RESOLUTION NO. 18-87

RESOLUTION OF THE CITY COUNCIL OF THE CITY OF EL CENTRO ESTABLISHING TERMS AND CONDITIONS OF EMPLOYMENT INCLUDING COMPENSATION FOR JULY 2018 THROUGH DECEMBER 2021

GENERAL EMPLOYEES UNIT

WHEREAS, the City Council of the City of El Centro, California ("the City Council") has previously adopted Resolution No. 15-66 concerning terms and conditions of employment, including compensation, for employees of the General Employees Unit; and

WHEREAS, the employees are not currently represented by a recognized employee bargaining unit, as that term is defined in the Meyers-Milias Brown Act; and

WHEREAS, representatives of the City of El Centro, California ("the City") and the employees covered by this resolution have met and conferred in good faith concerning the terms and conditions of employment addressed by this resolution; and

WHEREAS, the City Council desires to provide reasonable compensation and terms and conditions for employees, weighing the fiscal constraints imposed upon the City by uncertainties in the national, state and local economies; and

WHEREAS, the City Council finds that it is in the best interest of the City to adopt this resolution.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF EL CENTRO, CALIFORNIA, DOES HEREBY RESOLVE AS FOLLOWS:

Section 1. Repeal of Previous Resolution: Resolution No. 15-66 is hereby repealed.

Section 2. Agreement. The agreement between the City and the General Employees Unit (a copy of which is on file in the office of the City Clerk), is hereby adopted.

Section 3. Effective Dates. Except as provided by the agreement, the terms and conditions of employment, as provided by this resolution and agreement, are effective upon adoption. This resolution shall remain in full force and effective through December 31, 2021, or until a successor resolution is adopted by the City Council.

PASSED AND ADOPTED at an adjourned regular meeting of the City Council of the City of El Centro, California, held on the 29th day of Oct., 2018.

CITY OF EL CENTRO

By Cheryl Viegas-Walker, Mayor
ATTEST:

By L. Diane Caldwell, City Clerk

APPROVED AS TO FORM:
Office of the City Attorney

By Elizabeth L. Martyn, City Attorney

STATE OF CALIFORNIA
COUNTY OF IMPERIAL
CITY OF EL CENTRO

I, L. Diane Caldwell, City Clerk of the City of El Centro, California, do hereby certify that the foregoing Resolution No. 18-87 was duly and regularly adopted at an adjourned regular meeting of the City Council of the City of El Centro, California, held on the 29th day of Oct., 2018, by the following vote:

AYES: Cardenas, Viegas-Walker, Garcia, Silva
NOES: None
ABSENT: Jackson
ABSTAINED: None

By L. Diane Caldwell, City Clerk
MEMORANDUM OF UNDERSTANDING
between the
THE CITY OF EL CENTRO
AND
GENERAL EMPLOYEES UNIT
July 1, 2018 — December 31, 2021

Section 1 RIGHTS OF THE CITY AND THE GENERAL EMPLOYEES UNIT

City Rights

The exclusive rights of the City include, but are limited to, the right to:

1. Determines issues of public policy;
2. Determine the merits, necessity and organization of any service or activity conducted by the City;
3. Determine and change the facilities, methods, means and personnel by which City operations are to be conducted;
4. Expand or diminish services;
5. Determine and change the number of locations, relocations, and types of operations and the processes and materials to be employed in carrying out all City functions, including, but not limited to, the right to subcontract any work or operations;
6. Determine the size and composition of the work force, and to assign work to employees in accordance with requirements as determined by the City;
7. Relieve employees from duty because of lack of work or other non-disciplinary reasons, provided such is done in accordance with the City's Personnel Rules and Regulations, as modified hereby;
8. Discharge, suspend or otherwise discipline employees for proper cause;
9. Determine job classifications;
10. Determine policies, procedures and standards for selection, training and promotion of employees;
11. Establish employee performance standards, including, but not limited to, quality and quantity standards;
12. Maintain the efficiency of governmental operations;
13. Take any and all necessary actions to carry out its mission in emergencies;
14. Exercise complete control and discretion over its organization and the technology of performing its work and services; and
15. Establish reasonable work and safety rules and regulations in order to maintain the efficiency and economy desirable in the performance of City services.

The City, in exercising these rights and functions, will not discriminate against any employee or employee organization.

