MEMORANDUM OF UNDERSTANDING
BETWEEN THE CITY OF LOMA LINDA
AND
SAN BERNARDINO PUBLIC EMPLOYEES' ASSOCIATION

ARTICLE 1. PREAMBLE

This Memorandum of Understanding is made and entered into between the San Bernardino Public Employees' Association (SBPEA), hereinafter referred to as "Association" and the City of Loma Linda hereinafter referred to as "City," pursuant to the California Government Code Sections 3500 et seq.

ARTICLE 2. RECOGNITION

The City hereby recognizes San Bernardino Public Employees Association as the exclusive recognized organization for the employees in the classifications as listed in Appendix "A", as well as employees in such classes as may be added to this unit hereafter by the City.

ARTICLE 3. MANAGEMENT RIGHTS

Except as otherwise provided in a memorandum of understanding adopted by the City Council, or in the personnel rules and regulations, the City has and retains the sole and exclusive rights and functions of management, including, but not limited to the following:

A. To determine the merits, necessity, or organization of any service or activity provided by law or executive order; the mission of its constituent departments, commissions and boards; budgets and appropriations of funds; and to set municipal fees and charges.

B. To decide upon and manage all facilities and operations carried on by or in behalf of the City including the locations, methods, means, and employees by which the City's functions are to be conducted.

C. To establish and change job contents and work methods, techniques, processes and production standards.

D. To determine the size and composition of the work force and to direct the work force, including the hiring, training, evaluation, promotion, demotion, discharge or transfer of employees.

E. To determine the layout, machinery, equipment and materials to be used, and to introduce new, improved, adjusted or different methods of operation.

F. To establish, implement and apply work quality and quantity standards.

G. To transfer work from one job to another or from one work location or unit to another.

H. To relieve employees from duty for lack of work, lack of funds or other reasons deemed by management to be in the public interest.

I. To promote, grant pay increases and otherwise reward employees in accordance with the established pay plan.

J. To establish and revise job classifications and allocate positions to classifications.

K. To contract for the performance of City services, construction, maintenance, or any other work with outside public or private entities.

ARTICLE 4. ASSOCIATION RIGHTS AND DUES

The Association retains the right to engage in the meet and confer process and employer/employee relations including, but not limited to, wages, hours and other terms and conditions of employment.

A. The City shall deduct dues and other premiums biweekly of each employee member and Remit to the Association for the duration of this Memorandum of Understanding such monies that employees authorize in writing the City of deduct.

B. The Association agrees to hold harmless and indemnify the City against any such claims, causes of action, or lawsuits arising from such deductions or transmittal of such deductions to the Association.

ARTICLE 5. CONCLUSION OF AGREEMENT

The parties have met and conferred in good faith regarding wages, hours, and other terms and conditions of employment; and it is mutually agreed that this Memorandum of Understanding shall be effective for the period beginning July 1, 2013 and ending June 30, 2015.

This Memorandum of Understanding contains all the covenants, stipulations, and provisions agreed upon by the parties. It is understood that all items relating to employee wages, hours, and other terms and conditions of employment not covered in this Memorandum of Understanding are covered by existing ordinances, resolutions, policies and practices of the City. Provisions of this Memorandum of Understanding apply only to employees represented by the Association.

ARTICLE 6. CITY COUNCIL DETERMINATION

This Memorandum of Understanding shall be presented to the Loma Linda City Council for its determination of appropriate ordinances, resolutions, and other additional actions shall be considered to implement the provisions of this Memorandum.

ARTICLE 7. HOURS OF WORK

A. 4/10 Work Schedule – Employees currently working a forty-hour (40) per week schedule may be assigned to a 4/10-work schedule consisting of four (4) ten (10) hour days in a seven (7) day period; hours to be determined by the City Manager.

B. Holiday Schedule – the hour value of a holiday shall be equivalent to the scheduled workday (i.e. if on a 10 hour day schedule, holiday would be compensated at 10 hours; if on an 8 hour day schedule, holiday would be compensated at 8 hours). In conjunction with the 4/10 work schedule, if a scheduled holiday falls on a Sunday, the following Monday shall be observed as the holiday; if a scheduled holiday falls on a Friday or Saturday, it shall be converted to a floating holiday; if a scheduled holiday falls on any other scheduled off work day, it shall be converted to a floating holiday. These floating

holidays shall be subject to the same restrictions as other floating holidays, except that they must be taken after the holiday for which they substitute.

