



**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE CITY OF AZUSA
AND
THE AZUSA MID-MANAGEMENT ASSOCIATION
JULY 1, 2020 THROUGH JUNE 30, 2024**

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**CITY OF AZUSA
AZUSA MID-MANAGEMENT ASSOCIATION
MEMORANDUM OF UNDERSTANDING
July 1, 2020 through June 30, 2024**

This Memorandum of Understanding is entered into with reference to the following facts:

- (1) The Azusa Mid-Management Association (AMMA) (hereinafter referred to as "Association") is the recognized employee organization representing those personnel (hereinafter referred to as "employees") employed by the City of Azusa (hereinafter referred to as "City"), and occupying classifications in Exhibits A.
- (2) In the interest of maintaining harmonious relations between the City and those employees represented by the Association, authorized representatives of the City and the Association have met and conferred in good faith, exchanging various proposals concerning wages, hours and other terms and conditions of employment to affected employees.
- (3) The authorized representatives of the City and the Association have reached an understanding and agreement as to certain changes in wages, hours and other terms and conditions of employment of the affected employees which shall be submitted to the City Council of the City of Azusa for approval and implementation of these changes by appropriate ordinance, resolution, or other lawful action.

Therefore, the City and the Association agree that, subject to the approval and implementation by the City Council of the City, the wages, hours, and other terms and conditions of employment for all affected employees shall be as follows:

1. TERM OF MEMORANDUM OF UNDERSTANDING

The term of this Memorandum of Understanding (MOU) shall commence July 1, 2020 and shall continue in full force and effect until June 30, 2024.

2. TOTAL COMPENSATION

As a matter of philosophy, the Association and the City recognize that compensation consists of terms and conditions of employment other than those represented solely by salary. Further, the City and the Association recognize that the changes in wages, hours and other terms and conditions of employment as set forth in this Memorandum of Understanding constitute additions to the total compensation received by affected employees.

3. NON-DISCRIMINATION

3.1 Protection of Rights

The parties mutually recognize and agree to protect the rights of all employees hereby

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to join and/or participate in protected Association activities or to refrain from joining or participating in protected activities in accordance with Government Code Section 3500, et seq.

3.2 Anti-Discrimination

The City and the Association agree that they shall not discriminate against any employee because of race, color, sex, age, national origin, political or religious opinions or affiliations. The City and the Association shall reopen any provisions of this Agreement for the purpose of complying with any final order of the federal or state agency or court of competent jurisdiction requiring a modification or change in any provision or provisions of this Agreement in compliance with state or federal anti-discrimination laws.

4. SEPARABILITY

Should any provisions of this Memorandum of Understanding be found to be inoperative, void, or invalid by a court of competent jurisdiction, all other provisions of this Memorandum of Understanding shall remain in full force and effect for the duration of this Memorandum of Understanding.

5. MAINTENANCE OF EXISTING BENEFITS

Except as provided herein, all wages, hours and economic terms and conditions of employment presently enjoyed by employees shall remain in full force and effect during the entire term of this Memorandum of Understanding unless mutually agreed to the contrary by both parties hereto.

6. CITY RIGHTS

6.1 Management Rights

The City reserves, retains and is vested with, solely and exclusively, all rights of Management which have not been expressly abridged by specific provision(s) of this Memorandum of Understanding or by law to manage the City, as such rights existed prior to the execution of this Memorandum of Understanding. The sole and exclusive rights of Management, as they are not abridged by this Memorandum of Understanding or by law, shall include, but not be limited to, the following:

- 6.1.1** To manage the City generally and to determine the issues of policy.
- 6.1.2** To determine the existence or nonexistence of facts, which is the basis of the Management decision.
- 6.1.3** To determine the necessity and organization of any service or activity conducted by the City and expand or diminish services.

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- 6.1.4** To determine the nature, manner, means, and technology, and extent of services to be provided to the public.
- 6.1.5** To determine methods of financing.
- 6.1.6** To determine types of equipment or technology to be used.
- 6.1.7** To determine and/or change the facilities, methods, technology, means, and size of the work force by which the City operations are to be conducted.
- 6.1.8** To determine and change the number of locations, relocations, and types of operations, processes and materials to be used in carrying out all City functions including, but not limited to, the right to contract for or subcontract any work or operations of the City.
- 6.1.9** To assign work to and schedule employees in accordance with requirements as determined by the City and to establish and change work schedules and assignments.
- 6.1.10** To relieve employees from duties for lack of funds or lack of work or similar nondisciplinary reasons.
- 6.1.11** To establish and modify productivity and performance programs and standards.
- 6.1.12** To discharge, suspend, demote or otherwise discipline employees for proper cause.
- 6.1.13** To determine job classification and to reclassify employees.
- 6.1.14** To hire, transfer, promote or demote employees for nondisciplinary reasons in accordance with this Memorandum of Understanding and applicable Resolutions and Codes of the City.
- 6.1.15** To determine policies, procedures and standards for selection, training and promotion of employees.
- 6.1.16** To establish employee performance standards including, but not limited to, quality and quantity standards and to require compliance therewith.
- 6.1.17** To maintain order and efficiency in its facilities and operation.
- 6.1.18** To establish and promulgate and/or modify rules and regulations to maintain order and safety in the City, which are not in contravention

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with this Agreement.

6.1.19 To take any and all necessary action to carry out the mission of the City in emergencies.

6.2 Conformance with Rules

The City shall have the right to exercise the rights provided in sections 6.1.9 through 6.1.16 of the Management rights clause, in accordance with the City of Azusa Rules of the Civil Service System and exercise these rights in conformance with the Civil Service rules.

6.3 Meet and Confer

Except in emergencies, or where the City is required to make changes in its operations because of the requirements of law, whenever the exercise of Management's rights shall impact on employees of the bargaining unit, the City agrees to meet and confer with representatives of the Association regarding the impact of the exercise of such rights, unless that matter of the exercise of such rights is provided for in this Memorandum of Understanding, or in Personnel Rules and Salary Resolutions and Administrative Code(s) which are incorporated in this Agreement. By agreeing to meet and confer with the Association as to the impact and the exercise of any of the foregoing City Rights, Management's discretion in the exercise of these rights shall not be diminished.

7. WORKWEEK AND TIMEKEEPING INTERVAL

7.1 Workweek

The regular workweek for all employees covered by this agreement shall be forty (40) hours for a seven (7) day period beginning at 12:01 a.m. each Sunday and shall consist of four (4) days a week and ten (10) hours per day Monday through Thursday. Daily hours of work or shifts for employees within departments shall be assigned by the department head, as required to meet the needs of the department.

7.1.1 Notwithstanding 7.1, the City may maintain a five, eight-hour days per week schedule for employees currently assigned to such a schedule. Further, the City may assign a five, eight-hour per week schedule to employees preferring to work such a schedule.

7.2 Workday

The workday will consist of ten and one half (10½) hours with lunch and breaks to be scheduled in light of the departmental policy. The City reserves the right to determine the beginning and ending times of the workday.

