MEMORANDUM OF UNDERSTANDING

City of Cupertino

And

City Employees' Association (CEA)

October 1, 2016 – June 30, 2019

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MEMORANDUM OF UNDERSTANDING
BETWEEN
CITY OF CUPERTINO
AND
CUPERTINO CITY EMPLOYEES' ASSOCIATION

This is a three (3)_year agreement, entered into the first full pay period after Association ratification and adoption by the City Council of this successor MOU and ending on June 30, 2019 between the City of Cupertino, hereinafter referred to as "City", and representatives of the Cupertino City Employees' Association, hereinafter referred to as "Association", pursuant to California Government Code 3500 et seq., and the City Employer - Employee Relations Policy (Cupertino Municipal Code 2.52.280 et seq.). The Association is the recognized sole and exclusive representative. This agreement represents the full and integrated agreement reached between the parties.

The Association may select not more than five (5) employees of which no more than two (2) may be from the same City department to be members of the CEA bargaining team for the purpose of negotiating a successor memorandum of understanding (MOU). The Association shall provide the City with the names of the selected successor MOU bargaining team within thirty (30) days of the first day of negotiations.

Classifications in the Association:
Account Clerk I
Account Clerk II
Assistant Engineer
Assistant Planner
Associate Civil Engineer
Associate Planner
Building Inspector
Case Manager
Code Enforcement Officer
Community Outreach Specialist
Engineering Technician
Environmental Compliance Technician
Environmental Programs Assistant
Environmental Programs Specialist
Facility Attendant
GIS Technician
Multimedia Communication Specialist
Office Assistant
Permit Technician
Plan Check Engineer
Public Works Inspector
Receptionist/Clerk
Recreation Assistant

Recreation Coordinator
Senior Building Inspector
Senior Code Enforcement Officer
Senior Engineering Technician
Senior Office Assistant
Senior Planner
Senior Traffic Technician
Special Programs Coordinator
Traffic Signal Tech-Apprentice
Traffic Signal Technician
Traffic Technician

SECTION 1: NO DISCRIMINATION

In accordance with the City of Cupertino Equal Employment Opportunity Plan, all employees shall have equal opportunity in employment without regard to race, color, creed, religion, political affiliation, national origin, sex, disability, sexual orientation, age or for Association activity or any other basis prohibited by applicable Federal and State law against any employee.

SECTION 2: AGENCY SHOP

Except as provided otherwise herein, the provisions of this Section shall apply to all employees of the City in all classifications represented by the CEA when on paid status, except those mutually designated classifications and mutually designated employees who are employed for no more than 995 hours per fiscal year. The provisions of this Section shall not apply to individual employees who have been properly and finally determined to be management or confidential employees.

For the term of this Agreement, all current and future employees of the City as described above, except as set forth below, shall, as a condition of continued employment, become and remain a member of the CEA or, in lieu thereof, shall pay a service fee to the CEA. The service fee payment shall be established annually by the CEA.

2.1 Employee Rights

2.1.1 The City and the CEA recognize the right of employees to form, join, and participate in lawful activities of employee organizations and the equal, alternative right of employees to refuse to form, join, and participate in employee organizations. Neither party shall discriminate against an employee in the exercise of these alternative rights.

2.1.2 Accordingly, membership in the CEA shall not be compulsory. An employee has the right to choose, either; to become a member of the CEA; or, to pay to the CEA a fee for representation services; or, to refrain from either of the above courses of action upon the grounds set forth in Section 5.6 below.

2.1.3 Employee Selection

2.2.1 Any regular employee, must, within thirty (30) days of their employment with the City, submit to the City either a signed authorization to deduct dues as a member of the CEA; or, sign and deliver to the City a written assignment authorizing deduction of the properly established agency fee as defined in Section 5.3.1 below, subject to the conditions set forth in Section 4.5 of this MOU. Upon receipt of the duly completed authorization, the City will deduct from the pay of the employee and pay to the CEA the normal and regular monthly fee. If the employee is granted an exception from these fees based on a religious exception as explained in Section 5.6 below, the employee must designate a charity from Section 5.6.2 to which the appropriate amount will be paid through payroll deduction.

2.2.2 If a person fails to make any of the designations set forth above within the thirty (30) day period, they will be given notice by the City that the Agency Fee deduction will be made beginning with the first full pay period following the expiration of the thirty (30) day period. The City and the CEA agree that the Agency Fee shall be paid in exchange for representation services necessarily performed by the CEA in its capacity as exclusive bargaining agent and in conformance with its duty of fair representation of said employee who is not a member of the CEA.

2.2.3 Any regular employee who makes a designation to pay the Agency Fee within the above thirty (30) day period may at any time thereafter join the CEA and provide to the City a signed authorization to deduct dues as a member of the CEA in lieu of the Agency Fee.

2.2.4 During the last thirty (30) days of this Memorandum of Understanding between the City of Cupertino and Cupertino Employee Association, any employee who is a member of the CEA, may, by written notice to the Human Resources Director or designee and the CEA, resign such membership and change their status to the Agency Fee or exempt category in accordance with the provisions of this article.

2.2.5 The CEA specifically agrees that the provisions of Section 5.7 of this Section apply to any claims against the City or any of its agents or employees regarding the payroll deduction of Agency Fee.

2.3 Definition of Agency Fee

2.3.1 The Agency Fee collected from non-member bargaining unit employees pursuant to Section 5.2.1 of this Memorandum of Understanding shall be limited to the CEA's (local, state, and national) annual costs for

representing such employees. Such amount shall be those amounts for full-time employees as are certified to the Human Resources Director or designee, from time-to-time by the designated officer of the CEA as the Agency Fee. The City shall remit dues and fees to the CEA's designee each month along with an excel spreadsheet containing the names of each unit employee, their classification, and the amount of their dues or fees for the month.

2.3.2 The CEA certifies that this "representation fee" includes only those costs actually incurred by the CEA in representing employees, who are not also members of the CEA, in matters specifically and directly connected with the enforcement of this Memorandum of Understanding, the adjustment of grievances, and litigation pertaining thereto. The CEA further certifies that this "representation fee" excludes all other costs, fees, and adjustments including, but not limited to: CEA fines, back dues, initiation fees, or any other charge required as a condition of CEA membership; any and all amounts which may be used, directly or indirectly, for political or ideological activities. The CEA specifically agrees that the provisions of Section 5.7 of this Section apply to any claims against the City or any of its agents or employees regarding the appropriateness of the amount of any "representation fee" set forth in this Section.

2.4 Exceptions

The provisions of Section 5 shall not apply to non-benefited part-time employees.

