

**RESOLUTION NO. 5408**

**A RESOLUTION APPROVING AND ADOPTING THE  
MEMORANDUM OR UNDERSTANDING BETWEEN THE  
CITY OF EL SEGUNDO AND THE EL SEGUNDO  
SUPERVISORY AND PROFESSIONAL EMPLOYEES'  
ASSOCIATION BARGAINING UNIT**

The City Council of the City of El Segundo does hereby resolve as follows:

SECTION 1: The City of El Segundo ("City") previously entered into a memorandum of understanding ("MOU") with The El Segundo Supervisory and Professional Employees' Association ("SPEA"), a recognized employee organization, for the term of October 1, 2018 to September 30, 2022.

SECTION 2: Representatives from the City and SPEA met and conferred in good faith to reach an agreement on wages, benefits, and other terms and conditions of employment, which are memorialized in the MOU between the City and SPEA attached hereto as "Exhibit A" and incorporate herein by this reference.

SECTION 3: The SPEA ratified said agreement on March 30, 2023.

SECTION 4: Staff is authorized to implement all terms and conditions of the MOU between the City and SPEA.

SECTION 5: The City Clerk is directed to certify the adoption of this Resolution; record this Resolution in the book of the City's original resolutions, and make a minute of this adoption of the Resolution in the City Council's records and the minutes of this meeting.

SECTION 6: This Resolution will become effective immediately and will remain effective unless repealed or superseded.

PASSED AND ADOPTED RESOLUTION NO. 5408 this 18<sup>th</sup> day of April, 2023.

  
\_\_\_\_\_  
Drew Boyles, Mayor

ATTEST:

  
\_\_\_\_\_  
Tracy Weaver, City Clerk

APPROVED AS TO FORM:

  
\_\_\_\_\_  
Mark D. Hensley, City Attorney

Exhibit A- SPEA MOU October 1, 2022 to June 30, 2026

**CERTIFICATION**

STATE OF CALIFORNIA            )  
COUNTY OF LOS ANGELES    )     SS  
CITY OF EL SEGUNDO           )

I, Tracy Weaver, City Clerk of the City of El Segundo, California, do hereby certify that the whole number of members of the City Council of said City is five; that the foregoing Resolution No. 5408 was duly passed, approved, and adopted by said City Council at a regular meeting held on the 18<sup>th</sup> day of April, 2023, approved and signed by the Mayor, and attested to by the City Clerk, by the following vote:

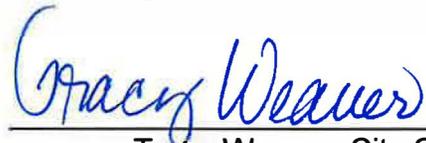
AYES:            Mayor Boyles, Mayor Pro Tem Pimentel, Council Member Pirsztuk,  
                      Council Member Giroux and Council Member Baldino

NOES:            None

ABSENT:         None

ABSTAIN:        None

WITNESS MY HAND THE OFFICIAL SEAL OF SAID CITY this 18<sup>th</sup> day of April, 2023.



Tracy Weaver, City Clerk  
of the City of El Segundo,  
California

EXHIBIT A

**MEMORANDUM OF UNDERSTANDING**

**BETWEEN**

**THE CITY OF EL SEGUNDO**

**AND**

**EL SEGUNDO SUPERVISORY AND  
PROFESSIONAL EMPLOYEES' ASSOCIATION**



**Term: October 1, 2022 through June 30, 2026**

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**MEMORANDUM OF UNDERSTANDING (“MOU”)  
BETWEEN  
THE CITY OF EL SEGUNDO (“CITY”)  
AND  
EL SEGUNDO SUPERVISORY AND PROFESSIONAL EMPLOYEES’ ASSOCIATION  
 (“SPEA”)**

**ARTICLE 1 - INTRODUCTION**

**SECTION 1. Preamble**

Pursuant to the provisions of the City of El Segundo Resolution No. 3208, establishing procedures governing employer-employee organization relations, the City of El Segundo (hereinafter referred to as the “City” or “Employer”) has recognized the El Segundo Supervisory and Professional Employees’ Association (herein after referred to as the “Association,” “Union,” or “SPEA”), as the exclusive representative of employees within the bargaining unit consisting of the classifications listed in the salary schedule in Appendix A – Bargaining Unit Classifications.

**SECTION 2. Recognition**

The City recognizes the Association as the representative of the full-time employees in the classifications listed in Appendix A, for the purpose of meeting the joint obligations of the City and Association as set forth in Government Code section 3500, *et seq.*, or the Meyers-Milias-Brown Act (“MMBA”).

**SECTION 3. Term**

The term of this Memorandum of Understanding (“MOU”) shall commence on October 1, 2022 and end on June 30, 2026.

**SECTION 4. Non-Discrimination**

Neither the City nor the Association shall discriminate against any employee because of race, color, age, religion, creed, national origin, ancestry, sex, gender, sexual orientation, medical condition, genetic information, marital status, any other protected category under the law, as well as Association activities in any matter.

**ARTICLE 2 - COMPENSATION**

**SECTION 1. Compensation Adjustments**

The City shall provide the following salary increases to employees, per Appendix A:

1. Retroactive to the first full pay period that includes October 1, 2022: Increase base salary by four percent (4.00%);
2. Effective the first full pay period that includes July 1, 2023: Increase base salary by two percent (2.00%);

3. Effective the first full pay period that includes July 1, 2024: Increase base salary by two percent (2.00%); and
4. Effective the first full pay period that includes July 1, 2025: Increase base salary by two percent (2.00%).

The City shall provide an equity adjustment to compensation to employees in the Accounting Supervisor job classification in the amount of 3.0%. The equity adjustment shall occur prior to the application of the retroactive cost of living adjustment described above.

## **SECTION 2. Ratification Bonus**

The City shall provide a one-time ratification bonus in the amount of \$2,000 to each employee in the bargaining unit who is employed by the City at the time that the MOU is ratified by the Association.

The City shall provide the bonus in the first full pay period following the adoption of the MOU by the City Council.

## **SECTION 3. Salary Table Step Advancement**

The advancement of an employee from Step A to Step B shall be on the beginning of the pay period immediately following satisfactory completion of the employee's first six (6) months' service.

Advancement from Step B to Step C, from Step C to Step D, and from Step D to Step E, shall each occur on the beginning of the pay period immediately after completion of one (1) year's satisfactory service in each of such classification.

## **SECTION 4. Accelerated Salary Step Advancement**

Accelerated salary step advancement is intended to recognize employees whose job performance is exemplary and consistently exceeds normal expectations for their current step.

Prior to an employee completing one (1) year of service at their current step, an employee whose performance is exemplary and consistently exceeds normal expectations for their current step may be eligible to receive accelerated salary step advancement to the next higher salary step, so long as the employee has not yet reached the top step of their salary range and the next salary step provides no more than a five percent (5%) increase over their base salary at their current step.

In order to be eligible for accelerated salary step advancement, the employee's supervisor or manager must recommend such advancement to the responsible Department Head. The supervisor or manager shall submit a written report on the prescribed form to the appropriate Department Head.

The Department Head shall submit the form to the Director of Human Resources, indicating whether they agree with the supervisor or manager's recommendation and providing additional comments, if necessary.

The Director of Human Resources shall submit the form to the City Manager, indicating whether the recommendation conforms to the City-wide criteria for accelerated step advancement.

The City Manager shall make the final decision whether to approve the employee's accelerated salary step advancement.

An employee may receive more than one accelerated salary step advancement within a twelve (12) month period of time, subject to the requirements provided for in this section.

An accelerated salary step advancement shall not change the affected employee's anniversary date.

**SECTION 5. Payroll Direct Deposit**

Payroll is distributed bi-weekly (*i.e.*, 26 times per year).

The City shall electronically deposit employees' paychecks directly into a savings or checking account designated by the employee.

Employees shall be responsible for providing the Finance Department with the correct transit routing and account information.

**ADDITIONAL COMPENSATION**

**SECTION 6. Temporary Assignment to Higher Classification**

An employees who is qualified to work in a higher classification or position shall receive an increase to their salary rate, as described below, for the duration of their assignment to and service in such classification or position under the following conditions: (1) The City requires that the employee serve for not less than ten (10) days in the higher classification or position and that the employee be responsible for performance of the work of such classification or position; and (2) The City Manager approves the employee's temporary assignment to and service in such classification or position.

During such assignment, the employee shall be placed at the lowest step in the higher class or position that provides for a base salary not less than five percent (5%) above the employee's base salary.

Temporary assignments shall be limited to 960 hours per fiscal year.

For purposes of calculating the amount of time that an employee serves in a probationary status following promotion to a higher classification or position, the City shall recognize and credit an employee who serves in a higher classification or position during a temporary assignment with a deduction to the time that the employee must serve in a probationary status. The City shall credit the employee with the days served in the higher classification or position, and shall make a comparable reduction to the number of days that the employee must serve in a probationary status following promotion to the higher classification or position. The City will not credit the employee for any time spent on unpaid leave or extended paid leave during their temporary assignment. For this purpose, the Parties agree that "extended paid leave" means leave that exceeds one week.

**SECTION 7. Request for Classification Review**

**A. Basis for Request**

A bargaining unit employee or Association may make a request for reclassification once every two years, if an employee's job duties and responsibilities have become significantly different over the two-year period.

**B. Processing of Request**

The request for reclassification review must be submitted by the employee or the Association to the employee's immediate supervisor. The employee's supervisor shall submit a written recommendation to the employee's Department Head concerning the merits of the reclassification review request. If the Department Head determines that the employee's job duties and responsibilities have significantly changed, the Director of Human Resources will initiate the reclassification review process.

Human Resources Department staff will have the responsibility to conduct the reclassification review process. However, if the Association and the City mutually agree, a consultant may be utilized at any step of the reclassification review process. The cost of the agreed upon Consultant will be paid by the City.

**C. Components of Reclassification Review**

The employee requesting the reclassification review will provide information summarizing the scope and complexity of the duties and responsibilities of the position.

The employee requesting the reclassification review will be interviewed and observed at work to assess the validity of the information provided by the employee and to develop a full understanding of the job duties and responsibilities.

A salary survey will be performed comparing the employee's position with similar positions in the Cities of Culver City, Gardena, Hawthorne, Hermosa Beach, Inglewood, Los Angeles, Manhattan Beach, Redondo Beach, Santa Monica, Torrance, and the County of Los Angeles. For purposes of the salary survey, the mid-point of the City's current pay schedule will be compared to the midpoints of the surveyed public entities for positions with similar education and/or experience requirements. Variances of +/- 5% will be considered comparable to the prevailing rate.

Action by the Director of Human Resources - The completed reclassification survey and a draft job description shall be reviewed by the employee's supervisor and the Director of Human Resources. The Director shall then meet and confer with the Association on the results of the reclassification review. The Director shall then make his or her recommendation to the City Manager. The Director shall recommend to the City Manager the approval of any reclassification request that reflects a substantial change in the duties and responsibilities of the position.

**D. Action by the City Council**

All reclassifications must be approved by the City Council.

E. Effective Date of Reclassification

Any approved reclassification shall become effective the pay period following approval.

F. Challenge to Decision on Reclassification Request

The Association may challenge the denial of the reclassification request by the Director of Human Resources, the City Manager or the City Council. Any challenge to the denial of the reclassification request will be governed by this section and not by the Grievance Procedure, set forth in Article 5. If a challenge is made, a new classification review will be completed by a neutral entity selected by mutual agreement of the Association and the City. The parties agree to accept the conclusions reached by the neutral entity. The cost of the consultant's services will be shared equally by the Association and the City.

**SECTION 8. Standby Duty**

Standby duty is the time that employees, who have been released from duty, are specifically required by their supervisor to be available for return to duty when required by the City. During standby duty, employees are not required to remain at their City work station or any other specified location. Standby duty employees are free to engage in personal business or activities.

The City requires that standby duty employees adhere to the following:

1. Be reachable by device or telephone. The City may, in its discretion, provide a paging device (e.g., a beeper) to an employee assigned to Standby Duty for purposes of responding to requests to return to duty.
2. Be ready to respond immediately when reached by the City.
3. Be able to report to duty within one (1) hour of being contacted by the City.
4. Refrain from activities which might impair their ability to perform assigned duties, including but not limited to, consuming any alcoholic beverage, illicit drug or medication capable of impairing one's mental or physical faculties.
5. Respond to any call back during the assigned standby period. As with any City equipment, any device assigned to an employee is the responsibility of the employee during the standby assignment. The employee is liable for any loss of or damage to the device which is caused by the employee's negligence or intentional acts.

Failure of an employee to comply with the provisions of standby duty may subject the employee to discipline, up to and including termination of employment with the City.

For each period of standby duty, employees shall be provided the choice of two (2) hours of compensatory time off or two (2) hours of paid time. A period of standby duty shall be defined as one (1) day, commencing at 0001 and ending at 2400.

An employee who uses sick leave or vacation leave during a standby period, occurring on or after September 9, 2000, shall not be provided any form of compensation for the standby period, unless the employee's Department Head approves, in writing, the provision of the normal standby duty compensation.

**SECTION 9. Cell Phone Stipend**

An employee in a classification to which the City issues a City-provided cell phone may either elect to use the City-issued phone or to receive an eighty dollar (\$80) monthly stipend to offset the cost of utilizing their personal cell phone for work-related purposes.

An employee who elects to use their personal cell phone and receive the stipend from the City shall, upon request by the City, make their personal cell phone and cell phone records available for inspection by the City on the same terms and conditions as employees who are issued City-provided cell phones.

Non-exempt employees shall not use their personal cell phones to perform any work on behalf of the City outside of normal working hours without prior supervisory approval.

**SECTION 10. Educational Incentive Pay**

Eligible employees shall be entitled to receive educational incentive pay as described below.

In order to qualify for educational incentive pay an employee must satisfy the following conditions: (1) Work in a job classification that does not require a bachelor's degree or higher degree in order to qualify for the classification, and (2) Receive a degree from an accredited college or university in one (1) of the majors of public administration, business administration, engineering, or other job-related major, which had been approved by the employee's Department Head, in writing.

Following the employee's submission of documentation to their Department Head that they are qualified to receive educational incentive pay, the City will provide the employee such pay starting the next full pay period after the Department Head certifies that the employee is qualified to receive such pay. In the event that the Department Head does not certify the employee's qualification to receive such pay in order for the employee to receive such pay the next full pay period, the City will provide the employee retroactive pay to the first full pay period following the employee's submission of documentation to their Department Head that they are qualified to receive such pay.

The City will provide educational incentive pay at the following rates based on the employee's job classification:

Job Classifications Occupying Salary Grades 30S – 39S:	\$146.79/pay period
Job Classifications Occupying Salary Grades 40S – 49S:	\$187.90/pay period
Job Classifications Occupying Salary Grades 50S – 53S:	\$207.41/pay period

If during the term of this MOU the City assigns a job classification to a salary grade higher than 53S, the flat dollar pay period amount of educational incentive pay for the employee in the classification shall be equivalent to five percent (5%) of the base salary E Step of the salary grade.

**SECTION 11. Bilingual Pay**

An employee who demonstrates conversational and written fluency in a language other than English that is approved by their Department Head and who is assigned duties in which such language skills are regularly used shall be entitled to bilingual pay as described below.

In order to determine the employee's proficiency in the language, the City will utilize a standardized, industry-accepted test (e.g., Berlitz, Inc.).

Following the employee's submission of documentation to their Department Head that they are qualified to receive bilingual pay, the City will provide the employee such pay starting the next full pay period after the Department Head certifies that the employee is qualified to receive such pay. In the event that the Department Head does not certify the employee's qualification to receive such pay in order for the employee to receive such pay the next full pay period, the City will provide the employee retroactive pay to the first full pay period following the employee's submission of documentation to their Department Head that they are qualified to receive such pay.

