

RESOLUTION NO.

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LA HABRA AMENDING RESOLUTION NO. 6113 AND CC 2025-25 PERTAINING TO A COMPENSATION PLAN FOR LA HABRA MUNICIPAL EMPLOYEES GROUP

WHEREAS, The City of La Habra, hereinafter referred to as the City, and the La Habra Municipal Employees Group have met and conferred in accordance with the Meyers Milias Brown Act and Government Code section 3500; and

WHEREAS, the parties met and conferred over a successor contract agreement and the parties reached Agreement for a four (4) year labor contract for the La Habra Municipal Employees Group for the period July 1, 2026 through June 30, 2030; and

WHEREAS, the City Council approved a Memorandum of Understanding (MOU) between the City and the La Habra Municipal Employees Group for a contract terms of four (4) years from July 1, 2026 through June 30, 2030; and

WHEREAS, the City and the Associations have memorialized the agreements into written Memorandum of Understanding.

NOW, THEREFORE, the City Council of the City of La Habra does hereby resolve as follows:

SECTION 1. MEMORANDUM OF UNDERSTANDING. The Memorandum of Understanding (MOU) between the City of La Habra and the La Habra Municipal Employees Group is attached hereto as attachment A and by reference made a part hereof.

SECTION 2. ALL RESOLUTIONS IN CONFLICT, ETC. All Resolutions of the City of La Habra in conflict herewith are hereby repealed.

SECTION 3. EFFECTIVE DATE. This Resolution shall become effective July 1, 2026.

SECTION 4. The City Council authorizes the City Manager or designee to approve the Memorandum of Understanding (MOU) between both groups, setting forth the hours, wages, and working conditions for the period starting July 1, 2026, through June 30, 2030.

PASSED, APPROVED AND ADOPTED this 15th day of June, 2026.

Jose Medrano, Mayor

ATTEST:

Rhonda Barone, CMC, City Clerk

STATE OF CALIFORNIA)
COUNTY OF ORANGE)SS.
CITY OF LA HABRA)

I, Rhonda Barone, City Clerk for the City of La Habra, do hereby certify that the above and foregoing is a true and correct copy of Resolution No. _____ introduced and adopted at a Regular Meeting of the City Council of the City of La Habra held on the 15th day of June, 2026, by the following roll call vote:

AYES: COUNCILMEMBERS:
NOES: COUNCILMEMBERS:
ABSTAIN: COUNCILMEMBERS:
ABSENT: COUNCILMEMBERS:

Witness my hand and the official seal of the City of La Habra this 15th day of June, 2026.

Rhonda Barone, CMC, City Clerk

Exhibit

A

MEMORANDUM OF UNDERSTANDING BETWEEN
THE CITY OF LA HABRA AND THE LA HABRA
MUNICIPAL EMPLOYEES ASSOCIATION
FOR THE PERIOD OF JULY 1, 2026, THROUGH JUNE 30, 2030



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MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF
LA HABRA, HEREINAFTER REFERRED TO AS "CITY" AND THE
LA HABRA MUNICIPAL EMPLOYEES ASSOCIATION, HEREINAFTER
REFERRED TO AS "EMPLOYEES' GROUP," FOR THE
PERIOD OF JULY 1, 2026, THROUGH JUNE 30, 2030

ARTICLE I – EMPLOYEE-EMPLOYER RELATIONS

SECTION I. Recognition:

- A. The City and Employees' Group have both signed off on a separate side letter agreement dealing with agency shop. The side letter agreement is incorporated into the Memorandum of Understanding. (Attachment 1)
- B. The La Habra Municipal Employees Association "Employees' Group" is the only organization currently recognized to meet and confer with the City over wages, hours, benefits, and terms and conditions of employment pursuant to the Meyers-Milias-Brown Act and the Agency Shop agreement between the City and the Field Services Employees' Group.
- C. The City shall deduct dues for any employee in this unit who has authorized Union dues deductions and shall remit those deductions to the Association unless prohibited from doing so by operation of law; provided that any employee in the unit may terminate such Union dues deductions by notifying the Union in accordance with procedures specified in the Union's bylaws. In case of such notification, the Union shall provide the City's Human Resources Department with the appropriate documentation to process these dues cancellations within ten (10) business days after receipt of such notification.

SECTION II. Scope of Representation:

- A. Employees' Group shall have the right of representing its members in all matters relating to employment conditions and employee/employer relations; including, but not limited to wages, hours and other terms and conditions of employment; except, however, that the scope of representation shall not include consideration of the merits, necessity or organization of any service or activity by law or executive order.
- B. Representatives of City shall meet and confer in good faith with representatives of the Employees' Group regarding wages, hours and other terms and conditions of employment.
- C. Any further procedures, implementations, definitions or clarifications of rights of affected parties shall be established by City and Employees' Group in accordance with State law.

SECTION III. Management Rights:

All rights of City not specifically limited by the terms of this "Memorandum of Understanding" (hereinafter referred to as "MOU") are hereby reserved to City. The exclusive rights of City are included, but not limited to, the right to:

- A. The City shall retain, whether exercised or not, solely and exclusively, all express and inherent rights and authority pursuant to law with respect to determining the level of, and the manner in which, the City's activities are conducted, managed, and administered, and it is the exclusive right of the City to establish and maintain departmental rules and procedures for the administration of its departments. The City shall comply with the meet and confer requirements of the Meyers-Milias-Brown Act.
- B. The City has the exclusive right and authority to establish a workweek and to schedule work and/or overtime work as required by the City.
- C. Every incidental duty connected with operations enumerated in job descriptions is not always specifically described; nevertheless, it is intended that all such duties shall be performed by the employee.
- D. The appointing authority reserves the right to direct employees, including the right to hire, promote, discipline or discharge employees as set forth in the Personnel Rules. The City reserves the right to lay off personnel of the City at any time.
- E. The City shall determine assignments, and establish methods and processes by which assignments are performed.
- F. The City shall have the exclusive right to transfer employees within departments and to positions outside a department in a manner, which best meets the needs of the City in accordance with all otherwise applicable rules, such as the Personnel Rules.
- G. The City shall determine policy affecting the selection or training of new employees. The City shall determine policy affecting the on-going training and certification of employees, as applicable.
- H. The City shall have the right to establish and enforce employee performance standards.
- I. The City shall determine the safety, health, and property protection measures for the City.
- J. The City shall have the right to introduce new, improved or different methods and techniques of operation or a change in existing methods and techniques.
- K. The City shall determine the amount of supervision necessary.

