

August 2000 through July 2005

MEMORANDUM OF UNDERSTANDING

**BETWEEN THE CITY OF MODESTO AND
THE MODESTO CITY EMPLOYEES ASSOCIATION**

PREAMBLE

It is the purpose of this Memorandum to set forth the wages, hours and other terms and conditions of employment for employees represented by the Modesto City Employees Association (hereinafter referred to as "MCEA").

ARTICLE 1. TERM

The TERM OF THIS Memorandum of Understanding shall commence at 12:01 a.m. on August 1, 2000, and this Memorandum of Understanding shall expire and otherwise be full terminated a 12:00 a.m. (midnight) of July 25, 2005.

ARTICLE 2. CITY MANAGEMENT RIGHTS

The City of Modesto (hereinafter referred to as "City") retains the exclusive right, except as expressly stated herein, to operate and direct the affairs of the City in all of its various aspects, including, but not limited to, the right to direct the working forces; to plan and control all of the operations and services of the City; to determine the methods, means, and organizations by which such operations and services are to be conducted; to assign and transfer employees; to hire, promote, demoted, suspend, discipline, discharge or relieve employees due to lack of work or other legitimate reasons; and to change or eliminate existing methods, equipment or facilities.

ARTICLE 3. REPRESENTATION

This Memorandum covers the employees in the position classifications of CITY, which MCEA is certified as representing, and MCEA is the formally recognized employee organization which has the exclusive right to represent said employees during the term of this Memorandum.

ARTICLE 4. RENEGOTIATIONS

a) In the event that either party desires to negotiate a successor Memorandum, the party shall serve upon the other during the period of 180 calendar days and 150

calendar days prior to the termination date of this Memorandum, its written request to commence negotiations. An Agent of the MCEA may serve notice for the Modesto City Employees Association. If such notice is not served during this period, the terms and conditions set forth in this MOU may continue for an additional year.

- b) Upon receipt of the written notice from the opening party, negotiations shall begin no later than 90 calendar days prior to the termination date of this Memorandum.

The parties shall notify one another of the names of their designated representatives at least thirty (30) days in advance of the first meeting.

- c) MCEA employees shall have their work hours and/or duty days adjusted so that they will be on active duty during negotiations whenever possible. No employee shall receive overtime for time spent negotiating if it is not possible to adjust their work schedule. Participation in negotiations does not release any employee from responsibilities of their full-time employment requiring immediate attention or action (for example, scheduled court appearances or emergency callback).
- d) The City and MCEA agree to use the methods and principles of Interest Based Negotiations (IBN). The IBN process shall be used when a successor to this Memorandum is negotiated, and during its term if the parties meet and confer to modify policies and procedures that affect wages, hours, conditions of employment or the benefits provided hereunder.

ARTICLE 5. MAINTENANCE OF ASSOCIATION MEMBERSHIP

- (a) All regular full-time employees who are members of MCEA on the effective date of this Memorandum, shall maintain such membership in good standing during the term of the Memorandum; subject, however, to the right to resign from membership during the first thirty (30) days following the effective date. Any employee choosing to resign shall do so in writing to both MCEA and the City.
- (b) All regular full-time employees hired after the effective date of this Memorandum, and who chose to become members of MCEA, shall maintain such membership in good standing during the remaining term of this Memorandum.
- (c) MCEA shall indemnify City and hold it harmless against any and all claims, demands, suits or other forms of liability that may arise out of, or by reason of, any action taken by City for the purpose of complying with this Section.

ARTICLE 6. SALARY RATES AND STEP ADVANCEMENTS

The parties jointly agree that the base salary ranges and rates shown in Exhibit 1 (Salary Ranges and Rates) shall be applicable on the dates indicated for classifications in this Unit

for the period commencing August 1, 2000, representing an upward adjustment of three (3.0%) percent, as provided in Exhibit 2 (Schedule of Salary Ranges).

Classification Titles and Ranges may be amended from time to time by Resolution adopted by the City Council.

- (1) For purposes of this Agreement, base salary range shall mean the salary range assigned to a specific classification as provided in Exhibit 1. Base salary rate shall mean the hourly rate of pay established pursuant to the step placement within the base salary range as provided in this Agreement.
- (2) Effective July 31, 2001, salary ranges shall be adjusted upward by three and one-quarter (3.25%) percent as provided in Exhibit 3 (Schedule of Salary Ranges) of this Memorandum.

Effective July 30, 2002, salary ranges shall be adjusted upward by three (3.0%) percent as provided in Exhibit 4 (Schedule of Salary Ranges) of this Memorandum.

Effective July 29, 2003, salary ranges shall be adjusted upward by two and three-quarters (2.75%) percent as provided in Exhibit 5 (Schedule of Salary Ranges) of this Memorandum.

Effective July 27, 2004, salary ranges shall be adjusted upward by three and one-half (3.5%) percent as provided in Exhibit 6 (Schedule of Salary Ranges) of this Memorandum.

Paid time shall be based upon the base salary rate with the computation rounded to the nearest cent.

- (3) Each salary range shall consist of five (5) steps, A through E. Progression through the steps shall be based upon both length of service and job performance.
 - (1) Step A will normally be paid upon initial employment. The initial salary may be set at a higher step only upon approval of the Department Director and City Manager. In cases of exceptional performance, employees hired at higher than Step A may be considered for their first step increase after thirteen (13) pay periods.
 - (2) Step B shall be paid upon completion of thirteen (13) pay periods with an overall "standard" performance evaluation.
 - (3) Step C shall be paid upon completion of twenty-six (26) pay periods with an overall "standard" performance evaluation.
 - (4) Step D shall be paid upon completion of twenty-six (26) pay periods with an overall "standard" performance evaluation.

- (5) Step E shall be paid upon completion of twenty-six (26) pay periods with an overall "standard" performance evaluation.
- (6) Accelerated step increases within the established salary range may be granted in addition to those above, upon approval of the City Manager.
- (7) When a step increase is denied, there shall be another performance evaluation of the employee in thirteen (13) pay periods from the effective date of the denied increase. There is no right of appeal to the withholding of a step increase, but the reasons for withholding shall be given in writing to the employee.
- (8) Due to inferior work, lack of application, indifferent attitude or other legitimate reasons, an employee's step may be reduced to a lower step. There is no right of appeal due to the lowering of steps, but the reasons for reduction shall be given in writing to the employee.
- (9) All other salary administration policies shall be as contained in the Personnel Rules and Personnel Administrative Orders.

ARTICLE 7. PERFORMANCE EVALUATION

- (a) The City and MCEA agree to use the "Performance Management Guidelines" as the recognized evaluation process. There shall be periodic performance evaluations of all employees, which shall be discussed with the employee and made a matter of record. If the evaluation shows an employee's work to be below standard, the supervisor shall take appropriate steps to encourage improvement and may set a definite period of time in which improvement is expected. Failure to achieve satisfactory improvement may be cause for demotion, reduction in pay, or dismissal.
- (b) There shall be a Performance Evaluation Review Committee, composed of City and MCEA representatives, which shall meet as needed to review the performance evaluation system.
- (c) The specific procedures of the performance evaluation system shall be as contained in the Personnel Rules and Personnel Administrative Orders.

ARTICLE 8. PAY PERIOD DEFINITION

A pay period is defined as the fourteen (14) calendar day period from 12:01 a.m. Tuesday to 12:00 a.m. (midnight) Monday two weeks thereafter. The first pay period under this Agreement shall commence at 12:01 a.m., Tuesday, August 1, 2000.

ARTICLE 9. WORKWEEK DEFINITION

The workweek is 12:01 a.m. Tuesday to 12:00 a.m. (midnight) the following Monday. Department Directors and individual employees may agree to modify the workweek in order to facilitate flexible work hours.

ARTICLE 10. STANDARD TOUR OF DUTY

The standard tour of duty represents the time that an employee is regularly scheduled to work. A regularly scheduled tour of duty, which commences before midnight and ends the following day shall be reported for payroll purposes as time worked for the day in which the tour of duty began.

The Department Director shall establish the times a standard tour of duty begins and ends and the actual number of hours, which comprises the standard tour of duty for each position. When a Department Director finds it necessary to make modifications or changes in the time a standard tour of duty begins or ends or the actual number of hours in a tour of duty, the Department Director shall notify the affected employee(s) and MCEA indicating the proposed change prior to its implementation. If MCEA requests to meet and confer, the parties shall expeditiously meet and confer regarding the impact the modification or change would have on employees. An employee or MCEA may request the Department Director to change the times a standard tour of duty begins and ends or the actual number of hours a standard tour of duty to meet the needs of the service.

ARTICLE 11. LEAVE USAGE AND ACCRUALS

All leave accrual, including the accrual of overtime, shall be recorded in increments of six (6) minutes. All leave usage, including the use of overtime, shall be recorded and used in increments of six (6) minutes. Accrual and leave usage shall be rounded up to the nearest six (6) minutes.

ARTICLE 12. REST PERIODS

Employees shall be entitled to rest periods in accordance with the schedule contained herein, unless otherwise provided for in Appendices A through D. Rest periods shall be scheduled in accordance with the requirements of the department. Rest periods shall be considered as time worked. Employees required to work beyond their regular tour of duty shall be granted a ten (10) minute rest period for each two (2) hours of such work.

Regularly Scheduled Tour of Duty

After 3 hours and
through 6 hours

After 6 hours and
through 10 hours

No. & Limit of Rest Period

One - 15 Minute Rest Period

Two - 15 Minute Rest Periods

ARTICLE 13. OVERTIME

- (a) Policy. It is the policy of the City of Modesto to discourage overtime except when necessitated by abnormal or unanticipated workload situations. It is the responsibility of Department Directors to arrange for the accomplishment of workload under their jurisdiction within the normal tour of duty of employees. Each department shall keep complete and accurate records of all overtime earned in every pay period. The City has the right to require each employee to work overtime as necessary. To the extent possible and in the sole discretion of the Department Director, overtime will be distributed equitably among qualified employees within the department.
- (b) Definition. Overtime is defined as hours actually worked in excess of forty (40) hours in a workweek. Paid leave shall be considered as time actually worked for purposes of computing overtime. Overtime shall not affect leave accruals.
- (c) Overtime Compensation. Any employee authorized by the Department Director or authorized representative to work overtime shall be compensated at premium rates, i.e. one and one-half (1½) times the employee's regular hourly rate of pay. Upon an employee's request, overtime may be compensated as compensatory time off (CTO). CTO shall be credited at time and one-half.

Each employee will be paid, as part of the last paycheck received in September, December, March and June for all compensatory time over one hundred and twenty (120) hours. Effective August 1, 2003, the maximum accrual shall increase to one hundred and sixty (160) hours.

Employees may request payment of compensatory time to be included as part of a regular paycheck so long as the request is for at least twenty (20) hours and sufficient notice, as determined by the Finance Director, is provided. Compensating time off may be taken at the request of the employee and with the approval of the Department Director or designee. Compensating time off will be taken in straight time hours.

Prior to the promotion of an employee, all compensating time off shall be taken or paid at the employee's then current regular rate of pay. Overtime compensation for Police Clerks, Senior Police Clerks, and Community Service Officers assigned to the 6/3 schedule and Community Service Officers assigned to the 4/11 schedule shall be paid pursuant to 29 C.F.R. Sec. 778.114 of the Fair Labor Standards Act regulations.

- (d) Wash Time. A Department Director, with the concurrence of the affected employee, may arrange for that employee to take such time off at straight time as is necessary to insure that the employee's actual time worked does not exceed forty (40) hours within a given workweek.
- (e) Meal Allowance. An employee required to work for four (4) or more hours beyond the scheduled shift on emergency work shall be compensated ten dollars (\$10.00) for a meal allowance.

ARTICLE 14. CALL-DUTY PAY

Employees who are released from active duty but are required by the department to leave notice where they can be reached and be available to return to active duty when required by the department, shall be assigned to call-duty. While on call-duty (sometimes referred to as on-call), an employee shall be free to use the time for his or her own purposes.

Call-duty requires that employees so assigned shall: (1) leave a telephone number where they can be reached or wear a communicating device; and (2) be able to respond to duty within a reasonable period of time, not to exceed thirty (30) minutes. Call-duty time shall not count as hours worked.

Assigned personnel shall receive call-duty pay in the amount of two (2) hours pay on their regularly scheduled workday and four (4) hours pay on the employee's regularly scheduled days off and fixed City holidays.

ARTICLE 15. CALL BACK

- a) When an employee returns to active duty at the request of the Department Director after said employee has been released from active duty said employee shall be entitled to call-back compensation.
- b) The following incidents are not considered call-back and are compensated on a time and one-half basis:
 - (1) Planned overtime for which the employee has received a minimum of twenty- four (24) hours advance notice;
 - (2) Overtime associated with assigned Call-Duty as described in Article 14;
 - (3) Overtime which occurs as an extension of an employee's regular workday.

- (4) When an employee begins work at the request of the Department within ninety (90) minutes prior to the scheduled start of their regular work shift.
- c) When on call-back, an employee receives the following compensation:
 - (1) Three (3) hours of straight time per call-back occurrence;
 - (2) In addition to the three (3) hours of straight time, an employee also receives time and one-half for actual time worked in excess of eighty (80) minutes.

ARTICLE 16. COURT OVERTIME FOR ANIMAL CONTROL/COMMUNITY SERVICE OFFICERS

- (a) Overtime shall be compensated at time and one-half of the regular rate of pay for time spent in court if such appearance is set within two hour's time of the beginning or ending of a regular work shift.
 - (1) If set within two hour's time of the beginning of a regular work shift, overtime at time and one-half of their regular rate of pay will be compensated beginning with the appearance time and concluding at the beginning of the shift.
 - (2) If set within two hour's time of the ending of a regular work shift, overtime at time and one-half of their regular rate of pay will be compensated beginning with the shift ending time, and concluding with the completion of the court appearance.
- (b) A minimum of one (1) hour during a regular duty day, or two (2) hours during a regular day off, at the employee's straight time rate shall be recorded when an employee has been subpoenaed for Municipal Court appearance and is required to telephone the Court Liaison Officer during off duty hours prior to 12:00 p.m. to inquire whether the employee must appear. An additional one (1) or two (2) hours as provided above shall be recorded if the employee is required to call back after 12:00 p.m. The Police Chief shall establish requirements for the times that employees must call the Court Liaison Officer. This overtime shall only be recorded if the employee is not required to appear in court.
- (c) A court appearance outside of a regularly scheduled duty day shift shall be considered overtime and shall be compensated at time and one-half.
 - (1) On a regular duty day, and outside of the two hour gap, a minimum of three (3) overtime hours shall be recorded for the first appearance on that day and for required court related time at the Police Department immediately prior to or following an appearance. If, on such a day, a second court appearance is required, a separate minimum of three (3) overtime hours shall be recorded, provided that the second appearance is required to begin after the previous three (3) hours minimum awarded that day is expired. When the second court appearance is required during the previous three (3) hour minimum, no

additional pay shall be recorded until the previous three (3) hour minimum shall have expired, at which time hour for hour overtime shall resume.

On a regular day off, a minimum of four (4) overtime hours shall be recorded for the first appearance required, whether morning or afternoon, and for required court related time at the Police Department immediately prior to or following an appearance. If, on such a day, a second court appearance is required, a separate minimum of three (3) overtime hours shall be recorded, provided that the second appearance is required to begin after the previous four (4) hour minimum awarded that day is expired. When the second court appearance is required during the previous four (4) hour minimum, no additional pay shall be recorded until the previous four (4) hour minimum shall have expired, at which time hour for hour overtime shall resume.

- (2) On a scheduled day off or vacation day, in order to be paid the minimums, the scheduled day or vacation day must be approved prior to the date that a subpoena is received.
- (d) Employees who have been subpoenaed for a court appearance shall be required to verify that their presence is still needed by checking the calendar posted in the department at the end of their duty day the day before the scheduled appearance and by calling the recorder in the District Attorney's Office or at the Police Department the night before the scheduled appearance. This shall be an uncompensated call. If the scheduled appearance falls during an employee's weekend, the employee shall be required to check the posted calendar at the end of the employee's last duty day prior to the weekend. If either the calendar or the recorder indicates that the employee is not required to appear as shown on the subpoena, unless otherwise instructed to appear, the employee shall not receive any overtime pay.
- (e) Employees who are called back to duty to appear in court while on suspension, sick leave, workers' compensation or leave without pay shall be paid at the straight time rate of pay for hours worked.

ARTICLE 17. APPROVED WORK SCHEDULES

Current negotiated schedules include 5/2, 4/10, 9/80, 6/3, 4/11 for Community Service Officers within Patrol Division only, 12/80 (see Article 50, Pending Issues) and modified 4/10.

A summary of the provisions of some of these schedules is set forth in Appendices A through D.

The City has the right to implement any of the negotiated work schedules to meet the needs of the organization and the individual department. Prior to implementation, the City shall meet and confer with MCEA on the impacts to specific employees. MCEA

and/or employees in a work unit may request consideration by the City of the implementation of any negotiated work schedule.

Regardless of assigned schedule, employees shall be assigned to work a sufficient number of workdays and/or be credited with holidays to normally equal a total of two hundred sixty (260) workdays of eight (8) hour periods per calendar year or two thousand eighty (2,080) hours, or a pro rata number thereof.

ARTICLE 18. JOB SHARING

The City will make reasonable accommodation for an employee in a regular position who desires to share his/her job with another qualified employee or eligible person. Jobs may be shared on an hourly or daily basis provided that the combined total scheduled hours do not exceed more than 80 hours per pay period. An employee who works less than 40 hours per pay period shall be not eligible to receive any benefits for which the City pays an insurance premium or membership in the retirement system. Should both employees be scheduled for forty (40) hours each pay period, both employees shall assume responsibility for the payment of one-half (1/2) of the City's contribution towards insurance premiums, as well as their own, if any; provided, however, that one (1) employee may elect to waive coverage under the insurance program allowing the other employee to receive the full City contribution. All other benefits for job sharing employees shall be as provided in the appropriate Article on a pro-rated basis based upon a total 80-hour pay period.

Each employee shall be notified in writing by the Department Director at the time of appointment and such notification will clearly define the benefits to which each employee is entitled. Work schedules for job sharers shall be approved in advance by the Department Director with a minimum of one-week notice for scheduled changes. In the event that one employee terminates, cancels participation or is on leave of absence, the remaining employee shall assume the position on a full-time basis until a replacement is available.

ARTICLE 19. AREA OF COMMAND - CSO

Community Services Officers assigned to the Patrol Division will be allowed to choose Area Command Assignments for a two-year period based on Seniority of date of appointment as a CSO.

Nothing contained herein shall limit the discretion of the City to determine the number of employees to be assigned to each area, or the discretion of the City to assign and transfer employees to meet the operating requirements of the department, including temporary hardship needs of an employee.

The bid system shall not supersede Management Rights as stated in Article 2 of this Memorandum of Understanding, nor shall it infringe upon any of the Management rights contained herein. Specifically, Management retains the right to assign and transfer employees.

The Chief of Police is the final authority in assigning personnel relating to the bid procedure, and decisions shall not be subject to the grievance procedure, arbitration, or considered as discipline.

ARTICLE 20. LICENSES, CERTIFICATES

- (a) Whenever an employee is required to obtain a certificate or license in order to carry out the duties assigned, except a California Class C Driver's License, the City will pay for the costs of obtaining or renewing the certificate or license and the time required to obtain or renew it shall be considered as regular duty time.
- (b) All newly hired employees and/or employees promoted into the maintenance worker job family above the classification of Maintenance Worker I, at their expense shall be required to possess a valid Class A or B Driver's License (depending on assignment), issued by the California Department of Motor Vehicles within 45 days of the time of appointment. Failure to obtain the license within this period and/or failure to pass the federally mandated DOT drug/alcohol test after obtaining the license shall be grounds for release from probationary status.
- (c) All existing employees in the maintenance worker job family above the classification of Maintenance Worker I shall be required to possess a valid Class A or B Driver's License (depending on assignment), with specified endorsements issued by the California Department of Motor Vehicles, except as noted below and in paragraph (d):
 - 1. Building Maintenance Mechanics
 - 2. Maintenance Worker II's assigned to Building Services
 - 3. Maintenance Mechanic – Parks assigned to the Centre Plaza or Building Services
 - 4. All classifications assigned to Traffic Signs and Markings
 - 5. Meter Reader Crewleader
 - 6. All classifications assigned to Electrical at the Water Quality Control Plant
 - 7. Employees in the Water Operations Division not currently possessing these licenses through January 31, 2001 shall, effective February 1, 2001, no longer be exempt from this licensing requirement.
- (d) Parks Crewleaders shall be required to possess a valid Class B license with passenger endorsement issued by the California Department of Motor Vehicles.

In the Parks Maintenance and Operations Division, three employees (3) shall be required to possess a valid Class A license with passenger and, as needed, tanker endorsements issued by the California Department of Motor Vehicles. In the absence

of volunteers, persons may be designated by management to obtain this license.

In the Parks Maintenance and Operations Division, two (2) Maintenance Worker II's per region, and the person assigned to the tool and equipment room, shall be required to possess a valid Class B license with passenger and, as needed, tanker endorsements issued by the California Department of Motor Vehicles. In the absence of volunteers, reverse seniority rankings in each region will be used to determine which Maintenance Worker II's in each region are designated to have the license.

In the Electrical Organization/Transportation Division, three (3) Electricians shall be required to possess a valid Class A license issued by the California Department of Motor Vehicles. In absence of volunteers, persons may be designated by management to obtain this license.

Department management may modify or change the number of licenses required to meet the needs of the service as specified in paragraph (d). When department management finds it necessary to make such modifications or changes, the department manager shall notify the affected employee(s) and MCEA indicating the proposed change prior to its implementation and when MCEA requests to meet and confer, the parties shall expeditiously meet and confer regarding the impact the modification or change would have on employees. Employees will be given forty-five (45) days to obtain this license when such modifications or changes are necessary.

