

CITY OF CUDAHY
MEMORANDUM OF UNDERSTANDING
PURSUANT TO THE CALIFORNIA
MEYERS - MILIAS - BROWN ACT
JULY 1, 2015 - JUNE 30, 2019
BY AND BETWEEN
THE CUDAHY MISCELLANEOUS EMPLOYEES'
ASSOCIATION
AND
THE CITY OF CUDAHY

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**CITY OF CUDAHY
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THE CUDAHY MISCELLANEOUS EMPLOYEES' ASSOCIATION
AND
THE CITY OF CUDAHY**

This Memorandum of Understanding has been prepared pursuant to Government Code Sections 3500 through 3510 as amended, which is generally referred to as the Meyers-Milias-Brown Act.

This Agreement has been developed as a result of request of the Cudahy Miscellaneous Employees' Association. The items in this Agreement are subject to the approval of the City Council of the City of Cudahy and will be placed into effect upon the adoption of the necessary ordinances and resolutions by the City Council, if acceptable to them, in accordance with the terms and conditions hereinafter set forth.

The parties agree that the provisions contained herein shall be subject to all applicable laws and shall cover the period July 1, 2015 through June 30, 2019, unless otherwise provided.

RECOGNITION

The City hereby recognizes the Cudahy Miscellaneous Employees' Association as the majority representative of the employee representation unit consisting of the classifications listed in attached Salary Plan, exhibit "A".

Nothing contained herein shall be construed to deny those employees who do not belong to the CMEA from representing themselves.

ACCESS TO WORK LOCATIONS

Reasonable access to employee work locations shall be granted to officers of the Association and its official representatives for the purpose of processing grievances or contacting members of the Association concerning business within the scope of representation. Such officers or

representatives shall not enter any work locations without the consent of the City or its authorized representative. Access shall be restricted so as not to interfere with the normal operations of the City or with established safety or security requirements.

Solicitation of membership and activities concerned with the internal management of an employee organization, such as collecting dues, campaigning for office, conducting elections, and distributing literature, will not be permitted during working hours.

THE SALARY PLAN

A. Salary Increases

All members shall receive a 3% increase to their base rate effective July 1, 2015; a 3% increase to their base rate effective July 1, 2016; a 2% increase to their base rate effective July 1, 2017, and a 2% increase to their base rate effective July 1, 2018.

B. The Salary Plan

The Salary Plan is attached hereto as Exhibit A.

C. Eligibility for Merit Salary Advancement

Eligibility for Salary Step Increases

1. Salary step increases shall be considered on a merit basis only, and then only at the following times, and in accordance with subsection below.
2. All full time appointments shall be made at the first step of the salary schedule assigned that class, unless prior written approval of the City Manager is obtained for appointments at a higher step in the assigned schedule.
3. No salary advancements shall be made so as to exceed the maximum rate established in the salary schedule for the class to which the employee's position is allocated.

Qualification for Salary Step Advancement

1. Shall not be automatic but, shall be based upon merit, dependent upon increased service value of an employee to the City as exemplified by recommendations of his supervisor, length of service, performance record, special training undertaken, and other objective evidence.
2. Only employees rated as meeting the standard of work performance expected of City employees shall be qualified to advance to the salary steps B, C, D and E.
3. If an employee does not receive a merit increase as a result of the performance evaluation, the employee may appeal through the grievance procedure.

D. Merit Evaluation

1. Every employee shall receive an objective, written job performance rating, no sooner than Five (5) weeks before, nor later than five (5) weeks after the completion of the six month probationary period, and annually thereafter but not later than January 31 of each subsequent year, and upon a change of employment status. Nothing in this Section shall prohibit the department head or authorized supervisor from giving an additional objective rating to an employee between those periods of time described in this Section.
2. It shall be the duty of the department head to delegate the responsibility of every employee's rating to that level of supervision having immediate knowledge of the employee's work. An employee shall be rated by his immediate supervisor and that rating shall be reviewed by the department head.

E. Eligibility for Merit Longevity

Upon approval of the appointing power, regular employees who have completed ten (10) continuous years of service may be eligible to receive merit longevity pay provided that:

1. The employee has maintained eligibility for salary Step J and,

The employee has been evaluated in the tenth year as "Exceeds standards" as defined by a comprehensive rating at or above the middle column of the current reporting form, or the equivalent rating on any revised reporting form. Eligible employees shall be paid, in addition to their respective regular rate of pay, a stipend of 5% of the employee's base pay rate; and after twenty (20) years, the percentage amount of the stipend shall increase to 7.5% of the employee's base pay rate.

F. Qualification for Merit Longevity

Merit longevity is to be provided as continuing incentive to career employees. Such payment shall continue with approval of the City Manager, only during such period as an eligible employee continues to "Exceeds standards" as defined above, and shall be terminated by the City Manager when the quality of service, as evidenced by the performance rating of such employee, does not merit such additional compensation.

G. Eligibility for Promotion Increases

1. Any employee receiving a promotion shall receive a salary increase equivalent to one pay range or shall be placed on the first step of the salary schedule for the class to which he is promoted, whichever is greater.
2. Any employee receiving a promotion who would otherwise have been eligible to receive a merit increase within sixty (60) days of the effective date of such promotion, shall be granted the merit increase prior to the application of provision G.1 of this Section.

H. Acting Pay

An employee who has been designated by the City to serve in an acting capacity for thirty (30) consecutive work days or more shall receive Step A of the pay range for the classification in which the employee is performing active duties, or a stipend of 5% of the employee's base pay, whichever is greater. Service in an acting capacity shall not be used as a basis for, or in support of, a request for reclassification. The City Manager or designee may determine that a position filled pursuant to an acting assignment shall be filled based on a competitive process to afford an equal opportunity for internal/external candidates.

I. Out-Of-Class Pay

The City may temporarily assign employees to work out of classification. The selection of employees for an out-of-classification assignment shall be at the discretion of the City Manager or designee. A temporary out-of-class stipend of 5% of the employee's base pay shall be authorized with advance approval by the Department Head, upon consultation and approval from the City Manager or designee, when an employee is designated and scheduled to work in an out of class assignment. Paid holidays shall be considered as days actually worked. Other forms of authorized leave such as sick leave, emergency leave and vacation shall not be considered as days actually worked.

VACATION

A. Basis of Accrual

Full-time employees covered by this Agreement shall accrue paid vacation leave on the following scheduled basis:

<u>Year of Service</u>	<u>Hours Per Year</u>	<u>Monthly Accrual</u>
0-5	80	6.7 Hrs.
6 -10	120	10.0 Hrs.
11+	160	13.4 Hrs.

B. Vacation Accrual

All employees shall be entitled to accrue vacation earned during two full calendar years of employment. Department Heads shall encourage the taking of accrued vacation leave. If for some specific reason an employee wishes to accrue vacation leave in excess of the limits established herein, he/she must submit a request in writing to his/her Department Head listing this reason.

The Department Head and City Manager shall review and may grant such request if it is in the best interest of the City. The excess of the limit shall be determined by the Department Head and the City Manager. It is not the intent of this section to penalize an employee who is not able to utilize his/her accumulated vacation because of scheduling problems within the individual department.

