CITY OF CORONA

**SIDE LETTER OF AGREEMENT MODIFYING
THE 2021-2024 MEMORANDUM OF UNDERSTANDING BETWEEN
THE CITY OF CORONA AND
THE CORONA PUBLIC SERVICE EMPLOYEES ASSOCIATION**

1. PARTIES AND DATE.

This Side Letter of Agreement ("Side Letter") is entered into this 15th day of June 2022, by and between the City of Corona, a municipal corporation organized under the laws of the State of California with its principal place of business at 400 South Vicentia Avenue, Corona, California 92882 ("City"), and Corona Public Service Employees Association, a recognized employee organization ("CPSEA"). City and CPSEA are sometimes individually referred to as "Party" and collectively as "Parties" in this Side Letter.

2. RECITALS.

2.1 City and CPSEA entered in a Memorandum of Understanding effective November 16, 2021 through December 31, 2024 ("MOU").

2.2 After meeting and conferring in good faith, the City and CPSEA desire to modify certain terms and conditions of the MOU as set forth in this Side Letter.

3. TERMS.

3.1 Section 5.1 – Certification Pay: Section 5.1.2 of Article V (Additional Compensation) of the MOU is hereby modified as reflected by the track changes below ~~deleted in its entirety and replaced with the following~~:

5.1.2 – Utilities Department Employees

Employees in the classifications listed below shall receive $500.00 per month for earning a grade four (4) Wastewater Treatment Plant Operator certification. Employees in these classifications shall receive $1,025.00 per month for earning a grade five (5) Wastewater Treatment Plant Operator Certification. These amounts are not cumulative. An employee who earns a grade five (5) certification will no longer receive pay for having previously earned the grade four (4) certification. These certifications are earned from the State of California's Water Resources Control Board:

- Water Reclamation Operator I/II/III Flex
- Lead Water Reclamation Operator

Employees in the classifications listed below shall receive $500.00 per month for earning either a grade four (4) Water Distribution Operator certification or grade four (4) Water Treatment Operator Certification. An employee can be paid for only one grade four (4) certification. Employees in these classifications shall receive $1,025.00 per month for earning a grade five (5) Water Treatment Operator certification earned from the State of California. These amounts are not cumulative. An employee who earns a grade five (5) certification will no longer receive pay for having previously earned either grade four (4) certification.

- Water Operator I/II/III Flex
- Lead Water Operator

Employees in the classifications listed below shall receive $500.00 per month for earning a grade four (4) Water Distribution Operator certification. Employees in these classifications shall receive $1,025.00 per month for a grade five (5) Water Distribution Operator Certification earned from the State of California. These amounts are not cumulative. An employee who earns a grade five (5) certification will no longer receive pay for having previously earned the grade four (4) certification.

- Utility Service Worker I/II Flex
- Senior Utility Service Worker
- Lead Utility Service Worker
- Utility Maintenance Technician I/II Flex
- Senior Utility Maintenance Technician
- Lead Utility Maintenance Technician
- SCADA Engineer
- Maintenance Planner

Employees in this section who earn a certification and become eligible to receive the pay shall receive a pro-rated amount (depending on when they earn the certification) in the first calendar month unless earned on the first day of the month. Similarly, when an employee leaves City employment or no longer maintains one of the certifications, they too should receive a pro-rated amount for the last month they either maintain the certification or are employed by the City unless that day is the last day of the month.

The City will not pay for tuition, books, transportation, and mileage for course work leading to receipt of the certifications described in this section but shall reimburse employees of the Department of Water and Power for the State certification fee and re-certification fee upon proof of the employee's successful completing the certifications described in this section.

In compliance with the California Public Employees' Retirement System regulations and definition of Special Compensation (2 CCR §571), the monetary value of the certification pays in this section shall be reported to CalPERS as Special Compensation. The parties agree that this pay is described in Title 2 CCR, Section 571(a)(4) and 571.1(b)(3) as "Water Certification Premium" – a type of reportable special compensation. However, it is ultimately CalPERS who determines whether any form of pay is reportable special compensation.

3.2 Section 5.3 – Standby Pay: Section 5.3.1 of Article V (Additional Compensation) of the MOU is hereby modified as reflected by the track changes below ~~deleted in its entirety and replaced with the following~~:

Section 5.3.1 – Standby Pay Employees Who Receive a Weekly Amount

The employees listed below shall receive standby pay as described for being on standby for a week (seven (7) 24-hour periods). If one of these standby assignments is for less than a full week, the weekly Standby Pay shall be pro-rated accordingly. Employees other than those listed herein shall not be placed in a standby capacity.

If employees are contacted while on standby and required to respond back to work, they shall receive a minimum of two hours of pay, paid portal to portal. As such, the time is measured from the time the employee leaves their residence (or other location closer to the City if they are closer to the City) and returns to their residence (or other location closer to the City if the employee returns to a location closer to the City). In addition, assuming the time worked is overtime per Article 8, the pay will be paid at overtime rates as described in Article 8.