Employee Rights

Employees shall have the right to form, join, and participate in the activities of employee organizations of their own choosing for the purposes of representation of all matters of employee relations, including but not limited to wages, hours, and other terms and conditions of employment. Employees shall also have the right to refuse to join or participate in the activities of employee organizations and shall have the right
to represent themselves individually in their employment relations with the City. No employee shall be interfered with, intimidated, restrained, coerced or discriminated against by the City or by any employee organization because of his/her exercise of these rights.

Section 2  CLASSIFICATIONS AND GRADES

The classifications and grades of the employees covered by this Memorandum of Understanding ("MOU") are set forth in Appendix A.

Section 3  SALARY AND PERFORMANCE INCREASES

Employees covered by this MOU shall be adjusted as follows:

1. No employee shall be paid less than Step 1 or more than Step 11 as set forth in Appendix B.

2. For fiscal year 2018/2019, employees will receive a cost of living adjustment of 4% of base salary as of July 3, 2018, but will not be eligible for a step increase.

3. For fiscal year 2019/2020, employees will not receive a cost of living adjustment and will not be eligible for a step increase.

4. For fiscal year 2020/2021 and from July 1, 2021 to December 31, 2021 employees will be eligible for a step increase on their anniversary date (as defined below) beginning on July 1, 2020 and ending on December 31, 2021, conditioned upon the following:

   a. The employee’s evaluation must rate his/her performance satisfactory or better;

   b. It is expected that the annual evaluation shall occur on an employee’s anniversary date (as used here, “anniversary date” means the employee’s date of hire, date of promotion or date of transfer, whichever is most recent). If the evaluation occurs after the anniversary date and the evaluation rates the performance at satisfactory or better, the merit increase will be retroactive to the anniversary date.

   c. Future step increases, except for Step 11, beyond the term of this MOU on December 31, 2021 shall be available only upon future agreement of the City pending the outcome of negotiations for the successor MOU.

Section 4  LONGEVITY PAY

Longevity pay for each employee in a full-time position hired before July 1, 1989 will be fixed at the rate being paid, if any, on December 31, 1989, and no further increases will be paid regardless of the number of years of continuous service to the City. Any employee in a full-time position hired before July 1, 1989, who is not being paid longevity pay on December 21, 1989, or any employee hired on or after July 1, 1989, shall not be eligible for longevity pay.

In addition, effective as of July 1, 2018, Step 11 shall be added to salary steps. All employees who have been in Step 10 for five continuous years, commencing on July 1, 2015, and who have received satisfactory or higher on their performance evaluations for those five years shall be placed in Step 11 as of their anniversary date.
Section 5  TEMPORARY UPGRADING

To assure the orderly performance and continuity of municipal services, the City may be required to temporarily assign employees to positions of a higher classification. For the purposes of this section, it is understood that temporary upgrading may be required for any of the following reasons:

1. Vacant authorized positions scheduled to be filled by a regular full-time employee.

2. Temporarily vacant positions due to vacation, sick leave, service injury leave, maternity leave or other as approved leave of absence.

3. The City shall make every possible and reasonable effort to fill vacancies in the most expeditious manner so that the need for temporary upgrading is kept to an absolute minimum.

4. The selection of an employee for said temporary assignment shall be at the discretion of the department head taking into consideration any applicable promotional eligibility list, the qualifications and requirements of the position to be filled, and qualifications and job performance of those employees eligible for temporary upgrading.

5. Employees who possess the qualifications for the temporary assignment at the time of the assignment shall receive a five percent (5%) increase over his/her regular base rate of pay for each hour the employee is assigned the duties of a higher job classification and shall begin the first day the assignment is made. Temporary assignment to a higher classification shall be initiated by written request of the supervisor to the Human Resources department.

Section 6  UNIFORMS AND SAFETY SHOES

1. The City will, when possible, rent and provide uniforms to the employees covered by this agreement, if uniforms are required by the City. When it is not possible to rent uniforms, the City will reimburse the employees for the cost of purchasing and maintaining said uniforms; provided, however, that said reimbursement shall not exceed two hundred dollars ($200) annually.

2. The City will provide winter jackets to employees covered under this MOU that are required to wear a uniform and work outside. Winter jackets will be replaced in even numbered years.

