

RESOLUTION NO. 7625

**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 (PART TIME UNIT) SUPERSEDING
RESOLUTION NO. 7383 AND RESOLUTION NO. 7480**

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

WHEREAS, the City and the PSEA PT has 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. As agreed upon by the PSEA PT, the following position shall be removed from Section 1, "Classifications Represented" section of the MOU as this is a classification that has been identified as vacant and currently not utilized by the City:

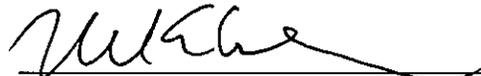
Secretary

SECTION 3. In accordance with the State of California Minimum Wage Order, effective January 1, 2019, January 1, 2020, January 1, 2021, and January 1, 2022, the hourly salary scales for the following shall be adjusted and updated to meet the requirements of the Minimum Wage Order and to address any compaction issues for classifications belonging within a series. As agreed upon by the PSEA PT, the new pay rate and first salary schedule attached hereto (Appendix A of Exhibit A – SPPSEA PT Hourly Salary Schedules) shall be effective the first pay period following ratification (July 22, 2019). All subsequent salary schedules shall become effective if the sales tax measure on the November 2019 ballot passes.

SECTION 3. Exhibit A is approved and adopted by the City Council of the City of South Pasadena.

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.

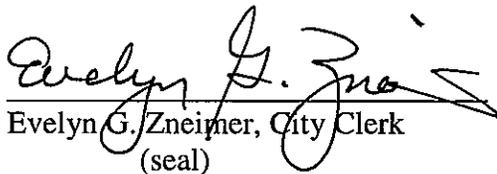
PASSED, APPROVED AND ADOPTED ON this 17th day of July, 2019.



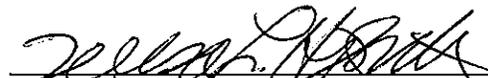
Marina Khubesrian, M.D., Mayor

ATTEST:

APPROVED AS TO FORM:



Evelyn G. Zneimer, City Clerk
(seal)



Teresa L. Highsmith, City Attorney

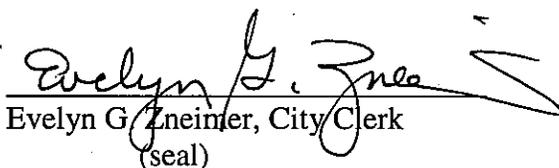
I HEREBY CERTIFY the foregoing resolution was duly adopted by the City Council of the City of South Pasadena, California, at a regular meeting held on the 17th day of July, 2019, by the following vote:

AYES: Cacciotti, Mahmud, Schneider, Joe, and Mayor Khubesrian

NOES: None

ABSENT: None

ABSTAINED: None



Evelyn G. Zneimer, City Clerk
(seal)

EXHIBIT A

CITY
of
SOUTH PASADENA

AND

PUBLIC SERVICE EMPLOYEES' ASSOCIATION
(PART TIME UNIT)

MEMORANDUM OF UNDERSTANDING

2019-2023

**CITY OF SOUTH PASADENA
PUBLIC SERVICE EMPLOYEES' ASSOCIATION
MEMORANDUM OF UNDERSTANDING
2019-2023**

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1. CLASSIFICATIONS REPRESENTED

The City hereby confirms the SPPSEA is the representative of the part time employees in the classifications listed below:

Principal Management Analyst	Transportation Driver
Senior Management Analyst	Recreation Leader
Management Analyst	Site Manager
Community Services Coordinator	Typist Clerk II
Management Assistant	Parking Control Aide
Reference Librarian	Intern (Incumbent)
Librarian	Intern (hired after 11/5/14)
Management Aide	Typist Clerk I
Program Specialist	Police Cadet
Film Liaison	Accounting Clerk
Management Intern (Incumbent)	Library Aide II
Management Intern (hired after 11/5/14)	Library Aide I
Fire Prevention Specialist	High School Intern (Incumbent)
Recreation Camp Director	High School Intern (hired after 11/5/14)
Maintenance Assistant	
Lead Transportation Driver	
Secretary	

The City acknowledges that the SPPSEA Part Time Unit has contracted with the SPPSEA Full-Time Unit to provide representation services on all matters governed by the Meyers-Miliias-Brown Act (Government Code section 3500, et seq.), the South Pasadena Personnel Rules and applicable rules and regulations.

