

**SIDE LETTER AGREEMENT #2  
BETWEEN THE CITY OF MADERA  
AND  
THE MID MANAGEMENT EMPLOYEE GROUP**

The parties have conferred, and do hereby agree to the following changes to the Memorandum of Understanding (MOU) between the City of Madera and the Mid Management Employee Group dated July 1, 2021, to June 30, 2025, and Side Letter Agreement adopted November 17, 2021:

**Section 1.**

Article 6 – Salaries and Benefits is amended to read as follows:

**Article 6 – Salaries and Benefits**

The salary schedule attached as Exhibit A to this Side Letter Agreement reflects the salary plan for positions represented by this unit that will be effective upon implementation of the 2% base wage increase on each effective date noted below. For Steps A through F, employees are eligible to be considered for a merit increase each year on their merit anniversary date as defined by the City's Personnel Rules and Regulations. After an employee has been F-step of their salary range for one year (on their anniversary date), the employee is eligible for a 2.5% step increase (F + 2.5%), upon recommendation of the supervisor. Additional 2.5% step increases will be awarded upon recommendation of the supervisor in 5-year increments thereafter, not to exceed F + 10%.

Effective the first paycheck on or after July 1, 2021, employees represented by this unit and employed with the City will receive a 2% base wage increase.

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.

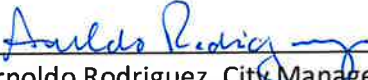
In addition to the percent-based wage increases noted above, Exhibit A reflects revised range assignments for the following classifications to be effective 12/31/2022 due to ongoing increases in the California minimum wage.

- Parks Supervisor
- Water System Supervisor
- Streets and Storm Drainage Supervisor

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.

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 Mid Management Employee Group is fully executed by both parties.

  
\_\_\_\_\_  
Nicole Say, President  
11/8/22  
Date

  
\_\_\_\_\_  
Arnaldo Rodriguez, City Manager  
11/17/22  
Date

**Mid Management Side Letter #2**

**Exhibit A: Salary Plan**

Job Title	B/U	Range	Bi-Weekly Pay Rate									
			A	B	C	D	E	F	F + 2.5%	F + 5%	F + 7.5%	F + 10%
Effective 6/18/2022 (current)												
Accountant I	MM	322	\$1,737.08	\$1,823.85	\$1,914.79	\$2,010.40	\$2,111.20	\$2,216.68	\$2,272.10	\$2,327.52	\$2,382.93	\$2,438.35
Accountant II	MM	362	\$2,120.55	\$2,226.56	\$2,337.75	\$2,454.67	\$2,577.30	\$2,706.16	\$2,773.82	\$2,841.47	\$2,909.12	\$2,976.78
Administrative Analyst I	MM	358	\$2,078.47	\$2,182.39	\$2,291.51	\$2,406.34	\$2,526.37	\$2,652.64	\$2,718.96	\$2,785.27	\$2,851.59	\$2,917.91
Administrative Analyst II	MM	386	\$2,390.24	\$2,509.75	\$2,634.98	\$2,766.96	\$2,905.18	\$3,050.15	\$3,126.40	\$3,202.66	\$3,278.91	\$3,355.16
Assistant Engineer	MM	392	\$2,462.46	\$2,585.61	\$2,715.00	\$2,850.62	\$2,993.51	\$3,143.16	\$3,221.74	\$3,300.32	\$3,378.90	\$3,457.48
Associate Civil Engineer	MM	420	\$2,831.91	\$2,973.25	\$3,121.86	\$3,278.26	\$3,441.94	\$3,613.93	\$3,704.28	\$3,794.63	\$3,884.98	\$3,975.33
Associate Planner	MM	368	\$2,184.99	\$2,294.11	\$2,408.94	\$2,528.97	\$2,655.76	\$2,788.26	\$2,857.97	\$2,927.67	\$2,997.38	\$3,067.09
Communications Specialist	MM	358	\$2,078.47	\$2,182.39	\$2,291.51	\$2,406.34	\$2,526.37	\$2,652.64	\$2,718.96	\$2,785.27	\$2,851.59	\$2,917.91
Deputy City Engineer	MM	467	\$3,579.64	\$3,758.91	\$3,946.49	\$4,143.94	\$4,351.27	\$4,568.47	\$4,682.68	\$4,796.89	\$4,911.10	\$5,025.31
Electrical and Facilities Operations Manager	MM	421	\$2,845.94	\$2,988.31	\$3,137.44	\$3,294.37	\$3,459.09	\$3,632.12	\$3,722.92	\$3,813.72	\$3,904.53	\$3,995.33
Engineering Project Manager	MM	419	\$2,817.36	\$2,958.70	\$3,106.27	\$3,261.63	\$3,424.79	\$3,596.27	\$3,686.17	\$3,776.08	\$3,865.99	\$3,955.89
Executive Secretary	MM	330	\$1,807.75	\$1,898.16	\$1,992.73	\$2,092.50	\$2,196.94	\$2,307.10	\$2,364.77	\$2,422.45	\$2,480.13	\$2,537.81
Executive Secretary to City Administrator	MM	330	\$1,807.75	\$1,898.16	\$1,992.73	\$2,092.50	\$2,196.94	\$2,307.10	\$2,364.77	\$2,422.45	\$2,480.13	\$2,537.81
Financial Services Manager	MM	446	\$3,223.70	\$3,384.78	\$3,554.18	\$3,731.89	\$3,918.43	\$4,114.32	\$4,217.18	\$4,320.04	\$4,422.90	\$4,525.76
