



# REPORT TO COUNCIL

## City of Sacramento

# 23

915 I Street, Sacramento, CA 95814-2604  
www.CityofSacramento.org

STAFF REPORT  
November 1, 2005

Honorable Mayor and  
Members of the City Council

**Subject:** Adoption of the Labor Agreement in the Engineering Unit

**Location/Council District:** Citywide

**Recommendation:**

Adopt a resolution: 1) approving the collective bargaining agreement covering 58 employees in Engineering Unit, and 2) authorizing budget approval for the five-year, \$5.2 million labor cost, of which \$ 4.1 million is from the general fund.

**Contact:** Dee Contreras, Director of Labor Relations, 808-5424; VeRonica Busby, Labor Relations Officer, 808-5424

**Presenters:** VeRonica Busby, Labor Relations Officer; Dee Contreras, Director of Labor Relations

**Department:** Office of Labor Relations

**Division:** None

**Organization No.:** 1610

**Summary:**

The City reached a tentative agreement with the Engineering Unit on a new five-year agreement covering 58 employees in the Engineering Unit for the period October 29, 2005 to June 18, 2010. The tentative agreement has been ratified by the Union membership. The major features of the agreement are:

**Adoption of the Labor Agreement Covering  
The Engineering Unit**

**November 1, 2005**

**1. Economic Improvements**

a) First Year: Fiscal Year 2005-06

- 1) Effective June 25, 2005, salaries will increase by 4%.
- 2) Effective January 7, 2006, equity adjustments will be implemented as follows:
  - 4% for Landscape Assistant and Associate Landscape Architect;
  - 2 % for Jr. Landscape Assistant, Jr. Architect and Jr. Engineer;
  - 2% for Assistant Architect and Associate Architect;
  - 2% for Assistant Civil Engineer and Associate Civil Engineer;
  - 2% for Assistant Electrical Engineer and Associate Electrical Engineer;
  - 2 % for Assistant Mechanical Engineer and Associate Mechanical Engineer;
  - 2% for Fire Protection Engineer; and
  - 2% for Telecommunications Engineers I, II and III.
- 3) Effective August 1, 2005, the City monthly health and welfare contribution will increase to \$600 for employees with one insured dependent and to \$790 for employees with two or more insured dependents.
- 4) Effective January 1, 2006, the City monthly health and welfare contribution will increase to \$640 for employees with one insured dependent and to \$830 for employees with two or more insured dependents.
- 5) Increase downtown parking subsidy to \$60.00 monthly for eligible full-time career employees and \$40.00 monthly for eligible part-time career employees.

b) Second Year: Fiscal Year 2006-07

- 1) Effective June 24, 2006, salaries will increase by 4%.
- 2) Effective January 6, 2007, equity adjustments will be implemented as follows:

**Adoption of the Labor Agreement Covering  
The Engineering Unit**

**November 1, 2005**

- 4% for Landscape Assistant and Associate Landscape Architect;
- 2 % for Jr. Landscape Assistant, Jr. Architect and Jr. Engineer;
- 2% for Assistant Architect and Associate Architect;
- 2% for Assistant Civil Engineer and Associate Civil Engineer;
- 2% for Assistant Electrical Engineer and Associate Electrical Engineer;
- 2 % for Assistant Mechanical Engineer and Associate Mechanical Engineer;
- 2% for Fire Protection Engineer; and
- 2% for Telecommunications Engineers I, II and III.

- 3) Effective January 1, 2007, the City monthly health and welfare contribution will increase to \$680 for employees with one insured dependent and to \$880 for employees with two or more insured dependents.

c) Third Year: Fiscal Year 2007-08

- 1) Effective June 23, 2007, salaries will increase by 4%.
- 2) Effective January 5, 2008, equity adjustments will be implemented as follows:

- 4% for Landscape Assistant and Associate Landscape Architect;
- 1 % for Jr. Landscape Assistant, Jr. Architect and Jr. Engineer;
- 1% for Assistant Architect and Associate Architect;
- 1% for Assistant Civil Engineer and Associate Civil Engineer;
- 1% for Assistant Electrical Engineer and Associate Electrical Engineer;
- 1 % for Assistant Mechanical Engineer and Associate Mechanical Engineer;
- 1% for Fire Protection Engineer; and
- 1% for Telecommunications Engineers I, II and III.

- 3) Effective January 1, 2008, the City's monthly health and welfare contributions will increase to \$730 for employees with one insured dependent and to \$920 for employees with two or more insured dependents.

**Adoption of the Labor Agreement Covering  
The Engineering Unit**

**November 1, 2005**

- 4) Effective June 23, 2007, increase stand-by pay to \$189 per week.
  - 5) Effective June 23, 2007, increase downtown parking subsidy to \$70.00 monthly for eligible full-time career employees and \$50.00 monthly for eligible part-time career employees.
- d) Fourth Year: Fiscal Year 2008-09
- 1) Effective June 21, 2008, salaries will increase by 4%.
  - 2) Effective January 3, 2009, equity adjustments will be implemented as follows:  
  
1% for Landscape Assistant and Associate Landscape Architect.
  - 3) Effective January 1, 2009, the City monthly health and welfare contribution will increase to \$750 for employees with one insured dependent and to \$1000 for employees with two or more insured dependents.
- e) Fifth Year: Fiscal Year 2009-10
- 1) Effective June 20, 2009, salaries will increase by 4%.
  - 2) Effective July 1, 2010, the City monthly health and welfare contribution will increase to \$800 for employees with one insured dependent and to \$1125 for employees with two or more insured dependents.
  - 3) Effective June 20, 2009, Increase stand-by pay to \$210 per week.
  - 4) Effective June 20, 2009, increase downtown parking subsidy to \$90.00 monthly for eligible full-time career employees and \$60.00 monthly for eligible part-time career employees.

**2. Concessions**

The concessions were agreed to as follows:

**Adoption of the Labor Agreement Covering  
The Engineering Unit**

**November 1, 2005**

- a. Cash-back for employees who waive health insurance will be reduced to \$200 over a two-year period, beginning January 1, 2006. Cash-back for new employees is limited to \$200 per month.
- b. Sick leave cash-out is eliminated for new hires and for employees with less than twenty years of City service.
- c. Extend probationary period to twelve (12) months in duration for all job classifications in this unit.

**Committee/Commission Action:** None

**Background Information:**

Ten collective bargaining agreements between the City of Sacramento and the eight recognized employee organizations expired on June 24, 2005. The provisions of the expired agreements were extended in practice since the date of expiration. The City commenced negotiations with most recognized employee organizations in March 2005 and with Western Council of Engineers (WCE) in July 2005. The tentative agreement with WCE is consistent with the labor settlement strategy adopted by the City Council earlier this year. This agreement is a fair, reasonable, and appropriate settlement reflective of the changing needs and priorities of the City of Sacramento and its employees and is consistent with the City Council goals of maintaining a high quality and dedicated workforce which provides superior customer service to the citizens of the City.

**Financial Considerations:**

The compounded cost increase for the five-year period is \$ 5.2 million of which \$4.1 million is from the general fund. The first year cost is within the current budget resources for fiscal year 2006 and have been projected in the budget for the following years.

**Environmental Considerations:** Not applicable

**Adoption of the Labor Agreement Covering  
The Engineering Unit**

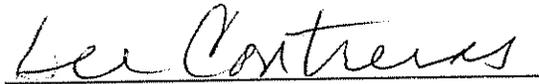
**November 1, 2005**

**Policy Considerations:**

Approval of the attached agreement by the Sacramento City Council fulfills the City's legal obligations under the Meyers-Milias-Brown Act, adheres to the City's positive labor-management relations program, and guarantees labor stability to the year 2010.

**ESBD Considerations:** Not applicable

Submitted by:



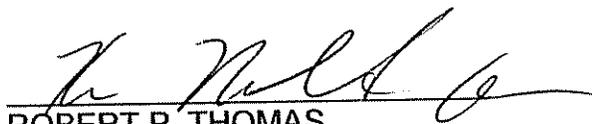
Dee Contreras  
Director of Labor Relations

Approved by:



Ken Nishimoto  
Assistant City Manager

Recommendation Approved:



ROBERT P. THOMAS  
City Manager

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**RESOLUTION NO.**

**Adopted by the Sacramento City Council  
November 1, 2005**

**Approving the Labor Agreement Covering  
The Engineering Unit**

**BACKGROUND**

- A. Pursuant to the Meyers-Milias-Brown Act governing public sector collective bargaining, the City has met and conferred with the Western Council of Engineers (WCE) which is the recognized employee organization for employees in the Engineering Unit.
- B. The parties have reached an agreement on the terms and conditions of employment for employees in this Unit which are included in the Agreement dated October 18, 2005 which is attached as Exhibit A.
- C. The terms of the Agreement are consistent with the obligations of the City to bargain in good faith, are in line with the City's strategic goals and serve the interests of the City and the community by continuing positive labor relations.
- D. The general fund budget cost of the five-year Agreement is \$4.1 million and the enterprise fund cost is \$1.1 million.

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

- Section 1. The Labor Agreement covering the Engineering Unit is adopted effective November 1, 2005.
- Section 2. The Fiscal Year 2006-2007 Budget is amended to implement the labor costs included in the Agreement.

**Table of Contents:**

- Exhibit A: The 2005-2010 Labor Agreement Covering the Engineering Unit – 79 pages.

AGREEMENT  
BETWEEN  
WESTERN COUNCIL OF ENGINEERS  
AND  
CITY OF SACRAMENTO  
2005-2010

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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 I  
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
- Fire Protection Engineer
- Junior Architect
- 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. The parties further agree that this Agreement sets forth the full and entire understanding of the parties, and any and all prior or existing Agreements are hereby superseded and terminated.

b. This Article shall not be construed so as to prevent the parties from mutually agreeing, in writing, to reopen a provision or provisions in this Agreement, so long as reopened provisions are specified in the parties' mutual reopened agreement and other provisions in this Agreement continue in full force and effect.

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 Civil Service Board Rule provisions; (d) to discipline employees in accordance with applicable Civil Service Board Rules; (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 the Office of Labor Relations of the employees it has designated as Local Chapter Representative and alternate representative with whom the City shall communicate with as representatives of the WCE. Such representatives 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.

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 authorization forms approved by the City. Such forms shall be those which are currently used. Any changes or modifications shall be agreed upon between the City and the WCE.
- (2) Such deductions shall be made only upon submission to the Benefits Section, Department of Human Resources, of the said authorization form duly completed and executed by the employee and the WCE.
- (3) The WCE will be responsible for submitting to the Benefits Section the City payroll deduction input document listing any changes in the amounts to be payroll deducted from the paychecks of employees who have authorization forms on file with the City.
- (4) 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.
- (5) The City will remit to the WCE a check for all of the deductions.
- (6) The City must approve all payroll deductions for insurance premiums for plans to which the City is not the contracting party.

## 4.3 AGENCY SHOP

a. General

- (1) As a condition of continued employment, all career employees who are paid one or more hours salary (including injury-on-duty time under the City Charter) during a bi-weekly pay period, and all non-career (+1,040) employees who are paid forty (40) or more hours salary during a bi-weekly pay period shall be a member of the WCE or pay an agency shop service fee to the WCE in an amount determined as set forth in subsection (b) below.

- (2) No employee shall be required to pay the service fee during the first sixty (60) calendar days of employment.
- (3) The provisions of this Section shall remain in effect during the term of this Agreement and any mutually agreed upon extension of that term.

b. Service Fee

The service fee required in subsection (a) shall be an amount not to exceed the WCE's uniformly-applied standard initiation fee, periodic dues and general assessments. In computing such amounts, the WCE shall exclude expenditures for members-only benefits and WCE expenditures for political and ideological purposes unrelated to collective bargaining, contract administration and grievance adjustment. Any dispute as to the service fee or the amount thereof shall be directed solely to the WCE, and the City shall not be a party to the dispute.

Both the service fee and the WCE dues may be paid to the WCE through payroll deductions as set forth in Section 4.2. There is no obligation on the part of the City to provide payroll deduction for the three (3) organizations listed in subsection (c).

c. Religious Objection

Any employee otherwise required to pay a service fee under this Section, and who is a member of a bona fide religion, body or sect which has historically held conscientious objections to joining or financially supporting public employee organizations shall not be required to join or financially support any public employee organization as a condition of continued employment. Such an employee shall be required as a condition of continued employment, in lieu of the service fee, to pay a sum equal to the service fee otherwise payable under this Section to a non-religious, non-labor charitable fund exempt from taxation under Internal Revenue Code Section 501(c)(3). Upon request of the WCE, such employee shall be required to submit to the WCE proof of payment of the in-lieu-of service fee. For purposes of this Section, such employees shall choose from the following three (3) organizations:

March of Dimes  
United Way  
Firefighters Burn Institute

Employees claiming a religious exemption shall be required to file a written statement under oath or affirmation with the WCE, which identifies the religious organization by name, if any, and which provides in detail that the employee and the organization meet all of the requirements for claiming the religious exemption.

d. Disclosure and Reporting

The WCE shall keep an adequate itemized record of its financial transactions and shall make available annually, to the City and to the employees covered by this Section within sixty (60) days after the end of its fiscal year, a detailed written financial report thereof in the form of a balance sheet and an operating statement, certified as to accuracy by its president and treasurer or corresponding principal officer, or by a certified public accountant. The WCE, if required to file financial reports under the Labor-Management Disclosure Act of 1959 covering employees governed by this Agreement, or if required to file financial reports under Section 3546.5 of the Government Code, shall instead provide the City with a copy of such financial reports.

e. Hold Harmless

The WCE shall promptly refund to the City any amounts paid to the WCE in error under this Section.

The WCE 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 arising 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. Further, in the event that the City undertakes disciplinary action against an employee pursuant to this Section, this hold harmless and indemnity agreement shall cover all costs and expenses, including any costs incurred by the City in defense of a lawsuit.

f. Change of Law

In the event there is a change in the law whereby any provision hereof becomes invalid or if for any reason any provision of this Section is rendered unlawful by any published appellate court decision, this Section shall be forthwith deemed amended to comply with the change or decision in question.

g. Discipline Procedure

Failure to pay the required service fee or the in-lieu of service fee under this Section constitutes cause for discipline, including but not limited to discharge. However, no employee shall be terminated under this Section unless:

- (1) The WCE first has notified the employee by letter, explaining that he/she is delinquent in not tendering the required service fee, or payment in lieu of service fee pursuant to subsections (c) and (d) above, specifying the current amount of the delinquency, and warning the employee that unless

such service fee, or payment in lieu of service fee, is tendered within thirty (30) calendar days, the employee will be reported to the City for termination as provided in this Section; and

- (2) The WCE has furnished the City with written proof that the procedure of subsection (1) above has been followed, or has supplied the City with a copy of the letter sent to the employee and notice that he/she has not complied with the request. The WCE must further provide, when requesting the City to terminate the employee, the following written notice:

"The WCE certifies that     (employee's name)     has failed to tender the agency shop service fee, or payment in lieu of service fee, required as a condition of employment under this Agreement and that under the terms thereof, the City shall terminate the employee."