Any other employees in the Operations & Maintenance Department that wish voluntarily to maintain their Class A or B license, hired on or before February 3, 1997, shall have all fees and charges associated with obtaining and maintaining the licenses paid for by the City. Those employees who choose to maintain their Class A and B shall remain in the DOT program and will be subject to all its provisions.

- (e) ICBO Certifications. Due to changes in State law, and the impacts associated with Insurance Services Office (ISO) ratings for fire insurance, the City and MCEA agree, effective September 1, 2000, that employees in the classifications of Building Inspector I/II, Fire Plans Checker, and Plan Review Engineer having more than one (1) International Conference of Building Officials (ICBO) certification shall receive one hundred dollars (\$100) for each additional certification (building, plumbing, mechanical, or electrical inspection).

Thereafter, the one hundred dollars (\$100) shall be paid on a one time only basis for obtaining additional certificates and shall not be paid for subsequent renewals or reinstatement of certificates.

Effective August 1, 2001, all employees in the classifications listed above shall be required to have the appropriate certification for their classification.

ARTICLE 21. PAY DIFFERENTIAL

- (a) Shift Pay. Employees who work four (4) hours or more in a shift shall be paid shift differential at the following rates:

3:00 p.m. to 11:00 p.m. shift - \$5.00 per shift
11:00 p.m. to 7:00 a.m. shift - \$7.00 per shift

Shift differential shall not apply to employees in the following classifications: Coach Mechanic, Coach Mechanic Crewleader and Community Service Officer.

- (b) Police Clerk Training Pay. Police Clerks in Records directed to train another Police Clerk for forty (40) hours or more per pay period shall receive five (5) percent assignment pay during the entire pay period.
- (c) Senior Police Clerk Pay. The current assignment of Senior Police Clerk shall continue to receive a ten (10) percent pay differential until October 31, 2000; a five (5) percent pay differential from November 1, 2000 to January 31, 2001 and both the assignment and the assignment pay shall be eliminated on February 1, 2001.
- (d) CSO – ID Unit Pay. Community Service Officers assigned to the ID Unit shall receive an additional ten (10%) percent in compensation.
- (e) DMV Class A/B Pay. Upon successful completion of a performance test for each vehicle or piece of equipment, employees classified as Maintenance Worker II in either Operations & Maintenance or Engineering & Transportation, any classification in the Parks Maintenance and Operation Division, Maintenance Mechanic - Pumps and Maintenance Mechanic - Pumps Crewleader in Water Operations and Wastewater Collections shall receive a five dollar (\$5.00) per shift pay differential for each shift in which they are assigned and operate the following equipment, provided that such assignment exceeds five (5) hours in any standard tour of duty:

Class A/B equipment:

Aerial lift trucks, packer trucks, full-sized backhoes, vector truck, sewer rodder, rail transfer truck, patch truck, dump truck, water truck, or towing of a portable stage. (Exception: The operation of the rail transfer truck does not require a minimum hourly operations requirement.)

Other equipment:

Operation of the claw loader when used in tandem with the packer truck.

Upon successful completion of a performance test for the hauling and operation of a full-sized backhoe (requiring a Class A license), employees classified as Equipment Operator, Water Distribution System Operator, and Wastewater Collection System Operator shall receive a five dollar (\$5.00) per shift pay differential for each shift in which they are assigned and operate the truck/backhoe unit provided that such assignment exceeds five (5) hours in any standard tour of duty.

Pay differential will not be required for equipment which is not listed above and for which the operator is not required to possess either a Class A or B license.

- (f) Pesticide Applicator. Employees in the Operations & Maintenance Department that have certification as a Pesticide Applicator from the State of California to mix and apply pesticides shall receive a six dollar (\$6.00) per shift pay differential for each shift in which they are assigned to mix and apply pesticides and are in the lead role in the application process. A minimum number of hours of application per day is not required to receive this pay differential.

The City will pay all costs associated with obtaining and maintaining this certification for a sufficient number of employees that are needed for pesticide application. This number will be determined by the City.

Department management shall establish the actual number of certified Pesticide Applicators needed. Department management may modify or change the number of certificates required to meet the needs of the service. When department management finds it necessary to make such modifications or changes, the department manager shall notify the affected employee(s) and MCEA indicating the proposed change prior to its implementation and when MCEA requests to meet and confer, the parties shall expeditiously meet and confer regarding the impact the modification or change would have on employees.

- (g) Honor Farm Supervision. Employees in any field division that are assigned to an oversight role over honor farm inmates shall receive a five dollar (\$5.00) per day pay differential for any day in which they are in this role for five or more hours of the work shift.
- (h) Line Clearance Tree Trimming. Employees in the classification of Tree Trimmer Crewleader or Tree Trimmer that have certification as Line Clearance Tree Trimmers, shall receive a six dollar (\$6.00) per day pay differential for any day in which they are performing, or instructing others in the performance of line clearance tree trimming.
- (i) Relief Operators. Employees in the classification of Wastewater Treatment Plant Operator – Relief shall receive a \$6 per day pay differential for any day that they are assigned duties requiring a Grade III certification for four or more hours in a shift. This is in addition to any other shift differential they are otherwise entitled.

(j) Water Certification. Based on the changes in requirements for certifications for persons working in the City's water distribution system, the following actions are to be taken in the Operations and Maintenance Department to accommodate these changes.

(1) On January 1, 2001, any employees working in the City's Water Division having the following certifications shall be granted a one time incentive pay of the amounts listed below:

| | |
|------------------------------|-------|
| Grade I Water Distribution | \$200 |
| Grade II Water Distribution | \$300 |
| Grade III Water Distribution | \$500 |

On the same date, employees having a Grade III Distribution Certification shall receive a 5% pay differential.

The city shall pay for all course materials and fees associated with the tests that are taken by employees during the period of August 1, 2000 to December 31, 2000, up to two tests per grade level. Employees must pass each course to be eligible for these costs to be covered.

(2) From January 1, 2001 to July 1, 2003, any employee in the Water Division receiving certifications at levels I-III in Water Distribution, shall receive the same incentive pay described above, within two weeks of notification from the State of California. Employees with a Grade III certification in Water Distribution shall also receive a 5% pay differential within two weeks of the notification from the State of California.

The city shall pay for all course materials and fees associated with the tests that are taken by employees during the period, of January 1, 2001 to June 30, 2003, up to two tests per grade level. Employees must pass each course to be eligible for these costs to be covered.

(3) From January 1, 2001 to July 1, 2003, any employees hired at or promoted into a position of Water Distribution System Operator, or classifications above this level in the Water Division, must possess a Level II Certification within two years of appointment. Failure to obtain this certification may result in demotion to the previously held position (promoted employee) or release from employment (person hired from the outside into a position). The incentive pays described in #1 shall apply during this time period.

The city shall pay for all course materials and fees associated with the tests that are taken by employees during the period of January 1, 2001 to June 30, 2003, up to two tests per grade level. Employees must pass each course to be eligible for these costs to be covered.

- (4) After July 1, 2003, employees attaining a Grade III in Water Distribution shall receive a one time incentive pay of \$500 for attaining a Grade III and a pay differential of 5%. The city shall continue to pay for all course materials and fees associated with the Grade III test, up to two tests. Employees must pass each course to be eligible for these costs to be covered.

No other incentive pays for Grades I and II shall be granted after this date.

Exception: Should the State of California change the regulations requiring a different level of certification and/or should a reclassification of the positions in the Water Division occur to meet the State's intent in implementing the certification requirements, this provision shall be subject to a meet and confer process.

- (5) Employees of the Water Division at the WDSO position or above that do not have a Grade III Certification by July 1, 2005, shall be y-rated to a maximum of 10%.

Exception: those employees that have been recently hired and/or promoted to a position of WDSO or above after July 1, 2003, must have a Grade III level Certificate within two years of appointment. Failure to obtain this certificate may result in demotion to the previously held position (promoted employee) or release from employment (person hired from the outside into a position). The City shall continue to pay for all course materials and fees associated with the Grade III test, up to two tests per grade level. Employees must complete all course material with a satisfactory grade to be eligible for these costs to be covered. Employees must pass each course to be eligible for these costs to be covered.

- (6) Once a Grade I-III is attained by an employee of the Water Division, from August 1, 2000 on, the City shall allow employees to attend CEU courses necessary to maintain the appropriate Grade levels and shall bear all costs for this coursework.

Employees having a Grade III, who choose not to attain the required CEU's and as a result lose their Grade III certification from the State, **after July 1, 2003**, shall lose the 5% acting pay, and shall be subject to demotion to a previously held position (promoted employee), or release from employment (person hired from the outside into a position). If demoted, the city shall not be responsible for any costs of tests, course work, or incentive pays associated with the re-attainment to a Grade III, including CEU's to maintain Grades I and II. If a Grade III is again attained, the city shall re-institute the 5% differential and also pay for further CEU requirements to maintain the Grade III level.

- (k) Pay Differentials provided in paragraphs (a) through (j) herein shall be included in base pay for purposes of compensating for approved vacation and holiday leave, compensating time off and up to forty-eight (48) hours of sick leave per year.
- (l) Bilingual Pay. Each Department Director shall on an annual basis determine the number of bilingual employees that are needed for oral translation purposes within their department. For purposes of this Article, bilingual is defined as Spanish, Southeast Asian language(s) common to this area, sign language or other languages deemed desirable by the Department Director.

Beginning January 1, 2001, and annually thereafter, each department will provide to their employees a list of translation opportunities within the department. Employee participation in this effort is voluntary.

A review panel made up of three experts (as determined by the department) will assess the qualifications of employees wishing to volunteer. Two of the three panel members must agree that the person is capable of bilingual translation.

Employees who pass the review panel and are needed in this capacity by the department shall receive three (3) hours of compensatory time off (CTO) per pay period. Employees must agree to use their bilingual skills at the direction of the department for a minimum of one year from the time the compensatory time off begins, unless an unusual hardship is presented by the employee.

The Department Director may choose to eliminate the CTO if it is determined that the translation services are not being effectively delivered by the employee and/or the need is no longer present in a specific division. If more employees are deemed to be capable of bilingual translation than the need for these services, the Department Director may choose to rotate this duty between eligible employees.

ARTICLE 22. ACTING PAY

Employees directed to work continuously in a vacant higher level regular position shall, subject to the other provisions of this paragraph, receive a salary rate increase to the higher level for the time actually worked in excess of one hundred sixty (160) hours. Such increase shall be determined as if the assignment had been a promotion retroactive to the first day of such assignment. For purposes of this Article, a vacant position is defined as an authorized regular position that is unoccupied due to attrition or due to the incumbent being on an extended leave of absence. Requests for higher compensation must be approved by the Personnel Director. Such requests may only be approved upon certification by the Department Director that the assigned employee meets the minimum training and experience guidelines and is assigned and held responsible to perform fully the full scope of duties normally associated with the higher level position.

The Personnel Director may authorize an additional five (5.0%) percent pay differential for an employee who is directed to work continuously in a higher classification for the time actually worked in excess of one hundred twenty (120) hours. The decision of the Personnel Director to approve or disapprove such requests is final and binding and not subject to the Grievance Procedure.

ARTICLE 23. DRESS AND GROOMING (Excluding Non-Sworn Safety Employees)

- (a) Grooming. All employees shall be clean and neat in appearance while working. If a disagreement arises in this regard, a four person ad hoc committee shall be formed to make recommendations to the employee and the department. The City and MCEA shall each appoint two employees from another division or department who perform similar or related work to serve on the committee. One of the City appointees shall serve as chair of the committee. The committee's findings and recommendations for resolving any dispute shall be forwarded to both the City and the employee. Three votes shall be required for the committee to take action.
- (b) Safety. All employees shall wear all safety equipment provided by the City in an appropriate manner. Employees shall not wear or place any other items on their person which would in any way impair safety on the job.
- (c) Shirts. Employees in the following and similar classifications in the Finance, Operations & Maintenance and Engineering & Transportation Departments, shall wear uniform shirts and caps provided by the City:

Storeskeeper
Senior Storeskeeper
Maintenance Worker I/II
Parks Crew Leader
Maintenance Mechanic-Parks
Equipment Operator
Tree Trimmer
Tree Trimmer Crew Leader
Maintenance Mechanic-Pumps

Equipment Crew Leader
Water Distribution System Operator
WWC System Operator
Electrical Technician I/II
Assistant Electrician
Electrician
Custodian I/II
Civil Engineering Technician I/II/ III
(Survey Crew)

- (d) T-Shirts. The uniform shirts may be removed for reasons of employee comfort in which case the employee shall wear either a beige or orange colored T-shirt, color being consistent with the designated shirt colors of the work unit. These T-shirts must be purchased from a City-designated local vendor at the expense of the employee and shall have the City logo and an employee name tag on the front of the shirt. The City shall provide the first T-shirt for those employees who wear a T-shirt on the job.
- (e) Outer Wear. When sweaters, jackets or other such clothing is worn over the uniform shift provided by the City, such clothing shall contain no pictures, words or graphics. When wearing such clothing, the employee shall wear the cap or safety gear provided by the City.
- (f) Head Gear. The only approved headgear for wearing on the job are the City provided safety headgear and the City supplied caps. However, to decrease the risk of sun exposure, the employee shall have the option of wearing a broad-brimmed hat. When wearing a broad-brimmed hat, the employee shall wear either their city-provided uniform shirt or T-shirt with the imprinted city logo. No words, pictures, or graphics are permitted on the hat other than the City-approved logo and the hat must be neat, clean in appearance and such that it does not interfere with the job.
- (g) Coveralls. The City shall make available in the mower maintenance area of the Parks Maintenance and Operations Division coveralls for use by employees while servicing mowers.

The City shall provide a clean coverall for each workday for Parks Maintenance Mechanics, Building Maintenance Mechanics, employees assigned to street maintenance activities, employees requiring coveralls in the City's equipment maintenance shop and Wastewater Treatment Plant, and for the classification of Welder/Fabricator.

For all other employees in the Electrical, Parks, Urban Forestry, and Water Divisions, if requested, the City shall provide one coverall garment per year, in colors consistent with the shirts of the work unit. Care and laundry of the coverall garment shall be the responsibility of the employee.

- (h) Pants. For those employees in all maintenance classifications who request to wear uniform type pants, the City shall provide uniform pants.
- (i) Safety-Toed Shoes. Each department shall designate employees in certain job assignments for which safety-toed shoes are required. Replacement shall occur on an as-needed basis as approved by the work unit supervisor. Safety-toed shoes must meet ANSI standards for reimbursement to occur. The City shall reimburse the employee for the purchase of the safety-toed shoes up to a maximum amount annually as follows:

| | |
|--------------------------|-------|
| Beginning August 1, 2000 | \$150 |
| Beginning August 1, 2002 | \$165 |
| Beginning August 1, 2004 | \$180 |

- (j) Rain Gear. The City will provide rain gear for employees whose work requires that they be outdoors during inclement weather. Rain gear will be issued to employees on an as-needed basis through the City's central stores service. During the non-rainy season, rain gear shall be returned to the central stores service for cleaning and storage.

ARTICLE 24. VEHICLE AND EQUIPMENT MECHANIC TOOLS ALLOWANCE

Employees in the positions of Coach Mechanic, Coach Mechanic Crewleader, Equipment Mechanic, Equipment Mechanic Crewleader, Equipment Service Worker and Fire Equipment Mechanic shall furnish, as needed, all regular tools for their own use.

The City will replace or repair an employee's tools which are broken or worn out while being used on City equipment, if the tools are not covered by a manufacturer's, supplier's or dealer's guaranty or warranty.

The City will provide all specialized tools that are required to work on new equipment acquired by the City. Such specialized tools will remain the property of the City.

The City shall provide a tool allowance of up to two hundred twenty-five dollars (\$225.00) per year paid quarterly to offset the cost of such employee-provided tools.

ARTICLE 25. UNIFORM ALLOWANCES – (Non-Sworn Safety Employees)

- (a) Police. All Police Department employees who are required to wear uniforms shall do so in accordance with the Police Department's Manual of Uniforms and Equipment and receive uniform allowance as follows:

- (1) Community Service Officers shall receive a uniform allowance of eighty-three dollars and thirty-three cents (\$83.33) per month paid quarterly. This amount shall increase to eighty-eight dollars and thirty-three cents (\$88.33) per month effective October 1, 2000; and shall increase to ninety-one dollars and sixty-six cents (\$91.66) per month effective October 1, 2001.
- (2) Animal Control Officers and Property/Evidence Specialists shall receive a uniform allowance of seventy (\$70.00) dollars per month paid quarterly. This amount shall increase to seventy-five dollars (\$75) per month effective October 1, 2000; and shall increase to seventy-eight dollars (\$78) per month effective October 1, 2001.

- (3) Police Clerks, Senior Police Clerks, Administrative Clerks, and Administrative Technicians shall receive a uniform allowance of forty (\$40.00) dollars per month paid quarterly. This amount shall increase to forty-five dollars (\$45) per month effective October 1, 2000; shall increase to fifty dollars (\$50) per month effective October 1, 2001; shall increase to fifty-five dollars (\$55) per month effective October 1, 2002; shall increase to sixty dollars (\$60) per month effective October 1, 2003; and shall increase to sixty-five dollars (\$65) per month effective October 1, 2004.
- (b) Fire. All Fire Department employees who are required to wear uniforms shall do so in accordance with the Fire Department Rules and Regulations and receive a uniform allowance as follows:
- (1) Fire Plans Checkers and Fire Prevention Technicians I and II in the Fire Prevention Bureau shall receive a uniform allowance of fifty (\$50.00) dollars per month paid quarterly. This amount shall increase to fifty-five dollars (\$55) per month effective October 1, 2000; shall increase to sixty dollars (\$60) per month effective October 1, 2001; shall increase to sixty-five dollars (\$65) per month effective October 1, 2002; and shall increase to seventy dollars (\$70) per month effective October 1, 2003.
 - (2) Administrative Clerks in the Fire Prevention Bureau shall receive forty (\$40.00) dollars per month paid quarterly. This amount shall increase to forty-five dollars (\$45) per month effective October 1, 2000; shall increase to fifty dollars (\$50) per month effective October 1, 2001; shall increase to fifty-five dollars (\$55) per month effective October 1, 2002; shall increase to sixty dollars (\$60) per month effective October 1, 2003; and shall increase to sixty-five dollars (\$65) per month effective October 1, 2004.

ARTICLE 26. VACATION

The following vacation accrual rates shall be established for regular employees:

| <u>Annual Vacation Accrual Rate</u> | <u>Years of Service</u> |
|---|-------------------------|
| 80 hours | 0-5 |
| 120 hours | 6 |
| 128 hours | 7 |
| 136 hours | 8 |
| 144 hours | 9 |
| 152 hours | 10 |
| 160 hours | 11 |
| 164 hours | 12 |
| 168 hours | 13 |
| 172 hours | 14 |
| 176 hours | 15 |
| 180 hours | 16 |
| 184 hours | 17 |
| 188 hours | 18 |
| 192 hours | 19 |
| 196 hours | 20 |
| 200 hours | 21 or more |

Employees may not accrue vacation time in excess of twice their annual vacation accrual rate, provided that no employee shall lose vacation time to meet the needs of the service.

The following rules and regulations are established for the administration of vacation benefits:

- (a) All vacation leave must be approved by the Department Director or designated representative.
- (b) Employees in regular positions shall accrue, on a pro-rata basis, vacation leave for completed pay periods. Such vacation leave shall be available for use on the first day following the pay period in which it is earned. Employees in regular positions budgeted less than eighty (80) hours per pay period or job shared positions shall receive vacation leave accumulation on a pro-rata basis.
- (c) An employee may be permitted to take up to eighty (80) hours vacation in advance of accrual. As soon as practicable, the City shall offset any advanced vacation which results in a negative vacation balance, in order, by the employee's grand-fathered holiday CTO balance, or CTO balance, if any.
- (d) Vacation leave shall be compensated at the employee's regular hourly rate of pay.

- (e) An employee about to retire, or who is to be laid off, may utilize their accrual prior to the effective date of any such retirement or lay-off. In-lieu of such vacation the employee may elect a lump sum payment for accrued vacation time. All other employees shall be paid at their regular rate of pay for all hours accrued at time of separation from the City.
- (f) Employees may use up to three (3) days of their accrued vacation in any one fiscal year for emergency leave provided that they notify the department authority prior to the start of the working day that the employee would be absent.

ARTICLE 27. HOLIDAYS

- (a) Fixed Holidays. All employees in regular positions, except those employees assigned to a 6/3 schedule, a 4/11 schedule or a modified 4/10 schedule shall be entitled to the following fixed holidays:

| | |
|----------------------------|-----------------------------|
| New Year's Day | Martin Luther King, Jr. Day |
| Presidents' Day | Memorial Day |
| Independence Day | Labor Day |
| Veterans' Day | Thanksgiving Day |
| Day after Thanksgiving Day | Christmas Day |

- (b) The first pay period of January of each year, employees assigned to the 4/11 schedule shall be credited with eighty-eight (88) hours of accrued holiday time, reduced by twenty (20) hours as required by the 4/11 schedule, for a net of sixty-eight (68) hours. See Appendix A. Employees assigned to the 4/11 schedule are not entitled to any additional compensation when the holiday falls on their regular workday. The remaining sixty-eight (68) hours of holiday time in the employee's regular holiday account shall be taken as time off, or shall be forfeited at the end of each calendar year. (The end of the calendar year is defined as the last day of the last full pay period, ending on or before December 31.)
- (c) Floating Holiday. Employees in regular positions shall be entitled to a total of eight (8) hours on a 5-2 or 6-3 schedule, nine (9) hours for a 9-80, ten (10) hours for a 4/10 schedule, eleven (11) hours for a 4/11 schedule floating holiday time provided that the employee is on the payroll during the entire pay period in which such floating holiday time is to accrue. "Entire pay period" shall mean that an employee must have been hired prior to or at the start of the pay period and not have separated prior to the end of the pay period and was paid for at least one-half (1/2) of the scheduled hours. Floating holiday time shall be accrued during the pay period in which January 1 falls.

