

Memorandum of Understanding

between the

City of San Leandro

and the

**San Leandro City Employees Association
IFPTE Local 21, AFL-CIO**

January 1, 2025 – December 31, 2029



January 1, 2025 – December 31, 2029

SAN LEANDRO CITY EMPLOYEES ASSOCIATION

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**MEMORANDUM OF UNDERSTANDING
BETWEEN THE
CITY OF SAN LEANDRO
AND THE
SAN LEANDRO CITY EMPLOYEES ASSOCIATION, IFPTE LOCAL 21, AFL-CIO**

This Memorandum of Understanding (hereinafter "MOU") is entered into pursuant to the provisions of Section 3500, et. seq. of the Government Code of the State of California.

The parties have met and conferred in good faith regarding wages, hours and other terms and conditions of employment for the employees in said representation unit, and have freely exchanged information, opinions and proposals and have endeavored to reach agreements on all matters relating to the employment conditions and employer-employee relations of such employees.

This MOU shall be presented to the San Leandro City Council as the joint recommendation of the undersigned parties for salary and employee benefit adjustments for the period commencing January 1, 2025 through December 31, 2029.

Section 1. Recognition

1.1 Union Recognition

IFPTE Local 21, AFL-CIO (hereinafter "Union") is the recognized employee organization for the classifications shown in Appendix A that is attached hereto and made a part hereof.

In the event the City of San Leandro (hereinafter "City") should develop a new classification or make substantive changes to an existing classification, the City shall notify the Union of the development of said new classification and the City's tentative determination as to the unit placement of said classification. Upon request from the Union within ten (10) working days from the City's notice, the City shall consult with the Union concerning the unit placement of the new classification.

In the event said classification is determined to be in this unit, the City and Union shall meet and confer regarding the salary range. Such salary range shall be subject to approval by the City Council.

1.2 City Recognition

The City Manager, or any person or organization duly authorized by the City Manager, is the representative of the City.

Section 2. Union Security

2.1 Automatic Payroll Deductions and Remittance

- A. Upon certification by the Union that an employee has signed an authorization for the deduction of Union membership dues and/or designated fees, the City will deduct the appropriate dues and/or fees, as established and as may be changed from time to time by the Union, from the employee's pay, and remit such dues and/or fees to the Union. The City agrees to deduct such dues and/or fees in two equal deductions per month. Employee requests to cancel or change such deductions must be directed to the Union, rather than to the City. Deductions will continue unless the employee mails a written revocation to the Union in accordance with the terms of the authorization form, or absent any such terms, by mailing a written revocation to the Union that is postmarked during the thirty (30) day period immediately prior to the annual anniversary date on which the employee signed the authorization form. "Fees" as used in this section include initiation fees, political action funds, other contributions, and any special membership assessments.
- B. The City agrees to provide the Union, in sortable electronic format to the extent on file, the name; department; job classification; home address; work, home, and personal cell numbers; work and personal email addresses; original hire date; employment status, annual salary and step of all unit employees on a monthly basis. The City will also provide a report of payroll dues and fees deductions of all unit employees on a per pay period basis.
- C. **Forfeiture of Deductions**

If the balance of an employee's wages, after all other involuntary and insurance premium deductions are made in any one pay period, is not sufficient to pay the deductions in this article, no such deductions shall be made for that period.

2.2. Hold Harmless

The Union agrees to indemnify and defend the City and its officers, employees and agents against all claims proceeding, and liability arising, directly or indirectly, out of any actions taken or not taken by or on behalf of the City under this Section. In addition, the Union shall refund to the City any amounts paid pursuant to this Section upon presentation of evidence showing such amounts paid were improper or inaccurate.

Section 3. Advance Notice

Except in cases of emergency as provided in this section, the City Council and boards and commissions designated by law or by the City Council, shall give reasonable written notice to the Union of any ordinance, rule, resolution, or regulation directly relating to matters within the scope of representation, including matters subject to consultation,

proposed to be adopted by the City Council or such boards and commissions; and shall give the Union the opportunity to meet with the City Council or such boards and commissions. The Union shall give reasonable written notice to the Municipal Employee Relations Officer of any matter within the scope of representation, including matters subject to consultation, proposed to be communicated to the City Council or such boards and commissions.

In cases of emergency when the City Council or such boards and commissions determine that an ordinance, rule, resolution or regulation must be adopted immediately without prior notice or meeting with the Union, the City Council or such boards and commissions shall provide such notice and opportunity to meet at the earliest practicable time following the adoption of such ordinance, rule, resolution, or regulation.

Section 4. Union Rights

Employees participating in union activities are required to conduct such activities on their own time (including rest and meal breaks) and not during regularly assigned work hours, except as defined below.

4.1 Reasonable Time Off to Meet and Confer, Process Grievances and Conduct Official Union Business Without Loss of Compensation

The Union may select not more than four (4) employee members to attend formal meet and confer sessions for the purpose of negotiating memoranda of understanding. In addition, the Union may select not more than two (2) employee members to attend scheduled meetings with the Municipal Employee Relations Officer, other management officials, and the Union staff representative on subjects within the scope of representation during regular work hours. Where circumstances warrant, the Municipal Employee Relations Officer may approve the attendance at such meetings of additional employees. Such approval shall not be unreasonably denied. The Union shall, whenever practicable, submit the names of all such employees to the Municipal Employee Relations Officer at least two (2) working days in advance of such meetings. Provided further that:

- A. no employee member shall leave their work station or assignment without approval of the department head or other authorized City management official.
- B. any such meeting is subject to scheduling by City management in a manner consistent with operating needs and work schedules.

Union time off shall be granted up to two (2) hours per month for up to two (2) officers or stewards of the Union, for the purposes of investigating and processing grievances.

Union time off shall be granted for the Union's identified Executive Board members to arrive thirty (30) minutes prior to the Union's monthly membership meetings. Time

off for Executive Board members is subject to supervisory approval and non-disruption of operational/business needs.

4.2 Access to Work Locations

Reasonable access to employee work locations shall be granted to officers and stewards of the Union and the Union staff representative for the purpose of processing grievances or contacting members of the Union concerning business within the scope of representation. Such officers, stewards, and representatives shall not enter any work location without the approval of the department head or the Municipal Employee Relations Officer. Access shall be restricted so as not to interfere with the normal operations of the department or with established safety or security requirements.

Solicitation of membership and activities concerned with the internal management of the Union, such as membership meetings, campaigning for office, conducting elections and distributing literature, shall not be conducted during working hours without the prior approval of the Municipal Employee Relations Officer.

4.3 Use of City Facilities

With the prior approval of the Municipal Employee Relations Officer, the Union will be granted the use of City facilities for Union meetings provided space is available. All such requests shall be in writing and shall state the purpose or purposes of the meeting. The City reserves the right to assess reasonable charges for the use of such facilities.

4.4 Use of Bulletin Boards

The Union may use portions of City bulletin boards under the following conditions:

- A. All materials must be dated.
- B. The department head shall present submitted materials to the Human Resources Director for approval prior to posting. The actual posting of materials will be done by the City and as soon as reasonably possible. Unless special arrangements are made, materials posted will be removed thirty-one (31) days after posting. Materials which the department head considers objectionable will not be posted, provided, however, the department head shall first discuss and receive concurrence from the Human Resources Director.
- C. Union materials shall be restricted to Union business only. No derogatory or defamatory material shall be posted.
- D. The City reserves the right to determine where bulletin boards shall be placed and what portions of them are to be allocated to the Union's materials.

E. In the event the Union does not abide by these rules, it shall be subject to forfeiture of its right for a period of thirty (30) days to have materials posted on City bulletin boards.

4.5 The Union shall provide an updated list of its officers and stewards to Human Resources when changes occur, including worker name, classification, and department.

4.6 The parties agree that there shall be no restraint, coercion, or interference with any employee with respect to or because of the employee's Union membership, activities, or support, or lack thereof. No employee shall be discriminated against because of said membership, activity, or support, or lack thereof, or because of the exercising of their rights under this MOU.

4.7 Personnel Files

No adverse material will be placed in an employee file without prior notice and a copy given to the employee. With 24 hours' notice to a Human Resources representative or designee, employees are entitled to review their official personnel files or review with Union representation during business hours.

4.8 New Employees

The City agrees to provide the Union up to thirty (30) minutes for a Union orientation with all employees newly hired, transferred, promoted, or demoted into a represented classification. The orientation will normally be on the employee's first day of work. A Union-designated member and/or the Union's staff representative will present the orientation.

Section 5. City Rights

The rights of the City include, but are not limited to, the exclusive right to determine the mission of its constituent departments, commissions and boards; set standards of service; determine the procedures and standards of selection for employment and promotion; direct its employees; take disciplinary action; relieve its employees from duty because of lack of work or for other legitimate reasons; maintain the efficiency of governmental operations; determine the methods, means and personnel by which government operations are to be conducted; determine the content of job classifications; take all necessary actions to carry out its mission in emergencies; and exercise complete control and discretion over its organization and the technology of performing its work, except as modified by other provisions in this MOU.

Section 6. Pay and Classification

The recognized classifications and rates of pay that are to be effective during the term of this MOU are listed in the Appendices that are attached hereto and made a part hereof.

Effective January 1, 2025, those classifications determined to be below the market median based on a total compensation survey shall receive an equity salary adjustment, with placement into the closest salary range as reflected in Appendix A.

Following these equity adjustments, all represented classifications shall receive a wage increase, retroactive to January 1, 2025, of six and one-half percent (6.5%), which is reflected in Appendix B and includes the equity adjustments.

Additionally, all represented classifications shall receive wage adjustments as follows:

A three and three-quarters percent (3.75%) across the board increase effective January 1, 2026.

A three and three-quarters percent (3.75%) across the board increase effective January 1, 2027.

A three and three-quarters percent (3.75%) across the board increase effective January 1, 2028.

A four percent (4%) across the board increase effective January 1, 2029.

Section 7. Annual Vacation Leave

7.1 The purpose of annual vacation leave is to enable each eligible employee to return to work physically and mentally refreshed. In the administration of this section, administrative personnel shall be guided by this stated purpose. The time at which an employee shall take vacation leave during the calendar year shall be determined with due regard for wishes of the employee, and particular regard for the needs of the department. In the event one (1) or more municipal holidays falls within a vacation leave, such days shall not be charged as vacation leave and the vacation leave shall be extended accordingly for those employees eligible for such holidays.

Employees may accumulate vacation leave up to a maximum of two (2) years vacation accrual. An additional year may be accumulated with Department Head approval. Such approval shall be recorded in the employee's personnel file. An employee who fails to take accrued vacation leave within the time herein prescribed shall lose such accrued vacation leave. The additional year accrual maximum will expire after 12 months, at which time the maximum will return to two (2) years.

An employee who is in unpaid status for 44 or more hours in a pay period shall not accrue vacation leave for that pay period.

Upon being separated from City service, an eligible employee shall be entitled to compensation for any accrued but unused vacation calculated at the rate of pay at the time of separation.

The vacation/holiday sign-up for Records Clerk, Records Supervisor, Police Service Technicians, and Public Safety Dispatchers will be posted in the authorized work locations of the respective police divisions no later than November 1 of each year, to be completed by December 1 of that year, for the following calendar year.

7.2 The following vacation leave provisions do not apply to hourly or part-time employees.

Vacation leave for each full-time employee shall be accrued and credited for the pay period in which it is earned. An employee holding a full-time position shall be entitled to vacation leave which shall accrue at the rate of twelve (12) days for each calendar year of service performed.

If a newly hired employee possesses five (5) years of experience in the field in which they are hired, they shall accrue vacation leave at the rate of fifteen (15) days for each calendar year of service performed. Lateral hires in the classifications of Public Safety Dispatchers and Public Safety Dispatch Supervisor shall accrue vacation at the rate commensurate with their years of experience as a POST-certified dispatcher.

In the year in which an employee holding a full-time position completes five (5) full years of City service, such employee shall be entitled to fifteen and three-quarters (15³/₄) workdays of vacation for service performed.

For each full year of full-time City service completed thereafter, three-quarters (³/₄) of a workday vacation shall be added up to a maximum of twenty-five (25) workdays of vacation.

Employees with contiguous previous City service, other than full-time permanent, shall receive service credit for vacation accrual of up to five (5) years when combined with current seniority. If a part-time employee is hired as a full-time employee, years of service for vacation accrual will be adjusted at the rate of 50% for total hours worked as a part-time employee. Effective January 1, 2021, the part-time hours added will increase the employee's years of service in proportion to a full-time work year (i.e., total hours worked multiplied by 50%, then divided by 2080 hours). To establish the employee's adjusted service date for vacation accrual, the part-time credit hours will be multiplied by 365 days.

