

MEMORANDUM OF UNDERSTANDING
BETWEEN
THE CITY OF HUGHSON
AND
OPERATING ENGINEERS LOCAL UNION No. 3 ON BEHALF OF
THE CITY OF HUGHSON EMPLOYEES ASSOCIATION



July 1, 2021 to June 30, 2024

City of Hughson Employees Association

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SECTION 1. TERM OF UNDERSTANDING

This Memorandum of Understanding shall be in full force and effect for a period commencing on July 1, 2021 to June 30, 2024 unless modified, changed, or otherwise altered by force of law or by mutual agreement between the parties to this Understanding.

SECTION 2. PURPOSE

The purpose of this Memorandum of Understanding is to promote, and provide harmonious relations, peaceful resolution of disputes, and cooperation and understanding between the City and its employees covered herein, and to set forth the full and entire understanding reached as a result of meeting and conferring on hours, wages, and working conditions in accordance with state and federal law and city ordinances, rules and regulations.

SECTION 3. RECOGNITION

Operating Engineers Local 3, AFL-CIO, hereinafter referred to, as the "Union" is the recognized employee organization for the Professional and Technical Bargaining Unit, certified pursuant to Resolution 04-36, adopted by the City Council on April 26, 2004 and the Skilled Trades and Maintenance Unit, certified pursuant to Resolution 04-36 adopted by the City Council on April 26, 2004. As of July 1, 2012 both bargaining units were merged into one group known as "The City of Hughson Employees Association" and Operating Engineers Local 3, AFL-CIO is recognized as the exclusive sole bargaining representative for all classifications in "The City of Hughson Employees Association."

This Memorandum of Understanding shall cover the following Job Classifications:

- Accounting Technician I/II
- Building Inspector
- Code Enforcement Officer
- Customer Service Clerk
- Maintenance Worker I/II
- Mechanic/Maintenance Worker II
- Parks and Recreation Coordinator
- Parks Maintenance Worker
- Planning and Building Assistant
- Public Works Supervisor
- Senior Accounting Technician
- Senior Maintenance Worker
- Senior Parks Maintenance Worker
- Senior Water Treatment/Distribution System Operator
- Wastewater Chief Plant Operator
- Wastewater Treatment Plant Operator I/II
- Wastewater Treatment Plant Operator-In-Training
- Water Treatment/Distribution System Operator I/II

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SECTION 4. UNION SECURITY

A. Dues Deduction

The Union may have the regular dues of its members within the representation unit deducted from employees' paychecks under procedures prescribed by the City for such deductions. The Union has the exclusive privilege of dues deduction for its members.

Authorization, cancellation or modification of payroll deductions shall be made upon forms provided or approved by the City. The payroll deduction authorization shall remain in effect until canceled or modified by the employee by written notice to the City or until the first day of the calendar month following the transfer of the employee to a unit represented by another employee organization as the representative of the unit to which the employee is assigned, or until employment with the City is terminated.

If an employee is promoted to a position, which is represented by another employee organization, or to an unrepresented unit, membership dues for the former unit will not be deducted from the employee's paycheck by the City.

Amounts deducted and withheld by the City shall be transmitted to the officer designated in writing by the Union as the person authorized to receive such funds, at the address specified.

The employee's earnings must be sufficient, after all other required deductions are made, to cover the amount of the deductions herein authorized. When an employee is in a non-pay status for an entire pay period, no withholdings will be made to cover that pay period from future earnings nor will the employee deposit the amount with the City which would have been withheld if the employee had been in pay status during that pay period. In the case of an employee who is in a non-pay status during a part of the pay period, and the salary is not sufficient to cover the full withholding, no deduction shall be made.

All other required deductions have priority over the employee organization deduction.

B. Indemnity and Refund

The Union shall indemnify, defend and hold the City harmless against any claim made and against any suit initiated against the City on account of the deduction of Union dues or premiums for benefits. In addition, the Union shall refund to the City any amounts paid to it in error upon presentation of supporting evidence.

SECTION 5. USE OF CITY FACILITIES

The Union shall be allowed by the City department in which it represents employees use of space on available bulletin boards for communications having to do with official Union business, such as times and places of meetings, provided such use does not interfere with

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the needs of the department. The Union may submit to the City Employee Relations officer written communications having to do with official Union business for distribution by the City to identified shop stewards. Distribution may be by e-mail.

Any representative of the Union shall give notice to the department head or designated representative when contacting department employees on City facilities during the duty period of the employees, provided that solicitation for membership or other internal Union business shall be conducted during the non-duty hours of all employees concerned. Pre-arrangement for routine contact may be made with individual department heads and when made shall continue until revoked by the department head.

City buildings and other facilities may be made available for use by City Employees of the Union or their representatives in accordance with such administrative procedures as may be established by the City Manager or department heads concerned.

SECTION 6. ADVANCE NOTICE

Except in cases of emergency, reasonable advance written notice shall be given to the Union if affected by any ordinance, resolution, rule or regulation directly relating to matters within the scope of representation proposed to be adopted by the City and shall be given the opportunity to negotiate if requested with the designated management representatives prior to adoption.

In cases of emergency when the foregoing procedure is not practical or in the best public interest, the City may adopt or put into practice immediately such measures as are required. At the earliest practicable date thereafter the Union shall be provided with the notice described above and be given an opportunity if requested to negotiate changes to said notice with the management representatives designated by the City Manager.

