

**CITY OF SOUTH PASADENA
RESOLUTION NO. 7939**

**A RESOLUTION OF THE CITY COUNCIL OF THE
CITY OF SOUTH PASADENA, CALIFORNIA,
ADOPTING A MEMORANDUM OF
UNDERSTANDING BETWEEN THE CITY OF
SOUTH PASADENA AND THE SOUTH PASADENA
PUBLIC SERVICE EMPLOYEES' ASSOCIATION,
SUPERSEDING RESOLUTION NO 7774 AND
RESOLUTION NO. 7917**

WHEREAS, California Government Code Section 3500, et seq., (the Meyers-Milias-Brown Act) requires that public employers meet and confer regarding wages, hours, and other terms and conditions of employment; and

WHEREAS, in early 2024, the City initiated a salary survey of compensation for all full-time classifications, which served as the data upon which compensation considerations were made, comparing salary data with ten other comparable public agency cities of similar size, demographics and services to the public; and

WHEREAS, the City's negotiating team met and conferred with the South Pasadena Public Service Employees' Association (PSEA) representatives on numerous occasions to discuss terms and conditions of employment; and

WHEREAS, the City and the PSEA have agreed to the terms included in the attached Memorandum of Understanding attached hereto as "Exhibit A."

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF SOUTH PASADENA, CALIFORNIA, DOES RESOLVE, DECLARE, DETERMINE AND ORDER AS FOLLOWS:

SECTION 1. The Memorandum of Understanding between the City of South Pasadena and the South Pasadena Public Service Employees' Association, attached as Exhibit A ("MOU"), is approved and adopted by the City Council of the City of South Pasadena.


SECTION 2. The City Council declares that this resolution supersedes Resolution No. 7774 and Resolution No. 7917, which represented the previous Memorandum of Understanding between the City and the South Pasadena Public Service Employees' Association.

SECTION 3. In accordance with Title 2 of the California Code of Regulations Section 570.5 and the requirements of the California Public Employees Retirement

System, the salary schedules for the South Pasadena Public Service Employees' Association as set forth in Appendix A through E of the MOU are hereby approved and adopted.

SECTION 4. The City Clerk of the City of South Pasadena shall certify to the passage and adoption of this resolution and its approval by the City Council and shall cause the same to be listed in the records of the City.

PASSED, APPROVED AND ADOPTED ON this 17th day of September 2025.



Janet Braun, Mayor

ATTEST:



Mark Perez, Acting Chief City Clerk

APPROVED AS TO FORM:



Roxanne Diaz, City Attorney

I HEREBY CERTIFY the foregoing resolution was duly adopted by the City Council of the City of South Pasadena, California, at a regular meeting held on the 17th day of September 2025, by the following vote:

AYES: Cacciotti, Ferguson, Primuth, Rossi, Mayor Braun

NOES: None.

ABSENT: None.

ABSTAINED: None.



Mark Perez, Acting Chief City Clerk

EXHIBIT A

**CITY
of
SOUTH PASADENA**

**PUBLIC SERVICE EMPLOYEES' ASSOCIATION
MEMORANDUM OF UNDERSTANDING**

2025-2028

EFFECTIVE SEPTEMBER 1, 2025 – JUNE 30, 2028

**CITY OF SOUTH PASADENA
PUBLIC SERVICE EMPLOYEES' ASSOCIATION
MEMORANDUM OF UNDERSTANDING
2025-2028**

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Appendix A: June 30, 2025 Public Service Employees' Association Salary Schedule

Appendix B: September 2025 Classification and Compensation Study Equity Adjustment

Public Service Employees' Association Salary Schedule effective September 8, 2025

Appendix C: January 1, 2026 Public Service Employees' Association Salary Schedule
effective the pay period inclusive of January 1, 2026

Appendix D: July 1, 2026 Public Service Employees' Association Salary Schedule effective
the pay period inclusive of July 1, 2026

Appendix E: July 1, 2027 Public Service Employees' Association Salary Schedule effective
the pay period inclusive of July 1, 2027

1. RECOGNIZED REPRESENTATIVES, PARTIES, TERMS AND REOPENERS

1(a) RECOGNIZED REPRESENTATIVES

The City recognizes the SOUTH PASADENA PUBLIC SERVICE EMPLOYEES' ASSOCIATION (Association) as the exclusive representative for all employees identified in Section 2, "Represented Classifications"

1(b) PARTIES

This Memorandum of Understanding hereinafter referred to as the "MOU" is made and entered into by and between the City of South Pasadena, a Municipal Corporation hereinafter referred to as the "City", and the South Pasadena Public Service Employees' Association pursuant to Government Code Section 3500 et. seq.

1(c) TERM OF AGREEMENT

This Memorandum of Understanding shall be in effect on September 1, 2025 and shall continue in full force until June 30, 2028.

1(d) REOPENERS

This MOU shall be subject to a reopener at the sole discretion of the City Council, upon adoption by the City Council of a Resolution evidencing a finding by the Council that any or all of the following events have occurred during the 2025-2026, 2026-2027, or 2027-2028 Fiscal Years:

- a. Five percent (5%) or greater reduction in general fund revenues during the period July 1 through December 31 compared to the July 1 through December period of time in the previous fiscal year;
- b. Five percent (5%) or greater reduction in general fund revenues during the period January 1 through June 30 compared to the January 1 through June 30 period of time in the previous fiscal year..

The decline in general fund revenues, if any, shall be measured by actual decline in revenues as determined by the City's Finance Department (not required to have ACFR) during the applicable period of time, (Revenue reductions attributed to state withholding of local funds, shall be included in measuring the five percent (5%) reduction).

A determination by the City Council to reopen negotiations under this Section a. shall not be subject to administrative challenge. The Association agrees to meet and confer within fifteen calendar days of notice of the City Council's adoption of the Resolution.

Although invocation of this Article shall not in and of itself constitute a revocation of terms and conditions of employment in force and effect prior to this 2025-2028 MOU, such provisions shall be subject to the meet and confer process conducted pursuant to this reopener.

**PERSONNEL RULES AND EMPLOYER EMPLOYEE RELATIONS
RESOLUTION/ORDINANCE REOPENER:**

During the term of this MOU, the parties agree that the City Manager may reopen the meet and confer process regarding the amendment of existing personnel rules and regulations and adoption of successor rules and regulations.

During the term of this MOU, the parties agree that the City Manager may reopen the MOU in order to negotiate an Employer-Employee Relations Resolution or Ordinance, utilizing the meet and consult process.

HEALTHCARE REOPENER

The City may reopen negotiations on the issue of health insurance benefits or cafeteria plan (including, as to both, but not limited to, plan benefits or structure, City or employee contributions and/or opt out amount or requirements) in order to avoid penalties or taxes under the ACA or other statutory scheme that may result from an interpretation of the ACA or other statutory scheme by the Internal Revenue Service or other federal agency (including, but not limited to, a revenue ruling, regulation or other guidance) or state agency, or a ruling by a court of competent jurisdiction.

2. REPRESENTED CLASSIFICATIONS

The City hereby confirms the South Pasadena Public Service Employees' Association as the representative of the employees in the classification listed below:

Account Clerk	Maintenance Worker I
Accountant	Maintenance Worker II
Accounting Technician I	Management Aide
Accounting Technician II	Management Analyst
Administrative Assistant	Management Assistant
Assistant Planner	Permit Technician
Associate Planner	Public Works Inspector
Associate Civil Engineer	Senior Accountant
Building Maintenance Worker	Senior Electrician
CIP Analyst	Senior Planner
CIP Project Manager	Senior Water Utility Worker
Civil Engineering Assistant	Senior Water Production/Treatment
Code Enforcement Officer	Operator
Community Services Coordinator	Street Supervisor
Community Services Leader	Transportation Driver

Deputy City Clerk
Electrician
Facilities and Parks Supervisor
Grants Analyst
Human Resources Analyst
Lead Code Enforcement Officer
Lead Maintenance Worker
Librarian
Library Associate
Library Clerk II
Library Manager
Library Technical Assistant

Water Operations Supervisor
Water Conservation Analyst
Water Production/Treatment Operator
Water Utility Worker I
Water Utility Worker II

3. GENERAL PROVISIONS

3(a) SEVERABILITY

If any Article or Section of this MOU, or any Addendum thereto, should be held invalid by operation of law, or by any tribunal or office of competent jurisdiction, or if compliance with or enforcement of any Article or Section should be restrained by such tribunal or office, the remainder of this MOU shall not be affected thereby and the parties shall enter into immediate negotiations for the purpose of arriving at a mutually satisfactory replacement for such Article or section.

3(b) EFFECT

It is understood and agreed that this MOU shall not become effective for any purpose or be binding on either party until approved by the City Council, and nothing herein shall be construed as obligating the City Council to approve in whole or in part. If the City Council approves in full, then this MOU shall become immediately effective. If the City Council fails to approve in full without modification, then this MOU shall become null and void. This MOU constitutes and includes all negotiations, compromises and representations made by either party; and both parties acknowledge that each has met and conferred in good faith herein.

4. ASSOCIATION RIGHTS

4(a) MONTHLY CHANGE OF STATUS RECORD

The City shall provide the Association with a monthly change of status record of those Association members who are terminated, on leave of absence, or temporarily disabled.

4(b) STEWARDS TRAINING

The City shall provide up to a combined total of forty (40) hours for all stewards, subject to supervisory approval, of City time per year for Association Stewards to attend Association sponsored steward Training Programs.

4(c) STEWARDS PROGRAM

1. List of Stewards - It is agreed by the parties to this Memorandum of Understanding that the recognized employee organization may select one Steward per work site or appoint the members of the Board of Directors as the Stewards for this unit. The recognized employee organization shall give the City's Human Resources Manager a written list of employees who have been selected as Stewards. This list shall be kept current by the recognized employee organization.
2. Stewards may spend a reasonable amount of time needed to expeditiously conduct the following activities: discuss matters with grievant, record information, advise or recommend action, assist in completion of documents necessary to formal grievance processing, investigate allegations which may form the basis for the grievance, and if so requested, appear with the grievant during all phases of the grievance process. This activity may be undertaken without reprisal, discrimination or intimidation.
3. Permission to Leave to Conduct Grievance Activities - Stewards, when leaving their work locations to transact such investigations or processing, shall first obtain permission from their immediate supervisor and inform him/her of the nature of the business. Permission to leave will be granted promptly unless such absence would cause undue interruption of work. If such permission cannot be granted promptly, the Steward will be immediately informed when the time will be made available. Stewards shall give their immediate supervisor reasonable advance notice of the need to take time away from their work for these activities, unless unable to do so because of exigent circumstances.
4. Upon entering a work location, the Steward shall inform the grievant's immediate supervisor of the nature of his/her business. Permission to leave the job will be granted promptly to the grievant unless the absence would cause an undue interruption of work. If the employee cannot be made available, the Steward will be immediately informed when the employee will be made available.
5. No Compensatory or Overtime Pay for Steward Functions - The recognized employee organization agrees that a Steward shall not log compensatory time or overtime pay for the time spent performing any function of a

Steward and such time spent shall not constitute hours worked for purposes of calculating overtime.