Fleet Operations Manager	MM	404	\$2,614.71	\$2,745.13	\$2,882.31	\$3,026.77	\$3,177.97	\$3,336.98	\$3,420.40	\$3,503.83	\$3,587.25	\$3,670.67
Grant Administrator	MM	446	\$3,223.70	\$3,384.78	\$3,554.18	\$3,731.89	\$3,918.43	\$4,114.32	\$4,217.18	\$4,320.04	\$4,422.90	\$4,525.76
Grant Analyst	MM	358	\$2,078.47	\$2,182.39	\$2,291.51	\$2,406.34	\$2,526.37	\$2,652.64	\$2,718.96	\$2,785.27	\$2,851.59	\$2,917.91
Human Resources Technician	MM	290	\$1,480.91	\$1,554.69	\$1,632.63	\$1,714.21	\$1,799.95	\$1,889.85	\$1,937.09	\$1,984.34	\$2,031.58	\$2,078.83
Human Resources Technician II	MM	310	\$1,635.75	\$1,717.85	\$1,803.59	\$1,894.00	\$1,988.57	\$2,087.82	\$2,140.01	\$2,192.21	\$2,244.41	\$2,296.60
Neighborhood Preservation Supervisor	MM	380	\$2,319.57	\$2,435.44	\$2,557.03	\$2,685.38	\$2,819.44	\$2,960.25	\$3,034.26	\$3,108.27	\$3,182.27	\$3,256.28
Network Administrator	MM	389	\$2,426.09	\$2,547.16	\$2,674.47	\$2,808.53	\$2,948.82	\$3,096.39	\$3,173.80	\$3,251.21	\$3,328.62	\$3,406.03
Park Planning Manager	MM	426	\$2,917.65	\$3,063.66	\$3,216.95	\$3,377.51	\$3,546.38	\$3,723.57	\$3,816.66	\$3,909.75	\$4,002.84	\$4,095.93
Parks Manager	MM	385	\$2,378.28	\$2,496.76	\$2,621.98	\$2,752.93	\$2,890.63	\$3,035.08	\$3,110.96	\$3,186.83	\$3,262.71	\$3,338.59
Parks Supervisor	MM	335	\$1,853.47	\$1,945.96	\$2,043.13	\$2,145.50	\$2,252.54	\$2,365.29	\$2,424.43	\$2,483.56	\$2,542.69	\$2,601.82
Procurement Services Manager	MM	358	\$2,078.47	\$2,182.39	\$2,291.51	\$2,406.34	\$2,526.37	\$2,652.64	\$2,718.96	\$2,785.27	\$2,851.59	\$2,917.91
Program Manager-Grants	MM	366	\$2,163.16	\$2,271.24	\$2,385.04	\$2,504.03	\$2,629.26	\$2,760.72	\$2,829.74	\$2,898.76	\$2,967.78	\$3,036.79
Recreation/Community Programs Manager	MM	390	\$2,438.04	\$2,560.15	\$2,687.98	\$2,822.56	\$2,963.37	\$3,111.98	\$3,189.78	\$3,267.58	\$3,345.38	\$3,423.18
Recreation/Community Programs Supervisor	MM	353	\$2,027.54	\$2,128.87	\$2,234.87	\$2,346.59	\$2,464.02	\$2,587.17	\$2,651.85	\$2,716.53	\$2,781.21	\$2,845.89
Redevelopment Agency Secretary	MM	342	\$1,918.94	\$2,015.07	\$2,115.88	\$2,221.36	\$2,332.56	\$2,449.47	\$2,510.71	\$2,571.95	\$2,633.18	\$2,694.42
Redevelopment Manager	MM	427	\$2,932.20	\$3,078.73	\$3,233.05	\$3,394.65	\$3,564.05	\$3,742.28	\$3,835.83	\$3,929.39	\$4,022.95	\$4,116.51
Safety Officer	MM	358	\$2,078.47	\$2,182.39	\$2,291.51	\$2,406.34	\$2,526.37	\$2,652.64	\$2,718.96	\$2,785.27	\$2,851.59	\$2,917.91
Senior Civil Engineer	MM	439	\$3,113.02	\$3,268.91	\$3,432.07	\$3,604.06	\$3,783.85	\$3,972.99	\$4,072.31	\$4,171.64	\$4,270.96	\$4,370.29
Senior Planner	MM	429	\$2,961.81	\$3,109.90	\$3,265.27	\$3,428.43	\$3,599.90	\$3,779.69	\$3,874.18	\$3,968.67	\$4,063.17	\$4,157.66
Solid Waste Manager	MM	353	\$2,027.54	\$2,128.87	\$2,234.87	\$2,346.59	\$2,464.02	\$2,587.17	\$2,651.85	\$2,716.53	\$2,781.21	\$2,845.89
Streets & Storm Drainage Ops. Manager	MM	385	\$2,378.28	\$2,496.76	\$2,621.98	\$2,752.93	\$2,890.63	\$3,035.08	\$3,110.96	\$3,186.83	\$3,262.71	\$3,338.59
Streets & Storm Drainage Supervisor	MM	340	\$1,900.24	\$1,994.81	\$2,094.57	\$2,199.54	\$2,309.70	\$2,425.05	\$2,485.68	\$2,546.30	\$2,606.93	\$2,667.55
Tyler Munis Implementation Project Manager	MM	408	\$2,667.19	\$2,800.73	\$2,940.51	\$3,087.56	\$3,241.89	\$3,404.01	\$3,489.11	\$3,574.21	\$3,659.31	\$3,744.41
Utility Billing Supervisor	MM	334	\$1,844.12	\$1,936.09	\$2,033.26	\$2,134.58	\$2,241.62	\$2,353.34	\$2,412.18	\$2,471.01	\$2,529.84	\$2,588.68
Waste Water Treatment Plant Manager	MM	459	\$3,439.86	\$3,611.85	\$3,792.16	\$3,981.82	\$4,180.83	\$4,390.24	\$4,500.00	\$4,609.75	\$4,719.51	\$4,829.26
Wastewater Collection System Supervisor	MM	346	\$1,957.91	\$2,055.60	\$2,158.49	\$2,266.57	\$2,379.84	\$2,498.84	\$2,561.31	\$2,623.78	\$2,686.25	\$2,748.72
Water & Sewer Operations Manager	MM	423	\$2,874.52	\$3,017.93	\$3,169.14	\$3,327.62	\$3,493.90	\$3,668.49	\$3,760.20	\$3,851.92	\$3,943.63	\$4,035.34
Water Meter & Conservation Supervisor	MM	340	\$1,900.24	\$1,994.81	\$2,094.57	\$2,199.54	\$2,309.70	\$2,425.05	\$2,485.68	\$2,546.30	\$2,606.93	\$2,667.55
Water System Supervisor	MM	365	\$2,152.25	\$2,259.81	\$2,373.09	\$2,491.56	\$2,616.27	\$2,747.21	\$2,815.89	\$2,884.57	\$2,953.25	\$3,021.93