Employees contacted on standby who not required to return to work will be paid for their actual time worked and will not receive the two-hour minimum.

1. The following employees shall receive four hundred dollars ($400) per week while on standby:

    a. Utilities Department Employees: Employees in the classifications of Water Operator I/II/III Flex, Water Reclamation Operator I/II/III Flex, Lead Water Operator, Lead Water Reclamation Operator, Senior Utility Maintenance Technician, Lead Utility Maintenance Technician, Maintenance Planner, Utility Maintenance Technician I/II Flex , Utility Service Worker I/II Flex, Senior Utility Service Worker, Lead Utility Service Worker, Water Resources Field

Representative, and any other classification in the Utilities Department designated by the City Manager

b. Information Technology Department Employees: Applications Analyst, Senior Applications Analyst, Public Safety Technical Support Engineer, Systems Engineer, Radio Technician, Senior System Engineer, Junior Network Analyst and Network Analyst

c. Community Services Department Employees: Facilities Maintenance Technician I/II Flex, Lead Facilities Maintenance Technician, Parks & Landscape Technician I/II Flex, Senior Parks & Landscape Technician, Lead Parks & Landscape Technician

d. Public Works Department Employees: Fleet Services Technician I/II Flex, Senior Fleet Services Technician, Lead Fleet Services Technician, Street Maintenance Worker I/II Flex, Senior Street Maintenance Worker, Street Maintenance Crew Leader, Traffic Maintenance Technician, Traffic Signal Coordinator

e. Community Development Department Employees: Employees in the classification of Code Enforcement Officer I/II Flex.

2. Employees in the classification of Forensic Technician working in the Police Department shall receive five hundred dollars ($500) per week while on standby.

3.3 Section 22.1 – How Holidays Are Paid: Section 22.1 of Article XXII (Holidays) of the MOU is hereby modified as reflected by the track changes below ~~deleted in its entirety and replaced with the following~~:

Section 22.1 – How Holidays are Observed and Paid

Employees in the unit work either "with regard to holidays" or "without regard to holidays". Employees who work "with regard to holidays" have holidays off and employees who work "without regard to holidays" work in positions where the employee is required to work on a holiday.

Employees who work with regard to holidays: (Employees in all classification, except those listed below)

All holidays in the above list will be observed on the actual day of the holiday except for holidays that occur on a Sunday. For holidays that occur on a Sunday the observed day shall be the following Monday.

If the observed holiday falls on an employee's regular workday, and the employee does not work on that day, they shall be paid for their regularly scheduled hours, up to ten hours. For employees who work schedules in excess of ten (10) hours per day, they can use annual leave or accrued compensatory time to be paid for the hours above ten (10) hours on a holiday. Employees without such leave will only be paid for ten hours for the holiday.

If the employee is required to work on a holiday due to an emergency or other unintended event, the employee shall be paid time and one-half for all hours worked, plus accrue 10 hours of Annual Leave

For holidays that fall on the employee's regular day off, employees shall accrue Annual Leave hours equal to the number of hours of their regular shift, up to a maximum of ten (10) hours per day. These Annual Leave hours may be used by the employee (including employees on their initial probationary period) as Annual Leave.

Employees who work without regard to holidays: (Employees in the following classifications): Public

Safety Dispatchers I/II Flex, Animal Control Officer, Senior Public Safety Dispatcher, Forensic Specialist I/II Flex~~Technicians~~, Jailer, Police Records Technician I/II Flex~~s~~, Water Operator I/II/III Flex~~s~~, Water Reclamation Operator I/II/III Flex~~s~~, Lead Water Reclamation Operator, Lead Water Operator, Senior Utility Service Worker, ~~Senior Water Operator~~, Lead Utility Service Worker, Utility Service Worker I/II Flex~~s~~ and Community Service Officer I/II Flex~~s~~.

For employees who work "without regard to holidays", a holiday will be observed on the actual dates above. Since those employees typically work on a holiday, the employee shall be paid time and one-half for all hours worked on the holiday, plus receive pay for 10 hours in lieu of holiday leave.

If the holiday falls on the employee's regular day off, the employee shall accrue 10 hours of Annual Leave.

If the holiday falls on the employee's regular work day but the employee does not work on that day, then the employee will paid for their regular shift, up to 10 hours. If the employee's regular shift is longer than 10 hours the employee may supplement Annual Leave or CTO to receive a full paycheck for that day.

Rules Applicable to All Employees Whether They Work With or Without Regard to Holidays

Employees that work on the day of an observed holiday shall be paid at time and one-half for all time worked on the holiday, plus holiday pay equal to the number of hours of their regular shift on that day, with a maximum of ten (10) hours.

An employee is deemed to "work" on the day their shift starts. For example, if the holiday falls on Thursday, an employee working a shift that begins Wednesday night and ends on Thursday morning is not considered to work on the holiday; however, an employee whose shift begins Thursday night and ends Friday morning is considered to work on the holiday.

