

MEMORANDUM OF UNDERSTANDING
BETWEEN
CITY OF OAKLAND
AND
INTERNATIONAL FEDERATION OF
PROFESSIONAL & TECHNICAL ENGINEERS,
LOCAL NO. 21
(IFPTE/AFL-CIO)

UNITS: TA1, TF1, TM1, TM2, TW1,
U41, UH1, UM1 AND UM2



July 1, 2015 through June 30, 2017

BLANK PAGE

TABLE OF CONTENTS

ARTICLE	PAGE NO.
PREAMBLE.....	2
ARTICLE 1: RECOGNITION.....	3
ARTICLE 2: NONDISCRIMINATION.....	4
2.1 Discrimination Prohibited	4
2.2 Reasonable Accommodation	4
ARTICLE 3: CITY RIGHTS	5
ARTICLE 4: UNION RIGHTS	6
4.1 Union Access To Work Locations	6
4.2 Union Representatives.....	6
4.2.1 Release Time	6
4.3 City-Provided Information To Unions	7
4.4 Bulletin Board Space	7
4.5 Meeting Space.....	7
4.6 Interoffice Mail Service.....	7
4.7 Negotiating Committee	7
4.8 State Of California Workers' Compensation Information.....	8
4.9 Union Information	8
4.10 Printing Contract.....	8
4.11 Employee Notification of Representation	8
4.12 Union Security	8
4.12.1 Maintenance Of Membership	8
4.12.2 Deductions	9

4.12.3	Fair Share Fee	9
4.12.3.1	Application	9
4.12.3.2	Implementation	9
4.12.4	Condition Of Employment	10
4.12.4.1	Religious Exemption	10
4.12.4.2	City's Obligations	10
4.12.4.3	Union's Obligations	11
4.12.4.4	Indemnification	11
4.13	Exempt Limited Duration And Temporary Contract Service Employees....	11
4.13.1	Definitions	11
4.13.2	Information	11
4.13.3	Bargaining Unit	12
4.13.4	Acknowledgment of City Policy	12
4.13.5	Limitation of Use of Annutants.....	12
4.14	Joint Labor-Management Committee.....	12
4.14.1	Engineer Labor Relations Subcommittee	13
4.14.2	OPD Labor Relations Subcommittee	13
4.15	Joint Labor/Management Training	13
4.16	Add/Delete Of Budgeted Positions.....	13
ARTICLE 5:	COMPENSATION	14
5.1	Salary Schedule.....	14
5.2	One Time Revenue Share Payment	14
5.3	Special Equity Adjustments	14
5.4	Salary Adjustments/Deductions.....	15

5.4.1	Adjustments For Underpayment.....	15
5.4.2	Adjustments For Overpayments.....	15
5.4.3	Court Ordered Salary Deductions	15
5.5	Salary Steps	16
5.5.1	Initial Salary.....	16
5.5.2	Minimum Salary Increase When Promoted	16
5.5.3	Salary Step Advancement.....	16
5.5.4	Salary Range Advancement Up To The Mid-Point.....	16
5.5.5	Salary Range Advancement Above The Mid-Point	17
5.5.6	Definitions	17
5.5.7	Consequences Of Failure To Evaluate.....	17
5.5.8	Mid-Point Calculation	17
5.6	Premium Pay	18
5.6.1	Overtime.....	18
5.6.1.1	Alternate Work Scheduling.....	18
5.6.1.2	Adjusted Work Schedule.....	18
5.6.1.3	IT Employees	19
5.6.2	Compensatory Leave	20
5.6.3	Overtime On Holidays (Units TF1 And UH1).....	20
5.6.4	Acting Pay	20
5.6.5	Bilingual Pay.....	21
5.6.5.1	Level 1 Certification	22
5.6.5.2	Level 2 Certification	22
5.6.5.3	Certification Standards	22

5.6.5.4	Arbitrability	22
5.6.6	Notary Public Pay.....	22
5.6.7	Miscellaneous Licensing And Certification Premium Pay.....	23
5.6.8	Engineer And Architect Career Ladder Incentive	23
5.6.9	Engineer-In-Training Incentive	24
5.6.10	Additional Engineer License Incentives.....	24
5.6.11	Chief Of Party Licensing Premium Pay	25
5.6.12	Real Estate/Property Management Premium Pay.....	26
5.6.13	Standby Pay	26
5.6.14	Call Back Pay (Unit TF1).....	27
5.6.15	Additional Unit UH1 Premium Pay.....	27
5.6.15.1	Callback Pay	27
5.6.15.2	Shift Differential.....	28
5.6.15.2.1	Swing Shift	28
5.6.15.2.2	Graveyard Shift	28
5.6.15.2.3	Rotating Shift.....	28
5.6.16	Premium Pay During Paid Leave	28
5.6.17	No Pyramiding.....	29
5.6.18	Commuter Check	29
5.6.19	Extraordinary Service Pay (Unit TF1).....	29
5.6.19.1	Definition	29
5.6.19.2	Eligibility	29
5.6.19.3	Implementation	30
5.6.19.4	Annual Program Review	30

5.7	Allowances.....	30
5.7.1	Meal Allowance	30
5.7.2	Automobile Allowance	31
5.7.2.1	Category II	32
5.7.2.2	Category III	32
5.7.2.3	Category IV	32
5.7.3	Uniform Allowance	33
5.7.4	Shoe Allowance.....	34
5.7.4.1	City Vouchers.....	34
5.7.4.2	Newly Employed Represented Employees	34
5.7.4.3	Tree Department.....	34
ARTICLE 6: PROFESSIONAL DEVELOPMENT PROVISIONS		35
6.1	Dues And Memberships.....	35
6.1.1	Units TA1 And TW1.....	35
6.1.2	Units UM1, UM2, And UH1	35
6.1.3	Unit TF1 And TM2.....	35
6.1.4	Units TM1 And U41	35
6.2	Conferences, Seminars And Meetings	36
6.3	Professional Development.....	36
6.3.1	Units TA1, TW1, And UH1	36
6.3.2	Units UM1 And UM2.....	36
6.3.3	Unit TM2 And TF1	37
6.4	Professional Licenses And Registration Fees.....	37
6.5	Tuition Reimbursement.....	37

6.6	Professional Liability (Unit TF1)	38
6.7	Incompatible, Inconsistent, Or Conflicting Activities	40
ARTICLE 7: RETIREMENT		40
7.1	Tier One - 2.7% at 55 Retirement Plan: For Represented Employees Hired Prior To 6/8/12	42
7.1.1	2.7% at 55 Retirement Plan	42
7.1.2	PERS Member Contribution	42
7.1.3	Final Compensation.....	42
7.2	Tier Two - 2.5% At 55 Retirement Plan: For Represented Employees Hired On Or After 6/8/12, But Before 1/1/13, and Classic Members Hired After 1/1/13 As Determined By CalPERS	41
7.2.1	2.5% at 55 Retirement Plan	43
7.2.2	PERS Member Contribution.....	43
7.2.3	Final Compensation	43
7.3	Tier Three - 2% at 62 Retirement Plan: For Unit Members Hired On Or After 1/1/13	43
7.3.1	2% AT 62 Retirement Plan.....	42
7.3.2	PERS Member Contribution	44
7.3.3	Final Compensation.....	44
7.4	Premium Pay Reported to CalPERS	44
7.5	Optional Benefits	44
7.6	Post Retirement Survivor Allowance	43
7.7	Post Retirement Survivor Allowance To Continue After Remarriage	45
ARTICLE 8: INSURANCE PROGRAMS		44
8.1	Medical Insurance Under PEMHCA.....	46

8.2	City Contribution To PERS	44
8.3	Change In PERS Regulations.....	45
8.4	Full Medical Insurance Comparable To Rate Charged Under PEMHCA Kaiser Bay Area Plan.....	45
8.5	Medical And Dependent Care Reimbursement Plan	45
8.5.1	Maximum Deductions.....	46
8.5.2	Administrative Fees.....	46
8.6	Dental Insurance.....	46
8.7	Vision Care	47
8.8	Blood Bank	47
8.8.1	Sponsor.....	47
8.8.2	Eligibility	47
8.8.3	Program Operation.....	47
8.9	Life Insurance	47
8.10	Disability Insurance.....	48
8.11	Chemical Dependency Treatment Program.....	48
8.12	Continuation Of Coverage While On Paid Leave.....	48
8.13	Deferred Compensation Plan.....	48
8.14	Retiree Benefit	48
ARTICLE 9: LEAVES OF ABSENCE		50
9.1	Sick Leave	50
9.1.1	Annual Earned Sick Leave	50
9.1.2	Accumulated Earned Sick Leave.....	50
9.1.3	Use Of Sick Leave.....	50

9.1.3.1	Minimum Usage	50
9.1.3.2	Family Illness	50
9.1.3.3	Verification Of Leave.....	51
9.1.4	Sick Leave Buy-Back - Leaving City.....	51
9.1.5	Annual Sick Leave Sell-Back/Conversion	52
9.2	School Activities Leave	52
9.3	Family Death Leave	53
9.3.1	Definition Of Immediate Family	53
9.3.2	Special Circumstances.....	53
9.3.3	Entitlement	53
9.4	On The Job Injury Leave And Compensation	54
9.4.1	City Paid Leave Entitlement	54
9.4.1.1	Probationary Employee.....	54
9.4.1.2	Permanent Employee.....	54
9.4.1.3	Long Term Permanent Employee	54
9.4.1.4	Non-Civil Service Employee.....	55
9.4.1.5	Workers' Compensation Claim.....	55
9.4.1.6	Physical Examination.....	55
9.4.1.7	Workers' Compensation Benefits.....	56
9.5	Military Leave.....	56
9.6	Jury Leave	56
9.7	FMLA/CFRA And Pregnancy Disability Leave	56
9.8	Leave Of Absence Without Pay	57
9.9	Disability Insurance.....	57

9.10	Integration Of Disability Insurance Coverage and Paid Leaves	57
9.11	Limited/Modified Duty	58
9.12	Management Leave (Units TM2, UM1 And UM2)	58
9.13	Accrual Cash Out Upon Transfer	59
ARTICLE 10: VACATION LEAVE		60
10.1	Entitlement.....	60
10.1.1	Extra Vacation Days	60
10.2	Right To Take Accrued Leave	60
10.3	Limitation on Unused Vacation Leave Balances	61
10.4	Minimum Usage.....	61
10.5	Interruption Of Leave	61
10.6	Vacation Sell-Back.....	61
10.7	Personal Business Leave	61
ARTICLE 11: HOLIDAYS		63
11.1	Designated Holidays.....	63
11.1.14	Christmas Or New Year's Eve	64
11.1.15	Holidays On Regular Day Off	64
ARTICLE 12: PERMANENT PART-TIME BENEFITS.....		66
12.1	Paid Leave.....	68
12.2	Holidays	66
12.3	Insurance Programs.....	66
12.4	Leave Sell-Back/Conversion	66
ARTICLE 13: WORKING CONDITIONS		67
13.1	Hours Of Work (Units TA1, TW1, TF1, And UH1).....	67

13.1.1	Rest Period	67
13.1.2	Lunch Period	67
13.2	Shifts And Schedules (Unit TF1).....	67
13.3	Alternative Work Scheduling.....	68
13.4	Health And Safety	68
13.5	Community And Customer Service Commitment.....	69
13.6	Floor Wardens	69
13.7	Special Provisions	69
ARTICLE 14:	PERSONNEL PROVISIONS.....	70
14.1	Personnel File.....	70
14.2	Probationary Period	71
14.2.1	Entry Probationary Period	71
14.2.2	Promotional Probationary Period.....	71
14.2.3	Lateral Probationary Period	71
14.2.4	Assistant Engineer I Probation	72
14.2.5	Injury Or Illness During Probationary Period	72
14.2.6	Permanent Status.....	72
14.3	Performance Appraisals.....	72
14.3.1	Twelve Month Probation Appraisal.....	73
14.3.2	Six Month Probation Appraisal	73
14.3.3	Consequences Of Failure TO Complete Annual Performance Appraisal	73
14.4	Entry Level Examinations	74
14.4.1	Announcements of Examination.....	74

14.4.2	Certification Of Eligibles To Fill Vacancies	74
14.5	Transfer List	74
14.6	Results of Employee Initiated Class Studies.....	74
14.7	Promotional and Restricted Examinations	75
14.7.1	Announcements of Promotional or Restricted Examinations	75
14.7.2	Certification of Eligible To Fill Vacancies.....	75
14.7.3	Flexible Staffing.....	76
14.7.4	Management Employees (UM1).....	77
14.8	Preference Points in Examinations	77
14.8.1	Seniority Points [Personnel Manual Section 4.15].....	77
14.8.2	Residency Points [Personnel Manual Section 4.11]	77
14.9	Reduction In Force/Layoff (Only applies to Units TA1, TF1, TM2, TW1, UH1 and UM2).....	78
14.10	Eligibility Lists During A Hiring Freeze	79
14.10.1	Extension.....	79
14.10.2	Notification.....	79
14.11	Contracting Out.....	79
14.11.1	Review of Proposed Contracts.....	79
14.12	Discipline/Just Cause.....	79
14.13	Sexual Harassment And Violence In The Workplace	80
14.14	Reassignment	80
14.15	Child Safety And Endangerment	81
ARTICLE 15: GRIEVANCE AND DISPUTE RESOLUTION PROCEDURE		82
15.1	Definition.....	82

15.2	Procedure	82
15.2.1	Step 1	82
15.2.2	Step 2: Appeal to Department Head.....	83
15.2.3	Step 3: Employee Relations Officer OR Union Staff Representative.....	83
15.2.4	Step 4: Civil Service Board - Arbitration	83
15.3	Time Limits	84
15.4	Right Of Representation	84
15.5	Witnesses	84
15.6	Class Action Grievance	84
15.7	Consolidation.....	85
15.8	Expedited Arbitration Procedure	85
ARTICLE 16: SPECIAL PERSONNEL PROVISIONS FOR UNIT UM1		86
16.1	Appointment From Civil Service To Exempt Position.....	86
16.2	Involuntary Separation From Exempt Position.....	87
ARTICLE 17: REPRESENTED EMPLOYEES ASSIGNED TO THE OFFICE OF THE MAYOR OR CITY COUNCIL		88
17.1	Application	88
17.2	Resolution Of Concerns Procedure For Represented Employees In Mayor's Or City Council Office.....	88
17.3	Special Leave	88
17.4	Mileage Allowance	89
17.5	Office Of The Mayor Excluded Provisions	89
17.6	City Council Professional Excluded Provisions.....	90
17.7	City Council Office Clerical/Administrative Support Staff Excluded Provisions	90

ARTICLE 18 SPECIAL PROVISIONS FOR DEPUTY CITY ATTORNEYS I THROUGH IV (UNIT TM1) AND DEPUTY CITY ATTORNEYS V/SPECIAL COUNSEL (UNIT U41).....92

18.1 Application..... 92

18.2 Recognition92

18.3 Stewards92

18.4 Negotiation Team92

18.5 Labor Relations Committee93

18.6 Deputy City Attorney II, III, IV – Salary Schedule93

18.7 Deputy City Attorney I – Salary Steps93

18.8 Pay For Acting In A Higher Classification94

 18.8.1 Deputy City Attorney I-IV94

 18.8.2 Deputy City Attorney V and Special Council94

18.9 Special Assignment/Departmental Counsel Premium For Unit TM1 Only95

18.10 Meal Allowance95

18.11 Professional Development For Units TM1 And U41.....95

18.12 Conferences, Seminars, And Meetings96

 18.12.1 Deputy City Attorney I-IV96

 18.12.2 Deputy City Attorney V and Special Counsel.....96

18.13 Incompatible, Inconsistent, Or Conflicting Activities97

 18.13.1 Deputy City Attorney I-IV.....97

 18.13.2 Deputy City Attorney V98

18.14 Departmentally Designated alternative Work Schedules99

18.15 Classification Appeals100

18.16 Posting Job Openings100

18.17 Civil Service And Personnel Rules	100
18.18 Termination	100
18.19 Grievance Procedure	101
18.19.1 Step 1A – Informal Discussion.....	101
18.19.2 Step 1B – Formal Submission	101
18.19.3 Step 2 – Appeal To Assistant City Attorney.....	101
18.19.4 Step 3 – Appeal To City Attorney	102
18.19.5 Step 4 – Arbitration	102
18.19.6 Time Limits	102
18.19.7 Right Of Representation	102
18.20 No Strike Clause	103
18.21 Time Accounting	103
18.22 Savings (Zipper) Clause	104
ARTICLE 19 : RESOLUTION – DURATION	106
19.1 Completion Of Negotiations	106
19.2 Savings Clause	106
19.3 Duration	107
APPENDIX A -LIST OF CLASSIFICATIONS IN UNIT.....	108
APPENDIX B - SALARY ORDINANCE/SCHEDULE.....	120
APPENDIX C - CIVIL SERVICE USE OF HEARING OFFICER	172
APPENDIX D - MILITARY LEAVE PAY AND BENEFITS	174
APPENDIX E - PAY REPORTED TO CALPERS*	176
APPENDIX F - COBRA FUND SIDE LETTER	177
APPENDIX G -MAINTENANCE OF BENEFITS.....	179

APPENDIX H- VOLUNTARY LEAVE WITHOUT PAY (VTN)..... 180

APPENDIX I - TELECOMMUTING 181

APPENDIX J - LOU LABOR MANAGEMENT SUB-COMMITTEE AT OPD.....182

APPENDIX K - LOU ALTERNATIVE WORK SCHEDULE183

APPENDIX L - LOU PROMPT PAYMENT184

APPENDIX M - LOU COMPENSATION SURVEY185

APPENDIX N - ELECTRONIC JOB RELATED TOOLS POLICY COMMITTEE.....186

APPENDIX O - HOLIDAY PAY FOR OPD DISPATCH SUPERVISORS REGULARLY
ASSIGNED A 4/10 WORKWEEK SCHEDULE187

APPENDIX P – TRANSIT PILOT PROJECT.....188

APPENDIX Q – MERGED CONTRACT NEGOTIATIONS.....189

APPENDIX R – PUBLIC WORKS SUPERVISOR PARITY STUDY.....190

PREAMBLE

We, the undersigned, duly appointed representatives of the City of Oakland ("City") and of Professional and Technical Engineers, Local 21, AFL-CIO, ("Union") a recognized employee organization, having met and negotiated in good faith, jointly prepare and execute on the 24th of March 2014, the following written Agreement. Except as specifically stated in this Agreement (including but limited to the exclusions stated in Articles 15, 16, 17, 18 and 19), the provisions set forth in this Agreement apply to City of Oakland employees assigned to the following Representation Units represented by Union: Unit TA1 – Confidential Employees; Unit TF1 – Professional Employees; Unit TM1 – Deputy City Attorneys I through IV; Unit TM2 – Supervising Engineers; Unit U41 – Deputy City Attorneys V and Special Counsel; Unit TW1 – Administrative, Professional and Technical Employees; Unit UH1 – Supervisory Employees; Unit UM1 – Exempt Management Employees; and Unit UM2 – Management Employees. Classifications in each unit are listed in **Appendix A**, List of Classifications In Unit, attached and incorporated into this Agreement.

The parties recognize their mutual commitment to the delivery of effective, courteous, and responsive services to the citizens of Oakland.

ARTICLE 1: RECOGNITION

The City agrees to recognize the Union as the exclusive recognized bargaining representative, within the scope of representation as described in the Meyers-Milias-Brown Act, as amended, and the Employee Relations Rules adopted by the City Council, for full-time and permanent part-time City employees in classifications assigned to Units TA1, TF1, TM1, TM2, TW1, U41, UH1, UM1, and UM2 as set forth in the preamble to this Agreement. Except as specifically stated in this Agreement (including but not limited to the exclusions in Articles 15, 16, 17, 18, and 19,) the provisions set forth in this Agreement shall apply to any classification for which the Union has become recognized during the term of this Agreement.

ARTICLE 2: NONDISCRIMINATION

2.1 Discrimination Prohibited

The City and Union agree that they shall not discriminate against any represented employee in any way on account of race, color, creed, religion, sex (pregnancy or gender), sexual orientation, gender identity, national origin, ancestry, political affiliation, disability (mental and physical, including HIV and AIDS), medical condition (cancer/genetic characteristics), age (40 and above), military or veteran status or marital status as provided by applicable federal, state or local law. The City agrees that no employee shall be discriminated against because of Union membership, or protected union activity.

2.2 Reasonable Accommodation

The City will make reasonable accommodation for a represented employee's known physical or mental disability unless the City demonstrates that the proposed accommodation will produce undue hardship to the City's operation or that the City is otherwise not obligated to accommodate the represented employee. Reasonable accommodations will be consistent with provisions of this Agreement and of Civil Service Rules that affect the represented employee being accommodated to the extent the law at the time the accommodation is implemented permits. At the request of the Union, the City agrees to discuss a proposed represented employee accommodation with the Union.

ARTICLE 3: CITY RIGHTS

City rights are described in Section 4 of Employee Relations Rules, Resolution No. 55881 as follows:

In accordance with Section 4 of the Rules and Regulations Governing Employer-Employee Relations in the City Government it is the exclusive right and responsibility of the City to determine the organization of its activities, to determine the mission of each of its organizational units, to set standards of service, to determine and enforce required levels of employee skill and performance, and to exercise control and discretion over its organization and operations.

It is also the exclusive right and responsibility of the City to assign, reassign and direct its employees and the use of its equipment and vehicles, to take disciplinary action for proper cause, to terminate employees for lack of funds or work or other legitimate reasons, to determine the means, number and kind of personnel by which the City's operations are to be conducted.

In accordance with City Charter 902 (e) and MOU Article 14.12 Contracting Out, it is within the City's exclusive right and responsibility to contract any work or operation permitted under the City Charter. It is also within the City's exclusive right and responsibility to take all necessary actions in emergencies to carry out its functions.

The City will "consult" on the practical consequences of contracting any work or operation permitted under the City Charter.

The City shall not be required to meet and confer in good faith on the City responsibilities and rights or on employee rights as defined in Section 4 and 5 respectively.

The above provisions do not apply to represented employees in Unit U41. Notwithstanding anything to the contrary in this MOU, any authority designated to be exercised by the "City Administrator," the "appointing authority," or the "department head" in this MOU shall be exercised by the City Attorney for represented employees working in the City Attorney's Office, and by the City Auditor for represented employees working in the City Auditor's Office pursuant to City Charter sections 401(6) and 403.

This paragraph applies only to represented employees in Unit U41, and is subject to Article 18.17 *Civil Service Rules and Personnel Rules* that provides for the at will status of represented employees in Unit U41. The Union agrees that the City has the right to unilaterally make decisions on all subjects that are outside the scope of bargaining, including determining and modifying levels of service to the public; determining and modifying job qualifications; determining work to be performed by equipment and technology; promulgating and enforcing standards of performance and deciding to lay off employees. The City's exercise of its management rights is not subject to challenge through the grievance procedure or in any other forum, except where otherwise in conflict with a specific term of this collective bargaining agreement.

ARTICLE 4: UNION RIGHTS

4.1 Union Access To Work Locations

Union officers and representatives shall be granted reasonable access to employee work locations, upon the consent of the department head or the designated representative, for the purpose of contacting members concerning business within the scope of representation. Access shall be granted only if it does not interfere with work operations or with established safety and security requirements.

4.2 Union Representatives

This section shall not apply to Units TM1 and U41; this subject matter is addressed in Article 18 for represented employees in these units.

The Union may select a reasonable number of stewards from within each geographic work location, , and shall provide the City with an accurate list of the same on or about each January 1 and July 1.

A steward or Union Officer may represent a represented employee at the appropriate step of the grievance procedure concerning a dispute of the represented employee's rights under the terms of this Agreement. A steward or Union Officer shall have the right, upon the request of the represented employee involved, to represent such employee in a review of the represented employee's performance evaluation. Such right of representation does not include the initial discussion between the represented employee and the supervisor who prepared the evaluation, but it is clearly understood that each represented employee has the right thereafter to request a performance evaluation review with Union representation. A steward or Union Officer shall also have the right, upon the request of the represented employee involved, to represent such employee at a disciplinary "Skelly" meeting. The City shall include in the Notice of Intent letter that the represented employee has a right to request union representation or other representation of his/her choice at the Skelly hearing.

4.2.1 Release Time

A steward or a Union officer shall be granted reasonable time off without loss of pay or benefits for the purpose specified in this Section with the approval of the department head or designated representative. Time off shall include travel time, time to confer with and time to represent an aggrieved employee. The parties recognize that performance of the steward's or officer's job duties come first.

Release time affects the operations of the employee(s) departments; therefore, prior notice is required to ensure the City can approve the request. Appropriate

notice is a minimum of 72 (seventy-two) hours advance notice, whenever possible.

For a union steward or other union representative or subject matter expert to attend a department grievance meeting, the request for release time is to be submitted in writing to the employee's immediate supervisor.

Requests for release time shall be made to Employee Relations for city-wide matters including arbitrations, meet and confers and other labor related matters.

4.3 City-Provided Information To Unions

Upon the Union's written request, the City shall provide, in a timely manner, all information that is necessary and relevant for the Union to discharge its representation duties. Requests for Information under the Meyers-Milias-Brown Act shall be submitted in writing to the Employee Relations Department for a response from the City. Relevant and necessary information shall be determined by applying PERB regulations. Relevant and necessary information includes but is not limited to a list of all represented employees, their names, home addresses, work addresses, classifications, organization code (as listed in the City's database), rates of pay, and salary schedule information.

4.4 Bulletin Board Space

The City shall provide reasonable space on bulletin boards for official Union notices at each central work area.

4.5 Meeting Space

The City shall reasonably make suitable conference rooms and other meeting areas for the purpose of holding Union meetings during off-duty time periods. The Union shall provide timely advance notice of such meetings. The Union agrees to pay any additional costs of security, supervision, damage, and cleanup, and shall comply with City regulations for assignment and use of such facilities.

4.6 Interoffice Mail Service

The Union shall be allowed reasonable use of City interoffice mail service for the distribution of non-controversial written materials for the information of representatives and officers.

4.7 Negotiating Committee

This section shall not apply to Units TM1 and U41; this subject matter is addressed in Article 18 for represented employees in these units.

The Union's Negotiating Committee shall be limited to a reasonable number of represented employees. The City and the Union may have consultants or representatives. On occasion, either party may have additional persons assist during negotiations. For example, knowledgeable City employees or subject matter specialists may be invited to negotiation sessions, as long as the other party is notified in advance of the individual and the purpose of the individual's attendance. The Union negotiators shall be paid for up to seven and one-half (7-1/2) or eight (8) hours per scheduled negotiation session for all time spent in negotiation.

4.8 State Of California Workers' Compensation Information

The City shall distribute literature to each new employee clearly describing the rights and benefits of all represented employees under State of California Workers' Compensation laws.

4.9 Union Information

The City will, within a reasonable period of time, distribute to each new represented employee appropriate literature furnished by the Union.

4.10 Printing Contract

The City and the Union agree to share the cost of printing fifty (50) copies of this Agreement for Union officers and stewards. The City agrees to provide the Union via email a final copy of the adopted Agreement in MS Word format and a copy of the fully executed and adopted Agreement in PDF format. The City will post the agreement to the City's website.

4.11 Employee Notification Of Representation

The City agrees to notify within a reasonable time each new employee that the Union is his/her recognized bargaining representative. The City agrees to promptly notify the Union of each new employee hired or reassigned in classifications assigned to bargaining units represented by the Union.

4.12 Union Security

4.12.1 Maintenance Of Membership

Represented employees in Units UM1, UM2, UH1, TA1, TF1, TW1, and TM2 may not revoke their authorization for regular monthly Union dues deductions during the term of this Agreement of Understanding; provided, however, that during the thirty (30) day period preceding the specified expiration date of this Agreement, represented employees may revoke

their payroll deduction authorization and withdraw from membership in the Union.

4.12.2 Deductions

The City shall deduct, biweekly, the amount of Union regular and periodic dues and fair share service fees, insurance premiums, Committee On Political Education (“COPE–”) deductions, and any special membership assessments as may be specified by the Union under the authority of an authorization card furnished by the Union and signed by the represented employee.

The deductions, together with a written statement of the names and amounts deducted, shall be forwarded promptly to the Union office. Dues shall be deducted only for members of the Union within the represented units.

4.12.3 Fair Share Fee

4.12.3.1 Application

“Fair share fee requirement” has the same meaning as “agency shop” as that term is used in Government Code Section 3502.5. Except as provided otherwise in this Section, the provisions of this Fair Share Fee Section shall only apply to non management, represented employees in bargaining Unit TF1, UH1, UM1, UM2 TA1 and TW1, except represented employees assigned to the Office of the Mayor, professional classifications in the City Council’s office, Administrative Assistant II in the City Council’s office who held the position prior to June 30, 2002, Council PSE 14, and Council PSE 51. The Fair Share Fee provisions only apply for these represented employees when on paid status. The City shall give the Union no less than thirty (30) working days prior notice of proposed designations of unit positions as management employees.

Each pay period, the City shall provide the Union with a list of new non management represented employees in the unit.

4.12.3.2 Implementation

A fair share fee requirement shall be implemented in a unit when:

1) Election

The Union has requested, in writing, an election on the

issue, to be conducted by the State Mediation and Conciliation Service, and fifty percent (50%) plus one (1) of represented employees in the unit favor the fair share fee requirement; or

2) 2/3 Membership

The Union makes a showing that two-thirds (2/3) of the employees within the unit are dues paying members of the Union.

4.12.4 Condition Of Employment

In the units for which the fair share fee requirement has been implemented, represented employees shall, as a condition of continued employment in the City, become and remain a member of the Union, or in lieu of becoming a member, shall pay a fair share fee to the Union. Represented employees may authorize payroll deduction for the amount of the fair share fee as described in Section 4.12.2 of this Agreement. If a represented employee has not authorized a payroll deduction within thirty (30) working days from the date of commencement of assigned duties within the bargaining unit, the City shall immediately begin automatic payroll deduction as provided for in Government Code Section 3502.5 and Cal. Code Regs., title 8, sections 32990-32997.

4.12.4.1 Religious Exemption

Upon presentation of membership, any represented employees who are members of a bona fide religion, body, or sect whose traditional tenets or teachings include objections to joining or financially supporting employee organizations, shall not be required to join or financially support the Union as a condition of employment. In lieu of dues or the fair share fee, such represented employees shall contribute an amount equal to the dues or fair share fee to one of the following specific non-religious, non-labor charities exempt from taxation under IRS Section 501(c) (3): (1) Friends of the Oakland Public Library; (2) Friends of the Asian Branch Library; (3) Friends of Oakland Parks and Recreation; (4) the Oakland Museum Foundation; or, (5) Friends of Oakland Seniors. The Union shall be informed in writing of any such requests.

4.12.4.2 City's Obligations

The City is obligated under the fair share fee provisions to deduct from represented employees' pay appropriate amounts pursuant to Sections 4.12.2 and 4.12.3. If the Union notifies the

City that the represented employee has not executed a payroll deduction authorization form, the City shall immediately begin automatic payroll deduction as provided in Government Code Section 3502.5 and Cal. Code Regs., title 8, sections 32990-32997.

4.12.4.3 Union's Obligations

As a condition precedent to the City's deduction of fair share fees, the Union shall annually certify to the City in writing that the Union is complying with all applicable laws governing the fair share fee.

4.12.4.4 Indemnification

The Union shall indemnify and save harmless the City, its officers and employees, from and against any and all loss, damages, costs, expenses, claims, attorneys' fees, demands, actions, suits, judgments, and other proceedings arising out of any action relating to this provision

4.13 Exempt Limited Duration and Temporary Contract Service Employees

4.13.1 Definitions

For the purposes of this Agreement, an "Exempt Limited Duration Employee" position is a position (1) with limited funding cycles of one year or less; (2) for special projects that are longer than six (6) months in duration, yet still short-term; or (3) where the classification has not yet been created. Exempt Limited Duration Employee appointments may not exceed one year.

For the purpose of this Agreement, a "Temporary Contract Service Employee" is a temporary part-time classification not eligible for any compensation other than the hourly wage and not eligible for any benefits except those required by law.

4.13.2 Information

On a monthly basis, the City shall provide the Union and the Civil Service Board with the names, hire dates, departments, and work locations of all Exempt Limited Duration Employees and Temporary Contract Service Employees. Upon request the City shall also provide the Union with the "Temporary Contract Service Employees Review" document or the "Exempt Limited Duration Employee Review" document approving the hiring of the Exempt Limited Duration Employees and Temporary Contract Service Employees.

4.13.3 Bargaining Unit

The Union and the City agree that the Union is not the exclusive recognized bargaining representative for Exempt Limited Duration Employees and/or Temporary Contract Service Employees.

4.13.4 Acknowledgment of City Policy

The second sentence of this section shall not apply to represented employees in Units TM1 and U41.

The Union and the City acknowledge that a Temporary Contract Service Employee may work for a maximum of nine hundred and sixty (960) hours per fiscal year. Temporary Contract Service Employees may not be hired to fill vacant classified positions, and may not be used for ongoing or repetitive use. Similarly, the Union and the City acknowledge that an Exempt Limited Duration Employee may work for no more than one (1) year.

4.13.5 Limitation of Use of Annuitants

This section shall not apply to Unit U41.

The City and Union agree that retired represented employees (annuitants) shall not be permitted to work as Exempt Limited Duration or Temporary Contract Service Employees, or otherwise employed in temporary positions, for more than a maximum of 960 hours in total. Use of annuitants shall be limited to training existing City staff and developing operational and procedural manuals.

4.14 Joint Labor-Management Committee

This section shall not apply to Units TM1 and U41. The establishment and operation of the Labor Relations Committee for the City Attorney's Office is addressed in Article 18.

The City and the Union agree to maintain a joint labor management committee composed of equal numbers of representatives. The committee may also include representatives from other Oakland City employee labor organizations.

The committee and its subcommittees shall meet regularly, establish agendas, and keep records of discussions and recommendations on action items. The City and the Union shall select their own representatives, respectively, provided that the parties agree to select representatives authorized to enter into agreements after reviewing proposals with their principals, where necessary.

The committee may establish departmental or issue-specific subcommittees. The joint labor management committee and its subcommittees are in no way intended to supersede or negate the parties' mutual obligation to bargain in good faith or to supersede any portion of this Agreement, including but not limited to the grievance procedure. However, by mutual agreement, the parties may discuss and attempt to resolve matters subject to the grievance procedure. Appropriate subjects for discussion at the committee include but are not limited to labor-management relations, health and safety issues, improvements to implementation of this Agreement, development of promotional opportunities, employee development, career ladders and lattices, succession planning, alternative work schedules, telecommuting opportunities, physical plant issues, and technologies.

4.14.1 Engineer Labor Relations Subcommittee

The City and the Union agree to form a subcommittee to discuss engineer matters within the scope of representation. The subcommittee shall discuss engineer recruitment, terms and conditions of employment in comparable agencies, professional development, professional standards, trends, and developments. The City and the Union shall each appoint three (3) representatives to this subcommittee.

As needed, the City and the Union shall jointly provide training on conducting effective meetings and cooperative efforts.

4.14.2 OPD Labor Relations Subcommittee

The Labor Management sub-committee at the Oakland Police Department is addressed in detail in **Appendix J**.

4.15 Joint Labor/Management Training

Upon the Union's request, the City and Union shall co-sponsor eight (8) hours of joint training on the terms of this Agreement, or on related issues, in each year of this Agreement for designated officers, stewards and management personnel. The City shall provide release time for designated officers and stewards to attend such training.

4.16 Add/Delete of Budgeted Positions

The City shall notify the Union of any additions or deletions to budgeted positions ("Add/Deletes") within one (1) week of final approval. Such information shall include the Department, Organization, and classification of such positions.

This provision of the MOU shall not be subject to the grievance process.

ARTICLE 5: COMPENSATION

5.1 Salary Schedule

Wages for represented employees covered by this Agreement shall be increased by four percent (4%) Cost of Living Adjustment (COLA) effective July 1, 2015. Effective January 14, 2017 represented employees will be increased by four percent (4%) Cost of Living Adjustment (COLA) .

5.2 One-Time Revenue Share Payment

A one-time revenue share payment shall be paid to eligible unit members under the terms of this section. This payment shall be comprised of the FY 2014-15 General Purpose Fund (GPF) available undesignated fund balance based on audited financials. Payment will be issued by the second (2nd) pay period of February 2016. The payment shall be up to eleven hundred dollars (\$1,100) per eligible unit member.

In the event there are insufficient funds, the City agrees to make available FY 2015-16 GPF available projected fund balance prior to any new expenditure commitments. This will be computed and set-aside in the FY 2016-17 Mid-Cycle budget by June 30, 2016. Payment will be issued by the second (2nd) pay period of February 2017 pursuant to issuance of the City's audited financial statements.

The Revenue Sharing payment is a one-time payment of up to eleven hundred dollars (\$1,100), not subject to CalPERS provisions, and shall not increase the base salary of any unit member. To be eligible, a unit member must be on paid status July 1, 2015, and on paid status on the date of the payout, and have worked seven hundred and fifty (750) hours in the prior fiscal year.

5.3 Special Equity Adjustments

OPD and OFD Dispatch Supervisors Equity Increase

The City shall increase the base salary of OPD and OFD Dispatch Supervisors by four percent (4%) effective the first full pay period following full ratification of this Agreement.

OFD Senior Dispatcher

The City shall increase the base salary of the OFD Senior Dispatcher by four percent (4%) effective the first full pay period following full ratification of this Agreement.

Police Services Manager

The City shall increase base salary of the Police Services Manager assigned to Communications Dispatch by one percent (1%) after full ratification of this Agreement.

Public Works Supervisor and Construction Works Supervisor Internal Parity Study

This parity study is detailed in **Appendix T**.

5.4 Salary Adjustments/Deductions

5.4.1 Adjustments For Underpayment

Upon verification that a represented employee was underpaid by the City, regardless of fault, the City will within thirty (30) calendar days of discovery adjust the employee's wages in an amount equal to the underpayment.

5.4.2 Adjustments For Overpayments

In the event the City erroneously overpays a represented employee, regardless of fault, the City shall recover overpayment.

The City will provide written notice to each employee when he/she receives a wage overpayment. The notice will advise the employee of the amount of the overpayment and request that the employee either reimburse the City for the full amount of the overpayment or consent to the deduction of the overpayment from the employee's paychecks. The notice shall also advise employees of the right not to consent, provided however, the City may pursue appropriate legal action.

5.4.3 Court Ordered Salary Deductions

If a court of competent jurisdiction orders the City to garnish the wages of any represented employee or if a court of competent jurisdiction orders the City to make payroll deductions from the wages of the represented employee in favor of the City or a third party, the City shall assess and collect against the employee's regular salary one dollar (\$1) per deduction per pay period to compensate the City for the costs of making such court-mandated payroll adjustments.

5.5 Salary Steps

5.5.1 Initial Salary

A represented employee's initial salary shall be the salary attached to the lowest rate of the salary schedule established for the classification to which the represented employee is appointed; provided, however, that the appointing authority may appoint a new employee at any step in the applicable salary schedule for the classification involved if there has been unusual difficulty in recruiting competent employees at the lowest rate of said salary schedule and the higher rate is commensurate with the appointee's education and experience.

5.5.2 Minimum Salary Increase When Promoted

Whenever a represented employee is promoted to a position of higher salary schedule within the same classification series, the employee shall receive compensation at the salary schedule for the new position that represents: 1) for a represented employee assigned to the salary step plan, a minimum of one rate increment over the amount the employee received in the former position; or 2) for a represented employee assigned to the salary range plan, a minimum of five percent (5%) over the amount the employee received in the former position; provided, however, that the City Administrator, with discretion and for good cause, may provide for compensation at any higher point in the applicable salary schedule for the classification if the represented employee has demonstrated outstanding achievement in the public service.

5.5.3 Salary Step Advancement

The Deputy City Attorney I, is the only classification in Unit TM1 or Unit U41 that is assigned to a salary step plan. The provisions applicable to the Deputy City Attorney I are included in Article 18.

Advancement within the salary schedules specified for a represented employee's classification assigned to the salary step plan shall be on the basis of one (1) year's satisfactory service, as evidenced by a Performance Appraisal. A salary step increase for a represented employee who is entitled to such an increase shall be effective at the beginning of the pay period in which the anniversary date of appointment in the classification falls. Represented employees may receive no more than one (1) step increase per year under this section.

5.5.4 Salary Range Advancement Up To The Mid-Point

This section shall not apply to represented employees in Unit TM1. Salary range advancement for this unit is addressed in Article 18.

Advancement within the salary schedules specified for a represented employee's classification assigned to the salary range plan shall be on the basis on one 1) year's satisfactory service as evidenced by a Performance Appraisal. Advancement of five percent (5%) per year of satisfactory performance shall be made up to the mid-point of the salary range, effective at the beginning of the pay period in which the anniversary date of appointment in the classification falls.

5.5.5 Salary Range Advancement Above The Mid-Point

This section shall not apply to represented employees in Unit TM1. Salary range advancement for this unit is addressed in Article 18.

Represented employees may progress above the mid-point of the salary range at the rate of two and one-half percent (2.5%) to five percent (5%) per year, based on performance as demonstrated by the represented employee's Performance Appraisal, if recommended by the Agency Head and approved by the City Administrator. Represented employees may receive no more than one (1) salary adjustment during any twelve (12) month period.

5.5.6 Definitions

For purposes of the salary advancement provisions of Section 5.5, a represented employee shall be deemed to have performed satisfactory service if the Performance Appraisal for the period includes an overall rating of "fully effective" or "exceeds expectations."

5.5.7 Consequences Of Failure To Evaluate

In the event that a represented employee has not received a Performance Appraisal within forty-five (45) calendar days of the date the appraisal was due, the represented employee shall be entitled to receive a salary step or salary range advancement under Sections 5.5.3, 5.5.4 and 5.5.5 without Performance Appraisal evidence of satisfactory service. Salary advancements granted under this subsection shall be effective as described in Sections 5.5.3, 5.5.4 and 5.5.5.

5.5.8 Mid-Point Calculation

This section shall not apply to represented employees in Units TM1 and U41.

The mid-point is calculated using the following method:

- 1) Subtract the bottom of the salary range from the top of the salary range;

- 2) Divide the difference by five (5);
- 3) Multiply the quotient by three (3); and
- 4) Add the product to the bottom of the salary range.

5.6 Premium Pay

5.6.1 Overtime

Whenever in the judgment of an authorized City official, represented employees are required to work in excess of their regular work day or work week, they shall be compensated for such overtime worked at the rate of one and one-half times the regular hourly rate of pay for their classifications, or, in accordance with departmental policy, receive compensatory leave at the time and one-half rate, subject to the limits as stated in Section 5.6.2. Represented employees in Units TM1, TM2, U41, UM1, and UM2 shall not receive overtime compensation.

The following exceptions to the overtime provisions stated above will apply:

5.6.1.1 Alternate Work Scheduling

The daily overtime provisions may be suspended to accommodate alternative, adjusted, or staggered work schedules permitted by this Agreement.

For employees subject to such work schedules, "work in excess of their regular work day" shall mean work in excess of the hours prescribed as "regularly scheduled work hours" or "core work hours."

5.6.1.2 Adjusted Work Schedule

The overtime provisions may be suspended for represented employees in the classifications listed below whose work schedules are regularly adjusted to accommodate evening and/or weekend meetings. Adjustments to a represented employee's schedule shall be made with as much notice as is practical to the represented employee in situations that are known in advance. Represented employees who are required to work outside their regularly scheduled work hours shall be allowed to adjust their schedule. If it is not possible to make the adjustment within one (1) week's time, the represented employee will be paid at the appropriate overtime rate.

This section shall apply to represented employees in the following classifications: Community Development District Coordinator, Urban Economic Analyst, Housing Development Coordinator, Mortgage Advisor and Rehabilitation Advisor. Represented employees in the Urban Economic Analyst, Housing Development Coordinator, Mortgage Advisor and Rehabilitation Advisor, classifications may be required to adjust their schedules no more than one time per month except on occasions where there is mutual agreement between the represented employee and supervisor.

The City agrees to meet and confer with the Union before adding additional classifications to this provision during the term of this Agreement.

5.6.1.3 IT Employees

Represented employees in the following job classes are subject to the scheduling conditions detailed in 5.6.1.3.1 through 5.6.1.3.5:

Systems Analyst I, II, or III
Systems Analyst, PPT I, II, III
Microcomputer Specialist I, II, or III
Systems Programmer I, II, or III

5.6.1.3.1 The schedules of these classes are subject to adjustments to meet work/project priorities.

5.6.1.3.2 If, after having completed the normal daily work shift and having left the work site, a represented employee is called to return to the work site in order to respond to an unanticipated computer hardware or software issue, then that represented employee will be allowed to either adjust his/her schedule for the time worked, or receive pay as prescribed by the overtime provisions of this Agreement. The decision to either adjust schedules or receive pay shall be subject to consultation between the represented employee and his/her supervisor, subject to the supervisor's approval.

5.6.1.3.3 Represented employees called back to the work site as described in Section 5.6.1.3.2 above shall be entitled to minimum call-back pay equal to two and one-half (2.5) hours.

5.6.1.3.4 Adjustments to a represented employee's schedule shall be made with as much notice as is practical to the represented employee in situations that are known in advance, such as upgrades, installations, repairs, and design/development projects. In such instances, the supervisor and the represented employee shall meet to attempt to adjust the employee's schedule to accommodate the City's needs.

5.6.1.3.5 Represented employees required to continue working to resolve a computer hardware or software problem that occurred during regularly scheduled work hours shall be allowed to adjust their schedules. If it is not possible for a represented employee to make the adjustment within one (1) calendar week's time, the represented employee will be paid at the appropriate overtime rate.

5.6.2 Compensatory Leave

Represented employees (except those in Units TM1, TM2, U41, UM1, and UM2) may elect to receive overtime compensation in the form of compensatory leave. Represented employees may not accrue in excess of seventy two (72) hours of compensatory leave. These limits may be exceeded with mutual agreement between the represented employee and the department, but represented employees in Unit UH1 may not exceed a balance of two hundred forty (240) hours. The City reserves the option to "buy back" any compensatory leave accrued by represented employees in excess of the above stated amounts, with thirty (30) days advance notice.

5.6.3 Overtime On Holidays (Units TF1 And UH1)

For represented employees in Unit TF1 and UH1, any shift that includes five (5) or more hours on a holiday shall be considered a holiday shift and paid for that shift at the overtime rate prescribed in Section 5.5.1 of this Agreement.

5.6.4 Acting Pay

This section shall not apply to employees in Units TM1 and U41. Acting Pay provisions for these units are in Article 18.

Department heads or designees may authorize acting pay assignments not to exceed thirty (30) calendar days. In cases where there is a permanent vacancy or a temporary vacancy (more than 120 days),

department heads or designees shall post the acting opportunities for minimum of ten (10) working days. The City Administrator shall approve acting pay assignments that exceed thirty (30) calendar days.

Any represented employee who has been assigned in writing to assume and perform all of the ordinary day-to-day duties and responsibilities of a higher classification for one (1) or more working days shall be paid a premium at the rate of seven and one half percent (7.5%) of the regular pay of the represented employee's own classification for such time worked in a higher classification.

If the acting pay assignment extends beyond a consecutive sixty (60) calendar day period, the represented employee shall be paid a premium at the rate of twelve and one half percent (12.5%) of the regular pay of the employee's own classification, beginning the sixty-first (61st) day of the acting assignment.

A represented employee who acts in a position of higher classification under this provision, for a consecutive period of thirty (30) calendar days or less, shall not receive acting pay during any period(s) of paid leave occurring during the acting assignment. However, a represented employee who acts in a position of higher classification, under this provision, for a consecutive period in excess of thirty (30) calendar days shall receive acting pay during period(s) of paid leave occurring during the acting assignment, commencing with the thirty-first (31st) day of acting assignment and continuing until said acting assignment is terminated.

No represented employee shall be in an acting assignment for more than six (6) months in a fifteen (15) month period, unless no other qualified represented employee is available or willing to take the assignment. For the purposes of this provision the six (6) months need not be consecutive.

Absent extenuating circumstances, the City shall endeavor to avoid repeatedly appointing the same represented employee.