7.3 Timekeeping Interval

In compliance with FLSA, the minimum timekeeping interval shall be one (1) ten (10) hour day.

8. SALARY

8.1 Salaries Effective July 1, 2020

The current base monthly salaries of employees in the unit covered by this MOU are set forth in "Exhibit A." Effective July 1, 2020 all unit members covered by this MOU active on payroll on pay date October 22, 2020, will receive a \$500.00 one-time stipend. This one-time lump sum stipend will cover July 1, 2020 through June 30, 2021 of this contract.

8.2 Cost of Living Increase

The following Cost of Living Adjustments (COLA) shall be implemented as set forth below:

- a. Effective July 1, 2021, the base salary range of each classification in the bargaining unit shall be increased by four percent (4%).
- b. Effective July 1, 2022, the base salary range of each classification in the bargaining unit shall be increased by three percent (3%).
- c. Effective July 1, 2023, the base salary range of each classification in the bargaining unit shall be increased by three percent (3%).

8.3 Automatic Payroll Deposit

The City will continue to offer Automatic Payroll Deposit in cooperation with any bank that utilizes the Automated Clearing House service.

8.4 Compensation Survey

The City agrees, upon City approval, to undertake a classification and compensation survey as requested at the January 5, 2016, City Council meeting. At that January 5, 2016 meeting, the City Council approved release of a request for proposals for a third party company to perform the classification and compensation survey. The proposed survey will address all active bargaining unit classifications and will be performed during calendar year 2016. In the event the City Council does not approve the hiring of an outside company to perform a classification and compensation survey, the City itself agrees to conduct a total (i.e., salary and benefits) compensation survey for half of the unit's active positions in calendar year 2016 and for the remaining half of the unit's active positions during calendar year 2017.

9. ADDITIONAL COMPENSATION

9.1 Acting Pay

An employee, assigned the full responsibility and decision making authority of a higher classification shall be paid (from the first day of the assignment), at the lowest step of the pay range for the higher classification that provides at least a 5% increase but does not exceed the top step of the range for the higher classification.

An employee assigned the majority of the work for a higher classification for a period in excess of 80 consecutive work hours shall be paid, following the 80th hour of the assignment, at the lowest step of the pay range for the higher classification that provides at least a 5% increase but does not exceed the top step of the range for the higher classification.

An employee otherwise eligible for acting pay shall not be eligible during scheduled periods of vacation or when on *Sick Leave*.

9.2 Automobiles

The City shall provide automobiles for the employees occupying the following positions:

Assistant Director of Electric Operations

Assistant Director of Water Operations

Other employees may take a City vehicle home when it must be used either before or after the commute for attendance at a meeting or other City-related function, or for the purpose of making the employee available for emergency response.

9.3 Bilingual Pay

Effective July 1, 2020, the City shall pay an additional \$125 per month to personnel demonstrating a proficiency in a foreign language if they are assigned and required to speak and translate the foreign language in performance of their duties.

An additional payment of \$100 per month shall be paid to those who are proficient in writing a foreign as well. Such payment is conditional upon demonstration of the foreign language proficiency by a qualified third-party examiner mutually agreed upon by both the City and the Association.

Employees may apply for bilingual pay at any time; however, examinations shall be conducted semi-annually.

9.4 Deferred Compensation (City-paid)

The City shall provide \$150 per month in deferred compensation.

Effective July 1, 2020, the City shall provide \$250 per month in deferred compensation.

Effective January 1, 2021 and each year during the open enrollment period employees whose premiums exceed their FBP contribution amount have the option to redirect the City paid deferred compensation contribution of \$250.00 and have that amount added to their FBP.

9.5 Educational Incentive Pay

Effective July 1, 2020 all employees covered under this MOU who possess a **master's degree** from an accredited college or university in an academic subject, or a numbered certificate issued by a State or professional organization, appropriate to his/her job description, and not a simple membership in a professional organization, shall receive education incentive pay in the amount of \$250 per month.

9.6 Longevity Pay

Employees shall receive *Longevity Pay* as follows:

Effective July 1, 2020, the monthly *Longevity Pay* for employees shall be in accordance with the following schedule:

10 yrs = \$200

15 yrs = \$300

20 yrs = \$400

Notwithstanding the foregoing, employees currently receiving a higher dollar amount of longevity pay than the amount provided for above shall continue to receive the higher dollar amount until eligible for an increase based on the schedule set forth above.

10. FLEXIBLE BENEFIT PLAN

10.1 Definition

Effective August 1, 1993, the City's existing Cafeteria Benefit Plan (CBP) was converted to an IRS Section 125 Flexible Benefit Plan (FBP) administered by either the City or its designee. This plan can be used by the employee to pay, to the extent available, for qualified benefits as determined by the IRS. The employee understands that, in the event the total premiums and/or expenses for qualified benefits selected by him/her exceed the amount of the FBP; the excess shall be deducted from pre-tax wages of the employee. Effective March 21, 2016, the City added a voluntary vision plan

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applicability to the FBP with no city contribution.

10.2 Amount of Monthly Benefit

Currently, the City maintains and will continue to maintain during the term of this MOU, a Flexible Benefit Plan (FBP) contribution.

In 2016 the City maintained a flexible Benefit Plan contribution in the amount equal to the CalPERS, Los Angeles County, Kaiser Family Plan Rate plus the 2016 Delta Dental PPO Family Plan Rate, for a total Flexible Benefit Plan contribution of one thousand three hundred forty-six dollars (\$1346).

Effective July 1, 2020, the Flexible Benefit Plan will increase to one thousand five hundred dollars (\$1,500) per month for each employee. This plan is voluntary and can be used by the employee to pay, to the extent available, for qualified benefits as determined by the IRS. The employee understands that, in the event the total premiums and/or expenses for qualified benefits selected by him/her exceed the amount of the FBP, the excess shall be deducted from pre-tax wages.

Effective January 1, 2021 and each year during the open enrollment period employees whose premiums exceed their FBP contribution amount have the option to redirect the City paid deferred compensation contribution and have that amount added to their FBP (see section 9.4).

The City agrees to a limited reopener to discuss a potential increase to the FBP in the final year 2024 of this MOU. Any increase negotiated would be effective January 1, 2024. The bargaining group must approach the Human Resources Division to request a reopener if it is desired at that time. The mutual agreement of the parties is required for any change.

10.3 Opt Out or Opt for Less Coverage

Effective July 1, 2020, for those employees hired before January 1, 2016, the City will continue to provide a cash-out option up to a cap of \$1,346 for any employee who provides proof of other coverage for themselves and their dependents or otherwise does not use the entire FBP amount. This amount may be used to purchase other benefits or paid out in cash, at the employee's option. The remaining \$154 of the FBP contribution may be used to purchase any eligible benefit.

Effective July 1, 2021, for those employees hired before January 1, 2016, the City will reduce the amount of the cash-out option from \$1,346 to a cap of up to \$1,000 for any employee who provides proof of other coverage for themselves and their dependents or otherwise does not use the entire FBP amount. This amount may be used to purchase other benefits or paid out in cash, at the employee's option. The remaining \$500 of the FBP contribution may be used to purchase any eligible benefit.