SECTION 7. ATTENDANCE AT MEETINGS BY EMPLOYEES

City employees who are official representatives or unit representatives of the Union shall be given reasonable time off with pay to attend meetings with City management representatives, or be present at City hearings where matters within the scope of representation or grievances are being considered. Such employee representatives shall submit a request for excused absence to their respective department heads, in a manner satisfactory prior to the scheduled meetings whenever possible.

Time spent for this purpose during the representative's scheduled hours of work shall count as hours worked.

Attendance at meetings during non-work hours will not be counted as hours worked except in extraordinary circumstances as determined by the City.

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SECTION 8. EMPLOYER-EMPLOYEE RELATIONS

A. Access to Personnel File

Employees may inspect all their individual personnel files upon request, in writing, to the Personnel Officer, at reasonable intervals during regular-business hours of the City. Once a year, copies of personnel file contents can be requested. A copy of the file will be provided without cost to the employee.

B. Contracting Out Work

The City agrees to meet and confer with representatives of the bargaining unit prior to contracting out any work normally performed by bargaining unit employees, if such contracting out would displace a regular employee of the bargaining unit. The City further agrees that work performed by employees of the bargaining unit will not be performed by non-bargaining unit employees, if such work would displace a regular employee of the bargaining unit.

SECTION 9. NO STRIKE

- A. The employees covered by this Understanding recognize and agree that the rendering of services to the community cannot under any circumstances or conditions be withheld, interrupted, or discontinued, and that to do so could endanger the health, safety, and welfare of the inhabitants thereof. Therefore, during the term of this Understanding, neither the bargaining unit nor its agents or any employee, for any reason, will authorize, institute, aid, condone, or engage in a slowdown, work stoppage, strike, or any other interference with the work stoppage, strike, or any other obligations of the City, nor will it honor picket lines or sympathy strikes of other employers.
- B. The bargaining unit agrees to notify all employees of their obligation and responsibility for maintaining compliance with this section, including their responsibility to remain at work during any interruption which may be caused or initiated by others, and to encourage employees violating this section to return to work.
- C. The City may impose discipline, including discharge or suspension without pay, on any, some, or all of the employees participating therein, as the City may choose.
- D. Nothing contained herein shall preclude the City from obtaining judicial restraint and damages in the event of a violation of this section.

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SECTION 10. MANAGEMENT RIGHTS

- A. It is understood and agreed that the City possess the sole right and authority to operate and direct the employees of the City and its various departments in all aspects including, but not limited to:
1. The right to determine its mission and policies, and to set forth all standards of service offered to the public.
 2. To plan, direct, control, and determine the operations or services to be conducted by employee of the City.
 3. To direct the working forces.
 4. To determine the number of personnel needed to carry out the departmental mission.
 5. To hire, assign, schedule, and transfer employees within the department or other related functions.
 6. To promote, demote, suspend, discipline, or discharge for just cause or release from probation.
 7. To establish work and productivity standards subject to meeting and conferring as required by law.
 8. To assign overtime.
 9. To lay off or relieve employees due to lack of work or funds, or for other legitimate reasons.
 10. To make, publish, and enforce rules and regulations subject to meeting and conferring as required by law.
 11. To introduce new or improved methods, equipment, or facilities.
 12. To determine whether goods and services shall be made or purchased.
 13. To take any and all actions as may be necessary to carry out the mission of the City in situations of civil emergency as may be declared by the Mayor, the City Council, the City Manager, or the Police Chief, provided that no right enumerated herein shall be exercised or enforced in a manner contrary to or inconsistent with the provisions of the Understanding.
- B. The preceding list is not intended to be exhaustive and this Understanding reserves the City all rights or powers not expressly limited by the terms of this Understanding.

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The Mayor, City Council, and City Manager have sole authority to determine the purpose and mission of the City and the amount of budget to be adopted thereto.

- C. Nothing contained in this Understanding shall be construed as a guarantee of permanent employment, and continuance of employment shall be subject to good behavior, satisfactory work performance, necessity for the performance of work, and the availability of funds.

SECTION 11. NONDISCRIMINATION

A. Discrimination Prohibited

Neither the City nor the bargaining unit shall discriminate against any employee covered by this Understanding on the basis of: race, ethnicity, or color; religion or religious creed; sex (including pregnancy, perceived pregnancy, childbirth, breastfeeding, or related medical conditions), gender, gender identity, or gender expression; sexual orientation; national origin, ancestry, or citizenship; age; physical or mental disability; legally-protected medical condition or information (including genetic information); marital or domestic partner status; family or medical leave status; military caregiver or veteran status; or any other protected class under federal, state, or local law.

B. Union Membership/Agency Shop

Neither the City nor the Union shall interfere with the right of employees covered by this Understanding to become or not to become members of a Union, and there shall be no discrimination against any such employees because of lawful Union membership or non-membership activity or status.

Accordingly, membership in the Union shall not be compulsory. A bargaining unit member has the right to choose, either; to become a member of the Union; or, to pay to the Union a fee for representation services; or, to refrain from either of the above courses of action upon the grounds of a bona fide religious objection as defined by Section 3502.5 of the Government Code to the payment of any fee in support of a Union or "employee organization" as defined in Section 3540.1(d) of the Government Code.

Such exempt bargaining unit member shall, as an alternative to payment of a representation fee to the Union, pay an amount equivalent to such representation fee to a charity to be mutually agreed to by the bargaining unit member and the Union.

C. Union Fair Representation

The bargaining unit agrees to and acknowledges its responsibility to fairly represent all employees in the bargaining unit without regard employment status or any of the protected classes referred to above.

