

MEMORANDUM OF UNDERSTANDING

This MEMORANDUM OF UNDERSTANDING made and entered into this 1st day of JULY, 2016.

BY AND BETWEEN

**CITY OF SAN DIEGO AND
SAN DIEGO CITY FIREFIGHTERS,
I.A.F.F. LOCAL 145**

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Parties to the Agreement

This Memorandum of Understanding (MOU), is made and entered into on July 1, 2016, by and between the City of San Diego (City) and San Diego City Firefighters, International Association of Firefighters Local 145, hereinafter referred to as Local 145.

ARTICLE 1

Payroll Deductions

- A. It is agreed that Local 145 dues, assessments, and other authorized deductions shall be deducted by Management from the salaries of each member and past member with a valid withdrawal card, when the deductions are authorized by Council Policy 300-06, Employer Employee Relations Policy, section VI (B). Employees must file a written authorization requesting that the deductions be made. Remittance of the aggregate amount of all deductions shall be made to Local 145 by Management biweekly. All deductions shall be wire transferred to the pre-designated Local 145 accounts. There will be no cost to Local 145 for this transfer.
- B. Deductions shall be for a specified amount or for total compensation and shall be made only upon the voluntary written authorization of the member or past member with a withdrawal card. Deduction authorization or cancellation shall be made on clearly marked cards provided by City and Local 145 in accordance with past procedures.
- C. Local 145 shall disburse funds received from City in accordance with the deduction authorizations received.
- D. Local 145 shall indemnify, defend, and hold City harmless against any claims or suits instituted against City contesting the collection or dispersal of any authorized deductions. In addition, Local 145 shall refund to City any amounts paid to it in error upon presentation by City of evidence supporting the error.
- E. Special Deduction – Fire Fighters’ Aid Fund – Mass Changes.
 - 1. The Office of the City Comptroller, upon receipt of notification from Local 145, shall deduct the specified amount from the paychecks of members of the fund.
 - 2. Mass changes of this nature shall not require individual authorization.
- F. If an employee submits a payroll deduction authorization change to City which has not been processed by Local 145, City will forward a copy of the change notice to Local 145.
- G. All employees will be required to provide authorization to the Office of the City Comptroller to electronically deposit their paychecks to a financial institution of their choice (subject to electronic compatibility). Employees shall not be required to change financial institutions if their financial institution is not compatible with the wire transfer.

ARTICLE 2

Trades

- A. City agrees to continue the practice of allowing employees to trade work schedules, subject to the provisions of the Fair Labor Standards Act (FLSA). Disputes regarding the impact of a trade or trades upon hours worked for retirement and overtime computation purposes, shall be resolved by reference to the records maintained by Department payroll.
- B. Approval of trades will be subject to the staffing requirements of the San Diego Fire-Rescue Department (Department) as determined by the Fire Chief or his or her designee. Once a trade has been approved, the employee who accepts the trade assumes the responsibility for completing the assigned shift.
 - 1. Trades shall be limited to the exchange of scheduled work shifts, time for time, between two employees of the same classification.
 - 2. All trades must be between the original employees agreeing to the trade. All trades of scheduled shifts must be completed within one year.
 - 3. Trades of will-work assignments of four hours or less will be allowed with the proper payroll documentation.
 - 4. The above procedures apply to all trades regardless of the amount of time involved.
 - 5. Employees shall be allowed to trade holidays within the twenty-eight-day cycle.
- C. Fire Engineers wishing certification on equipment for which they have not previously been certified, shall make a request to the Fire Chief or his or her designee. To the extent feasible, the Fire Chief shall arrange for the Fire Engineer to be assigned to a work station where he or she can achieve such certification during his or her normal work shift.
- D. **Effective July 1, 2017, no employee shall work more than 96 consecutive hours including trades without a minimum 24 hour off-duty rest break. The Fire Chief or designee may extend this timeframe due to disaster situations, need for strike teams, or other operational circumstances that warrant immediate coverage. The Parties will meet and confer over the implementation of the Departmental policy prior to July 1, 2017.**

ARTICLE 3

Will - Work List

- A. Local 145 agrees to support a will-work list consisting of sufficient numbers of volunteers to fill normal staffing vacancies. An employee who has volunteered for the will-work list may remove his or her name from that list any time prior to being called for

work. In the event that there are insufficient numbers of suitable volunteers, Local 145 agrees to the use of mandatory call-back according to the agreement in the Transfer Policy Manual.

- B. Members wishing to volunteer for will-work will use the approved methods outlined in the Telestaff Manual and in the Transfer Policy Manual as incorporated in this MOU.
- C. Changes to the existing transfer policies shall be made by mutual consent of the Parties. Local 145 agrees to meet and confer in Fiscal Year 2004, through impasse to the City Council, over SDFD proposed changes to the Transfer Policy Manual.
- D. City and Local 145 agree to develop a section in the Transfer Policy Manual that will outline a bidding procedure to transfer among the various sections in the Fire Prevention Bureau. Said policy will further clarify the procedures for transferring from forty-hour assignments to fifty-six-hour assignments.

ARTICLE 4

Seniority

- A. The Parties agree that layoffs shall be governed by the provisions of Civil Service Rule V. Changes to Civil Service Rule V which affect members of Local 145 shall be by mutual consent of the Parties.
- B. For purposes of this Article:
 - 1. City-wide seniority shall mean service in a classification regardless of the department or division.
 - 2. Right of competition shall mean the right of an employee who has been laid off to compete for positions in lower classes in which he or she has served satisfactorily, subject to the superior rights of any other employee who has been laid off.
- C. In cases of intra-Departmental processes, seniority shall be established as follows:
 - 1. Relative seniority among employees in the same Academy hired into the Fire Fighter classifications will be established by class standing in their Academy.
 - 2. Relative seniority among employees promoted into the same classification on the same effective date shall first be established on the basis of seniority in the classification from which they were promoted. In the event seniority is equal in that classification, standing in the Academy will be used to determine seniority. If a tie remains, a lottery shall be used to determine seniority. The Department will make a reasonable and documented effort to offer the opportunity to attend the lottery to all Parties with a material interest in the results.

ARTICLE 5

Provisions of Law

- A. This MOU is subject to all current and future applicable federal, state and local laws, regulations and the San Diego Charter (Charter).
- B. If any part or provision of this MOU is in conflict or inconsistent with applicable provisions of federal, state, or local laws or regulations, or is otherwise held to be invalid or unenforceable by any court of competent jurisdiction, those parts or provisions shall be suspended and superseded by the applicable laws or regulations, and the remainder of this MOU shall not be affected.

ARTICLE 6

Employee Rights

- A. Both Parties agree not to discriminate against any employee for the exercise of rights guaranteed by applicable state and/or federal law, which prohibits favor or discrimination based on any of the protected classes or categories listed in the City's Equal Employment Opportunity (EEO) Policy – Annual Statement, or because of political affiliation or employee organization affiliation.
- B. The Parties mutually recognize and agree to fully protect the rights of all employees falling into the classifications listed in Article 10 to join and participate in the activities of Local 145, or not to join and participate in these activities, and all other rights guaranteed by law.
- C. No employees shall be interfered with, intimidated, restrained, coerced, or discriminated against because of the exercise of these rights.
- D. The provisions of this MOU apply equally to all covered employees without favor or discrimination because of race, color, sex, age, disability, national origin, political or religious opinions or affiliations, pregnancy, or sexual orientation.
- E. Local 145 agrees to recognize and support Equal Opportunity plans and policies promulgated in accordance with procedures established by the City Council and the Department that are consistent with state and federal law. These policies shall be submitted to Local 145 and shall be met and conferred upon if required by the Meyers-Milias-Brown Act (MMBA).
- F. The Parties agree to support and comply with City's Human Dignity Ordinance.

ARTICLE 7

Station and Work Site Living Conditions

- A. City agrees to continue to furnish and maintain in proper working condition those items or facilities now provided for all represented personnel which are considered to be essential living conveniences. Items that will be replaced include, but are not limited to, mattresses, microwaves, refrigerators, tables and chairs, carpet, washers and dryers, heating and air conditioning systems, exhaust extraction systems, David Clark Communication Systems, and station fencing. City agrees to initiate repairs or replace the above-referenced equipment within one month of official notification of need. Department must meet and confer with Local 145 on modifications of station sites and space utilization of station sites should modifications to station sites impact working conditions.
- B. City will provide Local 145 with a copy of the Capital Improvement Program as it relates to Department facilities, after the City Council has approved the CIP budget.
- C. City will ensure that employees are held reasonably accountable for the security of their uniforms and related equipment during their assigned shifts.
- D. Nothing in this Article shall be interpreted to prevent City from complying with applicable state health and safety laws. City shall comply with applicable federal, state, and local health and safety laws on a timely basis. City and Local 145 shall jointly study National Fire Protection Association standards for training and equipment for future adoption.
- E. In the event a repair necessitates closure of a facility for more than forty-eight hours, on-site alternative accommodations will be made available.

ARTICLE 8

Mileage and Emergency Meal Allowance

- A. City agrees to reimburse members of the Bargaining Unit for use of their private vehicles to travel from one work station to another work station when the travel results from a reassignment of work station during the employee's normal work hours. City agrees to reimburse members of the unit for the use of their private vehicles in the event they are on page and are called back to work.
- B. "C" Mileage reimbursement will be paid in accordance with the current IRS Standard Mileage Rates for business reimbursement.

City agrees to notify Local 145 when mileage rates change.
- C. In the event an employee is transferred to a different work site after reaching his or her normally assigned work site and does not have transportation available, the Department

will arrange transportation to the new work site. At the end of the duty shift, the employee has the option of leaving the assigned work site upon being relieved or requesting that the Department arrange for transportation to the original work site. In the event the employee requests return transportation, the Department shall arrange such transportation as soon as practical. The employee shall be compensated for time spent in excess of one hour waiting for transportation after being relieved by his or her replacement.

- D. Employees, pursuant to Fire-Rescue Department policy, who ordinarily qualify for an emergency meal, shall be reimbursed up to a maximum allowance as set by the U.S. General Services Administration (GSA) per diem rates for San Diego.**

ARTICLE 9

Appendices and Amendments

- A. All appendices and amendments to this MOU shall be numbered (or lettered) dated and signed by the authorized agent of each of the Parties and shall be subject to all provisions of this MOU.
- B. All current amendments and appendices resulting from meeting and conferring over this MOU shall be listed and published as a part of this MOU.

ARTICLE 10

Formal Recognition

- A. City recognizes Local 145 as the exclusive representative for employees in the Fire Fighter Unit.
- B. The Fire Fighter Unit consists of all employees in the following classes:
1. Fire Recruit
 2. Fire Fighter I
 3. Fire Fighter II
 4. Fire Fighter III
 5. Fire Engineer
 6. Fire Captain
 7. Fire Battalion Chief
 8. Fire Prevention Inspector I
 9. Fire Prevention Inspector II
 10. Fire Prevention Supervisor
 11. Assistant Fire Marshal
 12. Emergency Medical Technician
 13. Paramedic I
 14. Paramedic II
 15. Fire Helicopter Pilot

- 16. Air Operations Chief
 - 17. Fire Captain (Emergency Management Coordinator Option)
- C. City agrees not to meet and confer with organizations other than Local 145 on matters falling within the scope of representation including, but not limited to, hours, wages, working conditions, and hiring and promotional policies.
 - D. In the event that the Department assumes the contract for paramedic services, all paramedic classifications shall be placed in the Local 145 Bargaining Unit.
 - E. Fire Fighters who were hired as “limited” employees and are performing at a satisfactory level shall be moved into “permanent” positions as positions become available.
 - F. Effective July 1, 2009, no future hires into the Fire Prevention Bureau will be civilians.
 - G. Local 145 represents several General Member Employee classifications. Management shall not fill these positions with newly hired employees. Subject to Personnel’s revision of minimum qualifications to reflect the Safety Member Employee status of future hires into the former General Member Employee classifications, employees hired on and after July 1, 2008 into the classifications of Fire Inspector Series I and II, Fire Inspector Supervisor, and Assistant Fire Marshal, shall be classed as Safety Member Employees. The existing transfer list for these classifications shall remain valid. Non-safety (general) transfers from the list and current General Member Employees in the above classes shall not become Safety Member Employees.

ARTICLE 11

Employee Representation

- A. Employee representation during meetings with Management shall be governed by the Firefighters Procedural Bill of Rights Act (Cal. Gov’t Code §§ 3250, *et seq.*) (FBOR). The Parties agree that FBOR applies to all unit members, **except for Fire Recruits.**
- B. Fire Battalion Chiefs are not authorized to represent Fire Fighters, Fire Engineers, or Fire Captains on matters of discipline or grievances. Fire Captains are not authorized to represent Fire Fighters or Fire Engineers on matters of discipline or grievances. Members of the Board of Directors may represent employees in all Fire classifications in matters of discipline and grievances.

ARTICLE 12

Indemnification

City agrees that the provisions of Government Code section 825 are applicable to members of the Bargaining Unit.

ARTICLE 13

Fire/Police Coordination

- A. It is the policy of City for the Department to coordinate its activities with the San Diego Police Department (Police).
- B. Department employees will not be required to involve themselves in a Police situation in which the ranking Fire Officer on scene reasonably believes that Department employees are endangered absent Police support.
- C. The Fire Chief shall coordinate with the Police Chief to provide appropriate support in the event Fire Fighters become involved in threatening situations.
- D. Department employees shall not be required to identify suspects while on duty. Fire stations shall not be utilized as suspect I.D. meeting points.
- E. The Fire Chief and representatives from Local 145 will mutually develop a policy on Police and Fire coordination.

ARTICLE 14

Bulletin Boards

- A. City will furnish and maintain suitable bulletin boards to be used by Local 145 in mutually convenient places in each station for the posting of responsible, non-controversial material related to Local 145 business. Local 145 shall limit its posting of notices and bulletins to the designated bulletin boards, and Local 145 shall furnish the Fire Chief with a copy of each item to be posted at the time each item is posted.
- B. Present locations and space allocations for bulletin boards are considered adequate.
- C. As a courtesy, the Fire Chief shall furnish Local 145 via U.S. Mail with a copy of all correspondence which is directed to be posted in fire stations. Such correspondence shall be sent via facsimile or emailed to Local 145 twenty-four hours prior to being mailed.
- D. Local 145 may use City's email system to direct employees to information contained on the Local 145 website. No further use or access of City's email system is authorized unless the use pertains directly to the employer-employee relationship. Examples of this relationship include, but are not limited to: communicating with Management or Labor Relations, responding to disciplinary actions or appeals, submitting grievances, and communicating a tentative agreement for ratification purposes. Local 145 agrees to comply with all City policies on the use of City resources.

ARTICLE 15

Modification and Waiver

- A. The Parties shall provide reasonable written notice of any ordinance, rule, resolution, or regulation directly relating to matters within the scope of representation proposed to be adopted or changed by the City Council or by the Civil Service Commission, or by the Retirement Board or by the Fire Chief, and shall be given the opportunity to meet and confer with the appropriate person prior to adoption, as required by law.
- B. In cases of emergency pursuant to the Charter, when City determines that an ordinance, rule, resolution, or regulation must be adopted immediately without prior notice or meeting with Local 145, the City Council or the board or commission of City responsible for changes shall provide notice and opportunity to meet to Local 145 at the earliest practicable time following the adoption of such ordinance, rule, resolution, or regulation.
- C. It is recognized that from time to time, the Department may, in its discretion, issue Departmental procedures in writing which pertain to matters not within the scope of representation. In order to provide information to Local 145, the Department agrees to provide a copy of proposed written Departmental procedures to Local 145 prior to publication. Nothing in this Article is intended to require or obligate, directly or indirectly, the Department to meet and confer on any subject contained as proposed Departmental procedures, which is not within the scope of representation.
- D. All communications or notices required to be provided to Local 145 by City shall be delivered to the President of Local 145, or to the Vice-President in the noticed absence of the President, at his or her current business address on file in the Human Resources Department by United States Mail or hand-delivered, whichever is most convenient. Seventy-two hours is considered reasonable notice.
- E. Nothing in this Article shall limit or otherwise restrict the Department from immediately publishing Departmental procedures which, in the determination of the Department, are of an emergency nature. Communications shall be sent via facsimile or email to Local 145 simultaneously.

ARTICLE 16

Management Rights

- A. The rights of City include, but are not limited to:
 - 1. The exclusive right to determine the mission of its constituent departments, commissions, and boards;
 - 2. Set standards of service;
 - 3. Determine the procedures and standards of selection for employment and promotion;
 - 4. Direct its employees and take disciplinary action for just cause;

5. Relieve its employees from duty because of lack of work or for other legitimate reasons;
 6. Maintain the efficiency of governmental operations;
 7. Determine the methods, means and personnel by which government operations are to be conducted;
 8. Determine the content of job classifications;
 9. Take all necessary actions to carry out its mission in emergencies; and
 10. Exercise complete control and discretion over its organization and the technology of performing its work.
- B. The exercise of these rights shall not preclude Local 145 from meeting and consulting or meeting and conferring with Management representatives as required by law about the practical consequences that decisions on these matters may have on wages, hours, and other terms and conditions of employment, and shall not supersede the provisions of this MOU.

ARTICLE 17

Special Assignment Pay

- A. Uniformed members will receive an additional 5 percent of their base salary **while either (1) permanently assigned or (2) certified and working in the following specialties below:**
1. **Post Academy Training Stations (PAT)**
 2. **Technical Rescue Team (TRT) (minimum of three crews per Division)**
 3. **Hose Repair station (minimum of two crews per Division)**
 4. **Small Equipment Repair station (minimum of one crew per Division)**
 5. **Emergency Medical Services (EMS) station (minimum of two crews per Division)**
 6. **Annual Pump Testing station (minimum of two crews per Division)**
 7. **Breathing Apparatus Repair station (minimum of one crew per Division)**
 8. **Ladder Repair station (minimum of two crews per Division)**
 9. **Staffing Desk station**
 10. **Metro Arson Strike Team (MAST) Personnel**
 11. **Special Tactics and Rescue (STAR) Team**
 12. **Canine Handler**
 13. **Battalion Medical Officer (BMO)**
- B. **Uniformed members will receive an additional 10 percent of their base salary while either (1) permanently assigned or (2) certified and working in the following specialties:**
1. **Bomb Squad**
 2. **HazMat Squad (including qualified Battalion Chiefs conditioned under the HIRT contract who oversee the HAZMAT team)**
 3. **Air Operations**

C. Administrative Assignment Pay.

1. All employees in classes represented by Local 145 who are permanently assigned to straight-day administrative assignments shall receive 15 percent Administrative Assignment pay **when working in their administrative assignment**. This shall not apply to personnel in temporary **or** light-duty assignments.
2. **Administrative assignments are only those in a forty-hour (40) work week in a non-operational assignment.**
3. Individuals assigned to straight day administrative assignments shall also be subject to the following:
 - a. Absent a Management-determined business purpose at the conclusion of an administrative assignment of two or less years, the employee shall be permitted to return to the pre-administrative assigned station.
 - b. Upon agreement of Management and the effected employee, the administrative assignee shall be assigned to a flexible schedule which can be fixed at a 5/8, 44/36 or 4/10.

D. Canine Handler Pay.

The Accelerant Canine handler will be paid a 5 percent specialty pay when the handler is assigned a dog. Up to four members of the US&R Team will be designated as canine handlers. Should grant funding to support this program be discontinued, this program, support for the program, and associated special pays will be terminated effective immediately upon termination of the grant funding.

A vehicle may be provided by the City at the City's discretion. Management is under no obligation to provide vehicle support in the future. Vehicle use is approved as full take home in accordance with the San Diego Fire-Rescue Assigned Vehicle Policy.

E. Additional Special Pay Requirements.

1. Technical Rescue Team personnel are eligible to receive up to an additional **5** percent specialty pay **for a total of 10 percent** pursuant to the agreement on file with San Diego Fire-Rescue Department Human Resources, the Labor Relations Office, and as described in the TRT Administration Manual.
2. Special assignment pay will only be paid for hours worked in the specialty station designated for the employee's specialty duties. Will-work or light duty work performed in non-specialty stations is not eligible for specialty pay.
3. Paramedics who receive specialty pay as part of a permanent assignment to a specialty station will not lose the specialty pay when rotated out of the specialty station to meet quarterly training rotational obligation.

4. **If Fire-Rescue Department Management displaces a bargaining unit member due to managerial rights, the bargaining unit member will continue to receive that specialty assignment pay for the period of time in which they are involuntarily displaced, but not to exceed one year following the date of displacement. This provision does not apply if the displacement is a result of the bargaining unit member's decision to voluntarily bid on an assignment.**

F. Bilingual – English Pay.

1. City agrees to continue a program which will provide extra compensation for employees whose job assignment requires the ability to communicate orally in Spanish, Tagalog, or Indo-Chinese, as well as English. Participants in this program who are certified by Personnel and who are otherwise eligible shall receive 3.5 percent of base salary while in the job assignment requiring this additional skill. City reserves the right to establish criteria which will enable candidates in this program to qualify for the extra compensation.
2. Employees will be required to be periodically retested in order to ensure that their bilingual language skills are current. The retest will be administered on City time by the Personnel Department. City may retest an employee every three years.
3. The number of participants eligible to receive bilingual pay shall be limited to a maximum of sixty-five positions per shift.

ARTICLE 18

Business Representatives

- A. Authorized Local 145, full-time paid business representatives, and the President or elected officers of Local 145, shall be granted access to work locations in which employees covered by this MOU are employed, for the purpose of conducting grievance investigations and observing working conditions. Authorized Local 145 representatives seeking access to work locations shall first request access from the Fire Chief or his or her designee, at which time the authorized representative shall inform the Fire Chief or his or her designee of the purpose of the visit. The Fire Chief or his or her designee may deny access to a work location if in his or her judgment, it is determined that a visit will unduly interfere with the operations of the Department or facility. In that event, the Fire Chief or his or her designee will recommend an alternative time for the visit. The Local 145 representative shall not unduly interfere with the operations of the Department during a visit. Local 145 representatives shall be allowed access to work locations during lunch or after 5:00 p.m.
- B. Solicitation of membership and activities concerned with the internal management of Local 145 such as collecting dues, holding membership meetings, campaigning for office, conducting elections, and distributing literature to individual employees, shall not be conducted during working hours.

- C. Elected or appointed officials of Local 145 may, at the discretion of the Fire Chief or his or her designee, be allowed to use holiday or annual leave credits for time off as necessary to conduct Local 145 business.
- D. On July 1 of each year, Local 145 shall provide the Fire Chief a written list identifying by name all elected officers of Local 145 and any full-time paid Local 145 business representatives, and the list shall be kept current by Local 145. Access to work locations will be granted only to representatives on the current list.
- E. Handling Grievances.
1. When an employee has a grievance, he or she may request that a Board member, with permission of his or her supervisor, investigate the grievance in his or her assigned work area and assist in its preparation and presentation. If no Board member is assigned to the employee's work area or if the Board member assigned to the employee's work area is not available at the time the grievant makes his or her request, another Board member may investigate the grievance.
 2. After notifying and receiving approval of the immediate supervisor, a Board member shall be allowed reasonable time off during working hours, without loss of time or pay, to investigate, prepare and present such grievances. The immediate supervisor will authorize the Board member to leave his or her work assignment, unless compelling circumstances require refusal of such permission. In such case, the immediate supervisor shall inform the Board member of the reasons for the denial of release time and establish an alternate time when the Board member can reasonably be expected to be released from his or her work assignment.
- F. Board of Directors Meetings.
- Three members of the Board shall be permitted to attend, while on-duty, meetings of the Board of Directors (once per month, generally from 8:00 a.m. - 5:00 p.m.; or every two weeks, 8:00 a.m. - 1:00 p.m.) and General Membership meetings (normally scheduled on the third Tuesday from 7:00 p.m. - 10:00 p.m. and third Wednesday of every other month from 8:30 a.m. - 11:30 a.m. Additional members of the Board may be permitted to attend under these arrangements on the condition that Local 145 provides relief for them. Board members working an overtime shift will be released without pay for the eight hours of the board meeting (or four hours if the meeting frequency is two times per month), and will be allowed to return to the station to work the remainder of the shift.
- G. Local 145 officers and Board members may be granted use of City facilities for meetings, provided space can be made available without interfering with City's needs.

ARTICLE 19

Out of Class Assignment

Any person covered by this MOU, who is assigned to a position or rank above that normally held, shall be assigned, and credited in accordance with the following provisions:

- A. Out-of-Class Assignment (OCA) budgeted positions shall be made in rotational order from the top of the list of on-duty eligible employees. The list shall be comprised of those employees on the promotional list for each rank or position.
 - 1. Each employee is expected by City to reasonably consider accepting the assignment when notified. Names of employees who are excused from an OCA by the Fire Chief or his or her designee for good reason shall remain in their respective positions on the list for rotational assignment.
 - 2. Taking all things equally, first consideration will be given for appointment to an OCA of thirty days or more to employees on the eligible list for the class in which a vacancy occurs, except in those cases in which the specialized needs of the assignment necessitates appointment of an employee not on the eligible list.
 - 3. If no eligible, on-duty personnel are available for an OCA, employees not on a promotional list shall be eligible based on Personnel Manual Regulations and the section on seniority agreed to in this MOU.
 - 4. OCA for straight-day employees shall be limited to their functional division.
 - 5. Employees who fulfill an OCA in a budgeted position shall be rotated to the bottom of the list at the completion of the OCA. For this purpose, a minimum of eight hours will be considered an assignment.
 - 6. Under emergency conditions, as determined by the Fire Chief, personnel may be assigned OCA without restriction.
- B. Copies and/or information regarding OCA lists or assignments shall be made available to Local 145 on request.
- C. Personnel who satisfactorily work OCA shall be eligible for a reduction of the time between promotion and the first step increase according to the following:
 - 1. Each employee wishing to participate in this program shall be responsible for obtaining the approved form and shall have his or her supervisor enter time served in an OCA capacity after each assignment.
 - 2. After being promoted, the employee shall give the form to the Fire Chief or his or her designee for verification.

- a. Time served in OCA during the four-year period immediately preceding promotion shall reduce the time element for the first step increase from the rate received at the time of promotion to the next highest rate for which the employee is eligible. However, OCA time shall not reduce the normal time for a step increase to less than one-half the normal time nor shall OCA time affect requirements for additional step increases.
 - b. Any employee who loses the OCA form and who fails to report the loss to the Fire Chief or his or her designee shall not be eligible to receive any credits under this provision.
- D. Credit for OCA to operate brush rigs shall be limited to emergency in-service operating time.
- E. The standard for shift conversion to calendar time shall be nine shifts per month. Time served credit shall be apportioned accordingly.
- F. Employees on OCA will be compensated at the rate of their regular job classification. Employees shall be compensated for OCA at the rate of the higher paid class only after thirty cumulative days of being assigned to the same higher level class. Compensation would begin on the thirty-first day and would be prospective. EMTs working OCA as a Paramedic shall be compensated for the OCA at the rate of the higher paid class on the first day of the OCA to the Paramedic classification.
- G. Mandatory recall of personnel shall be in accordance with the staffing policy manual on a rate for rate basis with forty-four hours notice.

ARTICLE 20

Hours

- A. Members of the unit assigned to fire suppression companies shall normally work an average fifty-six-hour week consisting of twenty-four-hour work shifts. All other members of the unit shall work an average forty-hour work week. City agrees that a permanent alteration to existing work schedules during the term of this MOU shall be subject to meet and confer.

Employees assigned to the fifty-six-hour work schedule will work nine twenty-four-hour shifts each twenty-eight-day work period. Each employee will also be assigned to work an additional eight hours in twelve of the thirteen twenty-eight-day work periods. This additional eight hours will be scheduled as compensated leave. In the other one work period in which they will take their twenty-four-hour holiday they will be scheduled to work two-hundred-sixteen hours and compensated for two-hundred-twenty-four.
- B. Straight-day schedules will normally fall between the hours of 7:00 a.m. - 6:00 p.m.

- C. In-service training will normally not be scheduled for fire suppression companies on City holidays.
- D. Fire Fighters of equal rank assigned to fifty-six-hour work weeks shall be allowed to relieve each other from duty up to sixty minutes prior to scheduled changes of shifts subject to approval of the duty officer:
 - 1. Personnel participating in early relief shall do so on a voluntary basis.
 - 2. Any increase in time that may develop from an early relief will not result in additional compensated hours of work.
 - 3. City will not be required to keep records of any individual's time worked in early shifts.
 - a. In the event of legislative action requiring compensation for time worked in early relief, this policy shall become null and void.

ARTICLE 21

Uniforms and Safety Equipment

A. Department Issued Equipment.

- 1. City shall issue to and maintain for each Fire Fighter:
 - a. Turnout pants
 - b. Turnout coat
 - c. Turnout boots
 - d. Turnout suspenders
 - e. Spanner
 - f. Utility Strap
 - g. Gloves
 - h. Hose Strap
 - i. Hood
 - j. Brush Jacket and Pants
 - k. Helmet
 - l. Breathing Apparatus Face Piece
- m. A Nomex jump suit shall be provided to employees assigned to the STAR Team.
- n. City agrees to immediately provide **dual certification wildland/station** boots for all recruits upon successful completion of the Academy. Repair or replacement of boots will be determined pursuant to Department policy.

B. Fire Fighter's Uniform.

1. Initial requirement.

Each employee in this Bargaining Unit shall be required to obtain and maintain in a manner acceptable to City a Class B and Class C uniform. This shall include a knife and a flashlight as specified for Department use by the Safety Committee. In

recognition of the initial expense, City shall pay each Fire Fighter who attains permanent status the current cost of obtaining the Class B and Class C uniform. Current cost is determined by City. City agrees to provide reimbursement for safety boots and pants to Fire Fighters as soon as they complete the Fire Academy.

2. At the successful completion of probation, City agrees to provide a complete Class A uniform to include:

- | | |
|----------------------------|----------------|
| a. Dress Jacket | e. Tie |
| b. Dress trousers or skirt | f. Belt |
| c. Shirt | g. Dress Shoes |
| d. Dress Hat | |

3. Maintenance and Upkeep.

The uniform allowance for all employees is \$1,000 per fiscal year. On the first pay day in September **2016**, City shall pay those Fire Fighters who have completed twelve months of service as a Fire Recruit/Fire Fighter I the sum of \$1,000 for maintenance and replacement of the items described in Paragraphs B. 1 and 2.

At the option of Local 145, the Parties will meet and discuss the uniform allowance and reduce it in an amount equal to the cost of one uniform shirt and pants. Local 145 can exercise this option no later than July 1, 2016.

4. City will provide an ongoing reimbursement in September of each year of up to \$650 for the purchase of tools by twelve employees designated to perform maintenance and repair work by the Support Services Division. The list of “essential” tools that will be eligible for this reimbursement will be mutually developed by Department and Local 145.
5. This uniform allowance will be used by members of the Unit to purchase and maintain their own linen to include pillow cases and sheets.
6. City will continue to maintain brush gear specifications which are equal to or better than equipment currently in use by Department. City will provide replacement brush gear to all members of the Fire Suppression Unit. Replacement gear will be provided based on need in accordance with California Department of Occupational Safety & Health Administration (OSHA) standards.

C. Administration.

1. Fire Fighters reporting for duty are expected to have the uniforms as described in Section B. 1. and B. 2. Failure to have any of these items may result in discipline of the employee.

2. For the term of this MOU, Local 145 agrees that City has discharged City's obligation pursuant to state law requirements to provide safety equipment as set forth in California Labor Code section 6401.

D. Civilian Fire Inspectors.

Civilian Fire Inspectors and the Fire Inspector Supervisor in the Fire Prevention Bureau will receive \$500 in lieu of the uniform allowance on the first payday in September of each year for the purchase and maintenance of required uniforms.

E. STAR/US&R Teams.

Members of the STAR and US&R Teams will receive \$300, in addition to the uniform allowance, on the first payday in September of each year for the purchase and maintenance of required uniforms.

F. MAST/Bomb Squad.

MAST/Bomb Squad will receive \$300, in addition to the uniform allowance, on the first payday in September of each year for the purchase and maintenance of required uniforms. Personnel regularly assigned to MAST, shall be provided with:

1. Hand gun and ammunition
2. Badge
3. Protective vest and cover
4. Pepper Spray and nylon Pepper Spray holder
5. Handcuffs and nylon holder
6. Dig out uniform
7. Respirator
8. Inner Belt
9. Outer Belt
10. Belt Keepers
11. Holster
12. Radio Holder
13. Magazine Holder
14. Key Keeper
15. Knife or Multi-Use Case
16. Flashlight Holder
17. U-Dig It Shovel

G. Air Operations.

Personnel regularly assigned to Air Operations shall be provided with:

1. Nomex jacket;
2. Helicopter crew boots; and
3. Flight gloves.

- H. Permanent members of the TRT will receive \$300, in addition to the uniform allowance, on the first payday in September for the repair and replacement of required uniforms as described in the TRT Administration Manual. Personnel regularly assigned to a TRT station will be provided with the appropriate rescue PPE as described in the TRT Administration Manual.

ARTICLE 22

Flexible Benefits Plan

- A. An IRS-qualified cafeteria-style benefits program called the Flexible Benefits Plan (FBP) is offered to all eligible employees. The FBP provides a variety of tax-free benefit options. Eligible employee means any employee in one-half, three-quarter, or full-time status. "Eligible employee" excludes all employees in an hourly status. Eligible employees must have no less than forty hours of compensated time during each pay period in order to receive City-paid benefits. If an eligible employee has less than forty hours of compensated time during a pay period, the eligible employee will have the right to continue his or her benefits by paying City the full cost to continue any or all of the employee's benefits during the period. In the case of Family Medical Leave Act (FMLA)-approved absences, City will continue to pay for the employee's health, life, and dental insurance for up to twelve weeks per year in accordance with FMLA requirements.
- B. City's contribution to the FBP will be based on the level of health insurance coverage selected by the eligible employee. City's contribution to the FBP will be prorated according to the percentage of time worked if the employee works less than full-time status. The FBP annual allotment value for Fiscal Year **2017** will be as follows:
1. Health Waiver (for employees who have other comprehensive health coverage) - \$1,750.
 2. Employee only - **\$8,180**
 3. Employee and adult – **\$14,453**
 4. Employee and children **\$11,803**
 5. Employee and family – **\$16,447**
- C. The benefits available through the FBP and the respective annual costs of the benefits are reflected in the Flexible Benefits Summary Highlights booklet provided to each employee each year.
- D. **The City and Local 145 agree to meet and discuss during Fiscal Year 2017 on Local 145's proposal to establish a 501(c) (9) trust ("Trust") for the sole purpose of providing medical, dental, vision, and other related benefits to Local 145 members beginning on or after August 1, 2017. Establishment of the Trust is subject to**

compliance with applicable tax and fiduciary rules, regulations, and guidance, as determined by the City Attorney. If this Trust is established, the City will make the following monthly payments to the Trust on behalf of each eligible active employee represented by Local 145, and these payments will be in lieu of, and not in addition to, the annual flexible benefit credit allotments the City provides to eligible employees in paragraph C above: Fiscal Year 2018 \$1,032, Fiscal Year 2019 \$1,135 and Fiscal Year 2020 \$1,249. If the City and Local 145 are unable to reach agreement on the establishment of the Trust, or if the City Attorney determines that the terms of the Trust do not satisfy all applicable tax and fiduciary rules, regulations, and guidance before March 31, 2017, then Local 145 has no right to invoke impasse procedures and Local 145 members will continue to participate in the City's Flexible Benefits Plan and their FBP annual allotment for Fiscal Year 2018 will be increased by \$1,650 from the Fiscal Year 2016 annual allotment in each tier, except the Health Waiver will remain the same.

E. Significant changes to the benefit options FY 2010-2011 are:

1. Effective August 1, 2010, Local 145 will make available its own HMO medical plan through City's FBP.
2. Local 145 members will have the option of enrolling in City's Kaiser HMO Medical Plan, City's PPO Medical Plan, or Local 145 HMO Medical Plan.