- (d) Floating holidays accrued shall be available for use the first day following the pay period in which they are accrued, with the approval of the Department Director.
- (e) Employees in regular positions budgeted less than eighty (80) hours per period or job-shared positions shall receive fixed and floating holiday accruals on a pro-rata basis.
- (f) If a fixed holiday falls on an employee's regularly scheduled workday, the employee shall be entitled to a total of 8, 9, or 10 hours (a full work shift) of holiday time off depending on their current work schedule.
- (g) If a fixed holiday falls on a Saturday, the preceding Friday will be observed as the fixed holiday. If a fixed holiday falls on a Sunday, the succeeding Monday will be observed as the fixed holiday.
- (h) If a fixed holiday falls on an employee's regularly scheduled day off, the full time employee shall be entitled to a total of eight (8) hours of holiday compensatory time.
- (i) Employees working on fixed holidays shall be compensated at time and one-half (1-1/2) for time actually worked; irrespective of hours actually worked in this workweek. In no event shall such an employee be compensated for working a fixed holiday in excess of one and one-half (1-1/2) times the employee's regular hourly rate of pay plus hour-for-hour holiday compensatory time.
- (j) Whenever a regular employee is required to work on a fixed holiday, which falls within the employee's regularly scheduled work week, the employee shall accrue, on an hour-for-hour basis, up to a total of regularly scheduled hours (8, 9, or 10 respectively) holiday compensatory time.
- (k) Whenever a regular employee is required to work on a fixed holiday which falls on a regular day off, the employee shall accrue on an hour-for-hour basis up to a total of eight (8) hours of holiday compensatory time irrespective of employee's normal work schedule (4-10, 9-80)
- (l) Employees on leave without pay the last scheduled workday before and the first scheduled workday after a fixed holiday shall not receive holiday pay.
- (m) Holiday time may be accrued up to a maximum of forty (40) hours. When the employee reaches the forty (40) hour maximum, additional holiday time worked shall be compensated in cash at straight time rates. Upon termination or retirement, employees shall be compensated for any unused accrued holiday time at the then current regular hourly rate of pay.

- (n) Employees may request cash-out of up to forty (40) hours of their grandfathered holiday time annually during the pay period in which November 1, falls. This cash-out is at the employee's current regular hourly rate of pay.

ARTICLE 28. SICK LEAVE

- (a) Definition. Sick leave with pay is an insurance program provided by the City for employees in regular positions to be granted in circumstances of adversity to promote the health of the individual employee. Sick leave is defined to mean the authorized absence from duty of an employee because of physical or mental illness, injury, pregnancy, confirmed exposure to a serious contagious disease or for a medical, optical, or dental appointment. Sick leave shall not be used for any injury arising out of or incurred in connection with outside employment.

In compliance with California law, a maximum of one-half of an employee's annual calendar year sick leave accrual (forty-eight (48) hours) may be used to care for or obtain care for an employee's child, including stepchildren and foster children, parent, or spouse who is ill.

A maximum of twenty-four (24) hours accrued sick leave may be used to care for or obtain care for members of the employee's immediate family who require the attention of the employee. Immediate family includes a sister, brother, mother-in-law, father-in-law, grandparent, and foster parent of the employee who is ill.

- (b) Accumulation. Employees shall accrue sick leave for each payroll period completed, prorated on the basis of ninety-six (96) hours per year at the rate of three hours and forty-two minutes (3:42) per pay period. Sick leave shall be available for use on the first day following the pay period in which it is earned, provided the employee has completed four hundred eighty hours (480) of service from the employee's hire date. Employees in regular positions budgeted less than eighty (80) hours per pay period or job-shared positions shall receive sick leave accumulation on a pro-rata basis. Sick leave shall be accumulative up to a maximum of two thousand one hundred (2,100) hours. Sick leave shall not accrue when an employee is absent on any leave other than holiday, vacation, bereavement, jury duty or temporary military leave.
- (c) Compensation. Sick leave shall be compensated at the employee's regular hourly rate of pay. When an employee is transferred from one department to another, the transfer shall have no effect on the employee's sick leave accruals.
- (d) Administration.
- (1) Validation. It shall be the responsibility and duty of each Department Director to validate each request for sick leave and to allow sick leave with pay where the application is determined to be proper and fitting.

- (2) Notice of Sickness. In twenty-four (24) hour departments, the Department Director or designee must be notified at least two (2) hours prior to the start of the employee's scheduled tour of duty of a sickness on the first day of absence. In other departments, the Department Director or designee must be notified not later than the start of the employee's scheduled tour of duty of a sickness on the first day of absence. It is the responsibility of the employee to keep the Department Director or designee informed as to continued absence beyond the first day for reasons due to sickness or occupational disability. Failure to make such notification may result in denial of sick leave with pay.
- (3) Review. The Personnel Director may review and determine the justification of any request for sick leave with pay and may, in the interest of the City, require a medical report by a doctor to support a claim for sick leave pay.
- (4) Proof. A doctor's certificate or other adequate proof shall be provided by the employee in all cases of absence due to illness prospectively when requested by the Department Director.
- (5) Improper Use. Evidence substantiating the use of sick leave for willful injury, gross negligence, intemperance, trivial indisposition, instances of misrepresentation, or violation of the rules defined herein may result in denial of sick leave with pay or disciplinary action.
- (e) Coordination of Benefits. Employees shall be entitled to coordinate fully their sick leave benefits with their Workers' Compensation benefits.
- (f) Sick Leave Cash-out. Employees who leave City employment in good standing after five (5) years of continuous service (other than retirement), shall be paid at time of termination for twenty-five (25%) percent of the first two thousand (2,000) hours at the employee's then current regular rate of pay.
- (g) Retirement. Employees who retire after five (5) years of service in good standing may, on a one time basis, exercise the option to have ninety percent (90%) of their unused sick leave, up to two thousand (2,000) hours, applied by the City upon retirement to premiums for health insurance plans covered by the City. Said insurance shall be provided in an amount up to that contributed to active employees, as needed to cover the cost of retiree health premiums at the rate of one (1) month of premium contributions for each eight (8) hours of sick leave. The City's contribution to retired employees shall be defined as that amount contributed to active employees on the median priced health plan, excluding union-sponsored plans. In the event of death of the retired employee, the employee's spouse or dependents shall remain eligible to receive this benefit. If after the ninety percent (90%) conversion, a retiring employee has less than four hundred sixteen (416) hours, accrued vacation leave may be applied to the sick leave account, provided that the total number of hours of sick leave and vacation does not exceed four hundred sixteen (416) hours.

ARTICLE 29. CATASTROPHIC LEAVE

Employees in regular positions shall be eligible to participate in the catastrophic leave program. To be eligible, an employee must have a verifiable long-term illness or injury, or have a member of the employee's immediate family with a long term illness or injury which results in the employee being requested to take time off from work to care for that family member, and must have exhausted all accrued leave and CTO, or soon will have exhausted all such leave, resulting in the employee being in a no-pay status. Employees who are receiving long term disability benefits are not eligible for catastrophic leave. Catastrophic leave shall be coordinated with Family Leave with respect to City payment of insurance contributions.

When a Department Director has determined that an employee would benefit from the establishment of a leave bank, the Department Director will notify the Personnel Department requesting the establishment of a leave bank in the employee's name. The Department Director will be responsible for notifying City employees of the need for donations. The Department Director will take necessary actions to help ensure that individual employee decisions to donate or not donate to a leave bank are kept confidential and that employees are not pressured to participate. **ALL DONATIONS SHALL REMAIN CONFIDENTIAL.**

The maximum time that may be initially donated into an employee's leave bank account is 1,040 hours. To be eligible to receive more than the original 1,040 hour limit, there must be a favorable prognosis for recovery and a predictable date of return to work or the employee terminates.

An employee may donate vacation, holiday and up to forty (40) hours of sick leave in increments of four (4) hours to a specific employee for which a leave bank has been created. Employees may donate leave only if their own total accrued leave balance(s) remains in excess of 168 hours. Donated hours shall be credited to the leave bank of the affected employee as sick leave. The donation of leave hours is irreversible. Should the person receiving the donation not use all donated leave for the initial long-term illness or injury, any balance will remain with that person. When employees are utilizing leave bank hours, they will not accrue any leave time.

Employees wishing to donate time shall complete and submit the required form to the Personnel Department. After review, the form will be forwarded to the Finance Department for payroll action and adjustment to donor and recipient's paid leave balance.

In no event shall donated time have the effect of altering the employment rights of the City or the recipient employee, nor shall it extend or alter the limitations otherwise applicable to leaves of absence or sick leave. The City reserves the right to modify or terminate an established leave bank program as it deems necessary.

ARTICLE 30. BEREAVEMENT LEAVE

Employees in regular positions shall be entitled to three (3) days of paid leave regardless of work schedule which may be used per occurrence for bereavement due to the death of persons in the immediate family defined as a spouse, son, daughter, mother, father, sister, brother, mother-in-law, father-in-law, grand-parent, grandchild, stepson, stepdaughter, person over which the employee has legal guardianship, foster child, and foster parent of the employee, or any relative living with the employee.

In addition, a maximum of two (2) days of accrued sick leave regardless of work schedule may be used per occurrence for bereavement due to the death of persons in the immediate family, or any relative living with the employee.

ARTICLE 31. LEAVES OF ABSENCE

(a) Special Leaves of Absence. A special leave of absence without pay with right to return to classification for a period of not more than one (1) year may be granted to an employee who is:

- (1) Medically incapacitated (including pregnancy) to perform the duties of the position;
- (2) Desires to engage in a relevant course of study which will enhance the employee's value to the City; or
- (3) For any reason considered appropriate by the Department Director and the Personnel Director.

A request for such leave must be in writing and requires the approval of the Department Director and the Personnel Director. An employee does not have to exhaust accumulated paid leave prior to requesting a leave of absence without pay.

Except as otherwise provided in Article 34, Health, Dental & Vision, when an employee is on a leave of absence without pay with or without right to return to classification, the employee shall accrue no employee benefits and shall pay the full premium of their health and welfare program prorated on a daily basis, if coverage is continued by the employee. If health and welfare coverage is dropped during a leave of absence, the employee may be subject to restrictions imposed by the insurance carrier upon return. After a leave of absence with or without right to return of six (6) months or more, a qualifying medical examination, paid by the City, shall be necessary prior to reinstatement.

(b) Military Leave. Any employee who is granted a military leave of absence to serve in the Armed Forces of the United States shall have his/her seniority as far as salary steps are concerned continued as if the person had remained on the City payroll. The person shall be reinstated from the military leave of absence at the same step in the salary range that s/he would have been eligible to receive had s/he not been granted the military leave of absence. Military leaves of absence will be governed by the

provisions of the Military and Veterans Code of the State of California, Section 395 et seq.

- (c) Jury Duty Leave. Any employee who is summoned for attendance to any court for jury duty or served with a subpoena to appear as a witness in a civil case in which the City is a party shall be deemed to be on duty and there shall be no loss of salary but any jury fees or witness fees received by him or her shall be paid into the City treasury.
- (d) Compulsory Leave. If in the opinion of the Department Director, an employee is unable to perform the duties of his/her position for physical or psychological reasons, the Department Director shall refer that employee to the Risk Manager. The Risk Manager shall have the authority to require the employee to be examined by a physician or other competent authority at City expense to determine the employee's fitness for duty. The employee may go to a physician or other competent authority of his/her own choosing (subject to the approval of the Risk Manager based upon a determination of the practitioner's practice or specialty) at the employee's expense. The employee shall have four (4) days to arrange for said examination.

If the examination report finds the employee to be in an unfit condition to perform the duties required of the position, the Department Director shall have the right to compel the employee to take sufficient leave of absence. If the examination report finds the employee to be fit for duty, the employee shall return to work without loss of pay or benefits.

A temporarily disabled employee may be offered modified duty in his/her department or another. Modified duty shall be predicated upon the following:

- (1) There is work to be performed.
- (2) The work can be performed in an efficient and effective manner.
- (3) The work can be performed within the restrictions placed upon the employee.

- (e) Administrative Leave. The Department Director may order an employee off work without reduction in compensation.
- (f) Family Leave. The City is in compliance with both State and Federal laws providing for employee leaves for family and medical care as regulated by the State Fair Employment and Housing Commission and the Federal Department of Labor.
- (g) Pregnancy Disability Leave. Pregnant employees shall furnish their Department Directors, no later than the fourth month of pregnancy, a statement by the attending physician which indicates the estimated time of delivery. A pregnant employee is entitled to take a pregnancy disability leave for the portion of the pregnancy and the time following delivery during which the doctor determines she is disabled (not to exceed four months). Prior to that time, the employee shall contact the Personnel Department to complete the necessary documents.

Such an employee may elect to take accrued vacation, compensating time, sick leave or leave without pay during the period of disability. Reinstatement subsequent to pregnancy disability leave of absence shall be to the same classification from which leave was taken.

ARTICLE 32. RETIREMENT

- (a) As soon as practicable following the effective date of this MOU, the City shall submit the appropriate paperwork amending its contract with PERS to provide for two (2) percent at age fifty-five (55) retirement benefits and 1959 Survivor Benefit Level 3, in place of Level 2.
- (b) The City shall pay 6.6% of the employee's seven (7) percent contribution in the employee's name to PERS. Pursuant to the provisions of Section 20615 of the California Government Code, the City shall report City paid employee contributions to PERS as compensation. Such payments shall be implemented pursuant to the provisions of Section 20023 (c) 4 of the California Government Code, and Internal Revenue Code 414 (h) 2 providing for pre-tax employee contributions.
- (c) The cost of providing this benefit is 0.4 (four-tenths) percent which shall be paid by the employee on a pre-tax basis.
- (d) The period for determining average salary for retirement benefits shall be the twelve (12) highest paid consecutive months.
- (e) Specific procedures and policies governing the above shall be as in the Personnel Rules and Personnel Administrative Orders.

ARTICLE 33. DEFERRED COMPENSATION

The City shall continue to provide access to a deferred compensation program authorized by the City Council for the voluntary participation of City employees. In addition, the City shall match on behalf of a participating employee in a regular position one percent (1%) of an employee's regular rate of pay on a bi-weekly basis; provided, the employee is contributing at least one percent (1%). For such employees who have been continuously employed by the City for fifteen (15) or more years, the City shall contribute two percent (2%); provided the employee is contributing at least two percent (2%).

ARTICLE 34. HEALTH, DENTAL, VISION INSURANCE

All employees in regular positions budgeted for forty (40) hours or more per pay period shall be eligible to participate in the health, dental and vision programs authorized by the City.

The City agrees to make available the health, dental and vision benefits currently provided for employees represented by MCEA or any other program(s) mutually agreed upon by the parties.

Employees may opt out of participation in any health plan, but shall continue to participate in the City dental and vision plans. This option may only be exercised during the open enrollment period and requires that the employee show proof of alternate health coverage. The Chiropractic and Psychological Services plans are not available under the Opt-out option. No cash payments will be made in-lieu of health coverage, but deferred compensation contributions will be provided as designated below.

For new employees, eligibility for health, dental and vision insurance benefits shall start with the beginning of the payroll period following completion of six (6) full pay periods.

The City shall contribute the following amounts bi-weekly (based on 24 pay periods) toward the combined total premium for health, dental and vision insurance plans; the employee is responsible for the balance of the premium cost, if any.

- (1) \$178.38 bi-weekly (\$356.76 monthly) for employees with dependent coverage. This amount shall increase to:

- \$193.38 bi-weekly effective August 1, 2000 (\$386.76 monthly)
- \$208.38 bi-weekly effective August 1, 2001 (\$416.76 monthly)
- \$228.38 bi-weekly effective August 1, 2002 (\$456.76 monthly)
- \$243.38 bi-weekly effective August 1, 2003 (\$486.76 monthly)
- \$258.38 bi-weekly effective August 1, 2004 (\$516.76 monthly)

- (2) \$141.77 bi-weekly (\$283.54 monthly) employees without dependent coverage, including the City's contribution to in-lieu deferred compensation. This shall increase to:

- \$156.78 bi-weekly effective August 1, 2003 (\$313.56 monthly)
- \$171.78 bi-weekly effective August 1, 2004 (\$343.56 monthly)

- (3) \$141.77 bi-weekly (\$283.54 monthly) for employees who opt out of health coverage, including the City's contribution to deferred compensation. This shall increase to:

- \$156.78 bi-weekly effective August 1, 2003 (\$313.56 monthly)
- \$171.78 bi-weekly effective August 1, 2004 (\$343.56 monthly)

Employees in regular positions budgeted less than eighty (80) hours per pay period or in job shared positions, shall receive premium contributions on a pro-rated basis.

The City shall deposit to the employee's deferred compensation account any balance of the above contributions not needed to pay for the combined total premiums. Except as otherwise required by law, employees on leave without pay in excess of (40) hours in a pay period shall not receive a contribution from the City towards premium payment and coverage shall cease, unless the premium is paid by the employee. Employees on leave without pay who return to work shall have their health, dental and vision insurance benefits reinstated on the first day of the pay period following the employee's return to work.

The City shall continue an IRS Section 125 program for pre-tax deductions for the employee share of health, dental and vision insurance premiums and for dependent care costs.

The City agrees to provide the benefits described in this Article subject to carrier requirements. Selection of the insurance provider(s) shall be within the sole discretion of the City.

ARTICLE 35. RETIREE HEALTH INSURANCE

Employees may elect on a one-time basis at retirement to purchase health, dental and/or vision insurance under a City-authorized plan. Upon the death of a retired employee enrolled in one of the plans, surviving dependents retain eligibility for participation in the plans.

The City's monthly contribution rate towards health, dental and vision insurance for those retiree's participating in the sick leave conversion program shall be up to the following amounts, as needed to cover the cost of the premiums:

(1) \$356.76 for retirees with dependent coverage. This amount shall increase to:

\$386.76 effective August 1, 2000
\$416.76 effective August 1, 2001,
\$456.76 effective August 1, 2002,
\$486.76 effective August 1, 2003, and
\$516.76 effective August 1, 2004.

(2) \$204.64 for retirees without dependent coverage. This contribution rate is subject to changes in the median priced health plan for active employees, excluding the union sponsored plans.

This contribution rate is subject to change August 1 of each year, pursuant to paragraph (g), Article 28, SICK LEAVE, based on changes in premium rates for health, dental and/or vision insurance.

For retirees who do not elect to carry vision and/or dental insurance, the City's contribution shall be reduced proportionately.

If a retiree's health premium in any given month is less than the designated City contribution, the excess contribution shall be applied on behalf of the retiree to that month's premiums for dental and/or vision insurance, if the retiree has elected these plans.

ARTICLE 36. EMPLOYEE ASSISTANCE PLAN

- (a) City shall provide employees and dependents professional assistance with financial, marital, psychological, family, alcohol or drug related problems. The assistance shall consist of assessment, counseling and referral services up to a maximum of three (3) visits each per year for employees and dependents.
- (b) Any Community Service Officer (CSO) shall receive group crisis debriefing and for those involved in a critical incident, one-on-one critical incident debriefing at the City's expense with the contracted Police professional.

ARTICLE 37. LONG TERM DISABILITY INSURANCE

The City shall provide at City expense all employees with long term disability (LTD) insurance. The purpose is to provide employees with an LTD benefit while the employee is totally disabled equal to 66 2/3% of the first \$9,000 per month in earnings, reduced by any income received from other sources. The plan provides for a sixty (60) day waiting period, but if the disability lasts longer than ninety (90) days, the disability payments will be retroactive to the 31st day. Effective August 1, 2000, the existing LTD program will be amended to include the Managed Disability contract as proposed by the insurer. Essentially, this contract provides that LTD benefit dollars will be offset by any workers' compensation income, mandates rehabilitation, and changes the definition of disability to a loss of at least 20% of income.

ARTICLE 38. LIFE INSURANCE

The City shall provide at City expense all employees with term life insurance coverage in the amount of \$20,000. Employees shall have the option to buy additional coverage at their own expense.

ARTICLE 39. PROBATION

- (a) All appointments to positions in the classified service shall be for a probationary period of twelve (12) months, unless a longer period is specified in the Personnel Administrative Orders. During the probationary period, the employee shall be evaluated on conduct, performance, attitude, adaptability and job knowledge. During the probationary period an employee may be released at any time without right of appeal. Written notice of release shall be furnished the probationer.
- (b) An employee released during or at the conclusion of probation following a promotion, shall be reinstated to the position previously held, at the former salary step, except if the reasons for release are cause for dismissal.

ARTICLE 40. LAYOFF AND DEMOTION PROCEDURES UPON REDUCTION IN FORCE

- (a) When it becomes necessary through lack of work, lack of funds, or for other reasons to reduce the number of employees, the City shall prepare a lay-off list by classification within a department. Within each job class, employees shall be laid off in the following order: temporary, provisional, probationary, regular. The order of layoff shall then be based on the City's needs, with particular regard for length of service with the City and performance evaluation reports.
- (b) Whenever there is a reduction in work force, the City shall first demote to a vacancy, if any, in the next lower class for which the employee who is scheduled for layoff meets the minimum employment standards. Employees with the least continuous service and lowest performance evaluations shall be demoted first. All persons so demoted shall have their names placed on the classification reinstatement eligible list.
- (c) If there are no vacant positions in a lower class available, the City shall allow bumping from a higher to a lower classification within a department. An employee may bump into the next lowest class for which the minimum employment standards are met and the employee has greater overall City service, adjusted by performance evaluations as provided in paragraph (f) below. There shall be no lateral bumping. The sequence of bumping shall follow customary promotional progressions, except that an employee may bump down to a classification s/he previously held within the same department. When there is more than one possible lower classification for bumping consideration, the Department Director shall determine the appropriate classification based on the needs of the City.
- (d) If there are no vacant positions or bumping possibilities, the City shall lay off employees within a department and classification. Employees with the least continuous service and lowest performance evaluations shall be laid off first. All persons laid off shall have their names placed on the classification reinstatement eligible list.

