

Unrepresented Management Resolution Exhibit A & B

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Section A Medical, Dental, Vision

The City shall establish and maintain medical, dental and vision insurance plans for appointed officials, department heads, management employees and their dependents. The City reserves the right to choose the method of insuring and plans to be offered.

PERS Health Benefit Program

The City has elected to participate in the California Public Employees' Retirement System (CalPERS) Health Benefit Program. The City shall contribute an equal amount towards the cost of medical coverage under the Public Employee's Medical and Hospital Care Act (PEMHCA) for both active employees and retirees. The City's contribution toward coverage under PEMHCA shall be the statutory minimum contribution amount established by CalPERS on an annual basis. The City's contribution will come out of that amount the City currently contributes to employees as part of the City's Section 125 Plan "Cafeteria Plan". The cost of the City's participation in CalPERS will not require the City to expend additional funds toward health insurance. In summary, this cost and any increases will be borne by the employees.

Health Insurance Benefits for Domestic Partners

The City has adopted a resolution electing to provide health insurance benefits to domestic partners (Section 22873 of the PEMHCA).

Conditional Opt Out

In order to receive the conditional, opt-out incentive, employees will be required to complete an affidavit and provide proof of other minimum essential coverage for themselves and their qualified dependents (tax family) upon initial enrollment and annually thereafter. Employees are required to certify that they are not enrolled in an individual plan or in a medical plan offered under a federal marketplace or a state exchange plan.

The monthly conditional opt-out incentives are:

Opt Out	\$200
"Legacy" Opt Out	\$790 (hired before September 1, 2008)

The conditional opt-out incentive shall be paid in cash (taxable income) to the employee. The employee must notify the City within 30 days of the loss of other minimum essential coverage. The conditional opt-out payment shall no longer be payable if the employee and family members cease to be enrolled in other minimum essential coverage. Employees on an unpaid leave of absence, will not be eligible to receive the conditional opt out payment.

Employees receiving the conditional opt-out amount will also be assessed \$16.00 per month to be placed in the Retiree Health Insurance Account. This account will be used to fund the City's contribution toward retiree premiums and the City's costs for the Public Employee's Contingency Reserve Fund and the Administrative Costs. However, there is no requirement that these funds be used exclusively for this purpose nor any guarantee that they will be sufficient to fund retiree health costs, although they will be used for negotiated employee benefits.

Dental and Vision Insurance/Dependent Coverage

Employee participation in the City's dental and vision plans is optional. Employees who elect coverage shall pay the dental and/or eye premium by payroll deductions on a pre-tax basis through the City's Cafeteria Plan.

Section B Health Flex Allowance

Employees electing medical coverage in the City's plans shall receive a health flex allowance, as defined by the Affordable Care Act (ACA) and shall purchase such coverage through the City's Cafeteria Plan. If the health flex allowance is less than the cost of the medical plan, the employee shall have the opportunity to pay the difference between the health flex allowance and the premium cost on a pre-tax basis through the City's Cafeteria Plan. In order to be eligible for the health flex allowance in a particular pay period, an employee will need to get paid for more than half of their regularly scheduled hours, unless the employee is on a protected leave. If the premium cost for medical coverage is less than the health flex allowance, the employee shall not receive any unused health flex in the form of cash or purchase additional benefits under the Cafeteria Plan.

The monthly health flex allowance amount for regular, full-time employees is outlined below. Less than full-time employees shall receive a prorated share of the City's contribution.

Level of Coverage	2022 Monthly Rate
Employee Only	\$600
Employee Only "Legacy"	\$790
Employee Plus One	\$1,187
Family	\$1,607

Employees hired prior to September 1, 2008 that elect employee only medical coverage will receive the health flex allowance listed above for employee only "legacy" coverage. As of January 1, 2015, if an employee that is receiving Employee Only or Opt Out "legacy" coverage changes their level of coverage, they will be eligible to return to the "legacy" coverage in a future year. If the premium cost for medical coverage is less than the health flex allowance, the employee shall no longer receive any unused health flex in the form of cash.

Effective for the 2023, 2024, and 2025 premiums, the City's total health flex allowance for group medical coverage shall be modified by an amount equal to one-half of the average percentage increase for family coverage in the PERS health plans available in San Luis Obispo County. For example: if three plans were available and the year-to-year changes were +10%, +20%, and -6% respectively, the City's contribution would be increased by 4% ($10\% + 20\% + -6\% \div 3 = 8\% \times 1/2$). The employee only "legacy" amount will not adjust.

