



FRINGE BENEFITS AND SALARY PLAN
(Exhibit A to Resolution No. 20-01)

Effective November 19, 2019

CITY OF CUDAHY CALIFORNIA

Incorporated November 10, 1960

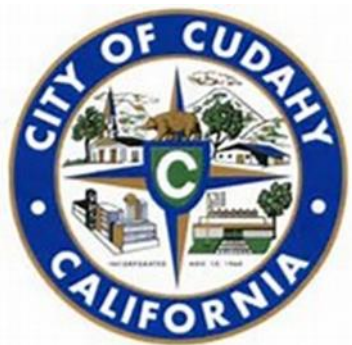


TABLE OF CONTENTS

PART I – THE FRINGE BENEFIT PLAN	6
Section 1. Purpose.....	6
Section 2. Applicability.....	6
Section 3. Holidays	7
Section 4. Vacation.....	9
Section 5. Sick Leave.....	10
Section 6. Car Allowance.....	11
Section 7. Reimbursement for Expenses	12
Section 8. Health Insurance	12
Section 9. Health Insurance for Retirees	14
Section 10. Life Insurance.....	15
Section 11. Disability Insurance.....	16
Section 12. Dental Insurance	17
Section 13. Vision Insurance	18
Section 14. Deferred Compensation (457 or 401a) Plan.....	19
Section 15. Retirement Contribution	20
Section 16. Severance Allowance.....	22
Section 17. Relocation Allowance.....	22
Section 18. Uniform Allowance.....	23
Section 19. Cell Phone Stipend	22
Section 20. Bereavement Leave	23
Section 21. Miscellaneous Leaves of Absence.....	24
Section 22. Education Reimbursement	25
Section 24. The Extension of Benefits to Other Classifications	26
Section 25. Hourly Employees.....	26
PART II - THE SALARY PLAN	29
Section 1. Purpose	29
Section 2. The Classification Plan.....	29
Section 3. Basic Compensation Plan.....	30
Section 4. Pay Philosophy.....	30
Section 5. Plan Maintenance	31
Section 6. Eligibility for Salary Advancement	31

Section 7. Merit Ranges	32
Section 8. Compaction Rule	33
Section 9. Salaries Above Market Rate – Use of "Y" Rating Method.....	33
Section 10. Trainee Positions.....	33
Section 11. Salary Differentials/Stipends	34
a. (5%) Salary Differential	34
b. (10%) Salary Differential	34
c. Bi-lingual Pay.....	34
Section 12. Overtime.....	36
Section 13. Compensatory Time Off	36
Section 14. Executive Leave.....	37
Section 15. On-Call (Standby) Pay	37
Section 16. Call Back Pay	37
Section 17. Additional Approved Increases in Compensation and Changes to the Salary and Classification Plans	38
Section 18. The Provisions of This Plan Shall Be Operative on the Date of Its Adoption.	38
ADDENDUM:	38
1. HOURLY RANGE TABLES	38
2. ASSOCIATION RANGE TABLES	38
3. MANAGEMENT/CONFIDENTIAL RANGE TABLES	38
4. SALARY SCHEDULES	38

PART I
THE FRINGE BENEFITS
PLAN

PART I – THE FRINGE BENEFIT PLAN

Section 1. Purpose

This Exhibit to Resolution No. 15-20 is enacted pursuant to Section 2.04.070 of the Cudahy Municipal Code to provide for the fringe benefits of City officers and employees.

The City of Cudahy has established a number of benefit programs for its eligible employees. This Plan does not restate all of the features of these benefit programs. The purpose of this Plan is to identify the coverage amounts, costs and limitations of specific benefits as applied and approved by the City Council for specific employee groups. Additional terms, conditions, and limitations regarding program eligibility and benefit entitlement are included in official plan documents, which, notwithstanding the foregoing, shall control in determining coverage amounts, costs and limitations of specific benefits. Additional administrative guidelines may also be found in the City's Personnel Rules, and other terms and conditions of employment within the Cudahy Miscellaneous Employees' Memoranda of Understanding. The Fringe Benefit and Salary Plan shall not change the nature of any employee's status as an at-will employee.

Section 2. Applicability

This exhibit defines the various benefits provided to City officers and employees. Each category covered herein indicates the specific group and/or classification of employee for which the benefit applies (e.g. Appointed Officials, Management/Confidential Employees, and Miscellaneous Employees).

Hourly employees shall not be entitled to any City benefits except as otherwise provided herein, and defined specifically under Section 23 below.

City employees with employment agreements shall only be entitled to those benefits and salary amounts identified in their individual employment agreements. The Fringe Benefits and Salary Plan identifies benefits and salaries of employees under employment agreements with the City for administrative convenience purposes only, and the Plan shall not supersede any employment agreement provisions or control the benefits and salary provided to employees with employment agreements with the City. To the extent that any benefits described herein conflict with the applicable employment agreement, and as the employment agreements and memorandums of understanding may be amended from time to time, the employment agreement controls.

Section 3. Holidays

a) Appointed Officials (Non-represented)

The City Clerk, City Treasurer and City Manager shall be entitled to the same holidays that Management/Confidential employees receive, unless changed by an amendment to this Resolution by the City Council.

Notwithstanding the above, provisions of an employment agreement shall supersede and control over any description of benefits/salary that may be contained in this Fringe Benefits and Salary Plan.

b) Management/Confidential Employees (Non-represented)

Management/Confidential employees shall be entitled to the same holidays that Miscellaneous employees are entitled to, unless changed by an amendment to this Resolution by the City Council.

c) Miscellaneous Employees (Cudahy Miscellaneous Employees' Association)¹

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 1st
2. Martin Luther King Jr. Day - The third Monday in January
3. President's Day - The third Monday in February
4. Cesar Chavez Day – March 31st
5. Memorial Day - The last Monday in May
6. Independence Day - July 4th
7. Labor Day - The first Monday in September
8. Veteran's Day – November 11th
9. Thanksgiving Day
10. Christmas Eve – December 24th
11. Christmas Day – December 25th
12. One Floating Holidays (Pro-rated for New Employees based on hire date)

The observance of holidays, work on a holiday, and other related rules as applied to holiday compensation shall be administered consistent with the City's Personnel Rules and as defined in the Cudahy Miscellaneous Employees' Association MOU.

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.

¹ See Memorandum of Understanding By and Between Cudahy Miscellaneous Employees' Association and The City of Cudahy, July 1, 2015-June 30, 2019 (hereinafter "CMEA MOU"), pg. 15.

Section 4. Vacation

a) Appointed Officials (Non-represented)

The City Clerk and City Treasurer shall be entitled to the same Vacation benefits that Miscellaneous Employees are entitled to, including buy-back provisions unless changed by an amendment to this Resolution by the City Council.

The City Manager shall receive a maximum of eighty (80) hours of vacation leave per year, and may carry over unused leave from year to year, not to exceed a total of 320 hours, at which time accruals shall cease. On December 31st of each year, accumulated and unused vacation leave may be sold back to the City at the regular hourly rate, provided that fifty (50) hours of accrued vacation time remains on the books.

Notwithstanding the above, provisions of an employment agreement shall supersede and control over any description of benefits/salary that may be contained in this Fringe Benefits and Salary Plan.

b) Management/Confidential Employees (Non-represented)

Management/Confidential employees shall be entitled to the same Vacation benefits that Miscellaneous employees are entitled to including buy-back provisions, unless changed by an amendment to this Resolution by the City Council.

c) Miscellaneous Employees (Cudahy Miscellaneous Employees' Association)²

1) Accrual of Vacation Leave

Full-time employees shall accrue paid vacation leave on the following scheduled basis.