In compliance with the California Public Employees' Retirement System regulations and definition of Special Compensation the additional compensation paid to employees who are normally required to work on holidays because they work positions that require scheduled staffing without regard to holidays shall be reported to CalPERS as compensation earnable or pensionable compensation per Title 2 CCR, Section 571(a)(5) and 571.1(b)(4) as a "Holiday Pay". However, it is ultimately CalPERS who determines whether any form of pay is reportable special compensation.

3.4 Schedule A-1: Base Pay Increases Schedule A-1 (List of Newly Added Classifications Represented by CPSEA)

3.5 Schedule B-1: Uniform Value Schedule B-1 (List of Newly Added Classifications with Uniform Value Represented by CPSEA)

3.5 Entire Agreement; Continuing Effect of MOU It is understood and agreed that the specific provisions contained in this Side Letter shall supersede any previous agreements, whether oral or written, regarding the matters expressly addressed herein. In addition, except as amended by this Side Letter, all wages, hours and other terms and conditions of employment presently enjoyed by the affected employees and contained in the MOU, as amended by duly approved previous side letters, shall remain unchanged and in full force and effect.

IN WITNESS WHEREOF, the Parties hereto have caused this Side Letter to be executed on the date first hereinabove written.

Dated: _____

_____
Jacob Ellis
City Manager

Dated: _____

_____
Angela Rivera
Chief Talent Officer

Dated: _____

_____
Kyle Delaney
President
Corona Public Service Employees Association

Attachment A-1 – Base Pay

	Year 2 - Jan. 2023				Year 3 - Jan. 2024			
Classification	Range	Bottom Monthly Salary	Top Monthly Salary	Year 2 % Change	Range	Bottom Monthly Salary	Top Monthly Salary	Year 3 % Change
ACCOUNTING ASSISTANT	46	$ 2,962.97	$ 3,601.51	3.6%	51	$ 3,037.79	$ 3,692.45	2.5%
ACCOUNTING TECHNICIAN I (FLEX)	76	$ 3,441.19	$ 4,182.79	4.1%	81	$ 3,528.09	$ 4,288.41	2.5%
ACCOUNTING TECHNICIAN II (FLEX)	96	$ 3,802.16	$ 4,621.55	4.1%	101	$ 3,898.17	$ 4,738.24	2.5%
ACCOUNTING/GRANTS SPECIALIST	136	$ 4,641.65	$ 5,641.96	6.7%	141	$ 4,758.86	$ 5,784.42	2.5%
ADMINISTRATIVE ASSISTANT	108	$ 4,036.67	$ 4,906.59	7.2%	113	$ 4,138.60	$ 5,030.49	2.5%
ANIMAL CARE TECHNICIAN	82	$ 3,545.73	$ 4,309.85	5.1%	87	$ 3,635.26	$ 4,418.68	2.5%
ANIMAL CONTROL OFFICER	102	$ 3,917.66	$ 4,761.94	3.0%	107	$ 4,016.58	$ 4,882.18	2.5%
APPLICATIONS ANALYST	193	$ 6,167.91	$ 7,497.13	9.4%	198	$ 6,323.66	$ 7,686.44	2.5%
ASSISTANT ENGINEER	208	$ 6,647.05	$ 8,079.53	7.2%	213	$ 6,814.90	$ 8,283.55	2.5%
ASSISTANT ENGINEER - TRAFFIC	208	$ 6,647.05	$ 8,079.53	7.2%	213	$ 6,814.90	$ 8,283.55	2.5%
