

CITY OF UNION CITY
Salary Compensation Plan
FY 2019-20

Effective: July 1, 2019

Amendments:

- (1) 7/1/2019 - PT Unrepresented Wage Increases
- (2) 7/1/2019- City Manager Rate
- (3) 08/13/19 - CC Resolution No. 5514-19
- (4) 09/24/19 - CC Resolution No. 5521-19 effective 01/01/2019
- (5) 09/24/19 - CC Resolution No. 5522-19 effective 01/01/2019
- (6) 09/24/19 - CC Resolution No. 5523-19 effective 01/01/2019
- (7) 09/24/19 - CC Resolution No. 5524-19 effective 07/01/2019
- (8) 10/08/19 - CC Resolution No. 5531-19 effective 01/01/2019
- (9) 10/22/19 - CC Resolution No. 5538-19 effective 01/01/2019
- (10) 09/24/19 - CC Resolution No. 5521-19 effective 09/24/2019
- (11) 09/24/19 - CC Resolution No. 5522-19 effective 09/24/2019
- (12) 10/08/19 -CC Resolution No. 5532-19
- (13) 12/10/19 - CC Resolution No. 5550-19 effective 07/01/2019
- (14) PT Unrepresented Minimum Wage Increase effective 01/01/2020**
- (15) 09/24/19 - CC Resolution No. 5521-19 effective 01/01/2020**
- (16) 09/24/19 - CC Resolution No. 5522-19 effective 01/01/2020**
- (17) 09/24/19 - CC Resolution No. 5523-19 effective 01/01/2020**
- (18) 09/24/19 - CC Resolution No. 5524-19 effective 07/01/2020**
- (19) 10/08/19 - CC Resolution No. 5531-19 effective 01/01/2020**
- (20) 10/22/19 - CC Resolution No. 5538-19 effective 01/01/2020**
- (21) 12/10/19 - CC Resolution No. 5550-19 effective 01/01/2020**