No employee who is on injury-on-duty time under the City Charter shall be terminated under this Section.

h. Duty of Fair Representation

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.

i. Employee Rights

Employees covered by this Agreement shall have all rights specified in Government Code Section 3502.5(b).

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 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.

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 Civil Service Board Rules and Regulations of the City unless waived by such employee.

## 5.4 STEP ONE

An employee who believes he/she has cause for grievance may contact his/her supervisor alone. An employee who believes he/she has cause for grievance may contact his/her supervisor with his/her 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 his/her answer to the grievance in writing within five (5) standard workdays from the time he/she receives 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 five (5) standard workdays. The hearing of the grievance will be held within five (5) standard working 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 will be made five (5) standard workdays after the hearing is held. The employee has five (5) standard workdays 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 grievance appealed to the third step. Grievance appealed to the third step of the grievance procedure shall be heard within ten (10) standard working days after the appeal to the third step of the grievance procedure.

b. A written answer will be made within ten (10) standard workdays 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 designated City representative by the WCE within ten (10) standard workdays from the date of the third step answer.

b. An arbitrator may be selected by mutual agreement between the WCE's representative and the City's representative.

c. 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 each strike two (2) 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. 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 was based. With the consent of the City's third step representative, the thirty (30) day time limit for filing grievances may be extended.

h. 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.

i. A WCE's 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 2005-2006 SALARIES

Effective June 25, 2005, the current salary ranges in terms of bi-weekly rates of pay for classifications represented by this Agreement shall be adjusted by four percent (4%) as set forth in Exhibit A.

### 6.2 EQUITIES

a. Effective January 7, 2006, the salary for classifications listed below shall be adjusted as follows:

Landscape Assistant	4%
Associate Landscape Architect	4%
Junior Landscape Assistant	2%
Junior Architect	2%

Junior Engineer	2%
Assistant Architect	2%
Associate Architect	2%
Assistant Civil Engineer	2%
Associate Civil Engineer	2%
Assistant Electrical Engineer	2%
Associate Electrical Engineer	2%
Assistant Mechanical Engineer	2%
Associate Mechanical Engineer	2%
Fire Protection Engineer	2%
Telecommunications Engineer I	2%
Telecommunications Engineer II	2%
Telecommunications Engineer III	2%

b. Effective January 6, 2007, the salary for classifications listed below shall be adjusted as follows:

Landscape Assistant	4%
Associate Landscape Architect	4%
Junior Landscape Assistant	2%
Junior Architect	2%
Junior Engineer	2%
Assistant Architect	2%
Associate Architect	2%
Assistant Civil Engineer	2%
Associate Civil Engineer	2%
Assistant Electrical Engineer	2%
Associate Electrical Engineer	2%
Assistant Mechanical Engineer	2%
Associate Mechanical Engineer	2%
Fire Protection Engineer	2%
Telecommunications Engineer I	2%
Telecommunications Engineer II	2%
Telecommunications Engineer III	2%

c. Effective January 5, 2008, the salary for classifications listed below shall be adjusted as follows:

Landscape Assistant	2%
Associate Landscape Architect	2%
Junior Landscape Assistant	1%
Junior Architect	1%
Junior Engineer	1%
Assistant Architect	1%

Associate Architect	1%
Assistant Civil Engineer	1%
Associate Civil Engineer	1%
Assistant Electrical Engineer	1%
Associate Electrical Engineer	1%
Assistant Mechanical Engineer	1%
Associate Mechanical Engineer	1%
Fire Protection Engineer	1%
Telecommunications Engineer I	1%
Telecommunications Engineer II	1%
Telecommunications Engineer III	1%

d. Effective January 3, 2009, the salary for classifications listed below shall be adjusted as follows:

Landscape Assistant	1%
Associate Landscape Architect	1%

### 6.3 2006-2007 SALARIES

Effective June 24, 2006, salary ranges in terms of bi-weekly rates shall be adjusted by four percent (4%) and are set forth in Exhibit A-1.

### 6.4 2007-2008 SALARIES

Effective June 23, 2007 salary ranges in terms of bi-weekly rates shall be adjusted by four percent (4%) and are set forth in Exhibit A-2.

### 6.5 2008-2009 SALARIES

Effective June 21, 2008 salary ranges in terms of bi-weekly rates shall be adjusted by four percent (4%) and are set forth in Exhibit A-3.

### 6.6 2009-2010 SALARIES

Effective June 20, 2009, salary ranges in terms of bi-weekly rates shall be adjusted by four percent (4%) and are set forth in Exhibit A-4.

### 6.7 SALARY RANGE

Employees hired on April 13, 1996 or later shall be covered under an eight-step salary plan which shall be established by the addition of three (3) salary steps of 5% each below Step A to all salary ranges as set forth in Exhibit A.

6.8 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 2.5% incentive for possession of each of the following professional licenses up to a maximum of 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 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 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.

ARTICLE 7  
SALARY ADMINISTRATION

7.1 ORIGINAL APPOINTMENT COMPENSATION RATE

The rate of compensation upon original appointment shall normally be Step 3/A, 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 his/her current classification and who is at a salary step lower than Step 10/E 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, which 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 3/A, 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 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.

## 7.6 RATES HIGHER THAN STEP 10/E (Y-RATE)

Whenever the salary of an employee exceeds Step 10/E 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 Step 10/E, 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 Step 10/E, as applicable, the employee shall be permitted to advance to the maximum step of the original range.

## 7.7 LONGEVITY PAY

### a. Employee Eligibility

For the purpose of determining the year of employee eligibility for longevity pay as provided under Section 108 of the City Charter, only continuous full-time service shall be considered.

- (1) Where beginning employment may be intermittent with separate periods of employment in relief, seasonal, limited-term, temporary or part-time positions, only that period of intermittent employment (but excluding employment in part-time positions) immediately preceding the date of regular full-time continuous employment and without loss of time shall be considered.
- (2) Leaves of absence without pay shall not constitute a break in service, except such time on leave without pay, when it exceeds twenty (20) working days in a calendar year, shall be deducted in determining the year for an employee's eligibility. Leaves of absence granted for military service shall be considered as full-time continuous service.
- (3) Time taken off without pay, where formal leave of absence is not required, aggregating twenty (20) or fewer days in a calendar year shall not constitute a break in service and shall be disregarded in computing the year for an employee's eligibility. However, if such time taken off without pay exceeds twenty (20) days in any calendar year, the total

amount of time so taken off without pay shall be deducted in determining the year for an employee's eligibility, but shall not constitute a break in service.

- (4) Where employment is terminated by resignation or discharge and the employee is subsequently re-employed, such time accumulated prior to resignation or discharge shall be forfeited, unless the employee is reinstated, in which case the time absent from City service shall not be considered as a break in service, but shall be deducted in determining the year for an employee's eligibility.
- (5) A layoff shall not constitute a break in service and the time accumulated prior to the layoff shall be added to the time after reinstatement for determining the year for an employee's eligibility.
- (6) Persons who become City employees pursuant to the provisions of City Charter Section 93 shall receive credit for time accumulated in the employment of the district, for purposes of determining the year for employee eligibility.

b. Payment After Eligibility

Once it has been determined that an employee is eligible for longevity pay, he/she shall receive the allowance as prescribed.

- (1) When authorized leave of absence or time off aggregating twenty (20) or more working days is taken during any employment year, longevity payment in the July following shall be made on a pro rata basis.
- (2) Upon entrance of an employee into military service, or where an employee is granted a leave of absence following expiration of sick leave credits, such employee shall be paid, in the month of July following the date such leave begins, such longevity pay earned from his/her anniversary date of employment to the date such leave begins, on a pro rata basis, but not to exceed the maximum yearly allowance. Such employee shall not thereafter receive longevity pay until his/her return to City service, when he/she shall receive, in the month of July first following his/her return, the pro rata portion of longevity pay from the date of return.
- (3) Upon death or retirement of an employee, such employee shall be entitled to receive the pro rata portion of longevity earned on the date of death or retirement, but not to exceed the maximum yearly allowance; in all other cases of termination, longevity pay which would have been paid in the

July following had employment continued, shall be forfeited, and there shall be no pro rata payment for longevity.

- (4) The longevity pay granted in July of any year shall be considered to have been earned during the preceding employment year ending on or prior to July 1 of each year.
- (5) All payments for longevity shall be made on the payday covering the first full pay period in July of each year, except as provided under (3) of this Section.

7.8 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 his/her salary reduced that day due to insufficient accrued, usable leave.

7.9 SECTION 401(A) MONEY PURCHASE PLAN

An IRS Section 401(a) Plan shall be available to eligible employees and the City will contribute two percent (2%) of salary to the 401(a) Plan. The vesting period for the City contribution shall be five (5) years with credit for prior service.

ARTICLE 8  
HEALTH AND WELFARE

8.1 LIFE INSURANCE

The City agrees to provide \$10,000 life insurance for career employees in the Engineering Unit.

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

a. The City agrees to make contributions (City dollars) as defined below. Except as provided herein, the City dollars shall be applied first to the employee contribution to retirement, and then toward the premiums for City-sponsored medical, dental, disability, and/or life insurance covering the eligible employee. One-half (1/2) of such contributions will be made to eligible employees on each of the first two (2) paydays in a calendar month for insurance coverage the first and second halves of that month, respectively.

b. Eligible employees shall receive a City contribution for each such pay period if the employee is paid for one or more hours of salary. Employees who are paid less than one hour

salary per payday may continue elected coverage limited to the City's medical, dental, and life insurance plans for up to six (6) months, 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, 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 agrees to 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 dollars shall be applied toward the premiums for City-sponsored medical and dental insurance plans for eligible employees and qualified dependents, if any. The amount of City contribution for each of the first two (2) pay periods 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.

b. To be eligible for City dollars under this Section, the non-career employee must be paid for a minimum of forty (40) hours of work on each payday. 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 paycheck the amount needed to pay for the insurance plans which the employee has selected. If this deduction from the employee's paycheck 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.

### 8.4 AMOUNT OF CONTRIBUTION

a. For full-time employees hired prior to April 13, 1996, enrolled in a City sponsored health plan for employee only, the City shall contribute as follows:

- (1) Effective August 1, 2005, the City contribution shall be \$460 per month.
- (2) Effective January 1, 2006, the City contribution shall be \$460 per month.
- (3) Effective January 1, 2007, the City contribution shall be \$440 per month.
- (4) Effective January 1, 2008, the City contribution shall be \$420 per month.
- (5) Effective January 1, 2009, the City contribution shall be \$300 per month or a contribution equal to the lowest cost City health and dental rate, whichever is greater.

- (6) Effective January 1, 2010, the City contribution shall be \$300 per month or a contribution equal to the lowest cost City health and dental rate, whichever is greater.

b. For full-time employees hired on or after April 13, 1996, with less than five (5) years of City service enrolled in a City-sponsored health plan for employee only, effective August 1, 2005, the City contribution shall be \$300 per month or a contribution equal to lowest cost City health and dental rate, whichever is greater.

c. For a full-time employee enrolled in a City-sponsored health plan for employee plus one dependent, the City contribution shall be as follows:

- (1) Effective August 1, 2005, the City contribution shall be \$600 per month.
- (2) Effective January 1, 2006, the City contribution shall be \$640 per month.
- (3) Effective January 1, 2007, the City contribution shall be \$680 per month.
- (4) Effective January 1, 2008, the City contribution shall be \$730 per month.
- (5) Effective January 1, 2009, the City contribution shall be \$750 per month.
- (6) Effective January 1, 2010, the City contribution shall be \$800 per month.

d. For a full-time employee enrolled in a City-sponsored health plan for employee plus two dependents, the City contribution shall be as follows:

- (1) Effective August 1, 2005, the City contribution shall be \$790 per month.
- (2) Effective January 1, 2006, the City contribution shall be \$830 per month.
- (3) Effective January 1, 2007, the City contribution shall be \$880 per month.
- (4) Effective January 1, 2008, the City contribution shall be \$920 per month.
- (5) Effective January 1, 2009, the City contribution shall be \$1,000 per month.
- (6) Effective January 1, 2010, the City contribution shall be \$1,125 per month.

e. Part-time employees shall be prorated as indicated in 8.2(a).

## 8.5 COVERED DEPENDENTS

a. An employee who has a domestic partner, and is registered with the City Clerk, may cover the domestic partner under the employee's City-sponsored health 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. The definition of dependent child for purposes of health and dental insurance shall be an unmarried dependent child from birth to age 24 if the child qualifies as an exemption under Internal Revenue Service (IRS) rules and regulations. Dependent child includes a grandchild living in the employee grandparent's home, step-children, adopted children, wards and foster children provided they qualify as the subscriber's or subscriber's lawful spouse's dependent under IRS rules and regulations.

## 8.6 CASH-BACK LIMITS

The cash-back of City dollars from the IRS Section 125 Plan shall be limited to career employees as follows:

a. Effective August 1, 2005, for full-time employees hired before April 13, 1996, who waive City-sponsored health insurance, the cash-back limit shall be \$435 per month, and for employees hired on or after April 13, 1996 with less than five years of service, who waive City-sponsored health insurance, the cash-back shall be \$300 per month.

b. Effective January 1, 2006, for full-time employees hired before April 13, 1996, who waive City-sponsored health insurance, the cash-back limit shall be \$350 per month, and for employees hired on or after April 13, 1996 with less than five years of service, who waive City-sponsored health insurance, the cash-back shall be \$300 per month.

c. Effective January 1, 2008, the cash back for employees who waive City-sponsored health insurance shall be limited to \$200 per month.

d. Effective August 1, 2005, the cash-back for new hires who waive City-sponsored health insurance shall be limited to \$200 per month.

e. Part-time employees shall be prorated as indicated in 8.2(a).

