

MEMORANDUM OF UNDERSTANDING
BETWEEN THE CITY OF MADERA
AND
THE MID-MANAGEMENT EMPLOYEE GROUP

Effective July 16, 2025, to June 30, 2027

TABLE OF CONTENTS

Article 1 - Introduction	3
Article 2 - Full Understanding	3
Article 3 - Discrimination	3
Article 4 - Employee and Employer Rights	3
Article 5 – Mid Management Group Membership	4
Article 6 - Salaries	5
Article 7 – Workdays/Workweeks	5
Article 8 - Holidays	6
Article 9 - Anniversary Date	7
Article 10 - Vacation	7
Article 11 - Education Reimbursement and Education Incentive Pay	7
Article 12 – Education Incentive Pay	8
Article 13 - Bilingual Pay	8
Article 14 - Mileage Reimbursement	9
Article 15 - Sick Leave	9
Article 16 - Family Sick Leave	10
Article 17 – Bereavement Leave	11
Article 18 – Military Leave	11
Article 19 - Insurance Benefits	12
Article 20 – Retiree Paid Insurance Benefits	14
Article 21 - Workers' Compensation	14
Article 22 – Safety Boots	14
Article 23 - Retirement Plan	15
Article 24 - Deferred Compensation Plan	15
Article 25 - Notary Public Services	16
Article 26 – Temporary Assignment to Perform Duties of a Higher Classification	16
Article 27 – Holiday Closure	16
Article 28 – Jury Duty	16
Article 29 – Professional License Fees	17
Article 30 – Uniforms	17
Article 31 – Longevity Pay	17
Article 32 – Retention Bonus	17
Article 33 - Grievance Procedure	18
Article 34 - Corrective/Disciplinary Actions	18
Article 35 - Unwritten Conditions	21
Article 36 - Notice of Future Meet and Confer	21
Article 37 - Severability	21
Article 38 - Term	22

Article 1 - Introduction

The duly authorized representatives of the City of Madera, hereinafter referred to as the City, and the Mid-Management Employee Group, hereinafter referred to as the Group having met and conferred in good faith do hereby jointly prepare and execute this Memorandum of Understanding (MOU).

The purpose of this MOU is to affirm, promote and provide for harmonious relations, cooperation and understanding between the City and members of the Group. It is also intended to provide an equitable means of resolving any misunderstanding or differences which may arise regarding wages, hours and other terms and conditions of employment.

Article 2 - Full Understanding

This MOU sets forth the full and entire understanding of the parties regarding the matters set forth herein, and any other existing understanding or agreement by the parties, whether formal or informal, regarding any such matters are hereby terminated in their entirety.

This MOU shall govern in case of conflict with provisions of existing City and Department rules, regulations, and ordinances pertaining to wages, hours and other terms and conditions of employment. Otherwise existing City and Department rules, regulations and ordinances shall prevail and the City Council retains its power to legislate or take other appropriate actions not in conflict with this MOU.

Except for emergencies, the Group, if affected, shall be given reasonable advance written notice of proposed modification or adoption of any rule, regulation, or ordinance directly related to matters within the scope of representation and shall be given the opportunity to meet and confer with the City prior to adoption.

Article 3 - Discrimination

Employees or prospective employees shall not be employed, promoted, discharged or in any way favored, disadvantaged or discriminated against in any respect because of race, ancestry, religious creed, color, national origin, sex, pregnancy, marital status, sexual orientation, medical condition, mental or physical disability, Veteran's status, request for family medical leave political opinion or affiliation, or association membership or activity; and, to the extent prohibited by applicable law, there shall be no discrimination because of age.

Article 4 - Employee and Employer Rights

The parties hereto agree that this Memorandum of Understanding does not, in any manner, abridge, modify or restrict the rights and prerogatives of the employees and the City as set forth in Resolution #4775 of the City of Madera and by this reference, said Resolution is incorporated herein as though set forth in full.

It is further understood and agreed that the City retains all its powers and authority to manage municipal services and the work force performing those services.

The City recognizes its obligations to meet and confer in good faith in accordance with the Meyers Milius Brown Act. However, it is agreed that during the term of this MOU the City shall not be

required to meet and confer on matters, which are solely a function of management, including but not strictly limited to:

1. Determining and modifying the organization of City government and its constituent work units.
2. Determining the nature, standards, levels and mode of delivery of services to be offered to the public.
3. Determining the methods, means and the numbers and kinds of personnel by which services are to be provided.
4. Determining whether goods; or services shall be made or provided by the City, or shall be purchased, or contracted for.
5. Directing employees, including scheduling and assigning work, work hours, and overtime.
6. Establishing employee performance standards and to require compliance therewith.
7. Discharging, suspending, demoting, reducing in pay, reprimanding, withholding salary increase and benefits, or otherwise disciplining employees, subject to the requirements of applicable law.
8. Relieving employees from duty because of lack of work or lack of funds or other legitimate reasons.
9. Implementing rules, regulations, and directives consistent with law and the specific provisions of this MOU.
10. All City rights formerly or presently claimed or vested in the City on the effective date of this MOU, even though not specifically set forth above, are retained by the City unless clearly and explicitly modified or restricted in this MOU.

Article 5 – Mid Management Group Membership

Maintenance of Membership

The group elected officials will notify the City's Payroll Department via email to payroll@madera.gov of any changes to union membership. Upon receipt of the change from the group elected officials, the City will make the change within the same pay period the notice is provided. The City will not make any changes to union membership without the group's elected officials giving such notice, unless an employee in the group is promoted to a position outside of the unit and their new classification is not covered under the MOU, then at that time only, the City will make the automatic changes to stop union dues. The City will not be held liable for Group dues deductions made or terminated based on notice from an authorized Bargaining Group representative.

Group Dues Deduction

The City shall deduct from the first two (2) paychecks in each calendar month of unit employees the regular [periodic] Group membership dues as certified by an authorized official of the

Bargaining Unit, pursuant to the Groups' deduction authorization form duly completed and signed by the employee, and transmit such deductions monthly to the Group. Such deduction shall be made only when the Group member's earnings for a pay period are sufficient after other legally required deductions are made. It is agreed that the City assumes no liability on account of any actions taken pursuant to this section. The Group will provide a thirty day written notice to the City's Human Resources Department of any changes in the amount of the dues.

New Employee Orientation

The City will provide the Group with two weeks advance notice (when possible) of any new employee's orientation or existing employee's promotion date into the unit and will give a Group representative up to 20 minutes as part of that orientation. The Group's part of the orientation will take place during the first two weeks of the new employee's employment in an appropriate break room. The Group will make arrangements directly with the new employee regarding this orientation. The Group will be given a new employee's name, work unit, job classification, home address, personal cell phone, rate of pay and start date prior to the employee's start date to the extent the information is available.

Article 6 - Salaries

Effective the pay period beginning July 12, 2025, with pay date August 1, 2025, employees represented by this unit and employed with the City will receive a 3% base wage increase.

Effective the pay period beginning June 13, 2026, with paycheck date July 3, 2026, employees represented by this unit and employed by the City will receive a 2% base wage increase.

The salary schedule attached as Exhibit A reflects the salary plan that will be effective upon implementation of the base wage increase on each effective date noted above.

