therefore, by payment for the entire shift of an additional five percent (5%) of their base pay for that shift. Said employees who work less than five-eighths (5/8) of their regular workshift in the period extending from 6:00 p.m. to 6:00 a.m., shall be compensated for those hours worked (to the nearest one-half hour) within this period by payment of an additional five percent (5%) of their base pay for such hours. The current practice in the Department of General Services, Fleet Management Division shall continue.
- b. An employee shall not receive night-shift premium pay when on vacation or other authorized leave of absence with pay.

12.3 SHIFT/LOCATION SELECTION WITHIN FLEET MANAGEMENT

a. General

- (1) The provisions of this Article shall not diminish the rights the City has under Article 3, City Rights, of this Agreement.

- (2) The parties acknowledge that the City has the exclusive authority to determine the number of shifts, the shift hours, the classifications assigned to each shift, the number of personnel in each job classification assigned to each shift, and to assign probationary employees and employees in the Equipment Mechanic I classification to any shift, specialized program, or shop to meet operational needs.
- b. Shift/Location Selection
- (1) Annual shift/location selection shall occur annually between October 1 and October 31 of each calendar year.
 - (2) Shift change shall occur on Saturday of the first full pay period in January of each calendar year.
 - (3) Shift/location bidding shall be done by classification seniority, with the employee who has the most classification seniority making their selection first.
 - (4) The outcome of the shift/location bidding shall be noticed to the employees on or before December 1 in the year preceding the change.
 - (5) Employees who bid and win the Build Shop will have their work evaluated during the first one-hundred twenty (120) calendar days of their assignment to determine if their work performance meets the performance expectations of the Build Shop. Employees who are assigned to the Build Shop and whose work performance is, in the discretion of the Fleet Manager, not meeting management expectations may be moved to another shop location. Management reserves the right to make the assignment based on operational need after consultation with the employee. Management's right to move employees on the basis of their work performance from the Build Shop during their first one-hundred twenty (120) calendar days is not subject to the grievance process; however, an employee who is moved may request a meeting within seven (7) calendar days with the Department Head, or designee, to review the reason(s) for the move. The meeting shall occur within thirty (30) calendar days of the employee's request. The Department Head or designee decision shall be final.
 - (6) The City retains the right to move personnel to a shift or location which is necessary to meet operational needs. Where the City determines that a vacancy exists in a shop:
 - (a) The City shall first attempt to fill the vacancy from a voluntary sign-up of qualified employees. The individual selected for the

vacancy shall be the applicant with the greatest classification seniority who is determined by the City to be qualified for the vacancy.

- (b) If a sufficient number of qualified employees do not volunteer, the City shall assign the most qualified employee with the lowest classification seniority.
- (7) In the event the City requires an employee to permanently change the location of their work, the City will be responsible for costs associated with moving the employee's toolbox to the new City shop location.
- (8) For all other employees, including but not limited to, employees who voluntarily change their work location and who separate from service for any reason, including, but not limited to, retirement, resignation, termination, layoff, and probationary release, the City shall pay an amount not to exceed five hundred dollars (\$500.00) to cover costs associated with moving the employee's toolbox to a new location. Any costs exceeding five hundred dollars (\$500.00) shall be borne exclusively by the employee.

c. Exceptions to Shift Selection Procedures

- (1) During an employee's probationary period the City may assign or reassign the probationary employee to any shift, program, or shop. A probationary employee shall not be eligible to exercise rights under this Article. At the end of an employee's probationary period, the City shall have the right to assign the employee to the shift, program, or shop deemed most appropriate.
- (2) The City may assign or reassign employees in the Equipment Mechanic I (EM-I) classification to any shift, program, or shop to broaden their experience and career development opportunities. Employees in the EM-I classification shall not be eligible to exercise rights as under this Article until promoted to an Equipment Mechanic II classification.

d. Assessment of Qualifications

The City's assessment of employee qualifications under this Article shall include but is not limited to the following: skills and ability; past performance; productivity; and experience and training with the required equipment.

ARTICLE 13 – SAFETY, SAFETY SHOES AND SAFETY GLASSES

13.1 SAFETY

- a. The City shall continue to provide for the safety of employees during the hours of their employment. In this regard, the City agrees that it will receive and consider written recommendations with respect to unsafe working conditions or other safety ideas in the area of working conditions from any employee or the Union; and the employees and the Union agree that they will direct their safety recommendations and ideas to the City. To facilitate this process the City shall provide time for a monthly safety meeting. Minutes shall be taken and the minutes from the previous monthly meeting shall be read. Employees of the Unit shall be allowed to attend these meetings but attendance shall be in consideration of and in deference to operational needs.
- b. The City shall take all reasonably and readily available precautions when employees' assigned duties are performed under generally known extraordinarily life endangering conditions.

13.2 SAFETY SHOES

- a. Where the City requires that safety shoes be worn by employees as a condition of employment, the City shall reimburse employees up to a maximum of \$400.00, or up to a maximum of \$500.00 if a special order is required due to a medical need, annually for the cost of acceptable safety shoes, inserts, and/or repairs to safety shoes. These employees may purchase any brand of safety shoe from any outlet as long as such shoes meet the requirements of being an acceptable "safety shoe." The annual maximum may be used toward the purchase of a single pair or two (2) pair, as needed, at the same time. When an employee has purchased a pair of safety shoes, inserts, and/or repairs to safety shoes, which do not meet the annual maximum, the employee shall be allowed to use the remainder of the annual maximum for a future purchase in the same year. The City maintains the right to require that all footwear be appropriate for the job and that safety shoes meet the specifications mandated by law.
- b. Except as provided above, employees shall normally be authorized for a single pair of safety shoes and a second pair of safety shoes in the same fiscal year shall only be approved if replacement is deemed necessary by the employee's supervisor.
- c. To be eligible for reimbursement or repair of safety shoes under this Section, the employee must obtain prior authorization from their supervisor before purchasing the required steel-toed safety shoe, and must submit the receipt to the supervisor to verify the cost, substantiate the reimbursement, and remaining annual maximum, if any. Only safety shoes qualify for reimbursement or repair pursuant to this subsection.

- d. Provisions in the City's Protective Footwear Policy regarding authorized safety shoe vendors, vouchers, purchase orders, and invoices shall not apply to employees in classifications covered by this Agreement.

13.3 SAFETY GLASSES

- a. It shall be mandatory for employees to wear safety glasses where such glasses are required to be worn by the City. The City shall provide non-prescription safety glasses for employees. Employees who wear prescription glasses shall be required to wear protective eye wear supplied by the City or prescription safety glasses.
- b. Employees are free to purchase prescription safety glasses from any source the employee chooses. The City will reimburse the employee for the purchase of prescription safety glasses up to a maximum of \$150.00 per pair of glasses.
- c. To be eligible for the above reimbursement, the employee must obtain prior authorization from their supervisor before purchasing the required safety glasses, and must submit the receipt to the supervisor to verify the cost and substantiate the reimbursement. The City maintains the right to specify the standards for non-prescription safety glasses. Further, prescription safety glasses shall conform in all respects to the U.S.A. Safety Standards for Head, Eye and Respiratory Protection, and the prescription shall not be more than twenty-four (24) months old.
- d. The cost of any eye examination and special or cosmetic frames shall be paid by the employee.

13.4 DAMAGE TO PRESCRIPTION SAFETY GLASSES

- a. The City agrees to repair or replace prescription safety glasses damaged or destroyed while the employee is actively at work provided that the employee furnishes satisfactory proof to the City of such loss.
- b. The prescription shall not be more than twenty-four (24) months old to qualify for reimbursement under the Article. All costs to update the prescription shall be borne by the employee.

ARTICLE 14 – HOURS OF WORK

14.1 WORKDAY/WORKWEEK

- a. The workweek for the City of Sacramento employees shall begin at 12:01 a.m., Saturday and end at 12:00 midnight the following Friday. The employee's normal workweek shall consist of forty (40) working hours during the seven (7) day period.

- b. The City may establish a workweek schedule consisting of forty (40) hours in increments of four (4) ten (10) hour workdays or five (5) eight (8) hour workdays, or a 9-80 workweek schedule consisting of four (4) nine (9) hour workdays, four (4) nine (9) hour workdays, and one (1) eight (8) hour workday during an eighty (80) hour bi-weekly period. The City agrees to discuss with the Union thirty (30) days in advance of implementation of the four (4) ten (10) workweek or 9-80 workweek schedule. Every effort will be made to schedule such workdays consecutively and avoid back-to-back workweeks, unless a separate written workweek agreement is entered into by the City and the Union.
- c. All employees covered by this Agreement, except those employees on a straight eight (8) hour workday, shall be allowed a lunch period, to be used as the employee desires within accepted standards, of not less than thirty (30) minutes nor more than one (1) hour which may be scheduled generally in the middle of the work shift. If an employee is required to work during their lunch period, and if no alternate lunch period is taken, at the approval of the employee's supervisor said time shall be compensated at the applicable overtime rate if the hours worked exceed that of their scheduled work shift. This paragraph does not apply to non-career employees.
- d. It is understood by the parties that the rates and amounts of accrual for holidays, vacation, sick leave or any other time off provisions currently in existence remain at their current levels.
- e. An employee may be required to substitute in a lead capacity in the absence of a supervisor caused by the implementation of the four (4) ten (10) plan.
- f. Computation of overtime within the workweek shall be defined in Section 14.2 of this Agreement.
- g. This Article shall not apply to non-career employees.

14.2 OVERTIME/COMPENSATING TIME OFF (CTO)

- a. Employees are eligible for overtime compensation at one and one-half (1.5) times their regular rate of pay when they work in excess of forty (40) hours in a workweek. With the exception of sick leave, all paid time shall count as time worked for the purposes of calculating overtime eligibility.
- b. The City shall determine which employees are qualified for overtime. "Qualified" is determined based on the employee's training, skill, and ability to perform the specific duties available for the overtime assignment and the following:
 - (1) Employee classification.
 - (2) Job location.
 - (3) Experience related to task for which overtime is required.

- (4) Physical qualification required to perform the work.
 - (5) Project assignment.
 - (6) Shift.
 - (7) Completion of started assignment.
 - (8) Emergency.
 - (9) Desire to work overtime.
 - (10) Employee availability.
- c. The City shall review its distribution of overtime every three (3) months. It is understood that the nature of certain work assignments does not easily permit equal distribution of overtime, and in such cases exception may be made to equal distribution. Disputes over equal distribution of overtime may be resolved pursuant to the grievance procedure.
- d. Overtime compensation shall be paid by cash payment. In lieu of cash payment, CTO may be earned by mutual agreement between the employee and the appointing authority or designee. Considering the request of the employee, the determination of additional pay or time off for overtime compensation shall be made by the Department Head or designee.
- e. Both the cash payment and CTO shall be computed at the rate of time and one-half (1-1/2) the number of overtime hours worked. The scheduling of CTO use must be approved in advance by the employee's Department Head or designee.
- f. Employees may accrue up to one hundred and sixty (160) hours of CTO. The City may cash out those CTO hours accumulated in excess of eighty (80) hours at any time provided that the use of such time off has not been previously approved.

14.3 REST PERIODS

Each employee covered by this Agreement will be afforded rest periods. These rest periods will be as currently administered by their respective departments.

14.4 VOLUNTARY WORK FURLOUGH PROGRAM

Pursuant to the Furlough/Reduced Work Week Policy, the City may establish for full-time career employees a voluntary work furlough/reduced work week consisting of a full day of unpaid leave on a variable schedule or a work schedule which is modified on a regular fixed basis to less than forty (40) hours per week. Employees shall apply for participation in the program pursuant to the conditions set forth in the rules and procedures governing this Citywide program.

14.5 SHIFT BID BY LOCATION

- a. During the second week of June of each year, Fleet Management shall conduct a shift bid for each location within the fleet division for employees to bid their desired shift for the next fiscal year.
- b. Shift bidding shall be done by classification seniority, with the highest in seniority making their shift selection first.
- c. The outcome of the shift bidding shall be made available to the employees and the shift change effective date shall be the start of the first full pay period of July of each year.

ARTICLE 15 – LAYOFF

15.1 PURPOSE

This Article provides the procedure to be followed when an employee is to be displaced/laid off from their position.

15.2 DEFINITION

- a. Layoff A layoff shall be defined as the dismissal or displacement of at least one employee due to lack of work, lack of funds, abolishment of position, or for other reasons not reflecting discredit on an employee.
- b. Seniority
 - (1) **Classification Seniority:** Classification seniority shall be defined as the effective date of probationary appointment to the employee's current job classification, less any time spent in a lower classification due to a downgrade. In the case of an employee who is demoted or whose position is reallocated in accord with the applicable Rules and Regulations of the Civil Service Board, classification seniority for the reallocated or demoted employee shall be mutually established by the City and the Union at the time of reallocation. For those classifications which have flexible staffing as defined in the Rules and Regulations of the Civil Service Board and provided for in the classification specifications, classification seniority shall be defined as the effective date of probationary appointment to the lowest classification in the flexibly staffed classification series. Classification seniority for flexibly staffed classifications terminates when an employee transfers or promotes out of the flexibly staffed classification series.

Example: An employee who is an Equipment Mechanic I transfers or promotes into a General Repair Worker. Later, this employee transfers or promotes into an

Equipment Mechanic II classification. Because the employee did not flex into the Equipment Mechanic II classification, the time spent as an Equipment Mechanic I does not count toward their classification seniority.

Within a regression ladder, computation of classification seniority for a job classification lower than that in which the employee holds permanent status, the following seniority shall be counted: (a) classification seniority in any higher classifications within the regression ladder, and (b) previous classification seniority in the job classification in which the employee is currently working, and (c) present time spent in the job classification in which the employee is currently working, minus any seniority adjustments. For a part-time career employee, classification seniority shall be prorated.

- (2) City Service Seniority: City service seniority shall be defined as the effective date of appointment to the employee's first permanent career position.
 - (3) Hire Date Seniority: Hire date seniority shall be defined as the employee's first date of hire to any position with the City.
 - (4) Seniority Adjustments: Classification seniority and City service seniority shall be adjusted (reduced) in calendar days to reflect time spent on layoff from City service.
 - (5) Termination of Seniority: Termination of classification seniority and City service seniority shall occur upon:
 - (a) Resignation, except that any employee who is reemployed and completes a probationary period, if any, in the position to which they were reemployed may count the seniority which they accumulated prior to resignation.
 - (b) Discharge.
 - (c) Retirement.
 - (d) Layoff in excess of five (5) consecutive years out of the City service.
 - (e) Failure to comply, report, or respond to a recall notice within fourteen (14) calendar days from the date of postmark on the recall notice.
- c. Downgrade A downgrade shall be defined as a change in job classification to which the top step is less than the top step of the employee's present

classification, due to a layoff. A downgrade shall only be allowed to the appropriate classification within the employee's regression ladder.

- d. Regression Ladder A regression ladder shall be defined as a classification series through which an employee may downgrade. Regression ladders for the Automotive/Equipment Mechanics Unit are as follows:
- (1) Equipment Maintenance Supervisor
Equipment Mechanic III
Equipment Mechanic II/I
Senior Equipment Serviceworker
Equipment Serviceworker
Vehicle Service Attendant
 - (2) Equipment Maintenance Supervisor
Equipment Body Mechanic III
Equipment Body Mechanic II/I
 - (3) General Repair Worker
 - (4) Vehicle Pool Serviceworker
 - (5) Supervising Fire Service Worker
Senior Fire Service Worker
Fire Service Worker
- e. Permanent Status For the purposes of this layoff procedure permanent status is attained in a job classification when an employee has successfully completed their probationary period in that job classification.
- f. Career and Non-Career Career employees shall be those employees in positions which are in the classified service who are required to serve a probationary period. Non-career employees are all other employees covered by this Agreement.

15.3 PROCEDURE

- a. Non-Career Employees When layoff is to occur within a job classification within a department, all non-career employees in the regression ladder in which that job classification is found shall be laid off first. In no event shall a career employee suffer a layoff until all non-career employees in the affected regression ladder have been laid off. CETA employees shall be laid off in the manner provided by applicable federal regulations. Non-career employees shall have no right to downgrade.
- b. Career Employees
- (1) Within each job classification in each department in which a layoff occurs, employees shall be laid off in the following order: first, all

provisional employees; second, all probationary employees in the order of their classification seniority, beginning with the employee with the least such seniority; and, third, permanent employees in the order of their classification seniority, beginning with the employee with the least such seniority.

- (2) Any provisional or probationary employee who is affected by a layoff or displaced by a downgrading employee shall return to the last department and job classification in which the employee holds permanent status, if any. If the employee does not hold permanent status in another job classification, they shall be laid off. If the employee does hold permanent status in another job classification, they shall then be treated as a permanent employee in that job classification with respect to any layoff in that job classification.
- (3) Any permanent employee who is to be laid off or displaced shall have the right to downgrade, within the department, in descending order, to job classifications within their regression ladder, provided that: (a) the employee meets all of the qualifications of the lower classification, and (b) can displace an employee in the lower classification. If there are any provisional employees in such lower classification, the provisional employee with the least City service seniority shall be displaced first. If there are no provisional employees in the lower classification, the probationary employee with the least City service seniority shall be displaced. If there are neither provisional nor probationary employees in the lower classification, the permanent employee with the least City service seniority shall be displaced, provided that the downgrading employee has greater City service seniority. If the permanent employee attempting to downgrade is unable to do so, they shall be laid off.
- (4) Notwithstanding any other provisions of this Article those City employees who have at least ten (10) years of continuous City service seniority and who are unable to downgrade within their current regression ladder shall have the right to return to their last classification in which they held permanent status, if they meet the qualifications of that classification, and shall have the right to downgrade through that regression ladder pursuant to Section 15.3(b)(3).
- (5) An employee may accept layoff in lieu of the opportunity to downgrade by notifying Labor Relations within two (2) normal workdays of receiving notice of layoff. Where the employee accepts a layoff in lieu of a downgrade, said employee shall forfeit all recall rights except to a vacancy within the same classification from which the employee was laid off.

- (6) If two (2) or more employees have an equal amount of classification seniority, the senior employee shall be determined on the basis of greater City service seniority. If two (2) or more employees have an equal amount of City service seniority, the senior employee shall be determined on the basis of greater hire date seniority, then by random number, if necessary.
- (7) The application of this procedure is not intended to extend job assignment, work organization, or departmental preference to any employee affected by a layoff.

c. Notice of Layoff

In the event of layoff, the City shall send by certified mail return receipt requested a layoff notice to all affected employee(s). Such notice shall be postmarked at least fourteen (14) calendar days in advance of the effective date of layoff. Such layoff notice shall be mailed to the employee's address in the City's payroll system, and shall be deemed appropriate notice. The employee(s) who is on a paid or unpaid leave shall be affected by the layoff in accordance with the provisions of this Article in the same manner as all other employees. However, the employee who is on sick leave or injury-on-duty status on the date of the layoff notice shall not be laid off or downgraded until the employee returns to work; except that the effective date for recall purposes shall be the date of actual layoff as stated on the layoff notice.

15.4 SALARY IN EVENT OF DOWNGRADE

- a. An employee who is downgraded through a regression ladder pursuant to this Article shall be paid in the new classification the salary range step closest to the monthly pay rate received immediately prior to downgrade providing there is no increase in pay.
- b. If appointed in the lower classification at other than top step, future salary step adjustment shall be made in accordance with City Code Section 23 "Advancement in Rate of Compensation" with time served in the classification from which the downgrade occurred counting toward salary step advancement.
- c. Upon subsequent recall through a regression ladder the employee shall not receive the next higher classification less than that received in the lower classification, provided however, that upon subsequent placement in the classification from which the employee was downgraded, salary step placement shall be at the salary step previously held. If, however, said salary step is less than that received in the classification to which the employee was downgraded, salary step placement shall be at the salary step immediately higher in the permanent classification.

15.5 FRINGE BENEFITS

- a. Upon layoff, employees shall be paid for accrued leave balances that have a cash value at separation and similar benefits, per this Agreement, as applicable ordinances, and rules. Employees who are subsequently being recalled and who were eligible for sick leave cashout at the time of separation shall have ~~any~~the uncompensated portion of their sick leave balance restored in accordance with this Agreement, applicable ordinances, and rules. ~~However, if eligible, only~~ those sick leave hours accrued after recall shall be applied toward any subsequent future sick leave payoff, if eligible.

- b. Employees and their eligible dependent(s) laid off who are enrolled in City medical, dental, or vision and life insurance coverage programs at the time of layoff may continue their elected coverage ~~for a period up to six (6) months~~ for the period of time permitted by Consolidated Omnibus Budget Reconciliation Act (COBRA), ~~whichever is greater, by advanced personal remittance for each month's premium for the cost of such coverage, at the time of layoff.~~ The employee and any enrolled dependent(s) will be responsible for the full cost of the monthly premiums for COBRA continuation of coverage. Payment for COBRA premiums shall be made by the payment deadline specified on the invoice issued by the health carrier or the City.

- c. Assistance with enrolling in COBRA coverage or information on eligibility for City retiree health benefits ~~this insurance option, unemployment benefits, and the availability of retirement benefits or refunds as governed by the City Charter~~ will be provided by the Benefits Services Division in the Department of Human Resources; upon ~~at the~~ request ~~of laid off employees.~~

15.6 RECALL

- a. When a vacancy occurs in a job classification, the laid off or downgraded employee(s) eligible to return to that job classification shall be recalled in the inverse order of their downgrade or layoff. Permanent employees who were laid off or downgraded are eligible to return to the job classification in which permanent status is held within their regression ladder; but shall have no recall rights to any job classification in which provisional or probationary status was held at the time of layoff or downgrade. When a recall list exists and an employee is on a reinstatement list due to a medical leave of absence, such employee will be merged with employees on the established layoff eligibility list based on seniority. Provisional and probationary employees who had no permanent status in another job classification at the time of layoff shall have no recall rights. Non-career employees shall have no recall rights.

- b. Employees shall be entitled to recall rights for a period of five (5) consecutive years from the effective date of layoff or downgrade. The

effective date of layoff shall be the employee's last day of work. The effective date of downgrade shall be the employee's last day of work in the classification from which they are downgraded. An employee who has downgraded and has not been recalled to the classification where permanent status is held within the five (5) year period shall gain permanent status for purposes of layoff in the classification to which the employee downgraded, or is currently working at the time recall rights are lost, whichever is higher in the regression ladder.

- c. When a vacancy exists and employees are to be recalled, notice of the opening(s) shall be sent to the mailing address as shown in the City's payroll system. To expedite recall, more than one employee may be notified of an opening. This recall notice shall be by certified mail return receipt requested and the employee shall have fourteen (14) calendar days to report to work from the date of postmark on the recall notice. If said employee fails to report to work within fourteen (14) calendar days, they will lose all recall rights. An employee who has been laid off or downgraded shall be required to meet the physical and other qualifications of the classification to which they are recalled. Any additional qualifications established during said employee's layoff shall be waived with regard to an employee holding recall rights to that job classification except as required by law.

ARTICLE 16 – DISCIPLINE

16.1 DISCIPLINE

For non-career employees not covered by the Rules and Regulations of the Civil Service Board, discipline shall be for just cause. Discipline shall include a suspension, demotion, in-grade salary reduction and termination.

Grievances filed pursuant to this Article shall be filed at Step 2 of the Grievance Procedure. However, disciplinary action shall only be grievable for non-career employees who have worked in excess of 1,040 hours since their last date of hire. Hours worked on a Career Development Trainee shall not count towards the 1,040 hours needed to qualify to appeal discipline.

16.2 LETTER OF REPRIMAND

- a. A letter of reprimand shall not be appealable to the Civil Service Board, except the employee may have an administrative review of the reprimand by submitting a request in writing within seven (7) calendar days to the Manager of Labor Relations. The Manager or designee will schedule a meeting within seven (7) calendar days of receipt of the written request to hear the employee's response. A final written decision will be rendered by the Manager or designee within seven (7) calendar days of the meeting. This provision shall also apply to +1,040 non-career employees. This Section shall not be subject to the Grievance Procedure.

- b. A letter of reprimand issued on or after September 22, 1990, will be withdrawn from an employee's official personnel file two eighteen (18) months from the date of issue provided there has not been additional formal discipline imposed during this period.

16.3 IN-LIEU DISCIPLINE

By mutual agreement between the appointing authority or designee and the employee, an employee suspended from duty without pay may forfeit accumulated holiday, compensating time off, and/or vacation credits equal to the number of hours of suspension in lieu of such suspension. If the suspension is reduced or reversed at the conclusion of the appeal process, the City shall reinstate the forfeited credits. This provision shall not be subject to the grievance procedure.

16.4 WITHDRAWAL OF APPEAL

An employee or Union may withdraw an appeal of discipline at any time prior to a decision by an Administrative Law Judge or the Civil Service Board. An appeal shall be deemed withdrawn if the employee fails to respond within thirty (30) days to a written request by the City to schedule a hearing or otherwise participate in the appeal process. The written request shall be certified and sent to the employee's mailing address as shown in the City's payroll system.

16.5 SUSPENSIONS AND PAY REDUCTIONS

- a. Suspensions and pay reductions imposed after June 20, 2009, will be withdrawn from an employee's official personnel file, and any other personnel files maintained by the City five (5) years from the date of issue provided there has not been additional formal discipline imposed during the five-year period. If an employee had additional discipline in the five-year period, the removal date will restart.
- b. All discipline documents that are removed from the employee's personnel file will be retained in Labor Relations. Should an employee have subsequent discipline, the earlier disciplines may be used for purposes of progressive discipline.
- c. Documented counseling(s) issued on or after January 9, 2024, will be withdrawn from an employee's department file eighteen (18) months from the date of issue provided there has not been formal discipline imposed during the eighteen (18) month period. Once removed, the documented counseling may not be used to enhance subsequent discipline but may be used to demonstrate that the employee is aware of the issue and/or for impeachment purposes.

ARTICLE 17 – MISCELLANEOUS

17.1 STRIKES AND LOCKOUTS

For the duration of this Agreement, the Union and its members agree that it shall not call, sanction or engage in any strike, slowdown, suspension, or stoppage of work activity, and the City agrees that it shall not cause or engage in any lockout.

Further, the City shall have the right to deny all usage of sick leave by any employee where the City Manager has reasonable cause to believe the sick leave usage is related to a sick-out or any other form of concerted activity.

17.2 SAVINGS CLAUSE

If any provision of this Agreement, or the application of such provision should be rendered or declared invalid by any decree of a court of competent jurisdiction or by the reason of any existing or subsequently enacted legislation, the remaining parts or portions of this Agreement shall remain in full force and effect.

17.3 CIVIL SERVICE BOARD RULES

In the event that any Civil Service Board Rules or Regulations are in conflict with this Agreement, the Agreement shall apply.

17.4 NON-DISCRIMINATION

The City and the Union agree to abide by applicable laws regarding discrimination against any employee for Union activity, race, creed, religion, sex, age or handicap.

17.5 SELECTION OF VACANCIES

The City shall reassign or prevent the assignment of employees where there is or would be an immediate supervisory/subordinate relationship and the employees have a potential employment conflict of interest due to a parental, spousal or sibling relationship.

17.6 TRIAL PERIOD

- a. An employee or a former employee appointed to a career classification as a non-career employee on or after November 22, 1996, shall serve a trial period. A former employee is a person who was previously employed with the City but terminated such employment for any reason including the expiration of a limited-term appointment.
- b. The trial period for the non-career employee appointed to a career classification shall be equivalent in length of time to the probationary period for that classification beginning with the first day the employee reports to work.

- c. A non-career employee may be released from their position at the discretion of the appointing authority at any time during the trial period without right of appeal to the Civil Service Board. Such release shall be confirmed in writing.
- d. This provision shall not be used to circumvent the civil service system in respect to the City's testing practices.

17.7 CONTRACTING OUT

- a. The City shall not contract out for goods and services performed by bargaining unit employees which will result in any career employee being laid off without prior consultation with the Union concerning the impact on the terms and conditions of employment of employees covered by this Agreement.
- b. Any layoffs resulting from the City's action shall be made pursuant to the layoff provisions of this Agreement.

17.8 PAYROLL ERRORS

- a. In the event an error has been made in the payment of an employee's compensation, including, but not limited to, wages, overtime payments, healthcare contributions, incentives, or leave accruals, balances and/or usages, the City shall, for purposes of future compensation, adjust such compensation to the correct amount, giving written notice to the employee.
- b. In the event an employee received an overpayment, reimbursement to the City shall be accomplished by:
 - (1) Lump sum payment by the employee;
 - (2) A one-time deduction from available paid leave balances, except sick leave, equivalent to the overpayment at the employee's current hourly rate;
 - (3) A repayment schedule through payroll deduction; and/or
 - (4) Other means, as may be mutually agreed between the parties.

No repayment schedule shall exceed fifty-two (52) pay periods in duration, except that if the employee does not agree to a voluntary repayment schedule, the overpayment collection shall not exceed twenty-six (26) pay periods. The time period may be extended by a signed agreement between the City and the employee.

- c. No action shall be taken to enforce repayment of an overpayment, or to correct an underpayment, unless action is taken within two (2) years from the ending date of the pay period in which the error is discovered. "Action is taken" as used in this Section shall mean written notice to the employee

in the case of an overpayment, or written or oral notice to the City in the case of an underpayment error.

17.9 DRIVER LICENSE REQUIREMENTS

- a. Employees in the Equipment Serviceworker and Equipment Mechanic classifications shall possess a valid Class A commercial California driver license with a Tank Vehicle endorsement. The Class A license must not have airbrake or automatic transmission restrictions.

All other employees shall maintain the appropriate driver's license required for their job classification.

- b. Employees, who were hired prior to September 22, 1990, who are temporarily unable to maintain the required commercial license, but are able to maintain a Class "C" license, shall, as a result of that failure, be transferred to an alternate assignment, if available, with a salary reduction of 2.5%, until the required license has been obtained in a reasonable amount of time. However, in the event the employee is unable to obtain the required license, the employee shall be separated from employment.

Further, the salary reduction or separation from employment shall not be subject to the grievance procedures provided for in Article 5, nor shall the reduction be considered disciplinary action as defined by Rule 12 of the Rules and Regulations of the Civil Service Board. In the event the transferred employee subsequently obtains the required license with endorsements, the employee shall be transferred back to the previous assignment at the same step in the salary range occupied prior to the transfer and salary reduction.

- c. An employee who is unable to qualify for a required commercial license, due to medical reasons, shall not be subject to the contractual transfer or salary reduction described in Section 17.9(b), above.

17.10 ZONAR OR OTHER GLOBAL POSITIONING SYSTEM (GPS) & SAFETY STICKERS

Zonar and other GPS devices will be used for purposes of improving departmental efficiencies to include, but not be limited to, preserving City resources and preventing idle time. Zonar or GPS data shall not be used by the City as the only factor in gathering data for purposes of discipline. However, the data may be used to substantiate public complaints, support findings or confirm work performance issues for purposes of discipline. The City may place one "safety sticker" on City vehicles which reads "How's My Driving? Dial 311." Safety sticker shall not exceed 200 square inches and will not be placed in an area which obscures the driver's safe operation of the vehicle.

17.11 TRANSPORTATION

a. Sacramento Regional Transit District (SRTD)

Full-time career employees who utilize the Sacramento Regional Transit District (SRTD) for home-to-work transportation are eligible for an eighty percent (80%) price discount on an SRTD monthly pass. Part-time career employees shall be eligible for a forty percent (40%) price discount. The employee must notify the Department of Finance, Revenue Division on or before the fifth day of the month to obtain the monthly pass discount for that month.

b. Other Bus Transportation

Eligible full-time career employees as described above, who regularly utilize other bus or mass transportation services regulated by the Public Utilities Commission (i.e. buses, vanpools, rail) for home-to-work commuting are eligible for up to eighty percent (80%) of the cost of the monthly pass. Eligible part-time employees, as described above, shall be eligible for a forty percent (40%) monthly reimbursement. The employee must present the required proof of purchase to the Department of Finance, Revenue Division by the fifth day of the month to obtain reimbursement. The amount of monthly reimbursement shall not exceed one hundred dollars (\$100.00).

c. Downtown Parking Subsidy

The City shall provide a forty-five dollar (\$45.00) per month parking subsidy to eligible full-time career employees who are regularly assigned to work in the downtown area. Eligible part-time career employees who are regularly assigned to work in the downtown area will receive a twenty-five dollar (\$25.00) per month parking subsidy. The subsidy will be included in the employee's bi-weekly paycheck, subject to applicable state and federal taxes.

17.12 PROBATIONARY PERIOD

a. Probationary Period

The probationary period is an extension of and an integral part of the examination process. It shall be utilized for closely observing the employee's work, for securing the most effective assimilation of a new employee, and for determining if performance meets the required standards of the job.

- (1) The probationary period for employees in this Unit shall be twelve (12) months in duration.

- (2) An employee may be released, without right of appeal, during the probationary period. Written notice of for the release shall be furnished the probationer.

b. Employee Service Rating and Reports

Employees are entitled to Employee Service Rating and Reports which outline progress and performance in their classifications.

c. The Employee Service Rating and Report shall primarily serve as follows:

- (1) To regularly review employee's performance with the supervisor;
- (2) To ascertain and encourage the improvement in performance or progress of employee;
- (3) To provide effective supervision of an employee; and
- (4) To note and reward outstanding achievement by an employee.

An employee in a twelve (12) month probationary position shall receive such Reports on or about the end of the third, fifth, eighth, and eleventh months of service and annually thereafter.

17.13 NEW EMPLOYEE ORIENTATION

Unless Otherwise agreed in advance, Union Business Representative, or their designees, shall be provided up to fifteen (15) minutes to attend the City's Regularly scheduled new-employee orientations so that they may provide information about the Union and labor agreement.

17.14 EMPLOYEE INFORMATION

At least every thirty (30) days, the City shall provide the Union with a list of employees who are employed in classifications represented by the Union.

To the extent it is known, information shall include: name; classification date; job title; department; work, home, and personal cellular phone numbers; personal email address; and the home address of each employee.

17.15 PERS RETIREMENT PLAN

a. Member Contribution to PERS Retirement Plan – Classic Members

- (1) Classic members in miscellaneous classifications shall pay the seven percent (7%) member contribution to the PERS retirement plan and shall qualify for the 2% at 55 benefit formula and retirement shall be based upon the highest twelve (12) consecutive months of compensation.

(2) Effective June 20, 2020, employees covered under Section 17.15(a) (Member Contribution to PERS Retirement Plan – Classic Members) shall pay, through payroll deduction, one hundred percent (100%) of the seven percent (7%) member contribution, plus an additional one percent (1%) of the employer’s contribution of PERSable compensation for a total contribution of eight percent (8%) toward the cost of pension benefits as permitted by Government Code section 20516 (Employee Cost Sharing of Additional Benefits). The parties acknowledge that CalPERS mandates an election of unit members, separate from the ratification of this MOU, to provide for this cost sharing pursuant to Government Code section 20516. As soon as practicable after the effective date of this MOU, the City will initiate the contract amendment process. Upon approval and agreement from the bargaining unit and completion of the City’s amendment to the CalPERS contract, employee contributions will be made pursuant to Government Code section 20516. Should the membership vote against the CalPERS contract amendment, effective June 20, 2020, the above referenced one percent (1%) cost sharing shall be implemented outside of a CalPERS contract amendment as authorized by Government Code section 20516(f). The Union and the City will take all actions necessary to implement the pension cost sharing agreement described in this Section.

b. Member Contribution to PERS Retirement Plan – New Members

“New members” as defined by Public Employees’ Pension Reform Act (PEPRA) shall be members in the PERS on terms consistent with the PEPRA. New members shall qualify for the 2% at 62 benefit formula, shall contribute fifty percent (50%) of the total normal cost as required by PEPRA, and retirement shall be based upon the highest thirty-six (36) consecutive months of compensation.

17.16 MODIFIED/ALTERNATIVE DUTY POLICY

The City’s Modified/Alternative Duty Policy shall be applicable to eligible employees who have been injured on-the-job.

17.17 SUPERVISOR BENEFITS

During the last year of this Agreement, the City will meet with the Union at the Union’s request to review the Local 39 Supervisory contract in advance of successor contract negotiations with the International Association of Machinists and Aerospace Workers.

17.18 ON THE JOB TRAINING PROGRAM

In the interest of creating a pathway for employees in the classification of Equipment Serviceworker to gain On-The-Job training (OJT) and experience as

an Equipment Mechanic, during the term of this Agreement, Fleet Management will design an OJT program to assist employees interested in gaining such experience. The following will apply to the OJT program:

- a. The employee must meet the minimum qualifications of the Equipment Mechanic I classification and express interest to participate in the program.
- b. The employee will be designated with a working title as an OJT Equipment Mechanic I and assigned the work of the classification Equipment Mechanic I. Such designation will be done in writing and shall end one (1) year from the date of assignment. Employees shall not serve more than one (1) year in this program.
- c. Participating employees shall receive four (4) performance evaluations which shall be completed every three (3) months. The completed evaluations will be maintained in the employee's department file.
- d. The OJT Equipment Mechanic program is voluntary, and employees designated as OJT Equipment Mechanic I's shall not qualify for the allowance in Article 11.1, Temporary Work In A Higher Classification, in this Agreement. Such time in the assignment will not count as seniority toward the Equipment Mechanic I classification, however, time spent in the program will count toward the Equipment Serviceworker classification seniority.
- e. Participation in the program does not guarantee automatic placement in the Equipment Mechanic classifications. The OJT program is a pilot program for the term of this Agreement and can be canceled by either the City or Union with thirty (30) days' notice.

17.19 DEFERRED COMPENSATION PLAN

Career employees may participate in the City's Deferred Compensation 457 Plan, to the extent provided by law.

Each participant in the Plan shall contribute an administrative fee of one dollar and fifty cents (\$1.50) per month from their plan balance to the Plan's administrative allowance account. Funds accumulated by the administrative fee will be utilized as prescribed in the Defined Contribution Plans Committee's Fee and Expense Policy.

17.20 TERM

- a. This Agreement shall remain in full force and effect from July 12, 2025, to and including ~~July 23, 2027~~ [July 7, 2028](#).
- b. The provisions of this Agreement shall be effective on the effective date stated above except as otherwise specifically provided.

DATED: May 19, 2026

INTERNATIONAL ASSOCIATION OF
MACHINISTS AND AEROSPACE
WORKERS, LOCAL LODGE NO. 2182,
DISTRICT LODGE 190, AFL-CIO

CITY OF SACRAMENTO

Paul Abarca
Chief Negotiator

Leyne Milstein
Assistant City Manager

Eric Benoit
Negotiating Committee

Aaron Donato
Labor Relations Manager

Steve Bosworth
Negotiating Committee

Christen Snyder
Labor Relations Officer

Mark Denhart
Negotiating Committee

APPROVED AS TO FORM:

Brett M. Witter
Chief Assistant City Attorney

Redline Report

Schedule Effective Date: May 19, 2026

Sal Plan	Grade	Effective Date	Hourly Min/Max		Annual Min/Max		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Assistant Architect 011014 WCOE														
A WCOE	005	06/29/2024	38.380897	54.005777	79832.27	112332.02	38.380897	40.299942	42.314939	44.430686	46.652220	48.984831	51.434073	54.005777
A WCOE	005	12/27/2025	38.764707	54.545835	80630.59	113455.34	38.764707	40.702942	42.738089	44.874993	47.118743	49.474680	51.948414	54.545835
Assistant Civil Engineer 011011 WCOE														
A WCOE	002	06/29/2024	38.380897	54.005777	79832.27	112332.02	38.380897	40.299942	42.314939	44.430686	46.652220	48.984831	51.434073	54.005777
A WCOE	002	12/27/2025	38.764707	54.545835	80630.59	113455.34	38.764707	40.702942	42.738089	44.874993	47.118743	49.474680	51.948414	54.545835
Assistant Electrical Engineer 011019 WCOE														
A WCOE	010	06/29/2024	38.380897	54.005777	79832.27	112332.02	38.380897	40.299942	42.314939	44.430686	46.652220	48.984831	51.434073	54.005777
A WCOE	010	12/27/2025	38.764707	54.545835	80630.59	113455.34	38.764707	40.702942	42.738089	44.874993	47.118743	49.474680	51.948414	54.545835
Assistant Mechanical Engineer 011021 WCOE														
A WCOE	012	06/29/2024	38.380897	54.005777	79832.27	112332.02	38.380897	40.299942	42.314939	44.430686	46.652220	48.984831	51.434073	54.005777
A WCOE	012	12/27/2025	38.764707	54.545835	80630.59	113455.34	38.764707	40.702942	42.738089	44.874993	47.118743	49.474680	51.948414	54.545835
Associate Architect 011015 WCOE														
A WCOE	006	06/29/2024	46.583920	65.548254	96894.55	136340.37	46.583920	48.913116	51.358772	53.926711	56.623047	59.454199	62.426909	65.548254
A WCOE	006	12/27/2025	47.049760	66.203737	97863.50	137703.77	47.049760	49.402248	51.872360	54.465978	57.189277	60.048741	63.051178	66.203737
Associate Civil Engineer 011012 WCOE														
A WCOE	003	06/29/2024	46.583920	65.548254	96894.55	136340.37	46.583920	48.913116	51.358772	53.926711	56.623047	59.454199	62.426909	65.548254
A WCOE	003	12/27/2025	47.049760	66.203737	97863.50	137703.77	47.049760	49.402248	51.872360	54.465978	57.189277	60.048741	63.051178	66.203737
Associate Electrical Engineer 011020 WCOE														
A WCOE	011	06/29/2024	46.583920	65.548254	96894.55	136340.37	46.583920	48.913116	51.358772	53.926711	56.623047	59.454199	62.426909	65.548254
A WCOE	011	12/27/2025	47.049760	66.203737	97863.50	137703.77	47.049760	49.402248	51.872360	54.465978	57.189277	60.048741	63.051178	66.203737
Associate Landscape Architect 011016 WCOE														
A WCOE	007	06/29/2024	45.177376	63.569105	93968.94	132223.74	45.177376	47.436245	49.808057	52.298460	54.913383	57.659052	60.542005	63.569105
A WCOE	007	12/27/2025	45.629150	64.204796	94908.63	133545.98	45.629150	47.910608	50.306138	52.821445	55.462517	58.235643	61.147425	64.204796
Associate Mechanical Engineer 011022 WCOE														
A WCOE	013	06/29/2024	46.583920	65.548254	96894.55	136340.37	46.583920	48.913116	51.358772	53.926711	56.623047	59.454199	62.426909	65.548254
A WCOE	013	12/27/2025	47.049760	66.203737	97863.50	137703.77	47.049760	49.402248	51.872360	54.465978	57.189277	60.048741	63.051178	66.203737
Equipment Mechanic I 012009 IAMA														
A IAMA	006	07/01/2023	28.102298	39.542755	58452.78	82248.93	28.102298	29.507413	30.982784	32.531923	34.158519	35.866445	37.659767	39.542755
A IAMA	006	7/12/2025	28.383322	39.938183	59037.31	83071.42	28.383322	29.802488	31.292612	32.857243	34.500105	36.225110	38.036365	39.938183

Redline Report

Schedule Effective Date: May 19, 2026

Sal Plan	Grade	Effective Date	Hourly Min/Max		Annual Min/Max		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Equipment Mechanic II 012003 IAMA														
A IAMA	002	07/01/2023	30.754596	43.274804	63969.56	90011.59	30.754596	32.292326	33.906942	35.602289	37.382403	39.251523	41.214099	43.274804
A IAMA	002	7/12/2025	31.062141	43.707552	64609.25	90911.71	31.062141	32.615248	34.246010	35.958311	37.756227	39.644038	41.626240	43.707552
Equipment Mechanic III 012004 IAMA														
A IAMA	003	07/01/2023	32.486287	45.711468	67571.48	95079.85	32.486287	34.110601	35.816131	37.606938	39.487285	41.461649	43.534731	45.711468
A IAMA	003	7/12/2025	32.811150	46.168583	68247.19	96030.65	32.811150	34.451708	36.174293	37.983008	39.882158	41.876266	43.970079	46.168583
Equipment Serviceworker 012006 IAMA														
A IAMA	005	07/01/2023	21.387674	30.094607	44486.36	62596.78	21.387674	22.457058	23.579911	24.758907	25.996852	27.296695	28.661530	30.094607
A IAMA	005	7/12/2025	21.601552	30.395553	44931.23	63222.75	21.601552	22.681630	23.815711	25.006497	26.256822	27.569663	28.948146	30.395553
Fire Service Worker 012014 IAMA														
A IAMA	009	07/01/2023	24.222627	34.083669	50383.06	70894.03	24.222627	25.433758	26.705446	28.040718	29.442754	30.914892	32.460637	34.083669
A IAMA	009	7/12/2025	24.464854	34.424506	50886.90	71602.97	24.464854	25.688097	26.972502	28.321127	29.737183	31.224042	32.785244	34.424506
General Repair Worker 012010 IAMA														
A IAMA	007	07/01/2023	24.022051	33.801439	49965.87	70306.99	24.022051	25.223154	26.484312	27.808528	29.198954	30.658902	32.191847	33.801439
A IAMA	007	7/12/2025	24.262271	34.139453	50465.52	71010.06	24.262271	25.475385	26.749154	28.086612	29.490943	30.965490	32.513765	34.139453
Junior Engineer 011010 WCOE														
A WCOE	001	06/29/2024	31.466198	44.276100	65449.69	92094.29	31.466198	33.039508	34.691483	36.426057	38.247360	40.159728	42.167714	44.276100
A WCOE	001	12/27/2025	31.780859	44.718861	66104.19	93015.23	31.780859	33.369902	35.038397	36.790317	38.629833	40.561325	42.589391	44.718861
Junior Landscape Assistant 011024 WCOE														
A WCOE	015	06/29/2024	31.466198	44.276100	65449.69	92094.29	31.466198	33.039508	34.691483	36.426057	38.247360	40.159728	42.167714	44.276100
A WCOE	015	12/27/2025	31.780859	44.718861	66104.19	93015.23	31.780859	33.369902	35.038397	36.790317	38.629833	40.561325	42.589391	44.718861
Landscape Assistant 011017 WCOE														
A WCOE	008	06/29/2024	36.792010	51.770051	76527.38	107681.71	36.792010	38.631610	40.563190	42.591349	44.720916	46.956962	49.304810	51.770051
A WCOE	008	12/27/2025	37.159930	52.287752	77292.65	108758.52	37.159930	39.017926	40.968822	43.017263	45.168126	47.426532	49.797859	52.287752
Senior Equipment Service Wrkr 012007 IAMA														
A IAMA	013	07/01/2023	22.015408	30.977889	45792.05	64434.01	22.015408	23.116178	24.271987	25.485586	26.759865	28.097858	29.502751	30.977889
A IAMA	013	7/12/2025	22.235562	31.287668	46249.97	65078.35	22.235562	23.347340	24.514707	25.740442	27.027464	28.378837	29.797779	31.287668
Supervising Fire Svc Worker 012059 IAMA														
A IAMA	012	07/01/2023	27.856044	39.196251	57940.57	81528.20	27.856044	29.248846	30.711288	32.246852	33.859195	35.552155	37.329763	39.196251
A IAMA	012	7/12/2025	28.134605	39.588214	58519.98	82343.48	28.134605	29.541335	31.018402	32.569322	34.197788	35.907677	37.703061	39.588214