## 8.7 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 health and dental insurance premiums;

b. Unreimbursed health care expenses up to \$4,800 per plan year effective each January 1; and

c. Dependent care reimbursement.

Administrative costs shall be paid by the employees participating in Sections 8.7(b) and (c).

## 8.8 RETIREES OR SURVIVOR DEPENDENTS

Eligible City retirees or survivor dependents shall receive City-paid health insurance contributions and dental insurance benefits under the following provisions:

### a. Retiree Health Insurance Contribution Rates and Dental Insurance Benefits

- (1) Effective January 1, 2006, the maximum monthly City-paid health insurance contribution for eligible retiree shall be \$250 per month for the retiree only and \$300 per month for the retiree with dependents.
- (2) Effective January 1, 2007, the maximum monthly City-paid health insurance contribution for eligible retiree shall be \$275 per month for the retiree only and \$325 per month for the retiree with dependents.
- (3) Effective January 1, 2008, the maximum monthly City-paid health insurance contribution for eligible retiree shall be \$300 per month for the retiree only and \$365 per month for the retiree with dependents.

### b. Employees Retiring on or After July 1, 1992

- (1) Except as provided below, to be eligible for the City contribution to health insurance and for the City-paid dental benefit 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 50.
- (2) Employees retiring with thirty (30) or more years of service shall be eligible for the City's health insurance contribution and dental benefit effective with the date of retirement without regard to age.
- (3) The City's contribution for health insurance shall be as follows:
  - (a) Employees with a minimum ten (10) full years of service but less than twenty (20) full years of service shall be eligible to a

maximum of fifty percent (50%) of the City's maximum health insurance contribution identified in subsection (a) above.

(b) Employees with a minimum of fifteen (15) or more full years of service, but less than twenty (20) years shall receive seventy-five (75%) of the City's maximum health insurance contribution identified in subsection (a) above.

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

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

(5) There shall be no City-paid health insurance contribution or dental benefit for retirees with less than ten (10) full years of City retirement service.

c. 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, shall be eligible for the City's health insurance contribution and dental benefit as follows:

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

(2) A retiree with twenty (20) full years or more of City service shall be eligible for one hundred percent (100%) of the City's health insurance contribution as identified in subsection (a) above.

(3) Retirees must be at least 50 years of age.

(4) There is no eligibility to such health 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 (b) above.

d. Industrial Disabled 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-paid health insurance contribution and dental benefit for retirees regardless of years of service.

e. Survivor Dependents Benefits

Survivor dependents of eligible employees or retirees shall be entitled to the same benefit amount as the employee was eligible to at the time of death.

f. Medicare Supplement

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

g. Limitation Clause

No employee or retiree shall have any rights provided by this Section 8.8 after the expiration of this Agreement.

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 AM 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 nine (9) hour workdays, four nine (9) hour workdays, and one eight (8) hour workday during an eighty (80) hour bi-weekly period. The City agrees to 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

a. The City agrees it will compensate employees for overtime pay at one and one-half (1-1/2) times their regular rate of pay. When an employee is required to work in excess of eight (8) hours per day, forty (40) hours per week, or on a recognized holiday, such time shall be compensated as overtime.

b. Employees shall be entitled to overtime compensation or compensating time off (CTO) at the employer's option. Both the cash payment and the compensating time off shall be computed at the rate of one and one-half (1-1/2) times the number of overtime hours worked. Any CTO must be approved by the employee's department head or his/her designee.

c. Employees may accrue up to one hundred and twenty (120) 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.

### 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 his/her 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

The City and WCE are fully committed to professional development as a cornerstone of prudent policy and as the most desirable means to develop leadership and commitment to quality public service. In order to empower employees in the decisions as to the best methods of achieving professional development, the City and WCE agree to the following professional development program:

a. Entitlement

Upon verification of expenditure(s) for professional development, each represented employee shall be eligible for reimbursement for such expenses not to exceed \$750.00 per fiscal year. Any portion of the \$750.00 reimbursement not used during the fiscal year shall not be carried over to the following fiscal year.

b. Eligible Expenses

Professional development expenses for the purposes of this Section shall include:

- (1) Tuition for engineering, landscape architecture, architecture, other technical, business and construction management courses, or seminars.
- (2) Expenses for preparatory classes, examinations and fees related to obtaining or maintaining professional registration.
- (3) Membership dues for professional societies.
- (4) Subscriptions for publications related to business, government and the profession.
- (5) Scientific, technical, business, or government related texts and job-related computer hardware and software.

It is agreed and understood that the professional development expenditure is not a substitute for the department training budget, and it is understood that the department training budget shall not be reduced solely because of the provisions herein.

- c. This provision shall expire on June 18, 2010.

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 \$750.00 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.

ARTICLE 11  
SPECIAL ALLOWANCES

11.1 STANDBY

a. An employee who is required to remain on call for emergency work shall be paid \$175.00 per week, or the daily pro rata rate, in addition to his/her regular compensation. Employees who are called out while on standby shall receive two (2) hours minimum pay at time and one-half their base rate of pay.

- b. Effective June 23, 2007, the stand-by rate will increase to \$189.00 per week.
- c. Effective June 20, 2009, the stand-by rate will increase to \$210.00 per week.
- d. If an employee is assigned to stand-by 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 call-out pay, or actual time worked, whichever is greater.

## 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 3/A, as applicable, of the higher classification, whichever is greater, but not to exceed Step 10/E 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 such 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 \$20 bi-weekly 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.

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' Birthday	Last Monday in March
Memorial Day	Last Monday in May
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:

<u>Number of Recognized Holidays in the Workweek</u>	<u>Minimum Number of Paid Hours in the Workweek</u>	
	<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. Accrual of Leaves Over 24 Pay Periods

The accrual of leaves shall occur over twenty-four (24) pay periods per year, which shall be the first two (2) pay periods of each month. Leave accrual rates for each pay period in which accrual occurs shall be as specified in Sections 12.1(g), 12.2, and 12.3 below.

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 fiscal year on an accrual basis as follows:

- (a) Each full-time career employee shall accrue floating holiday credit at the rate of forty (40) minutes per pay period. The employee shall accrue floating holiday credit for each pay period for which the employee is paid twenty (20) or more hours of salary.
- (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 the employee was paid in that bi-weekly pay period: 64 or more hours paid = 40 minutes accrual; 40-63.9 hours paid = 20 minutes accrual; less than 40 hours paid = 0 minutes 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 accrual. Except for the eight (8) hour carry-over, all floating hours accrued and not used by the end of the pay period which includes January 8 shall be paid to the employee in cash at the straight-time rate on the payday covering that pay period.
- (c) An employee terminating for any reason or going on a leave of absence without pay for a period exceeding ninety (90) calendar days shall be paid for all accrued floating holiday time at the straight-time rate.

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 and shall accrue three (3) hours, twenty (20) minutes each pay period.
- (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 and shall accrue five (5) hours each pay period.
- (3) Employees with more than fifteen (15) full years of service shall earn one hundred sixty (160) hours of vacation each year and shall accrue six (6) hours, forty (40) minutes each pay period.

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 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 addition to receiving workers' compensation payments. The employee must take a full day's vacation pay for each day off work. 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 he/she returns to work, so that the employee is off

the City payroll at the earliest possible date. This provision also applies to holiday pay accrued and vested.

### 12.3 SICK LEAVE

#### a. Accrual

- (1) A full-time employee shall accumulate sick leave credits at the rate of one day per month (4 hours per bi-weekly pay period) of employment which may be used at the discretion of 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. 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) An employee in active service of the City eligible to accumulate sick leave credits shall in January each year, receive a cash payment for twenty-five percent (25%) of the unused portion of sick leave credits accumulated during the preceding calendar year from January 1 through December 31, provided the employee shall have to his/her credit on December 31, immediately preceding the date for payment, a total of at least sixty (60) sick leave days accumulated. The employee shall be paid for such percentage of sick leave accumulation at the rate of pay which the employee was receiving on January 1 of each year in which payment is made. The amount of time for which an employee is paid shall be deducted from the employee's total accumulation.
- (3) Notwithstanding the above, an employee, otherwise eligible, may elect not to receive cash payments for accumulated sick leave by notifying the Payroll Section, Department of Finance, in writing of such election no later than January 1 of each year.

#### b. Sick Leave Cash-Out

Upon termination of any employee eligible to accumulate sick leave credits, with more than twenty (20) years of City service, for reasons of retirement, resignation, layoff 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, or to apply the total sick leave balance to service credit pursuant to the PERS contract with the City. 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.

Employees hired on or after January 1, 2005 shall not be eligible for payment of any portion of accumulated sick leave credits.

c. Reinstatement of Sick Leave After Return From Layoff

Any employee who is laid off and receives payment for thirty-three and one-third percent (33-1/3%) of his/her total accumulated sick leave credits shall be credited with the remaining sixty-six and two-thirds percent (66-2/3%) of his/her 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 his/her 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. 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. 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.

#### 12.4 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 April 12, 1996 must have completed at least 2,080 hours of service from the most recent date of hire, or an employee hired on or after April 13, 1996 must have completed at least 6,240 hours of 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 City shall have the right to promulgate a policy and procedure to implement and administer parental leave.

## 12.5 CATASTROPHIC LEAVE PLAN

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.

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 his/her 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.

## 12.6 PERSONAL LEAVE

a. Full-time career employees who have completed ten (10) full years of service shall be credited with twenty-four (24) hours of personal leave. Part-time career employees shall be credited with a prorated amount of time based on their regular schedule.

b. Personal leave shall be posted each fiscal year until the employee has reached fifteen (15) years of service and vacation accrual of one hundred and sixty (160) hours, after which time it shall no longer be posted.

c. Use of personal leave shall not cause overtime.

d. Personal leave shall not accumulate from fiscal year to fiscal year and shall have no cash value. If an employee is unable to use all of the time by the end of the fiscal 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 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 Board Rule 16, Sick Leave, for additional time off or to attend to other death, bereavement or funeral needs.

### 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, he/she shall be granted pay for those hours which he/she 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 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 his/her 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 rate of pay (Step 10/E) is greater than the top rate of pay (Step 10/E) of the employee's present job classification. For any employee who has not served a probationary period in his/her present job classification, or any employee whose position has been reallocated in accord with applicable Civil Service Rules, classification seniority shall be mutually established by the City and the WCE. For those classifications which have flexible staffing as defined in the Civil Service Rules 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, provided that any employee who is appointed from a reemployment list and completes a probationary period, if any, in the position to which he/she was re-employed may count the seniority which he/she accumulated prior to resignation.
  - (b) Discharge.
  - (c) Retirement.
  - (d) Layoff in excess of two (2) 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 rate of pay (Step 10/E) is less than the top rate of pay (Step 10/E) 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) Fire Protection Engineer
- (5) Associate Architect  
Assistant Architect  
Junior Architect
- (6) Associate Landscape Architect  
Landscape Assistant  
Junior Landscape Assistant
- (7) Telecommunications Engineer III  
Telecommunications Engineer II  
Telecommunications Engineer 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 his/her 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) All employees, whether provisional, probationary or permanent who have, within one year immediately prior to the layoff, received an aggregate of three (3) days or more of disciplinary demotion, or a disciplinary salary step reduction shall be laid off first. The remaining career employees shall be laid off in the following order.
- (2) Within each job classification (and engineering discipline, if applicable) 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.
- (3) 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, he/she shall be laid off. If the employee does hold permanent status in another job classification, he/she shall then be treated as a permanent employee in that job classification with respect to any layoff in that job classification.
- (4) 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 his/her 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, he/she shall be laid off.
- (5) An employee may accept layoff in lieu of the opportunity to downgrade by notifying the Office of 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 employees. 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 currently printed on the employee('s) paycheck, 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.

#### 14.4 FRINGE BENEFITS

a. Employees laid off shall be paid sick leave, vacation, holiday accrual, longevity, and similar benefits per applicable ordinances and rules. Employees being recalled who received a sick leave payoff at the time of layoff, shall have the uncompensated portion of their sick leave balance restored; provided, however, that only those sick leave hours accrued after recall shall be applied to sick leave payoff related to a subsequent termination.

b. Employees laid off who are enrolled in City insurance programs may continue elected coverage limited to the City's medical, dental, and life insurance plans for a period up to six (6) months by advanced personal remittance for each month's premium for the cost of such coverage, at the time of layoff.

c. Assistance with this insurance option, unemployment benefits, and the availability of retirement benefits or refunds as governed by the City Charter will be provided by the Personnel Services Division on the 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 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 he/she held prior to his/her 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 two (2) 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 he/she is downgraded. An employee who has downgraded and has not been recalled to the classification where permanent status is held within the two (2) year period or the time period set forth in subsection (d) below 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. An employee may submit a written request that his/her recall rights be extended beyond the two (2) year limit. The request must be made by the affected employee and received by the City during the thirty (30) calendar day period prior to the expiration of said recall rights. Upon receipt of such request, the City will extend the recall rights for a period of one year. In the absence of such request, recall rights will automatically terminate. The employee may request up to three (3) extensions.
- e. When a vacancy exists and employees are to be recalled, notice of the opening(s) shall be sent to the mailing address as shown on the employee's last paycheck unless a more recent address has been furnished by the laid off/downgraded employee. 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 his/her 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.
- f. If the employee fails to notify the City within ten (10) days or fails to report to work within the twenty-one (21) days, which is inclusive of the ten (10) days, the employee shall lose all recall rights.

## 14.6 GENERAL

The City or the WCE shall have the right, at any time during the term of this Agreement, to initiate discussions on possible alternatives to layoff to correct any adverse impact a proposed layoff would have on minorities and women employees in the units represented by the WCE. If such discussions are initiated, but the parties fail to reach agreement, the present layoff procedure shall continue in full force and effect.

## ARTICLE 15 DISCIPLINE

### 15.1 LETTER OF REPRIMAND

a. A letter of reprimand issued on or after October 27, 1990, 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 Director of Labor Relations. The Director or designee will schedule a private 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 Director or designee within seven (7) calendar days of the meeting. This Section shall not be subject to the Grievance Procedure.

b. Such letter will be withdrawn from an employee's official personnel file two (2) years from the date of issue provided there has not been additional formal discipline imposed during the two-year period.

### 15.2 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.

## ARTICLE 16 MISCELLANEOUS

### 16.1 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 rate 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) days prior to submission of the job classification to the Civil Service Board. Upon request of the WCE, the fifteen (15) day period will be extended by an additional ten (10) 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.

