MEMORANDUM OF UNDERSTANDING
BETWEEN THE CITY OF BRENTWOOD
AND
THE BRENTWOOD EMPLOYEES' ASSOCIATION/
PUBLIC WORKS DIVISION
July 1, 2012 – June 30, 2017

Revised 5/22/2012
Resolution No. 2012-69

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2012-2017 MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF BRENTWOOD AND BRENTWOOD EMPLOYEES' ASSOCIATION/PUBLIC WORKS DIVISION

The Brentwood Employees' Association and representatives of the Brentwood City Council have met and conferred in good faith regarding wages, hours and other terms and conditions of employment for the employees in the Association. Throughout the Meet and Confer process, both parties have exchanged freely information, opinions and proposals and have endeavored to reach agreement on all matters relating to the employment conditions and employer-employee relations of such employees.

This Memorandum of Understanding ("MOU") is entered into pursuant to the Meyers-Milias-Brown Act (Government Codes Sections 3500-3510) and has been jointly prepared by both parties.

This MOU shall be presented to the Brentwood City Council as the joint recommendation of the undersigned parties for salary and employee benefit adjustments for the period commencing July 1, 2012 and ending June 30, 2017.

SECTION 1 RECOGNITION AND REPRESENTATION

1.1 Association Recognition

The Brentwood Employees' Association/Public Works Division, hereinafter referred to as the "Association" is the recognized employee organization for employees occupying regular positions as detailed in Attachment "A".

1.2 City Recognition

The City Manager, or any person or organization duly authorized by the City Council, is the representative of the City of Brentwood, hereinafter referred to as the "City" in employer-employee relations as provided in Council/Administrative Policy No. 20-17, Employer-Employee Relations Resolution adopted by the City Council on April 12, 2005 revised on February 28, 2012.

SECTION 2 ASSOCIATION MEMBERSHIP

2.1 The Association shall be allowed, by the City, use of space on available bulletin boards for communications having to do with official association business, such as times and places of meetings, provided such use does not interfere with the needs of the City.

2.2 Any representative of the Association shall give notice to and request permission from their Department Director or his designated representative when desiring to contact Association members on City facilities during the duty period of the employees, providing that solicitation for membership or other internal Association business shall be conducted during the non-duty hours of all employees. Pre-arrangement for routine contact must be made with the individual Department Director.

2.3 City buildings and other facilities may be made available for use by employees, the Association, or their representatives in accordance with such administrative procedures as may be established by the City Manager or Department Directors concerned.

SECTION 3 ATTENDANCE AT MEETINGS BY EMPLOYEES

City employees who are official representatives of the Association shall be given reasonable time off with pay to attend meetings with management representatives, or to be present at hearings where matters within the scope of representation or grievance are being considered. The use of official time for this purpose shall be reasonable and shall not interfere with the performance of City services as determined by the City. Such employee representatives shall request time off from their respective supervisor and coordinate work schedules. Except by mutual agreement, the number of employees excused for such purposes shall not exceed two (2) at any given time.

SECTION 4 EMPLOYER'S RIGHTS AND RESPONSIBILITIES

The City, through its City Manager, Department Directors and Council/Administrative Policy No. 20-17, Employer-Employee Relations Resolution, retains solely and exclusively, all the rights, powers and authority to operate and manage its operations. The rights received to the sole discretion of the City shall include, but not be limited to the following:

> To manage and direct its business and personnel; to manage, control and determine the mission of its departments, building facilities and operations; to create, change, combine or abolish jobs, departments and facilities in whole or in part; to subcontract or discontinue work for economic or operational reasons; to direct the workforce; to increase or decrease the workforce and determine the number of employees needed; to hire, transfer, promote and maintain work standards, schedules of operation and reasonable workload; to specify or assign work requirements and require overtime; to schedule working hours and shifts; to adopt rules of conduct and penalties for violation thereof; to determine the type and scope of work to be performed and the services to be provided; to establish salaries of new classifications; to determine the methods, processes, means and places of providing services and to take whatever action necessary to prepare for and operate in an emergency.

Nothing in this section shall be construed to limit, amend, decrease, revoke or otherwise modify the rights vested in the City by any law regulating, authorizing or empowering the City to act or refrain from acting.

Those managerial functions, prerogatives and policymaking rights, whether listed above or not, which the City has not expressly modified or restricted by a specific provision of this Agreement are not in any way, directly or indirectly, subject to a grievance procedure.

SECTION 5 NO DISCRIMINATION

The City and the Association agree that there shall be no discrimination of any kind because of race, creed, color, religion, national origin, physical or mental handicap, sex, political affiliation or legitimate association activity against any employee or applicant for employment; and to the extent prohibited by applicable state and federal law there shall be no discrimination because of age.

"Employees" means all workers covered by the MOU whether male or female, and the use of masculine pronouns or other masculine terms shall include the feminine.

SECTION 6 SALARIES

Effective July 1, 2012 through June 30, 2017, salary ranges for all employees in the Association will be set forth in Attachment "A" which is attached hereto and made a part hereof. Salary increases will be granted as follows:

Effective July 1, 2012 all ranges shall be increased by 2.5%.
Effective July 1, 2013 all ranges shall be increased by 2.5%.
Effective July 1, 2014 all ranges shall be increased by 2.5%.
Effective July 1, 2015 all ranges shall be increased by 2%.
Effective July 1, 2016 all ranges shall be increased by 2%.

6.1 Re-openers

The parties agree to re-open the contract to discuss pay items if any of the following conditions are met:

1. If as of July 1, 2015, the City's employer rate for CalPERS exceeds a **6%** increase above the July 1, 2013 rate, or
2. If the City's assessed valuation falls below or exceeds the ranges below for any given year of the contract:

Year	Measurement Date	Fiscal Model Projections	Lower end of range	Upper end of range
13/14	July 1, 2013	5,486,000,000	5,267,000,000	5,870,000,000
14/15	July 1, 2014	5,541,000,000	5,264,000,000	5,984,000,000
15/16	July 1, 2015	5,694,000,000	5,352,000,000	6,206,000,000
16/17	July 1, 2016	5,880,000,000	5,468,000,000	6,468,000,000

The Fiscal Model Projections are from the 2011/12 – 20/21 Fiscal Model as received by the City Council on March 27, 2012. These projections were a key factor in determining funding availability for the five year salary package listed in Attachment "A". As such, the City wishes to retain the ability to re-open the contract should the actual assessed valuation, as of the "Measurement Date", fall below "the Lower end of range" shown above. The "Lower end of range" has been calculated as 4% below the Fiscal Model assessed valuation projection for FY 13/14; 5% below the projection for FY 14/15; 6% below for 15/16 and 7% below for 16/17.

Conversely, the City also wishes to allow the bargaining groups to re-open if assessed valuation figures exceed the projections to the point that they exceed the "Upper end of range" in the above chart. The "Upper end of range" has been calculated as 7% above the Fiscal Model assessed valuation projection for FY 13/14; 8% above the projection for FY 14/15; 9% above for 15/16 and 10% above for 16/17.

The percentage of variance needed to trigger a re-open under the "Upper end of range" is greater than under the "Lower end of range" in recognition of the fact that the City's

Fiscal Model, even after incorporating the financial impacts from labor negotiations, is still projecting annual operating deficits.

6.2 Retroactivity

In the event this MOU was not approved by City Council prior to July 1, 2012, the July 1, 2012, salary increase described above will be provided to employees retroactively to July 1, 2012.

SECTION 7 OVERTIME, CALL BACK, STANDBY

7.1 Overtime

Overtime will be accumulated for any time worked in excess of their assigned work shift or forty (40) hours per regularly scheduled work week. Overtime is earned in fifteen (15) minute increments. All overtime shall be accumulated on a time and one-half basis and paid in the form of compensatory time off or wages. The employee may request overtime to be paid or accrued to his/her compensatory time subject to approval by their supervisor, however, in the event of a dispute, the Department Director's decision shall be final. There will be no minimum requirements for compensatory time held "on the books", but the maximum any employee may accumulate is sixty (60) hours.

7.1.1 Solid Waste Division

Solid Waste Equipment Operators and Lead Worker may accrue eighty (80) hours maximum per fiscal year. This means that they may not accrue eighty (80) hours, use some or all of it, and accrue more to replace what was used in the same fiscal year.

Compensatory time off must be used prior to vacation leave time off.

For the computation of overtime pay, all sick leave, vacation, holiday and compensatory time used by an employee will be figured as part of that employee's workweek.

7.2 Call-Back

If an employee is called back to work after leaving the workplace at quitting time, the employee shall, upon reporting, receive a minimum of two (2) hours pay at time and one-half or, if more than two (2) hours of work is performed, the employee shall be paid for such work at the rate of time and one-half. This provision does not apply to instances in which the employee is called to report before the regular work schedule time and is worked from the time the employee reports to the normal starting time.