2. GENERAL PROVISIONS

2(a) SEVERABILITY

If any Article or Section of this 2019-2023 MOU document, 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 document 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.

2(b) EFFECT

It is understood and agreed that this 2019-2023 MOU document 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 document shall become immediately effective. If the City Council fails to approve in full without modification, then this document shall become null and void.

3. ASSOCIATION RIGHTS

3(a) MONTHLY CHANGE OF STATUS REPORT

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.

3(b) NEW EMPLOYEE INFORMATION

The City shall provide each new employee eligible for Association representation with a membership statement, provided by the Association, and notify the Association President that such person has been hired and provide the Association President with the employee name, classification and department.

3(c) DUES AND BENEFITS DEDUCTIONS

1. The City shall deduct dues and Association sponsored benefit program premiums on a regular basis from the pay of all classifications and positions recognized to be represented by the Association, who voluntarily authorizes the deduction. The City shall remit such funds to the Association within 30 days following the deduction. The Association shall send the City's Human Resources Department a certified list of all individuals who have agreed to membership in the Association and the amount of dues the employee authorized to be deducted. The Association shall maintain the original dues authorizations forms and shall present them to the City on request if there is a dispute regarding the employee's membership status and/or authorization to deduct dues. The Association shall promptly send an updated certified list as members are added or withdraw from membership.
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2. Hold Harmless Clause - The Association agrees to hold harmless and indemnify the City against any claims, causes of action, or lawsuits arising as a result of the deductions or transmittal of such funds to the Association, except the intentional failure of the City to transmit monies deducted from the employees pursuant to this Article to the Association.

4. MANAGEMENT RIGHTS

- 4(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.
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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.
- 4(b) The exercise by the City of its management rights shall not in any way, directly or indirectly, be subject to the grievance procedure herein and shall not supersede the City Personnel Rules, and Memoranda 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 this MOU document or in the Personnel Rules and Salary resolutions. By agreeing to meet and confer with the Association as to the impacts of the exercise of the foregoing management rights, management's discretion in the exercise of these rights shall not be diminished.
- 4(c) Management Generalist Series
1. The parties have agreed to a part-time management generalist series, to be within the part-time unit and represented by PSEA, comprised of the
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following classifications: Management Aide, Management Assistant, Management Analyst, Senior Management Analyst and Principal Management Analyst.

2. City has the management right to promote any employee holding a PSEA PT-represented Management Generalist position to a position outside of the PSEA PT-represented bargaining unit within the full-time Management Generalist series without meeting and conferring regarding either its decision to promote, or the impacts of its decision to promote.
3. City will not promote a PSEA PT-represented employee to any position within the Part Time Management Generalist series or to the full-time Management Generalist series without the employee's consent.
4. City will respect and honor the decision of any PSEA PT-represented employee who does not want to promote to any position within either the part-time or full-time Management Generalist Series.
5. With the agreement of incumbent PSEA PT employees within the classification of part time Secretary, the City will retitle all existing part time Secretary classifications to part time Management Aide.
6. As with all other part time positions, positions within the part time Management Generalist series are subject to the City's "Part Time Hours Policy."
7. PSEA waives the right to grieve or challenge in any administrative or judicial forum City's decision to promote a PSEA PT-represented employee to any position within the full-time or part-time Management Generalist series.
8. PSEA waives the right to grieve or challenge in any administrative or judicial forum City's decision to appoint a PSEA PT-represented employee to any position within the full-time or part-time Management Generalist series.

5. GRIEVANCES

DEFINITION OF GRIEVANCE

A claimed violation, misinterpretation, inequitable application, or non-compliance with the provisions of the current Memorandum of Understanding, any

supplemental agreements and personnel rules and regulations. It is not to include a mere difference of opinion involving a management or department head exercise of discretion.