Article 7 – Workdays/Workweeks

Both the City and Mid-Management Group recognize that overtime rules are set at both the Federal and State level and these rules are not necessarily the same nor under control of the City or Group. It is the intent of the parties to comply with both Federal and State requirements on an ongoing basis. Both Federal and State regulations provide a 2-part test for determining whether a position is overtime exempt. The two parts are referred to as the duties test and the salaries test. All positions in the Mid-Management Group meet the duties test under either the 'Executive', 'Professional' or 'Administrative' exemption. As regulations change some positions will not meet the salary test at certain steps of their assigned salary range.

For any positions that do not meet either the Federal or State salary test at certain steps, employees working in those positions at those steps will be eligible for overtime pay as set by statute for all hours eligible for overtime under either the Federal or State statutes as they apply to the City of Madera. Employees may elect to accrue equivalent Compensatory Time Off (CTO) in lieu of cash payment for overtime hours worked. Use of available CTO shall be requested and approved in the same manner as vacation leave. The CTO time bank for each employee shall be capped at 240 hours.

Employees eligible to accrue CTO as well as employees who have a remaining CTO balance from prior positions or pay rates that were eligible for overtime who have a CTO balance on the books may make an annual request to cash-out CTO. Specifically, the employee may request an annual cash-out of CTO in writing to the payroll department no later than August 31 of each year to be paid the second payroll in September.

In recognition of the fact that all positions in the Mid-Management Group are expected to work all reasonable hours necessary to accomplish assigned tasks the represented positions will be credited with five days (40 Hours) of Administrative Leave at the beginning of each fiscal year. This leave may not be carried over or cashed out and shall be taken under the same conditions as vacation leave. It is recognized that such time is not intended to provide an hour for hour or greater leave for actual hours worked over those scheduled, but is a benefit in recognition of duty requirements.

Generally, a regular workweek shall consist of 40 hours. These hours shall be scheduled by the City but shall not violate applicable State of California Labor Codes or existing City Personnel Rules and Regulations. Work schedules may be 5/8s, 4/10s or a 9/80 schedule. Authority to work a 4/10 or 9/80 schedule will be granted with the approval of the City Manager and the Department Head provided public service hours are not adversely impacted and customer service is maintained. Employees approved to work a 4/10 or 9/80 work schedule must commit to that work schedule for at least one year unless an unforeseen emergency dictates a return to his/her prior work schedule. Any request to modify an approved 4/10 or 9/80 work schedule must also include a commitment to maintain the modification for at least one year. Requests to discontinue a 4/10 or 9/80 work schedule within one year of approval and all requests to modify a 4/10 or 9/80 work schedule must be approved by the City Manager and Department Head.

Employees may request to flex their regular work schedule. Approval of such requests will be at the discretion of the Department Head.

Article 8 - Holidays

The parties agree that the following (8) hour days are established as holidays with pay: New Year's Day, Martin Luther King's Birthday, President's Day, Memorial Day, Juneteenth, Independence Day, Labor Day, Indigenous Peoples Day, Veteran's Day, Thanksgiving Day, Day After Thanksgiving, and Christmas Day.

The parties agree that the following half days (4 hours) are established as partial holidays with pay: Good Friday and the last work day prior to Christmas or New Year's Day.

The parties agree that to be eligible to receive a paid holiday, the employee must be in a paid status on the scheduled work day either immediately preceding the identified holiday or on the scheduled work day immediately following the identified holiday. Consistent with Personnel Rule IX Section 12, a new employee is not entitled to receive a paid holiday until he/she has actually worked for the City of Madera in a full time capacity for at least 1 scheduled work day.

If an employee is required to work a special mandatory event on a paid holiday, the paid holiday may be shifted within the same pay period to a date approved by the applicable Department Head. This is not meant to address situations in which an employee may work on a paid holiday to catch up on work or finish a project that is due, but is instead meant to capture such instances as the Parks Department's 4th of July event in which employee attendance is mandatory and necessary for the success of the event. In these instances, the event is known in advance and all

arrangements should be made in advance. It is the employee's responsibility to request of his/her Department Head the appropriate day within the same pay period to shift the paid holiday to. If arrangements are not made prior to the end of the pay period in which the paid holiday occurs, the employee may not shift the paid holiday to a subsequent pay period.

In addition to the City observed holidays outlined above, employees in this unit will receive floating holiday leave hours. Said leave hours shall be credited to the employee on July 1 of each fiscal year, may not be carried over or cashed out, and shall be taken under the same conditions as vacation leave.

Employees with 5-9 years of full time continuous service with the City of Madera as of July 1 of each year shall be credited with 20 hours of floating holiday leave. Employees with 10 or more years of full time continuous service with the City of Madera as of July 1 of each year shall be credited with 40 hours of floating holiday leave.

Article 9 - Anniversary Date

Each employee shall receive the date known as the "employee anniversary date" as a vacation day. This day shall be added to vacation time at a straight time rate. Credit for the day will not be given until the employee's anniversary date has passed during the current fiscal year.

Article 10 - Vacation

Group employees earn vacation credits, dependent upon the number of years of service with the City, for each pay period an employee is in a paid status at least 50% or more of the period. All accrued vacation is paid to a Group member upon retirement, resignation or termination.

COMPLETED YEARS = NUMBER OF HOURS RECEIVED PER PAY PERIOD

0 through 4 yrs. =	3.6923 hrs. per pay period
5 through 9 yrs. =	4.6156 hrs. per pay period
10 through 14 yrs. =	5.5384 hrs. per pay period
15 through 19 yrs. =	6.1538 hrs. per pay period
20 plus yrs. =	6.4615 hrs. per pay period

Vacation may be used after completing six months of continuous service. The maximum vacation employees in this group are allowed to accumulate is 360 hours.

Employees represented by this bargaining unit may request to cash out up to 40 hours of vacation each fiscal year. To be eligible for such cash out provision, employees must make their request in writing to the payroll department no later than August 31 of each year for cash out to be paid the second payroll in September. Additionally, employees must have a vacation balance of at least 160 hours to request a cash out.

Article 11 - Education Reimbursement and Education Incentive Pay

Employees are eligible for job related educational reimbursement for courses with prior approval of their respective Department Head and City Administration and a minimum passing grade of "C" as follows:

- Books: 100%
- Tuition: 100%
- No mileage reimbursement allowed

The 100% reimbursement is limited to a total of \$2,400 per fiscal year. Reimbursement request must be submitted to the Human Resources Department no later than 45 days after completion of the course.

Scheduled time off for classes not offered during off work time must use compensatory, administrative or vacation time, not to exceed six (6) hours per week.

Article 12 – Education Incentive Pay

Employees in this unit will be eligible for education incentive pay as follows. These incentives cannot be combined. All incentives will be effective the first whole pay period following attainment of the incentivized achievement, however will not be retroactive more than 60 days unless the delay is caused by the educational institution and Human Resources is advised of said delay prior to the 60-day retroactive deadline. Employees must provide either a copy of their Diploma or Transcripts showing degree attainment to receive Education Incentive Pay. For any employee newly eligible for Education Incentive Pay upon approval of this Memorandum of Understanding, the employee must advise their Department Head of their eligibility by providing proof of their achievement.

5% of base pay only for an approved Bachelor's Degree if such a degree is not required by the applicable job description (effective beginning the pay period that starts July 12, 2025)

5% of base pay only for an approved Master's Degree

7% of base pay only for an approved Doctoral Degree, not to be combined with or compounded by the 5% Master's Degree incentive

Article 13 - Bilingual Pay

Eligibility for bilingual pay will be based on employee proficiency determined by testing. The City Manager shall determine the number of bilingual positions and tier levels needed for each department.