6. Role of Steward - The role of the Steward is to provide timely grievance representation at the first steps of the grievance procedure in an effort to resolve grievances at the lowest possible level and to increase communication between the recognized employee organization and the City.

4(d) DEFINITION OF GRIEVANCE

1. A claimed violation, misinterpretation, inequitable application, or non-compliance with the provisions of the current Memorandum of Understanding or any supplemental agreements. It is not to include a mere difference of opinion involving a management or department head exercise of discretion.
2. A claim by any employee or a group of employees or by the recognized employee organization in his/her, their or its own behalf, of a violation, misinterpretation, or inequitable application of existing policy, orders, rules, and regulations or then existing practice applicable to the public jurisdiction or its employees or the recognized employee organization.

4(e) DUES AND BENEFITS DEDUCTIONS

1. New Employee Orientation. In accordance with AB 119, the City shall notify the Association President and Treasurer by email when a new employee is hired into the bargaining unit, including during new employee onboarding and when a new employee orientation occurs. The President or Treasurer will notify the City's Human Resources Department by email when a new employee has signed a membership card authorizing membership dues deduction and when such deductions shall begin. The City shall also provide the President and Treasurer with periodic lists of employees in the bargaining unit. The City shall also provide paid release time of one hour for one Association representative to meet with new employees for the purposes of discussing membership in the Association. This meeting shall take place at the end of the new employee orientation.
2. Dues Deductions. The City shall deduct dues on a regular payroll basis from the pay of all Association members. Such deductions shall be authorized in writing on a form approved and provided by the Association for this purpose. The membership cards shall be retained by the Association. The City shall rely on a certification from the Association for the authorization, modification, or cancellation of any/all dues deductions. The City shall remit such funds to the Association within thirty (30) days following their deduction. The Association shall update its certified list of members as new members are added or members withdraw, and submit that updated certified

list to the City promptly. The City shall only request to see an actual authorization form if there is a dispute about it.

3. Indemnification. In accordance with SB 866, the Association shall indemnify, defend, and hold the City harmless against any liability arising from any claims, demands, or other action relating to the City's compliance with the terms of this Article.

5. MANAGEMENT RIGHTS

5(a) The City retains all its exclusive rights and authority under federal and state law and the City Code, and expressly and exclusively retains its management rights, which include, but are not limited to:

1. The exclusive right to determine the mission of its constituent departments, commissions, boards.
2. Set standards and levels of service.
3. Determine the procedures and standards of selection for employment and promotions.
4. Direct its employees.
5. Establish and enforce dress and grooming standards.
6. Determine the methods and means to relieve its employees from duty because of lack of work or other lawful reasons.
7. Maintain the efficiency of governmental operation.
8. Determine the methods, means and numbers and kinds of personnel by which government operations are to be conducted.
9. Determine methods of financing.
10. Determine style and/or types of City-issued wearing apparel, equipment or technology to be used.
11. Determine and/or change the facilities, methods, technology means or organizational structure and size and composition of the work force and allocate and assign work by which the City operations are to be conducted.
12. 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.

13. 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 upon reasonable notice.
14. Establish and modify productivity and performance programs and standards.
15. Discharge, suspend, demote, reprimand, withhold salary increases and benefits or otherwise discipline employees in accordance with applicable law.
16. Establish employee performance standards including but not limited to, quality and quantity standards, and to require compliance therewith.
17. Take all necessary actions to carry out its mission in emergencies.
18. Exercise complete control and discretion over its organization and the technology of performing its work.

5(b) The exercise by the City of its management rights shall not in any way, directly or indirectly, supersede the City Personnel Rules and this Memorandum of Understanding. Except in emergencies or when the City is required to make changes in its operations because of the requirements of law, whenever the exercise of management rights shall impact on members of the bargaining unit in their wages, hours, or other terms and conditions of employment, the City agrees to meet and confer with representatives of the Association, at their request, regarding the impacts of the exercise of such rights, unless the matter of the exercise of such rights is provided for in the Memorandum of Understanding or in the Personnel Rules and Salary resolutions. By agreeing to meet and confer with the Association as to the impacts of the exercise and of the foregoing management rights, management's discretion in the exercise of these rights shall not be diminished.

5(c) The following incorporates the side letters entered into by the City and Association, which are listed here for historical context and shall continue in effect during the term of this MOU:

1. For the 2012-2014 MOU, the side letter recognizes that the parties agree that the substance of the side letter executed by them on or about July 23, 2013 and ratified by the City Council by Resolution No. 7311 on August 14, 2013 is incorporated into the appropriate sections of this MOU where

warranted. Changes set forth in the side letter included, but were not necessarily limited to:

The Management Generalist series of classifications, the first five of which are represented by PSEA (Management Aide, Management Assistant, Management Analyst, Water Conservation Analyst (equivalent to Management Analyst), Senior Management Analyst, and Principal Management Analyst).

City has the management right to promote any employee holding a PSEA-represented position to a position outside of the PSEA-represented bargaining unit within the Management Generalist series without meeting and conferring regarding either its decision to promote, or the impacts of its decision to promote.

City will not promote a PSEA-represented employee to any position within the Management Generalist series position without the employee's consent.

PSEA-represented employees who accept promotion to the unrepresented Principal Management Analyst classification position shall have no "right of return" to their PSEA-represented position. PSEA-represented employees who accept promotion to Management Assistant, Management Analyst or Senior Management Analyst will have those "bumping" rights as set forth in Rule 14 of the City's Personnel Rules and Regulations.

City will respect and honor the decision of any PSEA-represented employee who does not want to promote to any position within the Management Generalist Series.

PSEA waives the right to grieve or challenge in any administrative or judicial forum City's decision to promote a PSEA-represented employee to any position within the Management Generalist series.

PSEA waives the right to grieve or challenge in any administrative or judicial forum City's decision to appoint a PSEA-represented employee to any position within the Management Generalist series.

2. For the 2014-2017 MOU, the side letter recognizes that the parties agree that the substance of the side letter executed by them on or about September 7, 2016 and ratified by the City Council by Resolution No. 7479 on September 21, 2016 is incorporated into the appropriate sections of this MOU where warranted. Changes set forth in the side letter included, but were not necessarily limited to:

Revising the job description and salary schedule for the Program Specialist classification, reclassifying an existing Program Specialist

position in the Recreation Division, and reclassifying a Program Specialist position in the Transit Division to the Management Aide classification;

Reorganization of the City's Transit Division to reflect the elimination of the Community Services Coordinator position from the Transit Division;

Revising the job description and salary schedule for the Community Services Coordinator classification and reclassification of existing Community Services Coordinator to new classification and salary schedule;

Revising the job description for the Transportation Driver classification;

Revising the job description for the Associate Planner and Senior Planner classifications and creation of a "Planner" classification series, consisting of the Assistant Planner, Associate Planner and Senior Planner classifications; and

Eliminating the Human Resources Technician classification and reclassifying it to the Management Assistant classification.

- 5(d) For the 2017-2019 MOU, in order to implement the changes approved by the South Pasadena Library Board of Trustees and City Council in the 2016 South Pasadena Public Library Operations Plan, the following changes and reclassifications set forth shall be agreed to for the term of the 2017-2019 MOU:

The parties agree that:

1. A new classification of Library Public Services and Support Services Manager shall be created;
2. The Senior Librarian classification shall be eliminated;
3. Two current employees in the Senior Librarian classification shall be reclassified as Library Public Services and Support Services Managers;
4. One vacant Senior Librarian position shall be reclassified to Library Digital Services Manager;
5. The Librarian classification job description shall be revised; and
6. A new classification of Library Associate shall be created.

- 5(e) Furthermore, also regarding the July 1, 2017-June 30, 2019 MOU, the parties agreed to the following:

The City may enter into a contract with HdL to perform business license and related functions for the City. The City may also abolish the Senior Account Clerk classification and layoff the current employees serving in that classification.

The City may enter into a contract with ADP to perform payroll and related functions for the City. The City may also abolish the Payroll Coordinator classification and layoff the current employee serving in that classification.

The following classifications were created:

Accounting Technician I,
Accounting Technician II; and
Accountant.

- 5(e) For the 2025-2028 MOU, the parties agreed to the following:

The following classifications were created:

CIP Analyst,
CIP Project Manager,
Human Resources Analyst, and
Senior Accountant.

The following classifications were retitled:

Administrative Secretary to Administrative Assistant
Community Improvement Coordinator to Code Enforcement Officer
Senior Community Improvement Coordinator to Lead Code Enforcement Officer
Program Specialist to Community Services Leader
Facility Maintenance Supervisor and Parks Supervisor to Facility and Parks Supervisor
Senior Maintenance Worker to Lead Maintenance Worker
Library Digital, Public and Support Services Manager to Library Manager
Permit Counter Technician to Permit Technician

The following classifications were removed:

Film Liaison
Library Clerk I
Public Works Assistant

6. COMPENSATION

6(a) SALARY SCHEDULE

Salaries as of June 30, 2025 increased by 2% as stated in Appendix A titled "June 30, 2025 Public Service Employees' Association Salary Schedule."