- L. The City shall have the authority to effect reorganizations and reallocation of work of the City, including the determination of the size and organizational structure of departments and the determination of the job classification and ranks based upon assigned duties.
- M. The City has the right to contract for matters relating to municipal operations in accordance with government Code Sections 53060 and 3500-3510. The right of contracting or subcontracting is vested exclusively in the City. The City agrees to meet and confer with the Association pursuant to the requirements of the MMBA.

SECTION IV. No Strikes, Slowdowns or "Sickouts":

Employees' Group agrees, on behalf of itself and each of its members, that neither Employees' Group nor its members shall engage in a strike, work stoppage or slowdown, or shall use sick leave as a method of not reporting as assigned for regular work schedule.

In the event of any dispute between Employees' Group and/or its members and City, the parties agree to utilize the here-established procedures for resolving such dispute.

In the event that State or Federal law changes regarding a City employee's right to strike, the City agrees to meet and confer on such change within thirty (30) days of the effective date of the change.

SECTION V. Field Services Group Rights:

- A. Employees' Group has the right to designate employee representatives and alternate representatives. Employees' Group shall advise office Director of Human Resources as to its designees.
- B. Employees' Group representatives are permitted to investigate and process grievances during working periods. Such representation is to be approved by the highest-ranking, on-duty supervisor within the department and said representation activities during working hours shall not interfere with work functions nor departmental activities. Representation shall be limited to one representative. All grievance procedures shall be in accordance with the adopted "Personnel Manual" of City and attached Grievance Procedure ("Exhibit B"). Permission for employee representation, as set forth in these provisions, shall not be unreasonably withheld.
- C. Employees shall be entitled to representation upon request of an employee(s) concerning matters within the scope of employment relations. All employee representation and grievance shall be filed as outlined in the grievance procedures of City's "Personnel Manual" and attached Grievance Procedure ("Exhibit B").

SECTION VI. Proximity to Work:

The nature of Employees' Groups' jobs is reacting as rapidly as possible to emergency situations. It is the responsibility of off-duty personnel to be reasonably available to be summoned back to work to

provide emergency services. All Employees' Group employees shall reside within one hour's driving time to the City Yard. This policy shall not affect those employees currently living outside of a one-hour radius, with the exception that, should current residency be changed, the proximity-to-work requirement could be enforced. Also, sleeping accommodations shall be furnished for the water-duty man. The water-duty person shall not be provided with the "Duty water truck" if they reside more than twenty (20) minutes' driving time from the City Yard.

ARTICLE II - COMPENSATION

SECTION I. Salary Schedule: see attached "Exhibit A"

The City agrees to merit based step increases for eligible staff who receive an overall performance evaluation rating of "Competent" or better.

A. Salary:

The following increases shall be in effect on the dates indicated:

3% COLA adjustment added to salary schedule, effective the first full pay period in July, 2026, to all unit employees, except Sewer and Water Services Technician Series.

3% COLA adjustment added to salary schedule, effective the first full pay period in July, 2027, to all unit employees, except Sewer and Water Services Technician Series.

1.5% COLA adjustment added to salary schedule, effective the first full pay period in July, 2028, AND a 1.5% COLA adjustment added to salary schedule, effective the first full pay period in January, 2029 to all unit employees, except Sewer and Water Services Technician Series.

1.5% COLA adjustment added to salary schedule, effective the first full pay period in July, 2029, AND a 1.5% COLA adjustment added to salary schedule effective the first full pay period in January 2030, to all unit employees, except Sewer and Water Services Technician Series.

4% COLA adjustment added to salary schedule, effective the first full pay period in July, 2026, to Sewer and Water Services Technician Series.

4% COLA adjustment added to salary schedule, effective the first full pay period in July, 2027, to Sewer and Water Services Technician Series.

2% COLA adjustment added to salary schedule, effective the first full pay period in July, 2028, AND a 2% COLA adjustment added to salary schedule, effective the first full pay period in January, 2029 Sewer and Water Services Technician Series.

2% COLA adjustment added to salary schedule, effective the first full pay period in July, 2029, AND a 2% COLA adjustment added to salary schedule effective the first full pay period in January 2030, to Sewer and Water Services Technician Series.

B. One-time Adjustment:

Effective upon City Council approval and by June 30, 2026, the City will provide a one-time lump sum pay adjustment of \$2,000 to all full-time employees as of May 31, 2026. Employees must still be employed as of June 30, 2026 to be eligible for the lump sum payment.

The hourly base salary for Water Services Technician IV shall be set at a minimum of 6% above the Water Services Technician III salary rate. This is a one-time adjustment to the salary schedule, effective July 11, 2026. Affected employees will be placed at the step closest to their current pay.

Prior to June 30, 2027, the City will provide a one-time lump sum pay adjustment of \$1,000 to all full-time employees as of May 31, 2027. Employees must still be employed as of June 30, 2027 to be eligible for the lump sum payment.

Prior to June 30, 2028, the City will provide a one-time lump sum pay adjustment of \$1,000 to all full-time employees as of May 31, 2028. Employees must still be employed as of June 30, 2028 to be eligible for the lump sum payment.

Prior to June 30, 2029, the City will provide a one-time lump sum pay adjustment of \$1,000 to all full-time employees as of May 31, 2029. Employees must still be employed as of June 30, 2029 to be eligible for the lump sum payment.

C. Direct Deposit:

All employees are required to utilize direct deposit of payroll checks.

SECTION II. Extra Duties:

Employees who are required to perform duties above their classification on a temporary basis will be paid an additional five percent (5%) when they have performed this extra duty for three consecutive days or longer; and, in these instances, the additional pay will be from the first day of additional duty.

SECTION III. Homeless Encampment Team:

Employees of the streets and refuse division who are identified and pre-assigned by their supervisor to work at clearing homeless encampments will receive a check for the amount of \$1,000 payable in the first pay period in December. Employees of the parks division will receive \$600 in the first pay period in December. Employees of the facilities maintenance division who are identified and pre-assigned by their supervisor to work at clearing homeless encampments will receive a check for the amount of \$400 in the first pay period in December. New hired employees with less than twelve months on the job, but more than six months, will be paid one-twelfth (1/12) of the annual amount assigned for their respective division for each full month of satisfactory service. Any employee who separates from service in good

standing will be paid a pro-rata share of one-twelfth (1/12) of the annual amount assigned for their respective division for each month employed and assigned to the homeless encampments. This pay will be in effect from July 1, 2026 through June 30, 2030. After the term of this MOU, this provision will be removed unless renegotiated.

SECTION IV. Certification Pay:

For those courses required for certification because of state regulations, employees required to attend school will be paid at the prevailing minimum wage for those hours of actual class attendance outside of scheduled working hours while acquiring these certificates.

