

**SIDE LETTER AGREEMENT #1
BETWEEN THE CITY OF MADERA
AND
MADERA AFFILIATED CITY EMPLOYEES' ASSOCIATION**

The parties have conferred, and do hereby agree to the following changes to the Memorandum of Understanding between the City of Madera and the Madera Affiliated City Employees' Association dated July 21, 2021, to June 30, 2025:

Section 1.

Article 12 – Salary Plan is amended to read as follows:

Article 12 – Salary Plan

Employees represented by this unit employed with the City as of the date this Agreement is approved by the City Council will receive a two percent (2%) base wage increase effective the pay period beginning 7/17/2021 with pay date 8/6/2021.

Effective the first paycheck on or after July 1, 2022, employees represented by this unit and employed with the City will receive a 2% base wage increase.

Effective the pay period beginning 12/31/2022, with pay date 1/20/2023, employees represented by this unit and employed with the City will receive a 2% base wage increase.

Effective the pay period beginning 6/17/2023, with pay date 7/7/2023, employees represented by this unit and employed with the City will receive a 2% base wage increase.

Effective the pay period beginning 12/30/2023, with pay date 1/19/2024, employees represented by this unit and employed with the City will receive a 2% base wage increase.

Effective the pay period beginning 6/15/2024, with pay date 7/5/2024, employees represented by this unit and employed with the City will receive a 2% base wage increase.

Effective the pay period beginning 12/28/2024, with pay date 1/17/2025, employees represented by this unit and employed with the City will receive a 2% base wage increase.

The salary schedule attached as Exhibit A to this Side Letter Agreement reflects the salary plan that will be effective upon implementation of the 2% base wage increase on each effective date noted above. In addition, Exhibit A reflects revised range assignments for the following classifications to be effective 12/31/2022 due to ongoing increases in the California minimum wage.

- Accounting Technician I
- Accounting Technician II
- Accounting Technician III
- Office Assistant I
- Office Assistant II
- Administrative Assistant
- Parks Worker I
- Parks Worker II
- Parks Worker III
- Parks Lead Worker
- Public Works Maintenance Worker I
- Public Works Maintenance Worker II
- Public Works Equipment Operator
- Maintenance Technician
- Public Works Maintenance Lead Worker
- Water Conservation Customer Service Representative
- Water System Worker I
- Water System Worker II
- Water System Worker III
- Water System Technician
- Water System Lead Worker
- Water Quality Specialist-in-Training
- Water Quality Specialist I
- Water Quality Specialist II

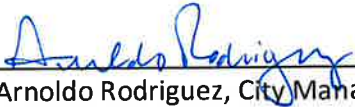
In addition to the percent-based wage increases noted above, employees represented by this unit and employed with the City at the time of paycheck issuance will receive lump sum \$1,500 payments to be paid on the first regular paycheck of July 2021, July 2022, July 2023, and July 2024, subject to applicable taxes and deductions. The parties agree that this one-time payment does not meet the definition of compensation earnable nor does it qualify as any applicable special compensation for CalPERS reporting purposes. The City will issue this payment as a separate check from normal wages.

The City acknowledges the bargaining unit's concerns regarding salary compaction in the Streets and Water Divisions of Public Works. The City and bargaining unit representatives agree to meet within ninety (90) days of adoption of this MOU to develop a recommendation for potential salary adjustments. Any proposed adjustments will be subject to approval by the City Council through formal action at a City Council meeting.

This Side Letter Agreement is effective upon adoption and shall remain in full force and effect until a successor Memorandum of Understanding between the City of Madera and the Madera Affiliated City Employees' Association is fully executed by both parties.



Dustin Pickett, MACEA President



Arnaldo Rodriguez, City Manager

11-9-22
Date

11/17/22
Date

MACEA Side Letter #1
Exhibit A: Salary Plan

Job Title	B/U	Range	Bi-Weekly Pay Rate					
			A	B	C	D	E	F
Effective 6/18/2022 (current)								
Accountant (Junior)	GBU	282	\$1,422.71	\$1,493.90	\$1,568.72	\$1,647.18	\$1,729.28	\$1,816.06
Accounting Technician I	GBU	240	\$1,154.07	\$1,211.75	\$1,272.02	\$1,335.93	\$1,402.44	\$1,472.59
Accounting Technician II	GBU	260	\$1,275.14	\$1,338.53	\$1,405.56	\$1,475.71	\$1,549.50	\$1,626.92
Accounting Technician III	GBU	280	\$1,408.68	\$1,478.83	\$1,553.13	\$1,630.56	\$1,712.14	\$1,797.87
Administrative Assistant	GBU	299	\$1,548.46	\$1,625.88	\$1,707.46	\$1,792.68	\$1,882.57	\$1,976.62
Airport Maintenance Worker I	GBU	254	\$1,237.21	\$1,299.04	\$1,363.99	\$1,432.58	\$1,503.77	\$1,579.11
Airport Maintenance Worker II	GBU	274	\$1,367.11	\$1,435.70	\$1,507.41	\$1,582.75	\$1,661.73	\$1,744.87
Airport Maintenance Worker III	GBU	281	\$1,415.44	\$1,486.62	\$1,560.93	\$1,638.87	\$1,720.97	\$1,806.71
Animal Control Officer	GBU	290	\$1,480.91	\$1,554.69	\$1,632.63	\$1,714.21	\$1,799.95	\$1,889.85
Assistant Planner	GBU	352	\$2,017.15	\$2,117.96	\$2,223.96	\$2,335.16	\$2,452.07	\$2,574.70
Building Permit Technician	GBU	288	\$1,465.84	\$1,539.10	\$1,616.01	\$1,697.07	\$1,781.76	\$1,871.14
Combination Building Inspector	GBU	348	\$1,977.14	\$2,076.39	\$2,179.79	\$2,288.91	\$2,403.75	\$2,523.78
Computer Technician	GBU	344	\$1,938.17	\$2,035.34	\$2,137.18	\$2,243.70	\$2,355.94	\$2,473.89
Construction Inspector I	GBU	322	\$1,737.08	\$1,823.85	\$1,914.79	\$2,010.40	\$2,111.20	\$2,216.68
Construction Inspector II	GBU	342	\$1,918.94	\$2,015.07	\$2,115.88	\$2,221.36	\$2,332.56	\$2,449.47
Deputy City Clerk	GBU	311	\$1,644.07	\$1,726.17	\$1,812.42	\$1,903.35	\$1,998.44	\$2,098.21
Electrician II	GBU	361	\$2,109.64	\$2,215.12	\$2,326.32	\$2,442.20	\$2,564.31	\$2,692.65
Electrician III	GBU	381	\$2,331.00	\$2,447.91	\$2,577.82	\$2,698.37	\$2,833.47	\$2,975.32
Engineering Technician I	GBU	302	\$1,571.84	\$1,650.82	\$1,732.92	\$1,819.70	\$1,910.63	\$2,006.24
Engineering Technician II	GBU	322	\$1,737.08	\$1,823.85	\$1,914.79	\$2,010.40	\$2,111.20	\$2,216.68
Engineering Technician III	GBU	350	\$1,997.41	\$2,097.17	\$2,202.13	\$2,311.77	\$2,427.65	\$2,548.72
Facilities Maintenance Technician	GBU	289	\$1,473.11	\$1,546.90	\$1,624.32	\$1,705.38	\$1,790.60	\$1,880.49
Grants Specialist	GBU	299	\$1,548.46	\$1,625.88	\$1,707.46	\$1,792.68	\$1,882.57	\$1,976.62
Industrial Electrical Technician	GBU	381	\$2,331.00	\$2,447.91	\$2,577.82	\$2,698.37	\$2,833.47	\$2,975.32
Lead Electrician	GBU	401	\$2,575.74	\$2,704.60	\$2,839.70	\$2,981.56	\$3,130.69	\$3,287.09
Maintenance Technician	GBU	290	\$1,480.91	\$1,554.69	\$1,632.63	\$1,714.21	\$1,799.95	\$1,889.85
Mechanic I	GBU	286	\$1,451.29	\$1,524.03	\$1,600.42	\$1,680.44	\$1,764.10	\$1,852.43
Mechanic II	GBU	301	\$1,564.05	\$1,642.51	\$1,724.61	\$1,810.86	\$1,901.28	\$1,996.37
Mechanic III	GBU	321	\$1,728.24	\$1,814.50	\$1,905.43	\$2,000.52	\$2,100.81	\$2,205.77
Neighborhood Outreach Assistant	GBU	276	\$1,380.62	\$1,449.73	\$1,522.48	\$1,598.34	\$1,678.36	\$1,762.54
Neighborhood Outreach Coordinator	GBU	306	\$1,603.54	\$1,684.08	\$1,768.25	\$1,856.59	\$1,949.08	\$2,046.77
Neighborhood Preservation Specialist I	GBU	310	\$1,635.75	\$1,717.85	\$1,803.59	\$1,894.00	\$1,988.57	\$2,087.82
Neighborhood Preservation Specialist II	GBU	330	\$1,807.75	\$1,898.16	\$1,992.73	\$2,092.50	\$2,196.94	\$2,307.10
Neighborhood Preservation Specialist III	GBU	350	\$1,997.41	\$2,097.17	\$2,202.13	\$2,311.77	\$2,427.65	\$2,548.72
Office Assistant I	GBU	213	\$1,008.58	\$1,058.98	\$1,111.98	\$1,167.58	\$1,225.78	\$1,287.09
Office Assistant II	GBU	233	\$1,114.06	\$1,170.18	\$1,228.37	\$1,289.69	\$1,354.64	\$1,422.19
Parks Leadworker	GBU	308	\$1,619.64	\$1,700.70	\$1,785.92	\$1,875.30	\$1,968.83	\$2,067.03
Parks Worker I	GBU	248	\$1,200.83	\$1,261.11	\$1,323.98	\$1,389.97	\$1,459.60	\$1,532.35