5.6.5 Bilingual Pay

To overcome language barriers and to provide citizens equal access to City services, the City and the Union encourage represented employees to use City designated languages during contact with the public. For the purpose of bilingual premium pay, each department, subject to City approval, shall designate the non-English languages that may be used. To be eligible for bilingual premium pay, a represented employee must be certified under either subsection 5.6.5.1 or 5.6.5.2, and must provide bilingual service on a regular basis when requested by the City; and must be in a work location where there is a demonstrated need for bilingual

services. Represented employees in Units TM1 and U41 shall not receive Bilingual Pay.

5.6.5.1 Level 1 Certification

To be eligible for Level 1 Certification, a represented employee must have the ability to effectively communicate with the public in a Department designated and City approved non-English language. Represented employees certified with Level 1 skills shall be paid forty-five dollars (\$45) per pay period. A represented employee shall be paid for either Level 1 or Level 2 bilingual skills, and the bilingual pay described in this section and Section 5.6.5.2 shall not be pyramided.

5.6.5.2 Level 2 Certification

To be eligible for Level 2 Certification, a represented employee must have the ability to translate conversations and written materials in a Department designated and City approved non-English language. Represented employees certified with Level 2 written translation skills shall be paid ninety dollars (\$90) per pay period. A represented employee shall be paid for either Level 1 or Level 2 bilingual skills, and the bilingual pay described in this section and Section 5.6.5.1 shall not be pyramided.

5.6.5.3 Certification Standards

The City shall establish examinations and testing procedures for certifying represented employees at Level 1 or Level 2. Upon request, the City will provide an opportunity to consult with the Union regarding procedures for Level 2 examinations.

5.6.5.4 Arbitrability

The City's substantive evaluation of a represented employee's knowledge of and skills in a designated second language shall not be grievable under Article 15 of this collective bargaining agreement and shall not be appealed to the Civil Service Board.

5.6.6 Notary Public Pay

Upon written designation by the appointing authority, the City shall approve payments of an additional seventy cents (\$.70) per hour to qualified represented employees for the performance of notary public duties for City business purposes. These represented employees shall

submit proof of notary public certification annually in order to maintain notary public payments. The premium pay will be removed when the designation is revoked in writing by the appointing authority and the represented employees will no longer be required to perform notary public duties. Represented employees paid to perform notary public duties for the City shall not perform private notary public duties during City work hours.

Represented employees in Units TM1, TM2, U41, UM1, and UM2 shall not receive Notary Public Pay.

5.6.7 Miscellaneous Licensing and Certification Premium Pay

The City agrees to consider requests by represented employees for either two point five percent (2.5%) or five percent (5%) premium pay for possession of licenses and certifications used by the represented employee in the conduct of City business, but not required for his/her classification. This premium pay must be recommended by the Agency head and approved by the City Administrator.

Represented employees must maintain a valid license or certification for continued receipt of this licensing premium pay, and shall be entitled to receive this premium pay only as long as they remain in the classification for which the premium was awarded. If the represented employee changes classification but he/she continues to use the license or certification in the conduct of City business, he/she may reapply for the premium. This premium pay shall be incorporated into the represented employee's compensation reported to CalPERS.

A request for award of such premium pay shall be submitted to the Director of Personnel, who shall forward the request to the City Administrator for final approval.

The City shall respond to such request within sixty (60) calendar days of submission by the represented employee.

This section shall not apply to represented employees in Units TM1 and U41.

5.6.8 Engineer And Architect Career Ladder Incentive

Represented employees in the professions of Engineering or Architecture, who work in classifications in a career ladder leading to a classification that requires a professional license or registration, but who are not required to have such license or registration, upon receipt of such license or registration, shall receive five percent (5%) incentive pay, which shall

not be part of the salary schedule. This premium pay shall be incorporated into the represented employee's compensation reported to CalPERS.

5.6.9 Engineer-In-Training Incentive

A represented employee holding the Engineer-in-Training (EIT) designation shall be advanced two and one-half (2.5%) percent starting in the month following receipt of the designation, provided that the increase, when applied, shall not be above the top step of the salary schedule for his/her classification. This premium pay shall be incorporated into the represented employee's compensation reported to CalPERS.

5.6.10 Additional Engineer License Incentives

Represented employees in the positions of Civil Engineer, Supervising Civil Engineer, Principal Engineer, Assistant Engineer, Transportation Engineer, Supervising Transportation Engineer, Assistant Transportation Engineer, Electrical Engineer, Energy Engineer, Architect, Architectural Associate, and Architectural Assistant, shall receive the following incentive pay (subject to the limitations set forth below): 1) ten percent (10%) for passage of the State of California Structural Engineers examination and maintenance of a California Structural Engineer license; 2) five percent (5%) for passage of the State of California Land Surveyor examination and maintenance of a California Land Surveyor license; 3) five percent (5%) for passage of the State of California Geotechnical examination and maintenance of a California Geotechnical license; 4) five percent (5%) for passage of the Electrical Engineer examination and maintenance of a California Electrical Engineer license; 5) five percent (5%) for passage of the Mechanical Engineer examination and maintenance of a California Mechanical Engineer license; 6) five percent (5%) for passage of the Civil Engineer examination and maintenance of a California Civil Engineer license; and 7) five percent (5%) for passage of the California Traffic Engineer examination and maintenance of a California Traffic Engineer license.

Represented employees in the position of Environmental Program Specialist shall receive the following incentive pay: 1) five percent (5%) for possession of valid California Civil Engineer license; 2) five percent (5.0%) for passage of Hydrologist Examination and maintenance of a California Hydrologist license; 3) five percent (5%) for passage of Geotechnical Examination and maintenance of a California Geotechnical license; and 4) five percent (5%) for passage of the Geologist Examination and maintenance of a California Geologist license.

Incentive payments provided under this section shall be effective in the pay period following verification that the represented employee has passed the pertinent exam, or received the pertinent license; such pay shall not be part of the salary schedule. Continual receipt of the incentive pay is conditional upon a represented employee maintaining registration in the State of California of the license or permit for which the incentive pay is provided. Total incentive pay under this section cannot exceed ten percent (10%) of base pay. The incentive payments provided under this section shall be incorporated into the represented employee's compensation reported to CalPERS.

A represented employee in a position that requires a license or registration shall not receive incentive pay under this section for passing an examination and maintaining a license that is part of the licensing or registration requirement for the represented employee's position.

The City may require represented employees receiving incentive pay under this section to perform duties that require licenses for which the incentive is granted. Represented employees performing these duties shall not be considered to be working out of class. All represented employees receiving incentive pay under Section 5.6.11 and required to perform duties requiring engineering licenses, with the exception of assistant engineers receiving the civil engineering license premium, shall stamp and/or sign the work in compliance with the California Engineers Act.

The operation of this provision shall not affect the operation of existing provisions concerning step increases. This premium pay shall be incorporated into the represented employee's compensation reported to CalPERS.

5.6.11 Chief Of Party Licensing Premium Pay

Each represented employee in Unit UH1 serving in the position of Chief of Party shall receive five percent (5%) added compensation if the represented employee passes the California Land Surveyor examination and maintains a valid California Land Surveyor license. Represented employees shall be entitled to receive this premium pay only as long as they remain in the classification for which the premium was given. If the represented employee changes classification, he/she may reapply for the premium. This premium pay shall be incorporated into the represented employee's compensation reported to CalPERS.

5.6.12 Real Estate/Property Management Premium Pay

Complex Managers, Facilities Managers, Supervising Real Estate Agents, Real Estate Services Managers, and Real Estate Agents who obtain and retain one or more of the following certifications will have an additional five percent (5.0%) added to their base pay:

- State of California General or Residential Appraisal Certificate;
- State of California Real Estate Brokers License;
- Certified Designations for Property Manager as issued by the Institute of Real Estate Management, or Building Owners And Managers Association (BOMA). Represented employees who possess Property Manager certifications shall receive the premium pay only when they are assigned to perform property management functions for the City.

At no time will more than a single additional five percent (5%) be added to a represented employee's pay regardless of the number of certificates acquired and retained. Represented employees must maintain current certificates or licenses to receive the premium pay. The represented employee annually must provide to the department head appropriate verification that the certificate or license is current and valid. This premium pay shall be incorporated into the represented employee's compensation reported to CalPERS.

5.6.13 Standby Pay

When a department head or designee assigns a represented employee to remain on standby, the represented employee shall be paid an amount equivalent to one and seventy-five hundredths (1.75) hours straight time pay for each eight (8) hour period of standby assignment.

In selecting represented employees for standby pay, the department head or designee shall determine which represented employees are qualified for the standby assignment. The department head or designee shall rotate assignments among qualified represented employees.

A represented employee assigned to standby duty shall a) keep the supervisor informed of a telephone number at which the represented employee can be reached; and b) be available to report within a reasonable time in the event of a call-out. A represented employee assigned standby duty who fails to comply with these two conditions shall not be paid standby pay during any such period of time.

Represented employees in Units TM1, U41, UM1 and UM2 shall not receive standby pay.

5.6.14 Call Back Pay (Unit TF1)

A represented employee in Unit TF1 who is called back to work on his/her day off, or who is called back to work after he/she has completed his/her regular shift working day and has left his/her place of employment, shall be paid a minimum of two and one-half (2.5) hours at the employee's overtime rate of pay.

5.6.15 Additional Unit UH1 Premium Pay

The premium pay provisions listed in this Section 5.6.15 apply only to represented employees in Unit UH1.

5.6.15.1 Callback Pay

A represented employee in Unit UH1 who is called back to work on a day off, or who is called back to work after the regular shift working day has been completed and has left the employment site, shall be paid a minimum of two and one-half (2.5) hours at time and one-half of that represented employee's regular hourly base rate of pay. A represented employee who is required to make a job-related court appearance, in accordance with Police Department General Order E-1, dated September 18, 1979, and/or Administrative Instruction 529, dated August 15, 1980, and any subsequent amendments thereto, on a scheduled day off shall be compensated for a minimum of four (4) hours at time and one-half of that represented employee's regular hourly base rate of pay. It is expressly understood that a represented employee who works overtime (including court appearances) immediately subsequent to his/her regular work shift, or a represented employee who works immediately prior to his/her regular work shift, shall be compensated for the time actually worked, with no minimum number of hours of overtime guaranteed.

5.6.15.2 Shift Differential

A represented employee in Unit UH1 shall be eligible for shift differential pay, in addition to the hourly rate of pay for the employee's classification, as follows:

5.6.15.2.1 Swing Shift

When five (5) or more hours of a represented employee's work shift, exclusive of the lunch period, are between the hours of 5:00 p.m. and 12:00 midnight, the represented employee shall be paid eighty nine cents (\$.89) per hour for each hour worked in that work shift.

5.6.15.2.2 Graveyard Shift

When five (5) or more hours of a represented employee's work shift, exclusive of the lunch period, are between the hours of 12:00 midnight and 7:00 a.m., the represented employee shall be paid one dollar and five cents (\$1.05) per hour for each hour worked in such work shift.

5.6.15.2.3 Rotating Shift

When a represented employee is assigned to a regular rotating shift schedule, the represented employee shall be paid ninety-two cents (\$.92) per hour for each hour worked in that work schedule. "Rotating Shift Schedule" is defined, for the purposes of this section, as a work schedule that rotates the assigned work days and work hours more frequently than once every six (6) weeks, with one of the regular schedules being a swing or graveyard shift, as part of an overall schedule covering related represented employees.

5.6.16 Premium Pay During Paid Leave

This section shall not apply to represented employees in Units TM1 and U41.

Regular premium pay shall continue to be paid during vacation leave, sick leave, and during other paid leave up to a total of thirty (30) calendar days, for a represented employee who is then regularly assigned to a position in which the represented employee is eligible for such premium pay.

5.6.17 No Pyramiding

This section shall not apply to represented employees in Units TM1 and U41.

There shall be no "pyramiding" of premium and/or overtime pay, unless otherwise provided in this Article, except that this provision shall not apply to represented employees receiving overtime in accordance with the provisions of the Fair Labor Standards Act.

5.6.18 Commuter Check

Effective July 1, 2003, the City agrees to pay the five dollar (\$5) monthly administrative fee for represented employees participating in the Commuter Check Program.

5.6.19 Extraordinary Service Pay (Unit TF1)

The provisions of this Extraordinary Service Pay section apply only to represented employees in Unit TF1.

5.6.19.1 Definition

Extraordinary Service Pay ("ESP") is defined as pay for exceptional performance by a represented employee at his/her classification level as determined by the department head.

5.6.19.2 Eligibility

Eligibility shall be determined by one or more of the following criteria:

The represented employee in Unit TF1 has performed outstanding work on continuing basis at his/her current job classification level such as, but not limited to:

- 1) Frequent completion of work significantly ahead of schedule.
- 2) Volume and/or quality of work produced greatly exceed department norms on a continuing basis.

The represented employee in Unit TF1 has completed, or is currently working on an assignment that calls for a substantial degree of greater responsibility and/or professional or technical expertise than his/her current job classification required and is not covered by Acting Pay provisions contained in this Agreement.

The represented employee in Unit TF1 has completed, or is currently planning, developing or implementing a special program initiated or suggested by himself/herself and approved by the department head that will provide substantial overall benefit to the department and/or the City.

5.6.19.3 Implementation

The department head shall, during the months of June and December, meet with his/her supervisory staff to determine if any represented employee in Unit TF1 should receive Extraordinary Service Pay for exceptional performance during the past six (6) month period.

When the department head determines that a represented employee in Unit TF1 should receive ESP, it shall be his/her responsibility to determine the amount and to forward his/her recommendation(s) to the City Administrator for approval.

ESP shall be a lump sum payment of one of the following amounts as determined by the department head and approved by the City Administrator: six hundred, eight hundred, or one thousand dollars (\$600, \$800,\$1,000). Payment shall be made within thirty (30) days following the City Administrator's approval.

5.6.19.4 Annual Program Review

Annual review by the department head(s) or their designated representative(s) and the Union shall be made in the second quarter of each calendar year. The eligibility and implementation procedures shall be reviewed to determine if any revisions, deletions, or additions should be made to the provision (ESP). Changes to this provision (ESP) shall be subject to the mutual approval of the department head(s) and the Union.

5.7 Allowances

5.7.1 Meal Allowance

- 5.7.1.1 Each represented employee who, when directed to do so, works continuously two (2) hours or more immediately before or after a regular scheduled shift working day shall be paid a meal allowance of eighteen dollars (\$18). In the event the represented employee continues to work beyond the first two (2) hours, and the work is not a part of the regular shift, the

represented employee shall be paid an additional meal allowance of eighteen dollars (\$18) for each successive four (4) hour period worked.

- 5.7.1.2 Each represented employee who is directed to return to work overtime within fewer than twenty-four (24) hours after completion of the regular shift and who has left the employment site, and who works four (4) hours or more shall be paid a meal allowance of eighteen dollars (\$18). The represented employee shall be paid an additional meal allowance of eighteen dollars (\$18) for each successive four (4) hour period continuously worked.
- 5.7.1.3 Each represented employee who is scheduled to work on a scheduled day off with fewer than twenty-four (24) hours advance notice and who works four (4) hours shall be paid one (1) meal allowance of eighteen dollars (\$18). In the event the represented employee continues to work on a scheduled day off for a total of more hours than the normal shift working day, the employee shall be paid such additional meal allowance(s) as may be appropriate under the formula described in the provisions of Section 5.7.1 above.
- 5.7.1.4 Meal allowances shall not be paid for assigned work that is scheduled at least twenty-four (24) hours in advance where the work is not an extension of the regular workday or, in those instances where the City furnishes meals.
- 5.7.1.5 Represented employees in Units TM2, UM1, and UM2 shall not receive meal allowances. Represented employees in Units TM1 and U41 shall receive meal allowances as provided in Article 18.

5.7.2 Automobile Allowance

The City agrees to provide transportation to represented employees when required for official City business. Full-time represented employees who prefer to use their private vehicles for City business may do so, upon approval by the City and subject to City regulations for safety, driver's licenses, and automobile liability insurance. Represented employees shall not be required to name the City as an additional insured nor submit the represented employee's vehicle to an inspection.

The City acknowledges that Administrative Instruction 4403 – Automobile Allowance (AI 4403) provides for reimbursement of parking fees while conducting City business using a privately owned vehicle. The City and

the Union agree that under the provisions of AI 4403, represented employees are eligible for reimbursement of the cost of parking at or near the represented employee's worksite on days when the employee is utilizing a privately owned vehicle to conduct City business. These provisions shall apply only to represented employees who have been designated as Category III or Category IV, and may be exercised not more than ten (10) times in any calendar month.

The City and Union agree to explore cost-effective ways to implement this provision, including the use of vouchers or validation to permit parking in under-utilized City-owned parking facilities.

The City shall reimburse a represented employee for approved use of a private vehicle according to the following rates:

5.7.2.1 Category II

The City shall reimburse represented employees designated by the City Administrator as Category II at the rate of three hundred fifty dollars (\$350) per month. The City shall reimburse represented employees in Unit U41 at the Category II rate.

5.7.2.2 Category III

If the City determines that the nature of the work assigned to a represented employee, requires the use of an automobile on a regular basis for more than one-half of the represented employee's work schedule, the represented employee may utilize a private vehicle and the City shall reimburse the represented employee at the following rate per month:

Contract Year	Amount Per Month
2011-2013	\$137.55

The City shall reimburse represented employees in Unit TM1 at the Category III rate.

In addition to the per month allowance, the City shall reimburse the represented employee at the rate of fifty one cents (\$.51) per mile. During January of each fiscal year, the per mile rate will be adjusted to the maximum per mile rate established by the U.S. Internal Revenue Service.

5.7.2.3 Category IV

If the City determines that the nature of the work assigned to a represented employee requires the use of an automobile on an

intermittent basis or on a regular basis of less than one-half of the represented employee's work schedule, the represented employee may utilize a private vehicle and be reimbursed at the rate of fifty one cents (\$.51) per mile. During January of each fiscal year, the per mile rate will be adjusted to the maximum per mile rate established by the U.S. Internal Revenue Service.

5.7.3 Uniform Allowance

The City agrees to provide the following initial and annual uniform allowances to represented employees in the following classifications, provided that wearing of a uniform is required incident to employment:

Classification	Initial Allowance	Annual Replacement
Animal Control Officer, Senior	\$507.00	\$346.00
Correctional Officer Supervisor	\$360.00	\$202.00
Criminalist II and III	\$375.00	\$200.00
Emergency Medical Services Coordinator	\$524.00	\$278.00
Fire Communications Dispatcher, Senior	\$524.00	\$278.00
Fire Communications Supervisor	\$524.00	\$278.00
Fire Marshall, Non Sworn	\$524.00	\$278.00
Fire Marshall Assistant, Non-Sworn	\$524.00	\$278.00
Neighborhood Services Coordinator	\$375.00	\$200.00
Neighborhood Services Coordinator, Supervisor (Program Analyst III)	\$375.00	\$200.00
Parking Enforcement Supervisor I	\$497.00	\$387.00
Parking Meter Collector Supervisor	\$486.00	\$359.00
Police Communications Dispatch Supervisor	\$524.00	\$178.00

The initial allowance specified shall be paid to the represented employee in the first fiscal year of employment, after the department head has

certified that the represented employee has purchased the minimum complement of required uniforms meeting City standards. After the first fiscal year of employment, represented employees shall be paid the specified uniform replacement allowance.

In the event that a required uniform item is damaged in the line of duty, where the represented employee has exercised reasonable prudence in the performance of duties, the City agrees to pay the cost of repair of such damage, or replacement, in accordance with established procedures.

5.7.4 Shoe Allowance

5.7.4.1 City Vouchers

The City may require represented employees to wear safety shoes while performing duties for the City.

For each represented employee required by the City to wear safety shoes, the City shall provide a voucher from the City designated department for up to one hundred dollars (\$100) annually toward the cost of acquiring one (1) pair of safety shoes and related supplies. Effective January 1, 2005, the City shall provide a voucher from the City designated department for up to one hundred fifteen dollars (\$115) annually toward the cost of acquiring one (1) pair of safety shoes and related supplies.

The City shall provide the voucher during January of each year.

5.7.4.2 Newly Employed Represented Employees

Represented employees required to wear safety shoes may acquire safety shoes and use their annual safety shoes voucher during the month of January each year. Represented employees newly employed shall be provided an opportunity to acquire safety shoes and use the safety shoe voucher within thirty (30) days of their first day of work and during each following January.

5.7.4.3 Tree Department

Once every three (3) years, the City shall purchase one (1) pair of climbing boots for each represented employee required to wear climbing boots.

ARTICLE 6: PROFESSIONAL DEVELOPMENT PROVISIONS

6.1 Dues And Memberships

6.1.1 Units TA1 And TW1

For represented employees in Units TA1 and TW1, the City shall pay up to one hundred percent (100%) of the cost of membership in one job-related professional organization per year for each represented employee, but in no case shall the cost of the membership exceed five hundred dollars (\$500). The City may consider covering the cost of more than one (1) professional membership, provided that the membership is directly related to the represented employee's job duties and is approved in advance by the department head.

6.1.2 Units UM1, UM2, And UH1

For represented employees in Units UM1, UM2, and UH1, the City shall pay up to one hundred percent (100%) of the cost of membership in a professional organization, subject to department head approval. The City may consider covering the cost of more than one (1) professional membership, provided that the membership is directly related to the represented employee's job duties and is approved in advance by the department head.

6.1.3 Unit TF1 And TM2

The City shall encourage represented employees in Units TF1 and TM2 to participate in professional societies or associations, excluding any organization, that has as one of its principal purposes the representation of individuals in matters concerning wages, hours, and other terms and conditions of employment, by reimbursing the represented employee in cash for one hundred percent (100%) of the cost of the annual dues for one organization per represented employee. The organization shall be selected by the represented employee, subject to the approval of the department head or his/her designated representative.

6.1.4 Units TM1 And U41

The City shall pay up to one hundred percent (100%) of the cost of represented employees' membership in the California State Bar and one (1) State Bar Section membership. The fees the City pays will not include any Hudson Assessment on the State Bar membership forms. Represented employees, and not the City, are responsible for penalties incurred if they fail to submit State Bar Membership forms in a timely manner.

6.2 Conferences, Seminars, and Meetings

The City and the Union agree that it may be desirable for a represented employee to attend conferences, seminars, or meetings that have as their primary purpose professional development, or acquiring concepts and knowledge that are directly beneficial to the represented employee in the performance of his/her job; and/or where such attendance is in the City's best interests. Subject to the approval of the department head, the represented employee may be permitted with pay, with or without expenses depending on availability, to attend such conferences, seminars, or meetings.

6.3 Professional Development

This section shall not apply to Units TM1 and U41; the subject matter is addressed in Article 18 for represented employees in these units.

The City will reimburse represented employees for professional development expenses in the amounts listed below. Professional development includes but not limited to such items as

- books,
- subscriptions to professional journals or magazines,
- dues to professional organizations that are related to current employment,
- registration, application or examination fees for registration or certification within his/her profession, and
- expenses related to professional development including research and training, conferences and associated travel expenses.

Requests for reimbursement must be submitted with receipts in aggregate amounts of at least twenty-five dollars (\$25). All receipts for reimbursement must be submitted before the end of each fiscal year, and by June 1, if feasible.

6.3.1 Units TA1, TW1, And UH1

Represented employees in Units TA1, TW1 and UH1 shall receive reimbursement up to a maximum of four hundred fifty dollars (\$450) each fiscal year for professional development.

6.3.2 Units UM1 And UM2

Represented employees in Units UM1 and UM2 shall receive reimbursement of up to five hundred fifty (\$550) dollars maximum per fiscal year for these purposes.

6.3.3 Units TM2 And TF1

Represented employees in Units TM2 and TF1 shall receive a maximum of sixhundred twenty-five (\$625) dollars per fiscal year for these purposes. In recognition of the fact that many eligible expenses exceed the amount available in a single year, a represented employee may defer professional development reimbursement in one fiscal year and receive two years' of reimbursement in the following fiscal year.

6.4 Professional Licenses And Registration Fees

This section shall not apply to Units TM1 and U41; the subject matter is addressed in Section 6.1.4 and Article 18 for represented employees in these units.

If the City requires that a represented employee possess a professional license or registration requisite to the performance of his/her job duties, the City agrees to reimburse the represented employee for the cost of renewing that license or registration, including the cost of any continuing education course work or training required to renew the professional license, certification, or registration. This provision covers only such professional licenses as may be required for engineers, nurses, and other professional classes, and does not cover such requirements as drivers' licenses.

Represented employees in the professions of Engineer, Architect, Chief of Party or Real Estate Property Management who receive premium or incentive pay under Section 5.6.6 through 5.6.12 shall be reimbursed for the renewal cost of licenses, certifications and registrations for which they receive premium and incentive pay. This provision covers only such professional licenses as may be required for engineers, nurses, and other professional classes, and does not cover such requirements as drivers' licenses.

6.5 Tuition Reimbursement

The City shall reimburse a represented employee in Unit UM1, UM2, UH1, TF1, TA1, TW1, or TM2 for the cost of university or college classes and training courses, approved in advance by the department head or the designated representative, which: (1) improve the skills used by the represented employee in his/her current position; and/or (2) prepare the represented employee for advancement on the logical, reasonable career path within the City organization. Upon successful completion of each approved class or course, a represented employee shall be reimbursed in accordance with the following table:

<u>Grade</u>	<u>Reimbursement</u>
A or B	100% of the tuition fee and books, or \$820 whichever is less.

C 50% of the tuition fee and books, or \$410 whichever is less.

In the event that the course is graded on a pass/fail basis, reimbursement shall be seventy-five percent (75%) of the tuition fee, or six hundred fifteen dollars (\$615), whichever is less.

6.6 Professional Liability (Unit TF1)

The City's obligation to defend and indemnify represented members is prescribed by law, including California Government Code Section 825, et seq. and 995, et seq. The City shall indemnify and defend represented employees in Representation Unit TF1 in accordance with the applicable provisions of law when and if represented members are sued for errors and/or omissions (malpractice) that occur within the course and scope of their employment, except where the applicable law excuses City's obligation to defend (e.g., fraud, malice, etc.). This Section and the terms and provisions in this section shall be enforceable in accordance with applicable law.

6.7 Incompatible, Inconsistent, Or Conflicting Activities

This section shall not apply to Units TM1 and U41; this subject matter is addressed in Article 18.13 for represented employees in these units.

6.7.1 No represented employee may engage in any employment, activity, or enterprise that has been determined to be inconsistent, incompatible, or in conflict with his or her duties or with the duties, functions, and responsibilities of the City. For purposes of this Agreement, incompatible employment or activity means any employment, activity, or enterprise that: (a) involves the use for private gain or advantage of City time, facilities, equipment, and supplies or the prestige or influence of the represented employee's City employment; or (b) involves receipt by the represented employee of any money or other consideration for the performance of any act required by him or her as a City employee; or (c) involves the performance of an act, in other than his or her capacity as a City employee, that may later be subject directly or indirectly to control, inspection, review, audit, or enforcement by him or her in his or her capacity as a City employee.

6.7.2 Represented employees may not solicit political contributions from other officers or employees of the City, unless such solicitation is part of a solicitation made to a significant segment of the public that may include City employees or officers.

6.7.3 Represented employees shall notify the City in advance of any outside employment or activity if it is reasonably foreseeable that such employment or activity may violate these rules.

- 6.7.4 Notwithstanding the above, the City acknowledges that no restriction may be placed on the political activities of employees outside of working hours and off City premises.
- 6.7.5 The City will continue to maintain regulations that are consistent with Government Code Section 1125, et seq., and Government Code Section 3201, et seq., and Oakland City Charter Section 1201.

ARTICLE 7: RETIREMENT

7 Retirement Benefits

7.1. Tier One - 2.7% At 55 Retirement Plan: For Represented Employees Hired Prior To June 8, 2012

This Section 7.1 (including subsections) shall apply to represented employees hired prior to June 8, 2012.

7.1.1 2.7% At 55 Retirement Plan

The City agrees to continue to contract with the Public Employees' Retirement System (PERS) to provide the two point seven percent at fifty five (2.7% at 55) retirement plan for each eligible employee covered by this Section 7.1. The City shall make all required employer contributions to PERS for such employees.

7.1.2 PERS Member Contribution

Each represented employee covered by this Section 7.1 shall continue to pay the full member contribution to PERS equal to eight percent (8%) of the compensation paid the member for service rendered, with state and federal income tax on the PERS members contribution deferred to the extent permitted by Internal Revenue Code, 26 USC Section 414(h)(2).

7.1.3 Final Compensation

For the purposes of determining a retirement benefit, final compensation for represented employees covered by this Section 7.1 shall mean the highest twelve (12) consecutive month period as specified in Government Code Section 20042.

7.2 Tier Two - 2.5% At 55 Retirement Plan: For Represented Employees Hired On Or After June 8, 2012, But Before January 1, 2013, And Classic Members Hired After January 1, 2013 As Determined By CalPERS.

This Section 7.2 (including subsections) shall apply to represented employees hired on or after June 8, 2012, but before January 1, 2013. In addition, this Section 7.2 shall apply to represented employees hired on or after January 1, 2013, who are qualified for pension reciprocity as stated in Government Code Section 7522.02(c) and related CalPERS reciprocity (Classic Member) requirements.

7.2.1 2.5% At 55 Retirement Plan

The City agrees to continue to contract with the Public Employees' Retirement System (PERS) to provide the two and one-half percent at fifty five (2.5% at 55) retirement plan for each **eligible** employee covered by this Section 7.2. The City shall make all required employer contributions to PERS for such employees.

7.2.2. PERS Member Contribution

Each represented employee covered by this section 7.2 shall continue to pay the full member contribution to PERS equal to eight percent (8%) of the compensation paid the member for service rendered, with state and federal income tax on the PERS members contribution deferred to the extent permitted by Internal Revenue Code, 26 USC Section 414(h)(2).

7.2.3 Final Compensation

For the purposes of determining a retirement benefit, final compensation for represented employees covered by this Section 7.2 shall mean the highest average annual compensation earnable by a member during the three (3) consecutive years of employment as specified in Government Code 20037.

7.3 Tier Three - 2% At 62 Retirement Plan: For Unit Members Hired On Or After January 1, 2013

This Section 7.3 (including subsections) shall apply to represented employees who were hired on or after January 1, 2013, and who do not qualify for pension reciprocity as a Classic Member, as stated in Government Code Section 7522.02(c).

7.3.1 2% At 62 Retirement Plan

The City agrees to contract with the Public Employees' Retirement System (PERS) to provide the two percent at sixty two (2% at 62) retirement plan for each eligible employee covered by this Section 7.3. The City shall make all required employer contributions to PERS for such employees.

7.3.2 PERS Member Contribution

As required by Government Code Section 7522.30, each represented employee covered by this Section 7.3 shall pay, through payroll deductions, fifty percent (50%) of the normal cost of the two percent at sixty two (2% at 62) retirement plan as determined by PERS, with state and federal income tax on the PERS members contribution deferred to the extent permitted by Internal Revenue Code, 26 USC Section 414(h)(2).

7.3.3 Final Compensation

As required by Government Code Section 7522.32, for the purpose of determining a retirement benefit, final compensation for represented employees covered by this section 7.3 shall be based on the highest average annual pensionable compensation earned by a member during any period of thirty-six (36) consecutive months during the member's service.

7.4 Premium Pay Reported To CalPERS

The premium pay listed in **Appendix E**, Premium Pay Reported To CalPERS, shall be reported to CalPERS as compensation. Appendix G, Premium Pay Reported To CalPERS, is attached to and incorporated into this Agreement.

7.5 Optional Benefits

The City shall provide represented employees with those optional benefits which it has elected to provide to represented employees in its contract with CalPERS and in accordance with the Public Employees Retirement Law and the Public Employees Pension Reform Act of 2013, including but, not limited to the following optional benefits under PERS to all eligible represented employees:

Up to four (4) years of military service can be granted for time during which a represented employee served continuously with the active armed forces or the Merchant Marines, including any period of rehabilitation, plus six (6) months thereafter (Government Code Section 21024.). The represented employee is required to contribute employee and employer contributions except that service

rendered prior to September 1, 1970, may be granted at no cost to the represented employee.

Represented employees may elect to purchase up to three (3) years of service credit for any volunteer service in the Peace Corps, Americorps VISTA (Volunteers Service to America), or Americorps. (Government Code Section 21023.5). The represented employee is required to contribute employee and employer contributions. Represented employees may obtain cost information by contacting CalPERS Member Services Division. Final determination of benefit eligibility shall be made by PERS.

7.6 Post Retirement Survivor Allowance

Upon death after retirement, an allowance shall be continued to the surviving spouse or domestic partner. A "surviving spouse or domestic partner" means for service retirements, a husband or wife who was married to or a domestic partner who was registered as a domestic partner with the member at least one year prior to the member's retirement and continuously to the date of the retired member's death. The represented employee's survivor receives one-half the amount of the retired represented employee's unmodified allowance based on service not subject to the modification for Social Security. (Government Code Sections 21624, 21626 and 21628).

7.7 Post Retirement Survivor Allowance To Continue After Remarriage

If a surviving spouse remarries on or after January 1, 1985, the one-half survivor continuance allowance will not cease. (Government Code Section 21635)

ARTICLE 8: INSURANCE PROGRAMS

8.1 Medical Insurance Under PEMHCA

The City agrees to maintain its contract with the Public Employees' Retirement System ("PERS") providing medical insurance coverage through the Public Employees' Medical and Hospital Care Act (PEMHCA) plans. Eligibility of active represented employees and retired employees to participate in this program shall be in accordance with state law and regulations promulgated by PERS.

An eligible unit member will be enrolled in the CalPERS PEMHCA Bay Area Kaiser Plan with employee-only coverage, unless the unit member submits an Employee Benefits enrollment form for a different PEMHCA health plan for enrollment of self and dependents, if any. The two (2) exceptions are 1) if a unit member has waived coverage, or 2) if a unit member is enrolled in PEMHCA under another health plan, as CalPERS does not permit dual enrollment. Eligible unit members may waive coverage in accordance with Section 8.5 of this Article and only if they submit evidence of coverage through an alternate group health plan provided by another employer or provider.

Any new member who has not waived coverage and does not submit enrollment forms within sixty (60) days of eligibility will be enrolled in the CalPERS Bay Area Kaiser employee-only plan ("1 – Party") by default. If dependent information is on file, the new member will be enrolled in the default CalPERS Bay Area Kaiser for member and spouse or family coverage for member, spouse, and dependent children.

Any member requesting to change from the default CalPERS Bay Area Kaiser plan will be subject to the CalPERS PEMHCA enrollment waiting period of ninety (90) days, unless the plan change has been approved by CalPERS as a result of their Appeals process.

8.2 City Contribution To PERS

The City shall pay directly to PERS ninety-seven dollars (\$97) per month as a contribution toward the PEMHCA plan medical insurance premium for each active represented employee and retiree who elects to enroll in a PEMHCA medical plan.

As required by Government Code Section 22892, commencing January 1, 2009, the City's contribution shall be adjusted annually by PERS to reflect any change in the medical care component of the Consumer Price Index and shall be rounded to the nearest dollar.

These increased City contribution rates shall remain in effect only as long as required by law.

8.3 Change In PERS Regulations

In the event PERS requires additional employer payment in excess of the dollar amounts listed in Section 8.2, the City shall not be bound by any obligation under 8.2 and 8.4, but rather the parties shall meet and confer regarding restructuring the provisions of 8.2 and 8.4 provided that, for a reasonable time period to allow for meeting and conferring, the City shall continue the benefits under 8.1, 8.2, and 8.4.

8.4 Full Medical Insurance Comparable To Rate Charged Under PEMHCA Kaiser Bay Area Plan

For active represented employees enrolled in a PEMHCA medical insurance plan, the City shall pay to PERS an amount of money on behalf of the employee which, when combined with the amount stated in Section 8.2, shall be the equivalent to one hundred percent (100%) of the premium cost of the Kaiser Bay Area plan. If a represented employee chooses to participate in a PEMHCA plan, which is more expensive than the Kaiser Bay Area plan, the represented employee shall pay the additional cost.

8.5 Medical And Dependent Care Reimbursement Plan

The City shall maintain a salary reduction plan as provided by Section 125 of the Internal Revenue Service Code permitting permanent represented employees to designate a portion of their annual salary to be withheld and subsequently used to provide pre-tax reimbursements for verified medical ("MCAP") and dependent care ("DCAP") expenses, subject to the rules of the IRS and governing regulations.

If a represented employee receives medical insurance coverage through their spouse or partner, signs the City Medical Waiver/Cash-In-Lieu form electing not to receive City paid medical coverage, and provides the City with satisfactory proof of insurance coverage, the represented employee shall receive one of either:

Three hundred and twenty-five dollars (\$325) per month in cash for the period January 1, 2014 through December 31, 2014. Prior to Benefits Open Enrollment in October 2014, the City shall determine, for the period January 1, 2014 through June 30, 2014, if the savings to the City from increased enrollment in the Cash In-Lieu program are equal to or exceed the increased cost for existing participants in the Cash In-Lieu program. The increased cost for existing participants shall be the difference between the new three hundred and twenty-five dollars (\$325) rate and the existing of one hundred sixty dollar (\$160) rate per month. The savings for new enrollees shall be the difference between the

City's cost for medical benefits for the enrollee and any currently covered dependents, and the cost of the In-Lieu payment three hundred twenty five dollars (\$325) per month. If the savings are not equal to or greater than the increased costs, then the amount of the In-Lieu contribution for Calendar Year 2015 shall be reduced to two hundred fifty dollars (\$250) per month.

- The represented employee may elect to have a portion of this payment, up to the maximum amounts specified in Section 8.5.1, paid into the represented employee's MCAP or DCAP amount.

8.5.1 Maximum Deductions

The maximum annual amount that may be deducted from a represented employee's annual salary for reimbursement of non-medical dependent care expenses is five thousand dollars (\$5,000). The maximum amount that may be deducted from the represented employee's annual salary for reimbursement of personal and dependent medical expenses is two thousand five hundred dollars (\$2,500). All medical and dependent care expenses for which reimbursement is requested must comply with the requirements of the IRS code.

8.5.2 Administrative Fees

The City agrees to pay the monthly administrative fee for represented employees participating in the DCAP and MCAP programs: Tax Liability For Flexible Spending Benefit

Notwithstanding the City's intent to comport with I.R.C. Section 125, each represented employee shall be solely and personally responsible for a federal, state, or local tax that may arise out of the implementation of this subsection.

8.6 Dental Insurance

The City agrees to contribute an amount equal to one hundred percent (100%) of the cost of employee and dependent coverage in the City dental plans, which include orthodontia and a preferred provider option. For the purpose of this provision, dependents shall include domestic partners of represented employees who have filed a Declaration of Domestic Partnership in accordance with established City policy. The City shall meet and confer regarding any reduction in benefits to the extent it is within the mandatory scope of bargaining required by state law.

8.7 Vision Care

The City agrees to maintain current employee and dependent coverage in the established City vision care plan. For the purpose of this provision, dependents shall include domestic partners of represented employees who have filed a Declaration of Domestic Partnership in accordance with established City policy. The City shall meet and confer regarding any reduction in benefits to the extent it is within the mandatory scope of bargaining required by state law.

8.8 Blood Bank

The City agrees to enroll represented employees in the City of Oakland Blood Bank Program as described below.

8.8.1 Sponsor

City of Oakland, in cooperation with the Blood Bank of the Alameda-Contra Costa County Medical Association, since 1980.

8.8.2 Eligibility

All City of Oakland employees and family dependents.

8.8.3 Program Operation

The City normally conducts two (2) blood donation drives per year, one (1) in January and one (1) in July. Donations are credited to the City of Oakland Club and are good for one year. Withdrawals are made from the account by submitting requests to the City Administrator's Office. City credits remaining at the end of one year are switched into the general Blood Bank Fund. However, by participation in the program, all blood needs of the City are covered, even if there are insufficient credits in the City Club account, without monetary charge or replacement requirement to the represented employee during the term of this Agreement. The City and the Union agree to actively encourage represented employees and dependents to participate in the blood donation drives.

8.9 Life Insurance

The City agrees to provide a term life insurance policy for each full-time represented employee in the amount of one (1) times the employee's annual salary, rounded up to the nearest one-thousand dollars (\$1,000), including an accidental death and dismemberment benefit of equivalent amount. The City also agrees to provide represented employees the option of purchasing supplemental term life insurance. This supplemental term insurance is

contingent upon the City meeting the plan requirements stipulated by the insurance carrier.

8.10 Disability Insurance

The City agrees to pay the premium cost of represented employee participation in the established disability insurance program. The City shall meet and confer regarding any reduction in benefits to the extent it is within the mandatory scope of bargaining required by state law.

8.11 Chemical Dependency Treatment Program

The City agrees to provide a chemical dependency treatment program for represented employees and their eligible dependents up to a maximum of thirty thousand dollars (\$30,000) in total lifetime program benefits.

8.12 Continuation Of Coverage While On Paid Leave

The City agrees to continue City contribution to premium payments for represented employees while on authorized paid leaves of absence.

8.13 Deferred Compensation Plan

Represented employees may participate in the established City deferred compensation plan. The Union shall have one (1) member on the City's Deferred Compensation Committee

8.14 Retiree Benefit

Any represented employee who retires from the City on or after January 1, 1987, who has ten (10) years or more of service with the City in either a permanent full-time or permanent part-time position, and who enrolls in a PERS PEMHCA plan shall receive for such time as he/she maintains his/her enrollment in a PEMHCA health plan for represented employee and one (1) dependant the following benefit: effective January 1, 2003, the lesser of a monthly payment of four hundred twenty five dollars and forty-two cents (\$425.42) or one hundred percent (100%) of the represented employee's PEMHCA plan premium computed by combining the provisions of Section 8.2 above with this benefit. These payments shall be made on a quarterly basis. The City shall provide the option of direct deposit if it becomes available for this benefit. The obligations set forth in this subsection shall be subject to the following conditions:

8.14.1 Each person receiving the benefit shall be responsible for payment of federal state and local taxes, if required. The City shall not withhold taxes when awarding this benefit unless otherwise required to do so by a governmental taxing agency and shall not be obligated by this Agreement to issue a 1099 to persons receiving the benefit.

- 8.14.2 Each person receiving the benefit shall be obligated to notify the City within thirty (30) days of the retiree's and/or eligible family member's eligibility for Medicare.
- 8.14.3 An eligible family member for PEMHCA coverage who survives the death of a retiree shall continue to receive this benefit as long as it is allowed by PERS, as long as the survivor remains enrolled in a PERS plan, and as long as the survivor has been designated to receive the survivor's benefit under PERS and is receiving the survivor's benefit under PERS.

ARTICLE 9: LEAVES OF ABSENCE

9.1 Sick Leave

9.1.1 Annual Earned Sick Leave

Represented employees shall accrue sick leave on a biweekly basis at the rate of one (1) full working day per month of service to the City, except that sick leave shall not be credited until the completion of the first three (3) months of service.

9.1.2 Accumulated Earned Sick Leave

Sick leave with pay that is not used shall be cumulative. Sick leave credits may be accumulated not to exceed one hundred and fifty (150) working days. Sick leave credits accrued under this provision shall be expressed in hours.

9.1.3 Use Of Sick Leave

9.1.3.1 Minimum Usage

Sick leave may be used in minimum increments of one (1) hour.

9.1.3.2 Family Illness

Each represented employee who is otherwise eligible to take sick leave may, in the event of illness in the immediate family, take a maximum of twelve (12) working days family sick leave in any calendar year. Such family sick leave shall be charged against the represented employee's accumulated sick leave credits and is subject to acceptable medical verification.

For the purposes of this provision, immediate family shall be defined as parent, spouse, child, sibling, grandparent, father-in-law, mother-in-law, grandchildren in the custody of grandparents who are represented employees, and domestic partners of represented employees who have filed a Declaration of Domestic Partnership. The terms "child," "parent," "grandchild" and "grandparent" shall apply equally to relationships by birth, adoption, marriage or guardianship (e.g., natural children, adopted children, step children, step parents, and foster children). This provision shall also apply to persons for whom the represented employee has durable power of attorney for health care.

In circumstances involving the illness of a person who has raised the represented employee in lieu of a natural parent or has been raised by a represented employee in lieu of the natural parent, the department head or designated representative will consider granting family illness leave under this provision to the affected represented employee. In such cases, the represented employee must receive a written approval from the department head or designated representative prior to departure on such leave.

A represented employee may be permitted to take family sick leave in excess of twelve (12) days in any calendar year in the case of the critical or serious illness of the immediate family member, as defined above, who resides in the represented employee's household and where other arrangements for the care of the family member are not feasible.

This section does not extend the maximum period of leave to which a represented employee is entitled under the Family and Medical Leave Act of 1993 (29 U.S.C. Section 2606, et seq.), the California Family Rights Act (Government Code Section 12945.2) and City policies implementing these Acts, regardless of whether the represented employee receives sick leave compensation during that leave (see Labor Code Section 233).

9.1.3.3 Verification Of Leave

When a represented employee has been absent under personal illness for more than five (5) consecutive working days or has established a pattern of personal illness exceeding twenty (20) working days in one (1) work year, the City is authorized to request that the represented employee have a physical examination by a City selected physician and a certification by that physician of the represented employee's physical fitness to return and continue the duties requisite to employment. The City will pay the cost of this examination and certification.

9.1.4 Sick Leave Buy-Back - Leaving City

City agrees to compensate, in cash, represented employees leaving City service after ten (10) cumulative years of employment, uninterrupted by any single period of absence in excess of one (1) year, for thirty-three and one-third percent (33-1/3%) of accrued sick leave.

9.1.5 Annual Sick Leave Sell-Back/Conversion

Represented employees may sell back a portion of their unused sick leave or convert it to additional days of vacation, provided that the represented employee must have a minimum of sixty (60) days of accumulated sick leave at the beginning of the calendar year (January 1). The represented employee may exercise one of the following options each calendar year:

- 1) Accumulate sick leave credits to the one hundred and fifty (150) day maximum; or,
- 2) Convert sick leave earned in excess of the basic requirement of sixty (60) days to vacation ratio of two (2) sick leave days to one (1) day of vacation up to a maximum of seven (7) vacation days.
- 3) Sell back sick leave earned in excess of the basic requirement of sixty (60) days, at the ratio of two (2) sick leave days to one (1) days of pay, up to maximum of seven (7) days pay.

Requests submitted by the close of business on the second (2nd) Friday in December shall be counted toward the cap for that calendar year.

9.1.6 Return To Work

If requested by the City management, a represented employee shall not return to work until she/he submits a medical doctor's authorization to return to work. The City will pay for the cost of any portion of the certification requested by the City that is not paid by medical insurance.

9.2 School Activities Leave

The City shall permit a represented employee who is a parent, guardian, or grandparent having custody of a child in kindergarten or grades 1 to 12, inclusive, or attending a licensed child day care facility, to take up to forty (40) hours each year, not exceeding twelve (12) hours in any calendar month of the year, to participate in activities of the school or licensed child day care facility of any of the represented employee's children. Represented employees must give their supervisor notice at least four (4) workdays prior to the planned absence.

The represented employee shall use existing vacation, personal leave, compensatory time off, or time off without pay for purposes of the planned absence described in this section.

If requested by the represented employee's supervisor, the represented employee shall provide documentation from the school or licensed child day care

facility as proof that the represented employee participated in school or licensed child day care facility activities on a specific date and at a particular time.

9.3 Family Death Leave

9.3.1 Definition Of Immediate Family

For the purposes of this provision, immediate family shall be defined as parent, step parent, spouse, child, sibling, grandparent, grandchild, father-in-law, mother-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, aunt, uncle, niece or nephew, and domestic partners of represented employees who have filed a Declaration of Domestic Partnership in accordance with established City policy, and parents and children of the domestic partner. The terms "child," "parent," "grandchild" and "grandparent" shall apply equally to relationships by birth, adoption, marriage or guardianship (e.g., natural children, adopted children, step children and foster children). This provision shall also apply to persons who have Durable Power of Attorney for health care.

9.3.2 Special Circumstances

In special circumstances involving the death of a person who has raised the represented employee in lieu of a natural parent or has been a child who is being raised by the represented employee in lieu of a natural parent, the department head or designated representative may consider granting leave under this provision to the affected represented employee.