## 16.2 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.

## 16.3 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.

## 16.4 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 a eighty (80%) price discount on a SRTD monthly pass. Part-time career employees shall be eligible for a fifty (50%) price discount. The employee must notify the Department of Finance, Revenue and Collections Division, on or before the fifth day of the month to obtain the monthly pass discount for that month.

The City will review the processing for bus passes to simplify purchase and will seek to establish alternate location(s) for purchase of RT passes and/or payroll deduction procedures to purchase such passes.

### b. Other Bus Transportation

Effective August 1, 2005, 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 (80%) percent of the cost of the monthly pass. Eligible part-time employees, as described above, shall be eligible

for a fifty (50%) percent monthly reimbursement. The employee must present the required proof of purchase to the Department of Finance, Revenue and Collections 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).

c. Downtown Parking Subsidy

- (1) The City shall provide a sixty dollar (\$60) 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 forty dollar (\$40) per month parking subsidy. The subsidy will be included in the employee's bi-weekly paycheck, subject to applicable state and federal taxes.
- (2) Effective June 23, 2007, the City shall provide a seventy dollar (\$70) per month parking subsidy; eligible part-time career employees will receive a fifty dollar (\$50) per month parking subsidy.
- (3) Effective June 20, 2009, the City shall provide a ninety dollar (\$90) per month parking subsidy; eligible part-time career employees will receive a sixty dollar (\$60) per month parking subsidy.

16.5 DISCOUNTED PARKING RATES

Effective May 1, 1996, discounted parking will be available to employees, on a first-come, first-serve basis, for parking spaces on the fifth and sixth floors of the City Hall Parking Garage at seventy percent (70%) of the regular monthly City Hall Parking Garage rate. This provision shall be inoperative at the sole discretion of the City at any time after June 20, 1997.

16.6 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.

16.7 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.

16.8 PAYROLL ERRORS

a. In the event an error has been made in the payment of an employee's salary, overtime payment or leave accruals, balances 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 in wages, reimbursement to the City shall be accomplished by:

- (1) Lump sum payment by the employee;

- (2) A one-time deduction from useable vacation, CTO, or holiday credit balances 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.

#### 16.9 NON-DISCRIMINATION

a. The City and the WCE agree not to unlawfully discriminate against any employee and/or member on the basis of age, sex, marital status, sexual orientation, religion, race, color, creed, national origin, political affiliation, WCE membership or activity, or handicap.

b. Nothing in this Section shall be construed to extend benefits to any person.

#### 16.10 PERS RETIREMENT PLAN AND CONTRIBUTION

a. Miscellaneous employees who are covered by the following Public Employees Retirement System (PERS) plan will have the following benefits:

- Modified 2% at age 55
- one-year highest compensation
- 2% COLA
- 25% survivor continuation
- 50% industrial disability
- Military service credit

b. The City will pay three percent (3%) of the miscellaneous member contribution to the PERS retirement plan, and in lieu of such contribution for Sacramento City Employees Retirement System members, one hundred dollars (\$100.00) monthly as an add-on to the City's health and welfare contribution.

#### 16.11 ROTATIONAL PROGRAM

The City and the WCE agree to establish a joint committee. The purpose and goal of the committee will be to evaluate the establishment of a rotational assignment program for employees in the classifications of Assistant and Associate Engineer, and Assistant and Associate Architect. If the parties are unable to reach agreement on a mutually acceptable rotational program, the status quo assignment program shall continue and the Impasse Procedure in the City's Employer-Employee Relations Policy shall not apply.

#### 16.12 TELECOMMUTING PROGRAM

The City may establish for the term of this Agreement a telecommuting program for represented employees in accordance with the City's present Telecommuting Program with the following exceptions:

a. The City will decide the classifications and positions which are feasible for a telecommuting program. The WCE may recommend classifications and positions for inclusion in telecommuting.

b. The WCE representative or designee shall have the opportunity to attend the meeting between the City and the employee at the time of the decision on a telecommuting arrangement.

c. A telecommuting arrangement may be terminated by the City or by the employee upon submission of written notice to the other party. Upon receipt of the written notice, the telecommuting arrangement will be terminated on a date mutually acceptable to the City and the employee or thirty (30) calendar days from the date of written notice should there be no mutual agreement.

#### 16.13 MODIFIED/ALTERNATIVE DUTY POLICY

The parties agree to a Modified/Alternative Duty Policy applicable to employees who have been injured on-the-job. The letter of understanding between the parties sets forth the details of the Modified/Alternative Duty Policy.

#### 16.14 TERM

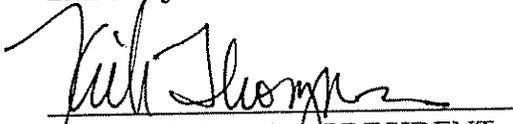
a. This Agreement shall remain in full force and effect from October 29, 2005, to and including June 18, 2010.

b. The provisions of this Agreement shall be effective on the effective date stated above except as otherwise specifically provided.

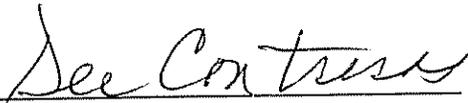
DATED: October 18, 2005

WESTERN COUNCIL OF ENGINEERS

BY:   
NANCY E. WATSON  
EXECUTIVE DIRECTOR

  
KIRK THOMPSON, PRESIDENT  
SACRAMENTO CITY CHAPTER

CITY OF SACRAMENTO

BY:   
DEE CONTRERAS  
DIRECTOR OF LABOR RELATIONS

  
VERONICA BUSBY  
CHIEF NEGOTIATOR

EXHIBIT A

GOVERNMENT HUMAN RESOURCES SYSTEM

CITY OF SACRAMENTO  
SCHEDULED MONTHLY/BI-WEEKLY/HOURLY RATES

EFFECTIVE CODE TITLE	REP UNIT	STEP 3	STEP 4	STEP 5	STEP A/6	STEP B/7	STEP C/8	STEP D/9	STEP E/10
June 25, 2005 11014/61014 REP11 Assistant Architect		4029.67 1859.85 23.2481	4231.15 1952.84 24.4105	4442.71 2050.48 25.6310	4664.83 2153.00 26.9125	4898.07 2260.65 28.2581	5142.97 2373.68 29.6710	5400.11 2492.36 31.1545	5670.11 2616.98 32.7122
June 25, 2005 11011/61011 REP11 Assistant Civil Engineer		4029.67 1859.85 23.2481	4231.15 1952.84 24.4105	4442.71 2050.48 25.6310	4664.83 2153.00 26.9125	4898.07 2260.65 28.2581	5142.97 2373.68 29.6710	5400.11 2492.36 31.1545	5670.11 2616.98 32.7122
June 25, 2005 11019/61019 REP11 Assistant Electrical Engineer		4029.67 1859.85 23.2481	4231.15 1952.84 24.4105	4442.71 2050.48 25.6310	4664.83 2153.00 26.9125	4898.07 2260.65 28.2581	5142.97 2373.68 29.6710	5400.11 2492.36 31.1545	5670.11 2616.98 32.7122
June 25, 2005 11021/61021 REP11 Assistant Mechanical Engineer		4029.67 1859.85 23.2481	4231.15 1952.84 24.4105	4442.71 2050.48 25.6310	4664.83 2153.00 26.9125	4898.07 2260.65 28.2581	5142.97 2373.68 29.6710	5400.11 2492.36 31.1545	5670.11 2616.98 32.7122
June 25, 2005 11015/61015 REP11 Associate Architect		4890.89 2257.34 28.2167	5135.43 2370.20 29.6275	5392.21 2488.71 31.1089	5661.81 2613.14 32.6643	5944.90 2743.80 34.2975	6242.15 2880.99 36.0124	6554.25 3025.04 37.8130	6881.96 3176.29 39.7036
June 25, 2005 11012/61012 REP11 Associate Civil Engineer		4890.89 2257.34 28.2167	5135.43 2370.20 29.6275	5392.21 2488.71 31.1089	5661.81 2613.14 32.6643	5944.90 2743.80 34.2975	6242.15 2880.99 36.0124	6554.25 3025.04 37.8130	6881.96 3176.29 39.7036

GOVERNMENT HUMAN RESOURCES SYSTEM

CITY OF SACRAMENTO  
SCHEDULED MONTHLY/BI-WEEKLY/HOURLY RATES

EFFECTIVE CODE TITLE	REP UNIT	STEP 3	STEP 4	STEP 5	STEP A/6	STEP B/7	STEP C/8	STEP D/9	STEP E/10
June 25, 2005		4890.89	5135.43	5392.21	5661.81	5944.90	6242.15	6554.25	6881.96
11020/61020	REP11	2257.34	2370.20	2488.71	2613.14	2743.80	2880.99	3025.04	3176.29
Associate		28.2167	29.6275	31.1089	32.6643	34.2975	36.0124	37.8130	39.7036
<u>Electrical Engineer</u>									
June 25, 2005		4473.07	4696.73	4931.56	5178.14	5437.05	5708.91	5994.35	6294.06
11016/61016	REP11	2064.50	2167.72	2276.10	2389.91	2509.41	2634.88	2766.62	2904.95
Associate Landscape		25.8062	27.0965	28.4513	29.8739	31.3676	32.9360	34.5828	36.3119
<u>Architect</u>									
June 25, 2005		4890.89	5135.43	5392.21	5661.81	5944.90	6242.15	6554.25	6881.96
11022/61022	REP11	2257.34	2370.20	2488.71	2613.14	2743.80	2880.99	3025.04	3176.29
Associate		28.2167	29.6275	31.1089	32.6643	34.2975	36.0124	37.8130	39.7036
<u>Mechanical Engineer</u>									
June 25, 2005		4988.69	5238.12	5500.02	5775.02	6063.77	6366.97	6685.31	7019.58
11018/61018	REP11	2302.47	2417.59	2538.47	2665.39	2798.66	2938.60	3085.53	3239.81
Fire Protection		28.7809	30.2199	31.7309	33.3174	34.9833	36.7325	38.5691	40.4976
<u>Engineer</u>									
June 25, 2005		3303.65	3468.83	3642.27	3824.39	4015.61	4216.40	4427.23	4648.59
11013/61013	REP11	1524.76	1601.00	1681.05	1765.10	1853.36	1946.03	2043.34	2145.50
Junior Architect		19.0595	20.0125	21.0131	22.0638	23.1670	24.3254	25.5417	26.8188
<u>Engineer</u>									
June 25, 2005		3303.65	3468.83	3642.27	3824.39	4015.61	4216.40	4427.23	4648.59
11010/61010	REP11	1524.76	1601.00	1681.05	1765.10	1853.36	1946.03	2043.34	2145.50
Junior Engineer		19.0595	20.0125	21.0131	22.0638	23.1670	24.3254	25.5417	26.8188

GOVERNMENT HUMAN RESOURCES SYSTEM

CITY OF SACRAMENTO  
SCHEDULED MONTHLY/BI-WEEKLY/HOURLY RATES

EFFECTIVE CODE TITLE	REP UNIT	STEP 3	STEP 4	STEP 5	STEP A/6	STEP B/7	STEP C/8	STEP D/9	STEP E/10
June 25, 2005		3303.65	3468.83	3642.27	3824.39	4015.61	4216.40	4427.23	4648.59
11024/61024	REP11	1524.76	1601.00	1681.05	1765.10	1853.36	1946.03	2043.34	2145.50
<u>Junior Landscape</u>		19.0595	20.0125	21.0131	22.0638	23.1670	24.3254	25.5417	26.8188
<u>Assistant</u>									
June 25, 2005		3642.83	3824.96	4016.22	4217.03	4427.87	4649.27	4881.73	5125.81
11017/61017	REP11	1681.30	1765.37	1853.64	1946.32	2043.63	2145.82	2253.10	2365.76
<u>Landscape Assistant</u>		21.0163	22.0671	23.1705	24.3290	25.5454	26.8227	28.1638	29.5720
June 25, 2005		4475.09	4698.84	4933.78	5180.47	5439.49	5711.47	5997.04	6296.89
11023/61023	REP11	2065.42	2168.70	2277.13	2390.98	2510.54	2636.06	2767.86	2906.26
<u>Telecommunications</u>		25.8178	27.1087	28.4641	29.8873	31.3817	32.9508	34.5983	36.3282
<u>Engineer I</u>									
June 25, 2005		4890.89	5135.43	5392.21	5661.81	5944.90	6242.15	6554.25	6881.96
11025/61025	REP11	2257.34	2370.20	2488.71	2613.14	2743.80	2880.99	3025.04	3176.29
<u>Telecommunications</u>		28.2167	29.6275	31.1089	32.6643	34.2975	36.0124	37.8130	39.7036
<u>Engineer II</u>									
June 25, 2005		5135.42	5392.19	5661.79	5944.88	6242.13	6554.24	6881.94	7226.04
11026/61026	REP11	2370.19	2488.70	2613.14	2743.79	2880.98	3025.03	3176.28	3335.10
<u>Telecommunications</u>		29.6274	31.1088	32.6642	34.2974	36.0123	37.8129	39.7035	41.6887
<u>Engineer III</u>									