6(b) SALARY SCHEDULE ADJUSTMENT

1. The City will implement a Classification and Compensation Study Equity Adjustment scheduled to take effect in September 2025, subject to Association approval, prior to the implementation of the January 1, 2026 increase explained immediately below. Effective upon implementation of the Classification and Compensation Study Equity Adjustment, the salaries shall be as stated in Appendix B, titled "September 2025 Classification and Compensation Study Equity Adjustment Public Service Employees' Association Salary Schedule" which will reflect the agreed upon increased amounts over Appendix A;
2. Effective January 1, 2026, the salaries shall be as stated in Appendix C, titled "January 1, 2026 Public Service Employees' Association Salary Schedule", which reflects a 2% increase over Appendix B;
3. Effective July 1, 2026, the salaries shall be as stated in Appendix D, titled "July 1, 2026 Public Service Employees' Association Salary Schedule", which reflects a 4% increase over Appendix C; and
4. Effective July 1, 2027, the salaries shall be as stated in Appendix E, titled "July 1, 2027 Public Service Employees' Association Salary Schedule", which reflects a 4% increase over Appendix D.

7. HOURS

7(a) OVERTIME

In determining the number of hours worked for the purpose of calculating overtime eligibility, the following shall be included:

- Vacation Leave,
- Compensatory Time Off ("CTO"),
- Paid Holiday Leave and Floating Holidays.

Sick Leave shall not be counted in determining the number of hours worked for the purpose of calculating overtime.

1. Given this calculation, the City shall compensate employees at the rate of time and one-half for all hours worked in excess of forty hours per week;
2. Subject to limitations in Section 7(a)(3)(4) below, overtime compensation may be made either in the form of cash payment or in CTO at the option of the employee between January 1, and November 30. During December, overtime worked will be paid as a cash payment with payroll.

3. All employees shall be permitted to accumulate CTO to a maximum of 100 hours. Once this limit is reached, employees shall be compensated in cash at the rate of 1.5 times their rate of pay for overtime worked. The employee has the option to accumulate CTO when his/her CTO balance is reduced to less than 100 hours. To the extent permitted by law, the City shall retain the option to exercising discretion to require employees to utilize already accumulated CTO hours.
4. The use of CTO is subject to approval by the Department Head and shall not cause projected additional overtime to be incurred by the Department. And approved CTO shall not be denied less than 72 hours prior to the effective use of CTO unless extraordinary circumstances occur as determined by the City Manager.
5. Use of earned and accrued CTO hours shall be subject to prior approval by the supervisor of the employee requesting use of said time off. The determination as to granting or denying use of the CTO shall be based on considerations including but not limited to: impact of the CTO use on overtime expenditures and on operational needs of the impacted City Department.
6. Beginning January 1, 2020, CTO may not be cashed out at the employee's discretion. Beginning January 1, 2020, any CTO accrued between January 1 through November 30, that was not used for time off, shall be paid in cash with payroll in December. CTO balances as of December 31, 2019 will not be cashed out and are available to be used as time off.

7(b) DIFFERENTIAL PAY FOR SUNDAY HOURS

Any full-time permanent employee who is in the Public Service Employees' Association and is assigned to work a Sunday schedule shall receive time and one-half (1-1/2) for all Sunday hours worked.

7(c) EXTENDED OVERTIME PAY

Any employee who is required to work a shift of more than twelve (12) hours in a single shift shall receive double time for all hours beyond twelve (12) hours. A shift shall be defined as the first 24 hours following the employee's normal starting time.

7(d) FLEXIBLE SCHEDULES

The positions listed below have a rotating 4/10 schedule to ensure 5-day coverage taking either Monday or Friday as a flexible day off:

Account Clerk
Accountant
Accounting Technician
Administrative Assistant
Assistant Planner
Associate Planner
Associate Civil Engineer
CIP Analyst
CIP Project Manager
Civil Engineering Assistant

Code Enforcement Officer
Community Services Leader
Deputy City Clerk
Lead Code Enforcement Officer
Management Aide
Management Analyst
Management Assistant
Permit Technician
Senior Accountant
Senior Planner

Classifications not listed above will work a 4/10 schedule with Friday as their designated day off. Librarians and Community Services may work a 9/80 schedule at the discretion of the Department Head.

7(f) WINTER HOLIDAY CLOSURE

City Hall shall close each year from December 25 to January 1. Each unit employee shall receive three additional days off with pay during that period, in addition to December 25 and January 1. If a recognized holiday (December 25 and/or January 1) falls on a Saturday, the employee shall receive the prior Friday as a day off with pay. If that Friday is the employee's regular day off, the employee will receive a floating holiday to use within the following 12 months. That floating holiday is not subject to cash out, nor can it be rolled over beyond the initial 12 months. If the recognized holiday (December 25 and/or January 1) falls on a Sunday, the employee shall receive the following Monday as a day off with pay. If that Monday is the employee's regular day off, the employee will receive a floating holiday to use within the following 12 months. That floating holiday is not subject to cash out, nor can it be rolled over beyond the initial 12 months.

If the recognized holiday (December 25 and/or January 1) falls on the employee's regular day off, the employee will receive either: 1) in the case of a regularly scheduled Monday off, then Tuesday will be given off with pay; or 2) in the case of a regularly scheduled Friday off, then Thursday will be given off with pay.

Applicable to Public Works Water Division Operations Only: If any employee is required to work during the holiday closure, they will receive a floating holiday for each day they work. The floating holiday will be subject to the rules described in this subsection.

2025

Monday, December 29, 2025 through Wednesday, December 31, 2025, will be the three additional days off for the Holiday Closure. Thursday, December 25, 2025 and January 1, 2026, will count as regular Holidays, per section 10(a).

2026

Tuesday December 29, 2026 through Thursday, December 31, 2026, will be the three additional days off for the Holiday Closure. Monday, December 28, 2026 and January 4, 2027, are regular Holidays, per section 10(a).

2027

Tuesday, December 28, 2027 through Thursday, December 30, 2027, will be the three additional days off for the Holiday Closure. Monday, December 27, 2027 and, January 3, 2028, are regular Holidays, per section 10(a).

8. RETIREMENT (SUBJECT TO AB 340 LANGUAGE BELOW)

8(a) PARTICIPATION IN PERS

For “classic members”, (i.e., employees who are not “new members” under the California Public Employees’ Pension Reform Act of 2013 (“PEPRA”), the City agrees to participate in the California Public Employees’ Retirement System, 2%@55 plan and to provide a “single highest year” benefit (Section 20042 of the *Government Code*)

8(b) EMPLOYEE’S SHARE

Effective July 1, 2013, all classic members shall pay 100% of the statutorily required member contribution.

8(c) SICK LEAVE CONVERSION

The City has contracted for the benefit of sick leave conversion pursuant to Section 20965 of the California Government Code.

8(d) RETIRED EMPLOYEE’S MEDICAL COVERAGE

As regards unit employees hired on or after the date of City Council adoption of the 2012-14 MOU or resolution of an impasse regarding the 2012-13 fiscal year, the City contribution to an individual employee’s health benefit plan on retirement shall be as prescribed in Government Code section 22892 and shall therefore be in an equal amount for both active employees and annuitants, as that amount may from time to time be adjusted upward and/or downward as required by Section 22892. As regards all unit employees employed by the City prior to City Council adoption of the 2012-14 MOU, or resolution of an impasse regarding the 2012-13 fiscal year, and who become retirees on and after July 1, 2012, the City contribution to an individual retiree’s health benefit plan shall be in the amount of \$625 monthly, subject to CALPERS – mandated reductions in coordination with Medicare coverage.

Effective July 1, 2020, the City shall modify its resolution filed with CalPERS to set the City's equal contribution for Association employees and annuitants at the minimum amount required under Government Code section 22892, which amount may be changed annually by CalPERS. For retirees who currently qualify as annuitants and currently participate in a CalPERS retiree medical plan, and for all employees hired on or before June 30, 2020, who later retire from the City and qualify as an annuitant and participate in a CalPERS retiree medical plan, the City will make the statutory minimum contribution directly to CalPERS. The City will make a separate contribution to a Health Reimbursement Account ("HRA") in the retiree's name for the difference between the Government Code section 22892 monthly minimum contribution for that year and \$625. However, the HRA contribution shall not be more than necessary to pay, in conjunction with the City's payment directly to CalPERS, the premium for the CalPERS health insurance plan selected by the retiree.

For employees hired on or after July 1, 2020, who retire from the City, qualify as an annuitant and choose to participate in a CalPERS health insurance plan as a retiree, the City shall make a contribution to CalPERS equal to the statutory minimum under Government Code section 22892 for that year. No HRA contribution will be made for these retirees.

8(e) PARTICIPATION IN IRS SECTION 414(H)(2)

The City has adopted a resolution implementing IRS Section 414(h)(2) . This article shall be operative only as long as the State of California pick up of employee retirement contributions continues to be excludable from gross income of the employee under the provisions of the Internal Revenue Code.

8(f) PEPRA

AB 340 (the California Public Employees' Pension Reform Act of 2013, ("PEPRA")) as it may from time to time exist, shall in its entirety be given full force and effect during and after the term of the 2014-17 MOU. Any provision in this MOU which contradicts any provision of PEPRA, shall be deemed null and void, with the contrary PEPRA provision(s) being given full force and effect. Therefore, no provision of PEPRA shall be deemed to impair any provision of any MOU, Agreement, Rule or Regulation predating.

"New members" as defined by PEPRA on and after January 1, 2013, shall individually pay an initial Member CALPERS contribution rate of 50% of the normal cost rate for the Defined Benefit Plan in which said new member is enrolled, rounded to the nearest quarter of 1%, or the current contribution rate of similarly situated employees, whichever is greater. (Government code section 7522.30)

"New members" as defined by PEPRA on and after January 1, 2013, shall be

enrolled in the PEPRA required retirement formula (2% @ 62) (Government Code section 7522.20(a). Final pensionable compensation (as defined for new members in Government Code section 7522.34) shall be determined by reference to the highest average annual pensionable compensation earned during a period of 36 consecutive months (Government Code section 7522.32(a)).

8(g) DEFERRED COMPENSATION

Effective in first full pay period in January 2023, or as soon thereafter as practicable, the City will institute a deferred compensation program to be consistent with the existing deferred compensation for managers. Effective in January 2023, or as soon thereafter as City can reasonably implement the program, the City will contribute One percent (1%) of employee's base salary to their deferred compensation plan.

9. INSURANCE

9(a) MEDICAL INSURANCE

The employer contribution for available health benefit plans shall be the minimum amount mandated by Government Code section 22892 as it may from time to time change. The difference between the statutory minimum and the amounts set forth below, shall be provided to unit members by means of an IRS approved cafeteria plan, depending on the level of coverage selected.