<u>Years of Service</u>	<u>Hours Per Year</u>	<u>Bi-Weekly Accrual</u>	<u>Maximum Accrual</u>
0-5	80	3.077 hours	160 hours
6-10	120	4.616 hours	240 hours
11+	160	6.154 hours	320 hours

2) Vacation Buy Back

At the end of each calendar year, provided that fifty (50) hours of accrued vacation time remains on the books, employees may request pay in lieu of time off for accrued and unused vacation time. Upon separation from City employment, all accrued but unused vacation time is eligible to be sold back at full value based on the employee's rate of pay at the time of separation.

² See CMEA MOU, pp. 8-10.

3) Vacation Policy

Vacation Leave shall be administered consistent with the City's Personnel Rules and as defined in the Cudahy Miscellaneous Employees' Association MOU.

Section 5. Sick Leave

a) Appointed Officials (Non-represented)

The City Clerk, City Treasurer and City Manager shall be entitled to twelve (12) days of sick leave per year (96) hours, and may sell back at full rate of pay accrued but unused sick leave on the same terms and conditions as established for other employees, unless changed by an amendment to this Resolution by the City Council.

Notwithstanding the above, provisions of an employment agreement shall supersede and control over any description of benefits/salary that may be contained in this Fringe Benefits and Salary Plan.

b) Management/Confidential Employees (Non-represented)

Management/Confidential employees shall be entitled to the same Sick Leave benefits that Miscellaneous employees are entitled to, unless changed by an amendment to this Resolution by the City Council.

c) Miscellaneous Employees (Cudahy Miscellaneous Employees' Association)³

1) Accrual of Sick Leave

Employees shall be granted sick leave with pay at the rate based on the current number of hours the employee is regularly scheduled to work during a workday. For example, employees who are currently scheduled to work 10 hours during the workday will receive ten (10) hours of sick leave with pay for each full month of service. Any sick leave accrued but unused in any year shall be accumulated to a maximum accumulation of 480 hours.

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 (15) calendar days of such leave. Observed holidays occurring during sick leave shall not be counted as a day of sick leave.

2) 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

³ See CMEA MOU pp. 10-11.

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.

3) Sick Leave Policy

The use of Sick Leave shall be administered consistent with the City's Personnel Rules and as defined in the Cudahy Miscellaneous Employees' Association MOU.

Section 6. Car Allowance

The City recognizes that various Appointed Officials and Department Heads may require extensive use of an automobile in the ordinary course of performing duties for the City. Accordingly, the City, as added compensation, shall provide an automobile allowance to the following classifications, in the amounts defined below, unless changed by an amendment to this Resolution by the City Council.

<u>POSITION</u>	<u>MONTHLY AMOUNT</u>
City Clerk	\$350.00
City Manager	\$400.00
City Treasurer	\$350.00
Finance Manager	\$350.00
Community Development Manager	\$350.00
Public Safety and Services Manager	\$350.00
Assistant City Clerk	\$350.00
Human Resources Manager	\$350.00

Notwithstanding the above, provisions of an employment agreement shall supersede and control over any description of benefits/salary that may be contained in this Fringe Benefits and Salary Plan.

Section 7. Reimbursement for Expenses

The City will reimburse employees for reasonable and authorized expenses incurred on behalf of the City of Cudahy. All travel and other business expenses must be pre-approved by the department head and the City Manager, and must follow the Travel/Training Expense Policy and be reported within one (1) month from the time they are incurred. Every attempt will be made to issue reimbursement for approved expenses within two (2) weeks from the time the expense report forms received by Finance. Failure to report expenses in a timely manner may jeopardize timely reimbursement for expenses or lead to disciplinary action.

Employees shall be reimbursed for the use of their vehicle for City Business at the allowable IRS Standard Mileage Rate for each year. Employees shall be reimbursed upon submittal of a monthly reimbursement form with Department Head approval.

Section 8. Health Insurance

a) Appointed Officials (Non-represented)

For the City Treasurer and City Clerk, the City shall contribute towards the coverage in a health insurance program available through the Public Employees' Retirement System as provided under the Public Employees' Medical and Hospital Care Act. The City's maximum contribution shall be consistent with the contribution paid by the City for Management/Confidential employees, unless changed by an amendment to this Resolution by the City Council.

For the City Manager, the City shall contribute towards the coverage in a health insurance program available through the Public Employees' Retirement System as provided under the Public Employees' Medical and Hospital Care Act. The City's maximum contribution shall be 100% of plan cost for City Manager and Dependent's Coverage.

Notwithstanding the above, provisions of an employment agreement shall supersede and control over any description of benefits/salary that may be contained in this Fringe Benefits and Salary Plan.

b) Management/Confidential Employees (Non-represented)

For Management/Confidential Employees, the City shall contribute towards the coverage in a health insurance program as provided by the City. The City's maximum contribution shall be consistent with the contribution paid by the City for Miscellaneous employees, unless changed by an amendment to this Resolution by the City Council.

c) Miscellaneous Employees (Cudahy Miscellaneous Employees' Association)⁴

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. For an employee with Blue Shield insurance, the City and employee shall equally share the difference between the Blue Shield plan and Kaiser Permanente plan monthly premium amount that corresponds to the employee's coverage where the Blue Shield plan monthly premium is higher than the Kaiser Permanente monthly premium.

⁴ See CMEA MOU p. 20.

Section 9. Health Insurance for Retirees

a) Vesting of Medical Benefits for Appointed Officials (Non-represented)

Appointed officials including the City Clerk, City Treasurer and City Manager may be eligible for vesting of medical benefits under the CalPERS Plan for life-time coverage, including spouse and eligible dependents consistent with CalPERS rules. The City's maximum contribution shall be that amount that is offered to top management employees, unless changed by an amendment to this Resolution by the City Council.

Appointed officials shall vest with life-time benefits for Dental Insurance and Vision Insurance upon the fifth anniversary of continuous service with the City. The City's maximum contribution shall be that amount that is offered to top management employees, unless changed by an amendment to this Resolution by the City Council.

Notwithstanding the above, provisions of an employment agreement shall supersede and control over any description of benefits/salary that may be contained in this Fringe Benefits and Salary Plan.

b) Vesting of Medical Benefits for Management/Confidential Employees (Non-represented)

Management/Confidential Employees may be eligible for vesting of medical benefits under the CalPERS Plan for life-time coverage, including spouse and eligible dependents consistent with CalPERS rules and upon retirement from the City of Cudahy. The City's maximum contribution shall be that amount that is offered to Miscellaneous employees, unless changed by an amendment to this Resolution by the City Council.

Management/Confidential Employees shall vest with life-time benefits for Dental Insurance and Vision Insurance upon the fifth anniversary of continuous service with the City. The City's maximum contribution shall be that amount that is offered to Miscellaneous employees, unless changed by an amendment to this Resolution by the City Council.

c) Vesting of Medical Benefits for Miscellaneous Employees (Cudahy Miscellaneous Employees' Association)

Miscellaneous Employees may be eligible for vesting of medical benefits under the CalPERS Plan for life-time coverage, including spouse and eligible dependents consistent with CalPERS rules. The City's maximum contribution is \$1,200.00 of the plan cost.

Section 10. Life Insurance

a) Appointed Officials (Non-represented)

The City Clerk and City Treasurer shall receive City paid term life insurance benefits that Miscellaneous employees are entitled to, unless changed by an amendment to this Resolution by the City Council.

The City Manager shall receive City paid term life insurance policy in the amount of \$1,000,000.00.