For those employees hired on or after January 1, 2016, the City will provide a medical opt-

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out program for employees who provide proof of other coverage for themselves and their dependents. Employees waiving coverage for themselves and their dependents will receive three hundred dollars (\$300.00) per month in lieu of such coverage.

10.4 Eligibility

In order for an employee to be eligible for the FBP in any given month, he/she must be on payroll on the first work day (excluding recognized paid City holidays) of that month.

A new employee will be eligible for the full FBP applicable to his/her bargaining unit if he/she begins work on the first work day (excluding recognized paid City holidays) of the month. An employee whose date of hire is on the second work day (excluding recognized paid City holidays) of the month or thereafter will not be eligible for the FBP for that month.

If an employee does not meet the qualifying work time in any given month, arrangements must be made with the Finance Department to reimburse the City for any benefits that have already been paid out on the employee's behalf for that month. The Finance Department will notify the employee if he/she has not met the qualifying work time for eligibility for the FBP.

10.5 Termination

The City will not be responsible for payment of any qualified benefits on behalf of the employee following the month of termination. If an employee represented by the Association wishes to continue his/her qualified benefits, advance payment for such qualified benefits will be deducted from the employee's final pay.

11. LEAVE TYPES/ DAYS OFF

11.1 Administrative Leave

Employees shall receive fifty (50) hours per year of *Administrative Leave* beginning on July 1, 2006.

An Employee Leave Request must be approved by the appropriate department head prior to the use of *Administrative Leave* and such leave may not be carried over into the next fiscal year or cashed in if not used. Unused *Administrative Leave* may, however, be converted to *Vacation Leave*. An employee who wishes to convert accrued unused *Administrative Leave* to *Vacation Leave* shall notify the Finance Department any time before June 15 of the desired conversion. It is the responsibility of the employee to request conversion.

Administrative Leave shall be granted with due regard for the employee's wishes and the operational needs of the department.

11.2 Bereavement leave

An employee may be permitted to take up to forty (40) hours of *Bereavement Leave* in the event of the death of a member of his or her immediate family. "Immediate family" member is herewith defined as a mother; father, step-mother, step-father, brother, sister, spouse, child, step-child, mother-in-law, father-in-law, grandparents or grandchildren or relative living within the employee's household. Persons in loco parentis may also be considered under certain circumstances. Such leave shall not be charged against the employee's *Sick Leave* or vacation.

Bereavement Leave for close personal relationships other than listed relationships may be approved by Department Head and Director of Human Resources.

In addition to *Bereavement Leave*, an employee may request up to twenty (20) hours of *Sick Leave* in the event of the death of an immediate family member. Such leave shall be charged against the employee's accrued *Sick Leave* balance and shall be considered in calculating his or her ability to convert the balance.

11.3 Holidays

11.3.1 Designated Holidays

The employee shall receive time off with pay for the following holidays but only if the employee is paid for the scheduled workday that precedes and the scheduled workday that follows the holiday. If a holiday falls on an employee's scheduled day off, the employee shall receive the holiday on the next scheduled business day.

The dates upon which these holidays shall be observed are listed as follows:

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Holiday Schedule	Month	FY 2020/2021	FY 2021/2022	FY 2022/2023	FY 2023/2024
Independence Day July 4th	July	6	5*	4*	4*
Labor Day 1st Monday in September	Sept	7*	6*	5*	4*
Columbus Day 2nd Monday in October	Oct	12*	11*	10*	9*
Veteran's Day November 11th	Nov	11	11	14* 0	13*
Thanksgiving Day 4th Thursday in November	Nov	26	25	24	23
Christmas Day December 25th	Dec	28*	27	26*	25
New Year's Day January 1st	Jan	4*	3*	2*	1*
Martin Luther King Day 3rd Monday in January	Jan	18*	17*	16*	15*
President's Day 3rd Monday in February	Feb	15*	21*	20*	19*
Memorial Day Last Monday in May	May	31*	30*	29*	27*

* = Monday

11.3.2 Floating Holidays

The City and the Association agree to two floating holidays of ten (10) hours each. All floating holidays shall be requested in advance from the appropriate department head or division chief. Enough employees shall remain at work during floating holidays so that the City's business may be conducted. Floating holidays shall accrue on July 1 and must be taken by the following June 30, or the hours will be forfeited.

11.4 Industrial Leave

A regular employee who is temporarily or permanently incapacitated as a result of injury or illness determined to be compensable under the Workers' Compensation Act shall be granted *Industrial Leave* under the following terms and conditions:

11.4.1 An employee granted Industrial Leave shall continue to be compensated at his regular rate of pay in lieu of temporary disability payments.

11.4.2 Should it be determined that an employee's illness or injury did not arise in the course of the employee's employment with the City or that the employee is not temporarily or permanently incapacitated or disabled as a result of the injury or illness, then the employee's accrued or, if insufficient, future *Sick Leave* shall be charged to reimburse the City for any payments made to the employee pursuant to (1) above.

11.4.3 An *Industrial Leave* of up to ninety (90) calendar days shall be authorized for each injury or illness determined to be compensable under the Workers' Compensation Act. Paid leave may be continued subject to review by the City Council at the end of such ninety (90) calendar day period to a maximum of one (1) calendar year. Supporting medical documentation must accompany such requests for leave and be submitted thirty (30) days prior to expiration date.

11.4.4 Except as provided in (2) above, no employee shall have accrued *Sick Leave* deducted while on *Industrial Leave*. Vacation and *Sick Leave* shall accrue for an employee on *Industrial Leave*.

11.4.5 *Industrial Leave* shall expire when one of the following conditions occurs:

11.4.5.1 Employee is able to return to work to his/her regular position.

11.4.5.2 The day before the employee is retired or separated for disability. The employee's "retirement date" shall be the first of the month after all of the following occur and are determined by the California Public Employees' Retirement

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System:

- 11.4.5.2.1** The employee's condition is determined to be permanent or of an extended duration.
- 11.4.5.2.2** The degree of disability precludes continued employment by the employee in his present position.
- 11.4.5.2.3** Alter fifty-two (52) weeks of industrial disability payments.

11.4.6 Physicians may be assigned in compliance with the Health and Safety Code and the Workers' Compensation Laws of the State of California (Ref.: Section 4600 - Labor Code.)

11.5 Sick Leave

Sick Leave shall not be construed as a right except where as required by law, but shall be allowed only in case of necessity or actual sickness, disability, or other reason for which sick leave may be used under the California Healthy Workplaces, Healthy Families Act. *Sick Leave* must be exhausted before compensatory time off or *Vacation Leave* may be used for *Sick Leave* reasons.

11.5.1 Reasons for Use of Sick Leave

Sick Leave shall be granted for the following reasons:

- 11.5.1.1** Personal illness or physical incapacity.
- 11.5.1.2** The illness of a member of the employee's immediate family (as defined pursuant to the Healthy Workplaces, Healthy Families Act) that require the employee's personal care and attention.