The City shall pay a minimum 3-hour call out (at time and one-half) between the hours of 12:00 a.m. and 5:00 a.m.

7.3 Standby Pay

Any employee assigned to standby shall be compensated for each full week (seven [7] calendar days) the employee is on standby. The base rate for a full week of standby pay will be paid as listed on Attachment A.

7.3.1 As determined by Wastewater Treatment Plant Management staff, standby pay applicable to the Wastewater Treatment Facility shall be paid based on a pre-assigned work schedule with the weekly standby base rate pro-rated based on the number of days assigned.

SECTION 8 OTHER PAY

8.1 Cross-Training

Employees that have been certified as cross-trained by Division Managers as specified in the Cross-Training Policy, as set by the Director of Public Works, shall be paid an annual recognition of $350. The City agrees to promote cross-training and proposes that staff will periodically review what areas, assignments, etc., will be affected by the cross-training program. The estimated goal for cross-training of Public Works employees is 50%. When possible, the City is willing to work around those employees who have no interest in cross-training.

8.2 Spanish Bilingual Pay

The City shall pay $600 per year, payable monthly, to individuals that are fluent in the Spanish language. The determination of the employee's fluency shall be by a mutually agreed upon procedure.

8.3 Weekend Shift Differential Pay

Grade III Operators assigned to work weekends shall receive additional Weekend Shift Differential Pay equal to $1.75/hr. The differential pay shall apply from Friday 11:59 p.m. through Sunday 11:59 p.m. The differential pay shall only apply to employees assigned to work at the Wastewater Treatment Plant on a regular basis.

SECTION 9 HOLIDAYS

As provided in the Personnel Rules and Regulations, Rule 10, full-time and part-time regular and probationary employees receive holiday pay. In order for an employee to receive compensation for a holiday, the employee must be in a pay status (working, vacation, sick leave, worker's compensation, scheduled day off) the day prior to and the day following the holiday.

Holidays will be observed by the City as follows:

1) January 1 (New Year's Day)
2) Martin Luther King Jr.'s Birthday (Observed)
3) Washington's Birthday (Observed)
4) Memorial Day
5) July 4, Independence Day
6) Labor Day
7) Veteran's Day (Observed)
8) Thanksgiving Day
9) The Friday following Thanksgiving Day
10) December 24
11) December 25
12) December 31
13) Two Floating Holidays (Personal Days) based upon Employment on January 1st

SECTION 10 VACATION

10.1 Vacation Accrual for New Employees

No employee who has served less than six months shall be eligible to use their vacation credits regardless of their accrual during the initial six months of employment. However, upon completion of six months of service, the employee will then be eligible to use accrued vacation hours.

10.2 Vacation Accrual

Employees are subject to the following vacation accrual schedule:

Years Employed	Monthly Accrual	
0 – 3 years	7.33 hours	(11 days annual)
3 – 7 years	10.67 hours	(16 days annual)
7 – 12 years	14.00 hours	(21 days annual)
12 years+	17.33 hours	(26 days annual)

Vacation accrual shall begin with the first hour of work. Vacation shall accrue on the basis of regular hours on payroll status and shall not accrue to overtime worked. Vacation accrual is capped at no more than 18 months of vacation accrual at any time. Upon reaching the vacation accrual cap the employee will cease to accrue vacation until the balance is below the accrual cap.

Regular employees who work fifty percent (50%) of full-time or more shall accrue vacation credits in proportion to their time worked.

SECTION 11 LONGEVITY INCENTIVE PLAN

11.1 Longevity Earned

The City recognizes employees that make a commitment to continue their employment long-term. After each five-year period of continuous, full-time employment, a regular employee shall receive forty (40) hours of bonus vacation time posted to their vacation accrual balance, up to the vacation accrual cap.

11.2 Non-Recurring Leave

The bonus week of vacation shall not increase the employee's vacation accrual rate. The forty (40) hours of vacation is a one (1) time bonus for the year in which it is earned through the employee's length of service.

SECTION 12 SICK LEAVE

Regular and probationary employees earn sick leave at the rate of eight (8) hours per month. Sick leave accrued on the basis of hours worked, therefore regular and probationary employees who work fifty percent (50%) of full-time or more shall accrue sick leave credits in proportion to their time worked. Unused sick leave shall accumulate from year to year. Sick leave usage shall be used only in the case of necessity of actual sickness or disability. Sick leave may not be used before it is earned. Sick leave may be used for medical and dental appointments. See Personnel Rules/Regulations, Rule 10, Section 10.3 for more details that apply to the accrual and use of sick leave.

SECTION 13 HEALTH INSURANCE

13.1 The City shall provide medical coverage for employees. The City shall pay medical premiums up to the following amount for all employees:

For employees hired prior to July 1, 2012
The maximum medical premium amount paid by the City shall be $1,226.63 until such time that the Kaiser employee only rate exceeds this amount. At that time, the maximum medical premium amount paid by the City shall equal the Kaiser employee only rate. At no time shall the maximum medical premium amount paid by the City be less than the Kaiser employee only rate.

For employees hired on or after July 1, 2012
The maximum medical premium amount paid by the City shall be equal to the Kaiser employee only rate, which has been established as $610.44 per month as of July 1, 2012. The City shall increase the maximum medical premium amount to fully cover all increases in the Kaiser employee only rate so that at no time shall the maximum medical premium amount paid by the City be less than the Kaiser employee only rate.

The employees shall agree to pay any excess premium costs through a pre-tax payroll deduction of the employee chosen plan, unless the IRS tax code changes. The parties agree that if in any year of the contract, the City is notified that the Kaiser Full Family medical insurance premium is due to increase more than 7.5% above the prior year's premium, the parties will meet to discuss possible cost neutral options to the City to mitigate the financial impact to the employees. Any such discussion does not impose an obligation upon the City to "meet and confer in good faith" as those terms are defined in the Meyers-Milias-Brown Act and/or City Employer-Employee Relations Resolution.

Retiree medical is available through the CalPERS Health Benefits Plan.

Employees must be vested with CalPERS and retire from the City of Brentwood within the timeline set by CalPERS to be eligible to receive the retiree medical benefit.

For existing retirees and employees retired prior to July 1, 2012:
The maximum premium amount paid by the City shall be $1,226.63. All increases in full family Kaiser will be split 70% (city) – 30% (retiree) with the retiree until the Kaiser employee plus one dependent premium level is reached. From that time forward, the City's contribution rate shall equal the Kaiser employee plus one dependent rate.

For current employees hired prior to July 1, 2012:
The previously enacted second tier for those employees hired after August 1, 2004 (CalPERS Vesting Plan) shall be eliminated and no distinction of hire date shall be made for retiree medical purposes for any employee hired before July 1, 2012. The maximum premium amount paid by the City for an employee retiring on or after July 1, 2012 shall be equal to the maximum medical premium amount established in "Health Insurance" section above. This maximum amount includes the PEMCHA minimum (currently $112/month). Retirees shall be responsible for payment of any excess premium costs due CalPERS. The payment method of the excess premium will be prescribed by CalPERS. Annual adjustments to this rate shall also be consistent with the adjustments outlined in the "Health Insurance" section above.

For employees hired on or after July 1, 2012:
The maximum premium amount paid by the City for an employee retiring on or after July 1, 2012 shall be equal to the PEMCHA minimum amount, currently $112 per month. Retirees shall be responsible for payment of any excess premium costs due CalPERS. The payment method of excess premium will be prescribed by CalPERS. The City shall increase the maximum medical premium amount to match the PEMCHA minimum amount in compliance with the required PEMCHA minimum amount.

13.2 Cash In-Lieu of Medical Coverage

Employees that have medical coverage by some other means, for example through a spouse, may elect to receive cash equivalent to the Kaiser Employee Only premium, after they provide proof of such medical coverage to the Human Resources Division. Upon the loss of such coverage, employees shall notify the Human Resources Division and shall enroll in one of the medical benefit plans offered by the City.

SECTION 14 DENTAL INSURANCE

The City shall pay the premium for dental coverage for all full-time personnel and their family. In the event that during the period of this MOU, the premiums required to maintain the current level of dental benefits are increased, the City shall pay such increased premium amounts.

SECTION 15 VISION INSURANCE

The City shall pay the premium for vision coverage through Vision Services Plan (VSP) that provides vision care services through participating providers. This applies to all full-time personnel and their family. In the event that during the period of this MOU, the premiums required to maintain the current level of vision benefits are increased, the City shall pay such increased premium amounts.

SECTION 16 LIFE INSURANCE

The City shall pay the premium for $20,000 of term life insurance with $40,000 accidental death & dismemberment coverage for all members of this Association.