Notwithstanding the above, provisions of an employment agreement shall supersede and control over any description of benefits/salary that may be contained in this Fringe Benefits and Salary Plan.

b) Management/Confidential Employees (Non-represented)

Management/Confidential employees shall be entitled to the same life Insurance benefits that Miscellaneous employees are entitled to, unless changed by an amendment to this Resolution by the City Council.

c) Miscellaneous Employees (Cudahy Miscellaneous Employees' Association)⁵

Effective January 11, 2016, the City will 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.

⁵ See CMEA MOU p. 21.

Section 11. Disability Insurance

a) Appointed Officials (Non-represented)

The City Manager, City Clerk, and City Treasurer shall receive a City paid Long Term Disability policy, unless changed by an amendment to this Resolution by the City Council.

Notwithstanding the above, provisions of an employment agreement shall supersede and control over any description of benefits/salary that may be contained in this Fringe Benefits and Salary Plan.

b) Management/Confidential Employees (Non-represented)

Management/Confidential employees shall be entitled to the same Disability Insurance benefits that miscellaneous employees are entitled to, unless changed by an amendment to this Resolution by the City Council.

c) Miscellaneous Employees (Cudahy Miscellaneous Employees' Association)⁶

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.

Upon execution of the MOU, the City will immediately take steps to join the short-term disability insurance plan proposed and outlined by Keenan Associates as described in exhibit "B" of the agreement.

⁶ See CMEA MOU, p. 21.

Section 12. Dental Insurance

a) Appointed Officials (Non-represented)

For the City Clerk and City Treasurer, the City shall contribute towards the coverage in a dental insurance program as provided by the City. The City's maximum contribution shall be consistent with the contribution paid by the City for Management/Confidential employees, unless changed by an amendment to this Resolution by the City Council.

For the City Manager, the City shall contribute 100% towards the cost of the dental insurance plan as provided by the City for employee and eligible dependents.

Notwithstanding the above, provisions of an employment agreement shall supersede and control over any description of benefits/salary that may be contained in this Fringe Benefits and Salary Plan.

b) Management/Confidential Employees (Non-represented)

For Management/Confidential Employees, the City shall contribute towards the coverage in a dental insurance program as provided by the City. The City's maximum contribution shall be consistent with the contribution paid by the City for Miscellaneous employees, unless changed by an amendment to this Resolution by the City Council.

c) Miscellaneous Employees (Cudahy Miscellaneous Employees' Association)⁷

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 January 11, 2016, the City shall contribute an amount up to the average amount of the dental plans available that corresponds to the employee's coverage.

⁷ See CMEA MOU, pp. 20-21.

Section 13. Vision Insurance

a) Appointed Officials (Non-represented)

For the City Treasurer and City Clerk, the City shall contribute towards the coverage in a vision insurance program as provided by the City. The City's maximum contribution shall be consistent with the contribution paid by the City for Management/Confidential employees, unless changed by an amendment to this Resolution by the City Council.

For the City Manager, the City shall contribute 100% towards the cost of the vision insurance plan as provided by the City for employee and eligible dependents.

Notwithstanding the above, provisions of an employment agreement shall supersede and control over any description of benefits/salary that may be contained in this Fringe Benefits and Salary Plan.

b) Management/Confidential Employees (Non-represented)

For Management/Confidential Employees, the City shall contribute towards the coverage in a vision insurance program as provided by the City. The City's maximum contribution shall be consistent with the contribution paid by the City for Miscellaneous employees, unless changed by an amendment to this Resolution by the City Council.

c) Miscellaneous Employees (Cudahy Miscellaneous Employees' Association)⁸

For Miscellaneous Employees, the City shall offer vision care insurance for employees and their dependents. The City shall contribute towards the coverage in a vision insurance program as provided by the City. Effective January 11, 2016, the City shall contribute 100% of the coverage amount that corresponds to the employee's coverage.

⁸ See CMEA MOU, p. 21.

Section 14. Deferred Compensation (457 or 401a) Plan

a) Appointed Officials (Non-represented)

The City does not make a contribution to said Plan on behalf of employees.

Notwithstanding the above, provisions of an employment agreement shall supersede and control over any description of benefits/salary that may be contained in this Fringe Benefits and Salary Plan.

b) Management/Confidential Employees (Non-represented)

The City does not make a contribution to said Plan on behalf of employees.

c) Miscellaneous Employees (Cudahy Miscellaneous Employees' Association)

The City does not make a contribution to said Plan on behalf of employees.

Section 15. Retirement Contribution

Every full-time employee shall participate in the California Public Employees Retirement System (CalPERS) plan as adopted by the City Council, as well as part-time classes that are not formally excluded via the City's CalPERS contract. Hourly classes that are excluded via the City's CalPERS contract shall not be enrolled in the plan. Participation in the retirement plan continues until the employee terminates employment with the City for any reason, and shall then cease under the terms of said plan. An employee is vested after five (5) years and may be eligible for benefits from the CalPERS system.

a) First Tier Retirement Formula ("Classic Members"):

Effective July 1, 2008, the City amended the CalPERS contract to provide the benefit known as 2.7% at 55 retirement formula.

1) Miscellaneous Employees (Cudahy Miscellaneous Employees' Association)⁹

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

Effective January 11, 2016 - 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.

b) Second Tier Retirement Formula ("Classic Members"):

Effective October 16, 2011, the benefit known as 2% @ 60 retirement formula shall apply to employees hired or who become eligible for enrollment in the CalPERS Retirement Plan on or after the effective date of the City's contract amendment with CalPERS to implement this benefit. For unit members covered under this 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)), the City will only contribute the normal employer contribution, and the employee is responsible for paying the entire employee's contribution rate of 7% of "compensation earnable" as defined in Gov. Code section 20636.

⁹ See CMEA MOU, pp. 21-22.

- c) Third Tier Retirement Formula (“New Members”): Effective January 1, 2013, in accordance with the Public Employees’ Pension Reform Act (PEPRA) and Gov. Code section 7522.30, new employees hired on or after January 1, 2013 shall be enrolled in the benefit known as 2% @ 62 retirement formula. The City will only contribute the normal employer contribution, and the employee is responsible for paying the employee contribution of 50% of the total normal cost, as defined by CalPERS.
- d) Employer Paid Member Contributions (EPMC)
Should the City express interest in providing the EPMC benefit for any employee unit, a “me too” clause shall take effect for the Miscellaneous Unit.

Section 16. Severance Allowance

a) Appointed Officials (Non-represented)

For Appointed Officials, the City shall provide any specified severance allowance in accordance with the agreed upon terms of employment addressed in individual employment contracts.

b) Management/Confidential Employees (Non-represented)

For Management/Confidential employees, the City shall provide any specified severance allowance in accordance with the agreed upon terms of employment addressed in individual employment contracts.

Section 17. Relocation Allowance

a) Appointed Officials (Non-represented)

Relocation allowance may be provided within individual employment contracts, subject to approval by the City Council.

b) Management/Confidential Employees (Non-represented)

Relocation allowance may be provided within individual employment contracts, subject to approval by the City Council.

Section 18. Uniform Allowance

- a. Miscellaneous Employees (Cudahy Miscellaneous Employees' Association)¹⁰

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

Section 19. Cell Phone Stipend

- a. Miscellaneous Employees (Cudahy Miscellaneous Employees' Association)¹¹

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.

Section 20. Bereavement Leave

The City shall provide bereavement leave to all full-time Appointed Officials, Management/Confidential Employees, and Miscellaneous employees¹².

Regular full-time employees are entitled to up to three (3) working days of leave, with pay, upon the death of an immediate family member, calculated at regular base rate, to arrange and attend the funeral.