ARTICLE 8. COMPENSATION

A. SALARY RATES

a. 2% cost-of-living adjustment effective July 1, 2013, and

b. 2% cost-of-living adjustment effective July 1, 2014

As reflected in accordance with Appendix "B".

B. SENIORITY SALARY RATE

a. Employees who have received a salary rate at the 6th step of the salary range for their class for a period of not less than 3 continuous years will have their salary adjusted to the 7th step (2.5%).

b. Effective July 1, 2006, members who have received the seniority salary rate at the 7th step of the salary range for their class for a period of not less than three (3) continuous years will have their salary adjusted to the 8th step (2.5%) (2nd Seniority Salary Rate). After the July 1, 2006 date, eligible employees will be granted the "G" step when they complete the required three (3) years at Step "F".

C. SALARY ON APPOINTMENT

A newly hired employee shall normally be compensated at Step "1" of the salary range to which his/her class is allocated. If exceptional recruitment difficulties are encountered, or a candidate is exceptionally qualified, appointment at a higher step may be authorized by the Personnel Officer. All regular employees in the affected class who are being paid at a step lower than that set for the new employee may have their salaries adjusted to the same step as that set for the new employee. The City Manager will decide each case based in part on a consideration of the experience and education of affected employees and needs of the City.

D. MERIT SALARY ADJUSTMENTS

Advancement within a salary range shall not be automatic but based upon job performance and the increased value of the employee's service to the City. Salary adjustments shall be granted upon approval of the department head and the Personnel Officer. Employees shall be evaluated for merit salary increases in accordance with the following:

a. Employees who receive the A step upon initial employment, re-employment, or promotion are eligible for a merit salary review for advancement to the next step in the salary range after six (6) months of service. An employee who receives other than the first step of the salary range upon initial employment, re-employment, or promotion shall be eligible for a merit salary review after 12 months dating from the effective date of his/her employment, re-employment or promotion. Subsequent merit salary review dates shall fall upon the completion of twelve (12) month service periods dating from the effective date of the preceding merit increase. Merit salary reviews are contingent upon the employee's salary rate being less than or equivalent to step 6 of his/her class.

b. The granting of an official leave of absence without pay, other than ordered military leave and qualifying FMLA and CFRA leave, shall cause the employee's merit salary review date to be extended the number of calendar days she/he was on leave.

c. If an employee's performance clearly exceeds the appropriate performance standard the City Manager may grant the employee a five percent (5%) increase in salary above the established rate for his/her class for a period not to exceed twelve months.

E. SALARY ON PROMOTION

An employee who is promoted shall receive the nearest higher base salary rate in the new salary range that would constitute a minimum one-step salary increase (approximately 5%) over the base salary rate being received upon promotion, provided that the employee may not receive a salary rate in excess of the maximum of the range. The employee shall be given a new merit salary review date based upon the effective date of the promotion. An employee receiving a "Y" salary rate prior to his/her promotion shall not have his/her salary reduced by reason of such promotion.

F. SALARY ON TRANSFER

An employee, who is transferred from one position to another in a class having the same salary range as the employee's former class, shall receive the same step in the new salary range as she/he previously received. The employee's merit salary review date shall not change.

G. SALARY ON DEMOTION

a. Involuntary Demotion
The employee shall receive the salary step in the new range deemed appropriate by the appointing authority and assigned a new merit salary review date based upon the effective date of the demotion.

b. Voluntary Demotion
An employee demoted at his/her request shall have his/her monthly salary reduced to the nearest lower monthly salary in the salary range for the class to which s/he has been demoted. If the employee was in a probationary status upon demotion, s/he shall serve the remainder of his/her probationary period in the lower class. The employee shall receive a new merit salary review date based on the effective date of the demotion.

H. SALARY REDUCTION

Salary reductions may be made for disciplinary reasons or as a cost saving measure. Written notice of the reduction will be given the employee prior to the effective date of the reduction and a copy filed with the Personnel Officer.