ASSISTANT PLANNER	173	$ 5,582.35	$ 6,785.38	4.6%	178	$ 5,723.31	$ 6,956.72	2.5%
ASSOCIATE ENGINEER	228	$ 7,344.30	$ 8,927.04	8.8%	233	$ 7,529.75	$ 9,152.46	2.5%
ASSOCIATE PLANNER	193	$ 6,167.91	$ 7,497.13	2.0%	198	$ 6,323.66	$ 7,686.44	2.5%
BUILDING INSPECTOR I (FLEX)	141	$ 4,758.86	$ 5,784.42	9.4%	146	$ 4,879.03	$ 5,930.49	2.5%
BUILDING INSPECTOR II (FLEX)	161	$ 5,258.04	$ 6,391.18	10.5%	166	$ 5,390.81	$ 6,552.57	2.5%
BUILDING PERMIT TECHNICIAN I (FLEX)	100	$ 3,878.77	$ 4,714.67	5.1%	105	$ 3,976.72	$ 4,833.72	2.5%
BUILDING PERMIT TECHNICIAN II (FLEX)	120	$ 4,285.64	$ 5,209.22	5.1%	125	$ 4,393.86	$ 5,340.76	2.5%
CODE COMPLIANCE INSPECTOR I (FLEX)	129	$ 4,482.39	$ 5,448.38	7.2%	134	$ 4,595.58	$ 5,585.96	2.5%
CODE COMPLIANCE INSPECTOR II (FLEX)	149	$ 4,952.58	$ 6,019.89	7.2%	154	$ 5,077.64	$ 6,171.90	2.5%
CODE COMPLIANCE TECHNICIAN	109	$ 4,056.85	$ 4,931.12	2.0%	114	$ 4,159.29	$ 5,055.64	2.5%
COMBINATION PLANS EXAMINER	228	$ 7,344.30	$ 8,927.04	8.8%	233	$ 7,529.75	$ 9,152.46	2.5%
COMMUNITY SERVICES OFFICER I (FLEX)	88	$ 3,653.44	$ 4,440.77	13.3%	93	$ 3,745.69	$ 4,552.91	2.5%
COMMUNITY SERVICES OFFICER II (FLEX)	108	$ 4,036.67	$ 4,906.59	10.5%	113	$ 4,138.60	$ 5,030.49	2.5%
CRIME & INTELLIGENCE ANALYST	173	$ 5,582.35	$ 6,785.38	4.6%	178	$ 5,723.31	$ 6,956.72	2.5%
CRIME PREVENTION SPECIALIST	123	$ 4,350.24	$ 5,287.75	5.6%	128	$ 4,460.09	$ 5,421.27	2.5%
CUSTOMER CARE SPECIALIST I (FLEX)	69	$ 3,323.12	$ 4,039.28	9.9%	74	$ 3,407.04	$ 4,141.27	2.5%
CUSTOMER CARE SPECIALIST II (FLEX)	99	$ 3,859.47	$ 4,691.22	7.2%	104	$ 3,956.93	$ 4,809.67	2.5%
DIGITAL MEDIA SPECIALIST	127	$ 4,437.90	$ 5,394.30	2.0%	132	$ 4,549.97	$ 5,530.51	2.5%
ELECTRIC UTILITY ANALYST	197	$ 6,292.20	$ 7,648.20	2.0%	202	$ 6,451.08	$ 7,841.33	2.5%
ENGINEERING TECHNICIAN	153	$ 5,052.37	$ 6,141.19	11.0%	158	$ 5,179.95	$ 6,296.27	2.5%
ENVIRONMENTAL COMPLIANCE COORDINATOR	180	$ 5,780.68	$ 7,026.46	3.6%	185	$ 5,926.65	$ 7,203.88	2.5%
FACILITIES MAINTENANCE TECHNICIAN I (FLEX)	92	$ 3,727.05	$ 4,530.26	2.5%	97	$ 3,821.17	$ 4,644.65	2.5%
FACILITIES MAINTENANCE TECHNICIAN II (FLEX)	112	$ 4,118.01	$ 5,005.46	5.1%	117	$ 4,221.99	$ 5,131.86	2.5%
FLEET TECHNICIAN I (FLEX)	71	$ 3,356.44	$ 4,079.77	9.9%	76	$ 3,441.19	$ 4,182.79	2.5%
FLEET TECHNICIAN II (FLEX)	101	$ 3,898.17	$ 4,738.24	7.2%	106	$ 3,996.60	$ 4,857.89	2.5%
FORENSIC SPECIALIST I	132	$ 4,549.97	$ 5,530.51	6.7%	137	$ 4,664.86	$ 5,670.17	2.5%
FORENSIC SPECIALIST II	152	$ 5,027.24	$ 6,110.64	5.6%	157	$ 5,154.18	$ 6,264.94	2.5%
GIS ANALYST	193	$ 6,167.91	$ 7,497.13	8.8%	198	$ 6,323.66	$ 7,686.44	2.5%
HELP DESK I	74	$ 3,407.04	$ 4,141.27	8.3%	79	$ 3,493.07	$ 4,245.85	2.5%
HELP DESK II	94	$ 3,764.42	$ 4,575.67	7.2%	99	$ 3,859.47	$ 4,691.22	2.5%
HELP DESK III	124	$ 4,372.00	$ 5,314.19	9.4%	129	$ 4,482.39	$ 5,448.38	2.5%