City Personnel Rules 13.2, Steps 1 and 2 only, shall be applicable to part time unit members. This means that part time unit members shall be authorized to pursue a grievance through meetings with the immediate Supervisor and the Department Head, with the Department Head (and not the City Manager) issuing a final and binding grievance determination that shall not be subject to any further administrative appeal.

6. MEAL AND REST PERIODS

After completion of five consecutive hours of work during a designated shift, each such affected employee shall be provided a thirty minute, unpaid meal break. In addition, at the conclusion of each four (4) consecutive hour period of work during a single designated shift, the affected employee shall be provided a ten minute paid rest period. Use of either or both meal and rest periods shall be subject to prior approval by the employees' supervisor. Although use of the time shall not be unreasonably withheld, the parties agree that the needs of the City shall prevail over those of the employee in determining whether or not to grant the meal or rest period. Denial of a meal or rest period shall not be subject to the grievance procedure or to any other form of challenge.

7. CONDUCT OF ASSOCIATION BUSINESS

Part Time Unit representatives shall be prohibited from engaging in Association-related business during scheduled hours of work, unless prior written authorization to do so is provided by a supervisor. Reasonable requests for such leave time shall be accommodated, consistent with City needs taking priority. This section does not impact the statutory leave time provided to unit members while literally involved in the meet and confer process.

The type of "Association Business" for which leave time may be granted, is confined to existing grievance-related investigations, preparation meetings and meetings with a supervisor and/or department head. However, "Association Business" leave time shall not be paid by the City (unlike paid statutory leave time for the meet and confer process) and shall be capped at a maximum of one hour for each scheduled work-shift, unless otherwise approved in writing by the employees' supervisor.

8. SERVICE RECOGNITION

Service Pins and certificates will be given to all part time employees upon the completion of every five years of service to the City.

9. PARTICIPATION IN 457 PLAN

Association members will be eligible to participate in the City's 457 plan, subject to the City's rules, procedures and policies governing that program, for so long as the City elects to maintain such a program. Participation in the City's 457 program shall be cost neutral to the City. Any cost associated with association members' participation in the 457 program will be the responsibility of the association member.

10. PARTICIPATION IN OPTIONAL SUPPLEMENTAL INSURANCE PLAN

Association members will be eligible to participate in the City's Optional Supplemental Insurance Plan, subject to the City's rules, procedures and policies governing that program, for so long as the City elects to maintain such a program. Participation in the City's Optional Supplemental Insurance Plan program shall be cost neutral to the City. Any cost associated with association members' participation in the Optional Supplemental Insurance Plan program will be the responsibility of the association member.

11. COMPENSATION – SALARY SCHEDULE ADJUSTMENT

Effective beginning with the first full pay period starting after ratification by the Council, (July 22, 2019) the salary schedule set forth in Appendix "A" shall be applicable.

If the sales tax measure scheduled for the November, 2019 election is passed by the electorate:

Effective January 1, 2020, the salary schedule set forth in Appendix "B" shall be applicable.

Effective January 1, 2021, the salary schedule set forth in Appendix "C" shall be applicable.

Effective January 1, 2022, the salary schedule set forth in Appendix "D" shall be applicable.

At all times, employees shall be paid at least the California minimum wage.

If the sales tax increase is not approved by the City's voters in the November 2019 election, Appendix A shall be in effect throughout the term of the MOU.