**Mid Management Side Letter #2**

**Exhibit A: Salary Plan**

Job Title	B/U	Range	Bi-Weekly Pay Rate									
			A	B	C	D	E	F	F + 2.5%	F + 5%	F + 7.5%	F + 10%
Effective 12/31/2022 (revised range assignments in <i>italics</i> )												
Accountant I	MM	322	\$1,771.82	\$1,860.33	\$1,953.08	\$2,050.60	\$2,153.43	\$2,261.02	\$2,317.54	\$2,374.07	\$2,430.59	\$2,487.12
Accountant II	MM	362	\$2,162.97	\$2,271.09	\$2,384.51	\$2,503.76	\$2,628.84	\$2,760.29	\$2,829.29	\$2,898.30	\$2,967.31	\$3,036.31
Administrative Analyst I	MM	358	\$2,120.03	\$2,226.04	\$2,337.34	\$2,454.47	\$2,576.90	\$2,705.69	\$2,773.34	\$2,840.98	\$2,908.62	\$2,976.26
Administrative Analyst II	MM	386	\$2,438.04	\$2,559.94	\$2,687.67	\$2,822.30	\$2,963.28	\$3,111.15	\$3,188.93	\$3,266.71	\$3,344.49	\$3,422.27
Assistant Engineer	MM	392	\$2,511.71	\$2,637.32	\$2,769.30	\$2,907.63	\$3,053.38	\$3,206.02	\$3,286.17	\$3,366.32	\$3,446.47	\$3,526.63
Associate Civil Engineer	MM	420	\$2,888.55	\$3,032.71	\$3,184.29	\$3,343.83	\$3,510.78	\$3,686.21	\$3,778.37	\$3,870.52	\$3,962.68	\$4,054.83
Associate Planner	MM	368	\$2,228.69	\$2,339.99	\$2,457.12	\$2,579.55	\$2,708.87	\$2,844.03	\$2,915.13	\$2,986.23	\$3,057.33	\$3,128.43
Communications Specialist	MM	358	\$2,120.03	\$2,226.04	\$2,337.34	\$2,454.47	\$2,576.90	\$2,705.69	\$2,773.34	\$2,840.98	\$2,908.62	\$2,976.26
Deputy City Engineer	MM	467	\$3,651.23	\$3,834.08	\$4,025.42	\$4,226.82	\$4,438.29	\$4,659.84	\$4,776.33	\$4,892.83	\$5,009.32	\$5,125.82
Electrical and Facilities Operations Manager	MM	421	\$2,902.86	\$3,048.08	\$3,200.19	\$3,360.26	\$3,528.27	\$3,704.76	\$3,797.38	\$3,890.00	\$3,982.62	\$4,075.24
Engineering Project Manager	MM	419	\$2,873.71	\$3,017.87	\$3,168.39	\$3,326.86	\$3,493.29	\$3,668.19	\$3,759.90	\$3,851.60	\$3,943.31	\$4,035.01
Executive Secretary	MM	330	\$1,843.90	\$1,936.12	\$2,032.58	\$2,134.35	\$2,240.88	\$2,353.24	\$2,412.07	\$2,470.90	\$2,529.73	\$2,588.56
Executive Secretary to City Administrator	MM	330	\$1,843.90	\$1,936.12	\$2,032.58	\$2,134.35	\$2,240.88	\$2,353.24	\$2,412.07	\$2,470.90	\$2,529.73	\$2,588.56
Financial Services Manager	MM	446	\$3,288.17	\$3,452.48	\$3,625.26	\$3,806.52	\$3,996.80	\$4,196.61	\$4,301.52	\$4,406.44	\$4,511.35	\$4,616.27
Fleet Operations Manager	MM	404	\$2,667.00	\$2,800.04	\$2,939.96	\$3,087.30	\$3,241.53	\$3,403.72	\$3,488.81	\$3,573.90	\$3,658.99	\$3,744.09
Grant Administrator	MM	446	\$3,288.17	\$3,452.48	\$3,625.26	\$3,806.52	\$3,996.80	\$4,196.61	\$4,301.52	\$4,406.44	\$4,511.35	\$4,616.27
Grant Analyst	MM	358	\$2,120.03	\$2,226.04	\$2,337.34	\$2,454.47	\$2,576.90	\$2,705.69	\$2,773.34	\$2,840.98	\$2,908.62	\$2,976.26
Human Resources Technician	MM	290	\$1,510.53	\$1,585.79	\$1,665.29	\$1,748.50	\$1,835.95	\$1,927.64	\$1,975.83	\$2,024.02	\$2,072.22	\$2,120.41
Human Resources Technician II	MM	310	\$1,668.47	\$1,752.21	\$1,839.66	\$1,931.88	\$2,028.34	\$2,129.58	\$2,182.81	\$2,236.05	\$2,289.29	\$2,342.53
Neighborhood Preservation Supervisor	MM	380	\$2,365.96	\$2,484.15	\$2,608.17	\$2,739.09	\$2,875.83	\$3,019.46	\$3,094.95	\$3,170.43	\$3,245.92	\$3,321.41
Network Administrator	MM	389	\$2,474.61	\$2,598.10	\$2,727.96	\$2,864.70	\$3,007.80	\$3,158.32	\$3,237.28	\$3,316.24	\$3,395.20	\$3,474.15