Tier #1. Successful passing of the Cooperative Personnel Services (CPS) "Spanish Bilingual Proficiency Test, Social Services" with a proficiency rating of no less than a level three.

Tier #2. Successful passing of the CPS "Spanish Bilingual Proficiency Test, Social Service with a proficiency rating of either level four or five.

Tier #3. Successful passing of the CPS "Spanish Bilingual Proficiency Test, Social Services" with a proficiency rating of no less than six.

Compensation for the bilingual Tier system shall be as follows:

Tier # 1 \$150 per month

Tier # 2 \$200 per month

Tier # 3 \$250 per month

The employees currently receiving bilingual' incentive pay shall continue to receive \$50.00 per month unless they pass the CPS proficiency test at the designated level.

For represented employee's taking the Cooperative Personnel Services (CPS) "Spanish Bilingual Proficiency Test, Social Services" in or after December 2010, bilingual incentive pay shall be determined as follows:

Tier #1. Successfully passing with a proficiency rating of no less than a level three. \$150 per month

Tier #2. Successfully passing with a proficiency rating of no less than four. \$200 per month

Tier #3. Successfully passing with a proficiency rating of no less than five. \$250 per month

Article 14 - Mileage Reimbursement

For authorized use of an employee's vehicle, the employee will be reimbursed per mile at the current IRS rate. A valid California driver's license and insurance coverage is required.

Article 15 - Sick Leave

Sick leave, with pay, accrues at the rate of 3.6923 hours per pay period an employee is in a paid status at least 50% or more of the period. Rules governing sick leave use and eligibility are noted in the City of Madera Personnel Rules and Regulations manual.

In addition to the reasons for use of Sick Leave as stated in the Personnel Rules & Regulations, an employee may utilize accrued Sick Leave hours for any absence designated by the City as being covered by the Federal Family Medical Leave Act (FMLA) and/or the California Family Rights Act (CFRA), regardless of the reason for the leave. It will be the employee's responsibility to complete the required paperwork to certify the need for leave and he/she must provide timely notification of the need for leave in compliance with FMLA/CFRA regulations. Use of Sick Leave for this purpose will not commence until such requirements have been met. Use of Sick Leave for family members when the leave has been designated as FMLA/CFRA will not count against the employee's annual limit of Family Sick Leave as provided in Article 15 of this MOU.

Employees hired/promoted to the Mid-Management Group prior to 7/1/83 may cash out sick leave per the following:

Years of Service	% of Leave	Years of Service	% Of Leave
5 (min)	10	13	28
6	12.5	14	29
7	15	15	30
8	17.5	16	34
9	20	17	38
10	25	18	42

11	26	19	46
12	27	20 (max)	50

Employees hired/promoted to Mid-Management 7/1/83 and later may cash out sick leave at the rate of 1 % a year for each year of service up to a maximum of 30% for 30 years. To be eligible employees must be employed with the City on a full time basis for a minimum of five years.

The cash out provision of sick leave pertains only to retirements and positive terminations. Negative terminations (discharge) are not, eligible for cash out of sick leave. An employee has the option to convert 100% of the remaining sick leave upon retirement to PERS service credit.

Article 16 - Family Sick Leave

Sick Leave may be used up to the limit of ninety-six (96) hours each calendar year:

1. For the diagnosis, care, or treatment of an existing health condition or preventative care for an employee's family member, including:
 - 1.1. Child (including a biological, adopted, or foster child, stepchild, legal ward, or a child to whom the employee stands in loco parentis.)
 - 1.2. Spouse or Registered Domestic Partner
 - 1.3. Parent (including biological, adoptive, or foster parent, stepparent, or legal guardian of an employee or the employee's spouse or registered domestic partner, or a person who stood in loco parentis when the employee was a minor child.)
 - 1.4. Grandparent
 - 1.5. Grandchild.
 - 1.6. Sibling.
 - 1.7. Designated Person (employee may designate one designated person per 12-month period)
2. To obtain any relief or services related to being a victim of domestic violence, sexual assault, or stalking including the following with appropriate certification of the need for such services:
 - 2.1. A temporary restraining order or restraining order.
 - 2.2. Other injunctive relief to help ensure the health, safety or welfare of themselves or their children.
 - 2.3. To seek medical attention for injuries caused by domestic violence, sexual assault, or stalking.
 - 2.4. To obtain services from a domestic violence shelter, program, or rape crisis center as a result of domestic violence, sexual assault, or stalking.

2.5. To obtain psychological counseling related to an experience of domestic violence, sexual assault, or stalking.

2.6. To participate in safety planning and take other actions to increase safety from future domestic violence, sexual assault, or stalking, including temporary or permanent relocation.

Such leave is a part of Sick Leave accrual, not in addition to the annual accrual of Sick Leave. All conditions and restrictions placed by the City upon the use by an employee of sick leave for himself or herself shall apply to the use by an employee of sick leave to attend to an illness of his or her identified family member.

All other provisions for use of Sick Leave by the employee also apply to Family Sick Leave use. This includes, but is not limited to, the Sick Leave section of the Personnel Rules and Regulations.

This time is part of, not in addition to, the 12 days (96 Hours) of sick leave earned per year.

Article 17 – Bereavement Leave

In the event of the death of the employee's parent, spouse, registered domestic partner, or child, employee shall be eligible for paid non-chargeable leave up to a maximum of three (3) days for in-state relatives and five (5) days for out-of-state relatives. Employees granted bereavement leave for a parent, spouse or child shall be paid for work hours regularly scheduled only but not worked.

When a death occurs in the immediate family of an employee, the employee shall be granted up to five (5) days leave for the death of a family member. Such time will be charged to sick leave, vacation leave, administrative leave or floating holiday at the employee's discretion. The immediate family is defined as current spouse, registered domestic partner, child, parent, brother, sister, mother-in-law, father-in-law, brother-in-law, sister-in-law and grandparents.

In accordance with government code 12945.6, employees employed for 30 days or more with the City may take up to five (5) days of leave for a reproductive loss event. Reproductive loss leave is not required to be taken consecutively but must be completed within three (3) months of the loss. If an employee experiences more than one loss in a year, they are entitled to no more than twenty (20) days of reproductive loss leave in that one-year period. Employees may use any of their available accrued time off (vacation, sick or compensatory time off) to cover their reproductive loss leave. If an employee does not have any accrued leave time, they may be approved for unpaid leave.

Article 18 – Military Leave

An employee requesting Military Leave must furnish a copy of their official orders to the immediate supervisor and the Human Resources Department as far in advance as possible.

For the purposes of this MOU, active and inactive duty will be defined based on the Military and Veteran's Code as follows:

Active Duty: Active military training, encampment, naval cruises, special exercises, or similar activity as a member of the reserve corps or force of the armed forces of the United States, or the National Guard, or the Naval Militia.

Inactive Duty: Weekend drills as a member of an inactive unit of the National Guard or Reserves, or a similar activity.

Consistent with its statutory obligation the City continues an employee's pay for the first 30 days of active duty on a given fiscal year. For the purposes of administering paid military leave, 180 hours of paid military leave is equivalent to 30 days. Employees requesting military leave for active duty beyond 180 hours may request a leave without pay or the use of vacation, compensatory time off or holiday time. Per Opinion No. 395.05 of the California Attorney General in regards to sections 395.03 and 395.05 of the Military and Veterans Code, the City is obligated to maintain 30 days of pay only one time per activation.