12. REOPENERS

A. AFFORDABLE CARE ACT

The City and SPPSEA agreed to a Part-Time Hours Policy, as follows:

- a. **Category 1: All Part Time Employees in the Transit Division of the Community Services Department:** All part time employees in the Transit Division of the Community Services Department, including the positions of Lead Transportation Driver, Professional Intern, Program Specialist, Transit Assistant, Transportation Coordinator and Transportation Driver, shall be restricted to working no more than 28 hours per week and no more than 112 hours per calendar month.
- b. **Category 2: All Part Time Employees Hired On or After July 1, 2013 Not in Category 1:** All part time employees hired on or after July 1, 2013 who are not in Category 1 shall be restricted to working no more than 18 hours per week, no more than 72 hours per calendar month, and no more than 936 hours per fiscal year.
- c. **Category 3: Part Time Employees Enrolled in CalPERS as of July 1, 2013:** All part time employees enrolled in CalPERS as of July 1, 2013, shall be restricted to working no more than 28 hours per week and no more than 112 hours per calendar month.
- d. **Category 4: Part Time Employees Not in Category 1 and Not Enrolled in CalPERS as of July 1, 2013:** All part time employees who are not in Category 1 and who are not enrolled in CalPERS as of July 1, 2013, shall be restricted to working no more than 18 hours per week, no more than 72 hours per month, and no more than 936 hours per fiscal year.

In addition, the City Manager reserves the right to allow additional classifications not listed in the above categories to work up to 28 hours per a week and no more than 112 hours per a calendar month.

In the event that the Affordable Care Act (“ACA”) is modified to raise the threshold for “full-time” employment higher than the current 30 hours per week, the City agrees to reopen negotiations with the PSEA Part Time Unit regarding the Part-Time Hours Policy and/or Personnel Rule 16, to allow part time City employees’ hours to increase above the current 28 hour per week cap.

B. SALARY

This MOU shall be subject to a reopener at direction 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 2019-2020, 2020-2021 or 2021-2022, or 2022-2023 fiscal years:

1. Five percent (5%) or greater reduction in general fund revenues during each fiscal year for the period July 1 through December 31 compared to the immediately preceding same period of time; and/or the period January 1 through June 30 and the same preceding period of time. The decline, if any, shall be measured by receipts 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) or,
2. A determination by the City Council to implement this Section 1. shall not be subject to administrative challenge.

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 2022-2023 MOU, such provisions shall be subject to the meet and confer process conducted pursuant to this reopener.

C. PERSONNEL RULES

During the term of this MOU, 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.

13. INTERNS

There are three Intern positions in this unit: Management Intern, Intern and High School Intern. All Intern positions are intended to be limited term. Except in rare circumstances, Intern positions shall not exceed one year. All incumbent Interns at the time of ratification of this MOU by the City Council shall continue to have a salary schedule with five steps (A-E). All individuals who become any of the three Intern classifications after ratification of this MOU shall be eligible for steps A-C only, as reflected in the Salary Schedules attached to this MOU, for the time period applicable.

14. SICK LEAVE

The City shall conform with the California Healthy Families Act of 2014. Employees

shall receive 24 hours of paid sick leave on July 1 of each year. Unused sick leave shall not carry over to the following fiscal year.

15. EMPLOYEE WELLNESS, BALANCE AND PROFESSIONAL DEVELOPMENT

The City recognizes the importance of promoting employee wellness, balance and professional development. As such, the City shall bring the below listed benefits, as offerings and supplemental optional employee wellness & balance and professional development initiatives/programs, at no cost to the employee:

- (a) A meditation room will be made available for employee use to create a calm space that allows for mindfulness and wellness; and
- (b) Yoga & fitness classes will be offered on a regular basis in Council Chambers and/or at other city facilities, to support employee health and wellness; and
- (c) City sponsored Toastmasters club on site (includes membership & lunch) to provide opportunity for employees to develop public speaking and engagement skills with fellow city employees; and
- (d) A natural green space area will be created behind City Hall to facilitate time outside for lunches or meetings.

16. 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 July, 2019.