Sick Leave use under Section 11.5.1.2 shall be limited to twelve days per year; except that up to twelve weeks per year (running concurrently with family medical leave) may be approved by the department head when a relative covered under Section 11.5.1.2 has an illness, injury, or condition, which may be expected to be of long duration, has no reasonable date of termination and requires continuous or intermittent care by the employee.

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- 11.5.1.3** Enforced quarantine of the employee in accordance with Health Department regulations.
- 11.5.1.4** Medical, dental, and optical appointments.
- 11.5.1.5** Personal Business not to exceed a maximum of forty (40) hours during any one (1) year. *Personal business*" means those items of *Personal Business* that can only be taken care of during regular working hours of the employee. Personal business leave shall be approved or disapproved by the department head in accordance with this section. Departments are to use the earning code PB for this purpose. *Personal Business* shall be debited against the employee's *Sick Leave* balance but *Sick Leave* taken as *Personal Business Leave* shall not be taken into consideration for the purposes of the *Sick Leave* Cash-In program or with regard to employee performance evaluations. Employees must provide advance notice for *Personal Business Leave* whenever possible.
- 11.5.1.6** Any other lawful reason for which paid sick leave must be allowed pursuant to law, including but not limited to those reasons articulated in the California Healthy Workplaces, Healthy Families Act.

11.5.2 Accrual and Use

For employees hired prior to January 1, 2011, Sick Leave shall accrue at the rate of ten hours per month for each calendar month of paid employment, with unlimited accumulation.

For employees hired on or after January 1, 2011, Sick Leave shall accrue at the rate of ten hours per month for each calendar year of paid employment. No more than 960 hours of sick leave may be accrued. Balances accrued over 960 hours will be paid out annually at a rate of 25% as a wellness bonus. New City employees that become new unit members, hired on or after February 1, 2016, will not be entitled to any pay out of sick leave; sick leave accruals will simply stop after accrual of 960 hours.

11.5.3 One-Fourth Conversion

If the employee has used more than three, but not more than six days of *Sick Leave*, excluding time spent on personal business or bereavement, he or she would have the following options:

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11.5.3.1 Carry over the accrual and add it to his or her *Sick Leave* balance.

11.5.3.2 Convert, only to the extent that his/her balance is more than zero at the beginning of the new year, one-fourth of the accrual to *Vacation* or convert one-fourth to cash (but no combination of these two); unused, unconverted leave would then be added to the employee's *Sick Leave* balance.

11.5.4 One-Third Conversion

If the employee has used no more than three days of *Sick Leave*, excluding time spent on personal business or bereavement, he or she would have the following options:

11.5.4.1 Carry over the accrual and add it to his or her *Sick Leave* balance.

11.5.4.2 Convert, only to the extent that his/her balance is more than zero at the beginning of the new year, one-third of the accrual to *Vacation* or convert one-third of it to cash (but no combination of these two); unused or unconverted leave would then be added to the employee's *Sick Leave* balance.

A decision to convert *Sick Leave* according to the policies stated shall be made by March 31.

11.5.5 Conversion to Cash upon Retirement or Separation

The employee may convert fifty percent (50%) of his or her accrued *Sick Leave* balance to cash upon disability retirement (if he or she has been employed by the city a minimum of five (5) years); or voluntary retirement (if he or she has been employed by the city a minimum of ten (10) years).

Upon death of an employee, who has reached permanent status, the City shall convert 50% of the deceased employee's accrued sick leave balance to cash. The cash shall be payable to the deceased employee's beneficiary or estate.

Upon separation for other reasons, employee may convert fifty percent (50%) of his or her accrued *Sick Leave* balance to cash for hours in excess of three hundred twenty (320) hours to a maximum payment of two hundred forty (240) hours.

Upon voluntary separation with at least twenty-five (25) years of service with the City, employee may convert one hundred percent (100%) of his or her accrued *Sick Leave* balance to cash.

In case of layoff, the employee shall be allowed to convert 100% of his or her accrued *Sick Leave* balance to cash.

11.5.6 Conversion to Service Credit Upon Retirement

Pursuant to the terms of the City's contract, as amended, with the California Public Employees' Retirement System, upon voluntary retirement the employee may convert 100% of his or her accrued *Sick Leave* balance, less any amount converted to cash under the provisions of Section 11.5.4, to retirement service credit.

11.6 Vacation Leave

11.6.1 Required Usage and Carryover

Leave will be credited on a "per-pay-period" basis. Employees shall be required to use one-half (½) of their annual *Vacation* accrual yearly. Employees shall be able to carry over *Vacation* accrual from one year to the next, cumulatively, up to a maximum of seventy-eight (78) times the then-current pay period rate of *Vacation* accrual. New City employees that become new unit members, hired on or after February 1, 2016, will accrue up to a maximum of three hundred (300) hours. Future accrual which exceed the aforementioned maximums, shall be paid to the employee as it is accrued.

Commencing on August 1, 2010, if the employee's balance is at or above the maximum, any accrual in excess of the maximum shall be paid as earned. In special cases where it has not been possible, due to work load or other factors, for the employee to use his or her *Vacation* before reaching a maximum, it shall be within the department head's authority to authorize cash payment in lieu of time off.

11.6.2 Cash-In Policy

Employees covered by this Memorandum of Understanding may convert *Vacation* time to cash with administrative approval.

11.6.3 Accrual

Vacation Leave shall accrue as follows:

Through the 5 th year of employment	120 hours
Through the 6 th year of employment	128 hours
Through the 7 th year of employment	136 hours
Through the 8 th year of employment	144 hours
Through the 9 th year of employment	152 hours
Through the 10 th year of employment	160 hours

Azusa Mid-Management Association MOU July 1, 2020 through June 30, 2024

Through the 11 th year of employment	168 hours
Through the 12 th year of employment	176 hours
Through the 13 th year of employment	184 hours
Through the 14 th year of employment	192 hours
Through the 15 th year of employment	200 hours
Through the 16 th year of employment	210 hours

12. COMPUTER LOAN PROGRAM

Availability of a Computer Loan Program shall cease as of February 1, 2016. While prior loans will continue to be paid back pursuant to the prior terms, no further loans shall be issued.

13. DAMAGE TO PERSONAL EFFECTS

If, in the course of business, an employee's personal clothing or *effects* are accidentally damaged or destroyed, the employee may submit a claim for reimbursement for up to one hundred dollars (\$100).

Employee will submit claim to their department head for his or her recommendation to the City Administrator for his or her consideration.

14. EMPLOYEE ASSISTANCE PLAN

The City will continue to maintain the Employee Assistance Plan.

15. LAYOFF OR RECLASSIFICATION

The City agrees that in the event employees represented by the Association are laid *off* from their employment or are reclassified to a lesser classification, a minimum of forty-five (45) calendar days' notice will be given to each individual affected employee. Such notice shall be in writing and signed by an appropriate management employee.