When requesting leave for inactive duty an employee may request leave without pay or use of vacation, compensatory time off, or holiday pay.

However, when an employee is called to active duty as a result of a Presidential declaration of war or military action the City will pay the employee the difference between their City and military pay after verification of military pay has been received by the City. Such salary continuation will be provided after an employee has exhausted 180 hours of paid military leave in the fiscal year as noted above. The salary continuation will cease when the employee is discharged from active duty or twelve (12) months after the date of active duty commences, whichever comes first.

Employees called to active duty will remain eligible to accrue vacation (up to the maximum accrual noted in the MOU), sick leave and benefit allowance (dollars) for each period in which the salary continuation benefits are paid. Uniform and /or Boot allowance for the fiscal year will also be prorated in recognition of the limited use during active military duty. If an employee has already received the Uniform and/or Boot allowance for the fiscal year, the employee will reimburse the City on a prorated basis in recognition of the limited use during the active military duty.

An employee on Military Leave is to be reinstated to the position (or a position of similar seniority, status and pay) held prior to being called to active duty if: 1) the employee has given advance notice of military service, 2) the cumulative length of the absence including all previous absences from the position of employment by reason of military service does not exceed five years, and 3) the returning veteran reports or seeks to return to work within the time required by statute.

Article 19 - Insurance Benefits

The City shall provide a monthly benefit dollar amount, specified below, for each employee to purchase at a minimum employee only medical, dental, and vision coverage. The pay period equivalent of the benefit dollars will be paid each of 24 pay periods per calendar year provided an employee is in a paid status 50% or more of the period when eligible to participate in the health insurance plan. All employees receiving the benefit dollars will be required to participate in the premium conversion component of the IRS Section 125 plan at no cost to the employee.

The number of people the employee elects to enroll in the medical plan determines the amount of benefit dollars provided. If the cost of the employee benefit elections are less than the benefit dollars provided the remainder will be added to the employee check. If the cost of the employee benefit elections is greater than the benefit dollars provided, then the remainder will be deducted from the employee check. Employees can waive participation in health insurance benefits if they provide evidence of other coverage. To comply with Internal Revenue Service (IRS) Regulations for "Eligible Opt Out Arrangements" under the Section 125 plan, Employees who seek to waive health benefits coverage must provide a copy of their insurance card demonstrating other coverage or provide sufficient plan information as determined by the City's Human Resources Department such as the carrier and group number of the plan. Additionally, to meet IRS requirements, employees must attest to the fact that the plan they have that allows them to waive participation in the City's plan meets Minimum Essential Coverage (MEC) requirements of the Affordable Care Act and that all members of their tax family have coverage that meets MEC requirements. Such waiver and attestation shall be captured on forms provided by the Human Resources Department. No portion of this MOU is meant to convey requirements more stringent than those required by the Affordable Care Act and/or IRS Regulations. Employees who waive coverage will receive \$450/month.

For the term of this agreement only, the City's defined contribution towards health insurance will be capped using the following formula. At no time will the City's contribution exceed the combined premium for medical, dental and vision insurance at each enrollment level. The City's benefit plan year is January through December; upon confirmation of plan year premiums, the City will provide notice to employees of premiums and the City contribution based on the following formulas.

- The City contribution towards Kaiser Core and Buy-up plans will be the Kaiser Core plan premium + Vision premium + Dental premium
- The City contribution towards Anthem Core and Buy-up plans will be the Anthem Core plan premium + Vision premium + Dental premium
- There will be no change to the waiver amount.

Following expiration of this agreement, the City's defined contribution for health insurance will be set at the January 2027 core rates. There will be no automatic increases in the City's contributions unless specifically agreed to by the parties.

Because the City's benefit plans are administered in whole month increments, when an employee is terminated for cause or convenience by the City, benefit contributions as defined above will continue for the current coverage month regardless of paid status.

The City reserves the right to determine the carriers and will seek input from the bargaining units regarding plan design of the standard benefits and possible voluntary optional benefits. Optional benefits include, but are not limited to, dependent coverage and participation in flexible spending accounts.

The City provides term life insurance for employees in the Group in the amount of \$25,000 which includes accidental death and dismemberment (AD&D) coverage. The City also provides dependent life in the amount of \$5,000 and Long Term Disability Insurance, which provides salary replacement benefits.

Article 20 – Retiree Paid Insurance Benefits

The City will allow retirees to continue to participate in the City health plan offerings (medical, dental, and vision) at the retirees expense until age 65 or when eligible for Medicare, whichever comes first. Both retiree and dependent coverage are available under this program. An administrative fee in an amount equal to two percent (2%) of the insurance premiums will be charged to the retiree for the City to process the benefit. In the event the administrative fee increases, retiree shall pay the higher fee. If, in the future, the City no longer offers the same insurance carrier/plan the retiree and his or her spouse will be eligible to purchase insurance coverage under the new plan.

Article 21 - Workers' Compensation

Employees represented by this group who have suffered an industrial injury that has been accepted as such by the City and are not able to return to duty are not eligible to receive monthly benefit allowance once they have been declared permanent and stationary by either their treating physician or the Workers' Compensation Appeals Board and they have exhausted all of their accruals, leaving them on unpaid status. At such time, the City will also no longer be required to provide life insurance, dependent life insurance, and long term disability insurance.

If the employee is on leave due to an industrial injury that has been accepted as such by the City and is cleared to return to full or part time work by his/her treating physician, the employee will use sick leave in accordance with the City of Madera Personnel Rules and Regulations or any other leave the employee may have accrued to attend to any additional medical or therapy appointments scheduled during the work shift.

When an employee is on leave due to an industrial injury that has been accepted as such by the City, the City is not obligated to pay any more temporary disability than that which is provided for in the California Labor Code or in this Memorandum of Understanding. Employees will use accrued sick, vacation, holiday or compensating time off to supplement temporary disability pay to provide a full regular paycheck.

Article 22 – Safety Boots

A safety boot allowance of \$250.00 shall be provided annually with the second paycheck in July to the following positions:

- Electrical and Facilities Operations Manager
- Fleet Operations Manager
- Wastewater Treatment Plant Manager
- Water and Sewer Operations Manager
- Street & Storm Drainage Operations Manager
- Equipment Shop Supervisor
- Streets and Storm Drainage Supervisor
- Wastewater Collection System Supervisor
- Water System Supervisor
- Parks Supervisor
- Construction Inspection Supervisor
- Code Enforcement Supervisor

Employees who are hired into the above positions during the year shall receive a pro-rated paycheck based on the remaining number of months in the year. This equipment is to be worn at all times while performing City duties, except as authorized by the employee's department head.

Safety boots are classified by the Internal Revenue Service as supplemental wages and are subject to income tax withholding in accordance with Circular E, Employer's Tax Guide.

Article 23 - Retirement Plan

The City of Madera is a member of the California Public Employees' Retirement System (CalPERS). The specific retirement benefits each employee receives are governed by the contract between the City and CalPERS as well as the Government Code. Any employee contributions for the plans outlined below will be made as a pre-tax deduction in accordance with applicable tax law. Employees shall pay for the employee's contribution to the 1959 Survivor Benefit.