Employee only	\$825
Employee + 1	\$1,560
Employee + family	\$1,860

Effective January 1, 2027, the City's monthly contributions shall be as follows:

Employee only	\$880
Employee + 1	\$1,660
Employee + family	\$1,980

Effective January 1, 2028, the City's monthly contributions shall be as follows:

Employee only	\$925
Employee + 1	\$1,750
Employee + family	\$2,100

The amounts stated above are to cover healthcare plan premiums only and do not provide a cash benefit in the event a healthcare plan premium is less than the

amount listed above or an employee opts out of coverage.

9(b) OPT OUT PROVISION

All employees must enroll in an available City health program unless they opt out. An employee may receive cash in lieu for opting out of the City's health program if he/she provides the following: (1) proof that the employee and all individuals for whom the employee intends to claim a personal exemption deduction for the taxable year or years that begin or end in or with the City's plan year to which the opt out applies ("tax family"), have or will have minimum essential coverage through another source (other than coverage in the individual market, whether or not obtained through Covered California) for the plan year to which the opt out arrangement applies ("opt out period"); and (2) the employee must sign an attestation that the employee and his/her tax family have or will have such minimum essential coverage for the opt out period. An employee must provide the attestation every plan year at open enrollment or within 30 days after the start of the plan year. The opt-out payment cannot be made and the City will not in fact make payment if the employer knows or has reason to know that the employee or tax family member doesn't have such alternative coverage, or if the conditions in this paragraph are not otherwise satisfied.

If the employee chooses to opt out of the coverage, and complies with the opt out provisions outlined above, the employee shall be eligible to receive a monthly allowance of \$300. Effective January 1, 2027, cash in lieu is \$325 per month. Effective January 1, 2028, cash in lieu is \$350 per month. Cancellation of the coverage becomes effective on the first day of any month after a 45-day written notice is received.

9(c) DENTAL COVERAGE

The City agrees to provide \$75.00 per month for employee and dependent dental coverage. The dental fund shall be paid by adding \$75.00 to the above cafeteria plan.

9(d) VISION CARE

The City agrees to provide up to \$20.00 toward the monthly premiums to a vision care plan, which covers both employees and their dependents. The vision fund shall be paid by adding \$75.00 to the above cafeteria plan.

9(e) LIFE INSURANCE

The City agrees to provide each employee with a \$100,000 life insurance/ Accidental Death & Dismemberment policy.

9(f) LONG TERM DISABILITY BENEFITS

1. The City will contribute 100% of the full cost of a Long-Term Disability policy (LTD) for every employee represented by the Association. The LTD policy shall have a 30-day or the total amount of accumulated sick leave (whichever is greater) per illness and/or injury elimination clause, which will cover sick leave and will pay two-thirds of monthly salary. The City or insurance carrier may require reasonable proof of disabling illness.
2. Benefits shall be to a maximum of one (1) year on a disability and/or illness. The City Manager may, in the event of extenuating circumstances, extend benefits for up to one additional year. Said LTD policy shall thereafter be kept in force and effect, but the City's contribution shall remain constant at the entry level, subject to change only by mutual consent.
3. Insurance Pay While on LTD - Once an employee has exhausted all other recognized forms of leave and has been placed on long-term disability, the City will continue to make the contributions toward insurance as set forth under Section 9(a) above during the City recognized period of Long-Term Disability. In the event that the City Manager grants an extension of benefits, the City will continue to pay all insurance premiums as set forth under Section 9(a) above during the approved extension.
4. Benefits Effective Date - it is agreed that Benefits Effective Date - It is agreed that long term disability insurance benefits shall become effective after thirty (30) calendar days from the date of injury or illness. The City agrees to establish a Dispute Resolution Procedure to resolve any conflicts that may arise between the City and disabled employees. This procedure will most likely be medical arbitration. The Resolution procedure will be provided at no cost to the employee.

9(g) IRS 125 PLAN

The City has implemented an IRS 125 Plan. The plan shall only be utilized to fund health insurance premiums (medical, dental, vision).

10. HOLIDAYS

10(a) RECOGNIZED HOLIDAYS

The City shall grant the following holidays to all employees (including permanent part-time employees):

1. January 1New Year's Day
2. 3rd Monday in JanuaryMartin Luther King, Jr. Birthday
3. 3rd Monday in FebruaryPresident's Day

4. Last Monday in MayMemorial Day
5. June 19Juneteenth
6. July 4Independence Day
7. 1st Monday in SeptemberLabor Day
8. November 11Veteran's Day
9. 4th Thursday in NovemberThanksgiving Day
10. Friday after Thanksgiving.....Substitute for Admission's Day
11. December 25Christmas Day

Employees shall be compensated for recognized holidays based on the number of hours they were scheduled to work on that day.

10(b) FALLING ON SCHEDULED SHIFTS OFF

1. Holidays Falling on Scheduled Shifts Off - If a holiday falls on a Saturday, the previous Friday shall be deemed the holiday and City Hall will be closed. If a holiday falls on Sunday, the following Monday shall be deemed to be the holiday and City Hall will be closed. When a holiday falls on an employee's Friday off, employees scheduled off that Friday shall have the previous day off. With respect to the Friday after Thanksgiving, those employees whose regularly scheduled day off falls on Friday shall have the Wednesday before Thanksgiving as a paid holiday, and City Hall will be closed.
2. Due to the library's seven day per week schedule, if a holiday falls on a Saturday, the library will be closed to the public both Friday and Saturday. When a holiday falls on a Sunday, the library will be closed to the public both Sunday and Monday. In both cases, library staff will work the same number of hours as all other City staff during the week in which the holiday occurs.
3. During the winter holiday closure, the procedure set forth in Section 7(e) of this MOU shall apply.

10(c) EXCEPTIONS

1. Regularly Scheduled Employees: Any employee whose regular schedule requires him/her to work on a holiday shall be given compensatory time-off for such work or paid the straight time daily equivalent to his/her salary at the discretion of the department head.
2. Holiday Pay - Any employee required to work a fixed holiday shall receive pay equivalent to double time and one-half for all holiday hours worked.

11. FLOATING HOLIDAYS

11(a) ACCRUAL RATES

Employees working a 9/80 schedule shall receive 27 floating holiday hours per fiscal year. Employees working a 5-day work week shall receive 33 floating holiday hours per fiscal year.

Employees working a 4/10 schedule shall receive 30 floating holiday hours.

Beginning July 1, 2027, PSEA employees will receive an additional floating holiday; Employees working a 9/80 schedule shall receive 36 floating holiday hours per fiscal year. Employees working a 5-day work week shall receive 40 floating holiday hours per fiscal year. Employees working a 4/10 schedule shall receive 40 floating holiday hours.

11(b) MAXIMUM ACCUMULATION

Floating holidays are non-compensable and must be used within the fiscal year.

12. VACATION

12(a) ACCRUAL RATES

Employees shall accrue vacation as follows:

YEARS OF SERVICE (COMPLETED)	HOURS PER YEAR
1	88
2.....	96
3.....	104
4.....	112
5.....	120
6-10	128
11-15	136
16-20	152
21-24	160
25.....	200
Each Year Thereafter	Add'l 8 Hrs per Year

12(b) MAXIMUM ACCUMULATION

Employees shall not accumulate more than 2 years' worth of vacation. The two-year total is based on the current bi-weekly accrual rate, times 52 payrolls. A freeze on vacation accrual will be implemented when an employee reaches the 2-year maximum limit. In such case, vacation shall not be earned or accrued.

Upon written request, the City Manager may grant vacation hours to carryover for extenuating circumstances up to an additional year of accumulation.

12(c) USE OF VACATION

The City shall allow employees to use vacation time in increments of no less than one half shift subject to supervisory approval.

12(d) BUY BACK

The City agrees to annually purchase, at the member's option, eighty (80) hours of vacation time at base salary.

Beginning in December 2019, and each December thereafter, employees who wish to have the City buy back vacation hours in the next calendar year shall make an irrevocable election and submit it to the City, in writing in December, as to the number of hours they will accrue the next calendar year that they elect for buy back. In order to elect buy back, the employees must have eighty (80) or more hours of vacation balance at the time of the irrevocable election. The City shall make a form available to employees to make the irrevocable election. Beginning December 2020, cashed out hours will be paid in December of each year.

13. SICK LEAVE

13(a) ACCRUAL RATES

1. Employees shall accrue paid sick leave at the rate of 3.69 hours per pay period.
2. Employees will not accrue any sick leave while on leave of absence without pay. Employees will continue to accrue sick leave while on paid sick leave.

13(b) MAXIMUM ACCUMULATION

Employees shall be allowed to accumulate unlimited sick leave. At the employee's termination, the accumulated sick leave hours shall have no cash value.

13(c) CONVERSION TO CALPERS SERVICE CREDIT

Upon service retirement, employees may convert unused accumulated sick leave to service credits based on the formula set forth by CalPERS. Unused sick leave for which an employee receives cash, cannot be converted to CalPERS service credits. According to CalPERS, in order to receive sick leave credit, the employee's retirement date must be within 120 days from the date of separation from the City.

13(d) USE OF SICK LEAVE

Though employees may accumulate unlimited sick leave hours, sick leave usage may not be excessive and/or abused. The City does recognize that there may be extraordinary circumstances in which an employee may experience a catastrophic illness or accident that may require a use of excessive amount of sick leave, but the City will not permit sick leave use to exceed 440 hours per fiscal year unless approved by the City Manager at his/her discretion. Accumulated sick leave may be used for the following:

- (1) **Employee's own illness, or for the diagnosis, care, or treatment of an existing health condition of, or preventive care for, the employee.**
- (2) **Employee's family member's illness**

The employee may use up to 48 hours of accrued but unused sick leave per year for the following purposes:

- For the diagnosis, care, or treatment of an existing health condition, or preventative care for, any of the following of the employee's family members: child of any age or dependency status; parent; parent-in-law; spouse, registered domestic partner, grandparent; grandchild; or sibling.
- For the employee who is a victim of domestic violence, sexual assault, or stalking: (a) to obtain or attempt to obtain a temporary restraining order or other court assistance to help ensure the health, safety, or welfare of the employee or his or her child; or (b) to obtain medical attention or psychological counseling; services from a shelter; program or crisis center; or participate in safety planning or other actions to increase safety.