16. LICENSE RENEWAL

The City agrees to pay the cost of maintaining certifications and licenses that are necessary to maintain the minimum requirements for the licensee's job.

17. LIFE INSURANCE

The City shall provide term life insurance equal to one and one-half (1½) times annual salary.

18. PROPRIETARY INFORMATION AGREEMENT

All unit employees will be subject to state and federal laws prohibiting the disclosure of confidential business information, trade secrets and other proprietary information. The City will provide orientation on employee obligations under such laws for existing and new

employees.

19. RETIREMENT

The City shall continue its contract with the California Public Employee Retirement System CalPERS, for current members at the "2% @ 55 full formula" plan. The City shall also maintain the increased level of the 1959 Survivor Benefit. The City shall continue to pay its portion of the cost except as provided for in this section.

In light of the California Public Employees' Pension Reform Act of 2013 (PEPRA), effective February 1, 2016, all unit members other than "new members" as defined by PEPRA and/or California Government Code section 7522.04(1) shall individually pay an additional 2%, resulting in a total of 7%, of "compensation earnable" as defined in Government Code section 20636, representing the member employee's contribution to the CalPERS. These contributions shall, at the time of termination, belong to the employee. All other required contributions for unit members other than "new members" as defined by the PEPRA and/or California Government Code section 7522.04(1) shall be made by the City. The member's contribution shall be made on a "cost sharing" basis and shall be considered a contribution toward the employer's contribution share.

Unit members who are "new members" as defined by PEPRA and/or California Government Code section 7522.04(1), shall be required to pay a PERS contribution in an amount equal to 50% of the normal cost rate, up to a maximum of 8%, for the Defined Benefit Plan provided for by PEPRA, in which the new member is enrolled, rounded to the nearest quarter of 1% or the current contribution rate of similarly situated employees, whichever is greater, pursuant to Government Code section 7522.30.

Those "new members" shall be enrolled in the 2% at 60 Benefit Plan, as provided for in Government Code section 7522.25(e), with a final compensation measurement period of 36 consecutive months as set forth in Government Code section 7522.32(a), and their retirement benefits shall be calculated based on "pensionable compensation" (Section 7522.10) rather than compensation earnable (Section 20636).

19.1 Optional Benefits

19.1.1 The City's contract with the CalPERS includes the additional benefit of *Service Credit for Unused Sick Leave*.

19.1.2 The City's contract with the CalPERS includes participation in the *Two Years Additional Service Credit* as authorized by the State Legislature.

19.1.3 The City's contract with CalPERS includes *Employer-Paid Member Contribution as Compensation* in base pay during the final compensation period.

19.1.4 CalPERS Service Credit for Military Service

The CalPERS *Service Credit for Military Service* Credit Purchase Assistance Plan described below shall be made available to full-time regular employees who have completed their initial probation period with the City.

The City's contract with CalPERS includes the provisions of Section 21024, *Military Service Credit as Public Service*. Eligible employees with qualifying military service can contact CalPERS and arrange to be billed for the service credit (CalPERS' estimate is \$5,000 per year of service). The City shall reimburse the employee for 25% of the amount of the bill.

If desired, the employee may apply for a loan from the City for the remaining 75%. The employee shall apply for the loan on a City-provided loan application. If the employee qualifies, the City will fund the loan on an interest-free basis. Loan payments must be by payroll deduction. Each loan payment period shall not exceed six years. The City may require collateral.

Any remaining loan balance must be paid in full at the time of separation of employment. Payment will be made directly and/or by deduction from the last paycheck. In the event an outstanding balance remains, the employee is responsible for making payment arrangements. The failure to make full payment will obligate the employee to pay the City's attorney's fees in any restitution process.

19.2 PARS Retirement Enhancement

Beginning July 1, 2007, employees agreed to pay for Public Agency Retirement Services benefits which add a half percent (0.5%) to the PERS 2% at age 55 formula, such that at age 55, the benefit factor would equate to 2.5% in total between PERS and PARS. The PARS program which employees agreed to pay for is commonly referred to as the "stackable plan" meaning that the half percent (0.5%) benefit factor is added to the amount provided by the PERS program regardless of the age of the retiring employee, provided, however, the retiring employee has reached the qualifying retirement age of 55.

Effective July 1, 2007 through December 31, 2008, the City will contribute the initial one percent (1%) cost of the PARS program. Up to seven and one half percent (7.5%) of the remaining cost will come out of the employee's base pay as an employee contribution payroll deduction administered by the City. The City will contribute any balance beyond the initial one percent (1%) and the employee contribution.

Effective January 1, 2009 the City will contribute an additional five percent (5%) of the employee's contribution. The employee's contribution will cap at two and one half percent (2.5%). Effectively the City will contribute the first six percent (6%); the employee will contribute the next two and one half percent (2.5%) and then the City

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will contribute any portion beyond the eight and one half percent (8.5%).

- 19.2.1** All amounts deducted from employees' base pay will be tax deferred.
- 19.2.2** Retiring employees must be vested 5 consecutive years with the City of Azusa, and must be age 55 or above to be eligible for PARS retirement benefits.
- 19.2.3** Employees must pay into the PARS program for one year before they can be eligible to retire.
- 19.2.4** Prior years served in other Cities under the PERS program will be counted toward service credit when the PARS benefit is calculated and made part of benefit upon retirement.
- 19.2.5** Like PERS, the employee can take their contribution out of PARS in cash when separated from the City, plus interest accrued @ 4% per year.
- 19.2.6** Basis for PARS portion of retirement calculation is single highest year of salary.
- 19.2.7** For purposes of PERS benefit calculation, the employee's contribution to PARS is considered as a part of base salary; hence it does not *affect* PERS retirement calculation.
- 19.2.8** No Association employee may opt out of participation in the PARS program.
- 19.2.9** The cost to participate in PARS is not fixed and may be changed depending on future cost studies for bargaining group.

19.3 Health Insurance During Retirement

Beginning with the first month after retirement, for employees who, at the time of retirement from the City of Azusa, have attained the age of fifty (50) and have at least fifteen (15) cumulative years of service with the City of Azusa, the City will reimburse monthly to the employee, until the employee passes away, an amount equal to seventy-five percent (75%) of the single-coverage premium in the employee's comprehensive health insurance plan. For employees who, at the time of retirement from the City of Azusa, have attained the age of fifty (50) and have at least twenty (20) cumulative years of service with the City of Azusa, the City will reimburse the employee an amount equal to one hundred percent (100%) of the single-coverage premium in the employee's comprehensive health insurance plan, or one hundred percent (100%) of the coverage premium for the retiring employee and their spouse (at the time of retirement) at the lowest available health maintenance organization (HMO) premium; in the event that the employee passes away and is survived by an eligible spouse, the

Azusa Mid-Management Association MOU July 1, 2020 through June 30, 2024

coverage for the surviving spouse shall continue until he or she passes away. The amount of the City's contribution shall vary, up or down, depending upon the employee's choice of health insurance carrier and its periodic changes in its rates. The minimum contribution (currently \$139 per month) that the City pays directly to CalPERS for PEMCHA shall be considered to be part of that portion paid by the City. If a retired employee maintains health insurance other than a CalPERS plan, the maximum amount the City will pay for the insurance premium will not exceed the single premium for the CalPERS Careplan.