Miscellaneous Employees

Classic Formula: 2.5% @ 55 with the retirement calculation based on single highest year for all employees who first worked for the City of Madera prior to October 20, 2012. The City will pay the Employer Contribution. Employees will pay 3.375% towards the Employee Contribution, with the City paying the remaining 4.625% of the Employee Contribution as Employer Paid Member Contributions (EPMC).

Tier I Formula: 2% @ 60 with the retirement calculation based on average 3 year final compensation for all employees who first worked for the City of Madera on or after October 20, 2012 and before January 1, 2013 OR employees employed on or after January 1, 2013 who have been members of CalPERS or a CalPERS reciprocal agency within 6 months of the date of hire. The City will pay the Employer Contribution. Employees will pay 3.375% towards the Employee Contribution, with the City paying the remaining 3.625% of the Employee Contribution as Employer Paid Member Contributions (EPMC).

PEPRA Formula: 2% @ 62 with the retirement calculation based on average 3 year final compensation for all employees who first worked for the City of Madera on or after January 1, 2013 who were not previously CalPERS members or were CalPERS or CalPERS reciprocal system members but experienced a break in service of at least 6 months. The City will pay the Employer Contribution. Employees will pay the Employee Contribution as determined by CalPERS, currently 7%.

Article 24 - Deferred Compensation Plan

For members of this Group, the City pays an amount equal to 4.2% (rounded up or down) of the employee's salary into the deferred compensation plan.

Article 25 - Notary Public Services

The City Manager shall determine the positions eligible for City-paid Notary Public training. The City will pay for the costs associated with obtaining and maintaining the Notary Public designation, including supplies. If the City pays for Notary Public training or renewal, the services must only be provided for City business, documents for City employees, or documents for the employee's family and friends provided free of charge, as long as such family and friends services do not conflict with any requirements as set forth by the California Secretary of State for public notaries.

Article 26 – Temporary Assignment to Perform Duties of a Higher Classification

Permanent employees assigned in writing to perform duties of a higher classification shall receive a five percent (5%) increase, or to the first step of the higher level class, whichever is greater, after working fifteen (15) consecutive days, or 120 hours, in such higher paid class. To be eligible for such pay the employee must assume a majority of the duties and responsibilities of the higher level class, and the assignment must be approved by the City Manager.

Article 27 – Holiday Closure

Contingent upon approval of this same provision by the Madera Affiliated City Employees' Association representing the General Bargaining Unit, the City will close non-safety functions of City services between Christmas Day (December 25) and New Years' Day (January 1,) for 2025 and 2026. The City will provide for employees who are not normally required to work on holidays their normally scheduled work days between December 25 and January 1 during the term of this agreement as days off with no loss in pay.

The City Manager may approve requests from Department Directors regarding necessary and/or safety services that must be performed during the identified Holiday Closure defined above. If approved by the City Manager, City will provide notice by November 1 to any employee to whom this applies. For any employee whose position with the City requires they work as normally scheduled during the dates identified above, said employee will take their Holiday Closure January 2-7.

Article 27 shall be applicable solely during the term of this MOU which terminates on June 30, 2027. It shall become null and void thereafter and will be eliminated from the MOU unless specifically agreed to by side letter or subsequent MOU agreement.

Article 28 – Jury Duty

Employees who are required to report for Jury Duty will not be required to report to work prior to their attendance at Jury Duty if the time to report to jury duty is at or before 10:00 am. For jury duty report times occurring after 10:00 am, the Department Director will have the authority to approve an appropriate excusal time taking into account any required clean-up and travel time. Any time between the employee's regular work start time and the time the employee must report to Jury Duty will be considered Jury Duty leave and paid in accordance with the City's Personnel Rules, Rule XIX, Section 2. Employees must provide a copy of their Jury Duty summons in advance of reporting for Jury Duty and must submit proof from the Court Clerk of their attendance at Jury Duty and the time they were dismissed if not required to serve.

Article 29 – Professional License Fees

The City shall pay the cost to renew professional licenses for the following classifications:

1. Professional Engineer (Civil)
 - a. Associate Civil Engineer
 - b. Senior Civil Engineer
 - c. Deputy City Engineer
2. Certified Public Accountant
 - a. Accountant I/II
 - b. Financial Services Manager

Article 30 – Uniforms

If employees are required to wear uniforms, they shall be provided by the City. Replacement of worn uniforms shall also be the City's responsibility. Any employee issued a uniform shall be responsible for replacement of such if it becomes lost or damaged through negligence on the part of the employee.

Article 31 – Longevity Pay

In recognition of continuous full-time City employment, employees represented by this unit will be eligible for longevity pay as follows. For any employee approved for rehire under the reinstatement provision of the City's Personnel Rules & Regulations, years of service will be calculated using the adjusted Service Date, calculated as Rehire Date + prior full-time continuous service. This is the same adjusted Service Date used for benefit accrual calculations for reinstated employees.

As this is a new pay upon approval of this Memorandum of Understanding, current employees will be eligible for Longevity Pay the pay period that begins July 12, 2025, with pay date August 1, 2025. When an employee becomes eligible for a new Longevity Pay rate in the future based on years of service, the pay will be effective the first whole pay period following the applicable anniversary date.

For any employee employed at the time of signing of this Agreement who achieved the Y-Step provided under a prior Agreement who is not yet eligible based on Years of Service as identified below, said employee will be placed on the first incentive level identified below of 2.5% and will continue to receive the 2.5% until such time that they achieve a Years of Service milestone providing an increase to their Longevity Pay.

Years of Service	Percent of Base Salary
10	2.5%
15	5.0%
20	7.5%

Article 32 – Retention Bonus

Employees represented by this unit and employed with the City at the time of paycheck issuance will receive a retention bonus payment in the amount of \$1,500 to be paid in the January 16, 2026, and January 15, 2027, paychecks. This provision shall automatically sunset after January 15, 2027.

Article 33 - Grievance Procedure

Definition: A grievance is defined as a complaint of an employee or a group of employees concerning the interpretation or application of the provisions of the Memorandum of Understanding or the City Personnel Rules and Regulations.

A grievance does not include concerns or complaints whereby the solution would require the exercise of legislative power such as the adoption or amendment of a resolution, rule, regulation or policy established by legislative or judicial bodies other than the City Council; concerns or complaints regarding disciplinary action of an employee who has appeal rights as expressed in the MOU or City Rules and Regulations; and/or concerns or complaints whereby the solution is within the scope of representation subject to the meet and confer process.

Step 1: An employee shall first discuss the issue with the immediate supervisor as soon as practical and in any event no later than 10 working days from the occurrence or the knowledge of the occurrence of the issue. The supervisor will review the matter and attempt to resolve the issue on a timely basis.

Step 2: If the employee is not satisfied with the response of the immediate supervisor during the informal review, the employee may submit the issue for formal review. This is accomplished by preparing a written request for review stating the specific City policy and/or provision of the applicable MOU that was improperly applied, and stating the specific resolution desired. This written request is to be submitted to the immediate supervisor for review within 5 working days of receipt of the supervisor's response during the informal review. The supervisor has 5 working days to respond to the formal grievance.

Step 3: If not satisfied with the response at Step 2, the employee may request, in writing, the matter be reviewed by the Department Head. This review must be requested within 5 working days of the receipt of the response at Step 2. The Department Head shall schedule a meeting to hear the grievance within 10 working days of receipt and shall provide a written decision within 5 working days of hearing the grievance.