SECTION 12. PAY AND BENEFITS

A. Retirement

Retirement for employees covered hereunder shall be 2.7% at 55 for “classic” members and 2.0% at 62 for new members under the California Public Employee Retirement System (PERS).

The employee contribution that must be paid by “classic” members shall be 8% per year during the term of this Understanding. New members must pay the full amount of the PERS-required contribution.

“Classic” members and new members are as defined by the California Public Employees’ Pension Reform Act of 2013 (PEPRA).

B. Survivor's Benefit

The City shall provide PERS survivor benefits pursuant to California Government Code § 21574, to the extent allowed by law. City and employee will each pay their own share.

C. Deferred Compensation Plan

The City offers to all regular employees a voluntary Deferred Compensation Plan. The employee may elect to have any amount of money up to the legal limit withheld from their regular paycheck and placed in the Deferred Compensation Plan. A brochure explaining this benefit is available in the employment package.

For a represented employee participating in the Deferred Compensation Plan, the City shall pay into the deferred compensation Plan in a dollar for dollar match up to a maximum of Fifty dollars (\$50.00) per month.

D. Overtime

It is the policy of the City to discourage employees from working in excess of their regularly scheduled hours. Overtime will be required of any employee only when necessary for the protection of persons or property, or in other circumstances when the public interest requires overtime as established by the supervisor. Overtime may be authorized only by designated supervisory personnel.

Time worked in excess of regularly scheduled work shift shall be compensated at one-and-one-half (1 ½) times the regular rate of pay, or compensatory time-off (“comp time”) at the rate of one-and-one-half (1 ½) hours credit per hour worked, except that, with the prior concurrence of the employee, time worked in excess of a regularly-scheduled work shift within a workweek (defined as the period from midnight on Sunday to midnight on the following Sunday) may be offset by reducing a shift within the same workweek by the same number of hours worked in excess of the regularly-scheduled work shift, and no overtime or “comp time” shall be incurred or accrued unless the total time worked in that

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workweek is in excess of the total of the regularly-scheduled work shifts for that workweek. Overtime is paid in 15-minute increments.

“Comp time” may be granted in lieu of overtime pay under specific circumstances with prior approval from the Department head or supervisor. An employee may not accumulate more than eighty (80) hours of “comp time” and any “comp time” hours accrued above eighty (80) hours will be paid as overtime wages. Cash out of accumulated “comp time” hours will be required upon an employee’s promotion out of an existing classification or separation from employment with the City.

Except as otherwise specifically provided in this Understanding, wages and hours shall be governed by the federal Fair Labor Standards Act (FLSA).

E. Longevity

The City shall establish a Longevity Pay Differential above the base rate of pay, as indicated below. A regular employee will be eligible for five percent (5%) longevity pay when they have ten (10) years of service with the City of Hughson and will receive an additional two and one-half percent (2.5%) when they have fifteen (15) years of service with the City of Hughson and will receive an additional two and one-half percent (2.5%) when they have twenty (20) years of service with the City of Hughson. Years of service shall be based on total hours of completed continuous service with the City; provided, however, that employees on the date of City Council approval of the MOU amendment who had previously separated from City service for 180 days or less, but who have completed a total of at least ten (10) or more years of combined service or who have completed a total of at least fifteen (15) or more years of combined service or who have completed a total of at least twenty (20) or more years of combined service, shall be eligible to receive the differential.

For purposes of the Longevity Pay Differential only, a year of completed City of Hughson service is defined as 2,080 service hours with the City:

20,800 hours (10 years) = 5% 31,200 hours (15 years) = additional 2.5% 41,600 hours
(20 years) = additional 2.5%

The Longevity Pay Differential shall not be considered when determining the appropriate rate of pay for a promotion or demotion.

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F. Pay for Employees in an "Acting" Capacity

Any employee who, whether by reason of an emergency situation such as an accident, injury, or sickness, or any other reason, is formally assigned to and performs the duties of a higher level position on an "acting" basis for longer than thirty (30) continuous work days shall, commencing with the sixth (6) work day of such assignment, receive the first salary step of the assigned position to continue for so long as he/she performs the duties of the higher classification. Such assignment shall be approved by the City Manager.

Any employee serving in an acting capacity that is already receiving that pay or more shall be paid one step above his or her current salary. There shall be no additional compensation for an employee in an acting capacity occurring because of annual vacation to another employee.

G. Employee Benefits

The City provides certain benefits for its employees, depending on employee categories. The City reserves the right to eliminate or modify any of the benefits at any time, subject to such requirements for meet-and-confer as may be established by law.

(1) Workers' Compensation.

All employees are covered by Workers' Compensation, as required by law. Any on-the-job injuries or illness must be immediately reported to the employee's supervisor and to the employee performing the Risk Management function.

(2) Group Medical-Dental-Life-Vision Insurance Benefits.

Regular employees and their dependents may participate in the City's group medical, dental, life, and vision insurance programs. All regular employees shall be included automatically in the programs, unless the employee waives coverage in writing.

The City pays the cost for group insurance coverage for the employee as established by City Council resolution and as follows: Up to \$1,650 per month for medical and 100% for dental and vision.

If the employee waives medical coverage, the employee shall be paid \$500 per month for each month that he or she waives the coverage, provided that the employee provides proof of medical coverage through another source. All payments under opt-out arrangements will count as employee contributions unless the arrangement is an "eligible opt-out arrangement" as one that meets the following criteria:

1. The employee must provide "reasonable evidence" that the employee and all members of the employee's tax family (dependents on his/her tax return) have or are expected to have minimum essential coverage (MEC) for the relevant period (the plan year for which the opt-out payment is offered).