Park Planning Manager	MM	426	\$2,976.00	\$3,124.93	\$3,281.28	\$3,445.06	\$3,617.31	\$3,798.04	\$3,892.99	\$3,987.94	\$4,082.90	\$4,177.85
Parks Manager	MM	385	\$2,425.85	\$2,546.69	\$2,674.42	\$2,807.99	\$2,948.44	\$3,095.78	\$3,173.18	\$3,250.57	\$3,327.96	\$3,405.36
Parks Supervisor	MM	350	\$2,037.35	\$2,139.12	\$2,246.18	\$2,358.01	\$2,476.20	\$2,599.69	\$2,664.69	\$2,729.68	\$2,794.67	\$2,859.66
Procurement Services Manager	MM	358	\$2,120.03	\$2,226.04	\$2,337.34	\$2,454.47	\$2,576.90	\$2,705.69	\$2,773.34	\$2,840.98	\$2,908.62	\$2,976.26
Program Manager-Grants	MM	366	\$2,206.43	\$2,316.67	\$2,432.74	\$2,554.11	\$2,681.84	\$2,815.94	\$2,886.33	\$2,956.73	\$3,027.13	\$3,097.53
Recreation/Community Programs Manager	MM	390	\$2,486.80	\$2,611.35	\$2,741.74	\$2,879.01	\$3,022.64	\$3,174.22	\$3,253.58	\$3,332.93	\$3,412.29	\$3,491.64
Recreation/Community Programs Supervisor	MM	353	\$2,068.09	\$2,171.45	\$2,279.57	\$2,393.52	\$2,513.30	\$2,638.91	\$2,704.89	\$2,770.86	\$2,836.83	\$2,902.80
Redevelopment Agency Secretary	MM	342	\$1,957.32	\$2,055.37	\$2,158.20	\$2,265.79	\$2,379.21	\$2,498.46	\$2,560.92	\$2,623.38	\$2,685.85	\$2,748.31
Redevelopment Manager	MM	427	\$2,990.84	\$3,140.30	\$3,297.71	\$3,462.55	\$3,635.33	\$3,817.12	\$3,912.55	\$4,007.98	\$4,103.41	\$4,198.83
Safety Officer	MM	358	\$2,120.03	\$2,226.04	\$2,337.34	\$2,454.47	\$2,576.90	\$2,705.69	\$2,773.34	\$2,840.98	\$2,908.62	\$2,976.26
Senior Civil Engineer	MM	439	\$3,175.28	\$3,334.29	\$3,500.71	\$3,676.14	\$3,859.52	\$4,052.45	\$4,153.76	\$4,255.07	\$4,356.38	\$4,457.69
Senior Planner	MM	429	\$3,021.05	\$3,172.10	\$3,330.58	\$3,497.00	\$3,671.90	\$3,855.28	\$3,951.67	\$4,048.05	\$4,144.43	\$4,240.81
Solid Waste Manager	MM	353	\$2,068.09	\$2,171.45	\$2,279.57	\$2,393.52	\$2,513.30	\$2,638.91	\$2,704.89	\$2,770.86	\$2,836.83	\$2,902.80
Streets & Storm Drainage Ops. Manager	MM	385	\$2,425.85	\$2,546.69	\$2,674.42	\$2,807.99	\$2,948.44	\$3,095.78	\$3,173.18	\$3,250.57	\$3,327.96	\$3,405.36
Streets & Storm Drainage Supervisor	MM	350	\$2,037.35	\$2,139.12	\$2,246.18	\$2,358.01	\$2,476.20	\$2,599.69	\$2,664.69	\$2,729.68	\$2,794.67	\$2,859.66
Tyler Munis Implementation Project Manager	MM	408	\$2,720.53	\$2,856.75	\$2,999.32	\$3,149.31	\$3,306.72	\$3,472.09	\$3,558.89	\$3,645.69	\$3,732.49	\$3,819.30
Utility Billing Supervisor	MM	334	\$1,881.00	\$1,974.81	\$2,073.92	\$2,177.28	\$2,286.46	\$2,400.41	\$2,460.42	\$2,520.43	\$2,580.44	\$2,640.45
Waste Water Treatment Plant Manager	MM	459	\$3,508.66	\$3,684.09	\$3,868.00	\$4,061.46	\$4,264.45	\$4,478.04	\$4,589.99	\$4,701.95	\$4,813.90	\$4,925.85
Wastewater Collection System Supervisor	MM	346	\$1,997.07	\$2,096.71	\$2,201.66	\$2,311.90	\$2,427.44	\$2,548.81	\$2,612.53	\$2,676.25	\$2,739.97	\$2,803.69
Water & Sewer Operations Manager	MM	423	\$2,932.01	\$3,078.29	\$3,232.52	\$3,394.18	\$3,563.78	\$3,741.86	\$3,835.41	\$3,928.96	\$4,022.50	\$4,116.05
Water Meter & Conservation Supervisor	MM	340	\$1,938.24	\$2,034.70	\$2,136.46	\$2,243.53	\$2,355.89	\$2,473.55	\$2,535.39	\$2,597.23	\$2,659.07	\$2,720.91
Water System Supervisor	MM	385	\$2,425.85	\$2,546.69	\$2,674.42	\$2,807.99	\$2,948.44	\$3,095.78	\$3,173.18	\$3,250.57	\$3,327.96	\$3,405.36