19.4 Monthly Cash Payout Option Equivalent to Health Insurance Benefit Upon Retirement

Employees with qualified medical retirement benefits as defined in section 19.3, and who retire under PERS from the City of Azusa, may elect to be paid a Cash Equivalent amount on a monthly basis regardless of whether they are paying a health insurance premium. The employee must indicate his or her choice of this option within 30 days of retirement from the City of Azusa of his or her interest in being paid a Cash Equivalent amount. If employee elects to choose a Cash Equivalent payment, the City will pay monthly to retired employee until the retired employee passes away, a cash amount equivalent to the single-coverage premium in the Cal PERS Care health plan based on the percentage benefit the retired employee is eligible to receive as defined in section 19.3. For example, an employee at age 50 with 15 years with the City would be eligible to receive a cash equivalent payment on a monthly basis equal to 75% of this cost as set forth by the CalPERS Care plan, including monthly adjustments to account for increases in the premium amounts as set forth by CalPERS Care.

19.5 Health Reimbursement Account (HRA)

For employees hired in full-time status on or after July 1, 2020:

RHI Tier II: Unit members hired after the ratification of this agreement will be enrolled in the PORAC Retiree Medical Trust plan. The City will make monthly contributions to the PORAC retiree medical trust in lieu of lifetime medical with the City's monthly contribution as follows:

<u>Years of Continuous Service</u>	<u>City Contribution</u>
1-5 Years of Continuous Service*	\$150/month
5+ Years of Continuous Service*	\$250/month

**Until the employee retires or separates from employment*

Contribution to the Trust of these funds will follow the agreement guidelines between AMMA and PORAC.

20. TUITION REIMBURSEMENT

The City's Tuition Reimbursement Administrative Policy, as of the adoption of this MOU, is incorporated herein and applied to unit members for tuition reimbursement.

21. UNIFORM ALLOWANCE

Retroactive to July 1, 1996, employees that are permanently assigned to work in departments wherein employees typically receive a uniform allowance shall receive a uniform allowance commensurate with that of their respective work groups.

22. REOPEN OF NEGOTIATIONS DURING TERM OF AGREEMENT

The City agrees to a limited reopener to discuss a potential increase to the FBP in the final year 2024 of this MOU. Any increase negotiated would be effective January 1, 2024. The bargaining group must approach the Human Resources Division to request a reopener if it is desired at that time. The mutual agreement of the parties is required for any change.

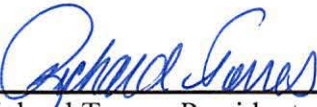
23. FAIRNESS AGREEMENT


If the City gives any other bargaining unit(s) a higher amount or higher value of a benefit (from that which was not already in effect or negotiated as of June 30, 2020) than that which was given to employees in this MOU, employees in this unit shall be given the same higher amounts or higher value of benefits, for the following provisions and terms, as those given to the other bargaining unit(s):


- Salary increases – (1) for the period of July 1, 2020 through June 30, 2021, if City grants any other bargaining unit(s) a salary increase over than that stated for the same period in Section 8.2, the City will grant employee(s) in this unit the same salary increase for the period of July 1, 2020 through June 30, 2021 with the understanding that any salary increase given will be deducted from the salary increase to be effective July 1, 2021 as stated in Section 8.2. The total salary increase for this bargaining unit will not exceed the sum total salary increase(s) stated in Section 8.2 of this contract for the entire term of this contract and (2) if the City grants the Police Management group with salary increases over thirteen percent (13%) for the period of January 1, 2021 through December 31, 2024, the City will grant employee(s) in this unit the additional salary increase for the difference between 10% and 13% in the final year of this MOU. For example, if the Police Management group receives a 16% salary increase over their contract term, employee(s) in this unit will receive an additional 3% effective July 1, 2023 (difference of 16% minus 13% = 3%).
- Flexible benefit plan (FBP) contributions – for the entire term of this contract, if the City grants any other bargaining unit(s) a higher FBP contribution over than what is already in effect or negotiated as of June 30, 2020 and in prior MOU'S, the City will grant employee(s) in this unit the same higher amount to be effective on the same date(s) given to other bargaining unit(s).


Azusa Mid-Management Association MOU July 1, 2020 through June 30, 2024


AZUSA MID-MANAGEMENT ASSOCIATION

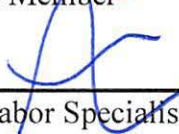

Richard Torres, President 10/22/2020
Date


Mike Guadagnino, Vice President 10/22/2020
Date


Meljssa Barbosa, Secretary 10/22/2020
Date


Liza Sagun, Treasurer 10/22/2020
Date


Tim Vuong, Board Member 10/22/20
Date

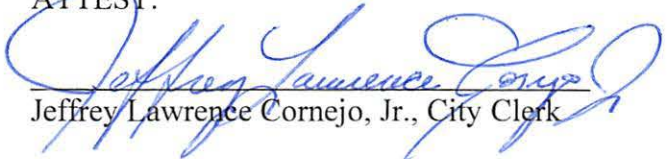

Michael McGill, Labor Specialist, Adams, Ferrone & Ferrone 10/22/20
Date

CITY OF AZUSA


Sergio Gonzalez, City Manager 1-20-21
Date


Talika M. Johnson, Director of Administrative Services 1/14/2021
Date

ATTEST:


Jeffrey Lawrence Cornejo, Jr., City Clerk

APPROVED AS TO FORM AND CONTENT:


Marco Martinez, Best Best & Krieger

EXHIBIT A
AMMA Salary Schedules
Currently in Effect

CLASSIFICATION	RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
ASSISTANT CHIEF DEPUTY CITY CLERK	3243	5,127.65	5,348.30	5,579.92	5,823.16	6,078.49
ASST DIR OF UTL - ELECTRIC OPS	3558	11,149.03	11,706.48	12,291.80	12,906.39	13,551.71
ASST DIR OF UTL - WATER OPS	3557	9,823.23	10,314.37	10,830.09	11,371.72	11,940.31
ASST DIR OF UTL-CUST CARE & SOL	3557	9,823.23	10,314.37	10,830.09	11,371.72	11,940.31
ASST DIR OR UTL- RESOURCE MGMT	3570	11,148.83	11,706.48	12,292.23	12,907.36	13,552.73
ASST DIRECTOR OF PUBLIC WORKS	3531	8,772.49	9,211.13	9,671.68	10,155.27	10,663.02
BUILDING OFFICIAL	3435	7,259.85	7,622.83	8,003.98	8,404.18	8,824.37
COMMUNITY IMPROVEMENT MGR	3370	6,588.72	6,918.15	7,264.07	7,627.29	8,008.64
ELECTRICAL ENGINEER	3448	7,532.91	7,909.54	8,305.03	8,720.28	9,156.28
ENVIRONMENTAL PROGRAMS MANAGER	3213	7,340.28	7,708.03	8,093.18	8,498.35	8,923.28
ENVIRONMENTAL PROGRAMS SPECIALIST	3204	6,481.21	6,804.85	7,144.62	7,500.61	7,874.24
FINANCE MANAGER	3213	7,340.28	7,708.03	8,093.18	8,498.35	8,923.28
INFO TECH SYS & NETWORK MGR	3531	8,772.49	9,211.13	9,671.68	10,155.27	10,663.02
LIBRARY SERVICES MANAGER	3348	6,634.12	6,965.83	7,314.12	7,679.83	8,063.82
NEIGHBORHOOD SVCS COORDINATOR	3210	5,841.62	6,133.20	6,440.95	6,762.13	7,099.42
PLANNING MANAGER	3436	7,622.84	8,003.98	8,404.18	8,824.37	9,265.59
POLICE ADMINISTRATIVE SVC MGR/COR	3412	8,204.39	8,614.61	9,045.34	9,497.61	9,972.49
POLICE DEPT INFO SYS MANAGER	3345	7,279.70	7,643.67	8,025.86	8,427.16	8,848.50
PUBLIC WORKS SUPERINTENDENT	3435	7,259.85	7,622.83	8,003.98	8,404.18	8,824.37
REC SUPER- PARKS OPERATIONS	3365	6,450.85	6,773.38	7,112.05	7,467.66	7,841.04
REC SUPER- PROGRAMS & SVCS	3365	6,450.85	6,773.38	7,112.05	7,467.66	7,841.04
SENIOR ELECTRICAL ENGINEER	3515	8,706.57	9,141.91	9,598.99	10,078.92	10,582.89
SENIOR MGMT ANALYST	3306	5,450.62	5,729.88	6,131.93	6,472.61	6,813.26
SENIOR POWER RESOURCES COORD	3450	7,602.32	7,982.44	8,381.56	8,800.64	9,240.99
SENIOR POWER RESOURCES PLANNER	3460	8,534.32	8,961.05	9,409.10	9,879.18	10,373.14
SENIOR WATER SYSTEM ENGINEER	3515	8,706.57	9,141.91	9,598.99	10,078.92	10,582.89
UTIL ADM & FIN SVC MGR	3213	7,340.28	7,708.03	8,093.18	8,498.35	8,923.28
UTIL FINANCIAL SVCS ANALYST	3306	5,450.62	5,729.88	6,131.93	6,472.61	6,813.26

EXHIBIT A
AMMA Salary Schedules
Effective July 1, 2021

CLASSIFICATION	RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
ASSISTANT CHIEF DEPUTY CITY CLERK	3243	5,332.76	5,562.23	5,803.12	6,056.09	6,321.63
ASST DIR OF UTL - ELECTRIC OPS	3558	11,594.99	12,174.74	12,783.47	13,422.65	14,093.78
ASST DIR OF UTL - WATER OPS	3557	10,216.16	10,726.94	11,263.29	11,826.59	12,417.92
ASST DIR OF UTL-CUST CARE & SOL	3557	10,216.16	10,726.94	11,263.29	11,826.59	12,417.92
ASST DIR OR UTL- RESOURCE MGMT	3570	11,594.78	12,174.74	12,783.92	13,423.65	14,094.84
ASST DIRECTOR OF PUBLIC WORKS	3531	9,123.39	9,579.58	10,058.55	10,561.48	11,089.54
BUILDING OFFICIAL	3435	7,550.24	7,927.74	8,324.14	8,740.35	9,177.34
COMMUNITY IMPROVEMENT MGR	3370	6,852.27	7,194.88	7,554.63	7,932.38	8,328.99
ELECTRICAL ENGINEER	3448	7,834.23	8,225.92	8,637.23	9,069.09	9,522.53
ENVIRONMENTAL PROGRAMS MANAGER	3213	7,633.89	8,016.35	8,416.91	8,838.28	9,280.21
ENVIRONMENTAL PROGRAMS SPECIALIST	3204	6,740.46	7,077.04	7,430.40	7,800.63	8,189.21
FINANCE MANAGER	3213	7,633.89	8,016.35	8,416.91	8,838.28	9,280.21
INFO TECH SYS & NETWORK MGR	3531	9,123.39	9,579.58	10,058.55	10,561.48	11,089.54
LIBRARY SERVICES MANAGER	3348	6,899.48	7,244.46	7,606.68	7,987.02	8,386.37
NEIGHBORHOOD SVCS COORDINATOR	3210	6,075.28	6,378.53	6,698.59	7,032.62	7,383.40
PLANNING MANAGER	3436	7,927.75	8,324.14	8,740.35	9,177.34	9,636.21
POLICE ADMINISTRATIVE SVC MGR/COR	3412	8,532.57	8,959.19	9,407.15	9,877.51	10,371.39
POLICE DEPT INFO SYS MANAGER	3345	7,570.89	7,949.42	8,346.89	8,764.25	9,202.44
PUBLIC WORKS SUPERINTENDENT	3435	7,550.24	7,927.74	8,324.14	8,740.35	9,177.34
REC SUPER- PARKS OPERATIONS	3365	6,708.88	7,044.32	7,396.53	7,766.37	8,154.68
REC SUPER- PROGRAMS & SVCS	3365	6,708.88	7,044.32	7,396.53	7,766.37	8,154.68
SENIOR ELECTRICAL ENGINEER	3515	9,054.83	9,507.59	9,982.95	10,482.08	11,006.21
SENIOR MGMT ANALYST	3306	5,668.64	5,959.08	6,377.21	6,731.51	7,085.79
SENIOR POWER RESOURCES COORD	3450	7,906.41	8,301.74	8,716.82	9,152.67	9,610.63
SENIOR POWER RESOURCES PLANNER	3460	8,875.69	9,319.49	9,785.46	10,274.35	10,788.07
SENIOR WATER SYSTEM ENGINEER	3515	9,054.83	9,507.59	9,982.95	10,482.08	11,006.21
UTIL ADM & FIN SVC MGR	3213	7,633.89	8,016.35	8,416.91	8,838.28	9,280.21
UTIL FINANCIAL SVCS ANALYST	3306	5,668.64	5,959.08	6,377.21	6,731.51	7,085.79