Redline Report

Schedule Effective Date: May 19, 2026

Sal Plan	Grade	Effective Date	Hourly Min/Max		Annual Min/Max		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Telecommunications Engineer I 011023 WCOE														
A WCOE	014	06/29/2024	44.754736	62.974408	93089.85	130986.77	44.754736	46.992473	49.342097	51.809202	54.399662	57.119645	59.975627	62.974408
A WCOE	014	12/27/2025	45.202283	63.604152	94020.75	132296.64	45.202283	47.462397	49.835517	52.327293	54.943658	57.690841	60.575383	63.604152
Telecommunications Engn II 011025 WCOE														
A WCOE	016	06/29/2024	48.913117	68.825668	101739.28	143157.39	48.913117	51.358773	53.926712	56.623048	59.454200	62.426910	65.548255	68.825668
A WCOE	016	12/27/2025	49.402249	69.513925	102756.68	144588.96	49.402249	51.872361	54.465979	57.189278	60.048742	63.051179	66.203738	69.513925
Telecommunications Engn III 011026 WCOE														
A WCOE	017	06/29/2024	52.826048	74.331555	109878.18	154609.63	52.826048	55.467350	58.240717	61.152753	64.210391	67.420911	70.791957	74.331555
A WCOE	017	12/27/2025	53.354310	75.074871	110976.96	156155.73	53.354310	56.022025	58.823126	61.764282	64.852496	68.095121	71.499877	75.074871
Vehicle Service Attendant 012005 IAMA														
A IAMA	004	07/01/2023	18.664168	26.262358	36821.47	54625.70	18.664168	19.597376	20.577245	21.606107	22.686412	23.820733	25.011770	26.262358
A IAMA	004	7/12/2025	18.850810	26.524982	39209.68	55171.96	18.850810	19.793350	20.783018	21.822169	22.913277	24.058941	25.261888	26.524982

WCOE Costing (12/27/25 - 12/26/28)

Description	Percent/Dollar	FTE	FY2025/26 (6 months)	FY2026/27 (12 months)	FY2027/28 (12 months)	FY2028/29 (6 months)	Ongoing
FY 26 Salary Adjustment, General Funds	1.00%	48.00	39,281	77,083	77,083	37,802	77,083
FY 26 Salary Adjustment, Other Funds	1.00%	28.00	13,262	26,024	26,024	12,763	26,024
FY 27 Salary Adjustment, General Funds	2.50%	48.00	-	99,184	194,635	95,451	194,635
FY 27 Salary Adjustment, Other Funds	2.50%	28.00	-	33,486	65,711	32,225	65,711
FY 28 Salary Adjustment, General Funds	3.00%	48.00	-	-	122,317	117,405	239,401
FY 28 Salary Adjustment, Other Funds	3.00%	28.00	-	-	41,296	39,637	80,825
FY 26 Downtown Parking Subsidy, General Funds	\$120 full time, \$90 per month part-time	19.00	570	6,840	6,840	3,420	6,840
FY 26 Downtown Parking Subsidy, Other Funds	\$120 full time, \$90 per month part-time	-	-	-	-	-	-
FY 27 Longevity Pay, General Funds	1% at 17 years of service	14.00	-	10,753	21,101	10,348	21,101
FY 27 Longevity Pay, Other Funds	1% at 17 years of service	2.00	-	1,535	3,012	1,477	3,012
FY 28 Longevity Pay, General Funds	2% at 17 years of service	14.00	-	-	22,563	21,598	44,161
FY 28 Longevity Pay, Other Funds	2% at 17 years of service	2.00	-	-	3,170	3,035	6,205
FY 26 Signing Bonus, General Funds	\$500	37.00	18,500	-	-	-	-
FY 26 Signing Bonus, Other Funds	\$500	23.00	11,500	-	-	-	-
Medical Contribution, General Funds	N/A	35.00	24,228	48,456	48,456	24,228	48,456
Medical Contribution, Other Funds	N/A	23.00	15,472	30,944	30,944	15,472	30,944
Medical Contribution Stipend, General Funds	Plan Year 2027: \$50 per month Plan Year 2028: additional \$50 per month	35.00	-	10,500	31,500	21,000	42,000
Medical Contribution Stipend, Other Funds	Plan Year 2027: \$50 per month Plan Year 2028: additional \$50 per month	23.00	-	6,900	20,700	13,800	27,600
Juneteenth Holiday, General Funds	N/A	5.00	1,427	1,455	1,484	-	1,484
Juneteenth Holiday, Other Funds	N/A	-	-	-	-	-	-
Cost / (Savings) to City			124,239	353,160	716,837	449,662	915,483
Impact of City Proposal							
Three-Year Contract Cost	\$	1,643,898					
General Fund Ongoing Cost	\$	675,162					
Other Funds Ongoing Cost	\$	240,321					
Annual Ongoing Cost	\$	915,483					

IAMAW Amendment Costing (Contract Term 07/12/25 to 07/07/28)

Description	Percent/Dollar	FTE	FY2025/26 (12 months)	FY2026/27 (12 months)	FY2027/28 (12 months)	FY2028/29 (7 days)	FY2028/29 (12 months)
FY 26 Salary Adjustment, General Funds	1.00%	5.00	4,257	4,389	4,389	84	4,389
FY 26 Salary Adjustment, Other Funds	1.00%	64.00	54,458	56,150	56,150	1,077	56,150
FY 27 Salary Adjustment, General Funds	from 2% to 2.5%	5.00	-	2,301	10,591	214	2,365
FY 27 Salary Adjustment, Other Funds	from 2% to 2.5%	64.00	-	28,671	134,702	2,719	29,479
FY 28 Salary Adjustment, General Funds	3.00%	5.00	-	-	13,296	261	13,632
FY 28 Salary Adjustment, Other Funds	3.00%	64.00	-	-	170,087	3,344	174,387
FY 27 Longevity Pay, General Funds	1% at 17 years of service	2.00	-	1,864	1,972	38	1,974
FY 27 Longevity Pay, Other Funds	1% at 17 years of service	9.00	-	7,908	9,942	191	9,949
FY 28 Longevity Pay, General Funds	2% at 17 years of service	2.00	-	-	3,850	76	3,947
FY 28 Longevity Pay, Other Funds	2% at 17 years of service	9.00	-	-	19,408	382	19,899
Signing Bonus, General Funds	\$500	19.00	9,500	-	-	-	-
Signing Bonus, Other Funds	\$500	60.00	30,000	-	-	-	-
Health, General Fund	2026: EE only: \$1051/mo; EE+1: \$1,674/mo; EE+2 \$2,230/mo 2027 and 2028: 100%/80%/80%	5.00	-	-	6,567	299	-
Health, Other Funds		44.00	-	-	59,906	2,723	-
Medical Contribution Stipend, General Fund	Plan Year 2027: from \$25 to \$50 per month Plan Year 2028: additional \$50 per month (from \$25 to \$50)	5.00	-	750	4,375	250	4,500
Medical Contribution Stipend, Other Funds	Plan Year 2027: from \$25 to \$50 per month Plan Year 2028: additional \$50 per month (from \$25 to \$50)	44.00	-	6,600	38,500	2,200	39,600
Standby Pay, General Funds	Increase to \$47 per day	-	-	-	-	-	-
Standby Pay, Other Funds	Increase to \$47 per day	6.00	443	5,395	5,395	103	5,395
Juneteenth Holiday Addition, General Funds		5.00	1	2	156	-	7
Juneteenth Holiday Addition, Other Funds		64.00	8	11	795	-	35
Cost / (Savings) to City			98,667	114,042	540,081	13,962	365,708

Impact of City Proposal	
Three-Year Contract Cost	\$ 766,752
General Fund Ongoing Cost	\$ 30,814
Other Funds Ongoing Cost	\$ 334,894
Annual Ongoing Cost	\$ 365,708

Adopted by the Sacramento City Council
May 19, 2026

Approving the Memorandums of Understanding between the City of Sacramento and the following Recognized Employee Organizations: Western Council of Engineers; International Association of Machinists and Aerospace Workers, Local Lodge No. 2182, District Lodge 190; and Approving the Citywide Salary Schedule

BACKGROUND

- A. The 2023-2025 Memorandum of Understanding (MOU) between City of Sacramento and the Western Council of Engineers (WCE) expired on December 26, 2025. The City entered successor negotiations with WCE, which represents employees in the Engineering Unit (Representation Unit 11). The negotiations resulted in an MOU expiring on December 22, 2028. The City has been informed by Diane Dillon, Executive Director of WCE, that ratification meetings were held, and that WCE Unit members successfully ratified the terms of the MOU.
- B. The 2025-2027 Memorandum of Understanding (MOU) between City of Sacramento and the International Association of Machinists and Aerospace Workers, Local Lodge 2182, District Lodge 190 (IAMAW) was adopted by the City Council on January 13, 2026. The City entered into subsequent negotiations with IAMAW, which represents employees in the Automotive/Equipment Mechanics Unit (Representation Unit 12), to amend their existing MOU. The negotiations resulted in an amended MOU expiring on July 7, 2028. The City has been informed by Paul Abarca, Business Representative of IAMAW, that ratification meetings were held, and that IAMAW Unit members successfully ratified the terms to amend their existing MOU.
- C. The California Code of Regulations requires that the City Council adopt the City's salary schedules at a public meeting (2 CCR § 570.5). This obligation arises whenever salary ranges are changed.
- D. These publicly adopted rates are used by the California Public Employees' Retirement System (CalPERS) to determine the appropriate compensation earnable for each City employee when calculating their pension benefit.
- E. The salary schedules attached to this Resolution as Exhibit C are posted to ensure that salary ranges are transparent and publicly available.

BASED ON THE FACTS SET FORTH IN THE BACKGROUND, THE CITY COUNCIL RESOLVES AS FOLLOWS:

- Section 1. The MOU with WCE attached to this Resolution as Exhibit A is approved.
- Section 2. The MOU with IAMAW attached to this Resolution as Exhibit B is approved.
- Section 3. The salary schedule attached to this Resolution as Exhibit C is adopted.
- Section 4. The City Manager is authorized to make minor changes or adjustments to Exhibits A through C to correct omissions and errors.
- Section 5. Exhibits A through C are part of this Resolution.
- Section 6. The City Manager is authorized to amend the FY2025/26 Approved Budget and to conduct budget adjustments and transfers from fund balance as necessary to implement the terms of the agreements.

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- Exhibit A – WCE MOU
- Exhibit B – IAMAW MOU
- Exhibit C – Salary Schedule

City of
SACRAMENTO

and

Western Council of Engineers

Labor Agreement

Covering All Employees In The Engineering Unit

2025-2028

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PREAMBLE

This AGREEMENT, hereinafter referred to as the Agreement, entered into by the CITY OF SACRAMENTO, hereinafter referred to as the City, and WESTERN COUNCIL OF ENGINEERS, hereinafter referred to as the WCE, has as its purpose the promotion of harmonious labor relations between the City and the WCE, establishment of an equitable and peaceful procedure for the resolution of differences, and the establishment of rates of pay, hours of work, and other conditions of employment.

ARTICLE 1 – RECOGNITION

1.1 RECOGNITION

- a. The City hereby recognizes the WCE as the exclusive bargaining agent for all employees in the Engineering Unit, as defined in the City's Employer-Employee Relations Policy, and agrees to meet and confer and otherwise deal exclusively with the WCE on all matters relating to the scope of representation pertaining to the said employees as authorized by law.
- b. The classifications currently within the Engineering Unit are as follows:
 - Junior Engineer
 - Assistant Civil Engineer
 - Assistant Electrical Engineer
 - Assistant Mechanical Engineer
 - Associate Civil Engineer
 - Associate Electrical Engineer
 - Associate Mechanical Engineer
 - Assistant Architect
 - Associate Architect
 - Landscape Assistant
 - Junior Landscape Assistant
 - Associate Landscape Architect
 - Telecommunications Engineer I
 - Telecommunications Engineer II
 - Telecommunications Engineer III
- c. The WCE will not object to the State Mediation and Conciliation Service or the American Arbitration Association conducting any election pursuant to the City's Employer-Employee Relations Policy.

ARTICLE 2 – ENTIRE AGREEMENT

2.1 ENTIRE AGREEMENT

- a. This Agreement, when signed by both parties hereto, and approved by City Council, supersedes all other Agreements and supplements and represents the sole agreement between the parties.
- b. If during its term, the parties hereto should mutually agree to modify, amend, or alter the provisions of the Agreement in any respect, any such change shall be effective only if and when reduced to writing and executed by the authorized representative of the City and the WCE. Any such changes validly made shall become part of this Agreement and subject to its terms.

ARTICLE 3 – CITY RIGHTS

3.1 CITY RIGHTS

The City retains the exclusive rights, in accordance with applicable laws, regulations, and the provisions of this Agreement, (a) to direct employees in the performance of their duties; (b) to hire, promote, transfer and assign employees; (c) to classify employees in accordance with applicable City Charter, ordinance, and Rules and Regulations of the Civil Service Board provisions; (d) to discipline employees in accordance with applicable Rules and Regulations of the Civil Service Board; (e) to dismiss employees because of lack of work or for other reasonable cause; (f) to determine the mission of the Division and Department, its budget, its organization, the number of employees, and the numbers, types, classifications and grades of positions or employees assigned to an organization unit, work project, shift or tour of duty, and the methods and technology of performing its work; and (g) to take whatever action may be appropriate to carry out its mission in situations of emergency.

ARTICLE 4 – WCE RIGHTS

4.1 WCE REPRESENTATION

The WCE shall notify Labor Relations of the employee(s) it has designated as Local Chapter Representative(s) and alternate representative(s) with whom the City shall communicate with as representatives of the WCE. Such representative(s) shall be allowed reasonable time off with pay relating to the administration of this Agreement, subject to the scheduling of such time with said representative's supervisor.

4.2 PAYROLL DEDUCTIONS

- a. In addition to continuing existing payroll deductions for group medical insurance plans to which the City now is or shall hereafter be a contracting party, the City agrees to establish payroll deductions for members of the WCE for (1) the normal and regular monthly membership dues and (2) insurance premiums for plans to which the City is not the contracting party.

No action is necessary unless WCE members are making any changes to payroll deductions.

- b. All of the above payroll deductions shall be subject to the following conditions:

- (1) Such deductions shall be made pursuant to the terms and conditions set forth in authorization forms agreed to by the City and the WCE and shall include:

- Employee full name
- Employee date of birth
- Employee e-Caps ID number or the last four numbers of their Social Security number
- Amount or percentage of bi-weekly membership dues
- Additional deductions (e.g., life insurance)
- Any additional necessary information

Any future changes or modifications to the authorization form shall be agreed upon between the City and the WCE.

- (2) Such deductions shall be made only upon submission by the WCE to the Payroll Division Department of Finance, of the said dues authorization form.
- (3) When changes in rates affect large groups of the WCE members, the WCE may, in place of the agreed upon dues authorization form, notify the Payroll Division, Department of Finance, by email, of the new rate, and clearly define the group of the WCE members who are affected.
- (4) The WCE is responsible for submitting the dues authorization form to the Payroll Division, Department of Finance, for any changes in the amounts to be payroll deducted from the paychecks of employees who have so authorized.
- (5) Dues deductions shall occur over twenty-four (24) pay periods per year, which shall be the first two (2) paychecks each month.

- (6) Unless notified in writing by the WCE of an employee's request to cancel their WCE dues deduction(s), the City will continue to deduct dues and/or any additional deduction(s) noted. Notification will be made to the Payroll Division, Department of Finance, utilizing the dues authorization form notating in the "Additional Information" column that it is a membership cancellation.
- (7) The City will remit to the WCE a check for all of the deductions.
- (8) The City must approve all payroll deductions for insurance premiums for plans to which the City is not the contracting party.
- (9) Upon notification by the WCE, the City shall enroll new members and/or cancel existing membership as soon as practicable, not to exceed a period of thirty (30) calendar days.
- (10) All career employees who are paid one (1) or more hours of salary (including injury-on-duty time under the City Charter) during a bi-weekly pay period, and all non-career (+1040) employees who are paid forty (40) or more hours salary during a bi-weekly period shall have the option to become members of the WCE.
- (11) The WCE shall accord fair representation in all matters to all employees in the Unit without regard to whether the particular employee is a member of the WCE. The duty of fair representation shall include but not be limited to all matters related to collective bargaining, discipline, contract administration, and grievance processing.
- (12) The WCE agrees to indemnify, defend, and hold the City harmless against any claims made of any nature whatsoever, and against any suit instituted against the City arising from its deductions for dues or insurance or other programs sponsored by the WCE.
- (13) This hold harmless and indemnity agreement shall include but not be limited to employee legal action of any sort or nature against the City based upon or related to this Section.

ARTICLE 5 – GRIEVANCE PROCEDURE

The City and the WCE agree to implement the following Grievance Procedure:

5.1 PURPOSE

- a. This grievance procedure shall be used to process and resolve grievances arising under this Agreement except to the extent that the City Charter vests jurisdiction elsewhere.

- b. The purposes of this procedure are:
 - (1) To resolve grievances informally at the lowest possible level;
 - (2) To provide an orderly procedure for reviewing and resolving grievances promptly.

5.2 DEFINITIONS

- a. A grievance is a good faith complaint of one (1) or a group of employees, or a dispute between the City and the WCE involving the interpretation, application, or enforcement of the express terms of this Agreement. No matter shall be considered as a grievance under this Article unless it is presented in writing within thirty (30) calendar days after occurrence of the events on which the grievance is based. With the consent of the City's third step representative, the thirty (30) calendar day time limit for filing grievances may be extended.
- b. As used in this procedure, the term "supervisor" means the individual who assigns, reviews, and directs the work of an employee.
- c. As used in this procedure the term "party" means an employee, the WCE, the City, or their authorized representatives.

5.3 EMPLOYEE RIGHTS

The employee retains all rights conferred by Sections 3500 et. seq., of the Government Code or Rules and Regulations of the Civil Service Board unless waived by such employee.

5.4 STEP ONE

An employee who believes they have cause for grievance may contact their supervisor alone or with their WCE representative. If after discussions with the supervisor, the employee does not feel the grievance has been properly adjusted, the grievance may be reduced to writing. The grievance statement shall include the following:

- a. A statement of the grievance clearly indicating the question raised by the grievance and the article(s) and section(s) of this Agreement.
- b. The remedy or correction requested of the City.
- c. The grievance form shall be signed by the grieving employee, the date and time of presentation affixed thereto, and signed as received by the employee's supervisor.

- d. The grieving employee's supervisor shall give their answer to the grievance in writing within fourteen (14) calendar days from the time they received the grievance in writing. The supervisor's answer shall include the following:
 - (1) A complete statement of the City's position and the facts upon which it is based.
 - (2) The remedy or correction which has been offered, if any.

5.5 STEP TWO

The appeal to the second step will be made within fourteen (14) calendar days after receipt of the City's Step One response. The hearing of the grievance will be held within fourteen (14) calendar days of the second step appeal. The WCE representative and designated departmental representative will meet in an effort to settle the matter. The City's answer shall be made no later than fourteen (14) calendar days after the hearing is held. The employee has fourteen (14) calendar days after receiving the City's Step Two response to determine whether or not to appeal the grievance to the third step.

5.6 STEP THREE

- a. The WCE representative and the designated representative of the City will meet to hear grievances appealed to the third step. Grievances appealed to the third step of the grievance procedure shall be heard within fourteen (14) calendar days after the appeal to the third step of the grievance procedure.
- b. A written answer will be made within fourteen (14) calendar days after the hearing stating the City's position.

5.7 ARBITRATION

- a. If the third step answer is not satisfactory to the employee, the WCE may appeal the grievance to arbitration. The request for arbitration must be given in writing to the Labor Relations Manager by the WCE within fourteen (14) calendar days from the date of the third step answer.
- b. An arbitrator may be selected by mutual agreement between the WCE's representative and the Labor Relations Manager, or designee.
- c. Should the representatives fail to mutually agree on an arbitrator, they shall make a joint request to the State Mediation and Conciliation Service or the American Arbitration Association for a list of five (5) qualified arbitrators. The parties shall alternate striking names from the list and the remaining person shall be accepted as the arbitrator. The first party to strike will be determined by the flip of a coin.

- d. It is understood that the arbitrator will only interpret this Agreement and will in no instance add to, delete from, or amend any part thereof. The arbitrator's decision shall be final and binding on the City, the WCE, and employee.
- e. The fees of the arbitrator and the court reporter, if used, will be borne equally by the WCE and the City.
- f. Either party to this Agreement shall, upon receipt of a written grievance, have the right to refuse to handle such grievance if the aggrieved party has not followed the steps outlined in this Article for processing a grievance.
- g. If the City does not meet the time limits, the WCE may process the grievance to the next step of the grievance procedure. Time limits at each step of the grievance procedure may be extended by mutual agreement of the parties.
- h. The WCE representative shall have the authority to settle grievances for the WCE or employees at the respective steps of the grievance procedure.

5.8 WITNESSES

The City agrees that employees shall not suffer loss of compensation for time spent as a witness at an arbitration hearing held pursuant hereto. The WCE agrees that the number of witnesses requested to attend and their scheduling shall be reasonable.

ARTICLE 6 – SALARY ADJUSTMENTS

6.1 SALARY RANGE

The salary schedule shall consist of eight (8) steps with five percent (5.0%) between steps.

6.2 SALARIES

- a. Effective December 27, 2025, all salary steps shall be increased by one percent (1%).

This increase to all salary steps will be implemented within ninety (90) calendar days after the adoption of this Agreement by City Council. Only those employees who are on the payroll and who are employed in a classification covered by this Agreement on the pay period end date for which the payment is processed shall be eligible for retroactive pay.

- b. Effective December 26, 2026, all salary steps shall be increased by two and one-half percent (2.5%).

- c. Effective December 25, 2027, all salary steps shall be increased by three percent (3%).

6.3 PROFESSIONAL ACHIEVEMENT PROGRAM

- a. Employees in the eligible classifications listed below shall receive a professional achievement incentive in addition to their base salary as follows:

- (1) Employees in the classifications of Assistant Engineer, Assistant Architect, and Landscape Assistant shall be eligible to receive a two and one-half percent (2.5%) incentive for possession of each of the following professional licenses up to a maximum of five percent (5%) and the incentives shall not be compounded:

- Structural Engineer
- Civil Engineer
- Traffic Engineer
- Land Surveyor
- Mechanical Engineer
- Electrical Engineer
- Architect
- Landscape Architect
- Fire Protection Engineer

- (2) Employees in the classifications of Associate Engineer, Associate Architect, and Associate Landscape Architect shall be eligible to receive a two and one-half percent (2.5%) incentive for possession of two (2) of the following professional licenses:

- Structural Engineer
- Civil Engineer
- Traffic Engineer
- Land Surveyor
- Mechanical Engineer
- Electrical Engineer
- Architect
- Landscape Architect
- Fire Protection Engineer

- b. Payment of such incentive(s) is not intended to impair or alter the City's ability to transfer or reassign an employee.
- c. Incentives are payable effective the first pay period following the employee's submission to the department of written proof of license from the appropriate Board of Registration and shall be applicable for the duration of the license.

6.4 CASP CERTIFICATION PAY

- a. Human Resources, in coordination with Department Heads, shall determine the classifications and the number of employees authorized to be CASp Certified. The City shall notify the WCE upon determination of eligible employee(s).
- b. Authorized employees who obtain a Certified Access Specialist (CASp) certification from the California Division of the State Architect shall be paid five percent (5%) of their base rate of pay for such certification. This incentive is additive and does not compound with any other incentive(s).
- c. Authorized employees who obtain CASp certification will be reimbursed for the receipted pre-approved costs and fees associated with obtaining and maintaining the certification. Authorized training for this certification shall be on City-time.

6.5 SIGNING BONUS

Within forty-five (45) calendar days after adoption of this Agreement by the City Council, the City will pay all employees covered by this Agreement a signing bonus of five hundred dollars (\$500), less normal and customary payroll deductions. Only those employees who are on payroll and who are employed in a classification covered by this Agreement on the pay period end date for which the payment is processed shall be eligible for the signing bonus.

ARTICLE 7 – SALARY ADMINISTRATION

7.1 ORIGINAL APPOINTMENT COMPENSATION RATE

The rate of compensation upon original appointment shall normally be Step 1, as applicable. However, if the City Manager or designee finds that the appointee has extraordinary qualifications, or that a higher step is necessary in order to recruit, appointment at any step in the range may be made. This provision shall apply to original appointments to career positions and appointments to non-career positions.

7.2 ADVANCEMENT IN RATE OF COMPENSATION

a. Advancement in Steps

- (1) Upon successful completion of twenty-six (26) weeks (1,040 hours) of service, an employee shall be advanced to the next higher step of the salary range of the classification. Employees who thereafter maintain a normally satisfactory level of performance shall be advanced automatically at fifty-two (52) week (2,080 hours) intervals to succeeding steps of the assigned salary range.

- (2) Time spent on leave of absence without pay of ten (10) or less consecutive workdays shall not affect the step increase eligibility date. For such leaves in excess of ten (10) consecutive working days, all leave time shall not count toward step increases.
- (3) An employee who has completed the required probationary period in their current classification and who is at a salary step lower than top step may be advanced to any higher step in the salary range for that classification at any time. Such step advancement under this provision shall not be subject to the grievance procedure and shall be at the sole discretion of the Department Head.
- (4) This Section shall not apply to non-career employees.

b. Denial of Step Increase and Reduction in Grade

Employees who do not maintain a satisfactory level of performance may be denied advancement and may be reduced within grade upon approval of the appointing authority. Employees in the civil service who are denied advancement, or who are reduced in grade, shall have the right to appeal to the Civil Service Board in accordance with its rules and regulations. (This subsection shall not apply to non-career employees.)

c. Effective Date of Step Increases/Payroll Changes

Increases to employees who successfully complete twenty-six (26) weeks of service shall become effective on the first day of the following bi-weekly pay period. The pay period shall begin at 12:01 a.m., Saturday of the first week, and end at 12:00 midnight on the Friday of the following week. Increases to succeeding steps of the assigned salary range shall become effective at fifty-two (52) week intervals from the anniversary date of the first increase.

d. Effective Date of Salary Step Increase Upon Extension of Probationary Period

- (1) If the probationary period is extended due to light duty, sick leave, or injury-on-duty time, the salary step increase will be delayed for the period of the extension. However, the probationary period shall only be extended if the time exceeds thirty (30) consecutive calendar days.
- (2) For an employee in a classification with a six (6) month probationary period who successfully completes the extended probationary period, the period of the extension shall be included in determining the eligibility date for the salary step increase. For example, an employee is appointed on January 4, 1986, and works in the regular assignment until April 11, 1986. On April 12, 1986, the employee is

on injury-on-duty time until July 4, 1986, and returns to the regular assignment on July 5, 1986. The employee successfully completes the probationary period on September 26, 1986. The effective date of the salary step increase is July 5, 1986, because the period April 12, 1986, to July 4, 1986, is included in determining the salary step eligibility date.

- (3) When the probationary period is extended for an employee in a classification with a twelve (12) month probationary period who has successfully completed less than twenty-six (26) weeks of service, the employee shall be eligible for a salary step increase upon successful completion of twenty-six (26) weeks of service, excluding the period of the extension. The period of the extension, however, shall be included in determining the eligibility date for the salary step increase. The effective date of the salary step increase is determined in accordance with the example given above.
- (4) When the probationary period is extended for an employee in a classification with a twelve (12) month probationary period who has successfully completed more than twenty-six (26) weeks of service and who successfully completes the extended probationary period, the period of the extension shall be included in determining the eligibility date for the next salary step increase. The effective date of the salary step increase is determined in accordance with the example given above, where fifty-two (52) weeks is required.
- (5) If a probationary period is extended due to an unpaid leave of absence, the period of such extension is excluded in determining the eligibility date for a salary step increase.

7.3 EFFECT OF CLASSIFICATION CHANGE ON RATE OF COMPENSATION

a. Movement to a Higher Classification

When an employee moves from one classification to another which has a higher salary, through examination, appointment to an exempt position, temporary appointment in the absence of an eligible list, or reallocation, the employee shall receive an increase at least equal to a full in-grade salary step (5%) or Step 1, as applicable, of the higher classification, whichever is greater, but not to exceed the maximum rate of the higher classification.

b. Movement to Another Position in the Same Classification or to a Classification with the Same Salary Range

When an employee moves to another position in the same classification or to another classification with the same salary range, the employee shall maintain the same salary and same anniversary date.

c. Movement to a Lower Classification

When an employee's position is reallocated to a classification with a lower salary range, the employee shall suffer no reduction in salary, and the Y-rate provisions of this Agreement shall apply. The salary of an employee who voluntarily demotes shall be that salary step nearest but does not exceed such salary paid in the previous classification.

7.4 EFFECT OF CHANGE OF SALARY RANGE UPON COMPENSATION

Whenever the salary range of a classification is adjusted upward, the salary rate of each employee in the classification shall be adjusted to the step in the new range which corresponds to the step received in the former range, and the employee shall retain the current anniversary date for further increases within the new range.

7.5 RATE OF COMPENSATION UPON RETURN TO CITY SERVICE

- a. An employee recalled after layoff, reinstated after a leave of absence, or reemployed in the same classification after resignation shall return to the same salary step and shall be credited with the duration of time spent in their salary step paid at the time of departure. The period of time separated from City service shall not be included in the calculation of the anniversary date for future in-grade salary adjustments.
- b. If the employee is reemployed after resignation to a classification lower than that in which last employed, the employee may receive any step, but not to exceed the salary of the classification in which last employed. If that step is other than the maximum step of the salary range, the anniversary date for subsequent in-grade adjustments shall be twelve (12) months from the date of reemployment and each year thereafter until the maximum step of the salary range is reached.

7.6 RATES HIGHER THAN TOP STEP (Y-RATE)

Whenever the salary of an employee exceeds top step of the salary range established for a classification, such salary shall be designated as a "Y-rate." During such time as an employee's salary remains above the top step, the employee shall not receive further salary increases, except that upon promotion to a higher classification, the employee shall immediately advance to the step of the range of the higher classification next above the "Y-rate," and be eligible for advancement to succeeding steps in the range as outlined in this Agreement. In the event an employee is "Y-rated" below top step, as applicable, the employee shall be permitted to advance to the maximum step of the original range.

7.7 LONGEVITY PAY (CITY CHARTER)

Employee eligibility for longevity pay shall be determined as provided in [Section 108 of the City Charter](#). The amount of payment after twenty (20) years of City

service shall be one hundred dollars (\$100), and after twenty-five (25) years of City service, an additional two hundred dollars (\$200), for a total of three hundred dollars (\$300). The parties acknowledge that Longevity Pay is provided for in the City Charter and not through this Agreement. In the event that changes are made to the City Charter, those changes shall supersede the provisions of this Agreement regarding Longevity Pay.

Longevity Pay as provided in this Section shall be reported to CalPERS in a manner consistent with CalPERS rules for reporting special compensation, as amended.

7.8 LONGEVITY PAY (CONTRACT)

a. Employees who have completed seventeen (17) years of City service shall be eligible to receive contract longevity pay as follows:

(1) Effective December 26, 2026, longevity pay will be one percent (1%) of the employee's base rate of pay.

(2) Effective December 25, 2027, longevity pay will be increased to two percent (2%) of the employee's base rate of pay, for a total of three percent (3%).

b. Longevity Pay shall be additive and shall not be compounded with any other type of pay or incentive. For purposes of determining employee eligibility for longevity, as provided by this section, years of service shall be determined by an employee's City Service Seniority as defined in Article 14, Layoff, Section 14.2 (b)(2).

7.9 SALARY CONTINUATION FOR ABSENCES OF LESS THAN ONE WORK DAY

A salaried employee exempt from the minimum wage and overtime provisions of the Fair Labor Standards Act who works for only a portion of the day shall not have their salary reduced that day due to insufficient accrued, usable leave.

7.10 SECTION 401(A) MONEY PURCHASE PLAN

An IRS Section 401(a) Plan shall be available to eligible employees and participation shall be mandatory. The City will contribute two percent (2%) of salary and the employee shall contribute two percent (2%) of salary to the 401(a) Plan.

ARTICLE 8 – HEALTH AND WELFARE

8.1 LIFE INSURANCE

a. The City provides basic life insurance in the amount of \$50,000 to each eligible career employee at no charge.

- b. Employees may also purchase, at their expense, supplemental life insurance at an amount of up to three (3) times their annual salary subject to limitations specified by the insurance carrier.

8.2 CONTRIBUTION TO FULL-TIME AND PART-TIME CAREER EMPLOYEES

- a. The City shall administer a Cafeteria Plan (Plan) for employees consistent with Section 125 of the [Internal Revenue Code](#). The details of Plan eligibility and operational requirements are set forth in the Plan documents. The City shall make contributions (City dollars) as defined below. For employees that elect to participate in a City-sponsored health plan, one-half (1/2) of the City contribution will be made to eligible employees on each of the first two (2) paychecks (Eligible Paycheck) in each calendar month for insurance coverage the first and second halves of the month, respectively.
- b. Eligible employees shall receive a City contribution for each Eligible Paycheck on which the employee is paid for forty (40) or more hours. Employees who are paid less than forty (40) hours on an Eligible Paycheck may continue elected coverage limited to the City's medical, dental, and vision, plans for the period of time permitted by Consolidated Omnibus Budget Reconciliation Act (COBRA), by personal remittance or other arrangement for payment of the full premiums of any insurance elected to be continued.
- c. The amount of City contribution for each of the first two (2) paychecks of each month shall be based on the number of hours for which the employee was paid in that bi-weekly pay period: 64 or more hours paid = 100% contribution; 40-63.9 hours paid = 50% contribution.
- d. Notwithstanding subsections 8.2(a), 8.2(b), and 8.2(c), eligible employees shall continue to receive a City contribution for each Eligible Paycheck (1) while on an approved protected leave of absence without pay, if required by state and/or federal law; or (2) while suspended from service without pay.
- e. All terms and conditions of medical, dental, vision, disability, and basic life insurance sponsored by the City will be as outlined in certificates of coverage and related insurance contracts.

8.3 CONTRIBUTION TO NON-CAREER EMPLOYEES

- a. The City shall contribute City dollars as provided below, on either a 100% or 50% basis, for non-career (+1,040) employees. Except as provided herein, the City contribution shall be applied toward the premiums for City-sponsored medical, dental, and vision insurance plans for eligible employees and qualified dependents, if any. The amount of City contribution for each of the first two (2) paychecks of each month shall be based on the number of hours for which the employee was paid in that bi-weekly pay

period: 64 or more hours = 100% contribution; 40-63.9 hours = 50% contribution.

- b. To be eligible for the City contribution under this Section, a non-career employee must be paid for a minimum of forty (40) hours of work on each paycheck. If an employee fails to be paid for the minimum forty (40) hours necessary to receive the City contribution, the City shall deduct from the employee's first two (2) paychecks each month the amount needed to pay for the insurance plans which the employee has selected. If this deduction from the employee's first two (2) paychecks each month cannot be made in its entirety, it is the responsibility of the individual employee to pay for the remaining amount. Failure to do so before the end of the calendar month including such paycheck(s) shall result in the employee being automatically dropped from the City-sponsored insurance program until the next open enrollment period.

8.4 AMOUNT OF CONTRIBUTION

a. Employees Enrolled in an Account-Based Health Plan (ABHP)

- (1) The ABHP is a combination of a High Deductible Health Plan (HDHP) and a Health Savings Account (HSA).
- (2) Employees enrolled in an ABHP, the City contribution shall be as specified in Section 8.4(b), below. To the extent that the premium for the ABHP is less than the monthly City contribution outlined in Section 8.4, below, any excess City contribution shall be credited to the employee's HSA, to the extent allowed by law.

b. Employees Not Enrolled in an Account-based Health Plan (ABHP)

- (1) For Plan Years Prior to the Effective Date of Subsection (2), the City contributions shall be as follows:
 - i. For full-time employees enrolled in a City-sponsored medical plan for employee only, the City contribution shall be nine hundred seventy-one dollars (\$971) per month.
 - ii. For full-time employees enrolled in a City-sponsored medical plan for employee plus one (1) dependent, the City contribution shall be one thousand five hundred forty-five dollars (\$1,545) per month.
 - iii. For full-time employees enrolled in a City-sponsored medical plan for employee plus two (2) or more dependents, the City contribution shall be two thousand fifty-one dollars (\$2,051) per month.

- (2) Effective the pay period beginning May 16, 2026, with the increased contribution first appearing on the paycheck issued June 9, 2026, for plan year 2026, the City contribution shall be as follows:
- i. For full-time employees enrolled in a City-sponsored medical plan for employee only, the City contribution shall be one thousand fifty-one dollars (\$1,051) per month.
 - ii. For full-time employees enrolled in a City-sponsored medical plan for employee plus one (1) dependent, the City contribution shall be one thousand six hundred seventy-four dollars (\$1,674) per month
 - iii. For full-time employees enrolled in a City-sponsored medical plan for employee plus two (2) or more dependents, the City contribution shall be two thousand two hundred thirty dollars (\$2,230) per month.
- (3) Effective the first paycheck of 2027 for plan year 2027, the City shall contribute fifty percent (50%) of the first one hundred dollars (\$100) of premium increases, up to a total City dollar maximum contribution of fifty dollars (\$50) per month, toward the cumulative total increase in premiums, from plan year 2026 to plan year 2027, of the benchmarked twenty-five dollar (\$25) Kaiser HMO, Delta Dental PPO, and VSP basic vision plans. The employee shall be responsible for any premium increase(s) which exceeds this amount.
- If the year-over-year premium increases for the benchmarked twenty five dollar (\$25) Kaiser HMO for any applicable coverage level (Employee Only, Employee + 1 dependent, or Employee + 2 or more dependents) from plan year 2026 to plan year 2027 exceeds ten percent (10%), the parties shall meet and discuss, upon the WCE's request, City dollar contribution increases limited solely to specific coverage level for which the year-over-year premium increase exceeds ten percent (10%). Absent mutual agreement, the City dollar contribution calculation outlined in this subsection, 8.4(b)(3), shall remain in effect.
- (4) Effective the first paycheck of 2028 for plan year 2028, the City shall contribute fifty percent (50%) of the first one hundred dollars (\$100) of premium increases, up to a total City dollar maximum contribution of fifty dollars (\$50) per month toward the cumulative total increase in premiums, from plan year 2027 to plan year 2028, of the benchmarked twenty-five dollar (\$25) Kaiser HMO, Delta Dental, PPO, and VSP basic vision plans. The employee shall be responsible for any premium increase(s) which exceeds this amount.

If the year-over-year premium increase for the benchmarked twenty five dollar (\$25) Kaiser HMO for any applicable coverage level (Employee Only, Employee + 1 dependent, Employee + 2 or more dependents) from plan year 2027 to plan year 2028 exceeds ten percent (10%), the parties shall meet and confer, upon the WCE's request, City dollar contribution increases limited solely to the specific coverage level for which the year-over-year premium increase exceeds ten percent (10%).

- c. Full-time employees not enrolled in a City-sponsored medical plan shall receive a City contribution of up to seven hundred forty-seven dollars (\$747) per month to purchase City-sponsored dental and vision coverage.
- d. Part-time employees shall receive a prorated City contribution consistent with subsection 8.2(c).
- e. Employees who are eligible to receive a City contribution who do not provide proof of other group medical coverage or who do not enroll in City medical coverage within thirty (30) calendar days of being eligible for the City's contribution shall be enrolled in the lowest cost ABHP medical plan for employee only coverage.
- f. Employees shall not receive any unused portion of the City contribution as cash.
- g. Changes to the City's healthcare contribution levels as provided in this Section, including the adjustments effective for plan year 2026, shall not create or entitle employees to a special open enrollment period. Open enrollment opportunities shall occur only as provided on the City's normal annual benefits cycle or otherwise required by law.

8.5 COVERED DEPENDENTS

- a. The following eligible dependents qualify to be enrolled on a City medical, dental, or vision plan: lawfully married spouse or registered domestic partner; children up to age 26 who are an employee's natural child, stepchild, or adopted child; the natural or adopted child of an employee's spouse or registered domestic partner; children up to the age 26 who are placed under the legal guardianship of an employee, the employee's spouse, or the employee's registered domestic partner; children under the age of 26 in which the City has received a notice of Qualified Domestic Relations Order of required coverage; and disabled unmarried children over the age of 26 who reside with the employee. The definition of a dependent child for purposes of medical insurance shall also be in accordance with the Patient Protection and Affordable Care Act.

- b. An employee covered as a dependent of another City employee may not enroll in a City medical plan but may enroll in a City dental or vision plan.

8.6 CASH-BACK LIMITS

- a. The cash-back for eligible employees who have waived City-sponsored medical insurance continuously since October 15, 2013, shall be two hundred dollars (\$200) per month. The two hundred dollars (\$200) per month shall remain in effect through the end of the contract. Part-time employees shall be pro-rated as indicated in subsection 8.2(c).
- b. New employees or employees who were not receiving cash-back as of October 15, 2013, shall not be eligible for any cash-back.
- c. Cash-back shall be available to employees who waive medical insurance enrollment during the 2013 open enrollment period. The cash-back option shall be closed to any new enrollments for employees who waive medical coverage after the 2013 open enrollment period.
- d. Employees transferring to classifications in the Engineering Unit who are receiving cash-back at the time of transfer may maintain the cash-back option as long as they continuously waive City-sponsored medical insurance.
- e. Eligibility for cash-back shall be lost if an employee participates in any City-sponsored medical, dental or vision plan. Cash-back shall not be included in the employee's regular rate of pay when determining such rate for contract overtime.

8.7 FLEXIBLE SPENDING ACCOUNTS

The City shall offer the following Flexible Spending Accounts (FSA) as permitted by Internal Revenue Service Regulations:

- a. Out-of-pocket costs for City-sponsored medical, dental, and vision insurance plans;
- b. Unreimbursed health care expenses; and
- c. Dependent care reimbursement.

The City shall provide a summary of IRS rules on flexible spending limits during each open enrollment to both the employees and the WCE.

8.8 HEALTH REIMBURSEMENT ARRANGEMENT (HRA)

- a. Employees shall contribute twenty dollars (\$20) per pay period to an HRA. Employee contributions shall be on a pre-tax basis, to the extent allowed by

law. The HRA plan allows both City contributions as well as mandatory pre-tax employee contributions; however, there shall be no City contributions to the HRA plan.

- b. Contributions shall occur over twenty-four (24) pay periods per year, which shall be the first two (2) pay periods of each month,
- c. The City shall pay the quarterly administrative fee on behalf of each active employee of an amount not to exceed twenty-five dollars (\$25) annually.

8.9 RETIREES OR SURVIVOR DEPENDENTS BENEFITS

Eligible City retirees or survivor dependents shall receive City retiree insurance contributions for medical, dental, and vision insurance benefits as follows:

a. Retiree Insurance Contribution

The maximum City contribution towards the purchase of medical, dental, or vision insurance for retirees is three hundred dollars (\$300) per month for the retiree. A retiree with a dependent enrolled on the retiree’s medical plan shall receive an additional sixty-five dollars (\$65) per month. Retirees shall not receive any unused portion of the City contribution as cash.

b. Retiree Insurance Contributions for Employees Retiring on or After July 1, 1992

- (1) Except as provided below, to be eligible for the City retiree insurance contribution for retiree only, the employee must retire from active service with a minimum of ten (10) full years of City service for a service or ordinary disability retirement, and be minimum age fifty (50).
- (2) Employees retiring with thirty (30) or more years of City service shall be eligible for the City's retiree insurance contribution effective with the date of retirement without regard to age.
- (3) The City's retiree insurance contribution shall be as follows:
 - (a) Employees with a minimum ten (10) full years of City service, but less than fifteen (15) full years of City service shall be eligible to receive a maximum of fifty percent (50%) of the City's retiree insurance contribution identified in subsection 8.9(a) above.
 - (b) Employees with a minimum of fifteen (15) or more full years of City service, but less than twenty (20) full years of City service shall be eligible to receive up to seventy-five percent

(75%) of the City's retiree insurance contribution identified in subsection 8.9(a) above.

(c) Employees with a minimum of twenty (20) full years of City service shall be eligible to receive up to one hundred percent (100%) of the City's retiree insurance contribution identified in subsection 8.9(a) above.

(4) There shall be no eligibility for the City's retiree insurance contribution if the employee elects to take a deferred retirement.

(5) There shall be no City retiree insurance contribution for retirees with less than ten (10) full years of City service.

(6) An employee who does not retire from the Sacramento City Employee Retirement System (SCERS) or the California Public Employee Retirement System (CalPERS) within one-hundred twenty (120) days from the date of separation from City service shall not be eligible for the City's retiree insurance contribution and may not enroll in a City medical, dental, or vision plan.

c. Retiree Insurance Contributions for Persons in Deferred Retirement Status as of January 1, 1991, are as follows:

Employees who elected a deferred retirement prior to January 1, 1991, and who retired on or after July 1, 1992, and before June 28, 2013, shall be eligible for the City's retiree insurance contribution as follows:

(1) A retiree with at least ten (10) full years of City service, and who is at least fifty (50) years of age, shall be eligible for fifty percent (50%) of the City's retiree insurance contribution as identified in subsection 8.9(a) above.

(2) A retiree with twenty (20) full years or more of City service, and who is at least fifty (50) years of age, shall be eligible for one hundred percent (100%) of the City's retiree insurance contribution as identified in subsection 8.9(a) above.

d. Pre-Medicare Eligible Retirees

Pre-Medicare retirees who are not eligible for Medicare benefits may elect to participate in a City-sponsored medical plan or purchase an individual medical plan. A retiree who elects to purchase an individual medical plan not sponsored by the City shall only be eligible to reenroll in a City medical plan if the retiree enrolls with an effective date of coverage which is within two (2) years from the date their prior City medical coverage terminated.

e. Medicare Supplement

In order to maintain eligibility for the City retiree insurance contribution, each eligible retiree and dependent shall enroll in Medicare Parts A and B immediately after becoming eligible for such benefits.

f. Medicare Retirees

In order to maintain eligibility for the City retiree health insurance contribution, each eligible retiree and eligible dependent(s) shall enroll in Medicare Parts A and B immediately after becoming eligible for such benefits. Medicare retirees may elect to participate in a City-sponsored Medicare medical plan or purchase an individual Medicare medical plan.

Medicare retirees who have enrolled in Parts A and B after becoming eligible for such benefits may elect to participate in a City-sponsored Medicare medical plan without restriction to the amount of time the retiree has waived a City-sponsored medical plan. Medicare retirees may only enroll on their City-sponsored Medicare medical plan Medicare eligible dependent(s) who has enrolled in parts A and B.

Medicare retirees who are eligible for Medicare Parts A and B and who elect to purchase an individual medical plan shall only be reimbursed the cost of the individual premiums associated with a Medicare Advantage, Medicare Supplemental, and/or Medicare Prescription Drug plan up to their eligible City contribution.

g. Retiree Insurance Contribution Exclusion

Retirees who participate in another group medical plan as an employee or dependent spouse shall not be eligible for the City contribution outlined above.

h. Industrial Disability or Death in Line of Duty Survivors

Retirees who receive industrial disability pensions or death in-line-of-duty survivors will be entitled to one hundred percent (100%) of the City retiree insurance contribution regardless of years of service.

i. Survivor Dependents Benefits

Survivor dependents of eligible retirees shall continue to receive the retiree insurance contribution of up to three hundred dollars (\$300) for the survivor only, or up to three hundred sixty-five dollars (\$365) for the survivor and an eligible dependent.