F. Notes.

1. It is the intent of the Parties that all plans offered in the FBP comply with all applicable state and federal laws, including IRS regulations, **and the Affordable Care Act and related regulations**, as interpreted by the City Attorney. All disputes over interpretation of this Article **will** be submitted to the appropriate agencies for interpretation.
2. The employee must select a health insurance plan unless he or she has other comprehensive health insurance.
3. Other optional benefits may be purchased with remaining FBP monies, if any, and payroll deduction. Optional benefits include dental, vision, 401(k), Dental/Medical/ Vision, and Dependent Care reimbursement. Any remaining FBP monies not used on other optional benefits will be paid as a cash payment. All eligible employees are eligible to select any of the optional benefits.
4. In addition to designating Flexible Benefits ~~monies~~ **credits to their Health Care Spending Accounts (HCSAs) and Dependent Care Spending Accounts (DCSAs)**, employees may designate a specific amount of pre-tax money (IRS restrictions apply) to be withheld from their paychecks **be contributed to their HCSAs and DCSAs** to reimburse eligible out-of-pocket expenses. These payroll deductions must be designated during the open enrollment period, are irrevocable,

and monies are forfeited if not used within the fiscal year **or during the grace periods described in the Flexible Benefits Plan document.**

5. Eligible employees are required to enroll for their benefits each year during the designated open enrollment period. If an employee fails to complete enrollment within the open enrollment period, the employee's current options (or comparable plan if unavailable) will be automatically continued at the same level for the next year as if the employee had elected to keep them. Employees agree that City may make a payroll deduction for employee and/or dependent health coverage if the FBP allotment is insufficient to pay for the benefit options selected by the employee. Any monies remaining from the FBP allotment will be paid out as a taxable cash payment. All payroll deductions, including Dental/Medical/Vision and Dependent Care reimbursement, will continue and may not be eligible to be stopped until the following open enrollment period.

Effective Fiscal Year 2017, FBP monies allocated to cash and all unused amounts of flexible benefit credits will be paid out biweekly as taxable income over the 26 pay periods of the plan year. But, the City maintains the option of paying unused flexible benefit credits over 24 of 26 pay periods, or twice per year after reasonable notice to Local 145 before the beginning of the plan. If any employee separates from City employment, the flexible benefit credits payable through his or her last day on the City payroll will be added to his or her final paycheck.

ARTICLE 23

Retirement

A. **SDCERS Employee Offset.**

Effective July 1, 2009, the City's offset of employee pension contributions for employees in Local 145 Represented bargaining units is eliminated.

B. **DROP.**

1. City contends that the Deferred Retirement Option Plan (DROP) is an employment benefit subject to modification through the meet and confer process. Despite Local 145's disagreement with this contention, the Parties agree that, during the term of this MOU, they will meet and confer over proposals to modify DROP to make DROP "cost free" to City. The Parties acknowledge that City's proposals will modify DROP to make DROP "cost free" as defined by City and may include any and all aspects of DROP, including but not limited to, all of the DROP alternative plan design proposals set forth in a study by Buck Consultants presented by City to Local 145 on March 14, 2012, or any variations of the alternative proposals which changes numbers or percentages reflected in the Buck study. However, by agreeing to meet and confer regarding proposals to modify DROP, Local 145 is not waiving its right to challenge any proposed modification

to DROP on the basis that it may impair a constitutionally protected, individually vested pension benefit, or on any other ground. Local 145 further reserves its right to argue, despite any contrary assertion by City, that the current unmodified DROP is, in fact, “cost free” within the meaning of reasonable actuarial principles and appropriate margins of error. Moreover, in agreeing to meet and confer regarding proposals to modify DROP, neither Party is waiving its rights to make any legal arguments or pursue any legal action related to any proposed DROP modification.

In the event City and Local 145 reach agreement on any modifications to DROP, these modifications will become effective on the date agreed upon. In the event the Parties fail to reach an agreement, any impasse hearing related to DROP will be conducted in accordance with Council Policy 300-06 on a date to be agreed upon by the Parties but in no event before January 1, 2013. However, any impasse hearing related to the Parties’ meet and confer over DROP, including the aspects of DROP described above, will be separate from and not combined with any issues remaining for impasse in connection with the Parties’ meet and confer process for a new MOU for Fiscal Year 2014.

2. Effective July 1, 2009, interest will be credited to the Member’s DROP account at a rate determined by the SDCERS Board of Administration (SDCERS Board).
3. Employees hired on or after July 1, 2005, are not eligible for DROP. Article 4, Division 14 of the Municipal Code has been revised to reflect this change.

C. General Retirement Provisions.

Paragraphs 1 through 9 below of this Article reflect the Parties’ agreement regarding retirement contributions and benefits resulting from prior negotiations.

1. 2005 Benefit Changes.

a. Retirement Contribution Adjustments.

- (1) The following language in paragraphs 1.a.(2) through 1.a.(3) has been left in the MOU for historical purposes only and has no force and effect during the term of this MOU.
- (2) Effective July 2, 2005, the employee pension contribution for employees in Local 145-represented Bargaining Units will increase by 3.0% of the employee’s base salary. This negotiated increase in the employee pension contributions represents a decrease in City’s offset of the employee pension contributions.
- (3) The 3 percent negotiated employee pension contribution increase effective July 2, 2005, is in addition to the employee pension contribution increase that will take effect automatically upon depletion of the Employee Contribution Rate Reserve in 2005. City

will calculate the amount of this automatic pension contribution increase by September 1, 2005. As initial payment of this automatic pension contribution increase beginning July 2, 2005, the employee pension contribution for Local 145 unit members will increase by 1.5 percent of the employee's base salary, with the goal of applying the increase in approximately equal amounts over the entirety of Fiscal Year 2006. City will adjust the 1.5 percent figure as needed following calculation of the actual amount of the automatic pension contribution increase.

b. Use of Negotiated Employee Pension Contribution Increases.

- (1) The following language in paragraphs 1.b.(2) through 1.b.(3) has been left in the MOU for historical purposes only and has no force and effect during the term of this MOU.
- (2) All monies resulting from the 3 percent negotiated employee pension contribution increase effective July 2, 2005 (i.e., City savings that result from substituting those increases for City offset of employee pension contributions), shall be designated exclusively for payment to support a leveraged mechanism to reduce the San Diego City Employees Retirement System (SDCERS) unfunded actuarially accrued liability ("UAAL"), such as Pension Obligation Bonds, lease capitalization, or a similar mechanism selected by City. If City does not implement a leveraged mechanism to reduce the UAAL within the term of this MOU, then these monies shall be deposited into the SDCERS Employee Contribution Rate Reserve and used to defray the pension contribution obligation of employees in Local 145-represented Bargaining Units.
- (3) The Parties agree that Local 145 will not contend that City has breached Article 23(2)(B) of the Fiscal Year 2006 MOU, provided that for Fiscal Year 2007, City uses the negotiated employee pension contributions of Local 145 members from Fiscal Year 2006 and 2007 to support a leveraged mechanism to reduce the SDCERS "UAAL", such as Pension Obligation Bonds, lease capitalization, or a similar mechanism selected by City. If City does not implement a leveraged mechanism to reduce the UAAL within the term of this MOU, then these monies shall be deposited into the SDCERS Employee Contribution Rate Reserve and used to defray the pension contribution obligation of employees in Local 145-represented Bargaining Units.

c. Retirement Contribution Offsets.

Upon termination of employment, an employee will have no vested right in employee pension contribution offsets contributed by City. Substitution of this portion of the employees' contribution by a City payment will not decrease the total amount applied toward the required retirement contribution, and will not affect retirement benefits. Provided, however, such payment shall not exceed any employee's total contribution to the Retirement System.

d. Purchase Of Service Credit.

Employees hired on or after July 1, 2005, are not eligible for the purchase of service credit ("airtime") in SDCERS, except for credit for up to five years of military service. Article 4, Division 13 of the Municipal Code has been revised to reflect this change.

e. "13th Check" Supplemental Benefit.

Employees hired on or after July 1, 2005, are not eligible to receive the "13th Check" supplemental benefit set forth in Sections 24.1502(c) and 24.1503 of the Municipal Code.

f. Calculation of Service Retirement Allowance.

The service retirement allowance calculation formulas for employees hired on or after July 1, 2005 and before July 20, 2012, will be 2.5% at age 55 for General Members and 3.0% at age 50 for Safety Members, with the existing tiers for those formulae. Article 4, Division 4 of the Municipal Code has been revised to reflect this change. For employees hired before July 1, 2005, the retirement allowance calculation formulas will remain as currently provided under Article 4, Division 4 of the Municipal Code. Limiting the Defined Benefit Plan to employees hired before July 20, 2012 is subject to the reopener provisions on Proposition B in Article 31, Section E.

2. Retirement Contribution Offsets.

- a. The following language in paragraphs 2.b. through 5 has been left in the MOU for historical purposes only, and has no force and effect during the term of this MOU.
- b. City agrees to continue to offset or pay for 4.3% of the employee's portion of the required retirement contribution to SDCERS. The employee, upon termination, will have no vested right in the amount so contributed by City. Substitution of this portion of the employee's contribution by a City payment will not decrease the total amount applied towards the required

retirement contribution, and will not affect retirement benefits. Provided, however, such payment shall not exceed any employee's total contribution to the Retirement system.

- c. City agrees that it will apply an amount that is approximately equal to 7.3% of the base salary of employees covered by this MOU who are SDCERS Safety Members, into the City Retirement System, thereby reducing the amount deducted from employee's paychecks as the employee's retirement contribution by that amount. Effective July 1, 2002, this amount for Safety Members will be increased to 9.0%. This increase will remain in effect until the Employee Contribution Reserve is exhausted. Effective July 5, 2003, this amount, for Safety Members, will increase to 10% of base salary. This increase will remain in effect until the Employee Contribution Reserve is exhausted. For SDCERS General Members represented by Local 145, effective July 5, 2003, City agrees that it will apply an additional 1.6%, for a total of 7.0%, of the base salary of employees covered by this MOU, into the Retirement System, thereby reducing the amount deducted from employee's paychecks as the employee's retirement contribution by that amount. This increase is to remain in effect until the Employee Contribution Reserve is exhausted. The employee, upon termination, will have no vested right in the amount so contributed by City. Substitution of this portion of the employee's contribution by a City payment will not decrease the total amount applied towards the required retirement contribution, and will not affect retirement benefits provided, however, such payment shall not exceed any employee's total contribution to the Retirement System.
- d. City agrees not to propose reductions in the retirement offset through 2002.

3. 1981 Pension Plan.

Effective July 1, 1991, for the purpose of benefit calculation only, 1981 Plan service is equivalent to SDCERS Service.

4. COLA.

Effective July 1, 1992, the cost of living adjustment (COLA) for retirees who retired before October 6, 1980, will increase from 1.5 percent to 2 percent per year.

5. Widows Benefit.

Effective July 1, 1992, and thereafter, a group of widows of deceased Safety Members from the special safety class will receive a benefit of \$350 per month.

6. Internal Revenue Code section 414(h)(2).

Beginning January 3, 1993, City agrees to implement Internal Revenue Code (IRC) section 414(h)(2) for Local 145 employees, allowing employee contributions to the Retirement System to be made pre-tax.

7. 1997 Benefit Changes.

- a. The Disability Income Offset provision is eliminated. There will be no reduction of retirement benefits if the retiree has other income.
- b. A five-year purchase of service credit provision is established effective January 1, 1997. Under this provision, the eligible members may purchase up to five years of service credit by paying both employee and employer contributions in an amount and manner determined by the SDCERS Board to make the Retirement System whole for such time. In addition, eligible members retiring on or after January 1, 1997, may purchase probationary periods, Military and Veterans Code leaves, waiting periods for the 1981 Pension Plan, actual time worked hourly or part-time, SLOWP occurring prior to January 1, 1997, the difference in time between part time and full-time prior to January 1, 1997, LTD, Vocational Rehabilitation Maintenance and Temporary Total Disability, FMLA periods, special leaves of absence with job to be saved periods, and any period preceding reinstatement by the Civil Service Commission following a termination appeal.
- c. DROP is established effective April 1, 1997. DROP provides an alternative form of benefit accrual while allowing an eligible Member to continue working for City. During the DROP period, a DROP participant retains all rights, privileges and benefits of being an active City employee, except as specifically modified in Chapter 2, Article 4, Division 14 of the Municipal Code, and is subject to the same terms and conditions of employment including disciplinary actions up to and including termination. The Member continues to be eligible for the active employee Flex Benefits Plan for the classification and is not eligible for "Retiree" Health Benefits until such time as the Member completes or terminates the DROP period. Under DROP, a monthly service retirement allowance along with any COLA increases, Supplemental Benefit checks and any adjustments to such payments applicable to retirements effective on the date the Member entered DROP, are credited to the Member's DROP Account in the SDCERS Trust Fund. These SDCERS benefits are calculated as if the Member were retiring on the date the Member enters the DROP. The Member's contributions to the Retirement System cease. The Member and City each contribute 3.05% of the Member's salary each pay period that the Member participates in the DROP. The Member's contribution is made on a pre-tax basis pursuant to IRC section 414(h)(2). These employee and employer contributions are credited to the Member's

DROP Account and are distributed to the DROP participant upon termination of employment. No withdrawals may be made from the DROP account until the Member terminates City employment. Interest is credited to the Member's DROP Account at a rate determined by the SDCERS Board. The Member is 100% vested in his or her DROP Account at all times.

- (1) A DROP participant who becomes disabled may apply for conversion of his or her deferred retirement allowance to a disability retirement allowance calculated at the date of entry into DROP, and the employee shall retain all of the DROP and matching contributions. A Member who participates in DROP irrevocably designates a specific consecutive period of months for participation, not to exceed sixty months. The Member must terminate City service at the end of the designated period.
 - (2) After the Member terminates City employment, the DROP account will be distributed as a lump sum, or in any other manner permitted by the IRS.
- d. For retirements effective on or after January 1, 1997, the 50% continuance is available to the spouse to whom the Member was married on the date of retirement. The requirement that the Member be married to his or her spouse at least one year prior to retirement for the spouse to receive the 50% continuance is eliminated.
- e. The surviving spouse of a Member who is killed while in the performance of duty is entitled to continued health coverage as provided in California Labor Code section 4856.
- f. The modified special death benefit provided to the surviving spouse of a Member killed in the line of duty is amended to eliminate the requirement that the benefit be discontinued if the spouse remarries. Any benefit terminated to such spouse as a result of remarriage shall be reinstated effective January 1, 1997.
- g. A retirement allowance cap of 90% of Final Compensation (high one year salary) is established for eligible Fire Safety Members.
- h. This paragraph has been left in the MOU for historical purposes only, and has no force and effect during the term of this MOU. City and Local 145 agree to jointly support a request to the SDCERS Board to pay 0.49% of the employee's contribution from SDCERS' undistributed earnings effective July 1, 1998. This 0.49% represents a portion of the increase in employee's contribution scheduled to go into effect July 1, 1998, as a result of benefit improvements, which were implemented January 1, 1997.

8. 2000 Retirement Benefit Changes.

City and Local 145, having met and conferred, and having participated in the settlement of a class action lawsuit challenging the calculation of “compensation earnable” have agreed to benefit changes to SDCERS. The benefit changes resulting from this class action settlement were approved by the SDCERS active and retired membership in June, 2000.

a. Formula Change for Calculation of SDCERS Monthly Retirement Benefit.

The Retirement Calculation Factor to be applied to the Fire Safety Member’s high one year salary at specified ages may be increased from the current levels to those shown below for all retirements effective on or after July 1, 2000 if the Fire Safety Member selects this option.

Retirement Age	Retirement Calculation Factor effective 1/01/97-6/30/00 [Current]	Retirement Calculation Factor effective 7/01/00 [New]
50	2.50%	3.00%
51	2.60%	3.00%
52	2.70%	3.00%
53	2.80%	3.00%
54	2.90%	3.00%
55+	2.9999%	3.00%

b. Member Option.

Pursuant to the class action settlement, a Member may choose, upon application for retirement, one of the following two options:

- (1) The Retirement Calculation Factor in effect on July 1, 2000, with no change in the Fire Safety Member’s Final Compensation; OR
- (2) A 10% increase in the Fire Safety Member’s Final Compensation, with the Fire Safety Member’s Unmodified Service Retirement Allowance calculated using the Retirement Calculation Factor in effect on June 30, 2000.

c. This election must be made with SDCERS at the time of application for retirement.

d. Fire Safety Member's SDCERS Contribution Rate Change.

This paragraph has been left in the MOU for historical purposes only, and has no force and effect during the term of this MOU.

- (1) On July 1, 2001, Fire Safety Members' contribution rates to SDCERS will be increased by 0.53%.
- (2) Effective July 1, 2000, Fire Safety Members' Contribution rates will increase by an additional 0.16% to pay for the cost of providing the choice of Retirement Calculation Factors described above. The additional 0.16% increase will be paid from the Employee Benefit Reserve described in Municipal Code section 24.1507 until the Reserve is exhausted.

e. Eligibility for Industrial Disability Retirement Change.

A Fire Safety Member may be eligible for an industrial disability retirement if it has been medically determined that the Fire Safety Member has become psychologically or mentally incapable of performing his or her normal and customary duties as a result of a violent attack on the Member with deadly force, such as a shooting or stabbing that causes great bodily injury, and that resulted in a nervous or mental disorder. The violent attack must occur on or after July 1, 2002, and such application for industrial disability retirement must be submitted before July 1, 2005. This provision shall sunset on June 30, 2005, and no such applications may be made after that date.

9. 2002 Benefit Changes.

a. Change of Retirement Calculation Factors for City GENERAL Members.

- (1) The Retirement Calculation Factors used to calculate a General Member's Allowance will increase to the levels shown below ("New Factors") for all retirements effective on or after July 1, 2002, unless the General Member elects, before retirement, to have his or her Allowance calculated using the Old Factors (2% at age 55, etc., with 10% added to the Member's Final Compensation) or the Corbett Factors (2.25% at age 55, etc.). The New Factors will apply to all City employees who join the Retirement System after June 30, 2002, and their Allowances will be capped at 90%. The 90% cap will also apply to: (1) General Members who joined the Retirement System on or before June 30, 2002, except as provided below, and (2) General Members who participated in the Retirement System on or before June 30, 2002, who left City employment but are rehired by City on or after July 1, 2002.

Retirement Age	Benefit
55-59	2.50%
60	2.55%
61	2.60%
62	2.65%
63	2.70%
64	2.75%
65 and older	2.80%

- (2) Any General Member whose Allowance as of July 1, 2002 is 90% or more using the New Factors may continue to accrue benefits above the 90% cap until December 31, 2002. The General Member's Allowance will be capped at that time.
- (a) Any General Member who joined the Retirement System before July 1, 2002 may continue to accrue benefits above the 90% cap using either the Old Factors or the Corbett Factors. If the Member selects one of these options, the Member's Allowance will not be capped, and the Retirement System will refund to the Member, at retirement, any excess contributions the Member made to fund the New Factors.
- (b) Any General Member who joined the Retirement System before July 1, 2002, and reaches the 90% cap by choosing the New Factors, may continue to accrue benefits above the 90% cap until December 31, 2002, at which time the Member's Retirement Calculation Factor and Creditable Service are capped; the Member's Final Compensation is not capped. On January 1, 2003, the Member must choose one of the following options:
- i. If the Member is eligible for a service retirement on January 1, 2003, he or she may:
- (i) Continue working and contributing to the Retirement System,
- (ii) Enter DROP, or
- (iii) Retire.
- (c) A General Member may exceed the 90% cap if the Member:

- i. Applied to purchase creditable service on or before June 5, 2002, and thereafter signed the contract to purchase that time,
 - ii. Was hired at age 24 or younger, and
 - iii. Will exceed the 90% cap because of the Creditable Service he or she applied to purchase on or before June 5, 2002. The Member may not exceed the cap by creditable service that he or she applied to purchase after June 5, 2002.
- (d) When a Member who meets the conditions of paragraph 3 first becomes eligible for a service retirement, his or her Retirement Calculation Factor and years of creditable service will be capped at that time, even if the Member continues to work and contribute to the Retirement System. The Member's Final Compensation will not be capped. When eligible to retire, the Member may:
 - i. Continue working and contributing to the Retirement System,
 - ii. Enter DROP; or
 - iii. Retire.
- b. GENERAL Members SDCERS Contribution Rate Change.

This paragraph has been left in the MOU for historical purposes only, and has no force and effect during the term of this MOU.

On December 20, 2003, General Members' contribution rates to SDCERS will be increased by an approximate additional 0.53%.

c. Annual Leave Conversion.

- (1) During the meet and confer between City and Local 145 for Fiscal Year 2009, the Parties met and conferred in good faith and reached a tentative agreement on April 11, 2008. During this meet and confer, the Parties did not discuss any changes to the below section of the Operating Procedures. It provided as follows:

Employees in the Bargaining Unit will no longer be eligible to exercise any cash out feature of annual leave accrued from July 1, 2002 prospectively. Since employees cannot cash out post-July 1, 2002 annual leave, employees who have balances of post-July 1, 2002 annual leave at the end of their DROP period, will be

permitted to extend the DROP period beyond the five-year maximum by that amount of post-July 1, 2002 annual leave not converted to service credit prior to entering DROP. Specific procedures for implementing this benefit will be subject to IRS rules, as interpreted by the City Attorney's Office.

- (2) On April 21, 2008, the City Council approved the tentative agreement for Fiscal Year 2009 subject to the final MOU returning to the City Council for ratification on a future date. On April 1, 2008, the City Council passed an ordinance amending the Municipal Code to require a lump sum payment for the purchase of San Diego City Employees Retirement System service credit and prohibiting the practice of purchasing service credit with annual leave. SDCERS has not allowed any member to purchase service credit with annual leave since April 1, 2009.

10. After July 1, 2008, Local 145 shall have the right to notice City in writing of the intent to implement a medical expense reimbursement plan to provide a tax-favored benefit to retirees in accordance with the Plan's Trust document. Local 145 notice shall specify the proposed date of implementation, which shall be no earlier than July 1, 2008. The notice shall include a copy of the trust document and other pertinent operational documents that are sufficient for City to determine compliance with IRS regulations. It is understood that the trust shall be established, governed and administered by the trust and Local 145. City shall not be responsible for the trust and appropriate hold harmless and indemnity provisions shall be endorsed by Local 145 prior to implementation. Once City has approved the trust, City agrees to implement payroll withholding from all employees in the Bargaining Unit in an amount designated by the trust and approved by Local 145 for deposit to the trust. Local 145 will not authorize payroll withholding from employees on a unit wide mandatory basis that has not been approved by Local 145 membership in the Bargaining Unit covered by this MOU. Membership approval shall be determined by a majority of ballots cast following the notice of election.

- a. City shall fund an amount not to exceed \$80,000, as and for the purpose of formation of the trust. The maximum \$80,000 City-funding shall be utilized only for the initial formation of the trust, and shall not be a recurring City-funded expenditure. The "formation" process for which the maximum City-funded amount of \$80,000 is applicable, shall terminate when the trust is lawfully empowered to accept employee deposits.
- b. Under no circumstance shall City be required to participate in administration of the trust or in funding any expenses of or deposits to the trust, other than the amount described above, which shall be used solely for trust formation.

11. City Initiation of Retirement-Related Litigation.

- a. It has been, and continues to be, the position of the City that the above described DROP and service credit purchase provisions are not vested benefits and are therefore subject to modification without compliance with the strict rules governing modification of vested retirement benefits. Local 145 disagrees. Therefore, the Parties acknowledge that during the term of this agreement, City shall initiate a declaratory relief and/or other civil causes of action as in City's sole determination are deemed appropriate by which to secure a determination as to any or all of the following issues:
 - (1) Are the above- described Deferred Retirement Option Plan (DROP) and/or any and all MOU/Code provisions allowing for the purchase of service credit for retirement benefit calculation purposes, "vested" benefits.
 - (2) Can the purchased service credits be utilized to determine vesting into the Retirement System.
 - (3) Are benefits subject to modification pursuant to any and all provisions of the Charter or other applicable rules and regulations.
 - (4) And/or what, if any, conditions precedent exist to the implementation of City-initiated steps by which to modify and/or eliminate DROP and/or service credits.
- b. Although Local 145 reserves its rights to plead any and all substantive defenses which it deems appropriate as to such future litigation, Local 145 shall not take a position to the effect that initiation of such future litigation is barred.

12. During the term of this MOU, if any provision regarding the level of pension benefits, pension contributions, or the availability of a defined benefit pension plan is invalidated by court order or by an amendment to the California Constitution, the reductions in the offset contained in Article 23 of this MOU will immediately sunset and revert back to the level of offset in effect on June 30, 2005, and the Parties will reopen negotiations on pension issues.

13. Retiree Health Benefits.

Notwithstanding any provision in this MOU to the contrary, the retiree health benefits for employees who retire on or after April 1, 2012 are determined by the City's MOU (including amendment with Local 145), which the City Council adopted by San Diego Ordinance O-20131 (February 17, 2012) and amended by San Diego Ordinance O-20171 (June 26, 2012).

- (a) The following language in paragraph 9.d.(2) has been left in the MOU for historical purposes only. City and Local 145, having met and conferred, have agreed to benefit improvements to the Retirement System for Health Eligible Retirees.
- (b) Effective July 1, 2002, a Health Eligible Retiree, as defined in the Municipal Code, will have the applicable Medicare eligible or Non-Medicare eligible insurance premiums paid for the Health Eligible Retiree-only insurance, or the Health Eligible Retiree will be reimbursed the actual cost incurred from the Medicare eligible or non-Medicare eligible retiree-only premium up to the maximum amount allowed in Municipal Code Division 12. Municipal Code Division 12 will be amended to set the maximum amounts to be paid on behalf of or reimbursed to a Health Eligible Retiree for retiree-only Medicare eligible or non-Medicare eligible health insurance premiums based on the premium for City-sponsored PPO plan for Fiscal Year 2003 and annually adjusted thereafter based on the Centers for Medicare & Medicaid Services, Office of the Actuary, projected increase for National Health Expenditures for the full year period ending in the January preceding the start of the new plan year; such adjustment shall not exceed 10 percent of such Medicare-eligible or non-Medicare eligible retiree-only premium. Pursuant to this provision the based monthly maximums are established for Fiscal Year 2003 as follows:
 - (1) For non-Medicare eligible retirees: \$489.16
 - (2) For Medicare eligible retirees: \$460.67

14. New Retirement Factor Computation for Safety Members hired on or after January 1, 2012 but before July 20, 2012, as Fire Fighters of the City Fire-Rescue Department.

A Safety Member, who is employed as a Fire Fighter of the City Fire-Rescue Department and is hired by City on or after January 1, 2012, but before July 20, 2012, will have a Retirement Calculation Factor of 3% when the Safety Member reaches age 55 with at least ten years of Creditable Service. A Safety Member who is employed as a firefighter of the City Fire-Rescue Department and is hired by City on or after January 1, 2012, will have the option to retire at the age of 50 after twenty years of Creditable Service with a proportionately reduced Unmodified Service Retirement Allowance, as follows:

Retirement Calculation Factor is 2.5% at age fifty; 2.6% at age 51; 2.7% at age 52; 2.8% at age 53; 2.9% at age 54; and 3.0% at age 55. For purposes of determining retirement allowance for these Safety Members, "Final Compensation" will be defined as the average of the Safety Member's three highest years of Base Compensation at any time during his or her Membership in the System. Limiting the Defined Benefit Plan to employees hired before July 20, 2012 is subject to the reopener provisions on Proposition B in Article 31, Section E.

15. Retirement Benefits for Employees Initially Hired on or After July 20, 2012.

On October 1, 2012, the City Council approved an agreement between the City and Local 145 on the terms of an interim defined contribution plan under San Diego Charter sections 140 and 150 for employees initially hired on or after July 20, 2012 who are ineligible for the City's defined benefit plan. The agreement is attached as Appendix A and is incorporated into this MOU. This paragraph is subject to the reopener provisions on Proposition B in Article 31, Section E.

ARTICLE 24

Salaries/Compensation

- A. **For Fiscal Years 2017 and 2018**, consistent with San Diego Charter section 70.2, no base compensation, defined as base salary or wages paid on a regular biweekly basis for services performed, for any classification will be increased to an amount higher than the base compensation for that classification set forth in the 2011 Fiscal Year Salary Ordinance (San Diego Ordinance No. O-19952, adopted on May 4, 2010). Exhibits A and B to the 2011 Fiscal Year Salary Ordinance, which are both related to the base salaries for the Classified Service, are attached to this MOU and incorporated into this MOU. Exhibit A sets forth the base salaries for the Classified Service. Exhibit B sets forth the Classified Service Classes and Standard Rates. The parties agree that there will be no increases to the base salaries for the classifications set forth in Exhibit A and B during the term of this MOU. The parties further agree that the creation of any new classifications during the term of this MOU must be consistent with San Diego Charter section 70.2(c). For reference, Exhibit C to the 2011 Fiscal Year Salary Ordinance, related to Classifications and Standard Salary Rates for the Unclassified Service, is also attached to this MOU.
- B. The parties further agree that, consistent with San Diego Charter sections 70.1 and 70.2(b), during **Fiscal Years 2017 and 2018** no new compensation will be added to the 2011 Fiscal Year Earnings Code Document, Exhibit A, which sets forth Wage Types Included in the Pensionable Wage Base.
- C. Notwithstanding these agreements, the parties acknowledge that individual employees may receive promotions during the term of this MOU under the authority of San Diego Charter section 124 and all applicable Civil Service Rules, Personnel Regulations, and

other provisions. Further, the parties acknowledge that individual employees may receive an increase in pensionable compensation, within the limits set forth in Exhibit A or Exhibit C to the Fiscal Year 2011 Salary Ordinance, under the authority of San Diego Charter sections 130 and all applicable Civil Service Rules, Personnel Regulations, and other applicable provisions.

D. General Salary Increase

- 1. Fiscal Year 2019 – Effective the first full pay period following July 1, 2018, there will be a general salary increase of 3.3% for all employees covered by this MOU. The Fiscal Year 2019 salary tables for the classifications covered by this MOU will be modified to reflect this increase.**
- 2. Fiscal Year 2020 – Effective the first full pay period following July 1, 2019, there will be a general salary increase of 3.3% for all employees covered by this MOU. The Fiscal Year 2020 salary tables for the classifications covered by this MOU will be modified to reflect this increase**

E. Total Compensation Survey

City shall conduct or have conducted a complete compensation survey of the largest municipal government organizations within the County of San Diego and within the State of California, as determined by the City. City will have the salary survey completed in time for the initiation of bargaining for a successor MOU. City will meet and consult with Local 145 over the list of agencies it will use for the compensation survey. The survey shall include, at a minimum, information regarding the salary scale utilized by each agency and the number of suppression employees within each identified pay grade for each agency.

ARTICLE 25

Grievance Procedure

A. Definitions.

- 1. A grievance is a claim or charge of misunderstanding, or difference in interpretation, or violation of provisions of the Civil Service Rules, the Personnel Manual, this MOU, or Management policies or regulations, including, but not limited to, Administrative and Departmental Regulations which affect wages, hours, or other terms and conditions of employment.**
- 2. Actions which are covered in the Management Rights Article of this MOU are not grievable, but this does not preclude employees or their representatives from consulting with Management about the practical consequences actions taken pursuant to the Management Rights Article may have on wages, hours, and other terms and conditions of employment. In addition, actions covered by another**

appeals process as described in the Civil Service Rules, Personnel Manual, or this MOU are not grievable and cannot be processed through this grievance procedure.

3. Wherever applicable, in this MOU, the term “working days” means the actual work days of the employee who filed the grievance. In grievances filed by Local 145 on behalf of a group of its members, “working days” means calendar days, excluding Saturdays, Sundays, and recognized City holidays. For fifty-six-hour employees, each working shift constitutes two “working days” for the purpose of determining time limits for this grievance procedure.
4. If the grievance system is abused by an unreasonable number of submittals by one individual or group designed to thwart orderly processing, or if the grievances are patently irrelevant or incomprehensible, they will be rejected as “non-grievable” and returned to the grievant.

B. Policy.

1. Employees have the right to file grievances without jeopardizing their positions.
2. Employees may represent themselves or select whomever they wish to represent them at any or all steps in the grievance procedure.
 - a. The employee has the right to the assistance of a Local 145 representative in the investigation, preparation, and presentation of a written grievance.
 - b. Employees may have no more than one City employee and one non-City employee as representatives for grievance hearings.
 - c. Battalion Chiefs and Fire Captains may not represent Fire Fighters and Fire Engineers. Battalion Chiefs may not represent Fire Captains. Members of the Board of Directors may represent employees in all Fire classifications in grievances.
3. If an employee chooses to have representation on any formal grievance concerning a matter that directly involves the interpretation or application of the specific terms and provisions of this MOU, the representation must come from Local 145.
4. The employee’s or Local 145’s first contact regarding job and working conditions is with his or her immediate supervisor who shall attempt to settle grievances informally at this level.
5. A grievance will normally be presented and processed on City time, and a grievant attending a grievance meeting on his or her own behalf on City time will not lose pay. In scheduling the time, place, and duration of any grievance meeting, the employee, a steward and Management will give due consideration to all the participant’s responsibilities in the essential operations of the Department.

However, the final decision for scheduling hearings rests solely with Management. No overtime pay will be given to the grievant. Representatives, witnesses, or other participants will receive overtime pay if ordered to be present by the Appointing Authority at a time outside their normal work hours.

6. Waivers and Time Limits.

- a. Failure by Management to reply to the employee's grievance within the time limits specified in this Article automatically processes the grievance to the next level. An automatic referral to the next level shall not be construed as removing the responsibility of Management at the next level from hearing the grievance and responding within applicable time limits, if it is within the authority of that level to settle the grievance.
- b. Any level of review, or any time limits established in this procedure, may be waived or extended for good cause and only by mutual agreement confirmed in writing.
- c. If an employee fails to appeal from one level to the next level within the time limits established in this grievance procedure, the grievance shall be considered settled on the basis of the last decision and the grievance shall not be subject to further appeal or reconsideration.
- d. By mutual agreement, the grievance may revert to a prior level for reconsideration.
- e. If a grievant fails to appear for a scheduled grievance meeting, the failure to appear without an approved excuse by the Appointing Authority shall entitle Management to decide on the grievance without the presence of the grievant, or to schedule another meeting at that level (in which case the time requirements for hearing and decision are automatically waived). Failure to appear at two meetings on the same grievance without an approved excuse automatically terminates the grievance and it is deemed denied. The grievance shall not be subject to further appeal or reconsideration.
- f. When a grievant is on approved leave the time limits established in this procedure shall be suspended for the period of the leave.
- g. No grievance shall be finally dismissed for an unexcused failure to appear at a scheduled hearing unless the grievant had been given twenty-four hours advance notice of the hearing.

7. Local 145 agrees to pursue all claims of violation of this MOU through the grievance procedure. Resort to other remedies shall not be pursued until all steps of the grievance procedure have been exhausted.

8. Management shall provide Local 145 with copies of all grievances regarding this MOU filed by employees within the Local 145 Bargaining Unit, who choose to represent themselves.

C. Procedures.

1. General.

- a. Management of the Department (i.e., Captains and higher ranking officers) has the responsibility to inform an employee of any limitation of a given level of Management's authority to fully resolve the grievance. In this regard, Management shall:
 - (1) Determine, at any time during the processing of a grievance, if the grievance requires modification or interpretation of Civil Service Rules or Personnel Manual provisions and forward the grievance immediately to the Personnel Director for resolution or referral to the Civil Service Commission.
 - (2) Supply the employee with the necessary and relevant information to process the grievance at the proper step in the process.
 - (3) Advise an employee when any matter under submission is determined by Management to be not grievable according to the definitions in Section A. The "grievance" paperwork submitted by the employee shall be returned to the employee along with a memorandum explaining why the matter is not grievable and what alternative procedures, if any, the employee may follow to process his or her complaint.
- b. When a group of identical grievances develop, only one grievance form shall be submitted. The grievants may select not more than two spokespersons who will be their representative "grievants." The acceptance of a decision by the spokespersons at any step (or final decision if the grievance moves to Step 5) will be binding on all Parties.
- c. A grievance shall be recognized if it is brought to the attention of the immediate supervisor either informally or formally within ten working days, as defined in section A.3.
- d. If the grievance is between the employee and his or her immediate supervisor, the Step 1 may be to the employee's next higher level supervisor.
- e. If Local 145 wishes to process a grievance on behalf of a class of represented employees which will require resolution by the Fire Chief, it may submit the grievance directly to the Fire Chief or his or her designee,

pursuant to Step 4 of this grievance procedure. Thereafter, should this grievance not be resolved, the remaining steps of this grievance procedure may be implemented by Local 145. However, Local 145 shall meet with the Chief to discuss the matter prior to submitting the matter as a formal grievance.

- f. To be recognized, a grievance must state which policy, rule, regulation, is involved in the matter and the nature of the remedy sought by the employee or Local 145.