MACEA Side Letter #1
Exhibit A: Salary Plan

Job Title	B/U	Range	Bi-Weekly Pay Rate					
			A	B	C	D	E	F
Effective 6/18/2022 (continued)								
Parks Worker II	GBU	268	\$1,326.58	\$1,393.09	\$1,462.72	\$1,535.99	\$1,612.89	\$1,693.43
Parks Worker III	GBU	288	\$1,465.84	\$1,539.10	\$1,616.01	\$1,697.07	\$1,781.76	\$1,871.14
Payroll Specialist	GBU	316	\$1,685.64	\$1,769.81	\$1,858.67	\$1,951.16	\$2,048.85	\$2,151.21
Plans Examiner	GBU	360	\$2,099.25	\$2,204.21	\$2,314.37	\$2,430.25	\$2,551.84	\$2,679.14
Public Works Equipment Operator	GBU	285	\$1,444.01	\$1,516.24	\$1,592.10	\$1,671.61	\$1,755.26	\$1,843.08
Public Works Maintenance Lead Worker	GBU	310	\$1,635.75	\$1,717.85	\$1,803.59	\$1,894.00	\$1,988.57	\$2,087.82
Public Works Maintenance Worker I	GBU	254	\$1,237.21	\$1,299.04	\$1,363.99	\$1,432.58	\$1,503.77	\$1,579.11
Public Works Maintenance Worker II	GBU	274	\$1,367.11	\$1,435.70	\$1,507.41	\$1,582.75	\$1,661.73	\$1,744.87
Purchasing Assistant	GBU	280	\$1,408.68	\$1,478.83	\$1,553.13	\$1,630.56	\$1,712.14	\$1,797.87
Recreation/Community Programs Coordinator	GBU	313	\$1,660.69	\$1,743.83	\$1,830.61	\$1,922.58	\$2,018.71	\$2,119.52
Solid Waste/Recycling Assistant	GBU	283	\$1,429.98	\$1,501.17	\$1,576.52	\$1,655.50	\$1,738.12	\$1,824.89
Solid Waste/Recycling Coordinator	GBU	313	\$1,660.69	\$1,743.83	\$1,830.61	\$1,922.58	\$2,018.71	\$2,119.52
Water Conservation Customer Service Representative	GBU	260	\$1,275.14	\$1,338.53	\$1,405.56	\$1,475.71	\$1,549.50	\$1,626.92
Water Conservation Specialist	GBU	283	\$1,429.98	\$1,501.17	\$1,576.52	\$1,655.50	\$1,738.12	\$1,824.89
Water Quality Specialist I	GBU	311	\$1,644.07	\$1,726.17	\$1,812.42	\$1,903.35	\$1,998.44	\$2,098.21
Water Quality Specialist II	GBU	330	\$1,807.75	\$1,898.16	\$1,992.73	\$2,092.50	\$2,196.94	\$2,307.10
Water Quality Specialist In Training	GBU	272	\$1,353.60	\$1,421.15	\$1,492.34	\$1,566.64	\$1,645.11	\$1,727.72
Water System Lead Worker	GBU	354	\$2,037.42	\$2,139.26	\$2,246.30	\$2,358.54	\$2,476.49	\$2,600.16
Water System Technician	GBU	344	\$1,938.17	\$2,035.34	\$2,137.18	\$2,243.70	\$2,355.94	\$2,473.89
Water System Worker I	GBU	272	\$1,353.60	\$1,421.15	\$1,492.34	\$1,566.64	\$1,645.11	\$1,727.72
Water System Worker II	GBU	311	\$1,644.07	\$1,726.17	\$1,812.42	\$1,903.35	\$1,998.44	\$2,098.21
Water System Worker III	GBU	330	\$1,807.75	\$1,898.16	\$1,992.73	\$2,092.50	\$2,196.94	\$2,307.10
WW Lab Analyst/Environmental Compliance Inspector I	GBU	345	\$1,948.04	\$2,045.21	\$2,147.57	\$2,255.13	\$2,367.89	\$2,486.36
WW Lab Analyst/Environmental Compliance Inspector II	GBU	365	\$2,152.25	\$2,259.81	\$2,373.09	\$2,491.56	\$2,616.27	\$2,747.21
WWTP Lead Operator	GBU	383	\$2,354.38	\$2,472.33	\$2,596.00	\$2,725.39	\$2,862.05	\$3,004.94
WWTP Mechanic	GBU	375	\$2,262.41	\$2,375.69	\$2,494.16	\$2,618.87	\$2,749.81	\$2,887.51
WWTP Operator I	GBU	322	\$1,737.08	\$1,823.85	\$1,914.79	\$2,010.40	\$2,111.20	\$2,216.68
WWTP Operator II	GBU	344	\$1,938.17	\$2,035.34	\$2,137.18	\$2,243.70	\$2,355.94	\$2,473.89
WWTP Operator III	GBU	364	\$2,141.86	\$2,248.90	\$2,361.14	\$2,479.09	\$2,603.28	\$2,733.18
WWTP Operator In Training	GBU	301	\$1,564.05	\$1,642.51	\$1,724.61	\$1,810.86	\$1,901.28	\$1,996.37