9.3.3 Entitlement

Upon approval of the department head or designated representative, a represented employee may be granted family death leave with pay not to exceed five (5) working days, but up to eight (8) working days if the employee must travel a distance one way of more than six hundred (600) miles. Such leave shall not be charged against vacation or sick leave to which a represented employee may be entitled, but shall be in addition to that leave. The City shall not unreasonably deny such requests.

In order to be eligible for family death leave, a represented employee must have worked full-time for the City for a period of six (6) consecutive months. A represented employee may be asked to furnish satisfactory verification for use of family death leave.

9.4 On The Job Injury Leave And Compensation

A represented employee shall be granted on-the-job injury/illness leave when the represented employee is unable to work because of any on-the-job injury/illness as defined in the California Labor Code (Worker's Compensation Act).

This section shall only apply to represented employees who are permanent full-time, permanent part-time (on a pro-rata basis), or non-civil service employees. This section shall exclude temporary part-time employees.

9.4.1 City Paid Leave Entitlement

9.4.1.1 Probationary Employee

Effective January 28, 2003, an entry probationary represented employee (as defined in Section 14.2.1) shall not be entitled to City paid leave entitlement under Section 9.4.1. For represented employees in Units TM1 and U41, a represented employee who has worked as a Deputy City Attorney or Special Counsel for less than one (1) year shall not be entitled to City paid leave entitlement under Section 9.4.1.

9.4.1.2 Permanent Employee

For any on-the-job injury/illness with a date of injury/illness on or after January 28, 2003, permanent represented employees-, or, for represented employees in Units TM1 and U41 a represented employee who has worked as a Deputy City Attorney or Special Counsel for at least one year, shall be entitled to a maximum of sixty (60) working days of City paid on-the-job injury/illness leave per injury or illness. Reoccurrences of an injury/illness shall not be considered a new injury/illness and shall not entitle the represented employee to a new sixty (60) working day free period. The sixty (60) working days per injury or illness does not have to be used consecutively. The sixty (60) working day on-the-job injury/illness leave entitlement, commonly referred to as the "free period," shall not be deducted from the represented employee's accrued sick leave or any other accrued paid leave.

9.4.1.3 Long Term Permanent Employee

Permanent represented employees with ten (10) consecutive years of service to the City as of January 1, 2003, shall be entitled to a maximum of ninety (90) working days of paid on-the-job injury/illness leave per injury or illness with the same standards as stated in Section 9.4.1.2.

9.4.1.4 Non-Civil Service Employee

A represented non-civil service employee who has worked for the City for less than one (1) year shall not be entitled to City paid leave entitlement, commonly referred to as the "free period".

For any on the job injury/illness with a date of injury/illness on or after January 28, 2003, a represented non civil service employee who has worked for the City as least one (1) year shall be entitled to a maximum of sixty (60) working days of City paid on the job injury/illness leave per injury or illness. Reoccurrences of an injury/illness shall not be considered a new injury/illness and shall not entitle the represented employee to a new sixty (60) working day free period. The sixty (60) working days per injury or illness does not have to be used consecutively. The sixty (60) working day on-the job injury/illness leave entitlement shall not be deducted from the represented employee's accrued sick leave or any other accrued paid leave.

A represented non-civil service employee with ten (10) consecutive years of service to the City as of January 1, 2003, shall be entitled to a maximum of ninety (90) working days of paid on-the-injury/illness leave per injury or illness with the same standards as stated in Section 9.4.1.2.

9.4.1.5 Workers' Compensation Claim

An on the job injury/illness must qualify as a workers' compensation claim under standards applied by the Workers' Compensation Appeals Board. The Workers' Compensation Appeals Board's rejection of a represented employee's claim shall result in disqualification of the represented employee's injury/illness for leave under this provision. On-the-job injury leave previously granted for a disqualified injury/illness will be deducted from the represented employee's other accrued paid leave balances, or the represented employee may reimburse the City in cash.

9.4.1.6 Physical Examination

As permitted by state law, City policies, and Civil Service Personnel Rules, the City may require a represented employee to submit to an examination.

9.4.1.7 Workers' Compensation Benefits

Payment under this provision shall not be cumulative with any benefit that the represented employee may receive under the California Labor Code as the result of the same injury/illness. If, after the sixty (60) working day period of City paid leave, the represented employee is still unable to work, the represented employee may supplement any benefits paid under the Labor Code with accumulated sick leave and vacation to the extent necessary to make up the difference between the amount of the award and the normal weekly base pay for each week of continuing disability.

9.5 Military Leave

The City shall provide military leave to represented employees in accordance with City Council Resolution 77044, attached to and incorporated into this Agreement as **Appendix D**, Military Leave.

9.6 Jury Leave

Leave of absence with pay shall be granted to a represented employee who has been selected for jury duty that is mandatory, provided, however, that in circumstances where it is deemed necessary by the City, the represented employee shall cooperate by requesting a deferral of such jury duty to a later date. A represented employee who serves on jury duty shall be paid regular salary for the period of such duty.

The represented employee shall keep any fees he/she receives for jury duty.

9.7 FMLA/CFRA , Pregnancy Disability And UFL Leave

Represented employees are eligible for leave under the California Family Rights Act ("CFRA"), the Federal Family and Medical Leave Act ("FMLA"), and the California Pregnancy Disability Leave Act ("PDLA"). The provisions of this Agreement and City policies shall be applied consistent with applicable state and federal law and in accordance with Administrative Instruction 567 as it may be amended from time to time.

The previous paragraph is not subject to the grievance procedure. This language shall not be construed as a waiver of any right to meet and confer over the changes in Administrative Instruction 567, if such changes are within the mandatory scope of bargaining.

Local 21 members are not eligible for Paid Family Leave (PFL), a State Disability Insurance (SDI) benefit because Local 21 has opted out of SDI. It is the intent of

this section to provide Local 21 members with unpaid leave under the same terms as PFL, as administered by SDI.

An employee is entitled to use up to six (6) weeks of Unpaid Family Leave (UFL) to:

- care for seriously ill child, parent, parent-in-law, grandparent, grandchild, sibling, spouse, or registered domestic partner;
- bond with a child;
- bond with a child in connection with the adoption or foster care placement of that child.

An employee may use accrued leave balances while on UFL.

An employee who is eligible for Family Medical Leave Act (FMLA) and/or the California Family Rights Act (CFRA) must take UFL concurrently with leaves taken under those acts.

9.7.1 When an employee takes family care and medical leave because of the employee's own serious health condition, he/she shall be required to use all but ten (10) days of his/her accrued sick leave. An employee may choose to use any accrued sick leave, vacation or other accrued paid personal time off that the employee is otherwise eligible to use during the otherwise unpaid family care and medical leave.

9.8 Leave Of Absence Without Pay

In its discretion, the City may grant a permanent full-time or permanent part-time represented employee a leave of absence without pay of up to one (1) year.

9.9 Disability Insurance

To be eligible for the disability insurance coverage described in Section 8.10, a represented employee shall be required to use all but ten (10) days of accrued and/or accumulated sick leave.

9.10 Integration Of Disability Insurance Coverage and Paid Leaves

A represented employee may supplement any disability insurance benefits paid under a disability insurance program provided in Section 8.10 Disability Insurance with accumulated sick leave, vacation, comp time, management leave or other accrued leave to the extent necessary to make up the difference between the amount of insurance benefits paid and the normal weekly base pay for each week of disability.

9.11 Limited/Modified Duty

Upon either party's request, the City and the Union shall meet to discuss the development of a limited duty policy for represented employees unable to perform their normal work duties because of injury or illness on a department-by-department basis. The priority of any such agreement reached shall be industrially injured represented employees, but the policy may include coverage of non-industrially injured represented employees, if considered feasible by the City. In the absence of any such policy, the City shall maintain the right and sole discretion to grant or continue any light duty assignment.

9.12 Management/Professional Leave (Units TM1, TM2, U41, UM1 And UM2)

Represented employees in Units TM1, TM2, U41, UM1 and UM2 shall be awarded five (5) days of Management Leave or Professional Leave July 1st of each year.

Additionally, represented employees in Units TM1, TM2, U41, UM1 and UM2 who work irregular work hours and/or who demonstrate superior performance during the eligibility period of July 1 through June 30 of each fiscal year may also be awarded an additional zero (0) to five (5) days of management leave or professional leave. Such leave shall be awarded at the recommendation of the department/agency head and with final approval of the City Administrator. For employees in Units TM1 and U41, such leave shall be awarded at the sole discretion of the City Attorney.

Represented employees may take accrued Management Leave/Professional Leave with the prior scheduling approval of the department head or his/her designee.

Except as provided below, up to ten (10) days of Management Leave/Professional Leave may be cashed out each fiscal year at the discretion of the represented employee. Management Leave/Professional Leave not used or cashed out will be carried forward to the next fiscal year. The maximum amount of Management Leave/Professional Leave that may be carried forward is ten (10) days.

In fiscal year 2011-12 only, represented employees with a carry forward balance of one hundred fifty to two hundred (150-200) hours as of June 30, 2009 shall be entitled to cash out accrued management leave/professional leave in an amount not to exceed fifteen (15) days in each fiscal year.

In fiscal year 2011-12 only, represented employees with a carry forward balance of greater than 200 hours as of June 30, 2009 shall be entitled to cash out accrued management leave/professional leave in an amount not to exceed twenty-five (25) days in each fiscal year.

Represented employees who separate from City employment shall be paid any unused management leave/professional leave, upon separation.

For the purpose of this section, a day shall be defined as the number of hours in the represented employee's regularly scheduled work day.

These provisions shall also apply to "special leave" for represented employees in the Offices of the Mayor and the City Council, as provided for in Article 17.

9.13 Accrual Cash Out Upon Transfer

An employee who transfers to a classification and/or bargaining unit that does not have the same leave benefits category in the new classification and/or bargaining unit (e.g. compensatory time) will be required to cash out any leave balances prior to appointment in the new position. However, if the leave balance exceeds one hundred twenty five (125) hours, the employee will have the option to cash out the leave balance in equal amounts during a period of up to three (3) years.

ARTICLE 10: VACATION LEAVE

10.1 Entitlement

A represented employee shall accrue vacation leave, from the date of the represented employee's regular appointment by the City, on a biweekly basis at the rates enumerated below. For the purpose of determining the amount of vacation entitlement, an employment year is defined as the period of one (1) year from the anniversary date of such appointment by the City. Vacation rate increases will become effective at the beginning of the pay period that includes the represented employee's anniversary date. Vacation entitlement rates are as follows:

Date of hire to 4 years:	Ten (10) days per year
4th anniversary to 13 years:	Fifteen (15) days per year
13th anniversary to 16 years:	Eighteen (18) days per year
16th anniversary to 20 years:	Nineteen (19) days per year
20th anniversary to 26 years:	Twenty (20) days per year
26th anniversary to 30 years:	Twenty-five (25) days per year
30th anniversary:	Thirty (30) days per year

10.1.1 Extra Vacation Days

A represented employee shall be granted an Extra Vacation Day on the fourth (4th), ninth (9th), fourteenth (14th), nineteenth (19th), twenty-fourth (24th), and twenty-ninth (29th) anniversary date of her/his regular appointment by the City and every fifth (5th) anniversary date thereafter.

10.2 Right To Take Accrued Leave

A represented employee may take accrued vacation, with the prior scheduling approval of the department head or his/her designee.

The time when vacation may be taken by an employee shall be subject to the City's operational needs but shall not be unreasonably denied. Vacation requests shall ordinarily be considered in the order received. In cases where there are conflicts between pending requests for vacation leave, the City shall consider departmental seniority as a factor in resolving conflicting pending requests for vacation leave.

The department head or designee shall respond to vacation requests in a timely manner and no later than ten (10) working days from the date the request is submitted. If a designee fails to respond in a timely manner, the employee may submit the request to the department head, who shall respond within five (5) working days.

The City shall permit represented employees who have reached the maximum accrual balance to take up to five (5) days vacation at the earliest possible date.

10.3 Limitation On Unused Vacation Leave Balances

Represented employees may accrue vacation leave balances up to a maximum of two (2) times the represented employee's annual vacation accrual rate as of the pay period containing January 1 of each year. Should the represented employee's vacation leave balance exceed the allowable amount, the represented employee will cease to accrue vacation leave until such time as the vacation balance is reduced below the maximum allowable balance.

10.4 Minimum Usage

Normally, a represented employee may take vacation leave in increments of not less than one (1) day with the prior scheduling approval of the department head. In special circumstances, with the department head's approval, represented employees may also take a fraction of a day, but in no event less than one (1) hour.

10.5 Interruption Of Leave

In the event that a holiday occurs during a period of authorized vacation leave, the workday, which is the holiday, shall be charged as a holiday and not as a day of vacation. In the event that a represented employee is seriously ill during scheduled vacation, the full workdays on which such illness occurs shall not be charged to vacation leave, provided that a doctor's certificate or report of treatment is submitted to and approved by the department head. It is expressly understood that the use of sick leave during vacation is reserved for serious illnesses, such as those which confine a represented employee to bed, and that the vacation period is not automatically lengthened by its use. Vacation leave not used due to the use of sick leave in an authorized vacation period shall be rescheduled for use at a later date, in accordance with established procedure.

10.6 Vacation Sell-Back

Represented employees may sell back to the City up to twenty (20) work days of accrued vacation each calendar year.

Requests submitted by the close of business on the second Friday in December shall be counted toward the cap for that calendar year.

10.7 Personal Business Leave

A represented employee shall be allowed to take up to four (4) days per year of accrued vacation leave or comp time for personal business purposes, with the prior scheduling approval of the department head. Normally, the leave shall be

taken in one-half (1/2) day increments; however, smaller increments may be granted in justified cases by the department head.

ARTICLE 11: HOLIDAYS

11.1 Designated Holidays

The following days of each year are designated holidays:

- 11.1.1 January 1st.
- 11.1.2 The third Monday in January, known as "Martin Luther King Day."
- 11.1.3 February 12th, known as "Lincoln Day."
- 11.1.4 The third Monday in February, known as "Presidents' Day."
- 11.1.5 The last Monday in May known as "Memorial Day."
- 11.1.6 July 4th.
- 11.1.7 The first Monday in September, known as "Labor Day."
- 11.1.8 September 9th, known as "Admission Day."
- 11.1.9 November 11th, known as "Veterans' Day."
- 11.1.10 The Thursday in November appointed as "Thanksgiving Day."
- 11.1.11 The Friday after "Thanksgiving Day."
- 11.1.12 December 25th.
- 11.1.13 Floating holiday, subject to prior approval of the department head.

Holiday must be taken during the fiscal year in which it is earned. The floating holiday shall be credited at the beginning of the pay period that includes July 1.

In order to qualify for receipt of compensation for a designated holiday, an employee must be in paid status the work day before and the workday after the designated holiday.

11.1.14 Christmas Or New Year's Eve

11.1.14.1 Represented employees assigned to work schedules that require them to work on both December 24th and December 31st shall be entitled to one of the following:

11.1.14.1.1 one-half of the work shift as paid time off on both the above days; or

11.1.14.1.2 one full work shift as paid time off on either of the above days.

11.1.14.2 Represented employees whose regular workweek is Monday through Friday, when December 24th and December 31st occur on Saturdays or Sundays, shall be entitled to one of the following:

11.1.14.2.1 one-half of the work shift as paid time off on both the Friday preceding Christmas Eve and the Friday preceding New Year's Eve; or

11.1.14.2.2 one full work shift as paid time off on either the Friday preceding Christmas Eve or the Friday preceding New Year's Eve.

Such time off shall be granted by the department head, subject to the need to provide public services.

11.1.15 Holidays On Regular Day Off

In the event that a designated holiday falls upon a normal day off that is either a Saturday, as to a represented employee who works a Monday through Friday workweek, or the first day off of a normal scheduled two (2) or more days off, as to a represented employee whose workweek is one other than Monday through Friday, then in either such event such employee, as the case may be, shall receive one (1) additional day of vacation. Such vacation shall be accrued as Extra Vacation Days (EVD); shall not be included when determining if a represented employee has reached the maximum accrual as provided in Section 10.3; and may be earned even if the represented employee has reached the maximum vacation accrual as provided in Section 10.3.

In the event that a designated holiday falls upon a normal day off which is either a Sunday as to a represented employee who works a Monday through Friday workweek, or the second day off of normally scheduled

two (2) or more days off, as to a represented employee whose workweek is one other than Monday through Friday, then in either such event such employee, as the case may be, shall receive the next following day off.

Holiday pay for OPD Dispatch Supervisors regularly assigned a four day/ten hour (4/10) workweek schedule is addressed specifically in **Appendix O**.

ARTICLE 12: PERMANENT PART-TIME BENEFITS

A permanent part-time represented employee, who works fifty percent (50%) or more of the normal workweek for the full-time equivalent to the represented employee's own class, shall be entitled to the following benefits:

12.1 Paid Leave

A permanent part-time represented employee shall accrue vacation and sick leave on a pro-rata basis according to the time worked in relation to the normal workweek for the full-time class.

12.2 Holidays

A permanent part-time represented employee who works throughout the fiscal year fifty percent (50%) or more of the normal work week for the full-time equivalent of the PPT represented employee's classification shall earn holiday pay on a pro-rata basis according to the time worked in relation to the normal workweek for the full-time class.

12.3 Insurance Programs

The City agrees to provide a term life insurance policy for permanent part-time represented employees in the amount of one-half the full-time equivalent annual salary rounded up to the nearest one thousand dollars (\$1,000), including an accidental death and dismemberment benefit of an equivalent amount, and to contribute toward the cost of health and dental insurance coverage under the established City plans for permanent part-time represented employees at the rate of seventy-five percent (75%) of the City contribution rates provided for in Sections 8.1, 8.2, 8.3, 8.4, 8.5, and 8.6. A permanent part-time represented employee shall also be covered by the City's disability income protection plan based on the full-time employee benefit provided for in Section 8.10, pro-rated to the average number of hours worked per month over the previous twelve (12) months.

12.4 Leave Sell-Back/Conversion

For purposes of Annual Sick Leave Sell-Back/Conversion (Section 9.1.5), Management Leave Sell-Back (Section 9.12) and Vacation Sell-Back (Section 10.6, including any pre-requisites for such sell-back, for a permanent part-time represented employee, a "day" shall be calculated as a pro-rata number of hours according to the time worked in relation to the normal workweek for the full-time class.

ARTICLE 13: WORKING CONDITIONS

13.1 Hours Of Work (Applies Only To Units TA1, TW1, TF1, And UH1)

Except as provided below, for represented employees in Units TA1, TW1, TF1, and UH1, the regular daily work schedule shall be seven and one-half (7.5) hours (excluding meals periods); the regular weekly work schedule shall be thirty-seven and one-half hours (37.5) (excluding meal periods). Both field and office Engineers, Supervising Civil Engineers and Construction Coordinators, shall work thirty-seven and one-half hours (37.5) hours a week with no change in salary. For represented employees in the classification of Fire Protection Engineer, Unit TF1 employees in classifications designated as Field," and Unit UH1 employees in classifications currently designated for a forty (40) hour work week, the regular daily work schedule shall be eight (8) hours (excluding meal periods) and the regular weekly work schedule shall be forty (40) hours (excluding meal periods).

The purpose of this Section is to fix the standard number of hours normally worked by a full-time represented employee.

13.1.1 Rest Period

One fifteen (15) minute rest period of shall be scheduled during each work period of three (3) or more hours; scheduling of this rest period shall be at the discretion of the department head or authorized supervisor, with no loss of pay or time off charged.

13.1.2 Lunch Period

Full-time represented employees shall be entitled to an uninterrupted unpaid lunch period of no longer than one (1) hour nor less than one-half (1/2) hour scheduled at or about the midpoint of each work shift.

13.2 Shifts and Schedules (Applies Only to Unit TF1, UH1 and TW1)

13.2.1 The City shall exercise good faith in establishing work schedules. The functional needs of the City shall prevail in scheduling.

13.2.2 Changes in work schedules shall be posted at least ten (10) working days in advance, except in cases of emergency or unusual circumstances. The Union shall also be advised of schedule changes at least ten (10) working days in advance.

For the purposes of this section, "changes in work schedules" shall include a permanent change in the employee's ongoing regular shift assignment.

This Section 13.2 does not apply to acting or interim assignments.

13.3 Alternative Work Scheduling

Alternative work scheduling for Units TM1 and U41 shall be governed by Article 18.

Department Heads may establish voluntary departmental alternative work scheduling programs, which shall be in compliance with the guidelines below that address public service needs and departmental needs, and that takes into account represented employee preferences.

Alternative work schedules may only be used in those circumstances where in the judgment of the department head all requirements for the provision of public service, public access, and economical staffing are met; no increase in overtime costs are incurred; and internal and external contact needs are fulfilled.

Staggered work schedules may be established by each department head. One or more of such schedules must include the normal schedule of the department or division so that the department or division is open for business as expected by others.

Represented employees may initiate requests to work alternate work schedules, including staggered work schedules, subject to the approval of the department head. Such requests will be responded to in a timely manner, normally within thirty (30) calendar days. In the event of a dispute regarding requests for alternate work schedules, the Department Head and the Union shall meet with the City Administrator to attempt agreement. City Administrator's determination shall be final.

Alternative work scheduling, including staggered work schedules, may be canceled at any time for any or all affected departmental represented employees by the department head.

For the letter of understanding regarding the finalization of an Administrative Instruction regarding Alternative Work Schedules, see **Appendix K**.

13.4 Health And Safety

Health and safety are mutual concerns of the City and of the Union. The City recognizes its responsibility to maintain health and safety standards in accordance with applicable state and federal laws. The Union recognizes its responsibility to encourage represented employees to work safely and efficiently.

In those instances where a represented employee has a complaint arising out of a health and safety condition under the City's responsibility, and where the complaint is not resolved expeditiously at the department level, the Union, the City's Risk Management staff, and where appropriate a departmental representative shall promptly meet to discuss the matter.

13.5 Community And Customer Service Commitment

The parties recognize that the City must strive to provide the citizens in Oakland with the best possible services within the limits of available resources. In addition, the City and the Union recognize their mutual responsibility to perform productively in order to provide citizens with specified services at specified levels.

The Union agrees to actively encourage all represented employees to work cooperatively within the work groups to which they are assigned and to participate in City training, education, and development offerings established to foster improved interpersonal relationship among City staff.

The Union also encourages its represented employees to support the City's civic goals.

13.6 Floor Wardens

Represented employees who are formally designated to serve as floor wardens will have the option to voluntarily rotate out of the assignment after serving two (2) years.

13.7 Special Provisions

When food is provided for City Council Members at closed session on Tuesday Council Meeting days, the City will provide food for City Council staff members.

ARTICLE 14: PERSONNEL PROVISIONS

14.1 Personnel File

Represented employees will be given a copy of entries of a derogatory nature when they are placed in their official personnel file.

Derogatory entries in a represented employee's official personnel file are evaluated in terms of the seriousness of the action(s) or incident(s) described and the recency and repetitiveness of such action(s) or incident(s) for use in disciplinary proceedings. Entries describing action(s) or incident(s) that are of minor significance and/or that have not been repetitive will receive more limited consideration in disciplinary proceedings. This paragraph does not apply to represented employees in Units U41 or TM1.

Disciplinary letters in a represented employee's file shall not be used as the basis for disciplinary action imposed more than four (4) years after the date of the disciplinary letter. But disciplinary letters of any date may be used to rebut factual assertions made by or on behalf of the represented employee in disciplinary proceedings. Disciplinary letters of any date may also be used as evidence that the City has complied with progressive discipline requirements (if any apply), the represented employee is aware of rules or standards of conduct, and/or the represented employee has been instructed to take specified actions or improve conduct. This paragraph does not apply to represented employees in Units U41 or TM1.

Information of a derogatory nature shall not be entered into a represented employee's personnel file until the represented employee is given notice and an opportunity to review and comment on the information. A represented employee shall have the right to attach to any such derogatory statement, the represented employee's own comments on the information. This paragraph does not apply to represented employees in Units U41 or TM1.

All derogatory entries into a represented employee's personnel file shall be signed and dated by the author with documentation of delivery to the represented employee.

Represented employees may review their official personnel files in the Personnel Department twice per year and may make copies, at their own expense, of the documents contained in the file, except that copies of all original entries to the files shall be provided at no expense to represented employees at the time of entry. The City may establish reasonable rules for the control of the files in the implementation of this provision.

A represented employee may also authorize, in writing, the Union Representative to inspect a personnel file related to a dispute concerning that represented employee.

Material in personnel files shall be regarded as confidential and disclosed only in accordance with provisions of law.

To the extent that any aspect of this section creates an expectation of progressive discipline, it shall not apply to Units UM1, TM1 or U41.

14.2 Probationary Period

Section 14.2 shall not apply to represented employees in Units TM1, U41, or UM1.

14.2.1 Entry Probationary Period

The probationary period of a represented employee appointed to a position from an eligible list without having served as a permanent employee for the City immediately prior to the appointment shall be for a period of twelve (12) consecutive months of active service. At its option, the City may extend the entry probationary period by a three (3) month period. An additional three (3) months may be added to the probationary period by mutual agreement between the City and the Union.

14.2.2 Promotional Probationary Period

The probationary period of a permanent represented employee appointed to a position from an eligible list from one permanent position to another permanent position for which a higher maximum base rate of pay is provided in the compensation plan shall be for a period of six (6) months active service performing the full duties of the new position. At its option, the City may extend the promotional probationary period by a three (3) month period. An additional three (3) months may be added to the promotional probationary period by mutual agreement between the City and the Union.

14.2.3 Lateral Probationary Period

The probationary period of a permanent represented employee appointed from an eligible list from one permanent position to another permanent position for which the maximum rate of pay is the same for both positions shall be for a period of six (6) months active service performing the full duties of the new position. At its option, the City may extend the lateral probationary period by a three (3) month period. An additional three (3) months may be added to the lateral probationary period by mutual agreement between the City and Union.

14.2.4 Assistant Engineer I Probation

Represented employees in the classification of Assistant Engineer I shall automatically be promoted to the classification of Assistant Engineer II provided that they successfully complete the eighteen (18) month probationary period in the Assistant Engineer I class and possess an Engineer-In-Training (EIT) certificate. Upon department head recommendation, an Assistant Engineer I may be promoted to the classification of Assistant Engineer II at the end of twelve (12) months. In such an event, the remaining probationary period shall be waived and the probationary period shall be deemed completed.

14.2.5 Injury Or Illness During Probationary Period

If a represented employee has been unable to perform the full duties of the position for period of thirty (30) days or more because of injury or illness, the City may extend the entry and promotional probationary periods by the period of time lost as a result of such illness or injury. In addition, the City shall not be required to complete performance appraisals during periods when the represented employee is unable to perform the full duties of the position for a period of thirty (30) days or more because of injury or illness.

14.2.6 Permanent Status

In the event a probationary represented employee is not satisfactorily meeting City standards and is not satisfactorily completing probation, the City shall notify the represented employee on or before the end of the twelve (12) month entry probationary period or the six (6) month promotional probationary period. If the City does not give the represented employee notice of release or removal during the probationary period, the represented employee shall be classified as a permanent City employee.

If the City does give the represented employee notice of release or removal during the probationary period and the employee's appointment or promotion was from a permanent civil service position, he/she may be reinstated pursuant to Section 6.05 of the Personnel Manual. Any appeal shall be in accordance with Section 6.07.

14.3 Performance Appraisals

Section 14.3 shall not apply to represented employees in UM1 or U41. Sections 14.3.1 through 14.3.3 shall also not apply to represented employees in Unit TM1.

The City agrees that represented permanent employees are entitled to Annual Performance Appraisals outlining progress and performance. Performance Appraisals serve the following purposes: 1) ensuring the supervisor's regular review of each represented employee's performance; 2) encouraging improvement in a represented employee's performance; 3) determining whether a represented employee's performance has improved; 4) providing represented employees with effective supervision; 5) complimenting a represented employee's performance and achievement. Each represented employee's Performance Appraisal shall include one of the following Overall Ratings:

- Exceeds expectations;
- Fully effective;
- Improvement needed;
- Unacceptable.

14.3.1 Twelve (12) Month Probation Appraisal

During a represented employee's twelve (12) month entry level probationary period, the City shall complete a performance appraisal on or about the end of the third, fifth, eighth and eleventh months of service. If the represented employee becomes permanent, the City shall complete a performance appraisal annually thereafter.

14.3.2 Six (6) Month Probation Appraisal

During a represented employee's six (6) month promotional probationary period, the City shall complete a performance appraisal on or about the end of the third and fifth months of service. If a represented employee becomes permanent, the City shall complete a performance appraisal annually thereafter.

14.3.3 Consequences Of Failure Complete Annual Performance Appraisal

For the purposes of City programs for which an overall "Fully Effective" performance appraisal is a pre-requisite (including but not limited to order-of-layoff tiebreakers and pilot programs such as telecommuting and compressed work schedules), in the event a represented employee has not received his/her most recently due performance appraisal within forty-five (45) calendar days of the date the appraisal was due, he/she shall be treated as if the overall performance appraisal rating was "Fully Effective."

14.4 Entry Level Examinations

Section 14.4 shall not apply to classifications in Units TM1, U41, or UM1.

14.4.1 Announcements of Examination

The City agrees to routinely make information regarding open examinations available each week, in advance of the deadline for applications, to employees represented by the Union.

The City may require additional and special qualifications and experience for a civil service position as provided for in the Personnel Manual of the Civil Service Rules Section 5.03 - Selective Certification. For classifications represented by the Union, the City will notify the Union and provide a statement of reasons for such qualifications and experience at least ten (10) working days in advance of the job announcement being posted and provide the Union five (5) work days to request to consult with the City.

14.4.2 Certification Of Eligibles To Fill Vacancies

Whenever a position in the classified Civil Service is to be filled, for which no reinstatement list exists, the appointing authority shall receive a list of four (4) ranks. In the case of multiple vacancies, the appointing authority shall receive a list of four (4) ranks, plus two (2) names for each additional vacancy to be filled; provided, however, that a lesser number may be certified when there is not the required number on the eligible list.

14.5 Transfer List

Section 14.5 shall not apply to Units TM1 or U41.

Any permanent classified employee may request a transfer from one department to another in her/his current classification, provided the employee meets the qualifications for the position. When requested by a represented employee, the City will place the represented employee's name on a transfer list for the represented employee's classification. The City will consider represented employees on the transfer list prior to filling vacant positions.

14.6 Results of Employee Initiated Class Studies

Section 14.6 shall not apply to Units TM1 or U41.

Represented employees may request class studies in accordance with the provisions of the Personnel Manual.

In cases in which an employee-initiated class study leads to placement in a higher paid classification that is on the salary step plan, the represented employee shall be placed at the salary step in the higher classification that is at least five percent (5%) higher than the represented employee's current rate of pay. If the higher classification is on the salary range plan, the represented employee shall be placed in the range at a rate of pay five percent (5%) higher than the represented employee's current rate of pay.

In cases in which an employee-initiated class study leads to placement in a higher paid classification and takes longer than one (1) year from the date the completed Position Description Questionnaire (PDQ) is received by Personnel, the employee shall be entitled to acting pay as defined in Article 5 of this agreement starting four months after the date the PDQ is received as indicated by the time/date stamp on the completed PDQ. If the incumbent is not granted such status, the position will be filled in accordance with the provisions of the Personnel Manual.

14.7 Promotional and Restricted Examinations

Section 14.7 shall not apply to classifications in Units TM1, U41, or UM1.

14.7.1 Announcements of Promotional or Restricted Examinations

In the manner required by the Civil Service Personnel Rules, the City agrees to announce Promotional or Restricted Examinations. The City shall offer promotional and/or restricted examinations for all vacant positions in non-entry level classifications represented by the Union. These examinations may be given in combination with open examinations in accordance with Civil Service Rules.

14.7.2 Certification of Eligible To Fill Vacancies

Whenever a promotional or restricted position in the competitive Classified Civil Service is to be filled, for which no reinstatement list exists, the appointing authority shall receive a list of the top four (4) ranks. In the case of multiple vacancies, the appointing authority shall receive a list of the top four (4) ranks, plus two (2) ranks for each additional vacancy to be filled; provided, however, that a lesser number may be certified when there is not the required number on the eligible list.

Individuals on the promotional or restricted eligible list shall be certified and considered for appointment before individuals on the original entrance eligible list(s).

14.7.3 Flexible Staffing

Represented employees may promote without benefit of competitive examination in accordance with Administrative Instruction 592 - Flexible Staffing, provided they were hired into flexibly staffed positions that included flexible staffing as part of the job announcement and recruitment and testing process.

The City agrees to recommend to the Civil Service Board that the following classifications and series be approved for flexible staffing:

- Administrative Analyst I to II
- Architect Series
- Benefits Technician to Benefit Representative
- Business Analyst II to III
- Case Manager I to II
- Complaint Investigator II to III
- Contract Compliance Officer to Contract Compliance Officer Sr.
- Database Analyst II to III
- Home Management Counselor II to III
- Housing Development Coordinator III to IV
- Human Resources Technician to Human Resources Technician Senior
- Microcomputer Specialist I to II
- Planner I to II
- Program Analyst I to II
- Public Information Officer I to II
- Rehabilitation Advisor I to II
- Storekeeper II to III
- Systems Analyst I to II
- Systems Programmer II to III
- Urban Economic Analyst I to II
- Volunteer Program Specialist I to II

and such other classifications as may mutually be agreed upon by City and Union.

Promotion via flexible staffing is intended to provide for "promotion in place" within a job series and may not be used to fill vacant positions.

Flexible staffing may not be used in cases where there is a reinstatement list for the higher level classification.

In the event of a recruitment for a flexible staffing position, if there are incumbents in the lower level class that were not hired through a flexible staffing recruitment, the City will simultaneously conduct a promotional or restricted examination for the higher level classification.

Within sixty (60) days of ratification of this Agreement, the City shall meet and confer with the Union and issues appropriate revisions to Administrative Instruction 592 necessary to implement these provisions.

14.7.4 Management Employees (UM1)

Before filling a vacant position in the UM1 bargaining unit, the City shall post the vacant position for ten (10) business days to provide an opportunity for qualified represented employees to apply.

14.8 Preference Points in Examinations

Section 14.8 shall not apply to Units TM1 or U41.

14.8.1 Seniority Points [Personnel Manual Section 4.15]

A represented employee with ten (10) or more years of active City service and who successfully completes an open, restricted or promotional examination shall have five (5) points added to the represented employee's final score. A represented employee with fewer than ten (10) years of active City service and who successfully completes an open, restricted or promotional examination shall have up to a maximum of five (5) points prorated based on the number of years of active City service, added to the represented employee's final score. Seniority points shall be calculated as of the date of the job examination.

To receive this credit, a permanent represented employee must have an overall rating that is at least "fully effective" in the most recent performance appraisal and have a record free of discipline (excluding reprimands) from one year prior to the examination. In the event a represented employee has not received his/her most recently due performance appraisal within forty-five (45) calendar days of the date the appraisal was due, he/she shall be treated as if the overall performance appraisal rating was "Fully Effective."

14.8.2 Residency Points [Personnel Manual Section 4.11]

A City of Oakland resident who competes in an examination process for a position in the competitive civil service shall be given an additional five (5) points on her/his final examination score provided that he/she initially scores a passing score on the examination and has been a City resident for a minimum of one (1) year as of the date of the establishment of the eligible list for that examination. The applicants must submit satisfactory written proof of residency as determined by the Personnel Director.

14.9 Reduction In Force/Layoff (Only applies to Units TA1, TF1, TM2, TW1, UH1 and UM2)

The City shall attempt, insofar as possible, to accomplish any reduction in force by attrition rather than layoff. The City will keep the Union advised of financial planning that contemplates reduction of personnel represented by the Union at least six months in advance, and will provide a listing of positions in classifications represented by the Union that may potentially be reduced as soon as such information may feasibly be provided, but no later than the date on which a proposed budget or budget amendments are made available to the public.

In the event that a reduction in force is required, it shall be carried out in accordance with the layoff procedure outlined in Sections 9.01 and 9.02 of the Personnel Manual and the following:

- A reduction in force shall be effected on a City-wide basis for each classification to be reduced. Represented employees in classifications affected by a layoff who are not subject to layoff may, with City approval, volunteer to be laid off.
- A layoff (reinstatement) list shall remain in effect for a period of three (3) years.

The City will also provide the Union, on or about sixty (60) days prior to the anticipated implementation date of reductions, or when the City has knowledge of anticipated reductions, whichever is later, a unit listing by classification which will have the original service date and job class service date of each represented employee as that data existed in the City's payroll/personnel system at the time. It is understood that the information provided does not constitute an official City seniority list.

The City will provide the Union with a copy of its official layoff lists affecting represented employees when they become available.

In the event of a reduction in force, the City shall attempt, insofar as possible, to sponsor information workshops on its own or in conjunction with outside organizations to assist employees that may be laid off take advantage of available resources. These resources should include information such as applying for unemployment, COBRA continuation medical benefits, resume writing, and job search resources.

This section, which incorporates by reference Sections 9.01 and 9.02 of the Personnel Manual, reflects the parties' agreement regarding procedures for layoffs.

14.10 Eligibility Lists During A Hiring Freeze

Section 14.10 shall not apply to Units TM1 or U41.

14.10.1 Extension

In the event the City declares a hiring freeze while any Civil Service eligible list is active, the duration of the eligible list shall be extended for a period equivalent to the length of the hiring freeze.

14.10.2 Notification

When the City declares a hiring freeze, the City Administrator or designee shall notify the Union in writing of the beginning and ending dates of the City-declared freeze.

14.11 Contracting Out

Section 14.11 shall not apply to Units TM1 or U41.

In accordance with Section 902(e) of the City Charter, the City shall not contract out for service if contracting out results in the loss of employment or salary by any person having permanent status in the competitive service.

14.11.1 Review of Proposed Contracts

In the event the City issues a Request for Proposals (RFP), Request for Qualifications (RFQ) or otherwise initiates the solicitation or negotiation of bids for a professional services contract that may reasonably be expected to exceed one hundred thousand dollars (\$100,000) over a period of one year or less, the City shall simultaneously provide the Union with a copy of such RFP, RFQ or solicitation. If the Union notifies the City within ten (10) working days of receipt of such materials, the City and Union shall meet and discuss the ability of represented employees, including those on a Reinstatement List, to perform such work.

14.12 Discipline/Just Cause

This section shall not apply to Units TM1 and U41. This subject matter for employees in Unit TM1 is addressed in Article 18.

No represented employee in Units TA1, TF1, TM2, TW1, UH1, and UM2 will be subject to disciplinary action except for just cause. Situations in violation of Section 218 of the City Charter shall not be considered Just Cause. Reassignment or position downgrades as a consequence of a Reduction in Force shall not be considered disciplinary action.

Prior to imposing any serious disciplinary action (fine, suspension, demotion, termination) against a permanent represented employee, the City shall adhere to the following procedures:

- The City will provide the employee prior written notice of the proposed action to be taken that states the reason(s) for which the action will be taken; provide a copy of the charges and materials upon which the action is based; and provide the employee the right to respond orally or in writing or both to a Skelly Officer who has the authority to effectively recommend whether the proposed action should be sustained, modified or revoked. The City will provide a copy of the Skelly Notice of Intent letter to the Union at the same time it is served on the represented employee.
- In order to allow the employee time to seek advice and to prepare any oral or written response he/she may wish to make, the date set for his/her response shall be no less than five (5) work days from the date the letter is sent.
- In the event the employee or his/her representative requests to reschedule the date set and by mutual agreement the parties reschedule, the administrative Skelly meeting shall occur no later than ten (10) working days from the date the notice was sent.
- Any further extension shall be granted only when the parties mutually agree that such extension is required by due process principles.
- The employee will be notified in writing of the decision. The City will send a copy of the decision along with a copy of the Skelly Officer recommendation to the Union.

14.13 Sexual Harassment And Violence In The Workplace

Any represented employee found to have engaged in workplace activity in violation of the City's policy on sexual harassment or violence in the workplace shall be subject to discipline.

14.14 Reassignment

Section 14.14 shall not apply to Units TM1 or U41.

The City will notify represented employees and the Union in writing at least five (5) working days prior to reassignment and ten (10) working days if the reassignment requires reporting to a new work location.

14.15 Child Safety and Endangerment

The City is committed to child safety and has zero tolerance for child endangerment. Every instance of observed, reported, or suspected mistreatment or maltreatment of a child (minor) will result in an employee being placed on paid administrative leave and subject to an investigation. Employees found to have harmed or endangered a child of any age will be subject to discipline up to and including termination from employment, provided the endangerment or harm was directly related to the job duties or there is a nexus between the employee's job duties and their actions.

ARTICLE 15: GRIEVANCE AND DISPUTE RESOLUTION PROCEDURE

For represented employees in Unit UM1, this Article shall apply to non-disciplinary grievances but shall not apply to disputes of disciplinary actions. This Article shall not apply to represented employees in Units TM1 or U41; this subject matter is addressed in Article 18 for represented employees in these units.

15.1 Definition

A grievance is defined as any dispute that involves the interpretation or application of this Agreement or the Personnel Rules or disciplinary action (i.e. suspensions, demotions, fines, and terminations) taken against an employee other than those employees assigned to the Offices of the Mayor or City Council. A represented employee may grieve the issuance of an oral warning, written warning, and/or written reprimand, and may appeal an oral warning, written warning, and/or written reprimand up to Step 2 of this grievance procedure. The decision of the Agency Head/Department Head shall be final, however, and no oral warning, written warning, and/or written reprimand shall be subject to review by the Employee Relations Officer, an arbitrator, or the Civil Service Board (or arbitral under this Article 15 grievance procedure.) It is the express intent of the parties that grievances be resolved expeditiously at the lowest possible administrative level.

In disputes involving an action directly taken by a department head alleged to violate the MOU, the Union may file the grievance at Step 2. In disputes involving alleged violations of the MOU by the City affecting represented employees in more than one department, the Union may file the grievance at Step 3.

Toward that objective, the following steps are prescribed:

15.2 Procedure

15.2.1 Step 1

Informal Discussion

The represented employee may present the grievance orally to the immediate supervisor within ten (10) working days from such time as the represented employee should reasonably have been aware of the occurrence.

Formal Submission

Should the grievance remain unresolved, the represented employee may submit the grievance in writing to the immediate supervisor within the ten (10) working days cited above. The grievance shall state the specific section(s) of this Agreement or the Personnel Rule(s) alleged to be

violated, or the disciplinary action taken, and the proposed solution. The supervisor shall render a decision in writing to the represented employee and/or Union representative within ten (10) working days of the formal submission of the grievance with a copy to the Employee Relations Department.

15.2.2 Step 2 - Appeal to Department Head

Should the grievance remain unresolved, the represented employee may, within ten (10) working days of receipt of the supervisor's decision, submit the grievance in writing to the department head. The department head or director or designated representative shall respond to the grievance in writing within ten (10) working days after receiving the grievance with a copy to the Employee Relations Department.

15.2.3 Step 3 - Employee Relations Officer. Union Staff Representative

Should the grievance remain unresolved, the represented employee or Union representative may, within ten (10) working days after receiving the department head response, submit the grievance to the Employee Relations Officer via email with a copy either by fax or U.S. Mail. The Employee Relations Officer, or a designated representative, shall investigate the case and either respond to the grievance in writing within ten (10) working days of receipt of the grievance or meet with the assigned Union staff representative within ten (10) working days of submission and attempt to resolve the dispute.

15.2.4 Step 4 - Civil Service Board Arbitration

Should the grievance remain unresolved, within fifteen (15) working days of such written notice or said meeting, either party may submit such grievance to an impartial arbitrator who shall be selected by mutual agreement or, if such agreement is not reached, by alternately striking names from list of five (5) arbitrators submitted by the State Mediation and Conciliation Service. The decision of which party strikes first shall be determined by a coin toss. Alternatively, in the case of a grievance concerning disciplinary action against a represented employee (except represented employees in Unit UM1, the Union may elect to submit such grievance to the Civil Service Board, instead of to an arbitrator. The Civil Service Board may elect to use a Hearing Officer for such appeals as described in Appendix E, Civil Service Use Of Hearing Officer. In the event that the Union elects to submit the grievance to the Civil Service Board, the filing of the written grievance in accordance with the provisions of Step 1, 15.2.1 above shall satisfy the requirement of the Personnel Ordinance that the represented employee gives notice of intent to appeal a disciplinary action.

If arbitration is selected, it is agreed that the arbitrator's decision shall be final and binding on all parties and the arbitrator's fees shall be borne equally by the parties. The arbitrator shall have no power to add to or subtract from the provisions of this Agreement or of the Personnel Rules.

For all grievances advanced to Step 4, the parties shall participate (either in person or via telephone) in a good faith settlement conference at least forty-five (45) calendar days prior to the hearing. At least twenty (20) calendar days prior to the hearing, the parties shall attempt to prepare a submission to the arbitrator, signed by both parties setting forth the issue(s) and specific provision number(s) in dispute. Should the parties fail to agree on a submission, the arbitrator shall determine the issue(s) after the parties' opening statements and prior to the taking of evidence or testimony. If both parties agree to use a mediator to assist in this process, the costs will be split equally between the parties.

15.3 Time Limits

Although the City may reject a grievance as untimely, timeliness shall not be the sole reason for rejecting a grievance at any step. Time limits prescribed in 15.2 above may be extended by mutual agreement of the parties. Failure of the City to follow the time limits, unless so extended, shall cause the grievance to move to the next level. If the grievance is submitted to binding arbitration, the City may include as an issue the represented employee's or Union's failure to follow the grievance time limits.

15.4 Right Of Representation

The represented employee filing a grievance, as defined above, shall have the right of representation at each step of the grievance procedure.

15.5 Witnesses

Individuals who may have direct knowledge of circumstances relating to the grievance may appear at the mutual request of the parties during any stage of the procedure. In the case of a represented employee appearance, he/she shall be compensated at his/her regular rate of pay for actual time spent appearing.

15.6 Class Action Grievance

A grievance covering more than one represented employee must be identified as a "class action grievance" when first submitted. The scope of the grievance shall then be described; and, to the extent reasonably known by the Union, the grievant (s) shall be identified by name. A "class action grievance" must meet the definition of a grievance, as described in Section 15.1, to be processed as such.

15.7 Consolidation

Concurrent grievances alleging violation of the same provisions shall be consolidated for the purpose of this procedure as a single grievance.

15.8 Expedited Arbitration Procedure

By mutual agreement, the parties may agree to forego the Step 4 process described in 15.2.4 of this Article and submit any grievance to expedited arbitration. If the parties agree to expedited arbitration, the arbitrator will be selected as follows:

15.8.1 By agreement of the parties; or

15.8.2 The parties may request a list of five (5) arbitrators from the State Mediation and Conciliation Service and alternately strike an arbitrator until one arbitrator remains. The decision of which party will strike first shall be determined by a coin toss.

If the parties elect to submit a grievance to expedited arbitration, closing arguments will be presented orally, unless the parties agree to submit written briefs. The parties agree that the arbitrator shall issue a bench decision and subsequently provide a written decision memorializing his/her decision; provided that the parties by mutual agreement may elect to obtain a written decision following the parties' submission of written briefs.

The arbitrator shall have no power to add to or to subtract from the provisions of this Agreement or the Personnel Rules.

ARTICLE 16: SPECIAL PERSONNEL PROVISIONS FOR UNIT UM1

16.1 Appointment from Civil Service to Exempt Position

A represented employee who is appointed prior to September 15, 2009 from a position in the Competitive Civil Service to an exempt classification in Unit UM1 shall be deemed to have taken an approved leave of absence without pay from his/her classified position as provided for in Sections 8.07(b) and 8.07(c) of the Civil Service Rules. Beginning September 15, 2009, the City shall make its best efforts to advise each classified represented employee who is appointed to an exempt classification that he/she is entitled to request a leave of absence without pay from his/her classified position.