The City will provide bilingual pay at the following rates based on the employee's job classification:

Job Classifications Occupying Salary Grades 30S – 39S:	\$73.40/pay period
Job Classifications Occupying Salary Grades 40S – 49S:	\$93.95/pay period
Job Classifications Occupying Salary Grades 50S – 53S:	\$103.70/pay period

If during the term of this MOU a job classification is assigned a salary grade higher than 53S, the flat dollar pay period amount of bilingual pay for the employee shall be equivalent to two and one-half percent (2.5%) of the base salary E Step of the salary grade.

## **SECTION 12. Longevity Pay**

An employee who has completed twenty (20) years of continuous service with the City shall be entitled to longevity pay as described below.

The City will provide longevity pay to an employee starting the full pay period that includes the employee's twentieth (20th) anniversary date with the City.

The City will provide longevity pay at the following rates based on the employee's job classification:

Job Classifications Occupying Salary Grades 30S – 39S:	\$146.79/pay period
Job Classifications Occupying Salary Grades 40S – 49S:	\$187.90/pay period
Job Classifications Occupying Salary Grades 50S – 53S:	\$207.41/pay period

If during the term of this MOU a job classification is assigned a salary grade higher than 53S, the flat dollar pay period amount of longevity pay for the employee shall be equivalent to five percent (5%) of the base salary E Step of the salary grade.

## **SECTION 13. Certification Pay**

An employee employed in either the Wastewater Supervisor or Water Supervisor classification shall be entitled to certification pay as described below in the event that the employee obtains and maintains a valid certification related to their job duties that is of a higher level or more specialized than the certification required by the City as provided for in the employee's classification specification.

The employee's Department Head will determine which certifications are of a higher level or

are more specialized.

Following the employee's submission of documentation to their Department Head that they are qualified to receive certification pay, the City will provide the employee such pay starting the next full pay period after the Department Head certifies that the employee is qualified to receive such pay. In the event that the Department Head does not certify the employee's qualification to receive such pay in order for the employee to receive such pay the next full pay period, the City will provide the employee retroactive pay to the first full pay period following the employee's submission of documentation to their Department Head that they are qualified to receive such pay.

The City will provide certification pay at the following rates based on the employee's job classification:

Job Classifications Occupying Salary Grades 30S – 39S:	\$146.79/pay period
Job Classifications Occupying Salary Grades 40S – 49S:	\$187.90/pay period
Job Classifications Occupying Salary Grades 50S – 53S:	\$207.41/pay period

If during the term of this MOU a job classification is assigned a salary grade higher than 53S, the flat dollar pay period amount of certification pay for the employee shall be equivalent to five percent (5%) of the base salary E Step of the salary grade

**SECTION 14. Use of Personal Vehicle on Official City Business**

An employee who is authorized to use a personal vehicle while on official City business will receive mileage reimbursement at the rate approved by the Internal Revenue Service ("IRS").

Unless authorized by the employee's Department Head, use of a personal vehicle will not be authorized, if a City motor pool vehicle is available to the employee.

**SECTION 15. Uniforms**

The City shall provide uniforms to employees employed in the job classifications enumerated below:

1. Assistant Fire Marshal
2. Crime Prevention Analyst I/II
3. Emergency Management Coordinator
4. Environmental Safety Manager
5. Equipment Maintenance Supervisor
6. Facilities Maintenance Supervisor
7. Fire Marshal
8. Park Maintenance Supervisor
9. Police Records Supervisor
10. Principal Environmental Specialist
11. Senior Building Inspector
12. Street Maintenance Supervisor
13. Wastewater Supervisor
14. Water Supervisor

A Department Head will determine appropriate uniform and footwear for employees employed

in job classifications in their Department.

The City will provide the Association an opportunity to provide input on the style of employee uniforms. However, the City possesses the exclusive authority to determine the style of employee uniforms. The City's determination shall be final and not subject to appeal.

The City shall provide employees who are required to wear a uniform cleaning services for such uniforms.

In the event that a uniform is damaged through regular use, the City shall replace the uniform.

In addition to the provision of uniforms as described above, the City shall provide employees in the following classifications a uniform cleaning allowance of \$400 per year:

1. Assistant Fire Marshal
2. Environmental Safety Manager
3. Principal Environmental Specialist
4. Fire Marshal
5. Crime Prevention Analyst I/II
6. Emergency Management Coordinator
7. Police Records Supervisor
8. Senior Building Inspector

The City will provide such allowance on a pro rata basis as part of the regular bi-weekly payroll.

#### **SECTION 16. Deferred Compensation Plan**

Employees are eligible to participate in the Mission Square Deferred Compensation Plan. Participation is voluntary and there is no City contribution to the plan.

#### **WORK SCHEDULES**

##### **SECTION 17. Assignment of Work Schedule**

A. Employees shall work a 9/80 work schedule.

Employees assigned to a 9/80 work schedule shall work eight (8) nine (9) hour days and one (1) eight (8) hour day every two weeks according to their assigned shift as described below.

B. An employee may be permitted to work a 5/40 work schedule by mutual written agreement by the following parties: (1) The employee; (2) Their Department Head; and (3) The Association. Other schedules may be permitted pursuant to mutual agreement by the same parties.

C. A Department Head may assign employees in their Department to one (1) of three (3) shifts: (1) "A"; (2) "B"; or (3) "C".

Employees assigned to the "A" and "B" shift work a 9/80 schedule, with employees assigned to the "A" shift working one (1) eight (8) hour shift Friday and taking the next Friday off, and employees assigned to the "B" shift working an eight (8) hour shift on the Friday that the employees assigned to the "A" shift take off, and taking off the Friday that the employees

assigned to the "A" shift work. Employees who work a 5/40 work schedule will be assigned to the "C" shift work and will be scheduled to work Monday through Friday.

- D. If operational needs require and the change in work schedule is intended to be permanent, the City may assign employees to work a different 9/80 schedule if the change in schedule is not arbitrary, capricious, retaliatory, or discriminatory.

In the event of such a change to an employee's work schedule, the City shall provide the Association and the affected employee with 30 days' notice prior to the implementation of such a change. Such notification shall provide a description of the operational need requiring the change to the employee's work schedule.

The City shall not change an employee to any other schedule (e.g., from a 9/80 schedule to a 5/40 or a 4/10 without mutual written agreement by the following individuals: (1) The employee; (2) Their Department Head; and (3) The Association.

- E. The City is conducting four-month pilot program with employees in unrepresented management and confidential job classifications who have been provided the opportunity to work a 4/10 work schedule. When the pilot program concludes, on or about June 30, 2023, the City will assess the program and determine whether to extend the program, including to employees in represented bargaining units.

If the City determines that the program was effective and that the interests of the City and the public would be served by extending the program to other employees, the City will provide employees in the bargaining unit represented by SPEA the opportunity to work a 4/10 work schedule.

Under such an arrangement, an employee may be permitted to work a 4/10 work schedule by mutual written agreement by the following parties: (1) The employee; (2) Their Department Head; and (3) The Association. If there is mutual agreement to a change in the employee's work schedule to a 4/10 work schedule, the Department Head with responsibility for the Department in which the employee works may assign the employee who will work the 4/10 work schedule to one (1) of two (2) new shifts: (1) "D"; or (2) "E". Employees assigned to the "D" and "E" shift work a 4/10 schedule, with employees assigned to the "D" shift working four (4) 10 hour shifts Monday through Thursday, and employees assigned to the "E" shift working four (4) 10 hour shifts Tuesday through Friday.

Subsequent to such assignment, if operational needs require and the change in work schedule is intended to be permanent, the City may assign employees to work a different 4/10 schedule if the change in schedule is not arbitrary, capricious, retaliatory, or discriminatory.

In the event of such a change to an employee's work schedule, the City shall provide the Association and the affected employee with 30 days' notice prior to the implementation of such a change. Such notification shall provide a description of the operational need requiring the change to the employee's work schedule.

The City shall not change an employee to any other schedule (e.g., from a 4/10 schedule to a 9/80 or a 5/40 without mutual written agreement by the following individuals: (1) The employee; (2) Their Department Head; and (3) The Association.

**SECTION 18. Rest and Lunch Periods**

Employees shall be provided a fifteen (15) minute rest period near the mid-point of every four (4) hours of scheduled work.

In order to ensure that employees are prepared to resume performance of their job duties at the conclusion of the fifteen (15) minute rest period, employees are encouraged to take their rest period within the building where they are assigned to be working or on the grounds immediately adjacent to such location.

Employees shall be provided either a thirty (30) or sixty (60) minute lunch period depending on the employees' work assignment.

An employee's failure to utilize a rest or lunch period does not authorize the employee to engage in the following conduct: (1) Accumulate or "bank" unused rest time; (2) Conclude their regularly scheduled work shift at a time earlier than the scheduled end of such shift; or (3) Extend a rest or lunch period beyond the time limits prescribed by this section.

However, where the employee's supervisor requires that the employee not take a rest or lunch period because of the need to provide services to the City, such work shall be compensated in accordance with this MOU, City Rules and Regulations and other applicable statutory requirements. In such circumstances, the employee's supervisor may authorize the employee to end their work day early so that the hours actually worked does not exceed their regular daily work hours. In order for employees to end their work day early, they must be required to work during a rest or lunch period and receive authorization to leave early by their supervisor.

**OVERTIME**

**Section 19. MOU Overtime Compensation**

- A. Employees in this bargaining unit shall be entitled to MOU overtime pay at the rate of one and one-half (1 ½) times their regular rate of pay for all hours worked in excess of forty (40) in a seven (7) day work week, as defined in Subsection B, below.
- B. For FLSA purposes, the City establishes the following workweeks for employees in this bargaining unit as described in Article 2, Section 16:
  - 1. For employees who are assigned to a 9/80 work schedule, the workweek shall begin four (4) hours into the eight (8) hour shift that they are scheduled to work such that no consecutive seven (7) day period shall exceed forty (40) hours.
  - 2. For employees who are assigned to a 5/40 work schedule, the workweek shall commence at 8:00 am on Monday and conclude at 7:59 am the following Monday.
  - 3. For FLSA purposes, for employees who are assigned to a 4/10 work schedule (regardless of the shift (i.e., "D" or "E" shift), the workweek shall commence at 8:00 am on Monday and conclude at 7:59 am the following Monday, unless the employee is assigned to an alternative start time, in which case the workweek shall commence at the start time on Monday and end immediately prior to that start time the following Monday.

- C. Pursuant to Article 6, Section 7, in the event that the City conducts an FLSA audit during the term of this MOU in order to determine the status of employees under the FLSA (e.g., exempt or non-exempt), the City may reopen Article 2, Section 18-20 and engage in a meet and confer with the Association regarding any changes that the City proposes to make to those sections.

**SECTION 20. Definition of Hours Worked for MOU Overtime**

For purposes of calculating overtime pay as described in Article 2, Section 18, the City will include holiday leave as time worked.

The City will not consider the following non-working time as time worked for purposes of calculating overtime:

1. Lunch periods;
2. Utilization of paid or non-paid leaves of absence (e.g., vacation leave, sick leave, leave without pay, compensatory time off, and the one (1) Floating Holidays/Personal Leave Day provided to employees pursuant to Article 4, Section 11);
3. Travel time to and from the work site when reporting for a regularly scheduled work shift;
4. All time in off-duty voluntary training assignments (e.g., homework, study time, meal time, sleep, etc.).
5. All off-duty travel;
6. All time for personal preparation and clean up; or
7. Any other time not deemed hours worked by the FLSA, except for paid time off for holidays recognized by the MOU and Floating Holidays provided to employees should their regularly scheduled day off fall on a holiday recognized by this MOU pursuant to Article 4, Section 10.

**SECTION 21. Overtime Authorization**

Employees must receive supervisory approval prior to working overtime.

**SECTION 22. Compensatory ("Comp") Time**

- A. Employees may accumulate no more than eighty (80) hours of compensatory time off ("CTO").
- B. Requests for the use of CTO by the employee shall be granted within a reasonable period of time following the request and shall not be denied unless the request would unduly disrupt the City's operational needs.
- C. Employees may cash out CTO as it is accrued by notifying the payroll division of their intent to do so. CTO will be cashed out at the employee's current base rate of pay. Payroll will

provide the employee the requested cash out as soon as practicable.

- D. Upon separation or death, employees shall receive payment for one hundred percent (100%) of their accumulated compensatory leave. CTO payouts shall be paid at the employee's base salary hourly rate of pay.

**SECTION 23. Recall Time**

Employees who are required by a supervisor to return to a designated worksite other than during the employee's regularly scheduled hours of work and at a time not contiguous with said regularly scheduled hours of work, shall be provided a minimum of four (4) hours work time credit. Said minimum of four (4) hours shall then be included within the work period described in Section 1 for computation of overtime purposes.

**ARTICLE 3 - BENEFITS**

**SECTION 1. Health Insurance**

- A. Health Insurance Coverage: Employees receive coverage under a Public Employees' Medical and Hospital Care Act ("PEMHCA") plan administered by the Public Employees' Retirement System ("PERS").

Employees who elect to be covered under such plan may choose between Health Maintenance Organization ("HMO") and indemnity medical coverage plans.

- B. City Health Contribution: The City will contribute both the minimum amount required under Government Code section 22892 and a supplemental amount under PEMHCA to cover certain costs associated with the premiums associated with the coverage for the employee and their eligible dependent(s)' medical costs.

The City's maximum contributions shall be as follows:

1. Effective January 1, 2023, the City will contribute \$1,700 per member per month for employee health coverage;
2. Effective January 1, 2024, the City will contribute \$1,750 per member per month for employee health coverage;
3. Effective January 1, 2025, the City will contribute \$1,800 per member per month for employee health coverage; and
4. Effective January 1, 2026, the City will contribute \$1,850 per member per month for employee health coverage.

An employee shall be responsible for any employee premium amount that exceeds the City contribution amount described above. The City will deduct such amount from the employee's paycheck through a pre-tax payroll deduction.

The City no longer provides employees who opt out of health coverage under the City plan the option to receive cash in lieu of such coverage.

**SECTION 2. Dental Insurance**

The City provides fully paid dental insurance for the employee and all eligible dependents, subject to the limitations as set forth in Article 3, Section 11.

**SECTION 3. Vision Insurance**

The City provides fully paid vision insurance for employees and all eligible dependents, subject to the limitations as set forth in Article 3, Section 11.

**SECTION 4. Flexible Spending Account**

Pursuant to applicable law, the City allows for employees to use pre-tax contributions to their Flexible Spending Account ("FSA") to pay for qualifying expenditures, including but not limited to employee paid insurance premiums, non-reimbursed medical expenses and dependent care expenses.

Participation in the FSA program is voluntary.

**SECTION 5. Retiree Health Insurance Contribution**

For bargaining unit members who possess five (5) years' CalPERS service credit, the City shall make a contribution for use towards the medical costs of the employee and their eligible dependents equal to that amount described in Article 3, Section 1, Subsection B.

A former employee shall be responsible for any premium amount that exceeds the City's maximum contribution. The former employee will pay the additional amount owed through their CalPERS annuity. The City's maximum per month contribution outlined in Article III, Section 1, Subsection B includes the PEMHCA minimum contribution required under Government Code section 22892. As required by Government Code section 22892(b), the City's contribution will be an equal amount for both employees and retirees.

**SECTION 6. Retiree Dental and Vision**

Upon retirement, an employee and their spouse, registered domestic partner, and/or their eligible dependents who are actively enrolled in the City's dental and vision insurance plans may remain enrolled in such plans as a retiree should such plans continue to remain available to current employees, but shall be responsible for full payment of the associated insurance premiums.

In order to be eligible to be covered by such plans, the retiring employee and their spouse, registered domestic partner, and/or and their eligible dependents must be actively enrolled in the plan(s) under which they are seeking continued coverage.

If, upon retirement, the employee declines continued coverage under either plan, they may not enroll at a later time.

Upon retirees death, the surviving spouse, registered domestic partner and/or eligible dependent(s) who are actively enrolled in the City's dental and vision insurance plans may remain enrolled in such plans as surviving dependents should such plans continue to remain available to current employees, and shall be responsible for full payment of the associated insurance premiums.