GOVERNMENT HUMAN RESOURCES SYSTEM

CITY OF SACRAMENTO  
SCHEDULED MONTHLY/BI-WEEKLY/HOURLY RATES

EFFECTIVE CODE TITLE	REP UNIT	STEP 3	STEP 4	STEP 5	STEP A/6	STEP B/7	STEP C/8	STEP D/9	STEP E/10
January 7, 2006 11014/61014 Assistant Architect	REP11	4110.24 1897.03 23.7129	4315.74 1991.88 24.8985	4531.52 2091.47 26.1434	4758.10 2196.05 27.4506	4996.00 2305.85 28.8231	5245.81 2421.14 30.2643	5508.10 2542.20 31.7775	5783.51 2669.31 33.3664
January 7, 2006 11011/61011 Assistant Civil Engineer	REP11	4110.24 1897.03 23.7129	4315.74 1991.88 24.8985	4531.52 2091.47 26.1434	4758.10 2196.05 27.4506	4996.00 2305.85 28.8231	5245.81 2421.14 30.2643	5508.10 2542.20 31.7775	5783.51 2669.31 33.3664
January 7, 2006 11019/61019 Assistant Electrical Engineer	REP11	4110.24 1897.03 23.7129	4315.74 1991.88 24.8985	4531.52 2091.47 26.1434	4758.10 2196.05 27.4506	4996.00 2305.85 28.8231	5245.81 2421.14 30.2643	5508.10 2542.20 31.7775	5783.51 2669.31 33.3664
January 7, 2006 11021/61021 Assistant Mechanical Engineer	REP11	4110.24 1897.03 23.7129	4315.74 1991.88 24.8985	4531.52 2091.47 26.1434	4758.10 2196.05 27.4506	4996.00 2305.85 28.8231	5245.81 2421.14 30.2643	5508.10 2542.20 31.7775	5783.51 2669.31 33.3664
January 7, 2006 11015/61015 Associate Architect	REP11	4988.71 2302.48 28.7810	5238.13 2417.60 30.2200	5500.04 2538.48 31.7310	5775.03 2665.40 33.3175	6063.79 2798.67 34.9834	6366.98 2938.61 36.7326	6685.33 3085.54 38.5692	7019.60 3239.82 40.4977
January 7, 2006 11012/61012 Associate Civil Engineer	REP11	4988.71 2302.48 28.7810	5238.13 2417.60 30.2200	5500.04 2538.48 31.7310	5775.03 2665.40 33.3175	6063.79 2798.67 34.9834	6366.98 2938.61 36.7326	6685.33 3085.54 38.5692	7019.60 3239.82 40.4977

GOVERNMENT HUMAN RESOURCES SYSTEM

CITY OF SACRAMENTO  
SCHEDULED MONTHLY/BI-WEEKLY/HOURLY RATES

EFFECTIVE CODE TITLE	REP UNIT	STEP 3	STEP 4	STEP 5	STEP A/6	STEP B/7	STEP C/8	STEP D/9	STEP E/10
January 7, 2006									
11020/61020	REP11	4988.71	5238.13	5500.04	5775.03	6063.79	6366.98	6685.33	7019.60
Associate		2302.48	2417.60	2538.48	2665.40	2798.67	2938.61	3085.54	3239.82
Electrical Engineer		28.7810	30.2200	31.7310	33.3175	34.9834	36.7326	38.5692	40.4977
January 7, 2006									
11016/61016	REP11	4652.01	4884.60	5128.83	5385.28	5654.53	5937.26	6234.12	6545.83
Associate Landscape Architect		2147.08	2254.43	2367.15	2485.51	2609.78	2740.27	2877.29	3021.15
Architect		26.8385	28.1804	29.5894	31.0689	32.6223	34.2534	35.9661	37.7644
January 7, 2006									
11022/61022	REP11	4988.71	5238.13	5500.04	5775.03	6063.79	6366.98	6685.33	7019.60
Associate Mechanical Engineer		2302.48	2417.60	2538.48	2665.40	2798.67	2938.61	3085.54	3239.82
Mechanical Engineer		28.7810	30.2200	31.7310	33.3175	34.9834	36.7326	38.5692	40.4977
January 7, 2006									
11018/61018	REP11	5088.46	5342.88	5610.02	5890.53	6185.05	6494.31	6819.04	7159.98
Fire Protection Engineer		2348.52	2465.94	2589.24	2718.70	2854.64	2997.38	3147.25	3304.61
Engineer		29.3565	30.8243	32.3655	33.9838	35.6830	37.4672	39.3406	41.3076
January 7, 2006									
11013/61013	REP11	3369.76	3538.24	3715.14	3900.90	4095.95	4300.75	4515.78	4741.57
Junior Architect		1555.27	1633.03	1714.68	1800.42	1890.44	1984.96	2084.21	2188.42
Architect		19.4409	20.4129	21.4335	22.5052	23.6305	24.8120	26.0526	27.3552
January 7, 2006									
11010/61010	REP11	3369.76	3538.24	3715.14	3900.90	4095.95	4300.75	4515.78	4741.57
Junior Engineer		1555.27	1633.03	1714.68	1800.42	1890.44	1984.96	2084.21	2188.42
Engineer		19.4409	20.4129	21.4335	22.5052	23.6305	24.8120	26.0526	27.3552

GOVERNMENT HUMAN RESOURCES SYSTEM

CITY OF SACRAMENTO  
SCHEDULED MONTHLY/BI-WEEKLY/HOURLY RATES

EFFECTIVE CODE TITLE	REP UNIT	STEP 3	STEP 4	STEP 5	STEP A/6	STEP B/7	STEP C/8	STEP D/9	STEP E/10
January 7, 2006		3369.76	3538.24	3715.14	3900.90	4095.95	4300.75	4515.78	4741.57
11024/61024	REP11	1555.27	1633.03	1714.68	1800.42	1890.44	1984.96	2084.21	2188.42
Junior Landscape Assistant		19.4409	20.4129	21.4335	22.5052	23.6305	24.8120	26.0526	27.3552
January 7, 2006		3788.53	3977.95	4176.85	4385.70	4604.98	4835.24	5077.00	5330.85
11017/61017	REP11	1748.55	1835.98	1927.78	2024.17	2125.38	2231.65	2343.23	2460.39
Landscape Assistant		21.8569	22.9497	24.0972	25.3021	26.5672	27.8956	29.2904	30.7549
January 7, 2006		4564.58	4792.81	5032.44	5284.07	5548.28	5825.70	6116.99	6422.83
11023/61023	REP11	2106.73	2212.06	2322.66	2438.80	2560.74	2688.78	2823.22	2964.38
Telecommunications Engineer I		26.3341	27.6508	29.0333	30.4850	32.0093	33.6098	35.2903	37.0548
January 7, 2006		4988.71	5238.13	5500.04	5775.03	6063.79	6366.98	6685.33	7019.60
11025/61025	REP11	2302.48	2417.60	2538.48	2665.40	2798.67	2938.61	3085.54	3239.82
Telecommunications Engineer II		28.7810	30.2200	31.7310	33.3175	34.9834	36.7326	38.5692	40.4977
January 7, 2006		5238.12	5500.02	5775.02	6063.77	6366.97	6685.31	7019.58	7370.57
11026/61026	REP11	2417.59	2538.47	2665.39	2798.66	2938.60	3085.53	3239.81	3401.80
Telecommunications Engineer III		30.2199	31.7309	33.3174	34.9833	36.7325	38.5691	40.4976	42.5225

EXHIBIT A-1

GOVERNMENT HUMAN RESOURCES SYSTEM

CITY OF SACRAMENTO  
SCHEDULED MONTHLY/BI-WEEKLY/HOURLY RATES

EFFECTIVE CODE TITLE	REP UNIT	STEP 3	STEP 4	STEP 5	STEP A/6	STEP B/7	STEP C/8	STEP D/9	STEP E/10
June 24, 2006 11014/61014 Assistant Architect	REP11	4274.66 1972.92 24.6615	4488.40 2071.57 25.8946	4712.81 2175.14 27.1893	4948.46 2283.90 28.5488	5195.87 2398.10 29.9762	5455.67 2518.00 31.4750	5728.44 2643.90 33.0487	6014.86 2776.09 34.7011
June 24, 2006 11011/61011 Assistant Civil Engineer	REP11	4274.66 1972.92 24.6615	4488.40 2071.57 25.8946	4712.81 2175.14 27.1893	4948.46 2283.90 28.5488	5195.87 2398.10 29.9762	5455.67 2518.00 31.4750	5728.44 2643.90 33.0487	6014.86 2776.09 34.7011
June 24, 2006 11019/61019 Assistant Electrical Engineer	REP11	4274.66 1972.92 24.6615	4488.40 2071.57 25.8946	4712.81 2175.14 27.1893	4948.46 2283.90 28.5488	5195.87 2398.10 29.9762	5455.67 2518.00 31.4750	5728.44 2643.90 33.0487	6014.86 2776.09 34.7011
June 24, 2006 11021/61021 Assistant Mechanical Engineer	REP11	4274.66 1972.92 24.6615	4488.40 2071.57 25.8946	4712.81 2175.14 27.1893	4948.46 2283.90 28.5488	5195.87 2398.10 29.9762	5455.67 2518.00 31.4750	5728.44 2643.90 33.0487	6014.86 2776.09 34.7011
June 24, 2006 11015/61015 Associate Architect	REP11	5188.27 2394.58 29.9323	5447.68 2514.31 31.4289	5720.05 2640.02 33.0003	6006.05 2772.02 34.6503	6306.35 2910.62 36.3828	6621.66 3056.15 38.2019	6952.75 3208.96 40.1120	7300.38 3369.41 42.1176
June 24, 2006 11012/61012 Associate Civil Engineer	REP11	5188.27 2394.58 29.9323	5447.68 2514.31 31.4289	5720.05 2640.02 33.0003	6006.05 2772.02 34.6503	6306.35 2910.62 36.3828	6621.66 3056.15 38.2019	6952.75 3208.96 40.1120	7300.38 3369.41 42.1176

GOVERNMENT HUMAN RESOURCES SYSTEM

CITY OF SACRAMENTO  
SCHEDULED MONTHLY/BI-WEEKLY/HOURLY RATES

EFFECTIVE CODE TITLE	REP UNIT	STEP 3	STEP 4	STEP 5	STEP A/6	STEP B/7	STEP C/8	STEP D/9	STEP E/10
June 24, 2006 11020/61020 REP11 Associate <u>Electrical Engineer</u>		5188.27 2394.58 29.9323	5447.68 2514.31 31.4289	5720.05 2640.02 33.0003	6006.05 2772.02 34.6503	6306.35 2910.62 36.3828	6621.66 3056.15 38.2019	6952.75 3208.96 40.1120	7300.38 3369.41 42.1176
June 24, 2006 11016/61016 REP11 Associate Landscape <u>Architect</u>		4838.08 2232.96 27.9120	5079.98 2344.61 29.3076	5333.99 2461.84 30.7730	5600.68 2584.93 32.3116	5880.71 2714.18 33.9272	6174.76 2849.89 35.6236	6483.50 2992.38 37.4048	6807.67 3142.00 39.2750
June 24, 2006 11022/61022 REP11 Associate <u>Mechanical Engineer</u>		5188.27 2394.58 29.9323	5447.68 2514.31 31.4289	5720.05 2640.02 33.0003	6006.05 2772.02 34.6503	6306.35 2910.62 36.3828	6621.66 3056.15 38.2019	6952.75 3208.96 40.1120	7300.38 3369.41 42.1176
June 24, 2006 11018/61018 REP11 Fire Protection <u>Engineer</u>		5292.01 2442.46 30.5308	5556.60 2564.58 32.0573	5834.43 2692.82 33.6602	6126.15 2827.46 35.3432	6432.47 2968.83 37.1104	6754.09 3117.27 38.9659	7091.79 3273.14 40.9142	7446.38 3436.79 42.9599
June 24, 2006 11013/61013 REP11 Junior Architect		3504.54 1617.48 20.2185	3679.76 1698.35 21.2294	3863.76 1783.27 22.2909	4056.94 1872.43 23.4054	4259.79 1966.06 24.5757	4472.78 2064.36 25.8045	4696.41 2167.58 27.0947	4931.23 2275.95 28.4494
June 24, 2006 11010/61010 REP11 Junior Engineer		3504.54 1617.48 20.2185	3679.76 1698.35 21.2294	3863.76 1783.27 22.2909	4056.94 1872.43 23.4054	4259.79 1966.06 24.5757	4472.78 2064.36 25.8045	4696.41 2167.58 27.0947	4931.23 2275.95 28.4494

GOVERNMENT HUMAN RESOURCES SYSTEM

CITY OF SACRAMENTO  
SCHEDULED MONTHLY/BI-WEEKLY/HOURLY RATES

EFFECTIVE CODE TITLE	REP UNIT	STEP 3	STEP 4	STEP 5	STEP A/6	STEP B/7	STEP C/8	STEP D/9	STEP E/10
June 24, 2006		3504.54	3679.76	3863.76	4056.94	4259.79	4472.78	4696.41	4931.23
11024/61024	REP11	1617.48	1698.35	1783.27	1872.43	1966.06	2064.36	2167.58	2275.95
Junior Landscape		20.2185	21.2294	22.2909	23.4054	24.5757	25.8045	27.0947	28.4494
<u>Assistant</u>									
June 24, 2006		3940.06	4137.07	4343.92	4561.13	4789.18	5028.64	5280.08	5544.08
11017/61017	REP11	1818.49	1909.42	2004.89	2105.14	2210.39	2320.91	2436.96	2558.81
Landscape Assistant		22.7311	23.8677	25.0611	26.3142	27.6299	29.0114	30.4620	31.9851
<u>Engineer I</u>									
June 24, 2006		4747.18	4984.55	5233.77	5495.45	5770.21	6058.73	6361.66	6679.75
11023/61023	REP11	2191.01	2300.56	2415.58	2536.36	2663.18	2796.34	2936.15	3082.96
Telecommunications		27.3876	28.7570	30.1948	31.7045	33.2897	34.9542	36.7019	38.5370
<u>Engineer II</u>									
June 24, 2006		5188.27	5447.68	5720.05	6006.05	6306.35	6621.66	6952.75	7300.38
11025/61025	REP11	2394.58	2514.31	2640.02	2772.02	2910.62	3056.15	3208.96	3369.41
Telecommunications		29.9323	31.4289	33.0003	34.6503	36.3828	38.2019	40.1120	42.1176
<u>Engineer III</u>									
June 24, 2006		5447.66	5720.03	6006.03	6306.33	6621.65	6952.73	7300.37	7665.39
11026/61026	REP11	2514.30	2640.02	2772.02	2910.62	3056.14	3208.95	3369.40	3537.87
Telecommunications		31.4288	33.0002	34.6502	36.3827	38.2018	40.1119	42.1175	44.2234
<u>Engineer III</u>									