The City agrees to continue its contribution to the health flex allowance for two (2) pay periods in the event that an employee has exhausted all paid time off or leave approved under the federal Family and Medical Leave Act (FMLA) and the California Family Rights Act (CFRA), whichever is sooner, due to an employee's catastrophic illness. That is, the employee shall receive regular City health flex allowance for the first two (2) pay periods following the pay period in which the employee's accrued leave balances reach zero (0) or FMLA/CFRA benefits have been exhausted.

Section C Life and Disability Insurance

The City shall provide the following special insurance benefits:

1. Long-term disability insurance providing 66 2/3% of gross salary (maximum benefit \$11,250 per month) to age 65 for any sickness or accident, subject to the exclusions in the long-term disability policy, after a 30-day waiting period.

Note: The City is researching the option of enrolling in State Disability Insurance. If approved by a majority vote of management employees, the City will implement the program as soon as administratively possible.

2. In addition to \$4,000 term life insurance purchased by the employee, the City provides a \$100,000 term life insurance including accidental death and dismemberment through the City's Cafeteria Plan.

Section D Retirement

A. PERS Contracts

1. **"Classic Members First Tier"** non-sworn and sworn employees hired before December 6, 2012.

The City agrees to provide the Public Employees' Retirement System's (PERS) 2.7% at age 55 plan to all non-sworn employees and the 3% at 50 plan to all sworn employees. The 2.7% at 55 plan includes the following amendments: 1959 Survivor's Benefit – Level Four, conversion of unused sick leave to additional retirement credit, one-year final compensation, Military Service Credit, and Pre-Retirement Optional Settlement 2 Death Benefit. The 3% at age 50 plan includes the following amendments: Post-Retirement Survivor Allowance, conversion of unused sick leave credit to additional retirement credit, 1959 Survivor's Benefit- Level Four, one-year final compensation, Military Service Credit, and Pre-Retirement Optional Settlement 2 Death Benefit.

2. **"Classic Members Second Tier"** non-sworn and sworn employees hired on or after December 6, 2012.

The City agrees to provide the PERS 2% at 60 plan for non-sworn employees using the highest three-year average as final compensation. The second-tier formula for non-sworn employees will include the following amendments: 1959 Survivor's Benefit – Level Four, conversion of unused sick leave to additional retirement credit, Military Service Credit, and Pre-Retirement Optional Settlement 2 Death Benefit. Employees hired under this plan will pay the full member contribution required under the plan, presently seven percent (7%).

For sworn "Classic Members" hired on or after December 6, 2012, the City will provide the PERS 3% at 55 plan for sworn Fire employees and 2% at 50 plan for sworn Police employees using the highest three-year average as final compensation. The second-tier formula for sworn employees will include the following amendments: Post Retirement Survivor Allowance, conversion of unused sick leave to additional retirement credit, the 1959 Survivor's Benefit – Level Four, Military Service Credit, and Pre-Retirement Optional Settlement 2 Death Benefit.

3. **"New Members Third Tier"** non-sworn and sworn employees hired after January 1, 2013. PERS determines who are "New Members" within the meaning of the California Public Employees' Pension Reform Act (PEPRA).

The City will provide the PERS 2% at 62 plan for non-sworn employees and 2.7% at 57 plan for sworn employees, using the highest three-year average as final compensation.

B. Member Contributions

1. "Classic Members First and Second Tier"

Effective the first pay period in January 2012, employees began paying the full member contribution required under the plan for first and second tier sworn (9%) and non-sworn (8% and 7% respectively) employees and the City discontinued their payment of the member contribution. For purposes of this Section, employee contributions are based on salary and special compensation as defined by PERS.

Effective the first full pay period in July 2019, all non-sworn and sworn employees shall contribute 1.5% in addition to the employee contribution defined in the paragraph above. Effective the first full pay period in July 2020, all non-sworn and sworn employees' additional contribution shall increase to 3%, in addition to the employee contribution defined in the paragraph above. These additional contributions are in accordance to the provisions of AB 340, §7522.30 and §20516.