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2. The MEC cannot be coverage in the individual market, either on or off of the exchange; but it can be government coverage such as Medicare Part A, most Medicaid, CHIP and most TRICARE programs.
3. “Reasonable evidence” may be the employee’s attestation.
4. Reasonable evidence/attestation must be provided at least annually.
5. Reasonable evidence must be provided no earlier than a reasonable period before coverage starts (e.g., open enrollment), and the employer can allow employees to provide it after the plan year starts.

The arrangement must provide that the employer cannot make opt-out payments (and the employer in fact must not) if the employer knows or has reason to know that the employee or family member does not or will not have MEC.

Pursuant to the Consolidated omnibus Budget Reconciliation Act of 1985 (COBRA), employees and their dependents are entitled to a continuation option of group health plan benefits coverage at group rates plus costs to the City on the occurrence of certain qualifying events such as termination or retirement. These terms are applicable to those organizations consisting of twenty (20) or more employees.

During the term of this MOU, the City and Union agree to review the health insurance marketplace for medical plans and discuss options that are fiscally sound for the City while maintaining optimal service and coverage for the covered employees and dependents.

SECTION 13. PAY RATES

Pay rates are set forth in Exhibit A attached hereto.

SECTION 14. HOURS OF WORK

City Administration hours are from 8:00 a.m. to 5:00 p.m., Monday through Friday. Administration includes the Office of the City Manager, Community Development Department, and the Finance/Administrative Services Department. Public Works/Utilities Divisions hours are 7:00 a.m. to 3:30 p.m., Monday through Friday. Where deviations to this schedule are required, for the benefit of the City or the employees, the City agrees to meet and confer over the impacts and appropriateness of such a schedule change.

Employees in Administration take an unpaid one-hour lunch break as scheduled by the supervisor or Department head. Public Works/Utilities employees take an unpaid half-hour lunch break from 12:00 p.m. to 12:30 p.m. All employees are allowed two fifteen (15) minute paid break periods, one in the morning and one in the afternoon.

SECTION 15. JURY DUTY AND COURT APPEARANCES

This section shall not apply to any employee who is named party to an action unrelated to the City and its activities or is serving as a paid expert witness. In such cases, employees may request vacation or personal leave.

When an employee is required to serve on inquest or jury trial duty or is subpoenaed as a witness to appear before a court, administrative agency, public body or commission, the employee must promptly notify his or her supervisor. While on jury duty, a regular employee will receive full pay, but shall pay to the City all fees received from the court, administrative agency, public body or commission, excluding reimbursement for mileage.

SECTION 16. SICK LEAVE

Sick leave with pay shall be granted to a regular employee who is unable to perform his or her regular duties because of a personal illness, off-duty injury, or because of confinement for medical treatment.

The Department head or supervisor may require a physician's certificate explaining the reason for any employee's absence. At the discretion of the City Manager, an employee may be required to sign an affidavit stating he or she was ill.

Sick leave shall be accumulated at the rate of eight hours per month, to a maximum of not to exceed 125 working days (1,000 hours). At the end of the payroll period in which the leave accumulation reaches or exceeds the stated maximum, the employee's sick leave will stop accruing, and no further sick leave will accrue until the balance is reduced below the stated limit. The City will, as a courtesy only without liability, endeavor to give thirty (30) days' notice that the employee will cease to accrue sick leave unless the time is taken.

An employee having at least four (4) years of continuous employment with the City may, at the option of the employee, be paid up to 50% of his or her unused sick leave earned during the previous 12-month period or convert that or any portion of that amount to vacation time. The remaining percentage of unused sick leave shall be retained in the employee's accumulated total of unused sick leave.

Upon retirement, any employee having at least twenty (20) years of continuous service with the City of Hughson, and having unused accumulated sick leave, shall be paid an amount equivalent to 25% of his or her then current daily wage rate for each day of unused sick leave. At his or her option, the employee may convert the amount due to medical/dental insurance premiums for coverage offered by the City to current employees. To be eligible for insurance premium payment, the employee must also be eligible for the insurance coverage as provided in the policy between the City and the carrier selected.

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The employee shall report sick leave prior to the start of his or her work shift whenever possible and at least one-half hour after the start of the shift.

If an employee becomes ill while on vacation, his or her period of illness may be charged to sick leave upon presentation of a doctor's certificate stating the nature and extent of the illness. In the case of frequent use of sick leave, an employee may be requested to file a physician's statement for each illness. An employee may also be required to take an examination by a physician designated by the City and to authorize consultation with his or her own physician concerning his or her illness.

Employees shall, whenever possible, make dental, medical and similar appointments on Saturday, or other non-work days. If this is not possible, sick leave shall be used for these purposes for a minimum period of (1) hour and should not exceed four (4) hours except in unusual circumstances.

With the approval of the City Manager, any eligible employee may be granted up to five (5) days leave with pay in the event of a catastrophic illness on the part of a family member living in the employee's house. Use of leave with pay for this purpose is intended to apply in serious and unforeseen conditions where the presence of the employee in the home is required. For the purpose of this section, immediate family shall be defined as mother, father, sister, brother, spouse, child, grandchild, grandparent, mother-in-law, father-in-law of the employee.