CITY OF UNION CITY - Salary Compensation Plan - FY 2019-20

| <u>Bargaining Unit</u> | <u>#</u> | <u>Classification Title</u> | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> | <u>Step 5</u> |
|---|--------------|--|---------------|------------------|---------------|---------------|---------------|
| <u>FULL-TIME (monthly rates shown)</u> | | | | | | | |
| City Council | 10010 | Mayor | 2,437 | | | | |
| City Council | 10020 | Council Member | 1,625 | | | | |
| City Manager | 20010 | City Manager | 21,660 | | | | |
| | | | <u>Min.</u> | ← <i>Range</i> → | | | <u>Max.</u> |
| Dept. Heads | 20020 | Deputy City Manager | 15,906 | | | | 19,078 |
| Dept. Heads | 20515 | ECD Director | 15,493 | | | | 18,577 |
| Dept. Heads | 20275 | Finance Director | 15,511 | | | | 18,596 |
| Dept. Heads | 20470 | CRS Director | 15,493 | | | | 18,577 |
| Dept. Heads | 40010 | Police Chief | 17,058 | | | | 20,482 |
| Dept. Heads | 20710 | Public Works Director | 15,803 | | | | 18,953 |
| Management | 20360 | Budget Manager/Purchasing Agent | 10,870 | 11,370 | 11,893 | 12,444 | 13,021 |
| Management | 20580 | Chief Building Official | 13,004 | 13,609 | 14,245 | 14,913 | 15,616 |
| Management | 20030 | City Clerk | 11,796 | 11,290 | 11,810 | 12,356 | 12,928 |
| Management | 20810 | City Engineer | 12,985 | 13,592 | 14,226 | 14,892 | 15,593 |
| Management | 20505 | Clinical Supervisor | 7,733 | 8,075 | 8,434 | 8,812 | 9,208 |
| Management | 20650 | Communications & Marketing Mgr. | 10,410 | 10,923 | 11,438 | 11,945 | 12,460 |
| Management | 20630 | Economic Development Manager | 10,410 | 10,923 | 11,438 | 11,945 | 12,460 |
| Management | 20600 | Environmental Program Manager | 11,243 | 11,761 | 12,305 | 12,876 | 13,475 |
| Management | 20911 | Fleet Supervisor | 9,406 | 9,833 | 10,282 | 10,752 | 11,246 |
| Management | 20540 | HCD Manager | 11,149 | 11,663 | 12,202 | 12,768 | 13,361 |
| Management | 20180 | Human Resources Manager | 11,413 | 11,939 | 12,488 | 13,067 | 13,673 |
| Management | 20145 | Human Resources Analyst I | 7,309 | 7,629 | 7,967 | 8,321 | 8,694 |
| Management | 20155 | Human Resources Analyst II | 8,938 | 9,342 | 9,765 | 10,208 | 10,674 |
| Management | 20500 | Intervention Counselor I | 6,591 | 6,878 | 7,176 | 7,491 | 7,821 |
| Management | 20310 | IT Manager | 13,004 | 13,609 | 14,245 | 14,913 | 15,616 |
| Management | 20450 | CRS Manager | 10,964 | 11,467 | 11,997 | 12,553 | 13,137 |
| Management | 20080 | Management Analyst I | 7,309 | 7,629 | 7,967 | 8,321 | 8,694 |
| Management | 20090 | Management Analyst II | 8,938 | 9,342 | 9,765 | 10,208 | 10,674 |
| Management | 20100 | Management Analyst III | 10,870 | 11,370 | 11,893 | 12,444 | 13,021 |
| Management | 20510 | Neigh. Pres. Coord. | 10,409 | 10,923 | 11,438 | 11,945 | 12,460 |
| Management | 20560 | Planning Manager | 11,910 | 12,458 | 13,036 | 13,640 | 14,277 |
| Management | 20860 | Principal Civil Engineer | 11,646 | 12,184 | 12,750 | 13,345 | 13,966 |
| Management | 20730 | Public Works Superintendent | 11,336 | 11,858 | 12,408 | 12,983 | 13,589 |
| Management | 20920 | PW Grounds Supervisor | 9,754 | 10,199 | 10,664 | 11,154 | 11,666 |
| Management | 20910 | PW Streets Supervisor | 9,754 | 10,199 | 10,664 | 11,154 | 11,666 |
| Management | 20700 | Recycling & Solid Waste Prog Mgr | 10,128 | 10,591 | 11,078 | 11,589 | 12,126 |
| Management | 20620 | Redevelopment Manager | 11,243 | 11,761 | 12,305 | 12,876 | 13,475 |
| Management | 20370 | Revenue Collections Manager | 10,870 | 11,370 | 11,893 | 12,444 | 13,021 |
| Management | 20350 | Supervising Accountant | 10,146 | 10,609 | 11,095 | 11,606 | 12,142 |
| Management | 20912 | Transit Manager | 10,964 | 11,467 | 11,997 | 12,553 | 13,137 |
| Management | 20508 | Youth & Family Servs Prog Mgr | 9,269 | 9,690 | 10,131 | 10,595 | 11,082 |
| Police Mgmt. | 40020 | Police Captain | 15,002 | 15,708 | 16,450 | 17,228 | 18,047 |
| Police Mgmt. | 40040 | Police Lieutenant | 12,718 | 13,340 | 13,995 | 14,688 | 15,415 |
| Police Mgmt. | 40015 | Deputy Police Chief | 15,735 | 16,473 | 17,249 | 18,060 | 18,916 |
| Police Mgmt. | 40045 | Police Commander | 13,349 | 13,999 | 14,683 | 15,406 | 16,166 |
| Confidential | 70010 | Administrative Specialist-Confidential | 5,654 | 5,938 | 6,234 | 6,547 | 6,875 |

Note: Creation of a Confidential Bargaining Unit is in process.