All of the employee contributions are made on a pre-tax basis as allowed under Internal Revenue Service Code Section 414 (h) (2).

2. "New Members Third Tier"

Effective on their date of hire, new members will pay 50% of the normal cost, as determined by PERS.

Effective the first full pay period in July 2019, all non-sworn and sworn new members shall contribute 1.5% in addition to the employee paying 50% of the normal cost. Effective the first full pay period in July 2020, all non-sworn and sworn new members contribution shall increase to 3%, in addition to the employee paying 50% of the normal cost. These additional contributions are in accordance to the provisions of AB 340, §7522.30 and §20516.

All of the employee contributions are made on a pre-tax basis as allowed under Internal Revenue Service Code Section 414 (h) (2).

Section E Supplemental Retirement

The City shall contribute 1% of salary for department heads to a defined contribution supplemental retirement plan established in accordance with sections 401 (a) and 501 (a) of the Internal Revenue Code of 1986 and California Government Code sections 53215-53224.

Section F Pay for Performance

In 1996 the City Council established the Management Pay for Performance System for department heads and management employees. The system is designed to recognize and reward excellent performance by department heads and managers and to provide an incentive for continuous improvement and sustained high performance. Instead of step increases, the department heads and management employees move through their salary range solely according to accomplishment of objectives and job-related behavior. Further information about the Management Pay for Performance System is found in the Management Pay for Performance System Guide.

Section G Vacation

Vacation leave is governed by Section 2.36.440 of the Municipal Code, except that it may be taken after the completion of the sixth calendar month of service from the benefit date or earlier with department head or designee authorization. Each employee shall accrue vacation leave at the following rates for completed years of service with the City. Part-time employees will accrue a prorated amount of vacation leave.

Management Employees		
Years of Completed Service	Annual Vacation Accrual Days*	Annual Vacation Accrual Hours
0 to 4 years	12 days	96 hours
5 to 9 years	15 days	120 hours
10 to 19 years	18 days	144 hours
20+ years	20 days	160 hours
Appointed Officials & Department Heads		
Years of Service	Annual Vacation Accrual Days*	Annual Vacation Accrual Hours
0 to 9 years	15 days	120 hours
10 to 19 years	18 days	144 hours
20+ years	20 days	160 hours

*One day is equivalent to eight (8) hours for a 40-hour per week line-item position.

Effective as soon as administratively possible following Council adoption, employees will be eligible for a year-for-year prospective accelerated vacation accrual based on prior public sector experience. For example, if an employee has ten (10) years of public sector experience prior to working for the City of San Luis Obispo, their vacation accrual will be advanced by ten (10) years.

Vacation leave shall be accrued as earned biweekly provided that not more than twice the annual rate may be carried over to a new calendar year. Management employees vacation time shall not exceed twice the annual rate. If an employee reaches the cap at any time throughout the year, the employee will stop accruing vacation leave.

Vacation schedules for management employees shall be based upon the needs of the City and then, insofar as possible, upon the wishes of the employee.

Appointed officials, department heads, and management employees are eligible, once annually in December, to request payment for up to 40 hours of unused vacation leave. Payment for unused vacation leave is subject to the availability of budgeted funds. To request payment for unused vacation leave, employees must submit an irrevocable election form to Payroll in December of each year, prior to the pay period that includes January 1 of the year the cash out is to be paid, to receive payment for accrued vacation effective on the pay period that includes January 1st of the following calendar year, subject to IRS regulations. Late irrevocable election forms will not be accepted, nor can they be changed after the deadline. The remaining unused leave shall remain in the employee's vacation accrual bank. The hours which are paid out are hours which will be accrued in following year.

Section H Administrative Leave

Appointed officials and department heads shall earn 80 hours of administrative leave the pay period that January 1st falls into.

Deputy Directors and other management positions required to regularly work night meetings shall earn an additional 64 hours of administrative leave the pay period that January 1st falls into. This additional band of administrative leave will be effective the pay period starting on June 23, 2022 and will be prorated for 2022.

Management employees shall earn 48 hours of administrative leave the pay period that January 1st falls into.

Administrative leave hours shall be pro-rated on a pay period basis when a department head or management employee is appointed or leaves employment during the calendar year. The employee's final check will be adjusted to reflect the pro-rated hours, however there is no provision to receive cash payment for unused administrative hours. Unused administrative leave will not be carried over year to year but can be taken through December 31st of each year.