13(f) VERIFICATION OF SICK LEAVE

In addition, the City may require written verification or medical documentation of the reason for the employee's use of sick leave when:

- (1) The employee request approval for the use of four (4) hours or more sick leave for a single doctor's appointment.
- (2) The employee has a history or pattern of misuse or overuse of sick leave. Examples of such misuse or overuse include but are not limited to:
 - Use of sick leave on a Monday, Friday, or in conjunction with Sundays, holidays, floating holidays, flex days, and vacations.
 - Frequent late arrival to or early departure from work for medical or dental appointments.

- Frequent medical or dental appointments.

- (3) The employee has been absent three (3) or more workdays or used twenty-four (24) hours of sick leave, whichever is greater, that involves the illness of the employee or family member in a calendar year:

13(g) USE OF SICK LEAVE BY PROBATIONARY EMPLOYEE

A probationary employee shall be authorized to utilize up to, but not exceeding, 50% of sick leave earned and accrued during the first ninety (90) days of employment, but after that time, may use sick leave during the remainder of the probationary period in the same manner as non-probationary employees. Such use shall be subject to all rules and regulations governing the use of sick leave. However, probationary employees shall not be allowed to participate in the above SICK LEAVE INCENTIVE. This section does not apply to promotional probationary employees, who may use sick leave in the same manner as non-probationary employees.

14. BEREAVMENT LEAVE

14(a) USAGE

All employees who have been employed by the City of South Pasadena for a least 30 days are entitled to five (5) days of paid bereavement leave in the event of the death of a "family member."

14(b) USE OF BEREAVEMENT LEAVE

Bereavement Leave shall be used in increments of at least one day and may be used for the following:

Death of a Family Member

Employees may use Bereavement Leave for the preparation and/or attendance of services of a family member.

A "family member" means a spouse, domestic partner, child, stepchild, parent, grandparent, grandchild, sibling, parent-in-law. Bereavement Leave may be granted by the City Manager for other family members that the employee has shown close relations.

An Employee may use vacation, personal leave, accrued and available sick leave, or compensatory time off in order to provide for their compensation during any bereavement leave in excess of five (5) days.

An employee who utilizes bereavement leave shall notify their supervisor or Department Head of the intent to use such leave. Employees may use

such leave on a non-consecutive basis in the three (3) months that follow that date of death of the "family member."

15 EMPLOYEE WELLNESS

Effective September 2025, the City will provide employees with a reimbursement of up to \$55 per month for a single membership pass to a local YMCA membership for each employee to promote health and wellness. Reimbursement must satisfy the City's procurement requirements and may be submitted annually by June 1st but must be submitted no later than thirty (30) days after the end of the fiscal year in which the expenses were incurred. Reimbursements submitted after thirty (30) days of this fiscal year end will not be eligible for reimbursement.

16. WORKING CONDITIONS

16(a) UNIFORMS

1. It is agreed that the City shall provide 5 work shirts, 5 cotton t-shirts and 5 pairs of pants for all Field Service employees. Uniforms will be replaced as deemed necessary by the Public Works Superintendent.
2. The City shall reimburse all Field Service employees up to \$350 for the purchase of steel toe safety boots/shoes each year. In the event the employee's boots/shoes are damaged on the job and deemed unsafe (as opposed to normal wear and tear), the City will replace the boots/shoes for the employee even if the \$350 maximum has been reached.
 - 2(a) Probationary employees shall receive reimbursement for 1 pair of boots up to a maximum of \$350 at the start of employment.
 - 2(b) Permanent employees shall receive reimbursement for up to two pairs of boots up to a maximum of \$350 at the start of the fiscal year.
3. Authorization and reimbursement:
 - 3(a) City-designated vendor: Employee must first receive authorization from the Public Works Superintendent prior to purchase from a city-designated vendor. City may provide a voucher for this purpose.
 - 3(b) Vendor of employee's choice: Employee must provide proof of purchase or receipt to Public Works Superintendent for reimbursement. Reimbursement shall be issued within 60 days of submission of a valid receipt.

16(b) TURN-AROUND TIME / STANDBY TIME

1. When possible, management will attempt to provide all employees with at least ten hours between shifts.
2. In emergency situations, employees whose normal starting time would require them to return to work before ten hours have elapsed shall have the option, subject to management's prior approval, of reporting to work after said ten-hour period has elapsed, while being paid straight time from the time they would normally have reported to work.
3. If management directs the employee or if the employee elects, with prior management approval, to report to work before that ten-hour period has elapsed, then the employee shall be paid double time from the time that they report to work until the time that the ten-hour period would have elapsed. The employee will then be paid straight time for the remaining hours of their normal work shift.
4. Employees required to be on stand-by call during off-duty period, including holidays, and weekend periods, shall be compensated as follows:
 - a. Employees shall be compensated a daily stipend of \$40.00 per day for stand-by time
 - b. When the employee must report back to work, employee shall be compensated at the overtime rate (time and one-half) for all hours worked with a minimum of three hours of compensation.
 - c. When it is feasible for the employee to respond to an emergency from home, employee shall be compensated at the overtime rate (time and one-half) for all hours worked with a minimum of one hour of compensation.
 - d. Stand-by time is only for the time there are no other city workers schedule to work within a particular division. An employee is not entitled to stand-by time on his/her Fridays off when working a 9/80 schedule and other city employees are working an eight (8) hour day.
 - e. For employees who must travel to the City Corporation Yard to retrieve a vehicle and tools, response time is increased from 45 minutes to one (1) hour.

16(c) PERFORMANCE EVALUATION-BASED MERIT STEP INCREASES

Where a merit step increase is contingent upon provision of an annual (or other) performance evaluation report which justifies a new step increase, and where such

report is completed, but not on a timely basis, the merit step increase shall be implemented retroactive to the payroll period where the increase would have been implemented, had the evaluation been done timely.

17. OTHER BENEFITS

17(a) LONGEVITY

1. 2% Every 5 Years: It is agreed that effective July 1, 1994, each employee in the bargaining unit shall receive a two percent (2%) increase in salary for every five (5) years of service and shall continue to receive such increase(s) in salary upon completion of each additional five (5) year interval of service.
2. As of January 1, 1996, the existing Longevity Pay Program will be terminated for all employees hired on or after January 1, 1996. Employees on the City payroll on or before December 31, 1995, will be permitted to accrue time for an additional 4% in Longevity Pay in accordance with the provision of "A" 2% Every 5 Years. Once an employee has earned the additional 4% the Longevity Pay Program shall be permanently frozen.

17(b) BILINGUAL PAY

1. Pay: Employees who can communicate conversationally in Spanish or Chinese on a regular and/or recurring basis shall receive an additional one hundred and twenty five dollars (\$125) in compensation each month, for a total of \$1,500 annually to be paid in equal installments per pay period. Prior to receiving such additional compensation, employees will be required to pass a bilingual proficiency test as established and agreed to between the City and the Association.
2. Total Number of Employees: The City Manager's Office may permit up to twenty (20) bilingual (Spanish or Chinese) slots to be filled by department discretion.
3. Sign Language: One additional employee, over and above the Total Number of Employees as defined above, who can communicate conversationally with sign language on a regular or recurring basis, shall be eligible to receive bilingual pay benefit. Prior to receiving such additional compensation, employees will be required to demonstrate proficiency as established by the standards of American Sign Language (ASL) or English Sign Language (ESL).

17(c) EDUCATIONAL REIMBURSEMENT

There shall be no tuition reimbursement.

17(d) INCENTIVE PAY

The City encourages all the water utility operations and sewage collection/treatment employees to obtain state and federal certifications to deliver quality services to City residents. All employees obtaining higher certifications other than what is the minimum required for their job classifications shall be compensated two and a half (2.5%) percent of their base monthly salary for each additional certification, up to maximum of five (5%) percent of their base salary for more than one additional certification. All the additional water certifications shall be issued by California State Water Resources Control Board (SWRCB), previously administered by California Department of Public Health Services (CDPHS), American Water Works Association (AWWA) or equivalent as approved by the City's Public Works Director prior to the employee obtaining the certification. All the wastewater collection and treatment certifications shall be issued by California State Water Resources Control Board (CSWRCB), California Water Environmental Association (CWEA) or equivalent as approved by the City's Public Works Director prior to the employee obtaining the certification.

17(e) W-4 FORMS

Employees may change their W-4 form.

17(f) TEMPORARY UPGRADE PAY

If an employee is required by the City to work in an upgraded position or classification for a limited duration, then the individual will be compensated as follows:

- 1) Employees performing duties in an upgraded position or classification for more than five consecutive workdays shall receive a 5% increase to their regular rate of pay; and
- 2) Employees performing duties in an upgraded position or classification for more than twenty consecutive workdays will receive either a 5% increase to their regular rate of pay or Step 1 of the higher classification, whichever is greater.

For classic members as defined by the Government Code, the City will report to CalPERS the compensation paid for this temporary upgrade assignment in instances when the individual has been freed of all duties related to their regular position and is only performing the duties associated with the upgraded position. For new members as defined by the Government Code, the City will not report this compensation to CalPERS as it is not reportable under California Code of Regulations section 571.1.

An employee shall not exceed 960 hours in a fiscal year in a temporary upgrade assignment unless the assignment is backfilling a position where the incumbent is on extended leave. For example, if an employee is required to backfill a vacant position, such an assignment shall not exceed 960 hours in a fiscal year, and the employee must be removed from the assignment before reaching the 960-hour threshold.

17(g) RIDESHARE INCENTIVE PROGRAM

Through the Los Angeles County Metropolitan Transportation Authority (LA Metro), the City will establish a rideshare program providing up to \$80 per month in reimbursement for employees who utilize alternative means of transportation to work other than a personal automobile. Documentation must meet LA Metro's submission requirements.

17(h) CLASS B LICENSURE SUPPORT PROGRAM

For positions that require a Class B license per the job description, the City will offer a one-time loan program. The City will pay in advance up to \$3,000 for Class B training and testing. The employee will repay the City interest-free through payroll deductions over a maximum of 52 pay periods (or fewer, if preferred). If the employee separates before repayment is complete, the remaining balance will be deducted from their final paycheck.

18. LAYOFF AND REHIRE PROCEDURES

18(a) LAYOFF PROCEDURES

Layoffs shall occur according to Rule 14.2 of the City's Personnel Rules and Regulations.