- a. For a represented employee who has been appointed to a position in Unit UM1 and is on an approved leave from a classified position, the represented employee shall have the right to revert to a position in the same classification as that occupied by him/her at the time of commencement of such leave if the UM1 position is deleted from the budget, or to a position in any other non-exempt classification in which the represented employee had prior service. If no vacant position exists in the classification, the represented employee may "bump" another represented employee with less seniority, in the manner provided under Section 9.02 (d) of the Civil Service Rules. If there is no incumbent in that classification with less seniority, the represented employee shall be placed on a reinstatement list in the manner provided under Section 9.03 of the Civil Service Rules.
- b. For a represented employee who has been appointed to a position in Unit UM1 and is on an approved leave from a classified position, upon termination of such exempt appointment for reasons other than deletion of the UM1 position from the budget, the represented employee will be considered for reinstatement to a position in the same classification as that occupied by him/her at the time of commencement of such leave, or to a position in any other non-exempt classification in which the represented employee had prior service..

Consideration for reinstatement to the former classification will be based on the circumstances of the removal from the exempt appointment and the represented employee's work record as determined by the appointing authority.

If reinstatement is approved by the appointing authority, either

- i. the represented employee shall be appointed to a vacant position in the former classification, or
- ii. if no such vacant position exists, the represented employee shall be placed on a reinstatement list, in the manner provided under Section

9.03 of the Civil Service Rules.

16.2 Involuntary Separation from Exempt Position

Upon the involuntary separation (other than for misconduct) of a long term (ten or more consecutive years of City service) civil service exempt employee who, previous to his/her exempt appointment did not hold a classified position, the City will attempt to place the represented employee in a vacant civil service exempt position for which the employee meets the minimum qualifications. Such appointment may be made with the approval of the City Administrator and the Agency/Department Director.

ARTICLE 17: REPRESENTED EMPLOYEES ASSIGNED TO THE OFFICE OF THE MAYOR OR CITY COUNCIL

17.1 Application

Except as stated in specific sections of this Agreement or as excluded by this Article, all of the provisions of this Agreement apply to represented employees in Units TA1 and TW1 assigned to the Office of the Mayor or the City Council. The provisions of Article 17 only apply to represented employees in Units TA1 and TW1 assigned to the Office of the Mayor or City Council.

17.2 Resolution Of Concerns Procedure For Represented Employees In Mayor's Or City Council Office

A represented employee assigned to the Office of the Mayor or City Council who desires to do so may meet with his or her immediate supervisor to discuss any dispute involving the interpretation or application of those provisions of the Agreement which apply to the employee and are not specifically excluded from applicability as defined above.

Should the matter remain unresolved, the represented employee may present the matter orally or in writing to the Vice-Mayor, or his/her designee. The Vice-Mayor, or his/her designee, may meet with the affected represented employee or respond in writing to the matter presented.

Should the matter remain unresolved, within fourteen (14) calendar days of said written response or meeting, the represented employee may elect to submit the matter to mediation through the State of California Mediation and Conciliation Service. The mediator, if unable to resolve the issue, shall render an advisory recommendation to the Vice-Mayor. The decision of the Vice-Mayor, after considering the recommendation of the mediator, shall be final and binding on the parties.

The represented employee shall be entitled to representation at the meetings by the Union or other representative.

17.3 Special Leave

Professional employees employed in the Office of the Mayor or City Council will be eligible to be awarded, on an individual employee basis, from zero (0) to five (5) days of Special Leave. This leave is awarded in recognition of the irregular work hours performed during the prior year. The eligibility period for Special Leave is July 1 through June 30. The awarding of such leave will be at the discretion of the Mayor or Council member to whom the represented employee reports.

Additionally, represented employees who demonstrate superior performance during the eligibility period of July 1 through June 30 of each year may also be awarded zero (0) to five (5) days of leave. This leave is awarded in recognition of the prior year's service. The awarding of such leave will be at the discretion of the Mayor or Council member to whom the represented employee reports.

The award must be taken as paid leave and is not cumulative from year to year; i.e. an eligible represented employee must use the awarded leave by the last pay period including June 30 of each year, or forfeit it. With their supervisors' concurrence, individual represented employees are responsible for arranging to use the Special Leave during the one (1) year period. Represented employees who terminate employment after having been awarded Special Leave shall be paid for this awarded but unused leave upon termination.

17.4 Mileage Allowance

Administrative Instruction 4403 – shall apply to represented employees in Units TA1 and TW1 assigned to the Office of the Mayor or City Council. The City agrees to designate as Category IV (IRS mileage rate only) those represented employees in Units TA1 and TW1 assigned to the Office of the Mayor or City Council who use private vehicles for City business including travel to community meetings.

17.5 Office Of The Mayor Excluded Provisions

The following provisions of this Agreement shall *not* apply to employees in Representation Units TA1 and TW1 assigned to the Office of the Mayor:

- Salary steps for classifications having assigned salary ranges without steps
- Overtime
- Hours of Work
- Rest Periods
- Lunch Period
- Shifts and Schedules
- Probationary Period
- Employee Service Ratings and Reports
- Examinations
- Reduction in Force/Layoff
- Grievance Procedure
- Fair Share Fee
- Discipline/Just Cause

17.6 City Council Professional Excluded Provisions

The following provisions of this Agreement shall not apply to the below listed professional classifications or to any future professional classifications established in the City Council Office:

- Salary steps for those classifications having assigned salary ranges without steps
- Overtime
- Hours of Work
- Rest Periods
- Lunch Period
- Shifts and Schedules
- Probationary Period
- Employee Service Ratings and Reports
- Examinations
- Reduction in Force
- Grievance Procedure
- Fair Share Fee
- Discipline/Just Cause

The City Council Professional Staff includes the following:

- City Council Constituent Liaison
- City Council Constituent Liaison (PPT)
- City Council Senior Policy Analyst
- City Council Policy Analyst
- City Council Policy Analyst (PPT)
- City Council member's Assistant
- City Council member's Assistant (PPT)
- City Council Administrative Assistant
- City Council Intern (PPT)
- Community Liaison

17.7 City Council Office Clerical/Administrative Support Staff Excluded Provisions

The following provisions of this Agreement *shall not* apply to represented employees in the City Council Office in the classified positions of Administrative Assistant II who held the position prior to June 30, 2002.

- Grievance Procedure
- Fair Share Fee

Clerical/administrative support staff in the City Council Office will be hired into the exempt classes of Council Public Service Employee (“PSE”) 14 or Council PSE 51 and are *exempt* from all of the following provisions of this Agreement.

- Salary steps for those classifications having assigned salary ranges without steps
- Overtime
- Hours of Work
- Rest Periods
- Lunch Period
- Shifts and Schedules
- Probationary Period
- Employee Service Ratings and Reports
- Examinations
- Reduction in Force/Layoff
- Grievance Procedure
- Fair Share Fee
- Discipline/Just Cause

ARTICLE 18: SPECIAL PROVISIONS FOR DEPUTY CITY ATTORNEYS I THROUGH IV (UNIT TM1) AND DEPUTY CITY ATTORNEYS V AND SPECIAL COUNSEL (UNIT U41)

18.1 Application

The provisions of this Article 18 only apply to represented employees in Unit TM1 (Deputy City Attorneys I through IV) and Unit U41 (Deputy City Attorneys V/Special Counsel).

18.2 Recognition

Unit TM1 shall include all Deputy City Attorneys I – IV. Unit U41 shall include all Deputy City Attorneys V and Special Counsel. The Union agrees the City may designate specific positions as confidential. Unit TM1 shall not include supervisory attorneys or non-attorneys. Unit U41 shall not include non-attorneys.

18.3 Stewards

The Union may select two (2) stewards from the unit and shall provide the City with an accurate list of those stewards on or about each January 1 and July 1.

A steward or Union Officer may represent a represented employee in the grievance procedure under the terms of this Agreement.

A steward or a Union officer shall be offered reasonable time off for the purpose described in this section with the approval of the City Attorney or designated representative. It is recognized that performance of the steward's or officer's job duties comes first.

If, in the City's opinion, a Union steward is failing to maintain a satisfactory level of performance, the City may call that matter to the attention of an appropriate Union official by letter outlining the specifics of the complaint. The Union will act promptly to discuss the matter with the steward in order to resolve the complaint and, failing that, another steward will be designated.

18.4 Negotiation Team

Unit TM1 negotiators shall be limited to four (4) represented employees and Unit U41 negotiators shall be limited to three represented employees, and their professional representatives.

Both the City and the Union may on occasion have additional persons attend meetings. For example, knowledgeable City employees or subject matter

specialists may be invited to negotiation sessions as long as the other party is notified in advance of the individual and the purpose of his/her attendance.

Represented employees in Units U41 and TM1 shall not receive additional compensation for time spent in negotiations

18.5 Labor Relations Committee

The City and the Union agree to establish a Labor Relations Committee for Units TM1 and U41 for the purpose of discussing issues of mutual concern impacting management and represented employees. Each party shall appoint two (2) members of the Labor Relations Committee. The Committee shall have the responsibility for determining when and how often they will meet and for establishing other operating procedures.

The City Attorney agrees that the Union may place the following issues on the Labor Relations Committee agenda:

- Equitable advancement on the salary schedule/ranges within the Office of the City Attorney and with other City departments.
- A compensation survey comparing employment terms and conditions in the Office of the City Attorney with the terms and conditions in comparable public agencies.

18.6 Deputy City Attorney II, III, IV – Salary Schedule

Annual advancement within the salary schedules of Deputy City Attorney II, III, and IV shall be on the basis of one year's satisfactory service, as evidenced by a performance evaluation, without having otherwise received an advancement within the salary schedule for the classification during said year. Advancement is at the rate of one salary rate increment of two and one-half percent (2 1/2%) up to five percent (5.0%). For Deputy City Attorney I, see Section 5.5.3.

18.7 Deputy City Attorney I – Salary Steps

Advancement within the salary schedules specified for Deputy City Attorney I shall be on the basis of one (1) year's satisfactory service, as evidenced by a performance evaluation in such classification without having received a step increase in salary during said year. A salary step increase for a represented employee who is entitled to such an increase shall be effective at the beginning of the pay period in which the anniversary date of appointment in the classification falls.

18.8 Pay For Acting In A Higher Classification

18.8.1 Deputy City Attorney I-IV

The City Attorney shall assign all represented employees to duties within their classification. In appropriate situations, the City Attorney may require a represented employee to perform duties that reasonably relate to the represented employee's position and classification.

If the City Attorney assigns a represented employee to perform substantially the full range of duties in a Deputy City Attorney V classification, the represented employee shall be paid Acting Pay for the entire period the represented employee is required to act in a higher classification. Each acting pay assignment shall be made in writing, shall specify the permanent budgeted and vacant position in which the represented employee is acting, and shall confirm that the represented employee meets the minimum qualifications of the higher classification. The City Attorney or designee shall approve in advance any acting assignment continuing for a period longer than one month. In cases where there is a permanent vacancy or a temporary vacancy (more than 120 days), the City Attorney or designee shall post the acting opportunities for a minimum of (10) ten working days.

A represented employee meeting the requirement of this section shall be compensated at the lowest step of the higher classification which provides the represented employee at least a 7.5% differential above represented employee's regular rate of pay.

For the purpose of this section, a permanent budgeted position shall be vacant either because a regular employee is on an approved leave of absence or because a regular employee has resigned, accepted a promotion/demotion, or has been terminated.

18.8.2 Deputy City Attorney V and Special Counsel

The City Attorney shall assign all represented employees to duties within their classification. In appropriate situations, the City Attorney may require a represented employee to perform duties that reasonably relate to the represented employee's position and classification.

If the City Attorney assigns a represented employee to perform substantially the full range of duties in a higher classification, the represented employee shall be paid Acting Pay for the entire period the represented employee is required to act in a higher classification. Each acting pay assignment shall be made in writing, shall specify the permanent budgeted and vacant position in which the represented

employee is acting, and shall confirm that the represented employee meets the minimum qualifications of the higher classification. The City Attorney or designee shall approve in advance any acting assignment continuing for a period longer than one month. In cases where there is a permanent vacancy or a temporary vacancy (more than 120 days), the City Attorney or designee shall post the acting opportunities for a minimum of 10 working days.

A represented employee meeting the requirement of this section shall be compensated at a premium rate of seven and one half percent (7.5%) of regular pay of the represented employee's own classification for such time worked in the higher classification.

If the acting pay assignment extends beyond a consecutive sixty (60) calendar day period, the represented employee shall be paid a premium at the rate of twelve and one half percent (12.5%) of the regular pay of the employee's own classification, beginning the sixty-first (61st) day of the acting assignment.

18.9 Special Assignment/Departmental Counsel Premium For Unit TM1 Only

The City Attorney may assign Special Assignment/Departmental Counsel duties to a represented employee. All represented employees meeting the qualifications for a Special Assignment/Departmental Counsel shall be eligible for a Special Assignment/Departmental Counsel duties. During the period of time the represented employee is assigned to the Special Assignment/Departmental Counsel duties, the represented employee shall be paid ten percent (10%) in addition to the represented employee's regular rate of pay. Special Assignment premium pay shall be incorporated into the represented employee's compensation reported to CalPERS to the extent permitted by CalPERS law and regulations. At the end of Special Assignment/Departmental Counsel assignments, represented employees shall be returned to their regular duties and rate of pay applicable prior to the Special Assignment/Departmental Counsel premium pay.

18.10 Meal Allowance

The City shall reimburse represented employees in Units TM1 and U41 up to eighteen dollars (\$18) per meal when required to attend job-related meetings that extend beyond 7:00 p.m. Such meetings shall include City Council, City Boards and Commissions, and community meetings. Receipts for meals shall be required prior to reimbursement. A reimbursement shall not be allowed for meetings extending beyond 7:00 p.m. if meals are provided for staff.

18.11 Professional Development For Units TM1 And U41

Each represented employee in Units TM1 and U41 is responsible for meeting his/her Mandatory Continuing Legal Education requirements. The City will purchase one (1) Continuing Education of the Bar (“CEB”) Passport for the office that will entitle represented employees to attend CEB programs as specified in the Passport agreement selected by the City Attorney.

18.12 Conferences, Seminars And Meetings

18.12.1 Deputy City Attorney I – IV

It may be desirable for a represented employee to attend conferences, seminars, or meetings that have as their primary purpose professional development, or acquiring concepts and knowledge that are directly beneficial to the represented employee in the performance of his/her job; and/or where such attendance is in the City’s best interests. In addition to using the CEB Passport described in Section 18.11 above, each represented employee shall be entitled to use up to a maximum of twelve-hundred dollars (\$1,200) per year to pay for the costs of professional development materials and professional development conferences, seminars, or meetings, including associated travel expenses.

In addition, represented employees may be reimbursed for other professional development expenses including, but not limited to:

- books,
- subscriptions to professional organizations that are related to current employment
- dues to professional organizations that are related to current employment

Represented employees shall submit requests for City-paid professional development, funding to the City Attorney. The City Attorney or designee will approved the funding request upon determining that: (1) the requested professional development will directly benefit the represented employee’s job performance; (2) the professional development is in the City’s interests; (3) the represented employee has not exceeded the twelve-hundred dollar (\$1,200) annual cap; and (4) the represented employee’s absence from his or her regular duties on the proposed dates will not be detrimental to the City. The City Attorney or designee shall either directly pay the provider/vendor or reimburse the represented employee.

In recognition of the fact that many eligible expenses exceed the amount available in a single year, a represented employee may defer professional development reimbursement in one (1) fiscal year and receive two (2) years’ of reimbursement in the following fiscal year.

18.12.2 Deputy City Attorney V and Special Counsel

It may be desirable for a represented employee to attend conferences, seminars, or meetings that have as their primary purpose professional development, or acquiring concepts and knowledge that are directly beneficial to the represented employee in the performance of his/her job; and/or where such attendance is in the City's best interests. In addition to using the CEB Passport described in Section 18.11 above, each represented employee shall be entitled to use up to a maximum of fifteen-hundred dollars (\$1,500) per year to pay for the costs of professional development materials and professional development conferences, seminars, or meetings, including associated travel expenses.

In addition, represented employees may be reimbursed for other professional development expenses including, but not limited to:

- books,
- subscriptions to professional organizations that are related to current employment
- dues to professional organizations that are related to current employment

Represented employees shall submit requests for City-paid professional development, funding to the City Attorney. The City Attorney or designee will approved the funding request upon determining that: 1) the requested professional development will directly benefit the represented employee's job performance; 2) the professional development is in the City's interests; 3) the represented employee has not exceeded the fifteen-hundred dollar (\$1,500) annual cap; and 4) the represented employee's absence from his or her regular duties on the proposed dates will not be detrimental to the City. The City Attorney or designee shall either directly pay the provider/vendor or reimburse the represented employee.

In recognition of the fact that many eligible expenses exceed the amount available in a single year, a represented employee may defer professional development reimbursement in one (1) fiscal year and receive two (2) years' of reimbursement in the following fiscal year.

18.13 Incompatible, Inconsistent, Or Conflicting Activities

18.13.1 Deputy City Attorney I-IV

No represented employee may engage in any employment, activity, or enterprise that has been determined to be inconsistent, incompatible, or in conflict with his or her duties or with the duties, functions, and responsibilities of the City Attorney's Office. For purposes of this Agreement, incompatible employment or activity means any employment, activity, or enterprise which: a) involves the use

for private gain or advantage of City time, facilities, equipment, and supplies or the prestige or influence of the represented employee's City employment; or b) involves receipt by the represented employee of any money or other consideration for the performance of any act required by him or her as a City employee; or c) involves the performance of an act, in other than his or her capacity as a City employee, that may later be subject directly or indirectly to control, inspection, review, audit, or enforcement by him or her in his or her capacity as a City employee.

No represented employee may engage in any outside employment or activity that would violate the rules of professional conduct for attorneys in California. The City may not require any represented employee to perform any act in City employment that would violate the rules of professional conduct for attorneys in California. Represented employees may not solicit political contributions from other officers or employees of the City, unless such solicitation is part of a solicitation made to a significant segment of the public that may include City employees or officers.

Represented employees shall notify the City Attorney in advance of any outside employment or activity if it is reasonably foreseeable that such employment or activity may violate these rules.

Notwithstanding the above, the City acknowledges that no restriction may be placed on the political activities of represented employees outside of working hours and off City premises.

By ratifying this Agreement, the City Attorney is adopting regulations prohibiting incompatible activities, and the City Attorney will continue to maintain regulations that are consistent with Government Code Section 1125, et seq., Government Code Section 3201, et seq., Oakland City Charter Section 1201, and the rules of professional conduct for attorneys practicing in California.

18.13.2 Deputy City Attorney V

No represented employee may engage in any employment, activity, or enterprise that has been determined to be inconsistent, incompatible, or in conflict with his or her duties or with the duties, functions, and responsibilities of the City Attorney's Office. For purposes of this Agreement, incompatible employment or activity means any employment, activity, or enterprise which: a) involves the use for private gain or advantage of City time, facilities, equipment, and supplies or the prestige or influence of the represented employee's City employment; or b) involves receipt by the represented employee of any money or other consideration for the performance of any act required by him or her as a City employee; or c) involves the performance of an act, in other than his or her capacity as a City employee, that may later be subject directly or indirectly to

control, inspection, review, audit, or enforcement by him or her in his or her capacity as a City employee.

No represented employee may engage in any outside employment or activity that would violate the rules of professional conduct for attorneys in California. The City may not require any represented employee to perform any act in City employment that would violate the rules of professional conduct for attorneys in California. Represented employees may not solicit political contributions from other officers or employees of the City, unless such solicitation is part of a solicitation made to a significant segment of the public that may include City employees or officers.

Represented employees shall notify the City Attorney in advance of any outside employment or activity if it is reasonably foreseeable that such employment or activity may violate these rules.

Notwithstanding the above, the City acknowledges that no restriction may be placed on the political activities of represented employees outside of working hours and off City premises.

By ratifying this Agreement, the City Attorney is adopting regulations prohibiting incompatible activities, and the City Attorney will continue to maintain regulations that are consistent with Government Code Section 1125, et seq., Government Code Section 3201, et seq., Oakland City Charter Section 1201, and the rules of professional conduct for attorneys practicing in California.

18.14 Departmentally Designed Alternative Work Schedules

The Office of the City Attorney may design voluntary departmental alternative work schedules, which shall comply with this section's guidelines addressing public service needs, departmental needs, and represented employee preferences.

Alternative work schedules may only be used in those circumstances in which the City Attorney or designee determines that all requirements for the provision of professional responsibilities, public service, public access, and economic staffing are met, and internal and external contact needs fulfilled.

Represented employees may initiate requests to work alternative work schedules, subject to the City Attorney's approval. The City Attorney or designee will respond to requests in a timely manner, normally within thirty (30) days. City Attorney's determination shall be final.

The City Attorney or designee may cancel at any time alternative work scheduling for any or all affected departmental employees.

18.15 Classification Appeals

A represented employee in Units TM1 and U41 may request a review of his/her job classification. The represented employee's request shall be directed to the City Attorney. The City Attorney has sole discretion to determine whether or not to review the represented employee's classification and whether or not to implement recommendations arising from that review. The City Attorney's classification decisions shall be final, and shall not be appealable to the Civil Service Board, the City Council, or to any other administrative body.

18.16 Posting Job Openings

The City shall post all new and vacant bargaining unit positions in Units TM1 and U41 on the employee notice bulletin board at least ten (10) days before the application deadline for the position. If there is no application deadline for the position, the City shall not fill the new or vacant position for at least five (5) days from the time of posting. The posting shall consist of the general job description, the posting date and time, and closing dates. The City shall send copies of posted vacancies to the Union.

18.17 Civil Service And Personnel Rules

The status of represented employees in Unit U41 remains unchanged and is reflected in the attached City Council Resolution Nos. 75159 and 77189, C.M.S. and Civil Service Board motions at the October 28, 1999 and June 19, 2002 meetings.

During the term of this Agreement, represented employees in Unit TM1 shall not be governed by the Oakland Civil Service Commission or the Civil Service Personnel Rules. During the term of this Agreement, the Union agrees not to challenge the legality of this section or assert the applicability of Civil Service or the Personnel Rules to represented employees in any legal proceedings against the City and/or its officers or employers, and the City agrees not to submit a City Council Resolution requesting the Civil Service Board to exempt from Civil Service the classifications of Deputy City Attorneys I-IV.

18.18 Termination

This Section 18.18 shall apply only to represented employees in Unit TM1.

A represented employee in Unit TM1 with more than two (2) years of City service shall be terminated only for just cause. A represented employee with less than two (2) years of City service may be terminated for any reason as determined by the City Attorney without any right of administrative appeal or arbitration. The principles of progressive discipline shall not apply to any termination.

Before terminating a represented employee for just cause, the City Attorney shall provide written notice to the employee of intended action. The notice shall include: the reasons for the intended action; copies of materials upon which the action is based; and an opportunity to meet with and/or respond in writing to the Assistant City Attorney not in charge of the division in which the represented employee is assigned. That Assistant City Attorney shall recommend, in writing, whether or not to impose the termination, modify it, or not implement it at all.

After receiving the Assistant City Attorney's recommendation, the City Attorney shall issue a final decision in writing. The Union may appeal the City Attorney's decision in writing under Section 18.19.5 of this Agreement.

The provisions of this Section 18.18 provide the exclusive remedy for represented employees to appeal a termination.

18.19 Grievance Procedure

A grievance is defined as any dispute that involves the interpretation or application of this Agreement. It is the parties' express intent that grievances be resolved expeditiously at the lowest possible administrative level.

18.19.1 Step 1A - Informal Discussion

The represented employee may present the grievance orally to the represented employee's immediate supervisor within ten (10) working days from the time the represented employee should have been reasonably aware of the dispute giving rise to the grievance.

18.19.2 Step 1B - Formal Submission

If the grievance remains unresolved, the represented employee may submit the grievance in writing to the represented employee's immediate supervisor within the ten (10) working days noted in Step 1A. The grievance shall state the specific section(s) of the Agreement at issue, or the disciplinary action taken, and the proposed solution. The represented employee's immediate supervisor shall render a decision in writing to the employee and/or Union representative within ten (10) working days after the grievance is formally submitted.

18.19.3 Step 2 - Appeal To Assistant City Attorney

If the grievance remains unresolved, the represented employee may, within ten (10) working days after receiving the supervisor's decision, submit the grievance in writing to the Assistant City Attorney. The Assistant City Attorney or designated representative shall respond to the grievance in writing within ten (10) working days after receiving the

grievance. Although the Assistant City Attorney may include timeliness as one of the reasons for denying the grievance, time limit shall not be the sole reason for denying the grievance.

18.19.4 Step 3 - Appeal To City Attorney

If the grievance remains unresolved, the represented employee may, within ten (10) working days after receiving the Assistant City Attorney's response, submit the grievance in writing to the City Attorney. The City Attorney, or a designated representative, shall investigate the grievance and either respond to the grievance in writing within ten (10) working days after receiving the grievance, or meet with the represented employee and attempt to resolve the dispute within ten (10) working days after the represented employee submits the grievance in writing to the City Attorney. Although the City Attorney may include timeliness as one of the reasons for denying the grievance, time limit shall not be the sole reason for denying the grievance.

18.19.5 Step 4 - Arbitration

If the grievance remains unresolved, within fifteen (15) calendar days of the City Attorney's written response or meeting with the represented employee, either the City or the Union may submit the grievance to an impartial arbitrator who shall be selected by mutual agreement or, if mutual agreement is not reached, by alternately striking names from a list of five arbitrators submitted by the State Mediation and Conciliation Service.

If arbitration is selected, the arbitrator's decision shall be final and binding on all parties and the arbitrator's fees shall be borne equally by the parties. The arbitrator shall have no power to add to or subtract from the provisions of this Agreement.

18.19.6 Time Limits

The parties may by mutual agreement extend the time limits prescribed above. The represented employee's or the Union's failure to follow the time limits, unless extended by this section, shall nullify the grievance. The City's failure to follow the time limits, unless extended by this section, shall cause the grievance to move to Step 2 or to Step 3, whichever is the next level.

18.19.7 Right Of Representation

A represented employee filing a grievance as defined in this Article shall have the right of representation at each step of the grievance procedure.

18.20 No Strike Clause

This Section 18.20 shall apply only to represented employees in Unit U41.

Employees represented by the Union shall not take part in any strike, work action, or other concerted activity of any kind which will result in curtailing, restricting or interfering in any manner with City services during the term of this Agreement.

The Union agrees not to sanction, encourage, or support any such strikes, work actions, or other concerted activity.

The term "strike, work action or other concerted activity" means any concerted failure to report for duty, any concerted absence from position (including sympathy strikes), any concerted stoppage of work, any concerted slowdown, sick-out, refusal to work, interruption, call-in or failure in whole or in part to carry out the full, faithful, and proper performance of the duties of employment. The term "strike," "work action," "concerted activity" also means any participation in an action interfering with the operation of the City for the purposes of inducing, influencing, or coercing a change in the working conditions, compensation, provided, however, that nothing herein shall preclude employees from engaging in informational picketing or attending Union rallies so long as such activity does not interfere with City operations.

In the event that a strike, work action, or other concerted activity occurs in violation of this Agreement, the Union shall, on written notice by the City, issue a statement addressed to the employees, a copy of which shall be delivered to the City, declaring the strike or other concerted activity not sanctioned, unlawful, and directing them to immediately return to work, or cease and desist.

In the event any employee covered under this Agreement violates the terms of the No Strike provision, the City retains the right to discharge or otherwise discipline any such employee.

18.21 Time Accounting

The longstanding requirement that attorneys keep track of and record ALL of their hours of work pertaining to the law practice, including evening work-related meetings such as evening City Council, City board and commission meetings

and work on weekends and after and before regular City work hours is one (1) of the factors that is considered in evaluating performance.

Attorneys in the DCAI-IV and the DCAV/Special Counsel bargaining units shall keep track of their hours of work and record hours worked on a timely basis, as provided in this section. This requirement includes time worked for clients, including administrative or other tasks performed for the City Attorney's Office as the client or otherwise in service of the City. Examples include – litigation and advisory meetings, weekly DCAV/Special Counsel meetings, the extended management meetings with the Executive Management Team and the DCAVs and Special Counsel, participation in recruitment and interviews, labor-management meetings, and negotiations as bargaining unit representative. In addition attorneys shall record their leave hours (e.g., vacation, sick leave, management leave) in the time accounting system, as provided in this section.

Attorneys shall record work time to specific projects, matters or cases if the work on that matter exceeds ten (10) hours. Assignments of less than ten (10) hours may be recorded under a general category such as general advice on Sunshine Ordinance or to Parks and Recreation Department or to Public Ethics Commission.

Attorneys shall complete time recording on a contemporaneous basis and record their work hours and leave hours for each month no later than the fifteen (15th) day of the following month.

The Office of the City Attorney will assist individual attorneys with establishing the "tickler" system for their calendars, upon request to provide a reminder of the deadline for submitting time entries. The Office of the City Attorney may in its sole judgment and discretion send out a recurring calendar invitation to attorneys that will provide such a tickler system If the attorney accepts the invitation; provided however, that in no event will the failure of or absence of such a "tickler" entry for any reason, including but not limited to computer or system malfunctions or errors or human action, error or admission, relieve attorneys of their obligation to timely track and record their time as provided in this section.

18.22 Savings (Zipper) Clause

This paragraph applies only to represented employees in Unit U41.

The terms and conditions set forth in this Agreement represent the full and complete understanding between the parties. During the term of this Agreement, the Union expressly waives the right to meet and negotiate with respect to any subject covered in this Agreement, unless modified through the voluntary, mutual consent of the parties in a written amendment. This Agreement terminates and supercedes those partial practices, agreements, procedures, traditions, and rules or regulations inconsistent with any matters covered in this Agreement. The

parties agree that during the negotiations that culminated in this Agreement, each party enjoyed the opportunity to make demands and proposals or counter-proposals with respect to any matter, even though some matters were proposed and later withdrawn, and that the understandings and agreements arrived at after the exercise of that right and opportunity are executed in this Agreement.

ARTICLE 19: RESOLUTION - DURATION

19.1 Completion Of Negotiations

This Agreement or any part of this Agreement is not binding upon the City until and unless the same is adopted by the City Council; and is not binding upon the Union until and unless the same is adopted by a vote of the represented employees, consistent with Union rules and regulations. This Agreement resolves in full, for its duration, all issues between the parties concerning wages, hours, and other terms and conditions of employment addressed in this Agreement. All proposals introduced by either party that have not been resolved in a signed Tentative Agreement are hereby withdrawn.

Except as specifically provided in this Agreement, it is understood and agreed that any benefits and/or working conditions within the scope of representation published in the City's Salary Ordinance, Civil Service Rules, Council Resolutions and Ordinances, Administrative Instructions, Administrative Bulletins and Departmental Policies that affect benefits or working conditions presently in effect and not modified by this Agreement shall remain unchanged unless and until the City and Union meet and confer in good faith pursuant to the provisions of Section 3054.5 of the Government Code and the City's Employee Relations Rules concerning any such proposed changes.

The City agrees to provide the Union with copies of proposed changes to compensation, benefits and/or working conditions within the scope of representation published in the documents listed above. The City further agrees to provide notice to represented employees of the publication and availability of new or modified rules and policies affecting compensation, benefits and/or working conditions within the scope of representation. Notice may be provided by sending each affected employee a copy of such changes, or by posting the documents on the City's intra-net server and providing employees with notification and instructions on how to access the document via e-mail or other electronic communication. For represented employees that may not have access to e-mail at work, the City shall also direct supervisors to notify such represented employees.

19.2 Savings Clause

In the event any portion of this Agreement is declared null and void by superseding federal or state law, the balance of the Agreement shall continue in full force and effect, and the parties shall immediately commence negotiations to ensure that the superseded portion(s) shall be rewritten to conform as nearly as possible to the original intent.

19.3 Duration

Except as stated in specific sections of this Agreement, this Agreement shall become effective upon ratification by the City Council and Union, and shall remain in effect through June 30, 2017.

**APPENDIX A
LIST OF CLASSIFICATIONS IN EACH UNIT**

TITLE	CLASS_NUM	REP
Account Clerk III	AF030	UH1
Accountant III	AF031	UH1
Accounting Supervisor	SC101	UH1
ADA Projects Coordinator	AP382	TW1
Admin Analyst II, PPT	AP102	TW1
Admin Analyst II, PPT (CONF)	AP107	TA1
Admin Asst to City Administrator	SS176	TW1
Administrative Analyst I	AP103	TW1
Administrative Analyst I, PPT	AP104	TW1
Administrative Analyst II	AP106	TW1
Administrative Assistant II	SS104	TW1
Administrative Assistant II (CONF)	SS106	TA1
Administrative Assistant II, PPT	SS105	TW1
Administrative Services Manager I	MA103	UM2
Administrative Services Manager II	EM100	UM2
Animal Control & Shelter Manager	SC102	UH1
Animal Control Supervisor	SC103	UH1
Aquatics Program Coordinator	SC104	TW1
Arboricultural Inspector	AP100	UH1
Architect	ET100	TF1
Architectural Assistant (Field)	ET102	TF1
Architectural Assistant (Office)	ET105	TF1
Architectural Assistant, PPT	ET103	TF1
Architectural Associate (Field)	ET104	TF1
Archivist	SC256	TW1
Assistant Budget Analyst	AF055	TW1
Assistant Fire Marshal-Non Sworn	MA148	UM2
Assistant to the Director	EM118	UM1
Assistant to the Director, PPT	EM119	UM1
Associate Director, Library Services	EM241	UM1
Auto Body Repair Supervisor	SC105	UH1
Benefits Analyst	AP111	TW1
Benefits Representative	AP112	TW1
Benefits Representative, PPT	AP113	TW1
Benefits Technician	AP115	TW1
Budget & Grants Administrator	AF040	TW1

Budget & Grants Administrator, PPT	AF056	TW1
Budget & Operations Analyst III	AF047	UM2
Business Analyst II	AP117	TW1
Business Analyst III	AP118	TW1
Business Analyst IV	AP433	UM2
Buyer	SS193	TW1
Cable Operations Technician	TC101	TW1
Cable TV Assistant Producer, PPT	AP120	TW1
Cable TV Operations Chief Engineer	TC137	TW1
Cable TV Operations Coordinator	TC136	TW1
Cable TV Producer	TC102	TW1
Cable TV Station Manager	MA106	UM1
Camp Supervisor, PPT	SC111	UH1
Capital Improvement Project Coor	SC112	UM2
Case Manager I	AP126	TW1
Case Manager I, PPT	AP406	TW1
Case Manager II	AP127	TW1
Case Manager II	AP127	TW1
Case Manager II, PPT	AP411	TW1
Case Manager, Supervising	SC113	UH1
Case Manager, Supervising, PPT	AP414	UH1
Chief Conservator	EM235	UM2
Chief of Party	TR114	UH1
Child Education Coordinator	PP108	UH1
City Architect, Assistant	ET107	UM2
City Clerk, Assistant	EM127	UM1
City Cncl Constituent Liaison PPT	AP132	TW1
City Council Admin Assistant	SS110	TA1
City Council Constituent Liaison	AP131	TW1
City Council Intern	AP134	TW1
City Council Intern, PPT	AP135	TW1
City Council Office Administrator	MA108	UM2
City Council Policy Analyst	AP130	TW1
City Council Policy Analyst, PPT	AP136	TW1
City Council PSE 14	SS114	TA1
City Council PSE 14, PPT	SS112	TA1
City Council PSE-51	AP138	TA1
City Councilmember's Assistant	AP139	TA1
City Councilmember's Assistant, PPT	AP140	TA1
City Land Surveyor	TR115	UM2
Citywide Records Manager	SC239	UM1
Claims Investigator II	AL020	TW1

Claims Investigator III	IS103	UH1
Clean City Specialist, Senior	PP111	TW1
Clean Community Specialist	PP112	TW1
Clean Community Supervisor	SC116	UH1
Comm Rest Emer Planning Coor	SC118	UM2
Community Action Agency Manager	MA145	UM2
Community Dev District Coordinator	SC119	TW1
Community Dev Prg Supervisor	SC120	UH1
Community Dev Prgm Coordinator	SC121	TW1
Community Housing Services Manager	EM232	UM2
Community Liaison	AP143	TW1
Complaint Investigator II	AP146	TW1
Complaint Investigator III	AP144	TW1
Complaint Investigator III, PPT	AP145	TW1
Computer Operations Supervisor	SC123	UM2
Conservator, Senior	AP151	TF1
Construction & Maint Superintendent	MA111	UH1
Construction & Maintenance Supv I	SC124	UH1
Construction & Maintenance Supv II	MA112	UH1
Construction Coordinator	SC251	TF1
Construction Inspector Sup (Field)	SC125	UH1
Construction Inspector, Sup II	SC244	UH1
Contract Compliance Office Asst	AP152	TW1
Contract Compliance Officer	AP153	TW1
Contract Compliance Officer, PPT	AP410	TW1
Contract Compliance Officer, Sr.	AP369	TW1
Contract Compliance Supervisor	SC128	UH1
Controller, Assistant	EM217	UM2
Cook III	SC129	UH1
Correctional Officer Supervisor	PS148	UH1
Criminalist II	PS112	TW1
Criminalist III	PS113	UH1
Cultural Arts Specialist	AP154	TW1
Curator of Aquatic Biology, Assoc	AP156	TF1
Curator of Art, Associate	AP157	TF1
Curator of Art, Chief	EM129	UM1
Curator of Art, Senior	AP159	TF1
Curator of Art, Senior, PPT	AP160	TF1
Curator of Education, Chief	EM130	UM1
Curator of History, Associate	AP161	TF1
Curator of History, Chief	EM131	UM1
Curator of History, Senior	AP162	TF1

Curator of Natural Science, Assoc	AP163	TF1
Curator of Natural Science, Chief	EM132	UM1
Curator of Natural Science, Senior	AP164	TF1
Curator of Photography, Associate	AP166	TF1
Curator of Special Projects	AP394	TF1
Curator of Special Projects, PPT	AP395	TF1
Custodial Services Supervisor I	SC130	UH1
Custodial Services Supervisor II	SC131	UH1
Custodian Supervisor	SC132	UH1
Data Analyst II	AP171	TW1
Data Analyst III	AP172	TW1
Database Administrator	AP174	UM2
Database Analyst II	AP175	TW1
Database Analyst III	AP176	TW1
Deputy City Attorney I	AL010	TM1
Deputy City Attorney II, PPT	AL022	TM1
Deputy City Attorney III	AL030	TM1
Deputy City Attorney III, PPT	AL031	TM1
Deputy City Attorney IV	MA117	TM1
Deputy City Attorney IV, PPT	AL040	TM1
Deputy City Attorney V	EM136	U41
Deputy City Clerk	MA118	UM2
Deputy Director, Econ Dev & Employ	EM139	UM1
Deputy Director, Housing	EM140	UM1
Deputy Director, Prg Planning & Dev	AP177	UM1
Deputy Director/Building Official	EM143	UM1
Deputy Director/City Planner	EM144	UM1
Development Project & Program Coord	SC241	TW1
Development Specialist III	AP252	TW1
Development/Redevelopment Pgrm MGR	EM233	UM2
Disabilities Coordinator	SC221	TW1
Disability Benefits Coordinator	SC106	UM2
Electrical Const & Maint Planner	TR124	TF1
Electrical Engineer II	TR125	TF1
Electrical Engineer III	TR126	TF1
Electrical Supervisor	SC135	UH1
Electronics Supervisor	SC136	UH1
Emer Medical Svcs Coordinator	AP179	UM2
Emer Serv Manager, Assistant	MA120	UM2
Emergency Food Program Coordinator	SC137	TW1
Emergency Food Program, PPT	PP116	TW1
Emergency Medical Svcs Instructor	AP180	TW1

Emergency Planning Coordinator	SC138	TW1
Emergency Planning Coordinator, PPT	SC139	TW1
Emergency Planning Coordinator, Sr	SC140	TW1
Employee Assist Counselor	AP181	TW1
Employee Assist Counselor, PPT	AP182	TW1
Employee Assist Svcs Coordinator	SC141	UM2
Employee Fleet & Safety Coordinator	SC240	UM2
Employment Services Representative	PP117	TW1
Employment Services Supervisor	PP118	UH1
Energy Engineer III	TR133	TF1
Engineer, Assistant I (Field)	ET114	TF1
Engineer, Assistant I (Office)	ET111	TF1
Engineer, Assistant II (Field)	ET112	TF1
Engineer, Assistant II (Office)	ET113	TF1
Engineer, Civil (Field)	ET115	TF1
Engineer, Civil (Office)	ET116	TF1
Engineer, Civil Principal	ET117	UM1
Engineer, Civil Supervising (Field)	ET118	TM2
Engineer, Civil Supv (Office)	ET119	TM2
Engineer, Transportation	ET122	TF1
Engineer, Transportation Assistant	ET120	TF1
Engineer, Transportation Supv	ET121	TM2
Environmental Education Specialist	SC143	TW1
Environmental Program Specialist	PP122	TF1
Environmental Services Intern	PP121	TW1
Equal Opportunity Specialist	AP187	UM2
Equipment Services Superintendent	MA121	UH1
Equipment Supervisor	SC146	UH1
Exec Asst to Agency Director	SS124	UM1
Exec Asst to Asst City Attorney	SS120	UM1
Executive Assistant	SS127	UM1
Facilities Complex Manager	MA110	UM2
Facilities Complex Mgr, Asst	SC100	UH1
Facility Manager	MA142	UM2
Family Child Care Coordinator	SC147	TW1
Film Coordinator	AP189	TW1
Financial Analyst	AF033	UM2
Financial Analyst, PPT	AF054	UM2
Financial Analyst, Principal	AF041	UM2
Fire Communications Dispatcher, Sr	PS124	UH1
Fire Communications Supervisor	SC148	UH1
Fire Division Manager	EM225	UM1

Fire Personnel Operations Spec	SC245	UH1
Fire Protection Engineer	PS143	TW1
Fire Safety Education Coordinator	PS144	TW1
Fiscal Operations Supervisor	SC149	UH1
Fleet Maintenance Supervisor	SC150	UH1
Fleet Specialist	AP190	TW1
Graffiti Abatement Supervisor	SC157	UH1
Graffiti Specialist	PP127	TW1
Grants Coordinator	AP405	UM2
Graphic Design Specialist	AP191	TW1
Graphics Design Coordinator	AP192	TW1
Graphics Design Coordinator, PPT	AP194	TW1
Hazardous Materials Prg Supervisor	SC158	UH1
Head Start Facilities Coordinator	SC250	TW1
Head Start Nutrition Coordinator	SC159	TW1
Head Start Prgm Planner Monitor	AP195	TW1
Head Start Supervisor	SC160	UH1
Headstart Program Coordinator	PP128	TW1
Health & Human Svcs Prgm Planner	AP196	UM2
Hearing Officer	AP396	TW1
Hearing Officer, PPT	AP397	TW1
Heavy Equipment Supervisor	SC162	UH1
Home Management Counselor II	AP197	TW1
Home Management Counselor III	AP198	TW1
Homeless Program Supervisor	SC165	TW1
Housing Development Coordinator III	AP199	TW1
Housing Development Coordinator IV	AP200	TW1
Human Res Operations Tech, Senior	TC114	TW1
Human Res Operations Technician	TC115	TW1
Human Res Systems Analyst, Senior	AP202	TA1
Human Res Technician, Senior, PPT	TC116	TW1
Human Resource Analyst	AP203	TW1
Human Resource Analyst (CONF)	AP204	TA1
Human Resource Analyst, Assistant	AP205	TW1
Human Resource Analyst, PPT	AP367	TA1
Human Resource Analyst, Senior	AP206	UM2
Human Resource Clerk	SS129	TA1
Human Resource Oper Supervisor	SC167	UH1
Human Resource Systems Analyst	AP207	TA1
Human Resource Technician	TC117	TW1
Human Resource Technician, PPT	TC118	TW1
Human Resource Technician, Senior	TC119	TW1

Human Resource Technician, Supv	SC168	UH1
Hunger & Homeless Program Supv	SC237	UH1
Info & Referral Specialist, PPT	AP208	TW1
Information Referral Specialist	AP404	TW1
Information Representative	AP209	TW1
Information System Administrator	MA128	UM2
Information Systems Supervisor	SC169	UM2
Inspection Services Manager	EM188	UM2
Intake Technician	AP434	TW1
Internal Auditor III	AP210	TW1
Investment Officer	AF042	UM2
Job Developer	AP211	TW1
Latent Print Examiner II	PS187	TW1
Latent Print Examiner III	PS188	UH1
Legal Admin Assistant, Supervising	SS137	UH1
Legal Admin. Assistant (Conf)	SS135	TA1
Legal Administrative Assistant	SS133	TW1
Legal Communications Officer	MA146	UM1
Legal Support Supervisor	SC170	UH1
Legislative Recorder	AP213	TA1
Librarian, Administrative	MA129	UM2
Librarian, Supervising	SC172	UH1
Librarian, Supervising PPT	SC173	UH1
Library Automation Supervisor	SC174	UM2
Loan Servicing Administrator	SC176	TW1
Loan Servicing Specialist	AP234	TW1
Management Assistant	AP235	UM2
Management Assistant, PPT	MA130	UM2
Management Intern	SS142	TA1
Management Intern, PPT	MA132	TW1
Manager, Agency Administrative	EM171	UM1
Manager, Building Services	EM173	UM1
Manager, Capital Improvement Pgrm	MA107	UM1
Manager, Contact & Employ Svcs	EM177	UM1
Manager, Crime Laboratory	EM178	UM1
Manager, Electrical Services	EM180	UM1
Manager, Emergency Services	EM181	UM1
Manager, Environmental Services	EM182	UM1
Manager, Equipment Services	EM183	UM1
Manager, Human Services	EM254	UM1
Manager, Information Systems	EM187	UM1
Manager, Legal Admin Services	EM189	UM1

Manager, Marketing Pgm	EM190	UM2
Manager, Museum Operations	EM193	UM1
Manager, Museum Services	EM194	UM1
Manager, Oracle Operations	EM255	UM2
Manager, Park Services	EM196	UM1
Manager, Parks & Recreation Zone	EM197	UM1
Manager, Planning & Building Oper	EM198	UM1
Manager, Recreation Services	EM202	UM1
Manager, Rent Adjustment Pgm	EM256	UM2
Manager, Senior Services	EM205	UM1
Manager, Support Services	MA140	UM1
Manager, Sustainability Pgm	EM253	UM2
Manager, Technology Pgm	EM257	UM2
Manager, Youth Services	EM207	UM1
Manager, Zoning	EM208	UM2
Marine & Aquatics Pgrm Supervisor	SC247	UH1
Marine Sports Program Coordinator	SC177	TW1
Marketing Specialist	AP237	TW1
Mayor's PSE 14	SS143	TW1
Mayor's PSE 14, PPT	SS194	TA1
Mechanical Inspection Supervisor	SC178	UH1
Microcomputer Systems Spec II PPT	AP390	TW1
Microcomputer Systems Spec III	AP241	TW1
Microcomputer Systems Specialist I	AP242	TW1
Microcomputer Systems Specialist II	AP243	TW1
Monitoring & Evaluation Supervisor	SC179	UM2
Mortgage Advisor	AP244	TW1
Mortgage Loan Supervisor	SC180	UH1
Museum Collections Coordinator	SC181	TW1
Museum Docent Coordinator	SC182	TW1
Museum Education Coordinator, PPT	SC184	TW1
Museum Interp Spec, Nat Sc	AP258	TW1
Museum Interpretive Spec, History	AP257	TW1
Museum Interpretive Specialist, Art	AP256	TW1
Museum Project Coordinator	SC186	TW1
Museum Security Guard IV	PS160	UH1
Naturalist, Supervising	SC189	UH1
Neighborhood Law Corps Attorney	AL041	TM1
Neighborhood Services Coordinator	SC190	TW1
Network Architect	AP383	UM2
Nurse Case Manager	AP263	TW1
Nurse Case Manager, PPT	AP264	TW1