The City shall administer the provisions of this benefit as defined in the Personnel Rules and the City of Cudahy Miscellaneous Employees' Association MOU. Management/Confidential Employees and Appointed Officials shall follow the same provisions and rules as provided to Miscellaneous employees for Bereavement Leave.

Notwithstanding the above, provisions of an employment agreement shall supersede and control over any description of benefits/salary that may be contained in this Fringe Benefits and Salary Plan.

¹⁰ See CMEA MOU, p. 24.

¹¹ See CMEA MOU, p. 25.

¹² See CMEA MOU, p. 12.

Section 21. Miscellaneous Leaves of Absence

The City shall provide leaves of absence policies for the following categories:

- a) Paid Bone Marrow or Organ Donor Leave
- b) Paid Time Off for Jury Duty/Witness Duty
- c) Time Off to Vote
- d) Family and Medical Leave (FMLA)/California Family Rights Leave (CFRA)
- e) Pregnancy Disability Leave (PDL)
- f) Work Related Disability Leave
- g) Medical Disability Leave
- h) Industrial Leave
- i) Military Duty Leave
- j) Military Family Leave
- k) Spousal/Registered Domestic Partner Military Leave
- l) School Activities and School Visits Leave
- m) Victims of Domestic Violence, Sexual Assault and Other Crimes Leave
- n) Volunteer Civil Service Leave
- o) Literacy Assistance Leave
- p) Personal Leave/

The City's personnel rules shall serve as the official policy related to eligibility and benefits for the above stated leaves. It is the intent of the City to comply with all state and federal laws related to leaves, and to the extent that state and federal laws provide a greater benefit, the City shall comply and provide such benefits to eligible employees.

Management/Confidential Employees and Appointed Officials shall follow the same provisions and rules as provided to Miscellaneous employees for under the section Leave of Absence Without Pay.

Notwithstanding the above, provisions of an employment agreement shall supersede and control over any description of benefits/salary that may be contained in this Fringe Benefits and Salary Plan.

Section 22. Education Reimbursement

a) Appointed Officials (Non-represented)

The City Clerk, City Treasurer and City Manager shall be entitled to education reimbursement on the same terms and conditions as established for Management/Confidential employees.

Notwithstanding the above, provisions of an employment agreement shall supersede and control over any description of benefits/salary that may be contained in this Fringe Benefits and Salary Plan.

b) Management/Confidential Employees (Non-represented)

The City shall reimburse Management/Confidential Employees for the cost of books and tuition for courses taken at any State College, State University, Community College or an approved accredited private college or university as approved by the City Manager.

c) Miscellaneous Employees (Cudahy Miscellaneous Employees' Association)¹³

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.

The City is currently reviewing its education incentive policy City-wide. The City intends on providing the education incentive in a manner that is consistent across eligible employee groups. The CMEA may reopen negotiations during the term of the MOU as to the education incentive.

Section 23. Educational Seminars

a. Miscellaneous Employees (Cudahy Miscellaneous Employees' Association)¹⁴

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 City shall administer the terms of this provision as further defined under the Education Seminars section of the Cudahy Miscellaneous Employees' Association MOU.

¹³ See CMEA MOU, p. 22.

¹⁴ See CMEA MOU, p. 23.

Section 24. The Extension of Benefits to Other Classifications

a) Appointed Officials (Non-represented)

The fringe benefits set forth herein are minimum benefits; to the extent greater benefits are extended to other employees of the City, the City Clerk, City Treasurer and City Manager shall be entitled to such benefits. All provisions of the Cudahy Municipal Code, any Memorandum of Understanding with represented employees of the City, and the City's Personnel Rules that relate to fringe benefits as those provisions now exist, or hereinafter may be amended, shall apply to the City Clerk, City Treasurer, and City Manager in like manner as they apply to other employees of City.

Notwithstanding the above, provisions of an employment agreement shall supersede and control over any description of benefits/salary that may be contained in this Fringe Benefits and Salary Plan.

b) Management/Confidential Employees (Non-represented)

All Management/Confidential employees are entitled to and shall enjoy the specific fringe benefits as described and defined within each benefit provision.

Except as otherwise stated within any section of the Fringe Benefits and Salary Plan, all Management/Confidential employees are exempt from the City's Personnel Rules. All Management/Confidential employees are at-will employees.

Section 25. Hourly Employees

a) Eligibility for Benefits

Hourly employees shall not be entitled to any City benefits except as otherwise provided herein.

b) Paid Sick Leave Accrual

Hourly employees, including temporary, extra help, part-time, and seasonal employees who work 30 or more days within a year from when employment commences, shall be entitled to 24 hours of sick leave per fiscal year, effective July 1, 2015, and employees shall receive subsequent annual sick leave accruals of 24 hours added to their leave bank in January of each calendar year. Sick leave must be used in a minimum of 2 hour increments. Unused sick leave under this program may be carried over to the following year not to exceed an accrual cap of six (6) days/forty-eight (48) hours of sick leave. An employee may use no more than twenty-four (24) hours in any one year. Employees are entitled to request and use accrued paid sick days beginning on the 90th day of employment. The rate of pay shall be at the employee's regular hourly wage.

c) FICA Alternative Plan

Hourly employees shall be entitled to receive the City's 3.75% FICA alternative plan contribution in lieu of Social Security and/or participation in CalPERS.

PART II

THE SALARY PLAN

PART II - THE SALARY PLAN

Section 1. Purpose

This Exhibit to Resolution No. 15-20 is enacted pursuant to Section 2.04.070(2) of the Cudahy Municipal Code to provide for the compensation of City officers and employees and to conform to the principle of equal pay for equal work. Notwithstanding the foregoing, the terms of individual employment agreements shall control over the compensation amounts described in this Salary Plan when determining the salary of individual employees under contract with the City.

Section 2. The Classification Plan

The Classification Plan includes the allocation of class titles to salary ranges for City officers and employees under one Plan in which all positions substantially similar with respect to duties, authority, responsibility and working conditions are included within the same class, and that the same schedules of compensation be made to apply with equity under the working conditions to all positions in the same class.

The Classification Plan further includes the allocation of class titles to salary ranges for those employees which are designated as non-represented Management/Confidential employees who are exempt from the classified service. These exempt classes consist of persons appointed by the City Council, including the City Manager, City Clerk, and City Treasurer, and persons appointed by the City Manager, including department heads or designees, that serve in an "at will" capacity subject to the terms and conditions of an employment agreement, and are exempt from the classified service.

Non-classified positions are entitled to no more than the same benefits as provided to classified employees in a similar position and level in the organization. The Classification Plan as of the date of adoption of this Plan is hereby established as set forth in the addendum, referred to as the **Salary Schedule**, which is attached hereto and incorporated herein by reference. The Classification Plan shall not change the nature of any employee's status as an at-will employee.

Section 3. Basic Compensation Plan

The basic compensation plan for City officers and employees, as of the date of adoption of this Plan is hereby established as set forth in the Addendum, including the following:

- 1) Hourly Range Table
- 2) Association Range Table
- 3) Management/Confidential Range Table
- 4) Salary Schedule

The Salary Plan shall be referred to as the **Salary Schedule** which incorporates the allocation of ranges (defined in the range tables) to classifications, which is attached hereto and incorporated herein by reference.

Range tables for the Cudahy Municipal Employees' Association include steps with approximately 2.5% between steps.

Range tables for Appointed Officials (City Clerk, City Treasurer, and City Manager) have one step (flat rate).

Range tables for Management/Confidential include ten (10) steps with approximately 2.5% between steps.

Range tables for Hourly employees consist of one (1) to three (3) steps.

Section 4. Pay Philosophy

The City Council establishes a pay philosophy that the base pay of all positions shall be ideally set at the median pay provided by comparable cities of similar size, budget, staff, and geographic area, based on the City's financial ability to pay.