18(b) REHIRE PROCEDURES

The names of permanent employees who have been laid off due to reduction in work force shall be placed on an appropriate layoff re-employment list according to the date of separation and shall be eligible for re-employment. Such re-employment shall comply with the following guidelines:


- The last employee laid off will be the first employee on the list with the other eligible employees following in sequential order thereafter.
- Said list shall be continued for one (1) year after the date of layoff.

19. RATIFICATION AND IMPLEMENTATION

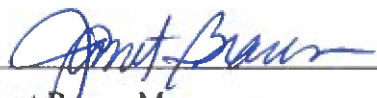
The City and the Association acknowledge that this MOU shall not be in full force and effect until ratified by its membership and adopted in the form of a resolution by the City Council of the City of South Pasadena. Subject to the foregoing, this MOU is hereby executed and authorized by the designated representatives of the City and the Association and entered into on this 17th day of September, 2025.

**SOUTH PASADENA PUBLIC SERVICE
EMPLOYEES' ASSOCIATION**

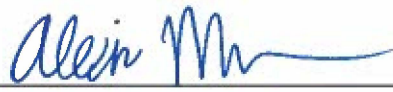
CITY OF SOUTH PASADENA




Edgar Villalobos, President



Janet Braun, Mayor



Alexis Mendoza, Vice President



Todd Hileman, City Manager

APPENDIX A

Public Service Employees' Association Monthly Salary Schedule Effective June 30, 2025

	A	B	C	D	E
Account Clerk	\$ 3,967	\$ 4,165	\$ 4,373	\$ 4,592	\$ 4,822
Accountant	\$ 5,975	\$ 6,274	\$ 6,588	\$ 6,917	\$ 7,263
Accounting Technician I	\$ 4,484	\$ 4,708	\$ 4,943	\$ 5,190	\$ 5,450
Accounting Technician II	\$ 4,979	\$ 5,228	\$ 5,489	\$ 5,763	\$ 6,051
Administrative Secretary	\$ 4,846	\$ 5,088	\$ 5,342	\$ 5,609	\$ 5,889
Assistant Planner	\$ 5,975	\$ 6,274	\$ 6,588	\$ 6,917	\$ 7,263
Associate Civil Engineer	\$ 8,349	\$ 8,766	\$ 9,204	\$ 9,664	\$ 10,147
Associate Planner	\$ 6,626	\$ 6,957	\$ 7,305	\$ 7,670	\$ 8,054
Building Maintenance Worker	\$ 5,072	\$ 5,326	\$ 5,592	\$ 5,872	\$ 6,166
CIP Analyst	\$ 7,247	\$ 7,609	\$ 7,989	\$ 8,388	\$ 8,807
CIP Project Manager	\$ 8,563	\$ 8,991	\$ 9,441	\$ 9,913	\$ 10,409
Civil Engineering Assistant	\$ 6,773	\$ 7,112	\$ 7,468	\$ 7,841	\$ 8,233
Community Improvement Coordinator	\$ 5,191	\$ 5,451	\$ 5,724	\$ 6,010	\$ 6,311
Community Services Coordinator	\$ 5,316	\$ 5,582	\$ 5,861	\$ 6,154	\$ 6,462
Deputy City Clerk	\$ 5,975	\$ 6,274	\$ 6,588	\$ 6,917	\$ 7,263
Electrician	\$ 5,599	\$ 5,879	\$ 6,173	\$ 6,482	\$ 6,806
Facilities And Parks Supervisor	\$ 7,247	\$ 7,609	\$ 7,989	\$ 8,388	\$ 8,807
Facilities Maintenance Supervisor	\$ 6,838	\$ 7,180	\$ 7,539	\$ 7,916	\$ 8,312
Film Liaison	\$ 5,316	\$ 5,582	\$ 5,861	\$ 6,154	\$ 6,462
Grants Analyst	\$ 6,268	\$ 6,581	\$ 6,910	\$ 7,256	\$ 7,619
Human Resources Analyst	\$ 6,268	\$ 6,581	\$ 6,910	\$ 7,256	\$ 7,619
Librarian	\$ 5,906	\$ 6,201	\$ 6,511	\$ 6,837	\$ 7,179
Library Associate	\$ 4,714	\$ 4,950	\$ 5,198	\$ 5,458	\$ 5,731
Library Clerk I	\$ 3,681	\$ 3,865	\$ 4,058	\$ 4,261	\$ 4,474
Library Clerk II	\$ 4,023	\$ 4,224	\$ 4,435	\$ 4,657	\$ 4,890
Library Digital Services Manager	\$ 5,975	\$ 6,274	\$ 6,588	\$ 6,917	\$ 7,263
Library Public Services Manager	\$ 8,033	\$ 8,435	\$ 8,857	\$ 9,300	\$ 9,765
Library Support Services Manager	\$ 8,033	\$ 8,435	\$ 8,857	\$ 9,300	\$ 9,765
Library Technical Assistant	\$ 4,811	\$ 5,052	\$ 5,305	\$ 5,570	\$ 5,849
Maintenance Worker I	\$ 4,069	\$ 4,272	\$ 4,486	\$ 4,710	\$ 4,946
Maintenance Worker II	\$ 4,431	\$ 4,653	\$ 4,886	\$ 5,130	\$ 5,387
Management Aide	\$ 4,846	\$ 5,088	\$ 5,342	\$ 5,609	\$ 5,889
Management Analyst	\$ 6,268	\$ 6,581	\$ 6,910	\$ 7,256	\$ 7,619
Management Assistant	\$ 5,316	\$ 5,582	\$ 5,861	\$ 6,154	\$ 6,462
Parks Supervisor	\$ 6,436	\$ 6,758	\$ 7,096	\$ 7,451	\$ 7,824
Permit Counter Technician	\$ 4,440	\$ 4,662	\$ 4,895	\$ 5,140	\$ 5,397
Program Specialist	\$ 4,846	\$ 5,088	\$ 5,342	\$ 5,609	\$ 5,889
Public Works Assistant	\$ 6,220	\$ 6,531	\$ 6,858	\$ 7,201	\$ 7,561
Public Works Inspector	\$ 6,152	\$ 6,460	\$ 6,783	\$ 7,122	\$ 7,478
Senior Accountant	\$ 8,397	\$ 8,817	\$ 9,258	\$ 9,721	\$ 10,207
Senior Community Improvement Coordinator	\$ 5,974	\$ 6,273	\$ 6,587	\$ 6,916	\$ 7,262
Senior Electrician	\$ 5,990	\$ 6,290	\$ 6,605	\$ 6,935	\$ 7,282
Senior Maintenance Worker	\$ 5,281	\$ 5,545	\$ 5,822	\$ 6,113	\$ 6,419
Senior Planner	\$ 8,397	\$ 8,817	\$ 9,258	\$ 9,721	\$ 10,207
Senior Water Production/Treatment Operator	\$ 5,354	\$ 5,622	\$ 5,903	\$ 6,198	\$ 6,508
Senior Water Utility Worker	\$ 5,417	\$ 5,688	\$ 5,972	\$ 6,271	\$ 6,585
Street Supervisor	\$ 6,506	\$ 6,831	\$ 7,173	\$ 7,532	\$ 7,909
Transportation Driver	\$ 3,681	\$ 3,865	\$ 4,058	\$ 4,261	\$ 4,474
Water Conservation Analyst	\$ 6,268	\$ 6,581	\$ 6,910	\$ 7,256	\$ 7,619
Water Operations Supervisor	\$ 7,371	\$ 7,740	\$ 8,127	\$ 8,533	\$ 8,960
Water Production/Treatment Operator	\$ 4,922	\$ 5,168	\$ 5,426	\$ 5,697	\$ 5,982
Water Utility Worker I	\$ 4,304	\$ 4,519	\$ 4,745	\$ 4,982	\$ 5,231
Water Utility Worker II	\$ 4,809	\$ 5,049	\$ 5,301	\$ 5,566	\$ 5,844

APPENDIX B

Public Service Employees' Association Monthly Salary Schedule Effective September 8, 2025