“Eligible dependent”, as used in this Section, is defined as a dependent who was eligible to be enrolled on the retiree’s benefit plan at the time of the retiree’s death.

j. Limitation Clause

No employee or retiree shall have any rights provided by Section 8.9 after December 22, 2028.

k. Elimination of Retirees or Survivor Dependents Benefits for Employees Hired After June 30, 2013

Unless otherwise required by law, no employee hired, reemployed, or rehired on or after June 30, 2013, shall be eligible for any benefits provided by Section 8.9. Employees being recalled from layoff, reinstated consistent with the Rules and Regulations of the Civil Service Board, Rule 10.6, or transferring to classifications in the Engineering Unit after June 30, 2013, shall be eligible for the benefits provided by Section 8.9 only if the transferring employee was eligible for retiree or survivor dependent benefits at the time of layoff, reinstatement, or transfer. An employee hired by the City prior to July 1, 2013, who is laid off and is recalled to the same classification in the Engineering Unit within five (5) years of layoff shall maintain eligibility for benefits under this Section.

l. Resuming Retiree or Survivor Dependents Benefits for Eligible Personnel who Unretire from City Service and Subsequently Re-Retire from City Service On/After December 30, 2023.

Individuals retired from classifications represented by the WCE who are eligible for retiree or survivor dependents benefits under Section 8.9 shall have these benefits suspended if they elect to unretire and return to active employment with the City of Sacramento.

Notwithstanding Section 8.9(j), upon re-retirement from a classification represented by the WCE, retirees who were eligible for retiree or survivor dependents benefits under Section 8.9 at the time of their first retirement, shall receive the City contribution to which they were entitled to upon their original retirement date. Years of service during the employee’s return to active employment will not be used to determine any employee’s entitlement to the City’s retiree insurance contribution under Section 8.9.

Example: An employee retires from a classification represented by the WCE with fifteen (15) years of City service. The employee is eligible for 75% of the City’s retiree insurance contribution. The individual unretires and works in a WCE represented classification for another ten (10) years. When the employee re-retires, the employee is only eligible for the fifteen (15) year

contribution amount, irrespective of any additional years of service worked for the City.

8.10 LONG-TERM DISABILITY

At any time during the term of this Agreement, the WCE may hold an election to determine if its members wish to participate in a long-term disability insurance program. Upon notification that the members have voted to participate in such a program, the City will establish a long-term disability insurance program for the WCE membership. The purchase of long-term disability insurance shall be at the members' expense, and pursuant to the vendor's specifications.

8.11 STATE DISABILITY INSURANCE (SDI)

At any time during the term of this Agreement, the WCE may hold an election to determine if its members wish to participate in the State of California short-term disability insurance program (CASDI) at the sole expense of the WCE membership. That election must be held pursuant to, and consistent with, the laws of the State of California. Upon notification that the members have voted to participate in the program, the City will, as soon as administratively feasible, establish enrollment in the State short-term disability insurance program for WCE membership.

ARTICLE 9 – WORKDAY, WORKWEEK, OVERTIME

9.1 WORKDAY, WORKWEEK

- a. The workweek for employees covered by this Agreement shall consist of forty (40) working hours during the period beginning at 12:01 a.m., Saturday and ending at 12:00 midnight the following Friday. This paragraph shall not apply to non-career employees.
- b. The City may establish a workweek schedule consisting of forty (40) hours in increments of four (4), ten (10) hour workdays; or five (5), eight (8) hour workdays; or a flexible 9-80 workweek schedule consisting of four (4), nine (9) hour workdays, four (4), nine (9) hour workdays, and one (1), eight (8) hour workday during an eighty (80) hour bi-weekly period. The City shall discuss with the WCE thirty (30) days in advance of implementation of the four (4) ten (10) workweek or 9-80 workweek schedule.

9.2 OVERTIME/COMPENSATING TIME OFF (CTO)

- a. Employees are eligible for overtime compensation at one and one-half (1.5) times their regular rate of pay when they work in excess of forty (40) hours in a workweek. With the exception of sick leave, all paid time shall count as time worked for the purposes of calculating overtime eligibility.

- b. Overtime compensation shall be paid by cash payment. In lieu of cash payment, Compensating Time Off (CTO) may be earned by mutual agreement between the employee and the appointing authority or designee. Both the cash payment and the CTO shall be computed at the rate of one and one-half (1.5) times the number of overtime hours worked. The scheduling of CTO use must be approved by the employee's department head or their designee.
- c. Employees may accrue up to one hundred twenty (120) hours of CTO. The City may cash out CTO hours accumulated in excess of eighty (80) hours at any time provided that the use of such time off has not been previously approved.

9.3 VOLUNTARY WORK FURLOUGH PROGRAM

Pursuant to the Furlough/Reduced Work Week Policy, the City may establish for full-time career employees a voluntary work furlough/reduced work week consisting of a full day of unpaid leave on a variable schedule or a work schedule which is modified on a regular fixed basis to less than forty (40) hours per week. Employees shall apply for participation in the program pursuant to the conditions set forth in the rules and procedures governing this Citywide program.

ARTICLE 10 – PROFESSIONAL DEVELOPMENT

10.1 CONFERENCES AND SEMINARS

- a. The City and the WCE agree that, subject to the approval of the department head or their designated representative, members of the Engineering Unit may be assigned to attend conferences and seminars where such attendance is in the best interest of the City.
- b. In addition to the provision of (a) above, subject to the approval of the department head, members will be permitted to attend conferences and seminars, with or without expenses, where such attendance is in the best interest of the City and the professional development of employees in the Unit.
- c. Conference and seminar costs shall be administered under the Department of Finance Administration Policy concerning: Travel Requests and Expense Reimbursement.

10.2 PROFESSIONAL ENRICHMENT

Effective September 5, 2015, employees shall receive forty dollars (\$40.00) in the first two (2) paychecks of each month for professional enrichment. Employees must be on the payroll for the full period in which the payment is made to receive this benefit. All payments shall be prorated based on FTE status.

It is understood that the professional enrichment expenditure is not a substitute for any department training budget that may exist.

If this provision is continued in any successor agreement, WCE may elect to receive these funds in two (2) lump sum payments of \$480.00 on dates to be agreed upon.

10.3 TUITION REIMBURSEMENT

The City agrees to reimburse career employees for the cost of tuition, books, and fees, excluding parking, up to a maximum of \$1,500.00 per calendar year, pursuant to the City's Employee Education Assistance Policy. Section 10.3 (Tuition Reimbursement) shall not apply to employees eligible for any educational incentive.

In addition, the City may authorize tuition reimbursement for training through other approved sources.

ARTICLE 11 – SPECIAL ALLOWANCES

11.1 STANDBY

- a. An employee who is required to remain on standby for emergency work shall be paid \$210.00 per week, or the daily pro rata rate of \$30.00, in addition to their regular compensation. Employees who are called out while on standby shall receive two (2) hours minimum pay at their regular rate of pay, or consistent with Article 9.2, one and one half (1.5) times their regular rate of pay for all hours worked, whichever is greater.
- b. If an employee is assigned to standby and receives telephone contacts and engages in problem resolution which totals in excess of fifteen (15) minutes, the employee shall receive the two-hour minimum, or actual time worked, whichever is greater.
- c. With the exception of sick leave, employees may use any type of authorized leave, including, but not limited to vacation, CTO, holiday credit, etc., during their standby assignment, so long as they remain available for their standby assignment. An employee utilizing sick leave who is unable to work due to a personal illness shall not receive standby pay for the day(s) out sick. Employees who fall ill after hours while they are on standby shall notify the Standby Supervisor who will find a replacement for the day(s) the employee is out sick. The standby assignment may resume when the employee returns to work.

11.2 TEMPORARY WORK IN HIGHER CLASSIFICATION

Temporary assignments to higher classifications shall be permitted only in those classifications where in the judgment of the Department Head or designee, it is necessary to maintain proper and efficient departmental operations. An employee temporarily assigned in writing to a higher classification shall be compensated for the duration of the out-of-classification assignment by the payment of five percent (5%) of the regular salary the employee received prior to the out-of-classification assignment, or the salary provided for in Step 1 of the higher classification, whichever is greater, but not to exceed top step of the higher classification.

11.3 NIGHT-SHIFT PREMIUM PAY

- a. Career and non-career (+1,040) employees covered by this Agreement who work any portion of their regular workshift in the period extending from 6:00 p.m. to 6:00 a.m., shall be compensated for those hours worked (to the nearest one-half hour) within this period by payment of an additional five percent (5%) of their base pay for each hour worked.
- b. An employee shall not receive night-shift premium pay when on vacation or other authorized leave of absence with pay.

11.4 REQUIRED LICENSES

- a. The City shall reimburse employees for the fee charged by the State of California to renew their professional registration. The reimbursement will apply only to those employees who are required to maintain the professional registration as a condition of their employment.
- b. Verification of the renewal of the employee's professional registration is required in order to receive the reimbursement.

11.5 BILINGUAL PAY

- a. The City may authorize bilingual pay when it is determined to be necessary for the operation. The City shall determine what languages are appropriate for such pay and the number of employees to be certified. To be eligible for bilingual pay the employee must be determined to be verbally proficient, and if necessary for the assignment, proficient in the written language. The City will arrange the certification and testing process and authorize the bilingual pay.
- b. Bilingual pay shall be paid at the rate of twenty dollars (\$20.00) for any pay period in which the employee is certified. An employee who is receiving bilingual pay may be required to provide assistance to any City operation.

11.6 TECHNOLOGY ALLOWANCE

- a. In the event the appointing authority requires an employee to use a cellular phone to conduct City-related business, the employee will receive a monthly technology allowance of twenty-five dollars (\$25.00) in lieu of using a City-provided cellular telephone.
- b. Use of City-provided cellular telephones shall be discontinued upon receipt of the technology allowance by the employee.
- c. Upon approval of the monthly technology allowance, the employee shall obtain, at his or her own expense and as a private individual, a personal cellular telephone and monthly cellular service contract that may be used to conduct City-related business. The employee shall publish and/or provide the cellular telephone number to designated individuals and organizations with whom the employee normally conducts City-related business.
- d. The employee shall be generally accessible via his or her cellular telephone to conduct City-related business.

ARTICLE 12 – LEAVES

12.1 HOLIDAYS

- a. The following shall be recognized holidays:

<u>Holiday</u>	<u>Date</u>
New Year's Day	January 1
Martin Luther King's Birthday	Third Monday in January
Washington's Birthday	Third Monday in February
Cesar Chavez's Birthday	March 31
Memorial Day	Last Monday in May
Juneteenth	June 19
Independence Day	July 4
Labor Day	First Monday in September
Veteran's Day	November 11
Thanksgiving Day	Fourth Thursday in November
Day after Thanksgiving Day	Friday after Thanksgiving
Christmas Eve (4 hours)	December 24
Christmas Day	December 25
New Year's Eve (4 hours)	December 31

- b. Eligibility

To be eligible for holiday pay, the employee shall work the last scheduled workday before and after the recognized holiday. Paid time on vacation,

sick leave, or CTO shall be considered hours worked for the purpose of holiday pay eligibility. An employee absent due to a disciplinary suspension shall not be considered to have missed a scheduled workday for the purpose of holiday pay eligibility.

- c. When one of these holidays falls on a Saturday, employees shall be given the preceding Friday off as holiday time. When one of the holidays falls on a Sunday, employees shall be given the following Monday off as holiday time.
- d. Part-time career and non-career employees must work or be on authorized paid leave the scheduled shift before and after the holiday to be eligible for the holiday benefit.
- e. A part-time career employee or a non-career (+1,040) employee shall receive the recognized holiday benefit based upon the number of hours the employee was paid in that workweek as follows:

Number of Recognized Holidays <u>In the Workweek</u>	Minimum Number of Paid Hours in the Workweek	
	<u>50% Benefit</u>	<u>100% Benefit</u>
0.5	18	28.8
1.0	16	25.6
1.5	14	22.4
2.0	12	19.2

An employee paid for less than the minimum number of hours required for the fifty percent (50%) benefit shall receive no recognized holiday benefit.

f. Floating Holidays

(1) Accrual

In addition to the recognized holidays specified above, each employee shall receive the equivalent of two (2) floating holidays per calendar year accrued as follows:

- (a) Full-time career employees shall accrue forty (40) minutes of floating holiday on each of the first two (2) paychecks each month as long as the employee is in paid status forty (40) or more hours on the paycheck that the accrual would occur.
- (b) A part-time career employee, including an employee in a work sharing program or a non-career (+1,040) employee shall accrue floating holiday credit based upon the number of hours for which the employee was paid in that bi-weekly pay period: 64 or more hours paid = 100% accrual; 40-63.9 hours paid = 50% accrual; less than 40 hours paid = 0% accrual.

(2) Administration

- (a) The scheduling of floating holiday time must be approved in advance by the appointing authority or designated representative.
- (b) An employee may carry over from the preceding calendar year a maximum of eight (8) hours of floating holiday. All floating hours accrued and not used in excess of eight (8) hours shall be paid to the employee at the employee's straight-time hourly rate of pay on the final paycheck of the calendar year in which it was earned.
- (c) An employee separating from City employment for any reason shall be paid for all accrued floating holiday time at the straight-time hourly rate of pay.

g. Alternate Monday-Friday Schedules

For employees who work a Monday through Friday 9/80 or 4/10 schedule, if the recognized holiday falls on the employee's scheduled day off, the employee shall accrue holiday credit for the hours of the holiday benefit, up to a maximum of eight (8) hours.

12.2 VACATION

a. Vacation Leave Accrual

- (1) Employees with less than five (5) full years of service shall earn eighty (80) hours of vacation each year, which shall accrue at three (3) hours, twenty (20) minutes on each of the first two (2) paychecks each month.
- (2) Employees with more than five (5) full years of service and less than fifteen (15) full years of service shall earn one hundred twenty (120) hours of vacation each year which shall accrue at five (5) hours on each of the first two (2) paychecks each month.
- (3) Employees with more than fifteen (15) full years of service shall earn one hundred sixty (160) hours of vacation each year which shall accrue at six (6) hours, forty (40) minutes on each of the first two (2) paychecks each month.
- (4) An employee's maximum accrual of vacation shall not exceed four hundred and eighty (480) hours. Accrual shall be suspended until the balance is reduced below the maximum accrual amount. Accrual will resume on the applicable paycheck following the paycheck in which

the balance is brought down. It is the employee's responsibility to monitor their own vacation leave balance.

- (5) Employees who are eligible to receive a cash payment in-lieu of vacation leave, as provided for in Section 107(d) of the Sacramento City Charter, may make an irrevocable election to receive such payment by foregoing the same number of vacation hours in the calendar year following the election. Notification of the election must be made to the Payroll Division, Department of Finance, in writing by November 30. The in-lieu payment will be made to the employee on the last paycheck in March of the following year of the election. Payment shall be made at the straight time hourly rate of pay the employee is receiving at the time payment is made. If the employee electing the in-lieu payment separates from City employment for any purpose before receiving the in-lieu payment, the employee forfeits any right to receive the payment, but will instead have their vacation leave balances credited with the amount of hours that would have been accrued from January 1 to the last day of employment.

b. Integration of Vacation with Workers' Compensation

Where a career employee sustains an injury covered by workers' compensation and has utilized all of the one (1) year "injury-on-duty time" as provided under City Charter Section 253, or former City Charter Section 167, as the case may be, and consequently is receiving straight workers' compensation temporary disability payments, the employee will be allowed to utilize (while off work) accrued vacation time in partial day increments in addition to receiving workers' compensation temporary disability payments with the total aggregate payment of temporary disability and vacation pay not to exceed one hundred percent (100%) of the employee's regular rate of pay. As a condition of so using such accrued vacation, however, the employee is required to continuously utilize accrued vacation until accrued vacation is exhausted or they return to work. The employee may also utilize other forms of leave, including sick leave, for this purpose; however, consistent with 12.4, Sick Leave, only 1/3 of an employee's accrued sick leave may be used for this purpose.

12.3 SICK LEAVE

a. Accrual and Usage

- (1) A full-time employee shall accrue sick leave at the rate of four (4) hours on each of the first two (2) paychecks each month which may be used by the employee in the event of illness or injury which is not job-related; however, in accordance with the Rules and Regulations of the Civil Service Board, one-third (1/3) of the accrued sick leave may be used after exhaustion of injury-on-duty time; however, the

combination of temporary disability payments and sick leave pay shall not exceed one hundred percent (100%) of the employee's regular rate of pay. Such usage shall not exceed the maximum amount of the employee's accumulation. A part-time career or non-career (+1,040) employee shall earn sick leave on a pro rata basis.

- (2) Employees who have at least four hundred and eighty (480) hours of sick leave on the last day of the pay period ending on or before November 1 of any calendar year, may make an irrevocable election to forego the accrual of not more than twenty-four (24) hours of sick leave during the following calendar year and receive instead, a cash payment for the number of sick leave hours designated in the election.
- (3) Notification of the irrevocable election must be made in writing to the Payroll Division, Department of Finance, in writing between November 1 and November 30. The payment will be made on the last paycheck in May of the calendar year following the irrevocable election. Payment shall be made at the hourly rate of pay the employee is receiving at the time the payment is made.
- (4) If the employee electing the payment is separated from City employment before receiving the payment, the employee forfeits any right to the payment, but will instead have their sick leave balances credited with the sick leave hours the employee would have accrued from January 1 following the date of election to the last day of employment.

b. Sick Leave Cash-Out/Conversion To PERS Service Credit

- (1) PERS
 - (a) PERS members hired prior to January 1, 2005, with more than twenty (20) years of City service, shall be eligible to cash out sick leave and/or convert sick leave to PERS service credit as follows:
 - (i) Eligible employees may receive payment for thirty-three and one-third percent (33-1/3%) of the sick leave credits accumulated (to the nearest full day) by the employee on the date of their retirement, resignation, or layoff.
 - (ii) Eligible employees with an effective retirement date from PERS within one hundred twenty (120) calendar days of their separation from City service may also convert any or all of their total sick leave credits accrued, less any payment received pursuant to sub-

paragraph (i), above, to PERS service credit as of the date of their retirement consistent with and pursuant to the PERS contract with the City, as amended.

- (iii) Individuals identified pursuant to California Government Code Section 53245 as being the person designated on the employee's "Designation of Person Authorized to Receive Warrants," or in the absence of an identified person pursuant to California Government Code Section 53245, persons entitled by law to the possession of the estate of a deceased employee who was eligible to cash out sick leave credits pursuant to sub-paragraph (i), above, may receive payment for thirty-three and one-third percent (33-1/3%) of the total sick leave credits accumulated (to the nearest full day) by the employee on the date of the employee's death.
- (b) Employees hired, rehired, or reemployed on or after January 1, 2005, shall not be eligible for payment of any portion of accumulated sick leave credits upon retirement, resignation, or layoff regardless of their years of service. However, employees hired, rehired, or reemployed on or after January 1, 2005, may convert their remaining sick leave balance to service credit consistent with law and pursuant to the PERS contract with the City upon separation of employment for retirement.
- (c) No employee whose services are terminated by reason of discharge for cause, shall be eligible for payment of any portion of accumulated sick leave credits.

(2) SCERS

Upon termination of any employee in the SCERS eligible to accumulate sick leave credits for reasons of retirement, resignation and/or layoff after service for a period of not less than two (2) years, or death, such employee (or those entitled by law to the possession of the estate of a deceased employee) shall receive payment for thirty-three and one-third percent (33-1/3%) of the total sick leave credits accumulated (to the nearest full day) by the employee on the date of such retirement, resignation, layoff, or death. No employee whose services are terminated by reason of discharge for cause, or by reason of resignation or layoff prior to the completion of two (2) years of service, shall be eligible for payment of any portion of accumulated sick leave credits.

c. Reinstatement of Sick Leave After Return From Layoff

An employee who is laid off and receives payment for thirty-three and one-third percent (33-1/3%) of their total accumulated sick leave credits shall be credited with the remaining sixty-six and two-thirds percent (66-2/3%) of their accumulated sick leave credits if and when said employee is recalled. If said employee thereafter leaves City service after being recalled and is entitled to payment of their accumulated sick leave credits under this Section, said employee shall only receive payment for thirty-three and one-third percent (33-1/3%) of those sick leave credits which accrued after the date of recall.

d. Sick Leave Credit Limitation

Except as provided herein, no payments made or sick leave credits accumulated shall be construed or deemed to constitute retirement benefits payable to employees of the City.

e. Administration of Sick Leave

The Rules and Regulations of the Civil Service Board relating to the administration of sick leave privileges and benefits and the Citywide Sick Leave Policy shall apply to all eligible employees.

12.4 PARENTAL LEAVE

Pursuant to the City's Parental Leave Policy, full-time employees who have completed at least three (3) years (six thousand, two hundred and forty (6,240) hours) of regular service from the most recent date of hire preceding the birth of a child are eligible for City-paid Parental Pay of up to four (4) weeks [one hundred-sixty (160) hours] of continuous paid time off.

12.5 CATASTROPHIC LEAVE PLAN

Employees are entitled to catastrophic leave pursuant to the City's Catastrophic Leave Policy.

12.6 PERSONAL TIME OFF

- a. Full-time career employees who have completed ten (10) full years of City service shall be credited with twenty-four (24) hours of personal time off (PTO) . Part-time career employees shall be credited with a prorated amount of time based on their regular schedule. Eligible employees will receive this PTO each year on the paycheck representing the first full pay period that includes January 1.
- b. Employees who separate service and who are subsequently reemployed, pursuant to Article 14.2(b)(5)(a), into a classification covered by this

Agreement, will receive credit toward PTO eligibility for their previous years of City service upon successful completion of probation, on a go-forward basis. For purposes of determining eligibility to receive PTO, pursuant to this paragraph, an employee must complete probation prior to January 1 of the calendar year in which it is provided.

- c. Use of personal time off shall not cause overtime.
- d. Personal time off shall not accumulate from calendar year to calendar year and shall have no cash value. If an employee is unable to use all of the time by the end of the calendar year based on operational need, the department may approve carry-over to the next year. In all other cases, the time shall be forfeited.

12.7 BEREAVEMENT LEAVE

An employee may receive up to twenty-four (24) hours of City-paid leave for bereavement based on the death of the employee's spouse, parent, sibling, child, grandchild or grandparent as defined herein. The employee may use sick leave as outlined in the Rules and Regulations of the Civil Service Board for additional time off or to attend to other death, bereavement or funeral needs. Use of sick leave as defined in this subsection shall not count against an employee for purposes of calculating employee sick leave usage/abuse.

12.8 PROBATIONARY PAID LEAVE

New City employees hired after September 1, 2015, will be credited with sixteen (16) hours of probationary paid leave that can be used after three (3) months of service but before twelve (12) months of service. Any unused probationary paid leave will expire at the end of the employee's probationary period and shall not carry over or be added to any other leave accrual. This provision does not apply to employees with any prior City service.

12.9 PAID CITY LEAVE

Employees who are employed in a classification represented by the WCE on April 12, 2022, shall receive a one-time leave bank contribution for thirty-five (35) hours of Paid City Leave. This Paid City Leave shall not expire and shall have no cash value except as follows:

- a. Employees receiving Paid City Leave contributions described in Section 12.9 (Paid City Leave) may make an irrevocable election to receive cash payment in lieu of using the leave. Notification of the election to receive this cash payment must be made to the Payroll Division, Department of Finance, in writing by November 30, 2022. Employees making the irrevocable election shall receive the payment on the paycheck representing the first pay period following their election at the hourly rate of pay they are receiving at the time of payment, less ordinary payroll deductions.

- b. Upon separation from City service, employees with a balance of Paid City Leave described in Section 12.9 (Paid City Leave) shall receive payment for the Paid City Leave balance at the hourly rate of pay they are receiving at the time the payment, less ordinary payroll deductions.

ARTICLE 13 – COURT DUTY

13.1 COURT DUTY

- a. When an employee is absent from work to testify in response to a subpoena issued by a court of competent jurisdiction in a non-work related matter to which the employee is not a party, to serve on a jury, or to report for jury duty examination, they shall be granted pay for those hours which they are absent for such reason. The City may require the employee to elect to be on telephone alert and remain on the job until such time as called to serve. Pay for work time lost shall be computed at the employee's regular rate of pay at the time of such absence. The employee shall return all jury remuneration received, less transportation allowance, to the City.
- b. To receive pay for work time lost, an employee must provide the City with a statement signed by an official of the court certifying the employee's service as a juror or appearance in court for that purpose, the date or dates of attendance, the time released from attendance and the compensation paid, exclusive of any transportation allowance.

ARTICLE 14 – LAYOFF

14.1 PURPOSE

This Article provides the procedure to be followed when an employee is to be displaced/laid off from their position.

14.2 DEFINITIONS

- a. Layoff

A layoff shall be defined as the dismissal or displacement of at least one employee due to lack of work, lack of funds, abolishment of position, or for other reasons not reflecting discredit on an employee.

- b. Seniority

- (1) Classification Seniority: Classification seniority shall be defined as the effective date of probationary appointment to the employee's present job classification including any time spent in a higher job classification, but less any time spent in a lower job classification due

to a downgrade. The term higher classification shall mean a job classification in which the top step is greater than the top step of the employee's present job classification. For any employee who has not served a probationary period in their present job classification, or any employee whose position has been reallocated in accord with the Rules and Regulations of the Civil Service Board, classification seniority shall be mutually established by the City and the WCE.

For those classifications which have flexible staffing as defined in the Rules and Regulations of the Civil Service Board and provided for in the classification specifications, classification seniority shall be defined as the effective date of probationary appointment to the lowest classification in the classification series. For an employee who has downgraded, computation of classification seniority for a job classification lower than that in which the employee holds permanent status, the following seniority shall be counted: (1) classification seniority in any higher classifications, and (2) previous classification seniority in the job classification or series for flexibly staffed classifications in which the employee is currently working, and (3) present time spent in the job classification or series for flexibly staffed classifications in which the employee is currently working.

- (2) City Service Seniority: City service seniority shall be defined as the effective date of appointment to the employee's first permanent career position, or as the effective date of appointment to the employee's first full-time position (or positions) which immediately preceded an appointment to a permanent career position, whichever is greater.
- (3) Hire Date Seniority: Hire date seniority shall be defined as the employee's first date of hire to any position with the City.
- (4) Seniority Adjustments: Classification seniority and City service seniority shall be adjusted (reduced) in calendar days to reflect time spent on layoff from City service. There shall be no adjustment for time spent on an approved unpaid leave of absence.
- (5) Termination of Seniority: Termination of classification seniority and City service seniority shall occur upon:
 - (a) Resignation, except that any employee who is appointed from a reemployment list and completes a probationary period, if any, in the position to which they were reemployed may count the seniority which they accumulated prior to resignation.
 - (b) Discharge.
 - (c) Retirement.

- (d) Layoff in excess of five (5) consecutive years out of the City service or in excess of the time period set forth in subsection (d) below.
- (e) Failure to comply, report, or respond to a recall notice within fourteen (14) calendar days from the date of postmark on the recall notice.

c. Downgrades

A downgrade shall be defined as a change in job classification to which the top step is less than the top step of the employee's present classification, due to a layoff. A downgrade shall only be allowed to the appropriate classification within the employee's regression ladder. An employee who is downgraded pursuant to this Article shall be paid in the new classification the salary range step closest to the monthly pay rate received immediately prior to downgrade.

d. Regression Ladder

A regression ladder shall be defined as a classification series through which an employee may downgrade. Regression ladders for the Engineering Unit are as follows:

- (1) Associate Civil Engineer/Assistant Civil Engineer/Junior Engineer
- (2) Associate Electrical Engineer/Assistant Electrical Engineer/Junior Engineer
- (3) Associate Mechanical Engineer/ Assistant Mechanical Engineer/Junior Engineer
- (4) Associate Architect/Assistant Architect
- (5) Associate Landscape Architect/Landscape Assistant/Junior Landscape Assistant
- (6) Telecommunications Engineer III/II/I

e. Permanent Status

For the purposes of this layoff procedure, permanent status is attained in a job classification when an employee has successfully completed their probationary period in that job classification.

f. Career and Non-Career

Career employees shall be those employees in positions which are in the classified service who are required to serve a probationary period. Non-career employees are all other employees covered by this Agreement.

g. Leave of Absence

Employees on an approved unpaid leave of absence shall accrue seniority.

14.3 PROCEDURE

a. Non-Career Employees

When layoff is to occur within a job classification within a department, all non-career employees in the regression ladder in which the job classification is found shall be laid off first. In no event shall a career employee suffer a layoff until all non-career employees in the affected regression ladder have been laid off. Non-career employees shall have no right to downgrade.

b. Career Employees

- (1) Within each job classification and within each department in which a layoff occurs, employees shall be laid off in the following order: first, all provisional employees; second, all probationary employees in the order of their classification seniority, beginning with the employee with the least such seniority; and, third, permanent employees in the order of their classification seniority, beginning with the employee with the least such seniority.
- (2) Any provisional or probationary employee who is affected by a layoff or displaced by a downgrading employee shall return to the last department and job classification in which the employee holds permanent status, if any. If the employee does not hold permanent status in another job classification, they shall be laid off. If the employee does hold permanent status in another job classification, they shall then be treated as a permanent employee in that job classification with respect to any layoff in that job classification.
- (3) Any permanent employee who is to be laid off or displaced shall have the right to downgrade, within the department, in descending order, to job classifications within their regression ladder, provided that: (a) the employee meets all of the qualifications of the lower classification, and (b) can displace an employee in the lower classification. If there are any provisional employees in such lower classification, the provisional employee with the least City service seniority shall be displaced first. If there are no provisional

employees in the lower classification, the probationary employee with the least City service seniority shall be displaced. If there are neither provisional nor probationary employees in the lower classification, the permanent employee with the least City service seniority shall be displaced, provided that the downgrading employee has greater City service seniority. If the permanent employee attempting to downgrade is unable to do so, they shall be laid off.

- (4) An employee may accept layoff in lieu of the opportunity to downgrade by notifying Labor Relations within two (2) normal workdays of receiving notice of layoff. Where the employee accepts a layoff in lieu of a downgrade, said employee shall forfeit all recall rights except to a vacancy within the same classification from which the employee was laid off.
- (5) If two (2) or more employees have an equal amount of classification seniority, the senior employee shall be determined on the basis of greater City service seniority. If two (2) or more employees have an equal amount of City service seniority, the senior employee shall be determined on the basis of greater hire date seniority, then by random number, if necessary.
- (6) The application of this procedure is not intended to extend job assignment, work organization, or departmental preference to any employee affected by a layoff.

c. Notice of Layoff

In the event of layoff, the City shall send by certified mail return receipt requested a layoff notice to all affected employees. Such notice shall be postmarked at least thirty (30) calendar days in advance of the effective date of layoff. Such layoff notice shall be mailed to the employee's address in the City's payroll system and shall be deemed appropriate notice. The employee(s) who is on a paid or unpaid leave shall be affected by the layoff in accordance with the provisions of this Article in the same manner as all other employees.

14.4 FRINGE BENEFITS

- a. Upon layoff, employees shall be paid for accrued leave balances and similar benefits, as applicable. Employees being recalled shall have the uncompensated portion of their sick leave balance restored. However, if eligible, only those sick leave hours accrued after recall shall be applied to any subsequent sick leave payoff.
- b. Employees and their eligible dependent(s) enrolled in City medical, dental, or vision insurance coverage at the time of layoff may continue their

coverage for the period of time permitted by the Consolidated Omnibus Budget Reconciliation Act (COBRA). The employee and any enrolled dependent(s) will be responsible for the full cost of the monthly premiums for COBRA continuation coverage. Payment for COBRA premiums shall be made by the payment deadline specified on the invoice issued by the health carrier or the City,

- c. Assistance with enrolling in COBRA coverage or information on eligibility for City retiree health benefits will be provided by Benefit Services Division, Department of Human Resources, upon request.

14.5 RECALL

- a. When a vacancy occurs in a job classification, the laid off or downgraded employee(s) eligible to return to that job classification shall be recalled in the inverse order of their downgrade or layoff. When a recall list exists and an employee is on a reinstatement list due to a medical leave of absence, such employee will be merged with employees on the established layoff eligibility list based on classification seniority. Permanent employees who were laid off or downgraded are eligible to return to the job classification in which permanent status is held within their regression ladder, or to lower classifications within the same regression ladder, but shall have no recall rights to any job classification in which provisional or probationary status was held at the time of layoff or downgrade. Provisional and probationary employees who had no permanent status in another job classification at the time of layoff shall have no recall rights. Non-career employees shall have no recall rights.
- b. Employees who have been downgraded and are subsequently recalled shall return to the salary step which they held prior to their displacement. The anniversary date for future in-grade salary adjustments shall be the date of recall to the permanent classification.
- c. Employees shall be entitled to recall rights for a period of five (5) consecutive years from the effective date of layoff or downgrade. The effective date of layoff shall be the employee's last day of work. The effective date of downgrade shall be the employee's last day of work in the classification from which they were downgraded. An employee who has downgraded and has not been recalled to the classification where permanent status is held within the five (5) year period shall gain permanent status for purposes of layoff in the classification to which the employee downgraded, or is currently working at the time recall rights are lost, whichever is higher in the regression ladder.
- d. When a vacancy exists and employees are to be recalled, notice of the opening(s) shall be sent to the mailing address as shown in the City's payroll system. To expedite recall, more than one employee may be notified of an

opening. This recall notice shall be by certified mail return receipt requested and the employee shall have ten (10) calendar days to notify the City of their intent to return to work. The employee shall have twenty-one (21) days from the postmark of the certified letter to report to work with the twenty-one (21) days being inclusive of the ten (10) days.

- e. If the employee fails to notify the City within ten (10) days or fails to report to work within the twenty-one (21) days, the employee shall lose all recall rights.

ARTICLE 15 – SAFETY EQUIPMENT REIMBURSEMENT

15.1 CAL-OSHA APPROVED SAFETY FOOTWEAR

Upon approval of the appropriate supervisor, an employee who works on a jobsite where Cal-OSHA approved safety footwear is required to be worn as a condition of employment shall be eligible for reimbursement of up to \$200.00 for the purchase or repair of approved safety footwear subject to the following conditions: (1) the employee must obtain prior authorization from their supervisor before purchasing safety shoes or having existing footwear repaired; (2) the employee must submit a receipt to the supervisor to verify the cost and substantiate the reimbursement; (3) the employee shall be eligible for reimbursement under this section no more than once every 2 years.

15.2 SAFETY GLASSES

- a. When it is mandatory for employees to wear safety glasses, the City shall provide non-prescription safety glasses for employees. Employees who wear prescription glasses may wear the protective eye wear provided by the City or the employee may choose to wear prescription safety glasses at their own expense.
- b. The City agrees to reimburse employees up to a maximum of one hundred twenty-five dollars (\$125.00) for the repair or replacement of prescription safety glasses purchased by the employee if the glasses are damaged or destroyed while the employee is actively at work, provided that the employee furnishes satisfactory proof to the City of such loss.
- c. The prescription shall not be more than twenty-four (24) months old to qualify for reimbursement under this Section. All costs to update and fill the prescription shall be borne by the employee.

ARTICLE 16 – DISCIPLINE

16.1 LETTER OF REPRIMAND

- a. A letter of reprimand shall not be appealable to the Civil Service Board, except the employee may have an administrative review of the reprimand by submitting a request in writing within seven (7) calendar days to the Manager of Labor Relations. The Manager or designee will schedule a meeting within seven (7) calendar days of receipt of the written request to hear the employee's response. A final written decision will be rendered by the Manager or designee within seven (7) calendar days of the meeting. This Section shall not be subject to the Grievance Procedure.
- b. A letter of reprimand issued on or after October 27, 1990, will be withdrawn from an employee's official personnel file eighteen (18) months from the date of issue provided there has not been additional formal discipline imposed during the eighteen (18) month period.

16.2 IN-LIEU DISCIPLINE

By mutual agreement between the appointing authority or designee and the employee, an employee suspended from duty without pay may forfeit accumulated holiday, compensating time off, and/or vacation credits equal to the number of hours of suspension in lieu of such suspension. If the suspension is reduced or reversed at the conclusion of the appeal process, the City shall reinstate the forfeited credits. This provision shall not be subject to the grievance procedure.

16.3 WITHDRAWAL OF APPEAL

An employee or the WCE may withdraw an appeal of discipline at any time prior to a decision by an Administrative Law Judge or the Civil Service Board. An appeal shall be deemed withdrawn if the employee fails to respond within thirty (30) calendar days to a written request by the City to schedule a hearing or otherwise participate in the appeal process. The written request shall be certified and sent to the employee's mailing address as shown in the City's payroll system.

16.4 SUSPENSIONS AND PAY REDUCTIONS

- a. Suspensions and pay reductions imposed after June 20, 2009, will be withdrawn from an employee's official personnel file, and any other personnel files maintained by the City five (5) years from the date of issue provided there has not been additional formal discipline imposed during the five (5) year period. If an employee had additional discipline in the five (5) year period, the removal date will restart.
- b. All discipline documents that are removed from the employee's personnel file will be retained in Labor Relations. Should an employee have

subsequent discipline, the earlier disciplines may be used for purposes of progressive discipline.

ARTICLE 17 – MISCELLANEOUS

17.1 NEW OR REVISED JOB CLASSIFICATIONS

- a. It is recognized that the establishment of new or revised job classifications within the Engineering Unit covered by this Agreement may be warranted. Under such circumstances, the City shall prepare and submit to the WCE the proposed descriptions and proposed appropriate salary ranges for such job classifications as will have been determined to be within the Engineering Unit, covered by this Agreement not less than fifteen (15) calendar days prior to submission of the job classification to the Civil Service Board. Upon request of the WCE, the fifteen (15) calendar day period will be extended by an additional ten (10) calendar days.
- b. The WCE shall have the right to file an appeal to the Civil Service Board regarding job classification.
- c. In the event the Employer-Employee Relations Policy is revised in respect to the assignment of classifications to representation units, either party may reopen this Section for the purpose of reaching mutual agreement on the procedural changes which may need to be made under this Section.

17.2 PROHIBITION OF STRIKES

For the duration of this Agreement, the WCE and its members agree that it shall not call, sanction or engage in any strike, slowdown, suspension or stoppage of work or other concerted activity, and the City agrees that it shall not cause or engage in any lockout.

17.3 SAVINGS CLAUSE

If any provision of this Agreement, or the application of such provision should be rendered or declared invalid by any decree of a court of competent jurisdiction or by reason of any existing or subsequently enacted legislation, the remaining parts or portions of this Agreement shall remain in full force and effect.

17.4 REGIONAL TRANSIT MONTHLY PASS

- a. Sacramento Regional Transit District (SRTD)

Full-time career employees who utilize the Sacramento Regional Transit District (SRTD) for home-to-work transportation are eligible for an eighty percent (80%) price discount on a SRTD monthly pass. Part-time career employees shall be eligible for a fifty percent (50%) price discount. The

employee must notify the Department of Finance, Revenue Division, on or before the fifth day of the month to obtain the monthly pass discount for that month.

b. Other Bus Transportation

Eligible full-time employees, as described above, who regularly utilize other bus transportation regulated by the Public Utilities Commission for home-to-work commuting are eligible for monthly reimbursement up to eighty percent (80%) of the cost of the monthly pass. Eligible part-time employees, as described above, shall be eligible for a fifty percent (50%) monthly reimbursement. The employee must present the required proof of purchase to the Department of Finance, Revenue Division, by the fifth day of the month to obtain reimbursement. The amount of the monthly reimbursement shall not exceed one hundred twenty dollars (\$120.00).

c. Downtown Parking Subsidy

The City shall provide a ninety dollar (\$90.00) per month parking subsidy to eligible career employees who are regularly assigned to work in the downtown area. The subsidy will be included in the employee's bi-weekly paycheck, subject to applicable state and federal taxes.

Effective May 30, 2026, the City shall provide a parking subsidy of one hundred twenty dollars (\$120) per month for eligible full-time employees who work in the downtown area, and a parking subsidy of ninety dollars (\$90) per month for eligible part-time employees who work in the downtown area. The downtown parking subsidy will be included in the employees' bi-weekly paycheck, subject to usual and customary payroll deductions.

17.5 DISCOUNTED PARKING RATES

Discounted parking will be available to employees, on a first-come, first-serve basis, for parking spaces in the Memorial Garage, located at 14th and H Streets, at seventy percent (70%) of the regular monthly Memorial Garage rate. This provision shall be inoperative at the sole discretion of the City at any time after June 20, 1997.

17.6 PROBATIONARY PERIOD

a. Probationary Period

The probationary period is an extension of and an integral part of the examination process. It shall be utilized for closely observing the employee's work, for securing the most effective assimilation of a new employee, and for determining if performance meets the required standards of the job.

- (1) The probationary period for all employees in this unit shall be twelve (12) months in duration.
- (2) An employee may be released, without right of appeal, during the probationary period. Written notice of the release shall be furnished the probationer.

b. Performance Evaluations

- (1) At the discretion of the appointing authority, the City shall have the right to conduct employee performance appraisals for all career and non-career employees, including those at the top salary step.
- (2) Should review of the existing performance evaluation system be requested by either party, upon mutual agreement the parties shall meet to discuss the performance evaluation system.

17.7 TRIAL PERIOD

- a. An employee appointed to a career classification as a non-career employee shall serve a trial period.
- b. The trial period for the non-career employee appointed to a career classification shall be equivalent in length of time to the probationary period for that classification beginning with the first day the employee reports to work.
- c. A non-career employee may be released from his or her position at the discretion of the appointing authority at any time during the trial period without right of appeal to the Civil Service Board. Such release shall be confirmed in writing.
- d. This provision shall not be used to circumvent the Civil Service system in respect to the City's testing practices.

17.8 PAYROLL ERRORS

- a. In the event an error has been made in the payment of an employee's compensation, including, but not limited to, wages, overtime payments, healthcare contributions, incentives, or leave accruals, balances and/or usages, the City shall, for purposes of future compensation, adjust such compensation to the correct amount, giving written notice to the employee.
- b. In the event an employee received an overpayment, reimbursement to the City shall be accomplished by:
 - (1) Lump sum payment by the employee;

- (2) A one-time deduction from all available paid leave balances, except sick leave, equivalent to the overpayment at the employee's current hourly rate;
- (3) A repayment schedule through payroll deduction; and/or
- (4) Other means, as may be mutually agreed between the parties.

No repayment schedule shall exceed fifty-two (52) pay periods in duration, except that if the employee does not agree to a voluntary repayment schedule, the overpayment collection shall not exceed twenty-six (26) pay periods.

- c. No action shall be taken to enforce repayment of an overpayment, or to correct an underpayment, unless action is taken within two years from the ending date of the pay period in which the error is discovered. "Action is taken" as used in this Section shall mean written notice to the employee in the case of an overpayment, or written or oral notice to the City in the case of an underpayment error.

17.9 PERS RETIREMENT PLAN

a. Member Contribution to PERS Retirement Plan – Classic Members

- (1) Effective June 29, 2013, "classic members" as defined by PERS, shall pay seven percent (7%) of the member contribution to the PERS retirement plan. Classic members shall qualify for the 2% at 55 benefit formula and retirement shall be based upon the highest twelve (12) consecutive months of compensation.
- (2) Effective September 5, 2015, "classic members" shall pay eight percent (8%) of salary to the PERS retirement plan. The parties will seek to amend the PERS contract to reflect a new cost-share agreement in which miscellaneous classic members shall, from the date of the amendment, pay a seven percent (7%) employee contribution and one percent (1%) of the employer contribution through PERS cost-share. If this PERS cost share is not approved by a vote of the bargaining unit employees, the one percent (1%) cost share will remain in the City's account.

b. Member Contribution to PERS Retirement Plan – New Members

"New members" as defined by Public Employees' Pension Reform Act (PEPRA) shall be members in the PERS on terms consistent with the PEPRA. New members shall qualify for the 2% at 62 benefit formula, shall contribute fifty percent (50%) of the total normal cost as required by PEPRA, and retirement shall be based upon the highest thirty-six (36) consecutive months of compensation.

17.10 REMOTE WORK PROGRAM

Employee eligibility and participation in the City's Remote Work Program will be pursuant to the City's Remote Work Policy.

This policy shall not be subject to the grievance procedure but shall follow the review procedures outlined in the Remote Work Policy.

17.11 MODIFIED/ALTERNATIVE DUTY POLICY

The City's Modified/Alternative Duty Policy shall be applicable to eligible employees who have been injured on-the-job.

17.12 LIMITED-TERM APPOINTMENTS

The City may, due to extraordinary circumstances, extend a twelve (12) month limited-term appointment to an additional twelve (12) months provided the City complies with the following:

- a. The employee is not laid off after the expiration of the initial twelve (12) month appointment; and
- b. The employee continues to be benefit-qualified for the duration of the extended appointment.

17.13 DEFERRED COMPENSATION PLAN

Career employees may participate in the City's Deferred Compensation 457 Plan, to the extent provided by law.

Each participant in the Plan shall contribute an administrative fee of one dollar and fifty cents (\$1.50) per month from their plan balance to the Plan's administrative allowance account. Funds accumulated by the administrative fee will be utilized as prescribed in the Defined Contribution Plans Committee's Fee and Expense Policy.

17.14 TERM

- a. This Agreement shall remain in full force and effect from December 27, 2025, to and including December 22, 2028.
- b. The provisions of this Agreement shall be effective on the effective date stated above except as otherwise specifically provided.
- c. The Letter of Understanding at Exhibit A is hereby incorporated and shall remain in effect during the term of this Agreement.

DATED: May 19, 2026

WESTERN COUNCIL OF ENGINEERS

CITY OF SACRAMENTO

Diane Dillon
Executive Director

Leyne Milstein
Assistant City Manager

Carlos Barragan
Negotiating Committee Member

Aaron Donato
Labor Relations Manager

James C. Yorita
Negotiations Committee Member

Shelline K. Bennett
Chief Negotiator

Inez Medrano
Negotiations Committee Member

Kimberly Rhodes
Labor Relations Officer

Brett M. Witter
Assistant City Attorney

Exhibit A – Continuing Letter of Understanding



**OFFICE OF LABOR
RELATIONS**

DEE CONTRERAS
DIRECTOR

CITY OF SACRAMENTO
CALIFORNIA

June 17, 2009
(REVISED)

915 I STREET
ADMIN BLDG, ROOM 4133
SACRAMENTO, CA
95814-2604

PH 916-808-5424
FAX 916-808-8110

Ms. Nancy Watson
Executive Director
Western Council of Engineers
700 College Avenue
Santa Rosa, CA 95404

Re: Agreement Regarding City's Efforts to Provide Adequate Work

Dear Ms. Watson:

This is to confirm the agreement of the City of Sacramento (City) and Western Council of Engineers (WCE) covering employees in the Engineering Unit regarding efforts to provide adequate work in the existing Memorandum of Understanding (MOU) between the parties. Specifically, it is agreed as follows:

The City agrees during the current economic downturn and layoffs, it will take reasonable measures to preserve the jobs of career employees including the following:

- a) application of federal stimulus funds for projects which have a direct impact on career employees;
- b) promote cooperation and coordination among departments so that one department might use the employee resources of another department rather than contracting out work; and,
- c) WCE employees impacted by layoffs may apply for limited term and/or temporary work. The selection and hiring process will be consistent with prevailing rules, regulations and the Civil Service Board. Acceptance of limited term and/or temporary work will not impact an employees' recall rights or responsibilities. On a quarterly basis, the City shall provide to WCE a list of anticipated and existing outside contracts/consultants which perform the

WCE – Provide Adequate Work
June 17, 2009 (REVISED)
Page 2

same and/or similar work performed by WCE members. The list will include contracts/consultants with the Departments of Transportation, General Services, Community Development, Parks and Recreation, and Utilities.