Senior Workers (M-70) will be paid \$125.00 per month for the following required certifications: Pest Control Advisor's Certification; Water Treatment II Certification. Employees will receive the extra pay only if the certification is required of their position, and only when the employee provides proof of certification.

Employees in the Water and Sewer divisions will be eligible for the following certification incentive pay:

Water Division Employees
Water Distribution System Operator Certification

Position	Minimum Grade Required	Grade Eligible for Certification Incentive Pay
M-20/W Water Services Technician I	2	3 and above
M-30/W Water Services Technician II	2	3 and above
M-40/W Water Services Technician III	2	3 and above
M-93/W Water Services Technician V	3	4 and above

Water Treatment System Operator Certification

Position	Minimum Grade Required	Grade Eligible for Certification Incentive Pay
M-20/W Water Services Technician I	1	2 and above
M-30/W Water Services Technician II	1	2 and above
M-40/W Water Services Technician III	1	2 and above
M-93/W Water Services Technician V	2	3 and above

Employees regularly assigned and working in the Water division are eligible for \$125 per month incentive pay for one of the above certifications (distribution or treatment), or are eligible for a maximum of \$175 per month incentive pay for two certifications (one in distribution and one in treatment). If an employee is promoted to a position that requires a higher-grade certification, then the employee will no longer receive the certification incentive pay until such time as he/she/they attains the higher grade eligible in their new classification.

Sewer Division Employees:

California Water Environment Association (CWEA) Certification

Position	Minimum Grade Required	Grade Eligible for Certification Incentive Pay
M-40/S Sewer Services Technician III	1	2 and above
M-93/S Sewer Services Technician V	2	3 and above

Employees regularly assigned and working in the Sewer division are eligible for \$125 per month incentive pay for one of the above certifications. If an employee is promoted to a position that requires a higher-grade certification, then the employee will no longer receive the certification incentive pay until such time as he/she/they attains the higher grade eligible in their new classification.

Mechanics who attain an Underground Storage Tank (UST) certificate shall receive \$50 per month compensation. Certification and compensation shall only continue as long as the certificate is valid and maintained.

Employees in the classifications of equipment mechanic, senior equipment mechanic, and assistant fleet coordinator shall receive \$75 per month for each of the two ASE Master Level Mechanic Certifications (Master Level Heavy Truck and Master Level Automotive). Certification compensation shall only continue as long as the certificate is valid and maintained.

SECTION V. Overtime:

Overtime of a scheduled nature will be provided to City employees in the order of seniority by rotation. In an emergency situation, overtime will be offered to City employees on a rotating call-out basis. Management retains the right to require employees to work overtime.

Employees of this group will be paid 1.5X additional pay for time actually worked when called out on a holiday (does not apply to duty man) provided they worked the scheduled day preceding and succeeding the holiday.

If an employee is held over after working entire regularly scheduled shift and works more than 16 hours total, then the employee shall be compensated at time and one-half (1-1/2X) for those hours in excess of regularly scheduled shift without regard to 40-hour work week with the provision that if an employee leaves the work site and is called back within 3 hours he/she/they will receive the same benefits.

A. Scheduled Overtime:

Scheduled overtime are any work hours that are scheduled and assigned by the supervisor and acknowledged by the employee, which occur outside of the employee's work schedule. These hours will be established prior to the end of the last regularly scheduled

workday prior to the occurrence of the assigned work hours. Any employee assigned to work scheduled overtime will be paid a minimum of one hour at either 1.5 times the employee's hourly rate, or the applicable overtime rate (straight time up to 40 hours in a work week). If the assignment takes over one hour in length, then the employee will be compensated for the actual time worked at either 1.5 times the employee's hourly rate, or the applicable overtime rate (straight time up to 40 hours in a work week).

B. Unscheduled Overtime:

Unscheduled overtime are any hours worked for an unscheduled event or request to work made to the employee outside of the timeframe described under scheduled overtime. These are generally responses made by standby duty personnel, or employees called by the standby duty personnel, to events of an emergency nature, or requiring an immediate response. Any employee called out to work an unscheduled event shall be compensated at a minimum of two hours at 1.5 times the employee's hourly rate. If the assignment takes over two hours in length, then the employee will be compensated for the actual time worked at either 1.5 times the employee's hourly rate, or the applicable overtime rate (straight time up to 40 hours in a work week).

C. Holiday Call-Out:

Employees of this group will be paid 1.5 times additional pay for time actually worked when called out on a holiday (does not apply to duty person) provided they worked the scheduled day preceding and succeeding the holiday.

Employees who work overtime (scheduled or unscheduled) will be compensated as required by the Fair Labor Standards Act. For the purposes of calculating the hours worked in a given work week, holidays, vacation, and personal leave approved in writing by the employee's supervisor shall be considered as time worked in calculating the employee's work week. No employee shall be permitted to work overtime without the approval of his/her/their supervisor or department head.

This language shall supersede all previous agreements and determinations of Standby and Overtime of the Memorandum of Understanding between the Field Service Employees and the City of La Habra and is effective July 1, 2002.

SECTION VI. Compensatory Time:

In lieu of receiving overtime pay pursuant to Section II – Overtime in the MOU, full time employees may elect to accrue up to 120 hours of compensatory time. The maximum compensatory time accrual shall be capped at 120 hours.

An employee may use such compensatory time within a reasonable period after making the request, if the use of compensatory time does not unduly disrupt the operations of the department.

SECTION VII. Call-out and Stand-by Time:

Call-out and stand-by time will be modified as follows:

1. The Public Works Director or the designated supervisor will determine if an employee is qualified to perform stand by duty. The criteria for determining which employees are qualified for standby duty are based on the following:

- Knowledge of duties/demonstrated ability to perform tasks
 - Independent judgment/ability to make sound decisions
 - Excessive unexcused sick leave usage
 - Ability to arrive to the City within 30 minutes
 - Experience in City/familiarity with City systems and operations
 - Knowledge of safety procedures and proper traffic delineation
2. While on stand-by duty, the employee shall be available to do the following:
 - Be capable of responding immediately to calls for service
 - Remain within 30 minutes from their work station
 - Refrain from activities which might impair their ability to perform assigned tasks
 - Be reachable by telephone or beeper
 3. Qualified employees will not be eligible to take standby duty if the employee leaves work sooner than 2 hours before the end of the work day, does not attend work because of an illness, or is on leave. An employee will be eligible to resume standby duty after the employee returns to regular duty.