<u>YEARS OF SERVICE</u>	<u>DAYS/HRS OF VACATION ACCRUAL</u>
0-4.99 completed yrs of svc.	12/96 or 15.00/120
5.00-5.99 yrs of service	15.75/126

6.00-6.99 yrs of service	16.50/132
7.00-7.99 yrs of service	17.25/138
8.00-8.99 yrs of service	18.00/144
9.00-9.99 yrs of service	18.75/150
10.00-10.99 yrs of service	19.50/156
11.00-11.99 yrs of service	20.25/162
12.00-12.99 yrs of service	21.00/168
13.00-13.99 yrs of service	21.75/174
14.00-14.99 yrs of service	22.50/180
15.00-15.99 yrs of service	23.25/186
16.00-16.99 yrs of service	24.00/192
17.00-17.99 yrs of service	24.75/198
18.00 or more yrs of service	25.00/200

Accrual rates change in the pay period in which the employee's anniversary date falls.

An employee may elect to cash out up to 120 hours of unused vacation leave that will accrue in the following tax year, to be paid in the second pay period in July and/or December. The cash out payment is taxable income and subject to all applicable withholding amounts and payroll deductions.

The election must be made by December 15th of each year for the following year and is irrevocable after that date.

If, after making an irrevocable election, an employee fails to accrue sufficient hours to satisfy their election amount, they will only be eligible to cash out up to the hours accrued in the tax year.

Employees who do not submit a cash out election by the annual deadline will be deemed to have waived the right to cash out any vacation leave in the following tax year and will not be eligible to cash out vacation leave in that year.

Section 8. Sick Leave and Call-In

An employee holding a full-time position with probationary or permanent status will be allowed a leave of absence from duty without loss of compensation on account of sickness or injury. Absence for illness or injury may not be charged to sick leave not already accumulated. Sick leave is to be used in cases of an employee's sickness or injury, or of a member of their immediate family's sickness or injury, which requires the employee to be absent from work. An employee's immediate family is defined as a:

- spouse
- registered domestic partner

- child (biological, adopted, foster, step, legal ward, child of a registered domestic partner, or child to whom the employee stands in loco parentis)
- parent (biological, adoptive, foster, step, or legal guardian of an employee or the employee's spouse or registered domestic partner, or a person who stood in loco parentis when the employee was a minor child)
- sibling
- grandchild
- grandparent
- designated person, who the employee must identify at the time of the sick leave request. Employees are limited to one (1) designated person per twelve (12) month period.

In accordance with California's Healthy Workplaces, Healthy Families Act of 2014, sick leave may be used for an employee's or family member's diagnosis, care or treatment of an existing health condition or preventive care, which includes appointments that cannot be made outside of working hours, or for specified purposes for an employee who is a victim of domestic violence, sexual assault, or stalking.

An employee absent for more than three (3) consecutive workdays on account of sickness or injury shall provide a medical certification of their inability to work.

- A. **Call-In:** To qualify for paid sick leave, an employee must notify their supervisor as soon as possible after the beginning of the workday, but no later than thirty (30) minutes after the start of the workday. Waiver of the foregoing reporting requirement can be made by the Department Head only in specified and unusual circumstances.

In instances when an employee cannot report for work on a scheduled workday, such employee shall comply with call-in rules established by the department head for the employee's work unit.

- B. **Accrual:** Sick leave with pay is accrued at the rate of eight (8) hours for each full calendar month of service beginning the first day of the calendar month following full-time probationary employment. Employees whose full-time probationary employment begins on the first workday of the month shall accrue sick leave upon completion of that month. Unused sick leave may be accumulated to a maximum of two thousand (2,000) hours.

In the event employee absences from duty are deemed by the City Manager to be the result of concerted activity, any employee claiming sick leave with pay shall be required to provide a doctor's certificate stating the nature of the sickness or injury, the name and signature of the attending physician, the time and date the employee was examined by the physician, and a certification that the disability was of such severity as to prevent the employee from performing the job. The City Manager may also require that the evidence submitted by the employee be reviewed by a physician selected by the City and may require a physical examination by such physician at the City's expense. In those instances where the City Manager requires that this

procedure be followed, it is understood that the burden of proof to qualify for sick leave with pay is placed upon the employee.

Sick leave shall not be granted to an employee who is absent from duty due to illness or injury incurred while self-employed or working for an employer other than the City.

The parties understand and agree that once salary continuation benefits have been exhausted, if applicable, sick leave, compensatory time and part-time PTO leave that have been accrued will be coordinated with other applicable benefits, in that order, to mitigate the financial impact of an employee's absence.

An employee who is in unpaid status for 44 or more hours in a given pay period shall not accrue sick leave for that period.

- C. **Payment:** Payment for unused sick leave will be granted to full-time regular employees with at least fifteen (15) years' continuous City service at death, retirement or resignation in good standing based on salary at termination, pursuant to the following schedule: Number of sick leave days accumulated, multiplied by seven and one-half percent (7½%), multiplied by the number of whole years of service, multiplied by the hourly rate at termination.

The above formula figure of seven and one-half percent (7½%) will be adjusted to ten percent (10%) for an employee who terminates City service after completing twenty-five (25) years of uninterrupted City service by way of termination, service retirement or resignation in good standing with the City.

An employee whose death or permanent disability is a result of an accident which is held to be compensable by the Workers' Compensation Appeals Board will receive payment for unused sick leave without regard to continuous City service according to the seven and one half percent (7½%) formula. An employee who completed twenty-five (25) or more years of uninterrupted service shall receive payment for unused sick leave in accordance with the ten percent (10%) formula as described in the above paragraph.

In order for Records Clerks, Records Supervisor, Property and Evidence Technicians, Property and Evidence Supervisor, Police Service Technicians, and Public Safety Dispatchers to qualify for paid sick leave, notification must be given to the work unit supervisor as soon as is practicable, but at least thirty (30) minutes prior to the start of the regular workday. Waiver of this reporting requirement can be made by the Police Chief only, and only in specific unusual circumstances. Absence for illness may not be charged to sick leave not already accumulated.

Section 9. Maternity, Pregnancy, Disability, Reproductive Loss, and Family Medical Leaves

Such leaves shall be in accordance with City Administrative Procedure 1600, Family and Medical Leave Request Process; Administrative Procedure 1630, Pregnancy Disability Leave Process, Administrative Procedure 1680 Bereavement and Reproductive Loss Leave Process, and applicable State and/or Federal law.

Section 10. Parental Leave

A full-time employee shall be granted forty (40) hours of leave with pay at the employee's straight-time rate when they become a parent upon:

- the birth of a child;
- a child beginning residence with an employee who has commenced adoption proceedings;
- placement of a foster child.

In addition, a parent may use one hundred twenty (120) hours of sick leave when any of the three circumstances immediately above occur. Any leave granted under this provision shall run concurrently with FMLA/CFRA leave and must be used within the first twelve (12) months of birth, beginning adoptive residence, or foster placement with the employee. An employee will not be eligible for more than forty (40) hours of Parental Leave in any rolling twelve (12) month period, regardless of whether more than one birth, adoption, or foster care placement occurs in any such period.

Permanent part-time employees shall be granted parental leave in accordance with the provisions of this Section 10. on a prorated basis based on their regularly scheduled work week (i.e., a 30-hour workweek = 30 hours of leave).

Section 11. Bereavement Leave

A full-time and permanent part-time employee shall be granted up to five (5) days' leave of absence with pay (up to 40 hours based on their regular work schedule) in the event of a death in their immediate family. If five (5) days' leave exceeds forty (40) hours due to the employee's regular work schedule, the employee may use their accrued leave (e.g., vacation, compensatory time, floating holiday), balances to maintain their full pay beyond the forty (40) hours. Bereavement leave may be taken in single day increments. Bereavement leave shall be completed within three (3) months of the death of the immediate family member.

Non-permanent part-time employees shall be granted two (2) shifts (up to 16 hours) of bereavement leave with pay if scheduled to work within fourteen (14) calendar days of their immediate family member's death.

This provision does not apply if the employee is on leave of absence, layoff, or any other leave status, and does not return from such other leave status sooner than three (3) months after the death in their immediate family.

For purposes of this section, “immediate family” of an employee is defined as a:

- spouse
- registered domestic partner
- child (biological, adopted, step, or child of a registered domestic partner)
- parent (biological, adoptive, step, or in-law)
- sibling
- grandchild
- grandparent
- any other individual where there is a child-rearing relationship. A child-rearing relationship occurs when the individual is a permanent household member whose well-being is dependent on the employee’s care.

Section 12. Military Leave

Military leave shall be granted in accordance with the provision of the California State Law. An employee entitled to and taking military leave shall provide their department head copies of orders calling them to active military duty. The department head, within the limits of military necessity and regulations, may determine when such leave shall be taken. Upon returning from military leave, an employee shall provide, when applicable, copies of military release papers.

Section 13. Jury Duty

A full-time or permanent part-time employee, when reporting to jury service as specified by summons or answering a subpoena as a witness for an incident witnessed while on duty, will be entitled to receive their full pay for the period of their jury service.

Upon the completion of service, the employee shall present written proof of jury service to their supervisor. Service not paid for by the court is not covered by this section.

Graveyard and Swing Shift

Employees scheduled to work the swing shift the day of reporting for jury duty will not be required to work such shift and will receive their regular pay, except that any swing shift employee released from jury duty prior to 12:30 p.m. shall report to work for their full shift.

Employees scheduled to work the graveyard shift immediately preceding a day of jury duty as above defined will not be required to work such shift and will receive their regular pay.

Water Pollution Control Plant

After submittal of a jury summons at least two weeks prior to the date of service, Water Pollution Control Division employees, if practical, shall be assigned to the Monday through Friday dayshift until released from jury duty.

Day Shift

Any day shift employee scheduled to report for jury duty before 12:00 noon shall not be required to work beforehand. Any day shift employee released from jury duty prior to 12:30 p.m. shall report to work for the balance of the shift.

Section 14. Leave of Absence Without Pay

A leave of absence may be granted to an employee when it would improve the quality of the employee's job performance for the City or is otherwise in the best interest of the City. This may include leave for such purposes as additional job-related education or training, or extended illness not covered by accumulated sick leave.

For the purposes of this section, a leave of absence is a privilege that may be granted to an employee wishing to leave the City service in good standing without pay for a limited period. Such employee must make a written request to their supervisor for such leave, stating the dates upon which they wish to leave and to return, and the reason for the request. The department head must submit a written statement giving their reasons for recommending the approval of each request, after considering such factors as employee work performance, whether loss of services would be detrimental to the City's interest, availability of replacements and other pertinent factors. The City Manager may approve or disapprove the recommendation of a department head to allow a leave of absence for a period not to exceed six (6) months. Approval may be given to extend a leave of absence for one (1) additional period not to exceed six (6) months.

When reporting to work at the expiration of any leave of absence, an employee may be required to submit to medical examinations to determine whether or not they are still capable of performing the duties of their position.

Any employee leaving City service before a leave of absence has been granted is absent without leave, and such conduct shall be proper grounds for discharge. Upon the expiration of a regularly approved leave of absence the employee shall be reinstated in the position held at the time such leave was granted, unless they conduct themselves while on such leave in a manner constituting cause for discharge. Failure on the part of an employee on leave of absence to report promptly at its expiration, or within a reasonable time after notice in writing to return to duty, shall be cause for discharge.

Section 15. Holidays

15.1 All full-time regular employees, except as hereinafter provided, shall be entitled to the following holidays provided that if an employee fails to report for scheduled work on any of such holiday, they shall receive no pay:

January 1 (New Year's Day)
Third Monday in January (Martin Luther King's Birthday)
Second Monday in February (Lincoln's Birthday)
Third Monday in February (Washington's Birthday)
March 31 (Cesar Chavez Day)
Last Monday in May (Memorial Day)
June 19 (Juneteenth)
July 4 (Independence Day)
First Monday in September (Labor Day)
November 11 (Veterans' Day)
Thanksgiving
Day after Thanksgiving
One-half (½) day on the day before Christmas
Christmas
One-half (½) day on the day before New Year's Day

In addition, all full-time regular employees shall be entitled to any day proclaimed a City holiday by the Mayor. Holidays will be credited at eight (8) hours for one (1) holiday, which equates to 112 hours per year. Except for continuous 24/7 operations, when a day herein listed falls on an employee's regular day off, they shall be entitled to a day off in lieu thereof within the calendar year or compensatory time at the rate of one (1) times their regular hourly rate. The day selected shall be subject to approval of the department head. When such day herein listed falls on a Sunday or Saturday, such day off in lieu thereof shall be the Monday following or Friday preceding respectively, except as hereinafter provided and except if Christmas Day or New Year's Day falls on a Sunday or Monday the one-half (½) day provision will be applicable the preceding workday. Continuous 24/7 operations will observe the actual holiday for compensation purposes.