2. Steps.

- a. Step 1: At the employee's or Local 145's sole option, grievances may be presented to the supervisor either orally or in writing. If the complaint is presented orally, the procedure is informal and may be settled by an oral answer given within five working days. If the grievance is presented in writing, the procedure is formal and the answer must be given in writing within five working days after submission.
- b. Step 2: If the grievance cannot be resolved at Step 1, the employee or Local 145 may present the complaint in writing to the second-level supervisor (if not done at Step 1) within five working days of receipt of the Step 1 response. Within ten working days of the receipt of the grievance by a second-level supervisor, a hearing shall be held. The Management representative shall give a written decision to the employee and the Local 145 representative.
- c. Step 3: If the grievance is not resolved at Step 2, the employee or Local 145 may submit the grievance to the Division Head within five working days of receipt of Management's written decision. Within ten working days of the receipt of the grievance, a hearing shall be held and the Department Head shall give a written decision to the employee and Local 145 representative.
- d. Step 4: If the grievance is not resolved in Step 3, the employee or Local 145 may present the grievance to the Department Head within five working days of receipt of Management's written decision. Within ten working days of the receipt of the grievance, a hearing shall be held and the Department Head or his or her designee shall give a written decision to the employee and Local 145 representative. In non-managerial departments this shall constitute the final resolution of a grievance involving Management policy or regulations.
- e. Step 5: Final Resolution of Grievance: If the grievance is still in dispute after Step 4, the employee or Local 145 may request a further hearing by submitting the grievance to Management within five working days of receipt of Management's written decision. Management will determine

whether the hearing will take place before the Civil Service Commission, on matters over which the Commission has authority, or before the City Manager or his or her designee. If it is determined that the hearing should be held before the Civil Service Commission, a fact-finding hearing to define the issues in the grievance will be held by the Personnel Director with the employee and/or Local 145, prior to the date set for the Commission hearing. The grievance may be settled during the fact-finding hearing if a mutually acceptable solution is developed. Within thirty working days, a hearing shall be held and the written decision issued. The employee or Local 145 may only request a hearing before the Civil Service Commission on matters solely involving Civil Service Rules or the Personnel Manual.

- f. Step 6: Grievances arising out of a disagreement on interpretation or application of this MOU shall follow Citywide grievance procedure. Local 145 may formally request to continue the grievance not later than ten working days following receipt of the answer from Step 5 of the grievance procedure by serving written notice upon Management. Management will refer the grievance to the City Council for hearing and decision.
- g. The City Council shall have one year from the date that Local 145 serves written notice on Management of its desire to have the grievance heard before the City Council, within which to calendar the grievance for hearing. If the City Council does not calendar the matter for consideration within the one year period, then the grievance shall be considered granted.

ARTICLE 26

Implementation

This MOU constitutes a mutual recommendation to be jointly submitted to the San Diego City Council (City Council) and/or Civil Service Commission (Civil Service Commission or Commission). It is agreed that this MOU shall be binding upon the Parties upon:

- A. The tentative agreement shall be submitted to the City Council and the membership of Local 145 for their action as soon as possible after agreement has been reached by the Management Team and Local 145 negotiating team.
- B. The members of Local 145 act, by majority vote, formally to approve and adopt the successor MOU, no later than June 7, **2016**. Local 145 shall notify Management of the result of the Local 145 vote no later than June 7, **2016**.
- C. The City Council and Civil Service Commission act, by majority vote, to formally approve and adopt these Articles within their respective jurisdictions.

- D. City shall act as soon as possible to make the necessary changes in ordinances, resolutions, rules, policies, and procedures to conform to this MOU. All such changes shall be submitted to Local 145 prior to their submittal for implementation to insure that the proposed changes are consistent with this MOU.

ARTICLE 27

Term

This MOU begins at 12:01 a.m. on July 1, **2016**; however, the effective date for the initial payroll changes shall commence the first pay period that begins on or after July 1, **2016**. This MOU expires and is terminated at 11:59 p.m. on June 30, **2020**.

ARTICLE 28

Leave Programs

- A. An eligible employee, upon retirement (except under a deferred retirement), may request that payment for sick leave and annual leave reimbursement, for annual leave accumulated prior to July 1, 2002 only, be paid. Upon retirement, payment for distributable sick leave and annual leave shall be made in one full payment.
- B. The maximum accumulation of annual leave for employees hired before July 1, 1994 with **15** or more years of service shall be **980** hours. The maximum accumulation of annual leave for employees hired prior to July 1, 1994 with less than **15** years of service shall be **840 hours**. Annual leave will be capped at **552** hours for employees hired on or after July 1, 1994 and before **July 1, 2016**. **Annual leave will be capped at 395 hours for employees with regular work schedules of 40 hours per week and 552 hours for employees with regular work schedules of 56 hours per week hired on or after July 1, 2016.**
- C. During the term of this MOU, the ability to receive payment-in-lieu annual leave will be limited to employees with **160** hours or more of accrued annual leave who may receive a maximum **voluntary** payment-in-lieu of **125** hours per fiscal year **for employees with regular work schedules of 40 hours per week and 175 hours per fiscal year for employees with regular work schedules of 56 hours per week.**
- D. **In addition to the voluntary payment in lieu of annual leave provision set forth in Paragraph C above, the City and the Union agree to the provisions in Paragraphs E through H in this Article with the intent of reducing the existing annual leave balances for employees whose annual leave accruals exceed the maximum accumulation. The Parties agree to reopen this Article at either the City's or the Union request for the purpose of further discussing the reductions to annual leave balances above the maximum accumulation.**

- E. Effective July 1, 2018, for Fiscal Years 2019 and 2020, employees who have not reduced their annual leave balances below the maximum accumulation as of their anniversary date shall cease to accrue annual leave.**
- F. Effective the first full pay period following July 1, 2016, the following mandatory annual leave deductions will apply:**
- 1. If an employee has more than 1,000 hours of annual leave accrued and unused, the City will process a mandatory payment-in-lieu of 175 hours for these employees.**
 - 2. If an employee has more than 2,000 hours of annual leave accrued and unused, the City will process a mandatory payment-in-lieu of 350 hours for these employees.**
 - 3. If an employee has more than 3,000 hours of annual leave accrued and unused, the City will process a mandatory payment-in-lieu of 525 hours for these employees.**
 - 4. The mandatory payment-in-lieu of annual leave will continue each fiscal year until the employee's annual leave balance is below the maximum accumulation**
- G. During the term of the MOU, if an employee has more than 3,000 hours of annual leave accrued and unused, the employee may elect to receive an additional payment in lieu of 525 hours, in accordance with the procedures set forth in Personnel Manual Index Code I-2.**
- H. Effective June 30, 2020, for Fiscal Year 2021 and thereafter, employees who reach their maximum permitted accumulation of annual leave on their anniversary date shall cease to accrue additional annual leave. Employees who expect to be in this situation may submit a written plan by which to reduce excess leave which will include time off and pay-in-lieu up to **175** hours per fiscal year as necessary. If the Appointing Authority denies the specific time off requested and provides no alternative time off which is acceptable to the employee, this cease-to-accrue provision shall not apply until such time as the employee is granted and takes the time off. It is City's intent to accommodate employees' requests to use annual leave and avoid any loss of this benefit.**
- I. Benefits While on Special Leave Without Pay (SLWOP).**
- 1. All benefits will be coordinated and/or offset by benefits the employee receives under any other City program, including but not limited to Long Term Disability, and Family Medical Leave.**
 - 2. After one year on SLWOP, City may charge the employee a 2 percent administrative fee or offer continuation of benefits under COBRA.**

3. Employees will not be eligible for City sponsored Supplemental Life Insurance while on SLWOP.

J. **Military Leave.**

1. **Employees who provide service in the “Uniformed Services,” meaning the Armed Forces, the Army National Guard, and the Air National Guard when engaged in active duty for training, inactive duty training, or full-time National Guard duty, the commissioned corps of the Public Health Service, and any other category of persons designated by the President in time of war or national emergency, are entitled to the rights and benefits provided by the Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA), codified at 38 U.S.C. sections 4301 through 4335, and as amended in the future.**

These members are also entitled to the leaves of absence provided by the California Military and Veteran’s Code, as stated in Civil Service Rule X, codified at San Diego Municipal Code section 23.1107, and Personnel Manual Index Code I-10, Military Leave. Specifically, employees who have been regularly employed by the City for one year or more immediately prior to requested military leave will receive their regular City compensation during the military leave, but not to exceed 30 calendar days in any fiscal year. Calendar days are computed in the manner stated in the Personnel Regulations Index Code I-10.

2. **Employees must give no less than 21 days of notice to their supervisors prior to the start of the requested military leave, unless there are exceptional circumstances beyond the control of the employee originating from the employee’s military unit. If exceptional circumstances occur, employees must provide reasonable notification. Employees must submit Form CS-14-25A (Request for Leave of Absence) showing Military Leave.**
3. **Union members may use annual leave, compensatory time, or special leave without pay, in addition to military leave to provide military service.**
4. **If an employee is scheduled to work on a day of inactive duty training, City management will take all reasonable steps necessary to adjust the employee’s schedule to facilitate the military leave.**

- K. Employees in the Bargaining Unit who have not yet entered DROP will be allowed to convert annual leave cash equivalent to retirement service credit on a pretax basis. The amount of service credited will be the employer and employee cost of that service credit as determined by the Retirement Board. Employees in the Bargaining Unit will no longer be eligible to exercise any cash out feature of annual leave accrued from July 1, 2002 prospectively. Since employees cannot cash out post-July 1, 2002, annual leave, employees who have balances of post-July 1, 2002, annual leave at the end of their DROP period will be permitted to extend the DROP period beyond the five-year

maximum by that amount of post-July 1, 2002, annual leave not converted to service credit prior to entering DROP. Specific procedures for implementing this benefit will be subject to IRS rules, as interpreted by the City Attorney's Office.

L. Bereavement Leave.

Paid Bereavement Leave of **60 hours** is available **to all full-time employees** upon the death of **the** employee's spouse, father, **father-in-law**, mother, **mother-in-law**, **step-father**, **step-mother** brother, sister, **step-brother**, **step-sister**, **foster-brother**, **foster-sister**, **adopted brother**, **adopted sister**, son, daughter (son or daughter to include: step-, foster, or adopted), or state-registered domestic partner, **grandfather**, **grandmother**, **granddaughter**, **grandson**, **or for a member of the employee's regular and/or immediate crew in the case of a death while on duty**. Proof of death (death certificate, obituary, funeral program, etc.) must be provided before an employee can be paid for Bereavement Leave, which is in addition to annual leave, and must be submitted within thirty (30) calendar days of when the employee returns to work. **The number of hours of bereavement leave is prorated for employees working 3/4 time (30 hours) and 1/2 time (20 hours).**

M. Approved Unpaid Leave.

The Department can grant so-called "Red A" leave, which is approved unpaid leave, at Management's sole discretion, per Personnel Manual Index Code I-7.

N. Modify Administration Manual Standard Instruction 6, VIII, Letter D by replacing existing language with:

1. Use of more than twelve (12) consecutive shifts of leave (Trade, Holiday, Compensatory Time, Annual Leave or Annual Leave Trade) shall require approval through the employee's chain of command, to Shift Commander or Division Head. Employees who wish to take leave in excess of the twelve (12) twenty-four (24) hour shifts shall write an FD-7 that details the reasons for the request, and the expected date of the employee's return to duty. Employees are required to maintain all appropriate licenses, permits, and training requirements during their approved shift exchanges and show proof of meeting all requirements upon their return to duty.
2. During the period of leave, TeleStaff access will be blocked for that employee, and reinstated upon his or her return to duty.
3. Employees who request the use of leave in anticipation of retirement shall state that as the reason for their request, and, if the leave is granted, the employee shall be required to:
 - a. Relinquish their Station assignment

- b. Relinquish Station bidding privileges turn in all Department issued PPE, Identification and equipment as if the employee's separation from service was complete
 - c. Lose TeleStaff access and privileges
- O. If use of annual leave would require absence on a management-designated "restricted day," the leave shall only be granted as an annual leave trade.

ARTICLE 29

Personnel Regulations

Reference to the City Personnel Manual or City Administrative Regulations is made in this Article with the understanding that City shall not make modifications to the provisions of such referenced sections that relate to wages, hours, or other terms and conditions of employment that would affect employees covered by the MOU during the term of the MOU except by mutual consent.

For these purposes, the following Personnel Manual sections, Administrative Regulations, and policies are made part of the MOU:

A. **Personnel Manual Index Codes.**

H-1, Bilingual Pay
H-2, Holidays
H-4, Overtime Compensation
I-2, Annual Leave

B. **Administrative Regulations.**

63.00, Industrial Leave
70.30, Tuition Refund Plan
95.01, Overtime Compensation
95.60, Conflict of Interest and Employee Conduct
95.90, Unused Sick Leave and Accrued Annual Leave Reimbursement
95.89, Parental Leave
95.91, Employee Rewards and Recognition Program
97.00, Substance Abuse Policy

C. **Other Regulations and Procedures.**

Department Infection Control Plan
Long Term Disability Program (on file with the Office of the City Clerk)
Council Policy 300-6, Employee-Employer Relations Policy

ARTICLE 30

Formal Representation

- A. Local 145 may select three representatives to attend scheduled meetings with Management on subjects within the scope of representation during regular work hours without loss of compensation. In addition, Local 145 may select one representative to attend City Council and Council Committee hearings and Retirement Board meetings when subjects within the scope of representation are being discussed, all Civil Service Commission, and Retirement Board meetings, during regular work hours, without loss of compensation. Local 145 shall, whenever practicable, submit the names of all designated representatives to Management at least two working days in advance of the meetings, provided, further:
 - 1. That no representative shall leave his or her duty or workstation or assignment without specific approval of the Department Head or Management.
 - 2. That approval to attend any meeting is subject to scheduling by Management in a manner consistent with the operating needs and work schedules.
- B. Nothing provided in this Article shall limit or restrict Management from scheduling such meetings before or after regular duty or work hours under appropriate circumstances.
- C. Effective July 1, 2013, the City authorizes eight (8) hours of release time every four months for Local 145's trustee representative for the purpose of attending Southern California Firefighters Benefit Trust board meetings. No overtime is authorized. The City may grant additional release time subject to the approval of the Human Resources Director.

ARTICLE 31

Renegotiation

- A. In the event Local 145 desires to meet and confer in good faith on the provisions of a successor MOU, it will serve upon the City its written request to commence meeting and conferring in good faith, as well as its written non-economic proposals for successor MOU by October 2, **2019**. Local 145 will submit its economic proposals no later than December 4, **2019**. Upon receipt of the written notice and proposals, meet and confer over non-economic proposals will begin no later than November 6, **2019**, and meet and confer over economic proposals will begin no later than January 22, **2020**.
- B. The City agrees to notify Local 145 by October 30, **2020** of its non-economic proposals and will submit its economic proposals no later than January 22, **2020**. If federal or state governments take action that has a direct effect upon the areas which fall within the scope of representation, the City may submit proposals concerning these areas at later dates.

Any terms and conditions of this MOU, not subject to this reopener provision shall remain in force and effect. The impasse hearing will take place in advance of the first reading of the salary ordinance for Fiscal Year **2020**.

- C. The City will request the City Council to schedule an impasse hearing if necessary after 5:00 p.m. on a regular work day in order to permit Local 145 Bargaining Unit members the opportunity to attend and testify.
- D. Unless otherwise agreed to, the parties agree that Local 145's final offers are due by February 19, **2020** and the City's final offers are due March 5, **2020**. Local 145 agrees to provide the City a written statement of its positions regarding any issues should there be impasse.
- E. The parties acknowledge that four of the City's recognized employee organizations have filed a consolidated unfair labor practice charge with the California Public Employment Relations Board (PERB) related to Proposition B (PERB litigation). The parties acknowledge that the City and the four employee organizations involved in the PERB litigation have the right, under California Government Code section 3509.5 and other applicable law, to exhaust all appeals if aggrieved as a result of a final decision by PERB. This right includes filing a writ of extraordinary relief with the California Court of Appeal and taking any other action in any court of competent jurisdiction that is authorized by law. Nothing in this MOU is intended to waive that right. If, in the PERB litigation, a court of competent jurisdiction, following exhaustion of all appeals, issues a final order or decision declaring Proposition B to be unlawful or invalid, in whole or in part, the parties to this MOU agree to reopen negotiations, upon request by a party, on that provision or aspect of Proposition B declared to be unlawful or invalid. If, in the PERB litigation, a court of competent jurisdiction, following exhaustion of all appeals, issues a final order or decision declaring Proposition B to be lawfully adopted, the parties to this MOU agree to reopen negotiations, upon request by a party, on any provisions or aspects of Proposition B not yet implemented. The parties agree that, regardless of the outcome of the PERB litigation or exercise of this reopener, the provisions regarding limitations to base compensation and to other pensionable pay components set forth in Article 24 will remain in effect.
- F. At the request of either the City or Local 145 during the term of this MOU, the parties will meet and confer over the implementation of a death and disability benefit for employees who are covered by the Interim Defined Contribution Plan.

ARTICLE 32

Impasse Procedure

The impasse procedure is found in Council Policy 300-6, which is incorporated into this MOU by reference in Article 29, Personnel Regulations.

ARTICLE 33

Transfer of Union Officers

- A. City agrees to notify Local 145 as promptly as possible of the intended transfer of an employee who is a Local 145 officer. City agrees to meet with Local 145 at a mutually convenient time within ten working days after notice of the proposed transfer is delivered, if Local 145 requests a meeting, for the purpose of explaining the reasons for the transfer.
- B. “Transfer”, for purposes of this Article, means any permanent change of work schedule, station assignment, or division assignment of a Local 145 officer having a permanent schedule or assignment. “Local 145 officer” means an employee who has been elected or appointed an officer of Local 145 and whose name has been given in writing to City as currently holding a Local 145 such office. Assignments expected to exceed eight shifts shall be considered permanent assignments.

ARTICLE 34

Vacation Selection Procedure for Fire Suppression Personnel

- A. The Appointing Authority is responsible for arranging vacations so that adequate personnel is available to carry on necessary City work.
- B. Individuals may indicate their list of preferences for vacation and submit them on an FDR7. This information will be used to select a vacation for the individual. **The City and Local 145 will meet and consult on the drafting and implementation of a Fire-Rescue Department Vacation Selection Policy, which will include, but is not limited to: the requirement of all employees in the bargaining unit (excluding Fire Recruits) to participate in a vacation draw which requires taking 4 consecutive shifts of annual leave per fiscal year and picking vacations based on seniority (subject to operational implementation, the City may reconsider enforcing the mandatory vacation draw for those employees with low annual leave balances). The initial draft of the new Department policy will be provided to Local 145 by ~~May 31~~ June 15, 2016. The policy will be effective July 1, 2017.**
- C. Annual leave shall be granted when requested, subject to the operating needs of the Department.

ARTICLE 35

Mandatory Mess

All uniformed personnel shall participate in a Mandatory Mess unless religious, dietary, medical considerations, or other good causes as determined by the Fire Chief preclude them from participating.

ARTICLE 36

Overtime

- A. Premium compensation at the rate of one and one-half times the base rate shall be paid to employees in the classifications of Fire Fighter, Fire Engineer, Fire Captain, and Fire Battalion Chiefs under the following conditions:
1. When an employee is called back to work from a non-duty status, he or she shall receive premium pay for all call-back time worked with a four hour minimum of compensation in each instance.
 2. When an employee is required under subpoena to appear in court during non-duty hours, he or she shall receive premium pay for court time with a four hour minimum of compensation in each instance.
 3. When an employee's shift is extended beyond its normal ending time, he or she shall receive premium pay for the time of the shift extension but shall not be eligible for minimums referred to in Sections 1 and 2 above.
 4. The minimum call-back and court time provisions shall not apply in the following situations:
 - a. When an employee is required by subpoena to appear in court prior to his or her scheduled shift, and the appearance is contiguous with the shift, or when an employee attends court then reports to work an hour later;
 - b. When an employee is already present at the work station and is required by a supervisor to start work early or to resume work following the end of shift;
 - c. When an employee is required to attend a meeting scheduled before or after the employee's shift, and which is contiguous with the shift; or
 - d. When an employee is required to appear in court during a session which begins during the employee's regularly scheduled shift, but which continues past the end of shift.

In these instances, and any others not specifically identified as entitling an employee to the four-hour minimum, the employee should receive overtime compensation only for the time he or she actually worked, or spent in court or in meetings before or after his or her shift.
 5. For all overtime earned, members shall receive either compensatory time off or pay, at the discretion of the Fire Chief. Only the actual hours worked may be held as "comp time." Any FLSA overtime earned will be paid in the pay period earned. Use of comp time will follow the Annual Leave Guidelines.

Compensatory time shall be reduced to forty-eight hours as of June 30 each year unless an exception is granted by the Fire Chief. Members of the Unit will not be permitted to accrue more than one-hundred-twenty hours of compensatory time for overtime worked.

6. Fire Fighters, Fire Engineers, Fire Captains, and Fire Battalion Chiefs mandated to attend training sessions on non-regularly assigned shifts will be compensated at the rate of one and one-half times their base rate.
 7. Forty-hour employee working over eight hours per day if on the 5/8 schedule, or a forty hour employee working over nine hours per day on a 44/36 schedule will be compensated at the rate of one and one-half times their base rate.
 8. Forty-hour employee working over forty hours per week at a rate one and one-half times their base rate.
 9. If a suppression employee (fifty-six hour schedule) is scheduled or directed by the Department to work on an actual holiday (versus on a City-observed holiday), he or she shall receive pay at premium rate (no comp time) for the time worked, during the first twelve hours of the shift beginning the morning of the actual holiday only.
- B. City and Local 145 agree that Fire Fighters, Fire Engineers, Fire Captains, and Fire Battalion Chiefs will work a twenty-eight-day work cycle in accordance with section 207k of the FLSA.
1. **Effective July 1, 2017**, Fire Fighters, Fire Engineers, Fire Captains, and Fire Battalion Chiefs who work more than **212** hours in any **28** day work cycle will be paid premium overtime for their hours worked in excess of **212**. **The wage types identified in Appendix D of the MOU** will be counted as hours actually worked during the **28** day work cycle in determining eligibility for premium overtime.
 2. During the term of this MOU, the City and Local 145 agree to meet and consult regarding a change in the FLSA period from a 28 day cycle of 212 hours to a 14 day cycle of 106 hours. Any change to the FLSA cycle may only be done by mutual agreement.

ARTICLE 37

Station Transfer Procedures

- A. The Fire Chief may transfer fire fighting personnel to any position within the Department if he or she determines that a position requires specific skills, ability, or knowledge or if he or she finds that a reassignment is necessary for the efficiency and harmony of the Department.

- B. Any vacancy in Fire Suppression not filled by the provisions in paragraph A, shall be filled on the basis of seniority as vacancies occur.
 - 1. The Department shall make all vacancies known to suppression personnel at the beginning of each bid cycle (approximately one month) prior to filling that vacancy.
 - 2. In the event that additional stations come open for bid during intervening bid cycles, those vacancies will be advertised for the full period of the next complete bid cycle.
- C. All station transfers shall be made in accordance with the Department Transfer Policy Manual.
- D. City agrees to operate the foregoing program strictly in conformance with the seniority provisions in Article 4 of this MOU. City further agrees to treat all employees in the unit fairly and equitably in administering this program. Any alleged violation of this Article shall be subject to a grievance to the Fire Chief.
- E. In accordance with existing practice, Fire Battalion Chiefs cannot bid for assignments through the formal bid procedure. Management will continue to give employee preference serious consideration in the assignment of Fire Battalion Chiefs to Fire Operations areas. Upon a request from the employee, Management will provide feedback to those Fire Battalion Chiefs not selected, based on knowledge, skills and abilities or Management needs to an assignment where the employee has expressed a preference.
- F. Probationary Fire Fighter personnel during their first year of employment will not be allowed to bid for permanent station assignments.
- G. Employees who are married or members of the same immediate family shall not be assigned to the same fire station.
- H. Except when a specific policy applies, if an employee is absent from his or her permanent assignment for more than six months due to a non job-related medical condition, then his or her permanent assignment will be declared vacant. The vacant position will then be filled according to the current procedures pertaining to that position.
- I. City will comply with the OSHA policy for two in/two out, for two Fire Fighters inside a structure and two Fire Fighters outside a structure, as required by law.

ARTICLE 38

Non-Duty Weekend/Holiday Training

Training sessions occurring on non-duty shifts will normally not be scheduled on Saturday, Sunday, or legal holidays.

ARTICLE 39

In House Committees

- A. The Fire Chief may, at his or her discretion, create advisory committees to provide information which is necessary to administer the Department. The committees shall be precluded from considering subjects which relate to the scope of representation of the recognized Bargaining Unit.
- B. In the event that the Fire Chief requires input on matters falling within the scope of representation, he or she shall consult Local 145. Local 145 will provide data on the subject requested.
- C. The Department agrees to meet with Local 145 to receive its input on developing and implementing any training programs for Fire Fighters.

ARTICLE 40

Implementation of New Programs

- A. The Parties agree that they will meet and consult or meet and confer as required by law on the implementation of any new programs during the fiscal year and the impact of any new programs on working conditions.
- B. The provisions of this MOU, together with those provisions of wages, hours, and other terms and conditions of employment subject to meet and confer currently in existence and not changed by this MOU shall not be revised to adversely affect the employees in the Unit during the term of this MOU.
- C. Any claim of a violation of this provision shall be pursued through the grievance procedure.
- D. This Article shall not apply to any policy, procedure, or practice established by a member of the Unit which was not approved by a superior authority.
- E. The Parties acknowledge that this Article in no way diminishes the exercise of Management rights as provided for in Article 16.
- F. Local 145 agrees that, should City introduce a proposal to amend the Charter in a manner that would change the reporting relationship of the Personnel Director from the Civil Service Commission to the Mayor or his or her designee, that Local 145 will promptly meet and confer at the time during the term of this MOU, regarding any aspect of that proposal that would affect wages, hours, and other terms and conditions of employment.
- G. Local 145 further agrees that should City introduce a proposal to amend the Charter in a manner that would permit City to privatize functions which are currently performed by Bargaining Unit employees, Local 145 will promptly meet and confer, at any time during

the term of this MOU, regarding any aspects of that proposal that would affect wages, hours, and other terms and conditions of employment.

ARTICLE 41

Grocery Shopping

One company from each fire station will be allowed to shop for groceries once per day.

ARTICLE 42

Holidays

Effective July 1, 2009, 140 hours of annually accrued holiday time is eliminated. This includes the reduction of twenty-four hours for a Floating Holiday, twelve hours for Cesar Chavez Day, and one-hundred-four scheduled holiday hours for all fifty-six-hour employees who were not previously relieved from D-Division.

A. Fixed Holidays.

1. Fixed Holidays will be:
 - a. January 1;
 - b. Third Monday in January, known as “Dr. Martin King, Jr.’s Birthday”;
 - c. Third Monday in February, known as “President’s Day”;
 - d. March 31st, known as “Cesar Chavez Day”
 - e. Last Monday in May, known as “Memorial Day”;
 - f. July 4;
 - g. First Monday in September, known as “Labor Day”;
 - h. November 11, known as “Veteran’s Day”;
 - i. Fourth Thursday in November, known as “Thanksgiving Day”;
 - j. December 25; and
 - k. Every day appointed by the City Council for a public fast, Thanksgiving or holiday.
2. For personnel working straight-days, if January 1, March 31, July 4, November 11, or December 25 falls upon a Sunday, the Monday following is the City-observed holiday. If any of the dates listed in this section fall on a Saturday, the preceding Friday is the City-observed holiday.
3. For suppression personnel working a shift schedule, all holidays will be observed on the day of the actual holiday, not the City observed holiday.

B. Floating Holiday.

Each eligible employee assigned to a forty-hour work shift that is available for a duty assignment on July 1 of each fiscal year (as defined in Personnel Manual Index Code H-

2) shall accrue credit for eight hours of holiday time. Each employee accruing such time shall schedule his or her floating holiday to comply with the following conditions:

1. Schedule the floating holiday prior to June 1 of each fiscal year;
 2. Take the floating holiday off prior to the last day of the last full pay period in June of each fiscal year;
 3. The floating holiday is a one-time absence; and
 4. The floating holiday must be taken at a time convenient to the employee's Appointing Authority
- C. If an employee in suppression (fifty-six hour schedule) is scheduled or directed by the Department to work on the actual holiday, he or she shall receive pay at premium rate (no comp time) for the time worked, during the first twelve hours of the shift beginning the morning of the actual holiday only.
- D. Employees who are scheduled to work a shift of nine or more hours on a fixed holiday shall be credited with floating holiday time equal to the number of hours in their shift for use on another day. The additional floating holiday time will be subject to all of the provisions of floating holidays, on a use-it-or-lose-it basis.

ARTICLE 43

Disciplinary Actions and Appeals

To the extent that FBOR is applicable to disciplinary actions and appeals, those Government Code sections shall govern the process, and shall be applicable to all Unit members.

FBOR shall govern administrative appeals of "punitive action or denial of promotion on grounds other than merit," as those terms are defined in Government Code section 3251(c). "Punitive action" means any action that may lead to dismissal, demotion, suspension, reduction in salary, written reprimand, or transfer for purposes of punishment.

Government Code section 3254(b) provides that any firefighter who has successfully completed the probationary period shall be provided an opportunity for administrative appeal by which to challenge punitive actions. Section 3254.5 provides that:

An administrative appeal instituted by a firefighter under this chapter shall be conducted in conformance with rules and procedures adopted by the employing department or licensing or certifying agency that are in accordance with Chapter 5 (commencing with Section 11500) of Part 1 of Division 3 of Title 2.

Government Code section 11501(c) provides that:

Chapter 4.5 (commencing with Section 11400) applies to an adjudicative proceeding required to be conducted under this chapter, unless the statutes relating to the proceeding provide otherwise.

City shall conduct administrative appeals mandated by section 3254.5, as follows:

A. Disciplinary Sanctions Not Involving Discharge, Demotion or Suspension.

1. Pursuant to Government Code section 11445.20, City shall use an informal hearing procedure in those situations where a disciplinary sanction against an employee does not involve discharge, demotion or suspension. Section 11445.20, is specifically incorporated into sections 11500 through 11529 (see section 11501(c)).
2. Accordingly, Government Code section 11400 through 11475.70 are incorporated into this MOU, with specific reference being made to section 11445.40, which provides the basis for an informal hearing in matters subject to sections 11400 through 11475.70.
3. In an informal hearing, the Fire Chief or his or her designee shall be the hearing officer. The Fire Chief or his or her designee shall conduct the informal hearing in accord with the procedural guidelines set forth in Government Code sections 11445.40 through 11445.60. The determination of the Fire Chief shall be final and binding.

B. Disciplinary Sanctions Involving Discharge, Demotion or Suspension.

In those instances where the procedures in Government Code sections 11400 through 11475.70 are inapplicable to an administrative appeal, the administrative appeal shall be conducted in procedural compliance with sections 11500 through 11529. Pursuant to section 11512, City has determined that in those instances that the hearing shall be presided over by an administrative law judge, the agency shall continue to hear the case through pre-existing Civil Service Commission appeals procedures with the administrative law judge presiding at the hearing pursuant to section 11512(b). The Civil Service Commission shall issue its decision, with the administrative law judge being present during the consideration of the case and, if requested, providing assistance and advice to the Commission in the conduct of its hearing.

C. Disciplinary actions shall remain a permanent part of the employee's file, with the exception of the following:

1. Formal reprimands without further penalty more than two years old, and those with additional penalty more than three years old, will be destroyed, and will not be considered for purposes of promotions, transfers, special assignments, and

disciplinary actions, except as to disciplinary actions when the reprimands show patterns of specific similar misconduct. Reprimands may be retained in the employee's personnel file as set forth in this Article. Upon request of the employee, such reprimands will be destroyed in accordance with these provisions. In the event an employee fails to make such a request, on discovery by Management any reprimand will be destroyed in accordance with these provisions and shall not be relied upon for subsequent disciplinary action.

2. Written counselings and written warnings, more than one year old will be destroyed and will not be considered for purposes of promotions, transfers, special assignments, and disciplinary actions, except as to disciplinary actions involving specific similar misconduct as that addressed in the letter of counseling or letter of warning. Letters of counseling and letters of warning may be retained in the employee's personnel jacket as set forth in this Article. Upon request of the employee, such letters of counseling and letters of warning will be destroyed in accordance with these provisions. In the event an employee fails to make such a request, on discovery by Management any counseling or warning will be destroyed in accordance with these provisions and shall not be relied upon for subsequent disciplinary action.
3. Suspensions of 24 hours or greater within the last two years will be considered a bar to promotion but suspensions will only remain a bar for a two-year period following the date the suspension is served by the employee. Suspensions related to tardiness, mandatory overtime refusal, unscheduled leave, unapproved leave without pay, and lost equipment will not be a bar to promotion unless they exceed 48 hours in length.
4. Employee performance evaluations with satisfactory or above ratings are not eligible for appeal.
5. When an employee is placed on a Performance Development Plan (PDP) for less than satisfactory performance, the employee will remain under the oversight of the supervisor that issued the PDP for the entire review period. If the employee or supervisor successfully bids into another station, or is accepted for a specialty assignment, then the station or assignment will be held until the completion of the PDP.
6. Nothing shall be included in an employee's personnel file, which is uncomplimentary, disparaging, or negative, without prior notification.
7. Prior grievances filed by an employee will not be retained in the employee's personnel files without the employee's consent.
8. **An employee may attach a rebuttal or explanatory statement to any written counseling, written warning, written reprimand, Annual Performance**

Report, or Skelly document in an employee's personnel file within 30 calendar days.

- D. If any discipline is sustained, overturned, modified, or reduced on appeal, its effective date shall be the same date on which the original discipline was issued to the subject employee**
- E. City shall follow the procedures contained in this Article and in the City's Dimensions in Discipline Manual when administering discipline. No discipline procedure other than those outlined in the Article shall be used by Fire Management unless by mutual agreement.

ARTICLE 44

Emergency Medical Services

A. Paramedic Program.

1. Paramedic Premium Pay

- a. **Paramedic – For purposes of this MOU, is an employee who maintains paramedic certification and is authorized by the City EMS Medical Director to work in the City EMS System.**
 - b. **Paramedic premium pay will be paid to Paramedics in the classifications of Fire Fighter, Fire Engineer, and Fire Captain when serving as the paramedic of record.**
 - c. **Paramedic premium pay will be paid to additional personnel as determined by the Fire-Rescue Department to meet other EMS needs of the department.**
 - d. **The City Agrees to maintain a minimum of seven paramedics, per Division, for the EMS specialty station(s).**
 - e. **The paramedic premium pay shall be the difference between E Step Fire Fighter II and E Step Fire Engineer per month.**
- 2. ~~3.~~ **A paramedic certification bonus of \$500 shall be paid to all personnel in the Bargaining Unit upon certification or re-certification. EMS Fire Battalion Chiefs certified as paramedics will be eligible for the \$500 bonus.**
 - 3. ~~4.~~ **During the term of this MOU, if additional Firefighters are to be trained as paramedics it will be determined by mutual agreement.**

4. Paramedic Specialty Pay.

- a. **The five percent (5%) Paramedic Specialty Pay will be paid to Paramedics in the classifications of Firefighter, Fire Inspector, Fire Engineer and Fire Captain. The Fire-Rescue Department will evaluate the continuation of Paramedic Specialty Pay for Paramedics in the Firefighter classification by June 30, 2017. To remain eligible to receive the 5 percent paramedic specialty pay, Paramedics must:**
 - i. **Participate in the required continuing education as determined by the Department;**
 - ii. **Perform the paramedic of record duties as referenced in the staffing policies;**
 - iii. **Participate in quality assurance and ambulance rotation programs; and**
 - iv. **Serve as a back-up Battalion Medical Officer (BMO).**

5. Paramedic Training Officers

- a. **The Fire-Rescue Department may designate Paramedic Training Officers, who shall receive an additional \$1.52 per hour for the duration of their assignment. Supplemental or part-time trainers designated by the Fire-Rescue Department shall receive an additional \$1.52 per hour for the duration of their assignment in a Field Training Capacity with an assigned trainee.**

B. EMT.

All bargaining unit members, excluding Fire Recruits, who are EMT-certified will receive an EMT premium of 8.5 percent of employee's base pay.

C. Paramedic Program.

Should the City Council elect to bring the outside privately contracted dedicated paramedic program into the Department, the Parties agree to meet and confer on all mandatory subjects of bargaining in a timely manner.

D. Emergency Medical Services (EMS).

- 1. **The provisions of this Article related to Emergency Medical Services (EMS) employees listed below will supersede any other provisions contained in this Agreement in the event those other provisions conflict with the provisions as they apply to personnel in the following new classes added to the Bargaining Unit effective July 1, 1997, who work exclusively in the EMS program.**

- a. Paramedic I
- b. Paramedic II
- c. Emergency Medical Technician

2. Annual Leave Accrual.

Employees working a twenty-four-hour shift schedule will receive their maximum regular biweekly accrual of annual leave based on full completion of their work schedule which averages one-hundred-twelve hours per pay period. Annual leave credits are not earned during period of unpaid leave.