B. Definitions:

Standby Duty: Standby duty is when qualified personnel are designated to be on-call and prepared to respond to a call for service after normal work hours, on weekends, and holidays. The employee is to acknowledge to the City within ten minutes of receiving the call, and the employee is to respond/report to the incident location, or City Yard within 30 minutes of acknowledging the call. The duty person will be assigned a vehicle to utilize for travel to any call outs received. In addition, personnel are allowed to travel in the City vehicle from their worksite to and from their residence the time they are assigned standby duty. The vehicle shall not be utilized for any other purposes than those identified above. Standby hours will be compensated at the employee's straight time hourly rate.

1. Standby duty for Public Works personnel will be as follows:

	Water/Parks/Streets	Fleet Division
Monday	2 hours	
Tuesday	2 hours	
Wednesday	2 hours	
Thursday	2 hours	
Friday	2 hours	2 hours
Saturday	4 hours	4 hours
Sunday	4 hours	4 hours
Total	18 hours	10 hours

Standby duty is assigned to water personnel seven (7) days a week. Fleet Maintenance and Street Maintenance are assigned standby duty on Friday, Saturday, Sunday, and

holidays. The personnel assigned standby duty will cover holidays that fall within that week. All employees assigned standby duty on a City observed holiday will receive an additional four (4) hours of standby pay for that day.

Holiday standby is four hours. Standby hours for the Fleet Division remain unchanged.

In all instances where members of this group are called out they will receive a minimum of two hours of pay for that call out. All standby and call-out pay will be straight time hourly rates.

SECTION VIII. Uniforms/Tools:

A. Uniforms:

City will provide employees affected by this agreement with eleven (11) pairs of pants and eleven (11) shirts as uniforms approved by the appropriate department head and to be used only when working for City.

The value of uniform allowance shall be reported to CalPERS as pensionable compensation on behalf of all eligible employees in accordance with applicable PERS requirements and pursuant to the Public Employees' Pension Reform Act (PEPRA).

B. Safety Shoes:

It is the City's interpretation of applicable laws that each member of Employees' Group shall be required to wear approved safety shoes. During the meet-and-confer process, safety shoe requirements were discussed.

The City shall reimburse each eligible member \$325 per year for the purchase of required safety shoes and safety shoe-related items. All such reimbursement shall be on a use or lose basis and shall be provided upon submittal of receipts.

C. Tools:

The City shall pay mechanics and equipment service workers, who are required to provide their own tools, a tool allowance of nine hundred \$900 dollars per year, payable in August, to employees in these classifications.

SECTION IX. Bilingual Pay:

Up to eight (8) employees, 2 per division (Water, Sewer, Streets, and Parks only), by seniority, may be eligible to receive bilingual pay of \$175 per month for bilingual proficiency in Spanish or any other language approved by the Department Director and Director of Human Resources. Such designation shall be based on the operational needs of the City and determination that bilingual skills are required for the effective performance of the position.

ARTICLE III LEAVES

SECTION I. Vacation:

A. Vacation Accrual:

The following vacation schedule shall be effective for all employees of Employees' Group as of their employment anniversary date, effective the date of agreement:

Years of Continuous Service	Hours of Vacation Accrued (bi-weekly)	Annual Accrual	Maximum Accrual
1 through 4 years	3.08	80 hours	160 hours
5 through 10 years	4.62	120 hours	240 hours
11 through 15 years	5.24	136 hours	272 hours
16 through 20 years	6.15	160 hours	320 hours
21 years and above	6.77	176 hours	352 hours

Pursuant to Personnel Rules and Regulations, Section 502.2 (12), the maximum allowable accumulation of vacation leave shall be two (2) years of annual accrual. Employees will not accrue vacation hours in excess of this amount.

B. Vacation Use:

Vacation leave requests shall be submitted for approval to the employee's supervisor in an amount of time in advance that is equal to the amount of time being requested off, except that there will be a minimum of 72 hours' notice for all time off requested of less than three days. Emergency requests for time off will be considered and at the discretion of the supervisor based on operational needs. An overtime shift worked by an employee in a call-out situation that results in the immediate use of vacation time shall not be subject to the 72 hour provision.

Employees requesting time off will not be permitted to be Absent Without Pay (AWOP) if they have eligible vacation and/or compensatory leave available, unless there are extenuating circumstances, which are presented in writing and approved, in advance, by the Department Director.

C. Vacation Buy-Back:

Employees may buy back up to a maximum of eighty (80) hours of accrued vacation per fiscal year. Employees must use at least fifty percent (50%) of the number of vacation hours requested for buy-back as time off during the same fiscal year. For example, an employee requesting to buy back forty (40) hours must use at least twenty (20) hours of vacation as time off during that fiscal year. In all cases, employees must maintain a minimum accrued vacation balance of forty (40) hours after the buy-back is processed. Employees who do not meet the required usage of vacation time during the fiscal year will not be eligible to buy back additional vacation hours until the usage requirement has been satisfied

SECTION II. Sick Leave:

A. Accrual

Every full-time, regular and probationary employee shall accrue sick leave time at the rate of 96 hours per year, 3.70 hours per pay period, or eight (8) hours for each calendar month of continuous service. Sick leave may only be granted by the recommendation of the appointing authority and not to be considered as a privilege that an employee may use at their discretion, but shall be allowed only in case of necessity and actual sickness or disability. There shall be no limit on the amount that can be accumulated.

B. Accumulated Sick Leave Payoff at Termination

Employees hired on or after January 1, 1983 will have a maximum accumulation of 480 hours of sick leave for payoff purposes. Upon completion of five years of continuous service, will be eligible for a 25 percent payoff upon termination from service.

C. Use

Employees may use of their accrued if they are a victim of domestic violence, sexual assault, or stalking to obtain any relief or services related to being such a victim, including but not limited to:

- A temporary restraining order or restraining order.
- Other injunctive relief to help ensure the health, safety or welfare of themselves or their children.
- To seek medical attention for injuries caused by domestic violence, sexual assault, or stalking.
- To obtain services from a domestic violence shelter, program, or rape crisis center as a result of domestic violence, sexual assault, or stalking.
- To obtain psychological counseling related to an experience of domestic violence, sexual assault, or stalking.
- To participate in safety planning and take other actions to increase safety from future domestic violence, sexual assault, or stalking, including temporary or permanent relocation.

D. Family Attendance

Employees may use up to half of their accrued sick leave (48 hours) per year for care of immediate family member. Family sick leave will include the following family members:

- A child who, for the purposes of this policy, includes a biological, adopted, or foster child, stepchild, legal ward, or a child to whom the employee stands in loco parentis. This definition of a child is applicable regardless of age or dependency status.