MACEA Side Letter #1
Exhibit A: Salary Plan

Job Title	B/U	Range	Bi-Weekly Pay Rate					
			A	B	C	D	E	F
Effective 12/31/2022 (revised range assignments in <i>italics</i>)								
Accountant (Junior)	GBU	282	\$1,451.16	\$1,523.77	\$1,600.10	\$1,680.13	\$1,763.87	\$1,852.38
Accounting Technician I	GBU	263	\$1,320.25	\$1,385.97	\$1,455.40	\$1,528.02	\$1,604.34	\$1,684.90
Accounting Technician II	GBU	283	\$1,458.58	\$1,531.20	\$1,608.05	\$1,688.61	\$1,772.88	\$1,861.39
Accounting Technician III	GBU	300	\$1,587.38	\$1,666.88	\$1,750.09	\$1,837.54	\$1,929.76	\$2,026.22
Administrative Assistant	GBU	303	\$1,611.23	\$1,691.79	\$1,776.59	\$1,865.63	\$1,958.91	\$2,056.43
Animal Control Officer	GBU	290	\$1,510.53	\$1,585.79	\$1,665.29	\$1,748.50	\$1,835.95	\$1,927.64
Assistant Planner	GBU	352	\$2,057.49	\$2,160.32	\$2,268.44	\$2,381.86	\$2,501.11	\$2,626.19
Building Permit Technician	GBU	288	\$1,495.15	\$1,569.89	\$1,648.33	\$1,731.01	\$1,817.40	\$1,908.56
Combination Building Inspector	GBU	348	\$2,016.68	\$2,117.92	\$2,223.39	\$2,334.69	\$2,451.82	\$2,574.25
Computer Technician	GBU	344	\$1,976.93	\$2,076.04	\$2,179.93	\$2,288.58	\$2,403.06	\$2,523.37
Construction Inspector I	GBU	322	\$1,771.82	\$1,860.33	\$1,953.08	\$2,050.60	\$2,153.43	\$2,261.02
Construction Inspector II	GBU	342	\$1,957.32	\$2,055.37	\$2,158.20	\$2,265.79	\$2,379.21	\$2,498.46
Deputy City Clerk	GBU	311	\$1,676.95	\$1,760.69	\$1,848.67	\$1,941.42	\$2,038.41	\$2,140.18
Electrician II	GBU	361	\$2,151.84	\$2,259.43	\$2,372.85	\$2,491.04	\$2,615.59	\$2,746.51
Electrician III	GBU	381	\$2,377.62	\$2,496.87	\$2,629.37	\$2,752.34	\$2,890.14	\$3,034.83
Engineering Technician I	GBU	302	\$1,603.28	\$1,683.84	\$1,767.58	\$1,856.09	\$1,948.84	\$2,046.36
Engineering Technician II	GBU	322	\$1,771.82	\$1,860.33	\$1,953.08	\$2,050.60	\$2,153.43	\$2,261.02
Engineering Technician III	GBU	350	\$2,037.35	\$2,139.12	\$2,246.18	\$2,358.01	\$2,476.20	\$2,599.69
Facilities Maintenance Technician	GBU	289	\$1,502.57	\$1,577.84	\$1,656.81	\$1,739.49	\$1,826.41	\$1,918.10
Grants Specialist	GBU	299	\$1,579.43	\$1,658.40	\$1,741.61	\$1,828.53	\$1,920.22	\$2,016.15
Industrial Electrical Technician	GBU	381	\$2,377.62	\$2,496.87	\$2,629.37	\$2,752.34	\$2,890.14	\$3,034.83
Lead Electrician	GBU	401	\$2,627.25	\$2,758.70	\$2,896.50	\$3,041.19	\$3,193.30	\$3,352.83
Maintenance Technician	GBU	308	\$1,652.04	\$1,734.72	\$1,821.64	\$1,912.80	\$2,008.20	\$2,108.37
Mechanic I	GBU	286	\$1,480.31	\$1,554.52	\$1,632.43	\$1,714.05	\$1,799.38	\$1,889.48
Mechanic II	GBU	301	\$1,595.33	\$1,675.36	\$1,759.10	\$1,847.08	\$1,939.30	\$2,036.29
Mechanic III	GBU	321	\$1,762.81	\$1,850.79	\$1,943.54	\$2,040.53	\$2,142.83	\$2,249.89
Neighborhood Outreach Assistant	GBU	276	\$1,408.23	\$1,478.72	\$1,552.93	\$1,630.31	\$1,711.93	\$1,797.79
Neighborhood Outreach Coordinator	GBU	306	\$1,635.61	\$1,717.76	\$1,803.62	\$1,893.72	\$1,988.06	\$2,087.70
Neighborhood Preservation Specialist I	GBU	310	\$1,668.47	\$1,752.21	\$1,839.66	\$1,931.88	\$2,028.34	\$2,129.58
Neighborhood Preservation Specialist II	GBU	330	\$1,843.90	\$1,936.12	\$2,032.58	\$2,134.35	\$2,240.88	\$2,353.24
Neighborhood Preservation Specialist III	GBU	350	\$2,037.35	\$2,139.12	\$2,246.18	\$2,358.01	\$2,476.20	\$2,599.69
Office Assistant I	GBU	263	\$1,320.25	\$1,385.97	\$1,455.40	\$1,528.02	\$1,604.34	\$1,684.90
Office Assistant II	GBU	283	\$1,458.58	\$1,531.20	\$1,608.05	\$1,688.61	\$1,772.88	\$1,861.39
Parks Leadworker	GBU	323	\$1,780.30	\$1,869.34	\$1,963.15	\$2,061.20	\$2,164.03	\$2,272.15
Parks Worker I	GBU	263	\$1,320.25	\$1,385.97	\$1,455.40	\$1,528.02	\$1,604.34	\$1,684.90
Parks Worker II	GBU	283	\$1,458.58	\$1,531.20	\$1,608.05	\$1,688.61	\$1,772.88	\$1,861.39
Parks Worker III	GBU	303	\$1,611.23	\$1,691.79	\$1,776.59	\$1,865.63	\$1,958.91	\$2,056.43
Payroll Specialist	GBU	316	\$1,719.35	\$1,805.21	\$1,895.84	\$1,990.18	\$2,089.82	\$2,194.24

MACEA Side Letter #1
Exhibit A: Salary Plan

Job Title	B/U	Range	Bi-Weekly Pay Rate					
			A	B	C	D	E	F
Effective 12/31/2022 (continued)								
Plans Examiner	GBU	360	\$2,141.24	\$2,248.30	\$2,360.66	\$2,478.85	\$2,602.87	\$2,732.73
Public Works Equipment Operator	GBU	303	\$1,611.23	\$1,691.79	\$1,776.59	\$1,865.63	\$1,958.91	\$2,056.43
Public Works Maintenance Lead Worker	GBU	323	\$1,780.30	\$1,869.34	\$1,963.15	\$2,061.20	\$2,164.03	\$2,272.15
Public Works Maintenance Worker I	GBU	263	\$1,320.25	\$1,385.97	\$1,455.40	\$1,528.02	\$1,604.34	\$1,684.90
Public Works Maintenance Worker II	GBU	283	\$1,458.58	\$1,531.20	\$1,608.05	\$1,688.61	\$1,772.88	\$1,861.39
Purchasing Assistant	GBU	280	\$1,436.85	\$1,508.41	\$1,584.20	\$1,663.17	\$1,746.38	\$1,833.83
Recreation/Community Programs Coordinator	GBU	313	\$1,693.91	\$1,778.71	\$1,867.22	\$1,961.03	\$2,059.08	\$2,161.91
Solid Waste/Recycling Assistant	GBU	283	\$1,458.58	\$1,531.20	\$1,608.05	\$1,688.61	\$1,772.88	\$1,861.39
Solid Waste/Recycling Coordinator	GBU	313	\$1,693.91	\$1,778.71	\$1,867.22	\$1,961.03	\$2,059.08	\$2,161.91
Water Conservation Customer Service Representative	GBU	263	\$1,320.25	\$1,385.97	\$1,455.40	\$1,528.02	\$1,604.34	\$1,684.90
Water Conservation Specialist	GBU	283	\$1,458.58	\$1,531.20	\$1,608.05	\$1,688.61	\$1,772.88	\$1,861.39
Water Quality Specialist II	GBU	340	\$1,938.24	\$2,034.70	\$2,136.46	\$2,243.53	\$2,355.89	\$2,473.55
Water Quality Specialist I	GBU	320	\$1,753.80	\$1,841.78	\$1,934.00	\$2,030.46	\$2,132.23	\$2,238.76
Water Quality Specialist In Training	GBU	293	\$1,532.79	\$1,609.64	\$1,690.20	\$1,774.47	\$1,863.51	\$1,956.79
Water System Lead Worker	GBU	365	\$2,195.30	\$2,305.01	\$2,420.55	\$2,541.39	\$2,668.59	\$2,802.16
Water System Technician	GBU	350	\$2,037.35	\$2,139.12	\$2,246.18	\$2,358.01	\$2,476.20	\$2,599.69
Water System Worker I	GBU	293	\$1,532.79	\$1,609.64	\$1,690.20	\$1,774.47	\$1,863.51	\$1,956.79
Water System Worker II	GBU	320	\$1,753.80	\$1,841.78	\$1,934.00	\$2,030.46	\$2,132.23	\$2,238.76
Water System Worker III	GBU	340	\$1,938.24	\$2,034.70	\$2,136.46	\$2,243.53	\$2,355.89	\$2,473.55
WW Lab Analyst/Environmental Compliance Inspector I	GBU	345	\$1,987.00	\$2,086.11	\$2,190.53	\$2,300.24	\$2,415.25	\$2,536.09
WW Lab Analyst/Environmental Compliance Inspector II	GBU	365	\$2,195.30	\$2,305.01	\$2,420.55	\$2,541.39	\$2,668.59	\$2,802.16
WWTP Lead Operator	GBU	383	\$2,401.47	\$2,521.78	\$2,647.92	\$2,779.90	\$2,919.29	\$3,065.04
WWTP Mechanic	GBU	375	\$2,307.66	\$2,423.20	\$2,544.04	\$2,671.24	\$2,804.81	\$2,945.26
WWTP Operator I	GBU	322	\$1,771.82	\$1,860.33	\$1,953.08	\$2,050.60	\$2,153.43	\$2,261.02
WWTP Operator II	GBU	344	\$1,976.93	\$2,076.04	\$2,179.93	\$2,288.58	\$2,403.06	\$2,523.37
WWTP Operator III	GBU	364	\$2,184.70	\$2,293.88	\$2,408.36	\$2,528.67	\$2,655.34	\$2,787.85
WWTP Operator In Training	GBU	301	\$1,595.33	\$1,675.36	\$1,759.10	\$1,847.08	\$1,939.30	\$2,036.29