Those employees who will have more than two years accumulation of vacation on the books at the end of the fiscal year will be notified two months prior to the end of the fiscal year to reduce their accrued vacation to the two year maximum. At the end of each calendar year, an employee may be entitled to be paid in lieu of accumulated vacation time provided that fifty (50) hours of accrued time remains on the books. A written request must be submitted to the City Manager by December 1 of each calendar year for the amount of hours to be paid in lieu of accumulated time on the books. When separation is caused by death of any employee, payment shall be made to the estate of such employee or, in applicable cases, as provided by the California Probate Code.

C. Effect of Holiday on Vacation Leave

In the event one or more authorized municipal holidays fall within a vacation leave, such holiday shall not be charged as vacation leave, but shall be credited as a holiday.

D. Effect of Leave of Absence on Accrual of Vacation Leave

The granting of any leave of absence without pay exceeding fifteen (15) consecutive calendar days shall cause the employee's annual vacation earned during the calendar year to be reduced

proportionately for each month or major portion of a month that the employee is on leave of absence without pay.

E. Compensation for City Work During Vacation Prohibited

Other than "exempt" employees, no person shall be permitted to work for compensation for the City in any capacity, except compensation for mandated court appearances, during the time of his/her paid vacation leave from City service. This clause shall not limit the City's right to recall an employee from vacation in the event of an emergency and place him/her on regular pay status.

F. Scheduling Vacation

An employee may take his/her annual vacation leave at any time during the year, contingent upon approval by his/her Department Head. An employee shall normally provide two weeks notice in advance of the day(s) he/she is requesting vacation time off. When a family emergency arises which necessitates the use of vacation time, an employee shall provide as much advance notice as possible considering the particular circumstances. The Department Head should consider an employee's length of service when assigning vacation periods. Vacation leave may be taken in a minimum of 30 minute increments.

G. Terminal Vacation Pay

An employee with regular status separating from City service, who has accrued vacation leave, shall be entitled to terminal pay in lieu of such vacation. No leave credit will be earned on terminal leave payments. When separation is caused by death of any employee, payment shall be made to the estate of such employee or, in applicable cases, as provided by the Probate Code of the State.

SICK LEAVE

A. Accrual of Sick Leave

Employees shall be granted sick leave with pay at the rate of eight (8) hours for each full month of service, and any sick leave accrued but unused in any year shall be accumulated to a maximum accumulation of 480 hours.

Sick leave shall not be considered a right which an employee may use at his/her discretion, but shall be allowed only in cases of actual sickness or non-job incurred disability, or in the event of a personal necessity, making it impossible for the employee to perform his/her normal work assignments. Sick leave usage for personal necessities other than sickness or disability is allowed to a maximum of twelve (12) days (96 hours) per fiscal year with advanced Department Head approval. Sick leave may also be used for scheduled doctor, dental and optometry appointments, when advanced Department Head approval has been received.

B. Proof of Illness

In order to receive compensation while absent from duty on sick leave, the employee must notify his/her immediate supervisor prior to the time set for the beginning of his/her regular duties. The Department Head may request a certificate issued by a licensed physician or other satisfactory proof of illness before sick leave is granted. Sick leave with pay in excess of three (3) consecutive working days shall be granted only after presentation of a written statement by a physician certifying that the employee's condition prevented him/her from performing the duties of the position. Employees shall be required to complete a leave compensation form when returning to work after utilizing sick leave. Violation of sick leave privileges may result in disciplinary action and/or loss of pay when in the opinion of the Department Head the employee has abused such privileges.

C. Effect of Leave of Absence on Sick Leave Accrual

The granting of any leave of absence without pay exceeding fifteen (15) consecutive calendar days shall cause the employees' normal rate of sick leave accumulation to be extended by the number of calendar days for which such leave of absence has been granted less the first fifteen calendar days of such leave. Observed holidays occurring during sick leave shall not be counted as a day of sick leave.

D. Sick Leave Buy-Back

On July 1 of each year, employees may sell back at 50% value of the maximum 96 hours of sick leave that they have accrued but did not utilize during the previous fiscal year. This is subject to the condition that an employee must leave at least 58 hours of sick leave on the books prior to being eligible for any sick leave buy back. Sick leave buy-back shall be based on the employee's actual rate of pay on June 30 of the fiscal year in which it was accumulated. Employees who are eligible to sell back unused sick leave retain the option of maintaining all or a portion of their accumulated sick leave on the books. Upon retirement from employment with the city, all accumulated sick leave is eligible to be sold back at 50% value of the maximum of 192 hours of sick leave that they have accrued but did not utilize based on the employee's rate of pay at the time of separation.

BEREAVEMENT

Whenever a full-time employee is compelled to be absent from duty by reason of death or critical illness (where death appears imminent) of members of the employee's immediate family (father, mother, brother, sister, spouse, children, mother-in-law, father-in-law, grandmother, grandfather, or grandchildren) such person shall be entitled to bereavement leave with pay up to three (3) working days. The employee shall furnish satisfactory evidence of such death or critical illness to his/her Department Head. Bereavement leave shall not be allowed in any case where in the preceding six (6) calendar months, a leave on the grounds of critical illness of that same relative has been granted. Absences under this Section shall not be charged against sick leave.

INDUSTRIAL

A. Any employee who is compelled to be absent from duty on account of an on-the-job injury or illness which, by the determination of the Administrative Officer, would be compensated under Worker's Compensation Laws of the State of California had the absence extended to the seventh day or which thereafter is compensated under Workers' Compensation Laws, shall be entitled to receive the difference between any disability compensation due him under Workers' Compensation Laws and his/her salary, provided that such benefits shall not be paid for longer than twelve (12) months in the aggregate for any one such injury or illness.

B. Sick leave shall not be charged during absence as set forth in Section A above.

C. Neither sick leave nor vacation shall be accumulated during absence set forth in Section A above.

D. Any employee who claims or receives the benefits provided in this section shall furnish to the City Manager or designee satisfactory evidence of his/her right to receive such benefits, as well as verification of the amount of the disability compensation he/she has received or is entitled to receive.

TEMPORARY DISABILITY LEAVE

Upon submission of an appropriate certificate from a licensed physician, an employee may be granted temporary disability leave. The employee utilizing temporary disability leave may utilize all sick leave accredited to him/her and upon the expiration of sick leave, may utilize any accredited annual vacation leave. When both sick leave and annual vacation leave credit are exhausted, the remainder of the absence required will be on the basis of leave without pay. If leave without pay is utilized, no accruals of leave or benefits will be credited to the employee. The leave without pay will constitute a break in continuous service with the City, unless the City Manager authorizes otherwise.

PREGNANCY DISABILITY LEAVE

Employees may continue in employment during pregnancy, subject to the City Rules and Regulations, and relevant State and Federal Laws.