- d) Upon request by either party, the parties will meet no later than twenty (20) business days following the issuing of the list to discuss the impact of the anticipated and existing contracts/consultants. The discussion will include possible solutions to facilitate the reinstatement of employees impacted by layoff.

If this is your understanding of the agreement reached, please sign and date as indicated below and return one copy to my office. I have enclosed an additional original for your files.

Sincerely,



VeRonica Busby
Labor Relations Officer

AGREED TO:



Nancy Watson, Executive Director
Western Council of Engineers

cc: Kirk Thompson, Western Council of Engineers

City of
SACRAMENTO

and

**International Association of
Machinists and Aerospace Workers,
Local Lodge NO. 2182,
District Lodge 190**

**Labor Agreement
Covering Employees
In The Automotive/Equipment Mechanics Unit**

2025-2028

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PREAMBLE

This AGREEMENT, hereinafter referred to as the Agreement, entered into by the CITY OF SACRAMENTO, hereinafter referred to as the City, and the INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS, LOCAL LODGE NO. 2182, DISTRICT LODGE 190, hereinafter referred to as the Union, has as its purpose the promotion of harmonious labor relations between the City and the Union, establishment of an equitable and peaceful procedure for the resolution of differences and the establishment of rates of pay, hours of work, and other conditions of employment.

ARTICLE 1 – RECOGNITION

1.1 RECOGNITION

- a. The City hereby recognizes the Union as the exclusive bargaining agent for all employees in the Automotive/Equipment Mechanics Unit, as defined in the City's Employer-Employee Relations Policy, and agrees to meet and confer and otherwise deal exclusively with the Union on all matters relating to the scope of representation pertaining to the said employees as authorized by law.
- b. The Union or the City will not object to the State Mediation and Conciliation Service or the American Arbitration Association conducting any election pursuant to the City's Employer-Employee Relations Policy.

1.2 EMPLOYEES COVERED BY THIS AGREEMENT

Any employee working in a job classification in the Automotive/Equipment Mechanics Unit shall be covered by this Agreement except as hereinafter provided. Additionally, any career employee covered by this Agreement who accepts a temporary appointment to a classification outside this Agreement shall continue to be covered by this Agreement for a period of ninety (90) calendar days. Such temporary appointment shall be treated as an out-of-classification assignment. Similarly, a career employee not covered by this Agreement who accepts a temporary appointment to a classification covered by this Agreement shall not fall under the provisions of this Agreement for a period of ninety (90) calendar days. The City shall not make temporary appointments under this provision for the sole purpose of eroding the bargaining unit.

The following terms are defined as used throughout this Agreement:

Career Employees: Those employees having either probationary or permanent status in a classification covered by this Agreement.

Non-Career Employees: Employees working in a classification covered by this Agreement who are not required to serve a probationary period and who therefore

have neither probationary nor permanent status. There are the following two (2) categories of non-career employees:

(+1,040): These non-career employees work, within one (1) year of each date of employment, in excess of 1,040 hours during a continuous period of employment of more than six (6) months.

(-1,040): These non-career employees work, within one (1) year of each date of employment, 1,040 or less hours. Included in this category are all non-career employees who do not fall under the (+1,040) definition.

ARTICLE 2 – SOLE AGREEMENT

2.1 SOLE AGREEMENT

- a. The City and the Union both agree that this Agreement, when signed by both parties hereto, and approved by the City Council, supersedes all other Agreements and supplements and represents the sole agreement between the parties.
- b. If during its term, the parties hereto should mutually agree to modify, amend or alter the provisions of the Agreement in any respect, any such change shall be effective only if and when reduced to writing and executed by the authorized representative of the City and the Union. Any such changes validly made shall become a part of this Agreement and subject to its terms.
- c. The waiver of any breach or condition of this Agreement by either party shall not constitute a precedent in the future enforcement of all terms and conditions herein.

ARTICLE 3 – CITY RIGHTS

3.1 CITY RIGHTS

The City retains the exclusive right, subject to and in accordance with applicable laws, the City Charter, Civil Service Board Rules and Regulations, and the provisions of this Agreement, (a) to direct employees in the performance of their duties; (b) to hire, promote, transfer and assign employees; (c) to classify employees in accordance with applicable Charter, ordinance and Civil Service Board Rule provisions; (d) to discipline employees; (e) to dismiss employees because of lack of work or for other reasonable cause; (f) to determine the mission of its Divisions and Departments, and its budget, organization, the number of employees, and the numbers, types, classifications and grades of positions or employees assigned to an organization unit, work project, shift, or tour of duty, and the methods and technology of performing its work; and (g) to take whatever action may be appropriate to carry out its mission in situations of emergency.

ARTICLE 4 – UNION RIGHTS

4.1 PAYROLL DEDUCTIONS

- a. In addition to continuing existing payroll deductions under plans to which the City is or shall hereafter be a contracting party, the City agrees to establish payroll deductions for members of the Union for: (1) the normal and regular monthly Union membership dues and assessments, (2) monthly insurance premiums for plans sponsored by the City or the Union, not to exceed three (3) insurance deductions per member, including other Union-sponsored programs.
- b. All the above payroll deductions shall be subject to the following conditions:
- (1) Such deductions shall be made pursuant to the terms and conditions set forth in this Agreement using the Union’s Member Enrollment Form (hereafter, “Member Enrollment Form”) agreed to by the City and Union.
- Employee full name;
 - Employee date of birth;
 - Employee eCaps ID number or the last four numbers of their Social Security number;
 - Amount or percentage to be deducted from employee’s bi-weekly paycheck for membership dues;
 - Additional deductions (e.g., life insurance); and
 - Any additional necessary information.

Any future changes or modifications to the member enrollment form shall be agreed upon between the City and Union.

- (2) Such deductions shall be made only upon submission of the member enrollment form, by the Union, to the Payroll Division, Department of Finance.
- (3) Dues deductions shall occur over twenty-four (24) pay periods per year, which shall be the first two (2) pay periods each month. If for any reason an employee does not have sufficient funds due them to provide for the payment of any of the above payroll deductions after all other authorized or mandatory deductions or garnishments have been made, if any, no such sums shall be payroll deducted and the Union shall assume the duty of direct collection from the employee.

- (4) The Union is responsible for submitting the member enrollment form to the Payroll Division, Department of Finance, any changes in the amounts to be payroll deducted from the paychecks of employees who have so authorized.
 - (5) When changes in the rates affect large groups of the Union's members, the Union may, in place of the agreed upon member enrollment form, notify the Payroll Division, Department of Finance, by email, clearly defining the group of Union members affected and the new rate.
 - (6) Unless notified in writing by the Union of any employee's request to cancel their union dues deduction(s), the City will continue to deduct dues, and/or any additional deduction(s) noted. Notification will be made to the Payroll Division, Department of Finance, utilizing the member enrollment form notating in the "Additional Information" column that it is a membership cancellation.
 - (7) In the event that a union member is no longer employed in a classification covered under this Agreement, but remains an active employee of the City, the City may cancel their union dues deduction(s) without notification from or to the Union. Upon written notification by the Union, the City shall enroll new members and/or cancel existing membership as soon as practicable, not exceed a period of thirty (30) calendar days after notification.
 - (8) The Union shall maintain signed authorization forms by their members certifying that the dues and/or fee(s) deduction(s) are authorized and shall provide said authorization forms to the City in the event of a dispute regarding the existence or terms of such authorization. The City will remit to the Union a check for all the deductions.
- c. The Union will promptly refund to the City any amounts paid to the Union in error under this Section. The Union expressly agrees to indemnify and hold the City harmless from any and all claims, demands, costs (including any costs incurred by the City in defense of a lawsuit), expenses, damages or other monetary losses out of or in any way connected with any action or inaction of the City in the adoption or administration of this Section. This hold harmless and indemnity agreement shall include, but not be limited to, employee legal actions of any sort or nature against the City based upon or related to this Section. This hold harmless and indemnity agreement is not applicable when the Union takes action against the City to enforce the terms of this Agreement regarding dues deduction as related to this Section.

4.2 UNION SECURITY

Duty of Fair Representation

The Union shall accord fair representation in all matters to all employees in the Unit without regard to whether the particular employee is a member of the Union. The duty of fair representation shall include, but not be limited to, all matters related to collective bargaining, discipline, contract administration, and grievance processing.

4.3 UNION REPRESENTATIVES

- a. The City recognizes that the Union has established Shop Stewards who shall consist of career City employees who are represented by the Union, to handle grievances pertaining to this Agreement. A current list of Shop Stewards shall be made available to the Director of Human Resources together with any changes thereto.
- b. Stewards shall not conduct Union or representational activities, including grievance handling, on City time unless prior approval is expressly granted by City management.
- c. The City shall grant, upon request, a leave of absence without pay for Union business if the request is made one (1) month in advance of the time requested off. The leave of absence without pay shall be limited to one career employee and one workweek per fiscal year.

4.4 BULLETIN BOARDS

- a. Space shall be provided on City property, at locations mutually agreed upon, for Union bulletin boards for the posting of the following types of notices:
 - (1) Union recreational and social activities.
 - (2) Union elections.
 - (3) Union appointments and results of Union elections.
 - (4) Union meetings.
 - (5) Union Shop Sign.
- b. Such other notices as may be mutually agreed upon by the Union and the Director of Human Resources. Bulletin boards are for the sole purpose of such notices as are listed above. The board size shall be three (3) feet by four (4) feet.

4.5 NEW OR REVISED JOB CLASSIFICATIONS

- a. It is recognized that the establishment of new or revised job classifications within the Unit covered by this Agreement may be warranted because of changes in job content or services offered by the City. Under such circumstances, the City shall prepare and submit the proposed descriptions to the Union at least fifteen (15) calendar days prior to submission to the Civil Service Board.
- b. The Union and the City shall meet prior to submission of the proposed descriptions to the Civil Service Board and shall make every reasonable effort to reach agreement on a joint proposal to the Civil Service Board.
- c. The Union shall have the right to file an appeal to the Civil Service Board regarding job classification.
- d. After the classification is designated to a Unit represented by the Union, the City will negotiate with the Union the salary range for the new classification or for the revised classification, if there has been sufficient changes in the job duties and responsibilities, prior to submission to the City Council.
- e. The City shall submit all job announcements for positions covered under this Agreement to the Union not less than five (5) days prior to publication by the City.

ARTICLE 5 – GRIEVANCE PROCEDURE

The City and the Union agree to implement the following grievance procedure:

5.1 PURPOSE

- a. This grievance procedure shall be used to process and resolve grievances arising under this Agreement except to the extent that the City Charter vests jurisdiction elsewhere.
- b. The purposes of this procedure are:
 - (1) to resolve grievances informally at the lowest possible level;
 - (2) to provide an orderly procedure for reviewing and resolving grievances promptly.

5.2 DEFINITIONS

- a. A grievance is a good faith complaint of one or a group of employees, or a dispute between the City and the Union involving the interpretation, application, or enforcement of the express terms of this Agreement.

- b. No matter shall be considered as a grievance under this Article unless it is presented in writing within thirty (30) calendar days after occurrence of the events on which the grievance is based. With the consent of the City's third step grievance the thirty (30) calendar day time limit for filing grievances may be extended.
- c. As used in this procedure, the term "supervisor" means the individual who assigns, reviews and directs the work of an employee.
- d. As used in this procedure the term "party" means an employee, the Union, the City, or their authorized representatives.
- e. The employee retains all rights conferred by Sections 3500 et seq., of the Government Code or the Rules and Regulations of the Civil Service Board of the City unless waived by such employee.

5.3 STEP ONE

An employee who believes they have cause for grievance may contact their supervisor alone. An employee who believes they have cause for grievance may contact their supervisor with their Shop Steward. If after discussions with the supervisor, the employee does not feel the grievance has been properly adjusted, the grievance may be reduced to writing. The grievance statement shall include the following:

- a. A statement of the grievance clearly indicating the question raised by the grievance and the article(s) and section(s) of this Agreement.
- b. The remedy or correction requested of the City.
- c. The grievance form shall be signed by the grieving employee, the date and time of presentation affixed thereto, and signed as received by the employee's Division Head.
- d. The grieving employee's Division Head or designee shall give their answer to the grievance in writing within fourteen (14) calendar days from the time they receive the grievance in writing. This first step answer shall include the following:
 - (1) A complete statement of the City's position and the facts upon which it is based.
 - (2) The remedy or correction which has been offered, if any.

5.4 STEP TWO

The appeal to the second step will be made within fourteen (14) calendar days. The hearing of the grievance will be held within fourteen (14) calendar days of the second step appeal. The Union representative and designated departmental

representative will meet in an effort to settle the matter. The City's answer will be made within fourteen (14) calendar days after the hearing is held. The employee has fourteen (14) calendar days after receiving the City's Step Two response to determine whether or not to appeal the grievance to the third step.

5.5 STEP THREE

The Union's representative and the designated representative of the City will meet to hear grievances appealed to the third step. Grievances appealed to the third step of the grievance procedure shall be heard within fourteen (14) calendar days after the appeal to the third step of the grievance procedure. A written answer will be made within fourteen (14) calendar days after the hearing stating the City's position.

5.6 ARBITRATION

If the third step answer is not satisfactory to the employee, the Union may appeal the grievance to arbitration. The request for arbitration must be given in writing to the Labor Relations Manager by the Union within fourteen (14) calendar days from the date of the third step answer.

- a. An arbitrator may be selected by mutual agreement between the Union representative and the City's representative.
- b. Should the representatives fail to mutually agree on an arbitrator they shall make a joint request to the State Mediation and Conciliation Service for a list of five (5) qualified arbitrators. The parties shall alternate striking names from the list and the remaining person shall be accepted as the arbitrator. The first party to strike will be determined by the flip of a coin.
- c. It is understood that the arbitrator will only interpret this Agreement and will in no instance add to, delete from, or amend any part thereof. The arbitrator's decision shall be final and binding on the City, the Union and employee.
- d. The fees of the arbitrator and the court reporter, if used, will be borne equally by the Union and the City.
- e. Either party to this Agreement shall, upon receipt of a written grievance, have the right to refuse to handle such grievance if the aggrieved party has not followed the steps outlined in this Article for processing a grievance.
- f. If the City does not meet time limits, the Union may process the grievance to the next step of the grievance procedure. Time limits at each grievance step may be waived by mutual agreement of the parties.
- g. A Shop Steward or a Union representative shall have the authority to settle grievances for the Union or employees at the respective steps of the grievance procedure.

5.7 WITNESSES

The City agrees that employees shall not suffer loss of compensation for time spent as a witness at an arbitration hearing held pursuant hereto. The Union agrees that the number of witnesses requested to attend and their scheduling shall be reasonable.

ARTICLE 6 – SALARY ADJUSTMENTS

6.1 SALARY

- a. Effective July 12, 2025, all salary steps shall be increased by one percent (1.0%).

This increase to all salary steps will be implemented within ninety (90) calendar days after adoption of this Agreement by the City Council. Only those employees who are on the payroll and who are employed in a classification covered by this Agreement on the pay period end date for which the payment is processed shall be eligible for retroactive pay.

- b. Effective July 11, 2026, all salary steps shall be increased by two and one-half percent (2.5%).
- c. Effective July 10, 2027, all salary steps shall be increased by three percent (3.0%).

A list of classifications covered under this Agreement can be found in the City's Employer-Employee Relations Policy.

6.2 SALARY RANGE

Employees shall be covered under the eight-step salary range consisting of Steps 1 through 8.

6.3 SIGNING BONUS

Within forty-five (45) calendar days after adoption of this Agreement by the City Council, the City will pay all employees covered by this Agreement a signing bonus of five hundred dollars (\$500), less normal and customary payroll deductions. Only those employees who are on payroll and who are employed in a classification covered by this Agreement on the pay period end date for which the payment is processed shall be eligible for the signing bonus.

ARTICLE 7 – INCENTIVE PROGRAM

7.1 CLASSIFICATIONS ENTITLED TO INCENTIVE PAY

- a. Equipment Mechanic I, II, & III and Equipment Serviceworker shall receive a \$165.00 monthly incentive, in addition to their base salary, if they possess a valid Advanced Emission Specialist Technician Certification for the State of California Department of Consumer Affairs.
- b. Equipment Mechanic I, II, & III; Equipment Body Mechanic I, II, & III; Equipment Serviceworker; and Vehicle Service Attendant shall receive a \$60.00 monthly incentive, in addition to their base salary, if they possess a valid Undercar Specialist A4, A5, X1 certifications from the Bureau of Automotive Repair. Employees receiving this incentive are only allowed to receive the additional ASE certification incentives under 7.1(c) and/or 7.1(d) after completion of two (2) or more additional ASE certifications.
- c. Equipment Mechanic I, II, & III; Equipment Body Mechanic I, II, & III; and Equipment Serviceworker shall receive up to a maximum of \$150.00 monthly incentive, in addition to their base salary, if they possess valid Auto certifications from Automotive Service Excellence (ASE). Employees shall receive monthly incentives based on the following: 2 ASE Certs: \$25.00; 4 ASE Certs: \$50.00; 6 ASE Certs: \$75.00; and Master Cert: \$150.00.
- d. Equipment Mechanic I, II, & III; Equipment Body Mechanic I, II, & III; and Equipment Serviceworker shall receive up to a maximum of \$150.00 monthly incentive, in addition to their base salary, if they possess valid Truck certifications from Automotive Service Excellence (ASE). Employees shall receive monthly incentives based on the following: 2 ASE Certs: \$25.00; 4 ASE Certs: \$50.00; 6 ASE Certs: \$75.00; and Master Cert: \$150.00.
- e. Equipment Body Mechanic I, II, & III shall receive a \$60.00 monthly incentive, in addition to their base salary, if they possess a valid Master Collision Specialist certification from Automotive Service Excellence (ASE).
- f. Fire Service Workers, who are SCBA certified, shall receive a one percent (1%) incentive above their base rate of pay.
- g. If an employee has Master Auto/Truck and the Undercar certification, employee will not receive the Undercar incentive.
- h. Incentives shall not be compounded.
- i. All licenses and certificates are subject to renewal as indicated below. City will reimburse employees for costs associated with classes and books incurred in training to obtain or renew the licenses or certificates. The City will not reimburse employee for the cost of the test to obtain the license or

certificate. Time spent in obtaining licenses or certificates shall either be during non-working hours or while on approved personal leave, including vacation, CTO, or holiday time.

Licenses or certificates are valid for the following periods:

- (1) Smog License - 2 years from issue
 - (2) ASE or Equivalent Test Certificates - 5 years from issue (or duration of the certificate whichever is shorter)
- j. Incentives are payable only if the required valid license or certificate is on file in the Department of Public Works, Fleet Management Division during the entire pay period.
- k. Payment for continuing education is eliminated effective September 3, 2005.

ARTICLE 8 – SALARY ADMINISTRATION

8.1 ORIGINAL APPOINTMENT COMPENSATION RATE

The rate of compensation upon original appointment shall normally be Step 1, as applicable. However, if the City Manager or designee finds that the appointee has extraordinary qualifications, or that a higher step is necessary in order to recruit, appointment at any step in the range may be made. This provision shall apply to original appointments to career positions and appointments to non-career positions.

8.2 ADVANCEMENT IN RATE OF COMPENSATION

a. Advancement in Steps

- (1) Upon successful completion of twenty-six (26) weeks (1,040 hours) of service, an employee shall be advanced to the next higher step of the salary range of the classification. Employees who thereafter maintain a normally satisfactory level of performance shall be advanced automatically at fifty-two (52) week (2,080 hours) intervals to succeeding steps of the assigned salary range.
- (2) Time spent on leave of absence without pay of ten (10) or less consecutive workdays shall not affect the step increase eligibility date. For such leaves in excess of ten (10) consecutive working days, all leave time shall not count toward step increases.
- (3) An employee who has completed the required probationary period in their current classification and who is at a salary step lower than top step may be advanced to any higher step in the salary range for that

classification at any time. Such step advancement under this provision shall not be subject to the grievance procedure and shall be at the sole discretion of the Department Head.

(4) This Section shall not apply to non-career employees.

b. Denial of Step Increase and Reduction in Grade

Employees who do not maintain a satisfactory level of performance may be denied advancement, and may be reduced within grade upon approval of the appointing authority. Employees in the civil service who are denied advancement, or who are reduced in grade, shall have the right to appeal to the Civil Service Board in accordance with its rules and regulations. (This subsection shall not apply to non-career employees.)

c. Effective Date of Step Increases/Payroll Changes

All payroll changes shall be effective on the first day of the bi-weekly pay period following the date the employee became eligible for a pay increase, which bi-weekly pay period shall begin at 12:01 a.m. Saturday of the first week, and end at 12:00 midnight on the Friday of the second week.

d. Effective Date of Salary Step Increase Upon Extension of Probationary Period

- (1) If the probationary period is extended due to light duty, sick leave, or injury-on-duty time, the salary step increase will be delayed for the period of the extension. However, the probationary period shall only be extended if the time exceeds thirty (30) consecutive calendar days.
- (2) For an employee in a classification with a six (6) month probationary period who successfully completes the extended probationary period, the period of the extension shall be included in determining the eligibility date for the salary step increase. For example, an employee is appointed on January 4, 1986, and works in the regular assignment until April 11, 1986. On April 12, 1986, the employee is on injury-on-duty time until July 4, 1986, and returns to the regular assignment on July 5, 1986. The employee successfully completes the probationary period on September 26, 1986. The effective date on the salary step increase is July 5, 1986, because the period April 12, 1986, to July 4, 1986, is included in determining the salary step eligibility date.
- (3) If a probationary period is extended due to an unpaid leave of absence, the period of such extension is excluded in determining the eligibility date for a salary step increase.

8.3 EFFECT OF CLASSIFICATION CHANGE ON RATE OF COMPENSATION

a. Movement to a Higher Classification

When an employee moves from one classification to another which has a higher salary, through examination, appointment to an exempt position, temporary appointment in the absence of an eligible list, or reallocation, the employee shall receive an increase at least equal to a full in-grade salary step of five percent (5%) or Step 1, as applicable, of the higher classification, whichever is greater, but not to exceed the maximum rate of the higher classification.

b. Movement to Another Position in the Same Classification or to a Classification With the Same Salary Range

When an employee moves to another position in the same classification or to another classification with the same salary range, the employee shall maintain the same salary and same anniversary date.

c. Movement to a Lower Classification

When an employee's position is reallocated to a classification with a lower salary range, the employee shall suffer no reduction in salary, and the Y-rate provisions of this Agreement shall apply. The salary of an employee who voluntarily demotes shall be that salary step nearest but does not exceed such salary paid in the previous classification.

8.4 EFFECT OF CHANGE OF SALARY RANGE UPON COMPENSATION

Whenever the salary range of a classification is adjusted upward, the salary rate of each employee in the classification shall be adjusted to the step in the new range which corresponds to the step received in the former range, and the employee shall retain the current anniversary date for further increases within the new range.

8.5 RATE OF COMPENSATION UPON RETURN TO CITY SERVICE

a. An employee recalled after layoff, reinstated after a leave of absence, or reemployed in the same classification after resignation shall return to the same salary step paid at the time of departure.

b. If the employee is reemployed after resignation to a classification lower than that in which last employed, the employee may receive any step, but not to exceed the salary of the classification in which last employed. If that step is other than the maximum step of the salary range, the anniversary date for subsequent in-grade adjustments shall be twelve (12) months from the date of reemployment and each year thereafter until the maximum step of the salary range is reached.

8.6 RATES HIGHER THAN TOP STEP (Y-RATE)

Whenever the salary of an employee exceeds top step of the salary range established for a classification as applicable, such salary shall be designated as a "Y-rate." During such time as an employee's salary remains above the top step, the employee shall not receive further salary increases, except that upon promotion to a higher classification, the employee shall immediately advance to the step of the range of the higher classification next above the "Y-rate," and be eligible for advancement to succeeding steps in the range as outlined in this Agreement. In the event an employee is "Y-rated" below top step, the employee shall be permitted to advance to the maximum step of the original range.

8.7 LONGEVITY PAY (CITY CHARTER)

Employee eligibility for longevity pay shall be determined as provided in [Section 108 of the City Charter](#). The amount of payment after twenty (20) years of City service shall be one hundred dollars (\$100), and after twenty-five (25) years of City service, an additional two hundred dollars (\$200), for a total of three hundred dollars (\$300). The parties acknowledge that Longevity Pay is provided in the City Charter and not through this Agreement. In the event that changes are made to the City Charter, those changes shall supersede the provision of this Agreement regarding Longevity Pay.

Longevity Pay as provided in this Section shall be reported to CalPERS in a manner consistent with CalPERS rules for reporting special compensation, as amended.

8.9 LONGEVITY PAY (CONTRACT)

- a. Employees who have completed seventeen (17) years of City service shall be eligible to receive contract longevity pay as follows:
 - (1) Effective July 11, 2026, longevity pay will be one percent (1%) of the employee's base rate of pay.
 - (2) Effective July 10, 2027, longevity pay will be increased by two percent (2%) of the employee's base rate of pay, for a total of three percent (3%).
- b. Longevity Pay shall be additive and shall not be compounded with any other type of pay or incentive. For purposes of determining employee eligibility for longevity, as provided by this Section, years of service shall be determined by an employee's City Service Seniority as defined in Article 15, Layoff, Section 15.2(b)(2).

ARTICLE 9 – HEALTH AND WELFARE

9.1 CONTRIBUTION TO FULL-TIME AND PART-TIME CAREER EMPLOYEES

- a. The City shall administer a Cafeteria Plan benefits program for employees consistent with [Internal Revenue Code Section 125](#). The details of Plan eligibility and operational requirements are set forth in Plan documents. The City shall make contributions (City dollars) as defined below. One-half (1/2) of the City contributions will be made to eligible employees on the first two (2) paychecks (Eligible Paycheck) in each month for insurance coverage the first and second halves of that month, respectively.
- b. The amount of City contribution as provided in subsection 9.3 (b)(1-3) and 9.3 (c) for the first two (2) paychecks in each month shall be based on the number of hours for which the employee was paid in that bi-weekly pay period: 64 or more hours paid = 100% contribution; 40-63.9 hours paid = 50% contribution.
- c. Eligible employees shall receive a City contribution for each Eligible Paycheck on which the employee is paid for forty (40) or more hours. Employees who are paid less than forty (40) hours on an Eligible Paycheck may continue elected coverage limited to the City's medical, dental, and vision plans for the period of time permitted by the Consolidated Omnibus Budget Reconciliation Act (COBRA) by personal remittance or other arrangement for payment of the full premiums of any insurance elected to be continued.
- d. Notwithstanding subsections 9.1(a), 9.1(b), 9.1(c), eligible employees shall continue to receive a City contribution for each Eligible Paycheck: (1) while on an approved protected leave of absence without pay, if required by state and/or federal law; or (2) while suspended from service without pay.
- e. All terms and conditions of medical, dental, vision, disability, and basic life insurance sponsored by the City will be as outlined in certificates of coverage and related insurance contracts. Eligible career employees may apply the City contribution for the City's disability plan or the Union-sponsored disability income protection plan, but not both.

9.2 CONTRIBUTION TO NON-CAREER EMPLOYEES

- a. Benefit eligible non-career (+1,040) employees shall receive prorated City dollars as indicated in subsection 9.1(b), above. Except as provided herein, the City dollars shall be applied toward the premiums for City-sponsored medical, dental, and vision insurance plans for eligible employees and qualified dependents, if any.
- b. To be eligible for City dollars as indicated in subsection 9.2(a), the non-career employee must be paid for a minimum of forty (40) hours of work on

each paycheck. If the employee fails to be paid for the minimum forty (40) hours necessary to receive the City contribution, the City shall deduct from the employee's first two (2) paychecks each month the amount needed to pay for the insurance plans which the employee has selected. If this deduction from the employee's first two (2) paychecks each month cannot be made in its entirety, it is the responsibility of the individual employee to pay for the remaining amount. Failure to do so before the end of the calendar month including such paycheck(s) shall automatically drop the employee from the City-sponsored insurance program until the next open enrollment period.

9.3 AMOUNT OF CONTRIBUTION

a. Account Based Health Plan (ABHP)

- (1) The ABHP is a combination of a High Deductible Health Plan (HDHP) and a Health Savings Account (HSA).
- (2) Employees enrolled in an ABHP, the City contributions shall be as specified in subsection 9.3(b), below. To the extent that the premium for the ABHP is less than the City contributions outlined in subsection 9.3(b) below, any remaining City contribution shall be credited to the employee's HSA, to the extent allowed by law.

b. City Contributions

- (1) For Plan Years Prior to Effective Date of Subsection (2), the City Contribution Rates Shall be as Follows:
 - (a) Full-time employees enrolled in a City-sponsored medical plan for employee only, the City contribution shall be nine hundred seventy-one dollars (\$971) per month.
 - (b) Full-time employees enrolled in a City-sponsored medical plan for employee plus one (1) dependent, the City contribution shall be one thousand five hundred forty-five dollars (\$1,545) per month.
 - (c) Full-time employees enrolled in a City-sponsored medical plan for employee plus two (2) or more dependents, the City contribution shall be two thousand fifty-one dollars (\$2,051) per month.
- (2) Effective for the pay period beginning January 10, 2026, with the increased City contribution first reflected on the paycheck dated February 3, 2026, the City's monthly healthcare contributions shall be as follows:

- (a) Full-time employees enrolled in a City-sponsored medical plan for employee only, the City contribution shall be one thousand fifty-one dollars (\$1,051) per month.
 - (b) Full-time employees enrolled in a City-sponsored medical plan for employee plus one (1) dependent, the City contribution shall be one thousand six hundred seventy-four dollars (\$1,674) per month.
 - (c) Full-time employees enrolled in a City-sponsored medical plan for employee plus two (2) or more dependents, the City contribution shall be two thousand two hundred thirty dollars (\$2,230) per month.
- (3) Effective the first Eligible Paycheck of 2027 for plan year 2027, the City shall contribute fifty percent (50%) of the first one hundred dollars (\$100) of the premium increases, up to a total City dollar maximum contribution of fifty dollars (\$50) per month toward the cumulative total increase in premiums, from plan year 2026 to plan year 2027, of the benchmarked twenty-five dollar (\$25) Kaiser HMO, Delta Dental PPO, and VSP basic vision plans. The employee shall be responsible for any premium increase(s) which exceed this amount.

If the year-over-year premium increase for the benchmarked twenty-five dollar (\$25) Kaiser HMO for any applicable coverage level (Employee Only, Employee +1 dependent, or Employee +2 or more dependents) from plan year 2026 to plan year 2027 exceeds ten percent (10%), the parties shall meet and discuss, upon the Union's request, City dollar contribution increases limited solely to the specific coverage level for which the year-over-year premium increase exceeds ten percent (10%). Absent mutual agreement, the City dollar contribution outlined in this subsection 9.3(b)(3) shall remain in effect.

- (4) Effective the first Eligible Paycheck of 2028 for plan year 2028, the City shall contribute fifty percent (50%) of the first one hundred dollars (\$100) of premium increases, up to a total City dollar maximum contribution of fifty dollars (\$50) per month toward the cumulative total increase in premiums, from plan year 2027 to plan year 2028, of the benchmarked twenty-five dollar (\$25) Kaiser HMO, Delta Dental PPO, and VSP basic vision plans. The employee shall be responsible for any premium increase(s) which exceed this amount.

If the year-over-year premium increase for the benchmarked twenty-five dollar (\$25) Kaiser HMO for any applicable coverage level (Employee Only, Employee +1 dependent, or Employee +2 or more

dependents) from plan year 2027 to plan year 2028 exceeds ten percent (10%), the parties shall meet and confer, upon the Union's request, City Dollar contribution increases limited solely to the specific coverage for which the year-over-year premiums increase ten percent (10%).

- c. Full-time employees not enrolled in a City-sponsored medical plan shall receive a City contribution up to seven hundred forty-seven dollars (\$747) per month to purchase City-sponsored dental and vision coverage.
- d. Part-time employees shall receive a prorated City contribution consistent with subsection 9.1(b).
- e. Employees who are eligible to receive the City contribution who do not provide proof of other group medical coverage or do not enroll in City medical coverage within thirty (30) calendar days of being eligible for the City's contribution shall be enrolled in the lowest cost ABHP medical plan for employee only coverage.
- f. Employees shall not receive any unused portion of the City contribution as cash.
- g. Changes to the City's healthcare contribution levels as provided in this Section, including the adjustments effective for plan year 2026, shall not create or entitle employees to a special open enrollment period. Open enrollment opportunities shall occur only as provided in the City's normal annual benefits cycle or as otherwise required by law.

9.4 COVERED DEPENDENTS

- a. An employee who has a domestic partner and has a notarized City-provided "Declaration & Understanding of Partnership Status for City of Sacramento Employee Health Benefits" dated on or before January 23, 2017, may cover the domestic partner under the employee's City-sponsored medical, dental or vision plan. The employee will pay for the premium difference for the domestic partner coverage as an out-of-pocket employee cost. In no event will the City's monthly health and welfare contribution be used to pay for the cost of the domestic partner's coverage.
- b. An employee who has a domestic partner and is registered with the Secretary of State of the State of California, may cover the domestic partner and/or the domestic partner's children, under the employee's City-sponsored medical, dental, or vision plan. Employees with registered State of California domestic partners shall receive the City contributions as specified in Section 9.3.
- c. The following eligible dependents qualify to be enrolled on a City medical, dental, or vision plan: lawfully married spouse or registered domestic

partner; children up to age 26 who are an employee's natural child, stepchild, adopted child, or the natural or adopted child of an employee's spouse or registered domestic partner; children up to age 26 who are placed under the legal guardianship of an employee, the employee's spouse, or employee's registered domestic partner; children up to the age of 26 in which the City has received notice of a Qualified Domestic Relations Order of required coverage; and disabled unmarried children over the age of 26 who reside with the employee. The definition of a dependent child for the purposes of medical insurance shall also be in accordance with the Patient Protection and Affordable Care Act.

- d. An employee covered as a dependent of another City employee may not enroll in a City medical plan but may enroll in a City dental or vision plan.

9.5 CASH-BACK LIMITS

- a. The cash-back for eligible employees who waive City-sponsored medical insurance shall be two hundred dollars (\$200) per month. The two hundred dollars (\$200) per month shall remain in effect through the end of the contract. Part-time employees shall be prorated as indicated in 9.1(b).
- b. Cash-back shall be available to employees who waive medical insurance enrollment during the 2013 open enrollment period. No employee shall receive cash back that is not receiving cash back at the end of the 2013 open enrollment period. Cash-back shall not be included in the employee's base rate of pay when determining such rate for contract overtime.
- c. Employees transferring to classifications in the Automotive/Equipment Mechanics Unit who are receiving cash-back at the time of transfer may maintain the cash back option as long as they continuously waive City-sponsored medical insurance.

9.6 LIFE INSURANCE

- a. The City provides basic life insurance in an amount of \$10,000 to each eligible career employee at no charge. Employees may purchase, at their expense, additional life insurance of \$40,000.
- b. Employees may also purchase, at their expense, supplemental life insurance at an amount of up to three (3) times their annual salary, subject to limitations specified by the insurance carrier.

9.7 FLEXIBLE SPENDING ACCOUNTS

The City shall establish the following Flexible Spending Accounts (FSA) as permitted by Internal Revenue Service Regulations:

- a. Out-of-pocket costs for City-sponsored medical and dental insurance premiums;

- b. Unreimbursed health care expenses; and
- c. Dependent care reimbursement.

The City shall provide a summary of IRS rules on flexible spending limits during each open enrollment to both the employees and the Union.

9.8 RETIREE OR SURVIVOR DEPENDENTS

Eligible City retirees or survivor dependents shall receive City-paid retiree insurance contributions for medical, dental, and vision insurance benefits under the following provisions:

a. Retiree Insurance Contribution Rates, Dental, and Vision Insurance Benefits

The maximum City contribution towards the purchase of medical, dental, or vision insurance for retirees is three hundred dollars (\$300) per month for the retiree. A retiree with one (1) or more dependent(s) enrolled on the retiree's medical plan shall receive an additional sixty-five dollars (\$65) per month, for a total maximum monthly contribution of three hundred sixty-five dollars (\$365). Retirees shall not receive any unused portion of the City contribution as cash.

b. Employees Retiring On or After July 1, 1992

- (1) Except as provided below, to be eligible for the City's retiree insurance contribution, the employee must retire from active service with a minimum of ten (10) full years of City service for a service or ordinary disability retirement and be minimum age fifty (50).
- (2) Employees retiring with thirty (30) or more years of City service shall be eligible for the City's retiree insurance contribution and dental and vision benefits effective with the date of retirement without regard to age.
- (3) The City's retiree insurance contribution shall be as follows:
 - (a) Employees with a minimum ten (10) full years of City service but less than fifteen (15) full years of City service shall be eligible to a maximum of fifty percent (50%) of the City's maximum retiree insurance contribution identified in subsection 9.8(a) above.
 - (b) Employees with a minimum of fifteen (15) full years of City service but less than twenty (20) full years of City service shall be eligible to a maximum of seventy-five percent (75%) of the City's maximum retiree insurance contribution identified in subsection 9.8(a) above.

- (c) Employees with a minimum of twenty (20) full years of City service shall be eligible for up to one hundred percent (100%) of the City's maximum retiree insurance contribution identified in subsection 9.8(a) above.
 - (4) There shall be no City-paid retiree insurance contribution or dental and vision benefits for retirees with less than ten (10) full years of City service.
 - (5) An employee who does not retire from the Sacramento City Employee Retirement System (SCERS) or the California Public Retirement System (CalPERS) within one-hundred twenty (120) days from the date of separation from City service shall not be eligible for the City's retiree insurance contribution and may not enroll in a City medical, dental, or vision plan.
- c. Retiree Insurance Contribution for Persons in Deferred Retirement Status as of January 1, 1991

Employees who have elected a deferred retirement prior to January 1, 1991, and who then elect to retire on or after July 1, 1992, and before December 23, 2017, shall be eligible for the City's retiree insurance contribution as follows:

- (1) Employees with at least ten (10) full years of City service, but less than fifteen (15) full years of City service, shall be eligible for fifty percent (50%) of the City's retiree insurance contribution as identified in subsection 9.8 (a) above.
- (2) Employees with at least fifteen (15) or more full years of City service, but less than twenty (20) full years of City service, shall be eligible for seventy-five percent (75%) of the City's maximum retiree insurance contribution as identified in subsection 9.8 (a) above.
- (3) Employees with a minimum of twenty (20) full years or more of City service shall be eligible for one hundred percent (100%) of the City's retiree insurance contribution as identified in subsection 9.8(a) above.
- (4) Retirees must be at least fifty (50) years of age.
- (5) There is no eligibility for retiree insurance contribution or dental benefit for retirees with less than ten (10) full years of City service or who have not attained the age minimum specified in subsection 9.8(b)(1) above.

d. Pre-Medicare Eligible Retirees

Pre-Medicare retirees who are not eligible for Medicare benefits may elect to participate in a City-sponsored medical plan or purchase an individual medical plan. A retiree who elects to purchase an individual medical plan not sponsored by the City shall only be eligible to enroll in a City medical plan if the retiree enrolls with an effective date of coverage which is within two (2) years from the date their prior City medical coverage terminated.

e. Medicare Retirees

In order to maintain eligibility for the City retiree insurance contribution, each eligible retiree and eligible dependent(s) shall enroll in Medicare Parts A and B immediately after becoming eligible for such benefits. Medicare retirees may elect to participate in a City-sponsored Medicare medical plan or purchase an individual Medicare medical plan.

Medicare retirees who have enrolled in Parts A and B after becoming eligible for such benefits may elect to participate in a City-sponsored Medicare medical plan without restriction to the amount of time the retiree has waived a City-sponsored medical plan. Medicare retirees may only enroll on their City-sponsored Medicare medical plan a Medicare eligible dependent(s) who has enrolled in Parts A and B.

Medicare retirees who are eligible for Medicare Parts A and B and who elect to purchase an individual medical plan shall only be reimbursed the cost of the individual premiums associated with a Medicare Advantage, Medicare Supplemental, and/or Medicare Prescription Drug plan up their eligible City contribution.

f. Retiree Insurance Contribution Exclusion

Retirees who participate in another group medical plan as an employee or dependent spouse shall not be eligible for the City contribution as provided in subsection 9.8(a) above.

g. Industrial Disability or Death in Line of Duty Survivors

Retirees who receive industrial disability pensions or death in-line-of-duty survivors shall be entitled to one hundred percent (100%) of the City-paid retiree insurance contribution and dental and vision benefits for retirees regardless of years of service.

h. Survivor Dependents Benefits

Survivor dependents of eligible retirees shall continue to receive the retiree insurance contribution of up to three hundred dollars (\$300) for the survivor only or up to three hundred sixty-five dollars (\$365) for the survivor and eligible dependent.

Eligible dependent as used in this Section, is defined as a dependent who was eligible to be enrolled on the retiree's benefit plan at the time of the retiree's death.

i. Medicare Supplement

In order to maintain eligibility for the City-paid retiree insurance contribution, each eligible retiree and dependent shall enroll in Medicare Parts A and B immediately after becoming eligible for such benefits.

j. Limitation Clause

No employee or retiree shall have any rights provided by this Section 9.8 (Retirees Or Survivor Dependents) after July 7, 2028.

k. Elimination of Retirees or Survivor Dependents Benefits for Employees Hired After June 30, 2013

(1) No employee hired, reemployed, or rehired on or after June 30, 2013, shall be eligible for any benefits provided by this Section. Employees transferring to classifications in the Automotive/Equipment Mechanics Unit after June 30, 2013, shall be ineligible for any benefits provided by this section, unless the transferring employee was eligible for retiree or survivor dependent benefits at the time of transfer.

(2) Employees being recalled from layoff, reinstated consistent with the Rules and Regulations of the Civil Service Board, Rule 10.6, or transferring to classifications covered by this Agreement after June 30, 2013, shall be eligible for the benefits provided by this Section only if the employee was eligible for retiree or survivor dependent benefits at the time of layoff, reinstatement, or transfer.

l. Resuming Retiree or Survivor Dependents Benefits for Eligible Personnel Who Unretire from City Service and Subsequently Re-Retire from City Service On/After January 13, 2024

Individuals retired from classifications represented by the Union who are eligible for retiree or survivor dependents benefits under Section 9.8 shall have these benefits suspended if they elect to unretire and return to active employment with the City of Sacramento.

Notwithstanding Section 9.8(k), upon re-retirement from a classification represented by the Union, retirees who were eligible for retiree or survivor dependents benefits under Section 9.8 at the time of their first retirement, shall receive the City contribution to which they were entitled upon their original retirement date. Years of service during the employee's return to

active employment will not be used to determine any employee's entitlement to the City's retiree insurance contribution under Section 9.8.

Example: An employee retires from a classification represented by the Union with fifteen (15) years of City service. The employee is eligible for 75% of the City's retiree insurance contribution. The individual unretires and works in a Union-represented classification for another ten (10) years. When the employee re-retires, the employee is only eligible for the fifteen (15) year contribution amount, irrespective of any additional years of service worked for the City.

9.9 STATE DISABILITY INSURANCE (SDI)

At any time during the term of the Agreement, the Union may hold an election to determine if its members wish to participate in the State of California short-term disability insurance program (CASDI) at the sole expense of the Union membership. That election must be held pursuant to, and consistent with, laws of the State of California. Upon notification that the members have voted to participate in the program the City will, as soon as administratively feasible, establish enrollment in state short-term disability insurance program for the Union membership.

ARTICLE 10 – LEAVES

10.1 HOLIDAY BENEFITS

a. The following shall be the recognized holidays under this Agreement:

<u>Holiday</u>	<u>Date</u>
New Year's Day	January 1
Martin Luther King's Birthday	Third Monday in January
Washington's Birthday	Third Monday in February
Cesar Chavez's Birthday	March 31
Memorial Day	Last Monday in May
Juneteenth	June 19
Independence Day	July 4
Labor Day	First Monday in September
Veteran's Day	November 11
Thanksgiving Day	Fourth Thursday in November
Day after Thanksgiving Day	Friday after Thanksgiving
Christmas Eve (4 hours)	December 24
Christmas Day	December 25
New Year's Eve (4 hours)	December 31

The value of a full holiday listed above shall be eight (8) hours.

b. Eligibility

- (1) To be eligible for holiday pay, the employee shall work the last scheduled workday before the recognized holiday and the first scheduled workday after the recognized holiday, unless the employee was on pay status on authorized vacation, sick leave, compensating time off or holiday credit on either or both of these workdays.
- (2) A part-time career employee, including an employee in a work sharing program, or a non-career (+1,040) employee shall receive the recognized holiday benefit based upon the number of hours the employee was paid in that workweek as follows:

Number of Recognized Holidays In the Workweek	Minimum Number of Paid Hours in the Workweek	
	<u>50% Benefit</u>	<u>100% Benefit</u>
0.5	18	28.8
1.0	16	25.6
1.5	14	22.4
2.0	12	19.2

An employee paid for less than the minimum number of hours required for the fifty percent (50%) benefit shall receive no recognized holiday benefit.

- (3) Notwithstanding any provision of this Section, non-career (-1,040) employees shall not receive recognized or floating holiday benefits.

c. Monday-Friday Schedule

If an employee's scheduled days off are Saturday and Sunday during a standard City workweek in which a recognized holiday falls, the following shall apply:

- (1) If the recognized holiday falls on a Saturday, the preceding Friday shall be considered the employee's holiday.
- (2) If the recognized holiday falls on a Sunday, the following Monday shall be considered the employee's holiday.
- (3) An employee who is scheduled to work on a recognized holiday shall receive, at the employee's option, holiday pay plus time and one-half compensation for working the holiday or holiday pay plus holiday credit on a straight-time basis for those hours worked on the holiday.

d. Weekend Schedule

If an employee's scheduled days off are other than Saturday and Sunday during the standard City workweek in which a recognized holiday falls, the following shall apply:

- (1) The actual dates as listed above shall be considered as the employee's holiday.
- (2) If the recognized holiday falls on the employee's scheduled day off, the employee shall, at the employee's option, accrue holiday credit or receive pay for the hours of the holiday benefit.
- (3) An employee who is regularly scheduled to work on a recognized holiday shall receive, at the employee's option, holiday pay plus time and one-half compensation for working the holiday or holiday pay plus holiday credit on a straight-time basis for those hours worked on the holiday.

e. Monday-Friday Alternative Schedule

Pursuant to the City's 9/80 Policy, employees who work a 9/80 or 4/10 schedule, if the recognized holiday falls on the employee's scheduled day off, the employee shall accrue holiday credit for the hours of the holiday benefit, up to a maximum of eight (8) hours.

f. Holiday Credit

- (1) Employees may accrue holiday credit up to a maximum of eighty (80) hours. All accrued holiday time in excess of eighty (80) hours in any bi-weekly pay period shall be paid to the employee at their straight-time hourly rate.
- (2) While employee preference shall be considered, the granting and scheduling of days off shall be at the discretion and needs of the appointing authority or designated representative. Furthermore, due to the operational needs of the departments, split holiday accrual may be taken only at the discretion of the appointing authority or designated representative.

g. Floating Holidays

(1) Accrual

In addition to the recognized holidays specified above, each employee shall receive the equivalent of two (2) floating holidays per calendar year accrued as follows:

- (a) Full-time career employees shall accrue forty (40) minutes of floating holiday on the first two (2) paychecks each month, as long as the employee is in paid status forty (40) or more hours on the paycheck that the accrual would occur.
- (b) A part-time career employee, including an employee in a work sharing program or a non-career (+1,040) employee shall accrue floating holiday credit based upon the number of hours for which the employee was paid in that bi-weekly pay period: 64 or more hours paid = 100% accrual; 40-63.9 hours paid = 50% accrual; less than 40 hours paid = 0% accrual.