Appointed officials, department heads, and management employees are considered exempt from the overtime provisions of the Fair Labor Standards Act (FLSA) and not eligible for overtime payment. In general, management employees are expected to work the hours necessary to successfully carry out their duties and frequently must return to work or attend meetings and events outside their normal working hours. However, in the event a state of emergency is called for the City of San Luis Obispo by the City Council, County of San Luis Obispo, State of California, or Federal Government, employees can be paid at the rate of time and one-half for the hours worked in excess of forty (40) hours per week on activities related to disaster management and recovery that are reimbursable by state or federal funding. Approved employees can be similarly compensated when rendering aid to other agencies in an emergency declaration situation where overtime is reimbursable by the requesting agency upon approval by their Department Head or designee.

Section I Holidays

Appointed officials, department heads, and management employees shall receive eleven (11) fixed plus two (2) floating holidays per year. The following days of each year are designated as paid holidays:

- January 1 – New Year's Day
- Third Monday in January – Martin Luther King Jr. Birthday
- Third Monday in February – Presidents' Day
- Last Monday in May – Memorial Day
- July 4 – Independence Day
- First Monday in September – Labor Day
- November 11 – Veteran's Day
- Fourth Thursday in November – Thanksgiving Day
- Friday after Thanksgiving
- December 25 – Christmas
- One half day before Christmas
- One half day before New Year's Day

When a holiday falls on a Saturday, the preceding Friday shall be observed. When a holiday falls on a Sunday, the following Monday shall be observed. A holiday shall be defined as eight (8) hours of paid time off for regular full-time employees.

When Christmas or New Year's Holiday falls on a Tuesday or Thursday, the City reserves the right to close non-essential City services and offices on Monday or Friday (the day adjacent to the observed holiday). Essential City services are determined at the discretion of the department head. Employees scheduled to work in non-essential functions on the days adjacent to the paid holidays would be required to use appropriate personal leave. The City would notify employees of closure of non-essential City services and offices no later than October 31st of the same year in order to provide employees with ample time to plan accordingly.

The two floating holidays (16 hours) will be provided in a floating holiday leave bank the pay period that January 1st falls within and will be prorated on a pay period basis if an employee starts later in the year. Employees will have the ability to use floating holiday leave hours at any point during the calendar year. Unused floating holiday leave will not be carried over year to year but can be taken through December 31st of each year.

If an employee terminates for any reason, the employee's final check will be adjusted to reflect the prorated hours calculated on a pay period basis; however, there is no provision to receive cash payment for unused floating holiday hours.

Section J Sick Leave

Sick leave is governed by Section 2.36.420 of the Municipal Code. An employee shall accrue sick leave with pay at the rate of twelve (12) days or the prorated shift equivalent per year of continuous service since the benefit date. An employee may take up to 48 hours per calendar year of sick leave if required to be away from the job to personally care for a member of their immediate family as defined in Section 2.36.420, Labor Code 233 and/or Assembly Bill 1522. This may be extended to 56 hours if a household family member is hospitalized, and the employee submits written verification of such hospitalization.

In conjunction with existing leave benefits, appointed officials, department heads, and management employees with one year of City service who have worked at least 1,250 hours in the previous year may be eligible for up to 12 weeks of Family/Medical Leave within any 12-month period. If eligible for Family/Medical Leave, employees must use all available sick, vacation, compensatory time off, and floating holiday pay prior to receiving unpaid Family/Medical Leave. Further details on Family/Medical Leave are available in the City's Family and Medical Leave Policy.

Sick leave may be used to be absent from duty due to the death of a member of the employee's immediate family as defined in Section 2.36.420, provided such leave shall not exceed forty working hours for each incident. The employee may be required to submit proof of relative's death before being granted sick leave pay. False information concerning the death or relationship shall be cause for discharge.

Upon retirement the employee may choose: 1) a payout of the employee's accumulated sick leave balance based on years of service according to the following schedule, 2) to convert a portion or all of the employee's sick leave balance to service credit in accordance with CalPERS regulations, or, 3) a combination of these two options.