2.5 Financial Reporting

2.5.1 The CEA shall submit to the City a detailed written financial report of its financial transaction in the form of a balance sheet and operating statement certified as to accuracy by the CEA's Executive Secretary. Each year such reports shall be verified and submitted in writing to the City's Human Resources Director by the Union within 60 days of July 1.

2.5.2 The CEA will provide a reasonably prompt opportunity to challenge the amount of the fee before an impartial decision maker not chosen by the CEA and will make provision for an escrow account to hold amounts reasonably in dispute while challenges are pending.

2.6 Employees Exempted from Obligation to pay the CEA

2.6.1 Any employee shall be exempted from the requirements of Section 5.2 above if such employee is a member of a bona fide religion, body or sect who has historically held conscientious objections to joining or financially supporting a public employee organization and is recognized

by the National Labor Relations Board to hold such objections to CEA membership. Such employee shall, upon presentation of membership and historical objection satisfactorily to the City and the CEA, pay the required service fee to a recognized non-profit charity.

2.6.2 Such exempt employee shall, as outlined in Section 5.6.1 above, as an alternative to payment of an Agency Fee to the CEA pay an equal amount equivalent to such Agency Fee to any charity jointly agreed upon by the City and the CEA. Such charities cannot be affiliated in any manner with the CEA, nor can such charity be related to an established religious organization.

2.7 Hold Harmless

The CEA shall hold the City harmless and shall fully and promptly reimburse the City for any reasonable legal fees, court costs, or other litigation expenses incurred responding to or defending against any claims against the City or any of its agents, or employees, in connection with the interpretation, application, administration or enforcement of any section in the Memorandum of Understanding pertaining to Agency Fees.

2.8 Recission of Agency Fee Provisions

Pursuant to Government Code Section 3502.5, this Agency fee agreement may be rescinded in its entirety by a majority of vote of all the employees in the unit covered by this Agreement in accordance with the MMBA.

2.9 Administrative Processing of CEA Agency Fees

CEA shall provide the City with a thirty day advance written notice of any changes in the annual agency fees deduction amounts. CEA, which has affiliated with IFPTE Local 21, AFL-CIO shall provide the City with Agency Fee instructions regarding Agency fees to be remitted to IFPTE Local 21.

SECTION 3: SALARY SCHEDULE

Monthly salary ranges as listed on Exhibit 1 will apply for each classification effective at the beginning of the pay period in which July 1 occurs unless otherwise noted below.

Effective the first full pay period after Association ratification and adoption by the City Council of this successor MOU, a 3.5% salary increase will be added to the salary range of each classification in this bargaining unit.

Effective the first full pay period in July 2017, a 3.25% salary increase will be added to the salary range of each classification in this bargaining unit.

Effective the first full pay period in July 2018, a 2.50% salary increase will be added to the salary range of each classification in this bargaining unit.

In addition, total compensation equity adjustments as identified in the City's 2016 Effective the first full pay period after Association ratification and adoption by the Council of this successor MOU, Community Outreach Specialist, Multimedia Communication Specialist, Environmental Compliance Technician and Environmental Programs Specialist salary range shall be adjusted to the following:

Community Outreach Specialist

Step 1	Step 2	Step 3	Step 4	Step 5
5716.64	6002.5	6302.61	6617.73	6948.61

Multimedia Communication Specialist

Step 1	Step 2	Step 3	Step 4	Step 5
7539.22	7916.18	8311.99	8727.59	9163.97

Environmental Compliance Technician

Step 1	Step 2	Step 3	Step 4	Step 5
5434.73	5705.86	5992.72	6291.38	6609.66

Environmental Program Specialist

Step 1	Step 2	Step 3	Step 4	Step 5
7010.01	7360.52	7728.54	8114.96	8520.72

SECTION 4: OUT-OF-CLASSIFICATION PAY

Temporary assignment, approved in advance by the department head, to a classification in a higher pay grade shall be compensated at the Step 1 rate of the higher classification, or at a rate five percent greater than that of the regular position, but not more than the maximum step of the higher class, whichever is greater, for the number of hours so assigned. In order to qualify for Out-Of-Classification pay, an employee shall work a minimum of 8 hours per day in the temporary assignment.

SECTION 5: BILINGUAL PAY DIFFERENTIAL

An employee who uses bilingual skills as approved by his/her supervisor and who passes the required language proficiency test(s) is eligible to receive a 7.5% bilingual pay differential only for the work time during which the employee uses bilingual skills. For payroll reporting purposes, the 7.5% bilingual pay differential will be recorded with a 15 minute minimum.

SECTION 6: HOURS OF WORK: OVERTIME

6.1 Hours of Work Defined

Hours worked shall include all time assigned by employer whether such hours are

worked in the City's work place, or in some other place where the employee is carrying out the duties of the City.

The normal work week shall be 40 hours in seven days with two consecutive days off. Alternate Work Schedules (AWS) may be considered, including 9/80 and 4/10, but must be approved in advance by the Department Head. The City reserves the right to re-evaluate such approvals if the Alternate Work Schedule results in an undue burden to the City.

6.2 Overtime

Overtime shall be defined as any work in excess of 40 hours in a seven day work period. Holidays and paid time off shall count toward the accumulation of the work week.

Overtime work for the City by an employee shall be authorized in advance by the department head or their designee. In the event of unforeseen circumstances, overtime shall be approved after the work is completed.

6.3 Schedules

It will be a management responsibility to schedule the hours of work for each employee covered by this agreement. Except in unforeseen circumstances, changes in employee's hours of work will be made after ten days prior notice.

6.4 Rest Periods

Each employee shall be granted a rest period of fifteen minutes during each work period of more than three hours duration. No wage deduction shall be made nor time off charged against employees taking authorized rest periods, nor shall any rights or overtime be accrued for rest periods not taken.

6.5 Payment of Overtime

All approved overtime work performed by employees shall be paid at the rate of one and one-half (1 1/2) times the normal rate of pay. Work performed on regularly scheduled days off, City Holidays or during an employee's scheduled vacation shall be considered to be overtime and paid accordingly.

6.6 Compensatory Time Off (CTO)

At the employee's discretion, compensatory time off may be granted for overtime worked at the rate of time and one-half for each hour worked in lieu of compensation in cash. Employees, who have previously earned compensatory time, shall be allowed to schedule compensatory time off at dates of the employee's selection provided that prior supervisory approval has been obtained.

CTO time may be accrued for up to 80 hours per calendar year. Any CTO earned

exceeding 80 hours will be paid at the rate of time and one-half. An employee may carry over the unused balance into the next calendar year. Any unused carryover balance will be automatically paid out at the end of the calendar year.