**South Pasadena Public Service
Employees' Association (Part Time Unit)**

City of South Pasadena

William Lopez 07-03-2019
William Lopez, President Date

Marina Khubesrian 7/18/19
Marina Khubesrian, M.D., Mayor Date

Stephanie DeWolfe
Stephanie DeWolfe, City Manager Date

APPENDIX A

Public Service Part Time Employees Hourly Salary Schedule

	A	B	C	D	E
Principal Management Analyst	\$ 44.69	\$ 46.92	\$ 49.27	\$ 51.73	\$ 54.32
Senior Management Analyst	\$ 37.16	\$ 39.02	\$ 40.97	\$ 43.02	\$ 45.17
Management Analyst	\$ 30.95	\$ 32.50	\$ 34.12	\$ 35.83	\$ 37.62
Community Services Coordinator	\$ 26.57	\$ 27.90	\$ 29.29	\$ 30.76	\$ 32.30
Management Assistant	\$ 26.09	\$ 27.39	\$ 28.76	\$ 30.20	\$ 31.71
Reference Librarian	\$ 22.31	\$ 23.43	\$ 24.60	\$ 25.83	\$ 27.12
Librarian	\$ 22.31	\$ 23.43	\$ 24.60	\$ 25.83	\$ 27.12
Management Aide	\$ 22.12	\$ 23.23	\$ 24.39	\$ 25.61	\$ 26.89
Program Specialist	\$ 22.12	\$ 23.23	\$ 24.39	\$ 25.61	\$ 26.89
Film Liaison	\$ 21.06	\$ 22.11	\$ 23.22	\$ 24.38	\$ 25.60
Management Intern (<i>Incumbent</i>)	\$ 20.22	\$ 21.23	\$ 22.29	\$ 23.41	\$ 24.58
Management Intern (<i>hired after 11/5/14</i>)	\$ 20.22	\$ 21.23	\$ 22.29		
Fire Prevention Specialist	\$ 19.52	\$ 20.50	\$ 21.52	\$ 22.60	\$ 23.73
Recreation Camp Director	\$ 19.52	\$ 20.50	\$ 21.52	\$ 22.60	\$ 23.73
Maintenance Assistant	\$ 18.45	\$ 19.37	\$ 20.34	\$ 21.36	\$ 22.43
Lead Transportation Driver	\$ 18.45	\$ 19.37	\$ 20.34	\$ 21.36	\$ 22.43
Secretary	\$ 17.83	\$ 18.72	\$ 19.66	\$ 20.64	\$ 21.67
Transportation Driver	\$ 17.29	\$ 18.15	\$ 19.06	\$ 20.02	\$ 21.02
Recreation Leader	\$ 14.09	\$ 14.79	\$ 15.53	\$ 16.31	\$ 17.13
Site Manager	\$ 14.09	\$ 14.79	\$ 15.53	\$ 16.31	\$ 17.13
Typist Clerk II	\$ 13.67	\$ 14.35	\$ 15.07	\$ 15.82	\$ 16.62
Parking Control Aide	\$ 13.51	\$ 14.19	\$ 14.89	\$ 15.64	\$ 16.42
Intern (<i>Incumbent</i>)	\$ 13.25	\$ 13.91	\$ 14.61	\$ 15.34	\$ 16.11
Intern (<i>hired after 11/5/14</i>)	\$ 13.35	\$ 14.02	\$ 14.72		
Typist Clerk I	\$ 12.75	\$ 13.39	\$ 14.06	\$ 14.76	\$ 15.50
Police Cadet	\$ 12.37	\$ 12.99	\$ 13.64	\$ 14.32	\$ 15.04
Accounting Clerk	\$ 12.35	\$ 12.97	\$ 13.62	\$ 14.30	\$ 15.01
Library Aide II	\$ 12.21	\$ 12.82	\$ 13.46	\$ 14.13	\$ 14.84
Library Aide I	\$ 12.00	\$ 12.60	\$ 13.23	\$ 13.89	\$ 14.59
High School Intern (<i>Incumbent</i>)	\$ 12.00	\$ 12.60	\$ 13.23	\$ 13.89	\$ 14.59
High School Intern (<i>hired after 11/5/14</i>)	\$ 12.00	\$ 12.60	\$ 13.23		

Effective the first full pay period beginning after ratification (Effective July 22, 2019) – *If sales tax measure scheduled for the November 2019 election is not passed by the electorate, salaries as listed in Appendix A shall remain in effect for the entire term of the MOU.*