	A	B	C	D	E
Account Clerk	\$ 4,379	\$ 4,598	\$ 4,828	\$ 5,070	\$ 5,323
Accountant	\$ 6,597	\$ 6,927	\$ 7,273	\$ 7,636	\$ 8,018
Accounting Technician I	\$ 4,987	\$ 5,236	\$ 5,498	\$ 5,773	\$ 6,062
Accounting Technician II	\$ 5,537	\$ 5,814	\$ 6,105	\$ 6,410	\$ 6,730
Administrative Assistant	\$ 4,846	\$ 5,088	\$ 5,343	\$ 5,610	\$ 5,891
Assistant Planner	\$ 6,334	\$ 6,650	\$ 6,983	\$ 7,332	\$ 7,698
Associate Civil Engineer	\$ 8,349	\$ 8,766	\$ 9,204	\$ 9,664	\$ 10,148
Associate Planner	\$ 7,385	\$ 7,754	\$ 8,141	\$ 8,548	\$ 8,976
Building Maintenance Worker	\$ 5,072	\$ 5,326	\$ 5,592	\$ 5,872	\$ 6,166
CIP Analyst	\$ 7,247	\$ 7,609	\$ 7,989	\$ 8,388	\$ 8,807
CIP Project Manager	\$ 8,563	\$ 8,991	\$ 9,441	\$ 9,913	\$ 10,409
Civil Engineering Assistant	\$ 6,773	\$ 7,112	\$ 7,468	\$ 7,841	\$ 8,233
Code Enforcement Officer	\$ 5,818	\$ 6,109	\$ 6,414	\$ 6,735	\$ 7,071
Community Services Coordinator	\$ 5,876	\$ 6,169	\$ 6,478	\$ 6,802	\$ 7,142
Community Services Leader	\$ 4,849	\$ 5,091	\$ 5,346	\$ 5,613	\$ 5,893
Deputy City Clerk	\$ 5,975	\$ 6,274	\$ 6,588	\$ 6,917	\$ 7,263
Electrician	\$ 5,976	\$ 6,274	\$ 6,588	\$ 6,917	\$ 7,263
Facilities And Parks Supervisor	\$ 7,280	\$ 7,644	\$ 8,026	\$ 8,427	\$ 8,848
Grants Analyst	\$ 7,247	\$ 7,609	\$ 7,989	\$ 8,388	\$ 8,807
Human Resources Analyst	\$ 7,359	\$ 7,727	\$ 8,114	\$ 8,519	\$ 8,945
Lead Code Enforcement Officer	\$ 6,328	\$ 6,644	\$ 6,976	\$ 7,325	\$ 7,691
Lead Maintenance Worker	\$ 5,840	\$ 6,132	\$ 6,439	\$ 6,761	\$ 7,099
Librarian	\$ 6,181	\$ 6,490	\$ 6,814	\$ 7,155	\$ 7,513
Library Associate	\$ 4,714	\$ 4,950	\$ 5,198	\$ 5,458	\$ 5,731
Library Clerk II	\$ 4,023	\$ 4,224	\$ 4,435	\$ 4,657	\$ 4,890
Library Manager	\$ 8,331	\$ 8,747	\$ 9,185	\$ 9,644	\$ 10,126
Library Technical Assistant	\$ 5,035	\$ 5,287	\$ 5,551	\$ 5,829	\$ 6,120
Maintenance Worker I	\$ 4,537	\$ 4,764	\$ 5,002	\$ 5,252	\$ 5,515
Maintenance Worker II	\$ 4,757	\$ 4,995	\$ 5,244	\$ 5,507	\$ 5,782
Management Aide	\$ 5,209	\$ 5,469	\$ 5,742	\$ 6,030	\$ 6,331
Management Analyst	\$ 6,871	\$ 7,215	\$ 7,576	\$ 7,954	\$ 8,352
Management Assistant	\$ 5,828	\$ 6,119	\$ 6,425	\$ 6,747	\$ 7,084
Permit Technician	\$ 4,824	\$ 5,065	\$ 5,318	\$ 5,584	\$ 5,863
Public Works Inspector	\$ 6,641	\$ 6,973	\$ 7,321	\$ 7,687	\$ 8,072
Senior Accountant	\$ 8,397	\$ 8,817	\$ 9,257	\$ 9,720	\$ 10,206
Senior Electrician	\$ 6,394	\$ 6,713	\$ 7,049	\$ 7,401	\$ 7,772
Senior Planner	\$ 8,397	\$ 8,817	\$ 9,258	\$ 9,721	\$ 10,207
Senior Water Production/Treatment Operator	\$ 6,810	\$ 7,151	\$ 7,509	\$ 7,884	\$ 8,278
Senior Water Utility Worker	\$ 6,303	\$ 6,635	\$ 6,984	\$ 7,352	\$ 7,739
Street Supervisor	\$ 7,157	\$ 7,514	\$ 7,890	\$ 8,285	\$ 8,699
Transportation Driver	\$ 3,718	\$ 3,904	\$ 4,099	\$ 4,304	\$ 4,519
Water Conservation Analyst	\$ 6,871	\$ 7,215	\$ 7,576	\$ 7,954	\$ 8,352
Water Operations Supervisor	\$ 7,729	\$ 8,116	\$ 8,522	\$ 8,948	\$ 9,395
Water Production/Treatment Operator	\$ 5,848	\$ 6,140	\$ 6,447	\$ 6,769	\$ 7,108
Water Utility Worker I	\$ 5,033	\$ 5,284	\$ 5,548	\$ 5,826	\$ 6,117
Water Utility Worker II	\$ 5,685	\$ 5,969	\$ 6,267	\$ 6,581	\$ 6,910

Note: Employees were placed on the new salary schedule at the next closest step that did not result in a loss of pay. Additionally, employees who more than 10% below the median market rate and scheduled to receive less than a 3% increase under the standard placement were advanced one additional step as a one-time equity adjustment. This methodology only applies to the September 2025 and does not establish precedent for future salary placements, classification studies or compensation adjustments.

APPENDIX C

Public Service Employees' Association Monthly Salary Schedule Effective inclusive of the pay period of January 1, 2026

	A	B	C	D	E
Account Clerk	\$ 4,467	\$ 4,690	\$ 4,924	\$ 5,171	\$ 5,429
Accountant	\$ 6,729	\$ 7,065	\$ 7,419	\$ 7,790	\$ 8,179
Accounting Technician I	\$ 5,087	\$ 5,341	\$ 5,608	\$ 5,889	\$ 6,183
Accounting Technician II	\$ 5,648	\$ 5,930	\$ 6,227	\$ 6,538	\$ 6,865
Administrative Assistant	\$ 4,943	\$ 5,190	\$ 5,450	\$ 5,722	\$ 6,008
Assistant Planner	\$ 6,461	\$ 6,784	\$ 7,123	\$ 7,479	\$ 7,853
Associate Civil Engineer	\$ 8,516	\$ 8,942	\$ 9,389	\$ 9,858	\$ 10,351
Associate Planner	\$ 7,533	\$ 7,909	\$ 8,305	\$ 8,720	\$ 9,156
Building Maintenance Worker	\$ 5,173	\$ 5,432	\$ 5,704	\$ 5,989	\$ 6,288
CIP Analyst	\$ 7,392	\$ 7,762	\$ 8,150	\$ 8,557	\$ 8,985
CIP Project Manager	\$ 8,734	\$ 9,171	\$ 9,630	\$ 10,111	\$ 10,617
Civil Engineering Assistant	\$ 6,908	\$ 7,254	\$ 7,617	\$ 7,997	\$ 8,397
Code Enforcement Officer	\$ 5,934	\$ 6,231	\$ 6,543	\$ 6,870	\$ 7,213
Community Services Coordinator	\$ 5,994	\$ 6,293	\$ 6,608	\$ 6,938	\$ 7,285
Community Services Leader	\$ 4,946	\$ 5,193	\$ 5,453	\$ 5,726	\$ 6,012
Deputy City Clerk	\$ 6,095	\$ 6,399	\$ 6,719	\$ 7,055	\$ 7,408
Electrician	\$ 6,096	\$ 6,400	\$ 6,720	\$ 7,056	\$ 7,409
Facilities And Parks Supervisor	\$ 7,426	\$ 7,797	\$ 8,187	\$ 8,596	\$ 9,026
Grants Analyst	\$ 7,392	\$ 7,762	\$ 8,150	\$ 8,557	\$ 8,985
Human Resources Analyst	\$ 7,506	\$ 7,881	\$ 8,276	\$ 8,689	\$ 9,124
Lead Code Enforcement Officer	\$ 6,455	\$ 6,777	\$ 7,116	\$ 7,472	\$ 7,846
Lead Maintenance Worker	\$ 5,957	\$ 6,255	\$ 6,567	\$ 6,896	\$ 7,241
Librarian	\$ 6,305	\$ 6,620	\$ 6,951	\$ 7,298	\$ 7,663
Library Associate	\$ 4,808	\$ 5,049	\$ 5,301	\$ 5,566	\$ 5,844
Library Clerk II	\$ 4,103	\$ 4,309	\$ 4,524	\$ 4,750	\$ 4,988
Library Manager	\$ 8,498	\$ 8,923	\$ 9,369	\$ 9,837	\$ 10,329
Library Technical Assistant	\$ 5,136	\$ 5,392	\$ 5,662	\$ 5,945	\$ 6,242
Maintenance Worker I	\$ 4,628	\$ 4,859	\$ 5,102	\$ 5,357	\$ 5,625
Maintenance Worker II	\$ 4,852	\$ 5,095	\$ 5,349	\$ 5,617	\$ 5,898
Management Aide	\$ 5,313	\$ 5,579	\$ 5,858	\$ 6,151	\$ 6,458
Management Analyst	\$ 7,008	\$ 7,359	\$ 7,727	\$ 8,113	\$ 8,519
Management Assistant	\$ 5,945	\$ 6,242	\$ 6,554	\$ 6,882	\$ 7,226
Permit Technician	\$ 4,920	\$ 5,167	\$ 5,425	\$ 5,696	\$ 5,981
Public Works Inspector	\$ 6,774	\$ 7,113	\$ 7,468	\$ 7,842	\$ 8,234
Senior Accountant	\$ 8,565	\$ 8,993	\$ 9,443	\$ 9,915	\$ 10,411
Senior Electrician	\$ 6,522	\$ 6,848	\$ 7,190	\$ 7,550	\$ 7,927
Senior Planner	\$ 8,565	\$ 8,993	\$ 9,443	\$ 9,915	\$ 10,411
Senior Water Production/Treatment Operator	\$ 6,946	\$ 7,294	\$ 7,658	\$ 8,041	\$ 8,443
Senior Water Utility Worker	\$ 6,429	\$ 6,751	\$ 7,088	\$ 7,442	\$ 7,815
Street Supervisor	\$ 7,300	\$ 7,665	\$ 8,048	\$ 8,451	\$ 8,873
Transportation Driver	\$ 3,792	\$ 3,982	\$ 4,181	\$ 4,390	\$ 4,610
Water Conservation Analyst	\$ 7,008	\$ 7,359	\$ 7,727	\$ 8,113	\$ 8,519
Water Operations Supervisor	\$ 7,884	\$ 8,278	\$ 8,692	\$ 9,126	\$ 9,583
Water Production/Treatment Operator	\$ 5,965	\$ 6,263	\$ 6,576	\$ 6,905	\$ 7,250
Water Utility Worker I	\$ 5,134	\$ 5,390	\$ 5,660	\$ 5,943	\$ 6,240
Water Utility Worker II	\$ 5,799	\$ 6,089	\$ 6,393	\$ 6,713	\$ 7,048

APPENDIX D

Public Service Employees' Association Monthly Salary Schedule Effective inclusive of the pay period of July 1, 2026