JAILER	134	$ 4,595.58	$ 5,585.96	10.5%		139	$ 4,711.62	$ 5,727.01	2.5%
JUNIOR NETWORK ANALYST	169	$ 5,472.08	$ 6,651.35	3.0%		174	$ 5,610.26	$ 6,819.30	2.5%
LEAD CUSTOMER CARE SPECIALIST	177	$ 5,694.83	$ 6,922.11	2.0%		182	$ 5,838.63	$ 7,096.90	2.5%
LEAD FACILITIES MAINTENANCE TECHNICIAN	172	$ 5,554.57	$ 6,751.62	8.3%		177	$ 5,694.83	$ 6,922.11	2.5%
LEAD FLEET SERVICES TECHNICIAN	161	$ 5,258.04	$ 6,391.18	7.8%		166	$ 5,390.81	$ 6,552.57	2.5%
LEAD PARKS & LANDSCAPE TECHNICIAN	172	$ 5,554.57	$ 6,751.62	5.6%		177	$ 5,694.83	$ 6,922.11	2.5%
LEAD PURCHASING SPECIALIST	196	$ 6,260.89	$ 7,610.15	8.8%		201	$ 6,418.99	$ 7,802.32	2.5%
LEAD UTILITY MAINTENANCE TECHNICAN	220	$ 7,057.03	$ 8,577.86	5.1%		225	$ 7,235.22	$ 8,794.46	2.5%
LEAD UTILITY SERVICE WORKER	190	$ 6,076.31	$ 7,385.79	4.0%		195	$ 6,229.74	$ 7,572.29	2.5%
LEAD WAREHOUSE SPECIALIST	107	$ 4,016.58	$ 4,882.18	12.2%		112	$ 4,118.01	$ 5,005.46	2.5%
LEAD WATER OPERATOR	224	$ 7,199.23	$ 8,750.71	4.1%		229	$ 7,381.02	$ 8,971.67	2.5%
LEAD WATER RECLAMATIONS OPERATOR	224	$ 7,199.23	$ 8,750.71	4.1%		229	$ 7,381.02	$ 8,971.67	2.5%
LIBRARIAN I (FLEX)	126	$ 4,415.83	$ 5,367.46	6.2%		131	$ 4,527.33	$ 5,503.00	2.5%
LIBRARIAN II (FLEX)	146	$ 4,879.03	$ 5,930.49	6.7%		151	$ 5,002.23	$ 6,080.24	2.5%
LIBRARY SPECIALIST I (FLEX)	66	$ 3,273.77	$ 3,979.29	4.1%		71	$ 3,356.44	$ 4,079.77	2.5%
LIBRARY SPECIALIST II (FLEX)	86	$ 3,617.17	$ 4,396.70	5.6%		91	$ 3,708.51	$ 4,507.72	2.5%
MAINTENANCE PLANNER	200	$ 6,387.05	$ 7,763.50	5.1%		205	$ 6,548.33	$ 7,959.54	2.5%
MANAGEMENT ANALYST I	165	$ 5,363.99	$ 6,519.97	2.0%		170	$ 5,499.44	$ 6,684.61	2.5%
MANAGEMENT ANALYST II	197	$ 6,292.20	$ 7,648.20	2.0%		202	$ 6,451.08	$ 7,841.33	2.5%
NETWORK ANALYST	213	$ 6,814.90	$ 8,283.55	7.8%		218	$ 6,986.98	$ 8,492.72	2.5%
OFFICE ASSISTANT	54	$ 3,083.58	$ 3,748.11	8.3%		59	$ 3,161.45	$ 3,842.76	2.5%
PARK RANGER	70	$ 3,339.74	$ 4,059.47	12.7%		75	$ 3,424.07	$ 4,161.98	2.5%
PARKS & LANDSCAPE TECHNICIAN I (FLEX)	92	$ 3,727.05	$ 4,530.26	12.2%		97	$ 3,821.17	$ 4,644.65	2.5%
PARKS & LANDSCAPE TECHNICIAN II (FLEX)	112	$ 4,118.01	$ 5,005.46	6.7%		117	$ 4,221.99	$ 5,131.86	2.5%
PARK PLANNER	193	$ 6,167.91	$ 7,497.13	2.0%		198	$ 6,323.66	$ 7,686.44	2.5%
PLAN CHECK ENGINEER	228	$ 7,344.30	$ 8,927.04	8.8%		233	$ 7,529.75	$ 9,152.46	2.5%
PLANNING TECHNICIAN	123	$ 4,350.24	$ 5,287.75	3.0%		128	$ 4,460.09	$ 5,421.27	2.5%
POLICE RECORDS TECHNICIAN I (FLEX)	61	$ 3,193.14	$ 3,881.28	6.2%		66	$ 3,273.77	$ 3,979.29	2.5%
POLICE RECORDS TECHNICIAN II (FLEX)	81	$ 3,528.09	$ 4,288.41	6.2%		86	$ 3,617.17	$ 4,396.70	2.5%
PROGRAM COORDINATOR	162	$ 5,284.33	$ 6,423.14	2.0%		167	$ 5,417.77	$ 6,585.33	2.5%
PROPERTY & EVIDENCE TECHNICIAN	102	$ 3,917.66	$ 4,761.94	10.5%		107	$ 4,016.58	$ 4,882.18	2.5%
PUBLIC SAFETY DISPATCH CALL TAKER	108	$ 4,036.67	$ 4,906.59	5.1%		113	$ 4,138.60	$ 5,030.49	2.5%
PUBLIC SAFETY DISPATCHER I (FLEX)	144	$ 4,830.60	$ 5,871.62	5.1%		149	$ 4,952.58	$ 6,019.89	2.5%
PUBLIC SAFETY DISPATCHER II (FLEX)	163	$ 5,310.75	$ 6,455.25	4.1%		168	$ 5,444.86	$ 6,618.26	2.5%
PUBLIC SAFETY EMERGENCY COMMUNICATIONS SUPPORT SPECIALIST	193	$ 6,167.91	$ 7,497.13	7.8%		198	$ 6,323.66	$ 7,686.44	2.5%
PUBLIC SAFETY TECHNICAL SUPPORT ENGINEER	213	$ 6,814.90	$ 8,283.55	7.8%		218	$ 6,986.98	$ 8,492.72	2.5%
PUBLIC WORKS INSPECTOR I (FLEX)	141	$ 4,758.86	$ 5,784.42	5.6%		146	$ 4,879.03	$ 5,930.49	2.5%
PUBLIC WORKS INSPECTOR II (FLEX)	161	$ 5,258.04	$ 6,391.18	6.7%		166	$ 5,390.81	$ 6,552.57	2.5%
PUBLIC WORKS PERMIT TECH I (FLEX)	100	$ 3,878.77	$ 4,714.67	5.1%		105	$ 3,976.72	$ 4,833.72	2.5%
PUBLIC WORKS PERMIT TECH II (FLEX)	120	$ 4,285.64	$ 5,209.22	5.1%		125	$ 4,393.86	$ 5,340.76	2.5%
PURCHASING SPECIALIST I	116	$ 4,200.99	$ 5,106.32	9.4%		121	$ 4,307.07	$ 5,235.27	2.5%
PURCHASING SPECIALIST II	136	$ 4,641.65	$ 5,641.96	4.1%		141	$ 4,758.86	$ 5,784.42	2.5%
RADIO TECHNICIAN	94	$ 3,764.42	$ 4,575.67	0.0%		99	$ 3,859.47	$ 4,691.22	2.5%
RANGE MASTER	152	$ 5,027.24	$ 6,110.64	8.3%		157	$ 5,154.18	$ 6,264.94	2.5%
RECYCLING & PROGRAM ANALYST	165	$ 5,363.99	$ 6,519.97	2.0%		170	$ 5,499.44	$ 6,684.61	2.5%
REGULATORY COMPLIANCE SPECIALIST I	119	$ 4,264.32	$ 5,183.30	3.0%		124	$ 4,372.00	$ 5,314.19	2.5%
REGULATORY COMPLIANCE SPECIALIST II	159	$ 5,205.85	$ 6,327.75	3.0%		164	$ 5,337.31	$ 6,487.53	2.5%