- A biological, adoptive, or foster parent, stepparent, or legal guardian of an employee or the employee's spouse or registered domestic partner, or a person who stood in loco parentis when the employee was a minor child.
- A spouse.
- A registered domestic partner.
- A grandparent.
- A grandchild.
- A sibling.
- A "designated person" (an employee may designate one person per 12-month period at the time the employee requests sick leave)

SECTION III. Bereavement Leave:

Up to three days off per fiscal year per family member with pay as bereavement leave in the case of the death or imminent death of the eligible employee's father, step father, father-in-law, mother, step mother, mother-in-law, brother, brother-in-law, sister, sister-in-law, wife, husband, domestic partner, child, step child, grandchild, and grandparent. These hours shall not be eligible to be carried forward beyond the fiscal year and shall be completed within three (3) months of the death of the family member. The city reserves the right to require reasonable verification of the need for such leave.

Employees are entitled to up to a total of five (5) days off for bereavement leave; the City will pay for three (3) days and the employee may use existing accruals or take unpaid time off for the remaining two (2) days.

SECTION IV: Holiday Schedule:

A. Holidays:

The following is the holiday schedule for Employees' Group:

1. New Year's Day (January 1)
2. Martin Luther King Jr. Day (Third Monday in January)
3. Washington's Birthday (Third Monday in February)
4. Memorial Day (Fourth Monday in May)
5. Independence Day (July 4)
6. Labor Day (First Monday in September)
7. Veteran's Day (November 11)
8. Thanksgiving Day (As proclaimed by the State or Governor)
9. The day following Thanksgiving Day
10. Christmas Day
11. Floating Holiday (Either the first working day before Christmas or the first working day before New Year's Day)

Holidays will be compensated at the same number of hours an employee works in a workday.

Holiday pay will be paid to employees who work the day before and the day following that holiday. Paid sick leave or paid vacation time will count as days worked.

B. Personal Leave:

Employees will receive 27 hours per fiscal year personal leave each year. An employee is not eligible for personal days during probation. Personal days do not carry over from year to year and require prior department approval, which will not be unreasonably withheld.

ARTICLE IV BENEFITS

SECTION I. Health Insurance:

A. City Insurance Contribution:

The following monthly cafeteria contributions will be made on behalf of each member for the purchase of cafeteria benefits (on a use-or-lose basis):

Year	Single	Two-party	Family
Dec. 1, 2026	\$1450	\$1900	\$2000
Dec. 1, 2027	\$1450	\$1950	\$2100
Dec. 1, 2028	\$1450	\$2000	\$2200
Dec. 1, 2029	\$1450	\$2050	\$2300

B. Dental Insurance:

The City will provide members access to a dental insurance plan. Employees and their qualified family members may enroll in a City sponsored dental insurance plan.

Any required premiums for dental insurance plan must be deducted from the monthly medical insurance contribution. The employee will pay premium costs in excess of the City's insurance contribution.

C. Vision Insurance:

The City will provide a vision insurance plan. Employees and their qualified family members may enroll in a City sponsored vision plan.

Any required premiums for vision insurance must be deducted from the monthly medical insurance contribution. The employee will pay premium costs in excess of the City's insurance contribution.

D. Life Insurance:

The City requires all members to carry a minimum of \$2,000 life insurance. Any required premiums for life insurance must be deducted from the monthly medical insurance

contribution. The employee will pay premium costs in excess of the City's insurance contribution.

E. Opt-Out Provision:

Employees who provide the City with satisfactory proof of alternate group health coverage comparable to the City's offered health insurance plans can decline, in writing each open enrollment period, coverage on the City's medical insurance plans. The alternative health coverage must meet all requirements of the Affordable Care Act (ACA) and related regulations for an eligible Opt-Out Arrangement.

Effective December 1, 2022, Opt-out contribution of the medical plan will be \$210 per month, which shall constitute the maximum monthly City contribution to that employee for the opt-out bonus and all other benefits required and/or those that are optional.

F. State Disability Insurance:

All unit employees must participate in the State Disability Insurance (SDI) and State Family Leave (PFL) programs. The employee shall pay all costs associated with these programs.

SECTION II. RETIREMENT:

The City contracts with the Public Employees' Retirement System for administration of the retirement program.

A. Retirement Formula for Miscellaneous Employees

Tier 1 – (Classic) Employees hired on or before January 13, 2012 (and not "new members as defined by the Public Employees' Pension Reform Act of 2013 - PEPRA):

- 2% @ 55 formula
- Retirement calculations based upon single highest year.

Tier 2 – "Classic" Employees hired on or after January 14, 2012 (and not "new members as defined by the Public Employees' Pension Reform Act of 2013 - PEPRA)

- 2% @ 60 formula
- Retirement calculations based on highest three continuous years average

Tier 3 – (PEPRA) Employees hired on or after January 1, 2013 who are defined as "new members" under the PEPRA at Government Code section 7522.20(a).

- 2% @ 62 formula
- Retirement calculations based on highest three continuous years average

B. Contributions

- 1) "Classic" PERS membership employees subject to the 2% @ 55 and 2% @ 60 formulas pay the seven percent (7%) member contribution.
- 2) PEPRA membership employees subject to the 2% @ 62 formula pay the statutorily mandated employee contribution rate of one half of the total normal cost.

- 3) Effective July 7, 2018, all Tier 1, Tier 2 and Tier 3 employees shall pay an additional one percent (1%) of compensation earnable of the required employer contribution as cost sharing in accordance with Government Code Section 20516(f) for a total of eight percent (8%) for “Classic” Tier 1 and Tier 2 members and the statutorily mandated 50% of the normal cost plus an additional one percent (1%) for Tier 3 PEPRA members.

C. Retiree Health Savings Plan

Effective January 1, 2015, employees are required to contribute a minimum of \$10 per month to their Retiree Health Savings accounts and the City agrees to provide a matching contribution, not to exceed \$10 per month by the City.

Effective the first full pay period in January, 2028, employees are required to contribute a minimum of \$25 per month to their Retiree Health Savings accounts and the City agrees to provide a matching contribution of \$25 per month.

This benefit is mandatory participation by all group members.

ARTICLE IV GENERAL PROVISIONS

SECTION I. Rest Breaks:

It is the City’s policy to improve employee morale and productivity by providing rest breaks during the course of each workday.