**Mid Management Side Letter #2**

**Exhibit A: Salary Plan**

Job Title	B/U	Range	Bi-Weekly Pay Rate									
			A	B	C	D	E	F	F + 2.5%	F + 5%	F + 7.5%	F + 10%
Effective 06/17/2023												
Accountant I	MM	322	\$1,807.26	\$1,897.54	\$1,992.14	\$2,091.62	\$2,196.49	\$2,306.24	\$2,363.89	\$2,421.55	\$2,479.21	\$2,536.86
Accountant II	MM	362	\$2,206.23	\$2,316.51	\$2,432.20	\$2,553.84	\$2,681.42	\$2,815.49	\$2,885.88	\$2,956.27	\$3,026.65	\$3,097.04
Administrative Analyst I	MM	358	\$2,162.44	\$2,270.56	\$2,384.09	\$2,503.56	\$2,628.44	\$2,759.81	\$2,828.80	\$2,897.80	\$2,966.79	\$3,035.79
Administrative Analyst II	MM	386	\$2,486.80	\$2,611.14	\$2,741.43	\$2,878.74	\$3,022.54	\$3,173.37	\$3,252.71	\$3,332.04	\$3,411.38	\$3,490.71
Assistant Engineer	MM	392	\$2,561.95	\$2,690.07	\$2,824.68	\$2,965.78	\$3,114.45	\$3,270.14	\$3,351.90	\$3,433.65	\$3,515.40	\$3,597.16
Associate Civil Engineer	MM	420	\$2,946.32	\$3,093.36	\$3,247.98	\$3,410.70	\$3,580.99	\$3,759.93	\$3,853.93	\$3,947.93	\$4,041.93	\$4,135.93
Associate Planner	MM	368	\$2,273.26	\$2,386.79	\$2,506.26	\$2,631.14	\$2,763.05	\$2,900.91	\$2,973.43	\$3,045.95	\$3,118.48	\$3,191.00
Communications Specialist	MM	358	\$2,162.44	\$2,270.56	\$2,384.09	\$2,503.56	\$2,628.44	\$2,759.81	\$2,828.80	\$2,897.80	\$2,966.79	\$3,035.79
Deputy City Engineer	MM	467	\$3,724.25	\$3,910.76	\$4,105.92	\$4,311.36	\$4,527.06	\$4,753.03	\$4,871.86	\$4,990.69	\$5,109.51	\$5,228.34
Electrical and Facilities Operations Manager	MM	421	\$2,960.91	\$3,109.04	\$3,264.20	\$3,427.46	\$3,598.83	\$3,778.86	\$3,873.33	\$3,967.80	\$4,062.27	\$4,156.74
Engineering Project Manager	MM	419	\$2,931.18	\$3,078.23	\$3,231.76	\$3,393.40	\$3,563.15	\$3,741.55	\$3,835.09	\$3,928.63	\$4,022.17	\$4,115.71
Executive Secretary	MM	330	\$1,880.78	\$1,974.84	\$2,073.24	\$2,177.03	\$2,285.69	\$2,400.30	\$2,460.31	\$2,520.32	\$2,580.33	\$2,640.33
Executive Secretary to City Administrator	MM	330	\$1,880.78	\$1,974.84	\$2,073.24	\$2,177.03	\$2,285.69	\$2,400.30	\$2,460.31	\$2,520.32	\$2,580.33	\$2,640.33
Financial Services Manager	MM	446	\$3,353.94	\$3,521.53	\$3,697.76	\$3,882.65	\$4,076.73	\$4,280.54	\$4,387.56	\$4,494.57	\$4,601.58	\$4,708.60
Fleet Operations Manager	MM	404	\$2,720.34	\$2,856.04	\$2,998.76	\$3,149.05	\$3,306.36	\$3,471.79	\$3,558.59	\$3,645.38	\$3,732.17	\$3,818.97
Grant Administrator	MM	446	\$3,353.94	\$3,521.53	\$3,697.76	\$3,882.65	\$4,076.73	\$4,280.54	\$4,387.56	\$4,494.57	\$4,601.58	\$4,708.60
Grant Analyst	MM	358	\$2,162.44	\$2,270.56	\$2,384.09	\$2,503.56	\$2,628.44	\$2,759.81	\$2,828.80	\$2,897.80	\$2,966.79	\$3,035.79
Human Resources Technician	MM	290	\$1,540.74	\$1,617.50	\$1,698.59	\$1,783.47	\$1,872.67	\$1,966.19	\$2,015.35	\$2,064.50	\$2,113.66	\$2,162.81
Human Resources Technician II	MM	310	\$1,701.84	\$1,787.25	\$1,876.45	\$1,970.52	\$2,068.91	\$2,172.17	\$2,226.47	\$2,280.78	\$2,335.08	\$2,389.38
Neighborhood Preservation Supervisor	MM	380	\$2,413.28	\$2,533.83	\$2,660.34	\$2,793.87	\$2,933.34	\$3,079.85	\$3,156.85	\$3,233.84	\$3,310.84	\$3,387.83
Network Administrator	MM	389	\$2,524.10	\$2,650.06	\$2,782.51	\$2,921.99	\$3,067.96	\$3,221.49	\$3,302.03	\$3,382.56	\$3,463.10	\$3,543.64
Park Planning Manager	MM	426	\$3,035.52	\$3,187.43	\$3,346.91	\$3,513.96	\$3,689.66	\$3,874.00	\$3,970.85	\$4,067.70	\$4,164.55	\$4,261.40
Parks Manager	MM	385	\$2,474.37	\$2,597.63	\$2,727.91	\$2,864.15	\$3,007.41	\$3,157.70	\$3,236.64	\$3,315.58	\$3,394.52	\$3,473.47
Parks Supervisor	MM	350	\$2,078.10	\$2,181.90	\$2,291.10	\$2,405.17	\$2,525.73	\$2,651.69	\$2,717.98	\$2,784.27	\$2,850.56	\$2,916.86
Procurement Services Manager	MM	358	\$2,162.44	\$2,270.56	\$2,384.09	\$2,503.56	\$2,628.44	\$2,759.81	\$2,828.80	\$2,897.80	\$2,966.79	\$3,035.79
Program Manager-Grants	MM	366	\$2,250.56	\$2,363.00	\$2,481.39	\$2,605.19	\$2,735.48	\$2,872.26	\$2,944.06	\$3,015.87	\$3,087.67	\$3,159.48
Recreation/Community Programs Manager	MM	390	\$2,536.54	\$2,663.58	\$2,796.57	\$2,936.59	\$3,083.09	\$3,237.71	\$3,318.65	\$3,399.59	\$3,480.53	\$3,561.48
Recreation/Community Programs Supervisor	MM	353	\$2,109.46	\$2,214.88	\$2,325.16	\$2,441.39	\$2,563.57	\$2,691.69	\$2,758.98	\$2,826.28	\$2,893.57	\$2,960.86
Redevelopment Agency Secretary	MM	342	\$1,996.47	\$2,096.48	\$2,201.36	\$2,311.10	\$2,426.79	\$2,548.43	\$2,612.14	\$2,675.85	\$2,739.56	\$2,803.27
Redevelopment Manager	MM	427	\$3,050.66	\$3,203.11	\$3,363.67	\$3,531.80	\$3,708.04	\$3,893.47	\$3,990.80	\$4,088.14	\$4,185.47	\$4,282.81
Safety Officer	MM	358	\$2,162.44	\$2,270.56	\$2,384.09	\$2,503.56	\$2,628.44	\$2,759.81	\$2,828.80	\$2,897.80	\$2,966.79	\$3,035.79
Senior Civil Engineer	MM	439	\$3,238.79	\$3,400.97	\$3,570.72	\$3,749.66	\$3,936.71	\$4,133.50	\$4,236.83	\$4,340.17	\$4,443.51	\$4,546.84
Senior Planner	MM	429	\$3,081.47	\$3,235.54	\$3,397.19	\$3,566.94	\$3,745.34	\$3,932.39	\$4,030.70	\$4,129.01	\$4,227.32	\$4,325.63
Solid Waste Manager	MM	353	\$2,109.46	\$2,214.88	\$2,325.16	\$2,441.39	\$2,563.57	\$2,691.69	\$2,758.98	\$2,826.28	\$2,893.57	\$2,960.86
Streets & Storm Drainage Ops. Manager	MM	385	\$2,474.37	\$2,597.63	\$2,727.91	\$2,864.15	\$3,007.41	\$3,157.70	\$3,236.64	\$3,315.58	\$3,394.52	\$3,473.47
Streets & Storm Drainage Supervisor	MM	350	\$2,078.10	\$2,181.90	\$2,291.10	\$2,405.17	\$2,525.73	\$2,651.69	\$2,717.98	\$2,784.27	\$2,850.56	\$2,916.86
Tyler Munis Implementation Project Manager	MM	408	\$2,774.95	\$2,913.88	\$3,059.31	\$3,212.30	\$3,372.86	\$3,541.53	\$3,630.07	\$3,718.61	\$3,807.14	\$3,895.68
Utility Billing Supervisor	MM	334	\$1,918.62	\$2,014.31	\$2,115.40	\$2,220.82	\$2,332.19	\$2,448.42	\$2,509.63	\$2,570.84	\$2,632.05	\$2,693.26
Waste Water Treatment Plant Manager	MM	459	\$3,578.83	\$3,757.77	\$3,945.36	\$4,142.69	\$4,349.74	\$4,567.60	\$4,681.79	\$4,795.98	\$4,910.17	\$5,024.37
Wastewater Collection System Supervisor	MM	346	\$2,037.01	\$2,138.65	\$2,245.69	\$2,358.14	\$2,475.99	\$2,599.79	\$2,664.78	\$2,729.78	\$2,794.77	\$2,859.77
Water & Sewer Operations Manager	MM	423	\$2,990.65	\$3,139.86	\$3,297.17	\$3,462.06	\$3,635.05	\$3,816.70	\$3,912.12	\$4,007.53	\$4,102.95	\$4,198.37
Water Meter & Conservation Supervisor	MM	340	\$1,977.01	\$2,075.40	\$2,179.19	\$2,288.40	\$2,403.01	\$2,523.02	\$2,586.10	\$2,649.17	\$2,712.25	\$2,775.32
Water System Supervisor	MM	385	\$2,474.37	\$2,597.63	\$2,727.91	\$2,864.15	\$3,007.41	\$3,157.70	\$3,236.64	\$3,315.58	\$3,394.52	\$3,473.47