- (e) To determine the length of continuous service, all uninterrupted employment, including periods of authorized leaves of absence which require a retirement contribution, and including all periods as a full-time CETA and PEP employee, shall be counted.
- (f) To determine the level of performance evaluation, the most recent two annual or probationary evaluations shall be used. Each rating of "under standard" shall reduce the employee's continuous years of service by two (2) years. Each rating of "standard" shall reduce the employee's continuous years of service by one (1) year.
- (g) An employee scheduled for demotion or layoff shall be given a minimum of fourteen (14) calendar days notice in writing. The notice shall state the effective date and time of demotion or layoff.
- (h) Names shall be placed on classification reinstatement eligible lists in the inverse order of layoff as defined in paragraph (a). Vacant positions within a classification shall first be offered to those on the reinstatement list who meet the minimum employment standards for the vacant position. The eligibility of individuals on the reinstatement list shall be for a period of two (2) years from the date of demotion or layoff. Eligibles not responding to written notification of an opening within fourteen (14) calendar days shall have their names removed from the list.
- (i) A reinstated employee shall be entitled to the following benefits.
 - (1) Prior sick leave accrual (unless sick leave was cashed-out in accordance with the applicable rules).
 - (2) Seniority at time of layoff or demotion for purposes of determining merit increases, vacation accruals and future reductions in the work force.
 - (3) A salary as nearly as possible equivalent to that which the employee was receiving immediately prior to layoff or demotion. If the employee chooses to be reinstated in a class at a lower salary range than that held previously, the salary will be either equivalent to the salary immediately prior to layoff or demotion or as close to the equivalent as the new salary range allows.
- (j) A person appointed from a reinstatement eligible list within six (6) months to the same position held prior to layoff or demotion, will obtain permanent status upon reinstatement. All other persons appointed from a reinstatement list shall serve a new probationary period.

ARTICLE 41. GRIEVANCE PROCEDURE

- (a) Purpose: It is the purpose of this procedure to provide a simplified and definite method for employees represented by MCEA to resolve grievances they may have in their employment relationships with the City. The overall policy of this procedure is to

provide for the resolution of grievances at the lowest level within the employment hierarchy of the City as is possible without unnecessarily disrupting City functions or services. The use of this procedure in resolving grievances shall not be held against any employee in any manner since the adoption of this procedure gives each employee the right to use it.

- (b) Definition of Grievance: A grievance is a disagreement between City management and an employee, group of employees, or MCEA concerning the interpretation, application, or violation of a specific Article(s) of this Memorandum of Understanding or established written rule(s) or regulation(s), or custom(s) governing personnel practices.
- (c) Time Limitations and Notification: Time limits are established to settle a grievance quickly. Time limits may be modified only by agreement of the parties. If at any step of this Grievance Procedure, the grievant is dissatisfied with the decision rendered or a decision has not been filed in a timely manner, it shall be the grievant's responsibility to initiate the action which submits the grievance to the next level of review within the time limits specified. Failure to submit the grievance within the time limits imposed shall terminate the grievance process and the matter shall be considered resolved.

A formal grievance may be entertained or advanced to any step if the parties jointly so agree, provided that only MCEA may initiate the Fifth Step of this procedure.

For purposes of this procedure, notification to a party may be given either personally, telephonically, or by mail. When notice is mailed to an employee, it shall be sent to the employee's current address of record. Notice by mail shall be deemed to have been completed on the fifth calendar day following deposit of notice with the United States Postal Service.

- (d) Jurisdiction: The Personnel Director shall have the sole authority within the City to provide the official management interpretation or application to any and all provisions of this Agreement. The Personnel Director, or designee, may represent the department during any step of this procedure. Unit employees may use this procedure, regardless of membership in any employee organization. The decision to use this procedure and any step thereof is solely that of the employee. In using this procedure, however, any employee may choose to be represented by another, including the representative of an employee organization.
- (e) Designation of Grievance Levels: For the purpose of this procedure the Personnel Director in consultation with the Department Director shall designate and post in a conspicuous place in each department the various grievance levels within each department. This list will also be sent to MCEA.
- (f) Use of City Time: Reasonable City time, subject to the discretion of the Department Director, may be used in the preparation of a written or oral grievance. City time may be used for the procedure set forth below.

- (g) Steps in the Grievance Procedure: No complaint shall be considered a grievance unless it is presented within twenty (20) calendar days after the employee is aware or should have been aware of the conditions precipitating the grievance. Under normal circumstances, no grievance will be processed if the events in the grievance are based on events ninety (90) calendar days or more old as of the written submission.
- (1) First Step: Any employee or group of employees having a grievance shall first discuss the grievance on a personal face-to-face basis with the individual designated as the first level pursuant to Section (5) hereof. This step shall not require a written grievance. Within seven (7) calendar days the individual so designated shall render a decision. If the grievant is not satisfied with the decision, the grievant may submit the grievance to the next step not later than seven (7) calendar days thereafter.
 - (2) Second Step: If a mutually acceptable solution has not been reached in Step 1, the grievant shall submit the grievance in writing on appropriate forms to the Personnel Director. The written grievance shall provide a detailed statement of the grievance, including dates, names and places, applicable MOU Article(s) or personnel practices, and the specific remedy requested. The Personnel Director shall make a determination of whether the grievance is a matter for which this Grievance Procedure is appropriate.
 - (3) Third Step: If the grievance is accepted by the Personnel Director, the grievant shall submit the written grievance to the next step as set forth in Section 5 hereof. Within seven (7) calendar days the individual so designated shall meet with the grievant and within seven (7) calendar days thereafter render a decision. If the grievant is not satisfied with the decision, the grievant may submit the grievance to the next step not later than seven (7) calendar days thereafter.
 - (4) Fourth Step: If a mutually acceptable solution has not been reached, the grievant shall submit the written grievance to the Department Director. The Department Director, or designee, shall personally meet with the grievant as soon as is practicable, but not later than fourteen (14) calendar days from the presentation of the written grievance, to discuss the grievance and shall render a written decision to the grievant within fourteen (14) calendar days of such meeting. The Department Director and the grievant may call any witnesses at such meeting in order to reach a decision; any meeting may be continued by the Department Director if necessary. If the grievant is not satisfied with the written decision, the grievant may submit the grievance to the next step not later than seven (7) calendar days thereafter.
 - (5) Fifth Step: If a mutually acceptable solution has not been reached, only MCEA may submit the written grievance to the Personnel Director with a request that the grievance be submitted to a hearing officer or the City Manager.

A hearing officer shall be chosen from a list of five names supplied by the State Mediation and Conciliation Service following an alternate striking process. The first strike shall be chosen by lot. The cost of the hearing shall be shared equally by both parties.

The decision of the hearing officer shall be advisory only. The City Manager shall render a decision to MCEA in writing within twenty (20) calendar days after receiving the hearing officer's recommendations or conduct a hearing. The decision of the City Manager shall be final and binding on all parties.

ARTICLE 42. DISCIPLINARY ACTIONS

(a) The following shall constitute cause for disciplinary action, including dismissal, demotion, suspension and disciplinary probation.

- (1) Violation of the City Charter.
- (2) Violation of the Modesto Municipal Code.
- (3) Violation of the Personnel Rules or Personnel Administrative orders, excluding Personnel Administrative Order No. 13.8-00-1.
- (4) Fraud in securing employment.
- (5) Incompetency.
- (6) Inefficiency.
- (7) Inexcusable neglect of duty.
- (8) Insubordination.
- (9) Dishonesty.
- (10) Being under the influence of alcohol or controlled substances while on duty.
- (11) Inexcusable absence without leave, except as described in Personnel Administrative Order No. 13.8-00-1.
- (12) Conviction of a felony or conviction of a misdemeanor involving moral turpitude. A plea or verdict of guilty, or conviction following a plea of nolo contendere, to a charge of a felony or any offense involving moral turpitude is deemed to be a conviction within the meaning of this section.
- (13) Discourteous treatment of the public or other employees.
- (14) Misuse of City property.
- (15) Violation of any established departmental rule, regulation, policy and/or manual.
- (16) 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.
- (17) Unlawful discrimination, including harassment, on the basis of race, color, national origin, ancestry, sex, marital status, religion, age, medical condition (cancer related), physical disability, (including AIDS), or sexual orientation.
- (18) Substantial or credible threats of violence against any person including, but not limited to intimidation, harassment, and/or coercion made in the course of employment.

- (b) The City shall have the right to demote an employee whose ability to perform required duties falls below an acceptable standard, or for disciplinary purposes. Upon request of an employee, and approval by the City, demotion may be made to a vacant position as a substitution for lay-off.
- (c) The City shall have the right to suspend an employee without pay at any time for cause. Suspension without pay shall not exceed ninety (90) days in any fiscal year.
- (d) The City shall have the right to dismiss an employee at any time. A regular employee in the classified service shall be entitled to receive a written statement of the reasons for dismissal.
- (e) The City shall have the right to place an employee on disciplinary probation. Disciplinary probation returns a non-probationary employee to probationary status. Employees placed on disciplinary probation may be dismissed without just cause or right of appeal from such dismissal. Disciplinary probation may only be imposed by delivery of written notice to the employee, pursuant to the Modesto Municipal Code, stating that the employee has been placed on disciplinary probation and stating the reasons for such action.
- (f) Employees may request a Union or MCEA representative if the employee believes an investigatory interview could result in discipline as defined in subsection (a).

ARTICLE 43. DISCIPLINARY APPEALS

- (a) Employees shall have the right to appeal any dismissal, suspension, disciplinary probation or demotion for disciplinary reasons. Said right of appeal shall not apply to reclassifications, lay-offs, demotions as a substitute for layoffs, changes in status for medical reasons, changes in status due to the employee's loss of a required license or certificate, step reductions or denial of a step increase, or any other actions taken for non-disciplinary reasons. For changes in status for medical reasons, and for step reductions, appeal shall be provided for through the process in Article 41, Grievance Procedure.
- (b) An appeal must be filed in writing with the Director of Personnel within thirty (30) days following written notice to the employee of the discipline.
- (c) Upon filing of an appeal, the City shall request a list of seven (7) hearing officers from the State Mediation and Conciliation Service. The City and employee shall alternately strike names from the list until only one name remains and the remaining name shall be that of the Hearing Officer. The parties shall toss a coin to determine who will strike first.
- (d) The Hearing Officer shall proceed in any manner which will, in the Hearing Officer's judgment, develop all the facts bearing upon the matter, and no informality on the

Officer's part shall constitute just cause for criticism of findings and decisions. Upon completion of the hearing, the Hearing Officer shall furnish certified copies of findings and decisions to the persons concerned. The decision of the Hearing Officer shall be final and binding.

- (e) The person selected as the Hearing Officer shall set a date for the start of the hearing after consultation with the parties. Failure of the employee to appear at a hearing (except for good cause) shall be deemed withdrawal of the appeal and the discipline being appealed shall stand and be final.
- (f) Oral evidence at the hearing shall be taken only on oath or affirmation.
- (g) Each party shall have these rights at the hearing: To be represented by Counsel; to call and examine witnesses; to introduce exhibits; to cross-examine opposing witnesses on any matter relevant to the issues even though that matter was not covered in the direct examination; to impeach any witness regardless of which party first called him or her to testify; to subpoena witnesses and relevant documentary evidence; and to rebut the evidence against him or her. Further, at the hearing the employee may be examined and may examine or cause any person to be examined under Section 776 of the Evidence Code.
- (h) The hearing need not be conducted according to technical rules relating to evidence and witnesses, except as hereinafter provided. Any relevant evidence shall be admitted if it is the sort of evidence on which responsible persons are accustomed to rely on in the conduct of serious affairs, regardless of the existence of any common law or statutory rule which might make improper the admission of the evidence over objection in civil actions. Hearsay evidence may be used for the purpose of supplementing or explaining other evidence but shall not be sufficient in itself to support a finding unless it would be admissible over objection in civil actions. The rules of privilege as set forth in the Evidence Code shall apply. Irrelevant and unduly repetitious evidence shall be excluded.

Evidence of specific instances of a complainants' sexual conduct with individuals other than the alleged perpetrator is presumed inadmissible absent an offer of proof establishing its relevance and reliability and that its probative value is not substantially outweighed by the probability that its admission will create substantial danger of undue prejudice or confuse the issue. For purpose of this paragraph, "complainant" means any person claiming to have been subjected to conduct which constitutes sexual harassment, sexual assault, or sexual battery.

- (i) At the request of either of the parties, the City shall employ a competent court reporter to record the proceedings.
- (j) If either party requests it, the Hearing Officer may exclude from the hearing room any witness not at the time under examination so that the witness may not hear the testimony of other witnesses, but a party to the proceedings may not be so excluded.

Parties to the proceedings shall include the appellant and a management employee from appellant's department to be selected by the City, both of whom may attend the hearing even though they testify as witnesses. In addition, each side may designate other representatives to attend the hearing provided these representatives do not testify at the hearing.

- (k) The Hearing Officer shall, after the matter is submitted, prepare and file findings and decisions. The decisions of the Hearing Officer shall be final and binding. The decisions shall be rendered as quickly as possible with due regard for the hardships that may result from undue delay.
- (l) The cost of the Hearing Officer and court reporter shall be divided equally between the City and the employee. The Hearing Officer and court reporter shall separately bill the City and the appellant for one-half of the cost of their respective services.

ARTICLE 44. TIME BANK

Each employee covered by this Memorandum shall contribute up to 1/2 hour of vacation time to create a pool of 250 hours to be used for MCEA business (other than meet and confer and meet and consult items, and routine administrative functions dealing with the City). At the beginning of each calendar year, at the request of MCEA, the City shall deduct an equal amount of hours or portions thereof of vacation time from each employee covered by this memorandum to bring the total remaining pool hours to the 250 hour maximum.

The City Manager or Department Director has the authority to fill an absence created by use of the time bank.

ARTICLE 45. CREDIT UNION DEDUCTIONS

The City shall provide for employee payroll deductions for I.U.O.E. 3 Credit Union obligations.

ARTICLE 46. COMMUTER BUS PASSES

The City will make available free commuter bus passes for use by employees in commuting to and from work.

ARTICLE 47. EMPLOYEE PARKING

Upon request, employees whose work site is at Tenth Street Place shall be assigned, by the City, to free parking (non-transferable), during their work days, at the Ninth Street

Garage or the Tenth Street Garage. Failure to utilize this right may, after notification to the employee, result in the discontinuation of the proximity card issued to the employee.

ARTICLE 48. OUTSIDE EMPLOYMENT

- (a) All employees shall request the approval of the City prior to beginning any outside business or employment. Such business or employment shall not affect the time or quality of their City work or cast discredit upon or create embarrassment for the City.
- (b) Specific policies and procedures governing outside employment shall be as contained in the Personnel Rules and Personnel Administrative Orders.

ARTICLE 49. NON DISCRIMINATION

- (a) The City and MCEA agree that the provisions of this Memorandum shall be applied without favor or discrimination based on race, religion, color, creed, ancestry, age, national origin, marital status, medical condition (cancer related), physical disability (including AIDS), political affiliation or beliefs, sex or sexual orientation. They agree to recognize, respect and support the City's commitment to nondiscrimination in employment as set forth in the City's Affirmative Action Plan. MCEA agrees to encourage its members to assist in the implementation of that program.
- (b) MCEA agrees to and acknowledges its responsibility to fairly represent all employees in the bargaining unit without regard to race, religion, color, creed, ancestry, age, national origin, marital status, medical condition (cancer related), physical disability (including AIDS), political affiliation or beliefs, sex or sexual orientation, job classification or employment status.
- (c) Because the Americans With Disabilities Act (ADA) requires accommodations for individuals protected under the Act, and because these accommodations must be determined on an individual, case-by-case basis, the parties agree that the provisions of this Agreement may require modification in order for the City to avoid discrimination under the Act.

The MCEA recognizes that the City has the legal obligation to meet with the individual applicant/employee to be accommodated before any adjustment is made in working conditions. The MCEA will be allowed to meet and consult with the City concerning the proposed accommodations prior to implementation by the City.

Any accommodation provided to an individual protected by the ADA shall not establish a past practice, nor shall it be cited or used as evidence of a past practice in the grievance procedure.

ARTICLE 50. PENDING ISSUES

- (a) The parties agree during the term of this MOU to meet and confer regarding the following issues once comprehensive information has been obtained.
- (b) In an attempt to reach a mutual agreement regarding the following issues, it is agreed by both parties that the Interest Based Negotiations process will be utilized in all meet and confer settings and that neither party may impose upon the other party any changes of terms and conditions.
 - (1) Enhanced PERS Retirement Options
 - (2) Enhanced PERS Survivor Benefit Options
 - (3) Personnel Systems Redesign
 - (4) 12/80 work schedules
- (c) Flexible Staffing Pilot Program. The parties agree to create a pilot program in the Fleet Services Division of the Operations & Maintenance Department and the Customer Services Division of the Finance Department to study and develop flexible staffing options that are based on measurable knowledge, skills, abilities, and time-in-grade criteria.

The Pilot Program shall be designed and developed by the affected employees, work unit managers, and representatives of MCEA and the City of Modesto who shall utilize an interest-based process.

This Program must include an appropriate evaluation process by all stakeholders to determine whether the goals and objectives of the program are being met. If the Pilot Program meets the goals and objectives, the parties agree to explore the feasibility of expanding the Program into other work units. If that occurs, the affected employees, work unit managers and representatives of MCEA and City of Modesto shall be involved in the design and development through an interest-based meet and confer process.

- (d) Crewleader Classification Consolidation. Affected employees and management will meet with the Problem Solving Committee (see Article 51) to develop a consolidated classification for the Crewleader positions in range 124, excluding Fleet Services. This effort is to be completed by August 1, 2002.

ARTICLE 51. PROBLEM SOLVING COMMITTEE

The City and MCEA agree that regular meetings to explore mutual problems will be beneficial to the long-term relationship between the two parties. To promote a

problem-solving approach, the parties agree to create a problem solving committee. The purpose of the committee is to exchange information and to solve problems that are of interest to both parties.

The committee is to meet as often as necessary, preferably once a month, to exchange information and discuss issues concerning the rights of either party or the relationships and/or conflicts between the two parties. Both parties recognize that failure to meet on a monthly basis does not constitute a breach of this agreement.

The parties agree that the problem solving committee shall not be a forum for negotiations and therefore, the results of the meetings shall not be binding unless they result in the development and execution of a document that memorializes a specific agreement, and both parties agree that the results are binding.

The parties agree that specific personnel matters, including grievances related to a specific employee, will not be discussed in these meetings. Items to be discussed at the meetings must have the consent of both parties. Failure to allow discussion of a specific topic of importance to either party shall not be deemed as a violation of the MOU.

Both parties recognize that each have certain rights and that these meetings do not change the rights outlined in this MOU and/or in formal acts, statutes, laws or regulations that govern employer/employee relationships. It is the intent of the committee, however, to allow both parties to expand information sharing and to allow employees and management a forum to discuss workplace issues.

The parties shall establish ground rules for conducting the business of the problem solving committee and agree to use the Interest Based Negotiations process in seeking collaboratively developed solutions to mutual problems. Decision making in the committee shall be by consensus, meaning that no participant in the meeting objects to a decision or course of action related to an item under consideration by the group.

Each of the parties shall have three (3) representatives plus additional people as reasonably needed for a specific topic. Both parties have the right to choose the appropriate representatives for the committee. MCEA representatives shall receive reasonable time away from regular duties without loss of pay, but not overtime pay, to participate in these meetings.

To promote the objectives of this process, the parties also agree to refrain from negatively characterizing the participation, ideas, or approaches of the other parties to those outside of the meeting process.

ARTICLE 52. JOB ACTIONS

MCEA agrees and acknowledges that strikes, sick-ins, slow-downs or other forms of work stoppage or disturbances are detrimental to the responsibility of MCEA and its members to insure that high quality service is provided to the people of the City of Modesto. MCEA and its members agree not to sanction, support, condone, or engage in any such actions directly or indirectly during the term of this Memorandum.

ARTICLE 53. FULL UNDERSTANDING MODIFICATION AND WAIVER

The parties acknowledge that during the negotiations which resulted in this Agreement, each had the full right and adequate opportunity to make demands and proposals with respect to any subject or matter within the scope of representation, that the understandings arrived at after the exercise of that right are set forth in this Agreement. The express provisions of this Agreement for its duration, therefore, constitute the complete and total contract between the City and MCEA with respect to wages, hours and other terms and conditions of employment. Any prior or existing Agreement between the parties, whether formal or informal, regarding any such matters is hereby superseded and terminated in its entirety. The parties voluntarily waive the right to meet and confer in good faith with respect to any subject or matter referred to or covered in this Agreement, except that the parties, by mutual agreement, may meet and confer and agree to amend any matter in this Agreement, including compensation; provided, however, that the City may make changes to the personnel rules consistent with rights MCEA has to meet with the City prior to implementation of such changes.

If the City should absorb another entity which results in employees of the other entity being covered by this MOU, the City and MCEA shall expeditiously meet and confer regarding the effect of such action on wages, hours and other terms and conditions of employment of such new employees.

All pertinent ordinances and resolutions shall be revised to conform with this Agreement. All other ordinances, resolutions, rules and regulations, practices and policies shall continue in force and effect during the term of this Agreement unless modified according to the provisions of this Agreement.

ARTICLE 54. PROVISIONS OF LAW

It is understood and agreed that this Memorandum of Understanding is subject to all current and future applicable Federal and State laws and regulations and the current provisions of the City Charter and Code. If any part or provision of this MOU is in conflict or inconsistent with such applicable provisions of those Federal, State or City enactments or is otherwise held to be invalid or unenforceable by any court of competent jurisdiction, such part or provisions shall be suspended and superseded by such applicable law or regulations, and the remainder of this Memorandum of Understanding shall not be

affected. If any part or provision of this MOU is suspended or superseded, the parties agree to reopen negotiations regarding the suspended or superseded part or provision with the understanding that total compensation to employees under this MOU shall not be reduced or increased as a result of this Article.