- 15.2 Each employee represented by the Union shall be entitled to one (1) floating holiday (8 hours) that shall be scheduled at a time mutually convenient to the employee and the department head. The floating holiday must be taken during each calendar year and may not be carried over to another calendar year or converted to pay. The floating holiday shall be granted to employees hired on or before September 1st of each calendar year.

Employees who receive the 6.5% holiday pay premium in lieu of holiday overtime pay and accruing holiday time shall be entitled to two (2) floating holidays (16 hours) in accordance with this subsection 15.2.

- 15.3 To the extent that operating conditions allow, employees are to be given the day off on the date of the holiday. The following continuous 24/7 operations require established organized shifts to be regularly staffed without regard to holidays. The below provisions shall be effective as to any employee transferred to a position designated as required to be staffed without regard to holidays and shall cease to be effective as to any employee transferred from such a position, as of the date of

transfer. When employment of a person occupying such a position is terminated, their entitlement for the holiday leave shall be prorated on the ratio of time served to the entire calendar year. Final compensation shall be adjusted on the basis of days taken in lieu of holidays as against the entitlement as so calculated.

Water Pollution Control Plant Operators

Any Operator-in-Training/Plant Operator I/II, Plant Operator-Lead shall receive a 6.5% holiday pay premium in lieu of holiday overtime pay and accruing holiday time. In the event that an employee calls in sick on a holiday where they are scheduled to work, the holiday-in-lieu pay shall be suspended for the next three (3) pay periods. Suspension of the holiday-in-lieu pay can be waived upon the discretion of the Water Pollution Control Plant Manager. Holiday-in-lieu pay shall be paid in equal amounts in each pay period.

Civilian Police Employees

Any Public Safety Dispatch Supervisor and Public Safety Dispatchers shall receive a 6.5% holiday pay premium in lieu of holiday overtime pay and accruing holiday time. Holiday-in-lieu pay shall be paid in equal amounts in each pay period.

Any Police Services Supervisor or Police Service Technician assigned to the jail who is subject to a rotational schedule shall receive one and one-half times (1.5x) their straight time rate of pay or compensatory time off at the one and one-half times (1.5x) rate for work performed on a City-observed holiday. For example, such employee who works a mandatory 4/10 schedule, will receive ten (10) hours of holiday overtime pay for the observed holiday.

The term "compensatory time" refers to that time earned and accrued by working any overtime or holiday. Any Public Safety Dispatch Supervisor or Public Safety Dispatcher, may use and replace compensatory time without regard to frequency of use, as long as the account balance does not exceed eighty (80) hours. For all other civilian employees in the Police Department, the compensatory time account balance shall not exceed one hundred twenty hours (120) hours. Once an employee's compensatory time off balance exceeds the maximum compensatory time account balance, the employee shall be compensated in pay.

A Public Safety Dispatch Supervisor, Public Safety Dispatcher, Police Services Supervisor, Police Service Technician,, or Records Clerk may schedule accrued compensatory time and the Department will schedule a relief employee as available. If not available, the Department will post the vacancy for a volunteer employee to sign up on an overtime basis. The volunteer employee will only be compensated in pay for the overtime worked at the overtime rate of one and one-half times (1.5x) the hourly rate based on the employee's monthly salary. This process shall be consistent with the San Leandro Police Department sign-up procedures.

The foregoing holiday provisions do not apply to hourly or part-time employees.

15.4 Holiday Closure

The City will notify the Union by September 1st each year if a holiday closure will occur and which City functions and employees will be affected.

Section 16. Reallocation of Position

An employee in a position reallocated to a lower class shall have the right of either; (1) transferring to a vacant position in their present classification provided the department head into which the transfer is proposed agrees; or (2) continuing in the same position in the lower classification with their salary Y-rated.

Section 17. Injury on Duty

When an employee is incapable of performing their work or duties as a result of injuries received or illness arising in the course of their employment by the City and receives benefits pursuant to the Workers' Compensation Act, upon the sole discretion of the City Manager, a full-time employee hired pursuant to the merit personnel program may be granted a leave with an amount of pay equal to the difference between their City pay and the Workers' Compensation pay benefit, if any, received by them during such incapacity, but not to exceed one (1) year for any one (1) period of such incapacity. Salary continuation will be provided to employees injured on the job and unable to work for up to the first ten days of absence. Salary continuation beyond the tenth full day of absence will only be granted pursuant to the request procedure.

Leave granted an employee under the above provisions shall not be considered sick leave or deducted from accumulated sick leave.

When an employee has been injured in the line of duty and receives compensation in accordance with the provisions of the Workers' Compensation Act of the State of California, Human Resources shall have submitted to them reports on the forms in the manner prescribed.

An employee injured in the line of duty who requires medical care and/or physical therapy shall schedule, as far as practicable, such appointments at a time so as to be as least disruptive to the work schedule.

Modified Duty - It is the policy of the City to encourage employees to return to work as soon as possible. Every effort will be made to accommodate an employee's medical needs to ensure a speedy return to work. An injured employee is required to cooperate and comply with requests for information to facilitate the employee's return to work, either on a modified basis or full duties.

Section 18. Hours of Work

A work week shall be computed as the number of hours customarily considered as a full week's work in the classification and in the department in which the person is employed.

Public Works and civilian Police employees who are regularly assigned to work a majority of their regularly scheduled shift between the hours of 4:00 p.m. and 12:00 a.m. (swing) shall receive a shift differential of four hundred dollars (\$400.00) per month. Public Works and civilian Police employees who are regularly assigned to work a majority of their regularly scheduled shift between the hours of 12:00 a.m. and 8:00 a.m. (graveyard) shall receive a shift differential of five hundred dollars (\$500.00) per month. Employees who are regularly assigned to provide relief assignments for swing and/or graveyard shifts shall receive the applicable shift differential for the time spent working on such shifts. For continuous 24-hour operations staffed with two (2) shifts, the second shift will receive the graveyard shift differential.

It is understood that such shift differentials shall be included in the computations based upon the base rate for purposes of overtime compensation, holiday, sick leave and vacation leave pay where the employee has worked a shift that requires payment of the differential, as provided in the preceding paragraph, for thirty (30) days or more. The shift differential will be suspended for absences of over thirty (30) continuous days.

The setting of work hours is based upon the operational needs of the department. An employee's work hours may be changed based upon the operational needs of the department. In the event an employee's work schedule is to be changed; the employee shall be given no fewer than fourteen (14) working days' advance notice.

Shift sign-up for Police Service Technicians, Police Services Supervisors, Public Safety Dispatchers, Public Safety Dispatch Supervisors, and any other civilian positions shall be based on hire date into the classification except in the case of probationary employees who are new to the City. Probationary employees who are new to the City can be assigned during their probationary period based on the needs of the department.

Section 19. Outside Work

An employee's primary employment responsibility is to the job the employee has with the City. Any employee who wishes to engage in employment outside a City position shall first submit a written request to their department head and receive approval for same before engaging in any such employment. Such outside employment shall not adversely affect job performance or create a conflict of interest with the employee's City position. Employees soliciting outside work within San Leandro that is similar to that performed for the City shall not:

- Solicit work on City time;
- Solicit work which overlaps City work (for example: Private tree work adjacent to City maintained trees); or

- Utilize City uniforms, or wear clothing that is similar to City uniforms.

Section 20. Overtime Compensation

Except as otherwise noted, the City's official work period is 12:00 a.m. Sunday through 11:59 p.m. Saturday. Overtime is authorized time of five (5) minutes or more worked in excess of forty (40) hours in a designated seven (7) day work period in the classification and/or in excess of eight (8) hours (or the regularly scheduled workday if longer than (8) hours) in the department in which the person is employed. Unless initiated/requested by an employee, no employee's scheduled work period will be changed to avoid paying overtime.

When first authorized by the department head and with approval of the City Manager, overtime worked shall be paid at the rate of one and one-half (1½) times the hourly rate based on the employee's monthly salary. For required call-out on a normal workday, a minimum two (2) hours' pay at the overtime rate will be paid for the first such call-out. For required call-out on a normal day off, a minimum two (2) hours' pay at the overtime rate will be paid for each of the first two (2) such call-outs. An employee may elect to take compensatory time off in an amount equal to one and one-half (1½) times the overtime worked in lieu of pay. Maximum compensatory time off accrual is 240 hours. It is understood that a telephone call made to an employee during non-working hours which does not result in a call out of that employee, shall not qualify for payment pursuant to this section. This time off must be taken no later than the calendar year following the calendar year in which it was accrued and at a time specifically approved by the supervisor. Except as provided above in this section, a full-time regular employee who is required to work on a holiday at the direction of their department head shall receive their pay for the holiday plus one and one-half (1½) times their regular pay for the time worked.

In the event an employee is ordered by a magistrate to appear in court and does appear on a day during which the employee has called in sick, the employee will be paid overtime at the rate listed for court appearance, except that employees working the day shift shall not be paid overtime, but the hours spent at the court appearance shall not be deducted from their accumulated sick leave hours.

Section 21. Application of Pay Rates

21.1 Temporary Upgrade Pay for Acting Assignment

Employees will receive temporary upgrade pay when assigned to perform the full duties and responsibilities of a regular position in a higher classification on a temporary basis. Such assignments shall be termed an "acting assignment" and shall be made subject to the following conditions:

- A. Acting assignments shall be made by the department head only, with City Manager approval, and shall be made with written notification to the acting employee prior to the beginning of the shift;

- B. Acting assignments shall be made only in those instances where the acting employee is required to perform the full duties and responsibilities of the position for which the employee is acting. Acting pay shall not be authorized for periods of less than one (1) full workday. Payment for an acting assignment shall commence on the first day of such assignment;
- C. Temporary upgrade pay for the acting assignment shall be at a step in the salary range of the higher classification that generates an increase above the acting employee's current hourly rate of not less than five percent (5%).

Nothing in this section shall preclude the temporary assignment of an employee to perform some of the duties of a higher classification for the purpose of providing training in the work of the higher classification. Such temporary training assignment shall not constitute acting assignment within the meaning of this section.

It is understood that the provisions of this section shall not be interpreted as requiring the City to fill each temporary vacancy by an acting assignment.

21.2 Temporary Differential Pay

Employees will receive a differential in pay when assigned to work on a special assignment or perform a portion of duties of a higher classification on a temporary basis. Such differential pay shall be determined by the duties assigned, scope, and duration, and shall be a minimum of five percent (5%). The differential must be recommended by the employee's department head and the Human Resources Director or designee, and approved by the City Manager. The differential must be renewed after six (6) months or terminated.

21.3 Training Pay for Civilian Police Department Employees

Civilian Police Department employees who are routinely and consistently assigned to train other Police Department employees shall receive training pay as follows:

Public Safety Dispatcher I/II and Public Safety Dispatch Supervisors assigned to work in a training capacity shall receive an additional seventy-five (\$75.00) per day.

Police Service Technician I/II, Police Services Supervisors, Property and Evidence Technicians, Records Clerks, Records Supervisor, and Property and Evidence Supervisor shall receive an additional sixty dollars (\$60.00) per day.

21.4 POST Certification Pay

Public Safety Dispatchers and Public Safety Dispatch Supervisors shall be eligible for POST certification pay as follows:

- POST Dispatcher Intermediate Certificate: 2.5% of current base pay
- POST Dispatcher Advanced Certificate: 5% of current base pay

Employees may only receive compensation for one certificate in an amount not to exceed five percent (5%) of current base pay.

21.5 Uniforms

The City will provide uniforms to employees required by the City to be uniformed in the Public Works and Community Development departments. Classifications required to be uniformed shall be determined by the department. These uniforms may consist of shirts, sweatshirts, pants and jackets that substitute for personal attire the employee would otherwise have to purchase, excluding items that are solely for personal health and safety. The monetary value associated with the City-provided uniforms shall be up to \$245 per year, reported per pay period and reported to CalPERS as special compensation for Classic members of PERS. The Parties will meet to discuss if the value of the uniforms exceeds \$245 per year.

Full-time Public Safety Dispatch Supervisors, Public Safety Dispatchers, Crime Prevention Specialists, Records Clerks, Records Supervisor, Property and Evidence Technicians, and Property and Evidence Supervisor who are required to maintain uniforms shall be paid a uniform allowance of seven hundred dollars (\$700.00) per year. Full-time Police Services Supervisors and Police Service Technician I/II shall be paid a uniform allowance of eight hundred and fifty dollars (\$850.00) per year.