For employee injury or disability falling within the provisions of the State Workman's Compensation Disability Act, disability compensation at the rate allowed under said Act shall be the basic remuneration during the employee's regular pay and his or her disability compensation allowance shall be granted for, but not to exceed, one (1) year, for any period of incapacity. In the case of the miscellaneous employee, the first seven (7) days of his or her absence shall be deemed to be sick leave and shall be paid by the City. Thereafter, the only compensation payable to the miscellaneous employee shall be such as shall be payable by the insurance carrier under the Workman's Compensation Act. However, sick leave may be used by the employee, in which case the compensation shall be paid over to the City. During the time the City is required to pay and actually pays a miscellaneous employee for sick leave while disabled, the City shall be entitled to receive all payments which otherwise would be payable to such employees for temporary disability or retirement.

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SECTION 17. VACATION LEAVE

A. Vacation Leave

The City provides benefits to eligible employees to enable them to take paid time off for rest and recreation. The City believes this time is valuable for employees in order to enhance their productivity and to make their work experience with the City personally satisfying. The City also provides long-service employees with additional vacation benefits as years of service are accumulated.

Vacation leave is a right; however, the use of same shall be approved by the Department Head, taking into account the desires and seniority of employees and more particularly, the workload requirements of the department. Employees shall take vacation leave regularly each year and shall be encouraged to take vacation at least a full week at a time. Vacation may be scheduled at the request of the employee by the Department Head, but must consider all needs of the City.

All regular employees are eligible to accrue and take vacation benefits based on their continuous length of service, measured from the date of hire. "Continuous length of service" is defined as service that is uninterrupted by termination of employment.

The City shall respond to all annual leave requests within five (5) working days after the employee has submitted his or her request to the department head/supervisor.

Regular employees, except as provided in any applicable memorandum of understanding, shall earn annual leave at the following rates (subject to Section 17.B of this MOU):

- 1) Less than five years' service = 8 hours per month (12 days per year).
- 2) After five years' service = 11.32 hours per month (17 days per year).
- 3) After ten years' service = 14 hours per month (21 days per year).
- 4) After fifteen years' service = 16 hours per month (24 days per year).

B. Vacation Leave Accumulation

In order to give effect to this Understanding and to realize the greatest benefit from vacation leave for both employees and the City, limitations shall be placed upon the amount of unused vacation leave an employee is allowed to accumulate. Maximum accumulation shall be 320 hours.

At the end of the payroll period in which the leave accumulation reaches or exceeds the stated limit, the employee's vacation leave shall cease accruing, and no further vacation shall accrue until the balance is reduced below the stated limit. It is the employee's responsibility to seek the use of the vacation leave in a timely manner.

The City will, as a courtesy only without liability, endeavor to give thirty (30) days' notice that the employee will cease to accrue vacation leave unless the time is taken. If the employee is unable to use the time because of departmental staffing needs, he or she shall

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be paid for the amount of time in excess of the limit at the end of the month, and accrual may thereafter recur. Upon termination, an employee shall be paid for accrued and unused vacation time.

C. Cash Payment Option for Vacation

An employee may elect to receive a cash payment for up to a maximum of 40 hours of his/her accumulated vacation balance prior to commencement of a scheduled vacation of forty (40) consecutive hours or more. To exercise the cash payment option an employee must have forty (40) hours of accumulated vacation time remaining after the cash option and scheduled vacation have occurred. This option may be exercised once within a fiscal year.

SECTION 18. HOLIDAYS

Regular employees shall be entitled to the following holidays with pay:

Two Floating Holidays	Independence Day (4 th of July)
New Year's Day	Labor Day
Martin Luther King's Birthday	Veterans Day
Lincoln's Birthday	Thanksgiving Day (4 th Thursday in November)
Washington's Birthday	Day after Thanksgiving Day (4 th Friday in November)
Memorial Day	Christmas Day - December 25
Any day or part of day declared by the City Manager to be a holiday.	

When an employee gives adequate notice, the City will make reasonable accommodations for the employee to observe the Sabbath or other religious observance if it will not unduly interfere with City operations. Such release time may be charged to administrative leave, compensatory time off, vacation, or leave without pay at the discretion of the employee.

When a holiday falls on a Sunday, the following Monday shall be observed as a holiday. When a holiday falls on a Saturday, the preceding Friday shall be observed as a holiday.

To be paid for a holiday the employee must have been in paid status on the workdays for his or her classification, which immediately precedes and succeeds the holiday.

Any employee who might be required to work on any of the above holidays shall be compensated at overtime rates in accordance with Section 12.C of the Memorandum of Understanding. If a holiday falls on an employee's regular day off, he/she shall be entitled to equivalent time off at a later date.

The "Floating Holiday" is to be used during the calendar year and cannot be carried over to the next year.

SECTION 19. BEREAVEMENT LEAVE

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Any eligible employee shall be granted bereavement leave with pay as necessary but not to exceed three (3) workdays upon the occasion of the death of a close relative. For purposes of the section, close relative shall be those specified in Section 16 of this MOU. Additional bereavement leave not to exceed five (5) calendar days for travel purposes may be granted by the City Manager when circumstances warrant the same.

SECTION 20. GRIEVANCES

A. Purpose of Grievance Procedure

The grievance procedures set forth herein are designed to resolve grievances informally and to provide an orderly procedure for such resolution. The grievance procedure is available only to regular employees.

B. Time Limits

Each person involved in a grievance shall act quickly so that the grievance may be solved promptly. Each person shall make every effort possible to complete action within the time limits contained within these grievance procedures, but with the written consent of the other parties involved or in the case of extenuating circumstances, the time limits of any step may be extended.