An employee who is disabled because of pregnancy, childbirth, or a related medical condition is entitled to an unpaid leave for up to the number of hours she would normally work within four calendar months (one-third of a year or 17 1/3 weeks). Requests for pregnancy disability leave must be submitted in writing with reasonable advance notice of the medical need for the leave. All leaves must be confirmed in writing, have an agreed-upon specific date of return, and be submitted to Human Resources.

If pregnancy disability leave is required, the employee shall provide a certificate in writing from a licensed physician which shall advise the City that: 1) the employee is disabled from working by pregnancy, childbirth or a related medical condition; 2) the date on which the employee became disabled by pregnancy, childbirth or a related medical condition; and 3) the estimated duration or end date of the leave.

MILITARY LEAVE

Military leave with pay shall be granted in accordance with applicable state and federal law.

JURY DUTY

When called to jury duty, an employee, having provided at least five working days written notice, shall be entitled to his/her regular compensation provided he/she deposits his/her fees for service with the City. Employees released early from jury duty shall report to their supervisor for assignment for the duration of the shift. Employees shall be entitled to keep mileage reimbursement pay while on jury duty.

LEAVE OF ABSENCE WITHOUT PAY

A leave of absence without pay may be made by an employee who has exhausted all accrued leave balances. The City Manager may consider an extended leave of absence as a reasonable accommodation and/or whether such an extended leave of absence would present an undue hardship on the City, following an interactive process when the unpaid leave involves a serious health condition and disability. For non-medical requests, the City Manager will evaluate the nature of the request, and impact on the City, and may grant a non-medical leave of absence not to exceed one year. The procedure in requesting an extension shall be the same as that in requesting the original leave provided that the request for the extension is made no later than fourteen (14) calendar days prior to the expiration of the original leave.

HOLIDAYS

A. Designated City Holidays

Every employee shall be entitled to the following paid holidays each year and such other as may be designated by action of the City Council:

1. New Year's Day – January 1
2. The third Monday in January (Martin Luther King Jr. Day)
3. The third Monday in February (Presidents' Day)
4. The last Monday in May (Memorial Day)
5. Independence Day (July 4th)
6. The first Monday in September (Labor Day)
7. Veterans Day- Observed on November 11th
8. Thanksgiving Day
9. Christmas Eve- December 24
10. Christmas Day- December 25
11. One floating holiday.

If the Friday after Thanksgiving or Good Friday fall on a regularly scheduled work day, it shall be considered a designated holiday, Alternatively, if the Friday after Thanksgiving or Good Friday fall on the employees day off, it shall not be considered a designated holiday.

B. Procedure if Holiday Falls on a Sunday

When a designated holiday above (e.g. Veterans Day, Christmas Day, New Year's Day or July 4th) falls on a Sunday, the following Monday shall be treated as a designated holiday.

C. Floating Holidays

Except as provided in Section D below, all floating holidays shall be used in full day increments. Employees will be credited with 10 hours for each floating holiday that he/she is entitled to and will be charged the same 10 hours when he/she uses it. A floating holiday shall be equivalent to one full day off and no additional compensation, or time off, will be granted. Department Head approval of floating holiday leave shall be obtained prior to its use and with no less than 72 hours notice. All accumulated floating holiday hours shall be combined and labeled as vacation hours.

D. Floating Holiday for New Employees

Employees hired during the fiscal year shall receive a pro-rated credit for the floating holiday based on date of hire.

HOURS OF WORK

Employees shall work a 4/10 work schedule, Monday through Thursday, starting at either 6:30 a.m. and ending at 5:30 p.m. or starting at 7:00 a.m. and ending at 6:00 p.m. The Department Head will consider requests in writing to work alternative work schedules on an individual basis, subject to the approval of the City Manager. Reasonable requests will be approved if such modified schedule will not negatively impact the Department and City Business operations.

ATTENDANCE

Employees shall be in attendance at work in accordance with the rules regarding hours of work, holidays, and leaves. Failure on the part of an employee who is absent without leave to return to duty within 24 hours after due notice to return to duty has been issued shall be cause for discipline up to and including termination.

OVERTIME

It is the policy of the City of Cudahy to avoid the necessity for overtime work whenever possible. However, in cases of emergency, or whenever public interest or necessity requires, any employee may be directed by designated authority and is expected to perform overtime work. Under such circumstances, management will seek volunteers to perform overtime work. In the event that no volunteers step forward, a draft of employees shall take place and be based upon seniority. All overtime work, with the exception of emergency conditions, must have the approval of the City Manager prior to the actual performance of work. Failure to obtain such approval may subject the employee to disciplinary action up to and including termination. Only non-exempt employees are eligible to receive overtime pay.

Except as stated herein, for all workweeks in which there is no designated holiday that falls during the workweek or a day in which the employee is sent home due to an unexpected City

closure, or by management due to lack of work or an act of God, the employee shall be eligible for overtime pay (time and one half the employee's regular rate of pay as that term is used in the Fair Labor Standards Act) for time worked over 40 hours per workweek. In a workweek where there is a designated holiday that falls during the workweek or a day in which the employee is sent home due to an unexpected City closure, or by management due to lack of work or an act of God and is thus unable to work their regularly scheduled shift, and the employee has not taken any time off or leave during that same week (e.g. vacation, sick or other personal leave), the employee shall be eligible for overtime pay (time and one half) for time worked beyond the employee's scheduled shift(s) during that workweek.

A. The City of Cudahy has enacted a special provision internally for non-exempt employees to provide compensatory time off in lieu of monetary overtime compensation at a rate of one and one-half (1 1/2) hours for compensatory time for each hour of overtime worked.

B. Exempt Classified Staff Employees - Are paid a salary that reflects the full responsibility of the position, including being *on-call* or being *called back* to work, and are not eligible to receive overtime, On-Call or Call-Back pay.

C. Non-exempt Classified Staff Employees - May be required to be available and/or to work outside the regular schedule. The two types of status and pay related to those circumstances are On-Call (Standby) and Call-Back.

E. Overtime Pay for Saturdays, Sundays and Holidays – When an employee is not regularly scheduled to work on Saturdays and Sundays, the employee shall receive overtime pay (time and one half) for all time worked on those days. When an employee works on a designated City holiday, the employee shall receive overtime pay (time and one half) for all time worked on the holiday.

F. Consent to Work Overtime – The City does not require notice to or consent from employees when scheduling overtime hours. The City shall provide an employee with as much advance notice as possible of a work schedule change in those situations where the City wants to avoid placing an employee into overtime status. This advance scheduling allows the City to avoid the overtime situation by readjusting the workday and by scheduling time off for the employee so that the employee's time worked does not exceed 40 hours within the workweek.

G. At the City Manager's Discretion, payment of overtime may be approved on a case by case basis.

COMPENSATORY TIME OFF

Compensatory time off is an alternative method of overtime payment to non-exempt employees. In lieu of paying a non-exempt employee for overtime worked, employees may be granted compensatory time off at the overtime rate of one and one half (1 ½) for each hour of overtime worked. Employees shall have the option of receiving overtime pay for any overtime worked. Use of earned compensatory time off must be approved in advance by the Department Head or designee. The maximum accrual limit for compensatory time off is 120 hours.