Section 22. Layoff

The parties are in accord that the following provisions supplement and clarify language included in the current MOU between the City and the Union, and the Personnel Rules covering layoffs. It is understood that only the employee appointment types defined below possess the referenced layoff rights. Prior to the layoff of any full-time or permanent part-time employees, hourly, part-time and/or temporary employees within the same classification will be released.

Definitions

Permanent Part-time Employees: Hourly employees working a fixed weekly schedule for a minimum of 1,000 hours per fiscal year for two consecutive fiscal years.

Full-time Employees: Regular hourly employees scheduled to work 2080 hours in a fiscal year.

Special Considerations

- Layoffs will be conducted by classification in the following order: permanent part-time employees and then full-time employees.

- A full-time employee whose position has been identified for elimination may, in lieu of layoff, bump another full-time employee with less seniority in that classification and then in previously held classifications. If no such position exists, the affected employee may bump a permanent part-time employee regardless of relative seniority within the same or previously-served classification.
- Ties in seniority within the same classification shall be first broken by City-wide seniority and then by lot.
- Notice of potential layoff shall be delivered personally to an affected employee or be sent by mail and confirmed through the "Certificate of Mailing" process.
- Permanent part-time employees who become full-time employees, without a break in service, in the same classification will receive seniority credit for time served in such status on an hour-for-hour basis converted to yearly service credit upon their appointment to the full-time classification.
- Permanent part-time employee seniority shall be calculated based on the total number of hours worked in the classification. The calculation of service credit for permanent part-time employees will be determined by the number of paid hours worked through the last pay period 30 days prior to the date of layoff.
- Hours worked in a temporary employee capacity will not be counted for seniority purposes except where the employee converted from a temporary to permanent status in the same classification with no break in service.
- Employees shall not be credited with time spent in non-paid status except for Voluntary Time Off, military leave, as otherwise prescribed by law, or as mutually agreed to by the parties.
- Former Refuse Collector employees shall carry over seniority to lower-level classifications but will not carry over seniority upon promotion to higher level maintenance classifications.
- Seniority credit shall only be credited for time spent in a position represented by the Union. Bumping to lower-level positions where the displaced employee held previous status shall only occur for service rendered within the bargaining unit.

The appointing authority may lay off an employee in the competitive service because of material change in duties or organization, or shortage of work or funds. When, there are more employees in any class in the full-time competitive services than there are available positions, the employee with the least seniority in the class shall be laid off.

An employee whose position has been targeted for elimination and who holds seniority over other employees in that classification shall displace the most junior employee in that same classification. If a vacant position exists in the classification, the senior employee whose position is targeted for elimination shall be transferred to that vacant position. The senior employee shall receive written notification that they have displacement rights, and to what position they are eligible to displace to; or, in the event of a vacancy, transferred to.

Employees who are laid off may be eligible to bump into a classification(s) in which they previously held permanent status, provided that: 1) the classification has the same or lower maximum salary than the position they are being laid off from; and 2) they have

more seniority than the most junior person in the classification to which they are bumping. For the purpose of bumping, seniority shall be defined as the total amount of time in the lower classification, added to the time spent in the related higher classification(s) from which they are being laid off.

Forty (40) days before the effective date of a layoff, the appointing authority and/or designee shall notify Human Resources of the intended action with reasons therefore, and a statement certifying whether or not the services of the employee have been satisfactory. A copy of such notice shall be given to the employee impacted at that time. If certified as having given satisfactory service, the name of the employee laid off shall be placed on the appropriate re-employment list.

Employees shall be given no fewer than thirty (30) days' notice before the effective date of a layoff.

All laid off employees shall be placed on a re-employment list for the class from which they were laid off or demoted and shall be offered positions in reverse order of layoff or demotion (i.e., the last person in the affected class to be laid off shall be the first rehired when openings occur in that class or any other of same pay for which the employee is qualified). If the employee on the re-employment list refuses the initial offer of re-employment, the employee's name shall be placed at the end of the re-employment list. If the same employee refuses proffered re-employment the second time, the employee shall be removed from the list and shall no longer be eligible for re-employment as a laid off employee.

Employees on the re-employment list shall be offered positions for which they qualify before new employees are hired.

Re-employment lists shall remain in effect for a period of twenty-four (24) months.

All employees on the re-employment list shall be mailed notices of vacancies in the City for a period of twenty-four (24) months after their layoff.

Upon request, the City will meet and confer with the Union should there be a significant increase in the use of volunteers in work areas in which regular employees have been laid off.

Within sixty (60) days of determining that filled bargaining unit positions will be eliminated, the City shall give notice to the Union and meet and confer on any possible impact of the layoff(s). Issues to be discussed during the impact bargaining shall include but not be limited to identification of previously held positions for bumping purposes, alternatives to layoffs, and severance.

Section 23. Resignation

An employee wishing to leave the competitive service in good standing shall file with their supervisor at least two (2) weeks before leaving the service a written resignation stating the effective date of resignation and reasons for leaving.

The resignation shall be forwarded to Human Resources with a statement by the department head as to the resigned employee's service performance and other pertinent information concerning the cause for resignation.

Failure of an employee to comply with this rule shall be entered on the service record of the employee and may be cause for denying future employment by the City. The resignation of an employee who fails to give notice shall be reported to Human Resources immediately.

Section 24. Safety

The City shall conform to the applicable safety regulations found in State law to ensure employees' reasonably safe working conditions. The Union agrees to encourage its represented employees to promptly report unsafe conditions and/or equipment.

Employees assigned to classifications designated by the City to require safety shoes shall be reimbursed upon purchase of such shoes to a fiscal year maximum amount of three hundred and twenty-five dollars (\$325.00), and three hundred and seventy-five dollars (\$375.00) for Tree Trimmers, which would also include inserts, soles, and laces for both. Part-time employees assigned to classifications that require safety shoes shall receive 1/2 of the annual reimbursable amount of the full-time employees.

City employees in the following regular or temporary classifications shall receive a biennial reimbursement:

Assistant Engineer
Associate Engineer
Engineering Technician

Permits Center Supervisor

Section 25. Part-Time Paid Leave

Upon hire, all part-time employees shall commence accruing sick leave in accordance with Assembly Bill 1522, enacting the Health Workplaces, Healthy Families Act of 2014 "Paid Sick Leave Law". Employees will accrue at the rate of 1 hour for every 30 hours worked up to a maximum of 24 hours or 3 days annually or until such time as employee becomes eligible for paid-time off (PTO). Sick leave accrual will cease once an employee becomes eligible to accrue paid time off.

Regular part-time employees shall, upon the completion of six (6) consecutive months of employment, commence to accrue paid leave, to be used for sick leave, holidays or

vacation leave, at the rate of four (4) hours for each full segment of fifty (50) hours worked in the preceding calendar year. Exceptions may be approved at the sole discretion of the Human Resources Director for employees who do not meet the six (6) consecutive months of employment, upon recommendation by the department head. An eligible employee who has worked fewer than fifty (50) hours in a calendar year may carry over into the succeeding calendar year the fewer hours worked for purposes of accruing paid leave. Paid leave earned and accrued under this section is cumulative and may be carried over from one (1) calendar year to the following provided, however, that at the end of this following calendar year the maximum accrual does not exceed one hundred seventy (170) hours.

If a part-time employee is separated from employment and is rehired after more than a one-year break in service, the employee must requalify for PTO by working 6 consecutive months.

If a part-time employee is hired into a full-time position, their accrued PTO balance will be cashed out during the effective pay period.

Section 26. Discipline

26.1 Discipline

The City may discharge, suspend, demote or reduce the pay of any employee who has completed the specified probationary period, for cause including but not limited to dishonesty, insubordination, drunkenness on duty, incompetence, willful negligence, failure to perform work as required or failure to comply with the City's reasonable rules regarding safety, conduct and operations, or any conduct causing discredit to the City. In the event an employee feels the discharge or suspension is unjust, the Union shall have the right to appeal the case in accordance with the provisions of this section.

A probationary employee may be discharged at any time during the probationary period, and such discharge shall not be subject to appeal or grievance.

An employee's request for Union representation at all meetings and hearings related to their disciplinary action or discharge will be granted.

26.2 Presumption of Delivery

Any written notice shall be conclusively presumed delivered to the employee on the date the written notice is personally served on the employee. In the event that any notice is sent to an employee by certified mail, return receipt requested, the notice shall be conclusively presumed delivered to the employee on the date the receipt was signed. In the event the certified mail is refused, or in the event the employee is absent without leave and no person at the address to which the certified mail is sent signs for such certified mail, then it shall be presumed that the notice was

delivered as the date the postal service returns the certified mail to the return address. Notice of mailing shall be sent to the Union.

26.3 Departmental Action Prior to Imposition of Discipline

Except in cases of emergency, at least five (5) working days prior to the effective date of any disciplinary action against employees with permanent status, the department head or person authorized by them shall give the employee written notice of the proposed disciplinary action, reasons for such action, a copy of the charges and material upon which the action is based, the right to respond either orally or in writing, or both, to the department head or designee proposing the disciplinary action prior to the effective date of such disciplinary action.

The City agrees to provide the Union with a copy of any letter or memorandum proposing or notifying disciplinary action that is sent to Human Resources and/or the employee.

An employee or the employee's representative, on presentation of written authorization from the employee, may have access to the employee's personnel file.

The City shall furnish the employee copies of all letters of reprimand/warning prior to placement of such documents into the employee's personnel file. The employee is afforded the opportunity to respond in writing to the contents of letters of reprimand/warning. Such responses shall be filed with Human Resources within thirty (30) working days from the date of such reprimand/warning.

26.4 Notice of Disciplinary Action

Whenever a disciplinary action is taken against an employee, the employee shall be notified in writing. Such notification shall include but is not limited to:

- A. a statement of the disciplinary action taken against the employee,
- B. a summary of the facts upon which the disciplinary action is based,
- C. a statement advising the employee that written notice of the disciplinary action is to be placed in their official personnel file and that the employee has the right to appeal under the disciplinary appeal procedure set forth in this section. The written notice of disciplinary action may be either personally served or mailed to the employee by certified mail, return receipt requested, addressed to the last address which the employee has furnished the City.

26.5 Appeal Process

The Union or Human Resources may appeal the department head's determination to the City Manager within twenty (20) calendar days of the rendering of the decision.

Any such appeal shall be in writing and shall include the specific reasons for the appeal and a statement of the desired remedy. The City Manager, or their designee, shall investigate the merits of the appeal and attempt to resolve the disciplinary issues.

26.6 Arbitration

In the event the parties are unable to resolve the disciplinary case, either the Union or the City may refer the case to an impartial arbitrator who shall be selected by mutual agreement between the Union and the City Manager or their designee. The fees and expenses of the arbitrator and of a Court Recorder shall be shared equally by the Union and the City. Each party, however, shall bear the cost of its own presentation, including preparation and post hearing briefs, if any.

The decision of an Arbitrator on matters properly before them shall be final and binding on the parties.

Section 27. Grievance Procedure

- A. A grievance shall be defined as any dispute which involves the interpretation or application of any provision of this MOU, or those City personnel rules, or pay plan, which fall within the scope of representation. Specifically excluded from the grievance procedure are performance evaluations and denial of merit step increases plus any other matter which provides for a separate appeal process.
- B.
 - 1) Within fifteen (15) working days of the occurrence or discovery of an alleged grievance, any employee who believes that they have a grievance shall discuss such grievance with such management official in the department in which they work as the department head may designate. If the issue is not resolved within the department, the procedures hereinafter specified may be invoked.
 - 2) The employee or their representative shall notify Human Resources or designated representative in writing within fifteen (15) days after discussion of the grievance with the management official in the department in which the employee works that a grievance exists, and in such notification state the particulars of the grievance and if possible, the nature of the determination which is desired. The Human Resources Director or designated representative shall thereafter investigate the issues involved, and within fifteen (15) days after written notification by the Union. No grievance may be processed under paragraphs (c) and (d) below which has not first been filed and investigated in pursuance of this paragraph (b).
 - 3) Any grievance which has not been resolved by the procedures hereinabove set forth may be referred to the City Manager by the employee or their

representative or by the Human Resources Director. Any such referral shall be in writing, and the specific issues involved shall be detailed in such referral together with a statement of the resolution which is desired. The City Manager shall designate a personal representative to investigate the merits of the grievance, to meet with the grievant and to settle such grievance or to make recommendations thereon to the City Manager. This shall be the final step of the grievance procedure unless the Union elects step 4 below.