SCADA ENGINEER	208	$ 6,647.05	$ 8,079.53	3.6%		213	$ 6,814.90	$ 8,283.55	2.5%
SENIOR ACCOUNTING TECHNICIAN	126	$ 4,415.83	$ 5,367.46	6.7%		131	$ 4,527.33	$ 5,503.00	2.5%
SENIOR APPLICATIONS ANALYST	213	$ 6,814.90	$ 8,283.55	3.6%		218	$ 6,986.98	$ 8,492.72	2.5%
SENIOR BUILDING INSPECTOR	191	$ 6,106.69	$ 7,422.72	9.4%		196	$ 6,260.89	$ 7,610.15	2.5%
SENIOR BUILDING PERMIT TECHNICIAN	150	$ 4,977.34	$ 6,049.99	7.8%		155	$ 5,103.02	$ 6,202.76	2.5%
SENIOR CODE COMPLIANCE INSPECTOR	179	$ 5,751.92	$ 6,991.50	9.9%		184	$ 5,897.17	$ 7,168.04	2.5%
SENIOR CUSTOMER CARE SPECIALIST	129	$ 4,482.39	$ 5,448.38	4.6%		134	$ 4,595.58	$ 5,585.96	2.5%
SENIOR FACILITIES MAINTENANCE TECHNICIAN	142	$ 4,782.65	$ 5,813.34	8.3%		147	$ 4,903.42	$ 5,960.14	2.5%
SENIOR FLEET TECHNICIAN	131	$ 4,527.33	$ 5,503.00	4.6%		136	$ 4,641.65	$ 5,641.96	2.5%
SENIOR LIBRARIAN	166	$ 5,390.81	$ 6,552.57	8.3%		171	$ 5,526.94	$ 6,718.03	2.5%
SENIOR OFFICE ASSISTANT	69	$ 3,323.12	$ 4,039.28	7.2%		74	$ 3,407.04	$ 4,141.27	2.5%
SENIOR PARK RANGER	130	$ 4,504.81	$ 5,475.62	16.7%		135	$ 4,618.56	$ 5,613.89	2.5%
SENIOR PARKS & LANDSCAPE TECHNICIAN	142	$ 4,782.65	$ 5,813.34	5.6%		147	$ 4,903.42	$ 5,960.14	2.5%
SENIOR PUBLIC SAFETY DISPATCHER	183	$ 5,867.83	$ 7,132.38	6.7%		188	$ 6,016.00	$ 7,312.48	2.5%
SENIOR PUBLIC WORKS INSPECTOR	191	$ 6,106.69	$ 7,422.72	9.4%		196	$ 6,260.89	$ 7,610.15	2.5%
SENIOR PUBLIC WORKS PERMIT TECHNICIAN	150	$ 4,977.34	$ 6,049.99	5.1%		155	$ 5,103.02	$ 6,202.76	2.5%
SENIOR PURCHASING SPECIALIST	166	$ 5,390.81	$ 6,552.57	1.0%		171	$ 5,526.94	$ 6,718.03	2.5%
SENIOR REGULATORY COMPLIANCE SPECIALIST	199	$ 6,355.28	$ 7,724.88	3.0%		204	$ 6,515.75	$ 7,919.94	2.5%
SENIOR STREET MAINTENANCE WORKER	131	$ 4,527.33	$ 5,503.00	5.1%		136	$ 4,641.65	$ 5,641.96	2.5%
SENIOR SUSTAINABILITY SPECIALIST	199	$ 6,355.28	$ 7,724.88	13.3%		204	$ 6,515.75	$ 7,919.94	2.5%
SENIOR SYSTEMS ENGINEER	213	$ 6,814.90	$ 8,283.55	7.8%		218	$ 6,986.98	$ 8,492.72	2.5%
SENIOR UTILITY MAINTENANCE TECHNICIAN	200	$ 6,387.05	$ 7,763.50	5.1%		205	$ 6,548.33	$ 7,959.54	2.5%
SENIOR UTILITY SERVICE WORKER	150	$ 4,977.34	$ 6,049.99	4.1%		155	$ 5,103.02	$ 6,202.76	2.5%
SOCIAL MEDIA SPECIALIST	127	$ 4,437.90	$ 5,394.30	2.0%		132	$ 4,549.97	$ 5,530.51	2.5%