ON-CALL (STANDBY) PAY

On-Call (Standby) status is a designated shift within any 24 consecutive hours. Such shifts may vary in beginning and ending times from department to department, and are subject to change by administrative decision as dictated by work load needs. On-Call shift hours usually coincide with regular shift hours. Any Classified Staff employee may be assigned to an On-Call status, which requires the employee to be accessible, available, and able to report for duty if called.

Department Heads are responsible for determining the need for On-Call availability and for assigning Classified Staff employees to On-Call status. The supervisor of the employee assigned to On-Call status shall maintain a roster of all qualified employees who may be required to be On-Call. An equitable rotation policy shall be followed in requiring employees to be On-Call.

On-Call pay will be provided for assigned On-Call shifts. The minimum On-call pay per 24-hour period shall be 2 hours. These 2 hours shall not be considered towards overtime or compensated time. The employing department will choose a single level of accrued compensatory time that will be provided to all non-exempt employees in On-Call Status.

CALL BACK PAY

Call back duty occurs when an employee is unexpectedly ordered by the department to return to duty following the termination of his/her normal shift or is working prior to his/her regularly scheduled shift. An employee called back to duty shall be paid a minimum of two (2) hours compensation at the overtime rate commencing when he/she reports for duty.

A nonexempt Classified Staff employee who is called back to work from On-Call status or otherwise at a time not previously scheduled shall receive compensatory time as follows:

- a) A minimum of two (2) hours of compensatory time at rate equal to time and one-half the regular hourly pay rate even when the time actually spent back on the job is less than two (2) hours.
- b) Compensatory time for actual hours worked at time and one-half the regular hourly pay rate, if hours worked exceeds two (2).
- c) Actual hours worked for Call-Back purposes means only that time spent at the work site. Time spent in route to or from the work site is not included as time worked.
- d) Call-Back is mandatory and employee must return to work within a reasonable time frame (2 hours).
- e) Employees shall be contacted based on a rotating schedule.

Compensatory time off can only be used in lieu of pay for Call-Back time worked in accordance with Cudahy overtime policies.

BILINGUAL PAY

A. City departments may request a bilingual pay stipend for an employee based on the employee's use of a non-English language as part of his/her regular job duties. Requests may be made on the basis of oral translation duties only or oral and written translations. Requests

are reviewed by Human Resources to determine whether there is a need for the bilingual skills based on the employee's job duties. If the request is approved by Human Resources, the employee must pass the examination described below.

B. Human Resources is responsible for the development of examination content and rating criteria to evaluate an employee's ability to speak or write a non-English language. The examination may be administered by employees who have already been certified in that language, under the direction of Human Resources, or by an outside vendor selected by Human Resources.

C. Approved and certified employees shall be compensated with a bilingual pay stipend in the amount of \$75.00 per month for oral translation duties, and \$125.00 per month for oral and written translations.

HEALTH INSURANCE

The City shall contribute towards health insurance benefits as listed below:

A) **Medical Insurance:** the City shall contribute toward the coverage of employees and their dependents in the medical insurance program available through the Public Employee's Retirement System as provided for under the Public Employee's Medical and Hospital Care Act as follows:

Effective Upon MOU Adoption:

The City shall contribute an amount up to 100% of the coverage amount for the Kaiser Permanente plan that corresponds to the employee's coverage.

B) **Dental Insurance:** the City shall offer a dental plan for employees and their dependents. The City will contribute towards the purchase of said dental coverage if the employee elects coverage as follows:

Effective Upon MOU Adoption:

The City shall contribute an amount up to the average amount of the dental plans available that corresponds to the employee's coverage.

C) Vision Insurance: the city shall offer vision care insurance for employees and their dependents. The City will contribute towards the purchase of said vision care coverage if the employee elects coverage as follows:

Effective Upon MOU Adoption:

The City shall contribute 100% of the coverage amount that corresponds to the employee's coverage.

D) Life Insurance: the City agrees to provide a term life insurance policy in the amount of \$100,000 per employee. The premium for such insurance shall be paid by the City.

E) Disability Insurance: the City will provide a sixty (60) day Long Term Disability policy. 100% of the premium coverage for such insurance shall be paid by the City.

RETIREMENT PLAN

The City contracts with the California Public Employees Retirement System (CalPERS) for retirement benefits.

First Tier Retirement Formula for "Classic Members" – 2.7% at 55 (Effective July 1, 2008)

For unit members covered under the 2.7% at 55 retirement formula, who are defined as "classic members" under the Public Employees' Pension Reform Act of 2013 (PEPRA) (i.e. not defined as "new members" under Gov. Code section 7522.04(f)):

Effective Upon MOU Adoption – Classic members shall pay 3% of "compensation earnable" as defined in Gov. Code section 20636, representing the members' employee's contribution to CalPERS.

Effective July 1, 2016 – Classic members shall pay an additional 3% for a total of 6% of "compensation earnable" as defined in Gov. Code section 20636, representing the members' employee's contribution to CalPERS.

Effective July 1, 2017 – Classic members shall pay an additional 2% for a total of 8% of “compensation earnable” as defined in Gov. Code section 20636, representing the members’ employee’s contribution to CalPERS.

Second Tier Retirement Formula for “Classic Members” – 2% at 60 (Effective October 16, 2011)

For unit members covered under the 2% at 60 retirement formula, who are defined as “classic members” under the PEPRA (i.e. not defined as “new members” under Gov. Code section 7522.04(f)), shall be responsible for paying the entire employee’s contribution rate of 7% of “compensation earnable” as defined in Gov. Code section 20636.

Third Tier Retirement Formula for “New Members” – 2% at 62 (Effective January 1, 2013)

Pursuant to Gov. Code section 7522.30, unit members, who are defined as “new members” under PEPRA, Gov. Code section 7522.04(f), shall be responsible for paying the employee contribution of 50% of the total normal cost of the plan, as defined by CalPERS.

EDUCATION INCENTIVE

The City will reimburse employees for 100% of the cost of books, materials, parking and tuition up to a maximum reimbursement equivalent to a part-time Cal State tuition per fiscal year for courses taken at any state college, state university, private university or community college, not to exceed \$5,000 per employee per year. Courses must be related to the job, to a potential promotional position, or to general educational requirements as approved by the City Manager upon recommendation of the Department Head. The City Manager or designee must approve all courses in advance in order for the employee to be eligible for the reimbursement.

In order for an employee to be reimbursed for a course, proof of successful completion must first be furnished. In graded courses, a letter grade of "C" or better is required. In a "Pass/Fail" grading system, a "Pass" is required. In a "Credit/No Credit" grading system, a "Credit" is required for approval.

Reimbursement for books will not be permitted until proof of successful completion of the course has been furnished. A sales receipt for the purchased books must also be submitted with the request for reimbursement.

Courses from a private university or college may also be considered; however, reimbursement for such courses shall not exceed the amount permitted for a similar course at a state college or university.

The educational reimbursement will be provided upon completion of coursework. The employee must remain employed by the City or the employee must repay the cost based on the following scale:

- 100% of the reimbursement if employee leaves within 6 months,
- 75% of the reimbursement if employee leaves after 6 months,
- 50% of the reimbursement if employee leaves after 12 months,
- 25% of the reimbursement if employee leaves after 18 months,
- 0% of the reimbursement if employee leaves after two years.