APPENDIX B

Public Service Part Time Employees Hourly Salary Schedule

	A	B	C	D	E
Principal Management Analyst	\$ 45.69	\$ 47.97	\$ 50.37	\$ 52.89	\$ 55.54
Senior Management Analyst	\$ 38.16	\$ 40.07	\$ 42.07	\$ 44.17	\$ 46.38
Management Analyst	\$ 31.95	\$ 33.55	\$ 35.22	\$ 36.99	\$ 38.84
Community Services Coordinator	\$ 27.57	\$ 28.95	\$ 30.40	\$ 31.92	\$ 33.51
Management Assistant	\$ 27.09	\$ 28.44	\$ 29.87	\$ 31.36	\$ 32.93
Reference Librarian	\$ 23.31	\$ 24.48	\$ 25.70	\$ 26.98	\$ 28.33
Librarian	\$ 23.31	\$ 24.48	\$ 25.70	\$ 26.98	\$ 28.33
Management Aide	\$ 23.12	\$ 24.28	\$ 25.49	\$ 26.76	\$ 28.10
Program Specialist	\$ 23.12	\$ 24.28	\$ 25.49	\$ 26.76	\$ 28.10
Film Liaison	\$ 22.06	\$ 23.16	\$ 24.32	\$ 25.54	\$ 26.81
Management Intern (<i>Incumbent</i>)	\$ 21.22	\$ 22.28	\$ 23.40	\$ 24.56	\$ 25.79
Management Intern (<i>hired after 11/5/14</i>)	\$ 21.22	\$ 22.28	\$ 23.40		
Fire Prevention Specialist	\$ 20.52	\$ 21.55	\$ 22.62	\$ 23.75	\$ 24.94
Recreation Camp Director	\$ 20.52	\$ 21.55	\$ 22.62	\$ 23.75	\$ 24.94
Maintenance Assistant	\$ 19.45	\$ 20.42	\$ 21.44	\$ 22.52	\$ 23.64
Lead Transportation Driver	\$ 19.45	\$ 20.42	\$ 21.44	\$ 22.52	\$ 23.64
Secretary	\$ 18.83	\$ 19.77	\$ 20.76	\$ 21.80	\$ 22.89
Transportation Driver	\$ 18.29	\$ 19.20	\$ 20.16	\$ 21.17	\$ 22.23
Recreation Leader	\$ 15.09	\$ 15.84	\$ 16.64	\$ 17.47	\$ 18.34
Site Manager	\$ 15.09	\$ 15.84	\$ 16.64	\$ 17.47	\$ 18.34
Typist Clerk II	\$ 14.67	\$ 15.40	\$ 16.17	\$ 16.98	\$ 17.83
Parking Control Aide	\$ 14.51	\$ 15.24	\$ 16.00	\$ 16.80	\$ 17.64
Intern (<i>Incumbent</i>)	\$ 14.35	\$ 15.07	\$ 15.82	\$ 16.61	\$ 17.44
Intern (<i>hired after 11/5/14</i>)	\$ 14.35	\$ 15.07	\$ 15.82		
Typist Clerk I	\$ 13.75	\$ 14.44	\$ 15.16	\$ 15.92	\$ 16.71
Police Cadet	\$ 13.37	\$ 14.04	\$ 14.74	\$ 15.48	\$ 16.25
Accounting Clerk	\$ 13.35	\$ 14.02	\$ 14.72	\$ 15.45	\$ 16.23
Library Aide II	\$ 13.21	\$ 13.87	\$ 14.56	\$ 15.29	\$ 16.06
Library Aide I	\$ 13.00	\$ 13.65	\$ 14.33	\$ 15.05	\$ 15.80
High School Intern (<i>Incumbent</i>)	\$ 13.00	\$ 13.65	\$ 14.33	\$ 15.05	\$ 15.80
High School Intern (<i>hired after 11/5/14</i>)	\$ 13.00	\$ 13.65	\$ 14.33		

Effective December 23, 2019 – *If sales tax measure scheduled for the November 2019 election is passed by the electorate*