SOFTWARE DEVELOPER	223	$ 7,163.41	$ 8,707.17	4.1%		228	$ 7,344.30	$ 8,927.04	2.5%
STORMWATER COMPLIANCE SPECIALIST	180	$ 5,780.68	$ 7,026.46	7.8%		185	$ 5,926.65	$ 7,203.88	2.5%
STREET LIGHT MAINTENANCE TECHNICIAN	130	$ 4,504.81	$ 5,475.62	2.5%		135	$ 4,618.56	$ 5,613.89	2.5%
STREET MAINTENANCE CREW LEADER	161	$ 5,258.04	$ 6,391.18	7.8%		166	$ 5,390.81	$ 6,552.57	2.5%
STREET MAINTENANCE WORKER I (FLEX)	71	$ 3,356.44	$ 4,079.77	5.1%		76	$ 3,441.19	$ 4,182.79	2.5%
STREET MAINTENANCE WORKER II (FLEX)	101	$ 3,898.17	$ 4,738.24	5.1%		106	$ 3,996.60	$ 4,857.89	2.5%
SUSTAINABILITY SPECIALIST I	119	$ 4,264.32	$ 5,183.30	2.5%		124	$ 4,372.00	$ 5,314.19	2.5%
SUSTAINABILITY SPECIALIST II	159	$ 5,205.85	$ 6,327.75	2.5%		164	$ 5,337.31	$ 6,487.53	2.5%
SYSTEMS ENGINEER	193	$ 6,167.91	$ 7,497.13	9.4%		198	$ 6,323.66	$ 7,686.44	2.5%
TRAFFIC MAINTENANCE TECHNICIAN	130	$ 4,504.81	$ 5,475.62	9.9%		135	$ 4,618.56	$ 5,613.89	2.5%
TRAFFIC MANAGEMENT TECHNICIAN I	170	$ 5,499.44	$ 6,684.61	10.5%		175	$ 5,638.31	$ 6,853.40	2.5%
TRAFFIC MANAGEMENT TECHNICIAN II	190	$ 6,076.31	$ 7,385.79	10.5%		195	$ 6,229.74	$ 7,572.29	2.5%
TRAFFIC SIGNAL COORDINATOR	210	$ 6,713.69	$ 8,160.53	8.3%		215	$ 6,883.22	$ 8,366.59	2.5%
TRAFFIC SIGNAL TECHNICIAN	170	$ 5,499.44	$ 6,684.61	10.5%		175	$ 5,638.31	$ 6,853.40	2.5%
TRAILS PLANNER	193	$ 6,167.91	$ 7,497.13	2.0%		198	$ 6,323.66	$ 7,686.44	2.5%
TRANSIT PROGRAM COORDINATOR	208	$ 6,647.05	$ 8,079.53	3.6%		213	$ 6,814.90	$ 8,283.55	2.5%
UTILITY MAINTENANCE TECHNICIAN I (FLEX)	160	$ 5,231.88	$ 6,359.39	9.4%		165	$ 5,363.99	$ 6,519.97	2.5%
UTILITY MAINTENANCE TECHNICIAN II (FLEX)	180	$ 5,780.68	$ 7,026.46	6.7%		185	$ 5,926.65	$ 7,203.88	2.5%
UTILITY SERVICE WORKER I (FLEX)	90	$ 3,690.06	$ 4,485.29	4.6%		95	$ 3,783.24	$ 4,598.55	2.5%
UTILITY SERVICE WORKER II (FLEX)	110	$ 4,077.13	$ 4,955.78	5.1%		115	$ 4,180.09	$ 5,080.92	2.5%
WAREHOUSE SPECIALIST	77	$ 3,458.40	$ 4,203.70	6.7%		82	$ 3,545.73	$ 4,309.85	2.5%
WATER OPERATOR I (FLEX)	128	$ 4,460.09	$ 5,421.27	2.0%		133	$ 4,572.72	$ 5,558.17	2.5%
WATER OPERATOR II (FLEX)	168	$ 5,444.86	$ 6,618.26	2.0%		173	$ 5,582.35	$ 6,785.38	2.5%
WATER OPERATOR III (FLEX)	208	$ 6,647.05	$ 8,079.53	2.0%		213	$ 6,814.90	$ 8,283.55	2.5%