- (A) Death – 25%
- (B) Retirement and actual commencement of PERS benefits:
 - (1) After ten years of continuous employment – 10%
 - (2) After twenty years of continuous employment – 15%

Section K Workers' Compensation Leave

An employee who is absent from duty because of on-the-job injury in accordance with State workers' compensation law and is not eligible for disability payments under Labor Code Section 4850 shall be paid the difference between their base salary and the amount provided by workers' compensation law during the first ninety (90) business days of such temporary disability absence. Eligibility for workers' compensation leave requires an accepted workers' compensation claim.

If an employee is eligible for Total Temporary Disability benefits after exhausting 4850 or salary continuation as defined in the paragraph above, the employee will receive such payment directly from the City's workers' compensation administrator and will only be able to supplement one-third pay with accrued sick leave.

Section L Work Out-of-Classification

An out-of-class assignment is the full-time performance of all the significant duties of an available, funded position in one classification by an individual in a position of another classification. An employee assigned in writing by management to work out-of-class in a position that is assigned a higher pay range which is vacant pending an examination or is vacant due to an extended sick or disability leave, shall receive no less than five percent (5%), but in no case more than the top salary of the higher range, in addition to their regular base rate commencing on the eleventh consecutive workday of the out-of-class assignment. In order to receive out of class pay, an employee must be working in the out of class assignment and cannot have a leave of absence longer than two (2) consecutive weeks, unless approved otherwise.

Section M Temporary Assignment

An appointing authority or designee may temporarily assign an employee to a different position for a specific period not to exceed ninety (90) days, after which the employee returns to their regular duties and position from which they were regularly assigned. The temporary assignment may be extended past ninety (90) days if agreed to by the employee in writing. Such action shall have the prior approval of the Human Resources Director or designee. An appointing authority may assign an employee to a different position for a period not to exceed ninety (90) days, provided the employee has received twenty-four (24) hours written notice which includes reasons for the assignment. Employees who are subject to temporary assignment shall be compensated in accordance with Section L. In order to receive out of class pay, an employee must be working in the out of class assignment and cannot have a leave of absence longer than two (2) consecutive weeks, unless approved otherwise.

Section N Bilingual Pay

Employees certified as bilingual in Spanish through a testing process and certified as being required to regularly use their Spanish speaking skills shall receive a bilingual payment of thirty-five (\$35) dollars per pay period. Employees are eligible for this incentive the first full pay period following qualification. Additional languages may be approved by the City based upon demonstrated need. Regardless of certification and payment, all employees shall use any language skills they possess to the best of their ability.

Section O Vehicle Assignment

The Fire Chief and Police Chief will be provided a City vehicle for emergency response during off-duty time. All other department heads shall receive a car allowance of \$236 per month, paid semi-monthly.

The use of a personal automobile for City business will be eligible for mileage reimbursement in accordance with standard City policy.

Section P Uniform Allowance

Employees required to wear a uniform, including the Fire Chief, Deputy Fire Chief, Fire Marshal and Police Chief, shall receive the same uniform allowance as those they directly supervise. For "Classic Members" as defined by PERS, uniform allowance shall be reported to PERS as special compensation. Uniform allowance will not be pro-rated upon separation from employment.

Section Q Appointed Officials

The benefits outlined in this exhibit for department heads apply to appointed officials, except where they have been modified by council resolution.

Exhibit “B” Equity Adjustments for Unrepresented Management Employee Classifications