- 4) In the event the parties hereto are unable to reach a mutually satisfactory accord on any grievance (as the term "grievance" is hereinabove defined) that arises and is presented during the term of this MOU, such grievance shall be submitted to an impartial arbitrator who shall be designated by mutual agreement between the Union and the City Manager. Should the Union and the City Manager fail to reach agreement on selection of the arbitrator within fifteen (15) days, they shall jointly request a list of five (5) qualified arbitrators from the California State Mediation and Conciliation Service. If mutual selection cannot be made from the list received within five (5) days, the parties shall select the arbitrator by alternately striking names until only one name remains; that person shall serve as the arbitrator. The party which strikes the first name from the list of arbitrators shall be determined by a toss of a coin. The fees and expenses of the arbitrator and of a Court Reporter shall be shared equally by the Union and the City. Each party, however, shall bear the cost of its own presentation, including preparation and post hearing briefs, if any.

Decisions of arbitrators on matters properly before them shall be final and binding on the parties hereto.

No arbitrator shall entertain, hear, decide or make recommendations on any dispute involving a position over which the Union has jurisdiction unless such dispute falls within the definition of a grievance as hereinabove set forth in paragraph (A) of this Section.

Proposals to add to or change this MOU or written agreements or addenda supplementary hereto shall not be arbitrable and no proposal to modify, amend or terminate this MOU, nor any matter or subject arising out of or in connection with such proposal, may be referred for arbitration under this section; and no Arbitrator shall have the power to amend or modify this MOU or written agreements or addenda supplementary hereto or to establish any new terms or conditions of employment.

- C. All grievances involving or concerning the payment of compensation shall be initially filed in writing with the Human Resources Director. In such cases no adjustment shall be retroactive for more than sixty (60) days from the date upon which the grievance was filed. Only grievances alleging that employees are

not being compensated in accordance with the provisions of this MOU shall be considered as grievances. Any other matters of compensation are to be resolved in the meeting and conferring process and if not detailed in the MOU which results from such meeting and conferring process shall be deemed withdrawn until the meeting and conferring process is next opened for such discussion.

No changes in the MOU or interpretations thereof (except interpretation resulting from arbitration proceedings hereunder) will be recognized unless agreed to by the City Manager and the Union.

Section 28. City Rules

The rules, regulations, resolutions and ordinances adopted by the City and the Personnel Relations Board apply to all employees in this unit except as specifically amended as a result of provisions set forth in this MOU.

Section 29. Modified Duty

When an employee cannot perform the full range of duties of the classification as a result of an illness or injury, such employee may be assigned modified duty if reasonable accommodation can be made. Modified duty may be assigned after medical release by a City-designated physician that indicates the employee's work restrictions.

Section 30. Employee Benefits

Employees hired after January 1, 2005 must render five years of continuous service with the City to retire with medical and/or dental benefits under this section.

30.1 The City shall continue to offer the IRS § 125 plan as follows:

- A. Pretax conversion of employee contribution toward medical and dental premiums.
- B. Medical Flexible Spending Account with a maximum employee pretax contribution as determined by the IRS for the benefit plan year.
- C. Dependent Care Flexible Spending Account with a maximum employee pretax contribution as determined by the IRS for the benefit plan year.

For full-time employees, as defined by and measured in accordance with the Patient Protection and Affordable Care Act of 2010 (PPACA), the City will maintain a "core flex" benefit plan. The core shall consist of the PERS Medical Plan (Bay Area rates) and the existing dental plan.

Part-time employees may qualify for medical coverage in accordance with the Affordable Care Act.

The City will contribute monthly amounts, including the CalPERS Medical Plan “Minimum Employer Contribution”, towards the election of medical and dental benefits in the plan, or the actual premiums, whichever is less. As of January 1, 2025, these monthly contribution amounts are:

<u>Coverage Level</u>	<u>City Pays</u>
<u>Medical</u>	
Employee only	\$ 1,009.58
Employee + 1	\$2,019.16
Employee + 2 or more	\$2,624.90
<u>Dental</u>	
Employee only	\$ 49.83
Employee +1	\$ 94.60
Employee +2 or more	\$147.38

In January of each year, the City will pay 70% of the increase in medical and dental premiums based on Kaiser and the dental core plans (i.e., 2026 premiums minus 2025 premiums, multiplied by 70%).

In the event the City agrees to pay more than 70% of the annual increase in medical and/or dental premiums above for any represented or non-represented employee group or individual, the City will pay that same higher contribution amount for SLCEA-represented employees, beginning on the same effective date.

Employees electing not to enroll in the core flex benefit plan (i.e., who wish to waive enrollment in the medical and dental plans) and demonstrate to the satisfaction of the City their enrollment in another medical and dental plan, shall receive opt out premiums as set forth below. In the event both spouses are employed by the City and eligible to enroll in the City’s flex benefits plan, one employee may elect not to enroll in the medical and dental plans and will receive the employee opt-out rate if enrolled under spouse’s medical and dental coverage.

Employees may elect to opt out of the medical plan only, the dental plan only, or both.

Re-enrollment in the medical and/or dental plan shall be allowed only based upon a qualifying event as defined by the IRS codes or during an open enrollment period.

Opt-out premiums will be as follows, based on the employee’s status and eligibility during the active benefit year, in accordance with Internal Revenue Code (IRC) timelines and qualifying events:

Employee rate:	Medical \$200 +/-or dental \$50 = \$250/month maximum
Two-party rate:	Medical \$350 +/-or dental \$50 = \$400/month maximum
Family rate:	Medical \$500 +/-or dental \$50 = \$550/month maximum

The parties agree that during the term of this agreement, they will jointly explore various instruments enabling employee savings for retiree medical costs and related purposes.

- 30.2 Under CalPERS rules, the City will directly contribute the "Minimum Employer Contribution" towards retiree health coverage. Additional retiree health contributions will be made on a reimbursement basis as set forth below as long as the retiree remains enrolled in a CalPERS health plan. The amounts listed below are inclusive of the CalPERS Medical Plan "Minimum Employer Contribution".
- 30.3 The City shall pay the contributions required by health plan two-party rate for retired City employees who were assigned to classifications represented by the Union and who are currently members of one of the City's health plans. The City shall contribute to the health plan's two-party rate costs, but the maximum amount to be contributed by the City shall not exceed three hundred and sixty dollars (\$360.00). In the event the amounts required by the health plans exceed the maximum City contribution, such excess amounts shall be paid by the retiree. Coverage under this section shall continue until the employee's 65th birthday; except for the CalPERS Medical Plan "Minimum Employer Contribution" retiree health contribution, which shall continue for life.
- 30.4 Retired employee dependent eligibility for City health plan contribution is conditional upon the active enrollment of the retired employee. If a retired employee moves outside the service area of their medical plan, the retiree will be allowed an opportunity within thirty (30) days of such move to change medical insurance coverage. If a retired employee remarries, the retiree may add the retiree's spouse to the medical insurance coverage at the City's expense. The City shall have no obligation to obtain medical insurance for a retiree living outside the service area of its medical insurance plans. The contribution toward retiree insurance will continue, however, until the employee's 65th birthday.
- 30.5 The City shall contribute a maximum of seventy dollars and eighty-seven cents (\$70.87) toward the monthly dental plan cost for each eligible retired City employee who was assigned to a classification represented by the Union, and who is currently a member of the City's dental plan, or who was a member of the City's dental plan and retired on or after January 1, 1987. Any increases in dental plan costs during the term of this Agreement shall be split equally between the City and the retired employee. Coverage under this section shall continue until the employee's 65th birthday; except for the CalPERS Medical Plan "Minimum Employer Contribution" retiree health contribution, which shall continue for life.

Section 31. Life Insurance

The City shall maintain in effect employer paid Term Life Insurance with an AD&D benefit in the amount of fifty thousand dollars (\$50,000.00). The City shall make available for employees the ability to purchase additional life insurance, at no cost to the City, subject to the requirements and rules of the insurance carrier. Such premium payments made by the employee purchasing any voluntary life insurance shall be made on an after-tax basis.

Section 32. Long Term Disability Insurance

The City shall maintain in effect an employer paid long term disability insurance program with a benefit percentage of sixty-six and two-thirds percent (66 2/3%) of base monthly earnings with a maximum gross monthly benefit of six thousand dollars (\$6,000.00). The plan shall provide a six (6) month elimination period, benefits payable to age sixty-five (65) with two years "own" occupation and partial disability benefits, subject to the rules, regulations, enrollment requirements and exclusions set forth by the insurance carrier. The increased benefit percentage will be effective May 1, 2022, upon carrier implementation.

Section 33. Short Term Disability Insurance

The City shall make available for employees, the ability to purchase voluntary short-term disability insurance, at no cost to the City, subject to the rules, regulations, enrollment requirements and exclusions set forth by the insurance carrier. Such premium payments made by the employee purchasing any voluntary short-term disability insurance shall be made on an after-tax basis.

Section 34. Retirement Plan - Three-tier System

The City shall, for full-time and qualifying part-time staff, contribute to the California Public Employees' Retirement System (CalPERS) each pay period a portion of the employees' contribution rate as established by law, equal to that percentage of the employees' "compensation" as that term is administered by the Board of Administration of CalPERS, for the purpose of computing final compensation. Such contributions shall be reported to CalPERS as follows:

34.1 Tier One: Employees hired prior to May 6, 2010, the City shall maintain a contract with CalPERS for the provision of a 2.5% @ 55 (highest 12 months) retirement benefit formula.

These plans shall contain the following options:

- Remarriage post-survivor allowance continuance
- Credit for unused sick leave option
- Military service credit option

Tier One employees shall pay 8% of the employee contribution. Pursuant to IRS Code Section 414 (h) (2), these payments shall be made on a pre-tax basis.

34.2 Tier Two: For “classic” CalPERS members hired on or after May 6, 2010, the City shall maintain a contract with CalPERS for the provision of a 2% @ 55 (highest 36 months) retirement benefit formula pursuant to CalPERS requirements. Such plan will also contain the three optional benefits listed above.

Tier Two employees shall pay 7% of the employee contribution. Pursuant to IRS Code Section 414 (h) (2), these payments shall be made on a pre-tax basis.

34.3 Tier Three: For employees hired on or after January 1, 2013 and classified as “new” members of CalPERS as defined by Public Employees Pension Reform Act (PEPRA), the City shall maintain a contract with CalPERS for the provision of a 2% @ 62 (highest 36 months) retirement benefit formula. Also pursuant to PEPRA, these employees and the City are each responsible for paying one-half of the normal cost of this retirement plan.

Section 35. Deferred Compensation Plan

The City shall maintain in effect the IRS § 457 deferred compensation plan as described in the San Leandro Administrative Code. Participation in the City's deferred compensation plan shall be voluntary and shall be available to full-time and part-time employees. For full-time and permanent part-time employees only, the City will match an employee's contribution to the deferred compensation plan each pay period up to a maximum of two percent (2%) of an employee's base pay.

Section 36. Transfer

For the purpose of employee transfers as defined in Personnel Rules, the classifications of Street Maintenance Worker, Facilities Maintenance Worker and Park Maintenance Worker shall be interpreted as comparable classifications. An employee so transferred shall be paid in accordance with classification to which such employee is transferred.

Section 37. Tools - Equipment Section

The City shall provide tool insurance to cover the reasonable value of the hand tools furnished by employees in the Automotive Mechanic, Equipment Mechanic, and Fleet Supervisor classifications against loss in excess of sixty dollars (\$60.00) per occurrence arising from theft or catastrophic damage. It is understood that the City may institute reasonable rules for the purpose of limiting claims under this tool insurance.

These rules shall provide for, but not be limited to, tool inventories, audit of tool inventories, restrictions on removal of tools from the automotive shop and requirements

for the proper safeguarding of tools by the employees, which includes securement and lock-up of tools at the end of each working period.

Employees regularly assigned to the Public Works Equipment Section, who are required to provide and use their own tools shall be reimbursed by the City for broken, worn out, and/or technologically obsolete tools, to a maximum of six hundred dollars (\$600.00) per fiscal year. Such reimbursement shall be paid once each fiscal year only upon submission of acceptable justification and receipts to the Public Works Director. During the term of this agreement only, the City will provide a one-time one-thousand-dollar (\$1,000.00) reimbursement towards the purchase of new insulated tools required for electric vehicle maintenance.

Section 38. Catastrophic Illness Leave

The objective of this section is to allow donation of accrued time to affected employees, so that they can remain in a paid status for a longer period of time, thus partially ameliorating the financial impact of the illness, injury or condition.