I. SALARY ON POSITION RECLASSIFICATION

When a regular or probationary employee's position is reclassified and the employee is appointed to the position, his/her salary shall be set as follows:

a. If the position is reclassified to a class with a higher salary range than his/her previous class, his/her salary and merit salary review date shall be set in the same manner as if s/he had been promoted.

b. If the maximum base salary rate of the new class is the same as the maximum rate of the class to which the position was previously allocated the employee's salary rate and merit salary review date shall not change.

c. If the employee's base salary rate is greater than the maximum rate of the new class, his/her salary shall be designated a "Y" rate and shall not change during continuous service until the maximum of the salary range to which the class is assigned exceeds the "Y" rate.

J. SALARY ON RE-EMPLOYMENT

An employee re-employed after a layoff in a position in the same class s/he occupied when laid off shall receive the same salary step held upon layoff.

K. EQUITY SALARY ADJUSTMENTS

If in the opinion of the City Manager, the application of rules governing within-range salary progression or placement of an employee within a salary range will result in an employee receiving an inequitably low rate as compared to other employees the City Manager may raise the affected employee's salary to the step s/he deems equitable. Such action shall not be contrary to the general intent and spirit of these rules.

L. ACTING PAY

The City Manager may, at his discretion, grant a temporary salary increase to an employee temporarily assigned to a position in a higher classification in accordance with the following:

a. The Increase shall be 5% above the employee's basic rate of pay, or the first step of the range of the higher classification, whichever is higher.

b. Increases granted shall be effective after the employee has worked in the higher classification for four (4) consecutive weeks. Such four (4) week qualification period shall apply to every acting assignment, provided, however, that acting pay may be approved beginning the first day of an acting assignment. Such approval is contingent upon there being an anticipated acting assignment in excess of four (4) weeks.

c. During the period of "Acting Pay," the employee must be assigned and perform duties of a higher classification. Acting pay shall not be paid upon the voluntary performance of duties of a higher classification.

d. The employee must be qualified for the higher classification.

e. At the conclusion of an acting assignment, the employee shall revert to his previous salary and classification. Such action shall not be considered disciplinary.

M. PAY WHILE ON CALL

"On-call" is that period of time other than regularly scheduled work hours during which an employee may be contacted for a call-out to provide services. On-call employees shall receive straight time pay in accordance with the following:

Hours Paid	On-call Time
1 1/2	Monday, Tuesday, Wednesday, or Thursday if the day is not a City holiday
2	Friday, Saturday, Sunday and any City holiday.

N. CALL BACK COMPENSATION

"Call Back" is defined as those occasions when an employee responds to a City request, made after the employee has completed his/her normal shift and left his/her work station, to report to duty during off-duty hours. For purposes of call back, time spent by the employee in traveling to the work site from his/her residence shall be considered hours worked. Only one minimum credit shall be applied within any two (2) hour period. Employee shall be credited with hours actually worked provided that there will be a minimum credit of 2 hours for each call back.

O. UNIFORM ALLOWANCE

Effective July 1, 2006 each full-time public works employee required to wear a uniform and safety shoes shall be annually credited with $500 for the purpose of purchasing uniforms and safety shoes. No portion of an annual credit may be carried over into the following year. The uniform shall consist of orange collared or t-shirt and dark blue or black long or short pants. Shorts shall be worn at times that do not pose a safety concern as determined by the department and shall be similar in style as those depicted in uniform catalogs retained by the department. All uniforms shall be clean and in good conditions, projecting a professional, positive image.

P. CERTIFICATE PAY

All positions represented by the San Bernardino Public Employees' Association who possess one of the following certificates shall be paid $50.00 for each full month of service in said position and those employees who possess two or more shall be paid $75.00 for each full month of service in said position; for those assigned to Water Distribution, Water Treatment and Waste Water Collections increase the dollar mount of payment to be $100 per month for one (1) certificate and $125 per month for two (2) or more certificates:

1) State of California Department of Health Services Water Treatment or Water Distribution Certification
2) California Water Environment Association Certification
3) Backflow Prevention Certification
4) Pesticide Certification
5) Crane Certification
6) DL170 Trainer Certification
7) Class B Driver License

Q. COMPENSATORY TIME

Employees shall be permitted to select time-and-one-half pay or time-and-one-half compensatory time for overtime hours worked. The maximum accumulation of compensatory time shall be forty (40) hours. Selection of pay or compensatory time shall be made during the pay period in which the overtime hours are worked unless a different arrangement is agreed to by the employee and his/her supervisor. Compensatory time shall be taken as time off unless otherwise approved by the City Manager. Upon termination, the employee will be paid at his/her base hourly rate for unused compensatory time.