The parties hereto agree to refrain from initiating any legal action or take individual or collective action that would invalidate Articles of this MOU.

APPENDIX A

FOUR-ELEVEN (4-11) WORK SCHEDULE

(AVAILABLE FOR CSO'S ASSIGNED TO PATROL DIVISION)

The 4-11 Schedule shall consist of four (4) consecutive duty days, for which the employee shall work eleven (11) hours per day, followed by four (4) days off.

Starting times for 4/11 shifts will be 0600, 0900, 1200, 1700 and 2000 hours. These starting times may be adjusted in accordance with Article 10, Standard Tour of Duty.

The 4-11 schedule requires that employees work fifty-six (56) hours per year in addition to their regular schedule. Of these fifty-six (56) hours, thirty-six (36) hours will be scheduled as four (4) nine-hour training days. Each of these four (4) days will consist of nine (9) hours, excluding lunch. The remaining twenty (20) hours are owed to the CITY and shall be deducted from the employee's annual holiday entitlement. See Article 27, Holidays.

Employees assigned to a 4/11 schedule will have EITHER:

A paid lunch break of thirty (30) minutes coupled with one fifteen (15) minute paid break, for a total of forty-five (45) minutes

-OR-

A paid break of fifteen (15) minutes followed by a forty-five (45) minute lunch of which thirty (30) minutes is paid.

Employees shall remain available by phone or radio, and are subject to recall at any time during their lunch break. In the event of a recall or missed lunch break, there will be no additional compensation.

Overtime shall be compensated in accordance with the Fair Labor Standards Act, 29 CFR Section 778.114 (Fluctuating Work Week Schedule)

APPENDIX B

MODIFIED FOUR-TEN (4/10) WORK SCHEDULE

The Modified four-ten (4/10) work week shall consist of four (4) consecutive duty days for which the employee shall work ten (10) hours per day, followed by four (4) consecutive days off.

Starting times for the modified four-ten (4/10) schedule shall be established by the department or division implementing this schedule.

The Modified four-ten (4/10) Schedule requires that employees work two hundred and forty (240) hours per year in addition to their regular schedule. Of this two-hundred and forty (240) hours, thirty-two (32) hours will be scheduled as four (4) training days. Each of these four (4) days will consist of eight (8) hours, excluding lunch. One hundred and twenty (120) hours will be worked as twelve (12) ten hour "double days" each year, to be scheduled by the supervisor and worked during the employee's normal thirty-hour (30) work week. The remaining eighty-eight (88) hours are owed to the City and shall be deducted from the employee's annual holiday entitlement. See Article 27, Holidays.

An employee on a Modified Four-Ten (4/10) schedule will receive an unpaid lunch period of not less than thirty (30) minutes and not more than sixty (60) minutes.

Overtime shall be compensated in accordance with Article 13, Overtime.

APPENDIX C

NINE-EIGHTY (9-80) WORK SCHEDULE

The nine-eighty (9-80) work schedule shall consist of five (5) consecutive duty days for which the employee shall work nine (9) hours per day for four (4) days and eight (8) hours per day for one (1) day, followed by two (2) consecutive days off; followed by four (4) consecutive duty days for which the employee shall work nine (9) hours per day, followed by three (3) consecutive days off.

The employee's workweek will be changed and will no longer be 12:01 a.m. Tuesday through 12:00 a.m. (midnight) Monday. It shall be changed to midday of the employee's "extra" day off to midday of the same day the following week. The Payroll Division of Finance shall be notified of this workweek. For example:

| Sunday | Monday | Tuesday | Wed | Thursday | Friday | Saturday |
|--------|--------|---------|-----|----------|--------|----------|
| Off | 9 | 9 | 9 | 9 | 8 | Off |
| Off | 9 | 9 | 9 | 9 | Off | Off |
| Off | | | | | | |

The employee's workweek shall be from midday Friday to midday Friday.

An employee on a Nine-Eighty (9-80) Schedule will receive an unpaid lunch period of not less than thirty (30) minutes and not more than sixty (60) minutes.

Overtime shall be compensated in accordance with Article 13, Overtime.

APPENDIX D

SIX-THREE (6-3) WORK SCHEDULE

The six-three (6-3) work schedule shall consist of six (6) consecutive duty days for which the employee shall work eight (8) hours per day for six (6) days followed by three (3) consecutive days off.

The six-three schedule requires that employees work one hundred twenty-eight (128) hours per year in addition to their regular schedule. Of these one hundred twenty-eight (128) hours, forty-eight (48) hours will be scheduled as six (6) eight-hour training days, excluding lunch. The remaining eighty (80) hours are owed to the CITY and shall be deducted from the employee's annual holiday entitlement. See Article 27, Holidays.

Employees assigned to a six-three (6-3) schedule will have a paid lunch break of thirty (30) minutes coupled with one fifteen (15) minute paid break, for a total of forty-five (45) minutes.

Employees shall remain available by phone or radio, and are subject to recall at any time during their lunch break.

Overtime shall be compensated in accordance with the Fair Labor Standards Act, 29 CFR Section 778.114 (Fluctuating Workweek Schedule).

EXHIBIT 1

SALARY RANGES AND RATES

| <u>Classification Title</u> | <u>Range Effective 08/01/00</u> |
|---|-------------------------------------|
| Account Clerk | 111 |
| Accountant I | 120 |
| Accounting Technician | 115 |
| Administrative Clerk I | 103 |
| Administrative Clerk II | 107 |
| Administrative Technician | 113 |
| Animal Control Officer I | 110 |
| Animal Control Officer II | 115 |
| Assistant Buyer | 119 |
| Assistant Electrician | 120 |
| Assistant to the Events Coordinator | 115 |
| Building Inspector I | 126 |
| Building Inspector II | 130 |
| Building Maintenance Mechanic | 119 |
| Civil Engineering Assistant | 127 |
| Civil Engineering Technician I | 119 |
| Civil Engineering Technician II | 123 |
| Coach Mechanic | 122 |
| Coach Mechanic Crewleader | 126 |
| Code Enforcement Officer I | 115 |
| Code Enforcement Officer II | 119 |
| Community Development Program Specialist I | 124 |
| Community Development Program Specialist II | 128 |
| Community Service Officer I | 115 |
| Community Service Officer II | 119 |
| Computer Operator | 113 |
| Construction Inspector | 130 |
| Crime Analyst | 125 |
| Cross Connection Specialist | 122 |
| Custodian I | 101 |
| Custodian II | 107 |
| Drafting & Graphics Technician | 113 |
| Electrical Technician I | 114 |
| Electrical Technician II | 117 |
| Electrician | 126 |
| Equipment Crewleader | 124 |
| Equipment Mechanic | 120 |
| Equipment Mechanic Crewleader | 124 |
| Equipment Operator | 116 |

| | |
|--|-----|
| Equipment Service Worker I | 110 |
| Equipment Service Worker II | 114 |
| Evidence & Property Specialist | 111 |
| Fire Equipment Mechanic | 122 |
| Fire Plans Checker | 134 |
| Fire Prevention Technician I | 116 |
| Fire Prevention Technician II | 120 |
| Fleet Procurement Specialist | 118 |
| Hazardous Materials Program Coordinator | 130 |
| Housing Financial Specialist | 126 |
| Housing Rehabilitation Specialist I | 126 |
| Housing Rehabilitation Specialist II | 130 |
| Industrial Waste Inspector I | 122 |
| Industrial Waste Inspector II | 126 |
| Instrument Repair Technician | 128 |
| Laboratory Analyst I | 120 |
| Laboratory Analyst II | 124 |
| Landscape Technician | 127 |
| Maintenance Aide | 101 |
| Maintenance Mechanic - Parks | 119 |
| Maintenance Mechanic - Pumps | 119 |
| Maintenance Mechanic Crewleader - Parks | 123 |
| Maintenance Mechanic Crewleader - Pumps | 124 |
| Maintenance Worker I | 110 |
| Maintenance Worker II | 114 |
| Meter Reader Crewleader | 120 |
| Motor Sweeper Operator | 116 |
| Parking Lot Maintenance Crewleader | 118 |
| Parks Crewleader | 118 |
| Plan Review Engineer | 134 |
| Planning Assistant | 124 |
| Planning Technician I | 115 |
| Planning Technician II | 119 |
| Plant Mechanic | 124 |
| Police Clerk | 109 |
| Programmer Analyst I | 122 |
| Programmer Analyst II | 128 |
| Project Coordinator | 130 |
| Public Information Technician | 119 |
| Senior Building Inspector | 134 |
| Senior Civil Engineering Assistant | 131 |
| Senior Construction Inspector | 134 |
| Senior Equipment Operator | 120 |
| Senior Fire Equipment Mechanic | 127 |
| Senior Storeskeeper | 118 |
| Senior Wastewater Treatment Plant Operator | 128 |

| | |
|--|-----|
| Storeskeeper | 114 |
| Traffic Painter | 116 |
| Traffic Painter Crewleader | 120 |
| Traffic Sign Worker | 116 |
| Traffic Technician | 116 |
| Tree Trimmer | 118 |
| Tree Trimmer Crewleader | 122 |
| Used Oil Coordinator | 116 |
| Wastewater Collection System Operator | 116 |
| Wastewater Collection System Crewleader | 124 |
| Wastewater Treatment Plant Attendant | 115 |
| Wastewater Treatment Plant Operator | 119 |
| Wastewater Treatment Plant Operator – Relief | 121 |
| Water Distribution System Operator | 116 |
| Welder/Fabricator | 120 |

CITY OF MODESTO
SCHEDULE OF SALARY RANGES IN CITY SERVICE FOR FY 00-01
EFFECTIVE August 1, 2000

SCHEDULE - A
GENERAL NON-SWORN CLASSES
RANG 3.00% HOURLY

| | BY-WEEKLY | | | | | MONTHLY | | | | | | | | | |
|------|-----------|---------|---------|---------|---------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| | A | B | C | D | E | A | B | C | D | E | | | | | |
| 0101 | 10.2082 | 10.7186 | 11.2545 | 11.8172 | 12.4081 | 816.66 | 857.49 | 900.36 | 945.38 | 992.65 | 1,776.24 | 1,865.04 | 1,958.28 | 2,056.20 | 2,159.01 |
| 0102 | 10.4634 | 10.9866 | 11.5359 | 12.1127 | 12.7183 | 837.07 | 878.93 | 922.87 | 969.02 | 1,017.46 | 1,820.63 | 1,911.67 | 2,007.24 | 2,107.62 | 2,212.98 |
| 0103 | 10.7250 | 11.2613 | 11.8244 | 12.4156 | 13.0364 | 858.00 | 900.90 | 945.95 | 993.25 | 1,042.91 | 1,866.15 | 1,959.46 | 2,057.44 | 2,160.32 | 2,268.33 |
| 0104 | 10.9931 | 11.5428 | 12.1199 | 12.7259 | 13.3622 | 879.45 | 923.42 | 969.59 | 1,018.07 | 1,068.98 | 1,912.80 | 2,008.44 | 2,108.86 | 2,214.30 | 2,325.03 |
| 0105 | 11.2679 | 11.8313 | 12.4229 | 13.0440 | 13.6962 | 901.43 | 946.50 | 993.83 | 1,043.52 | 1,095.70 | 1,960.61 | 2,058.64 | 2,161.58 | 2,269.66 | 2,383.15 |
| 0106 | 11.5496 | 12.1271 | 12.7335 | 13.3702 | 14.0387 | 923.97 | 970.17 | 1,018.68 | 1,069.62 | 1,123.10 | 2,009.63 | 2,110.12 | 2,215.63 | 2,326.42 | 2,442.74 |
| 0107 | 11.8383 | 12.4302 | 13.0517 | 13.7043 | 14.3895 | 947.06 | 994.42 | 1,044.14 | 1,096.34 | 1,151.16 | 2,059.86 | 2,162.86 | 2,271.00 | 2,384.54 | 2,503.77 |
| 0108 | 12.1343 | 12.7410 | 13.3781 | 14.0470 | 14.7494 | 970.74 | 1,019.28 | 1,070.25 | 1,123.76 | 1,179.95 | 2,111.36 | 2,216.93 | 2,327.79 | 2,444.18 | 2,566.39 |
| 0109 | 12.4377 | 13.0596 | 13.7126 | 14.3982 | 15.1181 | 995.02 | 1,044.77 | 1,097.01 | 1,151.86 | 1,209.45 | 2,164.17 | 2,272.37 | 2,386.00 | 2,505.30 | 2,630.55 |
| 0110 | 12.7486 | 13.3860 | 14.0553 | 14.7581 | 15.4960 | 1,019.89 | 1,070.88 | 1,124.42 | 1,180.65 | 1,239.68 | 2,218.26 | 2,329.16 | 2,445.61 | 2,567.91 | 2,696.30 |
| 0111 | 13.0673 | 13.7207 | 14.4067 | 15.1270 | 15.8834 | 1,045.38 | 1,097.66 | 1,152.54 | 1,210.16 | 1,270.67 | 2,273.70 | 2,387.41 | 2,506.77 | 2,632.10 | 2,763.71 |
| 0112 | 13.3940 | 14.0637 | 14.7669 | 15.5052 | 16.2805 | 1,071.52 | 1,125.10 | 1,181.35 | 1,240.42 | 1,302.44 | 2,330.56 | 2,447.09 | 2,569.44 | 2,697.91 | 2,832.81 |
| 0113 | 13.7289 | 14.4153 | 15.1361 | 15.8929 | 16.6875 | 1,098.31 | 1,153.22 | 1,210.89 | 1,271.43 | 1,335.00 | 2,388.82 | 2,508.25 | 2,633.69 | 2,765.36 | 2,903.63 |
| 0114 | 14.0721 | 14.7757 | 15.5145 | 16.2902 | 17.1047 | 1,125.77 | 1,182.06 | 1,241.16 | 1,303.22 | 1,368.38 | 2,448.55 | 2,570.98 | 2,699.52 | 2,834.50 | 2,976.23 |
| 0115 | 14.4239 | 15.1451 | 15.9024 | 16.6975 | 17.5324 | 1,153.91 | 1,211.61 | 1,272.19 | 1,335.80 | 1,402.59 | 2,509.75 | 2,635.25 | 2,767.01 | 2,905.37 | 3,050.63 |
| 0116 | 14.7845 | 15.5237 | 16.2999 | 17.1149 | 17.9706 | 1,182.76 | 1,241.90 | 1,303.99 | 1,369.19 | 1,437.65 | 2,572.50 | 2,701.13 | 2,836.18 | 2,977.99 | 3,126.89 |
| 0117 | 15.1541 | 15.9118 | 16.7074 | 17.5428 | 18.4199 | 1,212.33 | 1,272.94 | 1,336.59 | 1,403.42 | 1,473.59 | 2,636.82 | 2,768.64 | 2,907.08 | 3,052.44 | 3,205.06 |
| 0118 | 15.5330 | 16.3097 | 17.1252 | 17.9815 | 18.8806 | 1,242.64 | 1,304.78 | 1,370.02 | 1,438.52 | 1,510.45 | 2,702.74 | 2,837.90 | 2,979.79 | 3,128.78 | 3,285.23 |
| 0119 | 15.9213 | 16.7174 | 17.5533 | 18.4310 | 19.3526 | 1,273.70 | 1,337.39 | 1,404.26 | 1,474.48 | 1,548.21 | 2,770.30 | 2,908.82 | 3,054.27 | 3,206.99 | 3,367.36 |
| 0120 | 16.3193 | 17.1353 | 17.9921 | 18.8917 | 19.8363 | 1,305.54 | 1,370.82 | 1,439.37 | 1,511.34 | 1,586.90 | 2,839.55 | 2,981.53 | 3,130.63 | 3,287.16 | 3,451.51 |
| 0121 | 16.7273 | 17.5637 | 18.4419 | 19.3640 | 20.3322 | 1,338.18 | 1,405.10 | 1,475.35 | 1,549.12 | 1,626.58 | 2,910.54 | 3,056.09 | 3,208.89 | 3,369.34 | 3,537.81 |
| 0122 | 17.1455 | 18.0028 | 18.9029 | 19.8480 | 20.8404 | 1,371.64 | 1,440.22 | 1,512.23 | 1,587.84 | 1,667.23 | 2,983.32 | 3,132.48 | 3,289.10 | 3,453.55 | 3,626.23 |
| 0123 | 17.5741 | 18.4528 | 19.3754 | 20.3442 | 21.3614 | 1,405.93 | 1,476.22 | 1,550.03 | 1,627.54 | 1,708.91 | 3,057.90 | 3,210.78 | 3,371.32 | 3,539.90 | 3,716.88 |
| 0124 | 18.0135 | 18.9142 | 19.8599 | 20.8529 | 21.8955 | 1,441.08 | 1,513.14 | 1,588.79 | 1,668.23 | 1,751.64 | 3,134.35 | 3,291.08 | 3,455.62 | 3,628.40 | 3,809.82 |
| 0125 | 18.4638 | 19.3870 | 20.3564 | 21.3742 | 22.4429 | 1,477.10 | 1,550.96 | 1,628.51 | 1,709.94 | 1,795.43 | 3,212.69 | 3,373.34 | 3,542.01 | 3,719.12 | 3,905.06 |
| 0126 | 18.9254 | 19.8717 | 20.8653 | 21.9086 | 23.0040 | 1,514.03 | 1,589.74 | 1,669.22 | 1,752.69 | 1,840.32 | 3,293.02 | 3,457.68 | 3,630.55 | 3,812.10 | 4,002.70 |
| 0127 | 19.3985 | 20.3684 | 21.3868 | 22.4561 | 23.5789 | 1,551.88 | 1,629.47 | 1,710.94 | 1,796.49 | 1,886.31 | 3,375.34 | 3,544.10 | 3,721.29 | 3,907.37 | 4,102.72 |
| 0128 | 19.8835 | 20.8777 | 21.9216 | 23.0177 | 24.1686 | 1,590.68 | 1,670.22 | 1,753.73 | 1,841.42 | 1,933.49 | 3,459.73 | 3,632.73 | 3,814.36 | 4,005.09 | 4,205.34 |
| 0129 | 20.3806 | 21.3996 | 22.4696 | 23.5931 | 24.7728 | 1,630.45 | 1,711.97 | 1,797.57 | 1,887.45 | 1,981.82 | 3,546.23 | 3,723.53 | 3,909.71 | 4,105.20 | 4,310.46 |
| 0130 | 20.8901 | 21.9346 | 23.0313 | 24.1829 | 25.3920 | 1,671.21 | 1,754.77 | 1,842.50 | 1,934.63 | 2,031.36 | 3,634.88 | 3,816.62 | 4,007.44 | 4,207.82 | 4,418.21 |
| 0131 | 21.4124 | 22.4830 | 23.6072 | 24.7876 | 26.0270 | 1,712.99 | 1,798.64 | 1,888.58 | 1,983.01 | 2,082.16 | 3,725.75 | 3,912.04 | 4,107.66 | 4,313.05 | 4,528.70 |
| 0132 | 21.9477 | 23.0451 | 24.1974 | 25.4073 | 26.6777 | 1,755.82 | 1,843.61 | 1,935.79 | 2,032.58 | 2,134.22 | 3,818.91 | 4,009.85 | 4,210.34 | 4,420.86 | 4,641.93 |