(2) Administration

- (a) The scheduling of floating holiday time must be approved in advance by the appointing authority or designated representative.
- (b) An employee may carry over from the preceding calendar year a maximum of eight (8) hours of floating holiday. All floating hours accrued and not used in excess of eight (8) hours shall be paid to the employee at the employee's straight-time hourly rate of pay on the final paycheck of the calendar year in which it was earned.
- (c) An employee separating from City employment for any reason shall be paid for all accrued floating holiday time at the straight-time hourly rate of pay.

10.2 SICK LEAVE

a. Accrual and Usage

- (1) A full-time employee shall accrue sick leave at the rate of four (4) hours on each of the first two (2) paychecks each month which may be used at the discretion of the employee in the event of illness or injury which is not job-related. In accordance with the Rules and Regulations of the Civil Service Board, one-third (1/3) of the employee's accrued sick leave may be used after exhaustion of "injury-on-duty" time; however, the combination of temporary disability payments and sick leave pay shall not exceed one hundred percent (100%) of the employee's regular rate of pay. Such usage shall not exceed the maximum amount of the employee's accumulation. A part-time career or non-career (+1,040) employee shall earn sick leave on a pro rata basis.
- (2) Employees who have at least four hundred and eighty (480) hours of sick leave on the last day of the pay period ending on or before

November 1 in any calendar year, may make an irrevocable election to forgo the accrual of not more than twenty-four (24) hours of sick leave during the following calendar year and receive instead, a cash payment for the number of sick leave hours designated in the election.

Notification of the irrevocable election must be made in writing to the Payroll Division, Department of Finance, between November 1 and November 30. The payment will be made on the last paycheck in May of the calendar year following the irrevocable election. Payment shall be made at the hourly rate of pay the employee is receiving at the time payment is made.

If the employee electing the payment is separated from City employment before receiving the payment, the employee forfeits any right to receive the payment but will instead have their sick leave balances credited with the sick leave hours the employee would have accrued from January 1 following the date of election to the last day of employment.

b. Sick Leave Cash-Out/Conversion to PERS Service Credit

(1) PERS

(a) PERS members hired prior to July 1, 2005, with more than twenty (20) years of City service, shall be eligible to cash out sick leave and/or convert sick leave to PERS service credit as follows:

(i) Eligible employees may receive payment for thirty-three and one-third percent (33-1/3%) of the total sick leave credits accumulated (to the nearest full day) by the employee on the date of their retirement, resignation, or layoff.

(ii) Eligible employees with an effective retirement date from PERS within one hundred twenty (120) calendar days of their separation from City service may also convert any or all of their total sick leave credits accrued, less any payment received pursuant to subparagraph (i), above, to PERS service credit as of the date of their retirement consistent with and pursuant to the PERS contract with the City, as amended.

(iii) Individuals identified pursuant to California Government Code Section 53245 as being the person designated on the employee's "Designation of Person

Authorized to Receive Warrants,” or in the absence of an identified person pursuant to California Government Code Section 53245, persons entitled by law to the possession of the estate of a deceased employee who was eligible to cash out sick leave credits pursuant to subparagraph (i), above, may receive payment for thirty-three and one-third percent (33-1/3%) of the total sick leave credits accumulated (to the nearest full day) by the employee on the date of the employee’s death.

- (b) Employees hired, rehired, or reemployed on or after July 1, 2005, shall not be eligible for payment of any portion of accumulated sick leave credits upon retirement, resignation, or layoff regardless of their years of service. However, employees hired, rehired, or reemployed on or after January 1, 2005, may convert their remaining sick leave balance to service credit consistent with law and pursuant to the PERS contract with the City upon separation of employment for retirement.
- (c) No employee whose services are separated by reason of discharge for cause shall be eligible for payment of any portion of accumulated sick leave credits.

(2) SCERS

Upon separation of an employee eligible to accumulate sick leave credits for reasons of retirement, resignation and/or layoff after service for a period of not less than two (2) years, or death, such employee (or those entitled by law to the possession of the estate of a deceased employee) shall receive payment for thirty-three and one-third percent (33-1/3%) of the total sick leave credits accumulated (to the nearest full day) by the employee on the date of such retirement, resignation, layoff, or death.

- (3) No employee whose services are terminated by reason of discharge for cause or by reason of resignation or layoff prior to the completion of two (2) years of service, shall be eligible for payment of any portion of accumulated sick leave credits.

c. Reinstatement of Sick Leave After Return From Layoff

An employee who is laid off and receives payment for thirty-three and one-third percent (33-1/3%) of their total accumulated sick leave credits shall be credited with the remaining sixty-six and two-thirds percent (66-2/3%) of their accumulated sick leave credits if and when said employee is recalled. If said employee thereafter leaves City service after being recalled and is entitled to payment of their accumulated sick leave credits under this

Section, said employee shall only receive payment for thirty-three and one-third percent (33-1/3%) of those sick leave credits which accrued after the date of recall.

d. Sick Leave Credit Limitation

Except as provided herein, no payments made or sick leave credits accumulated shall be construed or deemed to constitute retirement benefits payable to employees of the City.

e. Administration of Sick Leave

The Citywide Sick Leave Policy and the Rules and Regulations of the Civil Service Board relating to the administration of sick leave privileges and benefits shall apply to all eligible employees.

f. Utilization of Sick Leave

Use of sick leave is governed by the Citywide Sick Leave Policy and the Rules and Regulations of the Civil Service Board, Rule 16, and Attachment A to the Rules and Regulations of the Civil Service Board.

10.3 VACATION

a. Vacation Leave Accrual

(1) Employees with less than five (5) full years of service shall earn eighty (80) hours of vacation each year which shall accrue at three (3) hours, twenty (20) minutes on each of the first two (2) paychecks of each month.

(2) Employees with more than five (5) full years of service and less than fifteen (15) full years of service shall earn one hundred twenty (120) hours of vacation each year which shall accrue at five (5) hours on each of the first two (2) paychecks each month.

(3) Employees with more than fifteen (15) full years of service shall earn one hundred sixty (160) hours of vacation each year which shall accrue at six (6) hours, forty (40) minutes on each of the first two (2) paychecks each month.

b. Continuous career service shall be used to determine the vacation accrual date used in determining the above accrual rates.

c. An employee's maximum accrual of vacation shall not exceed four hundred and eighty (480) hours. Accrual shall be suspended until the balance is brought below the maximum accrual amount. Accrual will resume on the applicable paycheck following the paycheck in which the balance is brought down.

- d. The time at which the employee shall be granted a vacation is at the discretion of the Department Head. However, in an effort to accommodate the employee's requested vacation schedule the Department shall open to bid vacation scheduling, thirty-one (31) days prior to January 1st of each year. Classification seniority shall govern where more than one employee bids for the same period. Employees will be allowed to bid for the use of their annual vacation, not to exceed their annual accrual plus two (2) additional days of any accrued leave, excluding sick leave, during the annual vacation bid process.
- e. During the annual vacation bidding process employees shall be entitled to schedule accumulated and unused vacation credits in increments of any duration, as long as the employee does not exceed the limits outlined in Section 10.3(b).
- f. Vacation requested outside of the annual bid period will be granted on a first come-first serve basis at the discretion of the Department Head or their authorized representative.

The final vacation schedule as approved by the Department Head will be posted in the employee work area.
- g. Changes in the vacation schedule may be amended with the approval of the Department Head or authorized representative.
- h. Employees who are eligible to receive a cash payment in-lieu of vacation leave, as provided for in Article 8 Section 107(d) of the Sacramento City Charter, may make an irrevocable election to receive such payment by foregoing the same number of vacation hours in the calendar year following the election. Notification of the election must be made to the Payroll Division, Department of Finance, in writing by November 30. The in-lieu payment will be made to the employee on the last paycheck in March of the calendar year following the election. Payment shall be made at the straight time hourly rate of pay the employee is receiving at the time payment is made. If the employee electing the in-lieu payment separates from City employment for any purpose before receiving the in-lieu payment, the employee forfeits any right to receive the payment, but will instead have their vacation leave balances credited with the amount of hours that would have accrued from January 1 to the last day of employment.
- i. This Article shall apply to non-career employees, except that non-career employees shall bid for vacation after all career employees have bid. Date of last hire shall determine seniority for non-career employees. Non-career employees shall bid for vacation on the basis of said seniority.
- j. Where a career employee sustains an injury covered by workers' compensation and has utilized all of the one year "injury-on-duty time" as provided under City Charter Section 253, or former City Charter Section

167, as the case may be, and consequently is receiving straight workers' compensation temporary disability payments, the employee will be allowed to utilize (while off work) accrued vacation time in partial day increments in addition to receiving workers' compensation payments with the total aggregate payment of temporary disability and vacation pay shall not exceed one hundred percent (100%) of the employee's regular rate of pay. As a condition of so using such accrued vacation, however, the employee is required to continuously utilize accrued vacation until accrued vacation is exhausted or they return to work. This provision also applies to any accrued leave with the exception as noted in 10.2, Sick Leave.

10.4 COURT LEAVE

- a. When an employee is absent from work to testify in response to a subpoena issued by a court of competent jurisdiction in a non-work related matter to which the employee is not a party, or serve on a jury or to report for jury duty examination, the employee shall be granted pay for those hours which the employee is absent for such reason. The City may require the employee to elect to be on telephone alert and remain on the job until such time as called to testify or to serve jury duty. When an employee is required to be on telephone alert, the employee will cooperate with the court or Jury Commissioner and the City will be responsible to ensure that the employee is available. Pay for work time lost shall be computed at the employee's regular rate of pay at the time of such absence. The employee shall return all witness fees or jury remuneration received less transportation allowance, to the City.
- b. To receive pay for work time lost, the employee must provide the City with a statement signed by an official of the court certifying the employee's service as a witness or a juror or appearance in court for such purpose, the date or dates of attendance, and the time released from the court.
- c. If a graveyard or swing shift employee has served in excess of the equivalent of one-half of their scheduled shift in court or on jury duty, they will notify their supervisor as soon as practicable upon their release from court so they can be excused from their regular shift. If the employee is in court or on jury duty less than the equivalent of one-half their scheduled shift, the employee will be required to report to work.
- d. This Article shall apply to non-career employees only when the non-career employee is regularly scheduled to work and is ordered to report for court or jury duty.

10.5 PARENTAL LEAVE

- a. Effective January 12, 1991, the current Pregnancy Disability Leave Policy for female employees shall be replaced by a parental leave policy for both male and female employees with the following provisions:

- (1) Full-time career employees shall be eligible for a maximum City-paid parental leave of four (4) weeks consisting of up to one hundred-sixty (160) hours of continuous paid time off. Part-time career employees shall be eligible for up to eighty (80) hours of continuous City-paid time off during the four (4) week parental leave. Unused parental leave shall have no cash value. Non-career employees are not eligible for the four (4) weeks of City-paid parental leave.
 - (2) To be eligible for the paid leave an employee hired on or before November 10, 1995, must have completed at least one (1) year of City service from the most recent date of hire, or an employee hired on or after November 11, 1995, must have completed at least three (3) years of City service from the most recent date of hire, preceding either (a) the birth of a child who resides with the employee and for whom the employee has legal custody, or (b) the adoption of a child under age four (4) who resides with the employee and for whom the employee has physical and legal custody. Court-appointed legal guardians and foster parents do not qualify for parental leave.
 - (3) Eligible employees shall have the right to only one leave of absence per pregnancy or adoption regardless of the number of children involved (e.g., twins). The duration of City-paid leave shall not change based on a change in employment status, such as from part-time to full-time career.
 - (4) Upon return from parental leave on the date previously authorized, employees shall be reinstated in the former department and in the classification last held.
 - (5) Eligible employees shall have the right to extend parental leave beyond the four (4) weeks of City-paid leave to the maximum six (6) months of leave by adding accrued and available hours of sick leave, vacation, compensatory time off (CTO), accrued holiday, and/or unpaid leave to their initial request for parental leave. The total period of absence from work, including the four (4) weeks of paid parental leave, shall not exceed six (6) months.
 - (6) Paid parental leave shall be considered as time worked for purposes of eligibility for recognized holidays occurring during the leave.
- b. The Union shall not oppose the addition of parental leave to the Rules and Regulations of the Civil Service Board.
 - c. The City shall have the right to promulgate a policy and procedure to implement and administer parental leave.

10.6 CATASTROPHIC LEAVE

- a. A benefit-qualified employee may donate to or receive from an unrepresented employee, or a represented employee whose bargaining agreement provides for such donation or receipt, usable vacation, floating holiday, management leave, or compensating time off hours. Participation in this plan shall be voluntary. Sick leave may not be donated under this plan.
- b. All donations shall be made and accepted in writing using City-provided forms or electronically through the City's payroll system.
- c. The donation in any category must be a minimum of eight (8) hours of usable time.
- d. Donations shall be on an hour-for-hour basis, regardless of the pay rates of the donor and recipient, except hours transferred between employees on the Fire Suppression (56 hours) schedule and the non-Fire Suppression (40 hours) schedule shall be adjusted by a factor of 1.4 to 1.
- e. Hours to be donated shall be kept in a pledge status until used. As needed, pledged hours shall be debited from the donor's leave balance and credited to the recipient's usable vacation accrual balance. Once credited, the donation becomes irrevocable. A donor terminating for any reason shall be paid for pledged but unused leave time.
- f. Management employees may only receive donations from management employees. A non-management employee may not receive donations from a subordinate employee where a direct supervisor/subordinate relationship exists. Any exception to this paragraph must be approved by the City Manager or designee.
- g. To be eligible to use donations, an employee must:
 - (1) be incapacitated and unable to work due to a prolonged catastrophic non-industrial illness or injury which is estimated to last for at least thirty (30) calendar days;
 - (2) have exhausted all usable balances, including sick leave;
 - (3) be on an approved leave of absence.
- h. All donated hours must be used on a continuous and uninterrupted basis and will be paid at the rate of pay and normal work schedule of the recipient, along with all usable hours accrued, until the earliest of the following events occurs:
 - (1) All leave balances, including both donated and accrued leave, are exhausted; or

- (2) The employee returns to work at their normal work schedule; or
 - (3) The employee's employment terminates.
- i. Donations received while a recipient is still utilizing previously donated and related accrued leave time may be used immediately thereafter. Hours donated subsequent to exhausting all donated hours shall be accumulated and utilized along with related accrued leave hours in amounts equal to the recipient's normal bi-weekly work hours.
 - j. Used donated leave time shall count toward the application of City service and benefits in the same manner as when the employee is on paid vacation leave.
 - k. Used donated leave time shall be subject to the recipient's normal payroll deductions.
 - l. The City shall promulgate a policy and procedure to implement and administer catastrophic leave.

10.7 PERSONAL TIME OFF (PTO)

- a. Full-time career employees who have completed ten (10) full years of City service shall be credited with twenty-four (24) hours of personal time off (PTO). Part-time career employees shall be credited with a prorated amount of time based on their regular schedule. Eligible employees will receive this PTO each year on the paycheck representing the first full pay period that includes January 1.
- b. After January 9, 2024, employees who separate service and who are subsequently reemployed, pursuant to Article 15.2(b)(5)(a), into a classification covered by this Agreement, will receive credit toward PTO eligibility for their previous years of City service upon successful completion of probation, on a go-forward basis. For purposes of determining eligibility to receive PTO, pursuant to this paragraph, an employee must complete probation prior to January 1 of the calendar year in which it is provided.
- c. Use of PTO shall not cause overtime.
- d. PTO shall not accumulate from calendar year to calendar year and shall have no cash value. If an employee is unable to use all of the time by the end of the calendar year based on operational need, the department may approve carry-over to the next year. In all other cases, the time shall be forfeited.

10.8 BEREAVEMENT LEAVE

An employee may receive up to three (3) days of City-paid leave for bereavement based on the death of the employee's spouse, parent, sibling, child, grandchild or

grandparent as defined herein. The employee may use sick leave as authorized by Civil Service Rule 16, Sick Leave, for additional time off or to attend to other death, bereavement or funeral needs.

10.9 PAID CITY LEAVE

Employees who are employed in a classification represented by IAMAW on April 26, 2022, shall receive a one-time leave bank contribution of thirty-five (35) hours of Paid City Leave. This Paid City Leave shall not expire, and shall have no cash value except as follows:

- a. Employees receiving Paid City Leave contributions described in Section 10.9 (Paid City Leave) may make an irrevocable election to receive cash payment in-lieu of using the leave. Notification of the election to receive this cash payment must be made to the Payroll Division, Department of Finance, in writing by November 30, 2022. Employees making the irrevocable election shall receive the payment on the paycheck representing the first pay period following their election at the hourly rate of pay they are receiving at the time of payment, less ordinary payroll deductions.
- b. Upon separation from City service, employees with a balance of the Paid City Leave described in Section 10.9 (Paid City Leave) shall receive payment for the Paid City Leave balance at the hourly rate of pay they are receiving at the time of the payment, less ordinary payroll deductions.

ARTICLE 11 – SPECIAL ALLOWANCES

11.1 TEMPORARY WORK IN A HIGHER CLASSIFICATION

- a. Temporary assignments to higher classifications shall be permitted only in those classifications where, in the judgment of the Department Head or designee, it is necessary to maintain proper and efficient departmental operations. An employee temporarily assigned in writing to perform the duties of a higher classification shall be compensated for the duration of the out-of-classification assignment by the payment of five percent (5%) above the employee's base rate of pay, or the salary provided for in Step 1 of the higher classification, whichever is greater, but not to exceed the top step of the higher classification.
- b. Temporary work in a higher classification shall first be offered to career employees. If no career employee desires the temporary work in a higher classification said assignment may then be offered to a non-career employee.

11.2 TUITION REIMBURSEMENT

The City agrees to reimburse career employees for the cost of tuition, books, and fees, excluding parking, up to a maximum of \$1,500.00 per calendar year pursuant

to the City's existing policy for such education reimbursement. This provision shall not apply to employees eligible for an educational incentive program.

In addition, the Department may authorize tuition reimbursement for training through other approved sources.

11.3 UNIFORMS

- a. The City agrees to provide uniforms for employees who are required to wear uniforms. Such uniforms shall be provided to those qualifying employees on the basis of five (5) clean uniforms per week, (5-5-1), at no cost to the employee.
- b. This Article shall apply to non-career employees only to the extent that past practice shall be continued.

11.4 TOOL ALLOWANCE

The following classifications will be paid a thirty-five dollar (\$35.00) per month tool allowance: Equipment Mechanic I, Equipment Mechanic II, Equipment Mechanic III, and Equipment Body Mechanic I, Equipment Body Mechanic II, and Equipment Body Mechanic III.

The tool allowance will be paid in the first two paydays in a calendar month at \$17.50 per payday for a total of \$35.00 monthly.

11.5 TOOL INSURANCE

The City agrees to provide employees in the classifications of Equipment Mechanic I, II and III, Equipment Body Mechanic, and Equipment Service Worker, insurance on the employee's tools against loss by fire or burglary where there is evidence of forced entry into the shop building (but not for loss by mysterious disappearance). Tool reimbursement shall be administered as follows:

- a. The supervisor will review the complement of tools and tool inventory kept by an employee in the workplace; the supervisor will notify the employee of tools which are deemed not necessary for the performance of the job; and such tools shall be removed from the workplace.
- b. The employee shall be responsible for providing the supervisor with a current inventory of tools at all times, and no less than once a year. The most recent inventory of tools, reviewed and approved by the supervisor, shall be deemed accurate and complete for purposes of determining the value of a covered loss. The City shall not be liable for any tool(s) not contained in said inventory.
- c. In the event of a covered loss, when the conditions of (a) and (b) above are met, the City shall be responsible for the actual value of all tools on the authorized inventory, less the deductible of fifty dollars (\$50.00).

- d. In the absence of an authorized tool inventory within the current year, or the failure to meet the conditions of (a) and (b) above, the City's insurance liability shall be limited to the actual value of the tools lost, or seven thousand five hundred dollars (\$7,500.00), whichever is less.

It is understood that tool boxes shall be included in the coverage under this Section. Insurance reimbursement shall not be authorized in any event if a full and complete police report is not made regarding loss of tools under this Section. The Union specifically waives the provisions of Labor Code Section 2802, if applicable, as to such tool losses by the terms of this Agreement, and shall not endorse, support or finance a claim by any member of the Union for reimbursement in excess of the limits identified herein.

11.6 PNEUMATIC AND BATTERY TOOL REPAIR

- a. The City will repair employee-owned pneumatic and battery powered tools, including battery replacement, which are used in their regular City service. Employees wishing to take advantage of this policy must include their tools on their tool inventory and must register their tools with the Shop Supervisor and receive their approval to enter their tool into the program. If it is determined during the course of repair that the repair cost exceeds eighty percent (80%) of the current replacement cost, including sales tax, the employee would be required to procure a new tool. The City shall reimburse the employee for the cost of the new tool, or battery at eighty percent (80%) of the current replacement cost, including sales tax, or the cost of repair of the old tool, whichever is least.
- b. Effective January 9, 2024, the City will repair employee-owned pneumatic and battery powered tools, including battery replacement, which are used in their regular City service. Employees wishing to take advantage of this policy must include their tools on their tool inventory and must register their tools with the Shop Supervisor and receive their approval to enter their tool into the program. If it is determined during the course of repair that the repair cost exceeds eighty percent (80%) of the current replacement cost, including sales tax, the employee is required to purchase a new tool or battery. The City shall reimburse the employee for the cost of the new tool or battery at one hundred percent (100%) of the current replacement cost, including sales tax, or the cost of repair of the old tool, for an amount not to exceed nine hundred dollars (\$900.00). Any amount over nine hundred dollars (\$900.00), including sales tax, is at the sole expense of the employee.
- c. Employees wishing to remove one of these tools from the City premises will be required to obtain prior approval from their Shop Supervisor. A re-inspection will be performed when the tool is brought back and re-entered into the tool repair program.

- d. The City will not be responsible for pneumatic tools, battery powered tools, or batteries which are abused, misused, or destroyed while under the above-mentioned program.

ARTICLE 12 – STANDBY, NIGHT-SHIFT PREMIUM, AND FLEET SWING SHIFT

12.1 STANDBY

- a. Effective January 13, 2024, an employee who is required to remain on standby for emergency work shall be paid \$280 per week, or the daily pro rata rate of \$40, in addition to their regular compensation. Employees who are called out while on standby shall receive two (2) hours minimum pay, or actual hours worked, whichever is greater, at time and one-half (1.5) their regular rate of pay. Employees on standby shall respond without delay, usually arriving at the work site within thirty (30) minutes after notification.
- b. Effective May 30, 2026, the following subsection will replace subsection (a) above: An employee who is required to remain on standby for emergency work shall be paid \$329 per week, or the daily pro rata rate of \$47, in addition to their regular compensation. Employees who are called out while on standby shall receive two (2) hours minimum pay, or actual hours worked, whichever is greater, at time and one-half (1.5) of their regular rate of pay. Employees on standby shall respond without delay, usually arriving at the worksite within thirty (30) minutes after notification.
- c. With the exception of sick leave, employees may use any type of authorized leave, including, but not limited to, vacation; CTO; holiday credit; etc., during their standby assignment so long as they remain available for their standby assignment. An employee utilizing sick leave who is unable to work due to a personal illness, shall not receive standby pay for the day(s) out sick. Employees who fall ill after hours while they are on standby, shall notify the Standby Supervisor who will find a replacement for the day(s) the employee is out sick. The standby assignment may resume when the employee returns to work.
- d. Employees who are on standby New Year's Day, Christmas Day, Thanksgiving Day or the 4th of July shall receive twelve (12) hours holiday credit.

Employees who are issued a City cell phone, laptop and/or pager are not on stand-by unless assigned by the appointing authority.

12.2 NIGHT-SHIFT PREMIUM PAY

- a. Career and non-career (+1,040) employees covered by this Agreement who work five-eighths (5/8) or more of their regular shift in the period extending from 6:00 p.m. to 6:00 a.m., shall be compensated, therefore, by payment

for the entire shift of an additional five percent (5%) of their base pay for that shift. Said employees who work less than five-eighths (5/8) of their regular workshift in the period extending from 6:00 p.m. to 6:00 a.m., shall be compensated for those hours worked (to the nearest one-half hour) within this period by payment of an additional five percent (5%) of their base pay for such hours. The current practice in the Department of General Services, Fleet Management Division shall continue.

- b. An employee shall not receive night-shift premium pay when on vacation or other authorized leave of absence with pay.

12.3 SHIFT/LOCATION SELECTION WITHIN FLEET MANAGEMENT

- a. General

- (1) The provisions of this Article shall not diminish the rights the City has under Article 3, City Rights, of this Agreement.
- (2) The parties acknowledge that the City has the exclusive authority to determine the number of shifts, the shift hours, the classifications assigned to each shift, the number of personnel in each job classification assigned to each shift, and to assign probationary employees and employees in the Equipment Mechanic I classification to any shift, specialized program, or shop to meet operational needs.

- b. Shift/Location Selection

- (1) Annual shift/location selection shall occur annually between October 1 and October 31 of each calendar year.
- (2) Shift change shall occur on Saturday of the first full pay period in January of each calendar year.
- (3) Shift/location bidding shall be done by classification seniority, with the employee who has the most classification seniority making their selection first.
- (4) The outcome of the shift/location bidding shall be noticed to the employees on or before December 1 in the year preceding the change.
- (5) Employees who bid and win the Build Shop will have their work evaluated during the first one-hundred twenty (120) calendar days of their assignment to determine if their work performance meets the performance expectations of the Build Shop. Employees who are assigned to the Build Shop and whose work performance is, in the discretion of the Fleet Manager, not meeting management expectations may be moved to another shop location. Management

reserves the right to make the assignment based on operational need after consultation with the employee. Management's right to move employees on the basis of their work performance from the Build Shop during their first one-hundred twenty (120) calendar days is not subject to the grievance process; however, an employee who is moved may request a meeting within seven (7) calendar days with the Department Head, or designee, to review the reason(s) for the move. The meeting shall occur within thirty (30) calendar days of the employee's request. The Department Head or designee decision shall be final.

- (6) The City retains the right to move personnel to a shift or location which is necessary to meet operational needs. Where the City determines that a vacancy exists in a shop:
 - (a) The City shall first attempt to fill the vacancy from a voluntary sign-up of qualified employees. The individual selected for the vacancy shall be the applicant with the greatest classification seniority who is determined by the City to be qualified for the vacancy.
 - (b) If a sufficient number of qualified employees do not volunteer, the City shall assign the most qualified employee with the lowest classification seniority.
- (7) In the event the City requires an employee to permanently change the location of their work, the City will be responsible for costs associated with moving the employee's toolbox to the new City shop location.
- (8) For all other employees, including but not limited to, employees who voluntarily change their work location and who separate from service for any reason, including, but not limited to, retirement, resignation, termination, layoff, and probationary release, the City shall pay an amount not to exceed five hundred dollars (\$500.00) to cover costs associated with moving the employee's toolbox to a new location. Any costs exceeding five hundred dollars (\$500.00) shall be borne exclusively by the employee.

c. Exceptions to Shift Selection Procedures

- (1) During an employee's probationary period the City may assign or reassign the probationary employee to any shift, program, or shop. A probationary employee shall not be eligible to exercise rights under this Article. At the end of an employee's probationary period, the City shall have the right to assign the employee to the shift, program, or shop deemed most appropriate.

- (2) The City may assign or reassign employees in the Equipment Mechanic I (EM-I) classification to any shift, program, or shop to broaden their experience and career development opportunities. Employees in the EM-I classification shall not be eligible to exercise rights as under this Article until promoted to an Equipment Mechanic II classification.

d. Assessment of Qualifications

The City's assessment of employee qualifications under this Article shall include but is not limited to the following: skills and ability; past performance; productivity; and experience and training with the required equipment.

ARTICLE 13 – SAFETY, SAFETY SHOES AND SAFETY GLASSES

13.1 SAFETY

- a. The City shall continue to provide for the safety of employees during the hours of their employment. In this regard, the City agrees that it will receive and consider written recommendations with respect to unsafe working conditions or other safety ideas in the area of working conditions from any employee or the Union; and the employees and the Union agree that they will direct their safety recommendations and ideas to the City. To facilitate this process the City shall provide time for a monthly safety meeting. Minutes shall be taken and the minutes from the previous monthly meeting shall be read. Employees of the Unit shall be allowed to attend these meetings but attendance shall be in consideration of and in deference to operational needs.
- b. The City shall take all reasonably and readily available precautions when employees' assigned duties are performed under generally known extraordinarily life endangering conditions.

13.2 SAFETY SHOES

- a. Where the City requires that safety shoes be worn by employees as a condition of employment, the City shall reimburse employees up to a maximum of \$400.00, or up to a maximum of \$500.00 if a special order is required due to a medical need, annually for the cost of acceptable safety shoes, inserts, and/or repairs to safety shoes. These employees may purchase any brand of safety shoe from any outlet as long as such shoes meet the requirements of being an acceptable "safety shoe." The annual maximum may be used toward the purchase of a single pair or two (2) pair, as needed, at the same time. When an employee has purchased a pair of safety shoes, inserts, and/or repairs to safety shoes, which do not meet the annual maximum, the employee shall be allowed to use the remainder of the annual maximum for a future purchase in the same year. The City

maintains the right to require that all footwear be appropriate for the job and that safety shoes meet the specifications mandated by law.

- b. Except as provided above, employees shall normally be authorized for a single pair of safety shoes and a second pair of safety shoes in the same fiscal year shall only be approved if replacement is deemed necessary by the employee's supervisor.
- c. To be eligible for reimbursement or repair of safety shoes under this Section, the employee must obtain prior authorization from their supervisor before purchasing the required steel-toed safety shoe and must submit the receipt to the supervisor to verify the cost, substantiate the reimbursement, and remaining annual maximum, if any. Only safety shoes qualify for reimbursement or repair pursuant to this subsection.
- d. Provisions in the City's Protective Footwear Policy regarding authorized safety shoe vendors, vouchers, purchase orders, and invoices shall not apply to employees in classifications covered by this Agreement.

13.3 SAFETY GLASSES

- a. It shall be mandatory for employees to wear safety glasses where such glasses are required to be worn by the City. The City shall provide non-prescription safety glasses for employees. Employees who wear prescription glasses shall be required to wear protective eye wear supplied by the City or prescription safety glasses.
- b. Employees are free to purchase prescription safety glasses from any source the employee chooses. The City will reimburse the employee for the purchase of prescription safety glasses up to a maximum of \$150.00 per pair of glasses.
- c. To be eligible for the above reimbursement, the employee must obtain prior authorization from their supervisor before purchasing the required safety glasses and must submit the receipt to the supervisor to verify the cost and substantiate the reimbursement. The City maintains the right to specify the standards for non-prescription safety glasses. Further, prescription safety glasses shall conform in all respects to the U.S.A. Safety Standards for Head, Eye and Respiratory Protection, and the prescription shall not be more than twenty-four (24) months old.
- d. The cost of any eye examination and special or cosmetic frames shall be paid by the employee.

13.4 DAMAGE TO PRESCRIPTION SAFETY GLASSES

- a. The City agrees to repair or replace prescription safety glasses damaged or destroyed while the employee is actively at work provided that the employee furnishes satisfactory proof to the City of such loss.
- b. The prescription shall not be more than twenty-four (24) months old to qualify for reimbursement under the Article. All costs to update the prescription shall be borne by the employee.

ARTICLE 14 – HOURS OF WORK

14.1 WORKDAY/WORKWEEK

- a. The workweek for the City of Sacramento employees shall begin at 12:01 a.m., Saturday and end at 12:00 midnight the following Friday. The employee's normal workweek shall consist of forty (40) working hours during the seven (7) day period.
- b. The City may establish a workweek schedule consisting of forty (40) hours in increments of four (4) ten (10) hour workdays or five (5) eight (8) hour workdays, or a 9-80 workweek schedule consisting of four (4) nine (9) hour workdays, four (4) nine (9) hour workdays, and one (1) eight (8) hour workday during an eighty (80) hour bi-weekly period. The City agrees to discuss with the Union thirty (30) days in advance of implementation of the four (4) ten (10) workweek or 9-80 workweek schedule. Every effort will be made to schedule such workdays consecutively and avoid back-to-back workweeks, unless a separate written workweek agreement is entered into by the City and the Union.
- c. All employees covered by this Agreement, except those employees on a straight eight (8) hour workday, shall be allowed a lunch period, to be used as the employee desires within accepted standards, of not less than thirty (30) minutes nor more than one (1) hour which may be scheduled generally in the middle of the work shift. If an employee is required to work during their lunch period, and if no alternate lunch period is taken, at the approval of the employee's supervisor said time shall be compensated at the applicable overtime rate if the hours worked exceed that of their scheduled work shift. This paragraph does not apply to non-career employees.
- d. It is understood by the parties that the rates and amounts of accrual for holidays, vacation, sick leave or any other time off provisions currently in existence remain at their current levels.
- e. An employee may be required to substitute in a lead capacity in the absence of a supervisor caused by the implementation of the four (4) ten (10) plan.

- f. Computation of overtime within the workweek shall be defined in Section 14.2 of this Agreement.
- g. This Article shall not apply to non-career employees.

14.2 OVERTIME/COMPENSATING TIME OFF (CTO)

- a. Employees are eligible for overtime compensation at one and one-half (1.5) times their regular rate of pay when they work in excess of forty (40) hours in a workweek. With the exception of sick leave, all paid time shall count as time worked for the purposes of calculating overtime eligibility.
- b. The City shall determine which employees are qualified for overtime. “Qualified” is determined based on the employee’s training, skill, and ability to perform the specific duties available for the overtime assignment and the following:
 - (1) Employee classification.
 - (2) Job location.
 - (3) Experience related to task for which overtime is required.
 - (4) Physical qualification required to perform the work.
 - (5) Project assignment.
 - (6) Shift.
 - (7) Completion of started assignment.
 - (8) Emergency.
 - (9) Desire to work overtime.
 - (10) Employee availability.
- c. The City shall review its distribution of overtime every three (3) months. It is understood that the nature of certain work assignments does not easily permit equal distribution of overtime, and in such cases exception may be made to equal distribution. Disputes over equal distribution of overtime may be resolved pursuant to the grievance procedure.
- d. Overtime compensation shall be paid by cash payment. In lieu of cash payment, CTO may be earned by mutual agreement between the employee and the appointing authority or designee. Considering the request of the employee, the determination of additional pay or time off for overtime compensation shall be made by the Department Head or designee.
- e. Both the cash payment and CTO shall be computed at the rate of time and one-half (1-1/2) the number of overtime hours worked. The scheduling of CTO use must be approved in advance by the employee's Department Head or designee.
- f. Employees may accrue up to one hundred and sixty (160) hours of CTO. The City may cash out those CTO hours accumulated in excess of eighty

(80) hours at any time provided that the use of such time off has not been previously approved.

14.3 REST PERIODS

Each employee covered by this Agreement will be afforded rest periods. These rest periods will be as currently administered by their respective departments.

14.4 VOLUNTARY WORK FURLOUGH PROGRAM

Pursuant to the Furlough/Reduced Work Week Policy, the City may establish for full-time career employees a voluntary work furlough/reduced work week consisting of a full day of unpaid leave on a variable schedule or a work schedule which is modified on a regular fixed basis to less than forty (40) hours per week. Employees shall apply for participation in the program pursuant to the conditions set forth in the rules and procedures governing this Citywide program.

14.5 SHIFT BID BY LOCATION

- a. During the second week of June of each year, Fleet Management shall conduct a shift bid for each location within the fleet division for employees to bid their desired shift for the next fiscal year.
- b. Shift bidding shall be done by classification seniority, with the highest in seniority making their shift selection first.
- c. The outcome of the shift bidding shall be made available to the employees and the shift change effective date shall be the start of the first full pay period of July of each year.

ARTICLE 15 – LAYOFF

15.1 PURPOSE

This Article provides the procedure to be followed when an employee is to be displaced/laid off from their position.

15.2 DEFINITION

- a. Layoff A layoff shall be defined as the dismissal or displacement of at least one employee due to lack of work, lack of funds, abolishment of position, or for other reasons not reflecting discredit on an employee.
- b. Seniority
 - (1) Classification Seniority: Classification seniority shall be defined as the effective date of probationary appointment to the employee's current job classification, less any time spent in a lower classification

due to a downgrade. In the case of an employee who is demoted or whose position is reallocated in accord with the applicable Rules and Regulations of the Civil Service Board, classification seniority for the reallocated or demoted employee shall be mutually established by the City and the Union at the time of reallocation. For those classifications which have flexible staffing as defined in the Rules and Regulations of the Civil Service Board and provided for in the classification specifications, classification seniority shall be defined as the effective date of probationary appointment to the lowest classification in the flexibly staffed classification series. Classification seniority for flexibly staffed classifications terminates when an employee transfers or promotes out of the flexibly staffed classification series.

Example: An employee who is an Equipment Mechanic I transfers or promotes into a General Repair Worker. Later, this employee transfers or promotes into an Equipment Mechanic II classification. Because the employee did not flex into the Equipment Mechanic II classification, the time spent as an Equipment Mechanic I does not count toward their classification seniority.

Within a regression ladder, computation of classification seniority for a job classification lower than that in which the employee holds permanent status, the following seniority shall be counted: (a) classification seniority in any higher classifications within the regression ladder, and (b) previous classification seniority in the job classification in which the employee is currently working, and (c) present time spent in the job classification in which the employee is currently working, minus any seniority adjustments. For a part-time career employee, classification seniority shall be prorated.

- (2) City Service Seniority: City service seniority shall be defined as the effective date of appointment to the employee's first permanent career position.
- (3) Hire Date Seniority: Hire date seniority shall be defined as the employee's first date of hire to any position with the City.
- (4) Seniority Adjustments: Classification seniority and City service seniority shall be adjusted (reduced) in calendar days to reflect time spent on layoff from City service.
- (5) Termination of Seniority: Termination of classification seniority and City service seniority shall occur upon:

- (a) Resignation, except that any employee who is reemployed and completes a probationary period, if any, in the position to which they were reemployed may count the seniority which they accumulated prior to resignation.
 - (b) Discharge.
 - (c) Retirement.
 - (d) Layoff in excess of five (5) consecutive years out of the City service.
 - (e) Failure to comply, report, or respond to a recall notice within fourteen (14) calendar days from the date of postmark on the recall notice.

- c. Downgrade A downgrade shall be defined as a change in job classification to which the top step is less than the top step of the employee's present classification, due to a layoff. A downgrade shall only be allowed to the appropriate classification within the employee's regression ladder.

- d. Regression Ladder A regression ladder shall be defined as a classification series through which an employee may downgrade. Regression ladders for the Automotive/Equipment Mechanics Unit are as follows:
 - (1) Equipment Maintenance Supervisor
 Equipment Mechanic III
 Equipment Mechanic II/I
 Senior Equipment Serviceworker
 Equipment Serviceworker
 Vehicle Service Attendant

 - (2) Equipment Maintenance Supervisor
 Equipment Body Mechanic III
 Equipment Body Mechanic II/I

 - (3) General Repair Worker

 - (4) Vehicle Pool Serviceworker

 - (5) Supervising Fire Service Worker
 Senior Fire Service Worker
 Fire Service Worker

- e. Permanent Status For the purposes of this layoff procedure permanent status is attained in a job classification when an employee has successfully completed their probationary period in that job classification.

- f. Career and Non-Career Career employees shall be those employees in positions which are in the classified service who are required to serve a probationary period. Non-career employees are all other employees covered by this Agreement.

15.3 PROCEDURE

- a. Non-Career Employees When layoff is to occur within a job classification within a department, all non-career employees in the regression ladder in which that job classification is found shall be laid off first. In no event shall a career employee suffer a layoff until all non-career employees in the affected regression ladder have been laid off. CETA employees shall be laid off in the manner provided by applicable federal regulations. Non-career employees shall have no right to downgrade.
- b. Career Employees
- (1) Within each job classification in each department in which a layoff occurs, employees shall be laid off in the following order: first, all provisional employees; second, all probationary employees in the order of their classification seniority, beginning with the employee with the least such seniority; and, third, permanent employees in the order of their classification seniority, beginning with the employee with the least such seniority.
 - (2) Any provisional or probationary employee who is affected by a layoff or displaced by a downgrading employee shall return to the last department and job classification in which the employee holds permanent status, if any. If the employee does not hold permanent status in another job classification, they shall be laid off. If the employee does hold permanent status in another job classification, they shall then be treated as a permanent employee in that job classification with respect to any layoff in that job classification.
 - (3) Any permanent employee who is to be laid off or displaced shall have the right to downgrade, within the department, in descending order, to job classifications within their regression ladder, provided that: (a) the employee meets all of the qualifications of the lower classification, and (b) can displace an employee in the lower classification. If there are any provisional employees in such lower classification, the provisional employee with the least City service seniority shall be displaced first. If there are no provisional employees in the lower classification, the probationary employee with the least City service seniority shall be displaced. If there are neither provisional nor probationary employees in the lower classification, the permanent employee with the least City service seniority shall be displaced, provided that the downgrading employee has greater City service seniority. If the permanent

employee attempting to downgrade is unable to do so, they shall be laid off.

- (4) Notwithstanding any other provisions of this Article those City employees who have at least ten (10) years of continuous City service seniority and who are unable to downgrade within their current regression ladder shall have the right to return to their last classification in which they held permanent status, if they meet the qualifications of that classification, and shall have the right to downgrade through that regression ladder pursuant to Section 15.3(b)(3).
- (5) An employee may accept layoff in lieu of the opportunity to downgrade by notifying Labor Relations within two (2) normal workdays of receiving notice of layoff. Where the employee accepts a layoff in lieu of a downgrade, said employee shall forfeit all recall rights except to a vacancy within the same classification from which the employee was laid off.
- (6) If two (2) or more employees have an equal amount of classification seniority, the senior employee shall be determined on the basis of greater City service seniority. If two (2) or more employees have an equal amount of City service seniority, the senior employee shall be determined on the basis of greater hire date seniority, then by random number, if necessary.
- (7) The application of this procedure is not intended to extend job assignment, work organization, or departmental preference to any employee affected by a layoff.

c. Notice of Layoff

In the event of layoff, the City shall send by certified mail return receipt requested a layoff notice to all affected employee(s). Such notice shall be postmarked at least fourteen (14) calendar days in advance of the effective date of layoff. Such layoff notice shall be mailed to the employee's address in the City's payroll system and shall be deemed appropriate notice. The employee(s) who is on a paid or unpaid leave shall be affected by the layoff in accordance with the provisions of this Article in the same manner as all other employees. However, the employee who is on sick leave or injury-on-duty status on the date of the layoff notice shall not be laid off or downgraded until the employee returns to work; except that the effective date for recall purposes shall be the date of actual layoff as stated on the layoff notice.

15.4 SALARY IN EVENT OF DOWNGRADE

- a. An employee who is downgraded through a regression ladder pursuant to this Article shall be paid in the new classification the salary range step closest to the monthly pay rate received immediately prior to downgrade providing there is no increase in pay.
- b. If appointed in the lower classification at other than top step, future salary step adjustment shall be made in accordance with City Code Section 23 "Advancement in Rate of Compensation" with time served in the classification from which the downgrade occurred counting toward salary step advancement.
- c. Upon subsequent recall through a regression ladder the employee shall not receive the next higher classification less than that received in the lower classification, provided however, that upon subsequent placement in the classification from which the employee was downgraded, salary step placement shall be at the salary step previously held. If, however, said salary step is less than that received in the classification to which the employee was downgraded, salary step placement shall be at the salary step immediately higher in the permanent classification.

15.5 FRINGE BENEFITS

- a. Upon layoff, employees shall be paid for accrued leave balances that have a cash value at separation, per this Agreement, applicable ordinances, and rules. Employees who are subsequently recalled and who were eligible for sick leave cashout at the time of separation shall have any uncompensated portion of their sick leave balance restored in accordance with this Agreement, applicable ordinances, and rules. Only those sick leave hours accrued after recall shall be applied toward any future sick leave payoff, if eligible.
- b. Employees and their eligible dependent(s) enrolled in City medical, dental, or vision insurance coverage at the time of layoff may continue their coverage for the period of time permitted by Consolidated Omnibus Budget Reconciliation Act (COBRA). The employee and any enrolled dependent(s) will be responsible for the full cost of the monthly premiums for COBRA continuation of coverage. Payment for COBRA premiums shall be made by the payment deadline specified on the invoice issued by the health carrier or the City.
- c. Assistance with enrolling in COBRA coverage or information on eligibility for City retiree health benefits will be provided by the Benefit Services Division in the Department of Human Resources upon request.

15.6 RECALL

- a. When a vacancy occurs in a job classification, the laid off or downgraded employee(s) eligible to return to that job classification shall be recalled in the inverse order of their downgrade or layoff. Permanent employees who were laid off or downgraded are eligible to return to the job classification in which permanent status is held within their regression ladder but shall have no recall rights to any job classification in which provisional or probationary status was held at the time of layoff or downgrade. When a recall list exists and an employee is on a reinstatement list due to a medical leave of absence, such employee will be merged with employees on the established layoff eligibility list based on seniority. Provisional and probationary employees who had no permanent status in another job classification at the time of layoff shall have no recall rights. Non-career employees shall have no recall rights.
- b. Employees shall be entitled to recall rights for a period of five (5) consecutive years from the effective date of layoff or downgrade. The effective date of layoff shall be the employee's last day of work. The effective date of downgrade shall be the employee's last day of work in the classification from which they are downgraded. An employee who has downgraded and has not been recalled to the classification where permanent status is held within the five (5) year period shall gain permanent status for purposes of layoff in the classification to which the employee downgraded, or is currently working at the time recall rights are lost, whichever is higher in the regression ladder.
- c. When a vacancy exists and employees are to be recalled, notice of the opening(s) shall be sent to the mailing address as shown in the City's payroll system. To expedite recall, more than one employee may be notified of an opening. This recall notice shall be by certified mail return receipt requested and the employee shall have fourteen (14) calendar days to report to work from the date of postmark on the recall notice. If said employee fails to report to work within fourteen (14) calendar days, they will lose all recall rights. An employee who has been laid off or downgraded shall be required to meet the physical and other qualifications of the classification to which they are recalled. Any additional qualifications established during said employee's layoff shall be waived with regard to an employee holding recall rights to that job classification except as required by law.

ARTICLE 16 – DISCIPLINE

16.1 DISCIPLINE

For non-career employees not covered by the Rules and Regulations of the Civil Service Board, discipline shall be for just cause. Discipline shall include a suspension, demotion, in-grade salary reduction and termination.

Grievances filed pursuant to this Article shall be filed at Step 2 of the Grievance Procedure. However, disciplinary action shall only be grievable for non-career employees who have worked in excess of 1,040 hours since their last date of hire. Hours worked on a Career Development Trainee shall not count towards the 1,040 hours needed to qualify to appeal discipline.