SECTION 17 DISABILITY INSURANCE

The City shall contribute one hundred percent (100%) of premiums for Disability Insurance with a twenty-nine (29) day waiting period for all members of this Association. Employees may use accrued vacation, sick leave or compensatory time off pay during the twenty-nine (29) day waiting period until the Disability benefit begins. Once the employee becomes eligible for the Disability benefit, other time off benefits may be utilized as allowed by the insurance plan.

SECTION 18 RETIREMENT PLAN

18.1 Tier 1 - All members of this Association as of September 30, 2010, shall be members of the California Public Employees' Retirement System (CalPERS) Miscellaneous Employees' Retirement Plan 2.7% at age 55 and receive the following Optional Benefits:

Section 20042	One-Year Final Compensation.
Section 20965	Credit for Unused Sick Leave.
Section 21024	Military Service Credit as Public Service, Statutes of 1976. Employees electing this option are fully responsible for any costs associated with the election of this benefit.
Section 21335	5% Cost of Living Allowance – base year 2001 – for miscellaneous members and local police members only.
Section 21573	Third Level of 1959 Survivor Benefits.

All benefits included in the City retirement plan under CalPERS effective September 30, 2010 shall be maintained during the life of the contract.

18.1.1 Effective July 1, 2012, Association members hired before the effective date of Tier 2 Retirement Plan 2% at age 60 described in section 18.2 below, will contribute four percent (4%) of the eight percent (8%) Employee Contribution amount. Effective July 1, 2013, the contribution paid by employees will increase to six percent (6%) of the Employee Contribution and effective July 1, 2014, the contribution paid by the employees will increase to the full eight percent (8%) Employee Contribution.

18.2 Tier 2 - Members of this Association hired after the effective date of Tier 2 (October 1, 2010), shall be members of the California Public Employees' Retirement system (CalPERS) Miscellaneous Employees' Retirement Plan 2% at age 60 and receive the following Optional Benefits:

Section 20965	Credit for Unused Sick Leave.
Section 21024	Military Service Credit as Public Service, Statutes of 1976. Employees electing this option are fully responsible for any costs associated with the election of this benefit.
Section 21573	Third Level of 1959 Survivor Benefits.

The retirement benefit will be calculated on a consecutive thirty-six (36) month period and the Cost of Living Allowance will be the base amount provided by CalPERS.

18.2.1 Association members hired after the effective date of Tier 2 will pay the entire 7% Employee Contribution each month for all wages that are CalPERS reportable.

SECTION 19 MISCELLANEOUS PROVISIONS

19.2 Meal Allowance Policy

A meal allowance may be provided to employees as a result of working non regularly scheduled work hours due to an emergency call-out or required overtime duties when an employee is required to work:

a) Three (3) hours before or three (3) hours after the end of the scheduled work day; or

b) Four (4) consecutive hours between 5:00 p.m. and 7:00 a.m. and for each six (6) hours worked during the period.

The employee will then be eligible for the cost of the meal consumed immediately after the period worked or by completion of the following work day. Reimbursement will be for meals purchased within the City limits, or within two (2) miles of the City, in an amount not to exceed the per diem lunch rate in Council/Administrative Policy No. 20-4 Travel / Expense Policy, per meal. The Public Works Director will review any amount over the per diem rate and determine whether the costs are reasonable for additional reimbursement

19.3 Mileage Reimbursement Policy

The City will reimburse employees for up to twenty (20) miles travel when called out for emergency purposes. The employee must use their own vehicle to be eligible. If an employee remains at the work site to work on a regularly scheduled shift, no reimbursement will be provided for the return trip home and a maximum of ten (10) miles travel will be reimbursed. The reimbursement rate will be at the City's current rate on the day when the travel occurred.

19.4 Solid Waste Holiday

Solid Waste staff shall recognize two major holidays off. These holidays are: Christmas Day and New Years Day.

19.5 Wastewater Treatment Plant Operations (WTPO) Staff Holiday Pay

WTPO staff shall receive pay in lieu of the twelve (12) **set** holidays each year. The twelve (12) holidays shall be computed on an eight (8) hour day consisting of a maximum of 96 hours per year. Holiday compensation shall be based on the calendar year with the first 48 hours of holiday time to be paid, in a separate check to eligible employees during the first week of December. The second 48 hours of holiday time to be paid, in a separate check to eligible employees during the first week of June. New employees will receive a pro-rated share of paid holiday time. WTPO staff shall continue to receive two floating holidays in the same manner as other bargaining unit staff.

19.6.1 All personnel who work at least 50% of their shift on the actual holiday shall be paid at the rate of time and one-half (1 1/2) for said holiday up to five (5) extra hours for a ten (10) hour scheduled work day. For example: Operator #1 worked 7 hours on the holiday – he receives the additional 5 hours of pay. Operator #2 worked 4 hours on the holiday – he does not receive any additional pay.

19.6 Holiday During Vacation

If any of such paid holidays fall within an employee's vacation leave, such holiday shall not be counted as a vacation day.

19.7 Retention Efforts

The City has a responsibility to provide quality services to the citizens of Brentwood. As the City grows it is possible that some of the services currently provided by the City may return to the private sector. With regard to this possibility, the City hereby commits to make all reasonable efforts to absorb those employees who would become displaced if such an event occurs and to encourage the private provider to continue the employment of current City employees.

SECTION 20 SEVERABILITY OF PROVISIONS

If any provision of this MOU should be found to be invalid, unlawful or unenforceable by reason of any existing or subsequently enacted legislation or voter initiative or by judicial authority, all other provisions of this MOU shall remain in full force and effect for the duration of this MOU. In the event of invalidation of any provision, the City and this bargaining unit agree to meet within thirty (30) days for the purpose of meeting and conferring with respect to such invalidation.

SECTION 21 SCOPE OF AGREEMENT

Except as otherwise specifically provided herein, the parties agree that this MOU fully and completely incorporates the understanding of the parties hereto and constitutes the sole and entire agreement between the parties on any and all matters subject to meeting and conferring. Neither party shall, during the term of this MOU, demand any change therein nor shall either party be required to negotiate with respect to any matter; provided that nothing herein shall prohibit the parties from changing the terms of this MOU by mutual agreement. Such agreement shall be in writing and is subject to approval by the City Council.

SECTION 22 DURATION

This MOU shall be effective July 1, 2012 except for those provisions of the MOU which have been assigned other effective dates as herein above set forth and shall remain in full force and effect to and including the thirtieth (30th) day of June, 2017 and shall continue thereafter from year to year unless at least sixty (60) days prior to the first (1st) day of July, 2017 or to the first (1st) day of July of any subsequent year, either party shall file written notice with the other of its desire to amend, modify or terminate this MOU.

IN WITNESS WHEREOF the parties have executed this Memorandum of Understanding this 23rd day of May, 2012.

PUBLIC WORKS EMPLOYEE ASSOC.	CITY OF BRENTWOOD
Christopher Ziemann, President	Robert Taylor, Mayor
Paul Senick, Vice President	Paul R. Eldredge, City Manager

"Attachment A"