C. Presentation of Grievance

An employee may present a grievance while on duty, provided such use of on-duty time is kept to a reasonable minimum as determined by the City Manager. Employees should present grievances as soon as possible after the events that gave rise to the employee's concerns.

D. Grievance Procedure/First Step (Informal Discussions)

Initially, a grievance shall be personally discussed between the employee and his or her immediate supervisor. The employee shall have a decision or response from the immediate supervisor within five (5) working days.

E. Grievance Procedure/Second Step (Formal Grievance)

If an informal grievance is not resolved to the satisfaction of the grievant, the grievant may initiate a formal grievance in writing to the Department head (unless the Department Head is his or her immediate supervisor, in which event the grievance shall be to the City Manager). The formal grievance should set forth the factual and other bases for the employee's complaint and must identify the rule or issue allegedly being violated by the City. The formal grievance shall be initiated within fifteen (15) working days of the decision rendered in the informal grievance procedure.

City of Hughson Employees Association

Within fifteen (15) working days after the filing of the formal grievance, the Department head shall give his or her decision in writing to the grievant.

F. Grievance Procedure/Third Step (Appeal)

If the grievant is not satisfied with the decision rendered by the Department head, the grievant may appeal the decision in writing within five (5) working days to the City Manager. If the grievant does not appeal the decision to the City Manager in writing within five (5) working days, the issue will be considered settled. The appeal shall state the date and nature of the grievance, and shall state all specific facts or omissions upon which the appeal is based.

Within ten (10) working days of the filing of an appeal, the City Manager shall have a meeting with the aggrieved and/or his or her representative, and other persons as the City Manager shall direct.

Within ten (10) working days after the meeting on the appeal, the City Manager shall issue a written decision concerning the employee's appeal. The decision of the City Manager shall be final.

SECTION 21. "Y" RATE

When an employee's classification is changed to a lower paid classification as the result of a classification study or other action, the employee may be placed on a "Y" rate. A "Y" rate means that the monthly compensation for the employee shall remain in effect until such time as further changes in the pay range of the new classification exceeds the "Y" rate.

SECTION 22. UNIFORM ALLOWANCE

The City will provide uniforms and laundering thereof for each Public Works Department/Utilities employee and said employees shall wear the uniforms on the job. Additionally the City will provide a winter weight safety coat in safety orange or yellow as part of the City's uniform. Any special uniform requirements will be determined with Department Head approval and as to appropriateness.

SECTION 23 SAFETY EQUIPMENT

The City shall provide or reimburse the employee for the cost of safety shoes where required and the cost shall be established by the City.

City of Hughson Employees Association

SECTION 24. STANDBY DUTY

When necessary and in the interest of City operations, a department head may assign employees to "standby" status.

Application of "standby" shall be as follows:

- (1) Each employee so assigned to "standby" shall be provided with a City issued cell phone while on standby duty and shall be able to report to the work site within thirty (30) minutes.
- (2) Employees on standby shall have the option to trade days and/or weeks of standby status with another qualified employee in the same unit or division with department head approval.
- (3) Standby shall be assigned in a minimum of eight (8) hours blocks, i.e., Monday-Friday workweek standby may be 8, 16 or 24-hour blocks.

Standby for weekends. i.e. Saturday, Sunday or extended holiday weekends (Friday-Sunday or Saturday-Monday) will be assigned in 8 to 48 hour blocks.

Compensation for "standby duty" shall be as follows:

- (1) Employees assigned to standby duty shall be paid or may accrue compensatory time-off of two (2) hours at the straight-time rate for every eight (8) hours of standby and shall be paid or may accrue compensatory time-off at a one and one-half (1 ½) rate for reporting to work while on standby duty status.
- (2) Employees assigned to standby duty on holidays observed by the City shall be paid or may accrue compensatory time-off of two (2) hours at the straight-time rate for every eight (8) hours of standby, and shall be paid or may accrue compensatory time-off at a two and one-half (2 ½) rate for reporting to work while on standby duty status.
- (3) Standby duty pay at the straight-time rate is intended to compensate for all time spent taking or responding to calls that do not require reporting to the worksite (including on holidays). Employees on standby duty will not be entitled to any additional pay for those calls.

SECTION 25. CALL BACK

When an employee returns to work duty at the request of the department head or his designee for an emergency or for some other need of the City after said employee has been released from work duty, said employee shall be entitled to call-back compensation.

Call back compensation shall be paid at time and one-half (1 ½) for all time actually worked with a minimum of two (2) hours pay. For the purposes of computing time for this provision,

City of Hughson Employees Association

time will commence when the employee leaves their home to respond to the call back and will end when they return home.

SECTION 26. INCENTIVE PAY

The following incentives are available to employees within this bargaining unit. The maximum incentive pay an employee can receive for the combination of qualified licenses and certificates, bilingual certification, and/or educational degrees is five percent (5%). All percentages refer to percent of base pay.

Proof establishing eligibility for incentive pay must be presented to the City Manager for approval. The incentive pay will be included on the next payroll following approval by the City Manager. It is the responsibility of the employee to provide adequate proof.

A. Licenses and Certificates (Public Works/Utilities employees only)

Backflow Device–Reporting*	2%
Backflow Device	1%
Pesticide Qualified Applicator License–Reporting *	2%
Pesticide Qualified Applicator License	1%
Water Distribution Operator I	1%
Water Distribution Operator II	1%
Water Treatment Operator I	1%
Water Treatment Operator II	1%

*Management will identify and select one member responsible for reporting.