MACEA Side Letter #1
Exhibit A: Salary Plan

Job Title	B/U	Range	Bi-Weekly Pay Rate					
			A	B	C	D	E	F
Effective 06/17/2023								
Accountant (Junior)	GBU	282	\$1,480.19	\$1,554.25	\$1,632.10	\$1,713.73	\$1,799.15	\$1,889.43
Accounting Technician I	GBU	263	\$1,346.66	\$1,413.69	\$1,484.51	\$1,558.58	\$1,636.42	\$1,718.60
Accounting Technician II	GBU	283	\$1,487.76	\$1,561.82	\$1,640.21	\$1,722.38	\$1,808.34	\$1,898.62
Accounting Technician III	GBU	300	\$1,619.12	\$1,700.22	\$1,785.09	\$1,874.29	\$1,968.36	\$2,066.75
Administrative Assistant	GBU	303	\$1,643.45	\$1,725.62	\$1,812.12	\$1,902.94	\$1,998.09	\$2,097.56
Animal Control Officer	GBU	290	\$1,540.74	\$1,617.50	\$1,698.59	\$1,783.47	\$1,872.67	\$1,966.19
Assistant Planner	GBU	352	\$2,098.64	\$2,203.52	\$2,313.81	\$2,429.50	\$2,551.13	\$2,678.72
Building Permit Technician	GBU	288	\$1,525.06	\$1,601.28	\$1,681.29	\$1,765.63	\$1,853.75	\$1,946.73
Combination Building Inspector	GBU	348	\$2,057.02	\$2,160.27	\$2,267.85	\$2,381.38	\$2,500.86	\$2,625.74
Computer Technician	GBU	344	\$2,016.47	\$2,117.57	\$2,223.52	\$2,334.35	\$2,451.12	\$2,573.84
Construction Inspector I	GBU	322	\$1,807.26	\$1,897.54	\$1,992.14	\$2,091.62	\$2,196.49	\$2,306.24
Construction Inspector II	GBU	342	\$1,996.47	\$2,096.48	\$2,201.36	\$2,311.10	\$2,426.79	\$2,548.43
Deputy City Clerk	GBU	311	\$1,710.49	\$1,795.90	\$1,885.64	\$1,980.25	\$2,079.18	\$2,182.98
Electrician II	GBU	361	\$2,194.87	\$2,304.62	\$2,420.31	\$2,540.86	\$2,667.90	\$2,801.44
Electrician III	GBU	381	\$2,425.17	\$2,546.81	\$2,681.96	\$2,807.38	\$2,947.94	\$3,095.53
Engineering Technician I	GBU	302	\$1,635.34	\$1,717.51	\$1,802.93	\$1,893.21	\$1,987.82	\$2,087.29
Engineering Technician II	GBU	322	\$1,807.26	\$1,897.54	\$1,992.14	\$2,091.62	\$2,196.49	\$2,306.24
Engineering Technician III	GBU	350	\$2,078.10	\$2,181.90	\$2,291.10	\$2,405.17	\$2,525.73	\$2,651.69
Facilities Maintenance Technician	GBU	289	\$1,532.63	\$1,609.39	\$1,689.94	\$1,774.28	\$1,862.94	\$1,956.46
Grants Specialist	GBU	299	\$1,611.01	\$1,691.57	\$1,776.44	\$1,865.10	\$1,958.63	\$2,056.48
Industrial Electrical Technician	GBU	381	\$2,425.17	\$2,546.81	\$2,681.96	\$2,807.38	\$2,947.94	\$3,095.53
Lead Electrician	GBU	401	\$2,679.80	\$2,813.87	\$2,954.43	\$3,102.01	\$3,257.17	\$3,419.89
Maintenance Technician	GBU	308	\$1,685.08	\$1,769.41	\$1,858.07	\$1,951.06	\$2,048.37	\$2,150.54
Mechanic I	GBU	286	\$1,509.92	\$1,585.61	\$1,665.08	\$1,748.33	\$1,835.37	\$1,927.27
Mechanic II	GBU	301	\$1,627.23	\$1,708.86	\$1,794.28	\$1,884.02	\$1,978.09	\$2,077.02
Mechanic III	GBU	321	\$1,798.07	\$1,887.81	\$1,982.41	\$2,081.34	\$2,185.68	\$2,294.89
Neighborhood Outreach Assistant	GBU	276	\$1,436.40	\$1,508.30	\$1,583.98	\$1,662.91	\$1,746.17	\$1,833.75
Neighborhood Outreach Coordinator	GBU	306	\$1,668.32	\$1,752.11	\$1,839.69	\$1,931.60	\$2,027.82	\$2,129.46
Neighborhood Preservation Specialist I	GBU	310	\$1,701.84	\$1,787.25	\$1,876.45	\$1,970.52	\$2,068.91	\$2,172.17
Neighborhood Preservation Specialist II	GBU	330	\$1,880.78	\$1,974.84	\$2,073.24	\$2,177.03	\$2,285.69	\$2,400.30
Neighborhood Preservation Specialist III	GBU	350	\$2,078.10	\$2,181.90	\$2,291.10	\$2,405.17	\$2,525.73	\$2,651.69
Office Assistant I	GBU	263	\$1,346.66	\$1,413.69	\$1,484.51	\$1,558.58	\$1,636.42	\$1,718.60
Office Assistant II	GBU	283	\$1,487.76	\$1,561.82	\$1,640.21	\$1,722.38	\$1,808.34	\$1,898.62
Parks Leadworker	GBU	323	\$1,815.91	\$1,906.73	\$2,002.42	\$2,102.43	\$2,207.31	\$2,317.59
Parks Worker I	GBU	263	\$1,346.66	\$1,413.69	\$1,484.51	\$1,558.58	\$1,636.42	\$1,718.60
Parks Worker II	GBU	283	\$1,487.76	\$1,561.82	\$1,640.21	\$1,722.38	\$1,808.34	\$1,898.62
Parks Worker III	GBU	303	\$1,643.45	\$1,725.62	\$1,812.12	\$1,902.94	\$1,998.09	\$2,097.56
Payroll Specialist	GBU	316	\$1,753.74	\$1,841.31	\$1,933.76	\$2,029.99	\$2,131.62	\$2,238.12

MACEA Side Letter #1
Exhibit A: Salary Plan

Job Title	B/U	Range	Bi-Weekly Pay Rate					
			A	B	C	D	E	F
Effective 06/17/2023 (continued)								
Plans Examiner	GBU	360	\$2,184.06	\$2,293.26	\$2,407.87	\$2,528.43	\$2,654.93	\$2,787.38
Public Works Equipment Operator	GBU	303	\$1,643.45	\$1,725.62	\$1,812.12	\$1,902.94	\$1,998.09	\$2,097.56
Public Works Maintenance Lead Worker	GBU	323	\$1,815.91	\$1,906.73	\$2,002.42	\$2,102.43	\$2,207.31	\$2,317.59
Public Works Maintenance Worker I	GBU	263	\$1,346.66	\$1,413.69	\$1,484.51	\$1,558.58	\$1,636.42	\$1,718.60
Public Works Maintenance Worker II	GBU	283	\$1,487.76	\$1,561.82	\$1,640.21	\$1,722.38	\$1,808.34	\$1,898.62
Purchasing Assistant	GBU	280	\$1,465.59	\$1,538.57	\$1,615.88	\$1,696.43	\$1,781.31	\$1,870.51
Recreation/Community Programs Coordinator	GBU	313	\$1,727.79	\$1,814.28	\$1,904.57	\$2,000.25	\$2,100.27	\$2,205.14
Solid Waste/Recycling Assistant	GBU	283	\$1,487.76	\$1,561.82	\$1,640.21	\$1,722.38	\$1,808.34	\$1,898.62
Solid Waste/Recycling Coordinator	GBU	313	\$1,727.79	\$1,814.28	\$1,904.57	\$2,000.25	\$2,100.27	\$2,205.14
Water Conservation Customer Service Representative	GBU	263	\$1,346.66	\$1,413.69	\$1,484.51	\$1,558.58	\$1,636.42	\$1,718.60
Water Conservation Specialist	GBU	283	\$1,487.76	\$1,561.82	\$1,640.21	\$1,722.38	\$1,808.34	\$1,898.62
Water Quality Specialist II	GBU	340	\$1,977.01	\$2,075.40	\$2,179.19	\$2,288.40	\$2,403.01	\$2,523.02
Water Quality Specialist I	GBU	320	\$1,788.87	\$1,878.62	\$1,972.68	\$2,071.07	\$2,174.87	\$2,283.53
Water Quality Specialist In Training	GBU	293	\$1,563.44	\$1,641.83	\$1,724.00	\$1,809.96	\$1,900.78	\$1,995.93
Water System Lead Worker	GBU	365	\$2,239.20	\$2,351.11	\$2,468.96	\$2,592.22	\$2,721.97	\$2,858.20
Water System Technician	GBU	350	\$2,078.10	\$2,181.90	\$2,291.10	\$2,405.17	\$2,525.73	\$2,651.69
Water System Worker I	GBU	293	\$1,563.44	\$1,641.83	\$1,724.00	\$1,809.96	\$1,900.78	\$1,995.93
Water System Worker II	GBU	320	\$1,788.87	\$1,878.62	\$1,972.68	\$2,071.07	\$2,174.87	\$2,283.53
Water System Worker III	GBU	340	\$1,977.01	\$2,075.40	\$2,179.19	\$2,288.40	\$2,403.01	\$2,523.02
WW Lab Analyst/Environmental Compliance Inspector I	GBU	345	\$2,026.74	\$2,127.84	\$2,234.34	\$2,346.24	\$2,463.56	\$2,586.81
WW Lab Analyst/Environmental Compliance Inspector II	GBU	365	\$2,239.20	\$2,351.11	\$2,468.96	\$2,592.22	\$2,721.97	\$2,858.20
WWTP Lead Operator	GBU	383	\$2,449.50	\$2,572.22	\$2,700.88	\$2,835.49	\$2,977.67	\$3,126.34
WWTP Mechanic	GBU	375	\$2,353.81	\$2,471.66	\$2,594.92	\$2,724.67	\$2,860.90	\$3,004.16
WWTP Operator I	GBU	322	\$1,807.26	\$1,897.54	\$1,992.14	\$2,091.62	\$2,196.49	\$2,306.24
WWTP Operator II	GBU	344	\$2,016.47	\$2,117.57	\$2,223.52	\$2,334.35	\$2,451.12	\$2,573.84
WWTP Operator III	GBU	364	\$2,228.39	\$2,339.76	\$2,456.53	\$2,579.25	\$2,708.45	\$2,843.60
WWTP Operator In Training	GBU	301	\$1,627.23	\$1,708.86	\$1,794.28	\$1,884.02	\$1,978.09	\$2,077.02