	A	B	C	D	E
Account Clerk	\$ 4,646	\$ 4,878	\$ 5,122	\$ 5,378	\$ 5,647
Accountant	\$ 6,998	\$ 7,348	\$ 7,715	\$ 8,101	\$ 8,506
Accounting Technician I	\$ 5,290	\$ 5,555	\$ 5,833	\$ 6,124	\$ 6,431
Accounting Technician II	\$ 5,874	\$ 6,168	\$ 6,476	\$ 6,800	\$ 7,140
Administrative Assistant	\$ 5,141	\$ 5,398	\$ 5,668	\$ 5,951	\$ 6,249
Assistant Planner	\$ 6,719	\$ 7,055	\$ 7,408	\$ 7,779	\$ 8,168
Associate Civil Engineer	\$ 8,857	\$ 9,299	\$ 9,764	\$ 10,253	\$ 10,765
Associate Planner	\$ 7,834	\$ 8,226	\$ 8,637	\$ 9,069	\$ 9,523
Building Maintenance Worker	\$ 5,380	\$ 5,649	\$ 5,931	\$ 6,228	\$ 6,539
CIP Analyst	\$ 7,688	\$ 8,072	\$ 8,476	\$ 8,899	\$ 9,344
CIP Project Manager	\$ 9,083	\$ 9,538	\$ 10,014	\$ 10,515	\$ 11,041
Civil Engineering Assistant	\$ 7,184	\$ 7,544	\$ 7,921	\$ 8,317	\$ 8,733
Code Enforcement Officer	\$ 6,171	\$ 6,480	\$ 6,804	\$ 7,144	\$ 7,501
Community Services Coordinator	\$ 6,234	\$ 6,545	\$ 6,873	\$ 7,216	\$ 7,577
Community Services Leader	\$ 5,144	\$ 5,401	\$ 5,671	\$ 5,955	\$ 6,252
Deputy City Clerk	\$ 6,339	\$ 6,656	\$ 6,989	\$ 7,338	\$ 7,705
Electrician	\$ 6,340	\$ 6,657	\$ 6,990	\$ 7,339	\$ 7,706
Facilities And Parks Supervisor	\$ 7,723	\$ 8,109	\$ 8,515	\$ 8,940	\$ 9,387
Grants Analyst	\$ 7,688	\$ 8,072	\$ 8,476	\$ 8,899	\$ 9,344
Human Resources Analyst	\$ 7,806	\$ 8,197	\$ 8,606	\$ 9,037	\$ 9,489
Lead Code Enforcement Officer	\$ 6,713	\$ 7,049	\$ 7,401	\$ 7,771	\$ 8,160
Lead Maintenance Worker	\$ 6,195	\$ 6,505	\$ 6,830	\$ 7,172	\$ 7,530
Librarian	\$ 6,557	\$ 6,885	\$ 7,229	\$ 7,591	\$ 7,970
Library Associate	\$ 5,000	\$ 5,250	\$ 5,513	\$ 5,788	\$ 6,078
Library Clerk II	\$ 4,267	\$ 4,480	\$ 4,704	\$ 4,940	\$ 5,187
Library Manager	\$ 8,838	\$ 9,280	\$ 9,744	\$ 10,231	\$ 10,743
Library Technical Assistant	\$ 5,341	\$ 5,609	\$ 5,889	\$ 6,183	\$ 6,493
Maintenance Worker I	\$ 4,813	\$ 5,054	\$ 5,306	\$ 5,572	\$ 5,850
Maintenance Worker II	\$ 5,046	\$ 5,298	\$ 5,563	\$ 5,841	\$ 6,134
Management Aide	\$ 5,526	\$ 5,802	\$ 6,092	\$ 6,396	\$ 6,716
Management Analyst	\$ 7,288	\$ 7,653	\$ 8,035	\$ 8,437	\$ 8,859
Management Assistant	\$ 6,183	\$ 6,492	\$ 6,817	\$ 7,157	\$ 7,515
Permit Technician	\$ 5,117	\$ 5,373	\$ 5,641	\$ 5,923	\$ 6,220
Public Works Inspector	\$ 7,045	\$ 7,397	\$ 7,767	\$ 8,155	\$ 8,563
Senior Accountant	\$ 8,908	\$ 9,353	\$ 9,821	\$ 10,312	\$ 10,827
Senior Electrician	\$ 6,783	\$ 7,122	\$ 7,478	\$ 7,852	\$ 8,245
Senior Planner	\$ 8,908	\$ 9,353	\$ 9,821	\$ 10,312	\$ 10,827
Senior Water Production/Treatment Operator	\$ 7,224	\$ 7,585	\$ 7,964	\$ 8,362	\$ 8,781
Senior Water Utility Worker	\$ 6,686	\$ 7,020	\$ 7,371	\$ 7,740	\$ 8,127
Street Supervisor	\$ 7,592	\$ 7,972	\$ 8,370	\$ 8,789	\$ 9,228
Transportation Driver	\$ 3,944	\$ 4,141	\$ 4,348	\$ 4,565	\$ 4,794
Water Conservation Analyst	\$ 7,288	\$ 7,653	\$ 8,035	\$ 8,437	\$ 8,859
Water Operations Supervisor	\$ 8,199	\$ 8,609	\$ 9,040	\$ 9,492	\$ 9,966
Water Production/Treatment Operator	\$ 6,204	\$ 6,514	\$ 6,839	\$ 7,181	\$ 7,541
Water Utility Worker I	\$ 5,339	\$ 5,606	\$ 5,887	\$ 6,181	\$ 6,490
Water Utility Worker II	\$ 6,031	\$ 6,333	\$ 6,649	\$ 6,982	\$ 7,331

APPENDIX E

Public Service Employees' Association Monthly Salary Schedule *Effective inclusive of the pay period of July 1, 2027*

	A	B	C	D	E
Account Clerk	\$ 4,832	\$ 5,073	\$ 5,327	\$ 5,593	\$ 5,873
Accountant	\$ 7,278	\$ 7,642	\$ 8,024	\$ 8,425	\$ 8,846
Accounting Technician I	\$ 5,502	\$ 5,777	\$ 6,066	\$ 6,369	\$ 6,687
Accounting Technician II	\$ 6,109	\$ 6,414	\$ 6,735	\$ 7,072	\$ 7,425
Administrative Assistant	\$ 5,347	\$ 5,614	\$ 5,895	\$ 6,189	\$ 6,499
Assistant Planner	\$ 6,988	\$ 7,337	\$ 7,704	\$ 8,089	\$ 8,494
Associate Civil Engineer	\$ 9,211	\$ 9,672	\$ 10,155	\$ 10,663	\$ 11,196
Associate Planner	\$ 8,147	\$ 8,555	\$ 8,982	\$ 9,432	\$ 9,903
Building Maintenance Worker	\$ 5,595	\$ 5,875	\$ 6,169	\$ 6,477	\$ 6,801
CIP Analyst	\$ 7,996	\$ 8,395	\$ 8,815	\$ 9,256	\$ 9,719
CIP Project Manager	\$ 9,446	\$ 9,919	\$ 10,415	\$ 10,935	\$ 11,482
Civil Engineering Assistant	\$ 7,471	\$ 7,845	\$ 8,237	\$ 8,649	\$ 9,081
Code Enforcement Officer	\$ 6,418	\$ 6,739	\$ 7,076	\$ 7,429	\$ 7,801
Community Services Coordinator	\$ 6,483	\$ 6,808	\$ 7,148	\$ 7,505	\$ 7,881
Community Services Leader	\$ 5,350	\$ 5,617	\$ 5,898	\$ 6,193	\$ 6,503
Deputy City Clerk	\$ 6,593	\$ 6,922	\$ 7,268	\$ 7,632	\$ 8,013
Electrician	\$ 6,594	\$ 6,923	\$ 7,269	\$ 7,633	\$ 8,015
Facilities And Parks Supervisor	\$ 8,032	\$ 8,434	\$ 8,855	\$ 9,298	\$ 9,763
Grants Analyst	\$ 7,996	\$ 8,395	\$ 8,815	\$ 9,256	\$ 9,719
Human Resources Analyst	\$ 8,118	\$ 8,524	\$ 8,950	\$ 9,398	\$ 9,868
Lead Code Enforcement Officer	\$ 6,982	\$ 7,331	\$ 7,697	\$ 8,082	\$ 8,486
Lead Maintenance Worker	\$ 6,443	\$ 6,765	\$ 7,103	\$ 7,458	\$ 7,831
Librarian	\$ 6,819	\$ 7,160	\$ 7,518	\$ 7,894	\$ 8,289
Library Associate	\$ 5,200	\$ 5,460	\$ 5,733	\$ 6,020	\$ 6,321
Library Clerk II	\$ 4,438	\$ 4,660	\$ 4,893	\$ 5,137	\$ 5,394
Library Manager	\$ 9,192	\$ 9,651	\$ 10,134	\$ 10,640	\$ 11,172
Library Technical Assistant	\$ 5,555	\$ 5,832	\$ 6,124	\$ 6,430	\$ 6,752
Maintenance Worker I	\$ 5,006	\$ 5,256	\$ 5,519	\$ 5,795	\$ 6,084
Maintenance Worker II	\$ 5,248	\$ 5,510	\$ 5,786	\$ 6,075	\$ 6,379
Management Aide	\$ 5,747	\$ 6,034	\$ 6,336	\$ 6,653	\$ 6,986
Management Analyst	\$ 7,580	\$ 7,958	\$ 8,356	\$ 8,774	\$ 9,213
Management Assistant	\$ 6,430	\$ 6,752	\$ 7,089	\$ 7,444	\$ 7,816
Permit Technician	\$ 5,322	\$ 5,588	\$ 5,867	\$ 6,161	\$ 6,469
Public Works Inspector	\$ 7,327	\$ 7,693	\$ 8,078	\$ 8,482	\$ 8,906
Senior Accountant	\$ 9,264	\$ 9,728	\$ 10,214	\$ 10,725	\$ 11,261
Senior Electrician	\$ 7,054	\$ 7,407	\$ 7,777	\$ 8,166	\$ 8,575
Senior Planner	\$ 9,264	\$ 9,728	\$ 10,214	\$ 10,725	\$ 11,261
Senior Water Production/Treatment Operator	\$ 7,513	\$ 7,889	\$ 8,283	\$ 8,697	\$ 9,132
Senior Water Utility Worker	\$ 6,953	\$ 7,301	\$ 7,666	\$ 8,049	\$ 8,452
Street Supervisor	\$ 7,896	\$ 8,290	\$ 8,705	\$ 9,140	\$ 9,597
Transportation Driver	\$ 4,102	\$ 4,307	\$ 4,522	\$ 4,748	\$ 4,986
Water Conservation Analyst	\$ 7,580	\$ 7,958	\$ 8,356	\$ 8,774	\$ 9,213
Water Operations Supervisor	\$ 8,527	\$ 8,953	\$ 9,401	\$ 9,871	\$ 10,365
Water Production/Treatment Operator	\$ 6,452	\$ 6,775	\$ 7,114	\$ 7,469	\$ 7,843
Water Utility Worker I	\$ 5,553	\$ 5,830	\$ 6,122	\$ 6,428	\$ 6,749
Water Utility Worker II	\$ 6,272	\$ 6,586	\$ 6,915	\$ 7,261	\$ 7,624