An employee may exercise his/her option two times each calendar year to convert any/or all accumulated compensatory time to cash.

6.7 Leave Accruals

An employee shall not accrue leave credits (vacation, sick leave) during a pay period if off without pay for more than 40 hours during said pay period.

SECTION 7: FACILITIES CLOSURE

City facilities* will be closed from December 24 through January 1, of each year during the term of the contract only. Employees may use vacation, CTO, floating holiday, administrative leave, or leave without pay for work time missed during the closure week. With Supervisor and Department Head prior approval, an employee may opt to work during the facility closure.

*The Sports Center and Blackberry Farm Golf Course may remain open on facilities closure days staffed by part-time employees

SECTION 8: PUBLIC EMPLOYEES RETIREMENT (PERS) CONTRIBUTION

A. For Employees hired on or before December 29, 2012 Only

For City of Cupertino employees hired by the City of Cupertino on or before December 29, 2012, the City has contracted with CalPERS for a 2.7% @55 retirement formula.

Effective in the first full pay period after CEA ratification and adoption of this MOU by the City Council, the City agrees to pay the employees' contribution rate to the California Public Employee Retirement System (CalPERS) not to exceed three quarters percent (.75%) of applicable salary and each employee agrees to pay seven and one quarter percent (7.25%) of applicable persable salary towards the employee share towards CalPERS pension contribution.

Effective in the first full pay period in July 2017, each employee in the 2.7% at 55 Classic formula shall pay the full eight percent (8.0%) of applicable persable salary towards the full employee share of CalPERS pension contribution.

B. For employees hired by the City of Cupertino on December 30, 2012 or on December 31, 2012 or a current CalPERS employee who qualifies as a classic member under CalPERS Regulations Only.

For employees hired by the City of Cupertino on December 30, 2012 or on December 31, 2012 or a current CalPERS employee who qualifies as a classic member under CalPERS Regulations only the City has contracted with CalPERS for a 2.0% @ 60 retirement formula based on a three year average compensation.

Effective the first full pay period after CEA ratification and adoption of this MOU by the City Council, the City shall not pay the employee's contribution share to the California Public Employees Retirement System (CalPERS) and each employee shall pay the full seven percent (7.0%) of applicable persable salary towards the employee's contribution share of CalPERS pension under this formula.

C. For employees hired by the City of Cupertino on of after January 1, 2013, or former CalPERS employees that do not qualify as Classic employees hired by the City of Cupertino on or after January 1, 2013 Only

For employees hired by the City of Cupertino on or after January 1, 2013, CalPERS has by statute implemented a 2% @ 62 formula based on a three year average compensation. Employees in this category shall pay 50% of the normal cost rate as determined by CalPERS.

SECTION 9: INSURANCE COVERAGE

9.1. Health - Medical and Dental Insurance

City agrees to pay an amount as set forth hereinfor medical coverage for employee and dependents through the Meyers-Geddes State Employees Medical and Hospital Care Act. For each participating employee, the City shall contribute the maximum toward premium cost per month for health and dental during the term of this agreement as follows:

1st full month after CEA ratification and Council adoption of MOU	City Max Health Contribution	City Max Dental Contribution*	City Total Max Contribution
Employee	**733.39**	134.85	868.24
Employee +1	**1246.59**	134.85	1381.44
Employee +2	**1620.57**	134.85	1755.42

January 1, 2018	City Max Health Contribution	City Max Dental Contribution	City Total Max Contribution
Employee	**769.95**	134.85	904.80
Employee +1	**1308.92**	134.85	1443.77
Employee +2	**1701.60**	134.85	1836.45

January 1, 2019	City Max Health Contribution	City Max Dental Contribution	City Total Max Contribution
Employee	**808.45**	134.85	943.30
Employee +1	**1374.37**	134.85	1509.22
Employee +2	**1786.68**	134.85	1921.53

Required contribution amounts exceeding the premium contribution of the City are the responsibility of the employee. The City no longer pays medical insurance cash back (excess of the monthly premium less the cost of the medical coverage) for any employees.

Effective July 1, 2010, employees that retire or resign from service with the City of Cupertino and who are not eligible for retiree medical benefits as defined in the Summary of Benefits can continue on the Cupertino medical and dental plans provided that they pay the premiums in full.

The City reserves the right of selection and administration as to deferred compensation plan(s).

If during the term of this agreement, modifications are made to the Federal tax code which would result in any of the medical insurance provided be subject to taxation, the contract will be re-opened for the purposes of adjusting the salary and medical benefits so long as it does not result in an increase or decrease in the total compensation.

If during the term of this agreement, new medical plans are identified that will be beneficial to the City and CEA, the contract will be reopened to discuss these plan options.

9.1.b

Effective the pay period that the first PEMCHA premium payments for plan year 2017, that the health deductions for employee payments towards those premiums shall occur on a bi-monthly basis consistent with CalPERS required PEMCHA payment schedule.

9.2 Life Insurance

City shall provide life insurance and accidental death and dismemberment coverage for each employee in the amount of two and one half times annual salary to a maximum benefit of $250,000. Employees may be eligible to purchase additional life insurance subject to the provisions of the insurance policy.

9.3 Short Term and Long Term Disability Insurance

The City shall provide Short Term Disability (STD) insurance for CEA employees. The STD income weekly benefit amount shall be up to 66.67% of weekly covered earnings up to a maximum of $1,615 per week. Employees may use leave banks to supplement lost salary during the 7 day elimination period.

The City shall provide Long Term Disability (LTD) insurance for employees. LTD income protection coverage shall be up to $7,000 of covered monthly salary. Employees may use sick leave and/or vacation leave to supplement lost salary during the 90 day elimination period.

9.4 Vision Care Insurance

The City shall provide Vision Care Insurance for employees and their dependents at a cost of $14.94 monthly.

SECTION 10: HOLIDAYS

10.1 Fixed Holidays

The City shall provide the following fixed paid (8 Hour) holidays for eligible employees covered by this agreement:

1. New Year's Day
2. Martin Luther King Day
3. President's Day
4. Memorial Day
5. Independence Day
6. Labor Day
7. Veteran's Day
8. Thanksgiving Day
9. Day following Thanksgiving
10. Christmas Eve
11. Christmas Day
12. New Year's Eve

When a holiday falls on a Saturday, the preceding Friday shall be observed as the non-work day. When a holiday falls on a Sunday, the following Monday shall be observed as the non-work day.