MACEA Side Letter #1
Exhibit A: Salary Plan

Job Title	B/U	Range	Bi-Weekly Pay Rate					
			A	B	C	D	E	F
Effective 12/30/2023								
Accountant (Junior)	GBU	282	\$1,509.79	\$1,585.34	\$1,664.74	\$1,748.01	\$1,835.13	\$1,927.22
Accounting Technician I	GBU	263	\$1,373.59	\$1,441.97	\$1,514.20	\$1,589.75	\$1,669.15	\$1,752.97
Accounting Technician II	GBU	283	\$1,517.51	\$1,593.06	\$1,673.01	\$1,756.83	\$1,844.50	\$1,936.59
Accounting Technician III	GBU	300	\$1,651.51	\$1,734.22	\$1,820.79	\$1,911.78	\$2,007.72	\$2,108.08
Administrative Assistant	GBU	303	\$1,676.32	\$1,760.14	\$1,848.36	\$1,941.00	\$2,038.05	\$2,139.51
Animal Control Officer	GBU	290	\$1,571.55	\$1,649.85	\$1,732.56	\$1,819.14	\$1,910.12	\$2,005.52
Assistant Planner	GBU	352	\$2,140.62	\$2,247.59	\$2,360.08	\$2,478.09	\$2,602.16	\$2,732.29
Building Permit Technician	GBU	288	\$1,555.56	\$1,633.31	\$1,714.92	\$1,800.94	\$1,890.82	\$1,985.67
Combination Building Inspector	GBU	348	\$2,098.16	\$2,203.48	\$2,313.21	\$2,429.01	\$2,550.87	\$2,678.25
Computer Technician	GBU	344	\$2,056.80	\$2,159.92	\$2,267.99	\$2,381.04	\$2,500.14	\$2,625.32
Construction Inspector I	GBU	322	\$1,843.40	\$1,935.49	\$2,031.99	\$2,133.45	\$2,240.42	\$2,352.36
Construction Inspector II	GBU	342	\$2,036.40	\$2,138.41	\$2,245.39	\$2,357.33	\$2,475.33	\$2,599.40
Deputy City Clerk	GBU	311	\$1,744.70	\$1,831.82	\$1,923.36	\$2,019.86	\$2,120.77	\$2,226.64
Electrician II	GBU	361	\$2,238.77	\$2,350.71	\$2,468.71	\$2,591.68	\$2,721.26	\$2,857.46
Electrician III	GBU	381	\$2,473.67	\$2,597.75	\$2,735.60	\$2,863.53	\$3,006.90	\$3,157.44
Engineering Technician I	GBU	302	\$1,668.05	\$1,751.87	\$1,838.99	\$1,931.08	\$2,027.58	\$2,129.04
Engineering Technician II	GBU	322	\$1,843.40	\$1,935.49	\$2,031.99	\$2,133.45	\$2,240.42	\$2,352.36
Engineering Technician III	GBU	350	\$2,119.66	\$2,225.54	\$2,336.92	\$2,453.27	\$2,576.24	\$2,704.72
Facilities Maintenance Technician	GBU	289	\$1,563.28	\$1,641.58	\$1,723.74	\$1,809.76	\$1,900.20	\$1,995.59
Grants Specialist	GBU	299	\$1,643.23	\$1,725.40	\$1,811.97	\$1,902.40	\$1,997.80	\$2,097.61
Industrial Electrical Technician	GBU	381	\$2,473.67	\$2,597.75	\$2,735.60	\$2,863.53	\$3,006.90	\$3,157.44
Lead Electrician	GBU	401	\$2,733.39	\$2,870.15	\$3,013.52	\$3,164.05	\$3,322.31	\$3,488.29
Maintenance Technician	GBU	308	\$1,718.78	\$1,804.80	\$1,895.23	\$1,990.08	\$2,089.33	\$2,193.55
Mechanic I	GBU	286	\$1,540.12	\$1,617.32	\$1,698.38	\$1,783.30	\$1,872.07	\$1,965.82
Mechanic II	GBU	301	\$1,659.78	\$1,743.04	\$1,830.17	\$1,921.70	\$2,017.65	\$2,118.56
Mechanic III	GBU	321	\$1,834.03	\$1,925.56	\$2,022.06	\$2,122.97	\$2,229.40	\$2,340.78
Neighborhood Outreach Assistant	GBU	276	\$1,465.13	\$1,538.47	\$1,615.66	\$1,696.17	\$1,781.09	\$1,870.42
Neighborhood Outreach Coordinator	GBU	306	\$1,701.69	\$1,787.16	\$1,876.49	\$1,970.23	\$2,068.38	\$2,172.05
Neighborhood Preservation Specialist I	GBU	310	\$1,735.87	\$1,823.00	\$1,913.98	\$2,009.93	\$2,110.29	\$2,215.61
Neighborhood Preservation Specialist II	GBU	330	\$1,918.39	\$2,014.34	\$2,114.70	\$2,220.57	\$2,331.41	\$2,448.31
Neighborhood Preservation Specialist III	GBU	350	\$2,119.66	\$2,225.54	\$2,336.92	\$2,453.27	\$2,576.24	\$2,704.72
Office Assistant I	GBU	263	\$1,373.59	\$1,441.97	\$1,514.20	\$1,589.75	\$1,669.15	\$1,752.97
Office Assistant II	GBU	283	\$1,517.51	\$1,593.06	\$1,673.01	\$1,756.83	\$1,844.50	\$1,936.59
Parks Leadworker	GBU	323	\$1,852.22	\$1,944.86	\$2,042.46	\$2,144.48	\$2,251.45	\$2,363.94
Parks Worker I	GBU	263	\$1,373.59	\$1,441.97	\$1,514.20	\$1,589.75	\$1,669.15	\$1,752.97
Parks Worker II	GBU	283	\$1,517.51	\$1,593.06	\$1,673.01	\$1,756.83	\$1,844.50	\$1,936.59
Parks Worker III	GBU	303	\$1,676.32	\$1,760.14	\$1,848.36	\$1,941.00	\$2,038.05	\$2,139.51
Payroll Specialist	GBU	316	\$1,788.81	\$1,878.14	\$1,972.43	\$2,070.59	\$2,174.25	\$2,282.88