	7/1/11 Hourly Rates 2011/2012 Salary Plan (with 2.5% salary inc.)			7/1/12 Hourly Rates 2012/2013 Salary Plan (with 2.5% salary inc.)			7/1/13 Hourly Rates 2013/2014 Salary Plan (with 2.5% salary inc.)			7/1/14 Hourly Rates 2014/2015 Salary Plan (with 2.5% salary inc.)			7/1/15 Hourly Rates 2015/2016 Salary Plan (with 2% salary inc.)			7/1/16 Hourly Rates 2016/2017 Salary Plan (with 2% salary inc.)		
Public Works-Maintenance																		
Collection System Worker I	A	25.45	4,411.50	A	26.09	4,521.79	A	26.74	4,634.84	A	27.41	4,750.71	A	27.96	4,845.72	A	28.52	4,942.63
	B	26.72	4,631.64	B	27.39	4,747.88	B	28.08	4,866.58	B	28.78	4,988.24	B	29.35	5,088.01	B	29.94	5,189.77
	C	28.06	4,863.92	C	28.76	4,985.27	C	29.48	5,109.91	C	30.22	5,237.65	C	30.82	5,342.41	C	31.44	5,449.25
	D	29.46	5,106.60	D	30.20	5,234.54	D	30.95	5,365.40	D	31.73	5,499.54	D	32.36	5,609.53	D	33.01	5,721.72
	E	30.93	5,361.41	E	31.71	5,496.26	E	32.50	5,633.67	E	33.31	5,774.51	E	33.98	5,890.00	E	34.66	6,007.80
Collection System Worker II	A	28.06	4,863.92	A	28.76	4,985.27	A	29.48	5,109.91	A	30.22	5,237.65	A	30.82	5,342.41	A	31.44	5,449.25
	B	29.46	5,106.60	B	30.20	5,234.54	B	30.95	5,365.40	B	31.73	5,499.54	B	32.36	5,609.53	B	33.01	5,721.72
	C	30.93	5,361.41	C	31.71	5,496.26	C	32.50	5,633.67	C	33.31	5,774.51	C	33.98	5,890.00	C	34.66	6,007.80
	D	32.48	5,630.08	D	33.29	5,771.08	D	34.13	5,915.35	D	34.98	6,063.24	D	35.68	6,184.50	D	36.39	6,308.19
	E	34.10	5,910.89	E	34.96	6,059.63	E	35.83	6,211.12	E	36.73	6,366.40	E	37.46	6,493.73	E	38.21	6,623.60
Cross-Connection Control Specialist	A	29.47	5,108.33	A	30.21	5,235.93	A	30.96	5,366.83	A	31.74	5,501.00	A	32.37	5,611.02	A	33.02	5,723.24
	B	30.94	5,363.14	B	31.72	5,497.73	B	32.51	5,635.17	B	33.32	5,776.05	B	33.99	5,891.57	B	34.67	6,009.40
	C	32.49	5,631.82	C	33.30	5,772.61	C	34.14	5,916.93	C	34.99	6,064.85	C	35.69	6,186.15	C	36.40	6,309.87
	D	34.11	5,912.63	D	34.97	6,061.24	D	35.84	6,212.77	D	36.74	6,368.09	D	37.47	6,495.45	D	38.22	6,625.36
	E	35.82	6,209.04	E	36.72	6,364.30	E	37.64	6,523.41	E	38.58	6,686.50	E	39.35	6,820.23	E	40.13	6,956.63
Electrician	A	30.62	5,307.67	A	31.39	5,440.60	A	32.17	5,576.61	A	32.98	5,716.03	A	33.64	5,830.35	A	34.31	5,946.95
	B	32.15	5,572.88	B	32.96	5,712.63	B	33.78	5,855.44	B	34.63	6,001.83	B	35.32	6,121.86	B	36.02	6,244.30
	C	33.76	5,851.96	C	34.61	5,998.26	C	35.47	6,148.21	C	36.36	6,301.92	C	37.08	6,427.96	C	37.83	6,556.52
	D	35.45	6,144.90	D	36.34	6,298.17	D	37.24	6,455.62	D	38.18	6,617.02	D	38.94	6,749.36	D	39.72	6,884.34
	E	37.22	6,451.71	E	38.15	6,613.08	E	39.11	6,778.41	E	40.08	6,947.87	E	40.89	7,086.82	E	41.70	7,228.56
Equipment Mechanic	A	28.82	4,995.66	A	29.54	5,119.90	A	30.28	5,247.90	A	31.03	5,379.09	A	31.65	5,486.67	A	32.29	5,596.41
	B	30.26	5,245.27	B	31.01	5,375.89	B	31.79	5,510.29	B	32.58	5,648.05	B	33.24	5,761.01	B	33.90	5,876.23
	C	31.77	5,507.01	C	32.57	5,644.69	C	33.38	5,785.80	C	34.21	5,930.45	C	34.90	6,049.06	C	35.60	6,170.04
	D	33.36	5,782.62	D	34.19	5,926.92	D	35.05	6,075.09	D	35.92	6,226.97	D	36.64	6,351.51	D	37.38	6,478.54
	E	35.03	6,072.10	E	35.90	6,223.27	E	36.80	6,378.85	E	37.72	6,538.32	E	38.48	6,669.09	E	39.25	6,802.47
Facilities Maintenance Worker I	A	22.60	3,917.48	A	23.17	4,015.42	A	23.75	4,115.81	A	24.34	4,218.70	A	24.83	4,303.08	A	25.32	4,389.14
	B	23.73	4,113.36	B	24.32	4,216.19	B	24.93	4,321.60	B	25.56	4,429.64	B	26.07	4,518.23	B	26.59	4,608.59
	C	24.92	4,319.63	C	25.54	4,427.00	C	26.18	4,537.68	C	26.83	4,651.12	C	27.37	4,744.14	C	27.92	4,839.02
	D	26.17	4,536.31	D	26.82	4,648.35	D	27.49	4,764.56	D	28.18	4,883.67	D	28.74	4,981.35	D	29.31	5,080.98
	E	27.48	4,763.38	E	28.16	4,880.77	E	28.86	5,002.79	E	29.58	5,127.86	E	30.18	5,230.42	E	30.78	5,335.02
Facilities Maintenance Worker II	A	24.92	4,319.63	A	25.54	4,427.00	A	26.18	4,537.68	A	26.83	4,651.12	A	27.37	4,744.14	A	27.92	4,839.02
	B	26.17	4,536.31	B	26.82	4,648.35	B	27.49	4,764.56	B	28.18	4,883.67	B	28.74	4,981.35	B	29.31	5,080.98
	C	27.48	4,763.38	C	28.16	4,880.77	C	28.86	5,002.79	C	29.58	5,127.86	C	30.18	5,230.42	C	30.78	5,335.02
	D	28.85	5,000.86	D	29.57	5,124.81	D	30.31	5,252.93	D	31.06	5,384.25	D	31.68	5,491.94	D	32.32	5,601.78
	E	30.29	5,250.47	E	31.04	5,381.05	E	31.82	5,515.57	E	32.62	5,653.46	E	33.27	5,766.53	E	33.93	5,881.86
Park/Maintenance Worker I	A	22.60	3,917.48	A	23.17	4,015.42	A	23.75	4,115.81	A	24.34	4,218.70	A	24.83	4,303.08	A	25.32	4,389.14
	B	23.73	4,113.36	B	24.32	4,216.19	B	24.93	4,321.60	B	25.56	4,429.64	B	26.07	4,518.23	B	26.59	4,608.59
	C	24.92	4,319.63	C	25.54	4,427.00	C	26.18	4,537.68	C	26.83	4,651.12	C	27.37	4,744.14	C	27.92	4,839.02
	D	26.17	4,536.31	D	26.82	4,648.35	D	27.49	4,764.56	D	28.18	4,883.67	D	28.74	4,981.35	D	29.31	5,080.98
	E	27.48	4,763.38	E	28.16	4,880.77	E	28.86	5,002.79	E	29.58	5,127.86	E	30.18	5,230.42	E	30.78	5,335.02

"Attachment A"