GOVERNMENT HUMAN RESOURCES SYSTEM

CITY OF SACRAMENTO  
SCHEDULED MONTHLY/BI-WEEKLY/HOURLY RATES

EFFECTIVE CODE TITLE	REP UNIT	STEP 3	STEP 4	STEP 5	STEP A/6	STEP B/7	STEP C/8	STEP D/9	STEP E/10
January 6, 2007 11014/61014 Assistant Architect	REP11	4360.15 2012.38 25.1547	4578.15 2112.99 26.4124	4807.05 2218.64 27.7330	5047.40 2329.57 29.1196	5299.77 2446.05 30.5756	5564.76 2568.35 32.1044	5843.00 2696.77 33.7096	6135.15 2831.61 35.3951
January 6, 2007 11011/61011 Assistant Civil Engineer	REP11	4360.15 2012.38 25.1547	4578.15 2112.99 26.4124	4807.05 2218.64 27.7330	5047.40 2329.57 29.1196	5299.77 2446.05 30.5756	5564.76 2568.35 32.1044	5843.00 2696.77 33.7096	6135.15 2831.61 35.3951
January 6, 2007 11019/61019 Assistant Electrical Engineer	REP11	4360.15 2012.38 25.1547	4578.15 2112.99 26.4124	4807.05 2218.64 27.7330	5047.40 2329.57 29.1196	5299.77 2446.05 30.5756	5564.76 2568.35 32.1044	5843.00 2696.77 33.7096	6135.15 2831.61 35.3951
January 6, 2007 11021/61021 Assistant Mechanical Engineer	REP11	4360.15 2012.38 25.1547	4578.15 2112.99 26.4124	4807.05 2218.64 27.7330	5047.40 2329.57 29.1196	5299.77 2446.05 30.5756	5564.76 2568.35 32.1044	5843.00 2696.77 33.7096	6135.15 2831.61 35.3951
January 6, 2007 11015/61015 Associate Architect	REP11	5292.02 2442.47 30.5309	5556.62 2564.59 32.0574	5834.45 2692.82 33.6603	6126.17 2827.46 35.3433	6432.49 2968.84 37.1105	6754.11 3117.28 38.9660	7091.81 3273.14 40.9143	7446.40 3436.80 42.9600
January 6, 2007 11012/61012 Associate Civil Engineer	REP11	5292.02 2442.47 30.5309	5556.62 2564.59 32.0574	5834.45 2692.82 33.6603	6126.17 2827.46 35.3433	6432.49 2968.84 37.1105	6754.11 3117.28 38.9660	7091.81 3273.14 40.9143	7446.40 3436.80 42.9600

GOVERNMENT HUMAN RESOURCES SYSTEM

CITY OF SACRAMENTO  
SCHEDULED MONTHLY/BI-WEEKLY/HOURLY RATES

EFFECTIVE CODE TITLE	REP UNIT	STEP 3	STEP 4	STEP 5	STEP A/6	STEP B/7	STEP C/8	STEP D/9	STEP E/10
January 6, 2007									
11020/61020 REP11		5292.02	5556.62	5834.45	6126.17	6432.49	6754.11	7091.81	7446.40
Associate		2442.47	2564.59	2692.82	2827.46	2968.84	3117.28	3273.14	3436.80
<u>Electrical Engineer</u>		30.5309	32.0574	33.6603	35.3433	37.1105	38.9660	40.9143	42.9600
January 6, 2007									
11016/61016 REP11		5031.62	5283.20	5547.36	5824.73	6115.96	6421.76	6742.84	7079.97
Associate Landscape		2322.29	2438.40	2560.32	2688.34	2822.75	2963.89	3112.08	3267.68
<u>Architect</u>		29.0286	30.4800	32.0040	33.6042	35.2844	37.0486	38.9010	40.8460
January 6, 2007									
11022/61022 REP11		5292.02	5556.62	5834.45	6126.17	6432.49	6754.11	7091.81	7446.40
Associate		2442.47	2564.59	2692.82	2827.46	2968.84	3117.28	3273.14	3436.80
<u>Mechanical Engineer</u>		30.5309	32.0574	33.6603	35.3433	37.1105	38.9660	40.9143	42.9600
January 6, 2007									
11018/61018 REP11		5397.84	5667.74	5951.12	6248.68	6561.12	6889.17	7233.63	7595.31
Fire Protection		2491.31	2615.88	2746.67	2884.01	3028.21	3179.62	3338.60	3505.53
<u>Engineer</u>		31.1414	32.6985	34.3334	36.0501	37.8526	39.7452	41.7325	43.8191
January 6, 2007									
11013/61013 REP11		3574.64	3753.36	3941.03	4138.07	4344.98	4562.24	4790.34	5029.86
Junior Architect		1649.83	1732.32	1818.94	1909.88	2005.38	2105.65	2210.93	2321.47
<u>Engineer</u>		20.6229	21.6540	22.7367	23.8735	25.0672	26.3206	27.6366	29.0184
January 6, 2007									
11010/61010 REP11		3574.64	3753.36	3941.03	4138.07	4344.98	4562.24	4790.34	5029.86
Junior Engineer		1649.83	1732.32	1818.94	1909.88	2005.38	2105.65	2210.93	2321.47
<u>Engineer</u>		20.6229	21.6540	22.7367	23.8735	25.0672	26.3206	27.6366	29.0184

GOVERNMENT HUMAN RESOURCES SYSTEM

CITY OF SACRAMENTO  
SCHEDULED MONTHLY/BI-WEEKLY/HOURLY RATES

EFFECTIVE CODE TITLE	REP UNIT	STEP 3	STEP 4	STEP 5	STEP A/6	STEP B/7	STEP C/8	STEP D/9	STEP E/10
January 6, 2007		3574.64	3753.36	3941.03	4138.07	4344.98	4562.24	4790.34	5029.86
11024/61024	REP11	1649.83	1732.32	1818.94	1909.88	2005.38	2105.65	2210.93	2321.47
Junior Landscape Assistant		20.6229	21.6540	22.7367	23.8735	25.0672	26.3206	27.6366	29.0184
January 6, 2007		4097.69	4302.57	4517.69	4743.58	4980.75	5229.80	5491.29	5765.85
11017/61017	REP11	1891.24	1985.80	2085.09	2189.34	2298.81	2413.75	2534.44	2661.16
Landscape Assistant		23.6405	24.8225	26.0636	27.3668	28.7351	30.1719	31.6805	33.2645
January 6, 2007		4842.10	5084.21	5338.42	5605.34	5885.60	6179.89	6488.89	6813.33
11023/61023	REP11	2234.82	2346.56	2463.89	2587.08	2716.43	2852.26	2994.87	3144.62
Telecommunications Engineer I		27.9352	29.3320	30.7986	32.3385	33.9554	35.6532	37.4359	39.3077
January 6, 2007		5292.02	5556.62	5834.45	6126.17	6432.49	6754.11	7091.81	7446.40
11025/61025	REP11	2442.47	2564.59	2692.82	2827.46	2968.84	3117.28	3273.14	3436.80
Telecommunications Engineer II		30.5309	32.0574	33.6603	35.3433	37.1105	38.9660	40.9143	42.9600
January 6, 2007		5556.60	5834.43	6126.15	6432.47	6754.09	7091.79	7446.38	7818.70
11026/61026	REP11	2564.58	2692.82	2827.46	2968.83	3117.27	3273.14	3436.79	3608.63
Telecommunications Engineer III		32.0573	33.6602	35.3432	37.1104	38.9659	40.9142	42.9599	45.1079

EXHIBIT A-2

GOVERNMENT HUMAN RESOURCES SYSTEM

CITY OF SACRAMENTO  
SCHEDULED MONTHLY/BI-WEEKLY/HOURLY RATES

EFFECTIVE CODE TITLE	REP UNIT	STEP 3	STEP 4	STEP 5	STEP A/6	STEP B/7	STEP C/8	STEP D/9	STEP E/10
June 23, 2007 11014/61014 Assistant Architect	REP11	4534.57 2092.88 26.1610	4761.29 2197.52 27.4690	4999.35 2307.39 28.8424	5249.31 2422.76 30.2845	5511.77 2543.90 31.7987	5787.36 2671.09 33.3886	6076.72 2804.64 35.0580	6380.56 2944.87 36.8109
June 23, 2007 11011/61011 Assistant Civil Engineer	REP11	4534.57 2092.88 26.1610	4761.29 2197.52 27.4690	4999.35 2307.39 28.8424	5249.31 2422.76 30.2845	5511.77 2543.90 31.7987	5787.36 2671.09 33.3886	6076.72 2804.64 35.0580	6380.56 2944.87 36.8109
June 23, 2007 11019/61019 Assistant Electrical Engineer	REP11	4534.57 2092.88 26.1610	4761.29 2197.52 27.4690	4999.35 2307.39 28.8424	5249.31 2422.76 30.2845	5511.77 2543.90 31.7987	5787.36 2671.09 33.3886	6076.72 2804.64 35.0580	6380.56 2944.87 36.8109
June 23, 2007 11021/61021 Assistant Mechanical Engineer	REP11	4534.57 2092.88 26.1610	4761.29 2197.52 27.4690	4999.35 2307.39 28.8424	5249.31 2422.76 30.2845	5511.77 2543.90 31.7987	5787.36 2671.09 33.3886	6076.72 2804.64 35.0580	6380.56 2944.87 36.8109
June 23, 2007 11015/61015 Associate Architect	REP11	5503.71 2540.18 31.7522	5778.90 2667.18 33.3398	6067.85 2800.54 35.0068	6371.23 2940.57 36.7571	6689.80 3087.60 38.5950	7024.28 3241.98 40.5247	7375.49 3404.07 42.5509	7744.26 3574.27 44.6784
June 23, 2007 11012/61012 Associate Civil Engineer	REP11	5503.71 2540.18 31.7522	5778.90 2667.18 33.3398	6067.85 2800.54 35.0068	6371.23 2940.57 36.7571	6689.80 3087.60 38.5950	7024.28 3241.98 40.5247	7375.49 3404.07 42.5509	7744.26 3574.27 44.6784

GOVERNMENT HUMAN RESOURCES SYSTEM

CITY OF SACRAMENTO  
SCHEDULED MONTHLY/BI-WEEKLY/HOURLY RATES

EFFECTIVE CODE TITLE	REP UNIT	STEP 3	STEP 4	STEP 5	STEP A/6	STEP B/7	STEP C/8	STEP D/9	STEP E/10
June 23, 2007		5503.71	5778.90	6067.85	6371.23	6689.80	7024.28	7375.49	7744.26
11020/61020	REP11	2540.18	2667.18	2800.54	2940.57	3087.60	3241.98	3404.07	3574.27
Associate		31.7522	33.3398	35.0068	36.7571	38.5950	40.5247	42.5509	44.6784
<u>Electrical Engineer</u>									
June 23, 2007		5232.86	5494.51	5769.24	6057.71	6360.59	6678.62	7012.55	7363.17
11016/61016	REP11	2415.17	2535.93	2662.73	2795.86	2935.66	3082.44	3236.56	3398.38
Associate Landscape		30.1896	31.6991	33.2841	34.9483	36.6957	38.5305	40.4570	42.4798
<u>Architect</u>									
June 23, 2007		5503.71	5778.90	6067.85	6371.23	6689.80	7024.28	7375.49	7744.26
11022/61022	REP11	2540.18	2667.18	2800.54	2940.57	3087.60	3241.98	3404.07	3574.27
Associate		31.7522	33.3398	35.0068	36.7571	38.5950	40.5247	42.5509	44.6784
<u>Mechanical Engineer</u>									
June 23, 2007		5613.76	5894.46	6189.18	6498.63	6823.56	7164.73	7522.98	7899.13
11018/61018	REP11	2590.97	2720.52	2856.54	2999.37	3149.34	3306.80	3472.14	3645.75
Fire Protection		32.3871	34.0065	35.7068	37.4921	39.3667	41.3350	43.4018	45.5719
<u>Engineer</u>									
June 23, 2007		3717.60	3903.48	4098.66	4303.59	4518.77	4744.71	4981.95	5231.04
11013/61013	REP11	1715.82	1801.61	1891.69	1986.27	2085.58	2189.86	2299.36	2414.33
Junior Architect		21.4477	22.5201	23.6461	24.8284	26.0698	27.3733	28.7420	30.1791
<u>Engineer</u>									
June 23, 2007		3717.60	3903.48	4098.66	4303.59	4518.77	4744.71	4981.95	5231.04
11010/61010	REP11	1715.82	1801.61	1891.69	1986.27	2085.58	2189.86	2299.36	2414.33
Junior Engineer		21.4477	22.5201	23.6461	24.8284	26.0698	27.3733	28.7420	30.1791

GOVERNMENT HUMAN RESOURCES SYSTEM

CITY OF SACRAMENTO  
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EFFECTIVE CODE TITLE	REP UNIT	STEP 3	STEP 4	STEP 5	STEP A/6	STEP B/7	STEP C/8	STEP D/9	STEP E/10
June 23, 2007		3717.60	3903.48	4098.66	4303.59	4518.77	4744.71	4981.95	5231.04
11024/61024	REP11	1715.82	1801.61	1891.69	1986.27	2085.58	2189.86	2299.36	2414.33
Junior Landscape Assistant		21.4477	22.5201	23.6461	24.8284	26.0698	27.3733	28.7420	30.1791
June 23, 2007		4261.59	4474.67	4698.41	4933.33	5180.00	5438.99	5710.93	5996.48
11017/61017	REP11	1966.89	2065.23	2168.50	2276.92	2390.77	2510.30	2635.82	2767.61
Landscape Assistant		24.5861	25.8154	27.1062	28.4615	29.8846	31.3788	32.9477	34.5951
June 23, 2007		5035.78	5287.57	5551.95	5829.55	6121.02	6427.08	6748.44	7085.87
11023/61023	REP11	2324.21	2440.42	2562.44	2690.56	2825.09	2966.34	3114.66	3270.40
Telecommunications Engineer I		29.0526	30.5052	32.0305	33.6320	35.3136	37.0793	38.9333	40.8800
June 23, 2007		5503.71	5778.90	6067.85	6371.23	6689.80	7024.28	7375.49	7744.26
11025/61025	REP11	2540.18	2667.18	2800.54	2940.57	3087.60	3241.98	3404.07	3574.27
Telecommunications Engineer II		31.7522	33.3398	35.0068	36.7571	38.5950	40.5247	42.5509	44.6784
June 23, 2007		5778.88	6067.83	6371.21	6689.78	7024.26	7375.47	7744.24	8131.45
11026/61026	REP11	2667.18	2800.54	2940.56	3087.59	3241.97	3404.06	3574.26	3752.98
Telecommunications Engineer III		33.3397	35.0067	36.7570	38.5949	40.5246	42.5508	44.6783	46.9122