3. Overtime.

Notwithstanding the provision of Personnel Manual section H-4, overtime will be based only on all hours actually worked beyond forty hours in a workweek. For purposes of the above provision, **and for only those EMS employees identified in this Article**, compensated leave will count as hours worked in the overtime calculation.

4. Holidays.

City holidays for single role EMS employees working twenty-four-hour shifts will be accrued and used in the same manner as Fire Fighters who work twenty-four-hour shifts (one-hundred-twelve standard). For employees working twelve-hour shifts, City holidays will be accrued on the official City-observed holiday.

5. Special Assignment Station Pay.

Employees who work twelve-hour shifts will be eligible to receive a special add-on pay of approximately 8.6 percent per hour worked or on compensated leave.

6. Uniforms and Safety Equipment for EMS Employees.

Single-role Paramedics and EMTs are not eligible for the Fire Fighters uniform provisions in Article 21.

- a. The following items of a Class B uniform will be furnished by the Department as needed for EMT's and Paramedics.

- (1) Belt (1)
- (2) Class B Shirt (3)
- (3) Class B Pants (2)
- (4) Station Shoes (1 pair)

- b. The safety items listed below will also be furnished by the Department.

- (1) Brush Jacket (1)
- (2) Personal Protective Equipment Pack (1)
- (3) Eye Protection
- (4) Respiratory HEPA Mask
- (4) One-way mouth-to-mouth valve/mask

c. Maintenance and Upkeep.

On September 1 of each year, City shall pay single-role EMTs and Paramedics who have completed twelve months of service, the sum of \$900 for maintenance and replacement of the items described in D.6.a.

- d. Employees reporting for duty are expected to have the uniforms as described above. Failure to have any of these items may result in discipline of the employee.

7. Will Work.

As is the case with Fire Fighters, EMS Program employees who “will work” for employees on a different shift schedule and different standard hour rate will have hours worked in the “will work” assignment adjusted by a factor of 1.4 to reflect the different hourly pay rate in effect for the shift worked.

ARTICLE 45

Transportation Incentives

- A. Employees who use the Concourse Parkade **or Civic Center Plaza** and pay on a monthly basis will be charged **25** percent of the prevailing general public monthly rate.
- B. Employees participating in the Transportation Alternative Program (TAP) shall pay 50 percent of the public daily rate, for up to fifty-two instances per year. Participation in TAP is limited, and is available to employees on a first-come, first-serve basis.
- C. City will provide 75 percent reimbursement up to \$100 per month to those employees who wish to purchase monthly passes for transportation on the public bus, trolley, and commuter rail services. Transportation passes will be for the exclusive use of the employee/purchaser. City will provide an equal amount to employees who use the San Diego Bay ferry and to employees participating in a vanpool program. Employees must utilize these subsidized transportation services to commute to and from work at least three working days per week to be eligible for reimbursement. **Employees in violation of these provisions shall have their Transportation Incentives discontinued.** Payments for passes are made payable to the City Treasurer no later than the 12th day of the current month for the next month’s pass. Payment is loaded on to issued Compass Cards.

- D. City will provide reimbursement to employees who use the Concourse Parkade **or Civic Center Plaza** and carry riders. The rate of reimbursement will be calculated so that an employee who carries three riders will receive free parking.

ARTICLE 46

Driver's License and Certification

- A. All Fire Engineers shall maintain a valid Class B driver's license (with appropriate endorsement) and training certificate for triple combination, tractor/trailer, aerial ladder, brush apparatus and aerial platform. Any Fire Fighter, Fire Engineer or Fire Captain required by special circumstances (Bomb apparatus with trailer, HRT truck with trailer or US&R (tractor trailer)) to drive and operate a Department Class A vehicle shall maintain a Class A license with appropriate endorsement and medical examiner certificate.
- B. Management will provide twenty-four hours of compensated Engineer Preparatory Course (EPC) classroom training for all Fire Fighters to include information necessary for the triple combination pumper certification and Class B driver's license (with appropriate endorsement).
- C. Management will make available for off-duty members not presently certified, a minimum of four hours of instructor-provided training to assist the Fire Fighter meeting the Department of Motor Vehicle (DMV) licensing requirements and to demonstrate their skills as a pump operator. Fire Fighters must be certified on the following fire apparatus to be eligible to take the Fire Engineer's promotional exam:
1. Triple Combination
 2. Tractor/Trailer
 3. Aerial Ladder
 4. Brush Apparatus
- D. Fire Fighters participating in the EPC may schedule on-duty a DMV physical through Personnel's Medical Clerk. The Department will pay for the cost of the physical. DMV fees for a Class B license will be paid by the employee.
- E. The Department will pay for DMV fees and the physical of Fire Fighters regularly assigned to drive fire support equipment requiring a Class A or Class B driver's license.
- F. City reserves the right to implement a Drug and Alcohol Screening Program (urinalysis) for all employees undergoing the biennial medical examination required by state law for DMV Class A and B driver's licenses. All employees required to have a Class A or B license for the performance of their regular duties must have the medical examination and drug and alcohol test conducted by the medical examiner and testing laboratory designated by City. The scheduling of these medical examinations, to include drug and alcohol testing, will be determined by Management.

ARTICLE 47

Copies of the Agreement

Local 145 may obtain copies of this MOU from City by reimbursing City for its cost. City will provide seventy copies to Local 145 at no expense and will supply each fire station with one copy. City shall print and publish this MOU within ninety working days after final approval of this MOU language by both Parties. In addition, City shall provide to Local 145 a copy of this MOU electronically. This Memorandum will be posted on City's website in a location easily accessible to all Union members.

ARTICLE 48

Tuition Reimbursement

A. Tuition Reimbursement Amount

Tuition Reimbursement benefit amount will be \$2000 per fiscal year.

B. Use of Tuition Reimbursement of Job-related training

100% of the Tuition Reimbursement benefit may be used by an employee each fiscal year for reimbursement of seminars or other training and educational events which will maintain or enhance an employee's job-related skills or knowledge or contribute to the employee's broadening and diversification of his or her skills. Consistent with Administrative Regulation 70.30 – Tuition Refund Plan, an employee shall submit a request for approval of the proposed reimbursable event in advance of attendance and pre-approval by the department is required for reimbursement. The employee must subsequently submit satisfactory evidence of attendance at the training event in order to receive reimbursement. The Parties intend the general procedural requirements of the Tuition Reimbursement plan to be applicable except the requirement of a grade. It is the intent of the Parties that this provision will supplement rather than replace training funds previously made available by departments for the benefit of employees. It is also the intent of the Parties that this opportunity to avail oneself of 100% of the Tuition Reimbursement plan benefit shall be at the initiation of the employee based on his or her proposal for training or education

ARTICLE 49

Rehabilitation Program

- A. When an employee is injured and is in a light duty status or off the job for a period in excess of sixty days, City will ensure that the employee has completed an appropriate rehabilitation program prior to returning to full duty.
- B. City agrees to provide critical incident stress debriefings at no cost to employees who request such counseling as Management deems appropriate.

ARTICLE 50

Employee Privacy of Information

No employee shall be required or requested for purposes of job assignment or other personnel action, to disclose any item of his or her property, income, assets, source of income, debts or personal or domestic expenditures (including those of any member of his or her family or household) unless such information is obtained or required under state law or proper legal procedure, tends to indicate a conflict of interest with respect to the performance of his or her official duties, or is necessary for the employing agency to ascertain the desirability of assigning the employee to a specialized unit in which there is a strong possibility that bribes or other improper inducements may be offered.

ARTICLE 51

Access to Department-Provided Equipment

Employees of the Department may be assigned Departmental-owned vehicles, lockers, desks, cabinets, and cases for the mutual convenience of the Department and its personnel. Retention of personal items in such containers or facilities is at the risk of the employee and the Department will not be responsible for any losses. Searches of Department-provided equipment shall be conducted pursuant to Government Code section 3259.

ARTICLE 52

Polygraph Examinations

No employee shall be compelled to submit to a polygraph examination against his or her will. No disciplinary action or other recrimination shall be taken against an employee who refuses to submit to a polygraph examination, and no comment shall be entered anywhere in the investigator's notes or anywhere else that indicate the employee refused to take a polygraph examination. No testimony or evidence that the employee refused to take a polygraph examination will be admissible at a any hearing, trial, or proceeding, whether judicial or administrative.

ARTICLE 53

Health Management Program

- A. City and Local 145 agree to support a Health Management Program. Local 145 will be allowed to provide input annually into the Wellness Program. Local 145 input must be received by Fire Management prior to September 1 of each fiscal year. The selection of the provider will be in accordance with Council Policy 300-7.
- B. During the term of this MOU, City shall continue to fund the Wellness Program. During the term of this MOU, City shall fund up to \$35,000 per year to be utilized for the maintenance or purchase of exercise machines and/or similar equipment.
- C. During the term of this MOU, City shall provide Hepatitis B vaccinations to all members of the unit.

ARTICLE 54

Fire Fighter Career Ladder

- A. Local 145 and City agree that the following career ladder has been established:
 - 1. Fire Recruit
 - 2. Fire Fighter I
 - 3. Fire Fighter II
 - 4. Fire Fighter III
- B. Promotions to all classes represented by Local 145 will be at the steps that have been established by past practice, during the term of this MOU.
- C. City and Local 145 agree to study and propose changes to Personnel regarding Minimum Qualifications for Fire Recruit, the promotional process, and the candidate physical abilities exam

ARTICLE 55

This Article is left blank.

ARTICLE 56

Side Letters

Effective July 1, 2007, all side letters executed by both Parties not specifically referenced by the current MOU shall expire and be of no further force or effect. The current MOU as printed will represent all agreements between Local 145 and City. All agreements, including Department

level agreements, from July 2, 2007 to June 30, 2012, will remain in effect. Effective July 1, **2012**, any additional agreements must be made in writing between Local 145 and City, with the approval of the Mayor or his/her designee and the President or his/her designee of Local 145.

ARTICLE 57

Drug and Alcohol Testing Program

A. A random Drug and Alcohol Testing Program has been implemented and applies to all Fire Fighter Unit personnel. The term Fire Fighter refers to members of the Fire Fighter Unit which consists of the following classifications:

1. Fire Recruit
2. Fire Fighter I
3. Fire Fighter II
4. Fire Fighter III
5. Fire Engineer
6. Fire Captain
7. Fire Battalion Chief
8. Fire Prevention Inspector I
9. Fire Prevention Inspector II
10. Fire Prevention Supervisor
11. Assistant Fire Marshall
12. Emergency Medical Technician
13. Paramedic I
14. Paramedic II
15. Fire Helicopter Pilot
16. Air Operations Chief
17. Fire Captain (Emergency Management Coordinator Option)

B. Procedures.

1. The Department's Human Resources Manager, City's Human Resources Director, and Personnel's Medical Program Administrator will administer the Drug and Alcohol Screening Program.
2. Fire Fighters will be tested twice every eighteen months by urinalysis, which will be screened for the presence of specific drugs.
3. The drug screening shall be conducted to detect the following drug groups at the following testing levels:

	<u>Drug group</u>	<u>Screen Level</u>	<u>Confirmation</u>
a.	Amphetamines/Methamphetamine (e.g., Speed, Crystal)	1000 ng/mL	500 ng/mL
b.	Benzodiazepines (e.g., Valium, Librium, Oxazepam, Serax, Dalmane, Ativan);	300 ng/mL	300 ng/mL
c.	Barbituates (e.g., Amobarbital, Butabarbital, Pentobarbital, Phenobarbital, Secobarbital);	300 ng/mL	200 ng/mL
d.	Cocaine;	300 ng/mL	150 ng/mL
e.	Methadone;	300 ng/mL	200 ng/mL
f.	Ethanol;	* See Section F, 4 & 5	
g.	Opiates (e.g., Codeine, Heroin, Morphine);	2000 ng/mL	2000 ng/mL
h.	Phencyclidine (PCP);	25 ng/mL	25 ng/mL
i.	THC (marijuana)	50 ng/mL	15 ng/mL
4.	Fire Fighters may provide appropriate documentation of legally-prescribed medications. The documentation shall be included in the review of the test results by the testing facility.		

D. Sample Collection.

1. Designated medical personnel will be responsible for obtaining the urine sample from the Fire Fighter being tested.
2. Designated medical personnel will be available for taking urine samples between 8:00 a.m. and 12:00 a.m., seven days per week, to allow Fire Fighter to be tested during normal work hours.
3. Medical personnel will not observe the Fire Fighter as the sample is being given.
4. Fire Fighters to be tested will be notified at the start of their shift. They will present themselves for testing at the earliest possible time during the shift and no later than four hours after the Fire Fighter's shift begins.
5. At the testing site, the Fire Fighter being tested will:

- a. Identify himself or herself by presenting his or her Department identification.
 - b. Complete requested paperwork.
 - c. Remove turnouts, jackets, boots, or other bulky items of clothing prior to entering the lavatory to give a urine sample.
 - d. Provide a urine sample
 - (1) Fire Fighters will be required to stay within the urine collection area until the required sample is given.
 - (2) Sample must be at least 120 ml, the minimum amount required for testing purposes.
 - (3) Refusals to complete the test will be referred to the Department's Human Resources Manager for investigation.
6. At the urine collection site, the medical personnel will:
- a. Direct the Fire Fighter being tested to a private lavatory.
 - b. Place a colored dye in the toilet.
 - c. Wait outside the lavatory for the sample.
 - d. Upon receipt of the urine sample, and in the presence of the Fire Fighter, the medical personnel will:
 - (1) Split the sample into two separate containers.
 - (2) Seal the containers.
 - (3) Direct the Fire Fighter to sign and initial the chain of custody forms and documents.
 - e. Complete the appropriate chain-of-custody forms and procedures for the samples.
 - f. Arrange transportation of both samples to the laboratory by an approved courier.

E. Screening Procedure.

1. The screening of all collected samples will be conducted within forty-eight hours by a City-designated laboratory certified by the Substance Abuse and Mental Health Services Administration (SAMHSA).
2. Initial screening of urine samples will be conducted using a testing methodology such as the “Enzyme Immunoassay” or other technique.
3. If a confirmation test is required, it will be conducted by Gas Chromatography/Mass Spectrometry (GC/MS) or other testing methodology of equivalent quality and acceptability.
4. Upon receipt of the samples for testing, the designated laboratory will:
 - a. Check the containers to ensure they are not damaged, and that the seals are intact.
 - b. Complete the appropriate chain of custody forms for the samples.
 - c. Conduct the initial testing of one of the samples using the “Enzyme Immunoassay” or other technique.
 - d. If the sample tests “negative,” all urine samples will be discarded.
 - e. If the urine sample tests “positive,” a confirmation test will be conducted.
 - (1) The confirmation test will be determined by the specific drug found in the sample during the initial test.
 - (2) The confirmation test will be conducted using the GC/MS or other alternative technique.
 - f. If the confirmation test confirms the presence of drugs, both samples will be retained in a locked freezer for a minimum of one year.
 - g. If the confirmation test is “negative,” the whole test will be considered negative and all urine samples will be destroyed.
5. Alcohol Test.
 - a. The standard for alcohol testing will be the converted urinalysis equivalent of a blood alcohol level of 0.04 percent.
 - b. An alcohol testing level of 0.04 percent or greater will be treated as a “positive” result and may be cause for disciplinary action.

F. Reporting Test Results.

1. Test results will be provided to Personnel's Medical Program Administrator via City's contract medical provider.
2. If the test results are "negative," the Fire Fighter will be notified in writing without delay.
3. If the test results are positive for legally-prescribed medications, Personnel will request that the Fire Fighter provide written substantiation from his or her private doctor prescribing the medications.
4. If test results are "positive" for alcohol (0.04 percent or above), illegal drugs, or inadequately explained legal medication, the Department's Human Resources Manager will be notified and will be responsible for initiating an investigation. Disciplinary action may be imposed. Alternatively, the disciplinary action may to be held in abeyance, and a Last Chance Agreement may be offered by City to an employee at City's discretion. Any Last Chance Agreement will be held in a sealed envelope in the Department Personnel file for the duration of the employee's employment. Violation of the Last Chance Agreement may result in termination of employment. The discipline will be removed upon successful completion of the Last Chance Agreement.
5. Alcohol tests results below the 0.04 percent level shall be cause for a mandatory referral of the Fire Fighter to the Employee Assistance Program (EAP). However, no disciplinary investigation shall be initiated solely on the basis of the result, including those instances where the Fire Fighter is on a Last Chance Agreement. Personnel shall be responsible for making the referral of the Fire Fighter to City's EAP. Test results are confidential and Personnel will not notify anyone, including the Department, of the alcohol test result that is below 0.04 percent or the referral of the Fire Fighter to City's EAP. If an employee fails or refuses to follow through with the initial mandatory EAP referral, Personnel will notify the Department for appropriate action. The Department will not inquire of Personnel or the employee as to the basis for the EAP referral, including, but not limited to, whether there was an alcohol test and the results of the test.

G. Independent Testing.

1. If the drug screening test results are positive, the affected Fire Fighter has the right to request that the second sample obtained at the time he or she provided the urine sample be sent for independent testing.
2. The testing will be conducted at a SAMHSA certified laboratory designated by the affected Fire Fighter.
3. The second sample will be transported by approved courier to the testing laboratory.

H. Program Records.

1. All drug testing information relating to individual Fire Fighters is strictly confidential.
2. All records related to the Drug and Alcohol Screening Program shall be maintained as directed by the Assistant Fire Chief.

I. Use of Test Results.

The Random Drug Screening Program shall be considered an administrative matter, and the results of this test shall not be used in any criminal action. However, if additional information is available through other means to support criminal action against an employee, San Diego Fire-Rescue Department shall not be precluded from taking further action.

J. Last Chance Agreement.

The Last Chance Agreement will be held in a sealed envelope for four years after the conclusion of testing so that the Last Chance Agreement may be considered for additional action up to termination. Any employee violating a Last Chance Agreement will be terminated, and a Last Chance Agreement will be offered only once during an employee's employment with City.

ARTICLE 58

Leave-Sharing Plans

A. Catastrophic Leave Plan Program Description

1. Purpose and Scope

Establish a City of San Diego-administered Catastrophic Leave Bank (Leave Bank) permitting City employees to assist other City employees who face extended leaves without pay due to a catastrophic occurrence in their lives. For the purpose of this plan, a "catastrophic occurrence" is defined as any event that would qualify the employee **for a leave under the Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA), Americans with Disabilities Act (ADA), other local, state, or federally protected leave, and other extraordinary circumstances** as determined by the Human Resources Director or designee. **Although this Program establishes a mechanism for leave transfers, participation is entirely voluntary.**

Employees are eligible to request a Catastrophic Leave Bank from their date of hire. Catastrophic Leave determinations are non-grievable.

Catastrophic leave coverage shall be extended to events affecting **registered** domestic partners provided that a City of San Diego Affidavit of Domestic Partnership has been submitted.

2. Procedures

a. **The Employee initiates a request for a Catastrophic Leave Bank to be established in accordance with this policy.**

- 1) The employee must have exhausted or expect to exhaust his or her accrued leave, **from both the employee's annual leave and Catastrophic Leave – Annual Leave (CatLv-AL) buckets** (to be verified by the department payroll specialist), as a result of a qualifying event in order to establish a Leave Bank.
 - i. A recipient's total annual leave balance including donated leave cannot exceed 2,080 hours.
- 2) The employee **must receive** approval for an unpaid leave of absence from his or her Department Head.

b. Requests to establish a Leave Bank **to receive** donations will be processed by the Human Resources Department.

- 1) An eligible employee **must** submit a completed "Request to Establish Catastrophic Leave Bank" form to the Human Resources **Department**, accompanied by:
 - i. **A signed statement by the employee which includes a brief description of the nature and need for the leave and an estimated time the employee will be out of the workplace, or other appropriate documentation supporting the request. Clarifying documentation may be requested by the Human Resources Department. Any employee who misrepresents information on the signed statement provided to the Human Resources Department may be subject to discipline, up to and including termination.**
 - ii. Evidence of the Department Head's approval of the leave of absence.
 - iii. Employees must also identify, **on the Request to Establish Catastrophic Leave Bank Form, the names of individuals or groups that may be informed, upon request, if the Leave Bank has been approved.** Employees who include a mailing address on the Request will be notified when the

Leave Bank is approved by the Human Resources Department.

- c. Donations of annual leave may be made to an employee eligible for **Catastrophic Leave as defined in the Purpose and Scope of this document**. The donor's annual leave donation **will be deducted from the donor department in the amount donated**.
 - 1) Donations of leave **are** strictly voluntary; the **City will maintain the** identity of Leave Bank donors in absolute confidence.
 - 2) Employees may only donate accrued annual leave.
 - 3) Donations **must** be made in whole-hour increments.
 - 4) Donors must have **at least 160 hours of annual leave (which includes donated Medical Leave) and Catastrophic Leave** remaining after **the** donated time has been deducted.
 - 5) Once donated to **the Leave Bank**, donated leave cannot be **returned to** the donor.
 - 6) Employees **who** wish to donate **leave must** complete a "Confidential Authorization for Catastrophic Leave Donation" form and submit **it** to their department Payroll Specialist who will:
 - i. Verify that the donating employee has the minimum required leave balance **of** 160 hours;
 - ii. Convert the donated time to dollars at the hourly rate of the donor; and
 - iii. Forward the donation authorization form to the Human Resources **Department** for tracking and submission to the City Comptroller.
 - 7) Donation authorization forms **that** do not contain all requested information will not be processed.
- d. Upon receipt of donation authorizations **forms**, the City **Comptroller will**:
 - 1) Convert **the** donated dollars as computed above to hours at the **recipient's** hourly rate. **The donor will be taxed for the leave when it is donated to the recipient.**
 - 2) Retain a confidential file of donation authorizations.

- 3) **Ensure that all** deductions (e.g. health premiums, parking, credit union, union dues, etc.) **that** have previously been authorized by the recipient will be **are** made unless **the recipient has** notified **his or her payroll specialist** in writing to cancel deductions.
 - 4) **Maintain the donation information for each recipient in a summarized spreadsheet (Catastrophic Leave Bank – Donation Spreadsheet) and forward the spreadsheet to the Personnel Department.**
- e. **Upon receipt of the Catastrophic Leave Bank – Donation Spreadsheet from the City Comptroller’s Office, the Personnel Department will:**
- 1) **Subtract the donated time from the donor’s designated leave category; and**
 - 2) **Add the donated hours to the recipient’s Catastrophic Leave – Annual Leave (CatLv-AL) bucket.**
- f. Donated **Leave** is treated as annual leave accrued by the recipient of the donation, **but the recipient will not be taxed on the donated annual leave.** Payments up to 80 hours per pay period will be made to the recipient until the donated leave has been exhausted.
- 1) Donated **Leave** does not alter the employment rights of the City or the recipient, nor **does it** extend or alter limitations otherwise applicable to leaves of absence or annual leave, except as noted in this Plan.
 - 2) Employees using donated annual leave hours will continue to accrue annual leave in accordance with Personnel Manual Index Code I-2, Annual Leave.
 - 3) **Donated Leave can only be used on a going forward basis.**
 - 4) **An employee who receives Donated Leave under this Catastrophic Leave Plan may either take the Donated Leave as compensated time off, or may receive pay-in-lieu of the Donated Leave, consistent with Personnel Manual Index Code I-2, subparagraph E, but may not re-donate that time to a Catastrophic Leave Bank or Medical Leave Bank for use by another employee.**
3. Notification of the creation of a Catastrophic Leave Bank to potential donors is the responsibility of the employee, not the department. No City equipment, including the e-mail system, **may** be used to disseminate information about a Leave Bank. Employees may work with their recognized employee organizations to disseminate the request for leave through means other than the City e-mail

system. However, if requested by the employee in the Request for Establishing Catastrophic Leave Bank form, the City will publicize on the Human Resources Department's *Citynet* webpage, the employee requestor's name, **and the** dates the Leave Bank opens and closes.

B. Medical Leave-Sharing Plan Program Description

1. Purpose and Scope

The City of San Diego offers a Medical Leave-Sharing Plan and Leave Bank (Medical Leave Bank) to give City employees the ability to assist other City employees who face extended leaves without pay due to a major health crisis, whether their own, or that of a family member. Although this Program establishes a mechanism for leave transfers, participation is entirely voluntary.

Employees are eligible to request a Medical Leave Bank from their date of hire. Medical Leave Sharing determinations are non-grievable.

For purposes of this plan, a "major health crisis" is defined as: (1) the employee's own medically certified "serious health condition," as defined by the federal Family and Medical Leave Act, (2) the medically-certified "serious health condition" of the employee's spouse, parent, child, sibling, grandparent, or grandchild (or in-law or step-relative in one of these relationships), (3) the medically-certified "serious health condition" of the employee's registered domestic partner, or (4) the death of the employee's spouse, parent, child, sibling, grandparent, or grandchild (or in-law or step-relative in one of these relationships), or employee's registered domestic partner (provided that a City of San Diego Affidavit of Domestic Partnership has been submitted). The determination of whether a major health crisis exists is made by the Human Resources Department Director or designee.

2. Procedures

- a. Employee initiates a request for a Medical Leave Bank to be established in accordance with this policy.**
 - 1) The employee must have exhausted or expect to exhaust his or her accrued leave, from both the employee's annual leave and Catastrophic Leave – Annual Leave (CatLv-AL) buckets (to be verified by the department payroll specialist), as a result of a qualifying event in order to establish a Leave Bank.**
 - i. If an employee is diagnosed as terminally ill, a Medical Leave Bank may be established without meeting this requirement. In such cases, the donated leave will be paid out when the employee leaves work due to illness.**

- ii. A recipient's total annual leave balance including donated leave cannot exceed 2,080 hours.
 - 2) The employee must receive approval for an unpaid leave of absence from his or her Department Head.
 - b. Requests to establish a Medical Leave Bank to receive donations will be processed by the Human Resources Department.
 - 1) An eligible employee must submit a completed "Request to Establish Medical Leave Bank" form to the Human Resources Department, accompanied by:
 - i. A medical statement from the attending physician, including a brief statement describing the nature of the illness or injury and an estimated time the employee will be unable to work, or other appropriate documentation supporting the request.
 - ii. Evidence of the Department Head's approval of the leave of absence.
 - iii. Employees must also identify, on the Request to Establish Medical Leave Bank Form, the names of individuals or groups that may be informed, upon request, if the Medical Leave Bank has been approved. Employees who include a mailing address on the Request will be notified when the Medical Leave Bank is approved by the Human Resources Department.
 - c. Donations of annual leave may be made to an employee eligible for medical leave because of a major health crisis, as defined in the Purpose and Scope of this document. The donor's annual leave donation will be deducted from the donor department in the amount donated.
 - 1) Donations of leave are strictly voluntary; the City will maintain the identity of Medical Leave Bank donors in absolute confidence.
 - 2) Employees may only donate accrued annual leave.
 - 3) Donations must be made in whole-hour increments.
 - 4) The donor will not be taxed on the value of the leave he or she donates, but also cannot claim an expense, loss deduction, or charitable contribution for the donated leave.

- 5) Donors must have at least 160 hours of annual leave (which includes donated Medical Leave) and Catastrophic Leave remaining after the donated time has been deducted.
 - 6) Once donated to the Medical Leave Bank, donated leave cannot be returned to the donor.
 - 7) Employees who wish to donate leave must complete a “Confidential Authorization for Medical Leave Donation” form and submit it to their department Payroll Specialist who will:
 - i. Verify that the donating employee has the minimum required leave balance of 160 hours;
 - ii. Convert the donated time to dollars at the hourly rate of the donor; and
 - iii. Forward the donation authorization form to the Human Resources Department for tracking and submission to the City Comptroller.
 - 8) Donation authorization forms that do not contain all requested information will not be processed.
- d. Upon receipt of donation authorization forms, the City Controller will:
- 1) Convert the donated dollars as computed above to hours at the recipient’s hourly rate. The recipient will be taxed for the leave when it is taken.
 - 2) Retain a confidential file of donation authorizations.
 - 3) Ensure that all deductions (e.g. health premiums, parking, credit union, union dues, etc.) that have previously been authorized by the recipient are made unless the recipient has notified his or her payroll specialist in writing to cancel deductions.
 - 4) Maintain the donation information for each recipient in a summarized spreadsheet (Medical Leave Bank – Donation Spreadsheet) and forward the spreadsheet to the Personnel Department.
- e. Upon receipt of the Medical Leave Bank – Donation Spreadsheet from the City Comptroller’s Office, the Personnel Department will:

- 1) Subtract the donated time from the donor's designated leave category; and
 - 2) Add the donated hours to the recipient's annual leave balance.
- f. Donated Medical Leave is treated as annual leave accrued by the recipient of the donation. Payments up to 80 hours per pay period will be made to the recipient until the donated leave has been exhausted.
 - 1) Donated Medical Leave does not alter the employment rights of the City or the recipient, nor does it extend or alter limitations otherwise applicable to leaves of absence or annual leave, except as noted in this Plan.
 - 2) Employees who are using donated annual leave hours will continue to accrue annual leave in accordance with Personnel Manual Index Code I-2, Annual Leave.
 - 3) Donated Medical Leave can only be used on a going forward basis.
3. Notification of the creation of a Medical Leave Bank to potential donors is the responsibility of the employee, not the department. No City equipment, including the e-mail system, may be used to disseminate information about a Medical Leave Bank. Employees may work with their recognized employee organizations to disseminate the request for leave through means other than the City e-mail system. However, if requested by the employee in the Request for Establishing Medical Leave Bank form, the City will publicize on the Human Resources Department's *Citynet* webpage, the employee requestor's name, and the dates the Medical Leave Bank opens and closes.

ARTICLE 59

Long Term Disability Plan and Industrial Leave

A. Long Term Disability Plan.

City will issue a RFP to fully insure and administer the LTD Program by an outside vendor. The parties will meet and confer over any impacts as a result of the implementation a new LTD program.

B. Industrial Leave.

For a claim filed based on a work related illness or injury occurring on or after July 1, 1994, the City will implement the following changes to the Industrial Leave Policy. The actual policy (A.R. 63.00) should be consulted for detailed language.

1. Industrial Leave payments will not be granted for any injury which occurs as a result of a motor vehicle accident where the injured employee did not have available safety restraints in use, unless such failure is consistent with prudent police practices, training, and department policies.
2. Industrial Leave benefits will be terminated when an employee misses a medical appointment designed to determine the employees work status, if it is determined that the failure to attend the appointment was not excusable.

ARTICLE 60

Labor Management Committee Regarding Uniform Presence at Fire Communications Center

During the term of this MOU, the City and Local 145 agree to meet and consult on the feasibility of increasing the uniform/sworn presence in the Fire Communications Center.

ARTICLE 61

Terminal Leave

Terminal Leave is eliminated effective June 30, 2011.

ARTICLE 62

Overpayments to City Employees and Repayment of Funds

A. Overpayment.

If it has been discovered that an overpayment or unauthorized payment has been made to a City employee, it is the responsibility of the department to notify the employee in writing and supply the employee with the documentation used to determine the overpayment.

If the employee contends that any portion or the entire amount is not owed, he or she may request a meeting with the Appointing Authority to attempt to resolve the disagreement. If the dispute about the payment originates in another department, the

employee has a right to request a meeting with the Appointing Authority in that department. The department will notify the employee that he or she may have a representative attend such meeting(s) with him or her.

If the dispute regarding overpayment arises from the interpretation of a Personnel or Administrative regulation, the employee may grieve this matter directly to the Department Head level.

B. Repayment of Funds.

An employee will pay no penalties, fees or interest as a result of the overpayment. The employee shall have the right to select one of three options for repayment:

1. Lump sum payment with the date mutually established by the employee and the department (lump sum payments must be made if the total amount due is 5 percent or less than the employee's biweekly salary).
Biweekly installment payments through payroll deduction (installment payments must be a minimum of \$10 and repayment must be completed within twenty-six pay periods).
2. Any other repayment arrangement mutually agreed upon between the City and the employee.

The final agreement on the repayment will be committed to writing, with the lump sum payment date, or the biweekly amount and the beginning and ending date of the installment plan identified.

Disputes over repayment of funds which were overpaid to an employee through no fault of the employee, shall not be a factor in employee performance reports or discipline.

C. Referral to Collections.

A department may refer an employee to the Treasurer, Collections Section only when the employee, after being duly notified of the overpayment and having had the opportunity to review the relevant documentation, refuses to agree to a repayment of the amount owed. The employee will be notified of the referral and informed that the Collections Section will proceed with collection as it would for any other debtor.

ARTICLE 63

Weapon-Free Workplace

Local 145 represented employees are prohibited from possessing personal deadly weapons or firearms, even if lawfully owned, while performing duties or have stored in the workplace, including City controlled access parking facilities. The City shall have the right to adopt an Administrative Regulation regarding transporting or carrying of weapons by City employees on

City property or job sites. For purposes of the Article, tools required or used on the job are not considered weapons. At the request of the Local 145, the City will meet and confer over the identified impacts on the adoption of the Administrative Regulation.

ARTICLE 64

Volunteers

- A. The City's Volunteer Program is governed by City Council Policy 300-01.
- B. For purposes of this proposal, a volunteer is defined as an individual or groups of individuals who offer themselves for some service or undertaking without being compensated pay by the City.
- C. In accordance with City Council Policy No. 300-01, City will continue to optimize the use of volunteers where it is economically feasible, by developing volunteer opportunities throughout City. Unless the Parties meet and confer during the term of the MOU, volunteers are to be utilized only to supplement and compliment the work performed by City personnel and without decreasing bargaining unit work or displacing existing City personnel.
- D. Parties understand that departments participating in City's Volunteer Program shall utilize volunteers to perform a number of tasks necessary to support volunteer programs. Projects performed by volunteers include, but are not limited to, the following:
 - 1. Community Emergency Response Team (CERT), which is a community based program led and developed by Fire-Rescue personnel. CERT helps citizens become a part of the solution in their own communities. The program took advantage of the outpouring of volunteers that offered to help in disasters such as the Cedar fire, earthquakes and 9/11.

San Diego Fire-Rescue personnel train and empower citizens in safe, effective neighborhood CERT teams. CERT San Diego instructors teach citizens to take life-saving action to help families, neighbors, businesses and communities get through the first few hours or days when emergency services are overwhelmed. Some Fire-Rescue Fire Fighters volunteer their own personal time in providing training. Training provided by the American Red Cross, FEMA, and countywide CERT drills supplement the training provided by the Department to keep expenses at a minimum to City.

ARTICLE 65

Take Home Vehicles

City will implement the Assigned Vehicle Policy. City shall have the right to adopt an Administrative Regulation regarding Take Home Vehicles and will meet and confer over the identified impacts on the adoption of the Administrative Regulation.

ARTICLE 66

Discretionary Leave

- A. During the term of this MOU, all full time bargaining unit members will receive sixteen (16) hours of Discretionary Leave for use during each fiscal year of this MOU and the Discretionary Leave identified in this Section has no eligibility requirements except as set forth in this Section. Three-quarter time employees will receive twelve (12) hours of Discretionary Leave for use during each fiscal year of this MOU. Half time employees will receive eight (8) hours of Discretionary Leave for use during each fiscal year of this MOU.
- B. Each employee will schedule his or her discretionary leave hours in the same manner as annual leave is presently scheduled pursuant to Fire-Rescue Department annual leave guidelines. This leave can also be combined with other types of paid leave.
- C. All leave granted under this Article must be used by June 30 of each fiscal year, or it will be forfeited.
- D. Section A above does not amend, modify, or alter any Discretionary Leave that may be granted under Administrative Regulation 95.91 (Employee Recognition and Rewards Program).

ARTICLE 67

Death Benefit-Line of Duty Death

The City will pay for the reasonable burial and interment expenses for the family of any firefighter killed in the line of duty, not to exceed \$5,000.00. The City will also provide an additional \$5,000.00 to the family of a firefighter killed in the line of duty, to use at their discretion. The City will pay for the highest cost HMO health plan for the surviving spouse and eligible dependents of any firefighter killed in the performance of duty, or one who dies as a result of an accident or injury caused by external violence or physical force incurred in the performance of duty.