	7/1/11 Hourly Rates 2011/2012 Salary Plan (with 2.5% salary inc.)			7/1/12 Hourly Rates 2012/2013 Salary Plan (with 2.5% salary inc.)			7/1/13 Hourly Rates 2013/2014 Salary Plan (with 2.5% salary inc.)			7/1/14 Hourly Rates 2014/2015 Salary Plan (with 2.5% salary inc.)			7/1/15 Hourly Rates 2015/2016 Salary Plan (with 2% salary inc.)			7/1/16 Hourly Rates 2016/2017 Salary Plan (with 2% salary inc.)		
Park/Maintenance Worker II	A	24.92	4,319.63	A	25.54	4,427.00	A	26.18	4,537.68	A	26.83	4,651.12	A	27.37	4,744.14	A	27.92	4,839.02
	B	26.17	4,536.31	B	26.82	4,648.35	B	27.49	4,764.56	B	28.18	4,883.67	B	28.74	4,981.35	B	29.31	5,080.98
	C	27.48	4,763.38	C	28.16	4,880.77	C	28.86	5,002.79	C	29.58	5,127.86	C	30.18	5,230.42	C	30.78	5,335.02
	D	28.85	5,000.86	D	29.57	5,124.81	D	30.31	5,252.93	D	31.06	5,384.25	D	31.68	5,491.94	D	32.32	5,601.78
	E	30.29	5,250.47	E	31.04	5,381.05	E	31.82	5,515.57	E	32.62	5,653.46	E	33.27	5,766.53	E	33.93	5,881.86
Purchasing Assistant	A	28.78	4,988.73	A	29.50	5,113.45	A	30.24	5,241.29	A	30.99	5,372.32	A	31.61	5,479.77	A	32.25	5,589.36
	B	30.22	5,238.33	B	30.98	5,369.12	B	31.75	5,503.35	B	32.54	5,640.94	B	33.19	5,753.75	B	33.86	5,868.83
	C	31.73	5,500.08	C	32.52	5,637.58	C	33.34	5,778.52	C	34.17	5,922.98	C	34.85	6,041.44	C	35.55	6,162.27
	D	33.32	5,775.69	D	34.15	5,919.46	D	35.00	6,067.45	D	35.88	6,219.13	D	36.60	6,343.51	D	37.33	6,470.38
	E	34.99	6,065.17	E	35.86	6,215.43	E	36.75	6,370.82	E	37.67	6,530.09	E	38.43	6,660.69	E	39.20	6,793.90
Senior Collection System Worker	A	30.93	5,361.41	A	31.71	5,496.26	A	32.50	5,633.67	A	33.31	5,774.51	A	33.98	5,890.00	A	34.66	6,007.80
	B	32.48	5,630.08	B	33.29	5,771.08	B	34.13	5,915.35	B	34.98	6,063.24	B	35.68	6,184.50	B	36.39	6,308.19
	C	34.10	5,910.89	C	34.96	6,059.63	C	35.83	6,211.12	C	36.73	6,366.40	C	37.46	6,493.73	C	38.21	6,623.60
	D	35.81	6,207.31	D	36.71	6,362.61	D	37.63	6,521.68	D	38.57	6,684.72	D	39.34	6,818.42	D	40.12	6,954.78
	E	37.60	6,517.58	E	38.54	6,680.74	E	39.51	6,847.76	E	40.49	7,018.96	E	41.30	7,159.34	E	42.13	7,302.52
Senior Equipment Mechanic	A	31.77	5,507.01	A	32.57	5,644.69	A	33.38	5,785.80	A	34.21	5,930.45	A	34.90	6,049.06	A	35.60	6,170.04
	B	33.36	5,782.62	B	34.19	5,926.92	B	35.05	6,075.09	B	35.92	6,226.97	B	36.64	6,351.51	B	37.38	6,478.54
	C	35.03	6,072.10	C	35.90	6,223.27	C	36.80	6,378.85	C	37.72	6,538.32	C	38.48	6,669.09	C	39.25	6,802.47
	D	36.78	6,375.45	D	37.70	6,534.43	D	38.64	6,697.79	D	39.61	6,865.24	D	40.40	7,002.54	D	41.21	7,142.59
	E	38.62	6,694.39	E	39.58	6,861.15	E	40.57	7,032.68	E	41.59	7,208.50	E	42.42	7,352.67	E	43.27	7,499.72
Senior Park/Maintenance Worker	A	27.48	4,763.38	A	28.16	4,880.77	A	28.86	5,002.79	A	29.58	5,127.86	A	30.18	5,230.42	A	30.78	5,335.02
	B	28.85	5,000.86	B	29.57	5,124.81	B	30.31	5,252.93	B	31.06	5,384.25	B	31.68	5,491.94	B	32.32	5,601.78
	C	30.29	5,250.47	C	31.04	5,381.05	C	31.82	5,515.57	C	32.62	5,653.46	C	33.27	5,766.53	C	33.93	5,881.86
	D	31.80	5,512.21	D	32.60	5,650.10	D	33.41	5,791.35	D	34.25	5,936.14	D	34.93	6,054.86	D	35.63	6,175.96
	E	33.39	5,787.82	E	34.23	5,932.61	E	35.08	6,080.92	E	35.96	6,232.94	E	36.68	6,357.60	E	37.41	6,484.75
Senior Solid Waste Equipment Operator	A	30.26	5,245.27	A	31.02	5,377.48	A	31.80	5,511.92	A	32.59	5,649.72	A	33.25	5,762.71	A	33.91	5,877.97
	B	31.77	5,507.01	B	32.58	5,646.36	B	33.39	5,787.52	B	34.22	5,932.21	B	34.91	6,050.85	B	35.61	6,171.87
	C	33.36	5,782.62	C	34.20	5,928.68	C	35.06	6,076.89	C	35.94	6,228.82	C	36.65	6,353.39	C	37.39	6,480.46
	D	35.03	6,072.10	D	35.91	6,225.11	D	36.81	6,380.74	D	37.73	6,540.26	D	38.49	6,671.06	D	39.26	6,804.48
	E	36.78	6,375.45	E	37.71	6,536.37	E	38.65	6,699.78	E	39.62	6,867.27	E	40.41	7,004.62	E	41.22	7,144.71
Senior Street Maintenance Worker	A	28.64	4,964.46	A	29.35	5,087.67	A	30.09	5,214.86	A	30.84	5,345.23	A	31.45	5,452.13	A	32.08	5,561.18
	B	30.07	5,212.33	B	30.82	5,342.05	B	31.59	5,475.60	B	32.38	5,612.49	B	33.03	5,724.74	B	33.69	5,839.24
	C	31.57	5,472.34	C	32.36	5,609.15	C	33.17	5,749.38	C	34.00	5,893.12	C	34.68	6,010.98	C	35.37	6,131.20
	D	33.15	5,746.22	D	33.98	5,889.61	D	34.83	6,036.85	D	35.70	6,187.77	D	36.41	6,311.53	D	37.14	6,437.76
	E	34.81	6,033.97	E	35.68	6,184.09	E	36.57	6,338.69	E	37.48	6,497.16	E	38.23	6,627.10	E	39.00	6,759.65
Senior Water Distribution Worker	A	32.51	5,635.28	A	33.33	5,777.02	A	34.16	5,921.44	A	35.02	6,069.48	A	35.72	6,190.87	A	36.43	6,314.69
	B	34.14	5,917.83	B	35.00	6,065.87	B	35.87	6,217.51	B	36.77	6,372.95	B	37.50	6,500.41	B	38.25	6,630.42
	C	35.85	6,214.24	C	36.75	6,369.16	C	37.66	6,528.39	C	38.61	6,691.60	C	39.38	6,825.43	C	40.17	6,961.94
	D	37.64	6,524.52	D	38.58	6,687.62	D	39.55	6,854.81	D	40.54	7,026.18	D	41.35	7,166.70	D	42.17	7,310.04
	E	39.52	6,850.40	E	40.51	7,022.00	E	41.52	7,197.55	E	42.56	7,377.49	E	43.41	7,525.04	E	44.28	7,675.54

"Attachment A"