3. The City will reimburse employees for the cost of purchasing and maintaining safety shoes for those employees in positions where the use of such shoes is mandated by State or Federal regulations; provided, however, said reimbursement shall not exceed three hundred dollars ($300) annually.

4. In Lieu Provisions: In lieu of the provisions of paragraphs 1 and 2 above, for the purpose of defraying the costs of purchasing and maintaining uniforms and shoes prescribed by the City, beginning July 1, 2014, employees occupying the positions of Animal Control Officer, Community Service Officer and Parking Deputy shall receive nine hundred dollars ($900) per year, with one half (.5) of this amount (four hundred fifty dollars ($450) payable during the month of July, and the remainder payable in the month of January. Employees occupying the position of Police Records Clerk I and II shall receive one hundred ($100) dollars annually, payable in the month of July, for purpose of defraying the costs of purchasing and maintaining uniforms and shoes as prescribed by the City. Employees occupying these positions shall furnish, upon request by the City, copies of the receipts for the purchase or maintenance of uniforms and shoes.
5. For Public Works employees that are required to wear a uniform and work outside, the City will provide five (5) uniform t-shirts as deemed appropriate by their supervisor.

Section 7  RETIREMENT

Employees hired prior to January 1, 2013 and covered by this Agreement shall be placed in the California Public Employees Retirement System (“CalPERS”) two percent (2%) at fifty-five (55) retirement plan. The City will contribute one hundred percent (100%) of the employer contribution amount as determined by CalPERS. Effective June 26, 2012, the employee shall pay the full employee portion of seven percent (7%). Employee contributions will be paid pre-tax under IRS §414(h)(2).

New employees hired by the City on or after January 1, 2013 that are not members of CalPERS shall be placed in the CalPERS two percent (2%) at sixty-two (62) retirement plan. The City will contribute one hundred percent (100%) of the employer contribution amount as determined by CalPERS. Employee’s required contribution amount shall be as determined by CalPERS.

Section 8  INSURANCE

1. Each employee filling a full-time position and in a pay status for at least thirty (30) hours per week shall have the opportunity to participate in the City's comprehensive major medical, dental, life and vision care insurance program. The employees covered by this resolution may obtain coverage for their legal dependents under the same comprehensive major medical, dental, life and vision care insurance program. The City will contribute on behalf of the employee the following amounts to the health insurance premiums:

   Employee only - $672.28 per month  
   Employee and Spouse - $997.34 per month  
   Employee and Child(ren) - $941.98 per month  
   Family - $1,255.88 per month

2. The employee shall have the option of participating in the buy down or limited level of said program. An employee on an approved leave of absence without pay from the City may continue to carry the City's comprehensive insurance by making full payments to the City for the costs of such insurance, in accordance with the City's Personnel Rules and Regulations.

3. The City shall provide short and long-term disability insurance coverage for employees covered by this resolution.

4. The City shall provide term life insurance and accidental death and dismemberment coverage in the amount of fifty thousand dollars ($50,000) each for all employees covered by this resolution.

5. Employees who retire from the City after the approval of this agreement will receive three hundred nine dollars and fifty-one cents ($309.51) per month towards retiree only insurance coverage under the City's health insurance program provided said retiree had two hundred forty (240) months (twenty (20) years) of service with the City of El Centro.

Section 9  SICK LEAVE

1. All permanent and probationary employees covered by this agreement who have completed the equivalent of one month of service shall be eligible for sick leave. Sick leave shall be accrued and credited bi-weekly for all eligible employees who are on pay status for fifty percent (50%) or
more of that biweekly period. The accrual rate for said employees shall be three and sixty-nine one hundredths (3.69) hours bi-weekly. Permanent part-time employees working a minimum of twenty (20) hours per week, shall be eligible for vacation leave in proportion to the number of hours worked each week as opposed to the standard forty (40) hour work week.

2. All employees covered by this agreement shall be eligible for an annual conversion of accrued sick leave to vacation leave on the following basis. Employees who have at least two hundred eighty-eight (288) hours of accrued sick leave at the beginning of any fiscal year may, at the end of that fiscal year, convert those sick leave hours accrued during that fiscal year that exceed the total number of sick leave hours taken off during that fiscal year. Conversion shall be at the rate of twenty-five percent (25%) times the number of eligible sick leave hours to be converted.