CITY OF UNION CITY - Salary Compensation Plan - FY 2019-20

| <u>Bargaining</u> | <u>Classification</u> | <u>Step</u> | <u>Step</u> | <u>Step</u> | <u>Step</u> | <u>Step</u> | <u>Step</u> | <u>Step</u> | <u>Step</u> |
|-------------------|-----------------------|--------------------------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| <u>Unit</u> | <u>#</u> | <u>Title</u> | <u>1</u> | <u>2</u> | <u>3</u> | <u>4</u> | <u>5</u> | <u>6</u> | <u>7</u> |
| UCPOA | 40220 | Community Relations Officer | 6,208 | 6,519 | 6,844 | 7,187 | 7,548 | | |
| UCPOA | 40095 | Community Resources Coord | 5,387 | 5,657 | 5,940 | 6,236 | 6,548 | | |
| UCPOA | 40090 | Community Service Aide | 5,315 | 5,552 | 5,800 | 6,063 | 6,339 | | |
| UCPOA | 40240 | Confidential Operations Assistant | 6,184 | 6,493 | 6,818 | 7,159 | 7,517 | | |
| UCPOA | 40080 | Crime Analyst | 7,548 | 7,925 | 8,321 | 8,737 | 9,174 | | |
| UCPOA | 40070 | Dispatch Clerk | 5,876 | 6,037 | 6,310 | 6,597 | 6,898 | | |
| UCPOA | 40170 | Dispatch Clerk Trainee | 5,088 | | | | | | |
| UCPOA | 40130 | Police Corporal | 10,063 | | | | | | |
| UCPOA | 40230 | Police Dept. Office Coord. | 5,349 | 5,618 | 5,898 | 6,193 | 6,504 | | |
| UCPOA | 40140 | Police Office Assistant | 4,876 | 5,119 | 5,376 | 5,644 | 5,927 | | |
| UCPOA | 40050 | Police Officer | 7,310 | 7,647 | 7,993 | 8,333 | 8,753 | 9,190 | 9,650 |
| UCPOA | 40150 | Police Officer Recruit I | 5,857 | | | | | | |
| UCPOA | 40160 | Police Officer Recruit II | 6,839 | | | | | | |
| UCPOA | 40060 | Police Records Supervisor | 6,208 | 6,519 | 6,844 | 7,187 | 7,548 | | |
| UCPOA | 40030 | Police Sergeant | 9,070 | 9,465 | 9,880 | 10,323 | 10,781 | 11,320 | 11,886 |
| UCPOA | 40120 | Prisoner Transportation Officer | 5,315 | 5,552 | 5,800 | 6,063 | 6,339 | | |
| UCPOA | 40100 | Property & Evidence Specialist | 5,315 | 5,552 | 5,800 | 6,063 | 6,339 | | |
| UCPOA | 40065 | Property & Evidence Supervisor | 6,208 | 6,519 | 6,844 | 7,187 | 7,548 | | |
| UCPOA | 40110 | Public Services Officer I | 5,387 | 5,657 | 5,940 | 6,236 | 6,548 | | |
| UCPOA | 40180 | Public Services Officer II | 5,671 | 5,955 | 6,253 | 6,564 | 6,893 | | |
| SEIU 1021 | 50520 | Administrative Assistant I | 4,666 | 4,882 | 5,105 | 5,344 | 5,589 | | |
| SEIU 1021 | 50525 | Administrative Assistant II | 5,105 | 5,344 | 5,589 | 5,850 | 6,121 | | |
| SEIU 1021 | 50530 | Administrative Assistant III | 5,589 | 5,850 | 6,121 | 6,407 | 6,708 | | |
| SEIU 1021 | 50290 | Bldg./Code Comp. Insp. | 6,733 | 7,045 | 7,368 | 7,706 | 8,058 | | |
| SEIU 1021 | 50201 | Bldg./Code Comp. Insp. - Trainee | 5,938 | 6,215 | 6,499 | 6,797 | 7,109 | | |
| SEIU 1021 | 50255 | Building Permit Technician | 5,368 | 5,637 | 5,909 | 6,182 | 6,452 | | |
| SEIU 1021 | 50251 | Building Permit Technician II | 5,836 | 6,119 | 6,418 | 6,731 | 7,060 | | |
| SEIU 1021 | 50566 | Communications Coordinator | 4,793 | 5,014 | 5,243 | 5,489 | 5,741 | | |
| SEIU 1021 | 50256 | Community Development Technician | 5,237 | 5,500 | 5,765 | 6,032 | 6,294 | | |
| SEIU 1021 | 50351 | Facility Maint - Worker | 5,186 | 5,420 | 5,664 | 5,925 | 6,192 | | |
| SEIU 1021 | 50080 | Finance Specialist I | 4,344 | 4,538 | 4,757 | 4,980 | 5,212 | | |
| SEIU 1021 | 50090 | Finance Specialist II | 4,757 | 4,980 | 5,212 | 5,463 | 5,721 | | |
| SEIU 1021 | 50100 | Finance Specialist III | 5,212 | 5,463 | 5,721 | 5,993 | 6,281 | | |
| SEIU 1021 | 50332 | Lead Facilities Maintenance Worker | 6,079 | 6,355 | 6,648 | 6,942 | 7,266 | | |
| SEIU 1021 | 50537 | Lead Outreach Worker | 5,009 | 5,260 | 5,523 | 5,798 | 6,089 | | |
| SEIU 1021 | 50323 | Lead Veh. Heavy Eqpt. Mech. | 6,079 | 6,355 | 6,648 | 6,942 | 7,266 | | |
| SEIU 1021 | 50361 | Leisure Services Maintenance Worker | 4,608 | 4,839 | 5,080 | 5,335 | 5,601 | | |
| SEIU 1021 | 50360 | Maint I - Parks & Grounds | 4,744 | 4,967 | 5,199 | 5,443 | 5,701 | | |
| SEIU 1021 | 50330 | Maint I - Streets | 4,744 | 4,967 | 5,199 | 5,443 | 5,701 | | |
| SEIU 1021 | 50342 | Maint II - Parks & Grounds | 5,251 | 5,499 | 5,754 | 6,026 | 6,311 | | |
| SEIU 1021 | 50320 | Maint II - Streets | 5,251 | 5,499 | 5,754 | 6,026 | 6,311 | | |
| SEIU 1021 | 50325 | Maint Trainee-Parks & Grounds | 4,065 | 4,253 | 4,453 | 4,659 | 4,876 | | |
| SEIU 1021 | 50350 | Maint Trainee-Streets | 4,065 | 4,253 | 4,453 | 4,659 | 4,876 | | |
| SEIU 1021 | 50500 | Office Specialist I | 3,679 | 3,848 | 4,018 | 4,197 | 4,388 | | |
| SEIU 1021 | 50505 | Office Specialist II | 4,008 | 4,187 | 4,377 | 4,577 | 4,783 | | |
| SEIU 1021 | 50510 | Office Specialist III | 4,374 | 4,573 | 4,779 | 5,000 | 5,229 | | |
| SEIU 1021 | 50560 | Preschool Site Supervisor II | 3,673 | 3,857 | 4,049 | 4,252 | 4,464 | | |
| SEIU 1021 | 50291 | Public Works Inspector | 6,630 | 7,003 | 7,341 | 7,696 | 8,068 | | |
| SEIU 1021 | 50370 | Public Works Maintenance II | 5,251 | 5,499 | 5,754 | 6,026 | 6,311 | | |
| SEIU 1021 | 50110 | Recreation Administrative Technician | 5,739 | 6,026 | 6,328 | 6,644 | 6,976 | | |
| SEIU 1021 | 50160 | Recreation Program Coordinator | 5,224 | 5,479 | 5,748 | 6,034 | 6,329 | | |
| SEIU 1021 | 50600 | Recycling Programs Coordinator | 5,390 | 5,653 | 5,931 | 6,226 | 6,530 | | |
| SEIU 1021 | 50380 | Special Projects Coordinator | 4,886 | 5,117 | 5,355 | 5,606 | 5,872 | | |