R. OVERTIME

a. Employees having a normal workweek:

   Hours worked in excess of the employee's regularly scheduled hours in a workday or hours worked in excess of forty (40) in a workweek shall be overtime.

b. Overtime shall be credited in fifteen (15) minute increments with no credit given for time worked, which is less than fifteen (15) minutes.

c. Overtime worked by employees in full time positions shall be paid or converted to compensatory time at a premium rate, i.e.; time and one-half the employee's regular rate of pay.

d. For purposes of overtime computations authorized paid leave, sick leave, compensatory time, and holiday time taken shall be counted as hours worked.

e. Overtime must be authorized in advance by a department head, his/her designee, or the City Manager.

f. Mandatory/required training – every attempt shall be made to schedule such training during regular work hours to minimize the payment of overtime. When such arrangements cannot be made, the department head, designee or City Manager shall determine the feasibility of overtime or change the employee's day off to accommodate the training. All changes are restricted to the same workweek in which the training occurs and will be the day before or the day after non-work days. Example: employee is normally off on Friday, Saturday and Sunday. Training falls on Friday, employee is given Monday of the same workweek off in lieu of Friday; any other day off in lieu must be agreed upon by the employee. Employee may discuss any issues not agreed upon between the employee and immediate Supervisor with Department Head.

S. SALARY/BENEFITS ADJUSTMENTS

If the City grants cost of living adjustments other represented employees in excess of those granted employees in the General Group or modifies the Insurance/Deferred Compensation Plan, the Association has the right to reopen the meet and confer process. Should this right be exercised, discussions will be confined to the items referenced in this section.

ARTICLE 9. PROBATION

New, reinstated, and promoted employees who are not at will serve a probationary period of one year. Newly hired and reinstated employees serve an "original probationary period" while promoted employees serve a "promotional probationary period." A leave of absence, other than vacation and temporary military leave, shall cause a probationary period to be extended by the length of such leave. Prior to expiration of an employee's probationary period, the appointing authority shall recommend to the Personnel Officer that one of the following actions be taken:

a. Grant employee regular status.
b. Extend the probationary period for a period not to exceed six (6) months.
c. Deny the employee regular status.

A. OBJECTIVE OF PROBATIONARY PERIOD

The probationary period is part of the examination process and shall be utilized for closely observing the employee's work and for securing the most effective adjustment of a new or promoted employee to his/her position. During the probationary period, the employee will receive periodic performance reviews as dictated by policies or rules.

B. DENIAL OF REGULAR STATUS

During an original probationary period, the employee may be terminated without cause and shall not be entitled to the right of appeal or pre-termination due process. If an employee serving a promotional probationary period is denied regular status because of a failure to perform satisfactorily in the position s/he shall be reinstated to a position in the class from which s/he was promoted. The denial of regular status in the promotional class shall not be considered a disciplinary action.

ARTICLE 10. LEAVES

A. PAID LEAVE

Paid Leave is time off with pay for vacation, personal business, short-term illness or disability due to non-work related injuries, pregnancy or other reasons requiring the employee's absence from work. Paid leave is posted monthly and is available for use after ninety (90) days of full-time employment.

a. Accrual

1. Full-time employees shall accrue paid leave in accordance with the following:

Years of Continuous Service	Hours Accrued per Month of Continuous Service	Maximum Hours Permitted In Employee's Account
1 Month – 5 Years	10.67	208
6 – 10	14	288
11	14.66	304
12	15.33	320
13	16	336
14	16.66	352
15+	17.33	368

2. When the credited hours reach the "Maximum Hours Permitted In Employee's Account," accrual stops until the credited amount is below the maximum.