Step 4: If not satisfied with the decision of the Department Head, the employee may request, in writing, the matter be reviewed by the City Manager or designee. The request must be submitted within 5 working days of receipt of the decision at Step 3. The City Manager will provide further review of the issue as appropriate and prepare a written response to the employee within 10 working days of receipt of the written request for review. The decision of the City Manager or designee is final and not subject to further appeal or review.

If the employee fails to respond within the time periods provided, the grievance is withdrawn and is not subject to further review or appeal. If City management fails to respond within the time periods provided, the employee may proceed to the next step in the process. The City and the employee may mutually agree to extend the time periods discussed above or may agree to waive Steps 1-3 when the issue involves staff from more than one department or when the subject of the grievance is not within the jurisdiction of the supervisor or Department Head.

Article 34 - Corrective/Disciplinary Actions

Corrective/Disciplinary Action may be taken against any regular employee of the City up to and including termination of employment when employee performance or behavior is determined to

be below expectations desired or outside the standards of the work environment. The City will administer a progressive discipline approach up to and including termination of employment. However, the City reserves the right to determine the form of discipline to be imposed based on several factors, including but not limited to, the severity and frequency of the cause of action as well as the employment history of the employee.

Grounds for Corrective Disciplinary Action

Poor performance or any violation of a City rule, regulation, policy, procedure, or ordinance may require Corrective/Disciplinary Action. The poor performance or violation may involve a single incident or a series of infractions. In this regard, acts which may be the basis for action up to and including termination of employment include, but are not limited to, the following:

Fraud in securing employment

Incompetence

Inefficiency

Inexcusable neglect of duty

Insubordination

Dishonesty

Unauthorized absence without leave

Conviction of a felony or conviction of a misdemeanor involving moral turpitude

Continued or flagrantly discourteous treatment of the public or another employee

Improper political activity

Misuse or theft of City property

Violation of City rules, regulations, policies, procedures or ordinances

Other failure of good behavior either during or outside of duty hours which is of such a nature that it causes discredit to the City or an employee's employment or creates a conflict of interest

Falsifying, and/or unauthorized removal or destruction of City records

Unauthorized possession of firearms or explosives

Harassment (sexual or otherwise) of another employee or member of the public

Gambling on duty or while on City property

Either (a) the sale, purchase, transfer, possession, or consumption of alcoholic beverages or illegal drugs or (b) the use of drugs which impair the senses or the ability to perform the job during normal working hours or on City premises

Excessive tardiness

Failure to properly report absence

Types of Corrective/Disciplinary Action

Corrective/Disciplinary Action normally progresses from the least to the most severe action. However, some available actions may be bypassed depending upon the severity of the infraction. Nothing in this section shall be interpreted as restricting the City's right to take Corrective/Disciplinary Action, including the immediate placement of an employee on Administrative Leave with pay, if in the sole discretion of the City doing so would prevent the disruption of City services or potential harm to others.

It is recognized that many problems not directly associated with an employee's job can have an effect on job performance. In such situations, the City may believe that an employee may benefit from professional assistance outside the work place and may require an employee to consult with the Employee Assistance Program as part of the Corrective/Disciplinary Action process.

The following actions may be taken in an effort to achieve improved job performance or modify inappropriate work-related behavior.

Counseling: An informal discussion with an employee designed to clarify and remedy unacceptable behavior or performance. This discussion may include the clarification of standards and a review of performance or behavior that is determined to be below standard. Repeated instances may lead to a written counseling memo or electronic communication between the supervisor and employee reinforcing the verbal counseling already provided. Verbal or written counseling is documented by the immediate supervisor for future reference and is not subject to appeal.

Retraining: A documented effort to achieve appropriate performance or conduct when an employee's lack of skill or knowledge is determined to be the cause of the problem. This action is documented by the immediate supervisor for future reference and is not subject to appeal.

Oral Reprimand: A formal discussion with an employee about performance or conduct problems and City expectations and requirements. This action is documented by the immediate supervisor for future reference and is not subject to appeal.

Written Reprimand: A written document presented to an employee regarding performance or conduct problems and expectations and requirements. This document is maintained in the official personnel file and is subject to appeal only by sworn staff.

Disciplinary Suspension: An involuntary absence without pay for a period up to 30 calendar days. Suspension may be caused by one grave offense, but it more often occurs due to an accumulation of various offenses. (Note: Disciplinary suspensions from paid status for periods of less than one week are not applicable to employees classified as exempt for the purposes of the Fair Labor Standards Act unless they are imposed for infractions of safety rules of great significance.)

Disciplinary Salary Reduction: A reduction in pay from the employee's current step within the assigned salary range to any lower step within the same salary range.

Disciplinary Demotion: A change in status from a position in one classification to a position in a classification with a lower maximum salary.

Termination: Removal from City service. Removal may be caused by one grave offense, but it more often occurs due to an accumulation of various offenses. Termination is seldom used for a first offense unless the violation is so serious that no other response is appropriate.

Prior to the imposition of Corrective/Disciplinary action in the form of suspension, disciplinary salary reduction, demotion or termination, a written notice of the intended disciplinary action will be served on the employee. Such notice shall be served upon the employee personally or by mail and shall include a statement of the nature of the intended disciplinary action, a statement of the causes, a statement of the acts or omissions upon which the causes are based, a copy of the documents or material upon which the actions is based, a statement advising the employee of rights to respond to the notice before disciplinary action is taken, a statement advising the employee that if Corrective/Disciplinary Action is imposed, they may appeal to Civil Service Commission.

Employees wishing to respond to the notice of intended disciplinary action must make a request to the City Manager within 5 normal business days of the notice being served. The employee may respond either orally or in writing. The employee may be represented by another person in presenting his/her response. The individual representing the employee may not be someone directly involved with the employee's immediate working environment unless this individual is an official representative of the employee group. The City Manager may amend, modify or revoke any or all of the pending charges including the recommended disciplinary action if there are mitigating circumstances.

If the employee wishes to appeal any action imposed by the City Manager, the employee may file a written notice of appeal in response to the imposed action. A written notice to appeal must be filed with the Director of Human Resources within 10 working days from the effective date of the disciplinary action. The notice of appeal shall contain statements of fact, which would support the rescission or amendment of the imposed disciplinary action. Failure to file a written notice of appeal within this specified time period shall be deemed a waiver of any right to appeal the action taken. No exceptions to this failure to file time period shall be permitted.

Article 35 - Unwritten Conditions

All other conditions of employment shall not be affected by the absence of comment in this agreement.

Article 36 - Notice of Future Meet and Confer

The Group shall serve upon the City Manager a written request to meet and confer no later than May 1, 2027, to initiate improvements or changes in wages, hours or other terms and conditions of employment for members of the Group, which would take effect on or after July 1 of 2027. Such a request shall contain all of the changes in wages, hours, and other terms and conditions of employment proposed by the Group to take effect on or after July 1st of the Fiscal Year.

Article 37 - Severability

It is understood and agreed that this Memorandum of Understanding is subject to all present and future Federal and State laws and regulations and the provisions hereof shall be effective and

implemented only to the extent permitted by such laws and regulations. if any part of this Memorandum of Understanding is in conflict or inconsistent with such applicable provisions of Federal or State laws or regulations, or otherwise held to be invalid or unenforceable by any tribunal of competent jurisdiction, such part or provision shall be suspended and superseded by such applicable provisions of Federal or State laws or regulations, or otherwise held to be invalid or unenforceable by any tribunal of competent jurisdiction, such part or provision shall be suspended and superseded by such applicable laws and regulations and the remainder of this Memorandum of Understanding shall not be affected thereby and shall remain in full force and effect.