MACEA Side Letter #1
Exhibit A: Salary Plan

Job Title	B/U	Range	Bi-Weekly Pay Rate					
			A	B	C	D	E	F
Effective 12/30/2023 (continued)								
Plans Examiner	GBU	360	\$2,227.74	\$2,339.13	\$2,456.03	\$2,579.00	\$2,708.03	\$2,843.13
Public Works Equipment Operator	GBU	303	\$1,676.32	\$1,760.14	\$1,848.36	\$1,941.00	\$2,038.05	\$2,139.51
Public Works Maintenance Lead Worker	GBU	323	\$1,852.22	\$1,944.86	\$2,042.46	\$2,144.48	\$2,251.45	\$2,363.94
Public Works Maintenance Worker I	GBU	263	\$1,373.59	\$1,441.97	\$1,514.20	\$1,589.75	\$1,669.15	\$1,752.97
Public Works Maintenance Worker II	GBU	283	\$1,517.51	\$1,593.06	\$1,673.01	\$1,756.83	\$1,844.50	\$1,936.59
Purchasing Assistant	GBU	280	\$1,494.90	\$1,569.34	\$1,648.20	\$1,730.36	\$1,816.93	\$1,907.92
Recreation/Community Programs Coordinator	GBU	313	\$1,762.34	\$1,850.57	\$1,942.66	\$2,040.26	\$2,142.27	\$2,249.25
Solid Waste/Recycling Assistant	GBU	283	\$1,517.51	\$1,593.06	\$1,673.01	\$1,756.83	\$1,844.50	\$1,936.59
Solid Waste/Recycling Coordinator	GBU	313	\$1,762.34	\$1,850.57	\$1,942.66	\$2,040.26	\$2,142.27	\$2,249.25
Water Conservation Customer Service Representative	GBU	263	\$1,373.59	\$1,441.97	\$1,514.20	\$1,589.75	\$1,669.15	\$1,752.97
Water Conservation Specialist	GBU	283	\$1,517.51	\$1,593.06	\$1,673.01	\$1,756.83	\$1,844.50	\$1,936.59
Water Quality Specialist II	GBU	340	\$2,016.55	\$2,116.91	\$2,222.78	\$2,334.17	\$2,451.07	\$2,573.48
Water Quality Specialist I	GBU	320	\$1,824.65	\$1,916.19	\$2,012.14	\$2,112.49	\$2,218.37	\$2,329.20
Water Quality Specialist In Training	GBU	293	\$1,594.71	\$1,674.67	\$1,758.48	\$1,846.16	\$1,938.80	\$2,035.85
Water System Lead Worker	GBU	365	\$2,283.99	\$2,398.13	\$2,518.34	\$2,644.06	\$2,776.41	\$2,915.36
Water System Technician	GBU	350	\$2,119.66	\$2,225.54	\$2,336.92	\$2,453.27	\$2,576.24	\$2,704.72
Water System Worker I	GBU	293	\$1,594.71	\$1,674.67	\$1,758.48	\$1,846.16	\$1,938.80	\$2,035.85
Water System Worker II	GBU	320	\$1,824.65	\$1,916.19	\$2,012.14	\$2,112.49	\$2,218.37	\$2,329.20
Water System Worker III	GBU	340	\$2,016.55	\$2,116.91	\$2,222.78	\$2,334.17	\$2,451.07	\$2,573.48
WW Lab Analyst/Environmental Compliance Inspector I	GBU	345	\$2,067.28	\$2,170.39	\$2,279.02	\$2,393.17	\$2,512.83	\$2,638.55
WW Lab Analyst/Environmental Compliance Inspector II	GBU	365	\$2,283.99	\$2,398.13	\$2,518.34	\$2,644.06	\$2,776.41	\$2,915.36
WWTP Lead Operator	GBU	383	\$2,498.49	\$2,623.66	\$2,754.90	\$2,892.20	\$3,037.23	\$3,188.87
WWTP Mechanic	GBU	375	\$2,400.89	\$2,521.10	\$2,646.82	\$2,779.16	\$2,918.12	\$3,064.25
WWTP Operator I	GBU	322	\$1,843.40	\$1,935.49	\$2,031.99	\$2,133.45	\$2,240.42	\$2,352.36
WWTP Operator II	GBU	344	\$2,056.80	\$2,159.92	\$2,267.99	\$2,381.04	\$2,500.14	\$2,625.32
WWTP Operator III	GBU	364	\$2,272.96	\$2,386.55	\$2,505.66	\$2,630.83	\$2,762.62	\$2,900.48
WWTP Operator In Training	GBU	301	\$1,659.78	\$1,743.04	\$1,830.17	\$1,921.70	\$2,017.65	\$2,118.56

MACEA Side Letter #1
Exhibit A: Salary Plan

Job Title	B/U	Range	Bi-Weekly Pay Rate					
			A	B	C	D	E	F
Effective 6/15/2024								
Accountant (Junior)	GBU	282	\$1,539.99	\$1,617.04	\$1,698.04	\$1,782.97	\$1,871.83	\$1,965.76
Accounting Technician I	GBU	263	\$1,401.06	\$1,470.81	\$1,544.49	\$1,621.54	\$1,702.53	\$1,788.03
Accounting Technician II	GBU	283	\$1,547.86	\$1,624.92	\$1,706.47	\$1,791.96	\$1,881.39	\$1,975.32
Accounting Technician III	GBU	300	\$1,684.54	\$1,768.90	\$1,857.21	\$1,950.01	\$2,047.88	\$2,150.25
Administrative Assistant	GBU	303	\$1,709.85	\$1,795.34	\$1,885.33	\$1,979.82	\$2,078.81	\$2,182.30
Animal Control Officer	GBU	290	\$1,602.98	\$1,682.85	\$1,767.22	\$1,855.52	\$1,948.32	\$2,045.63
Assistant Planner	GBU	352	\$2,183.43	\$2,292.54	\$2,407.28	\$2,527.65	\$2,654.20	\$2,786.94
Building Permit Technician	GBU	288	\$1,586.67	\$1,665.98	\$1,749.22	\$1,836.96	\$1,928.64	\$2,025.38
Combination Building Inspector	GBU	348	\$2,140.12	\$2,247.55	\$2,359.48	\$2,477.59	\$2,601.89	\$2,731.82
Computer Technician	GBU	344	\$2,097.94	\$2,203.11	\$2,313.35	\$2,428.66	\$2,550.15	\$2,677.82
Construction Inspector I	GBU	322	\$1,880.27	\$1,974.20	\$2,072.63	\$2,176.12	\$2,285.23	\$2,399.41
Construction Inspector II	GBU	342	\$2,077.13	\$2,181.18	\$2,290.29	\$2,404.47	\$2,524.84	\$2,651.39
Deputy City Clerk	GBU	311	\$1,779.59	\$1,868.46	\$1,961.82	\$2,060.25	\$2,163.18	\$2,271.17
Electrician II	GBU	361	\$2,283.54	\$2,397.72	\$2,518.09	\$2,643.51	\$2,775.69	\$2,914.61
Electrician III	GBU	381	\$2,523.15	\$2,649.70	\$2,790.31	\$2,920.80	\$3,067.04	\$3,220.59
Engineering Technician I	GBU	302	\$1,701.41	\$1,786.90	\$1,875.77	\$1,969.70	\$2,068.13	\$2,171.62
Engineering Technician II	GBU	322	\$1,880.27	\$1,974.20	\$2,072.63	\$2,176.12	\$2,285.23	\$2,399.41
Engineering Technician III	GBU	350	\$2,162.06	\$2,270.05	\$2,383.66	\$2,502.34	\$2,627.76	\$2,758.81
Facilities Maintenance Technician	GBU	289	\$1,594.54	\$1,674.41	\$1,758.22	\$1,845.96	\$1,938.20	\$2,035.50
Grants Specialist	GBU	299	\$1,676.10	\$1,759.90	\$1,848.21	\$1,940.45	\$2,037.75	\$2,139.56
Industrial Electrical Technician	GBU	381	\$2,523.15	\$2,649.70	\$2,790.31	\$2,920.80	\$3,067.04	\$3,220.59
Lead Electrician	GBU	401	\$2,788.06	\$2,927.55	\$3,073.79	\$3,227.34	\$3,388.76	\$3,558.06
Maintenance Technician	GBU	308	\$1,753.16	\$1,840.90	\$1,933.14	\$2,029.88	\$2,131.12	\$2,237.42
Mechanic I	GBU	286	\$1,570.92	\$1,649.66	\$1,732.34	\$1,818.96	\$1,909.52	\$2,005.13
Mechanic II	GBU	301	\$1,692.97	\$1,777.90	\$1,866.77	\$1,960.14	\$2,058.00	\$2,160.93
Mechanic III	GBU	321	\$1,870.71	\$1,964.07	\$2,062.50	\$2,165.43	\$2,273.98	\$2,387.60
Neighborhood Outreach Assistant	GBU	276	\$1,494.43	\$1,569.23	\$1,647.98	\$1,730.09	\$1,816.71	\$1,907.83
Neighborhood Outreach Coordinator	GBU	306	\$1,735.72	\$1,822.90	\$1,914.02	\$2,009.63	\$2,109.75	\$2,215.49
Neighborhood Preservation Specialist I	GBU	310	\$1,770.59	\$1,859.46	\$1,952.26	\$2,050.13	\$2,152.49	\$2,259.92
Neighborhood Preservation Specialist II	GBU	330	\$1,956.76	\$2,054.63	\$2,156.99	\$2,264.98	\$2,378.04	\$2,497.28
Neighborhood Preservation Specialist III	GBU	350	\$2,162.06	\$2,270.05	\$2,383.66	\$2,502.34	\$2,627.76	\$2,758.81
Office Assistant I	GBU	263	\$1,401.06	\$1,470.81	\$1,544.49	\$1,621.54	\$1,702.53	\$1,788.03
Office Assistant II	GBU	283	\$1,547.86	\$1,624.92	\$1,706.47	\$1,791.96	\$1,881.39	\$1,975.32
Parks Leadworker	GBU	323	\$1,889.27	\$1,983.76	\$2,083.31	\$2,187.37	\$2,296.48	\$2,411.22
Parks Worker I	GBU	263	\$1,401.06	\$1,470.81	\$1,544.49	\$1,621.54	\$1,702.53	\$1,788.03
Parks Worker II	GBU	283	\$1,547.86	\$1,624.92	\$1,706.47	\$1,791.96	\$1,881.39	\$1,975.32
Parks Worker III	GBU	303	\$1,709.85	\$1,795.34	\$1,885.33	\$1,979.82	\$2,078.81	\$2,182.30
Payroll Specialist	GBU	316	\$1,824.59	\$1,915.70	\$2,011.88	\$2,112.00	\$2,217.74	\$2,328.54