ARTICLE 68

Hourly Sick Leave (A.B. 1522)

- A. **This Article applies to hourly employees, regardless of classification, who receive no paid annual leave or other paid leave. The City intends to provide these employees with a paid sick leave benefit, consistent with the paid sick leave benefit provided by the State of California's Healthy Workplaces, Health Families Act of 2014, set forth at California Labor Code, Division 2, Part 1, Chapter 1, Article 1.5, sections 245**

through 249. These employees, referred to as Eligible Employees in this Article, are entitled to a benefit, referred to as Hourly Sick Leave (A.B. 1522), under the conditions set forth in this Article.

- B. Effective July 1, 2015, Eligible Employees will accrue Hourly Sick Leave (A.B. 1522) at a rate of one hour for every 30 hours worked, up to a maximum accrual of 48 hours.
- C. Eligible Employees begin accruing Hourly Sick Leave (A.B. 1522) at the commencement of employment, but may not use the accrued leave until the 90th day of employment.
- D. Under this Article, the 12-month period under which an Eligible Employee may accrue and use paid Hourly Sick Leave (A.B. 1522) is defined as the City's fiscal year.
- E. Upon his or her oral or written request, an Eligible Employees may use up to 24 hours of Hourly Sick Leave (A.B. 1522) in any fiscal year for:
 - 1. Diagnosis, care, or treatment of an existing health condition of, or preventative care for, the Eligible Employee or family member; or
 - 2. If the Eligible Employee is a victim of domestic violence, sexual assault, or stalking, taking time off from work to appear in court to comply with a subpoena or other court order as a witness in any judicial proceeding; obtain or attempt to obtain any relief, including a temporary restraining order, restraining order, or other injunctive relief to help ensure the health, safety, or welfare of the employee or his or her child; seek medical attention for injuries caused by domestic violence, sexual assault, or stalking; obtain services from a domestic violence shelter, program, or rape crisis center as a result of domestic violence, sexual assault, or stalking; obtain psychological counseling services related to an experience of domestic violence, sexual assault, or stalking, or participate in safety planning and take other actions to increase safety from future domestic violence, sexual assault, or stalking, including temporary or permanent relocation.
- F. Under this Article, family member means the Eligible Employee's child (biological, adopted, or foster child, stepchild, legal ward, or child to whom the Eligible Employee stands in loco parentis regardless of age or dependency status of the child), spouse, registered domestic partner, grandparent, grandchild, sibling, or a biological, adoptive, or foster parent, stepparent, or legal guardian of the Eligible Employee or the Eligible Employee's spouse or registered domestic partner, or a person who stood in loco parentis when the Eligible Employee was a minor child.
- G. The City may require Eligible Employees to provide documentation substantiating the facts justifying the use of Hourly Sick Leave (A.B. 1522), to the extent permitted by California law.

- H. Hourly Sick Leave (A.B. 1522) will be paid at the Eligible Employee's current hourly pay rate for regular work hours. If an Eligible Employee, in the 90 days of employment before using accrued Hourly Sick Leave (A.B. 1522), had different hourly pay rates, then the Eligible Employee will be compensated at the highest hourly pay rate, not including overtime premium pay, earned during the prior 90 actual days of employment.**
- I. Eligible Employees must provide their supervisors with reasonable written or oral advance notice of their request to use Hourly Sick Leave (A.B. 1522) when the need for the leave is foreseeable. If the need for the leave is unforeseeable, Eligible Employees must provide notice of the need as soon as practicable.**
- J. Any unused, accrued Hourly Sick Leave (A.B. 1522) will carry over to the following fiscal year of employment, up to a maximum accrual of 48 hours.**
- K. Eligible Employees may not cash out Hourly Sick Leave (A.B. 1522) at any time.**
- L. If an Eligible Employee separates from employment with the City and is rehired within one year from the date of separation, the City will reinstate previously accrued and unused Hourly Sick Leave (A.B. 1522). Eligible Employees may use the previously accrued and unused Hourly Sick Leave (A.B. 1522) and accrue additional Hourly Sick Leave (A.B. 1522) immediately upon rehire, under the conditions set forth in this Article. If an Eligible Employee does not return to City service within one year from the date of separation, all accrued and unused Hourly Sick Leave (A.B. 1522) will be forfeited.**
- M. If an Eligible Employee moves into a position or status, which entitles him or her to paid annual leave, then the employee will no longer be an Eligible Employee under this Article, and any accrued, unused Hourly Sick Leave (A.B. 1522) will be held during employment, but not available for use, unless the employee returns to a position or status in which the employee is no longer eligible for paid annual leave.**
- N. The Hourly Sick Leave (A.B. 1522) benefit under this Article accrues concurrently with any additional sick leave benefit authorized by the City or approved by voters in the future, meaning the accumulated leave amounts under this Article and any future ordinance will not be added together to create a more generous benefit, unless a future ordinance specifies otherwise.**
- O. This Article is not intended to waive any rights of Eligible Employees under local, state, or federal law.**

APPENDIX A

Smoking Policy Addendum for Employees Represented by Local 145, International Association of Fire Fighters.

There will be no smoking allowed in City facilities or vehicles.

APPENDIX B

INTERIM DEFINED CONTRIBUTION PLAN

**COALITION
AND
CITY OF SAN DIEGO**

**FY2013 PROPOSITION B IMPLEMENTATION NEGOTIATIONS
TENTATIVE AGREEMENT**

The San Diego Municipal Employees Association, International Association of Fire Fighters, Local 145 ("Local 145"), International Brotherhood of Teamsters, Local 911, Deputy City Attorneys Association of San Diego and Local 127 American Federation of State, County, and Municipal Employees (collectively the "Coalition"), and City of San Diego ("City") have negotiated and reached a tentative agreement on certain terms for an Interim Defined Contribution (DC) Plan on August 16, 2012. Negotiations between the Coalition and City (collectively the "Parties") continue over a Permanent DC Plan.

In accordance with Ground Rule 5, the Parties agree that final approval of the tentative agreement is subject to approval of the City Council.

TERMS FOR INTERIM DC PLAN

INTRODUCTION

1. The purpose of this proposal is to provide a means for an Interim DC Plan to be established expeditiously to accommodate the City's hiring needs without undermining the time otherwise needed for a good faith meet and confer process over the terms of a Permanent DC Plan with disability/death benefit features pursuant to Proposition B. Non-safety employees initially hired after July 19, 2012, who are excluded from SDCERS, will not participate in the 2009 401(a) Plan.
2. The Parties acknowledge and agree that, by entering into this agreement on terms for an Interim DC Plan neither party is prevented from making different proposals during negotiations on the Permanent DC Plan over any aspect of the DC Plan, including the vehicle, vesting schedule for City contributions, the definition of compensation which could include a cap on eligible compensation, the death benefit, disability benefit, and/or the percentage for employer and employee contributions

SPSP-H VEHICLE

3. The SPSP-H Plan (as proposed and modified by this agreement) will be used for purposes of this Interim DC Plan. The City also agrees that any and all "reservation of City's rights" as stated in the SPSP-H Plan document, which relate to employees' rights or benefits under the Plan, is limited by the City's obligations under an agreement for an Interim DC Plan, as well as its obligations under the Meyers-Miliias-Brown-Act ("MMBA").

CITY CONTRIBUTIONS

4. Effective October 2, 2012, the City's total mandatory contribution for each Eligible Class Employee as defined in SPSP-H Plan document Article I, section 1.15, subdivision (a)(ii) will be 9.2% for non-safety employees and 11% for safety employees under the Interim DC Plan. These percentages will apply to all compensation as defined in Article I, section 1.10 of the Plan document. For the purpose of this agreement, Eligible Class Employees excludes all hourly employees.
5. The SPSP-H Plan document will also be amended to expand the definition of compensation to include pay in lieu of compensatory time and pay in lieu of cycle time.

EMPLOYEE CONTRIBUTIONS

6. Effective October 2, 2012, the total mandatory post-tax contribution for each Eligible Class Employee will be 9.2% for non-safety employees and 11% for safety employees under this Interim DC Plan. These percentages will apply to all compensation as defined in Article I, section 1.10 of the SPSP-H Plan document and as amended under paragraph 5 above.

VESTING

7. The employee will be 100% vested at all times in all amounts held in his or her SPSP-H account whether contributed by the employee or by the City.

DEATH/DISABILITY

8. The City agrees that the terms of the disability/death benefit adopted in conjunction with a Permanent DC Plan will be made retroactively applicable to any Eligible Class Employee or his/her beneficiary(ies) who suffers a qualifying event during the period of time when this Interim DC Plan is in effect. By this provision, the City agrees to extend to any such Eligible Class Employee or beneficiary the full benefits and rights which would otherwise have been available to him or her had the disability/death benefit adopted in conjunction with a Permanent DC Plan been in effect when the incident giving rise to the Eligible Class Employee's disability or death occurs.

NO UNILATERAL CHANGES

9. No benefits or monies received by employees may be altered by the City during this Interim DC Plan. The Parties acknowledge that negotiations are continuing over a Permanent DC Plan. After the effective date of the Permanent DC Plan the terms may change as set forth in paragraph 2.

RESERVATION OF RIGHTS

10. Each union is participating in this proposal for an Interim DC Plan under continuing protest and objection and while expressly reserving its claims which include but are not limited to the following: (a) Proposition B is unlawful as applied to represented employees due to the City's violation of the MMBA; (b) the City's insistence on altering the terms and conditions of employment for new hires due to the chaptering of Proposition B – and after unilateral imposition of a hiring freeze – is unlawful because each Union has an MOU in effect, which was adopted and made final and binding by the City Council on June 18, 2012, and these MOUs establish the terms and conditions of employment for all new hires through June 30, 2013.

MAKE-WHOLE

11. The parties acknowledge that this agreement for an Interim DC Plan may eventually be impacted by any order or decision in pending consolidated unfair practice cases before PERB once such order or decision becomes final after the exhaustion of all appeals under Government Code section 3509.5.

FOR THE CITY



Timothy Davis
Lead Negotiator, City of San Diego

Date

9/5/2012



Jay Goldstone,
COO, City of San Diego

Date

FOR MEA



Date

9/5/12

FOR LOCAL 145



Date

9/5/12

COALITION AND CITY OF SAN DIEGO
FY2013 PROPOSITION B IMPLEMENTATION NEGOTIATIONS
TENTATIVE AGREEMENT

FOR LOCAL 127

Jim Buel 9.5.12
Date

FOR LOCAL 911

Christy Godan 9-5-2012
Date

FOR DCAA

Michael Anderson 9.5.12
Date

APPENDIX C

EXHIBITS A, B, AND C TO FY 2011 SALARY ORDINANCE

SALARY TABLE

EXHIBIT A

EFFECTIVE JULY 1, 2010

BASE SALARY TABLE CLASSIFIED SERVICE
Effective 7 - 1 - 2010

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1011	A	1174.40	14.68	1020	A	2120.80	26.51	1103	A	1273.60	15.92
	B	1223.20	15.29		B	2220.00	27.75		B	1331.20	16.64
	C	1281.60	16.02		C	2336.80	29.21		C	1388.00	17.35
	D	1336.80	16.71		D	2449.60	30.62		D	1456.80	18.21
	E	1396.00	17.45		E	2559.20	31.99		E	1532.00	19.15
1012	A	1452.80	18.16	1021	A	2516.00	31.45	1104	A	1211.20	15.14
	B	1519.20	18.99		B	2636.80	32.96		B	1268.00	15.85
	C	1588.80	19.86		C	2762.40	34.53		C	1321.60	16.52
	D	1661.60	20.77		D	2896.80	36.21		D	1387.20	17.34
	E	1740.00	21.75		E	3040.80	38.01		E	1458.40	18.23
1013	A	1594.40	19.93	1022	A	2287.20	28.59	1105	A	1421.60	17.77
	B	1660.80	20.76		B	2396.80	29.96		B	1491.20	18.64
	C	1740.80	21.76		C	2511.20	31.39		C	1560.00	19.50
	D	1816.00	22.70		D	2633.60	32.92		D	1637.60	20.47
	E	1904.00	23.80		E	2764.00	34.55		E	1712.80	21.41
1014	A	1832.00	22.90	1023	A	2079.20	25.99	1106	A	2283.20	28.54
	B	1915.20	23.94		B	2179.20	27.24		B	2394.40	29.93
	C	2001.60	25.02		C	2283.20	28.54		C	2512.80	31.41
	D	2093.60	26.17		D	2394.40	29.93		D	2626.40	32.83
	E	2187.20	27.34		E	2512.80	31.41		E	2760.00	34.50
1015	A	2106.40	26.33	1024	A	2967.20	37.09	1107	A	1637.60	20.47
	B	2202.40	27.53		B	3107.20	38.84		B	1712.80	21.41
	C	2303.20	28.79		C	3263.20	40.79		C	1793.60	22.42
	D	2409.60	30.12		D	3425.60	42.82		D	1884.80	23.56
	E	2514.40	31.43		E	3593.60	44.92		E	1974.40	24.68
1016	A	2404.00	30.05	1025	A	2696.80	33.71	1108	A	1490.40	18.63
	B	2518.40	31.48		B	2824.00	35.30		B	1563.20	19.54
	C	2636.00	32.95		C	2966.40	37.08		C	1637.60	20.47
	D	2761.60	34.52		D	3115.20	38.94		D	1710.40	21.38
	E	2889.60	36.12		E	3266.40	40.83		E	1797.60	22.47
1017	A	2222.40	27.78	1026	A	2397.60	29.97	1110	A	2568.00	32.10
	B	2325.60	29.07		B	2514.40	31.43		B	2689.60	33.62
	C	2446.40	30.58		C	2638.40	32.98		C	2824.80	35.31
	D	2564.80	32.06		D	2757.60	34.47		D	2967.20	37.09
	E	2684.00	33.55		E	2898.40	36.23		E	3111.20	38.89
1018	A	2624.00	32.80	1100	A	2283.20	28.54	1116	A	2079.20	25.99
	B	2748.80	34.36		B	2394.40	29.93		B	2179.20	27.24
	C	2884.00	36.05		C	2512.80	31.41		C	2283.20	28.54
	D	3028.00	37.85		D	2626.40	32.83		D	2394.40	29.93
	E	3172.80	39.66		E	2760.00	34.50		E	2512.80	31.41
1019	A	2808.00	35.10	1102	A	1710.40	21.38	1117	A	1344.00	16.80
	B	2941.60	36.77		B	1797.60	22.47		B	1404.80	17.56
	C	3085.60	38.57		C	1887.20	23.59		C	1465.60	18.32
	D	3240.00	40.50		D	1974.40	24.68		D	1532.80	19.16
	E	3395.20	42.44		E	2079.20	25.99		E	1601.60	20.02

BASE SALARY TABLE CLASSIFIED SERVICE
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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1118	A	1972.00	24.65	1137	A	1929.60	24.12	1153	A	2225.60	27.82
	B	2063.20	25.79		B	2024.00	25.30		B	2328.80	29.11
	C	2164.80	27.06		C	2120.00	26.50		C	2440.00	30.50
	D	2265.60	28.32		D	2222.40	27.78		D	2562.40	32.03
	E	2376.80	29.71		E	2325.60	29.07		E	2681.60	33.52
1119	A	2806.40	35.08	1145	A	1877.60	23.47	1156	A	3181.60	39.77
	B	2946.40	36.83		B	1970.40	24.63		B	3342.40	41.78
	C	3091.20	38.64		C	2057.60	25.72		C	3497.60	43.72
	D	3240.80	40.51		D	2148.80	26.86		D	3672.80	45.91
	E	3405.60	42.57		E	2251.20	28.14		E	3850.40	48.13
1122	A	2118.40	26.48	1146	A	2400.80	30.01	1157	A	2225.60	27.82
	B	2222.40	27.78		B	2524.80	31.56		B	2328.80	29.11
	C	2329.60	29.12		C	2645.60	33.07		C	2440.00	30.50
	D	2446.40	30.58		D	2770.40	34.63		D	2562.40	32.03
	E	2568.00	32.10		E	2904.80	36.31		E	2681.60	33.52
1130	A	1758.40	21.98	1147	A	2445.60	30.57	1158	A	1710.40	21.38
	B	1839.20	22.99		B	2560.80	32.01		B	1797.60	22.47
	C	1932.00	24.15		C	2680.80	33.51		C	1887.20	23.59
	D	2028.80	25.36		D	2811.20	35.14		D	1974.40	24.68
	E	2124.80	26.56		E	2942.40	36.78		E	2079.20	25.99
1131	A	2028.80	25.36	1148	A	2023.20	25.29	1159	A	2711.20	33.89
	B	2120.00	26.50		B	2122.40	26.53		B	2840.00	35.50
	C	2231.20	27.89		C	2223.20	27.79		C	2972.80	37.16
	D	2346.40	29.33		D	2332.00	29.15		D	3120.80	39.01
	E	2458.40	30.73		E	2438.40	30.48		E	3272.00	40.90
1132	A	1710.40	21.38	1149	A	3181.60	39.77	1160	A	1296.00	16.20
	B	1797.60	22.47		B	3342.40	41.78		B	1360.80	17.01
	C	1887.20	23.59		C	3497.60	43.72		C	1428.80	17.86
	D	1974.40	24.68		D	3672.80	45.91		D	1493.60	18.67
	E	2079.20	25.99		E	3850.40	48.13		E	1561.60	19.52
1133	A	1456.80	18.21	1150	A	2729.60	34.12	1161	A	2019.20	25.24
	B	1532.00	19.15		B	2864.80	35.81		B	2120.80	26.51
	C	1605.60	20.07		C	3004.00	37.55		C	2226.40	27.83
	D	1678.40	20.98		D	3148.80	39.36		D	2330.40	29.13
	E	1756.80	21.96		E	3304.00	41.30		E	2440.80	30.51
1134	A	2174.40	27.18	1151	A	1710.40	21.38	1162	A	2120.80	26.51
	B	2274.40	28.43		B	1797.60	22.47		B	2226.40	27.83
	C	2376.80	29.71		C	1887.20	23.59		C	2330.40	29.13
	D	2488.00	31.10		D	1974.40	24.68		D	2440.80	30.51
	E	2600.80	32.51		E	2079.20	25.99		E	2560.80	32.01
1136	A	2068.80	25.86	1152	A	2158.40	26.98	1163	A	2435.20	30.44
	B	2171.20	27.14		B	2264.00	28.30		B	2560.80	32.01
	C	2281.60	28.52		C	2379.20	29.74		C	2676.00	33.45
	D	2392.00	29.90		D	2492.00	31.15		D	2811.20	35.14
	E	2512.80	31.41		E	2616.00	32.70		E	2940.80	36.76

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1164	A	1923.20	24.04	1175	A	1844.00	23.05	1186	A	2953.60	36.92
	B	2021.60	25.27		B	1932.80	24.16		B	3094.40	38.68
	C	2121.60	26.52		C	2027.20	25.34		C	3248.80	40.61
	D	2219.20	27.74		D	2126.40	26.58		D	3408.00	42.60
	E	2326.40	29.00		E	2231.20	27.89		E	3571.20	44.64
1165	A	2021.60	25.27	1176	A	1204.00	15.05	1190	A	2079.20	25.99
	B	2121.60	26.52		B	1264.80	15.81		B	2179.20	27.24
	C	2219.20	27.74		C	1328.80	16.61		C	2283.20	28.54
	D	2326.40	29.08		D	1392.80	17.41		D	2394.40	29.93
	E	2438.40	30.48		E	1464.00	18.30		E	2512.80	31.41
1166	A	2321.60	29.02	1177	A	2019.20	25.24	1191	A	1519.20	18.99
	B	2438.40	30.48		B	2120.80	26.51		B	1581.60	19.77
	C	2550.40	31.88		C	2226.40	27.83		C	1659.20	20.74
	D	2680.00	33.50		D	2330.40	29.13		D	1729.60	21.62
	E	2802.40	35.03		E	2440.80	30.51		E	1811.20	22.64
1167	A	2225.60	27.82	1178	A	2120.80	26.51	1192	A	1156.00	14.45
	B	2328.80	29.11		B	2226.40	27.83		B	1212.00	15.15
	C	2440.00	30.50		C	2330.40	29.13		C	1270.40	15.88
	D	2562.40	32.03		D	2440.80	30.51		D	1332.80	16.00
	E	2681.60	33.52		E	2560.80	32.01		E	1396.80	17.46
1168	A	1744.00	21.80	1179	A	2435.20	30.44	1193	A	1344.00	16.80
	B	1834.40	22.93		B	2560.80	32.01		B	1404.80	17.56
	C	1928.80	24.11		C	2676.00	33.45		C	1465.60	18.32
	D	2023.20	25.29		D	2811.20	35.14		D	1532.80	19.16
	E	2123.20	26.54		E	2940.80	36.76		E	1602.40	20.03
1170	A	1705.60	21.32	1181	A	1710.40	21.38	1194	A	1151.20	14.39
	B	1792.00	22.40		B	1797.60	22.47		B	1211.20	15.14
	C	1880.80	23.51		C	1887.20	23.59		C	1268.00	15.85
	D	1968.00	24.60		D	1974.40	24.68		D	1321.60	16.52
	E	2072.80	25.91		E	2079.20	25.99		E	1387.20	17.34
1171	A	2019.20	25.24	1183	MIN	2568.00	32.10	1195	A	2370.40	29.63
	B	2120.80	26.51		MAX	3422.40	42.78		B	2488.00	31.10
	C	2226.40	27.83						C	2612.00	32.65
	D	2330.40	29.13						D	2742.40	34.28
	E	2440.80	30.51						E	2880.00	36.00
1172	A	2120.80	26.51	1184	A	2225.60	27.82	1196	A	1797.60	22.47
	B	2226.40	27.83		B	2328.80	29.11		B	1880.80	23.51
	C	2330.40	29.13		C	2440.00	30.50		C	1970.40	24.72
	D	2440.80	30.51		D	2562.40	32.03		D	2079.20	25.99
	E	2560.80	32.01		E	2681.60	33.52		E	2179.20	27.24
1173	A	2435.20	30.44	1185	A	2562.40	32.03	1201	A	1710.40	21.38
	B	2560.80	32.01		B	2681.60	33.52		B	1797.60	22.47
	C	2676.00	33.45		C	2816.00	35.20		C	1887.20	23.59
	D	2811.20	35.14		D	2953.60	36.92		D	1974.40	24.68
	E	2940.80	36.76		E	3094.40	38.68		E	2079.20	25.99

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1205	A	1740.00	21.75	1223	A	2562.40	32.03	1233	A	2562.40	32.03
	B	1818.40	22.73		B	2681.60	33.52		B	2681.60	33.52
	C	1895.20	23.69		C	2816.00	35.20		C	2816.00	35.20
	D	1981.60	24.77		D	2953.60	36.92		D	2953.60	36.92
	E	2070.40	25.88		E	3094.40	38.68		E	3094.40	38.68
1206	A	1740.00	21.75	1224	A	1969.60	24.62	1235	A	1880.80	23.51
	B	1818.40	22.73		B	2063.20	25.79		B	1968.80	24.61
	C	1895.20	23.69		C	2166.40	27.08		C	2065.60	25.82
	D	1981.60	24.77		D	2276.80	28.46		D	2172.00	27.15
	E	2070.40	25.88		E	2384.80	29.81		E	2276.80	28.46
1207	A	2225.60	27.82	1225	A	2562.40	32.03	1236	A	1008.00	12.60
	B	2328.80	29.11		B	2681.60	33.52		B	1058.40	13.23
	C	2440.00	30.50		C	2816.00	35.20		C	1098.40	13.73
	D	2562.40	32.03		D	2953.60	36.92		D	1151.20	14.39
	E	2681.60	33.52		E	3094.40	38.68		E	1211.20	15.14
1208	A	2225.60	27.82	1226	A	2072.80	25.91	1237	A	1272.	15.91
	B	2328.80	29.11		B	2172.00	27.15		B	1331.20	16.64
	C	2440.00	30.50		C	2273.60	28.42		C	1388.00	17.35
	D	2562.40	32.03		D	2386.40	29.83		D	1456.80	18.21
	E	2681.60	33.52		E	2504.00	31.30		E	1532.00	19.15
1218	A	2079.20	25.99	1227	A	2181.60	27.27	1238	A	1526.40	19.08
	B	2179.20	27.24		B	2288.00	28.60		B	1602.40	20.03
	C	2283.20	28.54		C	2395.20	29.94		C	1676.80	20.96
	D	2394.40	29.93		D	2513.60	31.42		D	1760.80	22.01
	E	2512.80	31.41		E	2636.00	32.95		E	1848.80	23.11
1219	A	2562.40	32.03	1228	A	2079.20	25.99	1240	A	2283.20	28.54
	B	2681.60	33.52		B	2179.20	27.24		B	2394.40	29.93
	C	2816.00	35.20		C	2283.20	28.54		C	2512.80	31.41
	D	2953.60	36.92		D	2394.40	29.93		D	2626.40	32.83
	E	3094.	38.68		E	2512.80	31.41		E	2760.00	34.50
1220	A	2384.80	29.81	1229	A	1902.40	23.78	1241	A	2568.00	32.10
	B	2500.00	31.25		B	1992.00	24.90		B	2689.60	33.62
	C	2627.20	32.84		C	2084.00	26.05		C	2824.80	35.31
	D	2759.20	34.49		D	2196.00	27.45		D	2967.20	37.09
	E	2887.20	36.09		E	2296.80	28.71		E	3111.20	38.89
1221	A	2562.40	32.03	1230	A	1664.00	20.80	1242	A	2825.60	35.32
	B	2681.60	33.52		B	1740.80	21.76		B	2959.20	36.99
	C	2816.00	35.20		C	1822.40	22.78		C	3108.00	38.85
	D	2953.60	36.92		D	1913.60	23.92		D	3262.40	40.78
	E	3094.40	38.68		E	1999.20	24.99		E	3422.40	42.78
1222	A	2079.20	25.99	1231	A	2562.40	32.03	1243	A	2825.60	35.32
	B	2179.20	27.24		B	2681.60	33.52		B	2959.20	36.99
	C	2283.20	28.54		C	2816.00	35.20		C	3108.00	38.85
	D	2394.40	29.93		D	2953.60	36.92		D	3262.40	40.78
	E	2512.80	31.41		E	3094.40	38.68		E	3422.40	42.78

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1244	A	3247.20	40.59	1261	A	1110.40	13.88	1275	A	1758.40	21.98
	B	3404.00	42.55		B	1156.00	14.45		B	1836.00	22.95
	C	3572.80	44.66		C	1204.00	15.05		C	1931.20	24.14
	D	3751.20	46.89		D	1261.60	15.77		D	2030.40	25.38
	E	3932.80	49.16		E	1312.80	16.41		E	2126.40	26.58
1246	A	1151.20	14.39	1262	A	1222.40	15.28	1276	A	2019.20	25.24
	B	1211.20	15.14		B	1274.40	15.93		B	2120.80	26.51
	C	1268.00	15.85		C	1321.60	16.52		C	2226.40	27.83
	D	1321.60	16.52		D	1388.80	17.36		D	2330.40	29.13
	E	1387.20	17.34		E	1447.20	18.09		E	2440.80	30.51
1249	A	1975.20	24.69	1264	A	1706.4	21.33	1277	A	2120.80	26.51
	B	2074.40	25.93		B	1791.20	22.39		B	2226.40	27.83
	C	2178.40	27.23		C	1872.00	23.40		C	2330.40	29.13
	D	2287.20	28.59		D	1952.80	24.41		D	2440.80	30.51
	E	2401.60	30.02		E	2046.40	25.58		E	2560.80	32.01
1250	A	1716.80	21.46	1265	A	1449.60	18.12	1278	A	2664.80	33.31
	B	1797.60	22.47		B	1519.20	18.99		B	2800.00	35.00
	C	1888.00	23.60		C	1590.40	19.88		C	2935.20	36.69
	D	1974.40	24.68		D	1660.00	20.75		D	3077.60	38.47
	E	2079.20	25.99		E	1735.20	21.69		E	3225.60	40.32
1253	A	2764.00	34.55	1266	A	1672.80	20.91	1279	A	2958.40	36.98
	B	2895.20	36.19		B	1743.20	21.79		B	3110.40	38.88
	C	3039.20	37.99		C	1827.20	22.84		C	3252.00	40.65
	D	3188.80	39.86		D	1904.80	23.81		D	3414.40	42.68
	E	3348.00	41.85		E	1996.00	24.95		E	3577.60	44.72
1255	A	1211.20	15.14	1267	A	1840.00	23.00	1280	A	1281.60	16.02
	B	1268.00	15.85		B	1917.60	23.97		B	1336.80	16.71
	C	1321.60	16.52		C	2011.20	25.14		C	1396.00	17.45
	D	1387.20	17.34		D	2100.80	26.26		D	1457.60	18.22
	E	1458.40	18.23		E	2196.80	27.46		E	1525.60	19.07
1256	A	1268.00	15.85	1268	A	1211.20	15.14	1282	A	1888.80	23.61
	B	1322.40	16.53		B	1268.00	15.85		B	1979.20	24.74
	C	1387.20	17.34		C	1321.60	16.52		C	2077.60	25.97
	D	1458.40	18.23		D	1387.20	17.34		D	2171.20	27.14
	E	1531.20	19.14		E	1458.40	18.23		E	2288.00	28.60
1257	A	1455.20	18.19	1273	A	2379.20	29.74	1283	A	1490.40	18.63
	B	1525.60	19.07		B	2498.40	31.23		B	1560.00	19.50
	C	1596.00	19.95		C	2616.80	32.71		C	1637.60	20.47
	D	1677.60	20.97		D	2742.40	34.28		D	1712.80	21.41
	E	1760.80	22.01		E	2876.80	35.96		E	1793.60	22.42
1260	A	937.60	11.72	1274	A	1529.60	19.12	1285	A	1395.20	17.44
	B	972.00	12.15		B	1598.40	19.98		B	1457.60	18.22
	C	1016.00	12.70		C	1677.60	20.97		C	1526.40	19.08
	D	1062.40	13.28		D	1758.40	21.98		D	1602.40	20.03
	E	1110.40	13.88		E	1836.00	22.95		E	1681.60	21.02

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1286	A	1421.60	17.77	1305	A	1767.20	22.09	1314	A	1537.60	19.22
	B	1491.20	18.64		B	1871.20	23.39		B	1665.60	20.82
	C	1560.00	19.50		C	1975.20	24.69		C	1793.60	22.42
	D	1637.60	20.47		D	2079.20	25.99		D	1921.60	24.02
	E	1712.80	21.41		E	2079.20	25.99		E	2049.60	25.62
1287	A	1564.80	19.56	1306	A	1247.20	15.59	1315	A	1921.60	24.02
	B	1640.00	20.50		B	1351.20	16.89		B	2049.60	25.62
	C	1715.20	21.44		C	1455.20	18.19		C	2178.40	27.23
	D	1801.60	22.52		D	1559.20	19.49		D	2306.40	28.83
	E	1885.60	23.57		E	1663.20	20.79		E	2434.40	30.43
1288	A	1671.20	20.89	1307	A	1559.20	19.49	1316	A	1172.00	14.65
	B	1744.00	21.80		B	1663.20	20.79		B	1269.60	15.87
	C	1829.60	22.87		C	1767.20	22.09		C	1367.20	17.09
	D	1911.20	23.89		D	1871.20	23.39		D	1464.80	18.31
	E	2000.00	25.00		E	1975.20	24.69		E	1562.40	19.53
1290	A	1892.00	23.65	1308	A	1247.20	15.59	1317	A	1464.80	18.31
	B	1982.40	24.78		B	1351.20	16.89		B	1562.40	19.53
	C	2082.40	26.03		C	1455.20	18.19		C	1660.00	20.75
	D	2185.60	27.32		D	1559.20	19.49		D	1757.60	21.97
	E	2291.20	28.64		E	1663.20	20.79		E	1855.20	23.19
1293	A	1671.20	20.89	1309	A	1559.20	19.49	1318	A	1172.00	14.65
	B	1744.00	21.80		B	1663.20	20.79		B	1269.60	15.87
	C	1828.00	22.85		C	1767.20	22.09		C	1367.20	17.09
	D	1911.20	23.89		D	1871.20	23.39		D	1464.80	18.31
	E	2003.20	25.04		E	1975.20	24.69		E	1562.40	19.53
1296	A	2086.40	26.08	1310	A	1146.40	14.33	1319	A	1464.80	18.31
	B	2187.20	27.34		B	1242.40	15.53		B	1562.40	19.53
	C	2294.40	28.68		C	1337.60	16.72		C	1660.00	20.75
	D	2406.40	30.08		D	1433.60	17.92		D	1757.60	21.97
	E	2520.00	31.50		E	1528.80	19.11		E	1855.20	23.19
1302	A	1100.00	13.75	1311	A	1433.60	17.92	1320	A	1217.60	15.22
	B	1191.20	14.89		B	1528.80	19.11		B	1318.40	16.48
	C	1283.20	16.04		C	1624.80	20.31		C	1420.00	17.75
	D	1374.40	17.18		D	1720.00	21.50		D	1521.60	19.02
	E	1557.60	19.47		E	1816.00	22.70		E	1623.20	20.29
1303	A	1191.20	14.89	1312	A	1247.20	15.59	1321	A	1521.60	19.02
	B	1283.20	16.04		B	1351.20	16.89		B	1623.20	20.29
	C	1374.40	17.18		C	1455.20	18.19		C	1724.80	21.56
	D	1557.60	19.47		D	1559.20	19.49		D	1825.60	22.82
	E	1740.80	21.76		E	1663.20	20.79		E	1927.20	24.09
1304	A	1247.20	15.59	1313	A	1559.20	19.49	1322	A	1247.20	15.59
	B	1351.20	16.89		B	1663.20	20.79		B	1351.20	16.89
	C	1455.20	18.19		C	1767.20	22.09		C	1455.20	18.19
	D	1559.20	19.49		D	1871.20	23.39		D	1559.20	19.49
	E	1663.20	20.79		E	1975.20	24.69		E	1663.20	20.79

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1323	A	1559.20	19.49	1333	A	1912.00	23.90	1342	A	1682.40	21.03
	B	1663.20	20.79		B	2004.80	25.06		B	1768.00	22.10
	C	1767.20	22.09		C	2097.60	26.22		C	1850.40	23.13
	D	1871.20	23.39		D	2207.20	27.59		D	1943.20	24.29
	E	1975.20	24.69		E	2310.40	28.88		E	2036.00	25.45
1324	A	1172.00	14.65	1334	A	1268.00	15.85	1343	A	2036.00	25.45
	B	1269.60	15.87		B	1322.40	16.53		B	2136.00	26.70
	C	1367.20	17.09		C	1387.20	17.34		C	2237.60	27.97
	D	1464.80	18.31		D	1458.40	18.23		D	2344.00	29.30
	E	1562.40	19.53		E	1531.20	19.14		E	2462.40	30.78
1325	A	1464.80	18.31	1335	A	1146.40	14.33	1344	A	2568.00	32.10
	B	1562.40	19.53		B	1242.40	15.53		B	2689.60	33.62
	C	1660.00	20.75		C	1337.60	16.72		C	2824.80	35.31
	D	1757.60	21.97		D	1433.60	17.92		D	2967.20	37.09
	E	1855.20	23.19		E	1624.80	20.31		E	3111.20	38.89
1326	A	1398.40	17.48	1336	A	1242.40	15.53	1346	A	2953.60	36.92
	B	1514.40	18.93		B	1337.60	16.72		B	3094.40	38.68
	C	1631.20	20.39		C	1433.60	17.92		C	3248.80	40.61
	D	1748.00	21.85		D	1624.80	20.31		D	3408.00	42.60
	E	1980.80	24.76		E	1816.00	22.70		E	3571.20	44.64
1327	A	1514.40	18.93	1337	A	1045.60	13.07	1347	A	2161.60	27.02
	B	1631.20	20.39		B	1132.80	14.16		B	2269.60	28.37
	C	1748.00	21.85		C	1220.00	15.25		C	2380.00	29.75
	D	1980.80	24.76		D	1307.20	16.34		D	2493.60	31.17
	E	2213.60	27.67		E	1480.80	18.51		E	2612.80	32.66
1329	A	1364.00	17.05	1338	A	1132.80	14.16	1348	A	2079.20	25.99
	B	1477.60	18.47		B	1220.00	15.25		B	2179.20	27.24
	C	1591.20	19.89		C	1307.20	16.34		C	2283.20	28.54
	D	1705.60	21.32		D	1480.80	18.51		D	2394.40	29.93
	E	1819.20	22.74		E	1655.20	20.69		E	2512.80	31.41
1330	A	1211.20	15.14	1339	A	1705.60	21.32	1349	A	2283.20	28.54
	B	1268.00	15.85		B	1819.20	22.74		B	2394.40	29.93
	C	1321.60	16.52		C	1932.80	24.16		C	2512.80	31.41
	D	1387.20	17.34		D	2046.40	25.58		D	2626.40	32.83
	E	1458.40	18.23		E	2160.00	27.00		E	2760.00	34.50
1331	A	1545.60	19.32	1340	A	1421.60	17.77	1350	A	2951.20	36.89
	B	1620.00	20.25		B	1491.20	18.64		B	3092.00	38.65
	C	1692.00	21.15		C	1560.00	19.50		C	3246.40	40.58
	D	1780.80	22.26		D	1637.60	20.47		D	3405.60	42.57
	E	1866.40	23.33		E	1712.80	21.41		E	3572.80	44.66
1332	A	1738.40	21.73	1341	A	1211.20	15.14	1351	A	1710.40	21.38
	B	1819.20	22.74		B	1268.00	15.85		B	1797.60	22.47
	C	1907.20	23.84		C	1321.60	16.52		C	1887.20	23.59
	D	2005.60	25.07		D	1387.20	17.34		D	1974.40	24.68
	E	2098.40	26.23		E	1458.40	18.23		E	2079.20	25.99