Article 38 - Term

This MOU shall be effective July 16, 2025, and shall remain in full force and effect until June 30, 2027, unless otherwise identified in this agreement.

SIGNATURES

MID-MANAGEMENT REPRESENTATIVES



Anna Osborn, CEA

7/8/25
Date



Nicole Say, Mid-Management Group President

7/3/25
Date



Ari Adams, Mid-Management Group Vice President

7/2/25
Date

CITY REPRESENTATIVE



Arnoldo Rodriguez, City Manager

7.21.25
Date

Exhibit A: Mid Management Salary Schedule

Job Title	Range	Bi-Weekly Pay Rate					
		A	B	C	D	E	F
Effective 7/12/2025							
Accountant I	322	\$1,975.41	\$2,074.09	\$2,177.50	\$2,286.23	\$2,400.86	\$2,520.82
Accountant II	362	\$2,411.50	\$2,532.05	\$2,658.50	\$2,791.46	\$2,930.91	\$3,077.46
Administrative Analyst I	358	\$2,363.64	\$2,481.82	\$2,605.91	\$2,736.50	\$2,873.00	\$3,016.59
Administrative Analyst II	386	\$2,718.18	\$2,854.09	\$2,996.50	\$3,146.59	\$3,303.77	\$3,468.64
Assistant Engineer	392	\$2,800.32	\$2,940.37	\$3,087.50	\$3,241.73	\$3,404.23	\$3,574.41
Associate Civil Engineer	445	\$3,647.68	\$3,830.28	\$4,021.73	\$4,222.64	\$4,434.18	\$4,655.78
Associate Planner	368	\$2,484.77	\$2,608.86	\$2,739.46	\$2,875.96	\$3,020.14	\$3,170.82
Code Enforcement Supervisor	380	\$2,637.82	\$2,769.59	\$2,907.87	\$3,053.82	\$3,206.28	\$3,366.41
Communications Specialist	358	\$2,363.64	\$2,481.82	\$2,605.91	\$2,736.50	\$2,873.00	\$3,016.59
Construction Inspection Supervisor	400	\$2,914.37	\$3,060.32	\$3,213.37	\$3,374.09	\$3,542.50	\$3,719.77
Deputy City Engineer	495	\$4,681.19	\$4,915.18	\$5,161.00	\$5,418.64	\$5,689.87	\$5,974.09
Electrical and Facilities Operations Manager	421	\$3,236.41	\$3,398.32	\$3,567.91	\$3,746.37	\$3,933.68	\$4,130.46
Engineering Project Manager	419	\$3,203.91	\$3,364.64	\$3,532.46	\$3,709.14	\$3,894.68	\$4,089.68
Executive Secretary	330	\$2,055.78	\$2,158.59	\$2,266.14	\$2,379.59	\$2,498.37	\$2,623.64
Executive Secretary to City Administrator	330	\$2,055.78	\$2,158.59	\$2,266.14	\$2,379.59	\$2,498.37	\$2,623.64
Financial Services Manager	446	\$3,666.00	\$3,849.18	\$4,041.82	\$4,243.91	\$4,456.05	\$4,678.82
Fleet Operations Manager	404	\$2,973.46	\$3,121.78	\$3,277.77	\$3,442.05	\$3,614.00	\$3,794.82
Grant Administrator	446	\$3,666.00	\$3,849.18	\$4,041.82	\$4,243.91	\$4,456.05	\$4,678.82
Grant Analyst	358	\$2,363.64	\$2,481.82	\$2,605.91	\$2,736.50	\$2,873.00	\$3,016.59
Human Resources Technician	290	\$1,684.09	\$1,768.00	\$1,856.64	\$1,949.41	\$2,046.91	\$2,149.14
Human Resources Technician II	310	\$1,860.18	\$1,953.55	\$2,051.05	\$2,153.87	\$2,261.41	\$2,374.27
Network Administrator	389	\$2,758.96	\$2,896.64	\$3,041.41	\$3,193.87	\$3,353.41	\$3,521.23
Park Project Manager	426	\$3,317.96	\$3,484.00	\$3,658.32	\$3,840.91	\$4,032.96	\$4,234.46
Parks Manager	385	\$2,704.59	\$2,839.32	\$2,981.73	\$3,130.64	\$3,287.23	\$3,451.50
Parks Supervisor	350	\$2,271.46	\$2,384.91	\$2,504.27	\$2,628.96	\$2,760.73	\$2,898.41
Procurement Services Manager	358	\$2,363.64	\$2,481.82	\$2,605.91	\$2,736.50	\$2,873.00	\$3,016.59

Exhibit A: Mid Management Salary Schedule

Job Title	Range	Bi-Weekly Pay Rate					
		A	B	C	D	E	F
Program Manager-Grants	366	\$2,459.96	\$2,582.87	\$2,712.27	\$2,847.59	\$2,990.00	\$3,139.50
Recreation/Community Programs Manager	390	\$2,772.55	\$2,911.41	\$3,056.77	\$3,209.82	\$3,369.96	\$3,538.96
Recreation/Community Programs Supervisor	353	\$2,305.73	\$2,420.96	\$2,541.50	\$2,668.55	\$2,802.09	\$2,942.14
Redevelopment Agency Secretary	342	\$2,182.23	\$2,291.55	\$2,406.18	\$2,526.14	\$2,652.59	\$2,785.55
Redevelopment Manager	427	\$3,334.50	\$3,501.14	\$3,676.64	\$3,860.41	\$4,053.05	\$4,255.73
Safety Officer	358	\$2,363.64	\$2,481.82	\$2,605.91	\$2,736.50	\$2,873.00	\$3,016.59
Senior Civil Engineer	475	\$4,236.82	\$4,448.37	\$4,670.55	\$4,904.55	\$5,149.78	\$5,406.82
Senior Planner	429	\$3,368.18	\$3,536.59	\$3,713.28	\$3,898.82	\$4,093.82	\$4,298.28
Solid Waste Manager	353	\$2,305.73	\$2,420.96	\$2,541.50	\$2,668.55	\$2,802.09	\$2,942.14
Streets & Storm Drainage Ops. Manager	385	\$2,704.59	\$2,839.32	\$2,981.73	\$3,130.64	\$3,287.23	\$3,451.50
Streets & Storm Drainage Supervisor	350	\$2,271.46	\$2,384.91	\$2,504.27	\$2,628.96	\$2,760.73	\$2,898.41
Tyler Munis Implementation Project Manager	408	\$3,033.14	\$3,185.00	\$3,343.96	\$3,511.18	\$3,686.68	\$3,871.05
Utility Billing Supervisor	334	\$2,097.14	\$2,201.73	\$2,312.23	\$2,427.46	\$2,549.18	\$2,676.23
Waste Water Treatment Plant Manager	459	\$3,911.82	\$4,107.41	\$4,312.46	\$4,528.14	\$4,754.46	\$4,992.59
Wastewater Collection System Supervisor	346	\$2,226.55	\$2,337.64	\$2,454.64	\$2,577.55	\$2,706.36	\$2,841.68
Water & Sewer Operations Manager	423	\$3,268.91	\$3,432.00	\$3,603.96	\$3,784.18	\$3,973.28	\$4,171.82
Water Meter & Conservation Supervisor	340	\$2,160.96	\$2,268.50	\$2,381.96	\$2,501.32	\$2,626.59	\$2,757.77
Water System Supervisor	385	\$2,704.59	\$2,839.32	\$2,981.73	\$3,130.64	\$3,287.23	\$3,451.50
Effective 6/13/2026							
Accountant I	322	\$2,014.92	\$2,115.57	\$2,221.05	\$2,331.95	\$2,448.88	\$2,571.24
Accountant II	362	\$2,459.73	\$2,582.69	\$2,711.67	\$2,847.29	\$2,989.53	\$3,139.01
Administrative Analyst I	358	\$2,410.91	\$2,531.46	\$2,658.03	\$2,791.23	\$2,930.46	\$3,076.92
Administrative Analyst II	386	\$2,772.55	\$2,911.17	\$3,056.43	\$3,209.53	\$3,369.85	\$3,538.01
Assistant Engineer	392	\$2,856.33	\$2,999.17	\$3,149.25	\$3,306.56	\$3,472.31	\$3,645.90
Associate Civil Engineer	445	\$3,720.64	\$3,906.88	\$4,102.16	\$4,307.09	\$4,522.87	\$4,748.89
Associate Planner	368	\$2,534.47	\$2,661.04	\$2,794.25	\$2,933.48	\$3,080.54	\$3,234.24
Code Enforcement Supervisor	380	\$2,690.58	\$2,824.98	\$2,966.02	\$3,114.90	\$3,270.40	\$3,433.74