The maximum incentive pay an employee can receive for qualified licenses or certificates is five percent (5%) of base pay. Those employees who are required through their job description to maintain a listed license or certificate are not eligible for the incentive.

B. Bilingual Certification

All employees who are certified as bilingual in English-Spanish in the spoken word shall receive additional compensation known as Bilingual Pay in the amount of one and one-half percent (1.5%) of the employees' base pay. Employees who are certified as bilingual in English-Spanish in both the spoken and written form shall receive an additional compensation of two and one-half percent (2.5%) of the employees' base pay. For the terms of this MOU, the positions designated as eligible to receive additional compensation for both written and spoken Bilingual Pay are: Accounting Technician I/II, Customer Service Representative, and Planning and Building Assistant.

Other represented positions are eligible, upon certification approval by the City, to receive 1.5% additional compensation for spoken English-Spanish bilingual skills.

City of Hughson Employees Association

Said certifications shall be determined by the City subject to review and input by the Union. Employees shall be fluent to a level so as to easily communicate with Spanish speaking customers and the public on City business matters.

The maximum incentive pay for bilingual certification that an employee can receive is two and one-half percent (2.5%).

C. Educational Degrees (All City of Hughson Employees Association members)

Employees who have obtained a job-related Associates of Science or Arts degree from an accredited college shall receive additional compensation in the amount of one and one-half percent (1.5%) of base pay.

An employee who has obtained a Bachelor of Science or Arts Degree shall receive additional compensation of three percent (3%) of base pay.

The maximum incentive pay an employee can receive for a qualified educational degree is three percent (3%). Those employees who are required through their job description to maintain the degree are not eligible for the incentive.

SECTION 27. ENTIRE UNDERSTANDING

This Understanding supersedes and cancels all prior practices and agreements, whether written or oral, unless expressly stated to the contrary herein. The parties acknowledged that during the negotiations, which resulted in this Understanding, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Understanding. The bargaining unit recognizes that the City has the freedom to make changes in all operations or terms and conditions of employment without further negotiations with the bargaining unit except as such may violate any expressed terms of this Understanding. This constitutes the complete and entire agreement between the parties and may only be amended during its term by the parties' mutual agreement in writing and, if required, approved by the City Council, except that for any matters not covered herein, but covered in the City's Personnel Rules or Regulations, the latter shall control.

SECTION 28. SAVINGS

If any provision of this Understanding is subsequently declared by legislative or judicial authority to be invalid, unlawful, unenforceable, or not in accordance with applicable statutes, all other provisions of this Understanding shall remain in full force and effect.

If any provisions of this Understanding are found to be in conflict with the statutory powers of the City, said statutory powers shall take precedence.

The provisions of this Understanding shall be subordinate and subject to any present or subsequent federal law, state law, or City Charter provision.

City of Hughson Employees Association

The terms of this Understanding supersedes any inconsistent provision in an ordinance, rule or other governing document with the City has power to amend.

SECTION 29. FULL UNDERSTANDING, MODIFICATION AND WAIVER

This Understanding sets forth the full and entire understanding of the parties regarding the matters set forth herein, and any and all prior or existing Memoranda of Understanding, Understandings, and Agreements, regarding the matters set forth herein, whether formal or informal are hereby superseded and terminated in their entirety.

Existing practices and/or benefits, which have a direct effect on employee wages, hours, and other terms and conditions of employment, which are not referenced in this Understanding shall continue without change unless modified or abolished by mutual agreement of the parties.

It is the intent of the parties that Ordinances, Board resolutions, rules and regulations enacted pursuant to this Understanding be administered and observed in good faith.

Nothing in this Understanding shall preclude the parties' from mutually agreeing to meet and confer on any subject within the scope of representation during the term of this Understanding.

City of Hughson Employees Association - Draft

EXHIBIT "A"