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|------------------------|----------|--------------------------------------|---------------|---------------|---------------|---------------|---------------|
| SEIU 1021 | 50538 | Street Outreach Worker | 3,751 | 3,939 | 4,136 | 4,343 | 4,559 |
| SEIU 1021 | 50341 | Street Sweeper Operator | 5,060 | 5,288 | 5,526 | 5,781 | 6,041 |
| SEIU 1021 | 50321 | Veh. Heavy Eqpt. Mech. | 5,427 | 5,674 | 5,933 | 6,202 | 6,488 |
| SEIU 1021 | 50326 | Vehicle Equipment Technician | 4,511 | 4,735 | 4,973 | 5,222 | 5,482 |
| SEIU 1021 | 50536 | Youth Employment Coordinator | 5,009 | 5,260 | 5,523 | 5,798 | 6,089 |
| Professionals | 30060 | Accountant | 6,750 | 7,087 | 7,434 | 7,813 | 8,200 |
| Professionals | 30250 | Assistant Planner | 6,231 | 6,542 | 6,866 | 7,211 | 7,571 |
| Professionals | 30230 | Associate Planner | 7,461 | 7,832 | 8,222 | 8,634 | 9,064 |
| Professionals | 30090 | Case Manager | 5,135 | 5,391 | 5,660 | 5,944 | 6,241 |
| Professionals | 30150 | Engineer I (Civil) | 6,268 | 6,578 | 6,908 | 7,255 | 7,617 |
| Professionals | 30130 | Engineer II (Civil) | 7,149 | 7,505 | 7,872 | 8,273 | 8,683 |
| Professionals | 30120 | Engineer III (Civil) | 8,062 | 8,465 | 8,882 | 9,327 | 9,793 |
| Professionals | 30030 | Environmental Analyst I | 5,998 | 6,300 | 6,614 | 6,946 | 7,294 |
| Professionals | 30031 | Environmental Analyst II | 6,772 | 7,128 | 7,504 | 7,898 | 8,314 |
| Professionals | 30040 | Environmental Programs Inspector | 8,724 | 9,183 | 9,666 | 10,172 | 10,710 |
| Professionals | 30080 | Intervention Counselor | 5,995 | 6,295 | 6,610 | 6,941 | 7,288 |
| Professionals | 30065 | Payroll Technician | 6,585 | 6,914 | 7,252 | 7,623 | 8,000 |
| Professionals | 30100 | Recreation Supervisor | 6,329 | 6,645 | 6,978 | 7,326 | 7,692 |
| Professionals | 30020 | Senior Accountant | 7,700 | 8,092 | 8,496 | 8,917 | 9,357 |
| Professionals | 30400 | Senior Recreation Supervisor | 7,985 | 8,374 | 8,782 | 9,212 | 9,661 |
| Professionals | 30260 | Senior Systems Analyst | 9,795 | 10,306 | 10,819 | 11,329 | 11,841 |
| Professionals | 30055 | Sr. Building/Code Compliance Inspect | 8,724 | 9,183 | 9,666 | 10,172 | 10,710 |
| Professionals | 30265 | Systems Analyst | 9,393 | 9,863 | 10,357 | 10,874 | 11,417 |
| Professionals | 30501 | Assistant Transit Planner | 6,231 | 6,542 | 6,866 | 7,211 | 7,572 |
| Professionals | 30502 | Associate Transit Planner | 7,461 | 7,832 | 8,222 | 8,635 | 9,063 |
| Professionals | 30503 | Senior Transit Planner | 8,506 | 8,953 | 9,426 | 9,920 | 10,442 |
| Professionals | 30270 | Web and Database Administrator | 8,962 | 9,410 | 9,881 | 10,375 | 10,894 |