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1352	A	2079.20	25.99	1364	A	2079.20	25.99	1373	A	1833.60	22.92
	B	2179.20	27.24		B	2179.20	27.24		B	1913.60	23.92
	C	2283.20	28.54		C	2283.20	28.54		C	2004.80	25.06
	D	2394.40	29.93		D	2394.40	29.93		D	2084.80	26.06
	E	2512.80	31.41		E	2512.80	31.41		E	2188.00	27.35
1353	A	2394.40	29.93	1365	A	2283.20	28.54	1374	A	1793.60	22.42
	B	2512.80	31.41		B	2394.40	29.93		B	1884.80	23.56
	C	2626.40	32.83		C	2512.80	31.41		C	1973.60	24.67
	D	2760.00	34.50		D	2626.40	32.83		D	2072.80	25.91
	E	2895.20	36.19		E	2760.00	34.50		E	2175.20	27.19
1354	A	2568.00	32.10	1366	A	2568.00	32.10	1375	A	2118.40	26.48
	B	2689.60	33.62		B	2689.60	33.62		B	2222.40	27.78
	C	2824.80	35.31		C	2824.80	35.31		C	2329.60	29.12
	D	2967.20	37.09		D	2967.20	37.09		D	2446.40	30.58
	E	3111.20	38.89		E	3111.20	38.89		E	2568.00	32.10
1355	A	2683.20	33.54	1367	A	1174.40	14.68	1376	A	2333.60	29.17
	B	2812.00	35.15		B	1223.20	15.29		B	2448.00	30.60
	C	2949.60	36.87		C	1281.60	16.02		C	2567.20	32.09
	D	3091.20	38.64		D	1336.80	16.71		D	2695.20	33.69
	E	3244.00	40.55		E	1396.00	17.45		E	2827.20	35.34
1356	A	1432.00	17.90	1368	A	1594.40	19.93	1377	A	1507.20	18.84
	B	1500.00	18.75		B	1660.80	20.76		B	1580.00	19.75
	C	1576.00	19.70		C	1740.80	21.76		C	1659.20	20.74
	D	1645.60	20.57		D	1816.00	22.70		D	1735.20	21.69
	E	1723.20	21.54		E	1904.00	23.80		E	1812.80	22.66
1357	A	1649.60	20.62	1369	A	1832.00	22.90	1378	A	2564.80	32.06
	B	1723.20	21.54		B	1915.20	23.94		B	2688.80	33.61
	C	1811.20	22.64		C	2001.60	25.02		C	2824.80	35.31
	D	1888.80	23.61		D	2093.60	26.17		D	2960.00	37.00
	E	1974.40	24.68		E	2187.20	27.34		E	3110.40	38.88
1361	A	1654.40	20.68	1370	A	2106.40	26.33	1379	A	1387.20	17.34
	B	1732.00	21.65		B	2202.40	27.53		B	1458.40	18.23
	C	1820.80	22.76		C	2303.20	28.79		C	1531.20	19.14
	D	1895.20	23.69		D	2409.60	30.12		D	1598.40	19.98
	E	1988.80	24.86		E	2514.40	31.43		E	1673.60	20.92
1362	A	1902.40	23.78	1371	A	1454.40	18.18	1381	A	1598.40	19.98
	B	1989.60	24.87		B	1524.00	19.05		B	1673.60	20.92
	C	2093.60	26.17		C	1594.40	19.93		C	1755.20	21.94
	D	2183.20	27.29		D	1660.80	20.76		D	1836.00	22.95
	E	2286.40	28.58		E	1740.80	21.76		E	1932.00	24.15
1363	A	1710.40	21.38	1372	A	1672.80	20.91	1382	A	1598.40	19.98
	B	1797.60	22.47		B	1743.20	21.79		B	1673.60	20.92
	C	1887.20	23.59		C	1826.40	22.83		C	1755.20	21.94
	D	1974.40	24.68		D	1904.80	23.81		D	1836.00	22.95
	E	2079.20	25.99		E	1996.80	24.96		E	1932.00	24.15

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1383	A	1677.60	20.97	1392	A	1371.20	17.14	1401	A	1637.60	20.47
	B	1758.40	21.98		B	1438.40	17.98		B	1712.80	21.41
	C	1843.20	23.04		C	1509.60	18.87		C	1793.60	22.42
	D	1929.60	24.12		D	1576.00	19.70		D	1884.80	23.56
	E	2029.60	25.37		E	1648.80	20.61		E	1974.40	24.68
1384	A	2882.40	36.03	1393	A	2222.40	27.78	1404	A	1938.40	24.23
	B	3017.60	37.72		B	2325.60	29.07		B	2026.40	25.33
	C	3168.80	39.61		C	2446.40	30.58		C	2125.60	26.57
	D	3324.00	41.55		D	2564.80	32.06		D	2225.60	27.82
	E	3482.40	43.53		E	2684.00	33.55		E	2336.00	29.20
1385	A	2562.40	32.03	1394	A	1268.00	15.85	1406	A	2036.00	25.45
	B	2681.60	33.52		B	1322.40	16.53		B	2136.00	26.70
	C	2816.00	35.20		C	1387.20	17.34		C	2237.60	27.97
	D	2953.60	36.92		D	1458.40	18.23		D	2344.00	29.30
	E	3094.40	38.68		E	1531.20	19.14		E	2462.40	30.78
1386	A	1211.20	15.14	1395	A	1268.00	15.85	1407	A	2079.20	25.99
	B	1268.00	15.85		B	1322.40	16.53		B	2179.20	27.24
	C	1321.60	16.52		C	1387.20	17.34		C	2283.20	28.54
	D	1387.20	17.34		D	1458.40	18.23		D	2394.40	29.93
	E	1458.40	18.23		E	1531.20	19.14		E	2512.80	31.41
1387	A	924.80	11.56	1396	A	1455.20	18.19	1410	A	1308.80	16.36
	B	970.40	12.13		B	1525.60	19.07		B	1376.80	17.21
	C	1009.60	12.62		C	1596.00	19.95		C	1441.60	18.02
	D	1058.40	13.23		D	1677.60	20.97		D	1506.40	18.83
	E	1104.80	13.81		E	1760.80	22.01		E	1577.60	19.72
1388	A	1268.00	15.85	1397	A	1710.40	21.38	1411	A	1440.00	18.00
	B	1322.40	16.53		B	1797.60	22.47		B	1518.40	18.98
	C	1387.20	17.34		C	1887.20	23.59		C	1579.20	19.74
	D	1458.40	18.23		D	1974.40	24.68		D	1656.00	20.70
	E	1531.20	19.14		E	2079.20	25.99		E	1737.60	21.72
1389	A	1009.60	12.62	1398	A	1634.40	20.43	1412	A	1268.00	15.85
	B	1058.40	13.23		B	1711.20	21.39		B	1322.40	16.53
	C	1104.80	13.81		C	1793.60	22.42		C	1387.20	17.34
	D	1146.40	14.33		D	1880.00	23.50		D	1458.40	18.23
	E	1201.60	15.02		E	1972.00	24.65		E	1531.20	19.14
1390	A	1104.80	13.81	1399	A	1793.60	22.42	1413	A	2004.00	25.05
	B	1146.40	14.33		B	1888.00	23.60		B	2100.80	26.26
	C	1201.60	15.02		C	1974.40	24.68		C	2211.20	27.64
	D	1249.60	15.62		D	2066.40	25.83		D	2308.00	28.85
	E	1306.40	16.33		E	2167.20	27.09		E	2422.40	30.28
1391	A	2461.60	30.77	1400	A	2066.40	25.83	1414	A	3026.40	37.83
	B	2576.00	32.21		B	2171.20	27.14		B	3168.80	39.61
	C	2703.20	33.79		C	2275.20	28.44		C	3327.20	41.59
	D	2837.60	35.47		D	2379.20	29.74		D	3490.40	43.63
	E	2973.60	37.17		E	2498.40	31.23		E	3656.80	45.71

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1415	A	2079.20	25.99	1424	A	2283.20	28.54	1435	A	2088.80	26.11
	B	2179.20	27.24		B	2394.40	29.93		B	2196.80	27.46
	C	2283.20	28.54		C	2512.80	31.41		C	2299.20	28.74
	D	2394.40	29.93		D	2626.40	32.83		D	2409.60	30.12
	E	2512.80	31.41		E	2760.00	34.50		E	2525.60	31.57
1416	A	2568.00	32.10	1425	A	2950.40	36.88	1436	A	1384.80	17.31
	B	2689.60	33.62		B	3086.40	38.58		B	1452.00	18.15
	C	2824.80	35.31		C	3237.60	40.47		C	1519.20	18.99
	D	2967.20	37.09		D	3392.80	42.41		D	1581.60	19.77
	E	3111.20	38.89		E	3561.60	44.52		E	1659.20	20.74
1417	A	1710.40	21.38	1426	A	2236.80	27.96	1437	A	1706.40	21.33
	B	1797.60	22.47		B	2343.20	29.29		B	1791.20	22.39
	C	1887.20	23.59		C	2443.20	30.54		C	1872.00	23.40
	D	1974.40	24.68		D	2562.40	32.03		D	1952.80	24.41
	E	2079.20	25.99		E	2682.40	33.53		E	2046.40	25.58
1418	A	2398.40	29.98	1427	A	2564.80	32.06	1438	A	1519.20	18.99
	B	2513.60	31.42		B	2689.60	33.62		B	1581.60	19.77
	C	2637.60	32.97		C	2823.20	35.29		C	1659.20	20.74
	D	2767.20	34.59		D	2958.40	36.98		D	1729.60	21.62
	E	2893.60	36.17		E	3100.00	38.75		E	1811.20	22.64
1419	A	1386.40	17.33	1428	A	1811.20	22.64	1439	A	1449.60	18.12
	B	1463.20	18.29		B	1900.00	23.75		B	1519.20	18.99
	C	1525.60	19.07		C	1978.40	24.73		C	1590.40	19.88
	D	1600.80	20.01		D	2079.20	25.99		D	1660.00	20.75
	E	1673.60	20.92		E	2174.40	27.18		E	1735.20	21.69
1420	A	1631.20	20.39	1429	A	2568.00	32.10	1440	A	1590.40	19.88
	B	1706.40	21.33		B	2689.60	33.62		B	1660.00	20.75
	C	1792.80	22.41		C	2824.80	35.31		C	1735.20	21.69
	D	1874.40	23.43		D	2967.20	37.09		D	1816.00	22.70
	E	1968.00	24.60		E	3111.20	38.89		E	1902.40	23.78
1421	A	2616.00	32.70	1430	A	2604.80	32.56	1441	A	1668.00	20.85
	B	2734.40	34.18		B	2728.80	34.11		B	1740.80	21.76
	C	2876.80	35.96		C	2856.80	35.71		C	1826.40	22.83
	D	3016.80	37.71		D	3000.80	37.51		D	1904.80	23.81
	E	3158.40	39.48		E	3150.40	39.38		E	1992.80	24.91
1422	A	1488.00	18.60	1431	A	2065.60	25.82	1442	A	1829.60	22.87
	B	1560.00	19.50		B	2172.00	27.15		B	1921.60	24.02
	C	1637.60	20.47		C	2276.00	28.45		C	2021.60	25.27
	D	1708.80	21.36		D	2383.20	29.79		D	2103.20	26.29
	E	1791.20	22.39		E	2498.40	31.23		E	2212.80	27.66
1423	A	1708.80	21.36	1432	A	1231.20	15.39	1443	A	1811.20	22.64
	B	1791.20	22.39		B	1295.20	16.19		B	1900.00	23.75
	C	1881.60	23.52		C	1348.00	16.85		C	1978.40	24.73
	D	1970.40	24.63		D	1419.20	17.74		D	2079.20	25.99
	E	2065.60	25.82		E	1484.80	18.56		E	2174.40	27.18

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1444	A	2065.60	25.82	1453	A	3181.60	39.77	1466	A	1855.20	23.19
	B	2172.00	27.15		B	3342.40	41.78		B	1947.20	24.34
	C	2276.00	28.45		C	3497.60	43.72		C	2039.20	25.49
	D	2383.20	29.79		D	3672.80	45.91		D	2137.60	26.72
	E	2498.40	31.23		E	3850.40	48.13		E	2243.20	28.04
1445	A	1660.00	20.75	1456	A	2729.60	34.12	1467	A	1103.20	13.79
	B	1735.20	21.69		B	2864.80	35.81		B	1152.00	14.40
	C	1816.00	22.70		C	3004.00	37.55		C	1200.80	15.01
	D	1902.40	23.78		D	3148.80	39.36		D	1254.40	15.68
	E	1987.20	24.84		E	3304.00	41.30		E	1307.20	16.34
1446	A	1706.40	21.33	1457	A	2953.60	36.92	1468	A	1221.60	15.27
	B	1791.20	22.39		B	3094.40	38.68		B	1270.40	15.88
	C	1872.00	23.40		C	3248.80	40.61		C	1332.00	16.65
	D	1952.80	24.41		D	3408.00	42.60		D	1389.60	17.37
	E	2046.40	25.58		E	3571.20	44.64		E	1452.80	18.16
1447	A	1835.20	22.94	1458	A	2368.80	29.61	1469	A	1332.00	16.65
	B	1920.00	24.00		B	2491.20	31.14		B	1389.60	17.37
	C	2004.80	25.06		C	2598.40	32.48		C	1452.80	18.16
	D	2098.40	26.23		D	2732.00	34.15		D	1514.40	18.93
	E	2198.40	27.48		E	2864.00	35.80		E	1586.40	19.83
1448	A	1933.60	24.17	1461	A	1506.40	18.83	1470	A	1454.40	18.18
	B	2019.20	25.24		B	1576.80	19.71		B	1524.00	19.05
	C	2120.80	26.51		C	1658.40	20.73		C	1596.80	19.96
	D	2228.80	27.86		D	1738.40	21.73		D	1673.60	20.92
	E	2335.20	29.19		E	1812.00	22.65		E	1749.60	21.87
1449	A	1160.00	14.50	1462	A	2020.00	25.25	1474	A	2020.00	25.25
	B	1212.80	15.16		B	2114.40	26.43		B	2114.40	26.43
	C	1272.80	15.91		C	2225.60	27.82		C	2225.60	27.82
	D	1315.20	16.44		D	2332.80	29.16		D	2332.80	29.16
	E	1380.00	17.25		E	2437.60	30.47		E	2437.60	30.47
1450	A	1407.20	17.59	1463	A	1187.20	14.84	1475	A	2368.80	29.61
	B	1468.80	18.36		B	1242.40	15.53		B	2491.20	31.14
	C	1536.00	19.20		C	1308.00	16.35		C	2598.40	32.48
	D	1605.60	20.07		D	1373.60	17.17		D	2732.00	34.15
	E	1677.60	20.97		E	1432.80	17.91		E	2864.00	35.80
1451	A	1504.80	18.81	1464	A	1586.40	19.83	1476	A	2729.60	34.12
	B	1575.20	19.69		B	1668.80	20.86		B	2864.80	35.81
	C	1656.80	20.71		C	1741.60	21.77		C	3004.00	37.55
	D	1732.00	21.65		D	1819.20	22.74		D	3148.80	39.36
	E	1816.00	22.70		E	1915.20	23.94		E	3304.00	41.30
1452	A	1315.20	16.44	1465	A	1243.20	15.54	1480	A	1151.20	14.39
	B	1380.00	17.25		B	1304.80	16.31		B	1211.20	15.14
	C	1440.00	18.00		C	1371.20	17.14		C	1268.00	15.85
	D	1504.80	18.81		D	1430.40	17.88		D	1321.60	16.52
	E	1576.00	19.70		E	1496.80	18.71		E	1387.20	17.34

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1481	A	1329.60	16.62	1507	A	1729.60	21.62	1518	A	1824.00	22.80
	B	1388.00	17.35		B	1811.20	22.64		B	1922.40	24.03
	C	1453.60	18.17		C	1906.40	23.83		C	2004.00	25.05
	D	1520.80	19.01		D	1998.40	24.98		D	2096.00	26.20
	E	1596.80	19.96		E	2088.00	26.10		E	2202.40	27.53
1482	A	1174.40	14.68	1508	A	1454.40	18.18	1520	A	1636.00	20.45
	B	1223.20	15.29		B	1524.00	19.05		B	1715.20	21.44
	C	1281.60	16.02		C	1594.40	19.93		C	1798.40	22.48
	D	1336.80	16.71		D	1660.80	20.76		D	1881.60	23.52
	E	1396.00	17.45		E	1740.80	21.76		E	1971.20	24.64
1483	A	1454.40	18.18	1509	A	2040.80	25.51	1522	A	2169.60	27.12
	B	1524.00	19.05		B	2141.60	26.77		B	2283.20	28.54
	C	1596.80	19.96		C	2249.60	28.12		C	2388.80	29.86
	D	1673.60	20.92		D	2352.00	29.40		D	2504.80	31.31
	E	1749.60	21.87		E	2467.20	30.84		E	2624.00	32.80
1488	A	2282.40	28.53	1510	A	1811.20	22.64	1523	A	1996.00	24.95
	B	2388.00	29.85		B	1900.00	23.75		B	2091.20	26.14
	C	2509.60	31.37		C	1978.40	24.73		C	2181.60	27.27
	D	2625.60	32.82		D	2079.20	25.99		D	2290.40	28.63
	E	2760.00	34.50		E	2174.40	27.18		E	2396.00	29.95
1489	A	1880.80	23.51	1511	A	2065.60	25.82	1524	A	1639.20	20.49
	B	1968.80	24.61		B	2172.00	27.15		B	1712.80	21.41
	C	2065.60	25.82		C	2276.00	28.45		C	1797.60	22.47
	D	2172.00	27.15		D	2383.20	29.79		D	1880.00	23.50
	E	2276.80	28.46		E	2498.40	31.23		E	1972.80	24.66
1490	A	1664.00	20.80	1512	A	1444.80	18.06	1525	A	1923.20	24.04
	B	1740.80	21.76		B	1518.40	18.98		B	2019.20	25.24
	C	1822.40	22.78		C	1590.40	19.88		C	2120.00	26.50
	D	1913.60	23.92		D	1665.60	20.82		D	2225.60	27.82
	E	1999.20	24.99		E	1742.40	21.78		E	2328.80	29.11
1498	A	1836.00	22.95	1513	A	1393.60	17.42	1526	A	1793.60	22.42
	B	1922.40	24.03		B	1449.60	18.12		B	1884.80	23.56
	C	2009.60	25.12		C	1519.20	18.99		C	1973.60	24.67
	D	2101.60	26.27		D	1590.40	19.88		D	2072.80	25.91
	E	2201.60	27.52		E	1660.00	20.75		E	2175.20	27.19
1500	A	2806.40	35.08	1514	A	2040.80	25.51	1527	A	2118.40	26.48
	B	2946.40	36.83		B	2141.60	26.77		B	2222.40	27.78
	C	3091.20	38.64		C	2249.60	28.12		C	2329.60	29.12
	D	3240.80	40.51		D	2352.00	29.40		D	2446.40	30.58
	E	3405.60	42.57		E	2467.20	30.84		E	2568.00	32.10
1506	A	1289.60	16.12	1517	A	1016.80	12.71	1528	A	2806.40	35.08
	B	1350.40	16.88		B	1064.80	13.31		B	2946.40	36.83
	C	1420.80	17.76		C	1120.00	14.00		C	3091.20	38.64
	D	1488.00	18.60		D	1176.00	14.70		D	3240.80	40.51
	E	1552.00	19.40		E	1227.20	15.34		E	3405.60	42.57

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1530	A	1634.40	20.43	1546	A	1923.20	24.04	1562	A	1923.20	24.04
	B	1711	21.39		B	2019.20	25.24		B	2019.20	25.24
	C	1793.60	22.42		C	2120.00	26.50		C	2120.00	26.50
	D	1880.00	23.50		D	2225.60	27.82		D	2225.60	27.82
	E	1972.00	24.65		E	2328.80	29.11		E	2328.80	29.11
1531	A	1104.80	13.81	1552	A	1923.20	24.04	1563	A	1603.20	20.04
	B	1155.20	14.44		B	2019.20	25.24		B	1676.00	20.95
	C	1209.60	15.12		C	2120.00	26.50		C	1756.80	21.96
	D	1268.80	15.86		D	2225.60	27.82		D	1844.00	23.05
	E	1332.00	16.65		E	2328.80	29.11		E	1932.80	24.16
1532	A	1234.40	15.43	1555	A	1488.00	18.60	1564	A	1490.40	18.63
	B	1297.60	16.22		B	1560.00	19.50		B	1563.20	19.54
	C	1354.40	16.93		C	1637.60	20.47		C	1637.60	20.47
	D	1428.00	17.85		D	1708.80	21.36		D	1710.40	21.38
	E	1492.80	18.66		E	1791	22.39		E	1797.60	22.47
1533	A	1752.80	21.91	1556	A	2951.20	36.89	1565	A	958.40	11.98
	B	1844.00	23.05		B	3092.00	38.65		B	1004.00	12.55
	C	1925.60	24.07		C	3246.40	40.58		C	1056.00	13.20
	D	2023.20	25.29		D	3405.60	42.57		D	1104.80	13.81
	E	2118.40	26.48		E	3572.80	44.66		E	1155.20	14.44
1535	A	1151.20	14.39	1557	A	2568.00	32.10	1568	A	1281.60	16.02
	B	1211.20	15.14		B	2689.60	33.62		B	1336.80	16.71
	C	1268.00	15.85		C	2824.80	35.31		C	1396.00	17.45
	D	1321.60	16.52		D	2967.20	37.09		D	1457.60	18.22
	E	1387.20	17.34		E	3111.20	38.89		E	1525.60	19.07
1536	A	1268.00	15.85	1558	A	2079.20	25.99	1569	A	958.40	11.98
	B	1322.40	16.53		B	2179.20	27.24		B	1008.00	12.60
	C	1387.20	17.34		C	2283.20	28.54		C	1058.40	13.23
	D	1458.40	18.23		D	2394.40	29.93		D	1098.40	13.73
	E	1531.20	19.14		E	2512.80	31.41		E	1151.20	14.39
1538	A	1490.40	18.63	1559	A	1710.40	21.38	1570	A	2293.60	28.67
	B	1563.20	19.54		B	1797.60	22.47		B	2403.20	30.04
	C	1637.60	20.47		C	1887.20	23.59		C	2517.60	31.47
	D	1710.40	21.38		D	1974.40	24.68		D	2646.40	33.08
	E	1797.60	22.47		E	2079.20	25.99		E	2772.00	34.65
1543	A	1797.60	22.47	1560	A	1061.60	13.27	1571	A	1668.00	20.85
	B	1888.80	23.61		B	1109.60	13.87		B	1746.40	21.83
	C	1980.00	24.75		C	1155.20	14.44		C	1828.80	22.86
	D	2068.80	25.86		D	1206.40	15.08		D	1922.40	24.03
	E	2171.20	27.14		E	1256.80	15.71		E	2009.60	25.12
1544	A	2333.60	29.17	1561	A	2283.20	28.54	1572	A	903.20	11.29
	B	2448.00	30.60		B	2394.40	29.93		B	944.80	11.81
	C	2567.20	32.09		C	2512.80	31.41		C	981.60	12.27
	D	2695.20	33.69		D	2626.40	32.83		D	1026.40	12.83
	E	2827.20	35.34		E	2760.00	34.50		E	1068.00	13.35

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1573	A	1828.00	22.85	1585	A	2336.00	29.20	1594	A	1334.40	16.68
	B	1908.80	23.86		B	2457.60	30.72		B	1393.60	17.42
	C	1999.20	24.99		C	2578.40	32.23		C	1449.60	18.12
	D	2088.80	26.11		D	2708.00	33.85		D	1519.20	18.99
	E	2186.40	27.33		E	2836.80	35.46		E	1590.40	19.88
1575	A	1233.60	15.42	1586	A	1571.20	19.64	1595	A	1539.20	19.24
	B	1296.80	16.21		B	1645.60	20.57		B	1608.80	20.11
	C	1356.00	16.95		C	1730.40	21.63		C	1682.40	21.03
	D	1425.60	17.82		D	1811.20	22.64		D	1758.40	21.98
	E	1493.60	18.67		E	1894.40	23.68		E	1833.60	22.92
1576	A	1493.60	18.67	1587	A	3312.80	41.41	1596	A	2239.20	27.99
	B	1563.20	19.54		B	3476.80	43.46		B	2347.20	29.34
	C	1639.20	20.49		C	3645.60	45.57		C	2459.20	30.74
	D	1715.20	21.44		D	3813.60	47.67		D	2581.60	32.27
	E	1795.20	22.44		E	3998.40	49.98		E	2708.80	33.86
1577	A	1675.20	20.94	1588	A	804.80	10.06	1597	A	1700.80	21.26
	B	1754.40	21.93		B	844.00	10.55		B	1776.00	22.20
	C	1837.60	22.97		C	876.80	10.96		C	1864.00	23.30
	D	1925.60	24.07		D	923.20	11.54		D	1943.20	24.29
	E	2025.60	25.32		E	965.60	12.07		E	2032.80	25.41
1578	A	980.00	12.25	1589	A	2752.00	34.40	1598	A	2014.40	25.18
	B	1026.40	12.83		B	2888.80	36.11		B	2112.80	26.41
	C	1076.00	13.45		C	3027.20	37.84		C	2211.20	27.64
	D	1122.40	14.03		D	3168.80	39.61		D	2320.00	29.00
	E	1180.80	14.76		E	3323.20	41.54		E	2430.40	30.38
1579	A	1122.40	14.03	1590	A	1234.40	15.43	1599	A	2825.60	35.32
	B	1174.40	14.68		B	1298.40	16.23		B	2959.20	36.99
	C	1223.20	15.29		C	1360.80	17.01		C	3108.00	38.85
	D	1281.60	16.02		D	1421.60	17.77		D	3262.40	40.78
	E	1336.80	16.71		E	1493.60	18.67		E	3420.80	42.76
1580	A	1562.40	19.53	1591	A	1298.40	16.23	1601	A	2065.60	25.82
	B	1644.80	20.56		B	1361.60	17.02		B	2172.00	27.15
	C	1720.00	21.50		C	1422.40	17.78		C	2276.00	28.45
	D	1796.00	22.45		D	1490.40	18.63		D	2383.20	29.79
	E	1887.20	23.59		E	1560.00	19.50		E	2498.40	31.23
1583	A	1593.60	19.92	1592	A	2283.20	28.54	1602	A	1774.40	22.18
	B	1668.00	20.85		B	2399.20	29.99		B	1850.40	23.13
	C	1748.00	21.85		C	2513.60	31.42		C	1934.40	24.18
	D	1836.80	22.96		D	2634.40	32.93		D	2028.80	25.36
	E	1920.00	24.00		E	2759.20	34.49		E	2125.60	26.57
1584	A	1919.20	23.99	1593	A	1890.40	23.63	1603	A	2084.00	26.05
	B	2006.40	25.08		B	1989.60	24.87		B	2190.40	27.38
	C	2106.40	26.33		C	2080.80	26.01		C	2293.60	28.67
	D	2197.60	27.47		D	2174.40	27.18		D	2396.80	29.96
	E	2311.20	28.89		E	2288.00	28.60		E	2520.80	31.51

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1604	A	2400.80	30.01	1615	A	2568.00	32.10	1627	A	1228.80	15.36
	B	2520.80	31.51		B	2689.60	33.62		B	1284.80	16.06
	C	2641.60	33.02		C	2824.80	35.31		C	1340.00	16.75
	D	2775.20	34.69		D	2967.20	37.09		D	1399.20	17.49
	E	2907.20	36.34		E	3111.20	38.89		E	1464.00	18.30
1605	A	1964.00	24.55	1616	A	2088.80	26.11	1628	A	1454.40	18.18
	B	2062.40	25.78		B	2196.80	27.46		B	1524.00	19.05
	C	2165.60	27.07		C	2299.20	28.74		C	1596.80	19.96
	D	2273.60	28.42		D	2409.60	30.12		D	1673.60	20.92
	E	2388.00	29.85		E	2525.60	31.57		E	1749.60	21.87
1608	A	1706.40	21.33	1617	A	1151.20	14.39	1630	A	1504.00	18.80
	B	1791.20	22.39		B	1211.20	15.14		B	1578.40	19.73
	C	1872.00	23.40		C	1268.00	15.85		C	1658.40	20.73
	D	1952.80	24.41		D	1321.60	16.52		D	1734.40	21.68
	E	2046.40	25.58		E	1387.20	17.34		E	1811.20	22.64
1609	A	1800.00	22.50	1618	A	1791.20	22.39	1631	A	2079.20	25.99
	B	1888.80	23.61		B	1880.80	23.51		B	2179.20	27.24
	C	1980.00	24.75		C	1963.20	24.54		C	2283.20	28.54
	D	2066.40	25.83		D	2051.20	25.64		D	2394.40	29.93
	E	2171.20	27.14		E	2145.60	26.82		E	2512.80	31.41
1610	A	2066.40	25.83	1622	A	2384.80	29.81	1632	A	1284.80	16.06
	B	2171.20	27.14		B	2500.00	31.25		B	1339.20	16.74
	C	2282.40	28.53		C	2628.80	32.86		C	1399.20	17.49
	D	2390.40	29.88		D	2760.00	34.50		D	1463.20	18.29
	E	2512.80	31.41		E	2887.20	36.09		E	1529.60	19.12
1611	A	2384.80	29.81	1623	A	1800.00	22.50	1634	A	1579.20	19.74
	B	2500.00	31.25		B	1888.80	23.61		B	1657.60	20.72
	C	2628.80	32.86		C	1980.00	24.75		C	1742.40	21.78
	D	2760.00	34.50		D	2066.40	25.83		D	1827.20	22.84
	E	2887.20	36.09		E	2171.20	27.14		E	1918.40	23.98
1612	A	2283.20	28.54	1624	A	2066.40	25.83	1635	A	1600.00	20.00
	B	2394.40	29.93		B	2171.20	27.14		B	1676.80	20.96
	C	2512.80	31.41		C	2282.40	28.53		C	1752.80	21.91
	D	2626.40	32.83		D	2390.40	29.88		D	1832.80	22.91
	E	2760.00	34.50		E	2512.80	31.41		E	1921.60	24.02
1613	A	1710.40	21.38	1625	A	1557.60	19.47	1637	A	1822.40	22.78
	B	1797.60	22.47		B	1626.40	20.33		B	1906.40	23.83
	C	1887.20	23.59		C	1702.40	21.28		C	2003.20	25.04
	D	1974.40	24.68		D	1780.80	22.26		D	2103.20	26.29
	E	2079.20	25.99		E	1865.60	23.32		E	2202.40	27.53
1614	A	2079.20	25.99	1626	A	1557.60	19.47	1638	A	2564.00	32.05
	B	2179.20	27.24		B	1626.40	20.33		B	2683.20	33.54
	C	2283.20	28.54		C	1702.40	21.28		C	2819.20	35.24
	D	2394.40	29.93		D	1780.80	22.26		D	2958.40	36.98
	E	2512.80	31.41		E	1865.60	23.32		E	3096.00	38.70

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1639	A	1656.80	20.71	1649	A	1526.40	19.08	1658	A	2121.60	26.52
	B	1738.40	21.73		B	1602.40	20.03		B	2219.20	27.74
	C	1818.40	22.73		C	1676.80	20.96		C	2328.80	29.11
	D	1904.80	23.81		D	1760.80	22.01		D	2440.00	30.50
	E	1990.40	24.88		E	1848.80	23.11		E	2556.00	31.95
1640	A	1370.40	17.13	1650	A	2273.60	28.42	1659	A	1678.40	20.98
	B	1434.40	17.93		B	2386.40	29.83		B	1758.40	21.98
	C	1505.60	18.82		C	2504.00	31.30		C	1844.80	23.06
	D	1575.20	19.69		D	2618.40	32.73		D	1929.60	24.12
	E	1648.00	20.60		E	2750.40	34.38		E	2027.20	25.34
1641	A	1589.60	19.87	1651	A	1421.60	17.77	1660	A	1588.00	19.85
	B	1659.20	20.74		B	1491.20	18.64		B	1660.80	20.76
	C	1739.20	21.74		C	1560.00	19.50		C	1737.60	21.72
	D	1814.40	22.68		D	1637.60	20.47		D	1826.40	22.83
	E	1900.00	23.75		E	1712.80	21.41		E	1906.40	23.83
1642	A	1979.20	24.74	1652	A	1454.40	18.18	1661	A	1914.40	23.93
	B	2068.00	25.85		B	1524.00	19.05		B	2015.20	25.19
	C	2177.60	27.22		C	1594.40	19.93		C	2096.80	26.21
	D	2288.80	28.61		D	1660.80	20.76		D	2201.60	27.52
	E	2398.40	29.98		E	1740.80	21.76		E	2308.80	28.86
1644	A	1517.60	18.97	1653	A	1594.40	19.93	1662	A	1637.60	20.47
	B	1585.60	19.82		B	1660.80	20.76		B	1712.80	21.41
	C	1654.40	20.68		C	1740.80	21.76		C	1793.60	22.42
	D	1729.60	21.62		D	1816.00	22.70		D	1884.80	23.56
	E	1809.60	22.62		E	1904.00	23.80		E	1974.40	24.68
1645	A	1571.20	19.64	1654	A	1749.60	21.87	1663	A	1056.00	13.20
	B	1645.60	20.57		B	1829.60	22.87		B	1104.80	13.81
	C	1725.60	21.57		C	1916.80	23.96		C	1155.20	14.44
	D	1806.40	22.58		D	2001.60	25.02		D	1209.60	15.12
	E	1890.40	23.63		E	2093.60	26.17		E	1268.80	15.86
1646	A	1820.80	22.76	1655	A	1564.80	19.56	1664	A	1268.80	15.86
	B	1904.80	23.81		B	1637.60	20.47		B	1332.00	16.65
	C	1990.40	24.88		C	1720.00	21.50		C	1387.20	17.34
	D	2075.20	25.94		D	1800.00	22.50		D	1454.40	18.18
	E	2176.80	27.21		E	1887.20	23.59		E	1526.40	19.08
1647	A	1456.80	18.21	1656	A	1722.40	21.53	1665	A	1526.40	19.08
	B	1532.00	19.15		B	1800.00	22.50		B	1596.80	19.96
	C	1607.20	20.09		C	1888.80	23.61		C	1673.60	20.92
	D	1678.40	20.98		D	1978.40	24.73		D	1756.80	21.96
	E	1758.40	21.98		E	2076.80	25.96		E	1841.60	23.02
1648	A	1331.20	16.64	1657	A	1934.40	24.18	1666	A	1996.00	24.95
	B	1388.80	17.36		B	2027.20	25.34		B	2091.20	26.14
	C	1456.80	18.21		C	2124.80	26.56		C	2181.60	27.27
	D	1532.00	19.15		D	2227.20	27.84		D	2290.40	28.63
	E	1607.20	20.09		E	2334.40	29.18		E	2396.00	29.95