APPENDIX C

Public Service Part Time Employees Hourly Salary Schedule

	A	B	C	D	E
Principal Management Analyst	\$ 46.69	\$ 49.02	\$ 51.48	\$ 54.05	\$ 56.75
Senior Management Analyst	\$ 39.16	\$ 41.12	\$ 43.17	\$ 45.33	\$ 47.60
Management Analyst	\$ 32.95	\$ 34.60	\$ 36.33	\$ 38.14	\$ 40.05
Community Services Coordinator	\$ 28.57	\$ 30.00	\$ 31.50	\$ 33.07	\$ 34.73
Management Assistant	\$ 28.09	\$ 29.49	\$ 30.97	\$ 32.52	\$ 34.14
Reference Librarian	\$ 24.31	\$ 25.53	\$ 26.80	\$ 28.14	\$ 29.55
Librarian	\$ 24.31	\$ 25.53	\$ 26.80	\$ 28.14	\$ 29.55
Management Aide	\$ 24.12	\$ 25.33	\$ 26.59	\$ 27.92	\$ 29.32
Program Specialist	\$ 24.12	\$ 25.33	\$ 26.59	\$ 27.92	\$ 29.32
Film Liaison	\$ 23.06	\$ 24.21	\$ 25.42	\$ 26.69	\$ 28.03
Management Intern (<i>Incumbent</i>)	\$ 22.22	\$ 23.33	\$ 24.50	\$ 25.72	\$ 27.01
Management Intern (<i>hired after 11/5/14</i>)	\$ 22.22	\$ 23.33	\$ 24.50		
Fire Prevention Specialist	\$ 21.52	\$ 22.60	\$ 23.73	\$ 24.91	\$ 26.16
Recreation Camp Director	\$ 21.52	\$ 22.60	\$ 23.73	\$ 24.91	\$ 26.16
Maintenance Assistant	\$ 20.45	\$ 21.47	\$ 22.55	\$ 23.67	\$ 24.86
Lead Transportation Driver	\$ 20.45	\$ 21.47	\$ 22.55	\$ 23.67	\$ 24.86
Secretary	\$ 19.83	\$ 20.82	\$ 21.86	\$ 22.96	\$ 24.10
Transportation Driver	\$ 19.29	\$ 20.25	\$ 21.27	\$ 22.33	\$ 23.45
Recreation Leader	\$ 16.09	\$ 16.89	\$ 17.74	\$ 18.63	\$ 19.56
Site Manager	\$ 16.09	\$ 16.89	\$ 17.74	\$ 18.63	\$ 19.56
Typist Clerk II	\$ 15.67	\$ 16.45	\$ 17.28	\$ 18.14	\$ 19.05
Parking Control Aide	\$ 15.51	\$ 16.29	\$ 17.10	\$ 17.95	\$ 18.85
Intern (<i>Incumbent</i>)	\$ 15.35	\$ 16.12	\$ 16.92	\$ 17.77	\$ 18.66
Intern (<i>hired after 11/5/14</i>)	\$ 15.35	\$ 16.12	\$ 16.92		
Typist Clerk I	\$ 14.75	\$ 15.49	\$ 16.26	\$ 17.07	\$ 17.93
Police Cadet	\$ 14.37	\$ 15.09	\$ 15.84	\$ 16.64	\$ 17.47
Accounting Clerk	\$ 14.35	\$ 15.07	\$ 15.82	\$ 16.61	\$ 17.44
Library Aide II	\$ 14.21	\$ 14.92	\$ 15.67	\$ 16.45	\$ 17.27
Library Aide I	\$ 14.00	\$ 14.70	\$ 15.44	\$ 16.21	\$ 17.02
High School Intern (<i>Incumbent</i>)	\$ 14.00	\$ 14.70	\$ 15.44	\$ 16.21	\$ 17.02
High School Intern (<i>hired after 11/5/14</i>)	\$ 14.00	\$ 14.70	\$ 15.44		

Effective December 21, 2020 - *If sales tax measure scheduled for the November 2019 election is passed by the electorate*