	7/1/11 Hourly Rates 2011/2012 Salary Plan (with 2.5% salary inc.)			7/1/12 Hourly Rates 2012/2013 Salary Plan (with 2.5% salary inc.)			7/1/13 Hourly Rates 2013/2014 Salary Plan (with 2.5% salary inc.)			7/1/14 Hourly Rates 2014/2015 Salary Plan (with 2.5% salary inc.)			7/1/15 Hourly Rates 2015/2016 Salary Plan (with 2% salary inc.)			7/1/16 Hourly Rates 2016/2017 Salary Plan (with 2% salary inc.)		
Senior Water Service Worker	A	29.46	5,106.60	A	30.20	5,234.95	A	30.96	5,365.82	A	31.73	5,499.97	A	32.37	5,609.97	A	33.01	5,722.17
	B	30.93	5,361.41	B	31.71	5,496.70	B	32.50	5,634.11	B	33.32	5,774.97	B	33.98	5,890.47	B	34.66	6,008.28
	C	32.48	5,630.08	C	33.30	5,771.53	C	34.13	5,915.82	C	34.98	6,063.72	C	35.68	6,184.99	C	36.40	6,308.69
	D	34.10	5,910.89	D	34.96	6,060.11	D	35.84	6,211.61	D	36.73	6,366.90	D	37.47	6,494.24	D	38.22	6,624.12
	E	35.81	6,207.31	E	36.71	6,363.11	E	37.63	6,522.19	E	38.57	6,685.25	E	39.34	6,818.95	E	40.13	6,955.33
Solid Waste Equipment Operator I	A	24.90	4,316.17	A	25.52	4,424.07	A	26.16	4,534.67	A	26.82	4,648.04	A	27.35	4,741.00	A	27.90	4,835.82
	B	26.14	4,531.11	B	26.80	4,645.27	B	27.47	4,761.41	B	28.16	4,880.44	B	28.72	4,978.05	B	29.29	5,077.61
	C	27.45	4,758.18	C	28.14	4,877.54	C	28.84	4,999.48	C	29.56	5,124.46	C	30.16	5,226.95	C	30.76	5,331.49
	D	28.82	4,995.66	D	29.55	5,121.41	D	30.29	5,249.45	D	31.04	5,380.69	D	31.66	5,488.30	D	32.30	5,598.07
	E	30.26	5,245.27	E	31.02	5,377.48	E	31.80	5,511.92	E	32.59	5,649.72	E	33.25	5,762.71	E	33.91	5,877.97
Solid Waste Equipment Operator II	A	27.45	4,758.18	A	28.14	4,877.54	A	28.84	4,999.48	A	29.56	5,124.46	A	30.16	5,226.95	A	30.76	5,331.49
	B	28.82	4,995.66	B	29.55	5,121.41	B	30.29	5,249.45	B	31.04	5,380.69	B	31.66	5,488.30	B	32.30	5,598.07
	C	30.26	5,245.27	C	31.02	5,377.48	C	31.80	5,511.92	C	32.59	5,649.72	C	33.25	5,762.71	C	33.91	5,877.97
	D	31.77	5,507.01	D	32.58	5,646.36	D	33.39	5,787.52	D	34.22	5,932.21	D	34.91	6,050.85	D	35.61	6,171.87
	E	33.36	5,782.62	E	34.20	5,928.68	E	35.06	6,076.89	E	35.94	6,228.82	E	36.65	6,353.39	E	37.39	6,480.46
Street Maintenance Worker I	A	22.60	3,917.48	A	23.17	4,015.42	A	23.75	4,115.81	A	24.34	4,218.70	A	24.83	4,303.08	A	25.32	4,389.14
	B	23.73	4,113.36	B	24.32	4,216.19	B	24.93	4,321.60	B	25.56	4,429.64	B	26.07	4,518.23	B	26.59	4,608.59
	C	24.92	4,319.63	C	25.54	4,427.00	C	26.18	4,537.68	C	26.83	4,651.12	C	27.37	4,744.14	C	27.92	4,839.02
	D	26.17	4,536.31	D	26.82	4,648.35	D	27.49	4,764.56	D	28.18	4,883.67	D	28.74	4,981.35	D	29.31	5,080.98
	E	27.48	4,763.38	E	28.16	4,880.77	E	28.86	5,002.79	E	29.58	5,127.86	E	30.18	5,230.42	E	30.78	5,335.02
Street Maintenance Worker II	A	24.92	4,319.63	A	25.54	4,427.00	A	26.18	4,537.68	A	26.83	4,651.12	A	27.37	4,744.14	A	27.92	4,839.02
	B	26.17	4,536.31	B	26.82	4,648.35	B	27.49	4,764.56	B	28.18	4,883.67	B	28.74	4,981.35	B	29.31	5,080.98
	C	27.48	4,763.38	C	28.16	4,880.77	C	28.86	5,002.79	C	29.58	5,127.86	C	30.18	5,230.42	C	30.78	5,335.02
	D	28.85	5,000.86	D	29.57	5,124.81	D	30.31	5,252.93	D	31.06	5,384.25	D	31.68	5,491.94	D	32.32	5,601.78
	E	30.29	5,250.47	E	31.04	5,381.05	E	31.82	5,515.57	E	32.62	5,653.46	E	33.27	5,766.53	E	33.93	5,881.86
Street Sweeper Operator	A	26.15	4,532.84	A	26.80	4,646.10	A	27.47	4,762.25	A	28.16	4,881.31	A	28.72	4,978.94	A	29.30	5,078.52
	B	27.46	4,759.92	B	28.14	4,878.41	B	28.85	5,000.37	B	29.57	5,125.38	B	30.16	5,227.88	B	30.76	5,332.44
	C	28.83	4,997.39	C	29.55	5,122.33	C	30.29	5,250.39	C	31.05	5,381.64	C	31.67	5,489.28	C	32.30	5,599.06
	D	30.27	5,247.00	D	31.03	5,378.44	D	31.81	5,512.90	D	32.60	5,650.73	D	33.25	5,763.74	D	33.92	5,879.02
	E	31.78	5,508.75	E	32.58	5,647.37	E	33.40	5,788.55	E	34.23	5,933.26	E	34.91	6,051.93	E	35.61	6,172.97
Utilities Maintenance Mechanic	A	32.67	5,663.02	A	33.49	5,804.81	A	34.33	5,949.93	A	35.18	6,098.68	A	35.89	6,220.65	A	36.61	6,345.06
	B	34.30	5,945.56	B	35.16	6,095.05	B	36.04	6,247.42	B	36.94	6,403.61	B	37.68	6,531.68	B	38.44	6,662.31
	C	36.02	6,243.71	C	36.92	6,399.80	C	37.84	6,559.79	C	38.79	6,723.79	C	39.57	6,858.27	C	40.36	6,995.43
	D	37.82	6,555.72	D	38.77	6,719.79	D	39.74	6,887.78	D	40.73	7,059.98	D	41.55	7,201.18	D	42.38	7,345.20
	E	39.71	6,883.33	E	40.71	7,055.78	E	41.72	7,232.17	E	42.77	7,412.98	E	43.62	7,561.24	E	44.49	7,712.46
Wastewater Laboratory Technician I	A	27.76	4,811.92	A	28.46	4,932.22	A	29.17	5,055.52	A	29.90	5,181.91	A	30.49	5,285.55	A	31.10	5,391.26
	B	29.15	5,052.86	B	29.88	5,178.83	B	30.62	5,308.30	B	31.39	5,441.01	B	32.02	5,549.83	B	32.66	5,660.82
	C	30.61	5,305.94	C	31.37	5,437.77	C	32.16	5,573.71	C	32.96	5,713.06	C	33.62	5,827.32	C	34.29	5,943.86
	D	32.14	5,571.15	D	32.94	5,709.66	D	33.76	5,852.40	D	34.61	5,998.71	D	35.30	6,118.68	D	36.01	6,241.06
	E	33.75	5,850.23	E	34.59	5,995.14	E	35.45	6,145.02	E	36.34	6,298.64	E	37.07	6,424.62	E	37.81	6,553.11

"Attachment A"