GOVERNMENT HUMAN RESOURCES SYSTEM

CITY OF SACRAMENTO  
SCHEDULED MONTHLY/BI-WEEKLY/HOURLY RATES

EFFECTIVE CODE TITLE	REP UNIT	STEP 3	STEP 4	STEP 5	STEP A/6	STEP B/7	STEP C/8	STEP D/9	STEP E/10
January 5, 2008									
11014/61014	REP11	4579.90	4808.89	5049.34	5301.80	5566.89	5845.23	6137.49	6444.36
Assistant		2113.80	2219.49	2330.46	2446.98	2569.34	2697.80	2832.69	2974.32
Architect		26.4225	27.7436	29.1308	30.5873	32.1167	33.7225	35.4086	37.1790
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January 5, 2008									
11011/61011	REP11	4579.90	4808.89	5049.34	5301.80	5566.89	5845.23	6137.49	6444.36
Assistant		2113.80	2219.49	2330.46	2446.98	2569.34	2697.80	2832.69	2974.32
Electrical Engineer		26.4225	27.7436	29.1308	30.5873	32.1167	33.7225	35.4086	37.1790
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January 5, 2008									
11021/61021	REP11	4579.90	4808.89	5049.34	5301.80	5566.89	5845.23	6137.49	6444.36
Assistant		2113.80	2219.49	2330.46	2446.98	2569.34	2697.80	2832.69	2974.32
Mechanical Engineer		26.4225	27.7436	29.1308	30.5873	32.1167	33.7225	35.4086	37.1790
<hr/>									
January 5, 2008									
11015/61015	REP11	5558.75	5836.69	6128.53	6434.95	6756.69	7094.52	7449.24	7821.70
Associate		2565.58	2693.86	2828.55	2969.98	3118.47	3274.39	3438.11	3610.02
Architect		32.0697	33.6732	35.3569	37.1247	38.9809	40.9299	42.9764	45.1252
<hr/>									
January 5, 2008									
11012/61012	REP11	5558.75	5836.69	6128.53	6434.95	6756.69	7094.52	7449.24	7821.70
Associate		2565.58	2693.86	2828.55	2969.98	3118.47	3274.39	3438.11	3610.02
Engineer		32.0697	33.6732	35.3569	37.1247	38.9809	40.9299	42.9764	45.1252

GOVERNMENT HUMAN RESOURCES SYSTEM

CITY OF SACRAMENTO  
SCHEDULED MONTHLY/BI-WEEKLY/HOURLY RATES

EFFECTIVE CODE TITLE	REP UNIT	STEP 3	STEP 4	STEP 5	STEP A/6	STEP B/7	STEP C/8	STEP D/9	STEP E/10
January 5, 2008									
11020/61020	REP11	5558.75	5836.69	6128.53	6434.95	6756.69	7094.52	7449.24	7821.70
Associate		2565.58	2693.86	2828.55	2969.98	3118.47	3274.39	3438.11	3610.02
<u>Electrical Engineer</u>		32.0697	33.6732	35.3569	37.1247	38.9809	40.9299	42.9764	45.1252
January 5, 2008									
11016/61016	REP11	5337.51	5604.39	5884.60	6178.83	6487.78	6812.17	7152.79	7510.43
Associate		2463.46	2586.64	2715.97	2851.77	2994.36	3144.08	3301.29	3466.35
<u>Architect</u>		30.7933	32.3330	33.9496	35.6471	37.4295	39.3010	41.2661	43.3294
January 5, 2008									
11022/61022	REP11	5558.75	5836.69	6128.53	6434.95	6756.69	7094.52	7449.24	7821.70
Associate		2565.58	2693.86	2828.55	2969.98	3118.47	3274.39	3438.11	3610.02
<u>Mechanical Engineer</u>		32.0697	33.6732	35.3569	37.1247	38.9809	40.9299	42.9764	45.1252
January 5, 2008									
11018/61018	REP11	5669.91	5953.39	6251.06	6563.61	6891.80	7236.39	7598.21	7978.12
Fire Protection		2616.88	2747.72	2885.10	3029.36	3180.83	3339.87	3506.86	3682.21
<u>Engineer</u>		32.7110	34.3465	36.0638	37.8670	39.7604	41.7484	43.8358	46.0276
January 5, 2008									
11013/61013	REP11	3754.78	3942.52	4139.65	4346.63	4563.95	4792.15	5031.76	5283.36
Junior Architect		1732.98	1819.62	1910.61	2006.14	2106.44	2211.76	2322.35	2438.47
<u>Engineer</u>		21.6622	22.7453	23.8826	25.0767	26.3305	27.6470	29.0294	30.4809
January 5, 2008									
11010/61010	REP11	3754.78	3942.52	4139.65	4346.63	4563.95	4792.15	5031.76	5283.36
Junior Engineer		1732.98	1819.62	1910.61	2006.14	2106.44	2211.76	2322.35	2438.47
<u>Engineer</u>		21.6622	22.7453	23.8826	25.0767	26.3305	27.6470	29.0294	30.4809

GOVERNMENT HUMAN RESOURCES SYSTEM

CITY OF SACRAMENTO  
SCHEDULED MONTHLY/BI-WEEKLY/HOURLY RATES

EFFECTIVE CODE TITLE	REP UNIT	STEP 3	STEP 4	STEP 5	STEP A/6	STEP B/7	STEP C/8	STEP D/9	STEP E/10
January 5, 2008									
11024/61024	REP11	3754.78	3942.52	4139.65	4346.63	4563.95	4792.15	5031.76	5283.36
Junior Landscape		1732.98	1819.62	1910.61	2006.14	2106.44	2211.76	2322.35	2438.47
Assistant		21.6622	22.7453	23.8826	25.0767	26.3305	27.6470	29.0294	30.4809
January 5, 2008									
11017/61017	REP11	4346.84	4564.18	4792.39	5032.01	5283.60	5547.78	5825.16	6116.41
Landscape Assistant		2006.23	2106.54	2211.87	2322.46	2438.58	2560.51	2688.54	2822.96
		25.0779	26.3318	27.6484	29.0308	30.4823	32.0064	33.6067	35.2870
January 5, 2008									
11023/61023	REP11	5086.17	5340.49	5607.51	5887.87	6182.26	6491.37	6815.93	7156.73
Telecommunications		2347.46	2464.84	2588.08	2717.48	2853.35	2996.02	3145.82	3303.10
Engineer I		29.3433	30.8105	32.3510	33.9685	35.6669	37.4502	39.3227	41.2888
January 5, 2008									
11025/61025	REP11	5558.75	5836.69	6128.53	6434.95	6756.69	7094.52	7449.24	7821.70
Telecommunications		2565.58	2693.86	2828.55	2969.98	3118.47	3274.39	3438.11	3610.02
Engineer II		32.0697	33.6732	35.3569	37.1247	38.9809	40.9299	42.9764	45.1252
January 5, 2008									
11026/61026	REP11	5836.65	6128.49	6434.91	6756.65	7094.48	7449.21	7821.67	8212.76
Telecommunications		2693.84	2828.54	2969.96	3118.46	3274.38	3438.10	3610.00	3790.50
Engineer III		33.6730	35.3567	37.1245	38.9807	40.9297	42.9762	45.1250	47.3813

## GOVERNMENT HUMAN RESOURCES SYSTEM

CITY OF SACRAMENTO  
SCHEDULED MONTHLY/BI-WEEKLY/HOURLY RATES

EFFECTIVE CODE TITLE	REP UNIT	STEP 3	STEP 4	STEP 5	STEP A/6	STEP B/7	STEP C/8	STEP D/9	STEP E/10
June 21, 2008		4763.08	5001.24	5251.31	5513.87	5789.56	6079.04	6383.00	6702.14
11014/61014	REP11	2198.34	2308.26	2423.68	2544.86	2672.10	2805.71	2946.00	3093.30
Assistant		27.4793	28.8533	30.2960	31.8108	33.4013	35.0714	36.8250	38.6662
<u>Architect</u>									
June 21, 2008		4763.08	5001.24	5251.31	5513.87	5789.56	6079.04	6383.00	6702.14
11011/61011	REP11	2198.34	2308.26	2423.68	2544.86	2672.10	2805.71	2946.00	3093.30
Assistant Civil		27.4793	28.8533	30.2960	31.8108	33.4013	35.0714	36.8250	38.6662
<u>Engineer</u>									
June 21, 2008		4763.08	5001.24	5251.31	5513.87	5789.56	6079.04	6383.00	6702.14
11019/61019	REP11	2198.34	2308.26	2423.68	2544.86	2672.10	2805.71	2946.00	3093.30
Assistant		27.4793	28.8533	30.2960	31.8108	33.4013	35.0714	36.8250	38.6662
<u>Electrical Engineer</u>									
June 21, 2008		4763.08	5001.24	5251.31	5513.87	5789.56	6079.04	6383.00	6702.14
11021/61021	REP11	2198.34	2308.26	2423.68	2544.86	2672.10	2805.71	2946.00	3093.30
Assistant		27.4793	28.8533	30.2960	31.8108	33.4013	35.0714	36.8250	38.6662
<u>Mechanical Engineer</u>									
June 21, 2008		5781.08	6070.13	6373.64	6692.31	7026.93	7378.28	7747.20	8134.57
11015/61015	REP11	2668.19	2801.60	2941.68	3088.76	3243.20	3405.36	3575.63	3754.42
Associate		33.3524	35.0200	36.7710	38.6095	40.5400	42.5670	44.6954	46.9302
<u>Architect</u>									
June 21, 2008		5781.08	6070.13	6373.64	6692.31	7026.93	7378.28	7747.20	8134.57
11012/61012	REP11	2668.19	2801.60	2941.68	3088.76	3243.20	3405.36	3575.63	3754.42
Associate Civil		33.3524	35.0200	36.7710	38.6095	40.5400	42.5670	44.6954	46.9302
<u>Engineer</u>									

GOVERNMENT HUMAN RESOURCES SYSTEM

CITY OF SACRAMENTO  
SCHEDULED MONTHLY/BI-WEEKLY/HOURLY RATES

EFFECTIVE CODE TITLE	REP UNIT	STEP 3	STEP 4	STEP 5	STEP A/6	STEP B/7	STEP C/8	STEP D/9	STEP E/10
June 21, 2008		5781.08	6070.13	6373.64	6692.31	7026.93	7378.28	7747.20	8134.57
11020/61020 REP11		2668.19	2801.60	2941.68	3088.76	3243.20	3405.36	3575.63	3754.42
Associate Electrical Engineer		33.3524	35.0200	36.7710	38.6095	40.5400	42.5670	44.6954	46.9302
June 21, 2008		5551.02	5828.58	6120.00	6426.00	6747.31	7084.67	7438.91	7810.85
11016/61016 REP11		2562.01	2690.11	2824.62	2965.85	3114.14	3269.85	3433.34	3605.01
Associate Landscape Architect		32.0251	33.6264	35.3077	37.0731	38.9268	40.8731	42.9168	45.0626
June 21, 2008		5781.08	6070.13	6373.64	6692.31	7026.93	7378.28	7747.20	8134.57
11022/61022 REP11		2668.19	2801.60	2941.68	3088.76	3243.20	3405.36	3575.63	3754.42
Associate Mechanical Engineer		33.3524	35.0200	36.7710	38.6095	40.5400	42.5670	44.6954	46.9302
June 21, 2008		5896.70	6191.54	6501.11	6826.16	7167.47	7525.84	7902.13	8297.24
11018/61018 REP11		2721.55	2857.63	3000.51	3150.54	3308.06	3473.46	3647.14	3829.50
Fire Protection Engineer		34.0194	35.7204	37.5064	39.3817	41.3508	43.4183	45.5892	47.8687
June 21, 2008		3904.97	4100.22	4305.24	4520.50	4746.53	4983.85	5233.04	5494.68
11013/61013 REP11		1802.30	1892.41	1987.03	2086.38	2190.70	2300.24	2415.25	2536.01
Junior Architect		22.5287	23.6551	24.8379	26.0798	27.3838	28.7530	30.1906	31.7001
June 21, 2008		3904.97	4100.22	4305.24	4520.50	4746.53	4983.85	5233.04	5494.68
11010/61010 REP11		1802.30	1892.41	1987.03	2086.38	2190.70	2300.24	2415.25	2536.01
Junior Engineer		22.5287	23.6551	24.8379	26.0798	27.3838	28.7530	30.1906	31.7001

GOVERNMENT HUMAN RESOURCES SYSTEM

CITY OF SACRAMENTO  
SCHEDULED MONTHLY/BI-WEEKLY/HOURLY RATES

EFFECTIVE CODE TITLE	REP UNIT	STEP 3	STEP 4	STEP 5	STEP A/6	STEP B/7	STEP C/8	STEP D/9	STEP E/10
June 21, 2008		3904.97	4100.22	4305.24	4520.50	4746.53	4983.85	5233.04	5494.68
11024/61024 REP11		1802.30	1892.41	1987.03	2086.38	2190.70	2300.24	2415.25	2536.01
Junior Landscape Assistant		22.5287	23.6551	24.8379	26.0798	27.3838	28.7530	30.1906	31.7001
June 21, 2008		4520.71	4746.73	4984.08	5233.28	5494.94	5769.69	6058.17	6361.07
11017/61017 REP11		2086.48	2190.80	2300.34	2415.36	2536.13	2662.94	2796.08	2935.88
Landscape Assistant		26.0810	27.3850	28.7543	30.1920	31.7016	33.2867	34.9510	36.6985
June 21, 2008		5289.61	5554.09	5831.78	6123.36	6429.54	6751.02	7088.57	7443.00
11023/61023 REP11		2441.36	2563.42	2691.59	2826.17	2967.48	3115.86	3271.65	3435.23
Telecommunications Engineer I		30.5170	32.0428	33.6449	35.3271	37.0935	38.9482	40.8956	42.9404
June 21, 2008		5781.08	6070.13	6373.64	6692.31	7026.93	7378.28	7747.20	8134.57
11025/61025 REP11		2668.19	2801.60	2941.68	3088.76	3243.20	3405.36	3575.63	3754.42
Telecommunications Engineer II		33.3524	35.0200	36.7710	38.6095	40.5400	42.5670	44.6954	46.9302
June 21, 2008		6070.13	6373.64	6692.31	7026.93	7378.28	7747.19	8134.55	8541.28
11026/61026 REP11		2801.60	2941.68	3088.76	3243.20	3405.36	3575.62	3754.41	3942.13
Telecommunications Engineer III		35.0200	36.7710	38.6095	40.5400	42.5670	44.6953	46.9301	49.2766