b. Paid Leave Usage

1. Employees may not take paid leave during their first three (3) months of service.
2. Paid leave shall be taken at a time determined by the department head with due regard for the wishes of the employee and particular regard for the needs of the service
3. Unless otherwise approved by the employee's supervisor, an employee shall submit a request to take paid leave, for other than their personal illness or injury or illness or injury to the employee's child, to their supervisor at least seven (7) calendar days prior to the intended start of the leave.
4. With the exception of employees serving an original probationary period an employee must take a minimum of one forty (40) hour increment of paid leave per anniversary period.
5. An employee's paid leave account will not be affected by municipal holidays that occur while the employee is absent on paid leave.

(c) Pay for Unused Paid Leave

Upon termination an employee will be paid at his/her base hourly rate for all unused hours in his/her paid leave bank. Such payment shall not be construed as extending the employee's period of employment.

(d) Credit for Prior Service

If a person was employed with another government agency immediately prior to his/her appointment to a City position, full or partial credit may be allowed by the City Manager for that service time in establishing the employee's accrual rate.

B. SICK LEAVE

(a) Accrual

(1) Full time non-shift employees shall accrue sick leave as follows:

Hours Accrued per Month of Continuous Service	Maximum Hours Permitted in Employee's Account
4	344

(b) Sick leave Usage

Sick leave may be used for an absence in excess of two (2) consecutive workdays or shifts due to the employee's illness, injury, or pregnancy: or the illness or injury of the employee's child. Upon medial verification after the third consecutive day or shift of absence the first two (2) days or shifts may be paid from the sick leave bank.

(c) Pay for Unused Sick Leave

(1) Annually, an employee who has in excess of 344 hours of unused sick leave may be paid at his/her base hourly rate for a maximum of 48 hours of unused sick leave in excess of the 344 hours.

(2) Upon termination, an employee working a normal workweek will be paid at his/her base hourly rate for one-third (1/3) of unused sick leave up to 344 hours. Additionally, if the unused leave exceeds 344 hours he/she shall be paid for no more that 48 hours of any excess over 344 hours. A payment for unused sick leave shall not be construed as extending the employee's period of employment.

C. PAID HOLIDAYS

January 1st	Veteran's Day
Third Monday in January	Thanksgiving Day
President's Day	December 24 – when it falls on a Monday - Thursday
Memorial Day	Christmas Day
July 4	December 31 – when it falls on a Monday - Thursday
Labor Day	1 Floating Holiday

December 24 and December 31 current half-day holidays will be increased to full-day holidays and will only be observed when they fall on Monday, Tuesday, Wednesday, or Thursday. They will not convert to floaters when they fall on Friday, Saturday or Sunday.

D. BEREAVEMENT LEAVE

Bereavement Leave shall be three (3) days per death of immediate family member subject to specifications outlined in the Personnel Rules. Employees may be granted up to an additional three (3) days of leave to be taken from the employee's sick leave bank, with prior approval of the City Manager.

E. VOLUNTARY LEAVE PROGRAM

Employees may be granted a maximum of eighty (80) hours of time off without pay provided seniority and the accrual of fringe benefits shall not be affected. Leave under this program shall be subject to existing rules and administrative regulations governing leaves without pay and the submittal and approval of leave requests.

F. JURY DUTY

All positions represented by the San Bernardino Public Employees' Association required to report for jury duty shall be compensated for the time off work. Employees shall not be required to report to work the morning of jury duty and shall report to work after release from jury duty service if there is one or more hours left in their regularly scheduled workday.

G. REST PERIOD

All positions represented by the San Bernardino Public Employees' Association shall be granted a 7-hour rest period after working in excess of sixteen (16) consecutive hours. If this rest period falls within the employee's regularly scheduled work period, the employee shall be paid for that time at the regular rate of pay.

ARTICLE 11. DISABILITY INSURANCE

The Disability Insurance Program shall provide for disability payments after thirty (30) days from the onset of the disability or upon exhaustion of all accrued sick leave, whichever is longer.

ARTICLE 12. INSURANCE/DEFERRED COMPENSATION

A. Effective July 1, 2006, the City's contribution towards the Employee Insurance and Deferred Compensation Program shall be $740.00 for all full-time employees.