**Mid Management Side Letter #2**

**Exhibit A: Salary Plan**

Job Title	B/U	Range	Bi-Weekly Pay Rate									
			A	B	C	D	E	F	F + 2.5%	F + 5%	F + 7.5%	F + 10%
Effective 12/30/2023												
Accountant I	MM	322	\$1,843.40	\$1,935.49	\$2,031.99	\$2,133.45	\$2,240.42	\$2,352.36	\$2,411.17	\$2,469.98	\$2,528.79	\$2,587.60
Accountant II	MM	362	\$2,250.35	\$2,362.84	\$2,480.84	\$2,604.91	\$2,735.05	\$2,871.80	\$2,943.60	\$3,015.39	\$3,087.19	\$3,158.98
Administrative Analyst I	MM	358	\$2,205.68	\$2,315.97	\$2,431.77	\$2,553.63	\$2,681.01	\$2,815.00	\$2,885.38	\$2,955.75	\$3,026.13	\$3,096.50
Administrative Analyst II	MM	386	\$2,536.54	\$2,663.36	\$2,796.26	\$2,936.32	\$3,083.00	\$3,236.84	\$3,317.76	\$3,398.68	\$3,479.61	\$3,560.53
Assistant Engineer	MM	392	\$2,613.18	\$2,743.87	\$2,881.18	\$3,025.10	\$3,176.74	\$3,335.55	\$3,418.93	\$3,502.32	\$3,585.71	\$3,669.10
Associate Civil Engineer	MM	420	\$3,005.24	\$3,155.23	\$3,312.94	\$3,478.92	\$3,652.61	\$3,835.13	\$3,931.01	\$4,026.89	\$4,122.77	\$4,218.65
Associate Planner	MM	368	\$2,318.73	\$2,434.52	\$2,556.39	\$2,683.77	\$2,818.31	\$2,958.93	\$3,032.90	\$3,106.87	\$3,180.84	\$3,254.82
Communications Specialist	MM	358	\$2,205.68	\$2,315.97	\$2,431.77	\$2,553.63	\$2,681.01	\$2,815.00	\$2,885.38	\$2,955.75	\$3,026.13	\$3,096.50
Deputy City Engineer	MM	467	\$3,798.74	\$3,988.98	\$4,188.04	\$4,397.58	\$4,617.60	\$4,848.09	\$4,969.30	\$5,090.50	\$5,211.70	\$5,332.90
Electrical and Facilities Operations Manager	MM	421	\$3,020.13	\$3,171.22	\$3,329.48	\$3,496.01	\$3,670.81	\$3,854.43	\$3,950.79	\$4,047.16	\$4,143.52	\$4,239.88
Engineering Project Manager	MM	419	\$2,989.81	\$3,139.79	\$3,296.40	\$3,461.27	\$3,634.42	\$3,816.39	\$3,911.80	\$4,007.21	\$4,102.61	\$4,198.02
Executive Secretary	MM	330	\$1,918.39	\$2,014.34	\$2,114.70	\$2,220.57	\$2,331.41	\$2,448.31	\$2,509.52	\$2,570.73	\$2,631.93	\$2,693.14
Executive Secretary to City Administrator	MM	330	\$1,918.39	\$2,014.34	\$2,114.70	\$2,220.57	\$2,331.41	\$2,448.31	\$2,509.52	\$2,570.73	\$2,631.93	\$2,693.14
Financial Services Manager	MM	446	\$3,421.02	\$3,591.96	\$3,771.72	\$3,960.31	\$4,158.27	\$4,366.15	\$4,475.31	\$4,584.46	\$4,693.61	\$4,802.77
Fleet Operations Manager	MM	404	\$2,774.75	\$2,913.16	\$3,058.73	\$3,212.03	\$3,372.49	\$3,541.23	\$3,629.76	\$3,718.29	\$3,806.82	\$3,895.35
Grant Administrator	MM	446	\$3,421.02	\$3,591.96	\$3,771.72	\$3,960.31	\$4,158.27	\$4,366.15	\$4,475.31	\$4,584.46	\$4,693.61	\$4,802.77
Grant Analyst	MM	358	\$2,205.68	\$2,315.97	\$2,431.77	\$2,553.63	\$2,681.01	\$2,815.00	\$2,885.38	\$2,955.75	\$3,026.13	\$3,096.50
Human Resources Technician	MM	290	\$1,571.55	\$1,649.85	\$1,732.56	\$1,819.14	\$1,910.12	\$2,005.52	\$2,055.66	\$2,105.79	\$2,155.93	\$2,206.07
Human Resources Technician II	MM	310	\$1,735.87	\$1,823.00	\$1,913.98	\$2,009.93	\$2,110.29	\$2,215.61	\$2,271.00	\$2,326.39	\$2,381.78	\$2,437.17
Neighborhood Preservation Supervisor	MM	380	\$2,461.54	\$2,584.51	\$2,713.54	\$2,849.74	\$2,992.01	\$3,141.45	\$3,219.98	\$3,298.52	\$3,377.05	\$3,455.59
Network Administrator	MM	389	\$2,574.59	\$2,703.07	\$2,838.16	\$2,980.43	\$3,129.31	\$3,285.92	\$3,368.07	\$3,450.21	\$3,532.36	\$3,614.51
Park Planning Manager	MM	426	\$3,096.23	\$3,251.18	\$3,413.85	\$3,584.24	\$3,763.45	\$3,951.48	\$4,050.27	\$4,149.06	\$4,247.84	\$4,346.63
Parks Manager	MM	385	\$2,523.85	\$2,649.58	\$2,782.47	\$2,921.43	\$3,067.56	\$3,220.85	\$3,301.37	\$3,381.89	\$3,462.41	\$3,542.94
Parks Supervisor	MM	350	\$2,119.66	\$2,225.54	\$2,336.92	\$2,453.27	\$2,576.24	\$2,704.72	\$2,772.34	\$2,839.96	\$2,907.57	\$2,975.19
Procurement Services Manager	MM	358	\$2,205.68	\$2,315.97	\$2,431.77	\$2,553.63	\$2,681.01	\$2,815.00	\$2,885.38	\$2,955.75	\$3,026.13	\$3,096.50
Program Manager-Grants	MM	366	\$2,295.57	\$2,410.26	\$2,531.02	\$2,657.30	\$2,790.19	\$2,929.70	\$3,002.94	\$3,076.19	\$3,149.43	\$3,222.67
Recreation/Community Programs Manager	MM	390	\$2,587.27	\$2,716.85	\$2,852.50	\$2,995.32	\$3,144.75	\$3,302.46	\$3,385.02	\$3,467.58	\$3,550.15	\$3,632.71
Recreation/Community Programs Supervisor	MM	353	\$2,151.64	\$2,259.17	\$2,371.66	\$2,490.22	\$2,614.84	\$2,745.53	\$2,814.16	\$2,882.80	\$2,951.44	\$3,020.08
Redevelopment Agency Secretary	MM	342	\$2,036.40	\$2,138.41	\$2,245.39	\$2,357.33	\$2,475.33	\$2,599.40	\$2,664.38	\$2,729.37	\$2,794.35	\$2,859.34
Redevelopment Manager	MM	427	\$3,111.67	\$3,267.17	\$3,430.94	\$3,602.43	\$3,782.20	\$3,971.33	\$4,070.62	\$4,169.90	\$4,269.18	\$4,368.47
Safety Officer	MM	358	\$2,205.68	\$2,315.97	\$2,431.77	\$2,553.63	\$2,681.01	\$2,815.00	\$2,885.38	\$2,955.75	\$3,026.13	\$3,096.50
Senior Civil Engineer	MM	439	\$3,303.56	\$3,468.99	\$3,642.14	\$3,824.66	\$4,015.45	\$4,216.17	\$4,321.57	\$4,426.97	\$4,532.38	\$4,637.78
Senior Planner	MM	429	\$3,143.10	\$3,300.26	\$3,465.13	\$3,638.28	\$3,820.25	\$4,011.04	\$4,111.31	\$4,211.59	\$4,311.87	\$4,412.14
Solid Waste Manager	MM	353	\$2,151.64	\$2,259.17	\$2,371.66	\$2,490.22	\$2,614.84	\$2,745.53	\$2,814.16	\$2,882.80	\$2,951.44	\$3,020.08
Streets & Storm Drainage Ops. Manager	MM	385	\$2,523.85	\$2,649.58	\$2,782.47	\$2,921.43	\$3,067.56	\$3,220.85	\$3,301.37	\$3,381.89	\$3,462.41	\$3,542.94
Streets & Storm Drainage Supervisor	MM	350	\$2,119.66	\$2,225.54	\$2,336.92	\$2,453.27	\$2,576.24	\$2,704.72	\$2,772.34	\$2,839.96	\$2,907.57	\$2,975.19
Tyler Munis Implementation Project Manager	MM	408	\$2,830.44	\$2,972.16	\$3,120.49	\$3,276.54	\$3,440.32	\$3,612.36	\$3,702.67	\$3,792.98	\$3,883.29	\$3,973.60
Utility Billing Supervisor	MM	334	\$1,956.99	\$2,054.60	\$2,157.71	\$2,265.24	\$2,378.83	\$2,497.39	\$2,559.82	\$2,622.26	\$2,684.69	\$2,747.12
Waste Water Treatment Plant Manager	MM	459	\$3,650.41	\$3,832.93	\$4,024.27	\$4,225.54	\$4,436.73	\$4,658.96	\$4,775.43	\$4,891.90	\$5,008.38	\$5,124.85
Wastewater Collection System Supervisor	MM	346	\$2,077.75	\$2,181.42	\$2,290.60	\$2,405.30	\$2,525.51	\$2,651.78	\$2,718.08	\$2,784.37	\$2,850.67	\$2,916.96
Water & Sewer Operations Manager	MM	423	\$3,050.46	\$3,202.65	\$3,363.12	\$3,531.30	\$3,707.76	\$3,893.03	\$3,990.36	\$4,087.68	\$4,185.01	\$4,282.34
Water Meter & Conservation Supervisor	MM	340	\$2,016.55	\$2,116.91	\$2,222.78	\$2,334.17	\$2,451.07	\$2,573.48	\$2,637.82	\$2,702.16	\$2,766.49	\$2,830.83
Water System Supervisor	MM	385	\$2,523.85	\$2,649.58	\$2,782.47	\$2,921.43	\$3,067.56	\$3,220.85	\$3,301.37	\$3,381.89	\$3,462.41	\$3,542.94