CITY OF MODESTO
SCHEDULE OF SALARY RANGES IN CITY SERVICE FOR FY 00-01
EFFECTIVE August 1, 2000

SCHEDULE - A
 GENERAL NON-SWORN CLASSES
 RANG 3.00% HOURLY

BY-WEEKLY

MONTHLY

| | A | B | C | D | E | A | B | C | D | E | A | B | C | D | E |
|------|---------|---------|---------|---------|---------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| 0133 | 22.4964 | 23.6212 | 24.8023 | 26.0424 | 27.3445 | 1,799.71 | 1,889.70 | 1,984.18 | 2,083.39 | 2,187.56 | 3,914.37 | 4,110.10 | 4,315.59 | 4,531.37 | 4,757.94 |
| 0134 | 23.0588 | 24.2117 | 25.4223 | 26.6934 | 28.0281 | 1,844.70 | 1,936.94 | 2,033.78 | 2,135.47 | 2,242.25 | 4,012.22 | 4,212.84 | 4,423.47 | 4,644.65 | 4,876.89 |
| 0135 | 23.6353 | 24.8171 | 26.0580 | 27.3609 | 28.7289 | 1,890.82 | 1,985.37 | 2,084.64 | 2,188.87 | 2,298.31 | 4,112.53 | 4,318.18 | 4,534.09 | 4,760.79 | 4,998.82 |
| 0136 | 24.2262 | 25.4375 | 26.7094 | 28.0449 | 29.4471 | 1,938.10 | 2,035.00 | 2,136.75 | 2,243.59 | 2,355.77 | 4,215.37 | 4,426.13 | 4,647.43 | 4,879.81 | 5,123.80 |
| 0137 | 24.8319 | 26.0735 | 27.3772 | 28.7461 | 30.1834 | 1,986.55 | 2,085.88 | 2,190.18 | 2,299.69 | 2,414.67 | 4,320.75 | 4,536.79 | 4,763.64 | 5,001.83 | 5,251.91 |
| 0138 | 25.4527 | 26.7253 | 28.0616 | 29.4647 | 30.9379 | 2,036.22 | 2,138.02 | 2,244.93 | 2,357.18 | 2,475.03 | 4,428.78 | 4,650.19 | 4,882.72 | 5,126.87 | 5,383.19 |
| 0139 | 26.0890 | 27.3935 | 28.7632 | 30.2014 | 31.7115 | 2,087.12 | 2,191.48 | 2,301.06 | 2,416.11 | 2,536.92 | 4,539.49 | 4,766.47 | 5,004.81 | 5,255.04 | 5,517.80 |
| 0140 | 26.7412 | 28.0783 | 29.4822 | 30.9563 | 32.5041 | 2,139.30 | 2,246.26 | 2,358.58 | 2,476.50 | 2,600.33 | 4,652.98 | 4,885.62 | 5,129.91 | 5,386.39 | 5,655.72 |
| 0141 | 27.4097 | 28.7802 | 30.2192 | 31.7302 | 33.3167 | 2,192.78 | 2,302.42 | 2,417.54 | 2,538.42 | 2,665.34 | 4,769.30 | 5,007.76 | 5,258.15 | 5,521.06 | 5,797.11 |
| 0142 | 28.0949 | 29.4996 | 30.9746 | 32.5233 | 34.1495 | 2,247.59 | 2,359.97 | 2,477.97 | 2,601.86 | 2,731.96 | 4,888.51 | 5,132.93 | 5,389.58 | 5,659.05 | 5,942.01 |
| 0143 | 28.7973 | 30.2372 | 31.7491 | 33.3366 | 35.0034 | 2,303.78 | 2,418.98 | 2,539.93 | 2,666.93 | 2,800.27 | 5,010.72 | 5,261.28 | 5,524.35 | 5,800.57 | 6,090.59 |
| 0144 | 29.5172 | 30.9931 | 32.5428 | 34.1699 | 35.8784 | 2,361.38 | 2,479.45 | 2,603.42 | 2,733.59 | 2,870.27 | 5,136.00 | 5,392.80 | 5,662.44 | 5,945.56 | 6,242.84 |
| 0145 | 30.2551 | 31.7679 | 33.3563 | 35.0241 | 36.7753 | 2,420.41 | 2,541.43 | 2,668.50 | 2,801.93 | 2,942.02 | 5,264.39 | 5,527.61 | 5,803.99 | 6,094.20 | 6,398.89 |
| 0146 | 31.0115 | 32.5621 | 34.1902 | 35.8997 | 37.6947 | 2,480.92 | 2,604.97 | 2,735.22 | 2,871.98 | 3,015.58 | 5,396.00 | 5,665.81 | 5,949.10 | 6,246.56 | 6,558.89 |
| 0147 | 31.7868 | 33.3761 | 35.0449 | 36.7971 | 38.6370 | 2,542.94 | 2,670.09 | 2,803.59 | 2,943.77 | 3,090.96 | 5,530.89 | 5,807.45 | 6,097.81 | 6,402.70 | 6,722.84 |
| 0148 | 32.5815 | 34.2106 | 35.9211 | 37.7172 | 39.6031 | 2,606.52 | 2,736.85 | 2,873.69 | 3,017.38 | 3,168.25 | 5,669.18 | 5,952.65 | 6,250.28 | 6,562.80 | 6,890.94 |
| 0149 | 33.3960 | 35.0658 | 36.8191 | 38.6601 | 40.5931 | 2,671.68 | 2,805.26 | 2,945.53 | 3,092.81 | 3,247.45 | 5,810.90 | 6,101.44 | 6,406.53 | 6,726.86 | 7,063.20 |
| 0150 | 34.2309 | 35.9424 | 37.7395 | 39.6265 | 41.6078 | 2,738.47 | 2,875.39 | 3,019.16 | 3,170.12 | 3,328.62 | 5,956.17 | 6,253.97 | 6,566.67 | 6,895.01 | 7,239.75 |

CITY OF MODESTO
SCHEDULE OF SALARY RANGES IN CITY SERVICE FOR FY 01-02
EFFECTIVE July 31, 2001

SCHEDULE - A

GENERAL NON-SWORN CLASSES

RANGE 3.25%

HOURLY

BY-WEEKLY

MONTHLY

| | A | B | C | D | E | A | B | C | D | E | A | B | C | D | E |
|------|---------|---------|---------|---------|---------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| 0101 | 10.5400 | 11.0670 | 11.6204 | 12.2014 | 12.8115 | 843.20 | 885.36 | 929.63 | 976.11 | 1,024.92 | 1,833.96 | 1,925.66 | 2,021.95 | 2,123.04 | 2,229.20 |
| 0102 | 10.8035 | 11.3437 | 11.9109 | 12.5064 | 13.1317 | 864.28 | 907.50 | 952.87 | 1,000.51 | 1,050.54 | 1,879.81 | 1,973.81 | 2,072.49 | 2,176.11 | 2,284.92 |
| 0103 | 11.0736 | 11.6273 | 12.2087 | 12.8191 | 13.4601 | 885.89 | 930.18 | 976.70 | 1,025.53 | 1,076.81 | 1,926.81 | 2,023.14 | 2,124.32 | 2,230.53 | 2,342.06 |
| 0104 | 11.3504 | 11.9179 | 12.5138 | 13.1395 | 13.7965 | 908.03 | 953.43 | 1,001.10 | 1,051.16 | 1,103.72 | 1,974.97 | 2,073.71 | 2,177.39 | 2,286.27 | 2,400.59 |
| 0105 | 11.6342 | 12.2159 | 12.8267 | 13.4680 | 14.1414 | 930.74 | 977.27 | 1,026.14 | 1,077.44 | 1,131.31 | 2,024.36 | 2,125.56 | 2,231.85 | 2,343.43 | 2,460.60 |
| 0106 | 11.9251 | 12.5214 | 13.1475 | 13.8049 | 14.4951 | 954.01 | 1,001.71 | 1,051.80 | 1,104.39 | 1,159.61 | 2,074.97 | 2,178.72 | 2,287.67 | 2,402.05 | 2,522.15 |
| 0107 | 12.2232 | 12.8344 | 13.4761 | 14.1499 | 14.8574 | 977.86 | 1,026.75 | 1,078.09 | 1,131.99 | 1,188.59 | 2,126.85 | 2,233.18 | 2,344.85 | 2,462.08 | 2,585.18 |
| 0108 | 12.5288 | 13.1552 | 13.8130 | 14.5037 | 15.2289 | 1,002.30 | 1,052.42 | 1,105.04 | 1,160.30 | 1,218.31 | 2,180.00 | 2,289.01 | 2,403.46 | 2,523.65 | 2,649.82 |
| 0109 | 12.8420 | 13.4841 | 14.1583 | 14.8662 | 15.6095 | 1,027.36 | 1,078.73 | 1,132.66 | 1,189.30 | 1,248.76 | 2,234.51 | 2,346.24 | 2,463.54 | 2,586.73 | 2,716.05 |
| 0110 | 13.1631 | 13.8213 | 14.5124 | 15.2380 | 15.9999 | 1,053.05 | 1,105.70 | 1,160.99 | 1,219.04 | 1,279.99 | 2,290.38 | 2,404.90 | 2,525.15 | 2,651.41 | 2,783.98 |
| 0111 | 13.4922 | 14.1668 | 14.8751 | 15.6189 | 16.3998 | 1,079.38 | 1,133.34 | 1,190.01 | 1,249.51 | 1,311.98 | 2,347.65 | 2,465.01 | 2,588.27 | 2,717.68 | 2,853.56 |
| 0112 | 13.8295 | 14.5210 | 15.2471 | 16.0095 | 16.8100 | 1,106.36 | 1,161.68 | 1,219.77 | 1,280.76 | 1,344.80 | 2,406.33 | 2,526.65 | 2,653.00 | 2,785.65 | 2,924.94 |
| 0113 | 14.1752 | 14.8840 | 15.6282 | 16.4096 | 17.2301 | 1,134.02 | 1,190.72 | 1,250.26 | 1,312.77 | 1,378.41 | 2,466.49 | 2,589.82 | 2,719.32 | 2,855.27 | 2,998.04 |
| 0114 | 14.5296 | 15.2561 | 16.0189 | 16.8198 | 17.6608 | 1,162.37 | 1,220.49 | 1,281.51 | 1,345.58 | 1,412.86 | 2,528.15 | 2,654.57 | 2,787.28 | 2,926.64 | 3,072.97 |
| 0115 | 14.8928 | 15.6374 | 16.4193 | 17.2403 | 18.1023 | 1,191.42 | 1,250.99 | 1,313.54 | 1,379.22 | 1,448.18 | 2,591.34 | 2,720.90 | 2,856.95 | 2,999.80 | 3,149.79 |
| 0116 | 15.2651 | 16.0284 | 16.8298 | 17.6713 | 18.5549 | 1,221.21 | 1,282.27 | 1,346.38 | 1,413.70 | 1,484.39 | 2,656.13 | 2,788.94 | 2,928.38 | 3,074.80 | 3,228.55 |
| 0117 | 15.6467 | 16.4290 | 17.2505 | 18.1130 | 19.0187 | 1,251.74 | 1,314.32 | 1,380.04 | 1,449.04 | 1,521.50 | 2,722.53 | 2,858.65 | 3,001.59 | 3,151.66 | 3,309.26 |
| 0118 | 16.0379 | 16.8398 | 17.6818 | 18.5659 | 19.4942 | 1,283.03 | 1,347.18 | 1,414.54 | 1,485.27 | 1,559.54 | 2,790.59 | 2,930.12 | 3,076.62 | 3,230.46 | 3,392.00 |
| 0119 | 16.4388 | 17.2607 | 18.1237 | 19.0299 | 19.9814 | 1,315.10 | 1,380.86 | 1,449.90 | 1,522.39 | 1,598.51 | 2,860.34 | 3,003.37 | 3,153.53 | 3,311.20 | 3,476.76 |
| 0120 | 16.8498 | 17.6923 | 18.5769 | 19.5057 | 20.4810 | 1,347.98 | 1,415.38 | 1,486.15 | 1,560.46 | 1,638.48 | 2,931.86 | 3,078.45 | 3,232.38 | 3,394.00 | 3,563.69 |
| 0121 | 17.2710 | 18.1346 | 19.0413 | 19.9934 | 20.9931 | 1,381.68 | 1,450.77 | 1,523.30 | 1,599.47 | 1,679.45 | 3,005.15 | 3,155.42 | 3,313.18 | 3,478.85 | 3,652.80 |
| 0122 | 17.7028 | 18.5879 | 19.5173 | 20.4932 | 21.5179 | 1,416.22 | 1,487.03 | 1,561.38 | 1,639.46 | 1,721.43 | 3,080.28 | 3,234.29 | 3,396.00 | 3,565.83 | 3,744.11 |
| 0123 | 18.1454 | 19.0527 | 20.0053 | 21.0056 | 22.0559 | 1,451.63 | 1,524.22 | 1,600.42 | 1,680.45 | 1,764.47 | 3,157.30 | 3,315.18 | 3,480.91 | 3,654.98 | 3,837.72 |
| 0124 | 18.5990 | 19.5290 | 20.5055 | 21.5308 | 22.6073 | 1,487.92 | 1,562.32 | 1,640.44 | 1,722.46 | 1,808.58 | 3,236.23 | 3,398.05 | 3,567.96 | 3,746.35 | 3,933.66 |
| 0125 | 19.0640 | 20.0172 | 21.0181 | 22.0690 | 23.1725 | 1,525.12 | 1,601.38 | 1,681.45 | 1,765.52 | 1,853.80 | 3,317.14 | 3,483.00 | 3,657.15 | 3,840.01 | 4,032.02 |
| 0126 | 19.5406 | 20.5176 | 21.5435 | 22.6207 | 23.7517 | 1,563.25 | 1,641.41 | 1,723.48 | 1,809.66 | 1,900.14 | 3,400.07 | 3,570.07 | 3,748.57 | 3,936.01 | 4,132.80 |
| 0127 | 20.0291 | 21.0306 | 22.0821 | 23.1862 | 24.3455 | 1,602.33 | 1,682.45 | 1,766.57 | 1,854.90 | 1,947.64 | 3,485.07 | 3,659.33 | 3,842.29 | 4,034.41 | 4,236.12 |
| 0128 | 20.5298 | 21.5563 | 22.6341 | 23.7658 | 24.9541 | 1,642.38 | 1,724.50 | 1,810.73 | 1,901.26 | 1,996.33 | 3,572.18 | 3,750.79 | 3,938.34 | 4,135.24 | 4,342.02 |
| 0129 | 21.0430 | 22.0952 | 23.2000 | 24.3600 | 25.5780 | 1,683.44 | 1,767.62 | 1,856.00 | 1,948.80 | 2,046.24 | 3,661.48 | 3,844.57 | 4,036.80 | 4,238.64 | 4,450.57 |
| 0130 | 21.5691 | 22.6476 | 23.7800 | 24.9690 | 26.2175 | 1,725.53 | 1,811.81 | 1,902.40 | 1,997.52 | 2,097.40 | 3,753.03 | 3,940.69 | 4,137.72 | 4,344.61 | 4,561.85 |
| 0131 | 22.1083 | 23.2137 | 24.3744 | 25.5931 | 26.8728 | 1,768.66 | 1,857.10 | 1,949.95 | 2,047.45 | 2,149.82 | 3,846.84 | 4,039.19 | 4,241.14 | 4,453.20 | 4,675.86 |
| 0132 | 22.6610 | 23.7941 | 24.9838 | 26.2330 | 27.5447 | 1,812.88 | 1,903.53 | 1,998.70 | 2,098.64 | 2,203.58 | 3,943.01 | 4,140.18 | 4,347.17 | 4,564.54 | 4,792.79 |

CITY OF MODESTO
SCHEDULE OF SALARY RANGES IN CITY SERVICE FOR FY 01-02
EFFECTIVE July 31, 2001

SCHEDULE - A
GENERAL NON-SWORN CLASSES
RANGE 3.25% HOURLY

BY-WEEKLY

MONTHLY

| | A | B | C | D | E | A | B | C | D | E | A | B | C | D | E |
|------|---------|---------|---------|---------|---------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| 0133 | 23.2275 | 24.3889 | 25.6083 | 26.8887 | 28.2331 | 1,858.20 | 1,951.11 | 2,048.66 | 2,151.10 | 2,258.65 | 4,041.59 | 4,243.66 | 4,455.84 | 4,678.64 | 4,912.56 |
| 0134 | 23.8082 | 24.9986 | 26.2485 | 27.5609 | 28.9389 | 1,904.66 | 1,999.89 | 2,099.88 | 2,204.87 | 2,315.11 | 4,142.64 | 4,349.76 | 4,567.24 | 4,795.59 | 5,035.36 |
| 0135 | 24.4034 | 25.6236 | 26.9048 | 28.2500 | 29.6625 | 1,952.27 | 2,049.89 | 2,152.38 | 2,260.00 | 2,373.00 | 4,246.19 | 4,458.51 | 4,681.43 | 4,915.50 | 5,161.28 |
| 0136 | 25.0135 | 26.2642 | 27.5774 | 28.9563 | 30.4041 | 2,001.08 | 2,101.14 | 2,206.19 | 2,316.50 | 2,432.33 | 4,352.35 | 4,569.98 | 4,798.46 | 5,038.39 | 5,290.32 |
| 0137 | 25.6388 | 26.9207 | 28.2667 | 29.6800 | 31.1640 | 2,051.10 | 2,153.66 | 2,261.34 | 2,374.40 | 2,493.12 | 4,461.14 | 4,684.21 | 4,918.41 | 5,164.32 | 5,422.54 |
| 0138 | 26.2798 | 27.5938 | 28.9735 | 30.4222 | 31.9433 | 2,102.38 | 2,207.50 | 2,317.88 | 2,433.78 | 2,555.46 | 4,572.68 | 4,801.31 | 5,041.39 | 5,293.47 | 5,558.13 |
| 0139 | 26.9368 | 28.2836 | 29.6978 | 31.1827 | 32.7418 | 2,154.94 | 2,262.69 | 2,375.82 | 2,494.62 | 2,619.34 | 4,686.99 | 4,921.35 | 5,167.41 | 5,425.80 | 5,697.06 |
| 0140 | 27.6102 | 28.9907 | 30.4402 | 31.9622 | 33.5603 | 2,208.82 | 2,319.26 | 2,435.22 | 2,556.98 | 2,684.82 | 4,804.18 | 5,044.39 | 5,296.60 | 5,561.43 | 5,839.48 |
| 0141 | 28.3005 | 29.7155 | 31.2013 | 32.7614 | 34.3995 | 2,264.04 | 2,377.24 | 2,496.10 | 2,620.91 | 2,751.96 | 4,924.29 | 5,170.50 | 5,429.02 | 5,700.48 | 5,985.51 |
| 0142 | 29.0080 | 30.4584 | 31.9813 | 33.5804 | 35.2594 | 2,320.64 | 2,436.67 | 2,558.50 | 2,686.43 | 2,820.75 | 5,047.39 | 5,299.76 | 5,564.74 | 5,842.99 | 6,135.13 |
| 0143 | 29.7332 | 31.2199 | 32.7809 | 34.4199 | 36.1409 | 2,378.66 | 2,497.59 | 2,622.47 | 2,753.59 | 2,891.27 | 5,173.59 | 5,432.26 | 5,703.87 | 5,989.06 | 6,288.51 |
| 0144 | 30.4765 | 32.0003 | 33.6003 | 35.2803 | 37.0443 | 2,438.12 | 2,560.02 | 2,688.02 | 2,822.42 | 2,963.54 | 5,302.91 | 5,568.04 | 5,846.44 | 6,138.76 | 6,445.70 |
| 0145 | 31.2384 | 32.8003 | 34.4403 | 36.1623 | 37.9704 | 2,499.07 | 2,624.02 | 2,755.22 | 2,892.98 | 3,037.63 | 5,435.48 | 5,707.24 | 5,992.60 | 6,292.23 | 6,606.85 |
| 0146 | 32.0194 | 33.6204 | 35.3014 | 37.0665 | 38.9198 | 2,561.55 | 2,689.63 | 2,824.11 | 2,965.32 | 3,113.58 | 5,571.37 | 5,849.95 | 6,142.44 | 6,449.57 | 6,772.04 |
| 0147 | 32.8199 | 34.4609 | 36.1839 | 37.9931 | 39.8928 | 2,625.59 | 2,756.87 | 2,894.71 | 3,039.45 | 3,191.42 | 5,710.66 | 5,996.19 | 6,295.99 | 6,610.80 | 6,941.34 |
| 0148 | 33.6404 | 35.3224 | 37.0885 | 38.9429 | 40.8900 | 2,691.23 | 2,825.79 | 2,967.08 | 3,115.43 | 3,271.20 | 5,853.43 | 6,146.09 | 6,453.40 | 6,776.06 | 7,114.86 |
| 0149 | 34.4814 | 36.2055 | 38.0158 | 39.9166 | 41.9124 | 2,758.51 | 2,896.44 | 3,041.26 | 3,193.33 | 3,352.99 | 5,999.76 | 6,299.76 | 6,614.74 | 6,945.49 | 7,292.75 |
| 0150 | 35.3434 | 37.1106 | 38.9661 | 40.9144 | 42.9601 | 2,827.47 | 2,968.85 | 3,117.29 | 3,273.15 | 3,436.81 | 6,149.75 | 6,457.25 | 6,780.11 | 7,119.10 | 7,475.06 |