PART-TIME (hourly rates shown)

| | | <u>Min.</u> | <u>← Range →</u> | <u>Max.</u> |
|------------------|---------------------------------------|-------------|------------------|-------------|
| UCPOA PT | 40070 Dispatcher Clerk (PT) | 33.90 | 34.83 36.40 | 39.79 |
| UCPOA PT | 40120 Transportation Officer (PT) | 30.66 | 32.03 33.46 | 36.57 |
| UCPOA PT | 40181 Public Services Officer I (PT) | 31.08 | 32.64 34.27 | 37.77 |
| UCPOA PT | 40182 Public Services Officer II (PT) | 32.72 | 34.36 36.08 | 39.77 |
| | | <u>Min.</u> | <u>← Range →</u> | <u>Max.</u> |
| Unrep. Police PT | 60140 Per Diem Police Dispatcher | 36.00 | | 50.00 |
| Unrep. Police PT | 60120 Police Cadet | 13.80 | 14.37 15.01 | |
| Unrep. Police PT | 60130 Police Reserve | 13.00 | | |
| Unrep. Police PT | 60150 Police Officer Trainee | 37.17 | | |
| SEIU 1021 PT | 50373 Facilities Maint Attendant (PT) | 22.49 | 23.61 24.79 | 27.34 |
| SEIU 1021 PT | 50533 CRS Program Manager | 17.77 | 18.64 19.58 | 21.57 |
| SEIU 1021 PT | 50500 Office Specialist I (PT) | 21.18 | 22.16 23.12 | 25.25 |
| SEIU 1021 PT | 50505 Office Specialist II (PT) | 23.12 | 24.16 25.25 | 26.41 |
| SEIU 1021 PT | 50510 Office Specialist III (PT) | 24.62 | 25.73 26.89 | 28.12 |
| SEIU 1021 PT | 50561 Preschool Site Supv. I | 17.17 | 18.03 18.93 | 19.87 |
| SEIU 1021 PT | 50532 Program Coordinator (PT) | 22.70 | 23.85 25.04 | 26.30 |
| SEIU 1021 PT | 50531 Senior Recreation Leader | 14.59 | 15.34 16.11 | 17.77 |
| SEIU 1021 PT | 50538 PT Street Outreach Worker | 21.64 | 22.72 23.86 | 26.30 |