Office Manager	SS156	UM2
Open Government Coordinator	SC246	UM2
Operations Shift Supervisor	SC192	UH1
Outreach Developer	PP165	TW1
Outreach Developer, Ppt	PP129	TW1
Paralegal	AP212	TW1
Paralegal, PPT	AL012	TW1
Park Supervisor I	SC193	UH1
Park Supervisor II	SC194	UH1
Parking Enforcement Supervisor I	TR165	UH1
Parking Enforcement Supervisor II	TR166	UH1
Parking Meter Collector Supervisor	SC195	UH1
Parking Supervisor	SC196	UM2
Parkland Resources Supervisor	SC197	UH1
Parks & Rec Training Specialist	AP266	TW1
Pavement Management Supervisor	TR171	UH1
Payroll Control Specialist	SS158	UH1
Payroll Personnel Clerk III	SS163	UH1
Performance Audit Manager	AP393	UM1
Performance Auditor	AP391	TW1
Performance Auditor, Sr.	AP392	TW1
Planner I	AP269	TW1
Planner II	AP272	TW1
Planner II, Design Review	AP273	TW1
Planner III	AP274	TW1
Planner III, Design Review	AP275	TW1
Planner III, Historic Preservation	AP380	TW1
Planner III, Historical Pres, PPT	AP276	TW1
Planner III, PPT	AP370	TW1
Planner IV	AP277	TW1
Planner IV	AP403	TW1
Planner IV, Design Review	AP278	TW1
Planner V	AP279	TW1
Police Communications Supervisor	PS164	UH1
Police Drug Abatement Prg Coor	SC200	TA1
Police Identification Section Sup	PS166	UH1
Police Personnel Oper Specialist	AP284	UH1
Police Pgrm & Performance Auditor	AP291	UM2
Police Property Supervisor	PS182	UH1
Police Records Supervisor	PS171	UH1
Police Services Manager I	MA152	UM1
Police Services Manager II	MA151	UM1

Police Technical Writer	AP285	TW1
Policy Analyst	AP400	UM2
Principal Inspection Supv	IS122	UH1
Process Coordinator III	SC202	TW1
Production Control Supervisor	SC203	UM2
Program Analyst I	AP292	TW1
Program Analyst I, PPT	AP357	TW1
Program Analyst II	AP293	TW1
Program Analyst II, PPT	AP358	TW1
Program Analyst III	SC204	UM2
Program Analyst III, PPT	AP360	TW1
Programmer Analyst III, PPT	AP297	TW1
Project Manager	EM216	UM2
Project Manager (PPT)	EM226	UM2
Project Manager II	EM211	UM2
Project Manager II (PPT)	EM227	UM1
Project Manager III	EM212	UM1
Project Manager III, PPT	EM213	UM1
Public Information Officer I	AP298	TW1
Public Information Officer II	AP299	TW1
Public Information Officer II, PPT	AP300	TW1
Public Information Officer III	AP302	TW1
Public Service Rep, Sr	PP155	TW1
Public Works Operations Manager	MA137	UM1
Public Works Personnel Coordinator	MA138	UM2
Public Works Supervisor I	SC206	UH1
Public Works Supervisor II	SC207	UH1
Purchasing Supervisor	AF053	UH1
Real Estate Agent	AP308	TF1
Real Estate Agent, Supervising	AP309	UM2
Real Estate Services Manager	EM201	UM2
Receptionist to the City Attorney	SS171	TW1
Receptionist to the City Auditor	SS197	TW1
Receptionist to the City Auditor, PPT	SS204	TW1
Receptionist to the City Clerk	SS172	TW1
Recreation General Supervisor	MA139	UM2
Recreation Supervisor	SC209	UH1
Recreation Svcs Manager, Assistant to	EM111	UM2
Recycling Specialist	PP140	TW1
Recycling Specialist, Senior	PP141	UH1
Recycling Supervisor	SC210	UM2
Registrar	AP310	TF1

Registrar, PPT	AP311	TF1
Rehabilitation Advisor I	AP312	TW1
Rehabilitation Advisor II	AP313	TW1
Rehabilitation Advisor III	AP314	TW1
Reprograhpic Shop Supervisor	SC212	UH1
Retirement Benefits Representative	AP319	TW1
Retirement Systems Accountant	AP384	UM2
Revenue Analyst	AP320	UM2
Revenue Analyst, Principal	AF059	UM2
Revenue Audit Supervisor	AF043	UH1
Revenue Collections Supervisor	AF044	UH1
Revenue Operations Supervisor	SC213	UH1
Safety & Loss Control Spec, Asst	AP323	TW1
Safety & Loss Control Specialist	AP322	TW1
Senior Center Director	PP143	UH1
Senior Center Director, PPT	SC218	UH1
Senior Council Policy Analyst	AP387	TW1
Senior Council Policy Analyst, PPT	AP388	TW1
Senior Employment Coordinator	SC219	TW1
Senior Hearing Officer	SC248	UH1
Senior Services Admin PPT	MA150	UM2
Senior Services Administrator	MA141	UM2
Senior Services Prgm Assistant	PP144	TW1
Senior Services Prgm Assistant, PPT	PP145	TW1
Senior Services Supervisor	SC220	UH1
Sewer Maintenance Planner	TR206	TW1
Solid Waste/Recycling Prog Sup	PP146	UM2
Spatial Data Administrator	AP326	UM2
Spatial Data Analyst III	AP327	TW1
Spatial Database Analyst III	AP325	TW1
Special Assistant to the Mayor I	MA102	TA1
Special Assistant to the Mayor I, PPT	MA154	TA1
Special Assistant to the Mayor II	EM215	UM1
Special Assistant to the Mayor II, PPT	EM251	UM1
Special Clerkship, PPT	AP328	TW1
Special Counsel	MA147	U41
Special Events Coordinator	AP330	TW1
Sports Program Coordinator	SC236	TW1
Sr. Hearing Officer, PPT	SC249	UH1
Stationary Engineer, Chief	SC223	UH1
Storekeeper II	SS187	UH1
Storekeeper III	SS188	UH1

Support Services Administrator	MA140	UM2
Support Services Supervisor	SC225	UM2
Systems Accountant III	AF045	TW1
Systems Analyst I	AP332	TW1
Systems Analyst II	AP333	TW1
Systems Analyst II, PPT	AP399	TW1
Systems Analyst III	AP334	TW1
Systems Programmer II	AP335	TW1
Systems Programmer III	AP336	TW1
Tax Auditor III	AF051	UH1
Tax Enforcement Officer III	AF052	UH1
Technical Communications Specialist	AP338	TW1
Telecommunication Systems Engineer	AP339	TW1
Telecommunications Supervisor	SC227	UH1
Training & Public Svcs Admin	AP343	UM2
Transportation Planner, Senior	TR187	UM2
Transportation Planner, Senior, PPT	AP344	UM1
Treasury Analyst I	AF057	TW1
Treasury Analyst II	AF058	TW1
Treasury Analyst III	AF035	UH1
Tree Supervisor I	SC229	UH1
Tree Supervisor II	SC230	UH1
Urban Economic Analyst I	AP345	TW1
Urban Economic Analyst II	AP346	TW1
Urban Economic Analyst II, PPT	AP347	TW1
Urban Economic Analyst III	AP348	TW1
Urban Economic Analyst III (PPT)	AP368	TW1
Urban Economic Analyst IV, Bus Svcs	AP349	TW1
Urban Economic Analyst IV, Projects	AP350	TW1
Urban Economic Coordinator	SC231	UM2
Vegetation Management Supervisor	SC232	UH1
Veterinarian	AP401	UM2
Veterinarian	AP402	UM2
Volunteer Program Coor, Supervising	SC233	UM2
Volunteer Program Specialist	AP351	TW1
Volunteer Program Specialist I, PPT	AP352	TW1
Volunteer Program Specialist II	AP353	TW1
Watershed Program Supervisor	SC243	UM2
Web Master	AP364	TW1
Web Specialist	AP398	TW1
Zoo Keeper III	TR194	UH1

**APPENDIX B
SALARY ORDINANCE/SCHEDULE – By Rep Unit**

REP	CLASS NUM	TITLE	STEP	RATE
TA1	AP107	Admin Analyst II, PPT (CONF)	1	\$5,522.13
TA1	AP107	Admin Analyst II, PPT (CONF)	2	\$5,812.47
TA1	AP107	Admin Analyst II, PPT (CONF)	3	\$6,118.93
TA1	AP107	Admin Analyst II, PPT (CONF)	4	\$6,440.06
TA1	AP107	Admin Analyst II, PPT (CONF)	5	\$6,780.24
TA1	SS106	Administrative Assistant II (CONF)	1	\$4,285.15
TA1	SS106	Administrative Assistant II (CONF)	2	\$4,510.85
TA1	SS106	Administrative Assistant II (CONF)	3	\$4,748.75
TA1	SS106	Administrative Assistant II (CONF)	4	\$4,998.85
TA1	SS106	Administrative Assistant II (CONF)	5	\$5,261.14
TA1	SS110	City Council Admin Assistant	1	\$4,120.35
TA1	SS110	City Council Admin Assistant	2	\$4,337.36
TA1	SS110	City Council Admin Assistant	3	\$4,566.09
TA1	SS110	City Council Admin Assistant	4	\$4,806.58
TA1	SS110	City Council Admin Assistant	5	\$5,058.78
TA1	SS114	City Council PSE 14	Min	\$2,070.26
TA1	SS114	City Council PSE 14	Max	\$6,973.10
TA1	SS112	City Council PSE 14, PPT	Min	\$2,070.26
TA1	SS112	City Council PSE 14, PPT	Max	\$6,064.07
TA1	AP138	City Council PSE-51	Min	\$3,441.09
TA1	AP138	City Council PSE-51	Max	\$7,848.39
TA1	AP139	City Councilmember's Assistant	1	\$6,391.67
TA1	AP139	City Councilmember's Assistant	2	\$6,728.92
TA1	AP139	City Councilmember's Assistant	3	\$7,082.30
TA1	AP139	City Councilmember's Assistant	4	\$7,456.21
TA1	AP139	City Councilmember's Assistant	5	\$7,847.72
TA1	AP140	City Councilmember's Assistant, PPT	1	\$6,391.67
TA1	AP140	City Councilmember's Assistant, PPT	2	\$6,728.92
TA1	AP140	City Councilmember's Assistant, PPT	3	\$7,082.30
TA1	AP140	City Councilmember's Assistant, PPT	4	\$7,456.21
TA1	AP140	City Councilmember's Assistant, PPT	5	\$7,847.72
TA1	AP202	Human Res Systems Analyst, Senior	1	\$7,400.49
TA1	AP202	Human Res Systems Analyst, Senior	2	\$7,789.06
TA1	AP202	Human Res Systems Analyst, Senior	3	\$8,199.62
TA1	AP202	Human Res Systems Analyst, Senior	4	\$8,630.74
TA1	AP202	Human Res Systems Analyst, Senior	5	\$9,085.28

TA1	AP204	Human Resource Analyst (CONF)	1	\$5,522.13
TA1	AP204	Human Resource Analyst (CONF)	2	\$5,812.47
TA1	AP204	Human Resource Analyst (CONF)	3	\$6,118.93
TA1	AP204	Human Resource Analyst (CONF)	4	\$6,440.06
TA1	AP204	Human Resource Analyst (CONF)	5	\$6,780.24
TA1	AP367	Human Resource Analyst, PPT	1	\$5,522.13
TA1	AP367	Human Resource Analyst, PPT	2	\$5,812.47
TA1	AP367	Human Resource Analyst, PPT	3	\$6,118.93
TA1	AP367	Human Resource Analyst, PPT	4	\$6,440.06
TA1	AP367	Human Resource Analyst, PPT	5	\$6,780.24
TA1	SS129	Human Resource Clerk	1	\$3,737.63
TA1	SS129	Human Resource Clerk	2	\$3,934.12
TA1	SS129	Human Resource Clerk	3	\$4,140.87
TA1	SS129	Human Resource Clerk	4	\$4,359.36
TA1	SS129	Human Resource Clerk	5	\$4,588.09
TA1	AP207	Human Resource Systems Analyst	1	\$5,522.13
TA1	AP207	Human Resource Systems Analyst	2	\$5,812.47
TA1	AP207	Human Resource Systems Analyst	3	\$6,118.93
TA1	AP207	Human Resource Systems Analyst	4	\$6,440.06
TA1	AP207	Human Resource Systems Analyst	5	\$6,780.24
TA1	SS135	Legal Admin. Assistant (Conf)	1	\$4,996.90
TA1	SS135	Legal Admin. Assistant (Conf)	2	\$5,259.81
TA1	SS135	Legal Admin. Assistant (Conf)	3	\$5,537.24
TA1	SS135	Legal Admin. Assistant (Conf)	4	\$5,827.56
TA1	SS135	Legal Admin. Assistant (Conf)	5	\$6,135.65
TA1	AP213	Legislative Recorder	1	\$4,769.92
TA1	AP213	Legislative Recorder	2	\$5,020.66
TA1	AP213	Legislative Recorder	3	\$5,284.60
TA1	AP213	Legislative Recorder	4	\$5,563.20
TA1	AP213	Legislative Recorder	5	\$5,823.04
TA1	SS142	Management Intern	1	\$4,327.08
TA1	SS142	Management Intern	2	\$4,554.37
TA1	SS142	Management Intern	3	\$4,793.38
TA1	SS142	Management Intern	4	\$5,045.59
TA1	SS142	Management Intern	5	\$5,312.46
TA1	SS194	Mayor's PSE 14, PPT	Min	\$2,070.26
TA1	SS194	Mayor's PSE 14, PPT	Max	\$6,064.07
TA1	SC200	Police Drug Abatement Prg Coor	1	\$5,522.13
TA1	SC200	Police Drug Abatement Prg Coor	2	\$5,812.47
TA1	SC200	Police Drug Abatement Prg Coor	3	\$6,118.93
TA1	SC200	Police Drug Abatement Prg Coor	4	\$6,440.06
TA1	SC200	Police Drug Abatement Prg Coor	5	\$6,780.24

TA1	MA102	Special Assistant to the Mayor I	Min	\$5,486.40
TA1	MA102	Special Assistant to the Mayor I	Max	\$9,500.78
TA1	MA154	Special Assistant to the Mayor I, PPT	Min	\$5,486.40
TA1	MA154	Special Assistant to the Mayor I, PPT	Max	\$9,500.78
TF1	ET100	Architect	1	\$7,387.24
TF1	ET100	Architect	2	\$7,776.80
TF1	ET100	Architect	3	\$8,185.78
TF1	ET100	Architect	4	\$8,615.77
TF1	ET100	Architect	5	\$9,069.98
TF1	ET102	Architectural Assistant (Field)	1	\$5,470.12
TF1	ET102	Architectural Assistant (Field)	2	\$5,757.84
TF1	ET102	Architectural Assistant (Field)	3	\$6,060.13
TF1	ET102	Architectural Assistant (Field)	4	\$6,378.58
TF1	ET102	Architectural Assistant (Field)	5	\$6,714.78
TF1	ET105	Architectural Assistant (Office)	1	\$5,470.12
TF1	ET105	Architectural Assistant (Office)	2	\$5,757.84
TF1	ET105	Architectural Assistant (Office)	3	\$6,060.13
TF1	ET105	Architectural Assistant (Office)	4	\$6,378.58
TF1	ET105	Architectural Assistant (Office)	5	\$6,714.78
TF1	ET103	Architectural Assistant, PPT	1	\$5,470.12
TF1	ET103	Architectural Assistant, PPT	2	\$5,757.84
TF1	ET103	Architectural Assistant, PPT	3	\$6,060.13
TF1	ET103	Architectural Assistant, PPT	4	\$6,378.58
TF1	ET103	Architectural Assistant, PPT	5	\$6,714.78
TF1	ET104	Architectural Associate (Field)	1	\$6,346.23
TF1	ET104	Architectural Associate (Field)	2	\$6,680.85
TF1	ET104	Architectural Associate (Field)	3	\$7,031.62
TF1	ET104	Architectural Associate (Field)	4	\$7,401.79
TF1	ET104	Architectural Associate (Field)	5	\$7,791.36
TF1	SC251	Construction Coordinator	1	\$6,346.23
TF1	SC251	Construction Coordinator	2	\$6,680.85
TF1	SC251	Construction Coordinator	3	\$7,031.62
TF1	SC251	Construction Coordinator	4	\$7,401.79
TF1	SC251	Construction Coordinator	5	\$7,791.36
TF1	TR124	Electrical Const & Maint Planner	1	\$6,711.33
TF1	TR124	Electrical Const & Maint Planner	2	\$7,064.70
TF1	TR124	Electrical Const & Maint Planner	3	\$7,437.15
TF1	TR124	Electrical Const & Maint Planner	4	\$7,828.66
TF1	TR124	Electrical Const & Maint Planner	5	\$8,240.69
TF1	TR125	Electrical Engineer II	1	\$7,469.93
TF1	TR125	Electrical Engineer II	2	\$7,863.18
TF1	TR125	Electrical Engineer II	3	\$8,278.17

TF1	TR125	Electrical Engineer II	4	\$8,713.38
TF1	TR125	Electrical Engineer II	5	\$9,171.90
TF1	TR126	Electrical Engineer III	1	\$8,648.09
TF1	TR126	Electrical Engineer III	2	\$9,103.50
TF1	TR126	Electrical Engineer III	3	\$9,582.22
TF1	TR126	Electrical Engineer III	4	\$10,087.37
TF1	TR126	Electrical Engineer III	5	\$10,617.37
TF1	TR133	Energy Engineer III	1	\$9,080.16
TF1	TR133	Energy Engineer III	2	\$9,558.91
TF1	TR133	Energy Engineer III	3	\$10,060.95
TF1	TR133	Energy Engineer III	4	\$10,590.96
TF1	TR133	Energy Engineer III	5	\$11,148.95
TF1	ET114	Engineer, Assistant I (Field)	1	\$5,470.12
TF1	ET114	Engineer, Assistant I (Field)	2	\$5,757.84
TF1	ET114	Engineer, Assistant I (Field)	3	\$6,060.13
TF1	ET114	Engineer, Assistant I (Field)	4	\$6,378.58
TF1	ET114	Engineer, Assistant I (Field)	5	\$6,714.78
TF1	ET111	Engineer, Assistant I (Office)	1	\$5,470.12
TF1	ET111	Engineer, Assistant I (Office)	2	\$5,757.84
TF1	ET111	Engineer, Assistant I (Office)	3	\$6,060.13
TF1	ET111	Engineer, Assistant I (Office)	4	\$6,378.58
TF1	ET111	Engineer, Assistant I (Office)	5	\$6,714.78
TF1	ET112	Engineer, Assistant II (Field)	1	\$6,346.23
TF1	ET112	Engineer, Assistant II (Field)	2	\$6,680.85
TF1	ET112	Engineer, Assistant II (Field)	3	\$7,031.62
TF1	ET112	Engineer, Assistant II (Field)	4	\$7,401.79
TF1	ET112	Engineer, Assistant II (Field)	5	\$7,791.36
TF1	ET113	Engineer, Assistant II (Office)	1	\$6,346.23
TF1	ET113	Engineer, Assistant II (Office)	2	\$6,680.85
TF1	ET113	Engineer, Assistant II (Office)	3	\$7,031.62
TF1	ET113	Engineer, Assistant II (Office)	4	\$7,401.79
TF1	ET113	Engineer, Assistant II (Office)	5	\$7,791.36
TF1	ET115	Engineer, Civil (Field)	1	\$7,387.24
TF1	ET115	Engineer, Civil (Field)	2	\$7,784.33
TF1	ET115	Engineer, Civil (Field)	3	\$7,847.27
TF1	ET115	Engineer, Civil (Field)	4	\$8,615.13
TF1	ET115	Engineer, Civil (Field)	5	\$9,069.98
TF1	ET116	Engineer, Civil (Office)	1	\$7,387.24
TF1	ET116	Engineer, Civil (Office)	2	\$7,776.80
TF1	ET116	Engineer, Civil (Office)	3	\$8,185.78
TF1	ET116	Engineer, Civil (Office)	4	\$8,615.77
TF1	ET116	Engineer, Civil (Office)	5	\$9,069.98

TF1	ET122	Engineer, Transportation	1	\$7,387.24
TF1	ET122	Engineer, Transportation	2	\$7,776.80
TF1	ET122	Engineer, Transportation	3	\$8,185.78
TF1	ET122	Engineer, Transportation	4	\$8,615.77
TF1	ET122	Engineer, Transportation	5	\$9,069.98
TF1	ET120	Engineer, Transportation Assistant	1	\$6,346.23
TF1	ET120	Engineer, Transportation Assistant	2	\$6,680.85
TF1	ET120	Engineer, Transportation Assistant	3	\$7,031.62
TF1	ET120	Engineer, Transportation Assistant	4	\$7,401.79
TF1	ET120	Engineer, Transportation Assistant	5	\$7,791.36
TF1	PP122	Environmental Program Specialist	1	\$5,987.02
TF1	PP122	Environmental Program Specialist	2	\$6,302.69
TF1	PP122	Environmental Program Specialist	3	\$6,633.60
TF1	PP122	Environmental Program Specialist	4	\$6,982.82
TF1	PP122	Environmental Program Specialist	5	\$7,350.34
TF1	AP308	Real Estate Agent	1	\$6,551.70
TF1	AP308	Real Estate Agent	2	\$6,896.04
TF1	AP308	Real Estate Agent	3	\$7,258.51
TF1	AP308	Real Estate Agent	4	\$7,640.64
TF1	AP308	Real Estate Agent	5	\$8,042.36
TM1	AL010	Deputy City Attorney I	1	\$6,711.32
TM1	AL010	Deputy City Attorney I	2	\$7,064.70
TM1	AL010	Deputy City Attorney I	3	\$7,437.15
TM1	AL010	Deputy City Attorney I	4	\$7,828.65
TM1	AL010	Deputy City Attorney I	5	\$8,240.69
TM1	AL021	Deputy City Attorney II	Min	\$8,994.37
TM1	AL021	Deputy City Attorney II	Max	\$11,044.28
TM1	AL022	Deputy City Attorney II, PPT	Min	\$8,994.37
TM1	AL022	Deputy City Attorney II, PPT	Max	\$11,044.28
TM1	AL030	Deputy City Attorney III	Min	\$9,916.68
TM1	AL030	Deputy City Attorney III	Max	\$12,176.27
TM1	AL031	Deputy City Attorney III, PPT	Min	\$9,916.68
TM1	AL031	Deputy City Attorney III, PPT	Max	\$12,176.27
TM1	MA117	Deputy City Attorney IV	Min	\$10,934.30
TM1	MA117	Deputy City Attorney IV	Max	\$13,424.11
TM1	AL040	Deputy City Attorney IV, PPT	Min	\$10,934.30
TM1	AL040	Deputy City Attorney IV, PPT	Max	\$13,424.11
TM1	AL041	Neighborhood Law Corps Attorney	1	\$3,749.93
TM2	ET118	Engineer, Civil Supervising (Field)	1	\$9,080.18
TM2	ET118	Engineer, Civil Supervising (Field)	2	\$9,558.91
TM2	ET118	Engineer, Civil Supervising (Field)	3	\$10,060.94
TM2	ET118	Engineer, Civil Supervising (Field)	4	\$10,590.95

TM2	ET118	Engineer, Civil Supervising (Field)	5	\$11,148.95
TM2	ET119	Engineer, Civil Supv (Office)	1	\$9,080.18
TM2	ET119	Engineer, Civil Supv (Office)	2	\$9,558.91
TM2	ET119	Engineer, Civil Supv (Office)	3	\$10,060.94
TM2	ET119	Engineer, Civil Supv (Office)	4	\$10,590.95
TM2	ET119	Engineer, Civil Supv (Office)	5	\$11,148.95
TM2	ET121	Engineer, Transportation Supv	1	\$9,080.18
TM2	ET121	Engineer, Transportation Supv	2	\$9,558.91
TM2	ET121	Engineer, Transportation Supv	3	\$10,060.94
TM2	ET121	Engineer, Transportation Supv	4	\$10,590.95
TM2	ET121	Engineer, Transportation Supv	5	\$11,148.95
TW1	AP382	ADA Projects Coordinator	1	\$7,770.00
TW1	AP382	ADA Projects Coordinator	2	\$8,179.10
TW1	AP382	ADA Projects Coordinator	3	\$8,610.20
TW1	AP382	ADA Projects Coordinator	4	\$9,063.30
TW1	AP382	ADA Projects Coordinator	5	\$9,539.84
TW1	AP102	Admin Analyst II, PPT	1	\$5,522.13
TW1	AP102	Admin Analyst II, PPT	2	\$5,812.47
TW1	AP102	Admin Analyst II, PPT	3	\$6,118.93
TW1	AP102	Admin Analyst II, PPT	4	\$6,440.06
TW1	AP102	Admin Analyst II, PPT	5	\$6,780.24
TW1	SS176	Admin Asst to City Administrator	1	\$3,923.86
TW1	SS176	Admin Asst to City Administrator	2	\$4,130.61
TW1	SS176	Admin Asst to City Administrator	3	\$4,347.62
TW1	SS176	Admin Asst to City Administrator	4	\$4,576.37
TW1	SS176	Admin Asst to City Administrator	5	\$4,818.31
TW1	AP103	Administrative Analyst I	1	\$4,769.92
TW1	AP103	Administrative Analyst I	2	\$5,020.66
TW1	AP103	Administrative Analyst I	3	\$5,284.60
TW1	AP103	Administrative Analyst I	4	\$5,563.20
TW1	AP103	Administrative Analyst I	5	\$5,856.47
TW1	AP104	Administrative Analyst I, PPT	1	\$4,769.92
TW1	AP104	Administrative Analyst I, PPT	2	\$5,020.66
TW1	AP104	Administrative Analyst I, PPT	3	\$5,284.60
TW1	AP104	Administrative Analyst I, PPT	4	\$5,563.20
TW1	AP104	Administrative Analyst I, PPT	5	\$5,856.47
TW1	AP106	Administrative Analyst II	1	\$5,522.13
TW1	AP106	Administrative Analyst II	2	\$5,812.47
TW1	AP106	Administrative Analyst II	3	\$6,118.93
TW1	AP106	Administrative Analyst II	4	\$6,440.06
TW1	AP106	Administrative Analyst II	5	\$6,780.24
TW1	SS104	Administrative Assistant II	1	\$4,243.94

TW1	SS104	Administrative Assistant II	2	\$4,467.47
TW1	SS104	Administrative Assistant II	3	\$4,703.10
TW1	SS104	Administrative Assistant II	4	\$4,950.78
TW1	SS104	Administrative Assistant II	5	\$5,210.56
TW1	SS105	Administrative Assistant II, PPT	1	\$4,243.94
TW1	SS105	Administrative Assistant II, PPT	2	\$4,467.47
TW1	SS105	Administrative Assistant II, PPT	3	\$4,703.10
TW1	SS105	Administrative Assistant II, PPT	4	\$4,950.78
TW1	SS105	Administrative Assistant II, PPT	5	\$5,210.56
TW1	AP335	Application Developer II	1	\$6,391.67
TW1	AP335	Application Developer II	2	\$6,728.92
TW1	AP335	Application Developer II	3	\$7,082.30
TW1	AP335	Application Developer II	4	\$7,456.21
TW1	AP335	Application Developer II	5	\$7,847.72
TW1	AP336	Application Developer III	1	\$7,770.00
TW1	AP336	Application Developer III	2	\$8,179.10
TW1	AP336	Application Developer III	3	\$8,610.20
TW1	AP336	Application Developer III	4	\$9,063.30
TW1	AP336	Application Developer III	5	\$9,539.84
TW1	SC104	Aquatics Program Coordinator	1	\$5,008.93
TW1	SC104	Aquatics Program Coordinator	2	\$5,271.40
TW1	SC104	Aquatics Program Coordinator	3	\$5,550.00
TW1	SC104	Aquatics Program Coordinator	4	\$5,841.80
TW1	SC104	Aquatics Program Coordinator	5	\$6,149.72
TW1	SC256	Archivist	1	\$5,522.13
TW1	SC256	Archivist	2	\$5,812.47
TW1	SC256	Archivist	3	\$6,118.93
TW1	SC256	Archivist	4	\$6,440.06
TW1	SC256	Archivist	5	\$6,780.24
TW1	AF055	Assistant Budget Analyst	1	\$4,769.92
TW1	AF055	Assistant Budget Analyst	2	\$5,020.66
TW1	AF055	Assistant Budget Analyst	3	\$5,284.60
TW1	AF055	Assistant Budget Analyst	4	\$5,563.20
TW1	AF055	Assistant Budget Analyst	5	\$5,856.47
TW1	AP111	Benefits Analyst	1	\$5,522.13
TW1	AP111	Benefits Analyst	2	\$5,812.47
TW1	AP111	Benefits Analyst	3	\$6,118.93
TW1	AP111	Benefits Analyst	4	\$6,440.06
TW1	AP111	Benefits Analyst	5	\$6,780.24
TW1	AP112	Benefits Representative	1	\$4,769.92
TW1	AP112	Benefits Representative	2	\$5,020.66
TW1	AP112	Benefits Representative	3	\$5,284.60

TW1	AP112	Benefits Representative	4	\$5,563.20
TW1	AP112	Benefits Representative	5	\$5,856.47
TW1	AP113	Benefits Representative, PPT	1	\$4,769.92
TW1	AP113	Benefits Representative, PPT	2	\$5,020.66
TW1	AP113	Benefits Representative, PPT	3	\$5,284.60
TW1	AP113	Benefits Representative, PPT	4	\$5,563.20
TW1	AP113	Benefits Representative, PPT	5	\$5,856.47
TW1	AP115	Benefits Technician	1	\$3,923.86
TW1	AP115	Benefits Technician	2	\$4,130.61
TW1	AP115	Benefits Technician	3	\$4,347.62
TW1	AP115	Benefits Technician	4	\$4,576.37
TW1	AP115	Benefits Technician	5	\$4,818.31
TW1	AF040	Budget & Grants Administrator	1	\$7,047.11
TW1	AF040	Budget & Grants Administrator	2	\$7,418.09
TW1	AF040	Budget & Grants Administrator	3	\$7,809.59
TW1	AF040	Budget & Grants Administrator	4	\$8,220.16
TW1	AF040	Budget & Grants Administrator	5	\$8,652.72
TW1	AF056	Budget & Grants Administrator, PPT	1	\$7,047.11
TW1	AF056	Budget & Grants Administrator, PPT	2	\$7,418.09
TW1	AF056	Budget & Grants Administrator, PPT	3	\$7,809.59
TW1	AF056	Budget & Grants Administrator, PPT	4	\$8,220.16
TW1	AF056	Budget & Grants Administrator, PPT	5	\$8,652.72
TW1	AP116	Business Analyst I	1	\$5,008.93
TW1	AP116	Business Analyst I	2	\$5,271.40
TW1	AP116	Business Analyst I	3	\$5,550.00
TW1	AP116	Business Analyst I	4	\$5,841.80
TW1	AP116	Business Analyst I	5	\$6,149.72
TW1	AP117	Business Analyst II	1	\$6,088.14
TW1	AP117	Business Analyst II	2	\$6,407.80
TW1	AP117	Business Analyst II	3	\$6,745.04
TW1	AP117	Business Analyst II	4	\$7,101.37
TW1	AP117	Business Analyst II	5	\$7,475.28
TW1	AP118	Business Analyst III	1	\$7,400.48
TW1	AP118	Business Analyst III	2	\$7,789.06
TW1	AP118	Business Analyst III	3	\$8,199.62
TW1	AP118	Business Analyst III	4	\$8,630.73
TW1	AP118	Business Analyst III	5	\$9,085.28
TW1	SS193	Buyer	1	\$5,522.13
TW1	SS193	Buyer	2	\$5,812.47
TW1	SS193	Buyer	3	\$6,118.93
TW1	SS193	Buyer	4	\$6,440.06
TW1	SS193	Buyer	5	\$6,780.24

TW1	TC101	Cable Operations Technician	1	\$6,391.67
TW1	TC101	Cable Operations Technician	2	\$6,728.92
TW1	TC101	Cable Operations Technician	3	\$7,082.30
TW1	TC101	Cable Operations Technician	4	\$7,456.21
TW1	TC101	Cable Operations Technician	5	\$7,847.72
TW1	AP120	Cable TV Assistant Producer, PPT	1	\$4,327.08
TW1	AP120	Cable TV Assistant Producer, PPT	2	\$4,554.37
TW1	AP120	Cable TV Assistant Producer, PPT	3	\$4,793.38
TW1	AP120	Cable TV Assistant Producer, PPT	4	\$5,045.59
TW1	AP120	Cable TV Assistant Producer, PPT	5	\$5,312.46
TW1	TC137	Cable TV Operations Chief Engineer	1	\$7,047.11
TW1	TC137	Cable TV Operations Chief Engineer	2	\$7,418.09
TW1	TC137	Cable TV Operations Chief Engineer	3	\$7,809.59
TW1	TC137	Cable TV Operations Chief Engineer	4	\$8,220.16
TW1	TC137	Cable TV Operations Chief Engineer	5	\$8,652.72
TW1	TC136	Cable TV Prod & Ops Manager	1	\$7,770.00
TW1	TC136	Cable TV Prod & Ops Manager	2	\$8,179.10
TW1	TC136	Cable TV Prod & Ops Manager	3	\$8,610.20
TW1	TC136	Cable TV Prod & Ops Manager	4	\$9,063.30
TW1	TC136	Cable TV Prod & Ops Manager	5	\$9,539.84
TW1	TC102	Cable TV Producer	1	\$6,391.67
TW1	TC102	Cable TV Producer	2	\$6,728.92
TW1	TC102	Cable TV Producer	3	\$7,082.30
TW1	TC102	Cable TV Producer	4	\$7,456.21
TW1	TC102	Cable TV Producer	5	\$7,847.72
TW1	AP448	Capital Imp Proj Coord, Asst	1	\$6,391.67
TW1	AP448	Capital Imp Proj Coord, Asst	2	\$6,728.92
TW1	AP448	Capital Imp Proj Coord, Asst	3	\$7,082.30
TW1	AP448	Capital Imp Proj Coord, Asst	4	\$7,456.21
TW1	AP448	Capital Imp Proj Coord, Asst	5	\$7,847.72
TW1	AP126	Case Manager I	1	\$4,542.64
TW1	AP126	Case Manager I	2	\$4,781.65
TW1	AP126	Case Manager I	3	\$5,033.86
TW1	AP126	Case Manager I	4	\$5,297.79
TW1	AP126	Case Manager I	5	\$5,577.86
TW1	AP406	Case Manager I, PPT	1	\$4,542.64
TW1	AP406	Case Manager I, PPT	2	\$4,781.65
TW1	AP406	Case Manager I, PPT	3	\$5,033.86
TW1	AP406	Case Manager I, PPT	4	\$5,297.79
TW1	AP406	Case Manager I, PPT	5	\$5,577.86
TW1	AP127	Case Manager II	1	\$5,258.20
TW1	AP127	Case Manager II	2	\$5,535.34

TW1	AP127	Case Manager II	3	\$5,827.13
TW1	AP127	Case Manager II	4	\$6,133.59
TW1	AP127	Case Manager II	5	\$6,456.18
TW1	AP411	Case Manager II, PPT	1	\$5,258.20
TW1	AP411	Case Manager II, PPT	2	\$5,535.34
TW1	AP411	Case Manager II, PPT	3	\$5,827.13
TW1	AP411	Case Manager II, PPT	4	\$6,133.59
TW1	AP411	Case Manager II, PPT	5	\$6,456.18
TW1	AP132	City Cncl Constituent Liaison PPT	1	\$4,769.92
TW1	AP132	City Cncl Constituent Liaison PPT	2	\$5,020.66
TW1	AP132	City Cncl Constituent Liaison PPT	3	\$5,284.60
TW1	AP132	City Cncl Constituent Liaison PPT	4	\$5,563.20
TW1	AP132	City Cncl Constituent Liaison PPT	5	\$5,856.47
TW1	AP131	City Council Constituent Liaison	1	\$4,769.92
TW1	AP131	City Council Constituent Liaison	2	\$5,020.66
TW1	AP131	City Council Constituent Liaison	3	\$5,284.60
TW1	AP131	City Council Constituent Liaison	4	\$5,563.20
TW1	AP131	City Council Constituent Liaison	5	\$5,856.47
TW1	AP134	City Council Intern	1	\$4,327.08
TW1	AP134	City Council Intern	2	\$4,554.37
TW1	AP134	City Council Intern	3	\$4,793.38
TW1	AP134	City Council Intern	4	\$5,045.59
TW1	AP134	City Council Intern	5	\$5,312.46
TW1	AP135	City Council Intern, PPT	1	\$4,327.08
TW1	AP135	City Council Intern, PPT	2	\$4,554.37
TW1	AP135	City Council Intern, PPT	3	\$4,793.38
TW1	AP135	City Council Intern, PPT	4	\$5,045.59
TW1	AP135	City Council Intern, PPT	5	\$5,312.46
TW1	AP130	City Council Policy Analyst	1	\$6,391.67
TW1	AP130	City Council Policy Analyst	2	\$6,728.92
TW1	AP130	City Council Policy Analyst	3	\$7,082.30
TW1	AP130	City Council Policy Analyst	4	\$7,456.21
TW1	AP130	City Council Policy Analyst	5	\$7,847.72
TW1	AP136	City Council Policy Analyst, PPT	1	\$6,391.67
TW1	AP136	City Council Policy Analyst, PPT	2	\$6,728.92
TW1	AP136	City Council Policy Analyst, PPT	3	\$7,082.30
TW1	AP136	City Council Policy Analyst, PPT	4	\$7,456.21
TW1	AP136	City Council Policy Analyst, PPT	5	\$7,847.72
TW1	AL020	Claims Investigator II	1	\$5,797.81
TW1	AL020	Claims Investigator II	2	\$6,102.80
TW1	AL020	Claims Investigator II	3	\$6,423.93
TW1	AL020	Claims Investigator II	4	\$6,762.65

TW1	AL020	Claims Investigator II	5	\$7,118.96
TW1	PP111	Clean City Specialist, Senior	1	\$5,522.13
TW1	PP111	Clean City Specialist, Senior	2	\$5,812.47
TW1	PP111	Clean City Specialist, Senior	3	\$6,118.93
TW1	PP111	Clean City Specialist, Senior	4	\$6,440.06
TW1	PP111	Clean City Specialist, Senior	5	\$6,780.24
TW1	PP112	Clean Community Specialist	1	\$4,542.64
TW1	PP112	Clean Community Specialist	2	\$4,781.65
TW1	PP112	Clean Community Specialist	3	\$5,033.86
TW1	PP112	Clean Community Specialist	4	\$5,297.79
TW1	PP112	Clean Community Specialist	5	\$5,577.86
TW1	SC119	Community Dev District Coordinator	1	\$6,088.14
TW1	SC119	Community Dev District Coordinator	2	\$6,407.80
TW1	SC119	Community Dev District Coordinator	3	\$6,745.04
TW1	SC119	Community Dev District Coordinator	4	\$7,101.37
TW1	SC119	Community Dev District Coordinator	5	\$7,475.28
TW1	SC121	Community Dev Prgm Coordinator	1	\$7,047.11
TW1	SC121	Community Dev Prgm Coordinator	2	\$7,418.09
TW1	SC121	Community Dev Prgm Coordinator	3	\$7,809.59
TW1	SC121	Community Dev Prgm Coordinator	4	\$8,220.16
TW1	SC121	Community Dev Prgm Coordinator	5	\$8,652.72
TW1	AP143	Community Liaison	1	\$6,391.67
TW1	AP143	Community Liaison	2	\$6,728.92
TW1	AP143	Community Liaison	3	\$7,082.30
TW1	AP143	Community Liaison	4	\$7,456.21
TW1	AP143	Community Liaison	5	\$7,847.72
TW1	AP146	Complaint Investigator II	1	\$6,391.67
TW1	AP146	Complaint Investigator II	2	\$6,728.92
TW1	AP146	Complaint Investigator II	3	\$7,082.30
TW1	AP146	Complaint Investigator II	4	\$7,456.21
TW1	AP146	Complaint Investigator II	5	\$7,847.72
TW1	AP144	Complaint Investigator III	1	\$7,400.48
TW1	AP144	Complaint Investigator III	2	\$7,789.06
TW1	AP144	Complaint Investigator III	3	\$8,199.62
TW1	AP144	Complaint Investigator III	4	\$8,630.73
TW1	AP144	Complaint Investigator III	5	\$9,085.28
TW1	AP145	Complaint Investigator III, PPT	1	\$7,400.48
TW1	AP145	Complaint Investigator III, PPT	2	\$7,789.06
TW1	AP145	Complaint Investigator III, PPT	3	\$8,199.62
TW1	AP145	Complaint Investigator III, PPT	4	\$8,630.73
TW1	AP145	Complaint Investigator III, PPT	5	\$9,085.28
TW1	AP152	Contract Compliance Office Asst	1	\$5,008.93

TW1	AP152	Contract Compliance Office Asst	2	\$5,271.40
TW1	AP152	Contract Compliance Office Asst	3	\$5,550.00
TW1	AP152	Contract Compliance Office Asst	4	\$5,841.80
TW1	AP152	Contract Compliance Office Asst	5	\$6,149.72
TW1	AP153	Contract Compliance Officer	1	\$6,270.78
TW1	AP153	Contract Compliance Officer	2	\$6,600.03
TW1	AP153	Contract Compliance Officer	3	\$6,947.41
TW1	AP153	Contract Compliance Officer	4	\$7,314.41
TW1	AP153	Contract Compliance Officer	5	\$7,699.53
TW1	AP410	Contract Compliance Officer, PPT	1	\$6,270.78
TW1	AP410	Contract Compliance Officer, PPT	2	\$6,600.03
TW1	AP410	Contract Compliance Officer, PPT	3	\$6,947.41
TW1	AP410	Contract Compliance Officer, PPT	4	\$7,314.41
TW1	AP410	Contract Compliance Officer, PPT	5	\$7,699.53
TW1	AP369	Contract Compliance Officer, Sr.	1	\$7,047.11
TW1	AP369	Contract Compliance Officer, Sr.	2	\$7,418.09
TW1	AP369	Contract Compliance Officer, Sr.	3	\$7,809.59
TW1	AP369	Contract Compliance Officer, Sr.	4	\$8,220.16
TW1	AP369	Contract Compliance Officer, Sr.	5	\$8,652.72
TW1	AP446	Crime Analyst	1	\$5,522.13
TW1	AP446	Crime Analyst	2	\$5,812.47
TW1	AP446	Crime Analyst	3	\$6,118.93
TW1	AP446	Crime Analyst	4	\$6,440.06
TW1	AP446	Crime Analyst	5	\$6,780.24
TW1	PS112	Criminalist II	1	\$6,711.32
TW1	PS112	Criminalist II	2	\$7,064.70
TW1	PS112	Criminalist II	3	\$7,437.15
TW1	PS112	Criminalist II	4	\$7,828.65
TW1	PS112	Criminalist II	5	\$8,240.69
TW1	AP154	Cultural Arts Specialist	1	\$5,522.13
TW1	AP154	Cultural Arts Specialist	2	\$5,812.47
TW1	AP154	Cultural Arts Specialist	3	\$6,118.93
TW1	AP154	Cultural Arts Specialist	4	\$6,440.06
TW1	AP154	Cultural Arts Specialist	5	\$6,780.24
TW1	AP171	Data Analyst II	1	\$6,391.67
TW1	AP171	Data Analyst II	2	\$6,728.92
TW1	AP171	Data Analyst II	3	\$7,082.30
TW1	AP171	Data Analyst II	4	\$7,456.21
TW1	AP171	Data Analyst II	5	\$7,847.72
TW1	AP172	Data Analyst III	1	\$7,770.00
TW1	AP172	Data Analyst III	2	\$8,179.10
TW1	AP172	Data Analyst III	3	\$8,610.20

TW1	AP172	Data Analyst III	4	\$9,063.30
TW1	AP172	Data Analyst III	5	\$9,539.84
TW1	AP175	Database Analyst II	1	\$6,391.67
TW1	AP175	Database Analyst II	2	\$6,728.92
TW1	AP175	Database Analyst II	3	\$7,082.30
TW1	AP175	Database Analyst II	4	\$7,456.21
TW1	AP175	Database Analyst II	5	\$7,847.72
TW1	AP176	Database Analyst III	1	\$7,770.00
TW1	AP176	Database Analyst III	2	\$8,179.10
TW1	AP176	Database Analyst III	3	\$8,610.20
TW1	AP176	Database Analyst III	4	\$9,063.30
TW1	AP176	Database Analyst III	5	\$9,539.84
TW1	SC241	Development Project & Program Coord	1	\$7,400.48
TW1	SC241	Development Project & Program Coord	2	\$7,789.06
TW1	SC241	Development Project & Program Coord	3	\$8,199.62
TW1	SC241	Development Project & Program Coord	4	\$8,630.73
TW1	SC241	Development Project & Program Coord	5	\$9,085.28
TW1	AP252	Development Specialist III	1	\$6,391.67
TW1	AP252	Development Specialist III	2	\$6,728.92
TW1	AP252	Development Specialist III	3	\$7,082.30
TW1	AP252	Development Specialist III	4	\$7,456.21
TW1	AP252	Development Specialist III	5	\$7,847.72
TW1	SC221	Disabilities Coordinator	1	\$4,542.64
TW1	SC221	Disabilities Coordinator	2	\$4,781.65
TW1	SC221	Disabilities Coordinator	3	\$5,033.86
TW1	SC221	Disabilities Coordinator	4	\$5,297.79
TW1	SC221	Disabilities Coordinator	5	\$5,577.86
TW1	SC137	Emergency Food Program Coordinator	1	\$6,391.67
TW1	SC137	Emergency Food Program Coordinator	2	\$6,728.92
TW1	SC137	Emergency Food Program Coordinator	3	\$7,082.30
TW1	SC137	Emergency Food Program Coordinator	4	\$7,456.21
TW1	SC137	Emergency Food Program Coordinator	5	\$7,847.72
TW1	PP116	Emergency Food Program, PPT	1	\$6,391.67
TW1	PP116	Emergency Food Program, PPT	2	\$6,728.92
TW1	PP116	Emergency Food Program, PPT	3	\$7,082.30
TW1	PP116	Emergency Food Program, PPT	4	\$7,456.21
TW1	PP116	Emergency Food Program, PPT	5	\$7,847.72
TW1	AP180	Emergency Medical Svcs Instructor	1	\$5,522.13
TW1	AP180	Emergency Medical Svcs Instructor	2	\$5,812.47
TW1	AP180	Emergency Medical Svcs Instructor	3	\$6,118.93
TW1	AP180	Emergency Medical Svcs Instructor	4	\$6,440.06
TW1	AP180	Emergency Medical Svcs Instructor	5	\$6,780.24

TW1	SC138	Emergency Planning Coordinator	1	\$5,797.81
TW1	SC138	Emergency Planning Coordinator	2	\$6,102.80
TW1	SC138	Emergency Planning Coordinator	3	\$6,423.93
TW1	SC138	Emergency Planning Coordinator	4	\$6,762.65
TW1	SC138	Emergency Planning Coordinator	5	\$7,118.96
TW1	SC139	Emergency Planning Coordinator, PPT	1	\$5,797.81
TW1	SC139	Emergency Planning Coordinator, PPT	2	\$6,102.80
TW1	SC139	Emergency Planning Coordinator, PPT	3	\$6,423.93
TW1	SC139	Emergency Planning Coordinator, PPT	4	\$6,762.65
TW1	SC139	Emergency Planning Coordinator, PPT	5	\$7,118.96
TW1	SC140	Emergency Planning Coordinator, Sr	1	\$6,711.32
TW1	SC140	Emergency Planning Coordinator, Sr	2	\$7,064.70
TW1	SC140	Emergency Planning Coordinator, Sr	3	\$7,437.15
TW1	SC140	Emergency Planning Coordinator, Sr	4	\$7,828.65
TW1	SC140	Emergency Planning Coordinator, Sr	5	\$8,240.69
TW1	AP181	Employee Assist Counselor	1	\$5,797.81
TW1	AP181	Employee Assist Counselor	2	\$6,102.80
TW1	AP181	Employee Assist Counselor	3	\$6,423.93
TW1	AP181	Employee Assist Counselor	4	\$6,762.65
TW1	AP181	Employee Assist Counselor	5	\$7,118.96
TW1	AP182	Employee Assist Counselor, PPT	1	\$5,797.81
TW1	AP182	Employee Assist Counselor, PPT	2	\$6,102.80
TW1	AP182	Employee Assist Counselor, PPT	3	\$6,423.93
TW1	AP182	Employee Assist Counselor, PPT	4	\$6,762.65
TW1	AP182	Employee Assist Counselor, PPT	5	\$7,118.96
TW1	PP117	Employment Services Representative	1	\$4,542.64
TW1	PP117	Employment Services Representative	2	\$4,781.65
TW1	PP117	Employment Services Representative	3	\$5,033.86
TW1	PP117	Employment Services Representative	4	\$5,297.79
TW1	PP117	Employment Services Representative	5	\$5,577.86
TW1	AP447	Environment Svcs Analyst, Asst	1	\$4,769.92
TW1	AP447	Environment Svcs Analyst, Asst	2	\$5,020.66
TW1	AP447	Environment Svcs Analyst, Asst	3	\$5,284.60
TW1	AP447	Environment Svcs Analyst, Asst	4	\$5,563.20
TW1	AP447	Environment Svcs Analyst, Asst	5	\$5,856.47
TW1	SC143	Environmental Education Specialist	1	\$6,088.14
TW1	SC143	Environmental Education Specialist	2	\$6,407.80
TW1	SC143	Environmental Education Specialist	3	\$6,745.04
TW1	SC143	Environmental Education Specialist	4	\$7,101.37
TW1	SC143	Environmental Education Specialist	5	\$7,475.28
TW1	PP121	Environmental Services Intern	1	\$4,327.08
TW1	PP121	Environmental Services Intern	2	\$4,554.37