Nothing contained herein shall preclude the right of the department head with the approval of the Appointing Authority to reschedule work assignments or hours of work to meet emergency situations and other administrative necessities caused by the observance of a holiday or non-work day or period; provided, however, that all such affected employees are duly compensated for said rescheduled work assignments.

10.2 Floating Holidays

In addition to the foregoing paid holidays, eligible employees shall earn 20 hours of holiday leave per year that may be used in increments of no less than one quarter of an hour. Floating holiday leave shall be earned at a rate of .77 hours per pay period. Floating holiday leave may be accumulated up to 40 hours. Floating holiday leave shall be taken at the discretion of the employee subject to prior supervisory approval.

10.3 Holiday Pay

In order for an employee to receive his/her regular pay for a holiday or designated non-work day, work must be performed on the regular scheduled day before and the regular scheduled day after the holiday or designated non-work day. Employees on vacation, injury leave, approved short term leave of absence, with or without pay, or who submit satisfactory evidence of personal illness shall be considered as working their regular schedule for pay purposes.

SECTION 11: TEMPORARY DISABILITY BENEFITS

Any employee sustaining an injury arising out of or in the course of the performance of his/her job and who cannot work at the duties and responsibilities normally assigned to that job is entitled to receive temporary disability as prescribed by State law.

11.1 Use of Sick Leave to Supplement Temporary (not held) Disability Payments

Any employee entitled to receive temporary disability payments may elect to supplement such payments with an amount not to exceed that which is the employee's weekly earnings or weekly earning capacity by use of sick leave payments to the extent that such sick leave has been accrued to the employee's account.

11.2 Use of Sick Leave for Industrial Injury Medical Appointments

An employee who is required to see a physician regarding the injury during regularly scheduled work hours may use sick leave credits for appointment(s). If the medical appointment is scheduled during the last hour of the regularly scheduled work day an employee will not be required to use sick leave credits for said appointment. The last hour provision shall be limited to one time during any Monday through Friday work period.

SECTION 12: VACATION

All employees, other than those holding temporary status, whose work assignment is of a recurring nature of not less than a normal work week shall accrue vacation credit. Accrued vacation credits may be taken with prior supervisory approval.

Benefited full-time employees accrue vacation in accordance with the following schedule. Benefited employees who work less than a full-time work schedule accrue vacation in accordance with the following schedule on a pro-rated basis.

Service Time	Annual Accruals	Maximum Accrual
0 - 3 Years	80 Hours	160 Hours
4 - 9 Years	120 Hours	240 Hours
10 – 14 Years	160Hours	272 Hours
15 – 19 Years	176Hours	320 Hours
20 + Years	192Hours	352 Hours

An employee may accrue no more vacation credit than what is listed above.

Upon termination of employment, unused vacation may not be used to extend the final employment date beyond the annual accrual rate being earned.

Represented employees may convert, up to two times per calendar year, unused vacation time for payment subject to the following conditions:

1. The employee must have a minimum of 120 hours of accrued vacation immediately prior to a conversion.
2. Any payment for accrued vacation hours will be subject to taxes as determined by law.
3. Minimum exchange will be one day. Maximum exchange will be ten days.

4. All exchanges are irrevocable.
5. A maximum of 80 hours of accrued vacation may be converted for pay during a calendar year.

SECTION 13: SICK LEAVE

All full time employees hired before October 17, 2012 (other than those holding temporary status), shall earn eight (8) hours per month sick leave time without limit on accumulation. All employees hired on or after October 17, 2012 shall earn eight (8) hours per month of sick leave time, but may accrue no more than 240 hours of sick leave time.

Those regular employees working less than full time (at least 20 hours per week) shall earn a pro-rated amount of sick leave based on their regular hours worked in relation to 40 hours. Sick leave may be utilized due to the employee's personal illness, injury, pregnancy disability or sickness or injury to the immediate family.

The employee's immediate family consists of the following: children, stepchildren, spouse/domestic partner, parents, mother-in-law, father-in-law, siblings, grandchildren and grandparents who because of illness cannot care for themselves, and for medical emergencies. Employees shall, whenever possible, make appointments for medical, dental and similar purposes during non-work hours. If this is not possible, sick leave may be used for these purposes.

With proper notification, sick leave shall be taken in periods of no less than one-half hour increments.

13.1 Sick Leave Conversion. Any employee hired before October 17, 2012, who is retiring, will have the option of applying any remaining sick leave to service credit. If an employee is resigning, he/she will not have the option of applying sick leave hours to service credit.

13.2 Sick leave is not vested under California statutory law.

13.3 Employees hired before October 17, 2012 shall have the option of cashing out sick leave in accordance with Section 12.4 and 12.5.

13.4 If upon retirement the qualifying employee has a minimum of 320 non-vested hours, payment shall be made for up to eighty-five percent (85%) of the value of the bank at the employee's discretion.

13.5 If upon resignation the qualifying employee has a minimum of 320 non-vested hours, payment shall be made for up to seventy percent (70%) of the value of the bank at the employee's discretion.

13.6 Represented employees will have the option, subject to approval of the department head, of converting sick leave to vacation leave on a two-to-one basis only if the employee's remaining sick leave balance is 40 hours or more. The maximum allowable

exchange will be 96 hours of sick time for 48 hours of vacation leave per calendar year. The minimum exchange will be 8 hours sick leave for 4 hours of vacation.

An employee may convert sick leave in excess of 320 hours to vacation leave on a one-to-one basis with a maximum of 48 hours and a minimum of 4 hours and may convert up to an additional 32 hours on the basis of one hour of sick leave to 0.7 hour of vacation leave. The conversion of sick leave in excess of 320 hours to vacation leave as described herein is limited to no more than a total of 80 hours per calendar year.

As a condition of converting sick leave to vacation, all employees will be required to use at least one-half of the vacation accrued during the previous twelve months.

Such conversion either to exchange sick leave for vacation or vice versa shall be subject to the following conditions:

a. All requests to exchange sick leave for vacation time shall be submitted in writing to the department head at least fourteen (14) calendar days in advance of intended vacation utilization.

b. If twelve (12) months have elapsed since approval of the exchange of sick leave for vacation, and the employee has not been permitted the use of the converted vacation time, (after submitting at least one written request for utilization) the employee will have the right to re-convert the vacation time to sick leave in reverse ratio to the original exchange. This exchange will be allowed only for previously converted sick time to vacation and will not be permitted for regularly accrued vacation time.

c. If the employee's vacation accrual exceeds the maximum allowable accrual, he/she will have the option to re-convert vacation time back to sick leave on a reverse ratio basis. Such re-conversion shall be limited to previously converted sick leave/vacation and may not exceed the amount necessary to reduce the accrued vacation to the maximum allowable. Regularly accrued vacation time will not be eligible for this re-conversion to sick leave and any regularly accrued vacation time accrued in excess of the maximum allowable will be disallowed and not subject to utilization by the employee.