WATER RECLAMATION OPERATOR I (FLEX)	128	$ 4,460.09	$ 5,421.27	2.0%		133	$ 4,572.72	$ 5,558.17	2.5%
WATER RECLAMATION OPERATOR II (FLEX)	168	$ 5,444.86	$ 6,618.26	2.0%		173	$ 5,582.35	$ 6,785.38	2.5%
WATER RECLAMATION OPERATOR III (FLEX)	208	$ 6,647.05	$ 8,079.53	2.0%		213	$ 6,814.90	$ 8,283.55	2.5%
WATER RESOURCES FIELD REPRESENTATIVE	119	$ 4,264.32	$ 5,183.30	7.2%		124	$ 4,372.00	$ 5,314.19	2.5%

Schedule B-1 – Uniform Value

Department	Position	Uniform Group	FY 2022 Uniform Value
POLICE	COMMUNITY SERVICES OFFICERS (I AND II)	POLICE	$ 290
COM SVCS	FACILITIES MAINTENANCE TECHNICIAN (I AND II)	FACILITIES	$ 300
PUB WKS	FLEET TECHNICIANS (I AND II)	FLEET	$ 380
POLICE	JAILER	POLICE	$ 290
COM SVCS	LEAD FACILITIES MAINTENANCE TECHNICIAN	FACILITIES	$ 300
PUB WKS	LEAD FLEET SERVICES TECHNICIAN	FLEET	$ 380
COM SVCS	LEAD PARKS & LANDSCAPE TECHNICIAN	PARKS	$ 410
UTILITIES	LEAD UTILITY MAINTENANCE TECHNICIAN	UTILITIES	$ 390
UTILITIES	LEAD UTILITY SERVICE WORKER	UTILITIES	$ 390
FINANCE	LEAD WAREHOUSE SPECIALIST	WAREHOUSE	$ 490
UTILITIES	LEAD WATER OPERATOR	UTILITIES	$ 390
UTILITIES	LEAD WATER RECLAMATION OPERATOR	UTILITIES	$ 390
UTILITIES	MAINTENANCE PLANNER	UTILITIES	$ 390
COM SVCS	PARKS & LANDSCAPE TECHNICIAN (I AND II)	PARKS	$ 410
POLICE	POLICE RECORDS TECHNICIANS (I AND II)	RECORDS	$ 290
POLICE	PROPERTY & EVIDENCE TECHNICIAN	POLICE	$ 290
POLICE	PUBLIC SAFETY DISPATCH CALL TAKER	DISPATCH	$ 240
POLICE	PUBLIC SAFETY DISPATCHERS (I AND II)	DISPATCH	$ 240
POLICE	RANGE MASTER	POLICE	$ 290
UTILITIES	SCADA ENGINEER	UTILITIES	$ 390
PUB WKS	SENIOR FLEET TECHNICIAN	FLEET	$ 380
COM SVCS	SENIOR PARKS & LANDSCAPE TECHNICIAN	PARKS	$ 410
POLICE	SENIOR PUBLIC SAFETY DISPATCHER	DISPATCH	$ 240
PUB WKS	SENIOR STREET MAINTENANCE WORKER	STREETS/TRAFFIC	$ 420
UTILITIES	SENIOR UTILITY MAINTENANCE TECHNICIAN	UTILITIES	$ 390
UTILITIES	SENIOR UTILITY SERVICE WORKER	UTILITIES	$ 390
PUB WKS	STREET MAINTENANCE CREW LEADER	STREETS/TRAFFIC	$ 420
PUB WKS	STREET MAINTENANCE WORKER (I AND II)	STREETS/TRAFFIC	$ 420
PUB WKS	TRAFFIC MAINTENANCE TECHNICIAN	STREETS/TRAFFIC	$ 420
UTILITIES	UTILITY MAINTENANCE TECHNICIANS (I AND II)	UTILITIES	$ 390
UTILITIES	UTILITY SERVICE WORKERS (I AND II)	UTILITIES	$ 390
FINANCE	WAREHOUSE SPECIALIST	WAREHOUSE	$ 490
UTILITIES	WATER OPERATORS (I, II, AND III)	UTILITIES	$ 390
UTILITIES	WATER RECLAMATION OPERATORS (I, II, AND III)	UTILITIES	$ 390
UTILITIES	WATER RESOURCES FIELD REPRESENTATIVE	UTILITIES	$ 390