Section 5. Plan Maintenance

Increases to the Range tables and applied to the Salary Schedule are adopted and approved by the City Council via Resolution to amend the Fringe Benefit and Salary Plan.

Such recommended increases are negotiated between the City and the Cudahy Miscellaneous Employees' Association. The City Council may further take appropriate action to extend such increases to unrepresented Management/Confidential Employees, Appointed Officials including the City Clerk, City Treasurer and City Manager, and positions appointed by the City Manager.

In addition to negotiated increases, the City may take steps to maintain the Salary Plan by conducting regularly scheduled salary reviews and/or intermittent salary reviews as determined by changes in the labor market, and the need to compete for talent and/or retain current employees.

Section 6. Eligibility for Salary Advancement

a) Management/Confidential Employees (Non-represented)

Management/Confidential employees may receive the same considerations for salary advancement as provided to Miscellaneous Employees, at the City Manager's discretion.

b) Miscellaneous Employees (Cudahy Miscellaneous Employees' Association)¹⁵

Salary step increases shall be considered on a merit basis only, and at prescribed times as defined in the Personnel Rules and the Cudahy Municipal Employees' Association MOU.

Any employee receiving a promotion shall receive a salary increase consistent with the Personnel Rules and the Cudahy Municipal Employees' Association MOU.

¹⁵ See CMEA MOU, pp. 5-6.

Section 7. Merit Ranges

a) Appointed Officials and Management/Confidential Employees (Non-represented)

Appointed City Officials including the City Clerk, City Treasurer and City Manager, as well as non-represented Management/Confidential employees who serve in an at-will capacity and are exempt from the classified service, may, subject to the terms and conditions set forth below, be eligible to have his/her salary increased to a maximum of fifteen percent beyond the regularly assigned top step of his/her salary range or salary set forth in an existing contract. The City Manager shall have administrative authority to assign, create and maintain the merit range (pay band) to implement the provisions of this Section.

Such increase shall be subject to documentation of the eligible employee's outstanding performance, based on performance and achievement of previously defined goals. The City Manager shall solely determine placement within the merit range based on the employee's performance. Notwithstanding the foregoing, with regard to increases for the City Manager and other Officials appointed by the City Council, the City Council shall determine placement within the merit range based on the employee's performance, subject to the Appointed Official's employment agreement, if any.

The continuation of increases pursuant to the provisions of this Section shall not be automatic, and failure to sustain "outstanding performance" shall cause the employee's pay to revert to the regularly assigned step for his/her classification. An employee who fails to sustain "outstanding performance" shall have their compensation reduced to the "regular range", in accordance with this section, and at the City Manager's discretion for Management/Confidential classes, and the City Council's discretion for Appointed Officials. Salary for Appointed Officials/Management/Confidential employees who have an employment agreement with the City shall not be modified prior to an amendment to his/her employment agreement, unless the agreement permits the increase or decrease to be handled administratively.

The regular salary range shall constitute the regularly defined Steps in the Salary Range (A-J). The "merit range" shall constitute a "pay band" with a minimum rate set one dollar above the maximum of the "regular salary range" and the maximum set at an amount not to exceed fifteen percent beyond the regularly assigned top step of the salary range. The "pay band" shall be added to the Salary Schedule for the assigned non-represented Management/Confidential classifications and Appointed Officials when the increase is recommended by the City Manager or City Council.

In no case shall an employee receive additional merit compensation above the designated "merit range" as defined herein.

Eligibility for additional compensation granted to all employees as part of changes authorized by the City Council shall not be adversely affected by the employee's status in steps granted beyond the regularly assigned step pursuant to the provisions of this Section. Salaries granted pursuant to this provision shall be reported to PERS as compensation earned.

Notwithstanding the above, provisions of an employment agreement shall supersede and control over any description of salary that may be contained in this Fringe Benefits and Salary Plan

b) Miscellaneous Employees (Cudahy Miscellaneous Employees' Association)

As provided in the Cudahy Miscellaneous Employees' Association MOU, employees may be eligible for merit longevity compensation as continuing incentive to career employees upon achieving the "J" step and completing ten continuous years of service. Employees may be eligible for a 5% stipend above their base pay rate, and after twenty (20) years, the stipend shall increase to a total of 7.5% above the base pay rate. Such payment shall be granted with the approval of the city Manager to employees who continue to "Exceed Standards" as evidenced by the performance rating of such employee, which is defined as a comprehensive rating at or above the middle column of the current reporting form, or the equivalent rating on any revised reporting form. Merit Longevity may be removed by the City Manager when the employee's performance does not merit such additional compensation. The provisions of this section shall be administered in accordance with the specific language in the Cudahy Miscellaneous Employees' Association MOU.

Section 8. Compaction Rule

The top step of the salary range of any Management/Confidential classification shall be a minimum of two steps (approximately ten percent) above the top step of the closest subordinate classification, with the exception of those Management/Confidential classifications supervising specialized classifications which are highly compensated due to labor market conditions. In the case of highly compensated positions due to labor market conditions, employees may directly supervise a subordinate classification where the maximum salary range exceeds the supervisory class without the two step minimum (approximately ten percent). Subordinate classification shall be defined as any position classification in which there are employees who are supervised by the Management/Confidential employee.

Section 9. Salaries Above Market Rate – Use of "Y" Rating Method

The City Manager has the authority to implement a "Y" rating for employees whose range is found to exceed the market rate based on a salary survey. The employee in this case shall receive no increase in salary unless the maximum salary established by this Plan for their classifications exceeds the amount of their "Y" rate.

Section 10. Trainee Positions

The City Manager has the authority to establish a Trainee class for any class in the system. The salary range for Trainee classes shall be established with a salary range starting fifteen percent (15%) below the first step of the regular position and ending five percent (5%) below the first

step of the regular position. Employees who successfully complete the training program and meet the criteria for the higher level class, may be reclassified to the higher level class upon approval by the City Manager.

Section 11. Salary Differentials/Stipends

Exceptions shall be made to Sections 2 and 3 of this Plan as follows:

a. (5%) Salary Differential

After investigation and approval by the City Manager, a 5% Salary Differential shall be assigned to persons found to possess as a regular assignment such additional duties and responsibilities or whose positions entail certain hazards as to warrant additional compensation, which additional salary shall be limited to the following:

No current provisions

b. (10%) Salary Differential

After investigation and approval by the City Manager, a 10% Salary Differential shall be assigned to persons found to possess as a regular assignment such additional duties and responsibilities or whose positions entail certain hazards as to warrant additional compensation, which additional salary shall be limited to the following:

No current provisions

c. Bi-lingual Pay

1. Appointed Officials (Non-represented)

The City Clerk, City Treasurer and City Manager shall be entitled to the same compensation as provided to Management/Confidential employees, which shall be provided as a stipend rather than incorporated into base pay, when the positions have been designated as bi-lingual positions.

Notwithstanding the above, provisions of an employment agreement shall supersede and control over any description of benefits/salary that may be contained in this Fringe Benefits and Salary Plan.

2. Management/Confidential Employees (Non-represented)

Management/Confidential employees shall be entitled to the same compensation as provided to Miscellaneous employees, which shall be provided as a stipend rather than incorporated into base pay, when the positions have been designated as bi-lingual positions.

3. Miscellaneous Employees (Cudahy Miscellaneous Employees' Association)¹⁶

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.

The provisions of this section shall be administered in accordance with the specific language in the Cudahy Miscellaneous Employees' Association MOU.

d. Temporary Upgrade – Acting Capacity

1. Miscellaneous Employees (Cudahy Miscellaneous Employees' Association)¹⁷

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% above the 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.

e. Temporary Upgrade – Work Out of Class

1. Miscellaneous Employees (Cudahy Miscellaneous Employees' Association)¹⁸

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% above 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.