This provision is not intended to vest either retirees or current employees once retired with any right to remain enrolled in the City's dental and vision insurance plans. The City may decide to change dental or vision insurance plans without regard to the impact that such a decision would have on retirees' eligibility to enroll in such plans.

**SECTION 7. Leave Cashouts**

Employees retiring from the City service will be paid out the accumulated total of their unused vacation leave, personal floating holiday leave, and compensatory leave, as provided for in this Agreement.

Cashouts, if any, for accumulated sick leave are covered by Article 4, Section 8.

Leave payouts shall be paid at the employee's base salary hourly rate of pay.

**SECTION 8. Long Term Disability ("LTD") Insurance**

The City provides employees with a fully paid long term disability insurance policy which allows continuance of two-thirds (2/3) of the first \$9,750 of the employee's monthly salary with a maximum monthly benefit of \$6,500.

The policy applies to non-job-related injuries and illnesses.

Benefits are payable following a sixty (60) day waiting period.

The maximum benefit period may vary depending on the employee's age at the time of the disabling injury or illness.

**SECTION 9. State Disability Insurance ("SDI") Program**

The City provides employees the opportunity to access State Disability Insurance ("SDI") through the Employment Development Department ("EDD").

All actual costs associated with participation in the SDI Program will be the responsibility of employees.

**SECTION 10. Life Insurance**

Employees are provided a \$50,000 basic term life insurance policy.

Employees may purchase additional coverage for themselves (\$100,000 maximum) and for family members at a group rate, subject to the applicable limitations.

**SECTION 11. Dental, Vision and Life Insurance Contribution**

The City's aggregate contribution for current dental, vision and life insurance for the term of this agreement shall be set and fixed at \$184.25 per month.

The City shall provide vision benefits for each employee and the employee's eligible dependents.

Within the monthly contribution cap currently established for dental, vision and life insurance coverage, the City's monthly contributions toward dental and life insurance coverage shall be made after the City makes its contribution to provide vision benefits for an employee and their dependents.

**SECTION 12. Retirement**

- A. Employees who do not meet the definition of "new member" under the California Public Employees' Pension Reform Act of 2013 ("PEPRA") (those members shall be referred to as "classic members") are enrolled in either the California Public Employees' Retirement System ("CalPERS") retirement plans commonly referred to as the 2% at age 55 retirement plan ("Tier I") or the 2% at age 60 retirement plan ("Tier II") and shall be provided the benefits described below:

Tier I: Employees hired before November 6, 2012 shall be eligible for the following retirement benefits:

1. 2% at age 55 retirement formula;
2. Retirement benefits based on the employee's single highest "compensation earnable" for one (1) year;.
3. Pre- and Post-Retirement Death Benefits; and
4. Public Agency Retirement System ("PARS") Retirement Enhancement Plan, generally described as one-half percent (0.5%) at age 55 for all employees hired on or prior to December 31, 2012.

To be eligible, employees must be satisfy the following conditions: (1) be hired by the City for a position within the bargaining unit before October 1, 2012; (2) be at least age fifty-five (55) at the time of retirement; (3) have fifteen (15) years of full-time continuous service to the City; and (4) retire from the City.

This benefit will be paid to qualified retirees in addition to any CalPERS benefits to which they are entitled, as described above.

Pursuant to a side letter between the City and SPEA entitled, "Public Agency Retirement System Retirement Enhancement Plan ('PARS')" and the November 3, 2015 Resolution adopting "The City of El Segundo Public Agency Retirement System (PARS) retirement Enhancement Plan (as Amended and Restated Effective October 31, 2015) ("Plan Amendment"), the City and PARS Retirement Enhancement Plan participants have agreed to discontinued the PARS Retirement Enhancement Plan such that participants will no longer be eligible for retirement enhancements and will no

longer be obligated to make contributions to fund the Plan.

Employees shall pay the full eight percent (8%) of their PERSable compensation towards the CalPERS member contribution. Until such time as the City's contract with CalPERS is amended pursuant to the Government Code to reflect that employees are contributing the full eight percent (8%), the City will treat one percent (1%) of the cost-share described here as an employer contribution rather than an employee contribution.

Employee contributions shall be deducted on a pre-tax basis to the extent permitted by federal and/or state law and regulations.

Tier II: Employees hired between November 6, 2012 and December 31, 2012 or who were hired thereafter but were existing CalPERS members at the time of their hiring shall be eligible for the following retirement benefits:

1. 2% at age 60 retirement formula;
2. Retirement benefits based on the employee's single highest "compensation earnable" for one (1) year; and
3. Pre- and Post-Retirement Death Benefits.

Employees shall pay the full eight percent (8%) of their PERSable compensation towards the CalPERS member contribution. Until such time as the City's contract with CalPERS is amended pursuant to the Government Code to reflect that employees are contributing the full eight percent (8%), the City will treat one percent (1%) of the cost-share described here as an employer contribution rather than an employee contribution.

Employee contributions shall be deducted on a pre-tax basis to the extent permitted by federal and/or state law and regulations.

- B. Tier III: Employees hired on or after January 1, 2013 and who meet the definition of "new member" under PEPRA are enrolled in the following retirement plan ("Tier III") and shall be provided the benefits described below:

Tier III: Employees hired on or after January 1, 2013 shall be eligible for the following retirement benefits:

1. 2% at age 62 retirement formula;
2. "Final compensation" based on the employee's highest average annual "pensionable compensation" earned by the member during a period of at least thirty-six (36) consecutive months and their retirement benefits shall be calculated based on "pensionable compensation" rather than "compensation earnable";
3. Pre- and Post-Retirement Death Benefits.

Employees shall individually pay a Member CalPERS contribution rate of fifty percent (50%) of the normal cost rate for the Defined Benefit Plan in which the "new member"

is enrolled, as may be adjusted by CalPERS per PEPRA.

All retirement plan benefits shall be integrated with Social Security.

**SECTION 13. Workers' Compensation**

The City provides employees who sustain job-related injuries or illnesses that are compensable under California Workers' Compensation Laws three-quarters (3/4) of their regular monthly salary for a period of up to one (1) year.

**SECTION 14. Education Reimbursement Program**

The City may provide employees who complete work-related college courses with a grade of "C" or better up to \$2,000 per calendar year for the cost of tuition and books.

In order to qualify for receipt of such funds the employee must obtain either pre-authorization or approval for reimbursement from their Department Head and Human Resources Director, or such employees' designees.

Employees who participate in the reimbursement program must provide a copy of their grade(s) for verification and execute an agreement which provides for the following:

Educational Reimbursement – "I certify that I successfully completed the course(s), and received a grade of 'C' or better. Further, I agree to refund the City or have deducted from my final paycheck any educational reimbursement funds received under this program if I should leave the City's employment, voluntarily or through termination, with cause, within one (1) year after the completion of the course work for which I am to receive reimbursement, in accordance with the following schedule.

Below is the reimbursement schedule for the full months worked between the employee's completion of the course for which they are being reimbursed and their last day of employment with the City and the percentage of the total reimbursement to be refunded to the City.

Months Worked between Date the Course was Completed and the Final Day at Work	Percentage to be Refunded to the City (%)
1	100
2	100
3	90
4	80
5	70
6	60
7	50
8	40
9	30
10	20
11	10
12	0

New hires to the City are ineligible to participate in this program until they pass probation.

**SECTION 15. Professional Memberships, Conferences, Meetings, and Workshops**

With the approval of the employee’s Department Head or the City Manager, the City will pay the costs associated with an employee’s professional membership fees and conference, meeting and workshop attendance.

**SECTION 16. Employee Assistance Program (“EAP”)**

The City provides employees and immediate family members’ confidential assistance, referrals, and counseling through the EAP.

The program is designed to provide professional assistance and support to help employees and their families resolve problems that affect or may affect their personal or professional lives.

The City shall provide the basic level of EAP service to employees at the cost incurred by the City for participation in such program.

Basic level includes three (3) session per member per incident per year.

**SECTION 17. Credit Union**

Employees are eligible to join the South Bay Credit Union.

**ARTICLE 4 – LEAVES AND ABSENCES**

**SECTION 1. Vacation Accrual**

Employees shall accrue vacation leave at the following rates depending on their years of service to the City or another public agency:

Years of Service	Annual Accrual Rate	Accrual Per Pay Period	Maximum Permissible Accrual
0-5	108 hours	4.15 hours	216 hours
6-10	132 hours	5.08 hours	264 hours
11-15	156 hours	6.00 hours	312 hours
16+	188 hours	7.23 hours	376 hours

**SECTION 2. Vacation Accrual Cap**

Employees may accrue up to two (2) years of vacation leave at their current annual accrual rate.

Effective July 2, 2023, the City will impose a hardcap on vacation accrual such that no employee shall be permitted to accrue vacation in excess of twice their annual accrual rate. Any employee who has accrued, but unused, vacation in an amount that exceeds that amount will

forfeit the amount of vacation in excess of the hardcap.

**SECTION 3. Vacation Use**

Employees may use their accrued vacation leave after six (6) months of employment.

**SECTION 4. Vacation Cash Out – Active Employees**

- A. Qualification for Vacation Cash Out: An employee who has completed one (1) year of service qualifies for vacation cash out.
- B. Cashout Process in 2023: In calendar year 2023, a qualified employee may elect to receive cash payment(s) in lieu of accrued vacation leave up to one hundred percent (100%) of the total amount of vacation leave that the employee can accrue in a year based on their length of service as described in Article 4, Section 1, While employees may elect to exercise this option not more than twice in calendar year 2023, the cumulative amount of vacation leave cashed out may not, in aggregate, exceed total amount of vacation leave that the employee can accrue in a year.
- C. Election Process: A qualified employee may elect to receive cash payment(s) in lieu of accrued vacation leave up to one hundred percent (100%) of the total amount of vacation leave that the employee can accrue in a year based on their length of service as described in Article 4, Section 1.

On or before December 15, 2023 and every December 15<sup>th</sup> thereafter, a qualified employee who elects to cash out some or all of their accrued vacation for the following year shall submit written request to the Human Resources Department stating their irrevocable election(s).

The employee shall provide the following information as part of their election: (1) The total number of hours of vacation leave that the employee will accrue between January 1 and June 30 in the following calendar year based on their annual accrual rate based on their years of service; (2) The total amount of accrued vacation leave that the employee wants to cash out in July of the following calendar year (The cash-out amount must be equal to or less than the amount accrued between January 1 and June 30); (3) The total number of hours of vacation leave that the employee will accrue between July 1 and December 31 in the following calendar year based on their annual accrual rate based on their years of service; and (4) The total amount of accrued vacation leave that the employee wants to cash out in December of the following calendar year (The cumulative cash-out amount must be equal to or less than the total amount accrued between January 1 and December 30).

- D. The City shall administer the cash out twice annually, starting in December 2023 and every December thereafter. The City shall make the cash outs in the first full pay period in July and December.

Such cash outs shall be paid at the employee's base salary hourly rate of pay.

- E. Regardless of the number of hours that the employee requests to cash out, the City can only cash out vacation hours that the employee has available for their use.

**SECTION 5. Vacation Cash Out Upon Separation**

Employees shall receive payment for one hundred percent (100%) of their accrued vacation leave upon separation or death.

Vacation leave cash outs shall be paid at the employee's base salary hourly rate.

**SECTION 6. Sick Leave Accrual**

Employees accrue sick leave at a rate of eight (8) hours per month.

**SECTION 7. Sick Leave Cap**

For employees hired after the date the City Council adopts the MOU, the City will limit the accrual of sick leave to six hundred (600) hours.

For employees hired on or before the date that the City Council adopts the MOU, the City will allow the accrual of sick leave in excess of six hundred (600) hours subject to a mandatory cash out as described below.

**SECTION 8. Sick Leave Cashout**

For employees hired on or before the date on which the City Council adopts the MOU, the City will cash out any accrued sick leave in excess of six hundred (600) hours on December 1 of each year. The City will provide the cash out by direct deposit.

Upon separation or death, the City shall cashout sick leave by employees as follows:

1. The City shall not provide any employee, regardless of the date of their hire by the City, cashout of accrued sick leave in the event that the City terminates such employee for cause.
2. Notwithstanding the above, for an employee who has been employed by the City for at least five (5) years and separates from City employment, the City shall provide the employee a cashout at an amount equal to one-half (1/2) the value of such sick leave (*i.e.*, one-half (1/2) the employee's base salary hourly rate of pay for each hour of sick leave).
3. For an employee hired on or before the date that the City Council adopts the MOU who separates as a result of a service retirement, disability retirement or death, the City shall provide a cashout at an amount equal to the full the value of such sick leave (*i.e.*, the employee's base salary hourly rate of pay for each hour of sick leave).
4. For an employee hired after the date the City Council adopts the MOU who have been employed by the City for at least five (5) years and separates as a result of a service retirement, disability retirement or death, the City shall provide a cash out at an amount equal to one-half (1/2) the value of such sick leave at the time of retirement or death.

**SECTION 9. Sick Leave to Provide Care for Family Members**

Employees are eligible to utilize a maximum of half their annual sick leave accrual, or forty-eight (48) hours, of sick leave per calendar year in order to provide care to a "family member" of the

employee suffering from illness or injury.

For this purpose, the term "family member" means a child, parent, spouse, registered domestic partner, grandparent, grandchild or sibling, or any other "family member" recognized by Labor Code section 245.5. The term parent shall also include the parent of the employee's spouse or registered domestic partner.

For this purpose, the term "family member" also means one (1) "designated person" that the employee has identified who is related to the employee by blood or whose association with the employee is the equivalent of a family relationship.

**SECTION 10. Holidays**

The City recognizes the following holidays for City employees:

1. January 1<sup>st</sup>
2. The third (3<sup>rd</sup>) Monday in January (Martin Luther King Jr. Day)
3. The third (3<sup>rd</sup>) Monday in February (President's Day)
4. The last Monday in May (Memorial Day)
5. July 4<sup>th</sup>
6. The first (1<sup>st</sup>) Monday in September (Labor Day)
7. November 11<sup>th</sup> (Veteran's Day)
8. Thanksgiving Day
9. The Friday after Thanksgiving Day
10. December 24<sup>th</sup>
11. December 25<sup>th</sup>
12. December 31<sup>st</sup>

Holidays will be paid based on the employee's assigned daily work schedule. For example, employees assigned to a 5/40 schedule will receive eight (8) hours of pay for holidays. Employees assigned to a 9/80 schedule will receive nine (9) hours of pay, unless the holiday falls on their assigned eight-hour scheduled work day in which case they will be paid eight (8) hours. Employees on other schedules will be compensated accordingly. Employees assigned to a 4/10 schedule will receive 10 hours of pay for holidays.

**SECTION 11. Holidays Falling on Saturdays and Sundays**

In the event any of the above referenced holidays fall on a Saturday, the holiday shall be observed on the preceding Friday and City Hall shall be closed. In the event any of the above holidays fall on a Sunday, the holiday shall be observed the following Monday and City Hall shall be closed.

**SECTION 12. Holidays Falling on an Employee Workday or Regularly Scheduled Day Off**

In the event that a holiday (as described in Article 4, Sections 8 or 9) falls on an employee's workday, the City shall provide the employee Holiday Pay.

In the event that a holiday (as described in Article 4, Sections 8 or 9) falls on an employee's regularly scheduled day off, the City shall provide the employee a Floating Holiday Day for use at a later date.

Floating Holidays will be credited to the employee's leave bank in the pay period in which the holiday falls.

**SECTION 13. Personal Leave Day**

A. Each employee shall receive one (1) day per calendar year as a Personal Leave.

For this purpose, employees who are assigned to a 5/40 schedule shall receive eight (8) hours, employees who are assigned to a 9/80 schedule shall receive nine (9) hours, and employees who are assigned to a 4/10 schedule shall receive 10 hours.. Employees on other schedules will be compensated accordingly.

B. In the first full pay period following the adoption of this MOU by the City Council, the City shall provide employees an additional one (1) day of Personal Leave. The City shall provide employees a second (2<sup>nd</sup>) day of Personal Leave each year, as described below, unless and until such time as the City recognizes either Cesar Chavez Day or Juneteenth as a Holiday. In the event that the City recognizes either Cesar Chavez Day or Juneteenth as a Holiday, the City will rescind the provision of a second (2<sup>nd</sup>) day of Personal Leave for the following calendar year.