TW1	PP121	Environmental Services Intern	3	\$4,793.38
TW1	PP121	Environmental Services Intern	4	\$5,045.59
TW1	PP121	Environmental Services Intern	5	\$5,312.46
TW1	AP444	Ethics Analyst I	1	\$4,769.92
TW1	AP444	Ethics Analyst I	2	\$5,020.66
TW1	AP444	Ethics Analyst I	3	\$5,284.60
TW1	AP444	Ethics Analyst I	4	\$5,563.20
TW1	AP444	Ethics Analyst I	5	\$5,856.47
TW1	AP445	Ethics Analyst II	1	\$5,522.13
TW1	AP445	Ethics Analyst II	2	\$5,812.47
TW1	AP445	Ethics Analyst II	3	\$6,118.93
TW1	AP445	Ethics Analyst II	4	\$6,440.06
TW1	AP445	Ethics Analyst II	5	\$6,780.24
TW1	SC147	Family Child Care Coordinator	1	\$5,522.13
TW1	SC147	Family Child Care Coordinator	2	\$5,812.47
TW1	SC147	Family Child Care Coordinator	3	\$6,118.93
TW1	SC147	Family Child Care Coordinator	4	\$6,440.06
TW1	SC147	Family Child Care Coordinator	5	\$6,780.24
TW1	AP189	Film Coordinator	1	\$5,522.13
TW1	AP189	Film Coordinator	2	\$5,812.47
TW1	AP189	Film Coordinator	3	\$6,118.93
TW1	AP189	Film Coordinator	4	\$6,440.06
TW1	AP189	Film Coordinator	5	\$6,780.24
TW1	PS143	Fire Protection Engineer	1	\$6,711.32
TW1	PS143	Fire Protection Engineer	2	\$7,064.70
TW1	PS143	Fire Protection Engineer	3	\$7,437.15
TW1	PS143	Fire Protection Engineer	4	\$7,828.65
TW1	PS143	Fire Protection Engineer	5	\$8,240.69
TW1	PS144	Fire Safety Education Coordinator	1	\$5,797.81
TW1	PS144	Fire Safety Education Coordinator	2	\$6,102.80
TW1	PS144	Fire Safety Education Coordinator	3	\$6,423.93
TW1	PS144	Fire Safety Education Coordinator	4	\$6,762.65
TW1	PS144	Fire Safety Education Coordinator	5	\$7,118.96
TW1	AP190	Fleet Specialist	1	\$6,391.67
TW1	AP190	Fleet Specialist	2	\$6,728.92
TW1	AP190	Fleet Specialist	3	\$7,082.30
TW1	AP190	Fleet Specialist	4	\$7,456.21
TW1	AP190	Fleet Specialist	5	\$7,847.72
TW1	PP127	Graffiti Specialist	1	\$4,769.92
TW1	PP127	Graffiti Specialist	2	\$5,020.66
TW1	PP127	Graffiti Specialist	3	\$5,284.60
TW1	PP127	Graffiti Specialist	4	\$5,563.20

TW1	PP127	Graffiti Specialist	5	\$5,856.47
TW1	AP191	Graphic Design Specialist	1	\$5,258.20
TW1	AP191	Graphic Design Specialist	2	\$5,535.34
TW1	AP191	Graphic Design Specialist	3	\$5,827.13
TW1	AP191	Graphic Design Specialist	4	\$6,133.59
TW1	AP191	Graphic Design Specialist	5	\$6,456.18
TW1	AP192	Graphics Design Coordinator	1	\$5,522.13
TW1	AP192	Graphics Design Coordinator	2	\$5,812.47
TW1	AP192	Graphics Design Coordinator	3	\$6,118.93
TW1	AP192	Graphics Design Coordinator	4	\$6,440.06
TW1	AP192	Graphics Design Coordinator	5	\$6,780.24
TW1	AP194	Graphics Design Coordinator, PPT	1	\$5,522.13
TW1	AP194	Graphics Design Coordinator, PPT	2	\$5,812.47
TW1	AP194	Graphics Design Coordinator, PPT	3	\$6,118.93
TW1	AP194	Graphics Design Coordinator, PPT	4	\$6,440.06
TW1	AP194	Graphics Design Coordinator, PPT	5	\$6,780.24
TW1	SC250	Head Start Facilities Coordinator	1	\$3,923.86
TW1	SC250	Head Start Facilities Coordinator	2	\$4,130.61
TW1	SC250	Head Start Facilities Coordinator	3	\$4,347.62
TW1	SC250	Head Start Facilities Coordinator	4	\$4,576.37
TW1	SC250	Head Start Facilities Coordinator	5	\$4,818.31
TW1	SC159	Head Start Nutrition Coordinator	1	\$4,542.64
TW1	SC159	Head Start Nutrition Coordinator	2	\$4,781.65
TW1	SC159	Head Start Nutrition Coordinator	3	\$5,033.86
TW1	SC159	Head Start Nutrition Coordinator	4	\$5,297.79
TW1	SC159	Head Start Nutrition Coordinator	5	\$5,577.86
TW1	AP195	Head Start Prgm Planner Monitor	1	\$6,391.67
TW1	AP195	Head Start Prgm Planner Monitor	2	\$6,728.92
TW1	AP195	Head Start Prgm Planner Monitor	3	\$7,082.30
TW1	AP195	Head Start Prgm Planner Monitor	4	\$7,456.21
TW1	AP195	Head Start Prgm Planner Monitor	5	\$7,847.72
TW1	PP128	Headstart Program Coordinator	1	\$4,542.64
TW1	PP128	Headstart Program Coordinator	2	\$4,781.65
TW1	PP128	Headstart Program Coordinator	3	\$5,033.86
TW1	PP128	Headstart Program Coordinator	4	\$5,297.79
TW1	PP128	Headstart Program Coordinator	5	\$5,577.86
TW1	AP396	Hearing Officer	1	\$8,158.58
TW1	AP396	Hearing Officer	2	\$8,588.20
TW1	AP396	Hearing Officer	3	\$9,039.82
TW1	AP396	Hearing Officer	4	\$9,516.39
TW1	AP396	Hearing Officer	5	\$10,016.39
TW1	AP397	Hearing Officer, PPT	1	\$8,158.58

TW1	AP397	Hearing Officer, PPT	2	\$8,588.20
TW1	AP397	Hearing Officer, PPT	3	\$9,039.82
TW1	AP397	Hearing Officer, PPT	4	\$9,516.39
TW1	AP397	Hearing Officer, PPT	5	\$10,016.39
TW1	AP451	Home Management Specialist I	1	\$3,923.86
TW1	AP451	Home Management Specialist I	2	\$4,130.61
TW1	AP451	Home Management Specialist I	3	\$4,347.62
TW1	AP451	Home Management Specialist I	4	\$4,576.37
TW1	AP451	Home Management Specialist I	5	\$4,818.31
TW1	AP197	Home Management Specialist II	1	\$4,769.92
TW1	AP197	Home Management Specialist II	2	\$5,020.66
TW1	AP197	Home Management Specialist II	3	\$5,284.60
TW1	AP197	Home Management Specialist II	4	\$5,563.20
TW1	AP197	Home Management Specialist II	5	\$5,856.47
TW1	AP198	Home Management Specialist III	1	\$5,797.81
TW1	AP198	Home Management Specialist III	2	\$6,102.80
TW1	AP198	Home Management Specialist III	3	\$6,423.93
TW1	AP198	Home Management Specialist III	4	\$6,762.65
TW1	AP198	Home Management Specialist III	5	\$7,118.96
TW1	SC165	Homeless Program Supervisor	1	\$6,391.67
TW1	SC165	Homeless Program Supervisor	2	\$6,728.92
TW1	SC165	Homeless Program Supervisor	3	\$7,082.30
TW1	SC165	Homeless Program Supervisor	4	\$7,456.21
TW1	SC165	Homeless Program Supervisor	5	\$7,847.72
TW1	AP449	Housing Development Coord I	1	\$4,542.64
TW1	AP449	Housing Development Coord I	2	\$4,781.65
TW1	AP449	Housing Development Coord I	3	\$5,033.86
TW1	AP449	Housing Development Coord I	4	\$5,297.79
TW1	AP449	Housing Development Coord I	5	\$5,577.86
TW1	AP450	Housing Development Coord II	1	\$5,258.20
TW1	AP450	Housing Development Coord II	2	\$5,535.34
TW1	AP450	Housing Development Coord II	3	\$5,827.13
TW1	AP450	Housing Development Coord II	4	\$6,133.59
TW1	AP450	Housing Development Coord II	5	\$6,456.18
TW1	AP199	Housing Development Coordinator III	1	\$6,088.14
TW1	AP199	Housing Development Coordinator III	2	\$6,407.80
TW1	AP199	Housing Development Coordinator III	3	\$6,745.04
TW1	AP199	Housing Development Coordinator III	4	\$7,101.37
TW1	AP199	Housing Development Coordinator III	5	\$7,475.28
TW1	AP200	Housing Development Coordinator IV	1	\$7,400.48
TW1	AP200	Housing Development Coordinator IV	2	\$7,789.06
TW1	AP200	Housing Development Coordinator IV	3	\$8,199.62

TW1	AP200	Housing Development Coordinator IV	4	\$8,630.73
TW1	AP200	Housing Development Coordinator IV	5	\$9,085.28
TW1	TC114	Human Res Operations Tech, Senior	1	\$4,769.92
TW1	TC114	Human Res Operations Tech, Senior	2	\$5,020.66
TW1	TC114	Human Res Operations Tech, Senior	3	\$5,284.60
TW1	TC114	Human Res Operations Tech, Senior	4	\$5,563.20
TW1	TC114	Human Res Operations Tech, Senior	5	\$5,856.47
TW1	TC115	Human Res Operations Technician	1	\$4,120.35
TW1	TC115	Human Res Operations Technician	2	\$4,337.36
TW1	TC115	Human Res Operations Technician	3	\$4,566.11
TW1	TC115	Human Res Operations Technician	4	\$4,806.58
TW1	TC115	Human Res Operations Technician	5	\$5,058.78
TW1	TC116	Human Res Technician, Senior, PPT	1	\$4,769.92
TW1	TC116	Human Res Technician, Senior, PPT	2	\$5,020.66
TW1	TC116	Human Res Technician, Senior, PPT	3	\$5,284.60
TW1	TC116	Human Res Technician, Senior, PPT	4	\$5,563.20
TW1	TC116	Human Res Technician, Senior, PPT	5	\$5,856.47
TW1	AP203	Human Resource Analyst	1	\$5,522.13
TW1	AP203	Human Resource Analyst	2	\$5,812.47
TW1	AP203	Human Resource Analyst	3	\$6,118.93
TW1	AP203	Human Resource Analyst	4	\$6,440.06
TW1	AP203	Human Resource Analyst	5	\$6,780.24
TW1	AP205	Human Resource Analyst, Assistant	1	\$4,769.92
TW1	AP205	Human Resource Analyst, Assistant	2	\$5,020.66
TW1	AP205	Human Resource Analyst, Assistant	3	\$5,284.60
TW1	AP205	Human Resource Analyst, Assistant	4	\$5,563.20
TW1	AP205	Human Resource Analyst, Assistant	5	\$5,856.47
TW1	TC117	Human Resource Technician	1	\$4,120.35
TW1	TC117	Human Resource Technician	2	\$4,337.36
TW1	TC117	Human Resource Technician	3	\$4,566.11
TW1	TC117	Human Resource Technician	4	\$4,806.58
TW1	TC117	Human Resource Technician	5	\$5,058.78
TW1	TC118	Human Resource Technician, PPT	1	\$4,120.35
TW1	TC118	Human Resource Technician, PPT	2	\$4,337.36
TW1	TC118	Human Resource Technician, PPT	3	\$4,566.11
TW1	TC118	Human Resource Technician, PPT	4	\$4,806.58
TW1	TC118	Human Resource Technician, PPT	5	\$5,058.78
TW1	TC119	Human Resource Technician, Senior	1	\$4,769.92
TW1	TC119	Human Resource Technician, Senior	2	\$5,020.66
TW1	TC119	Human Resource Technician, Senior	3	\$5,284.60
TW1	TC119	Human Resource Technician, Senior	4	\$5,563.20
TW1	TC119	Human Resource Technician, Senior	5	\$5,856.47

TW1	AP208	Info & Referral Specialist, PPT	1	\$3,737.63
TW1	AP208	Info & Referral Specialist, PPT	2	\$3,934.12
TW1	AP208	Info & Referral Specialist, PPT	3	\$4,140.87
TW1	AP208	Info & Referral Specialist, PPT	4	\$4,359.36
TW1	AP208	Info & Referral Specialist, PPT	5	\$4,588.09
TW1	AP404	Information Referral Specialist	1	\$3,737.63
TW1	AP404	Information Referral Specialist	2	\$3,934.12
TW1	AP404	Information Referral Specialist	3	\$4,140.87
TW1	AP404	Information Referral Specialist	4	\$4,359.36
TW1	AP404	Information Referral Specialist	5	\$4,588.09
TW1	AP209	Information Representative	1	\$4,690.74
TW1	AP209	Information Representative	2	\$4,809.51
TW1	AP209	Information Representative	3	\$4,931.22
TW1	AP209	Information Representative	4	\$5,050.00
TW1	AP209	Information Representative	5	\$5,181.95
TW1	AP390	Information Sys Spec II, PPT	1	\$6,088.14
TW1	AP390	Information Sys Spec II, PPT	2	\$6,407.80
TW1	AP390	Information Sys Spec II, PPT	3	\$6,745.04
TW1	AP390	Information Sys Spec II, PPT	4	\$7,101.37
TW1	AP390	Information Sys Spec II, PPT	5	\$7,475.28
TW1	AP242	Information Systems Spec I	1	\$5,008.93
TW1	AP242	Information Systems Spec I	2	\$5,271.40
TW1	AP242	Information Systems Spec I	3	\$5,550.00
TW1	AP242	Information Systems Spec I	4	\$5,841.80
TW1	AP242	Information Systems Spec I	5	\$6,149.72
TW1	AP243	Information Systems Spec II	1	\$6,088.14
TW1	AP243	Information Systems Spec II	2	\$6,407.80
TW1	AP243	Information Systems Spec II	3	\$6,745.04
TW1	AP243	Information Systems Spec II	4	\$7,101.37
TW1	AP243	Information Systems Spec II	5	\$7,475.28
TW1	AP241	Information Systems Spec III	1	\$7,400.48
TW1	AP241	Information Systems Spec III	2	\$7,789.06
TW1	AP241	Information Systems Spec III	3	\$8,199.62
TW1	AP241	Information Systems Spec III	4	\$8,630.73
TW1	AP241	Information Systems Spec III	5	\$9,085.28
TW1	AP434	Intake Technician	1	\$4,769.92
TW1	AP434	Intake Technician	2	\$5,020.66
TW1	AP434	Intake Technician	3	\$5,284.60
TW1	AP434	Intake Technician	4	\$5,563.20
TW1	AP434	Intake Technician	5	\$5,856.47
TW1	AP211	Job Developer	1	\$3,737.63
TW1	AP211	Job Developer	2	\$3,934.12

TW1	AP211	Job Developer	3	\$4,140.87
TW1	AP211	Job Developer	4	\$4,359.36
TW1	AP211	Job Developer	5	\$4,588.09
TW1	PS187	Latent Print Examiner II	1	\$6,391.67
TW1	PS187	Latent Print Examiner II	2	\$6,728.92
TW1	PS187	Latent Print Examiner II	3	\$7,082.30
TW1	PS187	Latent Print Examiner II	4	\$7,456.21
TW1	PS187	Latent Print Examiner II	5	\$7,847.72
TW1	SS133	Legal Administrative Assistant	1	\$4,996.94
TW1	SS133	Legal Administrative Assistant	2	\$5,259.82
TW1	SS133	Legal Administrative Assistant	3	\$5,537.25
TW1	SS133	Legal Administrative Assistant	4	\$5,827.57
TW1	SS133	Legal Administrative Assistant	5	\$6,135.65
TW1	SC176	Loan Servicing Administrator	1	\$7,047.11
TW1	SC176	Loan Servicing Administrator	2	\$7,418.09
TW1	SC176	Loan Servicing Administrator	3	\$7,809.59
TW1	SC176	Loan Servicing Administrator	4	\$8,220.16
TW1	SC176	Loan Servicing Administrator	5	\$8,652.72
TW1	AP234	Loan Servicing Specialist	1	\$5,258.20
TW1	AP234	Loan Servicing Specialist	2	\$5,535.34
TW1	AP234	Loan Servicing Specialist	3	\$5,827.13
TW1	AP234	Loan Servicing Specialist	4	\$6,133.59
TW1	AP234	Loan Servicing Specialist	5	\$6,456.18
TW1	MA132	Management Intern, PPT	1	\$4,327.08
TW1	MA132	Management Intern, PPT	2	\$4,554.37
TW1	MA132	Management Intern, PPT	3	\$4,793.38
TW1	MA132	Management Intern, PPT	4	\$5,045.59
TW1	MA132	Management Intern, PPT	5	\$5,312.46
TW1	SC177	Marine Sports Program Coordinator	1	\$5,008.93
TW1	SC177	Marine Sports Program Coordinator	2	\$5,271.40
TW1	SC177	Marine Sports Program Coordinator	3	\$5,550.00
TW1	SC177	Marine Sports Program Coordinator	4	\$5,841.80
TW1	SC177	Marine Sports Program Coordinator	5	\$6,149.72
TW1	AP237	Marketing Specialist	1	\$7,400.48
TW1	AP237	Marketing Specialist	2	\$7,789.06
TW1	AP237	Marketing Specialist	3	\$8,199.62
TW1	AP237	Marketing Specialist	4	\$8,630.73
TW1	AP237	Marketing Specialist	5	\$9,085.28
TW1	SS143	Mayor's PSE 14	Min	\$2,070.26
TW1	SS143	Mayor's PSE 14	Max	\$6,973.79
TW1	AP244	Mortgage Advisor	1	\$5,008.93
TW1	AP244	Mortgage Advisor	2	\$5,271.40

TW1	AP244	Mortgage Advisor	3	\$5,550.00
TW1	AP244	Mortgage Advisor	4	\$5,841.80
TW1	AP244	Mortgage Advisor	5	\$6,149.72
TW1	SC186	Museum Project Coordinator	1	\$5,522.13
TW1	SC186	Museum Project Coordinator	2	\$5,812.47
TW1	SC186	Museum Project Coordinator	3	\$6,118.93
TW1	SC186	Museum Project Coordinator	4	\$6,440.06
TW1	SC186	Museum Project Coordinator	5	\$6,780.24
TW1	SC190	Neighborhood Services Coordinator	1	\$4,769.92
TW1	SC190	Neighborhood Services Coordinator	2	\$5,020.66
TW1	SC190	Neighborhood Services Coordinator	3	\$5,284.60
TW1	SC190	Neighborhood Services Coordinator	4	\$5,563.20
TW1	SC190	Neighborhood Services Coordinator	5	\$5,856.47
TW1	AP263	Nurse Case Manager	1	\$5,258.20
TW1	AP263	Nurse Case Manager	2	\$5,535.34
TW1	AP263	Nurse Case Manager	3	\$5,827.13
TW1	AP263	Nurse Case Manager	4	\$6,133.59
TW1	AP263	Nurse Case Manager	5	\$6,456.18
TW1	AP264	Nurse Case Manager, PPT	1	\$5,258.20
TW1	AP264	Nurse Case Manager, PPT	2	\$5,535.34
TW1	AP264	Nurse Case Manager, PPT	3	\$5,827.13
TW1	AP264	Nurse Case Manager, PPT	4	\$6,133.59
TW1	AP264	Nurse Case Manager, PPT	5	\$6,456.18
TW1	PP165	Outreach Developer	1	\$5,258.20
TW1	PP165	Outreach Developer	2	\$5,535.34
TW1	PP165	Outreach Developer	3	\$5,827.13
TW1	PP165	Outreach Developer	4	\$6,133.59
TW1	PP165	Outreach Developer	5	\$6,456.18
TW1	PP129	Outreach Developer, Ppt	1	\$5,258.20
TW1	PP129	Outreach Developer, Ppt	2	\$5,535.34
TW1	PP129	Outreach Developer, Ppt	3	\$5,827.13
TW1	PP129	Outreach Developer, Ppt	4	\$6,133.59
TW1	PP129	Outreach Developer, Ppt	5	\$6,456.18
TW1	AP212	Paralegal	1	\$5,258.20
TW1	AP212	Paralegal	2	\$5,535.34
TW1	AP212	Paralegal	3	\$5,827.13
TW1	AP212	Paralegal	4	\$6,133.59
TW1	AP212	Paralegal	5	\$6,456.18
TW1	AL012	Paralegal, PPT	1	\$4,542.64
TW1	AL012	Paralegal, PPT	2	\$4,781.65
TW1	AL012	Paralegal, PPT	3	\$5,033.86
TW1	AL012	Paralegal, PPT	4	\$5,297.79

TW1	AL012	Paralegal, PPT	5	\$5,577.86
TW1	AP266	Parks & Rec Training Specialist	1	\$5,522.13
TW1	AP266	Parks & Rec Training Specialist	2	\$5,812.47
TW1	AP266	Parks & Rec Training Specialist	3	\$6,118.93
TW1	AP266	Parks & Rec Training Specialist	4	\$6,440.06
TW1	AP266	Parks & Rec Training Specialist	5	\$6,780.24
TW1	AP391	Performance Auditor	1	\$5,008.93
TW1	AP391	Performance Auditor	2	\$5,271.40
TW1	AP391	Performance Auditor	3	\$5,550.00
TW1	AP391	Performance Auditor	4	\$5,841.80
TW1	AP391	Performance Auditor	5	\$6,149.72
TW1	AP392	Performance Auditor, Sr.	1	\$6,391.67
TW1	AP392	Performance Auditor, Sr.	2	\$6,728.92
TW1	AP392	Performance Auditor, Sr.	3	\$7,082.30
TW1	AP392	Performance Auditor, Sr.	4	\$7,456.21
TW1	AP392	Performance Auditor, Sr.	5	\$7,847.72
TW1	AP269	Planner I	1	\$4,542.64
TW1	AP269	Planner I	2	\$4,781.65
TW1	AP269	Planner I	3	\$5,033.86
TW1	AP269	Planner I	4	\$5,297.79
TW1	AP269	Planner I	5	\$5,577.86
TW1	AP272	Planner II	1	\$5,258.20
TW1	AP272	Planner II	2	\$5,535.34
TW1	AP272	Planner II	3	\$5,827.13
TW1	AP272	Planner II	4	\$6,133.59
TW1	AP272	Planner II	5	\$6,456.18
TW1	AP273	Planner II, Design Review	1	\$5,258.20
TW1	AP273	Planner II, Design Review	2	\$5,535.34
TW1	AP273	Planner II, Design Review	3	\$5,827.13
TW1	AP273	Planner II, Design Review	4	\$6,133.59
TW1	AP273	Planner II, Design Review	5	\$6,456.18
TW1	AP274	Planner III	1	\$6,088.14
TW1	AP274	Planner III	2	\$6,407.80
TW1	AP274	Planner III	3	\$6,745.04
TW1	AP274	Planner III	4	\$7,101.37
TW1	AP274	Planner III	5	\$7,475.28
TW1	AP275	Planner III, Design Review	1	\$6,088.14
TW1	AP275	Planner III, Design Review	2	\$6,407.80
TW1	AP275	Planner III, Design Review	3	\$6,745.04
TW1	AP275	Planner III, Design Review	4	\$7,101.37
TW1	AP275	Planner III, Design Review	5	\$7,475.28
TW1	AP380	Planner III, Historic Preservation	1	\$6,088.14

TW1	AP380	Planner III, Historic Preservation	2	\$6,407.80
TW1	AP380	Planner III, Historic Preservation	3	\$6,745.04
TW1	AP380	Planner III, Historic Preservation	4	\$7,101.37
TW1	AP380	Planner III, Historic Preservation	5	\$7,475.28
TW1	AP276	Planner III, Historical Pres, PPT	1	\$6,088.14
TW1	AP276	Planner III, Historical Pres, PPT	2	\$6,407.80
TW1	AP276	Planner III, Historical Pres, PPT	3	\$6,745.04
TW1	AP276	Planner III, Historical Pres, PPT	4	\$7,101.37
TW1	AP276	Planner III, Historical Pres, PPT	5	\$7,475.28
TW1	AP370	Planner III, PPT	1	\$6,088.14
TW1	AP370	Planner III, PPT	2	\$6,407.80
TW1	AP370	Planner III, PPT	3	\$6,745.04
TW1	AP370	Planner III, PPT	4	\$7,101.37
TW1	AP370	Planner III, PPT	5	\$7,475.28
TW1	AP277	Planner IV	1	\$7,400.48
TW1	AP277	Planner IV	2	\$7,789.06
TW1	AP277	Planner IV	3	\$8,199.62
TW1	AP277	Planner IV	4	\$8,630.73
TW1	AP277	Planner IV	5	\$9,085.28
TW1	AP403	Planner IV	1	\$7,400.48
TW1	AP403	Planner IV	2	\$7,789.06
TW1	AP403	Planner IV	3	\$8,199.62
TW1	AP403	Planner IV	4	\$8,630.73
TW1	AP403	Planner IV	5	\$9,085.28
TW1	AP278	Planner IV, Design Review	1	\$7,400.48
TW1	AP278	Planner IV, Design Review	2	\$7,789.06
TW1	AP278	Planner IV, Design Review	3	\$8,199.62
TW1	AP278	Planner IV, Design Review	4	\$8,630.73
TW1	AP278	Planner IV, Design Review	5	\$9,085.28
TW1	AP279	Planner V	1	\$8,566.21
TW1	AP279	Planner V	2	\$9,017.83
TW1	AP279	Planner V	3	\$9,491.46
TW1	AP279	Planner V	4	\$9,991.46
TW1	AP279	Planner V	5	\$10,517.87
TW1	AP210	Police Performance Auditor	1	\$6,391.67
TW1	AP210	Police Performance Auditor	2	\$6,728.92
TW1	AP210	Police Performance Auditor	3	\$7,082.30
TW1	AP210	Police Performance Auditor	4	\$7,456.21
TW1	AP210	Police Performance Auditor	5	\$7,847.72
TW1	AP285	Police Technical Writer	1	\$5,522.13
TW1	AP285	Police Technical Writer	2	\$5,812.47
TW1	AP285	Police Technical Writer	3	\$6,118.93

TW1	AP285	Police Technical Writer	4	\$6,440.06
TW1	AP285	Police Technical Writer	5	\$6,780.24
TW1	SC202	Process Coordinator III	1	\$6,391.67
TW1	SC202	Process Coordinator III	2	\$6,728.92
TW1	SC202	Process Coordinator III	3	\$7,082.30
TW1	SC202	Process Coordinator III	4	\$7,456.21
TW1	SC202	Process Coordinator III	5	\$7,847.72
TW1	AP292	Program Analyst I	1	\$4,769.92
TW1	AP292	Program Analyst I	2	\$5,020.66
TW1	AP292	Program Analyst I	3	\$5,284.60
TW1	AP292	Program Analyst I	4	\$5,563.20
TW1	AP292	Program Analyst I	5	\$5,856.47
TW1	AP357	Program Analyst I, PPT	1	\$4,769.92
TW1	AP357	Program Analyst I, PPT	2	\$5,020.66
TW1	AP357	Program Analyst I, PPT	3	\$5,284.60
TW1	AP357	Program Analyst I, PPT	4	\$5,563.20
TW1	AP357	Program Analyst I, PPT	5	\$5,856.47
TW1	AP293	Program Analyst II	1	\$5,522.13
TW1	AP293	Program Analyst II	2	\$5,812.47
TW1	AP293	Program Analyst II	3	\$6,118.93
TW1	AP293	Program Analyst II	4	\$6,440.06
TW1	AP293	Program Analyst II	5	\$6,780.24
TW1	AP358	Program Analyst II, PPT	1	\$5,522.13
TW1	AP358	Program Analyst II, PPT	2	\$5,812.47
TW1	AP358	Program Analyst II, PPT	3	\$6,118.93
TW1	AP358	Program Analyst II, PPT	4	\$6,440.06
TW1	AP358	Program Analyst II, PPT	5	\$6,780.24
TW1	AP360	Program Analyst III, PPT	1	\$6,391.67
TW1	AP360	Program Analyst III, PPT	2	\$6,728.92
TW1	AP360	Program Analyst III, PPT	3	\$7,082.30
TW1	AP360	Program Analyst III, PPT	4	\$7,456.21
TW1	AP360	Program Analyst III, PPT	5	\$7,847.72
TW1	AP297	Programmer Analyst III, PPT	1	\$7,400.48
TW1	AP297	Programmer Analyst III, PPT	2	\$7,789.06
TW1	AP297	Programmer Analyst III, PPT	3	\$8,199.62
TW1	AP297	Programmer Analyst III, PPT	4	\$8,630.73
TW1	AP297	Programmer Analyst III, PPT	5	\$9,085.28
TW1	AP298	Public Information Officer I	1	\$5,258.20
TW1	AP298	Public Information Officer I	2	\$5,535.34
TW1	AP298	Public Information Officer I	3	\$5,827.13
TW1	AP298	Public Information Officer I	4	\$6,133.59
TW1	AP298	Public Information Officer I	5	\$6,456.18

TW1	AP299	Public Information Officer II	1	\$6,391.67
TW1	AP299	Public Information Officer II	2	\$6,728.92
TW1	AP299	Public Information Officer II	3	\$7,082.30
TW1	AP299	Public Information Officer II	4	\$7,456.21
TW1	AP299	Public Information Officer II	5	\$7,847.72
TW1	AP300	Public Information Officer II, PPT	1	\$6,391.67
TW1	AP300	Public Information Officer II, PPT	2	\$6,728.92
TW1	AP300	Public Information Officer II, PPT	3	\$7,082.30
TW1	AP300	Public Information Officer II, PPT	4	\$7,456.21
TW1	AP300	Public Information Officer II, PPT	5	\$7,847.72
TW1	AP302	Public Information Officer III	1	\$7,400.48
TW1	AP302	Public Information Officer III	2	\$7,789.06
TW1	AP302	Public Information Officer III	3	\$8,199.62
TW1	AP302	Public Information Officer III	4	\$8,630.73
TW1	AP302	Public Information Officer III	5	\$9,085.28
TW1	PP155	Public Service Rep, Sr	1	\$4,327.08
TW1	PP155	Public Service Rep, Sr	2	\$4,554.37
TW1	PP155	Public Service Rep, Sr	3	\$4,793.38
TW1	PP155	Public Service Rep, Sr	4	\$5,045.59
TW1	PP155	Public Service Rep, Sr	5	\$5,312.46
TW1	SS171	Receptionist to the City Attorney	1	\$3,923.86
TW1	SS171	Receptionist to the City Attorney	2	\$4,130.61
TW1	SS171	Receptionist to the City Attorney	3	\$4,347.62
TW1	SS171	Receptionist to the City Attorney	4	\$4,576.37
TW1	SS171	Receptionist to the City Attorney	5	\$4,818.31
TW1	SS197	Receptionist to the City Auditor	1	\$3,923.86
TW1	SS197	Receptionist to the City Auditor	2	\$4,130.61
TW1	SS197	Receptionist to the City Auditor	3	\$4,347.62
TW1	SS197	Receptionist to the City Auditor	4	\$4,576.37
TW1	SS197	Receptionist to the City Auditor	5	\$4,818.31
TW1	SS204	Receptionist to the City Auditor, PPT	1	\$3,923.86
TW1	SS204	Receptionist to the City Auditor, PPT	2	\$4,130.61
TW1	SS204	Receptionist to the City Auditor, PPT	3	\$4,347.62
TW1	SS204	Receptionist to the City Auditor, PPT	4	\$4,576.37
TW1	SS204	Receptionist to the City Auditor, PPT	5	\$4,818.31
TW1	SS172	Receptionist to the City Clerk	1	\$3,923.86
TW1	SS172	Receptionist to the City Clerk	2	\$4,130.61
TW1	SS172	Receptionist to the City Clerk	3	\$4,347.62
TW1	SS172	Receptionist to the City Clerk	4	\$4,576.37
TW1	SS172	Receptionist to the City Clerk	5	\$4,818.31
TW1	PP140	Recycling Specialist	1	\$5,522.13
TW1	PP140	Recycling Specialist	2	\$5,812.47

TW1	PP140	Recycling Specialist	3	\$6,118.93
TW1	PP140	Recycling Specialist	4	\$6,440.06
TW1	PP140	Recycling Specialist	5	\$6,780.24
TW1	AP312	Rehabilitation Advisor I	1	\$4,542.64
TW1	AP312	Rehabilitation Advisor I	2	\$4,781.65
TW1	AP312	Rehabilitation Advisor I	3	\$5,033.86
TW1	AP312	Rehabilitation Advisor I	4	\$5,297.79
TW1	AP312	Rehabilitation Advisor I	5	\$5,577.86
TW1	AP313	Rehabilitation Advisor II	1	\$5,008.93
TW1	AP313	Rehabilitation Advisor II	2	\$5,271.40
TW1	AP313	Rehabilitation Advisor II	3	\$5,550.00
TW1	AP313	Rehabilitation Advisor II	4	\$5,841.80
TW1	AP313	Rehabilitation Advisor II	5	\$6,149.72
TW1	AP314	Rehabilitation Advisor III	1	\$5,797.81
TW1	AP314	Rehabilitation Advisor III	2	\$6,102.80
TW1	AP314	Rehabilitation Advisor III	3	\$6,423.93
TW1	AP314	Rehabilitation Advisor III	4	\$6,762.65
TW1	AP314	Rehabilitation Advisor III	5	\$7,118.96
TW1	SS181	Reproduction Offset Supervisor	1	\$4,542.64
TW1	SS181	Reproduction Offset Supervisor	2	\$4,781.65
TW1	SS181	Reproduction Offset Supervisor	3	\$5,033.86
TW1	SS181	Reproduction Offset Supervisor	4	\$5,297.79
TW1	SS181	Reproduction Offset Supervisor	5	\$5,577.86
TW1	AP319	Retirement Benefits Representative	1	\$4,243.94
TW1	AP319	Retirement Benefits Representative	2	\$4,467.47
TW1	AP319	Retirement Benefits Representative	3	\$4,703.10
TW1	AP319	Retirement Benefits Representative	4	\$4,950.78
TW1	AP319	Retirement Benefits Representative	5	\$5,210.56
TW1	AP323	Safety & Loss Control Spec, Asst	1	\$4,769.92
TW1	AP323	Safety & Loss Control Spec, Asst	2	\$5,020.66
TW1	AP323	Safety & Loss Control Spec, Asst	3	\$5,284.60
TW1	AP323	Safety & Loss Control Spec, Asst	4	\$5,563.20
TW1	AP323	Safety & Loss Control Spec, Asst	5	\$5,856.47
TW1	AP322	Safety & Loss Control Specialist	1	\$5,522.13
TW1	AP322	Safety & Loss Control Specialist	2	\$5,812.47
TW1	AP322	Safety & Loss Control Specialist	3	\$6,118.93
TW1	AP322	Safety & Loss Control Specialist	4	\$6,440.06
TW1	AP322	Safety & Loss Control Specialist	5	\$6,780.24
TW1	AP387	Senior Council Policy Analyst	1	\$7,047.11
TW1	AP387	Senior Council Policy Analyst	2	\$7,418.09
TW1	AP387	Senior Council Policy Analyst	3	\$7,809.59
TW1	AP387	Senior Council Policy Analyst	4	\$8,220.16

TW1	AP387	Senior Council Policy Analyst	5	\$8,652.72
TW1	AP388	Senior Council Policy Analyst, PPT	1	\$7,047.11
TW1	AP388	Senior Council Policy Analyst, PPT	2	\$7,418.09
TW1	AP388	Senior Council Policy Analyst, PPT	3	\$7,809.59
TW1	AP388	Senior Council Policy Analyst, PPT	4	\$8,220.16
TW1	AP388	Senior Council Policy Analyst, PPT	5	\$8,652.72
TW1	SC219	Senior Employment Coordinator	1	\$5,522.13
TW1	SC219	Senior Employment Coordinator	2	\$5,812.47
TW1	SC219	Senior Employment Coordinator	3	\$6,118.93
TW1	SC219	Senior Employment Coordinator	4	\$6,440.06
TW1	SC219	Senior Employment Coordinator	5	\$6,780.24
TW1	PP144	Senior Services Prgm Assistant	1	\$4,327.08
TW1	PP144	Senior Services Prgm Assistant	2	\$4,554.37
TW1	PP144	Senior Services Prgm Assistant	3	\$4,793.38
TW1	PP144	Senior Services Prgm Assistant	4	\$5,045.59
TW1	PP144	Senior Services Prgm Assistant	5	\$5,312.46
TW1	PP145	Senior Services Prgm Assistant, PPT	1	\$4,327.08
TW1	PP145	Senior Services Prgm Assistant, PPT	2	\$4,554.37
TW1	PP145	Senior Services Prgm Assistant, PPT	3	\$4,793.38
TW1	PP145	Senior Services Prgm Assistant, PPT	4	\$5,045.59
TW1	PP145	Senior Services Prgm Assistant, PPT	5	\$5,312.46
TW1	TR206	Sewer Maintenance Planner	1	\$6,711.32
TW1	TR206	Sewer Maintenance Planner	2	\$7,064.70
TW1	TR206	Sewer Maintenance Planner	3	\$7,437.15
TW1	TR206	Sewer Maintenance Planner	4	\$7,828.65
TW1	TR206	Sewer Maintenance Planner	5	\$8,240.69
TW1	AP327	Spatial Data Analyst III	1	\$7,770.00
TW1	AP327	Spatial Data Analyst III	2	\$8,179.10
TW1	AP327	Spatial Data Analyst III	3	\$8,610.20
TW1	AP327	Spatial Data Analyst III	4	\$9,063.30
TW1	AP327	Spatial Data Analyst III	5	\$9,539.84
TW1	AP325	Spatial Database Analyst III	1	\$7,770.00
TW1	AP325	Spatial Database Analyst III	2	\$8,179.10
TW1	AP325	Spatial Database Analyst III	3	\$8,610.20
TW1	AP325	Spatial Database Analyst III	4	\$9,063.30
TW1	AP325	Spatial Database Analyst III	5	\$9,539.84
TW1	AP328	Special Clerkship, PPT	1	\$3,228.83
TW1	AP328	Special Clerkship, PPT	2	\$3,397.45
TW1	AP328	Special Clerkship, PPT	3	\$3,576.34
TW1	AP328	Special Clerkship, PPT	4	\$3,765.50
TW1	AP328	Special Clerkship, PPT	5	\$3,961.98
TW1	AP330	Special Events Coordinator	1	\$6,391.67

TW1	AP330	Special Events Coordinator	2	\$6,728.92
TW1	AP330	Special Events Coordinator	3	\$7,082.30
TW1	AP330	Special Events Coordinator	4	\$7,456.21
TW1	AP330	Special Events Coordinator	5	\$7,847.72
TW1	SC236	Sports Program Coordinator	1	\$5,008.93
TW1	SC236	Sports Program Coordinator	2	\$5,271.40
TW1	SC236	Sports Program Coordinator	3	\$5,550.00
TW1	SC236	Sports Program Coordinator	4	\$5,841.80
TW1	SC236	Sports Program Coordinator	5	\$6,149.72
TW1	AF045	Systems Accountant III	1	\$7,400.48
TW1	AF045	Systems Accountant III	2	\$7,789.06
TW1	AF045	Systems Accountant III	3	\$8,199.62
TW1	AF045	Systems Accountant III	4	\$8,630.73
TW1	AF045	Systems Accountant III	5	\$9,085.28
TW1	AP332	Systems Analyst I	1	\$5,008.93
TW1	AP332	Systems Analyst I	2	\$5,271.40
TW1	AP332	Systems Analyst I	3	\$5,550.00
TW1	AP332	Systems Analyst I	4	\$5,841.80
TW1	AP332	Systems Analyst I	5	\$6,149.72
TW1	AP333	Systems Analyst II	1	\$6,088.14
TW1	AP333	Systems Analyst II	2	\$6,407.80
TW1	AP333	Systems Analyst II	3	\$6,745.04
TW1	AP333	Systems Analyst II	4	\$7,101.37
TW1	AP333	Systems Analyst II	5	\$7,475.28
TW1	AP399	Systems Analyst II, PPT	1	\$6,088.14
TW1	AP399	Systems Analyst II, PPT	2	\$6,407.80
TW1	AP399	Systems Analyst II, PPT	3	\$6,745.04
TW1	AP399	Systems Analyst II, PPT	4	\$7,101.37
TW1	AP399	Systems Analyst II, PPT	5	\$7,475.28
TW1	AP334	Systems Analyst III	1	\$7,400.48
TW1	AP334	Systems Analyst III	2	\$7,789.06
TW1	AP334	Systems Analyst III	3	\$8,199.62
TW1	AP334	Systems Analyst III	4	\$8,630.73
TW1	AP334	Systems Analyst III	5	\$9,085.28
TW1	AP338	Technical Communications Specialist	1	\$6,391.67
TW1	AP338	Technical Communications Specialist	2	\$6,728.92
TW1	AP338	Technical Communications Specialist	3	\$7,082.30
TW1	AP338	Technical Communications Specialist	4	\$7,456.21
TW1	AP338	Technical Communications Specialist	5	\$7,847.72
TW1	AP339	Telecommunication Systems Engineer	1	\$7,400.48
TW1	AP339	Telecommunication Systems Engineer	2	\$7,789.06
TW1	AP339	Telecommunication Systems Engineer	3	\$8,199.62

TW1	AP339	Telecommunication Systems Engineer	4	\$8,630.73
TW1	AP339	Telecommunication Systems Engineer	5	\$9,085.28
TW1	AF057	Treasury Analyst I	1	\$4,769.92
TW1	AF057	Treasury Analyst I	2	\$5,020.66
TW1	AF057	Treasury Analyst I	3	\$5,284.60
TW1	AF057	Treasury Analyst I	4	\$5,563.20
TW1	AF057	Treasury Analyst I	5	\$5,856.47
TW1	AF058	Treasury Analyst II	1	\$5,522.13
TW1	AF058	Treasury Analyst II	2	\$5,812.47
TW1	AF058	Treasury Analyst II	3	\$6,118.93
TW1	AF058	Treasury Analyst II	4	\$6,440.06
TW1	AF058	Treasury Analyst II	5	\$6,780.24
TW1	AP345	Urban Economic Analyst I	1	\$4,542.64
TW1	AP345	Urban Economic Analyst I	2	\$4,781.65
TW1	AP345	Urban Economic Analyst I	3	\$5,033.86
TW1	AP345	Urban Economic Analyst I	4	\$5,297.79
TW1	AP345	Urban Economic Analyst I	5	\$5,577.86
TW1	AP346	Urban Economic Analyst II	1	\$5,258.20
TW1	AP346	Urban Economic Analyst II	2	\$5,535.34
TW1	AP346	Urban Economic Analyst II	3	\$5,827.13
TW1	AP346	Urban Economic Analyst II	4	\$6,133.59
TW1	AP346	Urban Economic Analyst II	5	\$6,456.18
TW1	AP347	Urban Economic Analyst II, PPT	1	\$5,258.20
TW1	AP347	Urban Economic Analyst II, PPT	2	\$5,535.34
TW1	AP347	Urban Economic Analyst II, PPT	3	\$5,827.13
TW1	AP347	Urban Economic Analyst II, PPT	4	\$6,133.59
TW1	AP347	Urban Economic Analyst II, PPT	5	\$6,456.18
TW1	AP348	Urban Economic Analyst III	1	\$6,088.14
TW1	AP348	Urban Economic Analyst III	2	\$6,407.80
TW1	AP348	Urban Economic Analyst III	3	\$6,745.04
TW1	AP348	Urban Economic Analyst III	4	\$7,101.37
TW1	AP348	Urban Economic Analyst III	5	\$7,475.28
TW1	AP368	Urban Economic Analyst III (PPT)	1	\$6,088.14
TW1	AP368	Urban Economic Analyst III (PPT)	2	\$6,407.80
TW1	AP368	Urban Economic Analyst III (PPT)	3	\$6,745.04
TW1	AP368	Urban Economic Analyst III (PPT)	4	\$7,101.37
TW1	AP368	Urban Economic Analyst III (PPT)	5	\$7,475.28
TW1	AP349	Urban Economic Analyst IV, Bus Svcs	1	\$7,400.48
TW1	AP349	Urban Economic Analyst IV, Bus Svcs	2	\$7,789.06
TW1	AP349	Urban Economic Analyst IV, Bus Svcs	3	\$8,199.62
TW1	AP349	Urban Economic Analyst IV, Bus Svcs	4	\$8,630.73
TW1	AP349	Urban Economic Analyst IV, Bus Svcs	5	\$9,085.28

TW1	AP350	Urban Economic Analyst IV, Projects	1	\$7,400.48
TW1	AP350	Urban Economic Analyst IV, Projects	2	\$7,789.06
TW1	AP350	Urban Economic Analyst IV, Projects	3	\$8,199.62
TW1	AP350	Urban Economic Analyst IV, Projects	4	\$8,630.73
TW1	AP350	Urban Economic Analyst IV, Projects	5	\$9,085.28
TW1	AP351	Volunteer Program Specialist	1	\$4,542.64
TW1	AP351	Volunteer Program Specialist	2	\$4,781.65
TW1	AP351	Volunteer Program Specialist	3	\$5,033.86
TW1	AP351	Volunteer Program Specialist	4	\$5,297.79
TW1	AP351	Volunteer Program Specialist	5	\$5,577.86
TW1	AP352	Volunteer Program Specialist I, PPT	1	\$4,542.64
TW1	AP352	Volunteer Program Specialist I, PPT	2	\$4,781.65
TW1	AP352	Volunteer Program Specialist I, PPT	3	\$5,033.86
TW1	AP352	Volunteer Program Specialist I, PPT	4	\$5,297.79
TW1	AP352	Volunteer Program Specialist I, PPT	5	\$5,577.86
TW1	AP353	Volunteer Program Specialist II	1	\$5,522.13
TW1	AP353	Volunteer Program Specialist II	2	\$5,812.47
TW1	AP353	Volunteer Program Specialist II	3	\$6,118.93
TW1	AP353	Volunteer Program Specialist II	4	\$6,440.06
TW1	AP353	Volunteer Program Specialist II	5	\$6,780.24
TW1	AP364	Web Master	1	\$7,400.48
TW1	AP364	Web Master	2	\$7,789.06
TW1	AP364	Web Master	3	\$8,199.62
TW1	AP364	Web Master	4	\$8,630.73
TW1	AP364	Web Master	5	\$9,085.28
TW1	AP398	Web Specialist	1	\$4,769.92
TW1	AP398	Web Specialist	2	\$5,020.66
TW1	AP398	Web Specialist	3	\$5,284.60
TW1	AP398	Web Specialist	4	\$5,563.20
TW1	AP398	Web Specialist	5	\$5,856.47
U41	EM136	Deputy City Attorney V	Min	\$12,054.58
U41	EM136	Deputy City Attorney V	Max	\$14,799.51
U41	MA147	Special Counsel	Min	\$12,657.28
U41	MA147	Special Counsel	Max	\$15,539.82
UH1	AF030	Account Clerk III	1	\$4,118.51
UH1	AF030	Account Clerk III	2	\$4,335.59
UH1	AF030	Account Clerk III	3	\$4,563.47
UH1	AF030	Account Clerk III	4	\$4,803.65
UH1	AF030	Account Clerk III	5	\$5,056.16
UH1	AF031	Accountant III	1	\$6,194.74
UH1	AF031	Accountant III	2	\$6,521.64
UH1	AF031	Accountant III	3	\$6,864.97