3. Sick leave accumulated which exceeds two hundred eighty-eight (288) hours may be converted to cash reimbursement as follows:
   
a. 0 - 60 months of continuous service - 5%.
b. 61 - 120 months of continuous service - 15%.
c. 121 - 180 months of continuous service - 25%.
d. More than 180 months of continuous service - 50%.

   Cash reimbursement will be paid in January of each year or upon separation.

4. In lieu of the immediately preceding provision, an employee whose retirement date is within four months of separation from employment may, in accordance with Government Code Section 20965, convert all unused sick leave to additional service credit at the rate of four thousandths (0.004) for each day of sick leave (two hundred fifty (250) sick leave days = one (1) additional year of service credit).

Section 10   VACATION LEAVE

Employees shall accrue vacation leave as indicated in the City’s Personnel Rules and Regulations.

Section 11   BEREAVEMENT LEAVE

In the event of a death in an employee's immediate family, said employee shall be eligible for a leave of absence for up to three (3) regularly scheduled days. If required travel exceeds five hundred (500) miles each way, the employee may be granted an additional day (eight hours) of bereavement leave. During such leave, the employee shall be paid his/her regular salary; provided, however, that prior approval for the use of such leave is obtained from the employee's supervisor.

The employee's immediate family shall be defined as: spouse, child, mother, father, mother-in-law, father-in-law, brother, sister, brother-in-law, sister-in-law, son-in-law, daughter-in-law, grandmother, grandfather or a grandchild.

Documentation of the date and location of the funeral and the date of burial shall be furnished by the employee upon request of the City.

Section 12   PERSONAL NECESSITY LEAVE

Each employee covered by this agreement shall be granted the equivalent of two (2) days of leave as outlined below during a fiscal year to attend to personal business. Employees shall request use of such leave on forms provided by the City, and subject to the same scheduling requirements provided under the
City's Personnel Rules and Regulations. Any hours of personal necessity leave not taken prior to June 30 of a fiscal year shall be forfeited.

1. Employees that work twelve (12) hour days shall be granted twenty four (24) hours of leave during a fiscal year;

2. Employees that work nine (9) hour days shall be granted eighteen (18) hours of leave during a fiscal year; and

3. Employees that work eight (8) hour days shall be granted sixteen (16) hours of leave during a fiscal year.

Section 13  REPAIR OR REPLACEMENT OF EMPLOYEES’ PROPERTY

The City shall reimburse an employee for the repair or replacement of personal property damaged in the performance of his/her duties, except where said repair or replacement is the result of negligence on the part of the employee. Personal property includes such items as eyeglasses, hearing aids, dentures, watches, personal equipment, and articles of clothing. Personal electronics (cell phones, iPads, etc.) are not eligible for reimbursement.

The employee assigns the right of action against anyone from loss or damage to personal property up to the amount paid by the City, and will allow any suit to be brought in his/her name by the City, at City's expense. Prior to the City commencing any civil action to recover City monies expended pursuant to this section, City shall notify the affected employee of said fact.

Section 14  EDUCATIONAL INCENTIVE PAY

An employee covered by this agreement who has attained or who attains a higher level of education than is required for his/her position, as certified by the Director of Human Resources, shall receive educational incentive pay pursuant to this section, effective July 1, 1999. An employee with an associate of arts or sciences degree shall be eligible to receive twenty-five dollars ($25) per pay period, an employee with a bachelor of arts or sciences degree shall be eligible for fifty dollars ($50) per pay period, and an employee with a master's degree shall be eligible for seventy-five dollars ($75) per pay period. All degrees must be from an accredited university/college and approved by the Human Resources Department. For purposes of this section, an employee hired prior to January 1, 1995 shall be deemed to qualify for educational incentive pay if his/her job description was subsequently amended to require an associate or bachelors degree in arts or sciences, as certified by the Director of Human Resources. The educational incentive pay increases will be effective upon successful completion of the probationary period.

Section 15  CALL-BACK PAY

Any employee who has been released from work and is called back to duty shall be paid for the time actually worked or three (3) hours, whichever is greater, at one and one-half (1.5) times the employee's regular rate of pay. Scheduled overtime shall not result in call-back pay. Whenever an employee is called out multiple times within a three (3) hour period, the additional call outs within those three (3) hours will count as one (1) call out for “call-back” pay purposes.