C. The City will credit employees with the Personal Leave every January. Newly hired bargaining unit members hired after the first of the year will also receive the Personal Leave, which the employee may use six (6) months after the employee's initial appointment date.

**SECTION 14. Limited Carryover of Floating Holidays and Personal Leave**

Floating Holiday and Personal Leave hours may not be carried over from one calendar year to the next, except that Floating Holiday hours credited to an employee in November or December may be carried over to the next calendar year, but must be used by October 31 of the following year.

**SECTION 15. Floating Holiday and Personal Leave Cash Out Upon Separation**

Employees shall receive payment for one hundred percent (100%) of their accumulated Floating Holidays and Personal Leave upon separation or death.

Such payouts shall be paid at the employee's base salary hourly rate of pay.

**SECTION 16. Bereavement Leave**

In the event of the death of an employee's "family member", as defined in Article 4, Section 7, but excluding the "designated person," the City shall provide the employee three (3) days paid bereavement leave and two (2) days of unpaid leave to be used within three (3) months of the date of the death of the "family member."

Employees may elect to use other forms of paid leave that they have accumulated in order to provide for their compensation while using the two (2) days of unpaid leave.

For employees who need to travel 500 or more miles from the City in order to attend services for

the employee's family member, the City shall also provide two (2) additional days of paid bereavement leave in lieu of the two (2) days of unpaid leave.

**SECTION 17. Catastrophic Leave**

Catastrophic leave means leave for employees who are unable to work as the result of a serious injuries or illnesses and who have exhausted all of their paid leave.

The City shall administer catastrophic leave pursuant to the City of El Segundo Catastrophic Leave Bank Policy negotiated by the City and Association and revised in 2009. During the term of this Agreement, should the City adopt a Catastrophic Leave Bank Policy following a meet and confer with the Association, the City shall administer catastrophic leave consistent with that policy.

**SECTION 18. Jury Duty Leave**

- A. The City will provide an employee who is required to report for jury duty or serve on a jury a leave of absence covering such service.
- B. Employee Notice: Prior to reporting for jury duty, the employee must provide written notice of the expected jury duty to their supervisor as soon as possible, but in no case later than fourteen (14) calendar days before the beginning of the jury duty.
- C. Documentation of Jury Duty: The employee must provide documentation of their daily attendance on jury duty.
- D. Paid Leave: During the first two (2) weeks of jury duty, an employee shall be entitled to receive their regular compensation.
- E. Unpaid Leave: For any portion of jury duty that extends beyond two (2) weeks, such extended jury duty period shall be without regular pay, unless the employee elects to use paid leave accruals for such time.
- F. Reporting to Work: While on jury duty, in the event that the employee is relieved of jury obligations for three (3) or more consecutive hours, the employee must report to work.

Employees relieved of jury duty for three (3) or more consecutive hours may elect to use paid leave accruals to take such time off from work, provided the employee has requested and received their supervisor's approval to do so.

**ARTICLE 5 – EMPLOYER-EMPLOYEE RELATIONS**

**EMPLOYEE ORGANIZATION REPRESENTATIVES/ACTIVITIES**

**SECTION 1. Designation of Board Members and Release Time**

The Association may designate up to three (3) board members to serve as union representatives in personnel matters.

Upon timely request and for suitable reasons, the Human Resources Director, or their designee, shall authorize release of a designated board member from normal duties to attend to or assist in personnel matters involving Association members, unless such individual is needed in order to perform urgent or emergent work for the City. In the event that the individual is unavailable to attend to or assist in the personnel matter, another designated board member will be released for this purpose.

The City shall not withhold authorization of release time for this purpose.

In total, the City will provide the Association up to one-hundred and fifty (150) hours of paid release time per year to attend to or assist in personnel matters involving Union members. Such time shall not include release time for the purpose of engaging in meet and confer with the City. In the event that the Association exhausts the one-hundred and fifty (150) hours of paid release time to attend to or assist in personnel matters, the City and the Association shall meet to discuss the City's provision to designated board members of a reasonable amount of additional time to attend to such matter.

Designated board members shall report the time used to attend to personnel matters during their regular working hours on their timecards.

**SECTION 2. Designation of Regular Bargaining Team Members, Subject Matter Experts, Non-City Representatives and Release Time**

The Association may designate up to five (5) bargaining unit members to serve as regular bargaining team members during the meet and confer process for successor MOU negotiations and other matters related to decision and effects bargaining.

The Association may request that the City recognize additional bargaining unit members to participate in bargaining in order to address subjects with which such employees have subject matter expertise. The City shall not unreasonably deny the participation of such individuals in bargaining. The City may limit the participation of such individuals to the negotiation of subjects with which such individuals possess subject matter expertise.

The Association may designate a reasonable number of non-City employees to serve as representatives of the Association and to participate in bargaining. The participation of such individuals will not count against the five (5) bargaining team members that the Association may designate.

Upon timely request and for suitable reasons, the Human Resources Director, or their designee, will authorize release of regular bargaining team members and subject matter experts from their normal duties to prepare for or participate in bargaining with the City.

The City shall not withhold authorization of release time for this purpose.

During the meet and confer process, the City shall provide the regular bargaining team members sufficient release time to prepare for and participate in negotiations with the City.

The City shall provide each bargaining unit member two (2) hours of paid release time to participate in the vote to ratify a tentative agreement for the successor MOU to this Agreement. The City will not provide other release time to non-bargaining team members for purposes of engaging in matters related to bargaining, except as described in this section.

### **SECTION 3. No-Strike**

The Association agrees that during the term of this MOU City employees represented by the Association will not strike, or engage in any work stoppage or slow down, engage in a concerted failure to report for duty, or fail to perform their duties in whole or in part for the purposes of inducing, influencing or coercing a change in conditions, or compensation, or the rights privileges or obligations of employment.

The Association also agrees that their members employed by the City will not refuse to cross a picket line in the performance of their normal and customary duties nor attempt to influence, either directly, or indirectly, the employees to honor an existing picket line in the performance of their normal and customary duties as employees.

## **MANAGEMENT RIGHTS**

### **SECTION 4. Management Rights**

Except as limited by the specific and express terms of this MOU, the City hereby retains and reserves unto itself all rights, powers, authority, duties and responsibilities confirmed on and vested in it by the laws and the Constitution of the State of California and/or United States of America.

The management and direction of the work force of the City is vested exclusively in the City and nothing in this MOU is intended to circumscribe or modify the existing rights of the City to engage in the following conduct:

1. Direct the work of its employees;
2. Hire, promote, demote, transfer, assign and retain employees in positions within the City, subject to the rules and regulations of the City;
3. Discipline employees for proper cause;
4. Maintain the efficiency of governmental operations;
5. Relieve employees from duties because of lack of work;

6. Take action as may be necessary to carry out the City's mission and services in emergencies; and
7. Determine the methods, means and personnel by which the operations are to be carried out and require overtime work by City employees.

## **LAYOFFS**

### **SECTION 5. Grounds for Layoff**

Whenever, in the judgment of the City Council, it becomes necessary to reduce the workforce because of a lack of funds, lack of work or reorganization, an employee may be laid off, reduced in classification or displaced by another employee.

Such layoff, reduction or displacement shall result from action of the City Manager or their designee. Such action shall not entitle the laid off, reduced or displaced employee to a right of appeal.

The City Manager shall recommend to the City Council each classification to be affected by any such change.

### **SECTION 6. Notice to Employees**

The City shall notify the Association thirty (30) days prior to the implementation of layoffs, to provide for adequate time to meet and confer regarding the impact.

An employee filling a full-time position shall be given fourteen (14) Calendar day's prior notice of lay off.

Employees transferred, reduced or displaced shall be given five (5) calendar days' notice. The City Council may approve a reduction in the notice requirements, if so recommended by the City Manager.

### **SECTION 7. Procedures for Layoff**

Permanent employees, including employees who are in a probationary status as a result of a promotion, in classifications affected by a reduction in force shall be laid off based on seniority in City service; that is the employee with the least City service shall be laid off first, followed by the employee with the second least City service, etc. Seniority shall be determined by hire date.

### **SECTION 8. Tie Breaks**

Provided that the seniority and hiring dates of two (2) employees are the same, retention points for job performance shall be credited on the basis of the average of the overall evaluation ratings for the last three (3) years in a classification, provided the last rating had been filed at least thirty (30) days prior to the date of the layoff notice.

Retention points are as follows:

1. "Unsatisfactory" rating = 0 retention points
2. "Below Standard" rating = 6 retention points
3. "Standard" rating = 12 retention points
4. "Above Standard" rating = 18 retention points
5. "Outstanding" rating = 24 retention points

In the event of a tie in seniority, the employee with the lowest average of retention points shall be laid off first. In the event that one or more of the affected employees do not have a sufficient number of performance evaluations on file, ties shall be broken by a coin toss.

#### **SECTION 9. Reduction to a Vacant Position**

An employee designated for layoff as a result of the elimination of a position or classification may be offered appointment to a vacant position in a lower classification, if the employee is qualified by education or experience for such position.

If there is more than one qualified employee eligible to be offered such appointment(s), the offer(s) shall be based on seniority, with the employee with the most seniority offered the position first, then the next most, etc.

If the employees have the same seniority, then the procedure for breaking ties set forth above shall apply.

#### **SECTION 10. Displacement Rights**

An employee designated for layoff as a result of elimination of a position or classification may displace (*i.e.*, bump) an employee in a lower classification, if the employee previously held permanent status in such classification.

An employee who is bumped shall be laid off in the same manner as an employee whose position or classification is eliminated.

#### **SECTION 11. Salary Placement**

An employee who accepts appointment to a lower classification as a result of a displacement (*i.e.*, bumping) shall be placed on the step for the lower classification with the salary that most closely corresponds to, but in no case is higher than, the salary step of their previously held position.

The employee accepting such appointment shall receive a new salary anniversary date on the effective date of the appointment.

The employee shall, however, retain seniority while their name remains on a reemployment list or lists, as set forth in subsection 11.

**SECTION 12. Reemployment List**

The names of permanent employees who have been laid off under this section (including employees who bumped down to a lower classification) shall be placed, in order of seniority from most to least, on a reemployment list for their prior classification or any lower classification for which the employee is qualified by education or experience.

Persons on such lists shall retain eligibility for appointment to such classification(s) for a period for three (3) years from the date their names were placed on the list.

As a vacancy within such a classification becomes available, the name appearing at the top of the reemployment list shall be offered the opportunity to fill the vacancy. The name of an individual selected from the list to fill the vacancy who refuses the reemployment offer without good cause shall be permanently removed from the reemployment list without right of appeal.

Laid-off employees do not earn seniority credit or benefits while on the reemployment list.

**SECTION 13. Rights Upon Reemployment**

If a person is reemployed by the City within three (3) years of their layoff, the employee's accumulated sick leave allowance, seniority and vacation accrual shall be maintained or reinstated to the extent that it has not been paid out, as the case may be.

Reemployed employees shall be placed on the same salary step previously held upon reemployment, unless the individual is reemployed in a lower related classification in which case the employee shall be placed on the step for the lower classification with the salary that most closely corresponds to, but in no case is higher than, the salary step of their previously held position.

**SECTION 14. Seniority**

For the purpose of this section, seniority shall be defined as a bargaining unit member's total, continuous employment in a position in the City's classified service.

Total, continuous employment is that which is uninterrupted by separation and includes the following: (1) actual time worked; (2) authorized leave of absence, both paid and unpaid; (3) family leave, military leave; and (4) industrial injury or illness leave. For purposes of this section, a leave of absence without pay is limited to a maximum of ninety (90) continuous days.

**DISCIPLINE**

**SECTION 15. Employee Appeals from Disciplinary Actions**

- A. Any permanent employee in the classified service who has been suspended, for a period of six (6) days or more, demoted, dismissed, or reduced in pay shall have a period of ten (10) days following written notification in which to file an appeal or answer the charges.
- B. The employee shall forthwith be given said written notification a statement of the extent and nature of any disciplinary action and a full explanation of the reasons for the action including specific information as to time and place of incidents.

- C. Each disciplinary action shall automatically be given administrative review by the City Manager, immediately after the written notification, and the City Manager may countermand the disciplinary action or modify the discipline imposed prior to any hearing.
- D. Appeals and requests for hearings shall be filed with the City Manager, and then immediately referred to the Los Angeles County Civil Service Commission or City Council, as the case may be.
- E. The Commission shall have the right to refuse to hold a hearing in any case in which the appellant fails to present sufficient grounds to warrant a hearing.
- F. Procedures for all hearings to be conducted by the Count shall be in accordance with the Rules of the Los Angeles County Civil Service Commission.
- G. Alternatively, employees may appeal discipline to binding arbitration pursuant to Article 6, Section 7.

## **GRIEVANCE PROCEDURE**

### **SECTION 16. Definition of Terms**

- A. Grievance - A grievance is a violation, misinterpretation or misapplication of a specific written departmental or agency rule or regulation or a specific provision of a memorandum of understanding. A grievance is distinct from an appeal in that it is a violation, misinterpretation or misapplication of a specific written departmental or agency rule and/or policy or a specific provision of a memorandum of understanding.
- B. Grievant - A grievant is an employee or group of employees adversely affected by an act or omission of the agency.
- C. Day - A day is a calendar day.
- D. Immediate Supervisor - The first level supervisor of the Grievant.

**SECTION 17. Matters Excluded from the Grievance Procedure**

The grievance procedure is not intended to address the following types of issues:

1. Resolve complaints, requests or changes in wages, hours or working conditions;
2. Challenge the content of employee evaluations or performance reviews;
3. Challenge the merits of a reclassification, lay-off, transfer, denial of reinstatement, or denial of a step or merit increase; or
4. Reduction in pay, demotion, suspensions or a termination, but is subject to the formal appeal process as outlined in Ordinance 586.

**SECTION 18. Time Limits**

- A. Compliance and Flexibility\_- With the written consent of both parties, the time limitation for any step may be extended or shortened.
- B. Calculation of Time Limits - Time limits for appeal provided in each level shall begin the day following receipt of a written decision or appeal by the parties.
- C. Failure to Meet Timeliness – Failure at any level of this procedure to communicate the decision on a grievance by the City within the specified time limits shall permit lodging an appeal at the next level of the procedure within the time allotted had the decision been given. If the grievance is not processed by the Grievant in accordance with the time limits, the decision last made by the City shall be deemed final.

**SECTION 19. Procedure**

Grievances will be processed following the procedures set forth below.

- A. Level I - Within ten (10) days of the date the employee reasonably knew or should have known of the incident giving rise to the grievance, the employee should make an effort to resolve the grievance informally with the employee's immediate supervisor. The supervisor shall hold discussions and attempt to resolve the grievance within five (5) days of the employee notifying the supervisor of the issue.
- B. Level II - In the event such efforts do not produce a mutually satisfactory resolution, the grievant shall have ten (10) calendar days to file a formal written grievance after the employee's immediate supervisor is unable to resolve the grievance through the discussion process. Under no circumstances may a grievance be filed more than twenty-five (25) days from the date the employee knew or should have known of the incident giving rise to the grievance.

Procedure for Filing a Grievance:

In filing a grievance, the employee should set forth the following information:

1. The specific section of the departmental or agency rules or regulations

allegedly violated, misinterpreted or misapplied.

2. The specific act or omission which gave rise to the alleged violation, misinterpretation or misapplication.
  3. The date or dates on which the violation, misinterpretation or misapplication occurred.
  4. What documents, witnesses or other evidence supports the grievant's position.
  5. The remedy requested.
- C. Level III - If the grievance is not resolved by the immediate supervisor the grievant may present the grievance in writing to the Department Head within five (5) days. The Department Head will respond in writing within ten (10) days.
- D. Level IV – See Article 5, Section 20, below.

**SECTION 20. Grievance Conferences**

Grievants and City representatives, upon request, shall have the right to a conference at any level of the grievance procedure.