EXHIBIT A
AMMA Salary Schedules
Effective July 1, 2022

CLASSIFICATION	RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
ASSISTANT CHIEF DEPUTY CITY CLERK	3243	5,492.74	5,729.10	5,977.21	6,237.77	6,511.28
ASST DIR OF UTL - ELECTRIC OPS	3558	11,942.84	12,539.98	13,166.98	13,825.32	14,516.59
ASST DIR OF UTL - WATER OPS	3557	10,522.64	11,048.75	11,601.19	12,181.39	12,790.46
ASST DIR OF UTL-CUST CARE & SOL	3557	10,522.64	11,048.75	11,601.19	12,181.39	12,790.46
ASST DIR OR UTL- RESOURCE MGMT	3570	11,942.63	12,539.98	13,167.44	13,826.36	14,517.68
ASST DIRECTOR OF PUBLIC WORKS	3531	9,397.09	9,866.96	10,360.30	10,878.33	11,422.23
BUILDING OFFICIAL	3435	7,776.75	8,165.58	8,573.86	9,002.56	9,452.67
COMMUNITY IMPROVEMENT MGR	3370	7,057.84	7,410.72	7,781.27	8,170.35	8,578.86
ELECTRICAL ENGINEER	3448	8,069.25	8,472.70	8,896.35	9,341.16	9,808.21
ENVIRONMENTAL PROGRAMS MANAGER	3213	7,862.91	8,256.84	8,669.41	9,103.43	9,558.62
ENVIRONMENTAL PROGRAMS SPECIALIST	3204	6,942.67	7,289.36	7,653.32	8,034.65	8,434.89
FINANCE MANAGER	3213	7,862.91	8,256.84	8,669.41	9,103.43	9,558.62
INFO TECH SYS & NETWORK MGR	3531	9,397.09	9,866.96	10,360.30	10,878.33	11,422.23
LIBRARY SERVICES MANAGER	3348	7,106.47	7,461.80	7,834.89	8,226.63	8,637.96
NEIGHBORHOOD SVCS COORDINATOR	3210	6,257.54	6,569.88	6,899.55	7,243.59	7,604.90
PLANNING MANAGER	3436	8,165.59	8,573.86	9,002.56	9,452.67	9,925.30
POLICE ADMINISTRATIVE SVC MGR/COR	3412	8,788.54	9,227.97	9,689.37	10,173.84	10,682.53
POLICE DEPT INFO SYS MANAGER	3345	7,798.01	8,187.90	8,597.30	9,027.17	9,478.51
PUBLIC WORKS SUPERINTENDENT	3435	7,776.75	8,165.58	8,573.86	9,002.56	9,452.67
REC SUPER- PARKS OPERATIONS	3365	6,910.15	7,255.64	7,618.43	7,999.36	8,399.32
REC SUPER- PROGRAMS & SVCS	3365	6,910.15	7,255.64	7,618.43	7,999.36	8,399.32
SENIOR ELECTRICAL ENGINEER	3515	9,326.48	9,792.81	10,282.44	10,796.54	11,336.39
SENIOR MGMT ANALYST	3306	5,838.70	6,137.85	6,568.52	6,933.46	7,298.36
SENIOR POWER RESOURCES COORD	3450	8,143.61	8,550.79	8,978.33	9,427.25	9,898.95
SENIOR POWER RESOURCES PLANNER	3460	9,141.96	9,599.08	10,079.03	10,582.58	11,111.71
SENIOR WATER SYSTEM ENGINEER	3515	9,326.48	9,792.81	10,282.44	10,796.54	11,336.39
UTIL ADM & FIN SVC MGR	3213	7,862.91	8,256.84	8,669.41	9,103.43	9,558.62
UTIL FINANCIAL SVCS ANALYST	3306	5,838.70	6,137.85	6,568.52	6,933.46	7,298.36

EXHIBIT A
AMMA Salary Schedules
Effective July 1, 2023

CLASSIFICATION	RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
ASSISTANT CHIEF DEPUTY CITY CLERK	3243	5,657.52	5,900.97	6,156.53	6,424.90	6,706.62
ASST DIR OF UTL - ELECTRIC OPS	3558	12,301.13	12,916.18	13,561.99	14,240.08	14,952.09
ASST DIR OF UTL - WATER OPS	3557	10,838.32	11,380.22	11,949.23	12,546.83	13,174.17
ASST DIR OF UTL-CUST CARE & SOL	3557	10,838.32	11,380.22	11,949.23	12,546.83	13,174.17
ASST DIR OR UTL- RESOURCE MGMT	3570	12,300.91	12,916.18	13,562.46	14,241.15	14,953.21
ASST DIRECTOR OF PUBLIC WORKS	3531	9,679.00	10,162.97	10,671.11	11,204.67	11,764.89
BUILDING OFFICIAL	3435	8,010.05	8,410.54	8,831.08	9,272.63	9,736.25
COMMUNITY IMPROVEMENT MGR	3370	7,269.57	7,633.04	8,014.71	8,415.46	8,836.22
ELECTRICAL ENGINEER	3448	8,311.33	8,726.88	9,163.24	9,621.40	10,102.45
ENVIRONMENTAL PROGRAMS MANAGER	3213	8,098.80	8,504.55	8,929.50	9,376.54	9,845.38
ENVIRONMENTAL PROGRAMS SPECIALIST	3204	7,150.95	7,508.04	7,882.92	8,275.69	8,687.93
FINANCE MANAGER	3213	8,098.80	8,504.55	8,929.50	9,376.54	9,845.38
INFO TECH SYS & NETWORK MGR	3531	9,679.00	10,162.97	10,671.11	11,204.67	11,764.89
LIBRARY SERVICES MANAGER	3348	7,319.66	7,685.65	8,069.93	8,473.43	8,897.10
NEIGHBORHOOD SVCS COORDINATOR	3210	6,445.27	6,766.98	7,106.53	7,460.90	7,833.05
PLANNING MANAGER	3436	8,410.55	8,831.08	9,272.63	9,736.25	10,223.06
POLICE ADMINISTRATIVE SVC MGR/COR	3412	9,052.20	9,504.81	9,980.05	10,479.06	11,003.01
POLICE DEPT INFO SYS MANAGER	3345	8,031.96	8,433.54	8,855.22	9,297.99	9,762.87
PUBLIC WORKS SUPERINTENDENT	3435	8,010.05	8,410.54	8,831.08	9,272.63	9,736.25
REC SUPER- PARKS OPERATIONS	3365	7,117.46	7,473.31	7,846.98	8,239.34	8,651.30
REC SUPER- PROGRAMS & SVCS	3365	7,117.46	7,473.31	7,846.98	8,239.34	8,651.30
SENIOR ELECTRICAL ENGINEER	3515	9,606.27	10,086.60	10,590.91	11,120.44	11,676.48
SENIOR MGMT ANALYST	3306	6,013.87	6,321.98	6,765.58	7,141.46	7,517.32
SENIOR POWER RESOURCES COORD	3450	8,387.91	8,807.31	9,247.68	9,710.06	10,195.92
SENIOR POWER RESOURCES PLANNER	3460	9,416.22	9,887.05	10,381.40	10,900.05	11,445.06
SENIOR WATER SYSTEM ENGINEER	3515	9,606.27	10,086.60	10,590.91	11,120.44	11,676.48
UTIL ADM & FIN SVC MGR	3213	8,098.80	8,504.55	8,929.50	9,376.54	9,845.38
UTIL FINANCIAL SVCS ANALYST	3306	6,013.87	6,321.98	6,765.58	7,141.46	7,517.32

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