EDUCATIONAL SEMINARS

Employees wishing to further their education through short-term courses or one-day seminars at City expense may do so but only with written Department Head approval.

The department head shall consider the following before granting such approval:

1. Necessity and applicability to the individual.
2. Alternative training methods.
3. Department staffing needs and/or schedules.
4. Amount budgeted for training and education.
5. Fiscal approval by the City Manager.

PROBATIONARY PERIOD

A. An original or promotional appointment is an at-will employment, subject to a probationary period of not less than six (6) months, except that the City Manager may extend the probationary period for any position up to an additional six (6) months or for a marginal employee who is on probation for up to an additional three (3) months. During the probationary period an employee may be terminated at any time with or without cause. During the

probationary period the employee's supervisor shall attempt to counsel the probationary employee on a periodic basis, prior to the end of the probationary period regarding his/her performance.

B. If the service of the probationary employee has been satisfactory to the appointing authority, then the appointing authority shall file with the City Manager or designee a merit rating including a statement, in writing, to such effect and stating that the retention of such employee in the service of the City is desired. If the services of the employee are deemed to be unsatisfactory and his employment is to be terminated at or before the expiration of the probationary period, the appointing authority shall file with the Personnel Officer, a statement in writing setting forth this action to be taken.

C. All probationary periods shall extend to the first day of the month following the period of probation.

D. Rejection Following Promotion: Any employee rejected during the probationary period following a promotional appointment or at the conclusion of the probationary period by reason of failure of the appointing power to file a statement that his services have been satisfactory, or at the discretion of the employee, shall be reinstated to the position from which he was promoted unless charges are filed and he/she is discharged in the manner provided in the Personnel Ordinance and the rules for positions in the classified service.

UNIFORMS

The City shall purchase uniforms for designated employees as budgeted, but not to exceed \$500/year.

MILEAGE REIMBURSEMENT

Employees shall be reimbursed for the use of their vehicle for City Business at the allowable rate per mile as stated by the IRS the current rate in effect at the time during the period of this agreement. Employees shall be reimbursed upon submittal of a monthly reimbursement form with Department Head approval.

HOME COMPUTER PURCHASE PROGRAM

The City agrees to provide an employee home computer purchase program in the form of a \$3,000, 24-month, interest-free loan. Employees are allowed to purchase a new computer only after the first loan has been paid off. The City reserves the right to determine the details and specific terms of such a program. Should the employee separate from the City prior to paying off the loan, the balance of the loan becomes due and payable immediately.

CELL PHONE STIPEND

Employees who are not issued cell phones by the City and use their personal cell phones for minimal work-related use are eligible to receive a monthly stipend in the amount of \$20. Employees who believe they are eligible to receive the stipend shall make a request to the City Manager for the stipend. The City Manager or designee shall then decide whether the employee is eligible for the stipend.

The following City positions are issued cell phones by the City, and employees holding these positions are not eligible to receive the cell phone stipend: Maintenance Leader, Maintenance Supervisor, and Code Enforcement Officer.

TIME OFF FOR EXAMINATION

Any employee classified in competitive service shall be entitled to necessary time off with pay for the purpose of taking qualifying or promotional examinations pertaining to positions in competitive service of the City.

SUBSTANCE ABUSE POLICY

The City of Cudahy and the Association have a vital interest in maintaining safe, healthful and efficient working conditions. Being under the influence of a drug or alcohol on the job may pose serious safety and health risks not only to the user but to co-workers and the citizens of Cudahy. The possession, use or sale of an illegal drug or of alcohol on the job also poses unacceptable risks for safe, healthful and efficient operations. "On the job" means while on City premises, at work locations, or while on duty or being compensated on an "on call status."

The City of Cudahy and the Association recognize that their future is dependent on the physical and psychological well-being of all employees. The City and the Association mutually acknowledge that a drug and alcohol-free work environment benefits Cudahy's employees and citizens.

The purpose of this section is to define the City's drug and alcohol policy as well as the possible consequences of policy violation.

A. Possession, sale, use or being under the influence of drugs or alcohol while on the job is strictly prohibited.

B. When reasonable suspicion exists that the employee is under the influence of drugs or alcohol on the job, the City may require an employee to submit to a drug/alcohol examination, including, but not limited to, a substance screening. Substance screening means the testing of urine or other body fluids as reasonably deemed necessary by a physician to determine whether an employee has a restricted substance in their system.

1. Reasonable suspicion is cause based upon objective facts sufficient to lead a reasonably prudent supervisor to suspect that an employee is under the influence of drugs or alcohol so that the employee's ability to perform the functions of the job is impaired or so that the employee's ability to perform his/her job safely is reduced.

2. Post-accident testing under this Article shall be conducted based on reasonable suspicion as defined in this Section and shall not be automatic, unless as required by law per Department of Transportation (DOT) Federal Motor Carrier Safety Administration Regulations (FMCSA).

C. Any manager or supervisor requesting an employee to submit to a substance screening shall document in writing the facts constituting reasonable suspicion and shall give the employee a copy. The employee shall be given an opportunity to provide additional facts. An employee who is then ordered to submit to a substance abuse screening may request to be represented. Because time is of the essence in substance screening, a representative must be available within a reasonable time or the employee will then be ordered to submit to substance screening.

An employee who refuses to submit to a substance screening may be considered insubordinate and shall be subject to disciplinary action up to and including termination.

D. The supervisor, or designee, shall transport the suspected employee to the testing facility. Testing shall occur on City time and be paid for by the City. Employee urine samples, or other body fluids, will be by a certified system which includes methods or mechanisms designed to assure the integrity of the sample. The facility used for testing shall be certified by the National Institute on Drug Abuse and comply with established guidelines for "chain of custody" to insure that identity and integrity of the sample is preserved throughout the collecting, shipping, testing and storage process.

E. Any positive test for alcohol or drugs will be confirmed by a scientifically sound method. An employee who tests positive on a confirmatory test will be given the opportunity to discuss the results with a physician to be designated by the City. The employee should be prepared at that time to show proof of any valid medical prescription for any detected substance or to otherwise explain, if he or she so chooses, a positive test result.

F. While use of medically prescribed medications and drugs is not per se a violation of this policy, this policy shall establish that no employee shall operate a City vehicle or dangerous machinery or equipment while taking any kind of medication or drugs which are clearly marked that they may cause significant drowsiness or impair an employee's performance. An employee shall notify his/her supervisor, before beginning work, when taking such medications or drugs. In the event there is a question regarding an employee's ability to safely and effectively perform assigned duties while using such medications or drugs, clearance from a physician designated by the City may be required. The City reserves the right to send an employee home on sick leave under these circumstances.