UH1	AF031	Accountant III	4	\$7,226.20
UH1	AF031	Accountant III	5	\$7,606.85
UH1	SC101	Accounting Supervisor	1	\$7,045.65
UH1	SC101	Accounting Supervisor	2	\$7,415.15
UH1	SC101	Accounting Supervisor	3	\$7,806.65
UH1	SC101	Accounting Supervisor	4	\$8,217.23
UH1	SC101	Accounting Supervisor	5	\$8,649.79
UH1	SC102	Animal Control & Shelter Manager	1	\$6,776.94
UH1	SC102	Animal Control & Shelter Manager	2	\$7,133.87
UH1	SC102	Animal Control & Shelter Manager	3	\$7,508.56
UH1	SC102	Animal Control & Shelter Manager	4	\$7,903.97
UH1	SC102	Animal Control & Shelter Manager	5	\$8,320.15
UH1	SC103	Animal Control Supervisor	1	\$4,839.98
UH1	SC103	Animal Control Supervisor	2	\$5,094.06
UH1	SC103	Animal Control Supervisor	3	\$5,362.39
UH1	SC103	Animal Control Supervisor	4	\$5,645.16
UH1	SC103	Animal Control Supervisor	5	\$5,941.33
UH1	AP100	Arboricultural Inspector	1	\$6,086.17
UH1	AP100	Arboricultural Inspector	2	\$6,406.41
UH1	AP100	Arboricultural Inspector	3	\$6,743.58
UH1	AP100	Arboricultural Inspector	4	\$7,097.68
UH1	AP100	Arboricultural Inspector	5	\$7,471.83
UH1	SC105	Auto Body Repair Supervisor	1	\$5,796.34
UH1	SC105	Auto Body Repair Supervisor	2	\$6,101.34
UH1	SC105	Auto Body Repair Supervisor	3	\$6,422.46
UH1	SC105	Auto Body Repair Supervisor	4	\$6,759.72
UH1	SC105	Auto Body Repair Supervisor	5	\$7,116.02
UH1	SC111	Camp Supervisor, PPT	1	\$5,796.34
UH1	SC111	Camp Supervisor, PPT	2	\$6,101.34
UH1	SC111	Camp Supervisor, PPT	3	\$6,422.46
UH1	SC111	Camp Supervisor, PPT	4	\$6,759.72
UH1	SC111	Camp Supervisor, PPT	5	\$7,116.02
UH1	SC113	Case Manager, Supervising	1	\$5,796.34
UH1	SC113	Case Manager, Supervising	2	\$6,101.34
UH1	SC113	Case Manager, Supervising	3	\$6,422.46
UH1	SC113	Case Manager, Supervising	4	\$6,759.72
UH1	SC113	Case Manager, Supervising	5	\$7,116.02
UH1	AP414	Case Manager, Supervising, PPT	1	\$5,796.34
UH1	AP414	Case Manager, Supervising, PPT	2	\$6,101.34
UH1	AP414	Case Manager, Supervising, PPT	3	\$6,422.46
UH1	AP414	Case Manager, Supervising, PPT	4	\$6,759.72
UH1	AP414	Case Manager, Supervising, PPT	5	\$7,116.02

UH1	TR114	Chief of Party	1	\$6,194.74
UH1	TR114	Chief of Party	2	\$6,521.63
UH1	TR114	Chief of Party	3	\$6,864.97
UH1	TR114	Chief of Party	4	\$7,226.20
UH1	TR114	Chief of Party	5	\$7,606.85
UH1	TR114	Chief of Party	6	\$7,618.98
UH1	PP108	Child Education Coordinator	1	\$4,541.17
UH1	PP108	Child Education Coordinator	2	\$4,780.18
UH1	PP108	Child Education Coordinator	3	\$5,030.92
UH1	PP108	Child Education Coordinator	4	\$5,296.33
UH1	PP108	Child Education Coordinator	5	\$5,574.92
UH1	IS103	Claims Investigator III	1	\$6,776.94
UH1	IS103	Claims Investigator III	2	\$7,133.87
UH1	IS103	Claims Investigator III	3	\$7,508.56
UH1	IS103	Claims Investigator III	4	\$7,903.97
UH1	IS103	Claims Investigator III	5	\$8,320.15
UH1	SC116	Clean Community Supervisor	1	\$6,390.20
UH1	SC116	Clean Community Supervisor	2	\$6,725.98
UH1	SC116	Clean Community Supervisor	3	\$7,080.83
UH1	SC116	Clean Community Supervisor	4	\$7,453.28
UH1	SC116	Clean Community Supervisor	5	\$7,844.77
UH1	SC120	Community Dev Prg Supervisor	1	\$5,519.21
UH1	SC120	Community Dev Prg Supervisor	2	\$5,811.00
UH1	SC120	Community Dev Prg Supervisor	3	\$6,115.99
UH1	SC120	Community Dev Prg Supervisor	4	\$6,438.58
UH1	SC120	Community Dev Prg Supervisor	5	\$6,777.31
UH1	MA111	Construction & Maint Superintendent	1	\$8,563.28
UH1	MA111	Construction & Maint Superintendent	2	\$9,013.44
UH1	MA111	Construction & Maint Superintendent	3	\$9,488.52
UH1	MA111	Construction & Maint Superintendent	4	\$9,988.53
UH1	MA111	Construction & Maint Superintendent	5	\$10,513.47
UH1	SC124	Construction & Maintenance Supv I	1	\$6,709.85
UH1	SC124	Construction & Maintenance Supv I	2	\$7,063.24
UH1	SC124	Construction & Maintenance Supv I	3	\$7,434.21
UH1	SC124	Construction & Maintenance Supv I	4	\$7,825.71
UH1	SC124	Construction & Maintenance Supv I	5	\$8,237.76
UH1	MA112	Construction & Maintenance Supv II	1	\$8,155.63
UH1	MA112	Construction & Maintenance Supv II	2	\$8,585.28
UH1	MA112	Construction & Maintenance Supv II	3	\$9,036.90
UH1	MA112	Construction & Maintenance Supv II	4	\$9,511.98
UH1	MA112	Construction & Maintenance Supv II	5	\$10,013.45
UH1	SC125	Construction Inspector Sup (Field)	1	\$6,776.94

UH1	SC125	Construction Inspector Sup (Field)	2	\$7,133.87
UH1	SC125	Construction Inspector Sup (Field)	3	\$7,508.56
UH1	SC125	Construction Inspector Sup (Field)	4	\$7,903.97
UH1	SC125	Construction Inspector Sup (Field)	5	\$8,320.15
UH1	SC244	Construction Inspector, Sup II	1	\$8,155.63
UH1	SC244	Construction Inspector, Sup II	2	\$8,585.28
UH1	SC244	Construction Inspector, Sup II	3	\$9,036.90
UH1	SC244	Construction Inspector, Sup II	4	\$9,511.98
UH1	SC244	Construction Inspector, Sup II	5	\$10,013.45
UH1	SC128	Contract Compliance Supervisor	1	\$7,397.56
UH1	SC128	Contract Compliance Supervisor	2	\$7,786.14
UH1	SC128	Contract Compliance Supervisor	3	\$8,196.70
UH1	SC128	Contract Compliance Supervisor	4	\$8,627.79
UH1	SC128	Contract Compliance Supervisor	5	\$9,082.36
UH1	SC129	Cook III	1	\$4,118.88
UH1	SC129	Cook III	2	\$4,335.89
UH1	SC129	Cook III	3	\$4,563.17
UH1	SC129	Cook III	4	\$4,803.65
UH1	SC129	Cook III	5	\$5,057.32
UH1	PS113	Criminalist III	1	\$7,767.07
UH1	PS113	Criminalist III	2	\$8,176.17
UH1	PS113	Criminalist III	3	\$8,605.80
UH1	PS113	Criminalist III	4	\$9,058.89
UH1	PS113	Criminalist III	5	\$9,535.43
UH1	SC130	Custodial Services Supervisor I	1	\$4,768.45
UH1	SC130	Custodial Services Supervisor I	2	\$5,019.19
UH1	SC130	Custodial Services Supervisor I	3	\$5,283.12
UH1	SC130	Custodial Services Supervisor I	4	\$5,561.74
UH1	SC130	Custodial Services Supervisor I	5	\$5,853.53
UH1	SC131	Custodial Services Supervisor II	1	\$5,519.21
UH1	SC131	Custodial Services Supervisor II	2	\$5,811.00
UH1	SC131	Custodial Services Supervisor II	3	\$6,115.99
UH1	SC131	Custodial Services Supervisor II	4	\$6,438.58
UH1	SC131	Custodial Services Supervisor II	5	\$6,777.31
UH1	SC132	Custodian Supervisor	1	\$3,922.39
UH1	SC132	Custodian Supervisor	2	\$4,129.14
UH1	SC132	Custodian Supervisor	3	\$4,346.16
UH1	SC132	Custodian Supervisor	4	\$4,574.90
UH1	SC132	Custodian Supervisor	5	\$4,815.37
UH1	SC135	Electrical Supervisor	1	\$6,709.85
UH1	SC135	Electrical Supervisor	2	\$7,063.24
UH1	SC135	Electrical Supervisor	3	\$7,434.21

UH1	SC135	Electrical Supervisor	4	\$7,825.71
UH1	SC135	Electrical Supervisor	5	\$8,237.76
UH1	SC136	Electronics Supervisor	1	\$6,752.26
UH1	SC136	Electronics Supervisor	2	\$7,108.60
UH1	SC136	Electronics Supervisor	3	\$7,482.82
UH1	SC136	Electronics Supervisor	4	\$8,291.47
UH1	SC136	Electronics Supervisor	5	\$8,304.68
UH1	PP118	Employment Services Supervisor	1	\$6,390.20
UH1	PP118	Employment Services Supervisor	2	\$6,725.98
UH1	PP118	Employment Services Supervisor	3	\$7,080.83
UH1	PP118	Employment Services Supervisor	4	\$7,453.28
UH1	PP118	Employment Services Supervisor	5	\$7,844.77
UH1	MA121	Equipment Services Superintendent	1	\$7,767.07
UH1	MA121	Equipment Services Superintendent	2	\$8,176.17
UH1	MA121	Equipment Services Superintendent	3	\$8,605.80
UH1	MA121	Equipment Services Superintendent	4	\$9,058.89
UH1	MA121	Equipment Services Superintendent	5	\$9,535.43
UH1	SC146	Equipment Supervisor	1	\$6,375.98
UH1	SC146	Equipment Supervisor	2	\$6,711.46
UH1	SC146	Equipment Supervisor	3	\$7,064.70
UH1	SC146	Equipment Supervisor	4	\$7,436.13
UH1	SC146	Equipment Supervisor	5	\$7,827.63
UH1	SC100	Facilities Complex Mgr, Asst	1	\$5,796.34
UH1	SC100	Facilities Complex Mgr, Asst	2	\$6,101.34
UH1	SC100	Facilities Complex Mgr, Asst	3	\$6,422.46
UH1	SC100	Facilities Complex Mgr, Asst	4	\$6,759.72
UH1	SC100	Facilities Complex Mgr, Asst	5	\$7,116.02
UH1	PS124	Fire Communications Dispatcher, Sr	1	\$6,199.59
UH1	PS124	Fire Communications Dispatcher, Sr	2	\$6,526.44
UH1	PS124	Fire Communications Dispatcher, Sr	3	\$6,868.84
UH1	PS124	Fire Communications Dispatcher, Sr	4	\$7,232.00
UH1	PS124	Fire Communications Dispatcher, Sr	5	\$7,612.44
UH1	SC148	Fire Communications Supervisor	1	\$7,176.65
UH1	SC148	Fire Communications Supervisor	2	\$7,555.35
UH1	SC148	Fire Communications Supervisor	3	\$7,953.11
UH1	SC148	Fire Communications Supervisor	4	\$8,371.62
UH1	SC148	Fire Communications Supervisor	5	\$8,812.58
UH1	SC148	Fire Communications Supervisor	6	\$8,639.92
UH1	SC245	Fire Personnel Operations Spec	1	\$6,390.20
UH1	SC245	Fire Personnel Operations Spec	2	\$6,725.98
UH1	SC245	Fire Personnel Operations Spec	3	\$7,080.83
UH1	SC245	Fire Personnel Operations Spec	4	\$7,453.28

UH1	SC245	Fire Personnel Operations Spec	5	\$7,844.77
UH1	SC149	Fiscal Operations Supervisor	1	\$5,256.75
UH1	SC149	Fiscal Operations Supervisor	2	\$5,533.89
UH1	SC149	Fiscal Operations Supervisor	3	\$5,824.21
UH1	SC149	Fiscal Operations Supervisor	4	\$6,132.13
UH1	SC149	Fiscal Operations Supervisor	5	\$6,454.72
UH1	SC150	Fleet Maintenance Supervisor	1	\$5,796.34
UH1	SC150	Fleet Maintenance Supervisor	2	\$6,101.34
UH1	SC150	Fleet Maintenance Supervisor	3	\$6,422.46
UH1	SC150	Fleet Maintenance Supervisor	4	\$6,759.72
UH1	SC150	Fleet Maintenance Supervisor	5	\$7,116.02
UH1	SC157	Graffiti Abatement Supervisor	1	\$7,045.65
UH1	SC157	Graffiti Abatement Supervisor	2	\$7,415.15
UH1	SC157	Graffiti Abatement Supervisor	3	\$7,806.65
UH1	SC157	Graffiti Abatement Supervisor	4	\$8,217.23
UH1	SC157	Graffiti Abatement Supervisor	5	\$8,649.79
UH1	SC158	Hazardous Materials Prg Supervisor	1	\$7,045.65
UH1	SC158	Hazardous Materials Prg Supervisor	2	\$7,415.15
UH1	SC158	Hazardous Materials Prg Supervisor	3	\$7,806.65
UH1	SC158	Hazardous Materials Prg Supervisor	4	\$8,217.23
UH1	SC158	Hazardous Materials Prg Supervisor	5	\$8,649.79
UH1	SC160	Head Start Supervisor	1	\$6,390.20
UH1	SC160	Head Start Supervisor	2	\$6,725.98
UH1	SC160	Head Start Supervisor	3	\$7,080.83
UH1	SC160	Head Start Supervisor	4	\$7,453.28
UH1	SC160	Head Start Supervisor	5	\$7,844.77
UH1	SC162	Heavy Equipment Supervisor	1	\$7,029.22
UH1	SC162	Heavy Equipment Supervisor	2	\$7,398.59
UH1	SC162	Heavy Equipment Supervisor	3	\$7,788.92
UH1	SC162	Heavy Equipment Supervisor	4	\$8,198.60
UH1	SC162	Heavy Equipment Supervisor	5	\$8,629.26
UH1	SC167	Human Resource Oper Supervisor	1	\$7,045.65
UH1	SC167	Human Resource Oper Supervisor	2	\$7,415.15
UH1	SC167	Human Resource Oper Supervisor	3	\$7,806.65
UH1	SC167	Human Resource Oper Supervisor	4	\$8,217.23
UH1	SC167	Human Resource Oper Supervisor	5	\$8,649.79
UH1	SC168	Human Resource Technician, Supv	1	\$5,519.21
UH1	SC168	Human Resource Technician, Supv	2	\$5,811.00
UH1	SC168	Human Resource Technician, Supv	3	\$6,115.99
UH1	SC168	Human Resource Technician, Supv	4	\$6,438.58
UH1	SC168	Human Resource Technician, Supv	5	\$6,777.31
UH1	SC237	Hunger & Homeless Program Supv	1	\$7,045.65

UH1	SC237	Hunger & Homeless Program Supv	2	\$7,415.15
UH1	SC237	Hunger & Homeless Program Supv	3	\$7,806.65
UH1	SC237	Hunger & Homeless Program Supv	4	\$8,217.23
UH1	SC237	Hunger & Homeless Program Supv	5	\$8,649.79
UH1	PS188	Latent Print Examiner III	1	\$7,397.56
UH1	PS188	Latent Print Examiner III	2	\$7,786.14
UH1	PS188	Latent Print Examiner III	3	\$8,196.70
UH1	PS188	Latent Print Examiner III	4	\$8,627.79
UH1	PS188	Latent Print Examiner III	5	\$9,082.36
UH1	SS137	Legal Admin Assistant, Supervising	1	\$5,782.41
UH1	SS137	Legal Admin Assistant, Supervising	2	\$6,087.26
UH1	SS137	Legal Admin Assistant, Supervising	3	\$6,406.63
UH1	SS137	Legal Admin Assistant, Supervising	4	\$6,745.33
UH1	SS137	Legal Admin Assistant, Supervising	5	\$7,100.19
UH1	SC170	Legal Support Supervisor	1	\$6,776.94
UH1	SC170	Legal Support Supervisor	2	\$7,133.87
UH1	SC170	Legal Support Supervisor	3	\$7,508.56
UH1	SC170	Legal Support Supervisor	4	\$7,903.97
UH1	SC170	Legal Support Supervisor	5	\$8,320.15
UH1	SC172	Librarian, Supervising	1	\$7,045.65
UH1	SC172	Librarian, Supervising	2	\$7,415.15
UH1	SC172	Librarian, Supervising	3	\$7,806.65
UH1	SC172	Librarian, Supervising	4	\$8,217.23
UH1	SC172	Librarian, Supervising	5	\$8,649.79
UH1	SC173	Librarian, Supervising PPT	1	\$7,045.65
UH1	SC173	Librarian, Supervising PPT	2	\$7,415.15
UH1	SC173	Librarian, Supervising PPT	3	\$7,806.65
UH1	SC173	Librarian, Supervising PPT	4	\$8,217.23
UH1	SC173	Librarian, Supervising PPT	5	\$8,649.79
UH1	SC247	Marine & Aquatics Pgrm Supervisor	1	\$6,390.20
UH1	SC247	Marine & Aquatics Pgrm Supervisor	2	\$6,725.98
UH1	SC247	Marine & Aquatics Pgrm Supervisor	3	\$7,080.83
UH1	SC247	Marine & Aquatics Pgrm Supervisor	4	\$7,453.28
UH1	SC247	Marine & Aquatics Pgrm Supervisor	5	\$7,844.77
UH1	SC178	Mechanical Inspection Supervisor	1	\$6,776.94
UH1	SC178	Mechanical Inspection Supervisor	2	\$7,133.87
UH1	SC178	Mechanical Inspection Supervisor	3	\$7,508.56
UH1	SC178	Mechanical Inspection Supervisor	4	\$7,903.97
UH1	SC178	Mechanical Inspection Supervisor	5	\$8,320.15
UH1	SC180	Mortgage Loan Supervisor	1	\$6,390.20
UH1	SC180	Mortgage Loan Supervisor	2	\$6,725.98
UH1	SC180	Mortgage Loan Supervisor	3	\$7,080.83

UH1	SC180	Mortgage Loan Supervisor	4	\$7,453.28
UH1	SC180	Mortgage Loan Supervisor	5	\$7,844.77
UH1	PS160	Museum Security Guard IV	1	\$5,256.75
UH1	PS160	Museum Security Guard IV	2	\$5,533.89
UH1	PS160	Museum Security Guard IV	3	\$5,824.21
UH1	PS160	Museum Security Guard IV	4	\$6,132.13
UH1	PS160	Museum Security Guard IV	5	\$6,454.72
UH1	SC189	Naturalist, Supervising	1	\$5,005.99
UH1	SC189	Naturalist, Supervising	2	\$5,269.92
UH1	SC189	Naturalist, Supervising	3	\$5,547.06
UH1	SC189	Naturalist, Supervising	4	\$5,838.85
UH1	SC189	Naturalist, Supervising	5	\$6,146.80
UH1	SC192	Operations Shift Supervisor	1	\$5,005.99
UH1	SC192	Operations Shift Supervisor	2	\$5,269.92
UH1	SC192	Operations Shift Supervisor	3	\$5,547.06
UH1	SC192	Operations Shift Supervisor	4	\$5,838.85
UH1	SC192	Operations Shift Supervisor	5	\$6,146.80
UH1	SC193	Park Supervisor I	1	\$5,796.34
UH1	SC193	Park Supervisor I	2	\$6,101.34
UH1	SC193	Park Supervisor I	3	\$6,422.46
UH1	SC193	Park Supervisor I	4	\$6,759.72
UH1	SC193	Park Supervisor I	5	\$7,116.02
UH1	SC194	Park Supervisor II	1	\$6,709.85
UH1	SC194	Park Supervisor II	2	\$7,063.24
UH1	SC194	Park Supervisor II	3	\$7,434.21
UH1	SC194	Park Supervisor II	4	\$7,825.71
UH1	SC194	Park Supervisor II	5	\$8,237.76
UH1	TR165	Parking Enforcement Supervisor I	1	\$4,768.45
UH1	TR165	Parking Enforcement Supervisor I	2	\$5,019.19
UH1	TR165	Parking Enforcement Supervisor I	3	\$5,283.12
UH1	TR165	Parking Enforcement Supervisor I	4	\$5,561.74
UH1	TR165	Parking Enforcement Supervisor I	5	\$5,853.53
UH1	TR166	Parking Enforcement Supervisor II	1	\$6,390.20
UH1	TR166	Parking Enforcement Supervisor II	2	\$6,725.98
UH1	TR166	Parking Enforcement Supervisor II	3	\$7,080.83
UH1	TR166	Parking Enforcement Supervisor II	4	\$7,453.28
UH1	TR166	Parking Enforcement Supervisor II	5	\$7,844.77
UH1	SC195	Parking Meter Collector Supervisor	1	\$5,519.21
UH1	SC195	Parking Meter Collector Supervisor	2	\$5,811.00
UH1	SC195	Parking Meter Collector Supervisor	3	\$6,115.99
UH1	SC195	Parking Meter Collector Supervisor	4	\$6,438.58
UH1	SC195	Parking Meter Collector Supervisor	5	\$6,777.31

UH1	SC197	Parkland Resources Supervisor	1	\$5,796.34
UH1	SC197	Parkland Resources Supervisor	2	\$6,101.34
UH1	SC197	Parkland Resources Supervisor	3	\$6,422.46
UH1	SC197	Parkland Resources Supervisor	4	\$6,759.72
UH1	SC197	Parkland Resources Supervisor	5	\$7,116.02
UH1	TR171	Pavement Management Supervisor	1	\$6,390.20
UH1	TR171	Pavement Management Supervisor	2	\$6,725.98
UH1	TR171	Pavement Management Supervisor	3	\$7,080.83
UH1	TR171	Pavement Management Supervisor	4	\$7,453.28
UH1	TR171	Pavement Management Supervisor	5	\$7,844.77
UH1	SS158	Payroll Control Specialist	1	\$6,088.14
UH1	SS158	Payroll Control Specialist	2	\$6,407.80
UH1	SS158	Payroll Control Specialist	3	\$6,745.04
UH1	SS158	Payroll Control Specialist	4	\$7,101.37
UH1	SS158	Payroll Control Specialist	5	\$7,475.28
UH1	SS163	Payroll Personnel Clerk III	1	\$4,118.51
UH1	SS163	Payroll Personnel Clerk III	2	\$4,335.59
UH1	SS163	Payroll Personnel Clerk III	3	\$4,563.47
UH1	SS163	Payroll Personnel Clerk III	4	\$4,803.65
UH1	SS163	Payroll Personnel Clerk III	5	\$5,056.16
UH1	PS164	Police Communications Supervisor	1	\$7,022.35
UH1	PS164	Police Communications Supervisor	2	\$7,392.94
UH1	PS164	Police Communications Supervisor	3	\$7,782.13
UH1	PS164	Police Communications Supervisor	4	\$8,191.62
UH1	PS164	Police Communications Supervisor	5	\$8,623.12
UH1	PS164	Police Communications Supervisor	6	\$8,304.68
UH1	PS166	Police Identification Section Sup	1	\$6,194.74
UH1	PS166	Police Identification Section Sup	2	\$6,521.63
UH1	PS166	Police Identification Section Sup	3	\$6,864.97
UH1	PS166	Police Identification Section Sup	4	\$7,226.20
UH1	PS166	Police Identification Section Sup	5	\$7,606.85
UH1	PS166	Police Identification Section Sup	6	\$7,618.98
UH1	AP284	Police Personnel Oper Specialist	1	\$6,390.20
UH1	AP284	Police Personnel Oper Specialist	2	\$6,725.98
UH1	AP284	Police Personnel Oper Specialist	3	\$7,080.83
UH1	AP284	Police Personnel Oper Specialist	4	\$7,453.28
UH1	AP284	Police Personnel Oper Specialist	5	\$7,844.77
UH1	PS182	Police Property Supervisor	1	\$5,256.75
UH1	PS182	Police Property Supervisor	2	\$5,533.89
UH1	PS182	Police Property Supervisor	3	\$5,824.21
UH1	PS182	Police Property Supervisor	4	\$6,132.13
UH1	PS182	Police Property Supervisor	5	\$6,454.72

UH1	PS171	Police Records Supervisor	1	\$5,414.44
UH1	PS171	Police Records Supervisor	2	\$5,699.89
UH1	PS171	Police Records Supervisor	3	\$5,998.93
UH1	PS171	Police Records Supervisor	4	\$6,316.10
UH1	PS171	Police Records Supervisor	5	\$6,648.35
UH1	IS122	Principal Inspection Supv	1	\$7,767.07
UH1	IS122	Principal Inspection Supv	2	\$8,176.17
UH1	IS122	Principal Inspection Supv	3	\$8,605.80
UH1	IS122	Principal Inspection Supv	4	\$9,058.89
UH1	IS122	Principal Inspection Supv	5	\$9,535.43
UH1	SC206	Public Works Supervisor I	1	\$5,796.34
UH1	SC206	Public Works Supervisor I	2	\$6,101.34
UH1	SC206	Public Works Supervisor I	3	\$6,422.46
UH1	SC206	Public Works Supervisor I	4	\$6,759.72
UH1	SC206	Public Works Supervisor I	5	\$7,116.02
UH1	SC207	Public Works Supervisor II	1	\$6,709.85
UH1	SC207	Public Works Supervisor II	2	\$7,063.24
UH1	SC207	Public Works Supervisor II	3	\$7,434.21
UH1	SC207	Public Works Supervisor II	4	\$7,825.71
UH1	SC207	Public Works Supervisor II	5	\$8,237.76
UH1	AF053	Purchasing Supervisor	1	\$7,045.65
UH1	AF053	Purchasing Supervisor	2	\$7,415.15
UH1	AF053	Purchasing Supervisor	3	\$7,806.65
UH1	AF053	Purchasing Supervisor	4	\$8,217.23
UH1	AF053	Purchasing Supervisor	5	\$8,649.79
UH1	SC209	Recreation Supervisor	1	\$5,519.21
UH1	SC209	Recreation Supervisor	2	\$5,811.00
UH1	SC209	Recreation Supervisor	3	\$6,115.99
UH1	SC209	Recreation Supervisor	4	\$6,438.58
UH1	SC209	Recreation Supervisor	5	\$6,777.31
UH1	PP141	Recycling Specialist, Senior	1	\$6,390.20
UH1	PP141	Recycling Specialist, Senior	2	\$6,725.98
UH1	PP141	Recycling Specialist, Senior	3	\$7,080.83
UH1	PP141	Recycling Specialist, Senior	4	\$7,453.28
UH1	PP141	Recycling Specialist, Senior	5	\$7,844.77
UH1	SC211	Rehabilitation Supervisor I	1	\$6,776.94
UH1	SC211	Rehabilitation Supervisor I	2	\$7,133.87
UH1	SC211	Rehabilitation Supervisor I	3	\$7,508.56
UH1	SC211	Rehabilitation Supervisor I	4	\$7,903.97
UH1	SC211	Rehabilitation Supervisor I	5	\$8,320.15
UH1	AP316	Rehabilitation Supervisor II	1	\$7,767.07
UH1	AP316	Rehabilitation Supervisor II	2	\$8,176.17

UH1	AP316	Rehabilitation Supervisor II	3	\$8,605.80
UH1	AP316	Rehabilitation Supervisor II	4	\$9,058.89
UH1	AP316	Rehabilitation Supervisor II	5	\$9,535.43
UH1	SC212	Reprograhpic Shop Supervisor	1	\$5,256.75
UH1	SC212	Reprograhpic Shop Supervisor	2	\$5,533.89
UH1	SC212	Reprograhpic Shop Supervisor	3	\$5,824.21
UH1	SC212	Reprograhpic Shop Supervisor	4	\$6,132.13
UH1	SC212	Reprograhpic Shop Supervisor	5	\$6,454.72
UH1	SC213	Revenue Operations Supervisor	1	\$7,045.65
UH1	SC213	Revenue Operations Supervisor	2	\$7,415.15
UH1	SC213	Revenue Operations Supervisor	3	\$7,806.65
UH1	SC213	Revenue Operations Supervisor	4	\$8,217.23
UH1	SC213	Revenue Operations Supervisor	5	\$8,649.79
UH1	PP143	Senior Center Director	1	\$4,541.17
UH1	PP143	Senior Center Director	2	\$4,780.18
UH1	PP143	Senior Center Director	3	\$5,030.92
UH1	PP143	Senior Center Director	4	\$5,296.33
UH1	PP143	Senior Center Director	5	\$5,574.92
UH1	SC218	Senior Center Director, PPT	1	\$4,541.17
UH1	SC218	Senior Center Director, PPT	2	\$4,780.18
UH1	SC218	Senior Center Director, PPT	3	\$5,030.92
UH1	SC218	Senior Center Director, PPT	4	\$5,296.33
UH1	SC218	Senior Center Director, PPT	5	\$5,574.92
UH1	SC248	Senior Hearing Officer	Min	\$8,991.45
UH1	SC248	Senior Hearing Officer	Max	\$11,039.88
UH1	SC220	Senior Services Supervisor	1	\$6,194.74
UH1	SC220	Senior Services Supervisor	2	\$6,521.64
UH1	SC220	Senior Services Supervisor	3	\$6,864.97
UH1	SC220	Senior Services Supervisor	4	\$7,226.20
UH1	SC220	Senior Services Supervisor	5	\$7,606.85
UH1	SC249	Sr. Hearing Officer, PPT	Min	\$8,991.45
UH1	SC249	Sr. Hearing Officer, PPT	Max	\$11,039.88
UH1	SC223	Stationary Engineer, Chief	1	\$7,045.65
UH1	SC223	Stationary Engineer, Chief	2	\$7,415.15
UH1	SC223	Stationary Engineer, Chief	3	\$7,806.65
UH1	SC223	Stationary Engineer, Chief	4	\$8,217.23
UH1	SC223	Stationary Engineer, Chief	5	\$8,649.79
UH1	SS187	Storekeeper II	1	\$4,324.16
UH1	SS187	Storekeeper II	2	\$4,552.91
UH1	SS187	Storekeeper II	3	\$4,791.92
UH1	SS187	Storekeeper II	4	\$5,044.11
UH1	SS187	Storekeeper II	5	\$5,309.52

UH1	SS188	Storekeeper III	1	\$5,005.99
UH1	SS188	Storekeeper III	2	\$5,269.92
UH1	SS188	Storekeeper III	3	\$5,547.06
UH1	SS188	Storekeeper III	4	\$5,838.85
UH1	SS188	Storekeeper III	5	\$6,146.80
UH1	AF051	Tax Auditor III	1	\$6,194.74
UH1	AF051	Tax Auditor III	2	\$6,521.64
UH1	AF051	Tax Auditor III	3	\$6,864.97
UH1	AF051	Tax Auditor III	4	\$7,226.20
UH1	AF051	Tax Auditor III	5	\$7,606.85
UH1	AF052	Tax Enforcement Officer III	1	\$6,194.74
UH1	AF052	Tax Enforcement Officer III	2	\$6,521.64
UH1	AF052	Tax Enforcement Officer III	3	\$6,864.97
UH1	AF052	Tax Enforcement Officer III	4	\$7,226.20
UH1	AF052	Tax Enforcement Officer III	5	\$7,606.85
UH1	SC227	Telecommunications Supervisor	1	\$6,709.85
UH1	SC227	Telecommunications Supervisor	2	\$7,063.24
UH1	SC227	Telecommunications Supervisor	3	\$7,434.21
UH1	SC227	Telecommunications Supervisor	4	\$7,825.71
UH1	SC227	Telecommunications Supervisor	5	\$8,237.76
UH1	AF035	Treasury Analyst III	1	\$6,776.94
UH1	AF035	Treasury Analyst III	2	\$7,133.87
UH1	AF035	Treasury Analyst III	3	\$7,508.56
UH1	AF035	Treasury Analyst III	4	\$7,903.97
UH1	AF035	Treasury Analyst III	5	\$8,320.15
UH1	SC229	Tree Supervisor I	1	\$5,796.34
UH1	SC229	Tree Supervisor I	2	\$6,101.34
UH1	SC229	Tree Supervisor I	3	\$6,422.46
UH1	SC229	Tree Supervisor I	4	\$6,759.72
UH1	SC229	Tree Supervisor I	5	\$7,116.02
UH1	SC230	Tree Supervisor II	1	\$6,709.85
UH1	SC230	Tree Supervisor II	2	\$7,063.24
UH1	SC230	Tree Supervisor II	3	\$7,434.21
UH1	SC230	Tree Supervisor II	4	\$7,825.71
UH1	SC230	Tree Supervisor II	5	\$8,237.76
UH1	SC232	Vegetation Management Supervisor	1	\$6,390.20
UH1	SC232	Vegetation Management Supervisor	2	\$6,725.98
UH1	SC232	Vegetation Management Supervisor	3	\$7,080.83
UH1	SC232	Vegetation Management Supervisor	4	\$7,453.28
UH1	SC232	Vegetation Management Supervisor	5	\$7,844.77
UH1	TR194	Zoo Keeper III	1	\$4,118.88
UH1	TR194	Zoo Keeper III	2	\$4,335.89

UH1	TR194	Zoo Keeper III	3	\$4,563.17
UH1	TR194	Zoo Keeper III	4	\$4,803.65
UH1	TR194	Zoo Keeper III	5	\$5,057.32
UM1	EM118	Assistant to the Director	Min	\$8,994.37
UM1	EM118	Assistant to the Director	Max	\$11,044.28
UM1	EM119	Assistant to the Director, PPT	Min	\$8,994.37
UM1	EM119	Assistant to the Director, PPT	Max	\$11,044.28
UM1	EM241	Associate Director, Library Services	Min	\$11,479.77
UM1	EM241	Associate Director, Library Services	Max	\$14,095.69
UM1	MA106	Cable TV Station Manager	Min	\$10,412.31
UM1	MA106	Cable TV Station Manager	Max	\$12,784.80
UM1	EM115	City Auditor, Assistant	Min	\$9,444.53
UM1	EM115	City Auditor, Assistant	Max	\$11,595.61
UM1	EM127	City Clerk, Assistant	1	\$7,770.00
UM1	EM127	City Clerk, Assistant	2	\$8,179.10
UM1	EM127	City Clerk, Assistant	3	\$8,610.20
UM1	EM127	City Clerk, Assistant	4	\$9,063.29
UM1	EM127	City Clerk, Assistant	5	\$9,539.84
UM1	SC239	Citywide Records Manager	1	\$7,047.11
UM1	SC239	Citywide Records Manager	2	\$7,418.08
UM1	SC239	Citywide Records Manager	3	\$7,809.60
UM1	SC239	Citywide Records Manager	4	\$8,220.17
UM1	SC239	Citywide Records Manager	5	\$8,652.72
UM1	EM139	Deputy Director, Econ Dev & Employ	Min	\$10,412.31
UM1	EM139	Deputy Director, Econ Dev & Employ	Max	\$12,784.80
UM1	EM140	Deputy Director, Housing	Min	\$11,479.77
UM1	EM140	Deputy Director, Housing	Max	\$14,095.69
UM1	AP177	Deputy Director, Prg Planning & Dev	Min	\$10,412.31
UM1	AP177	Deputy Director, Prg Planning & Dev	Max	\$12,784.80
UM1	EM143	Deputy Director/Building Official	Min	\$11,479.77
UM1	EM143	Deputy Director/Building Official	Max	\$14,095.69
UM1	EM144	Deputy Director/City Planner	Min	\$11,479.77
UM1	EM144	Deputy Director/City Planner	Max	\$14,095.69
UM1	ET117	Engineer, Civil Principal	Min	\$11,148.74
UM1	ET117	Engineer, Civil Principal	Max	\$13,690.12
UM1	SS120	Exec Asst to Asst City Attorney	1	\$5,522.13
UM1	SS120	Exec Asst to Asst City Attorney	2	\$5,812.47
UM1	SS120	Exec Asst to Asst City Attorney	3	\$6,118.93
UM1	SS120	Exec Asst to Asst City Attorney	4	\$6,440.05
UM1	SS120	Exec Asst to Asst City Attorney	5	\$6,780.25
UM1	SS124	Exec Asst to the Director	1	\$5,258.21
UM1	SS124	Exec Asst to the Director	2	\$5,535.35

UM1	SS124	Exec Asst to the Director	3	\$5,827.14
UM1	SS124	Exec Asst to the Director	4	\$6,133.60
UM1	SS124	Exec Asst to the Director	5	\$6,456.18
UM1	EM225	Fire Division Manager	Min	\$10,518.49
UM1	EM225	Fire Division Manager	Max	\$12,915.20
UM1	MA157	Fire Marshal (Non-Sworn)	Min	\$10,518.49
UM1	MA157	Fire Marshal (Non-Sworn)	Max	\$12,915.20
UM1	MA146	Legal Communications Officer	1	\$7,400.50
UM1	MA146	Legal Communications Officer	2	\$7,789.06
UM1	MA146	Legal Communications Officer	3	\$8,199.62
UM1	MA146	Legal Communications Officer	4	\$8,630.73
UM1	MA146	Legal Communications Officer	5	\$9,085.29
UM1	EM171	Manager, Agency Administrative	Min	\$10,412.31
UM1	EM171	Manager, Agency Administrative	Max	\$12,784.80
UM1	EM173	Manager, Building Services	Min	\$10,412.31
UM1	EM173	Manager, Building Services	Max	\$12,784.80
UM1	MA107	Manager, Capital Improvement Pgrm	Min	\$10,412.31
UM1	MA107	Manager, Capital Improvement Pgrm	Max	\$12,784.80
UM1	EM177	Manager, Contact & Employ Svcs	Min	\$10,412.31
UM1	EM177	Manager, Contact & Employ Svcs	Max	\$12,784.80
UM1	EM178	Manager, Crime Laboratory	Min	\$9,916.68
UM1	EM178	Manager, Crime Laboratory	Max	\$12,176.27
UM1	EM180	Manager, Electrical Services	Min	\$10,934.30
UM1	EM180	Manager, Electrical Services	Max	\$13,424.11
UM1	EM181	Manager, Emergency Services	Min	\$10,934.30
UM1	EM181	Manager, Emergency Services	Max	\$13,424.11
UM1	EM182	Manager, Environmental Services	Min	\$10,412.31
UM1	EM182	Manager, Environmental Services	Max	\$12,784.80
UM1	EM183	Manager, Equipment Services	Min	\$10,412.31
UM1	EM183	Manager, Equipment Services	Max	\$12,784.80
UM1	EM254	Manager, Human Services	Min	\$9,916.68
UM1	EM254	Manager, Human Services	Max	\$12,176.27
UM1	EM187	Manager, Information Systems	Min	\$10,412.31
UM1	EM187	Manager, Information Systems	Max	\$12,784.80
UM1	EM189	Manager, Legal Admin Services	Min	\$9,444.53
UM1	EM189	Manager, Legal Admin Services	Max	\$11,595.61
UM1	EM196	Manager, Park Services	Min	\$10,412.31
UM1	EM196	Manager, Park Services	Max	\$12,784.80
UM1	EM197	Manager, Parks & Recreation Zone	Min	\$10,412.31
UM1	EM197	Manager, Parks & Recreation Zone	Max	\$12,784.80
UM1	EM198	Manager, Planning & Building Oper	Min	\$9,916.68
UM1	EM198	Manager, Planning & Building Oper	Max	\$12,176.27

UM1	EM202	Manager, Recreation Services	Min	\$9,916.68
UM1	EM202	Manager, Recreation Services	Max	\$12,176.27
UM1	EM205	Manager, Senior Services	Min	\$8,994.37
UM1	EM205	Manager, Senior Services	Max	\$11,044.28
UM1	MA140	Manager, Support Services	Min	\$8,994.37
UM1	MA140	Manager, Support Services	Max	\$11,044.28
UM1	EM207	Manager, Youth Services	Min	\$9,916.68
UM1	EM207	Manager, Youth Services	Max	\$12,176.27
UM1	AP393	Performance Audit Manager	1	\$8,158.58
UM1	AP393	Performance Audit Manager	2	\$8,588.21
UM1	AP393	Performance Audit Manager	3	\$9,039.83
UM1	AP393	Performance Audit Manager	4	\$9,516.38
UM1	AP393	Performance Audit Manager	5	\$10,016.39
UM1	MA160	Police Communications Manager	Min	\$9,084.32
UM1	MA160	Police Communications Manager	Max	\$11,154.72
UM1	MA152	Police Services Manager I	Min	\$8,994.37
UM1	MA152	Police Services Manager I	Max	\$11,044.28
UM1	MA151	Police Services Manager II	Min	\$10,934.30
UM1	MA151	Police Services Manager II	Max	\$13,424.11
UM1	EM227	Project Manager II (PPT)	Min	\$10,412.31
UM1	EM227	Project Manager II (PPT)	Max	\$12,784.80
UM1	EM212	Project Manager III	Min	\$12,054.57
UM1	EM212	Project Manager III	Max	\$14,799.51
UM1	EM213	Project Manager III, PPT	Min	\$12,054.57
UM1	EM213	Project Manager III, PPT	Max	\$14,799.51
UM1	MA137	Public Works Operations Manager	Min	\$10,412.31
UM1	MA137	Public Works Operations Manager	Max	\$12,784.80
UM1	EM215	Special Assistant to the Mayor II	Min	\$6,715.72
UM1	EM215	Special Assistant to the Mayor II	Max	\$10,941.64
UM1	EM251	Special Assistant to the Mayor II, PPT	Min	\$6,715.72
UM1	EM251	Special Assistant to the Mayor II, PPT	Max	\$10,941.64
UM1	AP344	Transportation Planner, Senior, PPT	1	\$8,566.21
UM1	AP344	Transportation Planner, Senior, PPT	2	\$9,017.83
UM1	AP344	Transportation Planner, Senior, PPT	3	\$9,491.46
UM1	AP344	Transportation Planner, Senior, PPT	4	\$9,991.46
UM1	AP344	Transportation Planner, Senior, PPT	5	\$10,517.88
UM2	MA103	Administrative Services Manager I	1	\$7,770.01
UM2	MA103	Administrative Services Manager I	2	\$8,179.10
UM2	MA103	Administrative Services Manager I	3	\$8,610.20
UM2	MA103	Administrative Services Manager I	4	\$9,063.30
UM2	MA103	Administrative Services Manager I	5	\$9,539.85
UM2	EM100	Administrative Services Manager II	Min	\$8,994.36

UM2	EM100	Administrative Services Manager II	Max	\$11,044.29
UM2	MA148	Assistant Fire Marshal-Non Sworn	Min	\$8,994.36
UM2	MA148	Assistant Fire Marshal-Non Sworn	Max	\$11,044.29
UM2	SC258	Benefits Coordinator	1	\$6,391.67
UM2	SC258	Benefits Coordinator	2	\$6,728.91
UM2	SC258	Benefits Coordinator	3	\$7,082.30
UM2	SC258	Benefits Coordinator	4	\$7,456.21
UM2	SC258	Benefits Coordinator	5	\$7,847.71
UM2	AF047	Budget & Operations Analyst III	1	\$7,047.11
UM2	AF047	Budget & Operations Analyst III	2	\$7,418.10
UM2	AF047	Budget & Operations Analyst III	3	\$7,809.60
UM2	AF047	Budget & Operations Analyst III	4	\$8,220.16
UM2	AF047	Budget & Operations Analyst III	5	\$8,652.72
UM2	AP433	Business Analyst IV	Min	\$8,994.36
UM2	AP433	Business Analyst IV	Max	\$11,044.29
UM2	SC112	Capital Improvement Project Coor	1	\$8,158.57
UM2	SC112	Capital Improvement Project Coor	2	\$8,588.20
UM2	SC112	Capital Improvement Project Coor	3	\$9,039.82
UM2	SC112	Capital Improvement Project Coor	4	\$9,516.39
UM2	SC112	Capital Improvement Project Coor	5	\$10,016.39
UM2	EM235	Chief Conservator	Min	\$8,994.36
UM2	EM235	Chief Conservator	Max	\$11,044.29
UM2	ET107	City Architect, Assistant	1	\$9,080.18
UM2	ET107	City Architect, Assistant	2	\$9,558.92
UM2	ET107	City Architect, Assistant	3	\$10,060.94
UM2	ET107	City Architect, Assistant	4	\$10,590.95
UM2	ET107	City Architect, Assistant	5	\$11,148.94
UM2	MA108	City Council Office Administrator	1	\$5,797.82
UM2	MA108	City Council Office Administrator	2	\$6,102.79
UM2	MA108	City Council Office Administrator	3	\$6,423.93
UM2	MA108	City Council Office Administrator	4	\$6,762.64
UM2	MA108	City Council Office Administrator	5	\$7,118.97
UM2	TR115	City Land Surveyor	1	\$8,158.57
UM2	TR115	City Land Surveyor	2	\$8,588.20
UM2	TR115	City Land Surveyor	3	\$9,039.82
UM2	TR115	City Land Surveyor	4	\$9,516.39
UM2	TR115	City Land Surveyor	5	\$10,016.39
UM2	SC118	Comm Rest Emer Planning Coor	1	\$6,711.32
UM2	SC118	Comm Rest Emer Planning Coor	2	\$7,064.71
UM2	SC118	Comm Rest Emer Planning Coor	3	\$7,437.15
UM2	SC118	Comm Rest Emer Planning Coor	4	\$7,828.64
UM2	SC118	Comm Rest Emer Planning Coor	5	\$8,240.70

UM2	MA145	Community Action Agency Manager	Min	\$8,994.36
UM2	MA145	Community Action Agency Manager	Max	\$11,044.29
UM2	EM232	Community Housing Services Manager	Min	\$8,994.36
UM2	EM232	Community Housing Services Manager	Max	\$11,044.29
UM2	SC123	Computer Operations Supervisor	1	\$6,711.32
UM2	SC123	Computer Operations Supervisor	2	\$7,064.71
UM2	SC123	Computer Operations Supervisor	3	\$7,437.15
UM2	SC123	Computer Operations Supervisor	4	\$7,828.64
UM2	SC123	Computer Operations Supervisor	5	\$8,240.70
UM2	EM217	Controller, Assistant	Min	\$9,916.68
UM2	EM217	Controller, Assistant	Max	\$12,176.27
UM2	AP400	CPRB Policy Analyst	1	\$8,158.57
UM2	AP400	CPRB Policy Analyst	2	\$8,588.20
UM2	AP400	CPRB Policy Analyst	3	\$9,039.82
UM2	AP400	CPRB Policy Analyst	4	\$9,516.39
UM2	AP400	CPRB Policy Analyst	5	\$10,016.39
UM2	AP174	Database Administrator	Min	\$8,994.36
UM2	AP174	Database Administrator	Max	\$11,044.29
UM2	MA118	Deputy City Clerk	1	\$6,391.67
UM2	MA118	Deputy City Clerk	2	\$6,728.91
UM2	MA118	Deputy City Clerk	3	\$7,082.30
UM2	MA118	Deputy City Clerk	4	\$7,456.21
UM2	MA118	Deputy City Clerk	5	\$7,847.71
UM2	EM233	Development/Redevelopment Pgrm MGR	Min	\$8,994.36
UM2	EM233	Development/Redevelopment Pgrm MGR	Max	\$11,044.29
UM2	SC106	Disability Benefits Coordinator	1	\$6,391.67
UM2	SC106	Disability Benefits Coordinator	2	\$6,728.91
UM2	SC106	Disability Benefits Coordinator	3	\$7,082.30
UM2	SC106	Disability Benefits Coordinator	4	\$7,456.21
UM2	SC106	Disability Benefits Coordinator	5	\$7,847.71
UM2	AP179	Emer Medical Svcs Coordinator	1	\$7,770.01
UM2	AP179	Emer Medical Svcs Coordinator	2	\$8,179.10
UM2	AP179	Emer Medical Svcs Coordinator	3	\$8,610.20
UM2	AP179	Emer Medical Svcs Coordinator	4	\$9,063.30
UM2	AP179	Emer Medical Svcs Coordinator	5	\$9,539.85
UM2	MA120	Emer Serv Manager, Assistant	1	\$7,770.01
UM2	MA120	Emer Serv Manager, Assistant	2	\$8,179.10
UM2	MA120	Emer Serv Manager, Assistant	3	\$8,610.20
UM2	MA120	Emer Serv Manager, Assistant	4	\$9,063.30
UM2	MA120	Emer Serv Manager, Assistant	5	\$9,539.85