**Mid Management Side Letter #2**

**Exhibit A: Salary Plan**

Job Title	B/U	Range	Bi-Weekly Pay Rate									
			A	B	C	D	E	F	F + 2.5%	F + 5%	F + 7.5%	F + 10%
Effective 6/15/2024												
Accountant I	MM	322	\$1,880.27	\$1,974.20	\$2,072.63	\$2,176.12	\$2,285.23	\$2,399.41	\$2,459.39	\$2,519.38	\$2,579.37	\$2,639.35
Accountant II	MM	362	\$2,295.36	\$2,410.10	\$2,530.46	\$2,657.01	\$2,789.75	\$2,929.24	\$3,002.47	\$3,075.70	\$3,148.93	\$3,222.16
Administrative Analyst I	MM	358	\$2,249.80	\$2,362.29	\$2,480.40	\$2,604.70	\$2,734.63	\$2,871.30	\$2,943.09	\$3,014.87	\$3,086.65	\$3,158.43
Administrative Analyst II	MM	386	\$2,587.27	\$2,716.63	\$2,852.18	\$2,995.04	\$3,144.66	\$3,301.58	\$3,384.12	\$3,466.66	\$3,549.20	\$3,631.74
Assistant Engineer	MM	392	\$2,665.45	\$2,798.75	\$2,938.80	\$3,085.60	\$3,240.27	\$3,402.26	\$3,487.31	\$3,572.37	\$3,657.43	\$3,742.48
Associate Civil Engineer	MM	420	\$3,065.35	\$3,218.34	\$3,379.20	\$3,548.49	\$3,725.67	\$3,911.84	\$4,009.63	\$4,107.43	\$4,205.22	\$4,303.02
Associate Planner	MM	368	\$2,365.10	\$2,483.21	\$2,607.52	\$2,737.44	\$2,874.68	\$3,018.10	\$3,093.56	\$3,169.01	\$3,244.46	\$3,319.91
Communications Specialist	MM	358	\$2,249.80	\$2,362.29	\$2,480.40	\$2,604.70	\$2,734.63	\$2,871.30	\$2,943.09	\$3,014.87	\$3,086.65	\$3,158.43
Deputy City Engineer	MM	467	\$3,874.71	\$4,068.76	\$4,271.80	\$4,485.54	\$4,709.95	\$4,945.06	\$5,068.68	\$5,192.31	\$5,315.94	\$5,439.56
Electrical and Facilities Operations Manager	MM	421	\$3,080.54	\$3,234.65	\$3,396.07	\$3,565.93	\$3,744.23	\$3,931.52	\$4,029.81	\$4,128.10	\$4,226.39	\$4,324.67
Engineering Project Manager	MM	419	\$3,049.60	\$3,202.59	\$3,362.32	\$3,530.50	\$3,707.10	\$3,892.71	\$3,990.03	\$4,087.35	\$4,184.67	\$4,281.98
Executive Secretary	MM	330	\$1,956.76	\$2,054.63	\$2,156.99	\$2,264.98	\$2,378.04	\$2,497.28	\$2,559.71	\$2,622.14	\$2,684.57	\$2,747.00
Executive Secretary to City Administrator	MM	330	\$1,956.76	\$2,054.63	\$2,156.99	\$2,264.98	\$2,378.04	\$2,497.28	\$2,559.71	\$2,622.14	\$2,684.57	\$2,747.00
Financial Services Manager	MM	446	\$3,489.44	\$3,663.80	\$3,847.15	\$4,039.51	\$4,241.43	\$4,453.48	\$4,564.81	\$4,676.15	\$4,787.49	\$4,898.82
Fleet Operations Manager	MM	404	\$2,830.25	\$2,971.42	\$3,119.91	\$3,276.27	\$3,439.94	\$3,612.05	\$3,702.35	\$3,792.65	\$3,882.95	\$3,973.26
Grant Administrator	MM	446	\$3,489.44	\$3,663.80	\$3,847.15	\$4,039.51	\$4,241.43	\$4,453.48	\$4,564.81	\$4,676.15	\$4,787.49	\$4,898.82
Grant Analyst	MM	358	\$2,249.80	\$2,362.29	\$2,480.40	\$2,604.70	\$2,734.63	\$2,871.30	\$2,943.09	\$3,014.87	\$3,086.65	\$3,158.43
Human Resources Technician	MM	290	\$1,602.98	\$1,682.85	\$1,767.22	\$1,855.52	\$1,948.32	\$2,045.63	\$2,096.77	\$2,147.91	\$2,199.05	\$2,250.19
Human Resources Technician II	MM	310	\$1,770.59	\$1,859.46	\$1,952.26	\$2,050.13	\$2,152.49	\$2,259.92	\$2,316.42	\$2,372.92	\$2,429.42	\$2,485.91
Neighborhood Preservation Supervisor	MM	380	\$2,510.77	\$2,636.20	\$2,767.81	\$2,906.74	\$3,051.85	\$3,204.28	\$3,284.38	\$3,364.49	\$3,444.60	\$3,524.70
Network Administrator	MM	389	\$2,626.08	\$2,757.13	\$2,894.93	\$3,040.04	\$3,191.90	\$3,351.64	\$3,435.43	\$3,519.22	\$3,603.01	\$3,686.80
Park Planning Manager	MM	426	\$3,158.15	\$3,316.20	\$3,482.12	\$3,655.92	\$3,838.72	\$4,030.51	\$4,131.28	\$4,232.04	\$4,332.80	\$4,433.56
Parks Manager	MM	385	\$2,574.33	\$2,702.57	\$2,838.12	\$2,979.86	\$3,128.91	\$3,285.27	\$3,367.40	\$3,449.53	\$3,531.66	\$3,613.79
Parks Supervisor	MM	350	\$2,162.06	\$2,270.05	\$2,383.66	\$2,502.34	\$2,627.76	\$2,758.81	\$2,827.78	\$2,896.76	\$2,965.73	\$3,034.70
Procurement Services Manager	MM	358	\$2,249.80	\$2,362.29	\$2,480.40	\$2,604.70	\$2,734.63	\$2,871.30	\$2,943.09	\$3,014.87	\$3,086.65	\$3,158.43
Program Manager-Grants	MM	366	\$2,341.48	\$2,458.47	\$2,581.64	\$2,710.44	\$2,845.99	\$2,988.29	\$3,063.00	\$3,137.71	\$3,212.42	\$3,287.12
Recreation/Community Programs Manager	MM	390	\$2,639.01	\$2,771.19	\$2,909.55	\$3,055.23	\$3,207.65	\$3,368.51	\$3,452.72	\$3,536.94	\$3,621.15	\$3,705.36
Recreation/Community Programs Supervisor	MM	353	\$2,194.68	\$2,304.36	\$2,419.10	\$2,540.02	\$2,667.14	\$2,800.44	\$2,870.45	\$2,940.46	\$3,010.47	\$3,080.48
Redevelopment Agency Secretary	MM	342	\$2,077.13	\$2,181.18	\$2,290.29	\$2,404.47	\$2,524.84	\$2,651.39	\$2,717.67	\$2,783.96	\$2,850.24	\$2,916.53
Redevelopment Manager	MM	427	\$3,173.90	\$3,332.51	\$3,499.56	\$3,674.48	\$3,857.84	\$4,050.76	\$4,152.03	\$4,253.30	\$4,354.57	\$4,455.84
Safety Officer	MM	358	\$2,249.80	\$2,362.29	\$2,480.40	\$2,604.70	\$2,734.63	\$2,871.30	\$2,943.09	\$3,014.87	\$3,086.65	\$3,158.43
Senior Civil Engineer	MM	439	\$3,369.63	\$3,538.37	\$3,714.98	\$3,901.15	\$4,095.76	\$4,300.49	\$4,408.00	\$4,515.51	\$4,623.03	\$4,730.54
Senior Planner	MM	429	\$3,205.96	\$3,366.26	\$3,534.43	\$3,711.04	\$3,896.65	\$4,091.26	\$4,193.54	\$4,295.82	\$4,398.10	\$4,500.38
Solid Waste Manager	MM	353	\$2,194.68	\$2,304.36	\$2,419.10	\$2,540.02	\$2,667.14	\$2,800.44	\$2,870.45	\$2,940.46	\$3,010.47	\$3,080.48
Streets & Storm Drainage Ops. Manager	MM	385	\$2,574.33	\$2,702.57	\$2,838.12	\$2,979.86	\$3,128.91	\$3,285.27	\$3,367.40	\$3,449.53	\$3,531.66	\$3,613.79
Streets & Storm Drainage Supervisor	MM	350	\$2,162.06	\$2,270.05	\$2,383.66	\$2,502.34	\$2,627.76	\$2,758.81	\$2,827.78	\$2,896.76	\$2,965.73	\$3,034.70
Tyler Munis Implementation Project Manager	MM	408	\$2,887.05	\$3,031.60	\$3,182.90	\$3,342.08	\$3,509.12	\$3,684.61	\$3,776.72	\$3,868.84	\$3,960.95	\$4,053.07
Utility Billing Supervisor	MM	334	\$1,996.13	\$2,095.69	\$2,200.86	\$2,310.54	\$2,426.41	\$2,547.33	\$2,611.02	\$2,674.70	\$2,738.38	\$2,802.07
Waste Water Treatment Plant Manager	MM	459	\$3,723.42	\$3,909.59	\$4,104.76	\$4,310.05	\$4,525.47	\$4,752.14	\$4,870.94	\$4,989.74	\$5,108.55	\$5,227.35
Wastewater Collection System Supervisor	MM	346	\$2,119.31	\$2,225.05	\$2,336.41	\$2,453.40	\$2,576.02	\$2,704.82	\$2,772.44	\$2,840.06	\$2,907.68	\$2,975.30
Water & Sewer Operations Manager	MM	423	\$3,111.47	\$3,266.71	\$3,430.38	\$3,601.93	\$3,781.91	\$3,970.89	\$4,070.17	\$4,169.44	\$4,268.71	\$4,367.98
Water Meter & Conservation Supervisor	MM	340	\$2,056.88	\$2,159.24	\$2,267.23	\$2,380.85	\$2,500.09	\$2,624.95	\$2,690.58	\$2,756.20	\$2,821.82	\$2,887.45
Water System Supervisor	MM	385	\$2,574.33	\$2,702.57	\$2,838.12	\$2,979.86	\$3,128.91	\$3,285.27	\$3,367.40	\$3,449.53	\$3,531.66	\$3,613.79