16.2 LETTER OF REPRIMAND

- a. A letter of reprimand shall not be appealable to the Civil Service Board, except the employee may have an administrative review of the reprimand by submitting a request in writing within seven (7) calendar days to the Manager of Labor Relations. The Manager or designee will schedule a meeting within seven (7) calendar days of receipt of the written request to hear the employee's response. A final written decision will be rendered by the Manager or designee within seven (7) calendar days of the meeting. This provision shall also apply to +1,040 non-career employees. This Section shall not be subject to the Grievance Procedure.
- b. A letter of reprimand issued on or after September 22, 1990, will be withdrawn from an employee's official personnel file two eighteen (18) months from the date of issue provided there has not been additional formal discipline imposed during this period.

16.3 IN-LIEU DISCIPLINE

By mutual agreement between the appointing authority or designee and the employee, an employee suspended from duty without pay may forfeit accumulated holiday, compensating time off, and/or vacation credits equal to the number of hours of suspension in lieu of such suspension. If the suspension is reduced or reversed at the conclusion of the appeal process, the City shall reinstate the forfeited credits. This provision shall not be subject to the grievance procedure.

16.4 WITHDRAWAL OF APPEAL

An employee or Union may withdraw an appeal of discipline at any time prior to a decision by an Administrative Law Judge or the Civil Service Board. An appeal shall be deemed withdrawn if the employee fails to respond within thirty (30) days to a written request by the City to schedule a hearing or otherwise participate in the appeal process. The written request shall be certified and sent to the employee's mailing address as shown in the City's payroll system.

16.5 SUSPENSIONS AND PAY REDUCTIONS

- a. Suspensions and pay reductions imposed after June 20, 2009, will be withdrawn from an employee's official personnel file, and any other personnel files maintained by the City five (5) years from the date of issue provided there has not been additional formal discipline imposed during the

five-year period. If an employee had additional discipline in the five-year period, the removal date will restart.

- b. All discipline documents that are removed from the employee's personnel file will be retained in Labor Relations. Should an employee have subsequent discipline, the earlier disciplines may be used for purposes of progressive discipline.
- c. Documented counseling(s) issued on or after January 9, 2024, will be withdrawn from an employee's department file eighteen (18) months from the date of issue provided there has not been formal discipline imposed during the eighteen (18) month period. Once removed, the documented counseling may not be used to enhance subsequent discipline but may be used to demonstrate that the employee is aware of the issue and/or for impeachment purposes.

ARTICLE 17 – MISCELLANEOUS

17.1 STRIKES AND LOCKOUTS

For the duration of this Agreement, the Union and its members agree that it shall not call, sanction or engage in any strike, slowdown, suspension, or stoppage of work activity, and the City agrees that it shall not cause or engage in any lockout.

Further, the City shall have the right to deny all usage of sick leave by any employee where the City Manager has reasonable cause to believe the sick leave usage is related to a sick-out or any other form of concerted activity.

17.2 SAVINGS CLAUSE

If any provision of this Agreement, or the application of such provision should be rendered or declared invalid by any decree of a court of competent jurisdiction or by the reason of any existing or subsequently enacted legislation, the remaining parts or portions of this Agreement shall remain in full force and effect.

17.3 CIVIL SERVICE BOARD RULES

In the event that any Civil Service Board Rules or Regulations are in conflict with this Agreement, the Agreement shall apply.

17.4 NON-DISCRIMINATION

The City and the Union agree to abide by applicable laws regarding discrimination against any employee for Union activity, race, creed, religion, sex, age or handicap.

17.5 SELECTION OF VACANCIES

The City shall reassign or prevent the assignment of employees where there is or would be an immediate supervisory/subordinate relationship and the employees have a potential employment conflict of interest due to a parental, spousal or sibling relationship.

17.6 TRIAL PERIOD

- a. An employee or a former employee appointed to a career classification as a non-career employee on or after November 22, 1996, shall serve a trial period. A former employee is a person who was previously employed with the City but terminated such employment for any reason including the expiration of a limited-term appointment.
- b. The trial period for the non-career employee appointed to a career classification shall be equivalent in length of time to the probationary period for that classification beginning with the first day the employee reports to work.
- c. A non-career employee may be released from their position at the discretion of the appointing authority at any time during the trial period without right of appeal to the Civil Service Board. Such release shall be confirmed in writing.
- d. This provision shall not be used to circumvent the civil service system in respect to the City's testing practices.

17.7 CONTRACTING OUT

- a. The City shall not contract out for goods and services performed by bargaining unit employees which will result in any career employee being laid off without prior consultation with the Union concerning the impact on the terms and conditions of employment of employees covered by this Agreement.
- b. Any layoffs resulting from the City's action shall be made pursuant to the layoff provisions of this Agreement.

17.8 PAYROLL ERRORS

- a. In the event an error has been made in the payment of an employee's compensation, including, but not limited to, wages, overtime payments, healthcare contributions, incentives, or leave accruals, balances and/or usages, the City shall, for purposes of future compensation, adjust such compensation to the correct amount, giving written notice to the employee.
- b. In the event an employee received an overpayment, reimbursement to the City shall be accomplished by:

- (1) Lump sum payment by the employee;
- (2) A one-time deduction from available paid leave balances, except sick leave, equivalent to the overpayment at the employee's current hourly rate;
- (3) A repayment schedule through payroll deduction; and/or
- (4) Other means, as may be mutually agreed between the parties.

No repayment schedule shall exceed fifty-two (52) pay periods in duration, except that if the employee does not agree to a voluntary repayment schedule, the overpayment collection shall not exceed twenty-six (26) pay periods. The time period may be extended by a signed agreement between the City and the employee.

- c. No action shall be taken to enforce repayment of an overpayment, or to correct an underpayment, unless action is taken within two (2) years from the ending date of the pay period in which the error is discovered. "Action is taken" as used in this Section shall mean written notice to the employee in the case of an overpayment, or written or oral notice to the City in the case of an underpayment error.

17.9 DRIVER LICENSE REQUIREMENTS

- a. Employees in the Equipment Serviceworker and Equipment Mechanic classifications shall possess a valid Class A commercial California driver license with a Tank Vehicle endorsement. The Class A license must not have airbrake or automatic transmission restrictions.

All other employees shall maintain the appropriate driver's license required for their job classification.

- b. Employees, who were hired prior to September 22, 1990, who are temporarily unable to maintain the required commercial license, but are able to maintain a Class "C" license, shall, as a result of that failure, be transferred to an alternate assignment, if available, with a salary reduction of 2.5%, until the required license has been obtained in a reasonable amount of time. However, in the event the employee is unable to obtain the required license, the employee shall be separated from employment.

Further, the salary reduction or separation from employment shall not be subject to the grievance procedures provided for in Article 5, nor shall the reduction be considered disciplinary action as defined by Rule 12 of the Rules and Regulations of the Civil Service Board. In the event the transferred employee subsequently obtains the required license with endorsements, the employee shall be transferred back to the previous

assignment at the same step in the salary range occupied prior to the transfer and salary reduction.

- c. An employee who is unable to qualify for a required commercial license, due to medical reasons, shall not be subject to the contractual transfer or salary reduction described in Section 17.9(b), above.

17.10 ZONAR OR OTHER GLOBAL POSITIONING SYSTEM (GPS) & SAFETY STICKERS

Zonar and other GPS devices will be used for purposes of improving departmental efficiencies to include, but not be limited to, preserving City resources and preventing idle time. Zonar or GPS data shall not be used by the City as the only factor in gathering data for purposes of discipline. However, the data may be used to substantiate public complaints, support findings or confirm work performance issues for purposes of discipline. The City may place one “safety sticker” on City vehicles which reads “How’s My Driving? Dial 311.” Safety sticker shall not exceed 200 square inches and will not be placed in an area which obscures the driver’s safe operation of the vehicle.

17.11 TRANSPORTATION

- a. Sacramento Regional Transit District (SRTD)

Full-time career employees who utilize the Sacramento Regional Transit District (SRTD) for home-to-work transportation are eligible for an eighty percent (80%) price discount on an SRTD monthly pass. Part-time career employees shall be eligible for a forty percent (40%) price discount. The employee must notify the Department of Finance, Revenue Division on or before the fifth day of the month to obtain the monthly pass discount for that month.

- b. Other Bus Transportation

Eligible full-time career employees as described above, who regularly utilize other bus or mass transportation services regulated by the Public Utilities Commission (i.e. buses, vanpools, rail) for home-to-work commuting are eligible for up to eighty percent (80%) of the cost of the monthly pass. Eligible part-time employees, as described above, shall be eligible for a forty percent (40%) monthly reimbursement. The employee must present the required proof of purchase to the Department of Finance, Revenue Division by the fifth day of the month to obtain reimbursement. The amount of monthly reimbursement shall not exceed one hundred dollars (\$100.00).

- c. Downtown Parking Subsidy

The City shall provide a forty-five dollar (\$45.00) per month parking subsidy to eligible full-time career employees who are regularly assigned to work in

the downtown area. Eligible part-time career employees who are regularly assigned to work in the downtown area will receive a twenty-five dollar (\$25.00) per month parking subsidy. The subsidy will be included in the employee's bi-weekly paycheck, subject to applicable state and federal taxes.

17.12 PROBATIONARY PERIOD

a. Probationary Period

The probationary period is an extension of and an integral part of the examination process. It shall be utilized for closely observing the employee's work, for securing the most effective assimilation of a new employee, and for determining if performance meets the required standards of the job.

- (1) The probationary period for employees in this Unit shall be twelve (12) months in duration.
- (2) An employee may be released, without right of appeal, during the probationary period. Written notice of for the release shall be furnished the probationer.

b. Employee Service Rating and Reports

Employees are entitled to Employee Service Rating and Reports which outline progress and performance in their classifications.

c. The Employee Service Rating and Report shall primarily serve as follows:

- (1) To regularly review employee's performance with the supervisor;
- (2) To ascertain and encourage the improvement in performance or progress of employee;
- (3) To provide effective supervision of an employee; and
- (4) To note and reward outstanding achievement by an employee.

An employee in a twelve (12) month probationary position shall receive such Reports on or about the end of the third, fifth, eighth, and eleventh months of service and annually thereafter.

17.13 NEW EMPLOYEE ORIENTATION

Unless Otherwise agreed in advance, Union Business Representative, or their designees, shall be provided up to fifteen (15) minutes to attend the City's Regularly scheduled new-employee orientations so that they may provide information about the Union and labor agreement.

17.14 EMPLOYEE INFORMATION

At least every thirty (30) days, the City shall provide the Union with a list of employees who are employed in classifications represented by the Union.

To the extent it is known, information shall include: name; classification date; job title; department; work, home, and personal cellular phone numbers; personal email address; and the home address of each employee.

17.15 PERS RETIREMENT PLAN

a. Member Contribution to PERS Retirement Plan – Classic Members

- (1) Classic members in miscellaneous classifications shall pay the seven percent (7%) member contribution to the PERS retirement plan and shall qualify for the 2% at 55 benefit formula and retirement shall be based upon the highest twelve (12) consecutive months of compensation.
- (2) Effective June 20, 2020, employees covered under Section 17.15(a) (Member Contribution to PERS Retirement Plan – Classic Members) shall pay, through payroll deduction, one hundred percent (100%) of the seven percent (7%) member contribution, plus an additional one percent (1%) of the employer's contribution of PERSable compensation for a total contribution of eight percent (8%) toward the cost of pension benefits as permitted by Government Code section 20516 (Employee Cost Sharing of Additional Benefits). The parties acknowledge that CalPERS mandates an election of unit members, separate from the ratification of this MOU, to provide for this cost sharing pursuant to Government Code section 20516. As soon as practicable after the effective date of this MOU, the City will initiate the contract amendment process. Upon approval and agreement from the bargaining unit and completion of the City's amendment to the CalPERS contract, employee contributions will be made pursuant to Government Code section 20516. Should the membership vote against the CalPERS contract amendment, effective June 20, 2020, the above referenced one percent (1%) cost sharing shall be implemented outside of a CalPERS contract amendment as authorized by Government Code section 20516(f). The Union and the City will take all actions necessary to implement the pension cost sharing agreement described in this Section.

b. Member Contribution to PERS Retirement Plan – New Members

"New members" as defined by Public Employees' Pension Reform Act (PEPRA) shall be members in the PERS on terms consistent with the PEPRA. New members shall qualify for the 2% at 62 benefit formula, shall contribute fifty percent (50%) of the total normal cost as required by PEPRA,

and retirement shall be based upon the highest thirty-six (36) consecutive months of compensation.

17.16 MODIFIED/ALTERNATIVE DUTY POLICY

The City's Modified/Alternative Duty Policy shall be applicable to eligible employees who have been injured on-the-job.

17.17 SUPERVISOR BENEFITS

During the last year of this Agreement, the City will meet with the Union at the Union's request to review the Local 39 Supervisory contract in advance of successor contract negotiations with the International Association of Machinists and Aerospace Workers.

17.18 ON THE JOB TRAINING PROGRAM

In the interest of creating a pathway for employees in the classification of Equipment Serviceworker to gain On-The-Job training (OJT) and experience as an Equipment Mechanic, during the term of this Agreement, Fleet Management will design an OJT program to assist employees interested in gaining such experience. The following will apply to the OJT program:

- a. The employee must meet the minimum qualifications of the Equipment Mechanic I classification and express interest to participate in the program.
- b. The employee will be designated with a working title as an OJT Equipment Mechanic I and assigned the work of the classification Equipment Mechanic I. Such designation will be done in writing and shall end one (1) year from the date of assignment. Employees shall not serve more than one (1) year in this program.
- c. Participating employees shall receive four (4) performance evaluations which shall be completed every three (3) months. The completed evaluations will be maintained in the employee's department file.
- d. The OJT Equipment Mechanic program is voluntary, and employees designated as OJT Equipment Mechanic I's shall not qualify for the allowance in Article 11.1, Temporary Work In A Higher Classification, in this Agreement. Such time in the assignment will not count as seniority toward the Equipment Mechanic I classification, however, time spent in the program will count toward the Equipment Serviceworker classification seniority.
- e. Participation in the program does not guarantee automatic placement in the Equipment Mechanic classifications. The OJT program is a pilot program for the term of this Agreement and can be canceled by either the City or Union with thirty (30) days' notice.

17.19 DEFERRED COMPENSATION PLAN

Career employees may participate in the City's Deferred Compensation 457 Plan, to the extent provided by law.

Each participant in the Plan shall contribute an administrative fee of one dollar and fifty cents (\$1.50) per month from their plan balance to the Plan's administrative allowance account. Funds accumulated by the administrative fee will be utilized as prescribed in the Defined Contribution Plans Committee's Fee and Expense Policy.

17.20 TERM

- a. This Agreement shall remain in full force and effect from July 12, 2025, to and including July 7, 2028.
- b. The provisions of this Agreement shall be effective on the effective date stated above except as otherwise specifically provided.

DATED: May 19, 2026

INTERNATIONAL ASSOCIATION OF
MACHINISTS AND AEROSPACE
WORKERS, LOCAL LODGE NO. 2182,
DISTRICT LODGE 190, AFL-CIO

CITY OF SACRAMENTO

Paul Abarca
Chief Negotiator

Leyne Milstein
Assistant City Manager

Eric Benoit
Negotiating Committee

Aaron Donato
Labor Relations Manager

Steve Bosworth
Negotiating Committee

Christen Snyder
Labor Relations Officer

Mark Denhart
Negotiating Committee

APPROVED AS TO FORM:

Brett M. Witter
Chief Assistant City Attorney

Salary Schedule/Classification Listing

Schedule Effective Date: May 19, 2026

Sal Plan	Grade	Effective Date	Hourly Min/Max		Annual Min/Max		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
311 Customer Service Agent 016872 L39A														
A OFFT	140	09/20/2025	23.073464	32.466681	47992.80	67530.70	23.073464	24.227137	25.438494	26.710419	28.045940	29.448237	30.920649	32.466681
311 Customer Svc Specialist 016873 L39A														
A OFFT	141	09/20/2025	26.085308	36.704648	54257.44	76345.67	26.085308	27.389573	28.759052	30.197005	31.706855	33.292198	34.956808	36.704648
311 Customer Svc Supervisor 015108 L39C														
A SUPV	068	09/20/2025	29.730376	41.833625	61839.18	87013.94	29.730376	31.216895	32.777740	34.416627	36.137458	37.944331	39.841548	41.833625
311 Manager 001914 MGMT														
A MGTE	181	09/20/2025	47.192790	66.404992	98161.00	138122.38	47.192790	49.552429	52.030050	54.631552	57.363130	60.231286	63.242850	66.404992
Account Clerk I 016001 L39A														
A OFFT	001	09/20/2025	21.096969	26.925672	43881.70	56005.40			21.096969	22.151817	23.259408	24.422378	25.643497	26.925672
Account Clerk II 016002 L39A														
A OFFT	002	09/20/2025	22.069324	31.053755	45904.19	64591.81	22.069324	23.172790	24.331430	25.548001	26.825401	28.166671	29.575005	31.053755
Accountant Auditor 010821 CONF														
A CONF	040	09/20/2025	35.826188	50.411045	74518.47	104854.97	35.826188	37.617497	39.498372	41.473291	43.546956	45.724304	48.010519	50.411045
Accountant Auditor 014010 MSUP														
A MSUP	010	09/20/2025	35.826188	50.411045	74518.47	104854.97	35.826188	37.617497	39.498372	41.473291	43.546956	45.724304	48.010519	50.411045
Accounting Technician 016003 L39A														
A OFFT	003	09/20/2025	23.437165	32.978444	48749.30	68595.16	23.437165	24.609023	25.839474	27.131448	28.488020	29.912421	31.408042	32.978444
Admin. of Government Relations 021026 MCSU														
U MCSA	136	09/20/2025	41.761052	66.431394	86862.99	138177.30								
Administrative Analyst 010700 CONF														
A CONF	041	09/20/2025	36.431710	51.263076	75777.96	106627.20	36.431710	38.253296	40.165961	42.174259	44.282972	46.497121	48.821977	51.263076
Administrative Analyst 014000 MSUP														
A MSUP	001	09/20/2025	36.431710	51.263076	75777.96	106627.20	36.431710	38.253296	40.165961	42.174259	44.282972	46.497121	48.821977	51.263076
Administrative Assistant 010701 CONF														
A CONF	003	09/20/2025	28.008312	39.410508	58257.29	81973.86	28.008312	29.408728	30.879164	32.423122	34.044278	35.746492	37.533817	39.410508
Administrative Asst (Conf/Ex) 010800 CONF														
A CONF	018	09/20/2025	28.008312	39.410508	58257.29	81973.86	28.008312	29.408728	30.879164	32.423122	34.044278	35.746492	37.533817	39.410508
Administrative Officer 001702 MGMT														
A MGTE	006	09/20/2025	43.693077	61.480547	90881.60	127879.54	43.693077	45.877731	48.171618	50.580199	53.109209	55.764669	58.552902	61.480547

Sal Plan	Grade	Effective Date	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Administrative Tech (Conf/Ex) 010807 CONF												
A CONF	024	09/20/2025	27.917882 39.283264	58069.20 81709.19	27.917882	29.313776	30.779465	32.318438	33.934360	35.631078	37.412632	39.283264
Administrative Technician 010702 CONF												
A CONF	004	09/20/2025	27.917882 39.283264	58069.20 81709.19	27.917882	29.313776	30.779465	32.318438	33.934360	35.631078	37.412632	39.283264
Animal Care Services Manager 001845 MGMT												
A MGTE	122	09/20/2025	63.387789 89.192984	131846.60 185521.41	63.387789	66.557178	69.885037	73.379289	77.048253	80.900666	84.945699	89.192984
Animal Care Technician 003647 L39A												
A OPMT	029	09/20/2025	21.856410 30.754163	45461.33 63968.66	21.856410	22.949230	24.096691	25.301526	26.566602	27.894932	29.289679	30.754163
Animal Control Officer I 003600 L39A												
A OPMT	073	09/20/2025	25.334863 35.648695	52696.52 74149.29	25.334863	26.601606	27.931686	29.328270	30.794683	32.334417	33.951138	35.648695
Animal Control Officer II 003601 L39A												
A OPMT	001	09/20/2025	26.601606 37.431130	55331.34 77856.75	26.601606	27.931686	29.328270	30.794683	32.334417	33.951138	35.648695	37.431130
Animal Services Coordinator 010820 CONF												
A CONF	039	09/20/2025	27.917882 39.283264	58069.20 81709.19	27.917882	29.313776	30.779465	32.318438	33.934360	35.631078	37.412632	39.283264
Applications Developer 010703 CONF												
A CONF	005	09/20/2025	41.807628 58.827530	86959.87 122361.26	41.807628	43.898009	46.092909	48.397554	50.817432	53.358304	56.026219	58.827530
Aquatic Specialist 016031 L39A												
A TEMP	073	09/20/2025	19.629356 26.016389	40829.06 54114.09								
Aquatics Recreation Coord 016980 L39A												
A OFFT	143	09/20/2025	25.979362 36.555571	54037.07 76035.59	25.979362	27.278330	28.642247	30.074359	31.578077	33.156981	34.814830	36.555571
Aquatics Recreation Supervisor 015110 L39C												
A SUPV	070	09/20/2025	33.836062 47.610737	70379.01 99030.33	33.836062	35.527865	37.304258	39.169471	41.127945	43.184342	45.343559	47.610737
Arborist/Urban Forester 017001 L39A												
A PROF	001	09/20/2025	33.932880 47.746968	70580.39 99313.69	33.932880	35.629524	37.411000	39.281550	41.245627	43.307908	45.473303	47.746968
Architectural Technician I 016214 L39A												
A OFFT	081	09/20/2025	27.137598 38.185326	56446.20 79425.48	27.137598	28.494478	29.919202	31.415162	32.985920	34.635216	36.366977	38.185326
Architectural Technician II 016215 L39A												
A OFFT	082	09/20/2025	28.494459 40.094566	59268.48 83396.70	28.494459	29.919182	31.415141	32.985898	34.635193	36.366953	38.185301	40.094566
Architectural Technician III 016216 L39A												
A OFFT	083	09/20/2025	31.343986 44.104136	65195.49 91736.60	31.343986	32.911185	34.556744	36.284581	38.098810	40.003751	42.003939	44.104136

Sal Plan	Grade	Effective Date	Hourly Min/Max		Annual Min/Max		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Archivist 017018 L39A														
A PROF	010	09/20/2025	29.833487	41.978712	62053.65	87315.72	29.833487	31.325161	32.891419	34.535990	36.262790	38.075930	39.979726	41.978712
Art Museum Registrar 017010 L39A														
A PROF	006	09/20/2025	27.192103	38.262020	56559.57	79585.00	27.192103	28.551708	29.979293	31.478258	33.052171	34.704780	36.440019	38.262020
Arts Administrator 001703 MGMT														
A MGTE	007	09/20/2025	40.074883	56.389384	83355.76	117289.92	40.074883	42.078627	44.182558	46.391686	48.711270	51.146833	53.704175	56.389384
Arts Program Assistant 016108 L39A														
A OFFT	059	09/20/2025	23.853651	33.564484	49615.59	69814.13	23.853651	25.046334	26.298651	27.613584	28.994263	30.443976	31.966175	33.564484
Arts Program Coordinator 016109 L39A														
A OFFT	060	09/20/2025	32.585189	45.850632	67777.19	95369.32	32.585189	34.214448	35.925170	37.721429	39.607500	41.587875	43.667269	45.850632
Arts Program Specialist 001859 MGMT														
A MGTE	130	09/20/2025	36.431710	51.263076	75777.96	106627.20	36.431710	38.253296	40.165961	42.174259	44.282972	46.497121	48.821977	51.263076
Assistant Architect 011014 WCOE														
A WCOE	005	12/27/2025	38.764707	54.545835	80630.59	113455.34	38.764707	40.702942	42.738089	44.874993	47.118743	49.474680	51.948414	54.545835
Assistant Box Office Supv 015010 L39C														
A SUPV	001	09/20/2025	25.878263	36.413313	53826.79	75739.69	25.878263	27.172176	28.530785	29.957324	31.455190	33.027949	34.679346	36.413313
Assistant Camp Caretaker 009018 TEMP														
D DALY	001	10/04/2014	52.240000	63.200000	19067.60	23068.00	52.240000	57.460000	63.200000					
Assistant Camp Chef 009019 TEMP														
D DALY	002	08/17/2019	52.240000	63.200000	19067.60	23068.00	52.240000	57.460000	63.200000					
Assistant Camp Sacramento Supv 001922 MGMT														
A MGTE	188	09/20/2025	35.323732	49.704039	73473.36	103384.40	35.323732	37.089919	38.944415	40.891636	42.936218	45.083029	47.337180	49.704039
Assistant City Attorney 020001 EXMG														
U EXMG	110	07/01/2023	71.766846	145.812288	149275.04	303289.56								
Assistant City Auditor 020044 EXMG														
U EXMG	217	07/01/2023	48.054519	75.685865	99953.40	157426.60								
Assistant City Clerk 020002 EXMG														
U EXMG	010	07/01/2023	43.572081	92.599500	90629.93	192606.96								
Assistant City Manager 020003 EXMG														
U EXMG	210	08/29/2023	75.386341	163.852212	156803.59	340812.60								

Salary Schedule/Classification Listing

Schedule Effective Date: May 19, 2026

Sal Plan	Grade	Effective Date	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Assistant Civil Engineer 011011 WCOE												
A WCOE	002	12/27/2025	38.764707 54.545835	80630.59 113455.34	38.764707	40.702942	42.738089	44.874993	47.118743	49.474680	51.948414	54.545835
Assistant Code Enforcmnt Ofcr 003912 L39A												
A OPMT	062	09/20/2025	22.554822 31.736899	46914.03 66012.75	22.554822	23.682563	24.866691	26.110026	27.415527	28.786303	30.225618	31.736899
Assistant Director 001896 MGMT												
A MGTE	158	09/20/2025	63.788908 89.757400	132680.93 186695.39	63.788908	66.978353	70.327271	73.843635	77.535817	81.412608	85.483238	89.757400
Assistant Electrical Engineer 011019 WCOE												
A WCOE	010	12/27/2025	38.764707 54.545835	80630.59 113455.34	38.764707	40.702942	42.738089	44.874993	47.118743	49.474680	51.948414	54.545835
Assistant Mechanical Engineer 011021 WCOE												
A WCOE	012	12/27/2025	38.764707 54.545835	80630.59 113455.34	38.764707	40.702942	42.738089	44.874993	47.118743	49.474680	51.948414	54.545835
Assistant Planner 017002 L39A												
A PROF	002	09/20/2025	31.871395 44.846254	66292.50 93280.21	31.871395	33.464965	35.138213	36.895124	38.739880	40.676874	42.710718	44.846254
Assistant Pool Manager 009119 TEMP												
A TEMP	053	04/20/2024	22.000000 22.000000	45760.00 45760.00	22.000000							
Assistant WtrCrsConCtrlSpclst 007903 L447												
A WATR	005	07/12/2025	34.808080 48.978463	72400.81 101875.20	34.808080	36.548484	38.375908	40.294703	42.309438	44.424910	46.646155	48.978463
Assistant to the City Manager 020040 EXMG												
U EXMG	081	07/01/2023	63.640769 100.234211	132372.80 208487.16								
Associate Architect 011015 WCOE												
A WCOE	006	12/27/2025	47.049760 66.203737	97863.50 137703.77	47.049760	49.402248	51.872360	54.465978	57.189277	60.048741	63.051178	66.203737
Associate Civil Engineer 011012 WCOE												
A WCOE	003	12/27/2025	47.049760 66.203737	97863.50 137703.77	47.049760	49.402248	51.872360	54.465978	57.189277	60.048741	63.051178	66.203737
Associate Curator of Art 017023 L39A												
A PROF	012	09/20/2025	29.833487 41.978712	62053.65 87315.72	29.833487	31.325161	32.891419	34.535990	36.262790	38.075930	39.979726	41.978712
Associate Electrical Engineer 011020 WCOE												
A WCOE	011	12/27/2025	47.049760 66.203737	97863.50 137703.77	47.049760	49.402248	51.872360	54.465978	57.189277	60.048741	63.051178	66.203737
Associate Landscape Architect 011016 WCOE												
A WCOE	007	12/27/2025	45.629150 64.204796	94908.63 133545.98	45.629150	47.910608	50.306138	52.821445	55.462517	58.235643	61.147425	64.204796
Associate Mechanical Engineer 011022 WCOE												
A WCOE	013	12/27/2025	47.049760 66.203737	97863.50 137703.77	47.049760	49.402248	51.872360	54.465978	57.189277	60.048741	63.051178	66.203737

Sal Plan	Grade	Effective Date	Hourly Min/Max		Annual Min/Max		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Associate Planner 017003 L39A														
A PROF	003	09/20/2025	39.180486	55.130878	81495.41	114672.23	39.180486	41.139510	43.196486	45.356310	47.624125	50.005331	52.505598	55.130878
Auditor 001934 MGMT														
A MGTE	207	09/20/2025	31.205244	43.908911	64906.91	91330.54	31.205244	32.765506	34.403781	36.123970	37.930168	39.826676	41.818010	43.908911
Banking Operations Manager 001837 MGMT														
A MGTE	012	09/20/2025	43.574345	61.313479	90634.64	127532.04	43.574345	45.753062	48.040715	50.442751	52.964889	55.613133	58.393790	61.313479
Blacksmith Welder 006001 BULT														
A BLDG	001	07/12/2025	30.081868	49.907298	62570.28	103807.18	30.081868	32.338008	34.763359	37.370611	40.173407	43.186412	46.425393	49.907298
Booking Coordinator 016903 L39A														
A OFFT	103	09/20/2025	26.047317	36.651190	54178.42	76234.48	26.047317	27.349683	28.717167	30.153025	31.660676	33.243710	34.905895	36.651190
Budget Analyst 010822 CONF														
A CONF	042	09/20/2025	36.431710	51.263076	75777.96	106627.20	36.431710	38.253296	40.165961	42.174259	44.282972	46.497121	48.821977	51.263076
Budget Analyst 014011 MSUP														
A MSUP	011	09/20/2025	36.431710	51.263076	75777.96	106627.20	36.431710	38.253296	40.165961	42.174259	44.282972	46.497121	48.821977	51.263076
Budget Manager 020005 EXMG														
U EXMG	040	07/01/2023	59.101129	93.084274	122930.35	193615.29								
Building Inspector I 016011 L39A														
A OFFT	010	09/20/2025	34.251140	48.194794	71242.37	100245.17	34.251140	35.963697	37.761882	39.649976	41.632475	43.714099	45.899804	48.194794
Building Inspector II 016012 L39A														
A OFFT	011	09/20/2025	35.963737	50.604589	74804.57	105257.54	35.963737	37.761924	39.650020	41.632521	43.714147	45.899854	48.194847	50.604589
Building Inspector III 016229 L39A														
A OFFT	095	09/20/2025	37.762170	53.135167	78545.31	110521.15	37.762170	39.650279	41.632793	43.714433	45.900155	48.195163	50.604921	53.135167
Building Inspector IV 016230 L39A														
A OFFT	096	09/20/2025	39.650169	55.791769	82472.35	116046.88	39.650169	41.632677	43.714311	45.900027	48.195028	50.604779	53.135018	55.791769
Building Maintenance Worker 003603 L39A														
A OPMT	002	09/20/2025	24.868877	34.993009	51727.26	72785.46	24.868877	26.112321	27.417937	28.788834	30.228276	31.739690	33.326675	34.993009
Building Monitor 016032 L39A														
A TEMP	069	12/13/2025	16.900000	19.976865	35152.00	41551.88								
Building Services Manager 001886 MGMT														
A MGTE	149	09/20/2025	43.693077	61.480547	90881.60	127879.54	43.693077	45.877731	48.171618	50.580199	53.109209	55.764669	58.552902	61.480547

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Sal Plan	Grade	Effective Date	Hourly Min/Max		Annual Min/Max		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Business Services Manager 001709 MGMT														
A MGTE	013	09/20/2025	55.271744	77.772895	114965.23	161767.62	55.271744	58.035331	60.937098	63.983953	67.183151	70.542309	74.069424	77.772895
Cache Logistics Coordinator 016237 L39A														
A OFFT	155	09/20/2025	23.142218	32.563423	48135.81	67731.92	23.142218	24.299329	25.514295	26.790010	28.129510	29.535985	31.012784	32.563423
Camp Aide 009045 TEMP														
D DALY	007	10/04/2014	38.150000	46.160000	13924.75	16848.40	38.150000	41.960000	46.160000					
Camp Caretaker 009046 TEMP														
D DALY	008	10/04/2014	84.680000	124.032000	30908.20	45271.68	84.680000	93.140000	102.460000	112.000000	124.032000			
Camp Chef 009024 TEMP														
D DALY	004	08/17/2019	84.680000	124.032000	30908.20	45271.68	84.680000	93.140000	102.460000	112.000000	124.032000			
Camp Host 009025 TEMP														
D DALY	005	10/04/2014	52.240000	63.200000	19067.60	23068.00	52.240000	57.460000	63.200000					
Camp Program Director 009048 TEMP														
D DALY	009	10/04/2014	84.680000	124.032000	30908.20	45271.68	84.680000	93.140000	102.460000	112.000000	124.032000			
Camp Recreation Leader 009022 TEMP														
D DALY	003	10/04/2014	43.870000	53.080000	16012.55	19374.20	43.870000	48.250000	53.080000					
Camp Sacramento Supervisor 001912 MGMT														
A MGTE	178	09/20/2025	38.856106	54.674444	80820.70	113722.84	38.856106	40.798911	42.838857	44.980800	47.229840	49.591332	52.070899	54.674444
Cannabis Manager 001924 MGMT														
A MGTE	192	09/20/2025	57.544445	80.970812	119692.45	168419.29	57.544445	60.421667	63.442750	66.614887	69.945631	73.442913	77.115059	80.970812
Carpenter 006002 BULT														
A BLDG	002	07/12/2025	27.939791	46.353487	58114.76	96415.25	27.939791	30.035275	32.287921	34.709515	37.312729	40.111184	43.119523	46.353487
Cashier 016018 L39A														
A OFFT	017	09/20/2025	20.482843	26.141875	42604.31	54375.10			20.482843	21.506985	22.582334	23.711451	24.897024	26.141875
Cashier - Aquatics 009012 TEMP														
A TEMP	012	12/13/2025	16.900000	16.900000	35152.00	35152.00								
Chief Animal Control Officer 001827 MGMT														
A MGTE	108	09/20/2025	47.081477	66.248366	97929.47	137796.60	47.081477	49.435551	51.907329	54.502695	57.227830	60.089221	63.093682	66.248366
Chief Assistant City Attorney 020046 EXMG														
U EXMG	219	07/01/2023	75.355187	153.102899	156738.79	318454.03								

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Chief Building Official 001712 MGMT												
A MGTE	015	09/20/2025	63.802118 89.775987	132708.40 186734.05	63.802118	66.992224	70.341835	73.858927	77.551873	81.429467	85.500940	89.775987
Chief Information Officer 020030 EXMG												
U EXMG	085	07/01/2023	73.838908 116.296274	153584.93 241896.25								
Chief Investment Officer 001714 MGMT												
A MGTE	017	09/20/2025	73.204899 103.006644	152266.19 214253.82	73.204899	76.865144	80.708401	84.743821	88.981012	93.430063	98.101566	103.006644
Chief Park Ranger 001949 MGMT												
A MGTE	206	03/10/2026	43.564766 61.300000	90614.71 127504.00	43.564766	45.743004	48.030154	50.431662	52.953245	55.600907	58.380952	61.300000
Chief of Staff to the Mayor 021006 MCSU												
U MCSA	070	09/20/2025	56.593428 90.025962	117714.33 187254.00								
City Attorney 024002 APPO												
U COFF	006	02/07/2026	85.721240 170.673077	178300.18 355000.00								
City Auditor 024004 APPO												
U COFF	010	02/07/2026	58.948716 112.128861	122613.33 233228.03								
City Clerk 024003 APPO												
U COFF	007	02/07/2026	77.176880 115.764803	160527.91 240790.79								
City Council 023001 MCNL												
U MCNL	002	06/14/2025	53.521154 53.521154	111324.00 111324.00								
City Historian 001905 MGMT												
A MGTE	172	09/20/2025	57.487935 80.891299	119574.90 168253.90	57.487935	60.362332	63.380449	66.549471	69.876945	73.370792	77.039332	80.891299
City Housing Manager 001933 MGMT												
A MGTE	205	09/20/2025	55.782990 78.492268	116028.62 163263.92	55.782990	58.572139	61.500746	64.575783	67.804572	71.194801	74.754541	78.492268
City Manager 024000 APPO												
U COFF	008	02/07/2026	131.351442 202.251923	273211.00 420684.00								
City Treasurer 024001 APPO												
U COFF	009	02/07/2026	77.176880 137.860000	160527.91 286748.80								
Claims Collector 016104 L39A												
A OFFT	058	09/20/2025	24.190211 34.038057	50315.64 70799.16	24.190211	25.399722	26.669708	28.003193	29.403353	30.873521	32.417197	34.038057
Code Enforcement Manager 001861 MGMT												
A MGTE	131	09/20/2025	52.313132 73.609829	108811.32 153108.44	52.313132	54.928789	57.675228	60.558989	63.586938	66.766285	70.104599	73.609829

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Code Enforcement Officer 016114 L39A												
A OFFT	065	09/20/2025	29.412366 41.386152	61177.72 86083.20	29.412366	30.882984	32.427133	34.048490	35.750914	37.538460	39.415383	41.386152
Code&Housing Enforcement Chief 001917 MGMT												
A MGTE	183	09/20/2025	57.544445 80.970812	119692.45 168419.29	57.544445	60.421667	63.442750	66.614887	69.945631	73.442913	77.115059	80.970812
Community Center Attendant I 003656 L39A												
A OPMT	038	09/20/2025	20.634890 29.035362	42920.57 60393.55	20.634890	21.666635	22.749967	23.887465	25.081838	26.335930	27.652726	29.035362
Community Center Attendant II 003657 L39A												
A OPMT	039	09/20/2025	23.217334 32.669121	48292.06 67951.77	23.217334	24.378201	25.597111	26.876967	28.220815	29.631856	31.113449	32.669121
Community Engagement Manager 020049 EXMG												
U EXMG	220	09/20/2025	60.945966 80.766053	126767.61 167993.39								
Community Service Officer I 002037 SPOA												
A POAM	010	01/25/2025	30.532950 30.532950	63508.54 63508.54	30.532950							
Community Service Officer II 002038 SPOA												
A POAM	053	01/25/2025	30.532950 37.112992	63508.54 77195.02	30.532950	32.059598	33.662578	35.345707	37.112992			
Community Service Officer III 002036 SPOA												
A POAM	015	01/25/2025	30.532950 37.112992	63508.54 77195.02	30.532950	32.059598	33.662578	35.345707	37.112992			
Community Service Rep I 016023 L39A												
A OFFT	021	09/20/2025	22.896613 32.217835	47624.96 67013.10	22.896613	24.041444	25.243516	26.505692	27.830977	29.222526	30.683652	32.217835
Community Service Rep II 016125 L39A												
A OFFT	067	09/20/2025	25.370730 35.699164	52771.12 74254.26	25.370730	26.639266	27.971229	29.369790	30.838280	32.380194	33.999204	35.699164
Concrete Construction Leadwrkr 015104 L39C												
A SUPV	060	09/20/2025	33.954540 47.777448	70625.44 99377.09	33.954540	35.652267	37.434880	39.306624	41.271955	43.335553	45.502331	47.777448
Construction Inspector I 016025 L39A												
A OFFT	023	09/20/2025	30.174314 42.458290	62762.57 88313.24	30.174314	31.683030	33.267182	34.930541	36.677068	38.510921	40.436467	42.458290
Construction Inspector II 016026 L39A												
A OFFT	024	09/20/2025	33.918675 47.726981	70550.84 99272.12	33.918675	35.614609	37.395339	39.265106	41.228361	43.289779	45.454268	47.726981
Construction Inspector III 016027 L39A												
A OFFT	025	09/20/2025	35.614547 50.113245	74078.26 104235.55	35.614547	37.395274	39.265038	41.228290	43.289705	45.454190	47.726900	50.113245
Contract and Compliance Spclst 001280 MGMT												
A MGTE	173	09/20/2025	38.253297 53.826231	79566.86 111958.56	38.253297	40.165962	42.174260	44.282973	46.497122	48.821978	51.263077	53.826231

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Convention Center General Mgr 001723 MGMT												
A MGTE	020	09/20/2025	63.875484 89.879221	132861.01 186948.78	63.875484	67.069258	70.422721	73.943857	77.641050	81.523103	85.599258	89.879221
Council Representative 021015 MCSU												
U MCSA	048	09/20/2025	28.200000 35.769428	58656.00 74400.41								
Council/Clerk Operations Mngr 021007 MCSU												
U MCSA	080	09/20/2025	43.040000 68.476486	89523.20 142431.09								
Crew Leader (Landscp&Learning) 016033 L39A												
A TEMP	070	12/13/2025	16.900000 23.571034	35152.00 49027.75								
Cultural&Creative Economy Mgr 001921 MGMT												
A MGTE	187	09/20/2025	63.875484 89.879221	132861.01 186948.78	63.875484	67.069258	70.422721	73.943857	77.641050	81.523103	85.599258	89.879221
Curator of Art 001727 MGMT												
A MGTE	023	09/20/2025	48.062386 67.628604	99969.76 140667.50	48.062386	50.465505	52.988780	55.638219	58.420130	61.341137	64.408194	67.628604
Curator of Education 001728 MGMT												
A MGTE	024	09/20/2025	48.062386 67.628604	99969.76 140667.50	48.062386	50.465505	52.988780	55.638219	58.420130	61.341137	64.408194	67.628604
Curator of History 001899 MGMT												
A MGTE	161	09/20/2025	48.062386 67.628604	99969.76 140667.50	48.062386	50.465505	52.988780	55.638219	58.420130	61.341137	64.408194	67.628604
Custodial Supervisor 015018 L39C												
A SUPV	006	09/20/2025	23.302970 32.789618	48470.18 68202.40	23.302970	24.468118	25.691524	26.976100	28.324905	29.741150	31.228208	32.789618
Custodian I 003606 L39A												
A OPMT	003	09/20/2025	20.482843 26.141875	42604.31 54375.10			20.482843	21.506985	22.582334	23.711451	24.897024	26.141875
Custodian II 003922 L39A												
A OPMT	067	09/20/2025	20.482589 27.448629	42603.78 57093.15		20.482589	21.506718	22.582054	23.711157	24.896715	26.141551	27.448629
Customer Service Assistant 016971 L39A												
A OFFT	131	09/20/2025	21.422227 30.143224	44558.23 62697.91	21.422227	22.493338	23.618005	24.798905	26.038850	27.340792	28.707832	30.143224
Customer Service Rep 016972 L39A												
A OFFT	132	09/20/2025	22.510697 31.674811	46822.25 65883.61	22.510697	23.636232	24.818044	26.058946	27.361893	28.729988	30.166487	31.674811
Customer Service Specialist 016973 L39A												
A OFFT	133	09/20/2025	25.449079 35.809412	52934.08 74483.58	25.449079	26.721533	28.057610	29.460491	30.933516	32.480192	34.104202	35.809412
Customer Service Supervisor 015098 L39C												
A SUPV	055	09/20/2025	29.005247 40.813294	60330.91 84891.65	29.005247	30.455509	31.978284	33.577198	35.256058	37.018861	38.869804	40.813294

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Customer Service Trainee 016914 L39A												
A OFFT	106	09/20/2025	20.343484 27.262215	42314.45 56705.41		20.343484	21.360658	22.428691	23.550126	24.727632	25.964014	27.262215
Debt Analyst 001729 MGMT												
A MGTE	025	09/20/2025	39.806877 56.012273	82798.30 116505.53	39.806877	41.797221	43.887082	46.081436	48.385508	50.804783	53.345022	56.012273
Department Systems Spclst I 016217 L39A												
A OFFT	084	09/20/2025	35.812737 50.392118	74490.49 104815.60	35.812737	37.603374	39.483543	41.457720	43.530606	45.707136	47.992493	50.392118
Department Systems Spclst II 016218 L39A												
A OFFT	085	09/20/2025	39.398226 55.437262	81948.31 115309.50	39.398226	41.368137	43.436544	45.608371	47.888790	50.283230	52.797392	55.437262
Deputy Chief Building Official 001900 MGMT												
A MGTE	162	09/20/2025	53.328159 75.038074	110922.57 156079.19	53.328159	55.994567	58.794295	61.734010	64.820710	68.061745	71.464832	75.038074
Deputy City Attorney I 001730 MGMT												
A MGTE	026	09/20/2025	48.262831 67.910652	100386.69 141254.16	48.262831	50.675973	53.209772	55.870261	58.663774	61.596963	64.676811	67.910652
Deputy City Attorney II 001731 MGMT												
A MGTE	027	09/20/2025	56.131604 78.982804	116753.74 164284.23	56.131604	58.938184	61.885093	64.979348	68.228315	71.639731	75.221718	78.982804
Deputy City Clerk 010705 CONF												
A CONF	007	09/20/2025	27.953880 39.333918	58144.07 81814.55	27.953880	29.351574	30.819153	32.360111	33.978117	35.677023	37.460874	39.333918
Deputy Convntn Ctr General Mgr 001889 MGMT												
A MGTE	152	09/20/2025	54.294161 76.397337	112931.86 158906.46	54.294161	57.008869	59.859312	62.852278	65.994892	69.294637	72.759369	76.397337
Deputy Fire Chief 020025 EXMG												
A FM40	002	06/15/2024	68.508236 116.192788	142497.13 241681.00								
Deputy Police Chief 020011 EXMG												
U PEXM	010	06/15/2024	74.769885 126.817111	155521.36 263779.59								
Development Project Manager 001744 MGMT												
A MGTE	038	09/20/2025	43.910180 61.786033	91333.17 128514.95	43.910180	46.105689	48.410973	50.831522	53.373098	56.041753	58.843841	61.786033
Development Services Tech I 016004 L39A												
A OFFT	004	09/20/2025	28.434112 40.009652	59142.95 83220.08	28.434112	29.855818	31.348609	32.916039	34.561841	36.289933	38.104430	40.009652
Development Services Tech II 016005 L39A												
A OFFT	005	09/20/2025	29.855753 42.010042	62099.97 87380.89	29.855753	31.348541	32.915968	34.561766	36.289854	38.104347	40.009564	42.010042
Development Services Tech III 016006 L39A												
A OFFT	006	09/20/2025	31.348520 44.110516	65204.92 91749.87	31.348520	32.915946	34.561743	36.289830	38.104322	40.009538	42.010015	44.110516