NOTE: As used in this document, "reverse ratio" is intended to mean that the ratio of sick leave to vacation will revert to the original ratio at the time the initial exchange was implemented.

SECTION 14: SICK LEAVE VERIFICATION

A Department Head or supervisor may at their discretion require employees to furnish reasonable acceptable evidence, including a doctor's certificate, to substantiate a request for sick leave if the sick leave exceeds three (3) consecutive workdays. A supervisor may also require a doctor's certificate or other form of verification where leave abuse is suspected. If it appears that an employee is abusing sick leave or is using sick leave excessively, the

employee will be counseled that the continued use of sick leave may result in a requirement to furnish a medical certificate for each such subsequent absence for sick leave regardless of duration. Continued abuse of leave or excessive use of sick leave may constitute grounds for discipline up to and including dismissal.

SECTION 15: BEREAVEMENT LEAVE

Employees shall be granted paid bereavement leave of up to 24 hours upon the death of a close relative. Close relatives are defined as mother, father, sister, brother, wife, husband, domestic partner, child, step-child, grandparent, grandchildren, mother-in-law and father-in-law. Additional bereavement leave of up to 16 hours will be granted for travel out of state or over 200 miles.

SECTION 16: MILITARY LEAVE

Military leave shall be granted in accordance with the provision of State and Federal law. All employees entitled to military leave shall give their supervisor an opportunity within the limits of military requirements, to determine when such leave shall be taken.

SECTION 17: PREGNANCY DISABILITY LEAVE

An employee disabled by pregnancy is eligible for up to four months of unpaid pregnancy disability leave (PDL) as defined by law. This leave is to be used when the employee is disabled due to pregnancy or child birth or related medical condition, including but not limited to, morning sickness, pregnancy complications and prenatal appointments. Accrued sick leave may be used during the leave, and the employee has the option to use accrued vacation, floating holidays and/or compensatory time in order to receive pay during the leave. If the employee is also eligible for leave under the Federal Family Medical Leave Act (FMLA), the leave the employee takes for pregnancy disability will be run concurrently with the employee's entitlement to up to 12 weeks of FMLA leave. Employees otherwise eligible for health insurance benefits (medical, dental and vision) will continue to receive such benefits during the period of the PDL leave up to four months as defined by law per 12 month period. After PDL and FMLA leave, if applicable, expires and if the employee is on unpaid status or the employee has less than 20 hours per week on their timesheet, the employee may elect to continue and enroll in COBRA benefits at employee's expense.

The employee will be accruing sick leave, floating holiday and vacation leave during the period of time, if any, the employee is in paid status. Any time the employee's hours adjust to less than 40 hours per week, however of paid status, the employee's accrual rates (sick leave, vacation leave, floating holiday) will be prorated and be adjusted accordingly. Sick leave, floating holiday and vacation leave do not continue to accrue during any period the employee is on unpaid status.

Under the California Family rights Act (CFRA) eligible employees are entitled up to 12 additional weeks of leave to bond with the baby. To be eligible for the CFRA bonding leave, employee must be employed by the City for at least one year and have worked at least 1250 hours during the year preceding the leave. The leave is unpaid, but the employee may use

floating holiday, compensatory time and vacation leave in order to receive pay during the leave. The employee may use sick leave for a baby's illness or doctor's appointment when applicable to receive pay during the leave. Bonding leave must be used within one year of the birth of the baby.

An employee who plans to take PDL must give reasonable notice (not less than 4 weeks if anticipated or as soon as possible if the leave is unforeseen) before the date employee expects to take the leave. As with all other employees returning from medical leave, employees returning from PDL leave of at least 3 days are required to provide a doctor's note clearing them to return to work. If an employee requires reasonable accommodations as a result of pregnancy, employee should consult with Human Resources. Employees disabled by pregnancy and employees on leave to bond with a baby may be eligible for benefits under State Disability Insurance. Additional information is available at www.edd.ca.gov/Disabililty and from Human Resources.

SECTION 18: ADOPTION LEAVE

Upon request, a leave of absence without pay for up to four (4) work weeks will be granted to adoptive parents. Such leave must be used within one year of the adoption. The city will pay health and welfare benefits for the duration of the leave as the same rate as prior to the leave consistent with the contributions as provided for under the existing MOU.

If the employee is eligible for FMLA/CFRA (employed by the city for at least one year and worked at least 1250 hours during the year preceding the leave), employee may be eligible for up to 12 work weeks total (the above four (4) work weeks plus an additional eight (8) work weeks) for bonding with the adopted child during the first year after adoption. The employee may be eligible for health benefits during the twelve (12) work week period at the same rate as prior to the leave as provided for under the existing MOU.

During adoption leave, accrued vacation may be used by the employee at his or her option in order to receive for the leave. Sick leave may only be used during the leave in the event of illness or medical appointments of the adoptive child during the leave.

SECTION 19: CATASTROPHIC LEAVE

a. The City's Catastrophic Leave Committee will evaluate each individual case when it is submitted to qualify to receive funds. The only limitation is that the employee must be the one facing the illness. The committee has the right to establish standards for the granting of leave hours, and ask the applicant to submit further documentation from the treating physician, and to determine the applicant's eligibility for catastrophic leave hours.
b. All benefited employees will be eligible to receive assistance. An employee does not have to be a contributor to be eligible.
c. A recipient must have used all of their available leave hours before he/she is eligible.
d. The maximum amount is two months (LTD becomes available at this time).
e. Vacation hours and compensating time off (CTO) hours are the only leave of absence credits which may be donated. An employee may not donate leave of absence credits

which would reduce his/her total accrued leave balances to less than 120 hours. Leave credits may be donated in any pay period. All leave donations are irrevocable.

f. A leave of absence transfer drive will be held whenever necessary to provide for a minimum catastrophic leave bank balance which is the equivalent of 40 hours.
g. Active employees wishing to donate sick leave hours to the Catastrophic Leave bank will need to convert sick leave hours (maintaining a minimum of 320 hours after donation) to vacation leave hours.
h. Upon retirement or resignation, an employee can contribute up to 10 hours of sick leave provided that the employee has a minimum of 320 hours of sick leave, which has previously become vested.

Transfers may be in increments of one hour or more. All donations will be confidential. There will be no selling or coercion of employees to donate.