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|------------------------|--------------|-----------------------------|---------------|------------------|---------------|---------------|---------------|
| | | | <u>Min.</u> | ← <u>Range</u> → | | | <u>Max.</u> |
| Unrep. Gen. PT | 60069 | CRS Program Manager | 18.00 | 18.75 | 19.50 | 20.25 | 21.00 |
| Unrep. Gen. PT | 60100 | Preschool Aide | 13.25 | 13.50 | | | |
| Unrep. Gen. PT | 60090 | Preschool Teacher | 16.00 | 16.25 | 16.50 | 16.75 | 17.00 |
| Unrep. Gen. PT | 60072 | Program Coordinator (PT) | 21.00 | 22.00 | 23.00 | 24.00 | 25.00 |
| Unrep. Gen. PT | 60232 | Recreation Aide | 13.00 | 13.25 | | | |
| Unrep. Gen. PT | 60233 | Recreation Leader | 15.00 | 15.25 | 15.50 | 15.75 | 16.00 |
| Unrep. Gen. PT | 60234 | Senior Recreation Leader | 16.00 | 16.50 | 17.00 | 17.50 | 18.00 |
| Unrep. Gen. PT | 60600 | Intern | 13.00 | | | | 54.64 |
| Unrep. Gen. PT | 60570 | Project Specialist | 13.00 | | | | 83.48 |

Fiscal Year Modifications:

- 1) Adjust minimum wage rate of Unrep Police PT and Unrep Gen PT effective 7/1/19.
- 2) Set salary rate for City Manager position
- 3) Reduced one Digital Marketing Specialist (50565) and replace with one new Communications Coordinator (50566)
- 3) Reduced one Management Assistant to the City Manager (20065) and replaced with one Management Analyst II (20090)
- 3) Reduced one Senior Planner (30210) and replace with one Associate Planner (30230)
- 3) Reduced one Web Manager (20190) and replace with one Web and Database Administrator (30270)
- 3) Reduced one Deputy City Clerk (30700) and replace with one Administrative Specialist-Confidential (70010)
- 3) Reduced two Public Services Officer I (40110) and add two Public Services Officer II (40180)
- 3) Reduced one Human Resources Director (20280) and replace with one Human Resources Manager (20180)
- 3) Add one Systems Analyst (30265)
- 3) Reduced one Transit Planner (30500) and created Transit Planner I (30501) Transit Planner II (30502) and Transit Planner III (30503)
- 4) SEIU - 3% COLA increase effective January 2019
- 5) MEG - 1.5% COLA increase effective January 2019
- 6) Department Heads/Police Chief - 3% COLA increase effective January 2019
- 7) City Manager (20010) - 3% COLA increase effective July 2019
- 8) PEG - 3% COLA increase effective January 2019
- 9) Police Mgmt - 3% COLA increase effective January 2019
- 10) Communications Coordinator (50566) - one-time 2.71% equity adjustment effective September 24, 2019
- 10) Office Specialist III (50510) - one-time 2.42% equity adjustment effective September 24, 2019
- 10) Recycling Programs Coordinator (50600) - one-time 0.66% equity adjustment effective September 24, 2019
- 10) Office Specialist I (50500) - one-time 0.25% equity adjustment effective September 24, 2019
- 11) Clinical Supervisor (20505) - one-time 1.52% equity adjustment effective September 24, 2019
- 12) Reduced one Building Permit Technician (50255) and replace with one new Building Permit Technician II (50251)
- 12) Reduced one Environmental Analyst I (30030) and replace with one Civil Engineer I (30150)
- 12) Reduced one Lead Vehicle Heavy Equipment Mechanic (50323) and replace with new Fleet Supervisor (20911)
- 13) POA - 3% COLA increase effective July 1, 2019
- 13) POA sworn members - 2.5% salary increase effective July 1, 2019 due to elimination of the 2.5% longevity benefit (Section 13 of MOU)
- 13) Change position title of Property Clerk (40100) to Property & Evidence Specialist
- 13) Change position title of Property Supervisor (40065) to Property & Evidence Supervisor
- 14) Adjust Minimum wage rate of Unrep Police PT and Unrep Gen PT to \$13.00/hr effective January 1, 2020
- 15) SEIU - 3% COLA increase effective January 1, 2020
- 16) MEG - 2% COLA increase effective January 1, 2020
- 17) Department Heads/Police Chief - 3% COLA increase effective January 1, 2020
- 18) City Manager - 3% COLA increase effective January 1, 2020
- 19) PEG - 3% COLA increase effective January 1, 2020
- 20) Police Mgmt - 3% COLA increase effective January 1, 2020
- 21) POA - 3% COLA increase effective January 1, 2020