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1667	A	958.40	11.98	1678	A	1563.20	19.54	1697	A	1612.80	20.16
	B	1004.00	12.55		B	1637.60	20.47		B	1684.80	21.06
	C	1056.00	13.20		C	1710.40	21.38		C	1767.20	22.09
	D	1104.80	13.81		D	1797.60	22.47		D	1857.60	23.22
	E	1155.20	14.44		E	1887.20	23.59		E	1943.20	24.29
1668	A	2169.60	27.12	1680	A	4524.80	56.56	1698	A	2958.40	36.98
	B	2283.20	28.54		B	4730.40	59.13		B	3101.60	38.77
	C	2388.80	29.86		C	4949.60	61.87		C	3256.00	40.70
	D	2504.80	31.31		D	5179.20	64.74		D	3405.60	42.57
	E	2624.00	32.80		E	5419.20	67.74		E	3576.80	44.71
1669	A	2025.60	25.32	1683	A	3753.60	46.92	1699	A	1352.00	16.90
	B	2112.80	26.41		B	3921.60	49.02		B	1425.60	17.82
	C	2214.40	27.68		C	4103.20	51.29		C	1490.40	18.63
	D	2315.20	28.94		D	4294.40	53.68		D	1563.20	19.54
	E	2416.80	30.21		E	4492.80	56.16		E	1637.60	20.47
1670	A	2424.00	30.30	1684	A	2538.40	31.73	1714	A	1740.00	21.75
	B	2537.60	31.72		B	2659.20	33.24		B	1827.20	22.84
	C	2664.00	33.30		C	2788.00	34.85		C	1904.00	23.80
	D	2792.80	34.91		D	2929.60	36.62		D	1995.20	24.94
	E	2924.80	36.56		E	3067.20	38.34		E	2097.60	26.22
1671	A	2310.40	28.88	1692	A	1894.40	23.68	1715	A	2394.40	29.93
	B	2420.00	30.25		B	1983.20	24.79		B	2510.40	31.38
	C	2535.20	31.69		C	2083.20	26.04		C	2632.00	32.90
	D	2659.20	33.24		D	2179.20	27.24		D	2763.20	34.54
	E	2787.20	34.84		E	2287.20	28.59		E	2887.20	36.09
1672	A	1749.60	21.87	1693	A	2416.80	30.21	1716	A	1490.40	18.63
	B	1832.80	22.91		B	2533.60	31.67		B	1560.00	19.50
	C	1921.60	24.02		C	2654.40	33.18		C	1637.60	20.47
	D	2004.00	25.05		D	2790.40	34.88		D	1709.60	21.37
	E	2097.60	26.22		E	2920.80	36.51		E	1793.60	22.42
1673	A	1457.60	18.22	1694	A	2533.60	31.67	1717	A	1912.00	23.90
	B	1525.60	19.07		B	2654.40	33.18		B	1996.00	24.95
	C	1594.40	19.93		C	2790.40	34.88		C	2088.80	26.11
	D	1665.60	20.82		D	2920.80	36.51		D	2186.40	27.33
	E	1740.00	21.75		E	3064.00	38.30		E	2282.40	28.53
1675	A	1811.20	22.64	1695	A	2538.40	31.73	1718	A	2120.80	26.51
	B	1900.00	23.75		B	2659.20	33.24		B	2226.40	27.83
	C	1978.40	24.73		C	2788.00	34.85		C	2330.40	29.13
	D	2079.20	25.99		D	2929.60	36.62		D	2440.80	30.51
	E	2174.40	27.18		E	3067.20	38.34		E	2560.80	32.01
1677	A	2065.60	25.82	1696	A	2933.60	36.67	1719	A	1331.20	16.64
	B	2172.00	27.15		B	3078.40	38.48		B	1395.20	17.44
	C	2276.00	28.45		C	3226.40	40.33		C	1455.20	18.19
	D	2383.20	29.79		D	3386.40	42.33		D	1525.60	19.07
	E	2498.40	31.23		E	3546.40	44.33		E	1596.80	19.96

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1720	A	1268.00	15.85	1730	A	1923.20	24.04	1747	A	1490.40	18.63
	B	1322.40	16.53		B	2019.20	25.24		B	1563.20	19.54
	C	1387.20	17.34		C	2120.00	26.50		C	1637.60	20.47
	D	1458.40	18.23		D	2225.60	27.82		D	1710.40	21.38
	E	1531.20	19.14		E	2328.80	29.11		E	1797.60	22.47
1721	A	1760.80	22.01	1732	A	1596.00	19.95	1748	A	1710.40	21.38
	B	1841.60	23.02		B	1660.80	20.76		B	1797.60	22.47
	C	1928.80	24.11		C	1741.60	21.77		C	1887.20	23.59
	D	2028.80	25.36		D	1816.00	22.70		D	1974.40	24.68
	E	2123.20	26.54		E	1902.40	23.78		E	2079.20	25.99
1722	A	1675.20	20.94	1734	A	2000.00	25.00	1749	A	2079.20	25.99
	B	1755.20	21.94		B	2097.60	26.22		B	2179.20	27.24
	C	1834.40	22.93		C	2198.40	27.48		C	2283.20	28.54
	D	1931.20	24.14		D	2303.20	28.79		D	2394.40	29.93
	E	2023.20	25.29		E	2416.80	30.21		E	2512.80	31.41
1723	A	1756.80	21.96	1735	A	1640.00	20.50	1750	A	2225.60	27.82
	B	1841.60	23.02		B	1712.80	21.41		B	2328.80	29.11
	C	1924.80	24.06		C	1795.20	22.44		C	2440.00	30.50
	D	2025.60	25.32		D	1887.20	23.59		D	2562.40	32.03
	E	2121.60	26.52		E	1972.80	24.66		E	2681.60	33.52
1724	A	2684.00	33.55	1736	A	2198.40	27.48	1751	A	2562.40	32.03
	B	2806.40	35.08		B	2292.00	28.65		B	2681.60	33.52
	C	2948.80	36.86		C	2393.60	29.92		C	2816.00	35.20
	D	3085.60	38.57		D	2500.00	31.25		D	2953.60	36.92
	E	3235.20	40.44		E	2620.00	32.75		E	3094.40	38.68
1725	A	1923.20	24.04	1737	A	1519.20	18.99	1752	A	2953.60	36.92
	B	2019.20	25.24		B	1581.60	19.77		B	3094.40	38.68
	C	2120.00	26.50		C	1659.20	20.74		C	3248.80	40.61
	D	2225.60	27.82		D	1729.60	21.62		D	3408.00	42.60
	E	2328.80	29.11		E	1811.20	22.64		E	3571.20	44.64
1726	A	1675.20	20.94	1738	A	1742.40	21.78	1754	A	2816.80	35.21
	B	1754.40	21.93		B	1820.80	22.76		B	2949.60	36.87
	C	1837.60	22.97		C	1908.80	23.86		C	3096.00	38.70
	D	1925.60	24.07		D	1988.00	24.85		D	3248.00	40.60
	E	2025.60	25.32		E	2083.20	26.04		E	3405.60	42.57
1727	A	1923.20	24.04	1739	A	2671.20	33.39	1756	A	2283.20	28.54
	B	2019.20	25.24		B	2805.60	35.07		B	2394.40	29.93
	C	2120.00	26.50		C	2935.20	36.69		C	2512.80	31.41
	D	2225.60	27.82		D	3079.20	38.49		D	2626.40	32.83
	E	2328.80	29.11		E	3225.60	40.32		E	2760.00	34.50
1728	A	2700.80	33.76	1746	A	1211.20	15.14	1757	A	2799.20	34.99
	B	2828.80	35.36		B	1268.00	15.85		B	2932.80	36.66
	C	2973.60	37.17		C	1321.60	16.52		C	3078.40	38.48
	D	3114.40	38.93		D	1387.20	17.34		D	3232.80	40.41
	E	3271.20	40.89		E	1458.40	18.23		E	3390.40	42.38

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1758	A	1268.00	15.85	1777	A	1673.60	20.92	1798	A	2288.00	28.60
	B	1322.40	16.53		B	1749.60	21.87		B	2395.20	29.94
	C	1387.20	17.34		C	1837.60	22.97		C	2516.00	31.45
	D	1458.40	18.23		D	1932.80	24.16		D	2636.80	32.96
	E	1531.20	19.14		E	2027.20	25.34		E	2760.00	34.50
1759	A	1455.20	18.19	1778	A	1387.20	17.34	1801	A	1455.20	18.19
	B	1525.60	19.07		B	1458.40	18.23		B	1525.60	19.07
	C	1596.00	19.95		C	1531.20	19.14		C	1596.00	19.95
	D	1677.60	20.97		D	1598.40	19.98		D	1677.60	20.97
	E	1760.80	22.01		E	1673.60	20.92		E	1760.80	22.01
1762	A	2952.80	36.91	1783	A	2283.20	28.54	1802	A	1786.40	22.33
	B	3095.20	38.69		B	2393.60	29.92		B	1868.80	23.36
	C	3246.40	40.58		C	2510.40	31.38		C	1952.80	24.41
	D	3408.00	42.60		D	2628.00	32.85		D	2038.40	25.48
	E	3577.60	44.72		E	2764.00	34.55		E	2137.60	26.72
1765	A	1753.60	21.92	1784	A	1430.40	17.88	1803	A	1672.00	20.90
	B	1841.60	23.02		B	1503.20	18.79		B	1741.60	21.77
	C	1925.60	24.07		C	1572.80	19.66		C	1827.20	22.84
	D	2020.80	25.26		D	1652.00	20.65		D	1904.00	23.80
	E	2108.00	26.35		E	1730.40	21.63		E	1992.00	24.90
1766	A	1375.20	17.19	1793	A	2626.40	32.83	1804	A	2760.00	34.50
	B	1448.00	18.10		B	2760.00	34.50		B	2887.20	36.09
	C	1513.60	18.92		C	2895.20	36.19		C	3030.40	37.88
	D	1582.40	19.78		D	3039.20	37.99		D	3172.80	39.66
	E	1657.60	20.72		E	3184.00	39.80		E	3325.60	41.57
1767	A	1580.00	19.75	1794	A	716.00	8.95	1805	A	2824.80	35.31
	B	1664.00	20.80		B	750.40	9.38		B	2960.00	37.00
	C	1740.80	21.76		C	791.20	9.89		C	3105.60	38.82
	D	1825.60	22.82		D	823.20	10.29		D	3260.00	40.75
	E	1906.40	23.83		E	858.40	10.73		E	3416.80	42.71
1769	A	2568.00	32.10	1795	A	2824.80	35.31	1806	A	2953.60	36.92
	B	2689.60	33.62		B	2960.00	37.00		B	3094.40	38.68
	C	2824.80	35.31		C	3105.60	38.82		C	3248.80	40.61
	D	2967.20	37.09		D	3260.00	40.75		D	3408.00	42.60
	E	3111.20	38.89		E	3416.80	42.71		E	3571.20	44.64
1774	A	1268.00	15.85	1796	A	1529.60	19.12	1808	A	1476.00	18.45
	B	1322.40	16.53		B	1600.00	20.00		B	1543.20	19.29
	C	1387.20	17.34		C	1675.20	20.94		C	1610.40	20.13
	D	1458.40	18.23		D	1761.60	22.02		D	1681.60	21.02
	E	1531.20	19.14		E	1839.20	22.99		E	1761.60	22.02
1776	A	121	15.14	1797	A	1640.00	20.50	1809	A	1455.20	18.19
	B	1268.00	15.85		B	1712.80	21.41		B	1525.60	19.07
	C	1321.60	16.52		C	1795.20	22.44		C	1596.00	19.95
	D	1387.20	17.34		D	1887.20	23.59		D	1677.60	20.97
	E	1458.40	18.23		E	1972.80	24.66		E	1760.80	22.01

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1810	A	1811.20	22.64	1823	A	2227.20	27.84	1839	A	2294.40	28.68
	B	1900.00	23.75		B	2331.20	29.14		B	2399.20	29.99
	C	1978.40	24.73		C	2447.20	30.59		C	2513.60	31.42
	D	2079.20	25.99		D	2568.00	32.10		D	2624.00	32.80
	E	2174.40	27.18		E	2689.60	33.62		E	2748.00	34.35
1811	A	2240.80	28.01	1824	A	1828.00	22.85	1840	A	1387.20	17.34
	B	2345.60	29.32		B	1901.60	23.77		B	1458.40	18.23
	C	2461.60	30.77		C	1979.20	24.74		C	1531.20	19.14
	D	2578.40	32.23		D	2061.60	25.77		D	1598.40	19.98
	E	2708.80	33.86		E	2152.00	26.90		E	1673.60	20.92
1816	A	2824.80	35.31	1825	A	1604.80	20.06	1841	A	2409.60	30.12
	B	2960.00	37.00		B	1682.40	21.03		B	2520.00	31.50
	C	3105.60	38.82		C	1768.80	22.11		C	2632.00	32.90
	D	3260.00	40.75		D	1850.40	23.13		D	2758.40	34.48
	E	3416.80	42.71		E	1940.80	24.26		E	2884.00	36.05
1817	A	1539.20	19.24	1826	A	1940.80	24.26	1842	A	2079.20	25.99
	B	1608.00	20.10		B	2032.80	25.41		B	2179.20	27.24
	C	1682.40	21.03		C	2136.00	26.70		C	2283.20	28.54
	D	1760.80	22.01		D	2237.60	27.97		D	2394.40	29.93
	E	1839.20	22.99		E	2347.20	29.34		E	2512.80	31.41
1818	A	1734.40	21.68	1830	A	2953.60	36.92	1844	A	1387.20	17.34
	B	1816.00	22.70		B	3094.40	38.68		B	1458.40	18.23
	C	1906.40	23.83		C	3248.80	40.61		C	1531.20	19.14
	D	2004.00	25.05		D	3408.00	42.60		D	1598.40	19.98
	E	2098.40	26.23		E	3571.20	44.64		E	1673.60	20.92
1819	A	1525.60	19.07	1832	A	1740.80	21.76	1849	A	2435.20	30.44
	B	1596.00	19.95		B	1810.40	22.63		B	2560.80	32.01
	C	1668.00	20.85		C	1885.60	23.57		C	2676.00	33.45
	D	1742.40	21.78		D	1964.00	24.55		D	2811.20	35.14
	E	1828.00	22.85		E	2051.20	25.64		E	2940.80	36.76
1820	A	1846.40	23.08	1833	A	1281.60	16.02	1850	A	2075.20	25.94
	B	1930.40	24.13		B	1336.80	16.71		B	2167.20	27.09
	C	2024.00	25.30		C	1396.00	17.45		C	2283.20	28.54
	D	2120.00	26.50		D	1457.60	18.22		D	2393.60	29.92
	E	2224.80	27.81		E	1525.60	19.07		E	2510.40	31.38
1821	A	1979.20	24.74	1834	A	1420.00	17.75	1851	A	2760.00	34.50
	B	2068.00	25.85		B	1483.20	18.54		B	2887.20	36.09
	C	2177.60	27.22		C	1551.20	19.39		C	3030.40	37.88
	D	2288.80	28.61		D	1624.00	20.30		D	3172.80	39.66
	E	2398.40	29.98		E	1698.40	21.23		E	3325.60	41.57
1822	A	2217.60	27.72	1835	A	1955.20	24.44	1852	A	1525.60	19.07
	B	2323.20	29.04		B	2036.80	25.46		B	1601.60	20.02
	C	2432.00	30.40		C	2133.60	26.67		C	1673.60	20.92
	D	2552.00	31.90		D	2230.40	27.88		D	1759.20	21.99
	E	2669.60	33.37		E	2334.40	29.18		E	1847.20	23.09

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1853	A	1455.20	18.19	1864	A	1387.20	17.34	1874	A	2711.20	33.89
	B	1525.60	19.07		B	1457.60	18.22		B	2840.00	35.50
	C	1596.00	19.95		C	1532.80	19.16		C	2972.80	37.16
	D	1677.60	20.97		D	1608.00	20.10		D	3120.80	39.01
	E	1760.80	22.01		E	1678.40	20.98		E	3272.00	40.90
1854	A	2759.20	34.49	1865	A	1356.00	16.95	1875	A	2953.60	36.92
	B	2887.20	36.09		B	1422.40	17.78		B	3094.40	38.68
	C	3029.60	37.87		C	1493.60	18.67		C	3248.80	40.61
	D	3172.80	39.66		D	1564.80	19.56		D	3408.00	42.60
	E	3325.60	41.57		E	1639.20	20.49		E	3571.20	44.64
1855	A	2953.60	36.92	1866	A	2202.40	27.53	1876	A	1675.20	20.94
	B	3094.40	38.68		B	2314.40	28.93		B	1754.40	21.93
	C	3248.80	40.61		C	2429.60	30.37		C	1837.60	22.97
	D	3408.00	42.60		D	2536.80	31.71		D	1925.60	24.07
	E	3571.20	44.64		E	2661.60	33.27		E	2025.60	25.32
1856	A	3315.20	41.44	1867	A	2125.60	26.57	1877	A	2390.40	29.88
	B	3468.00	43.35		B	2237.60	27.97		B	2509.60	31.37
	C	3643.20	45.54		C	2344.80	29.31		C	2624.00	32.80
	D	3821.60	47.77		D	2462.40	30.78		D	2758.40	34.48
	E	4004.80	50.06		E	2580.80	32.26		E	2886.40	36.08
1857	A	1849.60	23.12	1868	A	1465.60	18.32	1878	A	2953.60	36.92
	B	1932.80	24.16		B	1533.60	19.17		B	3094.40	38.68
	C	2028.80	25.36		C	1602.40	20.03		C	3248.80	40.61
	D	2124.00	26.55		D	1673.60	20.92		D	3408.00	42.60
	E	2232.00	27.90		E	1744.00	21.80		E	3571.20	44.64
1859	A	2348.00	29.35	1870	A	1816.00	22.70	1879	A	1387.20	17.34
	B	2460.00	30.75		B	1901.60	23.77		B	1458.40	18.23
	C	2565.60	32.07		C	1997.60	24.97		C	1531.20	19.14
	D	2690.40	33.63		D	2096.00	26.20		D	1598.40	19.98
	E	2816.00	35.20		E	2197.60	27.47		E	1673.60	20.92
1860	A	1455.20	18.19	1871	A	2079.20	25.99	1880	A	2122.40	26.53
	B	1525.60	19.07		B	2179.20	27.24		B	2230.40	27.88
	C	1596.00	19.95		C	2283.20	28.54		C	2336.80	29.21
	D	1677.60	20.97		D	2394.40	29.93		D	2450.40	30.63
	E	1760.80	22.01		E	2512.80	31.41		E	2571.20	32.14
1861	A	1708.80	21.36	1872	A	2513.60	31.42	1881	A	1708.80	21.36
	B	1791.20	22.39		B	2636.00	32.95		B	1791.20	22.39
	C	1881.60	23.52		C	2758.40	34.48		C	1881.60	23.52
	D	1970.40	24.63		D	2895.20	36.19		D	1970.40	24.63
	E	2065.60	25.82		E	3039.20	37.99		E	2065.60	25.82
1863	A	2953.60	36.92	1873	A	1421.60	17.77	1883	A	3137.60	39.22
	B	3094.40	38.68		B	1492.80	18.66		B	3289.60	41.12
	C	3248.80	40.61		C	1562.40	19.53		C	3460.00	43.25
	D	3408.00	42.60		D	1640.00	20.50		D	3620.00	45.25
	E	3571.20	44.64		E	1712.80	21.41		E	3795.20	47.44

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1884	A	3137.60	39.22	1894	A	1449.60	18.12	1903	A	1455.20	18.19
	B	3289.60	41.12		B	1519.20	18.99		B	1525.60	19.07
	C	3460.00	43.25		C	1590.40	19.88		C	1596.80	19.96
	D	3620.00	45.25		D	1660.00	20.75		D	1675.20	20.94
	E	3795.20	47.44		E	1735.20	21.69		E	1758.40	21.98
1885	A	2453.60	30.67	1895	A	1889.60	23.62	1904	A	2079.20	25.99
	B	2572.00	32.15		B	1972.80	24.66		B	2179.20	27.24
	C	2702.40	33.78		C	2060.00	25.75		C	2283.20	28.54
	D	2830.40	35.38		D	2163.20	27.04		D	2394.40	29.93
	E	2973.60	37.17		E	2260.00	28.25		E	2512.80	31.41
1886	A	1845.60	23.07	1896	A	2564.80	32.06	1905	A	1209.60	15.12
	B	1935.20	24.19		B	2688.80	33.61		B	1268.00	15.85
	C	2021.60	25.27		C	2824.80	35.31		C	1321.60	16.52
	D	2124.80	26.56		D	2960.00	37.00		D	1387.20	17.34
	E	2228.80	27.86		E	3110.40	38.88		E	1455.20	18.19
1887	A	2487.20	31.09	1897	A	1749.60	21.87	1906	A	1416.00	17.70
	B	2598.40	32.48		B	1832.80	22.91		B	1488.80	18.61
	C	2719.20	33.99		C	1924.80	24.06		C	1558.40	19.48
	D	2844.00	35.55		D	2008.00	25.10		D	1635.20	20.44
	E	2972.80	37.16		E	2097.60	26.22		E	1709.60	21.37
1888	A	2719.20	33.99	1898	A	1449.60	18.12	1907	A	1558.40	19.48
	B	2848.80	35.61		B	1519.20	18.99		B	1635.20	20.44
	C	2997.60	37.47		C	1590.40	19.88		C	1709.60	21.37
	D	3137.60	39.22		D	1660.00	20.75		D	1793.60	22.42
	E	3289.60	41.12		E	1735.20	21.69		E	1880.80	23.51
1890	A	2070.40	25.88	1899	A	1156.00	14.45	1908	A	1174.40	14.68
	B	2164.80	27.06		B	1210.40	15.13		B	1223.20	15.29
	C	2262.40	28.28		C	1268.80	15.86		C	1281.60	16.02
	D	2371.20	29.64		D	1331.20	16.64		D	1336.80	16.71
	E	2476.80	30.96		E	1395.20	17.44		E	1396.00	17.45
1891	A	1634.40	20.43	1900	A	1641.60	20.52	1909	A	1472.80	18.41
	B	1706.40	21.33		B	1719.20	21.49		B	1535.20	19.19
	C	1780.80	22.26		C	1796.00	22.45		C	1606.40	20.08
	D	1872.00	23.40		D	1891.20	23.64		D	1680.00	21.00
	E	1952.80	24.41		E	1976.80	24.71		E	1752.00	21.90
1892	A	2297.60	28.72	1901	A	1531.20	19.14	1910	A	1027.20	12.84
	B	2415.20	30.19		B	1601.60	20.02		B	1073.60	13.42
	C	2532.80	31.66		C	1675.20	20.94		C	1123.20	14.04
	D	2659.20	33.24		D	1764.00	22.05		D	1179.20	14.74
	E	2793.60	34.92		E	1841.60	23.02		E	1231.20	15.39
1893	A	1594.40	19.93	1902	A	1331.20	16.64	1912	A	1814.40	22.68
	B	1671.20	20.89		B	1395.20	17.44		B	1895.20	23.69
	C	1748.00	21.85		C	1455.20	18.19		C	1992.80	24.91
	D	1828.00	22.85		D	1525.60	19.07		D	2079.20	25.99
	E	1908.80	23.86		E	1596.80	19.96		E	2177.60	27.22

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1913	A	1902.40	23.78	1923	A	2568.00	32.10	1932	A	1371.20	17.14
	B	1992.80	24.91		B	2689.60	33.62		B	1434.40	17.93
	C	2079.20	25.99		C	2824.80	35.31		C	1506.40	18.83
	D	2183.20	27.29		D	2967.20	37.09		D	1575.20	19.69
	E	2284.00	28.55		E	3111.20	38.89		E	1650.40	20.63
1914	A	804.80	10.06	1924	A	2823.20	35.29	1933	A	1501.60	18.77
	B	844.00	10.55		B	2958.40	36.98		B	1573.60	19.67
	C	876.80	10.96		C	3105.60	38.82		C	1651.20	20.64
	D	923.20	11.54		D	3256.00	40.70		D	1725.60	21.57
	E	958.40	11.98		E	3408.80	42.61		E	1804.80	22.56
1915	A	2436.80	30.46	1925	A	1432.80	17.91	1934	A	1305.60	16.32
	B	2561.60	32.02		B	1500.80	18.76		B	1368.80	17.11
	C	2676.00	33.45		C	1568.80	19.61		C	1436.00	17.95
	D	2811.20	35.14		D	1644.80	20.56		D	1500.80	18.76
	E	2940.00	36.75		E	1720.00	21.50		E	1569.60	19.62
1917	A	2568.00	32.10	1926	A	2568.00	32.10	1935	A	2953.60	36.92
	B	2689.60	33.62		B	2689.60	33.62		B	3094.40	38.68
	C	2824.80	35.31		C	2824.80	35.31		C	3248.80	40.61
	D	2967.20	37.09		D	2967.20	37.09		D	3408.00	42.60
	E	3111.20	38.89		E	3111.20	38.89		E	3571.20	44.64
1918	A	2105.60	26.32	1927	A	2559.20	31.99	1936	A	1053.60	13.17
	B	2216.80	27.71		B	2680.80	33.51		B	1104.00	13.80
	C	2306.40	28.83		C	2815.20	35.19		C	1152.80	14.41
	D	2421.60	30.27		D	2956.00	36.95		D	1209.60	15.12
	E	2540.00	31.75		E	3099.20	38.74		E	1268.00	15.85
1919	A	1180.00	14.75	1928	A	2332.80	29.16	1937	A	2240.80	28.01
	B	1233.60	15.42		B	2440.00	30.50		B	2345.60	29.32
	C	1297.60	16.22		C	2564.80	32.06		C	2461.60	30.77
	D	1352.00	16.90		D	2684.80	33.56		D	2578.40	32.23
	E	1425.60	17.82		E	2812.00	35.15		E	2708.80	33.86
1920	A	1526.40	19.08	1929	A	2568.00	32.10	1938	A	2225.60	27.82
	B	1601.60	20.02		B	2689.60	33.62		B	2328.80	29.11
	C	1681.60	21.02		C	2824.80	35.31		C	2440.00	30.50
	D	1769.60	22.12		D	2967.20	37.09		D	2562.40	32.03
	E	1844.80	23.06		E	3111.20	38.89		E	2681.60	33.52
1921	A	1371.20	17.14	1930	A	1600.00	20.00	1939	A	2562.40	32.03
	B	1430.40	17.88		B	1678.40	20.98		B	2681.60	33.52
	C	1496.80	18.71		C	1756.80	21.96		C	2816.00	35.20
	D	1568.80	19.61		D	1844.00	23.05		D	2953.60	36.92
	E	1649.60	20.62		E	1932.80	24.16		E	3094.40	38.68
1922	A	2703.20	33.79	1931	A	1887.20	23.59	1940	A	2283.20	28.54
	B	2828.00	35.35		B	1972.80	24.66		B	2394.40	29.93
	C	2968.80	37.11		C	2076.80	25.96		C	2512.80	31.41
	D	3114.40	38.93		D	2181.60	27.27		D	2626.40	32.83
	E	3264.00	40.80		E	2287.20	28.59		E	2760.00	34.50

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1941	A	2538.40	31.73	1966	A	2511.20	31.39	1976	A	2282.40	28.53
	B	2656.00	33.20		B	2633.60	32.92		B	2388.00	29.85
	C	2796.00	34.95		C	2764.00	34.55		C	2509.60	31.37
	D	2939.20	36.74		D	2888.80	36.11		D	2625.60	32.82
	E	3079.20	38.49		E	3036.00	37.95		E	2760.00	34.50
1946	A	1281.60	16.02	1967	A	2824.80	35.31	1977	A	2692.80	33.66
	B	1336.80	16.71		B	2958.40	36.98		B	2819.20	35.24
	C	1396.00	17.45		C	3107.20	38.84		C	2959.20	36.99
	D	1457.60	18.22		D	3264.00	40.80		D	3105.60	38.82
	E	1525.60	19.07		E	3422.40	42.78		E	3251.20	40.64
1947	A	1396.00	17.45	1968	A	1406.40	17.58	1978	A	1174.40	14.68
	B	1457.60	18.22		B	1468.80	18.36		B	1223.20	15.29
	C	1525.60	19.07		C	1534.40	19.18		C	1281.60	16.02
	D	1596.00	19.95		D	1600.00	20.00		D	1336.80	16.71
	E	1668.00	20.85		E	1676.00	20.95		E	1396.00	17.45
1955	A	2377.60	29.72	1969	A	1344.80	16.81	1979	A	1281.60	16.02
	B	2500.80	31.26		B	1402.40	17.53		B	1336.80	16.71
	C	2617.60	32.72		C	1464.80	18.31		C	1396.00	17.45
	D	2746.40	34.33		D	1529.60	19.12		D	1457.60	18.22
	E	2876.80	35.96		E	1600.80	20.01		E	1525.60	19.07
1956	A	1811.20	22.64	1970	A	1564.80	19.56	1980	A	2000.00	25.00
	B	1900.00	23.75		B	1640.80	20.51		B	2097.60	26.22
	C	1978.40	24.73		C	1718.40	21.48		C	2198.40	27.48
	D	2079.20	25.99		D	1796.00	22.45		D	2303.20	28.79
	E	2174.40	27.18		E	1888.00	23.60		E	2416.80	30.21
1957	A	2083.20	26.04	1971	A	2283.20	28.54	1982	A	1211.20	15.14
	B	2184.00	27.30		B	2394.40	29.93		B	1268.00	15.85
	C	2276.80	28.46		C	2512.80	31.41		C	1321.60	16.52
	D	2391.20	29.89		D	2626.40	32.83		D	1387.20	17.34
	E	2500.80	31.26		E	2760.00	34.50		E	1458.40	18.23
1961	A	1904.80	23.81	1972	A	2568.00	32.10	1983	A	1421.60	17.77
	B	1995.20	24.94		B	2689.60	33.62		B	1491.20	18.64
	C	2097.60	26.22		C	2824.80	35.31		C	1560.00	19.50
	D	2200.80	27.51		D	2967.20	37.09		D	1637.60	20.47
	E	2306.40	28.83		E	3111.20	38.89		E	1712.80	21.41
1964	A	1881.60	23.52	1974	A	1672.00	20.90	1985	A	1706.40	21.33
	B	1977.60	24.72		B	1741.60	21.77		B	1791.20	22.39
	C	2076.00	25.95		C	1826.40	22.83		C	1872.00	23.40
	D	2172.00	27.15		D	1907.20	23.84		D	1952.80	24.41
	E	2287.20	28.59		E	1999.20	24.99		E	2046.40	25.58
1965	A	2287.20	28.59	1975	A	1816.00	22.70	1986	A	2616.80	32.71
	B	2396.80	29.96		B	1901.60	23.77		B	2733.60	34.17
	C	2511.20	31.39		C	1997.60	24.97		C	2860.80	35.76
	D	2633.60	32.92		D	2096.00	26.20		D	2992.00	37.40
	E	2764.00	34.55		E	2197.60	27.47		E	3127.20	39.09

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RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY	RATE	STEP	BIWEEKLY	HOURLY
1987	A	2972.80	37.16	2139	A	930.40	11.63				
	B	3114.40	38.93		B	979.20	12.24				
	C	3277.60	40.97		C	1024.80	12.81				
	D	3430.40	42.88		D	1069.60	13.37				
	E	3596.80	44.96		E	1122.40	14.03				
1988	A	2274.40	28.43	2166	A	1500.00	18.75				
	B	2376.80	29.71		B	1575.20	19.69				
	C	2484.00	31.05		C	1654.40	20.68				
	D	2602.40	32.53		D	1736.00	21.70				
	E	2719.20	33.99		E	1824.00	22.80				
1991	A	1672.00	20.90	2169	A	933.60	11.67				
	B	1741.60	21.77		B	980.00	12.25				
	C	1826.40	22.83		C	1026.40	12.83				
	D	1907.20	23.84		D	1072.00	13.40				
	E	1999.20	24.99		E	1123.20	14.04				
1992	A	1281.60	16.02	2185	A	1825.60	22.82				
	B	1336.80	16.71		B	1916.80	23.96				
	C	1396.00	17.45		C	2012.00	25.15				
	D	1457.60	18.22		D	2112.80	26.41				
	E	1525.60	19.07		E	2217.60	27.72				
1994	A	2564.80	32.06	2186	A	933.60	11.67				
	B	2684.80	33.56		B	980.00	12.25				
	C	2819.20	35.24		C	1026.40	12.83				
	D	2957.60	36.97		D	1072.00	13.40				
	E	3096.80	38.71		E	1123.20	14.04				
1995	A	644.80	8.06	2188	A	716.00	8.95				
	B	684.00	8.55		B	750.40	9.38				
	C	713.60	8.92		C	784.80	9.81				
	D	750.40	9.38		D	823.20	10.29				
	E	788.00	9.85		E	858.40	10.73				
1997	A	1722.40	21.53								
	B	1804.80	22.56								
	C	1890.40	23.63								
	D	1983.20	24.79								
	E	2078.40	25.98								
1998	A	1932.00	24.15								
	B	2023.20	25.29								
	C	2122.40	26.53								
	D	2228.80	27.86								
	E	2336.80	29.21								
2103	A	933.60	11.67								
	B	980.00	12.25								
	C	1026.40	12.83								
	D	1072.00	13.40								
	E	1123.20	14.04								

EXHIBIT B

**THE CITY OF SAN DIEGO
CLASSIFIED SERVICE
CLASSES AND STANDARD RATES**

EXHIBIT B

JULY 1, 2010

Classified Service Classes and Standard Rates

Standard
Rate Number

BUILDING INSPECTION

Combination Inspector I	1276
Combination Inspector II	1277
Electrical Inspector I	1161
Electrical Inspector II	1162
Housing Inspector I	1164
Housing Inspector II	1165
Mechanical Inspector I	1171
Mechanical Inspector II	1172
Senior Combination Inspector	1849
Senior Electrical Inspector	1163
Senior Housing Inspector	1166
Senior Mechanical Inspector	1173
Senior Structural Inspector	1179
Structural Inspector I	1177
Structural Inspector II	1178

CHEMISTS

Asbestos and Lead Program Inspector	1122
Assistant Chemist	1136
Assistant Laboratory Technician	1160
Associate Chemist	1220
Biologist I	1623

Classified Service Classes and Standard Rates

Standard
Rate Number

Biologist II	1624
Biologist III	1622
Hazardous Materials Inspector I	1526
Hazardous Materials Inspector II	1527
Hazardous Materials Inspector III	1544
Hazardous Materials/Pretreatment Trainee	1524
Hazardous Materials Program Manager	1500
Junior Chemist	1543
Laboratory Assistant	1578
Laboratory Technician	1580
Marine Biologist I	1609
Marine Biologist II	1610
Marine Biologist III	1611
Senior Biologist	1804
Senior Chemist	1854
Senior Marine Biologist	1851
Supervising Hazardous Materials Inspector	1896
Supervising Wastewater Pretreatment Inspector	1378
Wastewater Pretreatment Inspector I	1374
Wastewater Pretreatment Inspector II	1375
Wastewater Pretreatment Inspector III	1376
Wastewater Pretreatment Program Manager	1528

Classified Service Classes and Standard Rates

Standard Rate Number

CLERICAL

Account Clerk	1104
Account Audit Clerk	1103
Auto Messenger I	1236
Auto Messenger II	1194
Benefits Representative I	1255
Benefits Representative II	1256
Bookmobile Driver	1268
Cashier	1330
Claims Clerk	1341
Clerical Assistant I	1569
Clerical Assistant II	1535
Contracts Processing Clerk	1536
Council Secretary	1381
Court Support Clerk I	1386
Court Support Clerk II	1388
Customer Services Representative	1394
Deputy City Clerk I	1395
Deputy City Clerk II	1396
Disposal Site Representative	1412
Editor/Proofreader	1246
Executive Secretary	1876
Intermediate Stenographer (Terminal)	1532

Classified Service Classes and Standard Rates

Standard
Rate Number

Legal Secretary I	1379
Legal Secretary II	1577
Legislative Recorder I	1382
Legislative Recorder II	1383
Library Aide	1588
Library Clerk	1590
Library Technician	1758
Micrographics Clerk	1617
Payroll Audit Specialist I	1647
Payroll Audit Specialist II	1649
Payroll Audit Supervisor - Auditor	1886
Payroll Audit Supervisor - Personnel	1659
Payroll Specialist I	1237
Payroll Specialist II	1648
Payroll Supervisor	1238
Police Records Clerk	1720
Principal Clerk	1726
Principal Customer Services Representative	1722
Principal Legal Secretary	1404
Principal Police Records Clerk	1721
Principal Test Administration Specialist	1723
Public Information Clerk	1776
Public Information Specialist	1774

Classified Service Classes and Standard Rates

Standard
Rate Number

Public Information Supervisor	1778
Public Service Career Trainee	15% below (target class)
Retirement Assistant	1801
Senior Account Clerk	1844
Senior Account Audit Clerk	1133
Senior Accounts Payable Audit Clerk	1809
Senior Benefits Representative	1257
Senior Cashier	1840
Senior Clerk/Typist	1879
Senior Customer Services Representative	1860
Senior Disposal Site Representative	1864
Senior Legal Secretary	1820
Senior Legislative Recorder	1857
Senior Library Technician	1759
Senior Police Records Clerk	1853
Senior Test Administration Specialist	1852
Student Worker	1914
Supervising Disposal Site Representative	1920
Test Administration Specialist	1419
Vehicle and Fuel Clerk	1982
Word Processing Operator	1746