Donated leave hours will be converted to cash and deposited in a time-bank where it will be available for distribution. Checks will be issued to the recipient with the regular payroll, which will keep them in an active employment mode with the City. This procedure prevents overpayments or corrections since it comes after the actual leave has been taken. (Conversion allows for adjustments for different rates of pay.) No employee shall receive payment for more than 100% of his or her regular pay.

An employee or their representative must complete a prescribed application form together with supporting medical documentation to the Human Resources Division when applying for funds.

SECTION 20: ABSENCE NOTIFICATION

An employee is expected not to be absent from work for any reason other than personal illness without making prior arrangements with his/her supervisor. Unless prior arrangements are made, an employee who, for any reason, fails to report for work must make a sincere effort to immediately notify his/her supervisor of his/her reason for being absent. If the absence, whether for personal illness or otherwise, is to continue beyond the first day, the employee must notify the supervisor on a daily basis unless otherwise arranged with his/her supervisor. In proper cases, exceptions will be made.

Any unauthorized absence of an employee from duty shall be deemed to be an absence without pay and will be grounds for disciplinary action up to and including dismissal by the department head. In the absence of such disciplinary action any employee who absents himself/herself for three days or more without authorized leave shall be deemed to have resigned. Such absence may be covered, however, by the department head by a following grant of leave with or without pay when extenuating circumstances are found to have existed.

SECTION 21: FAMILY MEDICAL LEAVE /CALIFORNIA FAMILY RIGHTS ACTS

The City of Cupertino shall comply with the leave provisions of the Family Medical Leave Act and the California Family Rights Act for employees who qualify for leave under these laws.

SECTION 22: EDUCATION REIMBURSEMENT PROGRAM

It is the intent of the City to recognize the value of continuing education and professional development of its employees; and to adopted an Education Reimbursement Program which will encourage employees to avail themselves of City job related educational opportunities that will advance their knowledge and interests in the direction of their career path. Courses may be specific to their current job specifications, requirements for degree completion or taken to advance knowledge and skills for a position within the City the employee wishes to obtain.

The Education Reimbursement Program is a benefit to all full time benefited employees who have completed the required probationary period and provides education reimbursement of up to one thousand, three hundred fifty ($1,350) per calendar year for the cost of registration, required textbooks and/or materials and parking. Employees who wish to seek reimbursement from the City for educational program costs shall provide a written request for reimbursement in advance of enrollment to the Human Resources Division. The form provided shall include the type of training, sponsoring organization or institution, meeting times and costs. The Human Resources Director and the employee's department head will make the determination if the chosen education program is eligible for reimbursement.

No employee shall receive any reimbursement until they have provided satisfactory proof of successful completion of the coursework.

Mandatory or annual coursework, attendance at conferences and training required to maintain job specific certifications or proficiencies are not included in the Education Reimbursement Program.

SECTION 23: CITY SPONSORED RECREATION AND WELLNESS PROGRAMS

City employees shall have the privilege of enrollment in City sponsored recreation programs at the City residents' fee structure and in preference to non-residents wishing to enroll. Each calendar year, benefited employees for employee and family members on the employee's health plan are eligible to receive up to $400 per employee in Rec Bucks toward City of Cupertino recreation services in accordance with the City's Recreation Buck Policies and a free employee only annual Cupertino Sports Center membership. Part-time benefited employees will have the annual amount of Recreation Bucks prorated based on number of hours worked. Recreation Bucks must be used by the employee within two years of the issuance date and are non-transferrable.

City employees are eligible to participate in the City's wellness program as provided for in the City's Administrative Manual.

SECTION 24: DUE PROCESS

For demotions, suspensions of more than five days and terminations of employment, the City

will provide written notice of the intended actions including the reasons therefore; a copy of any documents upon which the City relied in taking its action and an opportunity to respond, either orally or in writing, prior to the effective date of the disciplinary action.

Said opportunity shall be as soon as is practical after having been served the written notice and shall not constitute any limitation otherwise available through the grievance or appeal procedures. Any written warning in an employee's file will be removed from the file after three years.

SECTION 25: LAYOFF PROCEDURE

The appointing authority may layoff employees for lack of funds, lack of work or for other similar and just cause. The appointing authority will identify the classification(s) subject to layoff. All classifications and all departments citywide are subject to layoff considerations.

Employees in a classification(s) identified for layoff shall be laid off in reverse order of seniority, based on the date of the appointment to the classification. If an employee separates from City employment for a period of more than 30 days, the time off from City employment shall be deducted from an employee's length of service for the purpose of determining seniority.

Employees being laid off shall be entitled to placement in a lower classification; provided (a) the employee was previously employed with regular status having completed the probationary period in that lower classification and (b) the employee has more total seniority with the City than an individual in the lower classification. Any employee being displaced by an employee opting to be placed in a lower classification shall be entitled to placement in the lower classification, subject to conditions (a) and (b) listed in this section.

The City will provide a 30 day notice to any employees identified for layoff and layoff pay in the amount of $2,500 at the time of layoff. Such notice will include the employee's rights to placement in a lower classification pursuant to this section. Medical, dental, vision, and life insurance continue through the end of the month in which the layoff is effective. In addition, the employee will be provided with an opportunity to elect to enroll in COBRA medical, dental, and/or vision coverage at the time of layoff and at employee expense.

The names of the employees affected by layoff shall be placed on a recall list for a period of two years in the reverse order of layoff and shall have the first opportunity for reinstatement. Failure to respond within ten (10) business days to a written notice of such opportunity for reinstatement shall cause that name to be removed from the recall list. Such notice shall be sent by certified or registered mail to the address of the employee on file with the City. The affected employees shall be responsible for updating the City of any change in address during the time they are on the recall list.

SECTION 26: REINSTATEMENT

With the approval of the Appointing Authority, a regular or probationary employee who has resigned with a good record may be reinstated within twenty-four months of the

effective date of resignation to a vacant position in the same or comparable class he/she previously occupied. Upon reinstatement, the employee for all purposes shall be considered as though they had received an original appointment.

SECTION 27: CONTINUATION OF BENEFITS

All terms and conditions of employment not otherwise contained herein shall be maintained at the standards in effect at the time of execution. However, the parties agree that any automatic economic triggers, formulas or escalators shall become inoperable and void upon expiration of this contract.

SECTION 28: SEPARABILITY

In the event any provision of this agreement is finally held to be illegal by a court of competent jurisdiction or void as being in contravention of any law, rule or regulation of any government agency having jurisdiction over the subject set forth, then the remainder of the agreement shall continue in full force and effect unless the parts so found to be void are held inseparable from the remaining portion of the agreement.