G. Employees with substance abuse problems are encouraged to participate voluntarily in the City-sponsored Employee Assistance Program (EAP). Assistance through the EAP may be sought by an employee with complete confidentiality and without adverse consequences to his/her employment. Employees should be aware, however, that a request for assistance through the EAP will not insulate the employee from disciplinary action already contemplated. Depending upon the facts surrounding the reasonable suspicion determination, positive test result, and/or other violation of this policy or other City/department rules and regulations, the

City may refer an employee to the EAP. Such referral could, at the discretion of the City, be made available to the employee as an alternative to disciplinary action. Referral would be subject to agreement by the employee to enroll, participate in and successfully complete rehabilitation and/or counseling program and other terms and conditions in a "Last Chance Agreement."

1. It is the City's intent to use the EAP option for first offenders except the City reserves the right to discipline for those offenses, which are a significant violation of City/department rules and regulations or where violation did or could have resulted in serious injury or property damage.
2. Consequences of a Positive Controlled Substance and/or Alcohol Test. A covered employee who tests positive for a controlled substance and/or alcohol may be subject to disciplinary action, up to and including termination from employment.

As a result of a positive controlled substance and/or alcohol random test, a temporary non-safety sensitive job assignment for an employee who is removed from the performance of safety sensitive duties or who is restricted from driving non-commercial City vehicles, may be approved by the department head based on the availability of meaningful work to meet operational need.

An employee must use accrued leave time or request personal leave of absence without pay if time off from work is necessary for any treatment or rehabilitation program. The costs of rehabilitation or treatment services, whether or not covered by the employee's medical plan, are the ultimate responsibility of the employee.

PEACEFUL PERFORMANCE

Apart from and in addition to existing restrictions upon work stoppages, the Association hereby agrees that neither it nor its officers, agents, or representatives shall incite, encourage, or participate in any strike, sympathy strike, walkout, slowdown, speedup, sick-out, or other work stoppage during the life of this Agreement for any cause or dispute whatsoever, either with the

Association or with any other person or organization. In the event of work stoppage as enumerated above, the Association, its officers, agents and representatives shall do everything within their power to end or avert the same. The City reserves its rights to exercise all available legal and equitable remedies in the event of a violation. Any employee engaging in or assisting any work stoppage as enumerated above, or refusing to perform duly assigned services in violation of this Article, shall be subject to discipline up to and including termination. The City reserves the right to selectively discipline employees hereunder.

It is understood that violation of this Article by the Association will warrant the withdrawal of any rights, privileges or services provided for in this Agreement and/or legal action by the City of redress.

The inclusion of this Article in this agreement shall in no way be deemed to stop the City from seeking any form of legal, equitable, or administrative relief to which it may be entitled during the term of this agreement.

GRIEVANCE PERIOD

A. Definition of Grievance

A grievance is an alleged violation of a specific provision of this MOU or the City of Cudahy Personnel Rules and Regulations that adversely affects the grievant. This grievance procedure applies to all unit members. The grievance procedure cannot be utilized to challenge the content of a performance evaluation, a disciplinary action, or rejection from probation.

B. Statement of Grievance

The grievance filed by the grievant should include the following information: the date of the alleged violation; the specific provision(s) of the MOU or personnel rule that were allegedly violated; a description of all facts regarding how the alleged violation occurred; and a list of all persons who are witnesses or are involved.

C. Timelines

Failure of the City to comply with the time limits of the grievance procedures allows the grievant to appeal to the next level of review. Failure of the grievant to comply with the time limits of the

grievance procedures constitutes an abandonment of the grievance. The parties may extend time limits by mutual written agreement in advance of a deadline.

D. Grievance Procedure

1. Step One: Informal Resolution with Supervisor – The employee must first work in good faith to resolve the grievance informally through discussion with his/her immediate supervisor no later than 14 calendar days after the event giving rise to grievance has occurred. The supervisor shall attempt to resolve the matter with the employee, and, within a reasonable amount of time, issue a decision on the matter in writing to the employee.
2. Step Two: Department Head – If the employee believes that the grievance has not been resolved through Step One, the employee may submit a written Statement of the Grievance to his/her department head. The employee must submit the Statement of the Grievance within 14 calendar days of receiving the written decision by the immediate supervisor. The department head shall consider, discuss the grievance with the grievant, and investigate as he/she deems appropriate, and shall, within 14 calendar days of receipt of the written Statement of the Grievance, submit his/her decision in writing to the grievant.
3. Step Three: City Manager – If the employee believes that the grievance has not been resolved through Step Two, the employee may appeal the grievance decision of the department head to the City Manager. Such appeal must be filed within 14 calendar days of the date of the department head's written decision. The City Manager shall consider, discuss the grievance with the grievant, and investigate as he/she deems appropriate, and shall, within 21 calendar days of receipt of the written Statement of the Grievance, submit his/her decision in writing to the grievant. The decision of the City Manager shall be final.

E. Representation

A grievant may have a representative of his/her choice at any stage of the grievance procedure, except that the grievant may not be represented by an employee he/she supervises, or by his/her supervisor. The grievant and designated representative of the grievant (if the

representative is a City employee) shall receive release time for the time during grievance meetings. 48 hours prior to the scheduled grievance meeting, the grievant shall inform his/her immediate supervisor, department head or City Manager whether he/she shall be represented at the grievance meeting, and shall identify the representative.

F. Withdrawal of Grievance

Any grievance may be withdrawn by the grievant at any time in writing. Withdrawal of a grievance shall be with prejudice and shall remove the right of the grievant to refile the grievance on the same set of facts.

MANAGEMENT FUNCTIONS

1. Manage the City.
2. Scheduling working hours.
3. Establish, modify or change work schedule standards.
4. Institute changes in procedures.
5. Direct the work force, including the right to hire, promote, demote, transfer, suspend, discipline, layoff, or discharge any employee.
6. Determine the location of any new facilities, buildings, departments, divisions or subdivisions thereof, and the relocation, sale, leasing or closing of facilities, departments, divisions, and subdivisions thereof.
7. Determine services to be rendered.
8. Determine the layout of buildings and equipment and materials to be used therein.
9. Determine processes, techniques, methods, and means of performing work.
10. Determine the size, character, and use of inventories.
11. Determine financial policy, including accounting procedure.
12. Determine the administrative organization of the City.
13. Determine selection, promotion, or transfer of employees.
14. Determine the size and characteristics of the work force.

15. Determine the allocation and assignment of work force.
16. Determine policy affecting the selection of new employees.
17. Determine the establishment of quality and quantity standards and the judgment of quality and quantity of work required.
18. Determine administration of discipline.
19. Determine control and use of City property, materials and equipment.
20. Schedule work periods and determine the number and duration of work periods.
21. Establish, modify, eliminate, or enforce rules and regulations.
22. Place work with outside firms.
23. Determine the kind and number of personnel necessary.
24. Determine the methods and means by which such operations are to be conducted.
25. Require employees, where necessary, to take in-service training courses during working hours.
26. Determine duties to be included in any job classification.
27. Determine the necessary of overtime and the amount of overtime required.
28. Take any necessary action to carry out the mission of the City in case of an emergency.
29. Prescribe a uniform dress to be worn by designated employees.
30. Determine an on call system for employees.