Job Title	Barg. Unit ¹	Current Grade	Future Grade	Current Biweekly Max	Proposed Biweekly Max	Actual % Increase
Accountant	MME	305	300	\$ 3,302	\$ 3,712	12.4%
Accounting Manager	MME	347	340	\$ 4,972	\$ 5,485	10.3%
Active Transportation Manager	MME	325	318	\$ 4,013	\$ 4,424	10.2%
Administrative Analyst	MME	305	300	\$ 3,302	\$ 3,712	12.4%
Assistant City Attorney I	MME	353	346	\$ 5,290	\$ 5,815	9.9%
Assistant City Attorney II	MME	253	360	\$ 6,083	\$ 6,691	10.0%
Assistant City Manager	DPH	282	225	\$ 8,084	\$ 9,135	13.0%
Assistant to The City Manager	MME	335	328	\$ 4,424	\$ 4,877	10.2%
Building Permit Services Supervisor	MME	320	313	\$ 3,821	\$ 4,213	10.3%
Business Manager	MME	330	323	\$ 4,213	\$ 4,645	10.3%
Business Services and Administrative Manager	MME	347	340	\$ 4,972	\$ 5,485	10.3%
Capital Improvement Plan Process Improvement Manager	MME-C	244	353	\$ 5,660	\$ 6,226	10.0%
City Attorney	APO	210	200	\$ 8,941	\$ 10,103	13.0%
City Biologist	MME	325	318	\$ 4,013	\$ 4,424	10.2%
City Clerk	MME	340	333	\$ 4,645	\$ 5,121	10.2%
City Manager	APO	220	206	\$ 9,450	\$ 10,679	13.0%
Code Enforcement Supervisor	MME	320	313	\$ 3,821	\$ 4,213	10.3%
Construction Engineering Manager	MME	340	333	\$ 4,645	\$ 5,121	10.2%
Data Analyst	MME	305	300	\$ 3,302	\$ 3,712	12.4%
Deputy Building Official	MME	347	340	\$ 4,972	\$ 5,485	10.3%
Deputy City Manager	DPH	267	210	\$ 7,028	\$ 7,942	13.0%
Deputy Director of Community Development/City Planner	MME	244	353	\$ 5,660	\$ 6,226	10.0%

¹ MME: Management, MME-C: Management Contract, DPH: Department Heads, APO: Appointed Officials

Job Title	Barg. Unit ¹	Current Grade	Future Grade	Current Biweekly Max	Proposed Biweekly Max	Actual % Increase
Deputy Director of Public Works/City Engineer	MME	249	358	\$ 5,944	\$ 6,538	10.0%
Deputy Director of Public Works/Maintenance Operations	MME	244	353	\$ 5,660	\$ 6,226	10.0%
Deputy Director of Utilities - Engineering And Planning	MME	244	353	\$ 5,660	\$ 6,226	10.0%
Deputy Director of Utilities - Wastewater	MME	244	353	\$ 5,660	\$ 6,226	10.0%
Deputy Director of Utilities - Water	MME	244	353	\$ 5,660	\$ 6,226	10.0%
Deputy Fire Chief	MME	257	369	\$ 6,405	\$ 7,302	14.0%
Director of Community Development	DPH	267	210	\$ 7,028	\$ 7,942	13.0%
Director of Finance	DPH	267	210	\$ 7,028	\$ 7,942	13.0%
Director of Human Resources	DPH	267	210	\$ 7,028	\$ 7,942	13.0%
Director of Parks And Recreation	DPH	267	210	\$ 7,028	\$ 7,942	13.0%
Director of Public Works	DPH	267	210	\$ 7,028	\$ 7,942	13.0%
Director of Utilities	DPH	267	210	\$ 7,028	\$ 7,942	13.0%
Diversity Equity and Inclusion Manager	MME	347	340	\$ 4,972	\$ 5,485	10.3%
Economic Development Manager	MME	340	333	\$ 4,645	\$ 5,121	10.2%
Environmental Programs Manager	MME	325	323	\$ 4,013	\$ 4,645	15.7%
Facilities Maintenance Supervisor	MME	315	300	\$ 3,639	\$ 3,712	2.0%
Financial Analyst	MME	305	300	\$ 3,302	\$ 3,712	12.4%
Fire Chief	DPH	272	216	\$ 7,361	\$ 8,392	14.0%
Fire Marshal Chief Building Official	MME	353	346	\$ 5,290	\$ 5,815	9.9%
Fleet Maintenance Supervisor	MME	315	300	\$ 3,639	\$ 3,712	2.0%
Homelessness Response Manager	MME-C	325	318	\$ 4,013	\$ 4,424	10.2%
Housing Policy and Programs Manager	MME	330	323	\$ 4,213	\$ 4,645	10.3%
Human Resources Analyst	MME	305	300	\$ 3,302	\$ 3,712	12.4%
Human Resources Manager	MME	347	340	\$ 4,972	\$ 5,485	10.3%
Information Services Supervisor	MME	325	326	\$ 4,013	\$ 4,784	19.2%
Information Technology Manager	MME	353	354	\$ 5,290	\$ 6,287	18.8%