Section 16  ON-CALL PAY

In order to ensure prompt responses to emergency situations, the City may place employees on an on-call status. Such employees must be available for work and be able to report for work in less than one (1)
hour. An employee placed on on-call status shall be paid for then (10) hours on-call pay for each week or fraction thereof that the employee is on-call at the employee's regular rate of pay. An employee who is unable to report to work or cannot be located shall forfeit on-call pay and be removed from on-call status for the week in question.

Section 17 SPECIALTY CERTIFICATION PAY

An employee who holds an Emergency Medical Dispatch, Pool Operator, or Playground Inspector certification shall receive thirty dollars ($30) per pay period as of the effective date of this MOU or thereafter upon receiving such certification and providing a copy of it to the Human Resources Director.

For the position of Equipment Mechanic, an employee shall be eligible to receive a fifty cent ($0.50) per hour increase of base salary if three (3) of the following certifications are held: National Institute for Automotive Service Excellence ("ASE") for heavy trucks, ASE for automobiles, AWS for welding or AC Refrigerant Recovery and Recycling. The position of Equipment Mechanic will also be eligible for twenty dollars ($20) per pay period if employee holds the Hybrid and/or CNG certification. Certification must be approved by Supervisor and Department Head to be eligible for the Hybrid and/or CNG certification. Effective December 9, 2014, for the positions of Equipment Mechanic I and Chief Mechanic, the City will pay an allowance of fifty ($50) dollars per month for the purpose of defraying the cost of hand tools.

For the positions of Building Maintenance Mechanic I and II, employees will be eligible for the following:

Air Conditioning Certification – thirty ($30) per pay period
Electrical Certification – thirty dollars ($30) per pay period

Certifications must be approved by the Supervisor and Department Head to be eligible for the above certification pay.

For the positions of Sewer Maintenance Worker I and II hired on or before February 1, 2005, an employee shall be eligible to receive one and one-half (1.5%) of base salary for obtaining the appropriate water distribution certification per the revised job description. This will be effective upon attainment of such certification.

An employee within the unit of Underground Utilities and Utility Field Representative shall be paid two percent (2%) of base salary for obtaining a Grade III water distribution certification and will be effective upon attainment of such certification.

Section 18 PUBLIC SAFETY DISPATCHERS

1. SHIFT DIFFERENTIAL

For employees occupying the Public Safety Dispatcher positions, a shift differential of seventy-five dollars ($75) will be paid for all hours worked by an employee when a majority of the employee’s regularly scheduled shift hours occurs after 11:00 p.m.

2. FIELD TRAINING OFFICER PAY

An employee serving as a Public Safety Dispatcher Field Training Officer shall be paid an additional thirty dollars ($30) base pay per shift served in that position.
3. CRITICAL INCIDENT LEAVE

Public Safety Dispatcher employees will be allowed to utilize up to thirty-six (36) hours annually of sick leave a for a critical incident debriefing. When requesting this time off for a “critical incident,” it must be documented on the Employee Leave Request Form.

4. UNIFORM PAY

Public Safety Dispatcher employees shall receive five hundred ($500) dollars annually for the cost of purchasing and maintaining uniforms. Public Safety Dispatchers shall receive two-hundred and fifty ($250) dollars in January and July of each year. Uniform will be as required by the Police Chief.

5. HOLIDAY PAY

Public Safety Dispatchers that work an actual holiday that is observed differently than the City’s official list of holidays, will be paid at one and one-half (1.5) times the employee’s regular rate of pay.

Section 19 HOLIDAY PAY

An employee who is required to work an official holiday shall be paid at one and one-half (1.5) times his/her regular rate of pay for all hours worked on a holiday, in addition to receiving holiday pay.

Section 20 BILINGUAL PAY

Employees covered under this agreement are eligible for Bilingual Pay in accordance with the City Personnel Rules and Regulations, Section 8.5, Bilingual Pay.

Section 21 CLASSIFICATION STUDY

Before the end of the term of this agreement, the City shall complete and provide to the City Council for adoption the results of an internal classification study consisting of review of the current job descriptions for each City position by directors, department heads and their designees for a review of the responsibilities, qualifications and requirements of each position.