Exhibit A: Mid Management Salary Schedule

Job Title	Range	Bi-Weekly Pay Rate					
		A	B	C	D	E	F
Communications Specialist	358	\$2,410.91	\$2,531.46	\$2,658.03	\$2,791.23	\$2,930.46	\$3,076.92
Construction Inspection Supervisor	400	\$2,972.65	\$3,121.53	\$3,277.63	\$3,441.58	\$3,613.35	\$3,794.17
Deputy City Engineer	495	\$4,774.81	\$5,013.49	\$5,264.22	\$5,527.01	\$5,803.66	\$6,093.58
Electrical and Facilities Operations Manager	421	\$3,301.14	\$3,466.29	\$3,639.27	\$3,821.29	\$4,012.36	\$4,213.07
Engineering Project Manager	419	\$3,267.99	\$3,431.93	\$3,603.11	\$3,783.32	\$3,972.58	\$4,171.48
Executive Secretary	330	\$2,096.89	\$2,201.76	\$2,311.46	\$2,427.18	\$2,548.33	\$2,676.11
Executive Secretary to City Administrator	330	\$2,096.89	\$2,201.76	\$2,311.46	\$2,427.18	\$2,548.33	\$2,676.11
Financial Services Manager	446	\$3,739.32	\$3,926.17	\$4,122.66	\$4,328.79	\$4,545.17	\$4,772.40
Fleet Operations Manager	404	\$3,032.93	\$3,184.21	\$3,343.33	\$3,510.89	\$3,686.28	\$3,870.72
Grant Administrator	446	\$3,739.32	\$3,926.17	\$4,122.66	\$4,328.79	\$4,545.17	\$4,772.40
Grant Analyst	358	\$2,410.91	\$2,531.46	\$2,658.03	\$2,791.23	\$2,930.46	\$3,076.92
Human Resources Technician	290	\$1,717.77	\$1,803.36	\$1,893.77	\$1,988.40	\$2,087.85	\$2,192.12
Human Resources Technician II	310	\$1,897.39	\$1,992.62	\$2,092.07	\$2,196.94	\$2,306.64	\$2,421.76
Network Administrator	389	\$2,814.14	\$2,954.57	\$3,102.24	\$3,257.74	\$3,420.48	\$3,591.65
Park Project Manager	426	\$3,384.32	\$3,553.68	\$3,731.49	\$3,917.73	\$4,113.62	\$4,319.15
Parks Manager	385	\$2,758.68	\$2,896.11	\$3,041.36	\$3,193.25	\$3,352.97	\$3,520.53
Parks Supervisor	350	\$2,316.88	\$2,432.61	\$2,554.36	\$2,681.54	\$2,815.94	\$2,956.38
Procurement Services Manager	358	\$2,410.91	\$2,531.46	\$2,658.03	\$2,791.23	\$2,930.46	\$3,076.92
Program Manager-Grants	366	\$2,509.16	\$2,634.52	\$2,766.52	\$2,904.54	\$3,049.80	\$3,202.29
Recreation/Community Programs Manager	390	\$2,828.00	\$2,969.64	\$3,117.91	\$3,274.02	\$3,437.36	\$3,609.74
Recreation/Community Programs Supervisor	353	\$2,351.84	\$2,469.38	\$2,592.33	\$2,721.92	\$2,858.13	\$3,000.98
Redevelopment Agency Secretary	342	\$2,225.87	\$2,337.38	\$2,454.31	\$2,576.66	\$2,705.64	\$2,841.26
Redevelopment Manager	427	\$3,401.19	\$3,571.16	\$3,750.17	\$3,937.62	\$4,134.11	\$4,340.84
Safety Officer	358	\$2,410.91	\$2,531.46	\$2,658.03	\$2,791.23	\$2,930.46	\$3,076.92
Senior Civil Engineer	475	\$4,321.56	\$4,537.33	\$4,763.96	\$5,002.64	\$5,252.77	\$5,514.96
Senior Planner	429	\$3,435.55	\$3,607.32	\$3,787.54	\$3,976.80	\$4,175.70	\$4,384.24
Solid Waste Manager	353	\$2,351.84	\$2,469.38	\$2,592.33	\$2,721.92	\$2,858.13	\$3,000.98

Exhibit A: Mid Management Salary Schedule

Job Title	Range	Bi-Weekly Pay Rate					
		A	B	C	D	E	F
Streets & Storm Drainage Ops. Manager	385	\$2,758.68	\$2,896.11	\$3,041.36	\$3,193.25	\$3,352.97	\$3,520.53
Streets & Storm Drainage Supervisor	350	\$2,316.88	\$2,432.61	\$2,554.36	\$2,681.54	\$2,815.94	\$2,956.38
Tyler Munis Implementation Project Manager	408	\$3,093.80	\$3,248.70	\$3,410.84	\$3,581.41	\$3,760.42	\$3,948.47
Utility Billing Supervisor	334	\$2,139.08	\$2,245.76	\$2,358.47	\$2,476.00	\$2,600.17	\$2,729.75
Waste Water Treatment Plant Manager	459	\$3,990.06	\$4,189.56	\$4,398.71	\$4,618.70	\$4,849.55	\$5,092.45
Wastewater Collection System Supervisor	346	\$2,271.08	\$2,384.39	\$2,503.73	\$2,629.10	\$2,760.49	\$2,898.52
Water & Sewer Operations Manager	423	\$3,334.29	\$3,500.64	\$3,676.04	\$3,859.87	\$4,052.74	\$4,255.26
Water Meter & Conservation Supervisor	340	\$2,204.17	\$2,313.87	\$2,429.59	\$2,551.35	\$2,679.12	\$2,812.93
Water System Supervisor	385	\$2,758.68	\$2,896.11	\$3,041.36	\$3,193.25	\$3,352.97	\$3,520.53