Job Title	Barg. Unit ¹	Current Grade	Future Grade	Current Biweekly Max	Proposed Biweekly Max	Actual % Increase
Laboratory Manager	MME	330	323	\$ 4,213	\$ 4,645	10.3%
Legal Analyst	MME	305	300	\$ 3,302	\$ 3,712	12.4%
Neighborhood Outreach Manager	MME	320	313	\$ 3,821	\$ 4,213	10.3%
Network Services Supervisor	MME	330	331	\$ 4,213	\$ 5,024	19.2%
Parking Program Manager	MME	330	323	\$ 4,213	\$ 4,645	10.3%
Parking Services Supervisor	MME	305	300	\$ 3,302	\$ 3,712	12.4%
Parks Maintenance Supervisor	MME	315	300	\$ 3,639	\$ 3,712	2.0%
Police Chief	DPH	279	230	\$ 8,393	\$ 9,568	14.0%
Principal Budget Analyst	MME	330	323	\$ 4,213	\$ 4,645	10.3%
Public Communications Manager	MME	325	318	\$ 4,013	\$ 4,424	10.2%
Recreation Manager	MME	320	313	\$ 3,821	\$ 4,213	10.3%
Recreation Supervisor	MME	305	300	\$ 3,302	\$ 3,712	12.4%
Safety and Technical Training Engineer	MME	320	313	\$ 3,821	\$ 4,213	10.3%
Senior Accountant	MME	315	310	\$ 3,639	\$ 4,093	12.5%
Senior Administrative Analyst	MME	315	310	\$ 3,639	\$ 4,093	12.5%
Senior Civil Engineer	MME	330	323	\$ 4,213	\$ 4,645	10.3%
Senior Financial Analyst	MME	315	310	\$ 3,639	\$ 4,093	12.5%
Senior Human Resources Analyst	MME	315	310	\$ 3,639	\$ 4,093	12.5%
Senior Legal Analyst	MME	315	310	\$ 3,639	\$ 4,093	12.5%
Senior Planner	MME	330	323	\$ 4,213	\$ 4,645	10.3%
Special Projects Manager	MME-C	325	318	\$ 4,013	\$ 4,424	10.2%
Streets Maintenance Supervisor	MME	315	300	\$ 3,639	\$ 3,712	2.0%
Supervising Building Inspector	MME	320	313	\$ 3,821	\$ 4,213	10.3%
Supervising Civil Engineer	MME	340	333	\$ 4,645	\$ 5,121	10.2%
Supervising Parking Enforcement Officer	MME	305	300	\$ 3,302	\$ 3,712	12.4%
Sustainability and Natural Resources Analyst	MME	305	300	\$ 3,302	\$ 3,712	12.4%

Job Title	Barg. Unit ¹	Current Grade	Future Grade	Current Biweekly Max	Proposed Biweekly Max	Actual % Increase
Sustainability and Natural Resources Official	MME	347	340	\$ 4,972	\$ 5,485	10.3%
Sustainability Manager	MME	325	318	\$ 4,013	\$ 4,424	10.2%
Technology Project Manager	MME	325	326	\$ 4,013	\$ 4,784	19.2%
Tourism Manager	MME	320	313	\$ 3,821	\$ 4,213	10.3%
Transit Manager	MME	330	323	\$ 4,213	\$ 4,645	10.3%
Transportation Manager	MME	340	333	\$ 4,645	\$ 5,121	10.2%
Urban Forest Supervisor/City Arborist	MME	315	300	\$ 3,639	\$ 3,712	2.0%
Utilities Engineer	MME	330	323	\$ 4,213	\$ 4,645	10.3%
Utilities Special Projects Manager	MME	330	323	\$ 4,213	\$ 4,645	10.3%
Wastewater Collection System Supervisor	MME	325	323	\$ 4,013	\$ 4,645	15.7%
Water Distribution Supervisor	MME	325	323	\$ 4,013	\$ 4,645	15.7%
Water Resource Program Manager	MME	325	323	\$ 4,013	\$ 4,645	15.7%
Water Resource Recovery Facility Plant Supervisor	MME	335	333	\$ 4,424	\$ 5,121	15.8%
Water Treatment Plant Supervisor	MME	335	333	\$ 4,424	\$ 5,121	15.8%
Whale Rock Reservoir Supervisor	MME	325	323	\$ 4,013	\$ 4,645	15.7%