B. Effective July 1, 2007, the City's contribution towards the Employee Insurance and Deferred Compensation Program shall be $810.00 for all full-time employees.

C. Effective July 1, 2008, the City's contribution towards the Employee Insurance and Deferred Compensation Program shall be $885.00 for all full-time employees.

ARTICLE 13. RETIREMENT PLAN

A. The City shall provide with the PERS the "Pre-Retirement Optional Settlement 2 Death Benefit," (Section 21548 of the California Government Code).

B. Member shall pay the full "employee contribution" toward CalPERS, on a pre-tax basis.

C. The City will amend its contract with CalPERS to provide for the "2% @ 55" Full and Modified retirement formula (Section 21354 of the California Government Code).

D. RETIREE MEDICAL CONTRIBUTION

The City will contribute a maximum of $59.00 per month towards the payment of medical insurance premiums for regular employees who retire from the City of Loma Linda after June 30, 2000, who upon the date of retirement, have completed a minimum of ten (10) years of City service. Such contribution is supplemental to the $16.00 per month City contribution to be made for eligible retirees under the Public Employees' Medical and Hospital Care Act Program and subject to the same conditions applicable to the PERS City contribution. This current $75 per month contribution to the retiree medical insurance be adjusted as necessary by the statutory minimum as set by CalPERS:

During calendar year 2004, $32.20;
During calendar year 2005, $48.40;
During calendar year 2006, $64.60
During calendar year 2007, $80.80
During calendar year 2008, $97.00

Commencing January 1, 2009, the employer's contribution shall be adjusted annually by the board to reflect any change in the medical care component of the Consumer Price Index.

ARTICLE 14. EMPLOYEE ASSISTANCE PROGRAM

The City will establish an Employee Assistance Program to provide assistance to employees for personal and family crises and substance abuse problems, in addition to preventative seminars and educational programs.

ARTICLE 15. TUITION REIMBURSEMENT

The Tuition Reimbursement Program shall be $1,000.00 per fiscal year per employee. Members agree to waive for the term of this agreement.

ARTICLE 16. MAINTENANCE OF BENEFITS

During the term of this Memorandum of Understanding, all wages, hours, supplemental benefits and other terms and conditions of employment included within the scope of representation and not modified herein shall continue in full force and effect.

ARTICLE 17. MEDICAL EMERGENCY LEAVE PROGRAM

Provisions of the City's Personnel Rules and Regulations relating to medical emergency leave shall be reviewed and revised as necessary to ensure that they comply with existing relevant law.

ARTICLE 18. EMPLOYMENT LIST

In the event the appointing authority and/or Personnel Officer chose to extend the list as provided in the Personnel Rules and Regulations Article 7, Employment Lists, Section 7.2 (a) Duration of Lists, each employee on the list will be personally notified. If the appointing authority and/or Personnel Director chose to further approve the same list for an additional six months, the City will personally notify each employee on the list of such extension. All such notifications shall be in writing, with a copy to be sent to SBPEA.

ARTICLE 19. MEMORANDUM OF UNDERSTANDING

The City will review a "Consolidated Memorandum of Understanding" submitted by the Association for consistency with previously approved memorandum of understanding. In the absence of inconsistencies, the City will use the Consolidated Memorandum of Understanding as the working document for future Memorandums of Understanding between the City and Association.

ARTICLE 20. OFF-DUTY EMPLOYMENT POLICY

No officer or employee of the City will engage in any employment, activity, or enterprise for compensation of any kind or character which is inconsistent, incompatible, or in conflict with his duties as an officer or employee of the City.

To establish a uniform procedure regarding employment outside of an employee's City position, the City will establish an Off-Duty Employment Policy.