An employee holding a full-time position with permanent status who has completed one (1) year of continuous service shall be eligible for the catastrophic illness leave benefit upon receiving a prior favorable recommendation therefore from the department head concerned and only upon the specific approval of the City Manager. To be eligible for leave under this section, such employee must have sustained or have an immediate family member who has sustained a life threatening or debilitating illness, injury or condition which may require confirmation by a physician, be unable to work at their position or any less demanding position to which they may be assigned by the department head concerned, and must have exhausted all of their accumulated sick leave, vacation, holiday, overtime and all other accumulated leave or pay benefits. Immediate family member for this section is defined as the employee's spouse/registered domestic partner, minor children/step-children/dependents of registered domestic partner (18 years of age or younger), who live in the household.

Eligible employees may receive up to a maximum of 1,000 hours of donated leave benefits from full-time employees due to a catastrophic illness. Employee can utilize up to 500 hours of donated sick leave initially. Under extraordinarily desperate conditions, a one-time additional increment of up to 500 hours of accrued vacation leave may be approved by the City Manager. The combination of all such donations would result in time away from work not to exceed twelve months in duration per incident (whether such leave is taken continuously or intermittently).

A minimum of one (1) year must elapse following the termination of the catastrophic illness leave before an employee may be permitted further catastrophic illness leave. However, if subsequent catastrophic illness occurs within a year following the termination of the previous catastrophic illness leave, an employee may be permitted to use whatever accumulated paid leave they have and then whatever catastrophic illness leave they were eligible for but did not use.

Section 39. Non-Discrimination

The City and the Union agree that there shall be no discrimination against any employee because of Union activities or because of race, color, religion, sex, national origin, age, marital status, disability, sexual orientation, or gender identity defined by applicable Federal and State regulations.

Section 40. Professional Certification

All employees working in a full-time position shall be reimbursed for obtaining or renewing job-required certificates.

The City agrees to pay the cost of written and medical examinations and the difference in the license renewal fees above a Class C Driver's License for those represented employees who are required to obtain and maintain a Class B Driver's License. Employees who possess a Class A license as of January 1, 2016, shall receive a 2.5% pay differential. Thereafter, the Street Supervisor and Street Maintenance Worker I/II/III employees assigned to the Public Works Paving section who obtain and maintain a Class A license, and have demonstrated the ability to independently operate a Class A vehicle, shall receive the 2.5% pay differential. Eligibility for the Class A pay differential for employees in other sections shall be based on City operational need as determined by the department head. Operational need shall be defined as an employee who can reasonably be expected to use the license on at least an occasional basis. If eligibility is denied, the Union may request to meet and discuss the reason for denial.

Section 41. Standby Pay

A. Compensation

All employees who are assigned to standby duty to respond to emergencies, service calls, shift coverage or lone operator support during their off shift hours, will be paid at the rate of two (2) hours pay at the employee's straight time hourly rate for each normal workday (commencing with the end of the regular scheduled shift). Employees who are required to standby on regularly scheduled days off (i.e. a twenty-four (24) hour consecutive period) shall receive a total of three (3) hours pay at the employee's regular hourly rate for each day. Employees who are required to standby on a City holiday (i.e. a twenty-four (24) hour consecutive period) shall receive a total of three (3) hours pay at the employee's regular hourly rate for each holiday. With the exception of departments listed below, each department will establish its own rules for standby assignments.

B. Public Works and Recreation & Parks

An employee assigned to standby duty must report to the emergency scene (if assigned a City vehicle) or their normal work reporting station within sixty (60)

minutes of receiving the call. Failure to respond in one (1) hour will result in the loss of standby pay for that day and possible disciplinary action. Employees, who cannot respond within the sixty (60) minute response time, will not be eligible for standby. Employees may trade standby duties amongst themselves, upon prior approval from the Section Supervisor, provided that the Division Manager, administrative staff and Police dispatch are notified prior to the trade. Trades must be in 24-hour increments. Employees on sick leave for their shift are not eligible for standby pay for that day except if the case of sick leave is for a scheduled medical appointment.

The standby employee should first attempt to contact the reporting party to determine if a response is necessary. Where the standby employee telephones the reporting party, and based on the content of the conversation is able to determine that the situation does not require after hours response by City personnel thereby eliminating the need for an after-hours response, the employee is entitled to compensation of one (1) hour time at straight time in addition to their standby pay. The standby employee shall notify their supervisor immediately after the decision.

Employees assigned to standby duty will be assigned a cellular telephone and those employees that need to respond directly to field locations will be given the option of taking a City vehicle home, subject to the written terms and conditions established by the City.

A minimum of two (2) hours of overtime shall be credited to each employee on standby duty who responds to an emergency call.

An employee assigned standby duty may elect to accrue compensatory time off in an amount equal to the applicable hourly compensation for standby pay. However, once an employee's total compensatory time off balance exceeds forty (40) hours, the employee serving in a standby capacity shall be compensated in pay. For employees who accrue ninety-six (96) hours or less of annual vacation leave, the total compensatory time off maximum balance shall be sixty (60) hours.

Under no circumstances, shall the employee use a City vehicle so assigned for personal travel or business including stopping for personal errands while traveling to and from work on a standby assignment. The employee shall exercise reasonable care to ensure the security of a vehicle so assigned as well as the tools and equipment with which it is furnished. Whenever possible, vehicles shall be parked on private property.

C. Civilian Police Employees

A standby list will be established to fill vacancies created by employees who call in sick or for other unforeseen vacancies. The Public Safety Dispatch Supervisor

will ensure that a current standby list is maintained at all times. Sign-ups will be conducted as often as necessary to keep the standby list current.

Public Safety Dispatchers assigned to the communications center will sign up by seniority. Each dispatcher will sign up for days that encompass their off-duty period. Dispatchers may trade standby assignments with the approval of a supervisor.

Upon notification, the dispatcher will call the communications center as soon as possible, within a maximum of forty-five (45) minutes. The standby dispatcher will be advised of the shift and time they are to report for duty. Standby dispatchers are to remain in a condition and location that will allow them to respond in a timely manner to the Police Department, fit for duty. A timely manner is defined as being at their duty station within one and one-half (1.5) hours. Failure to respond to the notification may result in disciplinary action.

When it is determined that a shift needs to be filled, dispatch or the on-duty supervisor will do the following in sequential order.

1. Determine if on-duty personnel can cover the shift.
2. Call the remainder of the available personnel in order of seniority.
3. If no dispatcher is found to work the vacant shift, the standby dispatcher will be called.

A Public Safety Dispatcher assigned standby duty may elect to take compensatory time off in an amount equal to the applicable hourly compensation for standby pay.

For required call out or court appearance on a normal workday, a minimum of two (2) hours pay at the overtime rate will be paid for the first such call out or court appearance, provided, however that court appearances immediately before or after schedule duty hours shall be deemed an extension of the shift and the two (2) hour minimum shall not apply. For required call out or authorized work related appearance on a normal day off, a minimum four (4) hours pay at the overtime rate will be paid for each of the first two (2) such call outs, provided, however, that a call out on a normal day off immediately before or after scheduled duty hours shall be deemed an extension of the shift and the four (4) hour minimum shall not apply. For court appearance on a normal day off, a minimum four (4) hours pay at the overtime rate will be paid, plus payment of necessary and actual related expenses. For court appearances that extend through the courts lunch period and the employee is required to return on the same case that same afternoon, the employee will be paid for that period of time at the overtime rate except for a one (1) hour lunch period. At the employee's request and with the approval of the Police Chief, compensatory time off may be granted in an amount equal to one and one-half times (1.5x) the overtime worked in lieu of pay.

Section 42. Bilingual Pay

Employees certified by the City as bilingual will receive two hundred (\$200) dollars per month bilingual pay when they are required to use a second language in the performance of their job as determined by the department head and confirmed by an appropriate certification process established by the City. Bilingual pay shall apply to Spanish, Chinese (Mandarin and Cantonese), American Sign Language and any other languages as determined by Human Resources.

Section 43. Categories of Appointment

The Personnel Rules regarding categories of appointment shall be amended as follows:

Probationary Appointment - The appointment of a person to a position in a classification listed in Appendix B from an employment list to serve the required probationary period for that classification.

Provisional Appointment - The appointment of a person to a position in a classification listed in Appendix B as defined in the Personnel Rules.

Permanent Appointment - The appointment of a person to a position in a classification listed in Appendix B who has completed the required probationary period in that classification.

Temporary Appointment - The appointment of a person to a position in a classification listed in Appendix B for a specified duration not to exceed twenty-four (24) months. The City shall provide notice to the Union of all temporary appointments.

Section 44. Provisions Applicable to Part-time and Temporary Employees

The following sections of the MOU apply as specified to part-time, permanent part-time and temporary employees as they are defined below:

Part-Time: Hourly employees who work 999 hours or less in a fiscal year. Part-time employees shall remain in probationary status.

Permanent Part-Time: Hourly employees working a fixed-weekly schedule for a minimum of 1,000 hours per year for two consecutive fiscal years.

Temporary Full-Time: Employees hired on a project basis up to a maximum of two years unless extended by mutual agreement.

SLCEA Applicable MOU Sections

<u>Section/ Paragraph</u>	<u>Title/Topic</u>	<u>Part-Time</u>	<u>Permanent Part-Time</u>	<u>Temporary Full-Time</u>
1.	Recognition	yes	yes	yes
2.	Union Security	yes	yes	yes
3.	Advance Notice	yes	yes	yes
4.	Union Rights	yes	yes	yes
5.	City Rights	yes	yes	yes
6.	Pay and Classification	yes	yes	yes
7.	Annual Vacation Leave	no	no	yes
8.	Sick Leave and Call-In			
	Health Benefits	no	no	yes
	Call-in Procedures	yes	yes	yes
	Sick Leave Accrual	no	no	yes
	Concerted Activity	no	no	no
	Coordination of Benefits	yes	yes	yes
	General Provisions	no	no	yes
	Payment for Unused Sick Leave	no	no	no
	Civilian Police Employees	no	no	no
9.	Maternity Pregnancy Disability, Reproductive Loss, and Family Medical Leaves	yes	yes	yes
10.	Parental Leave	no	yes	yes
11.	Bereavement Leave	yes	yes	yes
12.	Military Leave	yes	yes	yes
13.	Jury Duty	yes ¹	yes	yes ¹
14.	Leave of Absence Without Pay	yes	yes	yes
15.	Holidays	no	no	yes
16.	Reallocation of Position	no	no	no
17.	Injury on Duty			
	Salary Continuation	no	no	no
	Reports	yes	yes	yes
	Medical Appointments	yes	yes	yes
	Modified Duty (See Section 28 – Modified Duty)	no	no	no
18.	Hours of Work			
	Work Week	yes	yes	yes
	Shift Differential	no	no	yes
	Work Hours	no	no	yes
19.	Outside Work	yes	yes	yes
20.	Overtime Compensation			
	Application	yes	yes	yes
	Call-out	no	no	yes

	Court Appearance – Sick Leave	no	no	no
21.	Application of Pay Rates			
	Temporary Upgrade Pay	yes	yes	yes
	Temporary Differential Pay	no	no	yes
	Civilian Police Training Pay	no	no	yes
	POST Certification Pay	no	no	yes
	Uniform Allowance	no	no	yes
22.	Layoff	no	yes	no
23.	Resignation	yes	yes	yes
24.	Safety	yes	yes	yes
25.	Part-Time Paid Leave	yes	yes	no
26.	Discipline	no	yes	yes
27.	Grievance Procedure	yes ²	yes ²	yes ²
28.	City Rules	yes	yes	yes
29.	Modified Duty	yes	yes	yes
30.	Employee Benefits	no	no	yes
31.	Life Insurance	no	no	yes
32.	Long-Term Disability Insurance	no	no	yes
33.	Voluntary Short-Term Disability Insurance	no	no	yes
34.	Retirement Plan - Three-tier System	yes ³	yes ³	yes
35.	Deferred Compensation – City contribution	no	yes	yes
36.	Transfer	no	no	no
37.	Tools – Equipment Section	no	no	yes
38.	Catastrophic Illness Leave	no	no	no
39.	Non-Discrimination	yes	yes	yes
40.	Professional Certification	no	no	no
	Class B License	yes	yes	yes
41.	Standby Pay	no	no	no
42.	Bilingual Pay	yes	yes	yes
43.	Categories of Appointment	no	no	yes
44.	Provisions Applicable to Part-time and Temporary Employees			
45.	Miscellaneous			
	Flexible Work Schedules	yes	yes	yes
	Probationary Period	no	no	no
	Tuition Reimbursement	no	no	no
	Drug & Alcohol Testing Program	yes	yes	yes
46.	No Strike Clause	yes	yes	yes
47.	Separability	yes	yes	yes
48.	Past Practices and Existing MOU	yes	yes	yes

¹ Unpaid leave granted.