**SECTION 21: Binding Arbitration**

A. Civil Claims

Both the City and individual employees covered by this MOU agree that the claims described in this Article shall be submitted to and determined exclusively by binding arbitration under the Federal Arbitration Act ("FAA"), in conformity with the procedures of the California Arbitration Act ("CAA") (Cal. Code Civ. Proc. Sec 1280 *et seq.*, including section 1283.05 and all of the CAA's other mandatory and permissive rights to discovery). Nothing in this MOU shall prevent either party from obtaining provisional remedies to the extent permitted by Code of Civil Procedure Section 1281.8 either before the commencement of or during the arbitration process. All rules of pleading, (including the right of demurrer), all rules and judgment under Code of Civil Procedure Section 631.8 shall apply and be observed. Resolution of the dispute shall be based solely upon the law governing the claims and defenses pleaded.

The civil claims which are subject to final and binding arbitration shall include, but not be limited to, any and all employment-related claims or controversies, such breach of employment agreement, breach of the covenant of good faith and fair dealing, negligent supervision or hiring, wrongful discharge in violation of public policy, unpaid wages of overtime under the state and federal wage payment laws, breach of privacy claims, intentional or negligent infliction of emotional distress claims, fraud, defamation, and divulgence of trade secrets. This also specifically includes claims that could be asserted under all state and federal anti-discrimination laws, including but not limited to the California Fair Employment and Housing Act ("FEHA"), Title VII of the Civil Rights Act of 1964 ("Title VII"), the Age Discrimination in Employment Act ("ADEA"), the Americans with Disabilities

Act ("ADA"), and the Family and Medical Leave Act ("FMLA"), and claims for discrimination and harassment in employment on the basis of race, age, sex, religion, national origin, alienage, religion, marital status, sexual orientation, disability, political activity, or any other statutorily-protected basis, unless applicable law precludes binding arbitration. It shall also include any and all claims an employee may have under the Fair Labor Standards Act, the California Labor Code, and the Industrial Welfare Commission Wage Orders, as well as any other state and federal statutes. This Article XXI is further intended to apply to any claim Employee(s) may have against the City and/or any of its directors, employees, or agents, and to any and all past and future employment relationships Employee may have with the City regardless of job position or title. City shall also arbitrate all claims it has against the employee under the same rules and regulations set forth herein.

1. Notwithstanding the provisions of this Article, employees covered by this MOU may elect to file a claim for workers' compensation and unemployment insurance benefits with the appropriate state agencies, and administrative charges with the Equal Employment Opportunity Commission ("EEOC"), California Civil Rights Department ("CRD"), California Department of Labor Standards Enforcement ("DLSE"), U.S. Department of Labor ("DOL") and any similar state or federal agency. Unless otherwise required by applicable law, all other employment-related claims shall be resolved by final and binding arbitration and not by a jury in a court of law.
2. To the fullest extent permitted by law, employees covered by this MOU agree that they shall not join or consolidate claims submitted for arbitration pursuant to this Article with those of any other persons, and that no form of class, collective, or representative action shall be maintained without the mutual consent of the parties. Any dispute over the validity, effect, or enforceability of the provisions of this paragraph, including whether the arbitration may proceed as class, collective, or representative action, shall be for a court of law and not an arbitrator to decide.
3. The City shall bear the costs of any arbitration conducted pursuant to this Article, including the compensation of the Arbitrator, all administrative expenses, and CSR transcripts. Except as may otherwise be required by law, the parties shall be responsible for their own attorneys' fees and costs incurred in presenting their case to the Arbitrator. The Arbitrator shall render a written award within 30 days after the matter is submitted for determination, and the award of the arbitrator shall be final and binding on the City, and the employee.
4. The arbitration shall be held before a single arbitrator, who shall be an attorney at law and an experienced employment law arbitrator. The arbitrator shall be mutually selected by the parties. The Arbitrator shall have the power to award all legal relief available in a court of law, including any and all damages that may be available for any of the claims asserted. In addition, each of the parties shall retain all defenses that they would have in a judicial proceeding, including defenses based on the expiration of the statute of limitations and that the damages being sought are not authorized or are excessive.

#### B. Appeal of Discipline

The Parties understand that employees covered by this MOU are entitled to disciplinary appeal procedures under the City's Personnel Merit System Administrative Code. Under Administrative Code Section 1-6-8, employees have the right to have the Los Angeles County Civil Service Commission hear appeals from dismissal, demotion, and suspensions for a period

of six (6) days or longer. In the alternative, the Parties agree that an employee covered by this MOU may opt to have these disciplinary actions be submitted to binding and final arbitration.

1. The arbitration shall be held before a single arbitrator, who shall be an experienced labor and employment law arbitrator. The parties shall select an arbitrator from a list of seven arbitrators provided by the State Mediation and Conciliation Service. If the parties are unable to reach an agreement in the selection of a hearing officer, each shall strike names from the list until a final name is selected as the Arbitrator.
2. The City shall pay the costs of the arbitrator and court reporter fees and transcript, if a court reporter is requested by the parties. The parties shall be responsible for their own attorneys' fees and costs incurred in presenting their case to the Arbitrator.
3. Any dispute over the validity, effect, or enforceability of the provisions of this Article, shall be for a court of law and not an arbitrator to decide.
4. Under this Section B, the Arbitrator's authority will be limited to determining: Whether the City has satisfied the seven tests of just cause; and, if not, what is the appropriate remedy. The Arbitrator shall render a written award within 30 days after the matter is submitted for determination, and the award of the arbitrator shall be final and binding on the City, the Association and the employee. The Arbitrator may not increase the level of discipline.

At least ten (10) business days before the scheduled arbitration, the parties shall exchange the following information: (1) a list of all witnesses each party intends to call during its case-in-chief; and (2) copies of all documents each party intends to introduce during its case-in-chief.

#### C. Contract Interpretation Disputes

The Parties agree that any grievance filed under the Grievance Procedure, Article 5, Section 16, of this MOU shall be subject to final and binding arbitration. The Association must file a written request for final and binding arbitration within ten (10) days of receipt of the City's response at Level III.

1. The arbitration shall be held before a single arbitrator, who shall be an experienced labor and employment law arbitrator. The parties shall select an arbitrator from a list of seven arbitrators provided by the State Mediation and Conciliation Service ("SMCS"). If the parties are unable to reach an agreement in the selection of a hearing officer, each shall strike names from the list until a final name is selected as the Arbitrator.
2. The City shall pay the costs of the arbitrator and court reporter fees and transcript, if a court reporter is requested by the parties. The parties shall be responsible for their own attorneys' fees and costs incurred in presenting their case to the Arbitrator.
3. Any dispute over the validity, effect, or enforceability of the provisions of this subsection shall be for a court of law and not an arbitrator to decide.
4. The Arbitrator's authority will be limited to interpreting the provisions of the MOU and the Arbitrator has no authority to add to, subtract from, or modify the MOU in any way. The Arbitrator shall have the authority to determine questions of arbitrability of contract interpretation disputes. The Arbitrator shall render a written award within thirty (30) days

after the matter is submitted for determination, and the award of the arbitrator shall be final and binding on the City, the Association and the employee.

5. At least ten (10) business days before the scheduled arbitration, the parties shall exchange the following information: (1) a list of all witnesses each party intends to call during its case-in-chief; and (2) copies of all documents each party intends to introduce during its case-in-chief.

- D. This Article is entered into under the CAA and the MMBA, and shall be interpreted and construed in accordance with the law and procedures developed under those respective statutes.

## **ARTICLE 6 – OTHER PROVISIONS**

### **SECTION 1. Drug-Free Workplace Statement and Substance Abuse Policy, Smoking Policy, and Break Policy**

The City and Association will meet and confer on revisions to the City's drug-free workplace statement and substance abuse, non-smoking and break policies. Following the meet and confer, the employees will comply with the requirements set forth under that statement and those policies.

### **SECTION 2. Personnel File**

The official personnel file of each employee shall be maintained in the Human Resources Department.

A unit member or Association representative authorized by the member, in writing, may review or obtain copies of material from the employee's file with the exception of material that includes ratings, reports or records which are obtained prior to the employment of the employee involved.

### **SECTION 3. Personnel File: Derogatory Material**

The City shall provide an employee a copy of any derogatory material that the City intends to place in the employee's personnel file that the City may use for disciplinary purposes.

The City will request that the employee acknowledge receipt of such derogatory material prior to it being placed in the employee's personnel file. In the event that the employee refuses to acknowledge receipt, the City shall indicate that the employee refused to acknowledge such receipt.

Employees shall have the right to provide a written statement rebutting any such derogatory material. In the event that an employee provides such rebuttal, the City shall attach the employee's written statement to the derogatory material and place both documents in the employee's personnel file.

### **SECTION 4. Personnel File: Positive Material**

All customer or citizen letters of a positive nature or any City commendations, letters of achievements and recognition will be placed in the employee's personnel file.

**SECTION 5. New Employees**

The City agrees to furnish each new employee in the bargaining unit with a copy of the MOU at the commencement of their employment.

**A. Employee Information**

Within 30 days of the date of hire or promotion or by the first pay period of month following hire or promotion, the City shall provide to designated Association board members the following information regarding newly hired or promoted employees: (1) their name; (2) hire date; (3) job title; (4) department; (5) work location(s); (6) work telephone number; (7) home telephone number; (8) personal cellular phone number; (9) personal email address; (10) home address.

The City shall provide a list of such information for all employees in the bargaining unit at least once every 120 days.

The City shall provide this information regardless of whether the newly hired or promoted employee was previously employed by the City.

**B. Requests to Refrain from the Disclosure of Employee Information**

An employee may request that the City refrain from disclosing the employee's home telephone number, personal cellular telephone number and home address.

**C. Orientation**

Within 30 days of an employee's start date with the City or in the bargaining unit or as soon as practicable thereafter, the City will conduct a new employee orientation, either in person or virtually, for newly hired, promoted or demoted employees.

The City shall provide the Association written notice of new employee orientations at least 10 business days prior to the orientation, unless there is an urgent need critical to City's operations that was not reasonably foreseeable that created the need for shorter notice.

In the event that the City provides an in-person new employee orientation within 30 days of the start date of the new employee(s), Association representatives shall be permitted to make a presentation of up to 30 minutes, and present written materials written materials to new employees who attend.

In the event that the City does not provide an in-person new employee orientation within 30 days of the start date of the employee(s), the City shall work with the Union to schedule a time for the Association to make an in-person on-site presentation to the new employees. The City shall provide the Association an appropriate on-site meeting space within seven (7) days of receiving a request from the Association for such meeting space for this purpose.

At such on-site meetings, Association representatives shall be permitted to make a presentation of up to 30 minutes, and present written materials written materials to new employees who attend.

During the scheduled on-site meeting, the City will relieve the new employee(s) of their job duties, unless doing so would adversely affect the City's operations. In the event that the City determines that an employee cannot be released because their release would adversely affect City operations, the City will inform the employee of the next scheduled Union presentation or meeting with new employees, so that the employee shall have the opportunity to attend that presentation or meeting.

For employees who are not on duty during the scheduled on-site meeting, the City will compensate the employee as if they were on duty if they attend the meeting.

New employees shall have the opportunity to attend the Union presentation or meeting, whether provided as part of the City's new employee orientation or otherwise. The City will not require that new employees attend the Association presentation or meeting, if they elect not to attend.

#### **SECTION 6. Association Dues Deductions**

The City shall deduct dues on a regular payroll basis from the pay of Association members.

Such deductions shall be authorized in writing on a form approved and provided by the Association for this purpose.

The membership forms shall be retained by the Association. The City shall rely on a certification from the Association for the authorization, modification, or cancellation of any dues deductions. The City shall remit such funds to the Association within 30 days following their deduction.

The City shall rely on a certification from the Association requesting a deduction or reduction that they have and will maintain an authorization, signed by the individual from whose salary or wages the deduction or reduction is to be made. The Association shall not be required to provide a copy of an individual authorization to the City unless a dispute arises about the existence or terms of the authorization. The Association shall indemnify the City for any claims made by the employee for deductions made in reliance on that certification.

The City shall direct all employee requests to cancel or change deductions to the Association. The City shall rely on information provided by the Association regarding whether deductions for Association membership were properly canceled or changed, and the Association shall indemnify the City for any claims made by the employee for deductions made in reliance on that information. Deductions may be revoked only pursuant to the terms of the employee's written authorization, Association Bylaws and this Agreement.

The City shall not deter or discourage employees or applicants for employment from becoming or remaining members of the Association, or from authorizing representation by the Associations or from authorizing dues or fee deductions to the Association.

#### **SECTION 7. Reopener**

A. Parties agree to reopener regarding the following subjects:

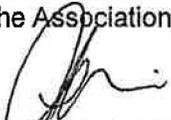
1. Upon completion of an FLSA audit, the Parties will reopen Article 2, Sections 18-

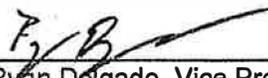
20. In the event that the Parties reopen Article 2, Sections 18-20, the Parties shall also reopen provisions of this Agreement related to leave and compensation for employees who are determined to be exempt from the FLSA.

- 2. Any amendments to the Personnel Merit System, or modification of Municipal Code.
- 3. Changes to the employee evaluation process, procedure, forms, and evaluation criteria.
- 4. In the event that the City proposes a city-wide policy on requests for reclassification, the Parties will reopen Article 1, Section 7.
- 5. In the event that another bargaining unit negotiates a higher maximum City contribution to employee health care premiums, the Parties will reopen Article 3, Section 1.

B. Parties agree that any and all changes proposed pursuant to this reopener provision can only be implemented by mutual agreement of the parties.

For the Association:

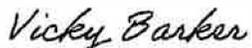
  
\_\_\_\_\_  
LaTonya Fair, President

  
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Ryan Delgado, Vice President

  
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Anthony Esparza, Vice President

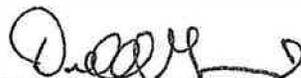
  
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Maria L. Cerritos, Treasurer

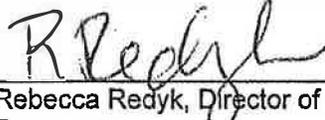
  
\_\_\_\_\_  
Eva Gettler, Secretary

  
\_\_\_\_\_  
Vicky Barker, Chief Negotiator

4/10/2023  
Date:

For the City of El Segundo:

  
\_\_\_\_\_  
Darrell George, City Manager

  
\_\_\_\_\_  
Rebecca Redyk, Director of Human Resources

  
\_\_\_\_\_  
Alexander Volberding, Chief Negotiator

4-10-2023  
Date:

**SUPERVISORY AND PROFESSIONAL EMPLOYEES' ASSOCIATION (SPEA) PAY SCHEDULE**  
Effective the first full pay period in October 2022 - 4%