- A. Each employee shall receive a rest break of fifteen (15) minutes at approximately the middle of every four (4) hours of work not broken by a meal period.
- B. The time for employee rest breaks shall be scheduled by each supervisor with appropriate regard for the workload.
- C. Time spent on rest breaks will be compensated as working time and employees are not required to sign out and in on their time cards.
- D. Unless otherwise approved by the department head, rest breaks must be taken on the employer’s premises with the exception of Police, Fire, and Field personnel.
- E. Employees on rest breaks are not permitted to interfere with fellow employees who are continuing to work.
- F. No food or beverage is permitted in the public areas of City buildings during rest breaks.
- G. Employees who choose to remain at work during rest breaks will not be entitled to leave before the normal quitting time or to combine their break time with the lunch period.

H. Employees abusing the rest break privileges specified by this policy are subject to disciplinary action.

SECTION II. Nondiscrimination Clause:

City and Employees' Group agree they shall not discriminate against any employee because of race, color, sex, age, national origin, handicap, religious or political opinions or affiliations. City has the right to modify any provision of this agreement to comply with any order of a Federal or State agency or court of competent jurisdiction requiring a modification or change in any provision, or provisions, of this agreement in compliance with State or Federal antidiscrimination laws.

SECTION III. Safety Clause:

City and Employees' Group agree to comply with all applicable federal, state and local laws and City of La Habra regulations which relate to occupational health and safety.

SECTION IV. Personnel Manual:

All Employees' Group grievance and seniority policies will apply as outlined in the procedures of City's Personnel Manual and attached Grievance and Lay Off procedures ("Exhibit B").

Association and City agree to continue coalition meet and confer to revise and clarify the City's Personnel Rules.

SECTION V. Worker's Compensation (Section 414, Resolution 11542):

Miscellaneous employees, while absent from work as a result of an on-the-job injury, shall be paid for the first three days (waiting period) by the City from their accumulated sick leave to fit Labor Code Section 4650; compensation payments to begin the fourth day of disability.

SECTION VI. Scope of this Memorandum of Understanding:

It is understood and agreed that this Memorandum of Understanding affects and applies to only the La Habra Field Services Group and employees within the scope of their representation and the City of La Habra.

SECTION VII. Work Week:

- A. A modified work week has been enforced since 1981-82. This modified work week has covered the period of time from the beginning of daylight savings time until the end of daylight savings time. It is being extended to the month proceeding daylight savings time and the month following daylight savings time, for a total of eight months. Starting time will be the same the year around.
- B. Employees will work a 9/80 work schedule all year, unless otherwise authorized and approved by the department director.

SECTION VIII. City and Employees' Group Agreements:

The City and Employees' Group agree on the following:

- A. The City and Employees' Group agree to the following: Remove Sections 301.2 (9) and 303.2 (16), from the Personnel Rules and Regulations, which allow for a Skelly hearing for promotional probationary employees.
- B. City will meet and confer with the bargaining unit regarding the impacts associated with layoffs of employees in the bargaining unit. Layoff Procedures shall be according to the City's existing Personnel Rules.

SECTION IX. Separability:

Should any provision of this Addendum be found to be inoperative, void, invalid by a court of competent jurisdiction or enacted change of law, all other provisions of this Addendum shall remain in full force and effect for the duration of this Addendum, and the parties shall meet and confer to discuss the impact or impacts of such change of law. If there is any legislation enacted during the term of this contract that prohibits an employer from paying the employee share of PERS, parties shall meet and confer to discuss a replacement benefit of comparable value with minimal impact on both parties.

All remaining terms and conditions of the existing Memorandum of Understanding not specifically modified herein shall remain in full force and effect.

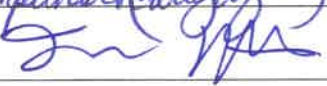
EXECUTED this _____ day of June, 2026 in the City of La Habra, California.

CITY OF LA HABRA

By:  _____

By: _____

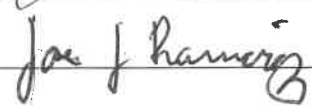
By:  _____

By:  _____

FIELD SERVICES EMPLOYEES' GROUP
OF THE CITY OF LA HABRA

By:  _____

By:  _____

By:  _____

By: _____

By: _____

By: _____

FIELD SERVICES EMPLOYEE GROUP
HOURLY BASE RATE

EFFECTIVE JULY 11, 2026

Rev. 6-1-26

	RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
FLEET COORDINATOR	M-95	32.729	34.365	36.083	37.888	39.782	41.771	43.860	46.053
PARK COORDINATOR	M-95A	32.729	34.365	36.083	37.888	39.782	41.771	43.860	46.053
STREET COORDINATOR	M-95B	32.729	34.365	36.083	37.888	39.782	41.771	43.860	46.053
BLDG MAINTENANCE COORDINATOR	M-95C	32.729	34.365	36.083	37.888	39.782	41.771	43.860	46.053
BLDG MAINTENANCE WORKER	M-60	25.959	27.257	28.620	30.051	31.554	33.131	34.788	36.527
EQUIPMENT MECHANIC I	M-80	28.332	29.749	31.236	32.798	34.438	36.160	37.968	39.867
EQUIPMENT MECHANIC II	M-85	29.753	31.241	32.803	34.443	36.165	37.973	39.872	41.865
MAINTENANCE LABORER	M-20	21.094	22.149	23.256	24.419	25.640	26.922	28.268	29.681
MECHANIC TRAINEE	M-20A	19.501	20.477	21.500	22.575	23.704	24.889	26.134	27.441
SENIOR SERVICE WORKER	M-70	28.445	29.867	31.360	32.928	34.575	36.304	38.119	40.025
SERVICE WORKER	M-40	24.322	25.538	26.815	28.156	29.564	31.042	32.594	34.224
SERVICE WORKER II	M-60A	25.959	27.257	28.620	30.051	31.554	33.131	34.788	36.527
SEWER SERVICES TECHNICIAN III	M-40S	26.270	27.583	28.962	30.410	31.931	33.527	35.204	36.964
SEWER SERVICES TECHNICIAN V	M-93S	31.642	33.224	34.885	36.629	38.461	40.384	42.403	44.523
WATER SERVICES TECHNICIAN I	M-20W	27.892	29.286	30.751	32.288	33.903	35.598	37.378	39.247
WATER SERVICES TECHNICIAN II	M-30W	30.564	32.092	33.697	35.382	37.151	39.008	40.959	43.007
WATER SERVICES TECHNICIAN III	M-40W	32.160	33.769	35.457	37.230	39.091	41.046	43.098	45.253
WATER SERVICES TECHNICIAN IV	M-60W	33.036	34.688	36.422	38.244	40.156	42.164	44.272	46.485
WATER SERVICES TECHNICIAN V	M-93W	37.980	39.879	41.873	43.966	46.165	48.473	50.897	53.441