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Director of Community Developmt 020012 EXMG												
U EXMG	180	07/01/2023	73.838908 116.296538	153584.93 241896.80								
Director of Community Response 020045 EXMG												
U EXMG	218	09/10/2024	73.838909 116.296538	153584.93 241896.80								
Director of Convntion&Culture 020013 EXMG												
U EXMG	120	07/01/2023	73.838908 116.296538	153584.93 241896.80								
Director of Economic Developmnt 020014 EXMG												
U EXMG	070	07/01/2023	67.691509 106.614129	140798.34 221757.39								
Director of Finance 020015 EXMG												
U EXMG	100	07/01/2023	73.838908 116.296274	153584.93 241896.25								
Director of Govtal Affairs 020017 EXMG												
U EXMG	080	07/01/2023	57.040548 89.838860	118644.34 186864.83								
Director of Human Resources 020018 EXMG												
U EXMG	160	07/01/2023	73.838908 116.296538	153584.93 241896.80								
Director of PubSafety Acctblty 024005 APPO												
U COFF	011	02/07/2026	60.127692 114.345000	125065.60 237837.60								
Director of Public Works 020021 EXMG												
U EXMG	150	07/01/2023	73.838908 116.296538	153584.93 241896.80								
Director of Utilities 020022 EXMG												
U EXMG	190	07/01/2023	73.838908 116.296538	153584.93 241896.80								
Director of Yth Parks&Comm Enr 020019 EXMG												
U EXMG	130	07/01/2023	73.838908 116.296538	153584.93 241896.80								
Dispatcher I 002049 SPOA												
A POAM	020	01/25/2025	30.542208 37.124244	63527.79 77218.43	30.542208	32.069318	33.672784	35.356423	37.124244			
Dispatcher II 002050 SPOA												
A POAM	021	01/25/2025	37.346285 45.394643	77680.27 94420.86	37.346285	39.213599	41.174279	43.232993	45.394643			
Dispatcher III 002051 SPOA												
A POAM	022	08/09/2025	45.189005 54.927518	93993.13 114249.24	45.189005	47.448455	49.820878	52.311922	54.927518			
Dispatcher Recruit 009113 TEMP												
A TEMP	048	01/25/2025	29.087817 29.087817	60502.66 60502.66	29.087817							

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Diversity and Equity Manager 001923 MGMT												
A MGTE	197	09/20/2025	55.782990 78.492268	116028.62 163263.92	55.782990	58.572139	61.500746	64.575783	67.804572	71.194801	74.754541	78.492268
EMS Coordinator 001913 MGMT												
A MGTE	180	09/20/2025	48.062386 67.628604	99969.76 140667.50	48.062386	50.465505	52.988780	55.638219	58.420130	61.341137	64.408194	67.628604
Economic Development Manager 001745 MGMT												
A MGTE	039	09/20/2025	57.398927 80.766056	119389.77 167993.40	57.398927	60.268873	63.282317	66.446433	69.768755	73.257193	76.920053	80.766056
Electrical Constructn Insp I 016039 L39A												
A OFFT	026	09/20/2025	28.712979 40.402044	59723.00 84036.25	28.712979	30.148628	31.656059	33.238862	34.900805	36.645845	38.478137	40.402044
Electrical Constructn Insp II 016040 L39A												
A OFFT	027	09/20/2025	31.591320 44.452158	65709.95 92460.49	31.591320	33.170886	34.829430	36.570901	38.399446	40.319418	42.335389	44.452158
Electrical Constructn Insp III 016041 L39A												
A OFFT	028	09/20/2025	33.594571 47.270937	69876.71 98323.55	33.594571	35.274300	37.038015	38.889916	40.834412	42.876133	45.019940	47.270937
Electrical Design Technician 006268 BULT												
A BLDG	026	07/12/2025	35.042487 58.137209	72888.37 120925.40	35.042487	37.670674	40.495975	43.533173	46.798161	50.308023	54.081125	58.137209
Electrician 006004 BULT												
A BLDG	003	07/12/2025	32.259073 53.519387	67098.87 111320.32	32.259073	34.678503	37.279391	40.075345	43.080996	46.312071	49.785476	53.519387
Electrician Supervisor 006006 BULT												
A BLDG	004	07/12/2025	37.430072 62.098330	77854.55 129164.53	37.430072	40.237327	43.255127	46.499262	49.986707	53.735710	57.765888	62.098330
Electronic Maint Tech I 003615 L39A												
A OPMT	007	09/20/2025	32.962890 46.382095	68562.81 96474.76	32.962890	34.611034	36.341586	38.158665	40.066598	42.069928	44.173424	46.382095
Electronic Maint Tech II 003616 L39A												
A OPMT	008	09/20/2025	34.611109 48.701305	71991.11 101298.71	34.611109	36.341664	38.158747	40.066684	42.070018	44.173519	46.382195	48.701305
Electronic Maint Tech Trnee 003614 L39A												
A OPMT	006	09/20/2025	29.966271 42.165554	62329.84 87704.35	29.966271	31.464585	33.037814	34.689705	36.424190	38.245400	40.157670	42.165554
Emergency Communications Mgr 001746 MGMT												
A MGTE	164	09/20/2025	49.810536 70.088426	103605.92 145783.93	49.810536	52.301063	54.916116	57.661922	60.545018	63.572269	66.750882	70.088426
Emergency Medical Service Trnee 009146 TEMP												
A TEMP	078	02/11/2023	18.254436 20.125516	37969.23 41861.07	18.254436	19.167158	20.125516					
Enforcement & Collections Supv 015044 L39C												
A SUPV	021	09/20/2025	31.596110 44.458900	65719.91 92474.51	31.596110	33.175916	34.834712	36.576448	38.405270	40.325533	42.341810	44.458900

Salary Schedule/Classification Listing

Schedule Effective Date: May 19, 2026

Sal Plan	Grade	Effective Date	Hourly Min/Max		Annual Min/Max		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Engineering Manager 001884 MGMT														
A MGTE	147	09/20/2025	67.794427	95.393566	141012.41	198418.62	67.794427	71.184148	74.743355	78.480523	82.404549	86.524776	90.851015	95.393566
Engineering Technician I 016930 L39A														
A OFFT	110	09/20/2025	27.137499	38.185187	56446.00	79425.19	27.137499	28.494374	29.919093	31.415048	32.985800	34.635090	36.366845	38.185187
Engineering Technician II 016931 L39A														
A OFFT	111	09/20/2025	28.494358	40.094423	59268.26	83396.40	28.494358	29.919076	31.415030	32.985781	34.635070	36.366824	38.185165	40.094423
Engineering Technician III 016939 L39A														
A OFFT	116	09/20/2025	31.343986	44.104136	65195.49	91736.60	31.343986	32.911185	34.556744	36.284581	38.098810	40.003751	42.003939	44.104136
Environmental Hlth & Sfty Mngr 001928 MGMT														
A MGTE	200	09/20/2025	55.782990	78.492268	116028.62	163263.92	55.782990	58.572139	61.500746	64.575783	67.804572	71.194801	74.754541	78.492268
Environmental Hlth & Sfty Offr 001809 MGMT														
A MGTE	091	09/20/2025	48.062386	67.628604	99969.76	140667.50	48.062386	50.465505	52.988780	55.638219	58.420130	61.341137	64.408194	67.628604
Environmental Hlth & Sfty Spec 001810 MGMT														
A MGTE	092	09/20/2025	43.693077	61.480547	90881.60	127879.54	43.693077	45.877731	48.171618	50.580199	53.109209	55.764669	58.552902	61.480547
Equal Employment Manager 001139 MGMT														
A MGTE	189	09/20/2025	50.711808	71.356606	105480.56	148421.74	50.711808	53.247398	55.909768	58.705256	61.640519	64.722545	67.958672	71.356606
Equal Employment Specialist 001748 MGMT														
A MGTE	040	09/20/2025	39.418875	55.466317	81991.26	115369.94	39.418875	41.389819	43.459310	45.632276	47.913890	50.309585	52.825064	55.466317
Equipment Maint Supv 015053 L39C														
A SUPV	026	09/20/2025	36.078487	50.766054	75043.25	105593.39	36.078487	37.882411	39.776532	41.765359	43.853627	46.046308	48.348623	50.766054
Equipment Mechanic I 012009 IAMA														
A IAMA	006	07/12/2025	28.383322	39.938183	59037.31	83071.42	28.383322	29.802488	31.292612	32.857243	34.500105	36.225110	38.036365	39.938183
Equipment Mechanic II 012003 IAMA														
A IAMA	002	07/12/2025	31.062141	43.707552	64609.25	90911.71	31.062141	32.615248	34.246010	35.958311	37.756227	39.644038	41.626240	43.707552
Equipment Mechanic III 012004 IAMA														
A IAMA	003	07/12/2025	32.811150	46.168583	68247.19	96030.65	32.811150	34.451708	36.174293	37.983008	39.882158	41.876266	43.970079	46.168583
Equipment Serviceworker 012006 IAMA														
A IAMA	005	07/12/2025	21.601552	30.395553	44931.23	63222.75	21.601552	22.681630	23.815711	25.006497	26.256822	27.569663	28.948146	30.395553
Ethics Program Compliance Ofc 001930 MGMT														
A MGTE	201	09/20/2025	49.636314	69.843280	103243.53	145274.02	49.636314	52.118130	54.724037	57.460239	60.333251	63.349914	66.517410	69.843280

Sal Plan	Grade	Effective Date	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Events Associate 009093 TEMP												
A TEMP	042	12/13/2025	16.900000 16.900000	35152.00 35152.00								
Events Coordinator 016043 L39A												
A OFFT	029	09/20/2025	25.878263 36.413313	53826.79 75739.69	25.878263	27.172176	28.530785	29.957324	31.455190	33.027949	34.679346	36.413313
Events Duty Person 009067 TEMP												
A TEMP	036	03/22/2022	22.028399 22.028400	45819.07 45819.07								
Events Services Manager 001749 MGMT												
A MGTE	041	09/20/2025	44.203150 62.198271	91942.55 129372.40	44.203150	46.413308	48.733973	51.170672	53.729206	56.415666	59.236449	62.198271
Events Services Supervisor 001750 MGMT												
A MGTE	042	09/20/2025	37.572676 52.868530	78151.17 109966.54	37.572676	39.451310	41.423876	43.495070	45.669824	47.953315	50.350981	52.868530
Evidence & Property Technician 016071 L39A												
A OFFT	041	09/20/2025	26.527557 37.326938	55177.32 77640.03	26.527557	27.853935	29.246632	30.708964	32.244412	33.856633	35.549465	37.326938
Executive Assistant (CMO) 022000 EMSU												
U EXMB	010	09/20/2025	26.010000 41.386226	54100.80 86083.35								
Executive Assistant (MC) 022001 EMSU												
U MCSB	030	09/20/2025	26.010000 41.386226	54100.80 86083.35								
Executive Director SAC CCOMWP 020023 EXMG												
U EXMG	050	07/01/2023	59.666264 93.974360	124105.83 195466.67								
Facilities & Real Prop Supt 001751 MGMT												
A MGTE	043	09/20/2025	48.906181 68.815907	101724.86 143137.09	48.906181	51.351490	53.919064	56.615017	59.445768	62.418056	65.538959	68.815907
Facilities Manager 001880 MGMT												
A MGTE	143	09/20/2025	63.387789 89.192984	131846.60 185521.41	63.387789	66.557178	69.885037	73.379289	77.048253	80.900666	84.945699	89.192984
Finance Manager 001925 MGMT												
A MGTE	193	09/20/2025	55.782990 78.492268	116028.62 163263.92	55.782990	58.572139	61.500746	64.575783	67.804572	71.194801	74.754541	78.492268
Financial Services Supervisor 015092 L39C												
A SUPV	049	09/20/2025	27.608290 38.847634	57425.24 80803.08	27.608290	28.988704	30.438139	31.960046	33.558048	35.235950	36.997747	38.847634
Fingerprint Clerk 016974 L39A												
A OFFT	134	09/20/2025	24.138966 33.965950	50209.05 70649.18	24.138966	25.345914	26.613210	27.943871	29.341065	30.808118	32.348524	33.965950
Fire Assistant Chief 020053 EXMG												
U EXMG	223	09/09/2025	77.004692 108.353332	160169.76 225374.93								

Sal Plan	Grade	Effective Date	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Fire Assistant Chief (56 Hrs) 020055 EXMG												
U	EX56 001	09/09/2025	55.003352 77.395237	160169.76 225374.93								
Fire Battalion Chief 005170 L522												
A	FR56 007	11/02/2024	47.577237 63.758048	138544.91 185663.44	47.577237	49.956099	52.453904	55.076599	57.830429	60.721950	63.758048	
Fire Battalion Chief (Admin) FA7 L522												
A	FR40 FA7	11/02/2024	66.608131 89.261267	138544.91 185663.44	66.608131	69.938538	73.435465	77.107238	80.962600	85.010730	89.261267	
Fire Captain 005020 L522												
A	FR56 002	11/02/2024	37.978110 50.894298	110592.26 148204.20	37.978110	39.877015	41.870866	43.964409	46.162629	48.470760	50.894298	
Fire Captain (Admin) FA5 L522												
A	FR40 FA5	11/02/2024	53.923698 72.262913	112161.29 150306.86	53.923698	56.619883	59.450877	62.423421	65.544592	68.821822	72.262913	
Fire Chief 020024 EXMG												
A	FM40 001	07/01/2023	77.196447 137.812500	160568.61 286650.00								
Fire Engineer 005050 L522												
A	FR56 003	11/02/2024	33.592714 45.017450	97821.98 131090.81	33.592714	35.272350	37.035968	38.887766	40.832154	42.873762	45.017450	
Fire Engineer (Admin) FA3 L522												
A	FR40 FA3	11/02/2024	47.731095 63.964233	99280.68 133045.60	47.731095	50.117650	52.623533	55.254710	58.017445	60.918317	63.964233	
Fire Investigator I 005067 L522												
A	FR40 004	04/12/2025	47.974087 64.289865	99786.10 133722.92	47.974087	50.372791	52.891431	55.536003	58.312803	61.228443	64.289865	
Fire Investigator I (Admin) FA8 L522												
A	FR40 004	04/12/2025	47.974087 64.289865	99786.10 133722.92	47.974087	50.372791	52.891431	55.536003	58.312803	61.228443	64.289865	
Fire Investigator II 005068 L522												
A	FR40 005	11/02/2024	54.207575 72.643335	112751.76 151098.14	54.207575	56.917954	59.763852	62.752045	65.889647	69.184129	72.643335	
Fire Marshal 020054 EXMG												
U	EXMG 224	09/09/2025	77.004692 108.353332	160169.76 225374.93								
Fire Prevention Officer I 005065 L522												
A	FR40 002	11/02/2024	38.823583 52.027314	80753.05 108216.81	38.823583	40.764762	42.803000	44.943150	47.190308	49.549823	52.027314	
Fire Prevention Officer II 005066 L522												
A	FR40 003	11/02/2024	41.902126 56.152857	87156.42 116797.94	41.902126	43.997232	46.197094	48.506949	50.932296	53.478911	56.152857	
Fire Prevention Officer Trnee 005064 L522												
A	FR40 001	11/02/2024	30.435811 31.957602	63306.49 66471.81	30.435811	31.957602						

Sal Plan	Grade	Effective Date	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Fire Recruit 009017 TEMP												
A TEMP	076	07/01/2021	25.134000 25.134000	52278.72 52278.72								
Fire Service Worker 012014 IAMA												
A IAMA	009	07/12/2025	24.464854 34.424506	50886.90 71602.97	24.464854	25.688097	26.972502	28.321127	29.737183	31.224042	32.785244	34.424506
Firefighter 005010 L522												
A FR56	001	11/02/2024	30.390654 40.726384	88497.58 118595.23	30.390654	31.910187	33.505696	35.180981	36.940030	38.787032	40.726384	
Firefighter (Admin) FA1 L522												
A FR40	FA1	11/02/2024	43.140467 57.812351	89732.17 120249.69	43.140467	45.297490	47.562365	49.940483	52.437507	55.059382	57.812351	
Fiscal Policy Analyst 001936 MGMT												
A MGTE	208	09/20/2025	37.503229 52.770811	78006.72 109763.29	37.503229	39.378390	41.347310	43.414676	45.585410	47.864681	50.257915	52.770811
Fleet Management Technician 016045 L39A												
A OFFT	031	09/20/2025	32.983944 46.411722	68606.60 96536.38	32.983944	34.633141	36.364798	38.183038	40.092190	42.096800	44.201640	46.411722
Fleet Manager 001881 MGMT												
A MGTE	144	09/20/2025	54.783314 77.085625	113949.29 160338.10	54.783314	57.522480	60.398604	63.418534	66.589461	69.918934	73.414881	77.085625
Fleet Service Coordinator 016976 L39A												
A OFFT	136	09/20/2025	23.665961 33.300382	49225.20 69264.80	23.665961	24.849259	26.091722	27.396308	28.766123	30.204429	31.714650	33.300382
Forensic Investigator I 016047 L39A												
A OFFT	032	09/20/2025	29.592398 41.639476	61552.19 86610.11	29.592398	31.072018	32.625619	34.256900	35.969745	37.768232	39.656644	41.639476
Forensic Investigator II 016048 L39A												
A OFFT	033	09/20/2025	32.551639 45.803426	67707.41 95271.13	32.551639	34.179221	35.888182	37.682591	39.566721	41.545057	43.622310	45.803426
GIS Specialist I 017026 L39A												
A PROF	014	09/20/2025	39.127269 55.055997	81384.72 114516.47	39.127269	41.083632	43.137814	45.294705	47.559440	49.937412	52.434283	55.055997
GIS Specialist II 017027 L39A												
A PROF	015	09/20/2025	43.041718 60.564020	89526.77 125973.16	43.041718	45.193804	47.453494	49.826169	52.317477	54.933351	57.680019	60.564020
GIS Specialist III 017028 L39A												
A PROF	016	09/20/2025	49.012925 68.966108	101946.88 143449.50	49.012925	51.463571	54.036750	56.738588	59.575517	62.554293	65.682008	68.966108
General Intern 009147 TEMP												
A TEMP	079	12/13/2025	16.900000 20.000000	35152.00 41600.00								
General Repair Worker 012010 IAMA												
A IAMA	007	07/12/2025	24.262271 34.139453	50465.52 71010.06	24.262271	25.475385	26.749154	28.086612	29.490943	30.965490	32.513765	34.139453

Sal Plan	Grade	Effective Date	Hourly Min/Max		Annual Min/Max		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Generator Technician 006061 BULT														
A BLDG	023	07/12/2025	34.748762	48.894997	72277.42	101701.59	34.748762	36.486200	38.310510	40.226035	42.237337	44.349204	46.566664	48.894997
Gov't Affairs Mgr Public Sffty 020052 EXMG														
U EXMG	002	02/22/2025	57.040548	89.838861	118644.34	186864.83								
Government Affairs Manager 020050 EXMG														
U EXMG	221	01/16/2025	51.855043	81.671692	107858.49	169877.12								
Graduate Student Trainee 009144 TEMP														
A TEMP	075	12/13/2025	16.900000	16.900000	35152.00	35152.00								
Graphic Designer 001929 MGMT														
A MGTE	199	09/20/2025	29.259662	39.210745	60860.10	81558.35		29.259662	30.722645	32.258777	33.871716	35.565302	37.343567	39.210745
Graphics Assistant 016957 L39A														
A OFFT	127	09/20/2025	20.634890	29.035362	42920.57	60393.55	20.634890	21.666635	22.749967	23.887465	25.081838	26.335930	27.652726	29.035362
HVAC Supervisor 006269 BULT														
A BLDG	027	07/12/2025	37.639572	62.445899	78290.31	129887.47	37.639572	40.462540	43.497231	46.759523	50.266487	54.036473	58.089208	62.445899
HVAC Systems Mechanic 004010 L39B														
A PLNT	006	12/27/2025	36.482080	51.333950	75882.73	106774.62	36.482080	38.306184	40.221493	42.232568	44.344196	46.561406	48.889476	51.333950
Homeless Services Manager 001939 MGMT														
A MGTE	212	09/20/2025	55.782990	78.492268	116028.62	163263.92	55.782990	58.572139	61.500746	64.575783	67.804572	71.194801	74.754541	78.492268
Human Resources Manager 001851 MGMT														
A MGTE	124	09/20/2025	55.782990	78.492268	116028.62	163263.92	55.782990	58.572139	61.500746	64.575783	67.804572	71.194801	74.754541	78.492268
Human Resources Manager-Rep20 020038 EXMG														
U EXMG	042	09/20/2025	54.277298	86.341611	112896.78	179590.55								
IT Manager 001761 MGMT														
A MGTE	052	09/20/2025	61.664714	86.768445	128262.60	180478.37	61.664714	64.747950	67.985347	71.384614	74.953845	78.701537	82.636614	86.768445
IT Supervisor 001762 MGMT														
A MGTE	053	09/20/2025	54.087682	76.106800	112502.38	158302.14	54.087682	56.792066	59.631669	62.613252	65.743915	69.031111	72.482667	76.106800
IT Support Specialist I 016219 L39A														
A OFFT	086	09/20/2025	36.369400	51.175398	75648.35	106444.83	36.369400	38.187870	40.097263	42.102126	44.207232	46.417594	48.738474	51.175398
IT Support Specialist II 016220 L39A														
A OFFT	087	09/20/2025	40.007942	56.295192	83216.52	117094.00	40.007942	42.008339	44.108756	46.314194	48.629904	51.061399	53.614469	56.295192

Salary Schedule/Classification Listing

Schedule Effective Date: May 19, 2026

Sal Plan	Grade	Effective Date	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	
IT Trainee 016221 L39A													
A	OFFT	088	09/20/2025	28.617365 40.267506	59524.12 83756.41	28.617365	30.048233	31.550645	33.128177	34.784586	36.523815	38.350006	40.267506
Instrument Technician I 003648 L39A													
A	OPMT	030	09/20/2025	31.662312 44.552052	65857.61 92668.27	31.662312	33.245428	34.907699	36.653084	38.485738	40.410025	42.430526	44.552052
Instrument Technician II 003649 L39A													
A	OPMT	031	09/20/2025	35.649443 50.162346	74150.84 104337.68	35.649443	37.431915	39.303511	41.268687	43.332121	45.498727	47.773663	50.162346
Instrument Technician Trainee 003646 L39A													
A	OPMT	028	09/20/2025	28.774412 40.488488	59850.78 84216.06	28.774412	30.213133	31.723790	33.309979	34.975478	36.724252	38.560465	40.488488
Instrumentation Supervisor 015087 L39C													
A	SUPV	046	09/20/2025	40.964570 57.641262	85206.31 119893.82	40.964570	43.012798	45.163438	47.421610	49.792690	52.282324	54.896440	57.641262
Integrated Waste Collectns Supt 001763 MGMT													
A	MGTE	054	09/20/2025	50.875461 71.586883	105820.96 148900.72	50.875461	53.419234	56.090196	58.894706	61.839441	64.931413	68.177984	71.586883
Integrated Waste Equip Operatr 003663 L39A													
A	OPMT	044	04/04/2026	28.008010 39.410080	58256.66 81972.97	28.008010	29.408410	30.878830	32.422771	34.043910	35.746105	37.533410	39.410080
Integrated Waste General Mgr 001764 MGMT													
A	MGTE	055	09/20/2025	60.599464 85.269531	126046.88 177360.62	60.599464	63.629437	66.810909	70.151454	73.659027	77.341978	81.209077	85.269531
Integrated Waste General Supv 001765 MGMT													
A	MGTE	056	09/20/2025	45.787913 64.428193	95238.86 134010.64	45.787913	48.077309	50.481174	53.005233	55.655495	58.438270	61.360184	64.428193
Integrated Waste Planning Supt 001766 MGMT													
A	MGTE	057	09/20/2025	50.875461 71.586883	105820.96 148900.72	50.875461	53.419234	56.090196	58.894706	61.839441	64.931413	68.177984	71.586883
Integrated Waste Supervisor 015032 L39C													
A	SUPV	014	04/04/2026	38.499590 54.172789	80079.15 112679.40	38.499590	40.424569	42.445797	44.568087	46.796491	49.136316	51.593132	54.172789
Investigator 001944 MGMT													
A	MGTE	216	09/20/2025	33.057527 46.515259	68759.66 96751.74	33.057527	34.710403	36.445923	38.268219	40.181630	42.190711	44.300247	46.515259
Investment Officer 001767 MGMT													
A	MGTE	058	09/20/2025	51.853470 72.963038	107855.22 151763.12	51.853470	54.446143	57.168450	60.026872	63.028216	66.179627	69.488608	72.963038
Investment Operations Analyst 001890 MGMT													
A	MGTE	153	09/20/2025	43.574345 61.313479	90634.64 127532.04	43.574345	45.753062	48.040715	50.442751	52.964889	55.613133	58.393790	61.313479
Irrigation Technician 003921 L39A													
A	OPMT	066	09/20/2025	24.868877 34.993009	51727.26 72785.46	24.868877	26.112321	27.417937	28.788834	30.228276	31.739690	33.326675	34.993009

Salary Schedule/Classification Listing

Schedule Effective Date: May 19, 2026

Sal Plan	Grade	Effective Date	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Junior Engineer 011010 WCOE												
A WCOE	001	12/27/2025	31.780859 44.718861	66104.19 93015.23	31.780859	33.369902	35.038397	36.790317	38.629833	40.561325	42.589391	44.718861
Junior Landscape Assistant 011024 WCOE												
A WCOE	015	12/27/2025	31.780859 44.718861	66104.19 93015.23	31.780859	33.369902	35.038397	36.790317	38.629833	40.561325	42.589391	44.718861
Junior Planner 017004 L39A												
A PROF	004	09/20/2025	28.847980 40.592005	60003.80 84431.37	28.847980	30.290379	31.804898	33.395143	35.064900	36.818145	38.659052	40.592005
Junior Plant Operator 004001 L39B												
A PLNT	001	12/27/2025	26.900744 37.852048	55953.55 78732.26	26.900744	28.245781	29.658070	31.140974	32.698023	34.332924	36.049570	37.852048
Labor Relations Adm/EEO Invstg 020048 EXMG												
U EXMG	006	09/20/2025	43.758000 64.340111	91016.64 133827.43								
Labor Relations Analyst 020034 EXMG												
U EXMG	005	09/20/2025	33.113798 52.671500	68876.70 109556.72								
Labor Relations Officer 020036 EXMG												
U EXMG	015	09/20/2025	44.168865 70.261615	91871.24 146144.16								
Landscape Assistant 011017 WCOE												
A WCOE	008	12/27/2025	37.159930 52.287752	77292.65 108758.52	37.159930	39.017926	40.968822	43.017263	45.168126	47.426532	49.797859	52.287752
Landscape Technician I 016209 L39A												
A OFFT	077	09/20/2025	27.137499 38.185187	56446.00 79425.19	27.137499	28.494374	29.919093	31.415048	32.985800	34.635090	36.366845	38.185187
Landscape Technician II 016054 L39A												
A OFFT	035	09/20/2025	28.494358 40.094423	59268.26 83396.40	28.494358	29.919076	31.415030	32.985781	34.635070	36.366824	38.185165	40.094423
Law Office Administrator 001853 MGMT												
A MGTE	126	09/20/2025	47.052667 66.207826	97869.55 137712.28	47.052667	49.405300	51.875565	54.469343	57.192810	60.052450	63.055072	66.207826
Lead Events Associate 009094 TEMP												
A TEMP	043	12/13/2025	16.900000 16.900000	35152.00 35152.00								
Lead Forensic Investigator 016926 L39A												
A OFFT	109	09/20/2025	35.806871 50.383866	74478.29 104798.44	35.806871	37.597215	39.477076	41.450930	43.523477	45.699651	47.984634	50.383866
Legal Secretary (Ex) 010803 CONF												
A CONF	021	09/20/2025	30.161889 42.440806	62736.73 88276.88	30.161889	31.669983	33.253482	34.916156	36.661964	38.495062	40.419815	42.440806
Legal Staff Assistant (Ex) 010809 CONF												
A CONF	025	09/20/2025	21.426359 30.149038	44566.83 62710.00	21.426359	22.497677	23.622561	24.803689	26.043873	27.346067	28.713370	30.149038

Sal Plan	Grade	Effective Date	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Licensed Land Surveyor 001770 MGMT												
A MGTE	165	09/20/2025	49.796378 70.068504	103576.47 145742.49	49.796378	52.286197	54.900507	57.645532	60.527809	63.554199	66.731909	70.068504
Lifeguard 009013 TEMP												
A TEMP	013	04/20/2024	18.500000 18.500000	38480.00 38480.00	18.500000							
Locksmith 003928 L39A												
A OPMT	074	09/20/2025	28.806200 40.533217	59916.90 84309.09	28.806200	30.246510	31.758836	33.346778	35.014117	36.764823	38.603064	40.533217
Machinist 006009 BULT												
A BLDG	006	07/12/2025	31.290192 51.911966	65083.60 107976.89	31.290192	33.636956	36.159728	38.871708	41.787086	44.921117	48.290201	51.911966
Machinist Helper 006011 BULT												
A BLDG	008	07/12/2025	25.076252 41.602734	52158.60 86533.69	25.076252	26.956971	28.978744	31.152150	33.488561	36.000203	38.700218	41.602734
Machinist Supervisor 006010 BULT												
A BLDG	007	07/12/2025	36.338116 60.286722	75583.28 125396.38	36.338116	39.063475	41.993236	45.142729	48.528434	52.168067	56.080672	60.286722
Mail Processor I 016028 L39A												
A OFFT	154	09/20/2025	20.836484 29.319025	43339.89 60983.57	20.836484	21.878308	22.972223	24.120834	25.326876	26.593220	27.922881	29.319025
Mail Processor II 016022 L39A												
A OFFT	152	09/20/2025	22.408614 31.531171	46609.92 65584.84	22.408614	23.529045	24.705497	25.940772	27.237811	28.599702	30.029687	31.531171
Mail Processor II (Legacy) 016010 L39A												
A OFFT	151	09/20/2025	23.529045 33.107730	48940.41 68864.08	23.529045	24.705497	25.940772	27.237811	28.599702	30.029687	31.531171	33.107730
Maintenance Worker 003651 L39A												
A OPMT	033	09/20/2025	20.634585 29.034933	42919.94 60392.66	20.634585	21.666314	22.749630	23.887111	25.081467	26.335540	27.652317	29.034933
Marina Aide 009061 TEMP												
A TEMP	032	12/13/2025	16.900000 16.900000	35152.00 35152.00								
Marina Manager 001773 MGMT												
A MGTE	062	09/20/2025	43.693077 61.480547	90881.60 127879.54	43.693077	45.877731	48.171618	50.580199	53.109209	55.764669	58.552902	61.480547
Marina&Boating Facilities Attd 003650 L39A												
A OPMT	032	09/20/2025	21.878307 30.784975	45506.88 64032.75	21.878307	22.972222	24.120833	25.326875	26.593219	27.922880	29.319024	30.784975
Mayor 023000 MCNL												
U MCNL	001	06/14/2025	88.684615 88.684615	184464.00 184464.00								
Mayor Council Intern 009130 TEMP												
A TEMP	064	12/13/2025	16.900000 24.040000	35152.00 50003.20								

Sal Plan	Grade	Effective Date	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Mayoral Aide 022003 EMSU												
U MCSB	010	09/20/2025	16.500000 23.120904	34320.00 48091.48								
Mechanical Maintenance Supv 006054 BULT												
A BLDG	016	07/12/2025	34.851458 57.820280	72491.03 120266.18	34.851458	37.465317	40.275216	43.295857	46.543046	50.033774	53.786307	57.820280
Media & Communications Officer 020027 EXMG												
U EXMG	020	09/20/2025	47.369260 75.358240	98528.06 156745.14								
Media & Communications Spclst 001775 MGMT												
A MGTE	064	09/20/2025	38.253297 53.826231	79566.86 111958.56	38.253297	40.165962	42.174260	44.282973	46.497122	48.821978	51.263077	53.826231
Media Production Specialist I 017013 L39A												
A PROF	007	09/20/2025	29.231381 41.131488	60801.27 85553.50	29.231381	30.692950	32.227597	33.838977	35.530926	37.307472	39.172846	41.131488
Media Production Specialist II 017025 L39A												
A PROF	013	09/20/2025	32.715949 46.034625	68049.17 95752.02	32.715949	34.351746	36.069333	37.872800	39.766440	41.754762	43.842500	46.034625
Meter Reader 003621 L39A												
A OPMT	011	09/20/2025	21.101523 26.931484	43891.17 56017.49			21.101523	22.156599	23.264429	24.427650	25.649032	26.931484
Meter Reading Supervisor 015094 L39C												
A SUPV	051	09/20/2025	28.131065 39.583233	58512.62 82333.12	28.131065	29.537618	31.014499	32.565224	34.193485	35.903159	37.698317	39.583233
Museum Security Supervisor 015086 L39C												
A SUPV	045	09/20/2025	24.950083 35.107272	51896.17 73023.13	24.950083	26.197587	27.507466	28.882839	30.326981	31.843330	33.435497	35.107272
Neighborhood Rsrcs Coord I 016968 L39A												
A OFFT	129	09/20/2025	26.495137 37.281319	55109.88 77545.14	26.495137	27.819894	29.210889	30.671433	32.205005	33.815255	35.506018	37.281319
Neighborhood Rsrcs Coord II 016969 L39A												
A OFFT	130	09/20/2025	29.858372 42.013730	62105.41 87388.56	29.858372	31.351291	32.918856	34.564799	36.293039	38.107691	40.013076	42.013730
Neighborhood Services Area Mgr 001778 MGMT												
A MGTE	067	09/20/2025	51.066951 71.856329	106219.26 149461.16	51.066951	53.620299	56.301314	59.116380	62.072199	65.175809	68.434599	71.856329
Neighborhood Services Manager 001901 MGMT												
A MGTE	167	09/20/2025	68.089126 95.808238	141625.38 199281.14	68.089126	71.493582	75.068261	78.821674	82.762758	86.900896	91.245941	95.808238
Nurse 009027 TEMP												
D DALY	006	10/04/2014	52.240000 63.200000	19067.60 23068.00	52.240000	57.460000	63.200000					
OPS Accountability Analyst 021022 MCSU												
U MCSA	132	09/20/2025	32.225726 51.263072	67029.51 106627.19								

Sal Plan	Grade	Effective Date	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
OPS Accountability Insp. Gen. 021024 MCSU												
U MCSA	134	09/20/2025	44.452005 70.712034	92460.17 147081.03								
OPSA Assistant Director 020051 EXMG												
U EXMG	222	09/20/2025	49.015611 77.971577	101952.47 162180.88								
OPSA Community Engmt Coord 021028 MCSU												
U MCSA	138	09/20/2025	32.225726 51.263072	67029.51 106627.19								
OPSA Deputy Inspector General 021027 MCSU												
U MCSA	137	09/20/2025	40.410913 64.283663	84054.70 133710.02								
OPSA Investigator 021021 MCSU												
U MCSA	131	09/20/2025	38.648779 61.480548	80389.46 127879.54								
OPSA Senior Investigator 021029 MCSU												
U MCSA	139	09/20/2025	40.581221 64.554577	84408.94 134273.52								
Office Specialist 016095 L39A												
A OFFT	054	09/20/2025	21.096969 26.925672	43881.70 56005.40			21.096969	22.151817	23.259408	24.422378	25.643497	26.925672
Operations General Supervisor 001802 MGMT												
A MGTE	086	09/20/2025	43.693077 61.480547	90881.60 127879.54	43.693077	45.877731	48.171618	50.580199	53.109209	55.764669	58.552902	61.480547
Painter 006012 BULT												
A BLDG	009	07/12/2025	28.059355 46.551848	58363.46 96827.84	28.059355	30.163807	32.426092	34.858049	37.472403	40.282833	43.304045	46.551848
Paralegal (Ex) 010804 CONF												
A CONF	022	09/20/2025	32.991444 46.422275	68622.20 96558.33	32.991444	34.641016	36.373067	38.191720	40.101306	42.106371	44.211690	46.422275
Paralegal Tech Support (Ex) 010805 CONF												
A CONF	36	09/20/2025	39.456910 55.519835	82070.37 115481.26	39.456910	41.429756	43.501244	45.676306	47.960121	50.358127	52.876033	55.519835
Park Equipment Operator 003666 L39A												
A OPMT	046	09/20/2025	25.182908 35.434880	52380.45 73704.55	25.182908	26.442053	27.764156	29.152364	30.609982	32.140481	33.747505	35.434880
Park Maintenance Manager 001781 MGMT												
A MGTE	069	09/20/2025	49.650180 69.862787	103272.37 145314.60	49.650180	52.132689	54.739323	57.476289	60.350103	63.367608	66.535988	69.862787
Park Maintenance Superintendent 001782 MGMT												
A MGTE	070	09/20/2025	44.685161 62.876508	92945.14 130783.14	44.685161	46.919419	49.265390	51.728659	54.315092	57.030847	59.882389	62.876508
Park Maintenance Worker 003927 L39A												
A OPMT	072	09/20/2025	20.741265 21.778328	43141.83 45298.92							20.741265	21.778328

Sal Plan	Grade	Effective Date	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Park Maintenance Worker I 003653 L39A												
A OPMT	035	09/20/2025	20.634890 29.035362	42920.57 60393.55	20.634890	21.666635	22.749967	23.887465	25.081838	26.335930	27.652726	29.035362
Park Maintenance Worker II 003654 L39A												
A OPMT	036	09/20/2025	23.308210 32.796991	48481.08 68217.74	23.308210	24.473620	25.697301	26.982166	28.331274	29.747838	31.235230	32.796991
Park Maintenance Worker III 003655 L39A												
A OPMT	037	09/20/2025	27.216887 38.296894	56611.12 79657.54	27.216887	28.577731	30.006618	31.506949	33.082296	34.736411	36.473232	38.296894
Park Plan Design & Devlpmt Mgr 001869 MGMT												
A MGTE	135	09/20/2025	56.210324 79.093571	116917.47 164514.63	56.210324	59.020840	61.971882	65.070476	68.324000	71.740200	75.327210	79.093571
Park Safety Ranger 002061 SPOA												
A POAM	051	01/25/2025	31.711000 44.620562	65958.88 92810.77	31.711000	33.296550	34.961378	36.709447	38.544919	40.472165	42.495773	44.620562
Park Safety Ranger Assistant 002060 SPOA												
A POAM	050	01/25/2025	28.828181 40.564147	59962.62 84373.43	28.828181	30.269590	31.783070	33.372224	35.040835	36.792877	38.632521	40.564147
Park Safety Ranger Supervisor 002062 SPOA												
A POAM	052	01/25/2025	36.467650 51.313646	75852.71 106732.38	36.467650	38.291033	40.205585	42.215864	44.326657	46.542990	48.870139	51.313646
Parking Enforcement Officer 003630 L39A												
A OPMT	016	09/20/2025	22.542314 31.719300	46888.01 65976.14	22.542314	23.669430	24.852902	26.095547	27.400324	28.770340	30.208857	31.719300
Parking Enforcement Supervisor 015025 L39C												
A SUPV	010	09/20/2025	25.899682 36.443453	53871.34 75802.38	25.899682	27.194666	28.554399	29.982119	31.481225	33.055286	34.708050	36.443453
Parking Facilities Maint Supv 015055 L39C												
A SUPV	027	09/20/2025	29.350002 41.298400	61048.00 85900.67	29.350002	30.817502	32.358377	33.976296	35.675111	37.458867	39.331810	41.298400
Parking Lot Attendant 003627 L39A												
A OPMT	013	09/20/2025	20.293342 27.195018	42210.15 56565.64		20.293342	21.308009	22.373409	23.492079	24.666683	25.900017	27.195018
Parking Lot Supervisor 015026 L39C												
A SUPV	011	09/20/2025	23.146208 32.569039	48144.11 67743.60	23.146208	24.303518	25.518694	26.794629	28.134360	29.541078	31.018132	32.569039
Parking Manager 001882 MGMT												
A MGTE	145	09/20/2025	55.714327 78.395652	115885.80 163062.96	55.714327	58.500043	61.425045	64.496297	67.721112	71.107168	74.662526	78.395652
Parking Meter Coin Collector 003628 L39A												
A OPMT	014	09/20/2025	20.634890 29.035362	42920.57 60393.55	20.634890	21.666635	22.749967	23.887465	25.081838	26.335930	27.652726	29.035362
Parking Meter Collection Supv 015085 L39C												
A SUPV	044	09/20/2025	25.426412 35.777516	52886.94 74417.23	25.426412	26.697733	28.032620	29.434251	30.905964	32.451262	34.073825	35.777516

Salary Schedule/Classification Listing

Schedule Effective Date: May 19, 2026

Sal Plan	Grade	Effective Date	Hourly Min/Max		Annual Min/Max		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Parking Meter Repair Worker 003629 L39A														
A OPMT	015	09/20/2025	22.754505	32.017873	47329.37	66597.18	22.754505	23.892230	25.086841	26.341183	27.658242	29.041154	30.493212	32.017873
Parks Supervisor 015028 L39C														
A SUPV	013	09/20/2025	32.254108	45.384769	67088.54	94400.32	32.254108	33.866813	35.560154	37.338162	39.205070	41.165324	43.223590	45.384769
Payroll Technician 010707 CONF														
A CONF	008	09/20/2025	27.917882	39.283264	58069.20	81709.19	27.917882	29.313776	30.779465	32.318438	33.934360	35.631078	37.412632	39.283264
Permit Services Manager 001784 MGMT														
A MGTE	071	09/20/2025	46.484361	65.408165	96687.47	136048.98	46.484361	48.808579	51.249008	53.811458	56.502031	59.327133	62.293490	65.408165
Permit Services Supervisor 015114 L39C														
A SUPV	075	09/20/2025	34.483371	48.521568	71725.41	100924.86	34.483371	36.207540	38.017917	39.918813	41.914754	44.010492	46.211017	48.521568
Personnel Analyst 010823 CONF														
A CONF	043	09/20/2025	35.653039	50.167408	74158.32	104348.21	35.653039	37.435691	39.307476	41.272850	43.336493	45.503318	47.778484	50.167408
Personnel Analyst 014012 MSUP														
A MSUP	012	09/20/2025	35.653039	50.167408	74158.32	104348.21	35.653039	37.435691	39.307476	41.272850	43.336493	45.503318	47.778484	50.167408
Personnel Technician 010708 CONF														
A CONF	009	09/20/2025	27.917882	39.283264	58069.20	81709.19	27.917882	29.313776	30.779465	32.318438	33.934360	35.631078	37.412632	39.283264
Personnel Transactions Coord 016065 L39A														
A OFFT	037	09/20/2025	21.426556	30.149317	44567.24	62710.58	21.426556	22.497884	23.622778	24.803917	26.044113	27.346319	28.713635	30.149317
Pick Up Driver 016988 L39A														
A OFFT	150	09/20/2025	20.558278	23.798777	42761.22	49501.46					20.558278	21.586192	22.665502	23.798777
Pilot 009126 TEMP														
A TEMP	059	06/21/2008	35.433200	41.338800	73701.06	85984.70	35.433200	38.386000	41.338800					
Planning Director 001786 MGMT														
A MGTE	073	09/20/2025	61.914860	87.120426	128782.91	181210.49	61.914860	65.010603	68.261133	71.674190	75.257899	79.020794	82.971834	87.120426
Plans Examiner I 016007 L39A														
A OFFT	007	09/20/2025	30.064801	42.304194	62534.79	87992.72	30.064801	31.568041	33.146443	34.803765	36.543953	38.371151	40.289709	42.304194
Plans Examiner II 016008 L39A														
A OFFT	008	09/20/2025	31.652170	44.537782	65836.51	92638.59	31.652170	33.234778	34.896517	36.641343	38.473410	40.397081	42.416935	44.537782
Plans Examiner III 016009 L39A														
A OFFT	009	09/20/2025	37.021781	52.093364	77005.30	108354.20	37.021781	38.872870	40.816514	42.857340	45.000207	47.250217	49.612728	52.093364

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Plant Operator 004002 L39B												
A PLNT	002	12/27/2025	32.222875 45.340821	67023.58 94308.91	32.222875	33.834019	35.525720	37.302006	39.167106	41.125461	43.181734	45.340821
Plumber 006014 BULT												
A BLDG	010	07/12/2025	30.087553 49.916730	62582.11 103826.80	30.087553	32.344119	34.769928	37.377673	40.180999	43.194574	46.434167	49.916730
Plumber Apprentice 006264 BULT												
A BLDG	021	07/12/2025	17.974748 29.820990	37387.48 62027.66	17.974748	19.322854	20.772068	22.329973	24.004721	25.805075	27.740456	29.820990
Plumbing Supervisor 006270 BULT												
A BLDG	028	07/12/2025	33.836365 56.136193	70379.64 116763.28	33.836365	36.374092	39.102149	42.034810	45.187421	48.576478	52.219714	56.136193
Police Background Investigator 009104 TEMP												
A TEMP	044	09/16/2019	31.025600 31.025600	64533.25 64533.25	31.025600							
Police Captain 001789 MGMT												
A MGTP	076	09/20/2025	83.218966 117.097443	173095.45 243562.68	83.218966	87.379914	91.748910	96.336355	101.153173	106.210832	111.521374	117.097443
Police Chief 020028 EXMG												
U PEXM	020	07/01/2023	86.581153 149.927884	180088.80 311850.00								
Police Clerk I 016066 L39A												
A OFFT	038	09/20/2025	21.052576 23.210465	43789.36 48277.77						21.052576	22.105205	23.210465
Police Clerk II 016067 L39A												
A OFFT	039	09/20/2025	21.096969 26.925672	43881.70 56005.40			21.096969	22.151817	23.259408	24.422378	25.643497	26.925672
Police Clerk III 016068 L39A												
A OFFT	040	09/20/2025	21.254079 29.906623	44208.48 62205.78	21.254079	22.316783	23.432622	24.604253	25.834466	27.126189	28.482498	29.906623
Police Lieutenant 001870 MGMT												
A MGTP	136	09/20/2025	72.364318 101.823862	150517.78 211793.63	72.364318	75.982534	79.781661	83.770744	87.959281	92.357245	96.975107	101.823862
Police Officer 002027 SPOA												
A SPOA	002	01/25/2025	42.972486 57.587240	89382.77 119781.46	42.972486	45.121110	47.377165	49.746023	52.233324	54.844990	57.587240	
Police Officer Recruit 009123 TEMP												
A TEMP	056	01/25/2025	40.926177 40.926177	85126.45 85126.45	40.926177							
Police Records Specialist I 016933 L39A												
A OFFT	113	09/20/2025	21.615257 30.414838	44959.74 63262.86	21.615257	22.696020	23.830821	25.022362	26.273480	27.587154	28.966512	30.414838
Police Records Specialist II 016934 L39A												
A OFFT	114	09/20/2025	24.857595 34.977134	51703.80 72752.44	24.857595	26.100475	27.405499	28.775774	30.214563	31.725291	33.311556	34.977134