Agreement No. 6641

<b>SPEA</b>									
<b>Supervisory and Professional Employees Association</b>									
<b>EFFECTIVE DATE</b>	<b>SALARY REVISION EFFECTIVE DATE</b>	<b>AGREEMENT NUMBER</b>	<b>JOB CLASS TITLE</b>	<b>GROUP BU</b>	<b>GRADE</b>	<b>PAY TYPE</b>	<b>HOURLY</b>	<b>MONTHLY</b>	<b>ANNUAL</b>
10/8/2022	10/8/2022		Crime Prevention Analyst I	SPEA	30S	Hourly	38.02	6590.07	79080.89
							39.92	6919.58	83034.93
							41.92	7265.55	87186.65
							44.01	7628.84	91546.04
							46.21	8010.28	96123.33
10/8/2022	10/8/2022		Deputy City Treasurer I	SPEA	30S	Hourly	38.02	6590.07	79080.89
							39.92	6919.58	83034.93
							41.92	7265.55	87186.65
							44.01	7628.84	91546.04
							46.21	8010.28	96123.33
10/8/2022	10/8/2022		Librarian I	SPEA	32S	Hourly	39.58	6861.39	82336.68
							41.56	7204.46	86453.58
							43.64	7564.68	90776.15
							45.82	7942.92	95315.00
							48.12	8340.06	100080.74
10/8/2022	10/8/2022		Administrative Analyst	SPEA	33S	Hourly	40.40	7002.15	84025.84
							42.42	7352.27	88227.24
							44.54	7719.88	92638.54
							46.76	8105.87	97270.49
							49.10	8511.16	102133.95
10/8/2022	10/8/2022		Property Owner Coordinator	SPEA	33S	Hourly	40.40	7002.15	84025.84
							42.42	7352.27	88227.24
							44.54	7719.88	92638.54
							46.76	8105.87	97270.49
							49.10	8511.16	102133.95
10/8/2022	10/8/2022		Recreation Supervisor	SPEA	33S	Hourly	40.40	7002.15	84025.84
							42.42	7352.27	88227.24
							44.54	7719.88	92638.54
							46.76	8105.87	97270.49
							49.10	8511.16	102133.95
10/8/2022	10/8/2022		Wellness Coordinator	SPEA	33S	Hourly	40.40	7002.15	84025.84
							42.42	7352.27	88227.24
							44.54	7719.88	92638.54
							46.76	8105.87	97270.49
							49.10	8511.16	102133.95
10/8/2022	10/8/2022		Crime Prevention Analyst II	SPEA	34S	Hourly	41.23	7146.44	85757.32
							43.29	7503.77	90045.20
							45.46	7878.96	94547.48
							47.73	8272.91	99274.91
							50.11	8686.55	104238.58
10/8/2022	10/8/2022		Equipment Maint. Supervisor	SPEA	37S	Hourly	43.85	7601.30	91215.57
							46.05	7981.37	95776.39
							48.35	8380.43	100565.21
							50.77	8799.45	105593.40
							53.30	9239.42	110873.07
10/8/2022	10/8/2022		Park Maintenance Supervisor	SPEA	37S	Hourly	43.85	7601.30	91215.57
							46.05	7981.37	95776.39
							48.35	8380.43	100565.21
							50.77	8799.45	105593.40
							53.30	9239.42	110873.07
10/8/2022	10/8/2022		Project Specialist/ Sr. Accountant	SPEA	37S	Hourly	43.85	7601.30	91215.57
							46.05	7981.37	95776.39
							48.35	8380.43	100565.21
							50.77	8799.45	105593.40
							53.30	9239.42	110873.07
10/8/2022	10/8/2022		Street Maintenance Supervisor	SPEA	37S	Hourly	43.85	7601.30	91215.57
							46.05	7981.37	95776.39
							48.35	8380.43	100565.21
							50.77	8799.45	105593.40
							53.30	9239.42	110873.07

**SUPERVISORY AND PROFESSIONAL EMPLOYEES' ASSOCIATION (SPEA) PAY SCHEDULE**  
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Agreement No. 6641

<b>SPEA</b>									
<b>Supervisory and Professional Employees Association</b>									
<b>EFFECTIVE DATE</b>	<b>SALARY REVISION EFFECTIVE DATE</b>	<b>AGREEMENT NUMBER</b>	<b>JOB CLASS TITLE</b>	<b>GROUP BU</b>	<b>GRADE</b>	<b>PAY TYPE</b>	<b>HOURLY</b>	<b>MONTHLY</b>	<b>ANNUAL</b>
10/8/2022	10/8/2022		Water/Wastewater Supervisor	SPEA	37S	Hourly	43.85	7601.30	91215.57
							46.05	7981.37	95776.39
							48.35	8380.43	100565.21
							50.77	8799.45	105593.40
							53.30	9239.42	110873.07
10/8/2022	10/8/2022		Construction Coordinator	SPEA	38S	Hourly	44.77	7760.54	93126.51
							47.01	8148.58	97782.92
							49.36	8556.00	102671.96
							51.83	8983.80	107805.61
							54.42	9432.99	113195.85
10/8/2022	10/8/2022		GIS Analyst	SPEA	38S	Hourly	44.77	7760.54	93126.51
							47.01	8148.58	97782.92
							49.36	8556.00	102671.96
							51.83	8983.80	107805.61
							54.42	9432.99	113195.85
10/8/2022	10/8/2022		Program Coordinator	SPEA	38S	Hourly	44.77	7760.54	93126.51
							47.01	8148.58	97782.92
							49.36	8556.00	102671.96
							51.83	8983.80	107805.61
							54.42	9432.99	113195.85
10/8/2022	10/8/2022		RSI Design Coordinator	SPEA	38S	Hourly	44.77	7760.54	93126.51
							47.01	8148.58	97782.92
							49.36	8556.00	102671.96
							51.83	8983.80	107805.61
							54.42	9432.99	113195.85
10/8/2022	10/8/2022		Information Systems Developer	SPEA	39S	Hourly	45.71	7923.80	95085.62
							48.00	8319.99	99839.88
							50.40	8735.99	104831.88
							52.92	9172.79	110073.48
							55.57	9631.43	115577.16
10/8/2022	10/8/2022		Media Supervisor	SPEA	40S	Hourly	45.71	7923.80	95085.62
							48.00	8319.99	99839.88
							50.40	8735.99	104831.88
							52.92	9172.79	110073.48
							55.57	9631.43	115577.16
10/8/2022	10/8/2022		Accounting Supervisor	SPEA	40S	Hourly	48.08	8333.85	100006.20
							50.48	8750.54	105006.44
							53.01	9188.07	110256.82
							55.66	9647.47	115769.68
							58.44	10129.85	121558.15
10/8/2022	10/8/2022		Economic Development Analyst	SPEA	40S	Hourly	46.68	8091.12	97093.40
							49.01	8495.67	101948.00
							51.46	8920.45	107045.45
							54.04	9366.48	112397.75
							56.74	9834.80	118017.62
10/8/2022	10/8/2022		Police Records Supervisor	SPEA	40S	Hourly	46.68	8091.12	97093.40
							49.01	8495.67	101948.00
							51.46	8920.45	107045.45
							54.04	9366.48	112397.75
							56.74	9834.80	118017.62
10/8/2022	10/8/2022		Senior Administrative Analyst	SPEA	40S	Hourly	46.68	8091.12	97093.40
							49.01	8495.67	101948.00
							51.46	8920.45	107045.45
							54.04	9366.48	112397.75
							56.74	9834.80	118017.62
10/8/2022	10/8/2022		Associate Engineer	SPEA	42S	Hourly	48.68	8438.40	101260.85
							51.12	8860.32	106323.86
							53.67	9303.34	111640.09
							56.36	9768.51	117222.14
							59.17	10256.93	123083.13

**SUPERVISORY AND PROFESSIONAL EMPLOYEES' ASSOCIATION (SPEA) PAY SCHEDULE**  
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10/8/2022	10/8/2022		Facilities Maintenance Supervisor	SPEA	42S	Hourly	48.68	8438.40	101260.85
							51.12	8860.32	106323.86
							53.67	9303.34	111640.09
							56.36	9768.51	117222.14
							59.17	10256.93	123083.13
10/8/2022	10/8/2022		Plan Check Engineer	SPEA	42S	Hourly	48.68	8438.40	101260.85
							51.12	8860.32	106323.86
							53.67	9303.34	111640.09
							56.36	9768.51	117222.14
							59.17	10256.93	123083.13
10/8/2022	10/8/2022		Purchasing Agent	SPEA	42S	Hourly	48.68	8438.40	101260.85
							51.12	8860.32	106323.86
							53.67	9303.34	111640.09
							56.36	9768.51	117222.14
							59.17	10256.93	123083.13
10/8/2022	10/8/2022		RSI Supervisor	SPEA	42S	Hourly	48.68	8438.40	101260.85
							51.12	8860.32	106323.86
							53.67	9303.34	111640.09
							56.36	9768.51	117222.14
							59.17	10256.93	123083.13
10/8/2022	10/8/2022		Information System Specialist	SPEA	43S	Hourly	49.72	8618.58	103423.01
							52.21	9049.52	108594.22
							54.82	9501.99	114023.89
							57.56	9977.09	119725.13
							60.44	10475.94	125711.29
10/8/2022	10/8/2022		Senior Building Inspector	SPEA	44S	Hourly	50.79	8803.28	105639.33
							53.33	9243.45	110921.37
							55.99	9705.61	116467.35
							58.79	10190.90	122290.77
							61.73	10700.44	128405.22
10/8/2022	10/8/2022		Assistant Fire Marshall	SPEA	45S	Hourly	51.88	8992.60	107911.19
							54.47	9442.22	113306.67
							57.20	9914.34	118972.09
							60.06	10410.06	124920.68
							63.06	10930.56	131166.67
10/8/2022	10/8/2022		Emergency Management Coordinator	SPEA	45S	Hourly	51.88	8992.60	107911.19
							54.47	9442.22	113306.67
							57.20	9914.34	118972.09
							60.06	10410.06	124920.68
							63.06	10930.56	131166.67
10/8/2022	10/8/2022		Principal Environmental Specialist	SPEA	45S	Hourly	51.88	8992.60	107911.19
							54.47	9442.22	113306.67
							57.20	9914.34	118972.09
							60.06	10410.06	124920.68
							63.06	10930.56	131166.67
10/8/2022	10/8/2022		Senior Engineer Associate	SPEA	46S	Hourly	53.00	9186.63	110239.58
							55.65	9645.97	115751.63
							58.43	10128.26	121539.10
							61.35	10634.68	127616.11
							64.42	11166.41	133996.89
10/8/2022	10/8/2022		Technical Services Analyst	SPEA	47S	Hourly	54.15	9385.52	112626.26
							56.85	9854.80	118257.61
							59.70	10347.54	124170.51
							62.68	10864.92	130379.06
							65.82	11408.17	136897.99
10/8/2022	10/8/2022		Fire Marshal	SPEA	49S	Hourly	56.53	9798.34	117580.07
							59.36	10288.26	123459.15
							62.32	10802.68	129632.13
							65.44	11342.80	136113.62
							68.71	11909.94	142919.34

**SUPERVISORY AND PROFESSIONAL EMPLOYEES' ASSOCIATION (SPEA) PAY SCHEDULE**  
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Agreement No. 6641

**SPEA**

**Supervisory and Professional Employees Association**

<b>EFFECTIVE DATE</b>	<b>SALARY REVISION EFFECTIVE DATE</b>	<b>AGREEMENT NUMBER</b>	<b>JOB CLASS TITLE</b>	<b>GROUP BU</b>	<b>GRADE</b>	<b>PAY TYPE</b>	<b>HOURLY</b>	<b>MONTHLY</b>	<b>ANNUAL</b>
10/8/2022	10/8/2022		Principal Planner	SPEA	52S	Hourly	60.33	10457.08	125484.90
							63.35	10979.94	131759.22
							66.51	11528.93	138347.16
							69.84	12105.37	145264.45
							73.33	12710.64	152527.69
10/8/2022	10/8/2022		Senior Planner	SPEA		Hourly	44.33	7684.73	92216.72
							46.55	8068.96	96827.58
							48.88	8472.41	101668.94
							51.32	8896.04	106752.42
							53.89	9340.83	112089.99
10/8/2022	10/8/2022		Senior Plan Check Engineer	SPEA	52S	Hourly	60.33	10457.08	125484.90
							63.35	10979.94	131759.22
							66.51	11528.93	138347.16
							69.84	12105.37	145264.45
							73.33	12710.64	152527.69
10/8/2022	10/8/2022		Environmental Safety Manager	SPEA	53S	Hourly	61.11	10593.16	127117.91
							64.17	11122.82	133473.85
							67.38	11678.96	140147.53
							70.75	12262.91	147154.92
							74.28	12876.05	154512.63

**SUPERVISORY AND PROFESSIONAL EMPLOYEES' ASSOCIATION (SPEA) PAY SCHEDULE**  
 Effective the first full pay period in July 2023 - 2%

Agreement No. 6641

**SPEA**

**Supervisory and Professional Employees Association**

EFFECTIVE DATE	SALARY REVISION EFFECTIVE DATE	AGREEMENT NUMBER	JOB CLASS TITLE	GROUP BU	GRADE	PAY TYPE	HOURLY	MONTHLY	ANNUAL
7/1/2023	7/1/2023	5759	Crime Prevention Analyst I	SPEA	30S	Hourly	38.78	6721.88	80662.51
							40.72	7057.97	84695.63
							42.75	7410.87	88930.39
							44.89	7781.41	93376.96
							47.14	8170.48	98045.80
7/1/2023	7/1/2023	5759	Deputy City Treasurer I	SPEA	30S	Hourly	38.78	6721.88	80662.51
							40.72	7057.97	84695.63
							42.75	7410.87	88930.39
							44.89	7781.41	93376.96
							47.14	8170.48	98045.80
7/1/2023	7/1/2023	5759	Librarian I	SPEA	32S	Hourly	40.38	6998.62	83983.41
							42.40	7348.55	88182.65
							44.52	7715.97	92591.67
							46.74	8101.78	97221.30
							49.08	8506.86	102082.35
7/1/2023	7/1/2023	5759	Administrative Analyst	SPEA	33S	Hourly	41.20	7142.20	85706.36
							43.27	7499.31	89991.78
							45.43	7874.28	94491.31
							47.70	8267.99	99215.90
							50.08	8681.39	104176.63
7/1/2023	7/1/2023	5759	Property Owner Coordinator	SPEA	33S	Hourly	41.20	7142.20	85706.36
							43.27	7499.31	89991.78
							45.43	7874.28	94491.31
							47.70	8267.99	99215.90
							50.08	8681.39	104176.63
7/1/2023	7/1/2023	5759	Recreation Supervisor	SPEA	33S	Hourly	41.20	7142.20	85706.36
							43.27	7499.31	89991.78
							45.43	7874.28	94491.31
							47.70	8267.99	99215.90
							50.08	8681.39	104176.63
7/1/2023	7/1/2023	5759	Wellness Coordinator	SPEA	33S	Hourly	41.20	7142.20	85706.36
							43.27	7499.31	89991.78
							45.43	7874.28	94491.31
							47.70	8267.99	99215.90
							50.08	8681.39	104176.63
7/1/2023	7/1/2023	5759	Crime Prevention Analyst II	SPEA	34S	Hourly	42.05	7289.37	87472.46
							44.16	7653.84	91846.10
							46.36	8036.54	96438.43
							48.68	8438.37	101260.40
							51.12	8860.28	106323.35
7/1/2023	7/1/2023	5759	Equipment Maint. Supervisor	SPEA	37S	Hourly	44.73	7753.32	93039.88
							46.97	8140.99	97691.91
							49.32	8548.04	102576.52
							51.78	8975.44	107705.27
							54.37	9424.21	113090.53
7/1/2023	7/1/2023	5759	Park Maintenance Supervisor	SPEA	37S	Hourly	44.73	7753.32	93039.88
							46.97	8140.99	97691.91
							49.32	8548.04	102576.52
							51.78	8975.44	107705.27
							54.37	9424.21	113090.53
7/1/2023	7/1/2023	5759	Project Specialist/ Sr. Accountant	SPEA	37S	Hourly	44.73	7753.32	93039.88
							46.97	8140.99	97691.91
							49.32	8548.04	102576.52
							51.78	8975.44	107705.27
							54.37	9424.21	113090.53
7/1/2023	7/1/2023	5759	Street Maintenance Supervisor	SPEA	37S	Hourly	44.73	7753.32	93039.88
							46.97	8140.99	97691.91
							49.32	8548.04	102576.52
							51.78	8975.44	107705.27
							54.37	9424.21	113090.53