**Mid Management Side Letter #2**

**Exhibit A: Salary Plan**

Job Title	B/U	Range	Bi-Weekly Pay Rate									
			A	B	C	D	E	F	F + 2.5%	F + 5%	F + 7.5%	F + 10%
Effective 12/28/2024												
Accountant I	MM	322	\$1,917.87	\$2,013.68	\$2,114.08	\$2,219.64	\$2,330.94	\$2,447.40	\$2,508.58	\$2,569.77	\$2,630.95	\$2,692.14
Accountant II	MM	362	\$2,341.26	\$2,458.30	\$2,581.07	\$2,710.15	\$2,845.55	\$2,987.82	\$3,062.52	\$3,137.21	\$3,211.91	\$3,286.60
Administrative Analyst I	MM	358	\$2,294.79	\$2,409.53	\$2,530.01	\$2,656.80	\$2,789.32	\$2,928.73	\$3,001.95	\$3,075.17	\$3,148.39	\$3,221.60
Administrative Analyst II	MM	386	\$2,639.01	\$2,770.96	\$2,909.23	\$3,054.95	\$3,207.55	\$3,367.61	\$3,451.80	\$3,535.99	\$3,620.18	\$3,704.37
Assistant Engineer	MM	392	\$2,718.76	\$2,854.72	\$2,997.57	\$3,147.31	\$3,305.08	\$3,470.30	\$3,557.06	\$3,643.82	\$3,730.57	\$3,817.33
Associate Civil Engineer	MM	420	\$3,126.66	\$3,282.70	\$3,446.78	\$3,619.46	\$3,800.18	\$3,990.07	\$4,089.82	\$4,189.58	\$4,289.33	\$4,389.08
Associate Planner	MM	368	\$2,412.40	\$2,532.88	\$2,659.67	\$2,792.19	\$2,932.17	\$3,078.47	\$3,155.43	\$3,232.39	\$3,309.35	\$3,386.31
Communications Specialist	MM	358	\$2,294.79	\$2,409.53	\$2,530.01	\$2,656.80	\$2,789.32	\$2,928.73	\$3,001.95	\$3,075.17	\$3,148.39	\$3,221.60
Deputy City Engineer	MM	467	\$3,952.21	\$4,150.13	\$4,357.24	\$4,575.25	\$4,804.15	\$5,043.96	\$5,170.06	\$5,296.16	\$5,422.25	\$5,548.35
Electrical and Facilities Operations Manager	MM	421	\$3,142.15	\$3,299.34	\$3,463.99	\$3,637.25	\$3,819.11	\$4,010.15	\$4,110.41	\$4,210.66	\$4,310.91	\$4,411.17
Engineering Project Manager	MM	419	\$3,110.59	\$3,266.64	\$3,429.57	\$3,601.11	\$3,781.25	\$3,970.57	\$4,069.83	\$4,169.10	\$4,268.36	\$4,367.62
Executive Secretary	MM	330	\$1,995.90	\$2,095.72	\$2,200.13	\$2,310.28	\$2,425.60	\$2,547.22	\$2,610.90	\$2,674.58	\$2,738.26	\$2,801.94
Executive Secretary to City Administrator	MM	330	\$1,995.90	\$2,095.72	\$2,200.13	\$2,310.28	\$2,425.60	\$2,547.22	\$2,610.90	\$2,674.58	\$2,738.26	\$2,801.94
Financial Services Manager	MM	446	\$3,559.23	\$3,737.07	\$3,924.10	\$4,120.30	\$4,326.26	\$4,542.54	\$4,656.11	\$4,769.67	\$4,883.24	\$4,996.80
Fleet Operations Manager	MM	404	\$2,886.85	\$3,030.85	\$3,182.31	\$3,341.79	\$3,508.74	\$3,684.29	\$3,776.40	\$3,868.51	\$3,960.61	\$4,052.72
Grant Administrator	MM	446	\$3,559.23	\$3,737.07	\$3,924.10	\$4,120.30	\$4,326.26	\$4,542.54	\$4,656.11	\$4,769.67	\$4,883.24	\$4,996.80
Grant Analyst	MM	358	\$2,294.79	\$2,409.53	\$2,530.01	\$2,656.80	\$2,789.32	\$2,928.73	\$3,001.95	\$3,075.17	\$3,148.39	\$3,221.60
Human Resources Technician	MM	290	\$1,635.04	\$1,716.51	\$1,802.56	\$1,892.63	\$1,987.29	\$2,086.54	\$2,138.71	\$2,190.87	\$2,243.03	\$2,295.20
Human Resources Technician II	MM	310	\$1,806.00	\$1,896.65	\$1,991.31	\$2,091.13	\$2,195.54	\$2,305.12	\$2,362.75	\$2,420.38	\$2,478.01	\$2,535.63
Neighborhood Preservation Supervisor	MM	380	\$2,560.99	\$2,688.93	\$2,823.17	\$2,964.87	\$3,112.89	\$3,268.36	\$3,350.07	\$3,431.78	\$3,513.49	\$3,595.20
Network Administrator	MM	389	\$2,678.60	\$2,812.27	\$2,952.83	\$3,100.84	\$3,255.74	\$3,418.67	\$3,504.14	\$3,589.60	\$3,675.07	\$3,760.54
Park Planning Manager	MM	426	\$3,221.32	\$3,382.53	\$3,551.77	\$3,729.04	\$3,915.49	\$4,111.12	\$4,213.90	\$4,316.68	\$4,419.46	\$4,522.24
Parks Manager	MM	385	\$2,625.82	\$2,756.62	\$2,894.88	\$3,039.45	\$3,191.49	\$3,350.97	\$3,434.75	\$3,518.52	\$3,602.30	\$3,686.07
Parks Supervisor	MM	350	\$2,205.30	\$2,315.45	\$2,431.33	\$2,552.38	\$2,680.32	\$2,813.99	\$2,884.34	\$2,954.69	\$3,025.04	\$3,095.39
Procurement Services Manager	MM	358	\$2,294.79	\$2,409.53	\$2,530.01	\$2,656.80	\$2,789.32	\$2,928.73	\$3,001.95	\$3,075.17	\$3,148.39	\$3,221.60
Program Manager-Grants	MM	366	\$2,388.31	\$2,507.64	\$2,633.28	\$2,764.65	\$2,902.91	\$3,048.06	\$3,124.26	\$3,200.46	\$3,276.66	\$3,352.87
Recreation/Community Programs Manager	MM	390	\$2,691.79	\$2,826.61	\$2,967.74	\$3,116.33	\$3,271.80	\$3,435.88	\$3,521.78	\$3,607.67	\$3,693.57	\$3,779.47
Recreation/Community Programs Supervisor	MM	353	\$2,238.57	\$2,350.44	\$2,467.48	\$2,590.82	\$2,720.48	\$2,856.44	\$2,927.86	\$2,999.27	\$3,070.68	\$3,142.09
Redevelopment Agency Secretary	MM	342	\$2,118.67	\$2,224.80	\$2,336.10	\$2,452.56	\$2,575.33	\$2,704.42	\$2,772.03	\$2,839.64	\$2,907.25	\$2,974.86
Redevelopment Manager	MM	427	\$3,237.38	\$3,399.16	\$3,569.55	\$3,747.97	\$3,935.00	\$4,131.78	\$4,235.07	\$4,338.36	\$4,441.66	\$4,544.95
Safety Officer	MM	358	\$2,294.79	\$2,409.53	\$2,530.01	\$2,656.80	\$2,789.32	\$2,928.73	\$3,001.95	\$3,075.17	\$3,148.39	\$3,221.60
Senior Civil Engineer	MM	439	\$3,437.03	\$3,609.14	\$3,789.28	\$3,979.17	\$4,177.67	\$4,386.50	\$4,496.16	\$4,605.82	\$4,715.49	\$4,825.15
Senior Planner	MM	429	\$3,270.08	\$3,433.59	\$3,605.12	\$3,785.26	\$3,974.58	\$4,173.08	\$4,277.41	\$4,381.74	\$4,486.06	\$4,590.39
Solid Waste Manager	MM	353	\$2,238.57	\$2,350.44	\$2,467.48	\$2,590.82	\$2,720.48	\$2,856.44	\$2,927.86	\$2,999.27	\$3,070.68	\$3,142.09
Streets & Storm Drainage Ops. Manager	MM	385	\$2,625.82	\$2,756.62	\$2,894.88	\$3,039.45	\$3,191.49	\$3,350.97	\$3,434.75	\$3,518.52	\$3,602.30	\$3,686.07
Streets & Storm Drainage Supervisor	MM	350	\$2,205.30	\$2,315.45	\$2,431.33	\$2,552.38	\$2,680.32	\$2,813.99	\$2,884.34	\$2,954.69	\$3,025.04	\$3,095.39
Tyler Munis Implementation Project Manager	MM	408	\$2,944.79	\$3,092.23	\$3,246.56	\$3,408.92	\$3,579.31	\$3,758.30	\$3,852.26	\$3,946.21	\$4,040.17	\$4,134.13
Utility Billing Supervisor	MM	334	\$2,036.06	\$2,137.60	\$2,244.88	\$2,356.75	\$2,474.94	\$2,598.28	\$2,663.24	\$2,728.19	\$2,793.15	\$2,858.11
Waste Water Treatment Plant Manager	MM	459	\$3,797.88	\$3,987.78	\$4,186.85	\$4,396.25	\$4,615.98	\$4,847.18	\$4,968.36	\$5,089.54	\$5,210.72	\$5,331.90
Wastewater Collection System Supervisor	MM	346	\$2,161.70	\$2,269.55	\$2,383.14	\$2,502.47	\$2,627.54	\$2,758.92	\$2,827.89	\$2,896.86	\$2,965.84	\$3,034.81
Water & Sewer Operations Manager	MM	423	\$3,173.70	\$3,332.04	\$3,498.99	\$3,673.97	\$3,857.55	\$4,050.31	\$4,151.57	\$4,252.83	\$4,354.08	\$4,455.34
Water Meter & Conservation Supervisor	MM	340	\$2,098.02	\$2,202.43	\$2,312.58	\$2,428.47	\$2,550.09	\$2,677.45	\$2,744.39	\$2,811.32	\$2,878.26	\$2,945.20
Water System Supervisor	MM	385	\$2,625.82	\$2,756.62	\$2,894.88	\$3,039.45	\$3,191.49	\$3,350.97	\$3,434.75	\$3,518.52	\$3,602.30	\$3,686.07