FIELD SERVICES EMPLOYEE GROUP
HOURLY BASE RATE

EFFECTIVE JULY 10, 2027

Rev. 6-1-26

	RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
FLEET COORDINATOR	M-95	33.711	35.396	37.166	39.024	40.975	43.024	45.175	47.434
PARK COORDINATOR	M-95A	33.711	35.396	37.166	39.024	40.975	43.024	45.175	47.434
STREET COORDINATOR	M-95B	33.711	35.396	37.166	39.024	40.975	43.024	45.175	47.434
BLDG MAINTENANCE COORDINATOR	M-95C	33.711	35.396	37.166	39.024	40.975	43.024	45.175	47.434
BLDG MAINTENANCE WORKER	M-60	26.738	28.075	29.479	30.953	32.500	34.125	35.831	37.623
EQUIPMENT MECHANIC I	M-80	29.182	30.641	32.174	33.782	35.471	37.245	39.107	41.063
EQUIPMENT MECHANIC II	M-85	30.646	32.178	33.787	35.476	37.250	39.112	41.068	43.121
MAINTENANCE LABORER	M-20	21.727	22.813	23.954	25.151	26.409	27.729	29.116	30.572
MECHANIC TRAINEE	M-20A	20.087	21.091	22.145	23.253	24.415	25.636	26.918	28.264
SENIOR SERVICE WORKER	M-70	29.298	30.763	32.301	33.916	35.612	37.393	39.262	41.226
SERVICE WORKER	M-40	25.052	26.304	27.620	29.001	30.451	31.973	33.572	35.250
SERVICE WORKER II	M-60A	26.738	28.075	29.479	30.953	32.500	34.125	35.831	37.623
SEWER SERVICES TECHNICIAN III	M-40S	27.320	28.686	30.121	31.627	33.208	34.868	36.612	38.442
SEWER SERVICES TECHNICIAN V	M-93S	32.908	34.553	36.281	38.095	39.999	41.999	44.099	46.304
WATER SERVICES TECHNICIAN I	M-20W	29.008	30.458	31.981	33.580	35.259	37.022	38.873	40.817
WATER SERVICES TECHNICIAN II	M-30W	31.787	33.376	35.045	36.797	38.637	40.569	42.597	44.727
WATER SERVICES TECHNICIAN III	M-40W	33.447	35.119	36.875	38.719	40.655	42.688	44.822	47.063
WATER SERVICES TECHNICIAN IV	M-60W	34.358	36.076	37.879	39.773	41.762	43.850	46.043	48.345
WATER SERVICES TECHNICIAN V	M-93W	39.499	41.474	43.548	45.725	48.011	50.412	52.932	55.579

FIELD SERVICES EMPLOYEE GROUP

HOURLY BASE RATE
EXHIBIT C (continued)

EFFECTIVE JULY 8, 2028

Rev. 6-1-26

	RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
FLEET COORDINATOR	M-95	34.216	35.927	37.723	39.610	41.590	43.670	45.853	48.146
PARK COORDINATOR	M-95A	34.216	35.927	37.723	39.610	41.590	43.670	45.853	48.146
STREET COORDINATOR	M-95B	34.216	35.927	37.723	39.610	41.590	43.670	45.853	48.146
BLDG MAINTENANCE COORDINATOR	M-95C	34.216	35.927	37.723	39.610	41.590	43.670	45.853	48.146
BLDG MAINTENANCE WORKER	M-60	27.139	28.496	29.921	31.417	32.988	34.637	36.369	38.187
EQUIPMENT MECHANIC I	M-80	29.620	31.101	32.656	34.289	36.003	37.804	39.694	41.678
EQUIPMENT MECHANIC II	M-85	31.105	32.660	34.293	36.008	37.809	39.699	41.684	43.768
MAINTENANCE LABORER	M-20	22.053	23.155	24.313	25.529	26.805	28.145	29.553	31.030
MECHANIC TRAINEE	M-20A	20.388	21.407	22.478	23.601	24.782	26.021	27.322	28.688
SENIOR SERVICE WORKER	M-70	29.738	31.225	32.786	34.425	36.146	37.954	39.851	41.844
SERVICE WORKER	M-40	25.428	26.699	28.034	29.436	30.907	32.453	34.075	35.779
SERVICE WORKER II	M-60A	27.139	28.496	29.921	31.417	32.988	34.637	36.369	38.187
SEWER SERVICES TECHNICIAN III	M-40S	27.867	29.260	30.723	32.259	33.872	35.566	37.344	39.211
SEWER SERVICES TECHNICIAN V	M-93S	33.566	35.244	37.006	38.856	40.799	42.839	44.981	47.230
WATER SERVICES TECHNICIAN I	M-20W	29.588	31.067	32.620	34.251	35.964	37.762	39.650	41.633
WATER SERVICES TECHNICIAN II	M-30W	32.422	34.043	35.746	37.533	39.409	41.380	43.449	45.621
WATER SERVICES TECHNICIAN III	M-40W	34.116	35.822	37.613	39.493	41.468	43.541	45.719	48.004
WATER SERVICES TECHNICIAN IV	M-60W	35.045	36.797	38.637	40.569	42.597	44.727	46.963	49.312
WATER SERVICES TECHNICIAN V	M-93W	40.289	42.303	44.419	46.639	48.971	51.420	53.991	56.691