CITY OF MODESTO
SCHEDULE OF SALARY RANGES IN CITY SERVICE FOR FY 02-03
EFFECTIVE July 30, 2002

SCHEDULE - A

GENERAL NON-SWORN CLASSES

RANGE 3.00%

HOURLY

BY-WEEKLY

MONTHLY

| | A | B | C | D | E | A | B | C | D | E | A | B | C | D | E |
|------|---------|---------|---------|---------|---------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| 0101 | 10.8562 | 11.3990 | 11.9690 | 12.5675 | 13.1959 | 868.50 | 911.92 | 957.52 | 1,005.40 | 1,055.67 | 1,888.99 | 1,983.43 | 2,082.61 | 2,186.75 | 2,296.08 |
| 0102 | 11.1276 | 11.6840 | 12.2682 | 12.8816 | 13.5257 | 890.21 | 934.72 | 981.46 | 1,030.53 | 1,082.06 | 1,936.21 | 2,033.02 | 2,134.68 | 2,241.40 | 2,353.48 |
| 0103 | 11.4058 | 11.9761 | 12.5749 | 13.2036 | 13.8638 | 912.46 | 958.09 | 1,005.99 | 1,056.29 | 1,109.10 | 1,984.60 | 2,083.85 | 2,188.03 | 2,297.43 | 2,412.29 |
| 0104 | 11.6909 | 12.2754 | 12.8892 | 13.5337 | 14.2104 | 935.27 | 982.03 | 1,031.14 | 1,082.70 | 1,136.83 | 2,034.21 | 2,135.92 | 2,242.73 | 2,354.87 | 2,472.61 |
| 0105 | 11.9832 | 12.5824 | 13.2115 | 13.8721 | 14.5657 | 958.66 | 1,006.59 | 1,056.92 | 1,109.77 | 1,165.26 | 2,085.09 | 2,189.33 | 2,298.80 | 2,413.75 | 2,534.44 |
| 0106 | 12.2828 | 12.8969 | 13.5417 | 14.2188 | 14.9297 | 982.62 | 1,031.75 | 1,083.34 | 1,137.50 | 1,194.38 | 2,137.20 | 2,244.06 | 2,356.26 | 2,474.06 | 2,597.78 |
| 0107 | 12.5899 | 13.2194 | 13.8804 | 14.5744 | 15.3031 | 1,007.19 | 1,057.55 | 1,110.43 | 1,165.95 | 1,224.25 | 2,190.64 | 2,300.17 | 2,415.19 | 2,535.94 | 2,662.74 |
| 0108 | 12.9046 | 13.5498 | 14.2273 | 14.9387 | 15.6856 | 1,032.37 | 1,083.98 | 1,138.18 | 1,195.10 | 1,254.85 | 2,245.40 | 2,357.66 | 2,475.54 | 2,599.34 | 2,729.30 |
| 0109 | 13.2272 | 13.8886 | 14.5830 | 15.3122 | 16.0778 | 1,058.18 | 1,111.09 | 1,166.64 | 1,224.98 | 1,286.22 | 2,301.54 | 2,416.62 | 2,537.44 | 2,664.33 | 2,797.53 |
| 0110 | 13.5579 | 14.2358 | 14.9476 | 15.6950 | 16.4798 | 1,084.63 | 1,138.86 | 1,195.81 | 1,255.60 | 1,318.38 | 2,359.07 | 2,477.02 | 2,600.89 | 2,730.93 | 2,867.48 |
| 0111 | 13.8968 | 14.5916 | 15.3212 | 16.0873 | 16.8917 | 1,111.74 | 1,167.33 | 1,225.70 | 1,286.98 | 1,351.34 | 2,418.03 | 2,538.94 | 2,665.90 | 2,799.18 | 2,939.16 |
| 0112 | 14.2442 | 14.9564 | 15.7042 | 16.4894 | 17.3139 | 1,139.54 | 1,196.51 | 1,256.34 | 1,319.15 | 1,385.11 | 2,478.50 | 2,602.41 | 2,732.54 | 2,869.15 | 3,012.61 |
| 0113 | 14.6003 | 15.3303 | 16.0968 | 16.9016 | 17.7467 | 1,168.02 | 1,226.42 | 1,287.74 | 1,352.13 | 1,419.74 | 2,540.44 | 2,667.46 | 2,800.83 | 2,940.88 | 3,087.93 |
| 0114 | 14.9653 | 15.7136 | 16.4993 | 17.3243 | 18.1905 | 1,197.22 | 1,257.09 | 1,319.94 | 1,385.94 | 1,455.24 | 2,603.95 | 2,734.17 | 2,870.87 | 3,014.42 | 3,165.15 |
| 0115 | 15.3394 | 16.1064 | 16.9117 | 17.7573 | 18.6452 | 1,227.15 | 1,288.51 | 1,352.94 | 1,420.58 | 1,491.62 | 2,669.05 | 2,802.51 | 2,942.64 | 3,089.76 | 3,244.27 |
| 0116 | 15.7229 | 16.5090 | 17.3345 | 18.2012 | 19.1113 | 1,257.83 | 1,320.72 | 1,386.76 | 1,456.10 | 1,528.90 | 2,735.78 | 2,872.57 | 3,016.20 | 3,167.02 | 3,325.36 |
| 0117 | 16.1160 | 16.9218 | 17.7679 | 18.6563 | 19.5891 | 1,289.28 | 1,353.74 | 1,421.43 | 1,492.50 | 1,567.13 | 2,804.18 | 2,944.38 | 3,091.61 | 3,246.19 | 3,408.51 |
| 0118 | 16.5189 | 17.3448 | 18.2120 | 19.1226 | 20.0787 | 1,321.51 | 1,387.58 | 1,456.96 | 1,529.81 | 1,606.30 | 2,874.28 | 3,017.99 | 3,168.89 | 3,327.34 | 3,493.70 |
| 0119 | 16.9319 | 17.7785 | 18.6674 | 19.6008 | 20.5808 | 1,354.55 | 1,422.28 | 1,493.39 | 1,568.06 | 1,646.46 | 2,946.15 | 3,093.46 | 3,248.12 | 3,410.53 | 3,581.05 |
| 0120 | 17.3552 | 18.2230 | 19.1342 | 20.0909 | 21.0954 | 1,388.42 | 1,457.84 | 1,530.74 | 1,607.27 | 1,687.63 | 3,019.81 | 3,170.80 | 3,329.36 | 3,495.81 | 3,670.60 |
| 0121 | 17.7891 | 18.6786 | 19.6125 | 20.5931 | 21.6228 | 1,423.13 | 1,494.29 | 1,569.00 | 1,647.45 | 1,729.82 | 3,095.31 | 3,250.08 | 3,412.58 | 3,583.20 | 3,762.36 |
| 0122 | 18.2338 | 19.1455 | 20.1028 | 21.1079 | 22.1633 | 1,458.70 | 1,531.64 | 1,608.22 | 1,688.63 | 1,773.06 | 3,172.67 | 3,331.32 | 3,497.88 | 3,672.77 | 3,856.41 |
| 0123 | 18.6896 | 19.6241 | 20.6053 | 21.6356 | 22.7174 | 1,495.17 | 1,569.93 | 1,648.42 | 1,730.85 | 1,817.39 | 3,251.99 | 3,414.60 | 3,585.31 | 3,764.60 | 3,952.82 |
| 0124 | 19.1568 | 20.1146 | 21.1203 | 22.1763 | 23.2851 | 1,532.54 | 1,609.17 | 1,689.62 | 1,774.10 | 1,862.81 | 3,333.27 | 3,499.94 | 3,674.92 | 3,858.67 | 4,051.61 |
| 0125 | 19.6357 | 20.6175 | 21.6484 | 22.7308 | 23.8673 | 1,570.86 | 1,649.40 | 1,731.87 | 1,818.46 | 1,909.38 | 3,416.62 | 3,587.45 | 3,766.82 | 3,955.15 | 4,152.90 |
| 0126 | 20.1266 | 21.1329 | 22.1895 | 23.2990 | 24.4640 | 1,610.13 | 1,690.63 | 1,775.16 | 1,863.92 | 1,957.12 | 3,502.03 | 3,677.12 | 3,860.97 | 4,054.03 | 4,256.74 |
| 0127 | 20.6298 | 21.6613 | 22.7444 | 23.8816 | 25.0757 | 1,650.38 | 1,732.90 | 1,819.55 | 1,910.53 | 2,006.06 | 3,589.58 | 3,769.06 | 3,957.52 | 4,155.40 | 4,363.18 |
| 0128 | 21.1455 | 22.2028 | 23.3129 | 24.4785 | 25.7024 | 1,691.64 | 1,776.22 | 1,865.03 | 1,958.28 | 2,056.19 | 3,679.32 | 3,863.28 | 4,056.44 | 4,259.26 | 4,472.21 |
| 0129 | 21.6741 | 22.7578 | 23.8957 | 25.0905 | 26.3450 | 1,733.93 | 1,820.62 | 1,911.66 | 2,007.24 | 2,107.60 | 3,771.30 | 3,959.85 | 4,157.86 | 4,365.75 | 4,584.03 |
| 0130 | 22.2160 | 23.3268 | 24.4931 | 25.7178 | 27.0037 | 1,777.28 | 1,866.14 | 1,959.45 | 2,057.42 | 2,160.30 | 3,865.58 | 4,058.85 | 4,261.80 | 4,474.89 | 4,698.65 |
| 0131 | 22.7714 | 23.9100 | 25.1055 | 26.3608 | 27.6788 | 1,821.71 | 1,912.80 | 2,008.44 | 2,108.86 | 2,214.30 | 3,962.22 | 4,160.34 | 4,368.36 | 4,586.77 | 4,816.10 |
| 0132 | 23.3407 | 24.5077 | 25.7331 | 27.0198 | 28.3708 | 1,867.26 | 1,960.62 | 2,058.65 | 2,161.58 | 2,269.66 | 4,061.29 | 4,264.35 | 4,477.56 | 4,701.44 | 4,936.51 |

CITY OF MODESTO
SCHEDULE OF SALARY RANGES IN CITY SERVICE FOR FY 02-03
EFFECTIVE July 30, 2002

SCHEDULE - A
 GENERAL NON-SWORN CLASSES
 RANGE 3.00% HOURLY

BY-WEEKLY

MONTHLY

| | A | B | C | D | E | A | B | C | D | E | A | B | C | D | E |
|------|---------|---------|---------|---------|---------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| 0133 | 23.9242 | 25.1204 | 26.3764 | 27.6952 | 29.0800 | 1,913.94 | 2,009.63 | 2,110.11 | 2,215.62 | 2,326.40 | 4,162.82 | 4,370.95 | 4,589.49 | 4,818.97 | 5,059.92 |
| 0134 | 24.5223 | 25.7484 | 27.0358 | 28.3876 | 29.8070 | 1,961.78 | 2,059.87 | 2,162.86 | 2,271.01 | 2,384.56 | 4,266.87 | 4,480.22 | 4,704.22 | 4,939.45 | 5,186.42 |
| 0135 | 25.1354 | 26.3922 | 27.7118 | 29.0974 | 30.5523 | 2,010.83 | 2,111.38 | 2,216.94 | 2,327.79 | 2,444.18 | 4,373.56 | 4,592.25 | 4,821.84 | 5,062.94 | 5,316.09 |
| 0136 | 25.7638 | 27.0520 | 28.4046 | 29.8248 | 31.3160 | 2,061.10 | 2,164.16 | 2,272.37 | 2,385.98 | 2,505.28 | 4,482.89 | 4,707.05 | 4,942.40 | 5,189.51 | 5,448.98 |
| 0137 | 26.4079 | 27.7283 | 29.1147 | 30.5704 | 32.0989 | 2,112.63 | 2,218.26 | 2,329.18 | 2,445.63 | 2,567.91 | 4,594.97 | 4,824.72 | 5,065.97 | 5,319.25 | 5,585.20 |
| 0138 | 27.0681 | 28.4215 | 29.8426 | 31.3347 | 32.9014 | 2,165.45 | 2,273.72 | 2,387.41 | 2,506.78 | 2,632.11 | 4,709.85 | 4,945.34 | 5,192.62 | 5,452.25 | 5,724.84 |
| 0139 | 27.7448 | 29.1320 | 30.5886 | 32.1180 | 33.7239 | 2,219.58 | 2,330.56 | 2,447.09 | 2,569.44 | 2,697.91 | 4,827.59 | 5,068.97 | 5,322.42 | 5,588.53 | 5,867.95 |
| 0140 | 28.4384 | 29.8603 | 31.3533 | 32.9210 | 34.5671 | 2,275.07 | 2,388.82 | 2,508.26 | 2,633.68 | 2,765.37 | 4,948.28 | 5,195.68 | 5,455.47 | 5,728.25 | 6,014.68 |
| 0141 | 29.1494 | 30.6069 | 32.1372 | 33.7441 | 35.4313 | 2,331.95 | 2,448.55 | 2,570.98 | 2,699.53 | 2,834.50 | 5,071.99 | 5,325.60 | 5,591.88 | 5,871.48 | 6,165.04 |
| 0142 | 29.8781 | 31.3720 | 32.9406 | 34.5876 | 36.3170 | 2,390.25 | 2,509.76 | 2,635.25 | 2,767.01 | 2,905.36 | 5,198.79 | 5,458.73 | 5,731.67 | 6,018.25 | 6,319.16 |
| 0143 | 30.6251 | 32.1564 | 33.7642 | 35.4524 | 37.2250 | 2,450.01 | 2,572.51 | 2,701.14 | 2,836.19 | 2,978.00 | 5,328.77 | 5,595.21 | 5,874.98 | 6,168.71 | 6,477.15 |
| 0144 | 31.3907 | 32.9602 | 34.6082 | 36.3386 | 38.1555 | 2,511.26 | 2,636.82 | 2,768.66 | 2,907.09 | 3,052.44 | 5,461.99 | 5,735.08 | 6,021.84 | 6,322.92 | 6,639.06 |
| 0145 | 32.1755 | 33.7843 | 35.4735 | 37.2472 | 39.1096 | 2,574.04 | 2,702.74 | 2,837.88 | 2,979.78 | 3,128.77 | 5,598.54 | 5,878.46 | 6,172.39 | 6,481.02 | 6,805.07 |
| 0146 | 32.9799 | 34.6289 | 36.3603 | 38.1783 | 40.0872 | 2,638.39 | 2,770.31 | 2,908.82 | 3,054.26 | 3,206.98 | 5,738.50 | 6,025.42 | 6,326.68 | 6,643.02 | 6,975.18 |
| 0147 | 33.8044 | 35.4946 | 37.2693 | 39.1328 | 41.0894 | 2,704.35 | 2,839.57 | 2,981.54 | 3,130.62 | 3,287.15 | 5,881.96 | 6,176.06 | 6,484.85 | 6,809.10 | 7,149.55 |
| 0148 | 34.6495 | 36.3820 | 38.2011 | 40.1112 | 42.1168 | 2,771.96 | 2,910.56 | 3,056.09 | 3,208.90 | 3,369.34 | 6,029.01 | 6,330.47 | 6,647.00 | 6,979.36 | 7,328.31 |
| 0149 | 35.5157 | 37.2915 | 39.1561 | 41.1139 | 43.1696 | 2,841.26 | 2,983.32 | 3,132.49 | 3,289.11 | 3,453.57 | 6,179.74 | 6,488.72 | 6,813.17 | 7,153.81 | 7,511.51 |
| 0150 | 36.4036 | 38.2238 | 40.1350 | 42.1418 | 44.2489 | 2,912.29 | 3,057.90 | 3,210.80 | 3,371.34 | 3,539.91 | 6,334.23 | 6,650.93 | 6,983.49 | 7,332.66 | 7,699.30 |

CITY OF MODESTO
SCHEDULE OF SALARY RANGES IN CITY SERVICE FOR FY 03-04
EFFECTIVE July 29, 2003

SCHEDULE - A

GENERAL NON-SWORN CLASSES

RANGE 2.75%

HOURLY

BY-WEEKLY

MONTHLY

| | A | B | C | D | E | A | B | C | D | E | A | B | C | D | E |
|------|---------|---------|---------|---------|---------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| 0101 | 11.1547 | 11.7124 | 12.2980 | 12.9129 | 13.5585 | 892.38 | 936.99 | 983.84 | 1,033.03 | 1,084.68 | 1,940.93 | 2,037.95 | 2,139.85 | 2,246.84 | 2,359.18 |
| 0102 | 11.4336 | 12.0053 | 12.6056 | 13.2359 | 13.8977 | 914.69 | 960.42 | 1,008.45 | 1,058.87 | 1,111.82 | 1,989.45 | 2,088.91 | 2,193.38 | 2,303.04 | 2,418.21 |
| 0103 | 11.7194 | 12.3054 | 12.9207 | 13.5667 | 14.2450 | 937.55 | 984.43 | 1,033.66 | 1,085.34 | 1,139.60 | 2,039.17 | 2,141.14 | 2,248.21 | 2,360.61 | 2,478.63 |
| 0104 | 12.0124 | 12.6130 | 13.2437 | 13.9059 | 14.6012 | 960.99 | 1,009.04 | 1,059.50 | 1,112.47 | 1,168.10 | 2,090.15 | 2,194.66 | 2,304.41 | 2,419.62 | 2,540.62 |
| 0105 | 12.3127 | 12.9283 | 13.5747 | 14.2534 | 14.9661 | 985.02 | 1,034.26 | 1,085.98 | 1,140.27 | 1,197.29 | 2,142.42 | 2,249.52 | 2,362.01 | 2,480.09 | 2,604.11 |
| 0106 | 12.6205 | 13.2515 | 13.9141 | 14.6098 | 15.3403 | 1,009.64 | 1,060.12 | 1,113.13 | 1,168.78 | 1,227.22 | 2,195.97 | 2,305.76 | 2,421.06 | 2,542.10 | 2,669.20 |
| 0107 | 12.9360 | 13.5828 | 14.2619 | 14.9750 | 15.7238 | 1,034.88 | 1,086.62 | 1,140.95 | 1,198.00 | 1,257.90 | 2,250.86 | 2,363.40 | 2,481.57 | 2,605.65 | 2,735.93 |
| 0108 | 13.2594 | 13.9224 | 14.6185 | 15.3494 | 16.1169 | 1,060.75 | 1,113.79 | 1,169.48 | 1,227.95 | 1,289.35 | 2,307.13 | 2,422.49 | 2,543.62 | 2,670.79 | 2,804.34 |
| 0109 | 13.5909 | 14.2704 | 14.9839 | 15.7331 | 16.5198 | 1,087.27 | 1,141.63 | 1,198.71 | 1,258.65 | 1,321.58 | 2,364.81 | 2,483.05 | 2,607.19 | 2,737.56 | 2,874.44 |
| 0110 | 13.9307 | 14.6272 | 15.3586 | 16.1265 | 16.9328 | 1,114.46 | 1,170.18 | 1,228.69 | 1,290.12 | 1,354.62 | 2,423.95 | 2,545.14 | 2,672.40 | 2,806.01 | 2,946.30 |
| 0111 | 14.2790 | 14.9930 | 15.7427 | 16.5298 | 17.3563 | 1,142.32 | 1,199.44 | 1,259.42 | 1,322.38 | 1,388.50 | 2,484.55 | 2,608.78 | 2,739.24 | 2,876.18 | 3,019.99 |
| 0112 | 14.6360 | 15.3678 | 16.1362 | 16.9430 | 17.7902 | 1,170.88 | 1,229.42 | 1,290.90 | 1,355.44 | 1,423.22 | 2,546.66 | 2,673.99 | 2,807.71 | 2,948.08 | 3,095.50 |
| 0113 | 15.0019 | 15.7520 | 16.5396 | 17.3666 | 18.2349 | 1,200.15 | 1,260.16 | 1,323.17 | 1,389.33 | 1,458.79 | 2,610.33 | 2,740.85 | 2,877.89 | 3,021.79 | 3,172.87 |
| 0114 | 15.3769 | 16.1457 | 16.9530 | 17.8007 | 18.6907 | 1,230.15 | 1,291.66 | 1,356.24 | 1,424.06 | 1,495.26 | 2,675.58 | 2,809.36 | 2,949.82 | 3,097.33 | 3,252.19 |
| 0115 | 15.7613 | 16.5494 | 17.3769 | 18.2457 | 19.1580 | 1,260.90 | 1,323.95 | 1,390.15 | 1,459.66 | 1,532.64 | 2,742.46 | 2,879.59 | 3,023.58 | 3,174.76 | 3,333.49 |
| 0116 | 16.1553 | 16.9631 | 17.8113 | 18.7019 | 19.6370 | 1,292.42 | 1,357.05 | 1,424.90 | 1,496.15 | 1,570.96 | 2,811.01 | 2,951.58 | 3,099.16 | 3,254.13 | 3,416.84 |
| 0117 | 16.5592 | 17.3872 | 18.2566 | 19.1694 | 20.1279 | 1,324.74 | 1,390.98 | 1,460.53 | 1,533.55 | 1,610.23 | 2,881.31 | 3,025.38 | 3,176.65 | 3,335.47 | 3,502.25 |
| 0118 | 16.9732 | 17.8219 | 18.7130 | 19.6487 | 20.6311 | 1,357.86 | 1,425.75 | 1,497.04 | 1,571.90 | 1,650.49 | 2,953.35 | 3,101.01 | 3,256.06 | 3,418.88 | 3,589.82 |
| 0119 | 17.3975 | 18.2674 | 19.1808 | 20.1398 | 21.1468 | 1,391.80 | 1,461.39 | 1,534.46 | 1,611.18 | 1,691.74 | 3,027.17 | 3,178.52 | 3,337.45 | 3,504.32 | 3,679.53 |
| 0120 | 17.8324 | 18.7240 | 19.6602 | 20.6432 | 21.6754 | 1,426.59 | 1,497.92 | 1,572.82 | 1,651.46 | 1,734.03 | 3,102.83 | 3,257.98 | 3,420.88 | 3,591.93 | 3,771.52 |
| 0121 | 18.2782 | 19.1921 | 20.1517 | 21.1593 | 22.2173 | 1,462.26 | 1,535.37 | 1,612.14 | 1,692.74 | 1,777.38 | 3,180.42 | 3,339.43 | 3,506.40 | 3,681.71 | 3,865.80 |
| 0122 | 18.7352 | 19.6720 | 20.6556 | 21.6884 | 22.7728 | 1,498.82 | 1,573.76 | 1,652.45 | 1,735.07 | 1,821.82 | 3,259.93 | 3,422.93 | 3,594.08 | 3,773.78 | 3,962.46 |
| 0123 | 19.2036 | 20.1638 | 21.1720 | 22.2306 | 23.3421 | 1,536.29 | 1,613.10 | 1,693.76 | 1,778.45 | 1,867.37 | 3,341.43 | 3,508.49 | 3,683.93 | 3,868.13 | 4,061.53 |
| 0124 | 19.6837 | 20.6679 | 21.7013 | 22.7864 | 23.9257 | 1,574.70 | 1,653.43 | 1,736.10 | 1,822.91 | 1,914.06 | 3,424.97 | 3,596.21 | 3,776.02 | 3,964.83 | 4,163.08 |
| 0125 | 20.1758 | 21.1846 | 22.2438 | 23.3560 | 24.5238 | 1,614.06 | 1,694.77 | 1,779.50 | 1,868.48 | 1,961.90 | 3,510.58 | 3,686.12 | 3,870.41 | 4,063.94 | 4,267.13 |
| 0126 | 20.6802 | 21.7142 | 22.7999 | 23.9399 | 25.1369 | 1,654.42 | 1,737.14 | 1,823.99 | 1,915.19 | 2,010.95 | 3,598.36 | 3,778.28 | 3,967.18 | 4,165.54 | 4,373.82 |
| 0127 | 21.1972 | 22.2571 | 23.3700 | 24.5385 | 25.7654 | 1,695.78 | 1,780.57 | 1,869.60 | 1,963.08 | 2,061.23 | 3,688.32 | 3,872.74 | 4,066.38 | 4,269.70 | 4,483.18 |
| 0128 | 21.7271 | 22.8135 | 23.9542 | 25.1519 | 26.4095 | 1,738.17 | 1,825.08 | 1,916.34 | 2,012.15 | 2,112.76 | 3,780.52 | 3,969.55 | 4,168.04 | 4,376.43 | 4,595.25 |
| 0129 | 22.2703 | 23.3838 | 24.5530 | 25.7807 | 27.0697 | 1,781.62 | 1,870.70 | 1,964.24 | 2,062.46 | 2,165.58 | 3,875.02 | 4,068.77 | 4,272.22 | 4,485.85 | 4,710.14 |
| 0130 | 22.8271 | 23.9685 | 25.1669 | 26.4252 | 27.7465 | 1,826.17 | 1,917.48 | 2,013.35 | 2,114.02 | 2,219.72 | 3,971.92 | 4,170.52 | 4,379.04 | 4,597.99 | 4,827.89 |
| 0131 | 23.3978 | 24.5677 | 25.7961 | 27.0859 | 28.4402 | 1,871.82 | 1,965.42 | 2,063.69 | 2,166.87 | 2,275.22 | 4,071.21 | 4,274.79 | 4,488.53 | 4,712.94 | 4,948.60 |
| 0132 | 23.9827 | 25.1818 | 26.4409 | 27.7629 | 29.1510 | 1,918.62 | 2,014.54 | 2,115.27 | 2,221.03 | 2,332.08 | 4,173.00 | 4,381.62 | 4,600.71 | 4,830.74 | 5,072.27 |