The exercise of the foregoing powers, rights, authority, duties, and responsibilities by the City, the adoption of policies, rules, regulations, and practices in furtherance thereof, and the use of judgment and discretion in connection therewith, shall be limited only by the specific and express terms of this Agreement, and then only to the extent such specific and express terms are in conformance with the law.

Any dispute arising out of or in any way connected with either the existence of, or the exercise of any of the above described rights of the City is not subject to the grievance provision unless such dispute is otherwise grievable under another Article of this Agreement.

CONSTRUCTION

Nothing contained in this Memorandum of Understanding, or any attachment thereto, is intended to, in any way, modify, interpret, construe, or change existing or future law which may cover the topic. For purposes of these references, law shall include the Constitution and all

relevant Federal statutes, and all final appellate court decisions on the issue. References contained herein the matters covered by the law are included simply for the purpose of drawing the attention of the parties to legal requirements related to City employees and the government of the City.

FULL UNDERSTANDING, MODIFICATIONS, WAIVER

It is intended that this Agreement sets forth the full and entire understanding of the parties regarding the matters set forth herein, and any other prior or existing understanding or agreements by the parties, whether formal or informal, regarding any such matters are hereby superseded or terminated in their entirety.

Except as specifically provided herein, it is agreed and understood that each party hereto voluntarily and unqualifiedly waives its right, and agrees that the other shall not be required to negotiate with respect to any subject or matter covered herein during the term of this Agreement.

Any agreement, alteration, understanding, variation, waiver, or modification of any of the terms or provisions contained herein shall not be binding upon the parties hereto, and if required, approved and implemented by the City Council.

The waiver of any breach, term or condition of this Agreement by either party shall not constitute a precedent in the future enforcement of all its terms and provisions.

SAVINGS CLAUSE

This Memorandum of Understanding is subject to all applicable Federal, State, and City laws, ordinances, resolutions, and any lawful rules and regulations enacted by the City Council. If any part or provision of this Memorandum of Understanding is in conflict or inconsistent with such applicable provisions of Federal, State, or City laws, ordinances, resolutions, or is otherwise held to be invalid or unenforceable by any tribunal suspended and superseded by such

applicable law or regulations, and the remainder of this Memorandum of Understanding shall not be affected thereby.

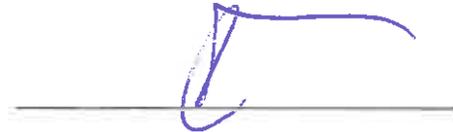
Cudahy Miscellaneous Employees' Association - Memorandum of Understanding 2015-2019

For Cudahy Miscellaneous
Employees Association

For the City of Cudahy



Aracely Villaseñor, CMEA Board



Jose Pulido, City Manager



Maria Ibarra, CMEA Board



Cristian Markovich, Mayor



Aurelio Trujillo, CMEA Board

ATTEST:



Laura Valdivia, Interim City Clerk

EXHIBIT A
SALARY RANGES

RANGES	POSITION	7/1/2015 Salary Range	7/1/2016 Salary Range	7/1/2017 Salary Range	7/1/2018 Salary Range
24		7969 - 9952	8208 - 10251	8372 - 10456	8450 - 10665
23		7592 - 9482	7820 - 9766	7976 - 9961	8136 - 10161
22		7235 - 9035	7452 - 9306	7601 - 9492	7753 - 9682
21		6894 - 8609	7101 - 8868	7243 - 9045	7387 - 9226
20		6569 - 8204	6766 - 8450	6902 - 8619	7040 - 8792
19		6259 - 7817	6447 - 8052	6576 - 8213	6708 - 8377
18	Assistant Engineer (B)	5966 - 7450	6145 - 7674	6268 - 7827	6393 - 7984
17	Senior Accountant	5687 - 7102	5857 - 7315	5974 - 7461	6094 - 7610
16		5419 - 6767	5581 - 6970	5693 - 7110	5807 - 7252
15		5165 - 6451	5320 - 6644	5427 - 6777	5535 - 6913
14		4923 - 6149	5071 - 6333	5173 - 6460	5276 - 6589
13		4692 - 5859	4832 - 6035	4929 - 6156	5028 - 6279
12	Account Technician	4530 - 5657	4666 - 5827	4759 - 5944	4854 - 6062
11	Maintenance Superintendent	4472 - 5585	4606 - 5753	4699 - 5868	4793 - 5985
10	Planning Associate	4260 - 5320	4388 - 5480	4476 - 5589	4565 - 5701
9	Maintenance Foreman	4057 - 5067	4179 - 5219	4262 - 5323	4348 - 5430
	Senior Code Enforcement Officer				
	Planning Assistant				
	Recreation Supervisor				
	Assistant Engineer (A)				
8	Code Enforcement Officer	3867 - 4829	3983 - 4974	4062 - 5073	4144 - 5175
	Administrative Assistant				
	Senior Administrative Analyst				
7	Account Clerk	3717 - 4642	3829 - 4782	3905 - 4877	3983 - 4975
6	Senior Recreation Coordinator	3684 - 4601	3795 - 4739	3871 - 4834	3948 - 4931
	Department Secretary				
	Maintenance Leader				
5	Administrative Clerk II	3508 - 4381	3613 - 4513	3686 - 4603	3759 - 4695
	Recreation Coordinator				
	Municipal Officer				
4	Secretary	3344 - 4177	3445 - 4302	3514 - 4388	3584 - 4476
3	Maintenance Worker	3190 - 3984	3286 - 4103	3351 - 4185	3418 - 4269
2		3039 - 3795	3130 - 3909	3192 - 3987	3256 - 4066
1	Cashier/Receptionist	2899 - 3621	2986 - 3730	3046 - 3804	3107 - 3880
	Administrative Clerk I				

Compensation Schedule Effective

July 1, 2015

Association Steps											
Ranges	A	B	C	D	E	F	G	H	I	J	
A1	2899	2972	3046	3122	3200	3280	3362	3447	3533	3621	
A2	3039	3114	3192	3272	3354	3438	3524	3612	3702	3795	
A3	3190	3270	3351	3435	3521	3609	3699	3792	3887	3984	
A4	3344	3428	3514	3602	3692	3784	3878	3975	4075	4177	
A5	3508	3596	3686	3778	3872	3969	4068	4170	4274	4381	
A6	3684	3776	3871	3968	4067	4168	4273	4379	4489	4601	
A7	3717	3810	3905	4003	4103	4206	4311	4419	4529	4642	
A8	3867	3963	4062	4164	4268	4375	4484	4596	4711	4829	
A9	4057	4159	4263	4369	4478	4590	4705	4823	4943	5067	
A10	4260	4367	4476	4588	4702	4820	4940	5064	5190	5320	
A11	4472	4584	4699	4816	4937	5060	5186	5316	5449	5585	
A12	4530	4643	4759	4878	5000	5125	5253	5385	5519	5657	
A13	4692	4809	4929	5052	5179	5308	5441	5577	5716	5859	
A14	4923	5046	5173	5302	5435	5570	5710	5852	5999	6149	
A15	5165	5295	5427	5563	5702	5844	5990	6140	6294	6451	
A16	5419	5554	5693	5835	5981	6131	6284	6441	6602	6767	
A17	5687	5829	5975	6124	6277	6434	6595	6760	6929	7102	
A18	5966	6115	6268	6424	6585	6750	6918	7091	7269	7450	
A19	6259	6416	6576	6741	6909	7082	7259	7440	7626	7817	
A20	6569	6734	6902	7074	7251	7433	7618	7809	8004	8204	
A21	6894	7066	7243	7424	7609	7800	7995	8195	8399	8609	
A22	7235	7416	7601	7791	7986	8185	8390	8600	8815	9035	
A23	7592	7782	7976	8176	8380	8590	8805	9025	9250	9482	
A24	7969	8168	8373	8582	8796	9016	9242	9473	9710	9952	