MACEA Side Letter #1
Exhibit A: Salary Plan

Job Title	B/U	Range	Bi-Weekly Pay Rate					
			A	B	C	D	E	F
Effective 6/15/2024 (continued)								
Plans Examiner	GBU	360	\$2,272.30	\$2,385.91	\$2,505.15	\$2,630.58	\$2,762.19	\$2,899.99
Public Works Equipment Operator	GBU	303	\$1,709.85	\$1,795.34	\$1,885.33	\$1,979.82	\$2,078.81	\$2,182.30
Public Works Maintenance Lead Worker	GBU	323	\$1,889.27	\$1,983.76	\$2,083.31	\$2,187.37	\$2,296.48	\$2,411.22
Public Works Maintenance Worker I	GBU	263	\$1,401.06	\$1,470.81	\$1,544.49	\$1,621.54	\$1,702.53	\$1,788.03
Public Works Maintenance Worker II	GBU	283	\$1,547.86	\$1,624.92	\$1,706.47	\$1,791.96	\$1,881.39	\$1,975.32
Purchasing Assistant	GBU	280	\$1,524.80	\$1,600.73	\$1,681.16	\$1,764.97	\$1,853.27	\$1,946.07
Recreation/Community Programs Coordinator	GBU	313	\$1,797.59	\$1,887.58	\$1,981.51	\$2,081.06	\$2,185.12	\$2,294.23
Solid Waste/Recycling Assistant	GBU	283	\$1,547.86	\$1,624.92	\$1,706.47	\$1,791.96	\$1,881.39	\$1,975.32
Solid Waste/Recycling Coordinator	GBU	313	\$1,797.59	\$1,887.58	\$1,981.51	\$2,081.06	\$2,185.12	\$2,294.23
Water Conservation Customer Service Representative	GBU	263	\$1,401.06	\$1,470.81	\$1,544.49	\$1,621.54	\$1,702.53	\$1,788.03
Water Conservation Specialist	GBU	283	\$1,547.86	\$1,624.92	\$1,706.47	\$1,791.96	\$1,881.39	\$1,975.32
Water Quality Specialist II	GBU	340	\$2,056.88	\$2,159.24	\$2,267.23	\$2,380.85	\$2,500.09	\$2,624.95
Water Quality Specialist I	GBU	320	\$1,861.14	\$1,954.51	\$2,052.38	\$2,154.74	\$2,262.73	\$2,375.79
Water Quality Specialist In Training	GBU	293	\$1,626.60	\$1,708.16	\$1,793.65	\$1,883.08	\$1,977.57	\$2,076.56
Water System Lead Worker	GBU	365	\$2,329.67	\$2,446.09	\$2,568.71	\$2,696.95	\$2,831.93	\$2,973.67
Water System Technician	GBU	350	\$2,162.06	\$2,270.05	\$2,383.66	\$2,502.34	\$2,627.76	\$2,758.81
Water System Worker I	GBU	293	\$1,626.60	\$1,708.16	\$1,793.65	\$1,883.08	\$1,977.57	\$2,076.56
Water System Worker II	GBU	320	\$1,861.14	\$1,954.51	\$2,052.38	\$2,154.74	\$2,262.73	\$2,375.79
Water System Worker III	GBU	340	\$2,056.88	\$2,159.24	\$2,267.23	\$2,380.85	\$2,500.09	\$2,624.95
WW Lab Analyst/Environmental Compliance Inspector I	GBU	345	\$2,108.62	\$2,213.80	\$2,324.60	\$2,441.03	\$2,563.08	\$2,691.32
WW Lab Analyst/Environmental Compliance Inspector II	GBU	365	\$2,329.67	\$2,446.09	\$2,568.71	\$2,696.95	\$2,831.93	\$2,973.67
WWTP Lead Operator	GBU	383	\$2,548.46	\$2,676.13	\$2,810.00	\$2,950.05	\$3,097.97	\$3,252.65
WWTP Mechanic	GBU	375	\$2,448.91	\$2,571.52	\$2,699.76	\$2,834.75	\$2,976.48	\$3,125.53
WWTP Operator I	GBU	322	\$1,880.27	\$1,974.20	\$2,072.63	\$2,176.12	\$2,285.23	\$2,399.41
WWTP Operator II	GBU	344	\$2,097.94	\$2,203.11	\$2,313.35	\$2,428.66	\$2,550.15	\$2,677.82
WWTP Operator III	GBU	364	\$2,318.42	\$2,434.28	\$2,555.77	\$2,683.45	\$2,817.87	\$2,958.48
WWTP Operator In Training	GBU	301	\$1,692.97	\$1,777.90	\$1,866.77	\$1,960.14	\$2,058.00	\$2,160.93