² Right applies only to identified sections.

³ If already enrolled in CalPERS or work more than 999 hours in a fiscal year.

Section 45. Miscellaneous

45.1 Flexible Work Schedules

When operationally appropriate and determined to be in the best interest of the City, departments may establish flexible work schedules. Establishment of such schedules shall be in the sole discretion of the department head with the approval of the City Manager.

45.2 Probationary Period

Personnel Rule IX is amended as follows:

The probationary period for Public Safety Dispatchers is eighteen (18) months.

45.3. Tuition Reimbursement

The Tuition Reimbursement Program is incorporated herein by reference. The maximum tuition reimbursement benefit under the program is one thousand five hundred dollars (\$1,500.00) per employee per fiscal year.

A full-time employee who has completed their probationary period must submit a Tuition Reimbursement Request and receive prior approval through their Supervisor, Department Director, Human Resources Director and City Manager prior to enrolling in a recognized college, university or professional institution. College courses, to be eligible for reimbursement, must be related to an employee's area of employment. It is understood by the parties that classes taken as prerequisites to an approved course of study are covered by this Tuition Reimbursement Program, as are courses taken in preparation for an employee's job advancement within the City. A written explanation will be provided to any employee denied tuition reimbursement.

Reimbursement is only made if an employee successfully completes their coursework with a grade of C or better. Eligible items for reimbursements are tuition and course-related book expenses.

45.4 Domestic Partners

Domestic partners of City employees registered with the State of California shall be afforded group health coverage eligibility and leave of absence rights to the extent required by law. No additional group health coverage eligibility or leave of absence rights shall be provided to domestic partners of City employees.

45.5 Fitness for Duty

The City will notify the Union before an employee is to be removed from service for a fitness-for-duty examination. Such notification will be followed by a written notice giving the general reasons for the scheduled examination to the Local 21 Representative/Organizer.

45.6 Application of Pay and Benefits

Only employees of the City, at the time this agreement is ratified by the City Council, are eligible to receive any of the salary or benefits so provided.

45.7 Notary Duties Pay

A one hundred dollar (\$100) monthly stipend will be paid to employees performing designated Notary Public services.

45.8. Daylight Savings Time

The following will be applied to any full-time employee working the “graveyard” or “midnight” shift at the time clocks change from/to Pacific Standard Time (PST) and Pacific Daylight Time (PDT).

1. In the spring, when transitioning from PST to PDT, employees working on a shift which includes the one-hour transition from Standard to Daylight Saving time will be paid only for time actually worked. Such employees may be granted the option by the Department Head/ designee to work an additional hour of straight time (to avoid being docked), or use accrued compensatory time, or vacation to make up the lost work hour.
2. In the fall, when transitioning from PDT to PST, employees working during the one-hour transition will be paid for all hours worked, including one hour of overtime at the overtime rate, should they work the extra hour in excess of their regularly scheduled shift as a result of the time change.

Such hours/leave must be reported on signed timesheets in the pay period during which the time change occurred.

45.9 Drug and Alcohol Testing Program

The provisions of the Drug and Alcohol Testing Program are incorporated by reference into this Agreement.

45.10 Performance Evaluation Appeal Process

Employees shall receive copies of all performance evaluations prior to placement in their personnel file. If an employee's overall performance evaluation is rated "Improvement Needed", the employee may file a written appeal within fourteen (14) calendar days with the department head. The department head will meet with the employee, and Union representative if requested, to hear the appeal and the reasons why the employee disagrees with the rating. The department head will respond to the employee in writing within fourteen (14) calendar days of the meeting with a determination if the rating is upheld or changed. The determination of the department head will be final.

Section 46. No Strike Clause

The Union, its members and representatives agree that it and they will not engage in, authorize, sanction, or support any strike, slowdown, stoppage of work, curtailment of production, concerted refusal of overtime work, refusal to operate designated equipment (provided such equipment is safe) or to perform customary duties; and neither the Union nor any representatives thereof shall engage in job action for the purpose of effecting changes in the directives or decisions of management of the City, nor to effect a change of personnel or operations management, or of employees not covered by this MOU.

Section 47. Separability

Should any provision of this MOU be declared illegal by a court of competent jurisdiction, that provision of the MOU shall be null and void. Such nullification shall not affect any other provision of this MOU, all of which other provisions shall remain in full force and effect.

Section 48. Past Practices and Existing Memoranda of Understanding

48.1 Continuance of working conditions and practices not specifically authorized by ordinance or by resolution of the City Council is not guaranteed by this MOU. Prior to discontinuing or altering any past practice which falls within the scope of representation, the City will provide notice to the Union and, upon request, meet and confer prior to implementing the change.

48.2 This MOU shall supersede all existing Memoranda of Understanding between the City and the Union.

It is mutually agreed that the provisions above shall be made applicable on the dates indicated and these provisions represent the full and final settlement of all proposals made by the Union.

This MOU and all its agreed provisions herein shall commence on January 1, 2025 and shall remain in effect through December 31, 2029, except for those provisions assigned other effective dates or subject to negotiations re-opener provisions.

Dated: _____

CITY REPRESENTATIVE

REPRESENTATIVES, SAN LEANDRO
CITY EMPLOYEES ASSOCIATION,
IFPTE LOCAL 21, AFL-CIO

Janelle Cameron, City Manager

Patrick Grajeda, President, SLCEA

Kika Villaseñor, Vice President, SLCEA

Liz Hodgins, Treasurer, SLCEA

Patricia Mallari, Executive Board, SLCEA

Jeff Duritz, Representative, Local 21

City of San Leandro
Salary Range Placement - SLCEA Classifications
Effective 1/1/2025

Appendix A

Department	New Class Title	Salary Range as of 12/31/2024	Updated Total Comp % above or below Median	New Salary Range eff 1/1/2025
Community Development	Assistant Planner	72	3.5%	72
Community Development	Associate Planner	77	3.5%	77
Community Development	Building Inspector I	new	new	69
Community Development	Building Inspector II (Building Inspector)	71	-4.5%	73
Community Development	Community Preservation Officer I	65	0.0%	65
Community Development	Community Preservation Officer II	70	0.0%	70
Community Development	Community Preservation Supervisor	75	Insuff. Data	76
Community Development	Economic Development Program Specialist I	72	-1.0%	72
Community Development	Economic Development Program Specialist II (Project Specialist II)	77	-1.0%	77
Community Development	Housing Program Specialist I	72	-0.7%	72
Community Development	Housing Program Specialist II (Project Specialist II)	77	-0.7%	77
Community Development	Permit Center Supervisor (Permits Center Coordinator)	75	7.5%	75
Community Development	Permit Technician I (Permit Clerk)	58	7.5%	58
Community Development	Permit Technician II (Permits Tech)	67	7.5%	67
Community Development	Plan Check Engineer	81	-1.8%	82
Community Development	Plans Examiner	75	-2.5%	76
Community Development	Senior Building Inspector	74	-4.5%	76
Community Development	Senior Economic Development Specialist	81	-1.0%	81
Community Development	Senior Housing Program Specialist	81	-0.7%	81
Community Development	Senior Permit Technician	new	new	71
Community Development	Senior Planner	81	3.5%	81
Community Development	Supervising Building Inspector	77	-10.9%	81
Citywide Admin	Administrative Assistant I	51	-10.3%	55
Citywide Admin	Administrative Assistant II	55	-10.3%	59
Citywide Admin	Administrative Assistant III (hired before 12/31/2024)	58	n/a	62
Citywide Admin	Administrative Technician (New)	new	new	63
Citywide Admin	Administrative Specialist III (hired before 12/31/2024)	67	n/a	75
City Manager's Office	A/V Operator	55	Insuff. Data	55
City Manager's Office	Emergency Services Coordinator (Emerg Services Specialist)	70	Insuff. Data	71
City Manager's Office	Public Information Assistant (New)	new	new	59
City Manager's Office	Risk Management Technician (Administrative Specialist III)	67	Insuff. Data	71
Finance	Accountant I	71	1.0%	71
Finance	Accountant II	75	1.0%	75
Finance	Accounting Assistant I (Account Clerk)	56	2.2%	56
Finance	Accounting Assistant II (Senior Account Clerk)	58	2.2%	58
Finance	Purchasing Technician	69	Insuff. Data	69
Finance	Senior Accountant	new	new	79
Human Services	Human Services Program Assistant	55	-9.9%	59
Human Services	Human Services Program Coordinator	60	-16.4%	66
Information Technology	Central Services Assistant (Administrative Assistant I)	50	-3.9%	52
Information Technology	Information Technology Applications Analyst I (IS Specialist)	70	-11.3%	74
Information Technology	Information Technology Applications Analyst II (Innovation Tech Analyst)	75	-11.3%	79
Information Technology	Information Technology Infrastructure Analyst I	77	3.3%	77
Information Technology	Information Technology Infrastructure Analyst II	81	3.3%	81
Information Technology	Information Technology Security Analyst	new	new	83
Information Technology	Information Technology Technician I	new	new	63
Information Technology	Information Technology Technician II (IS Support Technician)	62	-12.5%	67
Library	Librarian I	new	new	63
Library	Librarian II (Librarian)	67	2.9%	67
Library	Library Assistant	51	-3.7%	52
Library	Library Clerk (PT)	39	-3.7%	41
Library	Museum Curator	64	Insuff. Data	67
Library	Security Aide (Library Security Aide)	55	Insuff. Data	56
Library	Senior Library Assistant	54	-3.7%	56
Library	Supervising Librarian (Senior Librarian)	74	-3.7%	75

City of San Leandro
Salary Range Placement - SLCEA Classifications
Effective 1/1/2025

Appendix A

Department	New Class Title	Salary Range as of 12/31/2024	Updated Total Comp % above or below Median	New Salary Range eff 1/1/2025
Police	Crime Analyst	74	-4.5%	76
Police	Crime Prevention Specialist	59	Insuff. Data	62
Police	Executive Assistant (Administrative Specialist I)	60	-9.0%	64
Police	Police Service Technician I	55	-7.4%	58
Police	Police Service Technician II	59	-7.4%	62
Police	Police Services Supervisor	63	Insuff. Data	70
Police	Property & Evidence Supervisor (Adm Spe - Police)	71	Insuff. Data	71
Police	Property & Evidence Technician (Property Clerk)	57	-13.9%	62
Police	Public Safety Dispatch Supervisor	76	-7.3%	79
Police	Public Safety Dispatcher I	new	new	67
Police	Public Safety Dispatcher II (Public Safety Dispatcher)	71	1.1%	71
Police	Records Clerk	55	-3.1%	56
Police	Records Supervisor (Adm Spe - Police)	67	-10.9%	71
Public Works	Assistant Engineer	74	-8.5%	77
Public Works	Associate Engineer	79	-8.5%	82
Public Works	Engineering Inspector I	new	new	70
Public Works	Engineering Inspector II (Engineering Inspector)	71	-8.0%	74
Public Works	Engineering Technician I (Engineering Aide)	58	-8.3%	61
Public Works	Engineering Technician II (Sr. Engineering Aide)	63	-8.3%	66
Public Works	Equipment Services Technician	56	Insuff. Data	58
Public Works	Fleet Supervisor	75	-12.2%	80
Public Works	Junior Engineer	69	-8.5%	72
Public Works	Maintenance Aide (PT)	41	-5.7%	44
Public Works	Maintenance Supervisor	75	-12.1%	80
Public Works	Maintenance Worker I	56	-5.7%	58
Public Works	Maintenance Worker II (Street Maintenance Worker II)	59	-5.7%	61
Public Works	Mechanic I	new	new	63
Public Works	Mechanic II (Equipment Mechanic)	65	-3.9%	67
Public Works	Senior Engineering Inspector	75	-8.0%	78
Public Works	Senior Maintenance Worker (Street Maintenance Worker III)	64	-5.7%	66
Public Works	Supervising Engineering Inspector	77	-12.6%	82
Public Works	Traffic Control Technician I	new	new	63
Public Works	Traffic Control Technician II (Electrician I)	65	-5.2%	67
Public Works	Traffic Supervisor	75	Insuff. Data	80
Public Works	Waste Reduction Program Coordinator (Administrative Specialist III)	67	-10.3%	71
Rec&Parks	Parks & Landscape Maintenance Supervisor	75	-12.1%	80
Rec&Parks	Recreation Coordinator (New)	new	new	68
Rec&Parks	Recreation Supervisor (Recreation Supervisor II)	71	-12.2%	76
Rec&Parks	Tree Trimmer I	60	6.4%	60
Rec&Parks	Tree Trimmer II	64	6.4%	64
WPCP	Chemist	new	new	81
WPCP	Collection Systems Maintenance Supervisor	82	-21.1%	90
WPCP	Collection Systems Maintenance Worker I	58	-14.6%	64
WPCP	Collection Systems Maintenance Worker II	61	-14.6%	67
WPCP	Environmental Protection Specialist I	70	-8.5%	73
WPCP	Environmental Protection Specialist II	76	-8.5%	79
WPCP	Environmental Services Supervisor	81	-8.5%	84
WPCP	Laboratory and Compliance Supervisor (Laboratory Supervisor)	79	-27.2%	89
WPCP	Laboratory Technician I	67	0.5%	67
WPCP	Laboratory Technician II	69	0.5%	69
WPCP	Plant Electrical And Instrumentation Technician I	67	-20.1%	75
WPCP	Plant Electrical and Instrumentation Technician II	72	-20.1%	80
WPCP	Plant Maintenance Mechanic I	64	-15.3%	70
WPCP	Plant Maintenance Mechanic II (Maintenance Mechanic II)	69	-15.3%	75