SECTION 29: RATIFICATION

Nothing contained in this memorandum shall be binding upon either the City or the Association until it has been ratified by the Association's membership and presented and approved by the City Council of the City.

SECTION 30: REOPENER ON CONCESSIONS

During the term of the MOU, should any other bargaining unit reach a signed agreement that results, over the lifetime of the contract, a package that contains few concessions than the CEA's overall package, then the City agrees to reopen negotiations with the goal of adjusting the reductions to an equitable amount.

SECTION 31: TERM

This agreement shall be effective commencing the first full pay period after Association ratification and adoption by the City Council of this successor MOU and and ending at 11:59 p.m. June 30, 2019.

SECTION 32: FOR THE TERM OF THIS CONTRACT

New for the term of this Contract: No sooner than 180 days prior to the expiration of this Memorandum of Understanding (MOU), the City and CEA will schedule three (3) meetings to be concluded no later than 90 days prior to the expiration of this MOU with the goal of reaching mutual agreement on the comparable jurisdictions and total compensation elements to be surveyed in preparation for negotiations of a successor MOU. If the parties are unable to reach mutual agreement at the conclusion of the three (3) meetings prior to 90 days of the expiration of this MOU, the parties shall conduct their own total compensation study.

The parties agree that if the parties are able to reach mutual agreement on the comparable jurisdictions and the total compensation elements to be surveyed, the results of such total compensation study shall be a topic for negotiations as part of the successor MOU bargaining.

CITY EMPLOYEES' ASSOCIATION

Alex Corbalis

Adam Araza

Gian Paolo Martire

Jeff Ordway

Jeff Greef

Stanley Young, IFPTE

Linda Ermin, IFPTE

Date: 11/17/16

CITY OF CUPERTINO

David Brandt

Kristina Alfaro

Jaqui Guzman

Aarti Shrivastava

Mary Redwine

Karen Guerin

Laura Miyakawa

City Attorney, Approved as to form

Dania Torres Wong, RSHS

Date: 11/1/16

SECTION 2: SALARY SCHEDULE

Salary Effective October 1, 2016

Classification	Step 1	Step 2	Step 3	Step 4	Step 5
ACCOUNT CLERK I	$26.09	$27.39	$28.76	$30.20	$31.71
ACCOUNT CLERK II	$28.76	$30.20	$31.71	$33.30	$34.96
ASSISTANT ENGINEER	$44.08	$46.29	$48.60	$51.03	$53.58
ASSISTANT PLANNER	$39.20	$41.16	$43.22	$45.38	$47.65
ASSOCIATE CIVIL ENGINEER	$47.51	$49.88	$52.38	$55.00	$57.75
ASSOCIATE PLANNER	$42.25	$44.36	$46.58	$48.91	$51.35
BUILDING INSPECTOR	$43.68	$45.86	$48.16	$50.57	$53.09
CASE MANAGER	$33.39	$35.06	$36.81	$38.65	$40.58
CODE ENFORCEMENT OFFICER	$36.20	$38.02	$39.92	$41.91	$44.01
COMMUNITY OUTREACH SPECIALIST	$34.13	$35.84	$37.63	$39.52	$41.49
ENGINEERING TECHNICIAN	$36.03	$37.83	$39.73	$41.71	$43.80
ENVIRONMENTAL COMPLIANCE TECHNICIAN	$32.47	$34.09	$35.80	$37.59	$39.47
ENVIRONMENTAL PROGRAMS ASSISTANT	$36.28	$38.10	$40.00	$42.00	$44.10
ENVIRONMENTAL PROGRAMS SPECIALIST	$41.86	$43.95	$46.15	$48.46	$50.88
FACILITY ATTENDANT	$23.06	$24.21	$25.42	$26.69	$28.03
GIS TECHNICIAN	$36.03	$37.83	$39.73	$41.71	$43.80
MULTIMEDIA COMMUNICATION SPECIALIST	$45.02	$47.27	$49.63	$52.11	$54.72
OFFICE ASSISTANT	$24.02	$25.22	$26.48	$27.81	$29.20
PERMIT TECHNICIAN	$32.80	$34.44	$36.17	$37.97	$39.87
PLAN CHECK ENGINEER	$49.06	$51.52	$54.09	$56.80	$59.64
PUBLIC WORKS INSPECTOR	$43.68	$45.86	$48.16	$50.57	$53.09
RECEPTIONIST/CLERK	$21.63	$22.71	$23.85	$25.04	$26.29
RECREATION ASSISTANT	$15.47	$16.25	$17.06	$17.91	$18.81
RECREATION COORDINATOR	$31.92	$33.52	$35.19	$36.95	$38.80
SENIOR BUILDING INSPECTOR	$46.67	$49.01	$51.46	$54.03	$56.73
SENIOR CODE ENFORCEMENT OFFICER	$38.05	$39.96	$41.95	$44.05	$46.25
SENIOR ENGINEERING TECHNICIAN	$38.83	$40.77	$42.81	$44.95	$47.20
SENIOR OFFICE ASSISTANT	$26.67	$28.00	$29.40	$30.87	$32.42
SENIOR PLANNER	$45.30	$47.57	$49.95	$52.44	$55.07
SENIOR TRAFFIC TECHNICIAN	$38.83	$40.77	$42.81	$44.95	$47.20
SPECIAL PROGRAMS COORDINATOR	$26.35	$27.67	$29.06	$30.51	$32.03
TRAFFIC SIGNAL TECH-APPRENTICE	$34.91	$36.66	$38.49	$40.41	$42.43
TRAFFIC SIGNAL TECHNICIAN	$40.41	$42.43	$44.55	$46.78	$49.12
TRAFFIC TECHNICIAN	$36.03	$37.83	$39.73	$41.71	$43.80