CITY OF MODESTO
SCHEDULE OF SALARY RANGES IN CITY SERVICE FOR FY 03-04
EFFECTIVE July 29, 2003

SCHEDULE - A

GENERAL NON-SWORN CLASSES

RANGE 2.75%

HOURLY

BY-WEEKLY

MONTHLY

| | A | B | C | D | E | A | B | C | D | E | A | B | C | D | E |
|------|---------|---------|---------|---------|---------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| 0133 | 24.5823 | 25.8114 | 27.1020 | 28.4571 | 29.8800 | 1,966.58 | 2,064.91 | 2,168.16 | 2,276.57 | 2,390.40 | 4,277.31 | 4,491.18 | 4,715.75 | 4,951.54 | 5,199.12 |
| 0134 | 25.1969 | 26.4567 | 27.7795 | 29.1685 | 30.6269 | 2,015.75 | 2,116.54 | 2,222.36 | 2,333.48 | 2,450.15 | 4,384.26 | 4,603.47 | 4,833.63 | 5,075.32 | 5,329.08 |
| 0135 | 25.8268 | 27.1181 | 28.4740 | 29.8977 | 31.3926 | 2,066.14 | 2,169.45 | 2,277.92 | 2,391.82 | 2,511.41 | 4,493.85 | 4,718.55 | 4,954.48 | 5,202.21 | 5,462.32 |
| 0136 | 26.4725 | 27.7961 | 29.1859 | 30.6452 | 32.1775 | 2,117.80 | 2,223.69 | 2,334.87 | 2,451.62 | 2,574.20 | 4,606.22 | 4,836.53 | 5,078.34 | 5,332.27 | 5,598.89 |
| 0137 | 27.1343 | 28.4910 | 29.9156 | 31.4114 | 32.9820 | 2,170.74 | 2,279.28 | 2,393.25 | 2,512.91 | 2,638.56 | 4,721.36 | 4,957.43 | 5,205.32 | 5,465.58 | 5,738.87 |
| 0138 | 27.8127 | 29.2033 | 30.6635 | 32.1967 | 33.8065 | 2,225.02 | 2,336.26 | 2,453.08 | 2,575.74 | 2,704.52 | 4,839.42 | 5,081.37 | 5,335.45 | 5,602.23 | 5,882.33 |
| 0139 | 28.5080 | 29.9334 | 31.4301 | 33.0016 | 34.6517 | 2,280.64 | 2,394.67 | 2,514.41 | 2,640.13 | 2,772.14 | 4,960.39 | 5,208.41 | 5,468.84 | 5,742.28 | 6,029.40 |
| 0140 | 29.2207 | 30.6817 | 32.2158 | 33.8266 | 35.5179 | 2,337.66 | 2,454.54 | 2,577.26 | 2,706.13 | 2,841.43 | 5,084.41 | 5,338.62 | 5,605.54 | 5,885.83 | 6,180.11 |
| 0141 | 29.9512 | 31.4488 | 33.0212 | 34.6723 | 36.4059 | 2,396.10 | 2,515.90 | 2,641.70 | 2,773.78 | 2,912.47 | 5,211.52 | 5,472.08 | 5,745.70 | 6,032.97 | 6,334.62 |
| 0142 | 30.7000 | 32.2350 | 33.8468 | 35.5391 | 37.3161 | 2,456.00 | 2,578.80 | 2,707.74 | 2,843.13 | 2,985.29 | 5,341.80 | 5,608.89 | 5,889.33 | 6,183.81 | 6,493.01 |
| 0143 | 31.4675 | 33.0409 | 34.6929 | 36.4275 | 38.2489 | 2,517.40 | 2,643.27 | 2,775.43 | 2,914.20 | 3,059.91 | 5,475.35 | 5,749.11 | 6,036.56 | 6,338.39 | 6,655.30 |
| 0144 | 32.2542 | 33.8669 | 35.5602 | 37.3382 | 39.2051 | 2,580.34 | 2,709.35 | 2,844.82 | 2,987.06 | 3,136.41 | 5,612.24 | 5,892.84 | 6,187.48 | 6,496.86 | 6,821.69 |
| 0145 | 33.0606 | 34.7136 | 36.4493 | 38.2718 | 40.1854 | 2,644.85 | 2,777.09 | 2,915.94 | 3,061.74 | 3,214.83 | 5,752.55 | 6,040.17 | 6,342.17 | 6,659.28 | 6,992.26 |
| 0146 | 33.8871 | 35.5815 | 37.3606 | 39.2286 | 41.1900 | 2,710.97 | 2,846.52 | 2,988.85 | 3,138.29 | 3,295.20 | 5,896.36 | 6,191.18 | 6,500.75 | 6,825.78 | 7,167.06 |
| 0147 | 34.7343 | 36.4710 | 38.2946 | 40.2093 | 42.2198 | 2,778.74 | 2,917.68 | 3,063.57 | 3,216.74 | 3,377.58 | 6,043.76 | 6,345.95 | 6,663.26 | 6,996.41 | 7,346.24 |
| 0148 | 35.6027 | 37.3828 | 39.2519 | 41.2145 | 43.2752 | 2,848.22 | 2,990.62 | 3,140.15 | 3,297.16 | 3,462.02 | 6,194.88 | 6,504.60 | 6,829.83 | 7,171.32 | 7,529.89 |
| 0149 | 36.4928 | 38.3174 | 40.2333 | 42.2450 | 44.3573 | 2,919.42 | 3,065.39 | 3,218.66 | 3,379.60 | 3,548.58 | 6,349.74 | 6,667.22 | 7,000.59 | 7,350.63 | 7,718.16 |
| 0150 | 37.4051 | 39.2754 | 41.2392 | 43.3012 | 45.4663 | 2,992.41 | 3,142.03 | 3,299.14 | 3,464.10 | 3,637.30 | 6,508.49 | 6,833.92 | 7,175.63 | 7,534.42 | 7,911.13 |

CITY OF MODESTO
SCHEDULE OF SALARY RANGES IN CITY SERVICE FOR FY 04-05
EFFECTIVE July 27, 2004

SCHEDULE - A

GENERAL NON-SWORN CLASSES

RANGE 3.50%

HOURLY

BY-WEEKLY

MONTHLY

| | A | B | C | D | E | A | B | C | D | E | A | B | C | D | E |
|------|---------|---------|---------|---------|---------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| 0101 | 11.5451 | 12.1224 | 12.7285 | 13.3649 | 14.0331 | 923.61 | 969.79 | 1,018.28 | 1,069.19 | 1,122.65 | 2,008.85 | 2,109.29 | 2,214.76 | 2,325.49 | 2,441.76 |
| 0102 | 11.8337 | 12.4254 | 13.0467 | 13.6990 | 14.3840 | 946.70 | 994.03 | 1,043.74 | 1,095.92 | 1,150.72 | 2,059.07 | 2,162.02 | 2,270.13 | 2,383.63 | 2,502.82 |
| 0103 | 12.1295 | 12.7360 | 13.3728 | 14.0414 | 14.7435 | 970.36 | 1,018.88 | 1,069.82 | 1,123.31 | 1,179.48 | 2,110.53 | 2,216.06 | 2,326.86 | 2,443.20 | 2,565.37 |
| 0104 | 12.4327 | 13.0543 | 13.7070 | 14.3924 | 15.1120 | 994.62 | 1,044.34 | 1,096.56 | 1,151.39 | 1,208.96 | 2,163.30 | 2,271.44 | 2,385.02 | 2,504.27 | 2,629.49 |
| 0105 | 12.7435 | 13.3807 | 14.0497 | 14.7522 | 15.4898 | 1,019.48 | 1,070.46 | 1,123.98 | 1,180.18 | 1,239.18 | 2,217.37 | 2,328.25 | 2,444.66 | 2,566.89 | 2,695.22 |
| 0106 | 13.0621 | 13.7152 | 14.4010 | 15.1211 | 15.8772 | 1,044.97 | 1,097.22 | 1,152.08 | 1,209.69 | 1,270.18 | 2,272.81 | 2,386.45 | 2,505.77 | 2,631.08 | 2,762.64 |
| 0107 | 13.3887 | 14.0581 | 14.7610 | 15.4991 | 16.2741 | 1,071.10 | 1,124.65 | 1,180.88 | 1,239.93 | 1,301.93 | 2,329.64 | 2,446.11 | 2,568.41 | 2,696.85 | 2,831.70 |
| 0108 | 13.7234 | 14.4096 | 15.1301 | 15.8866 | 16.6809 | 1,097.87 | 1,152.77 | 1,210.41 | 1,270.93 | 1,334.47 | 2,387.87 | 2,507.27 | 2,632.64 | 2,764.27 | 2,902.47 |
| 0109 | 14.0665 | 14.7698 | 15.5083 | 16.2837 | 17.0979 | 1,125.32 | 1,181.58 | 1,240.66 | 1,302.70 | 1,367.83 | 2,447.57 | 2,569.94 | 2,698.44 | 2,833.37 | 2,975.03 |
| 0110 | 14.4182 | 15.1391 | 15.8961 | 16.6909 | 17.5254 | 1,153.46 | 1,211.13 | 1,271.69 | 1,335.27 | 1,402.03 | 2,508.78 | 2,634.21 | 2,765.93 | 2,904.21 | 3,049.42 |
| 0111 | 14.7787 | 15.5176 | 16.2935 | 17.1082 | 17.9636 | 1,182.30 | 1,241.41 | 1,303.48 | 1,368.66 | 1,437.09 | 2,571.50 | 2,700.07 | 2,835.07 | 2,976.84 | 3,125.67 |
| 0112 | 15.1482 | 15.9056 | 16.7009 | 17.5359 | 18.4127 | 1,211.86 | 1,272.45 | 1,336.07 | 1,402.87 | 1,473.02 | 2,635.80 | 2,767.58 | 2,905.95 | 3,051.24 | 3,203.82 |
| 0113 | 15.5269 | 16.3032 | 17.1184 | 17.9743 | 18.8730 | 1,242.15 | 1,304.26 | 1,369.47 | 1,437.94 | 1,509.84 | 2,701.68 | 2,836.77 | 2,978.60 | 3,127.52 | 3,283.90 |
| 0114 | 15.9151 | 16.7109 | 17.5464 | 18.4237 | 19.3449 | 1,273.21 | 1,336.87 | 1,403.71 | 1,473.90 | 1,547.59 | 2,769.23 | 2,907.69 | 3,053.07 | 3,205.73 | 3,366.01 |
| 0115 | 16.3130 | 17.1287 | 17.9851 | 18.8844 | 19.8286 | 1,305.04 | 1,370.30 | 1,438.81 | 1,510.75 | 1,586.29 | 2,838.46 | 2,980.40 | 3,129.41 | 3,285.88 | 3,450.18 |
| 0116 | 16.7208 | 17.5568 | 18.4346 | 19.3563 | 20.3241 | 1,337.66 | 1,404.54 | 1,474.77 | 1,548.50 | 1,625.93 | 2,909.41 | 3,054.87 | 3,207.62 | 3,367.99 | 3,536.40 |
| 0117 | 17.1388 | 17.9957 | 18.8955 | 19.8403 | 20.8323 | 1,371.10 | 1,439.66 | 1,511.64 | 1,587.22 | 1,666.58 | 2,982.14 | 3,131.26 | 3,287.82 | 3,452.20 | 3,624.81 |
| 0118 | 17.5673 | 18.4457 | 19.3680 | 20.3364 | 21.3532 | 1,405.38 | 1,475.66 | 1,549.44 | 1,626.91 | 1,708.26 | 3,056.70 | 3,209.56 | 3,370.03 | 3,538.53 | 3,715.47 |
| 0119 | 18.0065 | 18.9068 | 19.8521 | 20.8447 | 21.8869 | 1,440.52 | 1,512.54 | 1,588.17 | 1,667.58 | 1,750.95 | 3,133.13 | 3,289.77 | 3,454.27 | 3,626.99 | 3,808.32 |
| 0120 | 18.4567 | 19.3795 | 20.3485 | 21.3659 | 22.4342 | 1,476.54 | 1,550.36 | 1,627.88 | 1,709.27 | 1,794.74 | 3,211.47 | 3,372.03 | 3,540.64 | 3,717.66 | 3,903.56 |
| 0121 | 18.9181 | 19.8640 | 20.8572 | 21.9001 | 22.9951 | 1,513.45 | 1,589.12 | 1,668.58 | 1,752.01 | 1,839.61 | 3,291.75 | 3,456.34 | 3,629.16 | 3,810.62 | 4,001.15 |
| 0122 | 19.3911 | 20.3607 | 21.3787 | 22.4476 | 23.5700 | 1,551.29 | 1,628.86 | 1,710.30 | 1,795.81 | 1,885.60 | 3,374.06 | 3,542.77 | 3,719.90 | 3,905.89 | 4,101.18 |
| 0123 | 19.8759 | 20.8697 | 21.9132 | 23.0089 | 24.1593 | 1,590.07 | 1,669.58 | 1,753.06 | 1,840.71 | 1,932.74 | 3,458.40 | 3,631.34 | 3,812.91 | 4,003.54 | 4,203.71 |
| 0124 | 20.3728 | 21.3914 | 22.4610 | 23.5841 | 24.7633 | 1,629.82 | 1,711.31 | 1,796.88 | 1,886.73 | 1,981.06 | 3,544.86 | 3,722.10 | 3,908.21 | 4,103.64 | 4,308.81 |
| 0125 | 20.8821 | 21.9262 | 23.0225 | 24.1736 | 25.3823 | 1,670.57 | 1,754.10 | 1,841.80 | 1,933.89 | 2,030.58 | 3,633.49 | 3,815.17 | 4,005.92 | 4,206.21 | 4,416.51 |
| 0126 | 21.4042 | 22.4744 | 23.5981 | 24.7780 | 26.0169 | 1,712.34 | 1,797.95 | 1,887.85 | 1,982.24 | 2,081.35 | 3,724.34 | 3,910.54 | 4,106.07 | 4,311.37 | 4,526.94 |
| 0127 | 21.9393 | 23.0363 | 24.1881 | 25.3975 | 26.6674 | 1,755.14 | 1,842.90 | 1,935.05 | 2,031.80 | 2,133.39 | 3,817.43 | 4,008.31 | 4,208.73 | 4,419.17 | 4,640.12 |
| 0128 | 22.4878 | 23.6122 | 24.7928 | 26.0324 | 27.3340 | 1,799.02 | 1,888.98 | 1,983.42 | 2,082.59 | 2,186.72 | 3,912.87 | 4,108.53 | 4,313.94 | 4,529.63 | 4,756.12 |
| 0129 | 23.0500 | 24.2025 | 25.4126 | 26.6832 | 28.0174 | 1,844.00 | 1,936.20 | 2,033.01 | 2,134.66 | 2,241.39 | 4,010.70 | 4,211.24 | 4,421.80 | 4,642.89 | 4,875.02 |
| 0130 | 23.6263 | 24.8076 | 26.0480 | 27.3504 | 28.7179 | 1,890.10 | 1,984.61 | 2,083.84 | 2,188.03 | 2,297.43 | 4,110.97 | 4,316.53 | 4,532.35 | 4,758.97 | 4,996.91 |
| 0131 | 24.2170 | 25.4279 | 26.6993 | 28.0343 | 29.4360 | 1,937.36 | 2,034.23 | 2,135.94 | 2,242.74 | 2,354.88 | 4,213.76 | 4,424.45 | 4,645.67 | 4,877.96 | 5,121.86 |
| 0132 | 24.8224 | 26.0635 | 27.3667 | 28.7350 | 30.1718 | 1,985.79 | 2,085.08 | 2,189.34 | 2,298.80 | 2,413.74 | 4,319.09 | 4,535.05 | 4,761.81 | 4,999.89 | 5,249.88 |

CITY OF MODESTO
SCHEDULE OF SALARY RANGES IN CITY SERVICE FOR FY 04-05
EFFECTIVE July 27, 2004

SCHEDULE - A
GENERAL NON-SWORN CLASSES
RANGE 3.50% HOURLY

BY-WEEKLY

MONTHLY

| | A | B | C | D | E | A | B | C | D | E | A | B | C | D | E |
|------|---------|---------|---------|---------|---------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| 0133 | 25.4430 | 26.7152 | 28.0510 | 29.4536 | 30.9263 | 2,035.44 | 2,137.22 | 2,244.08 | 2,356.29 | 2,474.10 | 4,427.08 | 4,648.45 | 4,880.87 | 5,124.93 | 5,381.17 |
| 0134 | 26.0791 | 27.3831 | 28.7523 | 30.1899 | 31.6994 | 2,086.33 | 2,190.65 | 2,300.18 | 2,415.19 | 2,535.95 | 4,537.77 | 4,764.66 | 5,002.89 | 5,253.04 | 5,515.69 |
| 0135 | 26.7311 | 28.0677 | 29.4711 | 30.9447 | 32.4919 | 2,138.49 | 2,245.42 | 2,357.69 | 2,475.58 | 2,599.35 | 4,651.22 | 4,883.79 | 5,127.98 | 5,384.39 | 5,653.59 |
| 0136 | 27.3994 | 28.7694 | 30.2079 | 31.7183 | 33.3042 | 2,191.95 | 2,301.55 | 2,416.63 | 2,537.46 | 2,664.34 | 4,767.49 | 5,005.87 | 5,256.17 | 5,518.98 | 5,794.94 |
| 0137 | 28.0844 | 29.4886 | 30.9630 | 32.5112 | 34.1368 | 2,246.75 | 2,359.09 | 2,477.04 | 2,600.90 | 2,730.94 | 4,886.68 | 5,131.02 | 5,387.56 | 5,656.96 | 5,939.79 |
| 0138 | 28.7865 | 30.2258 | 31.7371 | 33.3240 | 34.9902 | 2,302.92 | 2,418.06 | 2,538.97 | 2,665.92 | 2,799.22 | 5,008.85 | 5,259.28 | 5,522.26 | 5,798.38 | 6,088.30 |
| 0139 | 29.5062 | 30.9815 | 32.5306 | 34.1571 | 35.8650 | 2,360.50 | 2,478.52 | 2,602.45 | 2,732.57 | 2,869.20 | 5,134.09 | 5,390.78 | 5,660.33 | 5,943.34 | 6,240.51 |
| 0140 | 30.2439 | 31.7561 | 33.3439 | 35.0111 | 36.7617 | 2,419.51 | 2,540.49 | 2,667.51 | 2,800.89 | 2,940.94 | 5,262.43 | 5,525.57 | 5,801.83 | 6,091.94 | 6,396.54 |
| 0141 | 31.0000 | 32.5500 | 34.1775 | 35.8864 | 37.6807 | 2,480.00 | 2,604.00 | 2,734.20 | 2,870.91 | 3,014.46 | 5,394.00 | 5,663.70 | 5,946.89 | 6,244.23 | 6,556.45 |
| 0142 | 31.7750 | 33.3638 | 35.0320 | 36.7836 | 38.6228 | 2,542.00 | 2,669.10 | 2,802.56 | 2,942.69 | 3,089.82 | 5,528.85 | 5,805.29 | 6,095.57 | 6,400.35 | 6,720.36 |
| 0143 | 32.5694 | 34.1979 | 35.9078 | 37.7032 | 39.5884 | 2,605.55 | 2,735.83 | 2,872.62 | 3,016.26 | 3,167.07 | 5,667.07 | 5,950.43 | 6,247.95 | 6,560.37 | 6,888.38 |
| 0144 | 33.3836 | 35.0528 | 36.8054 | 38.6457 | 40.5780 | 2,670.69 | 2,804.22 | 2,944.43 | 3,091.66 | 3,246.24 | 5,808.75 | 6,099.18 | 6,404.14 | 6,724.36 | 7,060.57 |
| 0145 | 34.2182 | 35.9291 | 37.7256 | 39.6119 | 41.5925 | 2,737.46 | 2,874.33 | 3,018.05 | 3,168.95 | 3,327.40 | 5,953.98 | 6,251.67 | 6,564.26 | 6,892.47 | 7,237.10 |
| 0146 | 35.0737 | 36.8274 | 38.6688 | 40.6022 | 42.6323 | 2,805.90 | 2,946.19 | 3,093.50 | 3,248.18 | 3,410.58 | 6,102.83 | 6,407.96 | 6,728.36 | 7,064.79 | 7,418.01 |
| 0147 | 35.9505 | 37.7480 | 39.6354 | 41.6172 | 43.6981 | 2,876.04 | 3,019.84 | 3,170.83 | 3,329.38 | 3,495.85 | 6,255.39 | 6,568.15 | 6,896.56 | 7,241.40 | 7,603.47 |
| 0148 | 36.8493 | 38.6918 | 40.6264 | 42.6577 | 44.7906 | 2,947.94 | 3,095.34 | 3,250.11 | 3,412.62 | 3,583.25 | 6,411.77 | 6,732.36 | 7,068.99 | 7,422.45 | 7,793.57 |
| 0149 | 37.7705 | 39.6590 | 41.6420 | 43.7241 | 45.9103 | 3,021.64 | 3,172.72 | 3,331.36 | 3,497.93 | 3,672.82 | 6,572.07 | 6,900.67 | 7,245.71 | 7,608.00 | 7,988.38 |
| 0150 | 38.7148 | 40.6505 | 42.6830 | 44.8172 | 47.0581 | 3,097.18 | 3,252.04 | 3,414.64 | 3,585.38 | 3,764.65 | 6,736.37 | 7,073.19 | 7,426.84 | 7,798.20 | 8,188.11 |