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Department	New Class Title	Salary Range as of 12/31/2024	Updated Total Comp % above or below Median	New Salary Range eff 1/1/2025
WPCP	Plant Maintenance Supervisor	77	-33.8%	89
WPCP	Plant Maintenance Worker	50	Insuff. Data	50
WPCP	Plant Operations Supervisor	83	-24.8%	92
WPCP	Plant Operator I	70	-2.9%	71
WPCP	Plant Operator II	75	-2.9%	76
WPCP	Plant Operator Lead	78	-2.9%	79
WPCP	Plant Operator-In-Training	66	-2.9%	67
WPCP	Senior Collection System Maintenance Worker (CSMW III)	66	-14.6%	72
WPCP	Senior Plant Maintenance Mechanic	new	new	79

Classifications to be Retired

Administrative Assistant III - frozen for employees hired before 12/31/24 only
Administrative Specialist I
Administrative Specialist II
Administrative Specialist III - frozen for employee hired before 12/31/24 only
Administrative Specialist -Police
Administrative Trainee
Animal Control Worker
Assistant Marina Supervisor
Automotive Mechanic
Buyer
Café Assistant
Circulation Supervisor
Electrician II
Equipment Services Aide
Graphics Supervisor
HVAC Mechanic I
HVAC Mechanic II
Jailer
Maintenance Worker - Entry
Marina Supervisor
Project Literacy Coordinator
Property Clerk
Recreation Supervisor I
Supply Maintenance Worker
Surveyor
Traffic Operations Engineer
Tree Supervisor

City of San Leandro
SLCEA Salary Schedule
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Appendix B

SR	CLASSIFICATION	Step 1	Hrly	Step 2	Hrly	Step 3	Hrly	Step 4	Hrly	Step 5	Hrly
92	Plant Operations Supervisor	14,119	81.45	14,825	85.53	15,566	89.80	16,345	94.30	17,161	99.01
91	No classification falls within range	13,783	79.52	14,472	83.50	15,195	87.67	15,955	92.05	16,752	96.65
90	Collection Systems Maintenance Supervisor	13,446	77.57	14,119	81.45	14,825	85.53	15,566	89.80	16,343	94.30
89	Laboratory and Compliance Supervisor	13,127	75.73	13,783	79.52	14,472	83.50	15,195	87.67	15,955	92.05
	Plant Maintenance Supervisor										
88	No classification falls within range	12,807	73.89	13,447	77.57	14,119	81.45	14,825	85.53	15,566	89.80
87	No classification falls within range	12,502	72.13	13,127	75.73	13,783	79.52	14,472	83.50	15,195	87.67
86	No classification falls within range	12,196	70.36	12,807	73.89	13,447	77.57	14,119	81.45	14,825	85.53
85	No classification falls within range	11,907	68.69	12,502	72.13	13,127	75.73	13,783	79.52	14,472	83.50
84	Environmental Services Supervisor	11,616	67.02	12,196	70.38	12,807	73.89	13,447	77.57	14,119	81.45
83	Information Technology Security Analyst	11,340	65.42	11,907	68.69	12,502	72.13	13,127	75.73	13,783	79.52
82	Associate Engineer	11,063	63.83	11,616	67.02	12,197	70.38	12,807	73.89	13,447	77.57
	Plan Check Engineer										
	Supervising Engineering Inspector										
81	Chemist	10,800	62.31	11,340	65.42	11,907	68.69	12,502	72.13	13,127	75.73
	Information Technology Infrastructure Analyst II										
	Senior Economic Development Specialist										
	Senior Housing Program Specialist										
	Senior Planner										
	Supervising Building Inspector										
80	Fleet Supervisor	10,536	60.79	11,063	63.83	11,616	67.02	12,197	70.38	12,807	73.89
	Maintenance Supervisor										
	Parks & Landscape Maintenance Supervisor										
	Plant Electrician and Instrumentation Technician II										
	Traffic Supervisor										
79	Environmental Protection Specialist II	10,286	59.34	10,800	62.31	11,340	65.42	11,907	68.69	12,502	72.13
	Information Technology Applications Analyst II										
	Lead Plant Operator										
	Public Safety Dispatch Supervisor										
	Senior Accountant										
	Senior Plant Maintenance Mechanic										
78	Senior Engineering Inspector	10,034	57.89	10,536	60.79	11,063	63.83	11,616	67.02	12,197	70.38
77	Assistant Engineer	9,796	56.52	10,286	59.34	10,800	62.31	11,340	65.42	11,907	68.69
	Associate Planner										
	Economic Development Program Specialist II										
	Housing Program Specialist II										

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SR	CLASSIFICATION	Step 1	Hrly	Step 2	Hrly	Step 3	Hrly	Step 4	Hrly	Step 5	Hrly
	Information Technology Infrastructure Analyst I										
76	Community Preservation Supervisor	9,557	55.14	10,034	57.89	10,536	60.79	11,063	63.83	11,616	67.02
	Crime Analyst										
	Plans Examiner										
	Plant Operator II										
	Recreation Supervisor										
	Senior Building Inspector										
75	Accountant II	9,329	53.83	9,796	56.52	10,286	59.34	10,800	62.31	11,340	65.42
	Permit Center Supervisor										
	Plant Electrician and Instrumentation Technician I										
	Plant Maintenance Mechanic II										
	Supervising Librarian										
74	Engineering Inspector II	9,101	52.50	9,557	55.14	10,034	57.89	10,536	60.79	11,063	63.83
	Information Technology Applications Analyst I										
73	Environmental Protection Specialist I	8,885	51.26	9,329	53.83	9,796	56.52	10,286	59.34	10,800	62.31
	Building Inspector II										
72	Assistant Planner	8,668	50.01	9,101	52.50	9,557	55.14	10,034	57.89	10,536	60.79
	Economic Development Program Specialist I										
	Housing Program Specialist I										
	Junior Engineer										
	Senior Collection System Maintenance Worker										
71	Accountant I	8,461	48.82	8,885	51.26	9,329	53.83	9,796	56.52	10,286	59.34
	Emergency Services Coordinator										
	Plant Operator I										
	Property & Evidence Supervisor										
	Public Safety Dispatcher II										
	Records Supervisor										
	Risk Management Technician										
	Senior Permit Technician										
	Waste Reduction Program Coordinator										
70	Community Preservation Officer II	8,256	47.63	8,668	50.01	9,101	52.50	9,557	55.14	10,034	57.89
	Engineering Inspector I										
	Plant Maintenance Mechanic I										
	Police Services Supervisor										
69	Building Inspector I	8,059	46.50	8,461	48.82	8,885	51.26	9,329	53.83	9,796	56.52
	Laboratory Technician II										
	Purchasing Technician										
68	Recreation Coordinator	7,863	45.36	8,256	47.63	8,668	50.01	9,101	52.50	9,557	55.14
67	Administrative Specialist III (hired before 12/31/2024)	7,675	44.28	8,059	46.50	8,461	48.82	8,885	51.26	9,329	53.83
	Collection Systems Maintenance Worker II										
	Information Technology Technician II										
	Laboratory Technician I										

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SR	CLASSIFICATION	Step 1	Hrly	Step 2	Hrly	Step 3	Hrly	Step 4	Hrly	Step 5	Hrly
	Librarian II										
	Mechanic II										
	Museum Curator										
	Permit Technician II										
	Plant Operator-In-Training										
	Public Safety Dispatcher I										
	Traffic Control Technician II										
66	Engineering Technician II	7,488	43.20	7,863	45.36	8,256	47.63	8,668	50.01	9,101	52.50
	Senior Maintenance Worker										
	Human Services Program Coordinator										
65	Community Preservation Officer I	7,310	42.17	7,675	44.28	8,059	46.50	8,461	48.82	8,885	51.26
64	Collection Systems Maintenance Worker I	7,131	41.14	7,488	43.20	7,863	45.36	8,256	47.63	8,668	50.01
	Executive Assistant										
	Tree Trimmer II										
63	Administrative Technician	6,962	40.16	7,310	42.17	7,675	44.28	8,059	46.50	8,461	48.82
	Information Technology Technician I										
	Librarian I										
	Mechanic I										
	Traffic Control Technician I										
62	Administrative Assistant III (hired before 12/31/2024)	6,792	39.18	7,131	41.14	7,488	43.20	7,863	45.36	8,256	47.63
	Crime Prevention Specialist										
	Engineering Technician I										
	Police Service Technician II										
	Property & Evidence Technician										
61	Maintenance Worker II	6,630	38.24	6,962	40.16	7,310	42.17	7,675	44.28	8,059	46.50
60	Tree Trimmer I	6,469	37.32	6,792	39.18	7,131	41.14	7,488	43.20	7,863	45.36
59	Administrative Assistant II	6,314	36.43	6,630	38.24	6,962	40.16	7,310	42.17	7,675	44.28
	Human Services Program Assistant										
	Public Information Assistant										
58	Accounting Assistant II	6,160	35.54	6,469	37.32	6,792	39.18	7,131	41.14	7,488	43.20
	Equipment Services Technician										
	Maintenance Worker I										
	Permit Technician I										
	Police Service Technician I										
57	No classification falls within range	6,014	34.70	6,314	36.43	6,630	38.24	6,962	40.16	7,310	42.17
56	Records Clerk	5,867	33.85	6,160	35.54	6,469	37.32	6,792	39.18	7,131	41.14
	Security Aide										
	Senior Library Assistant										
	Accounting Assistant I										
55	Administrative Assistant I	5,728	33.05	6,014	34.70	6,314	36.43	6,630	38.24	6,962	40.16

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SR	CLASSIFICATION	Step 1	Hrly	Step 2	Hrly	Step 3	Hrly	Step 4	Hrly	Step 5	Hrly
	Audio-Visual Operator										
54	No classification falls within range	5,588	32.24	5,867	33.85	6,160	35.54	6,469	37.32	6,792	39.18
53	No classification falls within range	5,455	31.47	5,728	33.05	6,014	34.70	6,314	36.43	6,630	38.24
52	Central Services Assistant	5,322	30.70	5,588	32.24	5,867	33.85	6,160	35.54	6,469	37.32
	Library Assistant										
51	No classification falls within range	5,195	29.97	5,455	31.47	5,728	33.05	6,014	34.70	6,314	36.43
50	Plant Maintenance Worker	5,068	29.24	5,322	30.70	5,588	32.24	5,867	33.85	6,160	35.54
49	No classification falls within range	4,948	28.54	5,195	29.97	5,455	31.47	5,728	33.05	6,014	34.70
48	No classification falls within range	4,827	27.85	5,068	29.24	5,322	30.70	5,588	32.24	5,867	33.85
47	No classification falls within range	4,712	27.18	4,948	28.54	5,195	29.97	5,455	31.47	5,728	33.05
46	No classification falls within range	4,597	26.52	4,827	27.85	5,068	29.24	5,322	30.70	5,588	32.24
45	No classification falls within range	4,488	25.89	4,712	27.18	4,948	28.54	5,195	29.97	5,455	31.47
44	Maintenance Aide, pt	4,378	25.26	4,597	26.52	4,827	27.85	5,068	29.24	5,322	30.70
43	No classification falls within range	4,274	24.65	4,488	25.89	4,712	27.18	4,948	28.54	5,195	29.97
42	No classification falls within range	4,169	24.06	4,378	25.26	4,597	26.52	4,827	27.85	5,068	29.24
41	Library Clerk, pt	4,070	23.48	4,274	24.65	4,488	25.89	4,712	27.18	4,948	28.54
40	No classification falls within range	3,971	22.91	4,169	24.06	4,378	25.26	4,597	26.52	4,827	27.85
39	No classification falls within range		22.37		23.48		24.65		25.89		27.18