Salary Effective First Full Pay Period in July 2017

Classification	Step 1	Step 2	Step 3	Step 4	Step 5
ACCOUNT CLERK I	$26.94	$28.28	$29.70	$31.18	$32.74
ACCOUNT CLERK II	$29.70	$31.18	$32.74	$34.38	$36.10
ASSISTANT ENGINEER	$45.52	$47.79	$50.18	$52.69	$55.33
ASSISTANT PLANNER	$40.48	$42.50	$44.63	$46.86	$49.20
ASSOCIATE CIVIL ENGINEER	$49.05	$51.51	$54.08	$56.79	$59.62
ASSOCIATE PLANNER	$43.62	$45.80	$48.09	$50.50	$53.02
BUILDING INSPECTOR	$45.10	$47.35	$49.72	$52.21	$54.82
CASE MANAGER	$34.47	$36.19	$38.00	$39.90	$41.90
CODE ENFORCEMENT OFFICER	$37.38	$39.25	$41.21	$43.27	$45.44
COMMUNITY OUTREACH SPECIALIST	$35.24	$37.01	$38.86	$40.80	$42.84
ENGINEERING TECHNICIAN	$37.20	$39.06	$41.02	$43.07	$45.22
ENVIRONMENTAL COMPLIANCE TECHNICIAN	$33.53	$35.20	$36.96	$38.81	$40.75
ENVIRONMENTAL PROGRAMS ASSISTANT	$37.46	$39.34	$41.30	$43.37	$45.54
ENVIRONMENTAL PROGRAMS SPECIALIST	$43.22	$45.38	$47.65	$50.03	$52.53
FACILITY ATTENDANT	$23.81	$25.00	$26.25	$27.56	$28.94
GIS TECHNICIAN	$37.20	$39.06	$41.02	$43.07	$45.22
MULTIMEDIA COMMUNICATION SPECIALIST	$46.48	$48.80	$51.25	$53.81	$56.50
OFFICE ASSISTANT	$24.80	$26.04	$27.34	$28.71	$30.15
PERMIT TECHNICIAN	$33.87	$35.56	$37.34	$39.21	$41.17
PLAN CHECK ENGINEER	$50.66	$53.19	$55.85	$58.64	$61.58
PUBLIC WORKS INSPECTOR	$45.10	$47.35	$49.72	$52.21	$54.82
RECEPTIONIST/CLERK	$22.33	$23.45	$24.62	$25.85	$27.15
RECREATION ASSISTANT	$15.97	$16.77	$17.61	$18.49	$19.42
RECREATION COORDINATOR	$32.96	$34.61	$36.34	$38.15	$40.06
SENIOR BUILDING INSPECTOR	$48.19	$50.60	$53.13	$55.79	$58.57
SENIOR CODE ENFORCEMENT OFFICER	$39.29	$41.25	$43.32	$45.48	$47.76
SENIOR ENGINEERING TECHNICIAN	$40.09	$42.10	$44.20	$46.41	$48.73
SENIOR OFFICE ASSISTANT	$27.54	$28.91	$30.36	$31.88	$33.47
SENIOR PLANNER	$46.78	$49.11	$51.57	$54.15	$56.86
SENIOR TRAFFIC TECHNICIAN	$40.09	$42.10	$44.20	$46.41	$48.73
SPECIAL PROGRAMS COORDINATOR	$27.21	$28.57	$30.00	$31.50	$33.08
TRAFFIC SIGNAL TECH-APPRENTICE	$36.04	$37.85	$39.74	$41.73	$43.81
TRAFFIC SIGNAL TECHNICIAN	$41.73	$43.81	$46.00	$48.30	$50.72
TRAFFIC TECHNICIAN	$37.20	$39.06	$41.02	$43.07	$45.22

Salary Effective First Full Pay Period in July 2018

Classification	Step 1	Step 2	Step 3	Step 4	Step 5
ACCOUNT CLERK I	$27.61	$28.99	$30.44	$31.96	$33.56
ACCOUNT CLERK II	$30.44	$31.96	$33.56	$35.24	$37.00
ASSISTANT ENGINEER	$46.65	$48.99	$51.44	$54.01	$56.71
ASSISTANT PLANNER	$41.49	$43.56	$45.74	$48.03	$50.43

ASSOCIATE CIVIL ENGINEER	$50.28	$52.79	$55.43	$58.21	$61.12
ASSOCIATE PLANNER	$44.71	$46.95	$49.29	$51.76	$54.35
BUILDING INSPECTOR	$46.23	$48.54	$50.97	$53.51	$56.19
CASE MANAGER	$35.33	$37.10	$38.95	$40.90	$42.95
CODE ENFORCEMENT OFFICER	$38.32	$40.23	$42.24	$44.36	$46.57
COMMUNITY OUTREACH SPECIALIST	$36.13	$37.93	$39.83	$41.82	$43.91
ENGINEERING TECHNICIAN	$38.13	$40.04	$42.04	$44.14	$46.35
ENVIRONMENTAL COMPLIANCE TECHNICIAN	$34.36	$36.08	$37.89	$39.78	$41.77
ENVIRONMENTAL PROGRAMS ASSISTANT	$38.40	$40.32	$42.34	$44.45	$46.68
ENVIRONMENTAL PROGRAMS SPECIALIST	$44.30	$46.51	$48.84	$51.28	$53.85
FACILITY ATTENDANT	$24.40	$25.62	$26.91	$28.25	$29.66
GIS TECHNICIAN	$38.13	$40.04	$42.04	$44.14	$46.35
MULTIMEDIA COMMUNICATION SPECIALIST	$47.64	$50.03	$52.53	$55.15	$57.91
OFFICE ASSISTANT	$25.42	$26.69	$28.03	$29.43	$30.90
PERMIT TECHNICIAN	$34.72	$36.45	$38.27	$40.19	$42.20
PLAN CHECK ENGINEER	$51.93	$54.52	$57.25	$60.11	$63.12
PUBLIC WORKS INSPECTOR	$46.23	$48.54	$50.97	$53.51	$56.19
RECEPTIONIST/CLERK	$22.89	$24.04	$25.24	$26.50	$27.83
RECREATION ASSISTANT	$16.37	$17.19	$18.05	$18.96	$19.90
RECREATION COORDINATOR	$33.78	$35.47	$37.25	$39.11	$41.06
SENIOR BUILDING INSPECTOR	$49.39	$51.86	$54.46	$57.18	$60.04
SENIOR CODE ENFORCEMENT OFFICER	$40.27	$42.29	$44.40	$46.62	$48.95
SENIOR ENGINEERING TECHNICIAN	$41.10	$43.15	$45.31	$47.57	$49.95
SENIOR OFFICE ASSISTANT	$28.22	$29.64	$31.12	$32.67	$34.31
SENIOR PLANNER	$47.95	$50.34	$52.86	$55.50	$58.28
SENIOR TRAFFIC TECHNICIAN	$41.10	$43.15	$45.31	$47.57	$49.95
SPECIAL PROGRAMS COORDINATOR	$27.89	$29.29	$30.75	$32.29	$33.90
TRAFFIC SIGNAL TECH-APPRENTICE	$36.95	$38.79	$40.73	$42.77	$44.91
TRAFFIC SIGNAL TECHNICIAN	$42.77	$44.91	$47.15	$49.51	$51.99
TRAFFIC TECHNICIAN	$38.13	$40.04	$42.04	$44.14	$46.35