¹⁶ See CMEA MOU, p. 19.

¹⁷ See CMEA MOU, pp. 7-8.

¹⁸ See CMEA MOU, p. 8.

Section 12. Overtime

The City's pay policy is intended to comply with the salary pay requirements of current State and Federal laws, and shall be construed in accordance with these laws and regulations. Further, the City shall administer the pay practices related to overtime consistent with the City's personnel rules and the Cudahy Miscellaneous Employees' Association MOU.

Non-exempt employees shall be paid for hours worked in accordance with all legal requirements. Overtime is calculated at one and one-half (1 ½) times the employee's regular base rate of pay for all time worked over 40 hours in one workweek. Hours paid that are not actually worked, such as holidays, sick days, and vacation hours do not count as hours worked when calculating weekly overtime.

a. Miscellaneous Employees – (Cudahy Miscellaneous Employee's Association)¹⁹

1. 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.
2. 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.

Exempt employees are not entitled to receive overtime pay even though they may have to work hours beyond their normal schedule, as work demands require.

Section 13. Compensatory Time Off

a. Miscellaneous Employees – (Cudahy Miscellaneous Employee's Association)²⁰

The City's pay policy is intended to comply with the salary pay requirements of current State and Federal laws, and shall be construed in accordance with these laws and regulations. Further, the City shall administer the pay practices related to Compensatory Time consistent with the City's personnel rules and the Cudahy Miscellaneous Employees' Association MOU.

¹⁹ See CMEA MOU, pp. 16-17

²⁰ CMEA MOU, p. 18.

Compensatory time 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 is 120 hours.

Section 14. Executive Leave

Management/Confidential employees shall be entitled to take three (3) days (27 hours) of executive leave per fiscal year. The three (3) days (27 hours) may not be carried over to the next fiscal year and their use must have the prior permission of the City Manager. This provision shall be administered in accordance with the City's Personnel Rules and the Cudahy Miscellaneous Employees' Association MOU.

Section 15. On-Call (Standby) Pay

a. Miscellaneous Employees – (Cudahy Miscellaneous Employee's Association)²¹

An employee who has been instructed by their direct supervisor to stand-by is free to use this time for their own benefit. Employees On-Call (Standby) shall receive two (2) hours of compensatory time for an assigned 24 consecutive hour shift, which will not be counted towards over-time calculations.

The City's pay policy is intended to comply with the salary pay requirements of current State and Federal laws, and shall be construed in accordance with these laws and regulations. Further, the City shall administer the pay practices related to On-Call (Standby) Pay consistent with the City's personnel rules and the Cudahy Miscellaneous Employees' Association MOU.

Section 16. Call Back Pay

a. Miscellaneous Employees – (Cudahy Miscellaneous Employee's Association)²²

Call back duty occurs when an employee is called back in to work after their regular shift has ended. An employee called back to duty shall be paid a minimum of two (2) hours of compensatory time at a rate equal to time and one-half (1 ½) the regular hourly pay rate, and for actual hours worked at time and one-half the regular hourly pay rate, if hours worked exceeds two (2).

²¹ CMEA MOU, p. 18.

²² CMEA MOU, p. 19.

The City's pay policy is intended to comply with the salary pay requirements of current State and Federal laws, and shall be construed in accordance with these laws and regulations. Further, the City shall administer the pay practices related to Call Back Pay consistent with the City's personnel rules and the Cudahy Miscellaneous Employees' Association MOU.

Section 17. Additional Approved Increases in Compensation and Changes to the Salary and Classification Plans

- a. Miscellaneous Employees – (Cudahy Miscellaneous Employee's Association)²³
All members shall receive:

- A 2% increase to their base rate effective July 1, 2019;
- A 2% increase to their base rate effective July 1, 2020; and
- A 2.5% increase to their base rate effective July 1 2021.

Section 18. The Provisions of This Plan Shall Be Operative on the Date of Its Adoption.

ADDENDUM:

1. HOURLY RANGE TABLES
2. ASSOCIATION RANGE TABLES
3. MANAGEMENT/CONFIDENTIAL RANGE TABLES
4. SALARY SCHEDULES

²³ CMEA MOU, p. 5.

HOURLY RANGE TABLES

**Compensation Schedule Effective
January 1, 2019**

Hourly Steps			
Ranges	A	B	C
H1	12.00	12.55	12.87
H2	12.55	12.86	13.19
H3	12.86	13.19	13.52
H4	13.19	13.52	13.86
H5	13.52	13.86	14.20
H6	14.20	14.55	14.92
H7	14.92	15.29	15.67
H8	15.67	16.06	16.46
H9	16.46	17.28	18.15
H10	18.15	19.06	20.01

Account Clerk	H10
Administrative Clerk	H10
Administrative Intern	H5
Community Preservation Technician	H8
Maintenance Aide	H2
Municipal Enforcement Officer	H6
Planning Technician	H7
Recreation Aide	H1
Recreation Leader	H3
Sr. Recreation Leader	H4

**Compensation Schedule Effective
January 1, 2020**

Hourly Steps			
Ranges	A	B	C
H1	13.00	13.65	14.33
H2	13.65	14.33	15.05
H3	14.33	15.05	15.80
H4	15.05	15.80	16.59
H5	15.80	16.20	16.61
H6	16.20	16.61	17.03
H7	16.61	17.03	17.46
H8	17.46	17.90	18.35
H9	17.90	18.35	18.81
H10	18.35	19.27	20.23

Account Clerk	H10
Administrative Clerk	H10
Administrative Intern	H5
Community Preservation Technician	H8
Maintenance Aide	H2
Municipal Enforcement Officer	H6
Planning Technician	H7
Recreation Aide	H1
Recreation Leader	H3
Sr. Recreation Leader	H4

ASSOCIATION RANGE TABLES

Compensation Schedule Effective

July 1, 2019

Association										
<u>Steps</u>										
Ranges	A	B	C	D	E	F	G	H	I	J
A1	3169	3248	3330	3413	3498	3586	3675	3767	3861	3958
A2	3321	3404	3489	3577	3666	3758	3852	3948	4047	4148
A3	3487	3574	3663	3755	3849	3945	4044	4145	4248	4354
A4	3656	3747	3841	3937	4035	4136	4239	4345	4454	4565
A5	3835	3930	4029	4129	4233	4338	4447	4558	4672	4789
A6	4027	4128	4231	4337	4445	4556	4670	4787	4907	5029
A7	4063	4165	4269	4376	4485	4597	4712	4830	4951	5074
A8	4226	4332	4440	4551	4665	4782	4901	5024	5149	5278
A9	4435	4546	4659	4776	4895	5017	5143	5271	5403	5538
A10	4656	4773	4892	5014	5140	5268	5400	5535	5673	5815
A11	4888	5011	5136	5264	5396	5531	5669	5811	5956	6105
A12	4951	5075	5202	5332	5465	5602	5742	5886	6033	6184
A13	5128	5256	5388	5522	5661	5802	5947	6096	6248	6404
A14	5381	5516	5654	5795	5940	6089	6241	6397	6557	6721
A15	5646	5787	5932	6080	6232	6388	6548	6711	6879	7051
A16	5923	6071	6223	6378	6538	6701	6869	7041	7217	7397
A17	6216	6371	6530	6694	6861	7033	7208	7389	7573	7763
A18	6521	6684	6851	7022	7198	7378	7562	7751	7945	8144
A19	6842	7013	7188	7368	7552	7741	7934	8133	8336	8544
A20	7181	7360	7544	7733	7926	8124	8327	8535	8749	8968
A21	7535	7724	7917	8115	8317	8525	8739	8957	9181	9410
A22	7908	8106	8308	8516	8729	8947	9171	9400	9635	9876
A23	8299	8506	8719	8937	9160	9389	9624	9864	10111	10364
A24	8711	8928	9152	9380	9615	9855	10102	10354	10613	10878