Classified Service Classes and Standard Rates

Standard
Rate Number

COMMUNICATIONS

Dispatcher I .	1410
Dispatcher II	1411
Fire Dispatch Supervisor	1518
Fire Dispatcher	1464
Fire Dispatch Administrator	1017
Police Dispatch Administrator	1195
Police Dispatch Supervisor	1918
Police Dispatcher	1714
Police Lead Dispatcher	1661
Public Works Dispatcher	1766
Public Works Dispatch Supervisor	1767

CONSTRUCTION AND MAINTENANCE

Assistant Reservoir Keeper	1193
Building Service Technician	1280
Building Services Supervisor	1275
Building Supervisor	1274
General Utility Supervisor	1976
General Water Utility Supervisor	1488
Laborer	1579
Lake Aide I	1572
Lake Aide II	1560
Principal Utility Supervisor	1980
Principal Water Utility Supervisor	1734

Classified Service Classes and Standard Rates

Standard
Rate Number

Public Works Superintendent	1977
Public Works Supervisor	1961
Reservoir Keeper	1817
Senior Stable Attendant	1909
Senior Utility Supervisor	1975
Senior Water Utility Supervisor	1870
Stable Attendant	1908
Stadium Maintenance Supervisor	1897
Stadium Maintenance Technician	1898
Tank Service Technician I	1946
Tank Service Technician II	1947
Utility Supervisor	1974
Utility Worker I	1978
Utility Worker II	1979
Water Systems District Manager	1016
Water Systems Technician I	1011
Water Systems Technician II	1012
Water Systems Technician III	1013
Water Systems Technician IV	1014
Water Systems Technician Supervisor	1015
Water Utility Supervisor	1991
Water Utility Worker	1992
Work Service Aide	1995

Classified Service Classes and Standard Rates

Standard
Rate Number

CUSTODIAL

Custodian I	1387
Custodian II	1389
Custodian III	1390
Supervising Custodian	1919

DATA PROCESSING

Police Records Data Specialist	1575
Police Records Data Specialist Supervisor	1576
Programmer Analyst I	1747
Programmer Analyst II	1748
Programmer Analyst III	1749
Senior Police Records Data Specialist Supervisor	1865
Senior Systems Analyst	1877

ENGINEERING

Assistant Engineer - Civil	1153
Assistant Engineer - Electrical	1157
Assistant Engineer - Mechanical	1167
Assistant Engineer - Traffic	1207
Assistant Park Designer	1168
Associate Communications Engineer	1219
Associate Engineer - Civil	1221

Classified Service Classes and Standard Rates

Standard
Rate Number

Associate Engineer - Corrosion	1385
Associate Engineer - Electrical	1223
Associate Engineer - Mechanical	1225
Associate Engineer - Traffic	1233
Drafting Aide	1422
Engineering Trainee	1432
Hydrography Aide	1520
Junior Engineer - Civil	1546
Junior Engineer - Electrical	1552
Junior Engineer - Mechanical	1562
Junior Engineering Aide	1555
Land Surveying Assistant	1938
Land Surveying Associate	1939
Park Designer	1638
Plan Review Specialist I	1655
Plan Review Specialist II	1656
Plan Review Specialist III	1657
Plan Review Specialist IV	1658
Police Special Projects Manager	1754
Principal Drafting Aide	1725
Principal Engineering Aide	1727
Principal Plan Review Specialist	1724
Principal Survey Aide	1525
Principal Traffic Engineering Aide	1730
Project Assistant	1750
Project Officer I	1751

Classified Service Classes and Standard Rates

Standard
Rate Number

Project Officer II	1752
Senior Civil Engineer	1855
Senior Communications Engineer	1346
Senior Drafting Aide	1423
Senior Electrical Engineer	1863
Senior Engineer - Fire Protection	1457
Senior Engineering Aide	1861
Senior Engineering Geologist	1806
Senior Land Surveyor	1935
Senior Mechanical Engineer	1830
Senior Survey Aide	1881
Senior Traffic Engineer	1878
Structural Engineering Assistant	1208
Structural Engineering Associate	1231
Structural Engineering Senior	1875
Student Engineer	1910
Supervising Plan Review Specialist	1928
Work Control Manager	1994

Classified Service Classes and Standard Rates

Standard
Rate Number

EQUIPMENT MAINTENANCE

Aircraft Mechanic	1145
Aquatics Technician I	1737
Aquatics Technician II	1732
Aquatics Technician Supervisor	1738
Assistant Water Distribution Operator	1368
Body and Fender Mechanic	1264
Equipment Mechanic	1437
Equipment Painter	1446
Equipment Repair Supervisor	1435
Equipment Service Supervisor	1451
Equipment Service Writer	1447
Equipment Technician I	1436
Equipment Technician II	1438
Equipment Technician III	1441
Firearms Technician	1191
Fleet Maintenance Supervisor	1146
Fleet Manager	1762
Machinist	1602
Marine Mechanic	1608
Metal Fabrication Services Supervisor	1604
Metal Fabrication Supervisor	1616
Motive Service Technician	1452

Classified Service Classes and Standard Rates

Standard
Rate Number

Motive Service Trainee	1449
Parking Meter Supervisor	1646
Parking Meter Technician	1641
Plant Technician I	1652
Plant Technician II	1653
Plant Technician III	1654
Plant Technician Supervisor	1669
Power Plant Operator	1717
Power Plant Superintendent	1739
Power Plant Supervisor	1718
Principal Plant Technician Supervisor	1670
Pump Station Operations Supervisor	1373
Pump Station Operator	1372
Pump Station Operator Trainee	1371
Senior Motive Service Technician	1450
Senior Parking Meter Technician	1803
Senior Plant Technician Supervisor	1671
Senior Power Plant Supervisor	1915
Water Distribution Operator	1369
Water Distribution Operations Supervisor	1370
Water Distribution Operator Trainee	1367
Welder	1985

Classified Service Classes and Standard Rates

Standard
Rate Number

EQUIPMENT OPERATION

Area Refuse Collection Supervisor	1835
Boat Operator	1266
Disposal Site Supervisor	1413
District Refuse Collection Supervisor	1839
Equipment Operator I	1439
Equipment Operator II	1440
Equipment Operator III	1445
Equipment Trainer	1442
Heavy Truck Driver I	1513
Heavy Truck Driver II	1512
Landfill Equipment Operator	1573
Light Equipment Operator	1594
Motor Sweeper Operator	1625
Motor Sweeper Supervisor	1618
Refuse Collection Manager	1841
Sanitation Driver I	1834
Sanitation Driver II	1832
Sanitation Driver III	1824
Sanitation Driver Trainee	1833
Senior Boat Operator	1267
Senior Disposal Site Supervisor	1866
Seven-Gang Mower Operator	1265
Traffic Stripper Operator	1626

Classified Service Classes and Standard Rates

Standard
Rate Number

FIELD CONTACT

Airport Operations Assistant	1117
Assistant Customer Services Supervisor	1137
City Attorney Investigator	1596
Claims Aide	1340
Claims Representative I	1342
Claims Representative II	1343
Code Compliance Officer	1356
Code Compliance Supervisor	1357
Collections Investigator I	1331
Collections Investigator II	1332
Collections Investigator III	1333
Collections Investigator Trainee	1334
Customer Services Supervisor	1393
Field Representative	1465
Investigation Support Manager	1924
Parking Enforcement Officer I	1640
Parking Enforcement Officer II	1630
Parking Enforcement Supervisor	1639
Police Code Compliance Officer	1361

Classified Service Classes and Standard Rates

Standard
Rate Number

Police Code Compliance Supervisor	1362
Principal City Attorney Investigator	1728
Safety Representative I	1825
Safety Representative II	1826
Senior Airport Operations Assistant	1808
Senior City Attorney Investigator	1885
Senior Claims Representative	1937
Senior Code Compliance Supervisor	1912
Senior Parking Enforcement Supervisor	1148
Special Events Traffic Control Supervisor	1933
Special Events Traffic Controller I	1934
Special Events Traffic Controller II	1932
Supervising Field Representative	1921
Supervising Meter Reader	1925

FIRE

Air Operations Chief	1149
Assistant Fire Marshal	1156
Emergency Medical Technician	1517
Fire Battalion Chief	1453
Fire Captain	1456
Fire Engineer	1458
Fire Fighter I	1461

Classified Service Classes and Standard Rates

Standard
Rate Number

Fire Fighter II	1462
Fire Fighter III	1020
Fire Helicopter Pilot	1150
Fire Prevention Inspector I	1474
Fire Prevention Inspector II	1475
Fire Prevention Supervisor	1476
Fire Recruit	1463
Paramedic I	1506
Paramedic II	1507

GRAPHICS

Graphic Communications Manager	1347
Graphic Design Supervisor	1489
Graphic Designer	1490
Multimedia Production Coordinator	1235
Multimedia Production Specialist	1230
Photographer	1660

LIBRARY

Librarian I	1571
Librarian II	1584
Librarian III	1867
Librarian IV	1585

Classified Service Classes and Standard Rates

Standard
Rate Number

Library Assistant	1586
Supervising Librarian	1922

MANAGEMENT, FISCAL AND STAFF

Accountant I	1102
Accountant II	1842
Accountant III	1100
Accountant IV	1183
Accountant Trainee	1538
Administrative Aide I	1105
Administrative Aide II	1107
Agricultural Lease Manager	1110
Airport Manager	1118
Airport Noise Abatement Officer	1116
Applications Programmer I	1240
Applications Programmer II	1241
Applications Programmer III	1242
ARJIS Administrator	1253
Asbestos Program Manager	1119
Assistant Budget Development Analyst	1964
Assistant Department Human Resources Analyst	1363
Assistant Economist	1158
Assistant Facility Manager	1159

Classified Service Classes and Standard Rates

Standard
Rate Number

Assistant Management Analyst	1132
Assistant Personnel Analyst	1170
Assistant Property Agent	1181
Assistant Rate Analyst	1190
Associate Budget Development Analyst	1965
Associate Department Human Resources Analyst	1364
Associate Economist	1222
Associate Management Analyst	1218
Associate Personnel Analyst	1226
Associate Property Agent	1228
Building Code and Noise Abatement Supervisor	1278
Business Systems Analyst I	1023
Business Systems Analyst II	1022
Business Systems Analyst III	1021
Buyer's Aide I	1286
Buyer's Aide II	1287
Cemetery Manager	1296
Claims and Insurance Manager	1816
Collections Manager	1344
Community Development Coordinator	1350
Community Development Specialist I	1351
Community Development Specialist II	1352
Community Development Specialist III	1353
Community Development Specialist IV	1354
Compliance and Metering Manager	1805
Customer Information and Billing Manager	1795

Classified Service Classes and Standard Rates

Standard
Rate Number

Deputy Noise Abatement Officer	1397
Development Project Manager I	1184
Development Project Manager II	1185
Development Project Manager III	1186
Dispute Resolution Officer	1415
Economist	1424
Employee Assistance Counselor	1406
Employee Assistance Program Manager	1429
Employee Benefits Administrator	1416
Employee Benefits Specialist I	1417
Employee Benefits Specialist II	1407
Fitness Specialist	1201
Fleet Parts Buyer	1250
Fleet Parts Buyer Supervisor	1249
Information Systems Administrator	1243
Information Systems Analyst I	1151
Information Systems Analyst II	1348
Information Systems Analyst III	1349
Information Systems Analyst IV	1926
Information Systems Manager	1244
Information Systems Technician	1401
Junior Property Agent	1564
Lakes Program Manager	1599
Paralegal	1598
Literacy Program Administrator	1757
Management Trainee	1108

Classified Service Classes and Standard Rates

Standard
Rate Number

Noise Abatement Officer	1631
Organizational Effectiveness Specialist I	1613
Organizational Effectiveness Specialist II	1614
Organizational Effectiveness Specialist III	1612
Organizational Effectiveness Supervisor	1615
Personnel Assistant I	1651
Personnel Assistant II	1662
Police Property and Records Administrator	1698
Principal Paralegal	1147
Principal Procurement Specialist	1783
Procurement Specialist	1282
Procurement Trainee	1283
Property Agent	1756
Public Art Program Administrator	1769
Public Information Officer	1777
Rate Analyst	1793
Recycling Program Manager	1556
Recycling Specialist I	1559
Recycling Specialist II	1558
Recycling Specialist III	1561
Rehabilitation Coordinator	1811
Safety and Training Manager	1972
Safety Officer	1823
Senior Budget Development Analyst	1966
Senior Department Human Resources Analyst	1365
Senior Paralegal	1822

Classified Service Classes and Standard Rates

Standard
Rate Number

Senior Management Analyst	1106
Senior Personnel Analyst	1650
Senior Procurement Specialist	1850
Senior Public Information Officer	1871
Stadium/Field Manager	1874
Supervising Claims Representative	1391
Supervising Budget Development Analyst	1967
Supervising Department Human Resources Analyst	1366
Supervising Economist	1923
Supervising Management Analyst	1917
Supervising Personnel Analyst	1927
Supervising Property Agent	1929
Supervising Public Information Officer	1940
Supervising Recycling Specialist	1557
Systems Administrator I	1026
Systems Administrator II	1025
Systems Administrator III	1024
Training Supervisor	1971
Victim Services Coordinator	1983

MARINE SAFETY

Lake Ranger	1530
Lifeguard I	1591
Lifeguard II	1593
Lifeguard III	1603
Lifeguard Sergeant	1592
Marine Safety Captain	1587

Classified Service Classes and Standard Rates

Standard
Rate Number

Marine Safety Lieutenant	1589
Ranger/Diver I	1398
Ranger/Diver II	1399
Ranger/Diver Supervisor	1400

PARK MAINTENANCE

Golf Course Superintendent	1509
Greenskeeper	1482
Greenskeeper Supervisor	1483
Grounds Maintenance Manager	1642
Grounds Maintenance Supervisor	1470
Grounds Maintenance Worker I	1467
Grounds Maintenance Worker II	1468
Grounds Maintenance Worker III	1469
Horticulturist	1514
Irrigation Specialist	1508
Lead Cemetery Groundskeeper	1568
Nursery Gardener	1627
Nursery Supervisor	1628
Pesticide Applicator	1644
Pesticide Supervisor	1645
Senior Stadium Groundskeeper	1893
Stadium Groundskeeper	1894
Stadium Turf Manager	1892
Tree Maintenance Crewleader	1968
Tree Maintenance Supervisor	1970

Classified Service Classes and Standard Rates

Standard
Rate Number

Tree Trimmer	1969
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PLANNING

Assistant Planner	1175
Associate Planner	1227
Junior Planner	1563
Planning Technician I	1663
Planning Technician II	1664
Planning Technician III	1665
Senior Planner	1872
Senior Zoning Investigator	1880
Zoning Investigator I	1997
Zoning Investigator II	1998

PLANT OPERATION

Assistant Wastewater Plant Operator	1205
Assistant Water Plant Operator	1206
Plant Operator Trainee	1673
Senior Wastewater Operations Supervisor	1888
Senior Wastewater Plant Operator	1134
Senior Water Operations Supervisor	1987
Wastewater Operations Supervisor	1887
Wastewater Plant Operator	1890
Wastewater Treatment Superintendent	1883
Water Operations Supervisor	1986
Water Plant Operator	1988
Water Production Superintendent	1884

Classified Service Classes and Standard Rates

Standard
Rate Number

POLICE

Cal-Id Technician	1285
Community Relations Assistant to the Police Chief	1355
Criminalist I	1152
Criminalist II	1384
DNA Technical Manager	1414
Document Examiner I	1420
Document Examiner II	1224
Document Examiner III	1421
Forensic Alcohol Analyst	1466
Crime Scene Specialist	1448
Interview and Interrogation Specialist I	1716
Interview and Interrogation Specialist II	1196
Interview and Interrogation Specialist III	1715
Latent Print Examiner I	1229
Latent Print Examiner II	1570
Police Agent (Terminal)	1694
Police Captain	1680
Police Detective	1684
Police Investigative Aide I	1699
Police Investigative Aide II	1678
Police Lieutenant	1683
Police Officer I	1692

Classified Service Classes and Standard Rates

Standard
Rate Number

Police Officer II	1693
Police Officer III	1695
Police Recruit	1697
Police Sergeant	1696
Police Service Officer I	1392
Police Service Officer II	1377
Supervising Academy Instructor	1941
Supervising Cal-ID Technician	1930
Supervising Crime Scene Specialist	1018
Supervising Criminalist	1856
Supervising Latent Print Examiner	1019

PRINTING

Bindery Worker I	1260
Bindery Worker II	1261
Bindery Worker III	1262
Electronic Publishing Specialist	1583
Lithographic Technician	1595
Offset Press Operator	1632
Offset Press Supervisor	1765
Print Shop Supervisor	1736
Senior Offset Press Operator	1868

RECREATION

Area Manager I	1130
Area Manager II	1131

Classified Service Classes and Standard Rates

Standard
Rate Number

Assistant Recreation Center Director	1192
District Manager	1418
Golf Course Manager	1798
Golf Starter	1480
Golf Starter Supervisor	1481
Park Ranger Aide	1176
Park Ranger	1634
Pool Guard I	1667
Pool Guard II	1936
Recreation Aide	1794
Recreation Center Director I	1873
Recreation Center Director II	1796
Recreation Center Director III	1735
Recreation Leader I	1565
Recreation Leader II	1531
Recreation Specialist	1797
Senior Park Ranger	1821
Supervising Recreation Specialist	1931
Swimming Pool Manager I	1905
Swimming Pool Manager II	1906
Swimming Pool Manager III	1907

Classified Service Classes and Standard Rates

Standard
Rate Number

SKILLED TRADES

Apprentice

Salary range will be
established as a percentage of
"D" step of the appropriate
journey level class

Building Maintenance Supervisor	1273
Carpenter	1288
Carpenter Supervisor	1290
Cement Finisher	1293
Cement Gun Operator	1498
Communications Technician	1426
Communications Technician Supervisor	1427
Construction Estimator	1601
Electrician	1428
Electrician Supervisor	1431
Electronics Technician	1443
Electronics Technician Supervisor	1444
Heating Technician	1510
Heating, Ventilating, and Air Conditioning Supervisor	1511
Instrumentation and Control Technician	1523
Instrumentation and Control Supervisor	1522
Locksmith	1597
Millwright	1605
Painter	1635
Painter Supervisor	1637
Plant Process Control Electrician	1666
Plant Process Control Supervisor	1668

Classified Service Classes and Standard Rates

Standard
Rate Number

Plasterer	1672
Plumber	1675
Plumber Supervisor	1677
Refrigeration Mechanic	1810
Roofer	1819
Roofing Supervisor	1818
Senior Building Maintenance Supervisor	1279
Senior Communications Technician	1859
Senior Communications Technician Supervisor	1425
Senior Electrical Supervisor	1430
Senior Locksmith	1802
Senior Refrigeration Mechanic	1913
Sign Painter	1891
Sign Shop Supervisor	1895
Traffic Signal Supervisor	1955
Traffic Signal Technician I	1956
Traffic Signal Technician II	1957

Classified Service Classes and Standard Rates

Standard
Rate Number

STOREKEEPING

Police Property and Evidence Clerk	1719
Property and Evidence Supervisor	1900
Stock Clerk	1899
Storekeeper I	1902
Storekeeper II	1903
Storekeeper III	1901
Stores Operations Supervisor	1533
Senior Property and Evidence Supervisor	1904

EXHIBIT C

**THE CITY OF SAN DIEGO
UNCLASSIFIED SERVICE
CLASSIFICATIONS AND STANDARD SALARY RATES**

EXHIBIT C

**JULY 1, 2010
(Revised April 12, 2010)**

UNCLASSIFIED SERVICE**EXECUTIVE****Classification and Class Number****Executive V****Salary Rate-2051/Minimum and Maximum**

Monthly	\$ 6,105.00	-	\$ 24,383.00
Bi-weekly	\$ 2,808.00	-	\$ 11,215.20
Hourly	\$ 35.10	-	\$ 140.19

- 2141 City Manager (Chief Operating Officer) (UC)
- ~~2001 City Attorney (UC)~~
- 2106 Assistant City Attorney (UC)
- 2111 Assistant City Manager (Assistant Chief Operating Officer) (UC)
- 2127 Assistant to the City Manager (Assistant to the Chief Operating Officer) (UC)
- 2180 Retirement Administrator (UC)**

Executive IV**Salary Rate-2041/Minimum and Maximum**

Monthly	\$ 4,947.00	-	\$ 18,739.00
Bi-weekly	\$ 2,275.20	-	\$ 8,619.20
Hourly	\$ 28.44	-	\$ 107.74

- 2153 Assistant to the City Manager (Deputy Chief Operating Officer) (UC)
- 2130 Budget Officer (Chief Financial Officer) (UC)
- 2112 Business Center Manager (UC) (Assistant Deputy Chief Operating Officer)
- 2109 City Auditor (UC)**
- 2132 Department Director (UC)
- 2131 Development Services Director (UC)
- 2147 Engineering and Capital Projects Director (UC)
- 2192 Environmental Services Director (UC)
- 2155 Executive Assistant Police Chief (UC)
- 2160 Fire Chief (UC)
- 2142 Independent Budget Analyst (UC)
- 2267 Metropolitan Wastewater Director (UC)
- 2179 Park and Recreation Director (UC)
- 2172 Planning Director (UC)
- 2173 Police Chief (UC)
- 2194 Public Utilities Director (UC)
- 2159 Transportation Director (UC)

Executive III**Salary Rate-2030/Minimum and Maximum**

Monthly	\$ 2,654.00	-	\$ 14,547.00
Bi-weekly	\$ 1,220.80	-	\$ 6,691.20
Hourly	\$ 15.26	-	\$ 83.64

2181	Assistant Department Director (UC)
2105	Assistant Development Services Director (UC)
2123	Assistant Environmental Services Director (UC)
2115	Assistant Financial Management Director (UC)
2154	Assistant Fire Chief (UC)
2276	Assistant Metropolitan Wastewater Director (UC)
2114	Assistant Planning Director (UC)
2118	Assistant Transportation Director (UC)
2255	City Architect (UC)
2140	City Librarian (UC)
2134	Neighborhood Code Compliance Director (UC)
2176	Purchasing Agent (UC)
2177	Real Estate Assets Director (UC)
2157	Risk Management Director (UC)
2190	Treasurer (UC)

Executive II**Salary Rate-2020/Minimum and Maximum**

Monthly	\$ 2,207.00	-	\$ 13,415.00
Bi-weekly	\$ 1,015.20	-	\$ 6,170.40
Hourly	\$ 12.69	-	\$ 77.13

2110	Assistant City Librarian (UC)
2116	Assistant Purchasing Agent (UC)
2124	Assistant Real Estate Assets Director (UC)
2126	Assistant Risk Management Director (UC)
2121	Assistant Treasurer (UC)
2164	Management Assistant to the City Manager (UC)
2182	Principal Assistant to City Attorney (UC)

Executive I

Salary Rate-2010/Minimum and Maximum

Monthly	\$ 1,699.00	-	\$ 9,858.00
Bi-weekly	\$ 781.60	-	\$ 4,534.40
Hourly	\$ 9.77	-	\$ 56.68

- 2117 Assistant to the Engineering and Capital Projects Director (UC)
- 2150 Assistant to the Neighborhood Code Compliance Director (UC)
- 2125 Assistant to the Park and Recreation Director (UC)
- 2122 Assistant to the Water Department Director (UC)

MANAGERIALClassification and Class Number**Managerial A**Salary Rate-2070/Minimum and Maximum

Monthly	\$ 1,407.00	-	\$ 8,823.00
Bi-weekly	\$ 647.20	-	\$ 4,058.40
Hourly	\$ 8.09	-	\$ 50.73

2205	Confidential Secretary to City Attorney (UC)
2207	Confidential Secretary to City Manager (Confidential Secretary to Chief Operating Officer) (UC)
2209	Confidential Secretary to Police Chief (UC)
2148	Secretary to Labor Relations (UC)

Managerial BSalary Rate-2073/Minimum and Maximum

Monthly	\$ 1,924.00	-	\$ 11,531.00
Bi-weekly	\$ 884.80	-	\$ 5,304.00
Hourly	\$ 11.06	-	\$ 66.30

2250	Assistant Deputy Director (UC)
2256	Assistant Investment Officer (UC)
2279	Assistant to the Environmental Services Director (UC)
2266	Assistant to the Executive Director, Human Relations Commission (UC)
2202	Building Inspection Supervisor (UC)
2265	Central Stores Program Manager (UC)
2260	Child Care Coordinator (UC)
2262	Disability Services Coordinator (UC)
2215	Endowment Officer (UC)
2261	Equal Opportunity Contracting Manager (UC)
2273	Golf Course Operations Manager (UC)
2277	Graffiti Program Manager
2272	Homeless Services Coordinator (UC)
2275	Neighborhood Services Coordinator (UC)
2244	Paramedic Coordinator (UC)
2221	Print Shop Manager (UC)
2282	Program Coordinator (UC)
2162	Quality Management Coordinator (UC)
2243	Resource Development Officer (UC)
2232	Regional Urban Information Systems Administrator (UC)

Managerial C**Salary Rate-2077/Minimum and Maximum**

Monthly	\$ 3,927.00	-	\$ 14,445.00
Bi-weekly	\$ 1,806.40	-	\$ 6,644.00
Hourly	\$ 22.58	-	\$ 83.05

2283	Assistant Golf Operations Manager (UC)
2238	Assistant Police Chief (UC)
2245	Assistant Stadium Manager (UC)
2278	Assistant to the Development Services Director (UC)
2281	Assistant to the Director (UC)
2236	Assistant to the Fire Chief (UC)
2201	Assistant to the Planning Director (UC)
2264	Assistant to the Police Chief (UC)
2247	Budget Services Manager (UC)
2145	Chief Accountant (UC)
2218	City Planner (UC)
2203	Community Development Administrator (UC)
2220	Crime Laboratory Manager (UC)
2214	Deputy Director (UC)
2253	Deputy Director, Elections and Records Management (UC)
2252	Deputy Director, Legislative Services (UC)
2237	Deputy Fire Chief (UC)
2219	Deputy Library Director (UC)
2225	Deputy Planning Director (UC)
2268	Executive Director (UC)
2216	Facility Manager (UC)
2269	Labor Relations Manager (UC)
2280	Lifeguard Chief (UC)
2248	Organization Effectiveness Program Manager (UC)
2284	Performance Audit Manager (UC)
2240	Police Commander (UC)
2246	Police Administrative Services Director (UC)
2234	Principal Planner (UC)
2270	Program Manager (UC)
2249	Youth Services Administrator (UC)
2271	Revenue Programs Manager (UC)
2226	Zoning Administrator (UC)

PROFESSIONAL LEGALClassification and Class NumberSalary Rate-2060/Minimum and Maximum

Monthly	\$	1,489.00	-	\$	17,076.00
Bi-weekly	\$	684.80	-	\$	7,854.40
Hourly	\$	8.56	-	\$	98.18

2196	Assistant Retirement General Counsel (UC)
2224	Associate Counsel (UC)
2151	Deputy City Attorney (UC)
2197	General Counsel (UC)
2195	Retirement General Counsel (UC)

OTHER MISCELLANEOUS EXECUTIVE AND MANAGERIALClassification and Class Number**Miscellaneous A**Salary Rate-2055/Minimum and Maximum

Monthly	\$	2,901.00	-	\$	17,328.00
Bi-weekly	\$	1,334.40	-	\$	7,969.60
Hourly	\$	16.68	-	\$	99.62

2285	Assistant City Auditor (UC)
2107	Assistant Comptroller (UC)
2113	Assistant Personnel Director (UC)
2119	Assistant Retirement Administrator (UC)
2258	Binational Affairs Officer (UC)
2138	City Clerk (UC)
2137	Comptroller (UC)
2156	Executive Services Director (UC)
2167	Governmental Relations Director (UC)
2241	Investment Officer (UC)
2171	Personnel Director (UC)
2180	Retirement Administrator (UC) MOVED TO EXECUTIVE V
2109	City Auditor (UC) MOVED TO EXECUTIVE IV

Miscellaneous BSalary Rate-2045/Minimum and Maximum

Monthly	\$	2,122.00	-	\$	12,392.00
Bi-weekly	\$	976.00	-	\$	5,700.00
Hourly	\$	12.20	-	\$	71.25

2108	Assistant City Clerk (UC)
2128	Assistant Executive Services Director (UC)
2183	Assistant Governmental Relations Director (UC)
2120	Assistant to Mayor (UC)

- 2230 Deputy Personnel Director (UC)
- 2217 Financial Operations Manager (UC)
- 2174 Principal Assistant to Mayor (UC)

Miscellaneous C**Salary Rate-2035/Minimum and Maximum**

Monthly	\$ 1,708.00	-	\$ 12,486.00
Bi-weekly	\$ 785.60	-	\$ 5,743.20
Hourly	\$ 9.82	-	\$ 71.79

- 2133 Council Assistant (Principal Assistant) (UC)

Miscellaneous D**Salary Rate-2025/Minimum and Maximum**

Monthly	\$ 1,616.00	-	\$ 12,697.00
Bi-weekly	\$ 743.20	-	\$ 5,840.00
Hourly	\$ 9.29	-	\$ 73.00

- 2259 Assistant Binational Affairs Officer (UC)
- 2200 Assistant for Community Outreach (UC)
- 2143 Budget/Legislative Analyst I (UC)
- 2144 Budget/Legislative Analyst II (UC)
- 2210 Council Committee Consultant (UC)
- 2213 Council Representative II (UC)
- 2158 Equal Employment Investigations Manager (UC)
- 2257 Grants Coordinator (UC)
- 2178 Mayor Representative II (UC)
- 2228 Principal Accountant (UC)
- 2175 ~~Principal Auditor (UC)~~ **Performance Auditor (UC)**
- 2223 Senior Council Committee Consultant (UC)

Miscellaneous E**Salary Rate-2015/Minimum and Maximum**

Monthly	\$ 1,391.00	-	\$ 8,766.00
Bi-weekly	\$ 640.00	-	\$ 4,032.00
Hourly	\$ 8.00	-	\$ 50.40

- 2251 Committee Consultants Secretary (UC)
- 2206 Confidential Secretary to City Council (UC)
- 2208 Confidential Secretary to Mayor (UC)
- 2211 Council Representative I (UC)
- 2212 Council Representative II (UC)
- 2165 Mayor Representative I (UC)

Miscellaneous F**Salary Rate-2014/Minimum and Maximum**

Monthly	\$ 4,496.00	-	\$ 8,766.00
Bi-weekly	\$ 2,068.00	-	\$ 4,032.00
Hourly	\$ 25.85	-	\$ 50.40

2274 Medical Review Officer (UC)

INTERNS**Salary Rate/Minimum and Maximum
effective 7/1/09**

2185	Senior Legal Intern (UC)	(2185)	Monthly	\$ 3,969.00	-	\$ 4,821.00
			Bi-weekly	\$ 1,825.60	-	\$ 2,217.60
			Hourly	\$ 22.82	-	\$ 27.72
2166	Legal Intern (UC)	(2166)	Monthly	\$ 3,261.00	-	\$ 3,966.00
			Bi-weekly	\$ 1,500.00	-	\$ 1,824.00
			Hourly	\$ 18.75	-	\$ 22.80
2103	Management Intern (UC)	(2103)	Monthly	\$ 2,030.00	-	\$ 2,442.00
			Bi-weekly	\$ 933.60	-	\$ 1,123.20
			Hourly	\$ 11.67	-	\$ 14.04
2169	Library Intern (UC)	(2169)	Monthly	\$ 2,030.00	-	\$ 2,442.00
			Bi-weekly	\$ 933.60	-	\$ 1,123.20
			Hourly	\$ 11.67	-	\$ 14.04
2186	Planning Intern (UC)	(2186)	Monthly	\$ 2,030.00	-	\$ 2,442.00
			Bi-weekly	\$ 933.60	-	\$ 1,123.20
			Hourly	\$ 11.67	-	\$ 14.04
2139	Police Intern (UC)	(2139)	Monthly	\$ 2,023.00	-	\$ 2,440.00
			Bi-weekly	\$ 930.40	-	\$ 1,122.40
			Hourly	\$ 11.63	-	\$ 14.03
2188	Student Intern (UC)	(2188)	Monthly	\$ 1,557.00	-	\$ 1,866.00
			Bi-weekly	\$ 716.00	-	\$ 858.40
			Hourly	\$ 8.95	-	\$ 10.73

APPENDIX D

WAGE TYPES INCLUDED IN 28 DAY CYCLE


Appendix D

Wage Types included in 28 day cycle


CODE	TYPE	TIME TYPE
18A1	OT PAY/STRAIGHT	Active
18AB	A/L BEREAVEMENT	Non-Productive
18AL	A/L VACATION	Non-Productive
18AS	ANNUAL SICK LEAVE	Non-Productive
18AV	A/L SCHOOL VOLUNTEER	Non-Productive
18CD	COURT LEAVE JURY DUTY	Non-Productive
18CH	COMP TIME TAKEN SCHOOL	Non-Productive
18CS	COMP TIME TAKEN SICK	Non-Productive
18CT	COMP TIME TAKEN	Non-Productive
18DL	DISCRETIONARY LEAVE	Non-Productive
18F8	FIRE 8HR COMP TIME	Non-Productive
18FH	FLOATING HOLIDAY	Non-Productive
18FL	FIRE HOLIDAY	Non-Productive
18HL	HOLIDAY PAY	Non-Productive
18J1	CFRA ANNUAL LEAVE	Non-Productive
18LT	FIRE LIGHT DUTY	Active
18ML	MILITARY LEAVE LESS 31 DAYS	Non-Productive
18SA	SA TRNG RTRN STATION	Active
18SB	SA STRAIGHT DAYS	Active
18SC	SA NON-MANDATORY	Active
18SF	SA ST WORKED DEPLOYED	Active
18SG	SA ST WORKED	Active
18SH	SA ST OFF OT NON-MAND	Active
18SN	SA OT COMP PREMIUM	Active
18ST	SHIFT TRADE OFF	Non-Productive
18X4	COMP TIME EARNED	Active
18X7	MILITARY LV W/O PAY EXTEN	Non-Productive
18X9	FAMILY LEAVE W/O PAY	Non-Productive
18Y1	AUTHORIZED LEAVE W/O PAY	Non-Productive
18Y3	AUTH LEAVE W/O PAY-SICK	Non-Productive
18Z2	COMP TIME SA EARNED	Active
1REG	HOURLY PAY	Active

IN WITNESS WHEREOF, the undersigned agree to submit this Memorandum of Understanding effective July 1, 2016 – June 30, 2020, to the appropriate bodies.

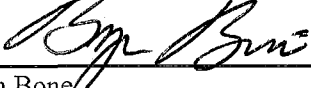
**LOCAL 145, INTERNATIONAL
ASSOCIATION OF FIRE FIGHTERS**




Alan Arrollado
President

 For

Cory Beckwith
Vice President



Bryan Bone
Secretary/Treasurer

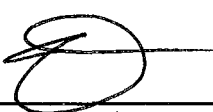


Jesse Connor
Local 145 Representative

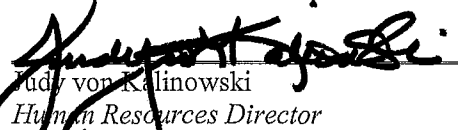


Mike McGhee
Labor Relations Director


CITY OF SAN DIEGO



Timothy Davis
Lead Negotiator



Judy von Kalinowski
Human Resources Director



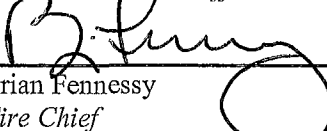
Karen DeCrescenzo
Human Resources Deputy Director



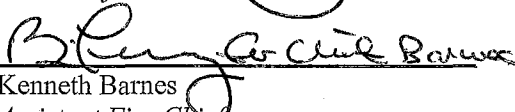
Abby Jett-Veltz
Labor Relations Manager



David Garcia
Human Resources Officer

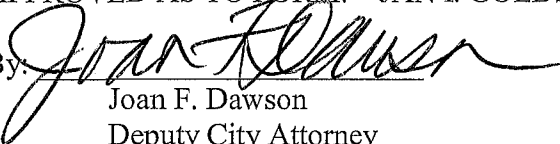


Brian Fennessy
Fire Chief



Kenneth Barnes
Assistant Fire Chief

APPROVED AS TO FORM: JAN I. GOLDSMITH, City Attorney

By: 

Joan F. Dawson
Deputy City Attorney