FIELD SERVICES EMPLOYEE GROUP
HOURLY BASE RATE

EFFECTIVE JANUARY 6, 2029
Rev. 6-1-26

	RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
FLEET COORDINATOR	M-95	34.730	36.466	38.289	40.204	42.214	44.325	46.541	48.868
PARK COORDINATOR	M-95A	34.730	36.466	38.289	40.204	42.214	44.325	46.541	48.868
STREET COORDINATOR	M-95B	34.730	36.466	38.289	40.204	42.214	44.325	46.541	48.868
BLDG MAINTENANCE COORDINATOR	M-95C	34.730	36.466	38.289	40.204	42.214	44.325	46.541	48.868
BLDG MAINTENANCE WORKER	M-60	27.546	28.923	30.370	31.888	33.482	35.157	36.914	38.760
EQUIPMENT MECHANIC I	M-80	30.064	31.568	33.146	34.803	36.543	38.371	40.289	42.304
EQUIPMENT MECHANIC II	M-85	31.572	33.150	34.808	36.548	38.376	40.294	42.309	44.425
MAINTENANCE LABORER	M-20	22.383	23.503	24.678	25.912	27.207	28.567	29.996	31.496
MECHANIC TRAINEE	M-20A	20.694	21.728	22.815	23.955	25.153	26.411	27.731	29.118
SENIOR SERVICE WORKER	M-70	30.184	31.693	33.278	34.941	36.689	38.523	40.449	42.472
SERVICE WORKER	M-40	25.809	27.100	28.454	29.877	31.371	32.940	34.587	36.316
SERVICE WORKER II	M-60A	27.546	28.923	30.370	31.888	33.482	35.157	36.914	38.760
SEWER SERVICES TECHNICIAN III	M-40S	28.424	29.845	31.338	32.904	34.550	36.277	38.091	39.996
SEWER SERVICES TECHNICIAN V	M-93S	34.237	35.949	37.746	39.634	41.615	43.696	45.881	48.175
WATER SERVICES TECHNICIAN I	M-20W	30.179	31.688	33.273	34.936	36.683	38.517	40.443	42.466
WATER SERVICES TECHNICIAN II	M-30W	33.071	34.724	36.460	38.283	40.198	42.208	44.318	46.534
WATER SERVICES TECHNICIAN III	M-40W	34.798	36.538	38.365	40.283	42.297	44.412	46.633	48.965
WATER SERVICES TECHNICIAN IV	M-60W	35.746	37.533	39.410	41.380	43.449	45.622	47.903	50.298
WATER SERVICES TECHNICIAN V	M-93W	41.095	43.149	45.307	47.572	49.951	52.448	55.071	57.824

FIELD SERVICES EMPLOYEE GROUP

HOURLY BASE RATE

EXHIBIT C (continued)

EFFECTIVE JULY 7, 2029

Rev. 6-1-26

	RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
FLEET COORDINATOR	M-95	35.250	37.013	38.864	40.807	42.847	44.990	47.239	49.601
PARK COORDINATOR	M-95A	35.250	37.013	38.864	40.807	42.847	44.990	47.239	49.601
STREET COORDINATOR	M-95B	35.250	37.013	38.864	40.807	42.847	44.990	47.239	49.601
BLDG MAINTENANCE COORDINATOR	M-95C	35.250	37.013	38.864	40.807	42.847	44.990	47.239	49.601
BLDG MAINTENANCE WORKER	M-60	27.959	29.357	30.825	32.366	33.985	35.684	37.468	39.342
EQUIPMENT MECHANIC I	M-80	30.515	32.041	33.643	35.325	37.092	38.946	40.894	42.938
EQUIPMENT MECHANIC II	M-85	32.045	33.648	35.330	37.097	38.951	40.899	42.944	45.091
MAINTENANCE LABORER	M-20	22.719	23.855	25.048	26.300	27.615	28.996	30.446	31.968
MECHANIC TRAINEE	M-20A	21.004	22.054	23.157	24.315	25.531	26.807	28.147	29.555
SENIOR SERVICE WORKER	M-70	30.636	32.168	33.777	35.466	37.239	39.101	41.056	43.109
SERVICE WORKER	M-40	26.196	27.506	28.881	30.325	31.842	33.434	35.105	36.861
SERVICE WORKER II	M-60A	27.959	29.357	30.825	32.366	33.985	35.684	37.468	39.342
SEWER SERVICES TECHNICIAN III	M-40S	28.993	30.442	31.964	33.562	35.241	37.003	38.853	40.795
SEWER SERVICES TECHNICIAN V	M-93S	34.922	36.668	38.501	40.426	42.448	44.570	46.798	49.138
WATER SERVICES TECHNICIAN I	M-20W	30.783	32.322	33.938	35.635	37.417	39.288	41.252	43.315
WATER SERVICES TECHNICIAN II	M-30W	33.732	35.419	37.190	39.049	41.002	43.052	45.204	47.465
WATER SERVICES TECHNICIAN III	M-40W	35.494	37.269	39.132	41.089	43.143	45.301	47.566	49.944
WATER SERVICES TECHNICIAN IV	M-60W	36.461	38.284	40.198	42.208	44.318	46.534	48.861	51.304
WATER SERVICES TECHNICIAN V	M-93W	41.917	44.012	46.213	48.524	50.950	53.497	56.172	58.981

FIELD SERVICES EMPLOYEE GROUP
HOURLY BASE RATE
EXHIBIT C (continued)

EFFECTIVE JANUARY 5, 2030
Rev. 6-1-26

	RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
FLEET COORDINATOR	M-95	35.779	37.568	39.447	41.419	43.490	45.664	47.948	50.345
PARK COORDINATOR	M-95A	35.779	37.568	39.447	41.419	43.490	45.664	47.948	50.345
STREET COORDINATOR	M-95B	35.779	37.568	39.447	41.419	43.490	45.664	47.948	50.345
BLDG MAINTENANCE COORDINATOR	M-95C	35.779	37.568	39.447	41.419	43.490	45.664	47.948	50.345
BLDG MAINTENANCE WORKER	M-60	28.379	29.798	31.287	32.852	34.494	36.219	38.030	39.932
EQUIPMENT MECHANIC I	M-80	30.973	32.522	34.148	35.855	37.648	39.530	41.507	43.582
EQUIPMENT MECHANIC II	M-85	32.526	34.152	35.860	37.653	39.536	41.512	43.588	45.767
MAINTENANCE LABORER	M-20	23.060	24.213	25.424	26.695	28.029	29.431	30.902	32.448
MECHANIC TRAINEE	M-20A	21.319	22.385	23.504	24.680	25.913	27.209	28.570	29.998
SENIOR SERVICE WORKER	M-70	31.096	32.651	34.283	35.998	37.797	39.687	41.672	43.755
SERVICE WORKER	M-40	26.589	27.919	29.315	30.780	32.319	33.935	35.632	37.414
SERVICE WORKER II	M-60A	28.379	29.798	31.287	32.852	34.494	36.219	38.030	39.932
SEWER SERVICES TECHNICIAN III	M-40S	29.572	31.051	32.604	34.234	35.945	37.743	39.630	41.611
SEWER SERVICES TECHNICIAN V	M-93S	35.620	37.401	39.271	41.235	43.297	45.461	47.734	50.121
WATER SERVICES TECHNICIAN I	M-20W	31.399	32.969	34.617	36.348	38.165	40.074	42.077	44.181
WATER SERVICES TECHNICIAN II	M-30W	34.407	36.127	37.933	39.830	41.822	43.913	46.108	48.414
WATER SERVICES TECHNICIAN III	M-40W	36.204	38.014	39.915	41.911	44.006	46.207	48.517	50.943
WATER SERVICES TECHNICIAN IV	M-60W	37.190	39.049	41.002	43.052	45.205	47.465	49.838	52.330
WATER SERVICES TECHNICIAN V	M-93W	42.755	44.893	47.137	49.494	51.969	54.567	57.296	60.160