Section 22 RECLASSIFICATION

- Effective July 3, 2018, the Public Safety Dispatcher I position will be reclassified from G5 to G6.
- Effective July 3, 2018, the Public Safety Dispatcher II position will be reclassified from G7 to G8.
- Effective July 3, 2018, the Customer Service Representative position will be reclassified from G4 to G6.
- Effective July 3, 2018, the Accounting Assistant position will be reclassified from G7 to G8.

Section 23 CASH OUT OF HOURS

Employees covered by this MOU may sell back up to forty (40) vacation or annual leave hours for Fiscal Year 2018/2019. After Fiscal Year 2018/2019 and for the rest of the term of this MOU, employees may request to sell back up to twenty (20) hours of vacation or annual leave hours. Employees may not go below eighty (80) hours of accumulated vacation or annual leave. The request to sell back vacation/annual leave hours may be made only once per fiscal year in the month of November for payment on the first pay period in December. Employees shall send the request to sell back vacation or annual leave to the Human Resources Director and once approved, the request will be sent to payroll for processing.
Section 24  PERSONNEL RULES

1. Should any conflict or inconsistency exist between these terms and conditions of employment and anything contained in Division 2 of Article 3 of Chapter II of the City Code (commencing with Section 2-51) or in the City's Personnel Rules and Regulations, the provisions of the terms and conditions of employment set forth in this MOU shall prevail.

2. However, should an employee be terminated due to layoff, then on the effective date of such termination, the provisions of this agreement as they pertain to such employee shall be rendered null and void. Thereafter, the employee shall have only those rights and prerogatives regarding layoff and retention, which are prescribed in the Personnel Rules and Regulations.

Section 25  EMPLOYER-EMPLOYEE RELATIONS RESOLUTION

There is an existing Employer-Employee Relations Resolution (Resolution 02-71, adopted July 3, 2002). The City agrees to review said resolution and, if modifications are to be made, the City shall, prior to adoption, review the proposed changes with the General Employees Unit. The employees agree that the time for an employee group to file a request for certification, decertification or modification of a unit as set out in that Resolution shall be June 30 rather than March 30 of any year.

Section 26  EFFECTIVE DATES

Except as otherwise provided herein, the terms of this agreement are effective upon adoption of this agreement by the City Council by resolution. This agreement shall remain in full force and effective from July 1, 2018 through December 31, 2021, or until a successor resolution is adopted by the City Council.

Agreed to by:

GENERAL EMPLOYEES UNIT       CITY OF EL CENTRO

[Signature]

[Signature]

Date 11-5-2018                      Date 11/5/18

APPENDIX A
JOB CLASSIFICATIONS AND GRADE

Accountant                       G13
Accounting Assistant             G8
Accounting Specialist            G9
Animal Control Officer G7
Assistant Planner G11
Auto Cad Technician G12
Building Inspector G10
Building Maintenance Mechanic I G7
Building Maintenance Mechanic II G9
Chief Mechanic G11
Clerical Assistant G4
Code Enforcement Officer I G8
Code Enforcement Officer II G10
Community Development Inspector G11
Community Development Specialist I G11
Community Development Specialist II G13
Community Service Officer G7
Computer Support Tech G11
Computer System Specialist G12
Custodian II G6
Customer Service Representative G6
Engineering Technician G12
Equipment Mechanic I G7
Equipment Mechanic II G9
Facility Mechanic I U3
Financial/UB Assistant G8
Fire Safety Coordinator G7
Library Assistant G4
Librarian II G13
Park Maintenance Worker I G5
Park Maintenance Worker II G7
Park Maintenance Lead Worker G9
Permit Center Technician G9
Permit Coordinator G7
Police Crime Analyst G10
Police Identification Technician G7
Parking Enforcement Officer G5
Police Records Clerk I G5
Police Records Clerk II G7
Public Safety Dispatcher I G6
Public Safety Dispatcher II G8
Public Safety Dispatcher Lead G9
Secretarial Assistant G6
Sewer Maintenance Worker I U2
Sewer Maintenance Worker II U5
Staff Assistant G8
Traffic Analyst G12
Compliance Specialist Wastewater/Stormwater G8
Street Maintenance Lead Worker G9
Traffic Signal Technician G9
Traffic Technician/Painter G7
Equipment Operator G8
Street Maintenance Worker I G5
Street Maintenance Worker II G7
Appendix B
Grades and Salary Step Schedule

EFFECTIVE JULY 3, 2018

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