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Police Records Specialist III 016935 L39A												
A OFFT	115	09/20/2025	27.343325 38.474805	56874.12 80027.59	27.343325	28.710491	30.146016	31.653317	33.235983	34.897782	36.642671	38.474805
Police Records Supervisor 015101 L39C												
A SUPV	057	09/20/2025	30.077698 42.322342	62561.61 88030.47	30.077698	31.581583	33.160662	34.818695	36.559630	38.387611	40.306992	42.322342
Police Sergeant 002015 SPOA												
A SPOA	001	01/25/2025	57.326370 69.680560	119238.85 144935.56	57.326370	60.192688	63.202322	66.362438	69.680560			
Police Social Services Admstr 001932 MGMT												
A MGTE	204	09/20/2025	48.061208 67.626946	99967.31 140664.05	48.061208	50.464268	52.987481	55.636855	58.418698	61.339633	64.406615	67.626946
Pool Manager 009015 TEMP												
A TEMP	015	04/20/2024	24.500000 24.500000	50960.00 50960.00	24.500000							
Principal Accountant 001791 MGMT												
A MGTE	078	09/20/2025	41.686479 58.657062	86707.88 122006.69	41.686479	43.770803	45.959343	48.257310	50.670176	53.203685	55.863869	58.657062
Principal Applications Develpr 001828 MGMT												
A MGTE	109	09/20/2025	53.225725 74.893941	110709.51 155779.40	53.225725	55.887011	58.681362	61.615430	64.696202	67.931012	71.327563	74.893941
Principal Budget Analyst 020041 EXMG												
U EXMG	036	09/20/2025	45.450966 72.301120	94538.01 150386.33								
Principal Building Inspector 001793 MGMT												
A MGTE	079	09/20/2025	47.995343 67.534265	99830.31 140471.27	47.995343	50.395110	52.914865	55.560608	58.338638	61.255570	64.318348	67.534265
Principal Engineer 001918 MGMT												
A MGTE	184	09/20/2025	60.506877 85.139253	125854.30 177089.65	60.506877	63.532221	66.708832	70.044274	73.546488	77.223812	81.085003	85.139253
Principal Fiscal Policy Anlyst 001937 MGMT												
A MGTE	209	09/20/2025	50.375548 70.883455	104781.14 147437.59	50.375548	52.894325	55.539041	58.315993	61.231793	64.293383	67.508052	70.883455
Principal Planner 001795 MGMT												
A MGTE	080	09/20/2025	52.627630 74.052362	109465.47 154028.91	52.627630	55.259012	58.021963	60.923061	63.969214	67.167675	70.526059	74.052362
Principal Systems Engineer 001796 MGMT												
A MGTE	081	09/20/2025	53.225725 74.893941	110709.51 155779.40	53.225725	55.887011	58.681362	61.615430	64.696202	67.931012	71.327563	74.893941
Process Control Supervisor 001947 MGMT												
A MGTE	219	09/20/2025	46.167391 64.962156	96028.17 135121.28	46.167391	48.475761	50.899549	53.444526	56.116752	58.922590	61.868720	64.962156
Process Control Systems Splst 017037 L39A												
A PROF	023	09/20/2025	43.173088 60.748869	89800.02 126357.65	43.173088	45.331742	47.598329	49.978245	52.477157	55.101015	57.856066	60.748869

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Procurement Services Manager 001797 MGMT												
A MGTE	082	09/20/2025	55.782990 78.492268	116028.62 163263.92	55.782990	58.572139	61.500746	64.575783	67.804572	71.194801	74.754541	78.492268
Program Coord. (Adaptive Rec.) 016985 L39A												
A OFFT	146	09/20/2025	24.089952 33.896983	50107.10 70505.72	24.089952	25.294450	26.559173	27.887132	29.281489	30.745563	32.282841	33.896983
Program Coord. (Older Adults) 016984 L39A												
A OFFT	145	09/20/2025	24.089952 33.896983	50107.10 70505.72	24.089952	25.294450	26.559173	27.887132	29.281489	30.745563	32.282841	33.896983
Program Coordinator 016210 L39A												
A OFFT	078	09/20/2025	23.617603 33.232337	49124.61 69123.26	23.617603	24.798483	26.038407	27.340327	28.707343	30.142710	31.649845	33.232337
Program Developer 016211 L39A												
A OFFT	079	09/20/2025	21.113064 28.293526	43915.17 58850.53		21.113064	22.168717	23.277153	24.441011	25.663062	26.946215	28.293526
Program Develpr (Older Adults) 016986 L39A												
A OFFT	147	09/20/2025	20.509834 28.859397	42660.46 60027.55	20.509834	21.535326	22.612092	23.742697	24.929832	26.176324	27.485140	28.859397
Program Leader 016949 L39A												
A OFFT	121	09/20/2025	20.361550 23.571038	42352.02 49027.76					20.361550	21.379627	22.448608	23.571038
Program Leader (Older Adults) 016987 L39A												
A OFFT	148	09/20/2025	21.069777 23.229429	43825.14 48317.21						21.069777	22.123266	23.229429
Program Manager 001798 MGMT												
A MGTE	083	09/20/2025	48.062386 67.628604	99969.76 140667.50	48.062386	50.465505	52.988780	55.638219	58.420130	61.341137	64.408194	67.628604
Program Specialist 001799 MGMT												
A MGTE	084	09/20/2025	43.693077 61.480547	90881.60 127879.54	43.693077	45.877731	48.171618	50.580199	53.109209	55.764669	58.552902	61.480547
Program Supervisor 015091 L39C												
A SUPV	048	09/20/2025	30.760057 43.282490	63980.92 90027.58	30.760057	32.298060	33.912963	35.608611	37.389042	39.258494	41.221419	43.282490
Program Suprvsr (Older Adults) 015112 L39C												
A SUPV	073	09/20/2025	31.375259 44.148139	65260.54 91828.13	31.375259	32.944022	34.591223	36.320784	38.136823	40.043664	42.045847	44.148139
Public Information Coordinator 017022 L39A												
A PROF	011	09/20/2025	28.105171 39.546800	58458.76 82257.34	28.105171	29.510430	30.985952	32.535250	34.162012	35.870113	37.663619	39.546800
Public Safety Admin. Manager 001788 MGMT												
A MGTE	075	09/20/2025	49.810536 70.088426	103605.92 145783.93	49.810536	52.301063	54.916116	57.661922	60.545018	63.572269	66.750882	70.088426
Public Safety Communicatns Mgr 001931 MGMT												
A MGTE	203	09/20/2025	59.772643 84.106111	124327.10 174940.71	59.772643	62.761275	65.899339	69.194306	72.654021	76.286722	80.101058	84.106111

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Public Service Aide 009037 TEMP												
A TEMP	025	12/13/2025	16.900000 16.900000	35152.00 35152.00								
Real Property Agent I 017032 L39A												
A PROF	019	09/20/2025	31.673730 44.568119	65881.36 92701.69	31.673730	33.257417	34.920288	36.666302	38.499617	40.424598	42.445828	44.568119
Real Property Agent II 017033 L39A												
A PROF	020	09/20/2025	36.542830 51.419432	76009.09 106952.42	36.542830	38.369971	40.288470	42.302894	44.418039	46.638941	48.970888	51.419432
Real Property Agent III 017034 L39A												
A PROF	021	09/20/2025	40.499869 56.987382	84239.73 118533.76	40.499869	42.524862	44.651105	46.883660	49.227843	51.689235	54.273697	56.987382
Recreation Aide 016034 L39A												
A TEMP	027	12/13/2025	16.900000 17.291476	35152.00 35966.27								
Recreation Aide (Older Adults) 016035 L39A												
A TEMP	071	12/13/2025	16.900000 17.120272	35152.00 35610.17								
Recreation General Supervisor 001805 MGMT												
A MGTE	089	09/20/2025	38.856106 54.674444	80820.70 113722.84	38.856106	40.798911	42.838857	44.980800	47.229840	49.591332	52.070899	54.674444
Recreation Leader (Adpt Rec) 016036 L39A												
A TEMP	026	12/13/2025	16.900000 17.291476	35152.00 35966.27								
Recreation Manager 001803 MGMT												
A MGTE	087	09/20/2025	50.792295 71.469861	105647.97 148657.31	50.792295	53.331910	55.998505	58.798430	61.738352	64.825270	68.066534	71.469861
Recreation Superintendent 001804 MGMT												
A MGTE	088	09/20/2025	43.173452 60.749383	89800.78 126358.72	43.173452	45.332125	47.598731	49.978668	52.477601	55.101481	57.856555	60.749383
Registered Veterinary Tech 003926 L39A												
A OPMT	071	09/20/2025	28.084924 39.518307	58416.64 82198.08	28.084924	29.489170	30.963629	32.511810	34.137400	35.844270	37.636483	39.518307
Registrar 017014 L39A												
A PROF	008	09/20/2025	27.192103 38.262020	56559.57 79585.00	27.192103	28.551708	29.979293	31.478258	33.052171	34.704780	36.440019	38.262020
Reserve Community Service Off 002000 SPOA												
A TEMP	062	01/25/2025	30.532950 30.532950	63508.54 63508.54	30.532950							
Reserve Dispatcher 002001 SPOA												
A TEMP	049	01/25/2025	45.394643 45.394643	94420.86 94420.86	45.394643							
Reserve Evidence & Prop Tech 009021 TEMP												
A TEMP	060	06/21/2008	19.310800 19.310800	40166.46 40166.46	19.310800							

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Reserve Police Officer I 002002 SPOA												
A TEMP	006	01/25/2025	52.735567 57.587240	109689.98 119781.46	57.587240	52.735567	52.735567					
Reserve Police Officer II 002003 SPOA												
A TEMP	004	01/25/2025	42.972486 42.972486	89382.77 89382.77	42.972486							
Reserve Police Officer III 002004 SPOA												
A TEMP	002	01/25/2025	33.662578 33.662578	70018.16 70018.16	33.662578							
Reserve Police Records Spec 009121 TEMP												
A TEMP	055	06/21/2008	19.460300 19.460300	40477.42 40477.42	19.460300							
Reserve Police Sergeant 002005 SPOA												
A TEMP	019	01/25/2025	69.680560 69.680560	144935.56 144935.56	69.680560							
Risk Manager 001864 MGMT												
A MGTE	166	09/20/2025	61.361371 86.341612	127631.65 179590.55	61.361371	64.429440	67.650912	71.033458	74.585131	78.314388	82.230107	86.341612
Sacramento Fire EMT 005180 L522												
A FR42	001	11/02/2024	25.443340 30.926538	55568.26 67543.56	25.443340	26.715507	28.051282	29.453846	30.926538			
Sacramento Fire Paramedic 005181 L522												
A FR42	002	11/02/2024	29.259839 35.565518	63903.49 77675.09	29.259839	30.722831	32.258973	33.871922	35.565518			
Security Guard 003641 L39A												
A OPMT	025	09/20/2025	20.482843 26.141875	42604.31 54375.10			20.482843	21.506985	22.582334	23.711451	24.897024	26.141875
Security Officer 002006 SPOA												
A TEMP	051	01/25/2025	29.693731 29.693731	61762.96 61762.96	29.693731							
Senior Accountant Auditor 010824 CONF												
A CONF	045	09/20/2025	39.806877 56.012273	82798.30 116505.53	39.806877	41.797221	43.887082	46.081436	48.385508	50.804783	53.345022	56.012273
Senior Accountant Auditor 014013 MSUP												
A MSUP	013	09/20/2025	39.806877 56.012273	82798.30 116505.53	39.806877	41.797221	43.887082	46.081436	48.385508	50.804783	53.345022	56.012273
Senior Accounting Technician 015064 L39C												
A SUPV	032	09/20/2025	25.786986 36.284879	53636.93 75472.55	25.786986	27.076335	28.430152	29.851660	31.344243	32.911455	34.557028	36.284879
Senior Advisor to the Mayor 021017 MCSU												
U MCSA	100	09/20/2025	41.415923 67.529438	86145.12 140461.23								
Senior Animal Care Technician 015097 L39C												
A SUPV	054	09/20/2025	24.574539 34.578843	51115.04 71923.99	24.574539	25.803266	27.093429	28.448100	29.870505	31.364030	32.932231	34.578843

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Senior Animal Control Officer 015033 L39C														
A SUPV	015	09/20/2025	30.724856	43.232958	63907.70	89924.55	30.724856	32.261099	33.874154	35.567862	37.346255	39.213568	41.174246	43.232958
Senior Applications Developer 001812 MGMT														
A MGTE	094	09/20/2025	47.572926	66.939884	98951.69	139234.96	47.572926	49.951572	52.449151	55.071609	57.825189	60.716448	63.752270	66.939884
Senior Architect 001813 MGMT														
A MGTE	095	09/20/2025	51.254858	72.120733	106610.10	150011.12	51.254858	53.817601	56.508481	59.333905	62.300600	65.415630	68.686412	72.120733
Senior Auditor 001935 MGMT														
A MGTE	210	09/20/2025	36.711242	51.656404	76359.38	107445.32	36.711242	38.546804	40.474144	42.497851	44.622744	46.853881	49.196575	51.656404
Senior Budget Analyst 010825 CONF														
A CONF	046	09/20/2025	43.693077	61.480547	90881.60	127879.54	43.693077	45.877731	48.171618	50.580199	53.109209	55.764669	58.552902	61.480547
Senior Budget Analyst 014014 MSUP														
A MSUP	014	09/20/2025	43.693077	61.480547	90881.60	127879.54	43.693077	45.877731	48.171618	50.580199	53.109209	55.764669	58.552902	61.480547
Senior Building Maint Worker 003632 L39A														
A OPMT	017	09/20/2025	26.187456	36.848380	54469.91	76644.63	26.187456	27.496829	28.871670	30.315253	31.831016	33.422567	35.093695	36.848380
Senior Camp Aquatics Leader 009133 TEMP														
D DALY	010	03/28/2017	66.120000	80.000000	24133.80	29200.00	66.120000	72.722000	80.000000					
Senior Carpenter 006256 BULT														
A BLDG	017	07/12/2025	29.335235	48.668597	61017.29	101230.68	29.335235	31.535378	33.900531	36.443071	39.176301	42.114524	45.273113	48.668597
Senior Claims Collector 016103 L39A														
A OFFT	057	09/20/2025	27.817521	39.142047	57860.44	81415.46	27.817521	29.208397	30.668817	32.202258	33.812371	35.502990	37.278140	39.142047
Senior Code Enforcement Ofcr 015066 L39C														
A SUPV	034	09/20/2025	33.101416	46.577016	68850.94	96880.19	33.101416	34.756487	36.494311	38.319027	40.234978	42.246727	44.359063	46.577016
Senior Council Representative 021016 MCSU														
U MCSA	050	09/20/2025	30.370000	64.060438	63169.60	133245.71								
Senior Custodian 003678 L39A														
A OPMT	050	09/20/2025	20.634890	29.035362	42920.57	60393.55	20.634890	21.666635	22.749967	23.887465	25.081838	26.335930	27.652726	29.035362
Senior Debt Analyst 001814 MGMT														
A MGTE	096	09/20/2025	45.777909	64.414115	95218.05	133981.36	45.777909	48.066804	50.470144	52.993651	55.643334	58.425501	61.346776	64.414115
Senior Department Sys Spclst 016222 L39A														
A OFFT	089	09/20/2025	43.337838	60.980689	90142.70	126839.83	43.337838	45.504730	47.779966	50.168964	52.677412	55.311283	58.076847	60.980689

Salary Schedule/Classification Listing

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Sal Plan	Grade	Effective Date	Hourly Min/Max		Annual Min/Max		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Senior Deputy City Attorney 001815 MGMT														
A MGTE	097	09/20/2025	73.241852	103.058640	152343.05	214361.97	73.241852	76.903945	80.749142	84.786599	89.025929	93.477225	98.151086	103.058640
Senior Deputy City Clerk 010828 CONF														
A CONF	049	09/20/2025	30.163571	42.443174	62740.23	88281.80	30.163571	31.671750	33.255338	34.918105	36.664010	38.497210	40.422070	42.443174
Senior Deputy City Clerk 014004 MSUP														
A MSUP	005	09/20/2025	30.163571	42.443174	62740.23	88281.80	30.163571	31.671750	33.255338	34.918105	36.664010	38.497210	40.422070	42.443174
Senior Development Project Mgr 001816 MGMT														
A MGTE	098	09/20/2025	48.789090	68.651148	101481.31	142794.39	48.789090	51.228544	53.789971	56.479470	59.303443	62.268615	65.382046	68.651148
Senior Electrician 006266 BULT														
A BLDG	022	07/12/2025	33.872027	56.195356	70453.82	116886.34	33.872027	36.412429	39.143361	42.079113	45.235046	48.627674	52.274750	56.195356
Senior Electronic Maint Tech 003633 L39A														
A OPMT	018	09/20/2025	37.466525	52.719163	77930.37	109655.86	37.466525	39.339851	41.306844	43.372186	45.540795	47.817835	50.208727	52.719163
Senior Engineer 001817 MGMT														
A MGTE	099	09/20/2025	51.862736	72.976078	107874.49	151790.24	51.862736	54.455873	57.178667	60.037600	63.039480	66.191454	69.501027	72.976078
Senior Engineering Technician 015111 L39C														
A SUPV	071	09/20/2025	33.835457	47.609887	70377.75	99028.56	33.835457	35.527230	37.303591	39.168771	41.127210	43.183571	45.342750	47.609887
Senior Equipment Service Wrkr 012007 IAMA														
A IAMA	013	07/12/2025	22.235562	31.287668	46249.97	65078.35	22.235562	23.347340	24.514707	25.740442	27.027464	28.378837	29.797779	31.287668
Senior Evidence/Property Tech 016072 L39A														
A OFFT	042	09/20/2025	28.732388	40.429355	59763.37	84093.06	28.732388	30.169007	31.677457	33.261330	34.924397	36.670617	38.504148	40.429355
Senior Fire Prevention Officer 005159 L522														
A FR40	007	11/02/2024	46.118505	61.803208	95926.49	128550.67	46.118505	48.424430	50.845651	53.387934	56.057331	58.860198	61.803208	
Senior Fiscal Policy Analyst 001938 MGMT														
A MGTE	211	09/20/2025	44.977976	63.288529	93554.19	131640.14	44.977976	47.226875	49.588219	52.067630	54.671011	57.404562	60.274790	63.288529
Senior Generator Technician 006062 BULT														
A BLDG	024	07/12/2025	36.966721	52.015888	76890.78	108193.05	36.966721	38.815057	40.755810	42.793600	44.933280	47.179944	49.538941	52.015888
Senior HVAC Systems Mechanic 004011 L39B														
A PLNT	007	12/27/2025	40.130228	56.467260	83470.87	117451.90	40.130228	42.136739	44.243576	46.455755	48.778543	51.217470	53.778343	56.467260
Senior IT Support Spclst 016223 L39A														
A OFFT	090	09/20/2025	44.007350	61.922760	91535.29	128799.34	44.007350	46.207718	48.518104	50.944009	53.491209	56.165769	58.974057	61.922760

Salary Schedule/Classification Listing

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Sal Plan	Grade	Effective Date	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Senior Intg Was Equip Operator 003664 L39A												
A OPMT	045	04/04/2026	29.861150 42.017637	62111.19 87396.68	29.861150	31.354207	32.921917	34.568013	36.296414	38.111235	40.016797	42.017637
Senior Investment Officer 001818 MGMT												
A MGTE	100	09/20/2025	61.004082 85.838869	126888.49 178544.85	61.004082	64.054286	67.257000	70.619850	74.150843	77.858385	81.751304	85.838869
Senior Landfill Engn Tech 016208 L39A												
A OFFT	076	09/20/2025	33.835457 47.609887	70377.75 99028.56	33.835457	35.527230	37.303591	39.168771	41.127210	43.183571	45.342750	47.609887
Senior Landscape Architect 001819 MGMT												
A MGTE	101	09/20/2025	45.880079 64.557878	95430.56 134280.39	45.880079	48.174083	50.582787	53.111926	55.767522	58.555898	61.483693	64.557878
Senior Legal Staff Asst (Ex) 010811 CONF												
A CONF	032	09/20/2025	26.534921 37.337299	55192.64 77661.58	26.534921	27.861667	29.254750	30.717488	32.253362	33.866030	35.559332	37.337299
Senior Lifeguard 009016 TEMP												
A TEMP	016	04/20/2024	19.500000 19.500000	40560.00 40560.00	19.500000							
Senior Maintenance Worker 003652 L39A												
A OPMT	034	09/20/2025	22.849004 32.150843	47525.93 66873.75	22.849004	23.991454	25.191027	26.450578	27.773107	29.161762	30.619850	32.150843
Senior Office Specialist 016096 L39A												
A OFFT	055	09/20/2025	21.254079 29.906623	44208.48 62205.78	21.254079	22.316783	23.432622	24.604253	25.834466	27.126189	28.482498	29.906623
Senior Painter 006051 BULT												
A BLDG	013	07/12/2025	29.824518 49.480341	62035.00 102919.11	29.824518	32.061357	34.465959	37.050906	39.829724	42.816953	46.028224	49.480341
Senior Parking Lot Attendant 003668 L39A												
A OPMT	047	09/20/2025	21.316341 29.994232	44337.99 62388.00	21.316341	22.382158	23.501266	24.676329	25.910145	27.205652	28.565935	29.994232
Senior Parking Lot Supervisor 015067 L39C												
A SUPV	035	09/20/2025	29.350002 41.298400	61048.00 85900.67	29.350002	30.817502	32.358377	33.976296	35.675111	37.458867	39.331810	41.298400
Senior Personnel Analyst 001821 MGMT												
A MGTE	103	09/20/2025	41.389819 58.239632	86090.82 121138.44	41.389819	43.459310	45.632276	47.913890	50.309584	52.825063	55.466316	58.239632
Senior Personnel Trans Coord 016131 L39A												
A OFFT	070	09/20/2025	23.574985 33.172372	49035.97 68998.53	23.574985	24.753734	25.991421	27.290992	28.655542	30.088319	31.592735	33.172372
Senior Planner 001822 MGMT												
A MGTE	104	09/20/2025	44.733488 62.944509	93045.66 130924.58	44.733488	46.970162	49.318670	51.784603	54.373833	57.092525	59.947151	62.944509
Senior Plant Operator 004003 L39B												
A PLNT	003	12/27/2025	38.704750 54.461469	80505.88 113279.86	38.704750	40.639988	42.671987	44.805586	47.045865	49.398158	51.868066	54.461469

Sal Plan	Grade	Effective Date	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Senior Plumber 006258 BULT												
A BLDG	018	07/12/2025	33.191807 55.066839	69038.96 114539.02	33.191807	35.681193	38.357282	41.234078	44.326634	47.651132	51.224967	55.066839
Senior Police Records Supv 015082 L39C												
A SUPV	042	09/20/2025	33.085394 46.554472	68817.62 96833.30	33.085394	34.739664	36.476647	38.300479	40.215503	42.226278	44.337592	46.554472
Senior Policy Advisor 021025 MCSU												
U MCSA	135	09/20/2025	41.415923 65.882380	86145.12 137035.35								
Senior Rec Aide (Older Adults) 016037 L39A												
A TEMP	072	12/13/2025	16.900000 19.972928	35152.00 41543.69								
Senior Recreation Aide 016038 L39A												
A TEMP	052	12/13/2025	16.900000 19.972928	35152.00 41543.69								
Senior Staff Assistant 010712 CONF												
A CONF	012	09/20/2025	24.160659 33.996474	50254.17 70712.67	24.160659	25.368692	26.637127	27.968983	29.367432	30.835804	32.377594	33.996474
Senior Stationary Engineer 004004 L39B												
A PLNT	004	12/27/2025	37.359989 52.569255	77708.78 109344.05	37.359989	39.227988	41.189387	43.248856	45.411299	47.681864	50.065957	52.569255
Senior Store Keeper 015105 L39C												
A SUPV	061	09/20/2025	24.239618 34.107576	50418.40 70943.76	24.239618	25.451599	26.724179	28.060388	29.463407	30.936577	32.483406	34.107576
Senior Systems Engineer 001823 MGMT												
A MGTE	105	09/20/2025	47.745690 67.182979	99311.04 139740.60	47.745690	50.132974	52.639623	55.271604	58.035184	60.936943	63.983790	67.182979
Senior Telecommunications Tech 003923 L39A												
A OPMT	068	09/20/2025	38.097378 53.606837	79242.55 111502.22	38.097378	40.002247	42.002359	44.102477	46.307601	48.622981	51.054130	53.606837
Senior Tree Maintenance Worker 003661 L39A												
A OPMT	042	09/20/2025	26.034824 36.633612	54152.43 76197.91	26.034824	27.336565	28.703393	30.138563	31.645491	33.227766	34.889154	36.633612
Senior Tree Pruner 003680 L39A												
A OPMT	051	09/20/2025	27.483565 38.672135	57165.82 80438.04	27.483565	28.857743	30.300630	31.815662	33.406445	35.076767	36.830605	38.672135
Special Assistant to the Mayor 021005 MCSU												
U MCSA	060	09/20/2025	41.761052 66.431394	86862.99 138177.30								
Special Asst to City Attny(Ex) 010826 CONF												
A CONF	047	09/20/2025	32.546116 45.795653	67695.92 95254.96	32.546116	34.173422	35.882093	37.676198	39.560008	41.538008	43.614908	45.795653
Special Asst. to City Attorney 014015 MSUP												
A MSUP	015	09/20/2025	32.546116 45.795653	67695.92 95254.96	32.546116	34.173422	35.882093	37.676198	39.560008	41.538008	43.614908	45.795653

Sal Plan	Grade	Effective Date	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Special Districts Manager 001915 MGMT												
A MGTE	202	09/20/2025	55.782990 78.492268	116028.62 163263.92	55.782990	58.572139	61.500746	64.575783	67.804572	71.194801	74.754541	78.492268
Special Projects Manager 001855 MGMT												
A MGTE	127	09/20/2025	48.936248 68.858216	101787.40 143225.09	48.936248	51.383060	53.952213	56.649824	59.482315	62.456431	65.579253	68.858216
Sr Parking Enforcement Officer 003667 L39A												
A OPMT	075	09/20/2025	24.225350 34.087500	50388.73 70902.00	24.225350	25.436618	26.708449	28.043871	29.446065	30.918368	32.464286	34.087500
Staff Assistant 010713 CONF												
A CONF	013	09/20/2025	21.426359 30.149038	44566.83 62710.00	21.426359	22.497677	23.622561	24.803689	26.043873	27.346067	28.713370	30.149038
Staff Assistant-Mayor Council 022002 EMSU												
U MCSB	020	09/20/2025	18.952716 30.149034	39421.65 62709.99								
Stagehand I 006016 BULT												
A BLDG	011	07/12/2025	26.415660 37.169486	54944.57 77312.53	26.415660	27.736443	29.123265	30.579428	32.108399	33.713819	35.399510	37.169486
Stagehand II 006017 BULT												
A BLDG	012	07/12/2025	24.649089 40.894051	51270.10 85059.63	24.649089	26.497771	28.485104	30.621487	32.918099	35.386956	38.040978	40.894051
Stationary Engineer 004005 L39B												
A PLNT	005	12/27/2025	33.959881 47.784961	70636.55 99392.72	33.959881	35.657875	37.440769	39.312807	41.278447	43.342369	45.509487	47.784961
Storekeeper 016087 L39A												
A OFFT	049	09/20/2025	22.539004 31.714643	46881.13 65966.46	22.539004	23.665954	24.849252	26.091715	27.396301	28.766116	30.204422	31.714643
Stores Administrator 001945 MGMT												
A MGTE	217	09/20/2025	36.431710 51.263076	75777.96 106627.20	36.431710	38.253296	40.165961	42.174259	44.282972	46.497121	48.821977	51.263076
Stores Clerk I 016088 L39A												
A OFFT	050	09/20/2025	20.482843 26.141875	42604.31 54375.10			20.482843	21.506985	22.582334	23.711451	24.897024	26.141875
Stores Clerk II 016089 L39A												
A OFFT	051	09/20/2025	20.634890 29.035362	42920.57 60393.55	20.634890	21.666635	22.749967	23.887465	25.081838	26.335930	27.652726	29.035362
Street Construction Equip Optr 003687 L39A												
A OPMT	056	09/20/2025	33.954540 47.777448	70625.44 99377.09	33.954540	35.652267	37.434880	39.306624	41.271955	43.335553	45.502331	47.777448
Street Construction Laborer 003688 L39A												
A OPMT	057	09/20/2025	30.801566 43.340895	64067.26 90149.06	30.801566	32.341644	33.958726	35.656662	37.439495	39.311470	41.277043	43.340895
Street Construction Lbr Trnee 003690 L39A												
A OPMT	058	09/20/2025	23.753624 23.753624	49407.54 49407.54	23.753624							

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Street Maintenance Supv 015099 L39C												
A SUPV	056	09/20/2025	35.657266 50.173352	74167.11 104360.57	35.657266	37.440129	39.312135	41.277742	43.341629	45.508710	47.784145	50.173352
Streets Manager 001883 MGMT												
A MGTE	146	09/20/2025	49.912890 70.232449	103818.81 146083.49	49.912890	52.408535	55.028962	57.780410	60.669430	63.702902	66.888047	70.232449
Structural Maintenance Supv 006053 BULT												
A BLDG	015	07/12/2025	34.824369 57.775339	72434.69 120172.70	34.824369	37.436197	40.243912	43.262205	46.506870	49.994885	53.744501	57.775339
Student Trainee 009009 TEMP												
A TEMP	009	12/13/2025	16.900000 16.900000	35152.00 35152.00								
Supervising Architect 001829 MGMT												
A MGTE	110	09/20/2025	56.949841 80.134146	118455.67 166679.02	56.949841	59.797333	62.787200	65.926560	69.222888	72.684032	76.318234	80.134146
Supervising Building Inspector 015096 L39C												
A SUPV	053	09/20/2025	41.632465 58.581058	86595.53 121848.60	41.632465	43.714088	45.899792	48.194782	50.604521	53.134747	55.791484	58.581058
Supervising Code Enforce Ofcr 015006 L39C												
A SUPV	076	09/20/2025	38.066411 53.563265	79178.14 111411.59	38.066411	39.969732	41.968219	44.066630	46.269962	48.583460	51.012633	53.563265
Supervising Community Ctr Attd 015058 L39C												
A SUPV	029	09/20/2025	26.477103 37.255943	55072.37 77492.36	26.477103	27.800958	29.191006	30.650556	32.183084	33.792238	35.481850	37.255943
Supervising Construction Insp 015074 L39C												
A SUPV	037	09/20/2025	39.320322 55.327642	81786.27 115081.50	39.320322	41.286338	43.350655	45.518188	47.794097	50.183802	52.692992	55.327642
Supervising Deputy City Atty 020037 EXMG												
U EXMG	092	07/01/2023	67.356778 128.869091	140102.10 268047.71								
Supervising Dispatcher 015039 L39C												
A SUPV	018	04/04/2026	46.059961 64.810990	95804.72 134806.86	46.059961	48.362959	50.781107	53.320162	55.986170	58.785478	61.724752	64.810990
Supervising Engineer 001831 MGMT												
A MGTE	112	09/20/2025	57.625263 81.084531	119860.55 168655.82	57.625263	60.506526	63.531852	66.708445	70.043867	73.546060	77.223363	81.084531
Supervising Financial Analyst 001832 MGMT												
A MGTE	113	09/20/2025	48.062386 67.628604	99969.76 140667.50	48.062386	50.465505	52.988780	55.638219	58.420130	61.341137	64.408194	67.628604
Supervising Fire Svc Worker 012059 IAMA												
A IAMA	012	07/12/2025	28.134605 39.588214	58519.98 82343.48	28.134605	29.541335	31.018402	32.569322	34.197788	35.907677	37.703061	39.588214
Supervising Forensic Invstg 015060 L39C												
A SUPV	030	09/20/2025	39.387523 55.422199	81926.05 115278.17	39.387523	41.356899	43.424744	45.595981	47.875780	50.269569	52.783047	55.422199

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Supervising Generator Tech 006063 BULT												
A BLDG	025	07/12/2025	34.079238 56.539132	70884.82 117601.40	34.079238	36.635181	39.382820	42.336531	45.511771	48.925154	52.594541	56.539132
Supervising Landscape Architct 001898 MGMT												
A MGTE	160	09/20/2025	50.468170 71.013785	104973.79 147708.67	50.468170	52.991579	55.641158	58.423216	61.344377	64.411596	67.632176	71.013785
Supervising Legal Secretary 010816 CONF												
A CONF	028	09/20/2025	34.686173 48.806928	72147.24 101518.41	34.686173	36.420482	38.241506	40.153581	42.161260	44.269323	46.482789	48.806928
Supervising Plant Operator 015040 L39C												
A SUPV	019	09/20/2025	50.401415 70.919853	104834.94 147513.29	50.401415	52.921486	55.567560	58.345938	61.263235	64.326397	67.542717	70.919853
Supervising Police Clerk 015041 L39C												
A SUPV	020	09/20/2025	25.698632 36.160555	53453.16 75213.95	25.698632	26.983564	28.332742	29.749379	31.236848	32.798690	34.438624	36.160555
Supervising Property Assistant 015062 L39C												
A SUPV	031	09/20/2025	31.153463 43.836051	64799.20 91178.99	31.153463	32.711136	34.346693	36.064028	37.867229	39.760590	41.748620	43.836051
Supervising Surveyor 015065 L39C												
A SUPV	033	09/20/2025	43.343800 60.989079	90155.10 126857.28	43.343800	45.510990	47.786539	50.175866	52.684659	55.318892	58.084837	60.989079
Supervising Water Quality Chem 015035 L39C												
A SUPV	016	09/20/2025	42.870442 60.323018	89170.52 125471.88	42.870442	45.013964	47.264662	49.627895	52.109290	54.714755	57.450493	60.323018
Support Services Manager 001834 MGMT												
A MGTE	115	09/20/2025	48.062386 67.628604	99969.76 140667.50	48.062386	50.465505	52.988780	55.638219	58.420130	61.341137	64.408194	67.628604
Survey Party Chief 015102 L39C												
A SUPV	058	09/20/2025	35.614547 50.113245	74078.26 104235.55	35.614547	37.395274	39.265038	41.228290	43.289705	45.454190	47.726900	50.113245
Survey Technician I 003924 L39A												
A OPMT	069	09/20/2025	23.312743 32.803370	48490.50 68231.01	23.312743	24.478380	25.702299	26.987414	28.336785	29.753624	31.241305	32.803370
Survey Technician II 003925 L39A												
A OPMT	070	09/20/2025	26.364668 37.097735	54838.51 77163.29	26.364668	27.682901	29.067046	30.520398	32.046418	33.648739	35.331176	37.097735
Systems Engineer 010714 CONF												
A CONF	014	09/20/2025	43.458176 61.150018	90393.01 127192.04	43.458176	45.631085	47.912639	50.308271	52.823685	55.464869	58.238112	61.150018
Telecommunications Engineer I 011023 WCOE												
A WCOE	014	12/27/2025	45.202283 63.604152	94020.75 132296.64	45.202283	47.462397	49.835517	52.327293	54.943658	57.690841	60.575383	63.604152
Telecommunications Engn II 011025 WCOE												
A WCOE	016	12/27/2025	49.402249 69.513925	102756.68 144588.96	49.402249	51.872361	54.465979	57.189278	60.048742	63.051179	66.203738	69.513925

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Telecommunications Engn III 011026 WCOE												
A WCOE	017	12/27/2025	53.354310 75.074871	110976.96 156155.73	53.354310	56.022025	58.823126	61.764282	64.852496	68.095121	71.499877	75.074871
Telecommunications SysAnls I 017029 L39A												
A PROF	017	09/20/2025	35.679933 50.205249	74214.26 104426.92	35.679933	37.463930	39.337127	41.303983	43.369182	45.537641	47.814523	50.205249
Telecommunications SysAnls II 017030 L39A												
A PROF	018	09/20/2025	39.249497 55.227984	81638.95 114874.21	39.249497	41.211972	43.272571	45.436200	47.708010	50.093410	52.598080	55.227984
Telecommunications SysAnls III 017035 L39A												
A PROF	022	09/20/2025	43.173088 60.748869	89800.02 126357.65	43.173088	45.331742	47.598329	49.978245	52.477157	55.101015	57.856066	60.748869
Telecommunications Tech I 003683 L39A												
A OPMT	054	09/20/2025	35.192263 49.519049	73199.91 102999.62	35.192263	36.951876	38.799470	40.739444	42.776416	44.915237	47.160999	49.519049
Telecommunications Tech II 003684 L39A												
A OPMT	055	09/20/2025	36.951955 51.995113	76860.07 108149.84	36.951955	38.799553	40.739531	42.776508	44.915333	47.161100	49.519155	51.995113
Telecommunications Tech Trnee 003682 L39A												
A OPMT	053	09/20/2025	29.966271 42.165554	62329.84 87704.35	29.966271	31.464585	33.037814	34.689705	36.424190	38.245400	40.157670	42.165554
Ticket Seller (Exempt) 009010 TEMP												
A TEMP	010	12/13/2025	16.900000 16.900000	35152.00 35152.00								
Traffic Ctrl&Light Supv 015045 L39C												
A SUPV	022	09/20/2025	41.018010 57.716459	85317.46 120050.24	41.018010	43.068910	45.222356	47.483474	49.857648	52.350530	54.968056	57.716459
Traffic Ctrl&Light Tech I 003637 L39A												
A OPMT	021	09/20/2025	30.711094 43.213592	63879.08 89884.27	30.711094	32.246649	33.858981	35.551930	37.329526	39.196002	41.155802	43.213592
Traffic Ctrl&Light Tech II 003636 L39A												
A OPMT	020	09/20/2025	33.786091 47.540423	70275.07 98884.08	33.786091	35.475396	37.249166	39.111624	41.067205	43.120565	45.276593	47.540423
Traffic Ctrl&Light Tech Trnee 003635 L39A												
A OPMT	019	09/20/2025	27.282271 38.388896	56747.12 79848.90	27.282271	28.646385	30.078704	31.582639	33.161771	34.819860	36.560853	38.388896
Traffic Investigator I 016202 L39A												
A OFFT	072	09/20/2025	25.014357 35.197712	52029.86 73211.24	25.014357	26.265075	27.578329	28.957245	30.405107	31.925362	33.521630	35.197712
Traffic Investigator II 016203 L39A												
A OFFT	073	09/20/2025	28.173781 39.643339	58601.46 82458.14	28.173781	29.582470	31.061593	32.614673	34.245407	35.957677	37.755561	39.643339
Traffic Investigator III 016204 L39A												
A OFFT	074	09/20/2025	31.041947 43.679136	64567.25 90852.60	31.041947	32.594044	34.223746	35.934933	37.731680	39.618264	41.599177	43.679136

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Traffic Supervisor 015109 L39C												
A SUPV	069	09/20/2025	33.018706 46.460634	68678.91 96638.12	33.018706	34.669641	36.403123	38.223279	40.134443	42.141165	44.248223	46.460634
Traffic Worker I 008001 TRAF												
A TRAF	001	01/10/2026	25.313643 35.618838	52652.38 74087.18	25.313643	26.579325	27.908291	29.303706	30.768891	32.307336	33.922703	35.618838
Traffic Worker II 008002 TRAF												
A TRAF	002	01/10/2026	27.835802 39.167770	57898.47 81468.96	27.835802	29.227592	30.688972	32.223421	33.834592	35.526322	37.302638	39.167770
Traffic Worker III 008003 TRAF												
A TRAF	003	01/10/2026	29.579586 41.621448	61525.54 86572.61	29.579586	31.058565	32.611493	34.242068	35.954171	37.751880	39.639474	41.621448
Traffic Worker Trainee 008005 TRAF												
A TRAF	005	01/10/2026	22.206232 31.246399	46188.96 64992.51	22.206232	23.316544	24.482371	25.706490	26.991814	28.341405	29.758475	31.246399
Training Specialist 001857 MGMT												
A MGTE	129	09/20/2025	39.418875 55.466317	81991.26 115369.94	39.418875	41.389819	43.459310	45.632276	47.913890	50.309585	52.825064	55.466317
Treasury Analyst 010827 CONF												
A CONF	048	09/20/2025	39.806877 56.012273	82798.30 116505.53	39.806877	41.797221	43.887082	46.081436	48.385508	50.804783	53.345022	56.012273
Treasury Analyst 014016 MSUP												
A MSUP	016	09/20/2025	39.806877 56.012273	82798.30 116505.53	39.806877	41.797221	43.887082	46.081436	48.385508	50.804783	53.345022	56.012273
Treasury Assistant 010715 CONF												
A CONF	033	09/20/2025	28.509594 40.115862	59299.96 83440.99	28.509594	29.935074	31.431828	33.003419	34.653590	36.386270	38.205583	40.115862
Treasury Manager 001801 MGMT												
A MGTE	085	09/20/2025	71.241149 100.243450	148181.59 208506.38	71.241149	74.803206	78.543366	82.470534	86.594061	90.923764	95.469952	100.243450
Tree Maintenance Supervisor 015046 L39C												
A SUPV	023	09/20/2025	32.000454 45.027852	66560.94 93657.93	32.000454	33.600477	35.280501	37.044526	38.896752	40.841590	42.883669	45.027852
Tree Maintenance Worker 003660 L39A												
A OPMT	041	09/20/2025	24.586688 34.595939	51140.31 71959.55	24.586688	25.816022	27.106823	28.462164	29.885272	31.379536	32.948513	34.595939
Tree Maintenance Worker Trnee 003917 L39A												
A OPMT	065	09/20/2025	21.062559 29.637136	43810.12 61645.24	21.062559	22.115687	23.221471	24.382545	25.601672	26.881756	28.225844	29.637136
Tree Pruner I 003639 L39A												
A OPMT	023	09/20/2025	23.203835 32.650125	48263.98 67912.26	23.203835	24.364027	25.582228	26.861339	28.204406	29.614626	31.095357	32.650125
Tree Pruner II 003640 L39A												
A OPMT	024	09/20/2025	25.524237 35.915166	53090.41 74703.54	25.524237	26.800449	28.140471	29.547495	31.024870	32.576114	34.204920	35.915166

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Tree Pruner Supervisor 015047 L39C												
A SUPV	024	09/20/2025	31.372901 44.144822	65255.63 91821.23	31.372901	32.941546	34.588623	36.318054	38.133957	40.040655	42.042688	44.144822
Tree Pruner Trainee 003638 L39A												
A OPMT	022	09/20/2025	20.275323 28.529415	42172.67 59341.18	20.275323	21.289089	22.353543	23.471220	24.644781	25.877020	27.170871	28.529415
Urban Design Manager 001894 MGMT												
A MGTE	156	09/20/2025	56.949841 80.134146	118455.67 166679.02	56.949841	59.797333	62.787200	65.926560	69.222888	72.684032	76.318234	80.134146
Util Operations & Maint Supt 001841 MGMT												
A MGTE	120	09/20/2025	55.441556 78.011838	115318.44 162264.62	55.441556	58.213634	61.124316	64.180532	67.389559	70.759037	74.296989	78.011838
Utilities Locator 007010 L447												
A WATR	006	07/12/2025	32.415062 45.611247	67423.33 94871.39	32.415062	34.035815	35.737606	37.524486	39.400710	41.370746	43.439283	45.611247
Utilities O&M Leadworker 007002 L447												
A WATR	002	07/12/2025	34.808080 48.978463	72400.81 101875.20	34.808080	36.548484	38.375908	40.294703	42.309438	44.424910	46.646155	48.978463
Utilities O&M Serviceworker 007001 L447												
A WATR	001	07/12/2025	31.624449 44.498776	65778.85 92557.45	31.624449	33.205671	34.865955	36.609253	38.439716	40.361702	42.379787	44.498776
Utilities O&M Supervisor 015103 L39C												
A SUPV	059	09/20/2025	40.111603 56.441053	83432.13 117397.39	40.111603	42.117183	44.223042	46.434194	48.755904	51.193699	53.753384	56.441053
Utilities O&M SvcWrk App 007901 L447												
A WATR	003	07/01/2023	22.450854 27.227273	46697.78 56632.73	22.450854	23.573396	24.752066	27.227273				
Utilities Ops and Maint Mgr 001842 MGMT												
A MGTE	198	09/20/2025	60.599464 85.269531	126046.88 177360.62	60.599464	63.629437	66.810909	70.151454	73.659027	77.341978	81.209077	85.269531
Utility Construction Coord 001839 MGMT												
A MGTE	118	09/20/2025	46.815053 65.873481	97375.31 137016.84	46.815053	49.155806	51.613596	54.194276	56.903990	59.749190	62.736649	65.873481
Utility Services Inspector 016099 L39A												
A OFFT	056	09/20/2025	22.247343 31.304246	46274.47 65112.83	22.247343	23.359710	24.527696	25.754081	27.041785	28.393874	29.813568	31.304246
Utility Worker 003602 L39A												
A TEMP	011	12/13/2025	16.900000 17.636635	35152.00 36684.20								
Vehicle Service Attendant 012005 IAMA												
A IAMA	004	07/12/2025	18.850810 26.524982	39209.68 55171.96	18.850810	19.793350	20.783018	21.822169	22.913277	24.058941	25.261888	26.524982
Veterinarian 001875 MGMT												
A MGTE	140	09/20/2025	46.054936 64.803919	95794.27 134792.15	46.054936	48.357683	50.775567	53.314345	55.980062	58.779065	61.718018	64.803919

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Water Conservation Rep 016978 L39A												
A OFFT	139	09/20/2025	22.247343 31.304246	46274.47 65112.83	22.247343	23.359710	24.527696	25.754081	27.041785	28.393874	29.813568	31.304246
Water Conservation Specialist 016975 L39A												
A OFFT	135	09/20/2025	24.994869 35.170291	51989.33 73154.20	24.994869	26.244612	27.556843	28.934685	30.381419	31.900490	33.495515	35.170291
Water Conservation Supervisor 015107 L39C												
A SUPV	072	09/20/2025	28.131065 39.583233	58512.62 82333.12	28.131065	29.537618	31.014499	32.565224	34.193485	35.903159	37.698317	39.583233
Water Cross Conn Ctrl Spclst 007902 L447												
A WATR	004	07/12/2025	40.024277 56.318177	83250.50 117141.81	40.024277	42.025491	44.126766	46.333104	48.649759	51.082247	53.636359	56.318177
Water Quality Chemist 017008 L39A												
A PROF	005	09/20/2025	37.721469 53.077895	78460.66 110402.02	37.721469	39.607542	41.587919	43.667315	45.850681	48.143215	50.550376	53.077895
Water Quality Lab Tech 016080 L39A												
A OFFT	043	09/20/2025	25.291713 35.587981	52606.76 74023.00	25.291713	26.556299	27.884114	29.278320	30.742236	32.279348	33.893315	35.587981
Website Administrator 001904 MGMT												
A MGTE	170	09/20/2025	51.066951 71.856329	106219.26 149461.16	51.066951	53.620299	56.301314	59.116380	62.072199	65.175809	68.434599	71.856329
Workers Comp Claims Asst I 010818 CONF												
A CONF	037	09/20/2025	27.917882 39.283264	58069.20 81709.19	27.917882	29.313776	30.779465	32.318438	33.934360	35.631078	37.412632	39.283264
Workers Comp Claims Asst II 010819 CONF												
A CONF	038	09/20/2025	30.709670 43.211591	63876.11 89880.11	30.709670	32.245154	33.857412	35.550283	37.327797	39.194187	41.153896	43.211591
Workers Comp Claims Mgr 001927 MGMT												
A MGTE	195	09/20/2025	55.782990 78.492268	116028.62 163263.92	55.782990	58.572139	61.500746	64.575783	67.804572	71.194801	74.754541	78.492268
Workers' Comp Claims Rep 001943 MGMT												
A MGTE	215	09/20/2025	43.693077 61.480547	90881.60 127879.54	43.693077	45.877731	48.171618	50.580199	53.109209	55.764669	58.552902	61.480547
Workers' Comp Claims Supervr 001942 MGMT												
A MGTE	214	09/20/2025	48.062386 67.628604	99969.76 140667.50	48.062386	50.465505	52.988780	55.638219	58.420130	61.341137	64.408194	67.628604
Youth Aide 009068 TEMP												
A TEMP	037	12/13/2025	16.900000 16.900000	35152.00 35152.00								
Zoning Investigator 016213 L39A												
A OFFT	080	09/20/2025	35.855735 50.452621	74579.93 104941.45	35.855735	37.648522	39.530948	41.507495	43.582870	45.762014	48.050115	50.452621
Zoo Attendant I 003642 L39A												
A OPMT	026	09/20/2025	21.541308 30.310785	44805.92 63046.43	21.541308	22.618373	23.749292	24.936757	26.183595	27.492775	28.867414	30.310785

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Zoo Attendant II 003643 L39A												
A OPMT	027	09/20/2025	23.290173 32.771613	48443.56 68164.96	23.290173	24.454682	25.677416	26.961287	28.309351	29.724819	31.211060	32.771613