GOVERNMENT HUMAN RESOURCES SYSTEM

CITY OF SACRAMENTO  
SCHEDULED MONTHLY/BI-WEEKLY/HOURLY RATES

EFFECTIVE CODE TITLE	REP UNIT	STEP 3	STEP 4	STEP 5	STEP A/6	STEP B/7	STEP C/8	STEP D/9	STEP E/10
January 3, 2009		4763.08	5001.24	5251.31	5513.87	5789.56	6079.04	6383.00	6702.14
11014/61014	REP11	2198.34	2308.26	2423.68	2544.86	2672.10	2805.71	2946.00	3093.30
Assistant		27.4793	28.8533	30.2960	31.8108	33.4013	35.0714	36.8250	38.6662
<u>Architect</u>									
January 3, 2009		4763.08	5001.24	5251.31	5513.87	5789.56	6079.04	6383.00	6702.14
11011/61011	REP11	2198.34	2308.26	2423.68	2544.86	2672.10	2805.71	2946.00	3093.30
Assistant Civil		27.4793	28.8533	30.2960	31.8108	33.4013	35.0714	36.8250	38.6662
<u>Engineer</u>									
January 3, 2009		4763.08	5001.24	5251.31	5513.87	5789.56	6079.04	6383.00	6702.14
11019/61019	REP11	2198.34	2308.26	2423.68	2544.86	2672.10	2805.71	2946.00	3093.30
Assistant		27.4793	28.8533	30.2960	31.8108	33.4013	35.0714	36.8250	38.6662
<u>Electrical Engineer</u>									
January 3, 2009		4763.08	5001.24	5251.31	5513.87	5789.56	6079.04	6383.00	6702.14
11021/61021	REP11	2198.34	2308.26	2423.68	2544.86	2672.10	2805.71	2946.00	3093.30
Assistant		27.4793	28.8533	30.2960	31.8108	33.4013	35.0714	36.8250	38.6662
<u>Mechanical Engineer</u>									
January 3, 2009		5781.08	6070.13	6373.64	6692.31	7026.93	7378.28	7747.20	8134.57
11015/61015	REP11	2668.19	2801.60	2941.68	3088.76	3243.20	3405.36	3575.63	3754.42
Associate		33.3524	35.0200	36.7710	38.6095	40.5400	42.5670	44.6954	46.9302
<u>Architect</u>									
January 3, 2009		5781.08	6070.13	6373.64	6692.31	7026.93	7378.28	7747.20	8134.57
11012/61012	REP11	2668.19	2801.60	2941.68	3088.76	3243.20	3405.36	3575.63	3754.42
Associate Civil		33.3524	35.0200	36.7710	38.6095	40.5400	42.5670	44.6954	46.9302
<u>Engineer</u>									

GOVERNMENT HUMAN RESOURCES SYSTEM

CITY OF SACRAMENTO  
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EFFECTIVE CODE TITLE	REP UNIT	STEP 3	STEP 4	STEP 5	STEP A/6	STEP B/7	STEP C/8	STEP D/9	STEP E/10
January 3, 2009		5781.08	6070.13	6373.64	6692.31	7026.93	7378.28	7747.20	8134.57
11020/61020 REP11		2668.19	2801.60	2941.68	3088.76	3243.20	3405.36	3575.63	3754.42
Associate		33.3524	35.0200	36.7710	38.6095	40.5400	42.5670	44.6954	46.9302
<u>Electrical Engineer</u>									
January 3, 2009		5606.54	5886.87	6181.21	6490.26	6814.77	7155.51	7513.29	7888.95
11016/61016 REP11		2587.63	2717.02	2852.86	2995.50	3145.28	3302.54	3467.67	3641.06
Associate Landscape		32.3454	33.9627	35.6608	37.4438	39.3160	41.2818	43.3459	45.5132
<u>Architect</u>									
January 3, 2009		5781.08	6070.13	6373.64	6692.31	7026.93	7378.28	7747.20	8134.57
11022/61022 REP11		2668.19	2801.60	2941.68	3088.76	3243.20	3405.36	3575.63	3754.42
Associate		33.3524	35.0200	36.7710	38.6095	40.5400	42.5670	44.6954	46.9302
<u>Mechanical Engineer</u>									
January 3, 2009		5896.70	6191.54	6501.11	6826.16	7167.47	7525.84	7902.13	8297.24
11018/61018 REP11		2721.55	2857.63	3000.51	3150.54	3308.06	3473.46	3647.14	3829.50
Fire Protection		34.0194	35.7204	37.5064	39.3817	41.3508	43.4183	45.5892	47.8687
<u>Engineer</u>									
January 3, 2009		3904.97	4100.22	4305.24	4520.50	4746.53	4983.85	5233.04	5494.68
11013/61013 REP11		1802.30	1892.41	1987.03	2086.38	2190.70	2300.24	2415.25	2536.01
Junior Architect		22.5287	23.6551	24.8379	26.0798	27.3838	28.7530	30.1906	31.7001
<u>Engineer</u>									
January 3, 2009		3904.97	4100.22	4305.24	4520.50	4746.53	4983.85	5233.04	5494.68
11010/61010 REP11		1802.30	1892.41	1987.03	2086.38	2190.70	2300.24	2415.25	2536.01
Junior Engineer		22.5287	23.6551	24.8379	26.0798	27.3838	28.7530	30.1906	31.7001

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EFFECTIVE CODE TITLE	REP UNIT	STEP 3	STEP 4	STEP 5	STEP A/6	STEP B/7	STEP C/8	STEP D/9	STEP E/10
January 3, 2009		3904.97	4100.22	4305.24	4520.50	4746.53	4983.85	5233.04	5494.68
11024/61024 REP11		1802.30	1892.41	1987.03	2086.38	2190.70	2300.24	2415.25	2536.01
Junior Landscape Assistant		22.5287	23.6551	24.8379	26.0798	27.3838	28.7530	30.1906	31.7001
January 3, 2009		4565.91	4794.21	5033.91	5285.61	5549.89	5827.38	6118.75	6424.69
11017/61017 REP11		2107.34	2212.71	2323.34	2439.51	2561.49	2689.56	2824.04	2965.24
Landscape Assistant		26.3418	27.6589	29.0418	30.4939	32.0186	33.6195	35.3005	37.0655
January 3, 2009		5289.61	5554.09	5831.78	6123.36	6429.54	6751.02	7088.57	7443.00
11023/61023 REP11		2441.36	2563.42	2691.59	2826.17	2967.48	3115.86	3271.65	3435.23
Telecommunications Engineer I		30.5170	32.0428	33.6449	35.3271	37.0935	38.9482	40.8956	42.9404
January 3, 2009		5781.08	6070.13	6373.64	6692.31	7026.93	7378.28	7747.20	8134.57
11025/61025 REP11		2668.19	2801.60	2941.68	3088.76	3243.20	3405.36	3575.63	3754.42
Telecommunications Engineer II		33.3524	35.0200	36.7710	38.6095	40.5400	42.5670	44.6954	46.9302
January 3, 2009		6070.13	6373.64	6692.31	7026.93	7378.28	7747.19	8134.55	8541.28
11026/61026 REP11		2801.60	2941.68	3088.76	3243.20	3405.36	3575.62	3754.41	3942.13
Telecommunications Engineer III		35.0200	36.7710	38.6095	40.5400	42.5670	44.6953	46.9301	49.2766

EXHIBIT A-4

GOVERNMENT HUMAN RESOURCES SYSTEM

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EFFECTIVE CODE TITLE	REP UNIT	STEP 3	STEP 4	STEP 5	STEP A/6	STEP B/7	STEP C/8	STEP D/9	STEP E/10
June 20, 2009	11014/61014 REP11	4953.59	5201.27	5461.33	5734.40	6021.13	6322.19	6638.30	6970.22
Assistant Architect		2286.27	2400.58	2520.62	2646.65	2778.98	2917.94	3063.83	3217.02
		28.5784	30.0073	31.5077	33.0831	34.7373	36.4742	38.2979	40.2128
June 20, 2009	11011/61011 REP11	4953.59	5201.27	5461.33	5734.40	6021.13	6322.19	6638.30	6970.22
Assistant Civil Engineer		2286.27	2400.58	2520.62	2646.65	2778.98	2917.94	3063.83	3217.02
		28.5784	30.0073	31.5077	33.0831	34.7373	36.4742	38.2979	40.2128
June 20, 2009	11019/61019 REP11	4953.59	5201.27	5461.33	5734.40	6021.13	6322.19	6638.30	6970.22
Assistant Electrical Engineer		2286.27	2400.58	2520.62	2646.65	2778.98	2917.94	3063.83	3217.02
		28.5784	30.0073	31.5077	33.0831	34.7373	36.4742	38.2979	40.2128
June 20, 2009	11021/61021 REP11	4953.59	5201.27	5461.33	5734.40	6021.13	6322.19	6638.30	6970.22
Assistant Mechanical Engineer		2286.27	2400.58	2520.62	2646.65	2778.98	2917.94	3063.83	3217.02
		28.5784	30.0073	31.5077	33.0831	34.7373	36.4742	38.2979	40.2128
June 20, 2009	11015/61015 REP11	6012.33	6312.94	6628.58	6960.01	7308.01	7673.41	8057.09	8459.95
Associate Architect		2774.92	2913.66	3059.34	3212.31	3372.93	3541.58	3718.66	3904.59
		34.6865	36.4208	38.2418	40.1539	42.1616	44.2697	46.4832	48.8074
June 20, 2009	11012/61012 REP11	6012.33	6312.94	6628.58	6960.01	7308.01	7673.41	8057.09	8459.95
Associate Civil Engineer		2774.92	2913.66	3059.34	3212.31	3372.93	3541.58	3718.66	3904.59
		34.6865	36.4208	38.2418	40.1539	42.1616	44.2697	46.4832	48.8074

GOVERNMENT HUMAN RESOURCES SYSTEM

CITY OF SACRAMENTO  
SCHEDULED MONTHLY/BI-WEEKLY/HOURLY RATES

EFFECTIVE CODE TITLE	REP UNIT	STEP 3	STEP 4	STEP 5	STEP A/6	STEP B/7	STEP C/8	STEP D/9	STEP E/10
June 20, 2009	11020/61020 REP11	6012.33	6312.94	6628.58	6960.01	7308.01	7673.41	8057.09	8459.95
Associate		2774.92	2913.66	3059.34	3212.31	3372.93	3541.58	3718.66	3904.59
<u>Electrical Engineer</u>		34.6865	36.4208	38.2418	40.1539	42.1616	44.2697	46.4832	48.8074
June 20, 2009	11016/61016 REP11	5830.76	6122.31	6428.43	6749.86	7087.36	7441.72	7813.81	8204.51
Associate		2691.12	2825.68	2966.97	3115.32	3271.09	3434.64	3606.38	3786.70
<u>Architect</u>		33.6390	35.3210	37.0871	38.9415	40.8886	42.9330	45.0797	47.3337
June 20, 2009	11022/61022 REP11	6012.33	6312.94	6628.58	6960.01	7308.01	7673.41	8057.09	8459.95
Associate		2774.92	2913.66	3059.34	3212.31	3372.93	3541.58	3718.66	3904.59
<u>Mechanical Engineer</u>		34.6865	36.4208	38.2418	40.1539	42.1616	44.2697	46.4832	48.8074
June 20, 2009	11018/61018 REP11	6132.57	6439.19	6761.16	7099.21	7454.17	7826.87	8218.22	8629.12
Fire Protection		2830.42	2971.94	3120.54	3276.56	3440.38	3612.40	3793.02	3982.67
<u>Engineer</u>		35.3802	37.1492	39.0067	40.9570	43.0048	45.1550	47.4128	49.7834
June 20, 2009	11013/61013 REP11	4061.15	4264.21	4477.43	4701.30	4936.36	5183.19	5442.35	5714.47
Junior Architect		1874.38	1968.10	2066.50	2169.83	2278.32	2392.24	2511.86	2637.45
		23.4297	24.6012	25.8313	27.1229	28.4790	29.9030	31.3982	32.9681
June 20, 2009	11010/61010 REP11	4061.15	4264.21	4477.43	4701.30	4936.36	5183.19	5442.35	5714.47
Junior Engineer		1874.38	1968.10	2066.50	2169.83	2278.32	2392.24	2511.86	2637.45
		23.4297	24.6012	25.8313	27.1229	28.4790	29.9030	31.3982	32.9681

GOVERNMENT HUMAN RESOURCES SYSTEM

CITY OF SACRAMENTO  
SCHEDULED MONTHLY/BI-WEEKLY/HOURLY RATES

EFFECTIVE CODE TITLE	REP UNIT	STEP 3	STEP 4	STEP 5	STEP A/6	STEP B/7	STEP C/8	STEP D/9	STEP E/10
June 20, 2009		4061.15	4264.21	4477.43	4701.30	4936.36	5183.19	5442.35	5714.47
11024/61024 REP11		1874.38	1968.10	2066.50	2169.83	2278.32	2392.24	2511.86	2637.45
Junior Landscape Assistant		23.4297	24.6012	25.8313	27.1229	28.4790	29.9030	31.3982	32.9681
June 20, 2009		4748.52	4985.95	5235.26	5497.02	5771.88	6060.48	6363.50	6681.67
11017/61017 REP11		2191.62	2301.21	2416.27	2537.09	2663.94	2797.14	2937.00	3083.85
Landscape Assistant		27.3953	28.7651	30.2034	31.7136	33.2993	34.9643	36.7125	38.5481
June 20, 2009		5501.18	5776.25	6065.05	6368.30	6686.71	7021.06	7372.11	7740.72
11023/61023 REP11		2539.01	2665.96	2799.26	2939.22	3086.18	3240.49	3402.51	3572.64
Telecommunications Engineer I		31.7376	33.3245	34.9907	36.7402	38.5772	40.5061	42.5314	44.6580
June 20, 2009		6012.33	6312.94	6628.58	6960.01	7308.01	7673.41	8057.09	8459.95
11025/61025 REP11		2774.92	2913.66	3059.34	3212.31	3372.93	3541.58	3718.66	3904.59
Telecommunications Engineer II		34.6865	36.4208	38.2418	40.1539	42.1616	44.2697	46.4832	48.8074
June 20, 2009		6312.92	6628.56	6959.99	7307.99	7673.40	8057.07	8459.93	8882.93
11026/61026 REP11		2913.66	3059.34	3212.30	3372.92	3541.57	3718.65	3904.58	4099.82
Telecommunications Engineer III		36.4207	38.2417	40.1538	42.1615	44.2696	46.4831	48.8073	51.2477