APPENDIX D

Public Service Part Time Employees Hourly Salary Schedule

	A	B	C	D	E
Principal Management Analyst	\$ 47.69	\$ 50.07	\$ 52.58	\$ 55.21	\$ 57.97
Senior Management Analyst	\$ 40.16	\$ 42.17	\$ 44.28	\$ 46.49	\$ 48.81
Management Analyst	\$ 33.95	\$ 35.65	\$ 37.43	\$ 39.30	\$ 41.27
Community Services Coordinator	\$ 28.57	\$ 30.00	\$ 31.50	\$ 33.07	\$ 34.73
Management Assistant	\$ 29.09	\$ 30.54	\$ 32.07	\$ 33.68	\$ 35.36
Reference Librarian	\$ 25.31	\$ 26.58	\$ 27.90	\$ 29.30	\$ 30.76
Librarian	\$ 25.31	\$ 26.58	\$ 27.90	\$ 29.30	\$ 30.76
Management Aide	\$ 25.12	\$ 26.38	\$ 27.69	\$ 29.08	\$ 30.53
Program Specialist	\$ 25.12	\$ 26.38	\$ 27.69	\$ 29.08	\$ 30.53
Film Liaison	\$ 24.06	\$ 25.26	\$ 26.53	\$ 27.85	\$ 29.25
Management Intern (<i>Incumbent</i>)	\$ 23.22	\$ 24.38	\$ 25.60	\$ 26.88	\$ 28.22
Management Intern (<i>hired after 11/5/14</i>)	\$ 23.22	\$ 24.38	\$ 25.60		
Fire Prevention Specialist	\$ 22.52	\$ 23.65	\$ 24.83	\$ 26.07	\$ 27.37
Recreation Camp Director	\$ 22.52	\$ 23.65	\$ 24.83	\$ 26.07	\$ 27.37
Maintenance Assistant	\$ 21.45	\$ 22.52	\$ 23.65	\$ 24.83	\$ 26.07
Lead Transportation Driver	\$ 21.45	\$ 22.52	\$ 23.65	\$ 24.83	\$ 26.07
Secretary	\$ 20.83	\$ 21.87	\$ 22.97	\$ 24.11	\$ 25.32
Transportation Driver	\$ 20.29	\$ 21.30	\$ 22.37	\$ 23.49	\$ 24.66
Recreation Leader	\$ 17.09	\$ 17.94	\$ 18.84	\$ 19.78	\$ 20.77
Site Manager	\$ 17.09	\$ 17.94	\$ 18.84	\$ 19.78	\$ 20.77
Typist Clerk II	\$ 16.67	\$ 17.50	\$ 18.38	\$ 19.30	\$ 20.26
Parking Control Aide	\$ 16.51	\$ 17.34	\$ 18.20	\$ 19.11	\$ 20.07
Intern (<i>Incumbent</i>)	\$ 16.35	\$ 17.17	\$ 18.03	\$ 18.93	\$ 19.87
Intern (<i>hired after 11/5/14</i>)	\$ 16.35	\$ 17.17	\$ 18.03		
Typist Clerk I	\$ 15.75	\$ 16.54	\$ 17.36	\$ 18.23	\$ 19.14
Police Cadet	\$ 15.37	\$ 16.14	\$ 16.95	\$ 17.79	\$ 18.68
Accounting Clerk	\$ 15.35	\$ 16.12	\$ 16.92	\$ 17.77	\$ 18.66
Library Aide II	\$ 15.21	\$ 15.97	\$ 16.77	\$ 17.61	\$ 18.49
Library Aide I	\$ 15.00	\$ 15.75	\$ 16.54	\$ 17.36	\$ 18.23
High School Intern (<i>Incumbent</i>)	\$ 15.00	\$ 15.75	\$ 16.54	\$ 17.36	\$ 18.23
High School Intern (<i>hired after 11/5/14</i>)	\$ 15.00	\$ 15.75	\$ 16.54		

Effective December 20, 2021 - *If sales tax measure scheduled for the November 2019 election is passed by the electorate*