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7/1/2023	7/1/2023	5759	Water/Wastewater Supervisor	SPEA	37S	Hourly	44.73	7753.32	93039.88
							46.97	8140.99	97691.91
							49.32	8548.04	102576.52
							51.78	8975.44	107705.27
							54.37	9424.21	113090.53
7/1/2023	7/1/2023	5759	Construction Coordinator	SPEA	38S	Hourly	45.67	7915.75	94989.04
							47.95	8311.55	99738.58
							50.35	8727.12	104725.40
							52.87	9163.48	109961.72
							55.51	9621.65	115459.76
7/1/2023	7/1/2023	5759	GIS Analyst	SPEA	38S	Hourly	45.67	7915.75	94989.04
							47.95	8311.55	99738.58
							50.35	8727.12	104725.40
							52.87	9163.48	109961.72
							55.51	9621.65	115459.76
7/1/2023	7/1/2023	5759	Program Coordinator	SPEA	38S	Hourly	45.67	7915.75	94989.04
							47.95	8311.55	99738.58
							50.35	8727.12	104725.40
							52.87	9163.48	109961.72
							55.51	9621.65	115459.76
7/1/2023	7/1/2023	5759	RSI Design Coordinator	SPEA	38S	Hourly	45.67	7915.75	94989.04
							47.95	8311.55	99738.58
							50.35	8727.12	104725.40
							52.87	9163.48	109961.72
							55.51	9621.65	115459.76
7/1/2023	7/1/2023	5759	Information Systems Developer	SPEA	39S	Hourly	46.63	8082.28	96987.33
							48.96	8486.39	101836.67
							51.41	8910.71	106928.51
							53.98	9356.25	112274.94
							56.68	9824.06	117888.70
7/1/2023	7/1/2023	NA	Media Supervisor	SPEA	40S	Hourly	46.63	8082.28	96987.33
							48.96	8486.39	101836.67
							51.41	8910.71	106928.51
							53.98	9356.25	112274.94
							56.68	9824.06	117888.70
7/1/2023	7/1/2023	5759	Accounting Supervisor	SPEA	40S	Hourly	49.04	8500.53	102006.33
							51.49	8925.55	107106.57
							54.07	9371.83	112461.95
							56.77	9840.42	118085.08
							59.61	10332.44	123989.31
7/1/2023	7/1/2023	5759	Economic Development Analyst	SPEA	40S	Hourly	47.61	8252.94	99035.27
							49.99	8665.58	103986.96
							52.49	9098.86	109186.36
							55.12	9553.81	114645.71
							57.87	10031.50	120377.97
7/1/2023	7/1/2023	5759	Police Records Supervisor	SPEA	40S	Hourly	47.61	8252.94	99035.27
							49.99	8665.58	103986.96
							52.49	9098.86	109186.36
							55.12	9553.81	114645.71
							57.87	10031.50	120377.97
7/1/2023	7/1/2023	5759	Senior Administrative Analyst	SPEA	40S	Hourly	47.61	8252.94	99035.27
							49.99	8665.58	103986.96
							52.49	9098.86	109186.36
							55.12	9553.81	114645.71
							57.87	10031.50	120377.97
7/1/2023	7/1/2023	5759	Associate Engineer	SPEA	42S	Hourly	49.66	8607.17	103286.06
							52.14	9037.53	108450.34
							54.75	9489.41	113872.89
							57.48	9963.88	119566.59
							60.36	10462.07	125544.79

**SUPERVISORY AND PROFESSIONAL EMPLOYEES' ASSOCIATION (SPEA) PAY SCHEDULE**  
 Effective the first full pay period in July 2023 - 2%

Agreement No. 6641

<b>SPEA</b>									
<b>Supervisory and Professional Employees Association</b>									
<b>EFFECTIVE DATE</b>	<b>SALARY REVISION EFFECTIVE DATE</b>	<b>AGREEMENT NUMBER</b>	<b>JOB CLASS TITLE</b>	<b>GROUP BU</b>	<b>GRADE</b>	<b>PAY TYPE</b>	<b>HOURLY</b>	<b>MONTHLY</b>	<b>ANNUAL</b>
7/1/2023	7/1/2023	5759	Facilities Maintenance Supervisor	SPEA	42S	Hourly	49.66	8607.17	103286.06
							52.14	9037.53	108450.34
							54.75	9489.41	113872.89
							57.48	9963.88	119566.59
							60.36	10462.07	125544.79
7/1/2023	7/1/2023	5759	Plan Check Engineer	SPEA	42S	Hourly	49.66	8607.17	103286.06
							52.14	9037.53	108450.34
							54.75	9489.41	113872.89
							57.48	9963.88	119566.59
							60.36	10462.07	125544.79
7/1/2023	7/1/2023	5759	Purchasing Agent	SPEA	42S	Hourly	49.66	8607.17	103286.06
							52.14	9037.53	108450.34
							54.75	9489.41	113872.89
							57.48	9963.88	119566.59
							60.36	10462.07	125544.79
7/1/2023	7/1/2023	5759	RSI Supervisor	SPEA	42S	Hourly	49.66	8607.17	103286.06
							52.14	9037.53	108450.34
							54.75	9489.41	113872.89
							57.48	9963.88	119566.59
							60.36	10462.07	125544.79
7/1/2023	7/1/2023	5759	Information System Specialist	SPEA	43S	Hourly	50.72	8790.96	105491.47
							53.25	9230.51	110766.11
							55.92	9692.03	116304.37
							58.71	10176.64	122119.64
							61.65	10685.46	128225.52
7/1/2023	7/1/2023	5759	Senior Building Inspector	SPEA	44S	Hourly	51.80	8979.34	107752.12
							54.39	9428.32	113139.79
							57.11	9899.73	118796.70
							59.97	10394.72	124736.59
							62.97	10914.44	130973.33
7/1/2023	7/1/2023	5759	Assistant Fire Marshall	SPEA	45S	Hourly	52.92	9172.45	110069.41
							55.56	9631.07	115572.80
							58.34	10112.63	121351.53
							61.26	10618.26	127419.10
							64.32	11149.17	133790.01
7/1/2023	7/1/2023	5759	Emergency Management Coordinator	SPEA	45S	Hourly	52.92	9172.45	110069.41
							55.56	9631.07	115572.80
							58.34	10112.63	121351.53
							61.26	10618.26	127419.10
							64.32	11149.17	133790.01
7/1/2023	7/1/2023	5759	Principal Environmental Specialist	SPEA	45S	Hourly	52.92	9172.45	110069.41
							55.56	9631.07	115572.80
							58.34	10112.63	121351.53
							61.26	10618.26	127419.10
							64.32	11149.17	133790.01
7/1/2023	7/1/2023	5759	Senior Engineer Associate	SPEA	46S	Hourly	54.06	9370.36	112444.38
							56.76	9838.89	118066.66
							59.60	10330.82	123969.88
							62.58	10847.37	130168.43
							65.71	11389.74	136676.82
7/1/2023	7/1/2023	5759	Technical Services Analyst	SPEA	47S	Hourly	55.23	9573.23	114878.78
							57.99	10051.90	120622.76
							60.89	10554.49	126653.92
							63.94	11082.22	132986.64
							67.13	11636.33	139635.95
7/1/2023	7/1/2023	5759	Fire Marshal	SPEA	49S	Hourly	57.66	9994.31	119931.67
							60.54	10494.03	125928.33
							63.57	11018.73	132224.77
							66.75	11569.66	138835.89
							70.09	12148.14	145777.72

**SUPERVISORY AND PROFESSIONAL EMPLOYEES' ASSOCIATION (SPEA) PAY SCHEDULE**  
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Agreement No. 6641

<b>SPEA</b>									
<b>Supervisory and Professional Employees Association</b>									
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7/1/2023	7/1/2023	5759	Principal Planner	SPEA	52S	Hourly	61.54	10666.22	127994.60
							64.61	11199.53	134394.41
							67.84	11759.51	141114.11
							71.24	12347.48	148169.74
							74.80	12964.85	155578.24
7/1/2023	7/1/2023	5356	Senior Planner	SPEA		Hourly	45.22	7838.42	94061.05
							47.48	8230.34	98764.13
							49.86	8641.86	103702.32
							52.35	9073.96	108887.47
							54.97	9527.65	114331.79
7/1/2023	7/1/2023	5759	Senior Plan Check Engineer	SPEA	52S	Hourly	61.54	10666.22	127994.60
							64.61	11199.53	134394.41
							67.84	11759.51	141114.11
							71.24	12347.48	148169.74
							74.80	12964.85	155578.24
7/1/2023	7/1/2023	5759	Environmental Safety Manager	SPEA	53S	Hourly	62.34	10805.02	129660.27
							65.45	11345.28	136143.33
							68.73	11912.54	142950.48
							72.16	12508.17	150098.02
							75.77	13133.57	157602.89

**SUPERVISORY AND PROFESSIONAL EMPLOYEES' ASSOCIATION (SPEA) PAY SCHEDULE**  
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7/13/2024	7/13/2024	5759	Crime Prevention Analyst I	SPEA	30S	Hourly	39.56	6856.31	82275.76
							41.53	7199.13	86389.54
							43.61	7559.08	90708.99
							45.79	7937.04	95244.50
							48.08	8333.89	100006.71
7/13/2024	7/13/2024	5759	Deputy City Treasurer I	SPEA	30S	Hourly	39.56	6856.31	82275.76
							41.53	7199.13	86389.54
							43.61	7559.08	90708.99
							45.79	7937.04	95244.50
							48.08	8333.89	100006.71
7/13/2024	7/13/2024	5759	Librarian I	SPEA	32S	Hourly	41.18	7138.59	85663.08
							43.24	7495.53	89946.30
							45.41	7870.29	94443.51
							47.68	8263.81	99165.73
							50.06	8677.00	104124.00
7/13/2024	7/13/2024	5759	Administrative Analyst	SPEA	33S	Hourly	42.03	7285.04	87420.49
							44.13	7649.30	91791.62
							46.34	8031.76	96381.14
							48.65	8433.35	101200.22
							51.09	8855.01	106260.16
7/13/2024	7/13/2024	5759	Property Owner Coordinator	SPEA	33S	Hourly	42.03	7285.04	87420.49
							44.13	7649.30	91791.62
							46.34	8031.76	96381.14
							48.65	8433.35	101200.22
							51.09	8855.01	106260.16
7/13/2024	7/13/2024	5759	Recreation Supervisor	SPEA	33S	Hourly	42.03	7285.04	87420.49
							44.13	7649.30	91791.62
							46.34	8031.76	96381.14
							48.65	8433.35	101200.22
							51.09	8855.01	106260.16
7/13/2024	7/13/2024	5759	Wellness Coordinator	SPEA	33S	Hourly	42.03	7285.04	87420.49
							44.13	7649.30	91791.62
							46.34	8031.76	96381.14
							48.65	8433.35	101200.22
							51.09	8855.01	106260.16
7/13/2024	7/13/2024	5759	Crime Prevention Analyst II	SPEA	34S	Hourly	42.90	7435.16	89221.91
							45.04	7806.92	93683.02
							47.29	8197.27	98367.20
							49.66	8607.13	103285.61
							52.14	9037.48	108449.81
7/13/2024	7/13/2024	5759	Equipment Maint. Supervisor	SPEA	37S	Hourly	45.63	7908.39	94900.68
							47.91	8303.81	99645.75
							50.30	8719.00	104628.05
							52.82	9154.95	109859.38
							55.46	9612.70	115352.34
7/13/2024	7/13/2024	5759	Park Maintenance Supervisor	SPEA	37S	Hourly	45.63	7908.39	94900.68
							47.91	8303.81	99645.75
							50.30	8719.00	104628.05
							52.82	9154.95	109859.38
							55.46	9612.70	115352.34
7/13/2024	7/13/2024	5759	Project Specialist/ Sr. Accountant	SPEA	37S	Hourly	45.63	7908.39	94900.68
							47.91	8303.81	99645.75
							50.30	8719.00	104628.05
							52.82	9154.95	109859.38
							55.46	9612.70	115352.34
7/13/2024	7/13/2024	5759	Street Maintenance Supervisor	SPEA	37S	Hourly	45.63	7908.39	94900.68
							47.91	8303.81	99645.75
							50.30	8719.00	104628.05
							52.82	9154.95	109859.38
							55.46	9612.70	115352.34

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<b>Supervisory and Professional Employees Association</b>									
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7/13/2024	7/13/2024	5759	Water/Wastewater Supervisor	SPEA	37S	Hourly	45.63	7908.39	94900.68
							47.91	8303.81	99645.75
							50.30	8719.00	104628.05
							52.82	9154.95	109859.38
							55.46	9612.70	115352.34
7/13/2024	7/13/2024	5759	Construction Coordinator	SPEA	38S	Hourly	46.58	8074.07	96888.82
							48.91	8477.78	101733.35
							51.36	8901.66	106819.91
							53.92	9346.75	112160.96
							56.62	9814.08	117768.96
7/13/2024	7/13/2024	5759	GIS Analyst	SPEA	38S	Hourly	46.58	8074.07	96888.82
							48.91	8477.78	101733.35
							51.36	8901.66	106819.91
							53.92	9346.75	112160.96
							56.62	9814.08	117768.96
7/13/2024	7/13/2024	5759	Program Coordinator	SPEA	38S	Hourly	46.58	8074.07	96888.82
							48.91	8477.78	101733.35
							51.36	8901.66	106819.91
							53.92	9346.75	112160.96
							56.62	9814.08	117768.96
7/13/2024	7/13/2024	5759	RSI Design Coordinator	SPEA	38S	Hourly	46.58	8074.07	96888.82
							48.91	8477.78	101733.35
							51.36	8901.66	106819.91
							53.92	9346.75	112160.96
							56.62	9814.08	117768.96
7/13/2024	7/13/2024	5759	Information Systems Developer	SPEA	39S	Hourly	47.56	8243.92	98927.08
							49.94	8656.12	103873.41
							52.44	9088.92	109067.08
							55.06	9543.37	114520.44
							57.81	10020.54	120246.47
7/13/2024	7/13/2024	NA	Media Supervisor	SPEA	40S	Hourly	47.56	8243.92	98927.08
							49.94	8656.12	103873.41
							52.44	9088.92	109067.08
							55.06	9543.37	114520.44
							57.81	10020.54	120246.47
7/13/2024	7/13/2024	5759	Accounting Supervisor	SPEA	40S	Hourly	50.02	8670.54	104046.45
							52.52	9104.06	109248.70
							55.15	9559.27	114711.19
							57.91	10037.23	120446.78
							60.80	10539.09	126469.10
7/13/2024	7/13/2024	5759	Economic Development Analyst	SPEA	40S	Hourly	48.57	8418.00	101015.98
							50.99	8838.89	106066.70
							53.54	9280.84	111370.09
							56.22	9744.88	116938.62
							59.03	10232.13	122785.53
7/13/2024	7/13/2024	5759	Police Records Supervisor	SPEA	40S	Hourly	48.57	8418.00	101015.98
							50.99	8838.89	106066.70
							53.54	9280.84	111370.09
							56.22	9744.88	116938.62
							59.03	10232.13	122785.53
7/13/2024	7/13/2024	5759	Senior Administrative Analyst	SPEA	40S	Hourly	48.57	8418.00	101015.98
							50.99	8838.89	106066.70
							53.54	9280.84	111370.09
							56.22	9744.88	116938.62
							59.03	10232.13	122785.53
7/13/2024	7/13/2024	5759	Associate Engineer	SPEA	42S	Hourly	50.65	8779.32	105351.79
							53.18	9218.28	110619.34
							55.84	9679.20	116150.35
							58.63	10163.16	121957.92
							61.57	10671.31	128055.68