ARTICLE 21. MODIFIED DUTY PROGRAM FOR WORK RELATED INJURIES

To provide a policy statement and establish procedures for a uniform response and handling of a department, division and/or Citywide modified duty/return to work program, the City will establish Modified Duty Program for Work Related Injuries/

SAN BERNARDINO PUBLIC EMPLOYEES ASSOCIATION

BY Bonnie E Clarke

BY

BY

DATED 6-11-2013

CITY OF LOMA LINDA

BY R L Ripley

BY

BY

DATED 5-29-2013

APPENDIX "A"

CITY OF LOMA LINDA
TABLE OF POSITIONS CLASSIFICATIONS
SAN BERNARDINO PUBLIC EMPLOYEES' ASSOCIATION

Field Maintenance Technician I
Field Maintenance Technician II
Field Maintenance Technician III
Utility Maintenance Aide
Utility Maintenance Technician I
Utility Maintenance Technician II
Utility Maintenance Technician III
Treatment Plant Operator I
Treatment Plant Operator II
Treatment Plant Operator III
Customer Service/Meter Technician
Facility Maintenance Coordinator

APPENDIX "B"

COMPENSATION PLAN
SAN BERNARDINO PUBLIC EMPLOYEES ASSOCIATION
JULY 1, 2013

POSITION TITLE	PAY GRADE	Annual Minimum	Annual Maximum	1st Longevity Step	2nd Longevity Step
FIELD MAINTENANCE TECH I	15	$34,070.11	$43,483.04	$44,570.12	$45,684.37
UTILITY MAINTENANCE AIDE	15	$34,070.11	$43,483.04	$44,570.12	$45,684.37
UTILITIES MAINTENANCE TECH I	16	$36,795.71	$46,961.69	$48,135.73	$49,339.12
TREATMENT PLANT OPERATOR I	17	$39,739.37	$50,718.62	$51,986.59	$53,286.25
CUSTOMER SERVICE/METER TECH	18	$42,918.52	$54,776.12	$56,145.52	$57,549.16
FIELD MAINTENANCE TECH II	18	$42,918.52	$54,776.12	$56,145.52	$57,549.16
FACILITY MAINTENANCE COORDINATOR	19	$46,352.00	$59,158.20	$60,637.16	$62,153.09
FIELD MAINTENANCE TECH III	19	$46,352.00	$59,158.20	$60,637.16	$62,153.09
TREATMENT PLANT OPERATOR II	19	$46,352.00	$59,158.20	$60,637.16	$62,153.09
UTILITIES MAINTENANCE TECH II	19	$46,352.00	$59,158.20	$60,637.16	$62,153.09
TREATMENT PLANT OPERATOR III	20	$50,060.16	$63,890.87	$65,488.14	$67,125.34
UTILITIES MAINTENANCE TECH III	20	$50,060.16	$63,890.87	$65,488.14	$67,125.34

COMPENSATION PLAN
SAN BERNARDINO PUBLIC EMPLOYEES ASSOCIATION
JULY 1, 2014

POSITION TITLE	PAY GRADE	Annual Minimum	Annual Maximum	1st Longevity Step	2nd Longevity Step
FIELD MAINTENANCE TECH I	15	$34,751.51	$44,352.70	$45,461.52	$46,598.06
UTILITY MAINTENANCE AIDE	15	$34,751.51	$44,352.70	$45,461.52	$46,598.06
UTILITIES MAINTENANCE TECH I	16	$37,531.63	$47,900.93	$49,098.45	$50,325.91
TREATMENT PLANT OPERATOR I	17	$40,534.16	$51,733.01	$53,026.34	$54,352.00
CUSTOMER SERVICE/METER TECH	18	$43,776.89	$55,871.63	$57,268.42	$58,700.13
FIELD MAINTENANCE TECH II	18	$43,776.89	$55,871.63	$57,268.42	$58,700.13
FACILITY MAINTENANCE COORDINATOR	19	$47,279.04	$60,341.37	$61,849.90	$63,396.15
FIELD MAINTENANCE TECH III	19	$47,279.04	$60,341.37	$61,849.90	$63,396.15
TREATMENT PLANT OPERATOR II	19	$47,279.04	$60,341.37	$61,849.90	$63,396.15
UTILITIES MAINTENANCE TECH II	19	$47,279.04	$60,341.37	$61,849.90	$63,396.15
TREATMENT PLANT OPERATOR III	20	$51,061.36	$65,168.68	$66,797.90	$68,467.85
UTILITIES MAINTENANCE TECH III	20	$51,061.36	$65,168.68	$66,797.90	$68,467.85