MACEA Side Letter #1
Exhibit A: Salary Plan

Job Title	B/U	Range	Bi-Weekly Pay Rate					
			A	B	C	D	E	F
Effective 12/28/2024								
Accountant (Junior)	GBU	282	\$1,570.79	\$1,649.38	\$1,732.00	\$1,818.62	\$1,909.27	\$2,005.08
Accounting Technician I	GBU	263	\$1,429.08	\$1,500.22	\$1,575.38	\$1,653.97	\$1,736.59	\$1,823.79
Accounting Technician II	GBU	283	\$1,578.82	\$1,657.42	\$1,740.60	\$1,827.80	\$1,919.02	\$2,014.83
Accounting Technician III	GBU	300	\$1,718.23	\$1,804.28	\$1,894.35	\$1,989.01	\$2,088.84	\$2,193.25
Administrative Assistant	GBU	303	\$1,744.04	\$1,831.25	\$1,923.04	\$2,019.42	\$2,120.39	\$2,225.95
Animal Control Officer	GBU	290	\$1,635.04	\$1,716.51	\$1,802.56	\$1,892.63	\$1,987.29	\$2,086.54
Assistant Planner	GBU	352	\$2,227.10	\$2,338.39	\$2,455.43	\$2,578.20	\$2,707.28	\$2,842.68
Building Permit Technician	GBU	288	\$1,618.40	\$1,699.29	\$1,784.20	\$1,873.70	\$1,967.21	\$2,065.89
Combination Building Inspector	GBU	348	\$2,182.92	\$2,292.50	\$2,406.67	\$2,527.14	\$2,653.93	\$2,786.45
Computer Technician	GBU	344	\$2,139.90	\$2,247.18	\$2,359.62	\$2,477.23	\$2,601.15	\$2,731.38
Construction Inspector I	GBU	322	\$1,917.87	\$2,013.68	\$2,114.08	\$2,219.64	\$2,330.94	\$2,447.40
Construction Inspector II	GBU	342	\$2,118.67	\$2,224.80	\$2,336.10	\$2,452.56	\$2,575.33	\$2,704.42
Deputy City Clerk	GBU	311	\$1,815.18	\$1,905.83	\$2,001.06	\$2,101.46	\$2,206.44	\$2,316.59
Electrician II	GBU	361	\$2,329.22	\$2,445.68	\$2,568.45	\$2,696.38	\$2,831.20	\$2,972.91
Electrician III	GBU	381	\$2,573.61	\$2,702.69	\$2,846.12	\$2,979.22	\$3,128.38	\$3,285.00
Engineering Technician I	GBU	302	\$1,735.44	\$1,822.64	\$1,913.28	\$2,009.09	\$2,109.49	\$2,215.05
Engineering Technician II	GBU	322	\$1,917.87	\$2,013.68	\$2,114.08	\$2,219.64	\$2,330.94	\$2,447.40
Engineering Technician III	GBU	350	\$2,205.30	\$2,315.45	\$2,431.33	\$2,552.38	\$2,680.32	\$2,813.99
Facilities Maintenance Technician	GBU	289	\$1,626.44	\$1,707.90	\$1,793.38	\$1,882.88	\$1,976.97	\$2,076.22
Grants Specialist	GBU	299	\$1,709.62	\$1,795.10	\$1,885.17	\$1,979.26	\$2,078.51	\$2,182.35
Industrial Electrical Technician	GBU	381	\$2,573.61	\$2,702.69	\$2,846.12	\$2,979.22	\$3,128.38	\$3,285.00
Lead Electrician	GBU	401	\$2,843.82	\$2,986.10	\$3,135.26	\$3,291.88	\$3,456.53	\$3,629.22
Maintenance Technician	GBU	308	\$1,788.22	\$1,877.72	\$1,971.80	\$2,070.48	\$2,173.74	\$2,282.17
Mechanic I	GBU	286	\$1,602.34	\$1,682.66	\$1,766.99	\$1,855.34	\$1,947.71	\$2,045.24
Mechanic II	GBU	301	\$1,726.83	\$1,813.46	\$1,904.11	\$1,999.34	\$2,099.16	\$2,204.15
Mechanic III	GBU	321	\$1,908.12	\$2,003.35	\$2,103.75	\$2,208.74	\$2,319.46	\$2,435.35
Neighborhood Outreach Assistant	GBU	276	\$1,524.32	\$1,600.62	\$1,680.94	\$1,764.70	\$1,853.05	\$1,945.99
Neighborhood Outreach Coordinator	GBU	306	\$1,770.43	\$1,859.36	\$1,952.30	\$2,049.83	\$2,151.94	\$2,259.80
Neighborhood Preservation Specialist I	GBU	310	\$1,806.00	\$1,896.65	\$1,991.31	\$2,091.13	\$2,195.54	\$2,305.12
Neighborhood Preservation Specialist II	GBU	330	\$1,995.90	\$2,095.72	\$2,200.13	\$2,310.28	\$2,425.60	\$2,547.22
Neighborhood Preservation Specialist III	GBU	350	\$2,205.30	\$2,315.45	\$2,431.33	\$2,552.38	\$2,680.32	\$2,813.99
Office Assistant I	GBU	263	\$1,429.08	\$1,500.22	\$1,575.38	\$1,653.97	\$1,736.59	\$1,823.79
Office Assistant II	GBU	283	\$1,578.82	\$1,657.42	\$1,740.60	\$1,827.80	\$1,919.02	\$2,014.83
Parks Leadworker	GBU	323	\$1,927.05	\$2,023.43	\$2,124.98	\$2,231.11	\$2,342.41	\$2,459.45
Parks Worker I	GBU	263	\$1,429.08	\$1,500.22	\$1,575.38	\$1,653.97	\$1,736.59	\$1,823.79
Parks Worker II	GBU	283	\$1,578.82	\$1,657.42	\$1,740.60	\$1,827.80	\$1,919.02	\$2,014.83
Parks Worker III	GBU	303	\$1,744.04	\$1,831.25	\$1,923.04	\$2,019.42	\$2,120.39	\$2,225.95
Payroll Specialist	GBU	316	\$1,861.08	\$1,954.02	\$2,052.12	\$2,154.24	\$2,262.09	\$2,375.11

MACEA Side Letter #1
Exhibit A: Salary Plan

Job Title	B/U	Range	Bi-Weekly Pay Rate					
			A	B	C	D	E	F
Effective 12/28/2024 (continued)								
Plans Examiner	GBU	360	\$2,317.74	\$2,433.63	\$2,555.25	\$2,683.19	\$2,817.43	\$2,957.99
Public Works Equipment Operator	GBU	303	\$1,744.04	\$1,831.25	\$1,923.04	\$2,019.42	\$2,120.39	\$2,225.95
Public Works Maintenance Lead Worker	GBU	323	\$1,927.05	\$2,023.43	\$2,124.98	\$2,231.11	\$2,342.41	\$2,459.45
Public Works Maintenance Worker I	GBU	263	\$1,429.08	\$1,500.22	\$1,575.38	\$1,653.97	\$1,736.59	\$1,823.79
Public Works Maintenance Worker II	GBU	283	\$1,578.82	\$1,657.42	\$1,740.60	\$1,827.80	\$1,919.02	\$2,014.83
Purchasing Assistant	GBU	280	\$1,555.30	\$1,632.75	\$1,714.78	\$1,800.27	\$1,890.34	\$1,985.00
Recreation/Community Programs Coordinator	GBU	313	\$1,833.54	\$1,925.33	\$2,021.14	\$2,122.68	\$2,228.82	\$2,340.12
Solid Waste/Recycling Assistant	GBU	283	\$1,578.82	\$1,657.42	\$1,740.60	\$1,827.80	\$1,919.02	\$2,014.83
Solid Waste/Recycling Coordinator	GBU	313	\$1,833.54	\$1,925.33	\$2,021.14	\$2,122.68	\$2,228.82	\$2,340.12
Water Conservation Customer Service Representative	GBU	263	\$1,429.08	\$1,500.22	\$1,575.38	\$1,653.97	\$1,736.59	\$1,823.79
Water Conservation Specialist	GBU	283	\$1,578.82	\$1,657.42	\$1,740.60	\$1,827.80	\$1,919.02	\$2,014.83
Water Quality Specialist II	GBU	340	\$2,098.02	\$2,202.43	\$2,312.58	\$2,428.47	\$2,550.09	\$2,677.45
Water Quality Specialist I	GBU	320	\$1,898.37	\$1,993.60	\$2,093.43	\$2,197.84	\$2,307.99	\$2,423.30
Water Quality Specialist In Training	GBU	293	\$1,659.14	\$1,742.32	\$1,829.52	\$1,920.74	\$2,017.12	\$2,118.09
Water System Lead Worker	GBU	365	\$2,376.26	\$2,495.01	\$2,620.08	\$2,750.88	\$2,888.57	\$3,033.14
Water System Technician	GBU	350	\$2,205.30	\$2,315.45	\$2,431.33	\$2,552.38	\$2,680.32	\$2,813.99
Water System Worker I	GBU	293	\$1,659.14	\$1,742.32	\$1,829.52	\$1,920.74	\$2,017.12	\$2,118.09
Water System Worker II	GBU	320	\$1,898.37	\$1,993.60	\$2,093.43	\$2,197.84	\$2,307.99	\$2,423.30
Water System Worker III	GBU	340	\$2,098.02	\$2,202.43	\$2,312.58	\$2,428.47	\$2,550.09	\$2,677.45
WW Lab Analyst/Environmental Compliance Inspector I	GBU	345	\$2,150.80	\$2,258.08	\$2,371.10	\$2,489.85	\$2,614.34	\$2,745.15
WW Lab Analyst/Environmental Compliance Inspector II	GBU	365	\$2,376.26	\$2,495.01	\$2,620.08	\$2,750.88	\$2,888.57	\$3,033.14
WWTP Lead Operator	GBU	383	\$2,599.43	\$2,729.66	\$2,866.20	\$3,009.05	\$3,159.93	\$3,317.70
WWTP Mechanic	GBU	375	\$2,497.88	\$2,622.95	\$2,753.75	\$2,891.44	\$3,036.01	\$3,188.04
WWTP Operator I	GBU	322	\$1,917.87	\$2,013.68	\$2,114.08	\$2,219.64	\$2,330.94	\$2,447.40
WWTP Operator II	GBU	344	\$2,139.90	\$2,247.18	\$2,359.62	\$2,477.23	\$2,601.15	\$2,731.38
WWTP Operator III	GBU	364	\$2,364.79	\$2,482.97	\$2,606.89	\$2,737.12	\$2,874.23	\$3,017.65
WWTP Operator In Training	GBU	301	\$1,726.83	\$1,813.46	\$1,904.11	\$1,999.34	\$2,099.16	\$2,204.15