Compensation Schedule Effective

July 1, 2020

Association										
<u>Steps</u>										
Ranges	A	B	C	D	E	F	G	H	I	J
A1	3248	3329	3413	3498	3585	3676	3767	3861	3958	4057
A2	3404	3489	3576	3666	3758	3852	3948	4047	4148	4252
A3	3574	3663	3755	3849	3945	4044	4145	4249	4354	4463
A4	3747	3841	3937	4035	4136	4239	4345	4454	4565	4679
A5	3931	4028	4130	4232	4339	4446	4558	4672	4789	4909
A6	4128	4231	4337	4445	4556	4670	4787	4907	5030	5155
A7	4165	4269	4376	4485	4597	4712	4830	4951	5075	5201
A8	4332	4440	4551	4665	4782	4902	5024	5150	5278	5410
A9	4546	4660	4775	4895	5017	5142	5272	5403	5538	5676
A10	4772	4892	5014	5139	5269	5400	5535	5673	5815	5960
A11	5010	5136	5264	5396	5531	5669	5811	5956	6105	6258
A12	5075	5202	5332	5465	5602	5742	5886	6033	6184	6339
A13	5256	5387	5523	5660	5803	5947	6096	6248	6404	6564
A14	5516	5654	5795	5940	6089	6241	6397	6557	6721	6889
A15	5787	5932	6080	6232	6388	6548	6712	6879	7051	7227
A16	6071	6223	6379	6537	6701	6869	7041	7217	7397	7582
A17	6371	6530	6693	6861	7033	7209	7388	7574	7762	7957
A18	6684	6851	7022	7198	7378	7562	7751	7945	8144	8348
A19	7013	7188	7368	7552	7741	7935	8132	8336	8544	8758
A20	7361	7544	7733	7926	8124	8327	8535	8748	8968	9192
A21	7723	7917	8115	8318	8525	8738	8957	9181	9411	9645
A22	8106	8309	8516	8729	8947	9171	9400	9635	9876	10123
A23	8506	8719	8937	9160	9389	9624	9865	10111	10364	10623
A24	8929	9151	9381	9615	9855	10101	10355	10613	10878	11150

Compensation Schedule Effective

July 1, 2021

Association										
<u>Steps</u>										
Ranges	A	B	C	D	E	F	G	H	I	J
A1	3329	3412	3498	3585	3675	3768	3861	3958	4057	4158
A2	3489	3576	3665	3758	3852	3948	4047	4148	4252	4358
A3	3663	3755	3849	3945	4044	4145	4249	4355	4463	4575
A4	3841	3937	4035	4136	4239	4345	4454	4565	4679	4796
A5	4029	4129	4233	4338	4447	4557	4672	4789	4909	5032
A6	4231	4337	4445	4556	4670	4787	4907	5030	5156	5284
A7	4269	4376	4485	4597	4712	4830	4951	5075	5202	5331
A8	4440	4551	4665	4782	4902	5025	5150	5279	5410	5545
A9	4660	4777	4894	5017	5142	5271	5404	5538	5676	5818
A10	4891	5014	5139	5267	5401	5535	5673	5815	5960	6109
A11	5135	5264	5396	5531	5669	5811	5956	6105	6258	6414
A12	5202	5332	5465	5602	5742	5886	6033	6184	6339	6497
A13	5387	5522	5661	5802	5948	6096	6248	6404	6564	6728
A14	5654	5795	5940	6089	6241	6397	6557	6721	6889	7061
A15	5932	6080	6232	6388	6548	6712	6880	7051	7227	7408
A16	6223	6379	6538	6700	6869	7041	7217	7397	7582	7772
A17	6530	6693	6860	7033	7209	7389	7573	7763	7956	8156
A18	6851	7022	7198	7378	7562	7751	7945	8144	8348	8557
A19	7188	7368	7552	7741	7935	8133	8335	8544	8758	8977
A20	7545	7733	7926	8124	8327	8535	8748	8967	9192	9422
A21	7916	8115	8318	8526	8738	8956	9181	9411	9646	9886
A22	8309	8517	8729	8947	9171	9400	9635	9876	10123	10376
A23	8719	8937	9160	9389	9624	9865	10112	10364	10623	10889
A24	9152	9380	9616	9855	10101	10354	10614	10878	11150	11429

MANAGEMENT/CONFIDENTIAL
RANGE TABLES

**Compensation Schedule Effective
July 1, 2017**

Confidential										
<u>Steps</u>										
Ranges	A	B	C	D	E	F	G	H	I	J
C1	3867	3963	4062	4164	4268	4375	4484	4596	4711	4829
C2	4759	4878	5000	5125	5253	5385	5519	5657	5799	5944
C3	6011	6174	6317	6472	6634	6802	6972	7144	7324	7507

**Compensation Schedule Effective
July 1, 2008**

Management Steps										
Ranges	A	B	C	D	E	F	G	H	I	J
M1	5322	5474	5591	5729	5847	6020	6171	6325	6483	6645
M2	6011	6174	6317	6472	6634	6802	6972	7144	7324	7507
M3	7102	7279	7462	7649	7841	8037	8238	8445	8655	8871
M4	8436	8562	8703	8852	9007	9175	9357	9548	9763	9989
M5	9751	9957	10181	10417	10659	10909	11151	11382	11614	11781