**SUPERVISORY AND PROFESSIONAL EMPLOYEES' ASSOCIATION (SPEA) PAY SCHEDULE**

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Agreement No. 6641

**SPEA**

**Supervisory and Professional Employees Association**

EFFECTIVE DATE	SALARY REVISION EFFECTIVE DATE	AGREEMENT NUMBER	JOB CLASS TITLE	GROUP BU	GRADE	PAY TYPE	HOURLY	MONTHLY	ANNUAL
7/13/2024	7/13/2024	5759	Facilities Maintenance Supervisor	SPEA	42S	Hourly	50.65	8779.32	105351.79
							53.18	9218.28	110619.34
							55.84	9679.20	116150.35
							58.63	10163.16	121957.92
							61.57	10671.31	128055.68
7/13/2024	7/13/2024	5759	Plan Check Engineer	SPEA	42S	Hourly	50.65	8779.32	105351.79
							53.18	9218.28	110619.34
							55.84	9679.20	116150.35
							58.63	10163.16	121957.92
							61.57	10671.31	128055.68
7/13/2024	7/13/2024	5759	Purchasing Agent	SPEA	42S	Hourly	50.65	8779.32	105351.79
							53.18	9218.28	110619.34
							55.84	9679.20	116150.35
							58.63	10163.16	121957.92
							61.57	10671.31	128055.68
7/13/2024	7/13/2024	5759	RSI Supervisor	SPEA	42S	Hourly	50.65	8779.32	105351.79
							53.18	9218.28	110619.34
							55.84	9679.20	116150.35
							58.63	10163.16	121957.92
							61.57	10671.31	128055.68
7/13/2024	7/13/2024	5759	Information System Specialist	SPEA	43S	Hourly	51.73	8966.77	107601.30
							54.32	9415.12	112981.43
							57.03	9885.87	118630.46
							59.89	10380.17	124562.03
							62.88	10899.17	130790.03
7/13/2024	7/13/2024	5759	Senior Building Inspector	SPEA	44S	Hourly	52.84	9158.93	109907.16
							55.48	9616.88	115402.59
							58.26	10097.72	121172.63
							61.17	10602.61	127231.32
							64.23	11132.73	133592.79
7/13/2024	7/13/2024	5759	Assistant Fire Marshall	SPEA	45S	Hourly	53.98	9355.90	112270.80
							56.68	9823.69	117884.26
							59.51	10314.88	123778.56
							62.48	10830.62	129967.48
							65.61	11372.15	136465.81
7/13/2024	7/13/2024	5759	Emergency Management Coordinator	SPEA	45S	Hourly	53.98	9355.90	112270.80
							56.68	9823.69	117884.26
							59.51	10314.88	123778.56
							62.48	10830.62	129967.48
							65.61	11372.15	136465.81
7/13/2024	7/13/2024	5759	Principal Environmental Specialist	SPEA	45S	Hourly	53.98	9355.90	112270.80
							56.68	9823.69	117884.26
							59.51	10314.88	123778.56
							62.48	10830.62	129967.48
							65.61	11372.15	136465.81
7/13/2024	7/13/2024	5759	Senior Engineer Associate	SPEA	46S	Hourly	55.14	9557.77	114693.26
							57.90	10035.67	120427.99
							60.79	10537.44	126449.28
							63.83	11064.32	132771.80
							67.02	11617.53	139410.36
7/13/2024	7/13/2024	5759	Technical Services Analyst	SPEA	47S	Hourly	56.33	9764.70	117176.36
							59.15	10252.93	123035.22
							62.11	10765.58	129187.00
							65.21	11303.86	135646.37
							68.48	11869.06	142428.67
7/13/2024	7/13/2024	5759	Fire Marshal	SPEA	49S	Hourly	58.81	10194.19	122330.31
							61.75	10703.91	128446.90
							64.84	11239.11	134869.27
							68.08	11801.05	141612.61
							71.49	12391.11	148693.28

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**Supervisory and Professional Employees Association**

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7/13/2024	7/13/2024	5759	Principal Planner	SPEA	52S	Hourly	62.77	10879.54	130554.49
							65.90	11423.52	137082.29
							69.20	11994.70	143936.39
							72.66	12594.43	151133.14
							76.29	13224.15	158689.81
7/13/2024	7/13/2024	5356	Senior Planner	SPEA		Hourly	46.13	7995.19	95942.27
							48.43	8394.95	100739.41
							50.85	8814.70	105776.37
							53.40	9255.44	111065.22
							56.07	9718.20	116618.43
7/13/2024	7/13/2024	5759	Senior Plan Check Engineer	SPEA	52S	Hourly	62.77	10879.54	130554.49
							65.90	11423.52	137082.29
							69.20	11994.70	143936.39
							72.66	12594.43	151133.14
							76.29	13224.15	158689.81
7/13/2024	7/13/2024	5759	Environmental Safety Manager	SPEA	53S	Hourly	63.58	11021.12	132253.47
							66.76	11572.18	138866.19
							70.10	12150.79	145809.49
							73.61	12758.33	153099.98
							77.29	13396.25	160754.94

**SUPERVISORY AND PROFESSIONAL EMPLOYEES' ASSOCIATION (SPEA) PAY SCHEDULE**  
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Agreement No. 6641

**SPEA**

**Supervisory and Professional Employees Association**

EFFECTIVE DATE	SALARY REVISION EFFECTIVE DATE	AGREEMENT NUMBER	JOB CLASS TITLE	GROUP BU	GRADE	PAY TYPE	HOURLY	MONTHLY	ANNUAL
7/12/2025	7/12/2025	5759	Crime Prevention Analyst I	SPEA	30S	Hourly	40.35	6993.44	83921.28
							42.36	7343.11	88117.33
							44.48	7710.26	92523.17
							46.71	8095.78	97149.39
							49.04	8500.57	102006.85
7/12/2025	7/12/2025	5759	Deputy City Treasurer I	SPEA	30S	Hourly	40.35	6993.44	83921.28
							42.36	7343.11	88117.33
							44.48	7710.26	92523.17
							46.71	8095.78	97149.39
							49.04	8500.57	102006.85
7/12/2025	7/12/2025	5759	Librarian I	SPEA	32S	Hourly	42.01	7281.36	87376.34
							44.11	7645.44	91745.23
							46.31	8027.70	96332.38
							48.63	8429.09	101149.04
							51.06	8850.54	106206.48
7/12/2025	7/12/2025	5759	Administrative Analyst	SPEA	33S	Hourly	42.87	7430.74	89168.90
							45.01	7802.29	93627.45
							47.26	8192.40	98308.76
							49.63	8602.02	103224.23
							52.11	9032.11	108385.36
7/12/2025	7/12/2025	5759	Property Owner Coordinator	SPEA	33S	Hourly	42.87	7430.74	89168.90
							45.01	7802.29	93627.45
							47.26	8192.40	98308.76
							49.63	8602.02	103224.23
							52.11	9032.11	108385.36
7/12/2025	7/12/2025	5759	Recreation Supervisor	SPEA	33S	Hourly	42.87	7430.74	89168.90
							45.01	7802.29	93627.45
							47.26	8192.40	98308.76
							49.63	8602.02	103224.23
							52.11	9032.11	108385.36
7/12/2025	7/12/2025	5759	Wellness Coordinator	SPEA	33S	Hourly	42.87	7430.74	89168.90
							45.01	7802.29	93627.45
							47.26	8192.40	98308.76
							49.63	8602.02	103224.23
							52.11	9032.11	108385.36
7/12/2025	7/12/2025	5759	Crime Prevention Analyst II	SPEA	34S	Hourly	43.75	7583.86	91006.35
							45.94	7963.06	95556.68
							48.24	8361.21	100334.54
							50.65	8779.28	105351.32
							53.18	9218.23	110618.81
7/12/2025	7/12/2025	5759	Equipment Maint. Supervisor	SPEA	37S	Hourly	46.54	8066.56	96798.69
							48.86	8469.89	101638.67
							51.31	8893.38	106720.61
							53.87	9338.05	112056.57
							56.57	9804.95	117659.39
7/12/2025	7/12/2025	5759	Park Maintenance Supervisor	SPEA	37S	Hourly	46.54	8066.56	96798.69
							48.86	8469.89	101638.67
							51.31	8893.38	106720.61
							53.87	9338.05	112056.57
							56.57	9804.95	117659.39
7/12/2025	7/12/2025	5759	Project Specialist/ Sr. Accountant	SPEA	37S	Hourly	46.54	8066.56	96798.69
							48.86	8469.89	101638.67
							51.31	8893.38	106720.61
							53.87	9338.05	112056.57
							56.57	9804.95	117659.39
7/12/2025	7/12/2025	5759	Street Maintenance Supervisor	SPEA	37S	Hourly	46.54	8066.56	96798.69
							48.86	8469.89	101638.67
							51.31	8893.38	106720.61
							53.87	9338.05	112056.57
							56.57	9804.95	117659.39

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7/12/2025	7/12/2025	5759	Water/Wastewater Supervisor	SPEA	37S	Hourly	46.54	8066.56	96798.69
							48.86	8469.89	101638.67
							51.31	8893.38	106720.61
							53.87	9338.05	112056.57
							56.57	9804.95	117659.39
7/12/2025	7/12/2025	5759	Construction Coordinator	SPEA	38S	Hourly	47.51	8235.55	98826.60
							49.89	8647.33	103768.02
							52.38	9079.69	108956.31
							55.00	9533.68	114404.18
							57.75	10010.36	120124.34
7/12/2025	7/12/2025	5759	GIS Analyst	SPEA	38S	Hourly	47.51	8235.55	98826.60
							49.89	8647.33	103768.02
							52.38	9079.69	108956.31
							55.00	9533.68	114404.18
							57.75	10010.36	120124.34
7/12/2025	7/12/2025	5759	Program Coordinator	SPEA	38S	Hourly	47.51	8235.55	98826.60
							49.89	8647.33	103768.02
							52.38	9079.69	108956.31
							55.00	9533.68	114404.18
							57.75	10010.36	120124.34
7/12/2025	7/12/2025	5759	RSI Design Coordinator	SPEA	38S	Hourly	47.51	8235.55	98826.60
							49.89	8647.33	103768.02
							52.38	9079.69	108956.31
							55.00	9533.68	114404.18
							57.75	10010.36	120124.34
7/12/2025	7/12/2025	5759	Information Systems Developer	SPEA	39S	Hourly	48.51	8408.80	100905.62
							50.94	8829.24	105950.87
							53.48	9270.70	111248.42
							56.16	9734.24	116810.85
							58.97	10220.95	122651.40
7/12/2025	7/12/2025	NA	Media Supervisor	SPEA	40S	Hourly	48.51	8408.80	100905.62
							50.94	8829.24	105950.87
							53.48	9270.70	111248.42
							56.16	9734.24	116810.85
							58.97	10220.95	122651.40
7/12/2025	7/12/2025	5759	Accounting Supervisor	SPEA	40S	Hourly	51.02	8843.95	106127.38
							53.57	9286.14	111433.67
							56.25	9750.45	117005.42
							59.07	10237.98	122855.71
							62.02	10749.87	128998.48
7/12/2025	7/12/2025	5759	Economic Development Analyst	SPEA	40S	Hourly	49.54	8586.36	103036.29
							52.01	9015.67	108188.03
							54.61	9466.46	113597.49
							57.34	9939.78	119277.39
							60.21	10436.77	125241.24
7/12/2025	7/12/2025	5759	Police Records Supervisor	SPEA	40S	Hourly	49.54	8586.36	103036.29
							52.01	9015.67	108188.03
							54.61	9466.46	113597.49
							57.34	9939.78	119277.39
							60.21	10436.77	125241.24
7/12/2025	7/12/2025	5759	Senior Administrative Analyst	SPEA	40S	Hourly	49.54	8586.36	103036.29
							52.01	9015.67	108188.03
							54.61	9466.46	113597.49
							57.34	9939.78	119277.39
							60.21	10436.77	125241.24
7/12/2025	7/12/2025	5759	Associate Engineer	SPEA	42S	Hourly	51.66	8954.90	107458.82
							54.25	9402.64	112831.73
							56.96	9872.78	118473.36
							59.81	10366.42	124397.08
							62.80	10884.73	130616.80

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<b>Supervisory and Professional Employees Association</b>									
<b>EFFECTIVE DATE</b>	<b>SALARY REVISION EFFECTIVE DATE</b>	<b>AGREEMENT NUMBER</b>	<b>JOB CLASS TITLE</b>	<b>GROUP BU</b>	<b>GRADE</b>	<b>PAY TYPE</b>	<b>HOURLY</b>	<b>MONTHLY</b>	<b>ANNUAL</b>
7/12/2025	7/12/2025	5759	Facilities Maintenance Supervisor	SPEA	42S	Hourly	51.66	8954.90	107458.82
							54.25	9402.64	112831.73
							56.96	9872.78	118473.36
							59.81	10366.42	124397.08
							62.80	10884.73	130616.80
7/12/2025	7/12/2025	5759	Plan Check Engineer	SPEA	42S	Hourly	51.66	8954.90	107458.82
							54.25	9402.64	112831.73
							56.96	9872.78	118473.36
							59.81	10366.42	124397.08
							62.80	10884.73	130616.80
7/12/2025	7/12/2025	5759	Purchasing Agent	SPEA	42S	Hourly	51.66	8954.90	107458.82
							54.25	9402.64	112831.73
							56.96	9872.78	118473.36
							59.81	10366.42	124397.08
							62.80	10884.73	130616.80
7/12/2025	7/12/2025	5759	RSI Supervisor	SPEA	42S	Hourly	51.66	8954.90	107458.82
							54.25	9402.64	112831.73
							56.96	9872.78	118473.36
							59.81	10366.42	124397.08
							62.80	10884.73	130616.80
7/12/2025	7/12/2025	5759	Information System Specialist	SPEA	43S	Hourly	52.77	9146.11	109753.32
							55.40	9603.42	115241.06
							58.17	10083.59	121003.07
							61.08	10587.77	127053.27
							64.14	11117.15	133405.83
7/12/2025	7/12/2025	5759	Senior Building Inspector	SPEA	44S	Hourly	53.90	9342.11	112105.30
							56.59	9809.22	117710.64
							59.42	10299.67	123596.09
							62.39	10814.66	129775.94
							65.51	11355.39	136264.65
7/12/2025	7/12/2025	5759	Assistant Fire Marshall	SPEA	45S	Hourly	55.06	9543.02	114516.22
							57.81	10020.16	120241.94
							60.70	10521.18	126254.13
							63.73	11047.24	132566.83
							66.92	11599.59	139195.12
7/12/2025	7/12/2025	5759	Emergency Management Coordinator	SPEA	45S	Hourly	55.06	9543.02	114516.22
							57.81	10020.16	120241.94
							60.70	10521.18	126254.13
							63.73	11047.24	132566.83
							66.92	11599.59	139195.12
7/12/2025	7/12/2025	5759	Principal Environmental Specialist	SPEA	45S	Hourly	55.06	9543.02	114516.22
							57.81	10020.16	120241.94
							60.70	10521.18	126254.13
							63.73	11047.24	132566.83
							66.92	11599.59	139195.12
7/12/2025	7/12/2025	5759	Senior Engineer Associate	SPEA	46S	Hourly	56.24	9748.93	116987.13
							59.06	10236.38	122836.55
							62.01	10748.19	128978.27
							65.11	11285.60	135427.24
							68.36	11849.88	142198.57
7/12/2025	7/12/2025	5759	Technical Services Analyst	SPEA	47S	Hourly	57.46	9959.99	119519.89
							60.33	10457.99	125495.92
							63.35	10980.89	131770.74
							66.52	11529.94	138359.30
							69.84	12106.44	145277.24
7/12/2025	7/12/2025	5759	Fire Marshal	SPEA	49S	Hourly	59.99	10398.08	124776.91
							62.99	10917.99	131015.84
							66.14	11463.89	137566.65
							69.44	12037.07	144444.86
							72.92	12638.93	151667.14

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7/12/2025	7/12/2025	5759	Principal Planner	SPEA	52S	Hourly	64.02	11097.13	133165.58
							67.22	11652.00	139823.94
							70.58	12234.59	146815.12
							74.11	12846.32	154155.80
							77.82	13488.63	161863.60
7/12/2025	7/12/2025	5356	Senior Planner	SPEA		Hourly	47.05	8155.09	97861.12
							49.40	8562.85	102754.20
							51.87	8990.99	107891.90
							54.46	9440.54	113286.52
							57.19	9912.57	118950.80
7/12/2025	7/12/2025	5759	Senior Plan Check Engineer	SPEA	52S	Hourly	64.02	11097.13	133165.58
							67.22	11652.00	139823.94
							70.58	12234.59	146815.12
							74.11	12846.32	154155.80
							77.82	13488.63	161863.60
7/12/2025	7/12/2025	5759	Environmental Safety Manager	SPEA	53S	Hourly	64.86	11241.55	134898.54
							68.10	11803.63	141643.52
							71.50	12393.81	148725.68
							75.08	13013.50	156161.98
							78.83	13664.17	163970.04