UM2	SC141	Employee Assist Svcs Coordinator	1	\$8,158.57
UM2	SC141	Employee Assist Svcs Coordinator	2	\$8,588.20
UM2	SC141	Employee Assist Svcs Coordinator	3	\$9,039.82
UM2	SC141	Employee Assist Svcs Coordinator	4	\$9,516.39
UM2	SC141	Employee Assist Svcs Coordinator	5	\$10,016.39
UM2	SC240	Employee Fleet & Safety Coordinator	1	\$7,047.11
UM2	SC240	Employee Fleet & Safety Coordinator	2	\$7,418.10
UM2	SC240	Employee Fleet & Safety Coordinator	3	\$7,809.60
UM2	SC240	Employee Fleet & Safety Coordinator	4	\$8,220.16
UM2	SC240	Employee Fleet & Safety Coordinator	5	\$8,652.72
UM2	SC144	Environmental Program Supervisor	1	\$8,566.21
UM2	SC144	Environmental Program Supervisor	2	\$9,017.83
UM2	SC144	Environmental Program Supervisor	3	\$9,491.45
UM2	SC144	Environmental Program Supervisor	4	\$9,991.48
UM2	SC144	Environmental Program Supervisor	5	\$10,517.87
UM2	AP187	Equal Opportunity Specialist	1	\$6,391.67
UM2	AP187	Equal Opportunity Specialist	2	\$6,728.91
UM2	AP187	Equal Opportunity Specialist	3	\$7,082.30
UM2	AP187	Equal Opportunity Specialist	4	\$7,456.21
UM2	AP187	Equal Opportunity Specialist	5	\$7,847.71
UM2	MA159	Ethics Investigator	1	\$6,391.67
UM2	MA159	Ethics Investigator	2	\$6,728.91
UM2	MA159	Ethics Investigator	3	\$7,082.30
UM2	MA159	Ethics Investigator	4	\$7,456.21
UM2	MA159	Ethics Investigator	5	\$7,847.71
UM2	MA110	Facilities Complex Manager	1	\$8,158.57
UM2	MA110	Facilities Complex Manager	2	\$8,588.20
UM2	MA110	Facilities Complex Manager	3	\$9,039.82
UM2	MA110	Facilities Complex Manager	4	\$9,516.39
UM2	MA110	Facilities Complex Manager	5	\$10,016.39
UM2	MA142	Facility Manager	1	\$6,391.67
UM2	MA142	Facility Manager	2	\$6,728.91
UM2	MA142	Facility Manager	3	\$7,082.30
UM2	MA142	Facility Manager	4	\$7,456.21
UM2	MA142	Facility Manager	5	\$7,847.71
UM2	AF033	Financial Analyst	1	\$7,770.01
UM2	AF033	Financial Analyst	2	\$8,179.10
UM2	AF033	Financial Analyst	3	\$8,610.20
UM2	AF033	Financial Analyst	4	\$9,063.30
UM2	AF033	Financial Analyst	5	\$9,539.85
UM2	AF054	Financial Analyst, PPT	1	\$7,770.01
UM2	AF054	Financial Analyst, PPT	2	\$8,179.10

UM2	AF054	Financial Analyst, PPT	3	\$8,610.20
UM2	AF054	Financial Analyst, PPT	4	\$9,063.30
UM2	AF054	Financial Analyst, PPT	5	\$9,539.85
UM2	AF041	Financial Analyst, Principal	Min	\$8,994.36
UM2	AF041	Financial Analyst, Principal	Max	\$11,044.29
UM2	SC257	Fleet Compliance Coordinator	1	\$7,047.11
UM2	SC257	Fleet Compliance Coordinator	2	\$7,418.10
UM2	SC257	Fleet Compliance Coordinator	3	\$7,809.60
UM2	SC257	Fleet Compliance Coordinator	4	\$8,220.16
UM2	SC257	Fleet Compliance Coordinator	5	\$8,652.72
UM2	AP405	Grants Coordinator	1	\$7,770.01
UM2	AP405	Grants Coordinator	2	\$8,179.10
UM2	AP405	Grants Coordinator	3	\$8,610.20
UM2	AP405	Grants Coordinator	4	\$9,063.30
UM2	AP405	Grants Coordinator	5	\$9,539.85
UM2	AP196	Health & Human Svcs Prgm Planner	1	\$6,391.67
UM2	AP196	Health & Human Svcs Prgm Planner	2	\$6,728.91
UM2	AP196	Health & Human Svcs Prgm Planner	3	\$7,082.30
UM2	AP196	Health & Human Svcs Prgm Planner	4	\$7,456.21
UM2	AP196	Health & Human Svcs Prgm Planner	5	\$7,847.71
UM2	AP206	Human Resource Analyst, Senior	1	\$6,391.67
UM2	AP206	Human Resource Analyst, Senior	2	\$6,728.91
UM2	AP206	Human Resource Analyst, Senior	3	\$7,082.30
UM2	AP206	Human Resource Analyst, Senior	4	\$7,456.21
UM2	AP206	Human Resource Analyst, Senior	5	\$7,847.71
UM2	MA128	Information System Administrator	Min	\$8,994.36
UM2	MA128	Information System Administrator	Max	\$11,044.29
UM2	SC169	Information Systems Supervisor	1	\$8,566.21
UM2	SC169	Information Systems Supervisor	2	\$9,017.83
UM2	SC169	Information Systems Supervisor	3	\$9,491.45
UM2	SC169	Information Systems Supervisor	4	\$9,991.48
UM2	SC169	Information Systems Supervisor	5	\$10,517.87
UM2	EM188	Inspection Services Manager	Min	\$9,916.68
UM2	EM188	Inspection Services Manager	Max	\$12,176.27
UM2	AF042	Investment Officer	1	\$8,158.57
UM2	AF042	Investment Officer	2	\$8,588.20
UM2	AF042	Investment Officer	3	\$9,039.82
UM2	AF042	Investment Officer	4	\$9,516.39
UM2	AF042	Investment Officer	5	\$10,016.39
UM2	MA129	Librarian, Administrative	Min	\$9,916.68
UM2	MA129	Librarian, Administrative	Max	\$12,176.27
UM2	SC174	Library Automation Supervisor	1	\$7,400.49

UM2	SC174	Library Automation Supervisor	2	\$7,789.06
UM2	SC174	Library Automation Supervisor	3	\$8,199.62
UM2	SC174	Library Automation Supervisor	4	\$8,630.73
UM2	SC174	Library Automation Supervisor	5	\$9,085.28
UM2	AP235	Management Assistant	1	\$6,391.67
UM2	AP235	Management Assistant	2	\$6,728.91
UM2	AP235	Management Assistant	3	\$7,082.30
UM2	AP235	Management Assistant	4	\$7,456.21
UM2	AP235	Management Assistant	5	\$7,847.71
UM2	MA130	Management Assistant, PPT	1	\$6,391.67
UM2	MA130	Management Assistant, PPT	2	\$6,728.91
UM2	MA130	Management Assistant, PPT	3	\$7,082.30
UM2	MA130	Management Assistant, PPT	4	\$7,456.21
UM2	MA130	Management Assistant, PPT	5	\$7,847.71
UM2	EM179	Manager, Cultural Affairs	Min	\$8,994.36
UM2	EM179	Manager, Cultural Affairs	Max	\$11,044.29
UM2	EM190	Manager, Marketing Pgm	Min	\$8,994.36
UM2	EM190	Manager, Marketing Pgm	Max	\$11,044.29
UM2	EM255	Manager, Oracle Operations	Min	\$10,412.30
UM2	EM255	Manager, Oracle Operations	Max	\$12,784.80
UM2	EM256	Manager, Rent Adjustment Pgm	Min	\$10,412.30
UM2	EM256	Manager, Rent Adjustment Pgm	Max	\$12,784.80
UM2	EM253	Manager, Sustainability Pgm	Min	\$8,994.36
UM2	EM253	Manager, Sustainability Pgm	Max	\$11,044.29
UM2	EM257	Manager, Technology Pgm	Min	\$10,412.30
UM2	EM257	Manager, Technology Pgm	Max	\$12,784.80
UM2	EM208	Manager, Zoning	Min	\$9,916.68
UM2	EM208	Manager, Zoning	Max	\$12,176.27
UM2	SC179	Monitoring & Evaluation Supervisor	1	\$7,770.01
UM2	SC179	Monitoring & Evaluation Supervisor	2	\$8,179.10
UM2	SC179	Monitoring & Evaluation Supervisor	3	\$8,610.20
UM2	SC179	Monitoring & Evaluation Supervisor	4	\$9,063.30
UM2	SC179	Monitoring & Evaluation Supervisor	5	\$9,539.85
UM2	AP383	Network Architect	Min	\$9,916.68
UM2	AP383	Network Architect	Max	\$12,176.27
UM2	SS156	Office Manager	1	\$5,008.94
UM2	SS156	Office Manager	2	\$5,271.40
UM2	SS156	Office Manager	3	\$5,549.99
UM2	SS156	Office Manager	4	\$5,841.80
UM2	SS156	Office Manager	5	\$6,149.72
UM2	SC246	Open Government Coordinator	1	\$6,391.67
UM2	SC246	Open Government Coordinator	2	\$6,728.91

UM2	SC246	Open Government Coordinator	3	\$7,082.30
UM2	SC246	Open Government Coordinator	4	\$7,456.21
UM2	SC246	Open Government Coordinator	5	\$7,847.71
UM2	SC196	Parking Supervisor	1	\$6,391.67
UM2	SC196	Parking Supervisor	2	\$6,728.91
UM2	SC196	Parking Supervisor	3	\$7,082.30
UM2	SC196	Parking Supervisor	4	\$7,456.21
UM2	SC196	Parking Supervisor	5	\$7,847.71
UM2	AP291	Police Pgrm & Performance Auditor	1	\$8,158.57
UM2	AP291	Police Pgrm & Performance Auditor	2	\$8,588.20
UM2	AP291	Police Pgrm & Performance Auditor	3	\$9,039.82
UM2	AP291	Police Pgrm & Performance Auditor	4	\$9,516.39
UM2	AP291	Police Pgrm & Performance Auditor	5	\$10,016.39
UM2	SC203	Production Control Supervisor	1	\$5,797.82
UM2	SC203	Production Control Supervisor	2	\$6,102.79
UM2	SC203	Production Control Supervisor	3	\$6,423.93
UM2	SC203	Production Control Supervisor	4	\$6,762.64
UM2	SC203	Production Control Supervisor	5	\$7,118.97
UM2	SC204	Program Analyst III	1	\$6,391.67
UM2	SC204	Program Analyst III	2	\$6,728.91
UM2	SC204	Program Analyst III	3	\$7,082.30
UM2	SC204	Program Analyst III	4	\$7,456.21
UM2	SC204	Program Analyst III	5	\$7,847.71
UM2	EM216	Project Manager	Min	\$8,994.36
UM2	EM216	Project Manager	Max	\$11,044.29
UM2	EM226	Project Manager (PPT)	Min	\$8,994.36
UM2	EM226	Project Manager (PPT)	Max	\$11,044.29
UM2	EM211	Project Manager II	Min	\$10,412.30
UM2	EM211	Project Manager II	Max	\$12,784.80
UM2	MA138	Public Works Personnel Coordinator	1	\$7,047.11
UM2	MA138	Public Works Personnel Coordinator	2	\$7,418.10
UM2	MA138	Public Works Personnel Coordinator	3	\$7,809.60
UM2	MA138	Public Works Personnel Coordinator	4	\$8,220.16
UM2	MA138	Public Works Personnel Coordinator	5	\$8,652.72
UM2	AP309	Real Estate Agent, Supervising	1	\$8,158.57
UM2	AP309	Real Estate Agent, Supervising	2	\$8,588.20
UM2	AP309	Real Estate Agent, Supervising	3	\$9,039.82
UM2	AP309	Real Estate Agent, Supervising	4	\$9,516.39
UM2	AP309	Real Estate Agent, Supervising	5	\$10,016.39
UM2	EM201	Real Estate Services Manager	Min	\$10,412.30
UM2	EM201	Real Estate Services Manager	Max	\$12,784.80
UM2	MA139	Recreation General Supervisor	1	\$6,391.67

UM2	MA139	Recreation General Supervisor	2	\$6,728.91
UM2	MA139	Recreation General Supervisor	3	\$7,082.30
UM2	MA139	Recreation General Supervisor	4	\$7,456.21
UM2	MA139	Recreation General Supervisor	5	\$7,847.71
UM2	EM111	Recreation Svcs Manager, Assistant to	1	\$7,400.49
UM2	EM111	Recreation Svcs Manager, Assistant to	2	\$7,789.06
UM2	EM111	Recreation Svcs Manager, Assistant to	3	\$8,199.62
UM2	EM111	Recreation Svcs Manager, Assistant to	4	\$8,630.73
UM2	EM111	Recreation Svcs Manager, Assistant to	5	\$9,085.28
UM2	SC210	Recycling Supervisor	1	\$7,400.49
UM2	SC210	Recycling Supervisor	2	\$7,789.06
UM2	SC210	Recycling Supervisor	3	\$8,199.62
UM2	SC210	Recycling Supervisor	4	\$8,630.73
UM2	SC210	Recycling Supervisor	5	\$9,085.28
UM2	AP384	Retirement Systems Accountant	1	\$7,047.11
UM2	AP384	Retirement Systems Accountant	2	\$7,418.10
UM2	AP384	Retirement Systems Accountant	3	\$7,809.60
UM2	AP384	Retirement Systems Accountant	4	\$8,220.16
UM2	AP384	Retirement Systems Accountant	5	\$8,652.72
UM2	AP320	Revenue Analyst	1	\$6,391.67
UM2	AP320	Revenue Analyst	2	\$6,728.91
UM2	AP320	Revenue Analyst	3	\$7,082.30
UM2	AP320	Revenue Analyst	4	\$7,456.21
UM2	AP320	Revenue Analyst	5	\$7,847.71
UM2	AF059	Revenue Analyst, Principal	Min	\$8,994.36
UM2	AF059	Revenue Analyst, Principal	Max	\$11,044.29
UM2	MA150	Senior Services Admin PPT	Min	\$8,994.36
UM2	MA150	Senior Services Admin PPT	Max	\$11,044.29
UM2	MA141	Senior Services Administrator	Min	\$8,994.36
UM2	MA141	Senior Services Administrator	Max	\$11,044.29
UM2	PP146	Solid Waste/Recycling Prog Sup	1	\$8,158.57
UM2	PP146	Solid Waste/Recycling Prog Sup	2	\$8,588.20
UM2	PP146	Solid Waste/Recycling Prog Sup	3	\$9,039.82
UM2	PP146	Solid Waste/Recycling Prog Sup	4	\$9,516.39
UM2	PP146	Solid Waste/Recycling Prog Sup	5	\$10,016.39
UM2	AP326	Spatial Data Administrator	Min	\$8,994.36
UM2	AP326	Spatial Data Administrator	Max	\$11,044.29
UM2	SC225	Support Services Supervisor	1	\$7,770.01
UM2	SC225	Support Services Supervisor	2	\$8,179.10
UM2	SC225	Support Services Supervisor	3	\$8,610.20
UM2	SC225	Support Services Supervisor	4	\$9,063.30
UM2	SC225	Support Services Supervisor	5	\$9,539.85

UM2	AP343	Training & Public Svcs Admin	1	\$6,391.67
UM2	AP343	Training & Public Svcs Admin	2	\$6,728.91
UM2	AP343	Training & Public Svcs Admin	3	\$7,082.30
UM2	AP343	Training & Public Svcs Admin	4	\$7,456.21
UM2	AP343	Training & Public Svcs Admin	5	\$7,847.71
UM2	AP435	Training Coordinator	1	\$6,391.67
UM2	AP435	Training Coordinator	2	\$6,728.91
UM2	AP435	Training Coordinator	3	\$7,082.30
UM2	AP435	Training Coordinator	4	\$7,456.21
UM2	AP435	Training Coordinator	5	\$7,847.71
UM2	TR187	Transportation Planner, Senior	1	\$8,566.21
UM2	TR187	Transportation Planner, Senior	2	\$9,017.83
UM2	TR187	Transportation Planner, Senior	3	\$9,491.45
UM2	TR187	Transportation Planner, Senior	4	\$9,991.48
UM2	TR187	Transportation Planner, Senior	5	\$10,517.87
UM2	SC231	Urban Economic Coordinator	1	\$8,158.57
UM2	SC231	Urban Economic Coordinator	2	\$8,588.20
UM2	SC231	Urban Economic Coordinator	3	\$9,039.82
UM2	SC231	Urban Economic Coordinator	4	\$9,516.39
UM2	SC231	Urban Economic Coordinator	5	\$10,016.39
UM2	AP401	Veterinarian	1	\$7,047.11
UM2	AP401	Veterinarian	2	\$7,418.10
UM2	AP401	Veterinarian	3	\$7,809.60
UM2	AP401	Veterinarian	4	\$8,220.16
UM2	AP401	Veterinarian	5	\$8,652.72
UM2	AP402	Veterinarian	1	\$7,047.11
UM2	AP402	Veterinarian	2	\$7,418.10
UM2	AP402	Veterinarian	3	\$7,809.60
UM2	AP402	Veterinarian	4	\$8,220.16
UM2	AP402	Veterinarian	5	\$8,652.72
UM2	SC233	Volunteer Program Coor, Supervising	1	\$8,158.57
UM2	SC233	Volunteer Program Coor, Supervising	2	\$8,588.20
UM2	SC233	Volunteer Program Coor, Supervising	3	\$9,039.82
UM2	SC233	Volunteer Program Coor, Supervising	4	\$9,516.39
UM2	SC233	Volunteer Program Coor, Supervising	5	\$10,016.39
UM2	SC243	Watershed Program Supervisor	1	\$7,400.49
UM2	SC243	Watershed Program Supervisor	2	\$7,789.06
UM2	SC243	Watershed Program Supervisor	3	\$8,199.62
UM2	SC243	Watershed Program Supervisor	4	\$8,630.73
UM2	SC243	Watershed Program Supervisor	5	\$9,085.28

As of 5/6/16

APPENDIX C CIVIL SERVICE USE OF HEARING OFFICER

This section shall not apply to Units TM1 and U41.

The Civil Service Board may elect to use a Hearing Officer for appeals of suspensions, fines, demotions or disciplinary discharges filed pursuant to Article 15, Grievance Procedure, of this Agreement.

1. Conduct Of Hearings

Hearings will be closed to the public unless otherwise requested by the appellant.

Hearings will be tape recorded. Copies of the tape(s) will be available to the appellant, if desired, for no charge. Transcripts of the taped proceedings will be available upon request, at the requesting party's expense.

Closing arguments shall be oral; provided, however, that either party may elect to submit a closing brief. Such an election must be made following the presentation of closing arguments. Briefs are to be submitted to the Hearing Officer within twenty (20) calendar days of the close of the hearing. Briefs submitted after the deadline shall not be considered by the Hearing Officer.

2. Hearing Officer Responsibilities

Hearing Officers shall be responsible for the conduct of the hearing and shall identify the appeal issue, determine relevant facts, assess the credibility of witnesses, evaluate the evidence and render an advisory decision to the Civil Service Board.

The Hearing Officer shall render written findings and recommendations to the Civil Service Board within thirty (30) calendar days of the close of the hearing. If briefs are submitted, the recommendation shall be submitted to the Board within fifty (50) calendar days of the close of the hearing.

The Hearing Officer shall provide the Civil Service Board the following documents which shall constitute the official hearing record:

- 2.1. A summation page delineating the case name, issue, brief summary of the case and his/her recommendation.
- 2.2. A complete written report documenting the findings.
- 2.3. Any documentary evidence, written motions and briefs submitted.
- 2.4. The cassette tape(s) of the hearing.

3. Civil Service Board Responsibilities

Upon receipt of a Hearing Officer's recommendation, the Board Secretary shall schedule the case for the next available Civil Service Board meeting. The Board will make every effort to schedule a case within thirty (30) days of receiving the Hearing Officer's recommendation.

In reaching a decision, the Board shall review the hearing record and may review the cassette tape(s) of the hearing. The Board's decision shall be made in accordance with Ordinance No. 8979 C.M.S., as amended, which requires a majority of a quorum to accept, reject or modify an appeal.

Final determinations will be issued in writing, within ten (10) days of the conclusion of the Civil Service Board review of the Hearing Officer's recommendation. Copies of the Board's determination and the recommendation of the Hearing Officer shall be forwarded to the appellant, appellant's representative, City Attorney's Office and the affected City Department.

4. Costs

Costs for the Hearing Officer shall be borne equally by the City and the Union as representative of the appellant.

Costs for transcribing hearing tapes shall be borne by the requesting party.

Costs for a copy(s) of the hearing tape shall be borne by the requesting party.

APPENDIX D
MILITARY LEAVE PAY AND BENEFITS

OAKLAND CITY COUNCIL
RESOLUTION No. 77044 C.M.S.

W. Ramsey

FILED
OFFICE OF THE CITY CLERK
OAKLAND
02 MAR 14 PM 1:20

RESOLUTION EXTENDING CERTAIN PAY AND BENEFITS
TO CITY EMPLOYEE MEMBERS OF THE MILITARY
RESERVE RECALLED TO ACTIVE DUTY IN RESPONSE TO
THE EVENTS OF SEPTEMBER 11, 2001

WHEREAS, the President of the United States has signed an order to recall persons in the military reserve to active duty in order to combat the terrorist threat to our nation; and

WHEREAS, some of those reservists are City employees; and

WHEREAS, the City of Oakland currently provides military leave continuance of certain pay and benefits for a maximum of 30 calendar days per fiscal year to employees who have been in City service for at least one (1) year and have been ordered to report to active duty; and

WHEREAS, the City Council believes it to be in the public interest to ensure that those employees recalled to active duty during this crisis are able to continue providing for their families while in the service of their country without undue hardship or loss; and

WHEREAS, several City employees have been recalled to active military duty and have or are near to exhausting the 30 calendar days of military leave pay and benefits currently provided for; now, therefore, be it

RESOLVED: That any full-time employee of the City of Oakland who has a least one year of service or one year of combined active military service and City service and is involuntarily ordered to active duty shall continue to receive military leave pay and benefits for a period of up to 90 additional calendar days; and be it

FURTHER RESOLVED: That the military leave pay provided for by this resolution shall be discounted by the amount of active duty military pay and allowances received by the employee such that the employee does not receive more than the employee's City base pay; and be it

FURTHER RESOLVED: That the City Council does hereby delegate to the City Manager the authority to consult and confer with the City's employee organizations as to the practical details of calculating the appropriate amount of military leave pay provided for by this resolution such that the employee does not receive more in combined military leave pay and active duty military pay than the employee's City base pay, and to resolve any disputes that arise with regard to same; and be it

FURTHER RESOLVED: That the military leave benefits (as distinguished from military leave pay) provided by this resolution shall be the same as those currently provided during the initial 30 days of military leave; and be it

FURTHER RESOLVED: That the City Manager may at his discretion extend the additional period of military leave pay and benefits provided by this resolution, but in no case beyond a total period of one year for any employee; and be it

FURTHER RESOLVED: That the City Council will consider further recommendations on this matter that are deemed appropriate by the City Manager after consultation with City staff and employee organizations; and be it

FURTHER RESOLVED: That this resolution is intended to address a specific, limited need, and is not intended to create a permanent increased military leave benefit or beneficial past practice.

IN COUNCIL, OAKLAND, CALIFORNIA, MAR 26 2002, 20

PASSED BY THE FOLLOWING VOTE:

AYES- BRUNNER, ~~CHANG~~, MAYNE, NADEL, SPEES, REID, ~~WAN~~ and PRESIDENT DE LA FUENTE - 6

NOES-

ABSENT-

ABSTENTION-

Excused - Chang, wan - 2

ATTEST:



CEDA FLOYD
City Clerk and Clerk of the Council
of the City of Oakland, California

APPENDIX E
PAY REPORTED TO CALPERS*

1. The following items constitute special compensation for which PERS contributions are made:
 - Special Assignment/Department Counsel Premium Pay
 - Acting Pay
 - Notary Public Pay
 - Bilingual Pay

2. The following items constitute regular compensation for which PERS contributions are made:
 - Holiday Pay
 - Sick Leave Pay
 - Vacation Pay
 - Professional Leave Pay
 - Salary

This list includes, but is not limited to, the pay categories (regular and special pay) that are reported to PERS.

APPENDIX F COBRA FUND SIDE LETTER

Agreement Between The City Of Oakland And The International Federation Of Professional And Technical Engineers (IFPTE), Local 21, AFL-CIO

This agreement is made this June 28, 2013, by and between the City of Oakland (hereinafter "City") and the International Federation of Professional and Technical Engineers, Local 21, AFL-CIO (hereinafter 'Union) regarding continuation of administration of the COBRA Supplement Fund.

RECITALS

On July 20, 2009, the City and the Union entered into a Side Letter Regarding COBRA Supplement Fund. Pursuant to that agreement, the Union agreed to suspend professional development allowances for Fiscal Years 2009-10 and 2010 – 11 in return for the establishment of a fund to provide laid off represented employees reimbursement for the cost of purchasing continuation medical coverage under the Comprehensive Omnibus Budget Reconciliation Act of 1986 (COBRA). The Side Letter was subsequently extended through June 30, 2013. The City and Union now desire to extend the Side Letter through June 30, 2015.

The Side Letter provides that "any funds remaining in the Fund upon the expiration of this MOU shall be used solely for the benefit of represented employees in a manner to be mutually agreed upon by the City and the Union." The City and Union have mutually agreed to continue administration of the program, using the funds remaining in the COBRA Supplement Fund, as set forth below.

AGREEMENT

Continuation of Fund

All funds remaining in the COBRA Supplement Fund as of June 30, 2013 shall be carried forward into Fiscal Year 2013-15.

Use of Fund

The Fund shall be used solely to reimburse represented employees laid off on or after July 1, 2009 for the cost of purchasing continuation of health insurance under the provisions of the Comprehensive Omnibus Budget Reconciliation Act of 1986 (COBRA).

The City shall reimburse laid off represented employees for the full cost of COBRA continuation health coverage, not to exceed one hundred percent (100%) of the premium cost of the Bay Area Kaiser Permanente family plan. If a laid-off represented employee elects COBRA continuation health coverage that is more expensive than the Bay Area Kaiser Permanente family plan, the represented employee shall pay the additional cost.

Reimbursement Process

Laid off represented employees shall be responsible for payment of premiums directly to the plan provider. Upon receipt of documentation that such payments have been made, City shall reimburse the represented employees within 30 calendar days.

Duration of Benefits

Payments from the Fund shall continue until the laid off represented employee ceases to be covered by COBRA or the date the Fund is exhausted, whichever occurs first. It is expressly understood that reimbursement shall be made on a first-come-first-serve basis upon time and date stamp of City receipt. The City shall have no liability to make further payments once funds are exhausted.

Use of Unspent Funds

Any funds remaining in the Fund upon the expiration of the Side Letter shall be used solely for the benefit of the represented employees in a manner to be mutually agreed upon by the City and the Union.

Reports

Not later than 10 days after the end of each month, the City shall provide the Union with reports on claims submitted, disbursements made and claims rejected during the previous month, in a format mutually agreed upon, with sufficient information for the Union to determine that the City is complying with the provisions of this section.

The Union and the City shall work together to monitor the balance in the Fund, and when it appears that the Fund will soon be depleted, the City will provide participants with advance notice sufficient to allow participants to decide whether or not to continue COBRA coverage at their own expense.

Implementation

The City and Union shall jointly develop any rules or regulations governing the implementation of the Fund. Any claims regarding alleged failure to comply with this agreement shall be brought solely by the Union as a grievance.

This side letter shall sunset on June 30, 2015.

**APPENDIX G
MAINTENANCE OF BENEFITS**

Represented employees who currently receive full-time insurance benefits and who involuntarily have their hours of work reduced to less than full-time shall be permitted to take Voluntary Leave Without Pay to Save City Funds (VTN) for the reduction in hours.

APPENDIX H VOLUNTARY LEAVE WITHOUT PAY (VTN)

Represented employees shall be permitted to apply for Voluntary Leave Without Pay (VTN) at any time during the year. The City and Union acknowledge that while VTN may not be utilized during any period in which the represented employee is taking leave pursuant to the Family and Medical Leave Act (FMLA), the California Family Rights Act (CFRA) or the Pregnancy Disability Leave Act (PDLA), VTN may be utilized if such leave eligibility has been exhausted.

APPENDIX I TELECOMMUTING

The Telecommuting Agreement for DHS Employees, dated December 13, 2010, shall remain in effect.

The City and Union will meet and confer to develop an Administrative Instruction to set policy that allows Department Heads to establish telecommuting programs in their departments, where appropriate, subject to Citywide guidelines. It is the intent of the parties that this Administrative Instruction will be based on the guidelines already in place for DHS, with such modifications as may be mutually agreed. The final Administrative Instruction will be issued not later than December 31, 2013 unless that date is extended in writing by both parties.

The City's establishment of telecommuting programs is subject to meeting and conferring with the Union. Upon request by the Union, the City agrees to meet and confer regarding Union proposals to establish telecommuting programs in individual departments.

The City will allow telecommuting where there are opportunities for improved employee performance, potential savings to the City, or the ability to meet other goals of the City. Employees with proven and dependable performance may be considered for telecommuting.

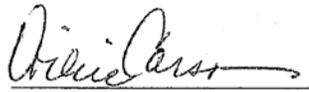
Telecommuting means an arrangement where employees work one or more days per week from an alternate work site such as the employee's home with communication access to work via telephone and computer.

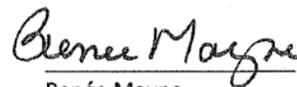
APPENDIX J
LABOR MANAGEMENT SUB-COMMITTEE AT OAKLAND POLICE
DEPARTMENT

**Between the City of Oakland
and
International Federation of Professional and Technical Engineers Local 21**

LABOR MANAGEMENT SUB-COMMITTEE AT OAKLAND POLICE DEPARTMENT

Pursuant to Article 4.14 – Joint Labor-Management Committee of the Memorandum of Understanding between the City of Oakland and the International Federation of Professional and Technical Engineers (IFPTE) Local 21, (hereafter, the Parties) the Parties agree to establish a subcommittee of the Joint-Labor Management Committee that meets at Oakland Police Department (OPD). The parties shall meet at dates and times that are mutually agreed upon by the parties, and establish agendas for each meeting.

 Date 6/26/15
Vickie Carson
Chief Negotiator IFPTE Local 21

 Date 6-26-2015
Renée Mayne
Director, Employee Relations
City of Oakland

_____ Date
Renee Sykes
Oakland Chapter Vice-President
IFPTE Local 21

**APPENDIX K
ALTERNATIVE WORK SCHEDULES**

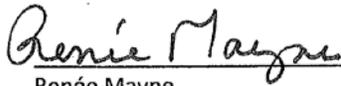
Letter of Understanding

**Between the City of Oakland
and**

International Federation of Professional and Technical Engineers Local 21

ALTERNATIVE WORK SCHEDULES

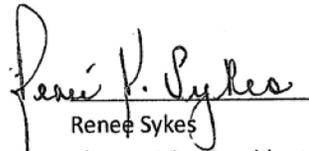
Pursuant to Article 13.3 of the Memorandum of Understanding between the City of Oakland and the International Federation of Professional and Technical Engineers (IFPTE) Local 21, (hereafter, the Parties), the Parties agree to complete the work anticipated under the previous Memorandum of Understanding (July 1, 2013 through June 30, 2015), to finalize an Administrative Instruction that will govern Alternative Work Schedules. Such work shall begin within ninety (90) days of ratification of this Memorandum of Understanding, and a recommendation to the City Administrator for a final Administrative Instruction governing alternative work schedules shall be made no later than nine (9) months ~~six (6) months~~ ~~one (1) year~~ after ratification of this MOU.

 Date 7-17-2015

Renée Mayne
Director, Employee Relations
City of Oakland

 Date 7/17/15

Vickie Carson
Chief Negotiator
IFPTE Local 21

 Date 7/17/15

Renee Sykes
Chapter Vice-President
IFPTE Local 21

**APPENDIX L
PROMPT PAYMENT REMEDY**

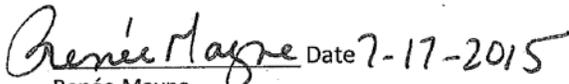
Letter of Understanding

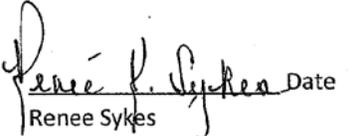
**Between the City of Oakland
and
International Federation of Professional and Technical Engineers Local 21**

PROMPT PAYMENT REMEDY

The City agrees to develop an administrative prompt payment remedy within the process for employee reimbursements. The City will establish a committee with the City Administrator's Office, City departments, and Local 21 members, to advise the City on these administrative issues, with an estimated date of completion of Spring 2016.

 Date 7/17/15
Vickie Carson
Chief Negotiator IFPTE Local 21

 Date 7-17-2015
Renée Mayne
Director, Employee Relations
City of Oakland

 Date 7/17/15
Renee Sykes
Oakland Chapter Vice-President
IFPTE Local 21

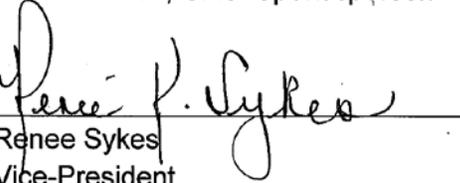
APPENDIX M
COMPENSATION SURVEY

Letter of Understanding

Between the City of Oakland
And
International Federation of Professional & Technical
Engineers

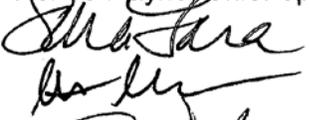
COMPENSATION SURVEY *Jointly form a* 
parties agree to
The City proposes a joint City-IFPTE committee to conduct a compensation survey with an equal number of members from both the City and the Union. By mutual agreement, the committee will select representative classifications and agree to evaluation criteria. The survey shall be completed by March 1, 2017.


Vickie Carson, Chief Spokesperson


Renee Sykes
Vice-President

Date: 7/22/15


Renée Mayne, Chief Spokesperson



Michael Keane, Vice-President

Date: July 22, 2015

**APPENDIX N
ELECTRONIC JOB RELATED TOOLS POLICY COMMITTEE**

**Letter of Understanding
Between the City of Oakland
And
International Federation of Professional and Technical
Engineers (IFPTE), Local 21**

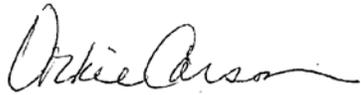
Dated: September 15, 2015

ELECTRONIC JOB RELATED TOOLS POLICY COMMITTEE

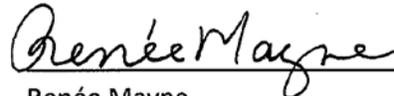
The City of Oakland will establish a committee to develop an Electronic Job Related Tools Policy. The purpose of the committee is to define the operational and budgetary parameters for issuing electronic job related tools to City of Oakland employees.

The City agrees to recommend to the City Council, in the fiscal year 2016-2017 midcycle budget, that the City establish a line item in the budget for employee job related tools.

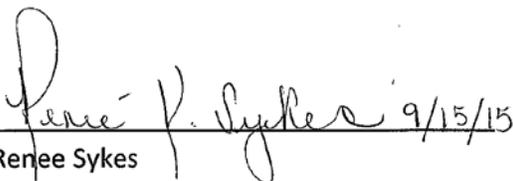
It is the intention of the City that the policy will be developed and implemented during the term of the agreement. IFPTE Local 21 shall have a seat on the committee.



Vickie Carson
Chief Negotiator IFPTE



Renée Mayne
Director, Employee Relations
City of Oakland



Renee Sykes
VP IFPTE

9/15/15

**APPENDIX O
HOLIDAY PAY FOR OPD DISPATCH SUPERVISORS REGULARLY
ASSIGNED A 4/10 WORKWEEK SCHEDULE**

**Letter of Understanding
Between the City of Oakland
And
International Federation of Professional and Technical
Engineers (IFPTE), Local 21**

Dated: September 16, 2015

**HOLIDAY PAY FOR OPD DISPATCH SUPERVISORS REGULARLY ASSIGNED A 4/10 WORKWEEK
SCHEDULE**

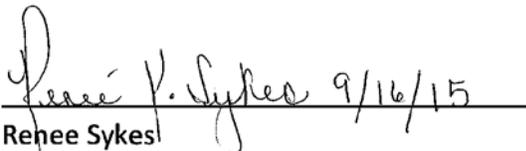
The parties agree that OPD Dispatch Supervisors regularly assigned a 4/10 workweek schedule as their regular work schedule shall be paid ten (10) hours of Holiday Pay for each City paid holiday listed in the MOU Article 11.1 – Designated Holidays.



Vickie Carson
Chief Negotiator IFPTE



Renée Mayne
Director, Employee Relations
City of Oakland



Renee Sykes
VP IFPTE

**APPENDIX P
TRANSIT PILOT PROJECT**

The City agrees to enter into an agreement with AC Transit to participate in its EasyPass employer program for a period of one (1) year beginning July 1, 2016 through June 30, 2017. Each represented employee shall be eligible to receive one EasyPass that can be used for the entire duration of the one-year pilot program at no cost to the employee.

The Union agrees to contribute \$20,000 to the cost of the one year easy Pass pilot program. The City will pay the remaining costs.

This is a pilot program which will sunset June 30, 2017.

APPENDIX Q
MERGED CONTRACT NEGOTIATIONS

1. The City and Union agree to continue to meet and confer in good faith, with the intention of merging the DCA I-IV and DCA V/Special Counsel contract with the IFPTE Local 21 master agreement.
2. It is the goal of the parties to reach full agreement on the proposed merged labor agreement by November 30, 2015, and the parties commit to concluding the negotiation during the term of the MOU.
3. The parties agree that any agreement on a merged contract shall not change terms and conditions of employment, unless previously agreed to by both parties in writing during the 2015 contract negotiations or subsequent merged contract negotiations.
4. The parties agree that the subject of negotiating a merged contract is covered by Meyers-Milias-Brown Act, and not subject to the grievance or arbitration procedure.

**APPENDIX R
PUBLIC WORKS SUPERVISOR PARITY STUDY**

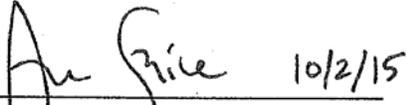
**Letter of Understanding
Between the City of Oakland
And
International Federation of Professional and Technical
Engineers (IFPTE), Local 21**

Public Works Supervisor Parity Study

The City of Oakland and IFPTE Local 21 agree this letter of understanding further clarifies the intent of the parties of the tentative agreement signed on September 16, 2015.

The parties agree the positions included in the parity study are Public Works Supervisor I and II, and Construction Maintenance Supervisor I and II.

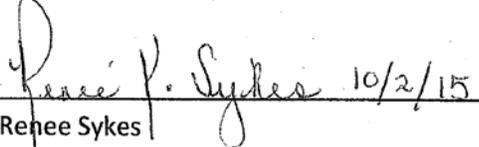
The parity study will commence in the first year of the agreement. Any salary adjustments the City will make as a result of the parity study will occur during the second year of the agreement (which commences on July 1, 2016).



Ana Guzina
IFPTE Local 21 Staff Representative



Renée Mayne
Director, Employee Relations
City of Oakland



Renee Sykes
VP IFPTE Local 21

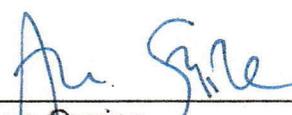
The Oakland City Council approved this Memorandum of Understanding between the City of Oakland and the International Federation of Professional and Technical Engineers, Local 21 per Resolution No. 85853 on October 20, 2015 and Salary Ordinance No. 13338 on November 3, 2015.

City of Oakland, a Municipal Corporation

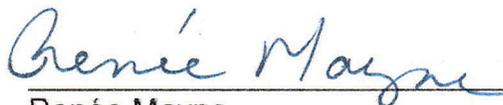
International Federation of Professional and Technical Engineers (IFPTE), Local 21



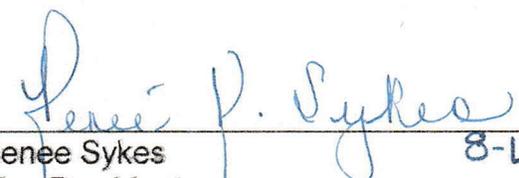
Sabrina Landreth
City Administrator



Ana Guzina
Staff Representative



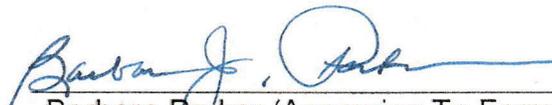
Renée Mayne
Director of Employee Relations



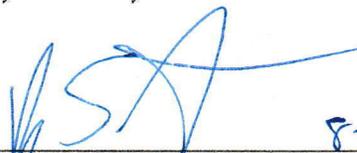
Renee Sykes
Vice President 8-11-16



Stephen Roundfield
Principal Employee Relations Analyst



Barbara Parker (Approving To Form)
City Attorney



B. Spruce Metzger
Senior Employee Relations Analyst 8-11-16

ATTACHMENT 1

Approved as to Form and Legality

FILED
OFFICE OF THE CITY CLERK
OAKLAND

2015 OCT -8 PM 4:18

City Attorney

OAKLAND CITY COUNCIL

RESOLUTION No. 85853 C.M.S.

RESOLUTION APPROVING MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF OAKLAND AND THE INTERNATIONAL FEDERATION OF PROFESSIONAL AND TECHNICAL ENGINEERS, LOCAL 21, REPRESENTING EMPLOYEES IN REPRESENTATION UNITS TA1, TF1, TM2, TW1, UH1, UM1, UM2, TM1, AND U41, COVERING THE PERIOD FROM OF JULY 1, 2015 THROUGH JUNE 30, 2017

WHEREAS, the Memorandum of Understanding to be entered into between the City of Oakland and the International Federation of Professional and Technical Engineers, Local 21 has been presented to the City Council for determination pursuant to Section 3505.1 of the Government Code of the State of California: and

WHEREAS, the key provisions of the Memorandum of Understanding are described in the Report from the City Administrator dated September 28, 2015; and

WHEREAS, the terms and conditions contained in said Memorandum of Understanding are in the best interests of the City; now, therefore, be it

RESOLVED: That said agreement be, and is, hereby approved; and be it

FURTHER RESOLVED: That the provisions of said Memorandum of Understanding are effective as of July 1, 2015.

IN COUNCIL, OAKLAND, CALIFORNIA, OCT 20 2015

PASSED BY THE FOLLOWING VOTE:

AYES - BROOKS, CAMPBELL-WASHINGTON, GALLO, GUILLEN, KALB, KAPLAN, REID and PRESIDENT GIBSON MCELHANEY - 8

NOES - 0

ABSENT - 0

ABSTENTION - 0

ATTEST:
LaTonda Simmons
City Clerk and Clerk of the Council
of the City of Oakland, California

DATE OF ATTESTATION: 10/22/15

FILED
OFFICE OF THE CITY CLERK
INTRODUCED BY COUNCIL MEMBER



CITY ATTORNEY

OCT - 8 PM 4:18

OAKLAND CITY COUNCIL
ORDINANCE NO. 13338 C.M.S.

ORDINANCE AMENDING THE SALARY SCHEDULE OF ORDINANCE NO. 12187 C.M.S. ("SALARY ORDINANCE") TO PROVIDE COST OF LIVING ADJUSTMENTS TO THE SALARIES OF CERTAIN MISCELLANEOUS EMPLOYEES PURSUANT TO THE MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF OAKLAND AND THE INTERNATIONAL FEDERATION OF PROFESSIONAL AND TECHNICAL ENGINEERS LOCAL 21; THE COST OF LIVING ADJUSTMENTS SHALL BE AS FOLLOWS: INCREASE OF 4% EFFECTIVE JULY 1, 2015; AND INCREASE OF 4% EFFECTIVE JANUARY 14, 2017

WHEREAS, the Memorandum of Understanding between the City of Oakland and the International Federation of Professional and Technical Engineers, Local 21 has been approved by the parties pursuant to Section 3505.1 of the Government Code of the State of California; and

WHEREAS, said agreements are approved and included increases to salaries of 4% for July 1, 2015 and 4% for January 14, 2017 for employees represented by International Federation of Professional and Technical Engineers Local 21; and

WHEREAS, Oakland City Charter Section 207 requires that the Council shall fix the compensation of all City employees; now, therefore

THE COUNCIL OF THE CITY OF OAKLAND DOES ORDAIN AS FOLLOWS:

Section 1. Effective July 1, 2015, the classifications and associated salaries listed in the current Memorandum of Understanding between the City of Oakland and the International Federation of Professional and Technical Engineers, Local 21 are increased by 4%.

Section 2. Effective January 14, 2017, the classifications and associated salaries listed in the current Memorandum of Understanding between the City of Oakland and the International Federation of Professional and Technical Engineers, Local 21 are increased by 4%.

Section 3. Severability. If any section, subsection, sentence, clause or phrase of this Ordinance is for any reason held to be invalid or unconstitutional by decision of any court of competent jurisdiction, such decision shall not affect the validity of the remaining portions of this Chapter. The City Council hereby declares that it would have passed this Ordinance and each section, subsection, clause or phrase thereof irrespective of the fact that one or more others section, subsection, clauses or phrases may be declared invalid or unconstitutional.

Section 4. Effective Date. This ordinance shall become effective immediately on final adoption if it receives six or more affirmative votes; otherwise it shall become effective upon the seventh day after final adoption.

IN COUNCIL, OAKLAND, CALIFORNIA, NOV 08 2015, 2015

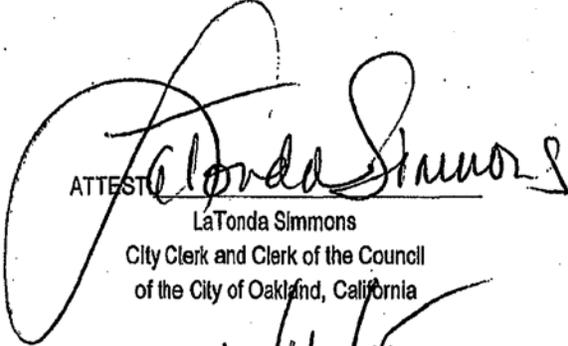
PASSED BY THE FOLLOWING VOTE:

AYES- ~~6~~ CAMPBELL-WASHINGTON, GALLO, GUILLEN, KALB, KAPLAN, REID and PRESIDENT GIBSON
MCELHANEY - 7

NOES- 0

ABSENT- Brooks - 1

ABSTENTION- 0

ATTEST 
LaTonda Simmons
City Clerk and Clerk of the Council
of the City of Oakland, California

Introduction Date
OCT 20 2015

DATE OF ATTESTATION:

11/4/15

BLANK END PAGE