SALARY SCHEDULES

**CITY OF CUDAHY
SALARY SCHEDULE
EFFECTIVE DATE NOVEMBER 19, 2019**

TITLE	GROUP	RATE	RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J
Account Clerk	PT	HOURLY	H10	18.15	19.06	20.01							
Accounting Technician	CMEA	MONTHLY	A12	4951	5075	5202	5332	5465	5602	5742	5886	6033	6184
Administrative Analyst	CONFIDENTIAL	MONTHLY	C1	3867	3963	4062	4164	4268	4375	4484	4596	4711	4829
Administrative Assistant	CMEA	MONTHLY	A8	4226	4332	4440	4551	4665	4782	4901	5024	5149	5278
Administrative Clerk	PT	HOURLY	H10	18.15	19.06	20.01							
Administrative Intern	PT	HOURLY	H4	13.19	13.52	13.86							
Assistant City Engineer	CMEA	MONTHLY	A20	7181	7360	7544	7733	7926	8124	8327	8535	8749	8968
Assistant City Clerk	MGMT	MONTHLY	M2	6011	6174	6317	6472	6634	6802	6972	7144	7324	7507
Assistant Engineer	CMEA	MONTHLY	A14	5381	5516	5654	5795	5940	6089	6241	6397	6557	6721
Associate Engineer	CMEA	MONTHLY	A16	5923	6071	6223	6378	6538	6701	6869	7041	7217	7397
Assistant Recreation Program Coordinator	CMEA	MONTHLY	A5	3835	3930	4029	4129	4233	4338	4447	4558	4672	4789
City Council Member	ELECTED	MONTHLY	FLAT RATE	483.60									
City Clerk	APPOINTED	MONTHLY	FLAT RATE	8270									
City Manager	APPOINTED	MONTHLY	FLAT RATE	16,250									
City Treasurer	APPOINTED	MONTHLY	FLAT RATE	5057									
Community Development Manager	MGMT	MONTHLY	M3	7102	7279	7462	7649	7841	8037	8238	8445	8655	8871
Community Preservation Officer	CMEA	MONTHLY	A8	4226	4332	4440	4551	4665	4782	4901	5024	5149	5278
Community Preservation Technician	PT	HOURLY	H8	15.67	16.06	16.46							
Deputy City Clerk	CONFIDENTIAL	MONTHLY	C2	4759	4878	5000	5125	5253	5385	5519	5657	5799	5944
Finance Manager	MGMT	MONTHLY	M5	9751	9957	10181	10417	10659	10909	11151	11382	11614	11781
Human Resources Manager	MGMT	MONTHLY	M3	7102	7279	7462	7649	7841	8037	8238	8445	8655	8871
Human Resources Specialist	CONFIDENTIAL	MONTHLY	C3	6011	6174	6317	6472	6634	6802	6972	7144	7324	7507
Junior Deputy City Clerk	CONFIDENTIAL	MONTHLY	C1	3867	3963	4062	4164	4268	4375	4484	4596	4711	4829
Maintenance Aide	PT	HOURLY	H2	12.55	12.86	13.19							
Maintenance Leader	CMEA	MONTHLY	A6	4027	4128	4231	4337	4445	4556	4670	4787	4907	5029
Maintenance Superintendent	CMEA	MONTHLY	A11	4888	5011	5136	5264	5396	5531	5669	5811	5956	6105
Maintenance Supervisor	CMEA	MONTHLY	A9	4435	4546	4659	4776	4895	5017	5143	5271	5403	5538
Maintenance Worker	CMEA	MONTHLY	A3	3487	3574	3663	3755	3849	3945	4044	4145	4248	4354
Municipal Enforcement Officer	PT	HOURLY	H6	14.20	14.55	14.92							
Planning Assistant	CMEA	MONTHLY	A9	4435	4546	4659	4776	4895	5017	5143	5271	5403	5538
Planning Associate	CMEA	MONTHLY	A10	4656	4773	4892	5014	5140	5268	5400	5535	5673	5815
Planning Technician	PT	HOURLY	H7	14.92	15.29	15.67							
Public Safety and Services Manager	MGMT	MONTHLY	M3	7102	7279	7462	7649	7841	8037	8238	8445	8655	8871
Recreation Aide	PT	HOURLY	H1	12.00	12.55	12.87							
Recreation Leader	PT	HOURLY	H2	12.55	12.86	13.19							
Recreation Program Coordinator	CMEA	MONTHLY	A9	4435	4546	4659	4776	4895	5017	5143	5271	5403	5538
Senior Accountant	CMEA	MONTHLY	A17	6216	6371	6530	6694	6861	7033	7208	7389	7573	7763
Senior Community Preservation Officer	CMEA	MONTHLY	A9	4435	4546	4659	4776	4895	5017	5143	5271	5403	5538
Senior Recreation Leader	PT	HOURLY	H3	12.86	13.19	13.52							

**CITY OF CUDAHY
SALARY SCHEDULE
EFFECTIVE DATE JANUARY 1, 2020**

TITLE	GROUP	RATE	RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J
Account Clerk	PT	HOURLY	H10	18.35	19.27	20.23							
Accounting Technician	CMEA	MONTHLY	A12	4951	5075	5202	5332	5465	5602	5742	5886	6033	6184
Administrative Analyst	CONFIDENTIAL	MONTHLY	C1	3867	3963	4062	4164	4268	4375	4484	4596	4711	4829
Administrative Assistant	CMEA	MONTHLY	A8	4226	4332	4440	4551	4665	4782	4901	5024	5149	5278
Administrative Clerk	PT	HOURLY	H10	18.35	19.27	20.23							
Administrative Intern	PT	HOURLY	H4	15.05	15.80	16.59							
Assistant City Engineer	CMEA	MONTHLY	A20	7181	7360	7544	7733	7926	8124	8327	8535	8749	8968
Assistant City Clerk	MGMT	MONTHLY	M2	6011	6174	6317	6472	6634	6802	6972	7144	7324	7507
Assistant Engineer	CMEA	MONTHLY	A14	5381	5516	5654	5795	5940	6089	6241	6397	6557	6721
Associate Engineer	CMEA	MONTHLY	A16	5923	6071	6223	6378	6538	6701	6869	7041	7217	7397
Assistant Recreation Program Coordinator	CMEA	MONTHLY	A5	3835	3930	4029	4129	4233	4338	4447	4558	4672	4789
City Council Member	ELECTED	MONTHLY	FLAT RATE	483.60									
City Clerk	APPOINTED	MONTHLY	FLAT RATE	8270									
City Manager	APPOINTED	MONTHLY	FLAT RATE	16,250									
City Treasurer	APPOINTED	MONTHLY	FLAT RATE	5057									
Community Development Manager	MGMT	MONTHLY	M3	7102	7279	7462	7649	7841	8037	8238	8445	8655	8871
Community Preservation Officer	CMEA	MONTHLY	A8	4226	4332	4440	4551	4665	4782	4901	5024	5149	5278
Community Preservation Technician	PT	HOURLY	H8	17.46	17.90	18.35							
Deputy City Clerk	CONFIDENTIAL	MONTHLY	C2	4759	4878	5000	5125	5253	5385	5519	5657	5799	5944
Finance Manager	MGMT	MONTHLY	M5	9751	9957	10181	10417	10659	10909	11151	11382	11614	11781
Human Resources Manager	MGMT	MONTHLY	M3	7102	7279	7462	7649	7841	8037	8238	8445	8655	8871
Human Resources Specialist	CONFIDENTIAL	MONTHLY	C3	6011	6174	6317	6472	6634	6802	6972	7144	7324	7507
Junior Deputy City Clerk	CONFIDENTIAL	MONTHLY	C1	3867	3963	4062	4164	4268	4375	4484	4596	4711	4829
Maintenance Aide	PT	HOURLY	H2	13.65	14.33	15.05							
Maintenance Leader	CMEA	MONTHLY	A6	4027	4128	4231	4337	4445	4556	4670	4787	4907	5029
Maintenance Superintendent	CMEA	MONTHLY	A11	4888	5011	5136	5264	5396	5531	5669	5811	5956	6105
Maintenance Supervisor	CMEA	MONTHLY	A9	4435	4546	4659	4776	4895	5017	5143	5271	5403	5538
Maintenance Worker	CMEA	MONTHLY	A3	3487	3574	3663	3755	3849	3945	4044	4145	4248	4354
Municipal Enforcement Officer	PT	HOURLY	H6	16.20	16.61	17.03							
Planning Assistant	CMEA	MONTHLY	A9	4435	4546	4659	4776	4895	5017	5143	5271	5403	5538
Planning Associate	CMEA	MONTHLY	A10	4656	4773	4892	5014	5140	5268	5400	5535	5673	5815
Planning Technician	PT	HOURLY	H7	16.61	17.03	17.46							
Public Safety and Services Manager	MGMT	MONTHLY	M3	7102	7279	7462	7649	7841	8037	8238	8445	8655	8871
Recreation Aide	PT	HOURLY	H1	13.00	13.65	14.33							
Recreation Leader	PT	HOURLY	H2	13.65	14.33	15.05							
Recreation Program Coordinator	CMEA	MONTHLY	A9	4435	4546	4659	4776	4895	5017	5143	5271	5403	5538
Senior Accountant	CMEA	MONTHLY	A17	6216	6371	6530	6694	6861	7033	7208	7389	7573	7763
Senior Community Preservation Officer	CMEA	MONTHLY	A9	4435	4546	4659	4776	4895	5017	5143	5271	5403	5538
Senior Recreation Leader	PT	HOURLY	H3	14.33	15.05	15.80							