	7/1/11 Hourly Rates 2011/2012 Salary Plan (with 2.5% salary inc.)			7/1/12 Hourly Rates 2012/2013 Salary Plan (with 2.5% salary inc.)			7/1/13 Hourly Rates 2013/2014 Salary Plan (with 2.5% salary inc.)			7/1/14 Hourly Rates 2014/2015 Salary Plan (with 2.5% salary inc.)			7/1/15 Hourly Rates 2015/2016 Salary Plan (with 2% salary inc.)			7/1/16 Hourly Rates 2016/2017 Salary Plan (with 2% salary inc.)		
Wastewater Laboratory Technician II	A	30.61	5,305.94	A	31.37	5,437.77	A	32.16	5,573.71	A	32.96	5,713.06	A	33.62	5,827.32	A	34.29	5,943.86
	B	32.14	5,571.15	B	32.94	5,709.66	B	33.76	5,852.40	B	34.61	5,998.71	B	35.30	6,118.68	B	36.01	6,241.06
	C	33.75	5,850.23	C	34.59	5,995.14	C	35.45	6,145.02	C	36.34	6,298.64	C	37.07	6,424.62	C	37.81	6,553.11
	D	35.44	6,143.17	D	36.32	6,294.90	D	37.22	6,452.27	D	38.16	6,613.58	D	38.92	6,745.85	D	39.70	6,880.76
	E	37.21	6,449.98	E	38.13	6,609.64	E	39.09	6,774.88	E	40.06	6,944.25	E	40.86	7,083.14	E	41.68	7,224.80
Wastewater Treatment Plant Operator Assistant	A	21.75	3,770.15	A	22.30	3,864.50	A	22.85	3,961.11	A	23.42	4,060.14	A	23.89	4,141.34	A	24.37	4,224.17
	B	22.84	3,959.09	B	23.41	4,057.72	B	24.00	4,159.17	B	24.60	4,263.15	B	25.09	4,348.41	B	25.59	4,435.38
	C	23.98	4,156.69	C	24.58	4,260.61	C	25.19	4,367.13	C	25.82	4,476.30	C	26.34	4,565.83	C	26.87	4,657.15
	D	25.18	4,364.70	D	25.81	4,473.64	D	26.45	4,585.48	D	27.12	4,700.12	D	27.66	4,794.12	D	28.21	4,890.00
	E	26.44	4,583.11	E	27.10	4,697.32	E	27.78	4,814.76	E	28.47	4,935.13	E	29.04	5,033.83	E	29.62	5,134.50
Wastewater Treatment Plant Operator I	A	26.44	4,583.11	A	27.10	4,697.32	A	27.78	4,814.76	A	28.47	4,935.13	A	29.04	5,033.83	A	29.62	5,134.50
	B	27.76	4,811.92	B	28.45	4,932.19	B	29.17	5,055.49	B	29.90	5,181.88	B	30.49	5,285.52	B	31.10	5,391.23
	C	29.15	5,052.86	C	29.88	5,178.80	C	30.62	5,308.27	C	31.39	5,440.98	C	32.02	5,549.79	C	32.66	5,660.79
	D	30.61	5,305.94	D	31.37	5,437.74	D	32.16	5,573.68	D	32.96	5,713.02	D	33.62	5,827.28	D	34.29	5,943.83
	E	32.14	5,571.15	E	32.94	5,709.63	E	33.76	5,852.37	E	34.61	5,998.68	E	35.30	6,118.65	E	36.01	6,241.02
Wastewater Treatment Plant Operator II	A	29.15	5,052.86	A	29.88	5,178.80	A	30.62	5,308.27	A	31.39	5,440.98	A	32.02	5,549.79	A	32.66	5,660.79
	B	30.61	5,305.94	B	31.37	5,437.74	B	32.16	5,573.68	B	32.96	5,713.02	B	33.62	5,827.28	B	34.29	5,943.83
	C	32.14	5,571.15	C	32.94	5,709.63	C	33.76	5,852.37	C	34.61	5,998.68	C	35.30	6,118.65	C	36.01	6,241.02
	D	33.75	5,850.23	D	34.59	5,995.11	D	35.45	6,144.98	D	36.34	6,298.61	D	37.06	6,424.58	D	37.81	6,553.07
	E	35.44	6,143.17	E	36.32	6,294.86	E	37.22	6,452.23	E	38.16	6,613.54	E	38.92	6,745.81	E	39.70	6,880.73
Wastewater Treatment Plant Operator III	A	32.14	5,571.15	A	32.94	5,709.63	A	33.76	5,852.37	A	34.61	5,998.68	A	35.30	6,118.65	A	36.01	6,241.02
	B	33.75	5,850.23	B	34.59	5,995.11	B	35.45	6,144.98	B	36.34	6,298.61	B	37.06	6,424.58	B	37.81	6,553.07
	C	35.44	6,143.17	C	36.32	6,294.86	C	37.22	6,452.23	C	38.16	6,613.54	C	38.92	6,745.81	C	39.70	6,880.73
	D	37.21	6,449.98	D	38.13	6,609.61	D	39.09	6,774.85	D	40.06	6,944.22	D	40.86	7,083.10	D	41.68	7,224.76
	E	39.07	6,772.39	E	40.04	6,940.09	E	41.04	7,113.59	E	42.07	7,291.43	E	42.91	7,437.26	E	43.77	7,586.00
Water Conservation Specialist	A	26.72	4,631.64	A	27.39	4,747.63	A	28.07	4,866.32	A	28.78	4,987.98	A	29.35	5,087.74	A	29.94	5,189.49
	B	28.06	4,863.92	B	28.76	4,985.01	B	29.48	5,109.64	B	30.22	5,237.38	B	30.82	5,342.12	B	31.44	5,448.97
	C	29.46	5,106.60	C	30.20	5,234.26	C	30.95	5,365.12	C	31.73	5,499.25	C	32.36	5,609.23	C	33.01	5,721.42
	D	30.93	5,361.41	D	31.71	5,495.97	D	32.50	5,633.37	D	33.31	5,774.21	D	33.98	5,889.69	D	34.66	6,007.49
	E	32.48	5,630.08	E	33.29	5,770.77	E	34.13	5,915.04	E	34.98	6,062.92	E	35.68	6,184.18	E	36.39	6,307.86
Water Distribution Worker I	A	26.75	4,636.85	A	27.42	4,752.77	A	28.11	4,871.59	A	28.81	4,993.37	A	29.38	5,093.24	A	29.97	5,195.11
	B	28.09	4,869.12	B	28.79	4,990.40	B	29.51	5,115.16	B	30.25	5,243.04	B	30.85	5,347.90	B	31.47	5,454.86
	C	29.49	5,111.80	C	30.23	5,239.92	C	30.99	5,370.92	C	31.76	5,505.20	C	32.40	5,615.30	C	33.04	5,727.61
	D	30.96	5,366.61	D	31.74	5,501.92	D	32.54	5,639.47	D	33.35	5,780.46	D	34.02	5,896.06	D	34.70	6,013.99
	E	32.51	5,635.28	E	33.33	5,777.02	E	34.16	5,921.44	E	35.02	6,069.48	E	35.72	6,190.87	E	36.43	6,314.69
Water Distribution Worker II	A	29.49	5,111.80	A	30.23	5,239.92	A	30.99	5,370.92	A	31.76	5,505.20	A	32.40	5,615.30	A	33.04	5,727.61
	B	30.96	5,366.61	B	31.74	5,501.92	B	32.54	5,639.47	B	33.35	5,780.46	B	34.02	5,896.06	B	34.70	6,013.99
	C	32.51	5,635.28	C	33.33	5,777.02	C	34.16	5,921.44	C	35.02	6,069.48	C	35.72	6,190.87	C	36.43	6,314.69
	D	34.14	5,917.83	D	35.00	6,065.87	D	35.87	6,217.51	D	36.77	6,372.95	D	37.50	6,500.41	D	38.25	6,630.42
	E	35.85	6,214.24	E	36.75	6,369.16	E	37.66	6,528.39	E	38.61	6,691.60	E	39.38	6,825.43	E	40.17	6,961.94

"Attachment A"

	7/1/11 Hourly Rates 2011/2012 Salary Plan (with 2.5% salary inc.)			7/1/12 Hourly Rates 2012/2013 Salary Plan (with 2.5% salary inc.)			7/1/13 Hourly Rates 2013/2014 Salary Plan (with 2.5% salary inc.)			7/1/14 Hourly Rates 2014/2015 Salary Plan (with 2.5% salary inc.)			7/1/15 Hourly Rates 2015/2016 Salary Plan (with 2% salary inc.)			7/1/16 Hourly Rates 2016/2017 Salary Plan (with 2% salary inc.)		
Water Production Worker I	A	25.47	4,414.97	A	26.11	4,525.34	A	26.76	4,638.48	A	27.43	4,754.44	A	27.98	4,849.53	A	28.54	4,946.52
	B	26.74	4,635.11	B	27.41	4,751.61	B	28.10	4,870.40	B	28.80	4,992.16	B	29.38	5,092.00	B	29.96	5,193.84
	C	28.08	4,867.39	C	28.78	4,989.19	C	29.50	5,113.92	C	30.24	5,241.77	C	30.85	5,346.61	C	31.46	5,453.54
	D	29.48	5,110.06	D	30.22	5,238.65	D	30.98	5,369.62	D	31.75	5,503.86	D	32.39	5,613.94	D	33.04	5,726.21
	E	30.95	5,364.87	E	31.73	5,500.58	E	32.53	5,638.10	E	33.34	5,779.05	E	34.01	5,894.63	E	34.69	6,012.52
Water Production Worker II	A	28.08	4,867.39	A	28.78	4,989.19	A	29.50	5,113.92	A	30.24	5,241.77	A	30.85	5,346.61	A	31.46	5,453.54
	B	29.48	5,110.06	B	30.22	5,238.65	B	30.98	5,369.62	B	31.75	5,503.86	B	32.39	5,613.94	B	33.04	5,726.21
	C	30.95	5,364.87	C	31.73	5,500.58	C	32.53	5,638.10	C	33.34	5,779.05	C	34.01	5,894.63	C	34.69	6,012.52
	D	32.50	5,633.55	D	33.32	5,775.61	D	34.15	5,920.00	D	35.01	6,068.00	D	35.71	6,189.36	D	36.42	6,313.15
	E	34.13	5,916.09	E	34.99	6,064.39	E	35.86	6,216.00	E	36.76	6,371.40	E	37.49	6,498.83	E	38.24	6,628.81
Water Service Worker I	A	24.24	4,201.76	A	24.85	4,306.81	A	25.47	4,414.48	A	26.10	4,524.84	A	26.63	4,615.33	A	27.16	4,707.64
	B	25.45	4,411.50	B	26.09	4,522.15	B	26.74	4,635.20	B	27.41	4,751.08	B	27.96	4,846.10	B	28.52	4,943.02
	C	26.72	4,631.64	C	27.39	4,748.25	C	28.08	4,866.96	C	28.78	4,988.63	C	29.36	5,088.41	C	29.94	5,190.17
	D	28.06	4,863.92	D	28.76	4,985.67	D	29.48	5,110.31	D	30.22	5,238.07	D	30.82	5,342.83	D	31.44	5,449.68
	E	29.46	5,106.60	E	30.20	5,234.95	E	30.96	5,365.82	E	31.73	5,499.97	E	32.37	5,609.97	E	33.01	5,722.17
Water Service Worker II	A	26.72	4,631.64	A	27.39	4,748.25	A	28.08	4,866.96	A	28.78	4,988.63	A	29.36	5,088.41	A	29.94	5,190.17
	B	28.06	4,863.92	B	28.76	4,985.67	B	29.48	5,110.31	B	30.22	5,238.07	B	30.82	5,342.83	B	31.44	5,449.68
	C	29.46	5,106.60	C	30.20	5,234.95	C	30.96	5,365.82	C	31.73	5,499.97	C	32.37	5,609.97	C	33.01	5,722.17
	D	30.93	5,361.41	D	31.71	5,496.70	D	32.50	5,634.11	D	33.32	5,774.97	D	33.98	5,890.47	D	34.66	6,008.28
	E	32.48	5,630.08	E	33.30	5,771.53	E	34.13	5,915.82	E	34.98	6,063.72	E	35.68	6,184.99	E	36.40	6,308.69
Stand-by Pay		258.51			264.97			271.60			278.39			283.95			289.63	

Side Letter to the 2012-17 Memorandum of Understanding ("MOU") between the City of Brentwood ("City") and the Brentwood Employees' Association/Public Works Division ("Public Works Division") confirming the City's intent to apply the requirements of the Public Employees' Pension Reform Act of 2013 ("PEPRA")

The City and Public Works Division recognize that the PEPRA establishes certain non-negotiable mandates affecting employees hired on or after January 1, 2013, who are "new members" under the PEPRA and as determined by CalPERS. These mandates include, but are not limited to, the benefit formula, the final compensation period and the employee contribution rate applicable to new members.