Compensation Schedule Effective

July 1, 2016

Ranges	Association Steps									
	A	B	C	D	E	F	G	H	I	J
A1	2986	3061	3138	3216	3296	3379	3463	3550	3639	3730
A2	3130	3208	3288	3370	3455	3541	3629	3720	3813	3909
A3	3286	3368	3452	3538	3627	3717	3810	3906	4003	4103
A4	3445	3531	3619	3710	3802	3897	3995	4095	4197	4302
A5	3613	3704	3796	3891	3989	4088	4190	4295	4403	4513
A6	3795	3890	3987	4087	4189	4294	4401	4511	4624	4739
A7	3829	3925	4023	4123	4226	4332	4440	4551	4665	4782
A8	3983	4082	4184	4289	4396	4506	4619	4734	4852	4974
A9	4179	4283	4390	4500	4613	4728	4846	4967	5092	5219
A10	4388	4498	4610	4725	4843	4964	5089	5216	5346	5480
A11	4606	4722	4840	4961	5085	5212	5342	5476	5612	5753
A12	4666	4782	4902	5025	5150	5279	5411	5546	5685	5827
A13	4832	4953	5077	5204	5334	5467	5604	5744	5888	6035
A14	5071	5198	5328	5461	5598	5737	5881	6028	6179	6333
A15	5320	5453	5590	5730	5873	6020	6170	6324	6482	6644
A16	5581	5721	5864	6011	6161	6315	6473	6635	6800	6970
A17	5857	6004	6154	6308	6465	6627	6793	6962	7136	7315
A18	6145	6298	6456	6617	6783	6952	7126	7304	7487	7674
A19	6447	6608	6773	6943	7116	7294	7477	7664	7855	8052
A20	6766	6936	7109	7287	7469	7656	7847	8043	8244	8450
A21	7101	7278	7460	7647	7838	8034	8235	8440	8651	8868
A22	7452	7638	7829	8025	8225	8431	8642	8858	9079	9306
A23	7820	8015	8216	8421	8632	8847	9069	9295	9528	9766
A24	8208	8413	8624	8839	9060	9287	9519	9757	10001	10251

Compensation Schedule Effective

July 1, 2017

Ranges	Association Steps									
	A	B	C	D	E	F	G	H	I	J
A1	3046	3122	3200	3280	3362	3446	3533	3621	3711	3804
A2	3192	3272	3354	3438	3524	3612	3702	3795	3889	3987
A3	3351	3435	3521	3609	3699	3792	3887	3984	4083	4185
A4	3514	3601	3692	3784	3878	3975	4075	4177	4281	4388
A5	3686	3778	3872	3969	4068	4170	4274	4381	4491	4603
A6	3871	3968	4067	4168	4273	4379	4489	4601	4716	4834
A7	3905	4003	4103	4206	4311	4419	4529	4642	4758	4877
A8	4062	4164	4268	4375	4484	4596	4711	4829	4949	5073
A9	4262	4369	4478	4590	4705	4823	4943	5067	5193	5323
A10	4476	4588	4702	4820	4940	5064	5190	5320	5453	5589
A11	4699	4816	4936	5060	5186	5316	5449	5585	5725	5868
A12	4759	4878	5000	5125	5253	5385	5519	5657	5799	5944
A13	4929	5052	5179	5308	5441	5577	5716	5859	6006	6156
A14	5173	5302	5434	5570	5709	5852	5999	6149	6302	6460
A15	5427	5562	5702	5844	5990	6140	6293	6451	6612	6777
A16	5693	5835	5981	6131	6284	6441	6602	6767	6936	7110
A17	5974	6124	6277	6434	6595	6759	6928	7102	7279	7461
A18	6268	6424	6585	6750	6918	7091	7269	7450	7636	7827
A19	6576	6740	6909	7082	7259	7440	7626	7817	8012	8213
A20	6902	7074	7251	7432	7618	7809	8004	8204	8409	8619
A21	7243	7424	7609	7800	7994	8194	8399	8609	8824	9045
A22	7601	7791	7986	8185	8390	8600	8815	9035	9261	9492
A23	7976	8176	8380	8590	8804	9024	9250	9481	9718	9961
A24	8372	8582	8796	9016	9242	9473	9709	9952	10201	10456

Compensation Schedule Effective

July 1, 2018

Ranges	Association Steps									
	A	B	C	D	E	F	G	H	I	J
A1	3107	3185	3264	3346	3430	3515	3603	3693	3786	3880
A2	3256	3337	3421	3506	3594	3684	3776	3870	3967	4066
A3	3418	3504	3591	3681	3773	3868	3964	4063	4165	4269
A4	3584	3674	3765	3859	3956	4055	4156	4260	4367	4476
A5	3759	3853	3950	4048	4150	4253	4360	4469	4580	4695
A6	3948	4047	4148	4252	4358	4467	4579	4693	4810	4931
A7	3983	4083	4185	4290	4397	4507	4620	4735	4853	4975
A8	4144	4247	4353	4462	4574	4688	4805	4925	5048	5175
A9	4348	4456	4568	4682	4799	4919	5042	5168	5297	5430
A10	4565	4679	4796	4916	5039	5165	5294	5427	5562	5701
A11	4793	4912	5035	5161	5290	5422	5558	5697	5839	5985
A12	4854	4976	5100	5228	5358	5492	5630	5770	5915	6062
A13	5028	5153	5282	5414	5550	5688	5831	5976	6126	6279
A14	5276	5408	5543	5682	5824	5969	6119	6271	6428	6589
A15	5535	5674	5816	5961	6110	6263	6419	6580	6744	6913
A16	5807	5952	6101	6253	6410	6570	6734	6903	7075	7252
A17	6094	6246	6402	6562	6726	6895	7067	7244	7425	7610
A18	6393	6553	6717	6885	7057	7233	7414	7599	7789	7984
A19	6708	6875	7047	7223	7404	7589	7779	7973	8173	8377
A20	7040	7216	7396	7581	7771	7965	8164	8368	8577	8792
A21	7387	7572	7761	7955	8154	8358	8567	8781	9001	9226
A22	7753	7947	8145	8349	8558	8772	8991	9216	9446	9682
A23	8136	8339	8548	8761	8980	9205	9435	9671	9913	10161
A24	8540	8753	8972	9196	9426	9662	9904	10151	10405	10665