1. Section 18 – Retirement Plan

   Insert sub-section 18.3 Public Employees' Pension Reform Act (PEPRA) Requirements

   Qualifying employees hired on or after January 1, 2013, who are "new members" as determined by CalPERS will receive the 2% at 62 retirement formula based on a 36-month final compensation period, and will contribute at least 50 percent of the total normal cost rate for their retirement plan, or the current contribution rate of similarly situated employees (employees with the same benefit formula, i.e., 2% @ 60), whichever is greater.

   Optional benefits that are already in place under the City's CalPERS contract and contract amendments will apply to new members unless those optional benefits are inconsistent with the PEPRA, such as the 12-month final compensation period.

The undersigned representative of the Public Works Division and the City Negotiator, as authorized by the City Council, have reached agreement on the above adjustment this 25th day of January 2013. The above item will be presented to the City Council for approval at the City Council meeting of February 12, 2013, or as soon thereafter as possible. The effective date of the modification will be January 1, 2013 following approval by the City Council.

BRENTWOOD PUBLIC WORKS DIVISION	**CITY OF BRENTWOOD**
Chris Ziemann, President	Paul R. Eldredge, City Manager

Side Letter of Agreement Between
City of Brentwood and the Brentwood Employees' Association/
Public Works Division

March 24, 2014

This side letter of agreement is executed by and between the City of Brentwood ("City") and the Brentwood Employees' Association/Public Works Division.

The parties agree that they have met and conferred over the terms described herein. The following agreement reflects the understanding of the parties. The City and the Brentwood Employees' Association/Public Works Division have mutually agreed to the following modifications to the 2012-2017 Memorandum of Understanding ("MOU") between the City and the Brentwood Employee's Association/Public Works Division.

1. Modification to MOU Section 13.1: The maximum medical premium paid by the City shall be increased by $100 per month, to a total of $1,326.63 per month until such time that the Kaiser employee only rate exceeds this amount. At that time, the maximum medical premium amount paid by the City shall equal the Kaiser employee only rate. At no time shall the maximum medical premium amount paid by the City be less than the Kaiser employee only rate.

2. Modification to MOU Section 13.1: Employees hired on or after July 1, 2012 shall receive the same medical premium paid by the City as those hired before July 1, 2012. Accordingly, the second tier of medical benefits – for employees hired on or after July 1, 2012 – shall be eliminated.

3. Modification to MOU Section 13.2: Employees that have medical coverage by some other means, for example through a spouse, may elect to receive "cash in-lieu" of medical coverage after they provide proof of such medical coverage to the Human Resources Division. Upon the loss of such coverage, employees shall notify the Human Resources Division and shall enroll in one of the medical plans offered by the City. For those existing employees who receive the "cash in-lieu" benefit on the effective date of this Side Letter, the benefit amount will be reduced to the 2013 amount of $668.63 per month and shall be capped at that amount. The "cash in-lieu" benefit amount shall be $300 per month for: a) employees hired following the effective date of this Side Letter; or,
b) existing employees who discontinue the City's medical coverage and opt for "cash in lieu" of medical coverage at a later date as long as they meet the requirements as described above.

All other terms and conditions of the MOU between the City and the Brentwood Employees' Association/Public Works Division shall remain in full force and effect. This side letter of agreement shall remain in effect until June 30, 2017 unless the terms and conditions herein are superseded by further agreement of the parties or resolution of the City Council.

The undersigned representatives of the Brentwood Employees' Association/Public Works Division and the City Negotiator, as authorized by the City Council, have reached agreement on the above adjustment this 25th day of March, 2014, to be effective May 1, 2014. The above item will be presented to the City Council for approval at the City Council meeting of April 8, 2014, or as soon thereafter as possible.

Brentwood Employees' Association
Public Works Division

Representative

Representative

Representative

CITY OF BRENTWOOD

Paul R. Eldredge, City Manager

Side Letter of Agreement Between
City of Brentwood and the Brentwood Employees' Association/
Public Works Division

September , 2014

This side letter of agreement is executed by and between the City of Brentwood ("City") and the Brentwood Employees' Association/Public Works Division (the "Association") (each a "Party" and collectively, the "Parties").

The Parties agree that they have met and conferred over the terms described herein. The following agreement reflects the understanding of the Parties. The Parties have mutually agreed to the following modifications to the 2012-2017 Memorandum of Understanding ("MOU") between the Parties.

1) A new Section 2.4 is hereby added to the MOU to read as follows:

"Upon receipt of a signed authorization form from an individual member of the Association, the City shall deduct Association dues from the member's second payroll check of each month. A check for the deduction will be issued monthly payable to the Public Works Division Association and will be delivered via inter-office mail to the Association Treasurer (or other member designated, in writing, by the Association President).

Authorization of dues deduction by an Association member may be revoked by providing 30 days' notice, in writing, to the Association President and the City Manager.

The Association shall indemnify and hold harmless the City, its officers and employees from and against all loss, damages, costs, expenses, claims, attorney's fees, demands, actions, suits and judgments and any other proceedings arising out of any collection of the dues described above. "

All other terms and conditions of the MOU between the Parties shall remain in full force and effect. This side letter of agreement shall remain in effect until June 30, 2017 unless the terms and conditions herein are superseded by further agreement of the Parties or by resolution of the City Council.

The undersigned representatives of the Association and the City Negotiator, as authorized by the City Council, have reached agreement on the above adjustment this 10 day of October, 2014, to be effective 11-30, 2014. The above item will be presented to the City Council for approval at the City Council meeting of October 14, 2014, or as soon thereafter as possible.

Brentwood Employees' Association
Public Works Division

Association President
Kent Langendorff

CITY OF BRENTWOOD

Steven M. Salomon, Interim City Manager

Side Letter of Agreement Between
City of Brentwood and the Brentwood Employees' Association/
Public Works Division

This Side Letter of agreement is executed by and between the City of Brentwood ("City") and the Brentwood Employees' Association/Public Works Division.

The parties agree that they have met and conferred over the terms described herein. The following agreement reflects the understanding of the parties. The City and the Brentwood Employees' Association/Public Works Division have mutually agreed to the following modifications to the 2012-2017 Memorandum of Understanding ("MOU") between the City and the Brentwood Employees' Association/Public Works Division.

1. Modification to MOU Section 6:

    - Retroactive to July 1, 2014, all salary ranges shall be increased 1% (in addition to the 2.5% increase which went into effect on July 1, 2014 pursuant to Section 6 of the MOU).

    - Effective July 1, 2015, all salary ranges shall be increased by 1% (in addition to the 2% increase to go into effect on July 1, 2015 pursuant to Section 6 of the MOU).

    - Effective July 1, 2016, all salary ranges shall be increased 1% (in addition to the 2% increase to go into effect on July 1, 2016 pursuant to Section 6 of the MOU).

2. Elimination of MOU Section 6.1: Section 6.1 of the MOU shall be null and void and no further reopener negotiations described in Section 6.1 will occur before the expiration of the current MOU on June 30, 2017, unless mutually agreed to by the City and the Brentwood Employees' Association/Public Works Division.

Except for the terms and conditions referred to above, all other terms and conditions of the MOU between the City and the Brentwood Employees' Association/Public Works Division shall remain unchanged and in full force and effect. Unless otherwise amended by the parties, this Side Letter of Agreement shall remain in effect until June 30, 2017.

The undersigned representatives of the Brentwood Employees' Association/Public Works Division and the City Manager, as authorized by the City Council, have reached agreement on the above adjustments this 14th day of January, 2015.

Brentwood Employees' Association/ Public Works Division

1-16-15

Representative 1 Date

Kent Langendorff

Representative 1 -- Printed Name

1-16-15

Representative 2 Date

Diana Willford

Representative 2 -- Printed Name

CITY OF BRENTWOOD

for 1-20-15

Steve Salomon, Date
Interim City Manager