City of Hughson											
Salary Schedule											
Fiscal Year 2021-2022											
City of Hughson Employee Association Members	Range	Salary Range									
		A		B		C		D		E	
Position		Bi-Monthly	Monthly	Bi-Monthly	Monthly	Bi-Monthly	Monthly	Bi-Monthly	Monthly	Bi-Monthly	Monthly
Accounting Technician I	79	\$1,629.78	\$3,259.56	\$1,711.27	\$3,422.53	\$1,796.83	\$3,593.66	\$1,886.67	\$3,773.34	\$1,981.01	\$3,962.01
Accounting Technician II	92	\$1,854.84	\$3,709.68	\$1,947.58	\$3,895.16	\$2,044.96	\$4,089.92	\$2,147.21	\$4,294.42	\$2,254.57	\$4,509.14
Building Inspector	111	\$2,240.85	\$4,481.70	\$2,352.89	\$4,705.78	\$2,470.54	\$4,941.07	\$2,594.06	\$5,188.12	\$2,723.77	\$5,447.53
Code Enforcement Officer	96	\$1,930.16	\$3,860.31	\$2,026.66	\$4,053.32	\$2,128.00	\$4,255.99	\$2,234.40	\$4,468.79	\$2,346.12	\$4,692.23
Customer Service Clerk	60	\$1,349.03	\$2,698.06	\$1,416.49	\$2,832.97	\$1,487.31	\$2,974.62	\$1,561.68	\$3,123.35	\$1,639.76	\$3,279.51
Maintenance Worker I	72	\$1,520.13	\$3,040.25	\$1,596.13	\$3,192.26	\$1,675.94	\$3,351.87	\$1,759.74	\$3,519.47	\$1,847.72	\$3,695.44
Maintenance Worker II	85	\$1,730.04	\$3,460.08	\$1,816.55	\$3,633.09	\$1,907.37	\$3,814.74	\$2,002.74	\$4,005.48	\$2,102.88	\$4,205.75
Mechanic/Maintenance Worker II	89	\$1,800.29	\$3,600.58	\$1,890.31	\$3,780.61	\$1,984.82	\$3,969.64	\$2,084.06	\$4,168.12	\$2,188.26	\$4,376.52
Park Maintenance Worker	81	\$1,662.54	\$3,325.07	\$1,745.67	\$3,491.33	\$1,832.95	\$3,665.89	\$1,924.60	\$3,849.19	\$2,020.83	\$4,041.65
Planning and Building Assistant	101	\$2,028.61	\$4,057.22	\$2,130.04	\$4,260.08	\$2,236.55	\$4,473.09	\$2,348.37	\$4,696.74	\$2,465.79	\$4,931.58
Public Works Supervisor	106	\$2,132.09	\$4,264.18	\$2,238.70	\$4,477.39	\$2,350.63	\$4,701.26	\$2,468.16	\$4,936.32	\$2,591.57	\$5,183.14
Senior Accounting Technician	96	\$1,930.16	\$3,860.31	\$2,026.66	\$4,053.32	\$2,128.00	\$4,255.99	\$2,234.40	\$4,468.79	\$2,346.12	\$4,692.23
Senior Maintenance Worker	89	\$1,800.29	\$3,600.58	\$1,890.31	\$3,780.61	\$1,984.82	\$3,969.64	\$2,084.06	\$4,168.12	\$2,188.26	\$4,376.52
Senior Parks Maintenance Worker	89	\$1,800.29	\$3,600.58	\$1,890.31	\$3,780.61	\$1,984.82	\$3,969.64	\$2,084.06	\$4,168.12	\$2,188.26	\$4,376.52
Senior Water Distribution/Treatment System Operator	109	\$2,196.70	\$4,393.39	\$2,306.53	\$4,613.06	\$2,421.86	\$4,843.71	\$2,542.95	\$5,085.90	\$2,670.10	\$5,340.19
Wastewater Chief Plant Operator	109	\$2,196.70	\$4,393.39	\$2,306.53	\$4,613.06	\$2,421.86	\$4,843.71	\$2,542.95	\$5,085.90	\$2,670.10	\$5,340.19
Wastewater Treatment Plant Operator I	93	\$1,873.39	\$3,746.78	\$1,967.06	\$3,934.11	\$2,065.41	\$4,130.82	\$2,168.68	\$4,337.36	\$2,277.12	\$4,554.23
Wastewater Treatment Plant Operator II	101	\$2,028.61	\$4,057.22	\$2,130.04	\$4,260.08	\$2,236.55	\$4,473.09	\$2,348.37	\$4,696.74	\$2,465.79	\$4,931.58
Wastewater Treatment Plant Operator-In-Training	72	\$1,520.13	\$3,040.25	\$1,596.13	\$3,192.26	\$1,675.94	\$3,351.87	\$1,759.74	\$3,519.47	\$1,847.72	\$3,695.44
Water Treatment/Distribution System Operator I	87	\$1,764.82	\$3,529.63	\$1,853.06	\$3,706.11	\$1,945.71	\$3,891.42	\$2,043.00	\$4,085.99	\$2,145.15	\$4,290.29
Water Treatment/Distribution System Operator II	97	\$1,949.46	\$3,898.91	\$2,046.93	\$4,093.85	\$2,149.28	\$4,298.55	\$2,256.74	\$4,513.47	\$2,369.58	\$4,739.15

City of Hughson Employees Association - Draft

City of Hughson											
Salary Schedule											
Fiscal Year 2022-2023											
City of Hughson Employee Association Members	Range	Salary Range									
		A		B		C		D		E	
		Bi-Monthly	Monthly	Bi-Monthly	Monthly	Bi-Monthly	Monthly	Bi-Monthly	Monthly	Bi-Monthly	Monthly
Position											
Accounting Technician I	84	\$1,712.92	\$3,425.83	\$1,798.56	\$3,597.12	\$1,888.49	\$3,776.97	\$1,982.91	\$3,965.82	\$2,082.06	\$4,164.11
Accounting Technician II	102	\$2,048.90	\$4,097.79	\$2,151.34	\$4,302.68	\$2,258.91	\$4,517.82	\$2,371.86	\$4,743.71	\$2,490.45	\$4,980.89
Building Inspector	114	\$2,308.75	\$4,617.50	\$2,424.19	\$4,848.37	\$2,545.40	\$5,090.79	\$2,672.67	\$5,345.33	\$2,806.30	\$5,612.59
Code Enforcement Officer	105	\$2,110.98	\$4,221.96	\$2,216.53	\$4,433.06	\$2,327.36	\$4,654.71	\$2,443.73	\$4,887.45	\$2,565.91	\$5,131.82
Customer Service Clerk	66	\$1,432.03	\$2,864.05	\$1,503.63	\$3,007.25	\$1,578.81	\$3,157.61	\$1,657.75	\$3,315.50	\$1,740.64	\$3,481.27
Maintenance Worker I	78	\$1,613.64	\$3,227.28	\$1,694.33	\$3,388.65	\$1,779.04	\$3,558.08	\$1,867.99	\$3,735.98	\$1,961.39	\$3,922.78
Maintenance Worker II	92	\$1,854.84	\$3,709.68	\$1,947.58	\$3,895.16	\$2,044.96	\$4,089.92	\$2,147.21	\$4,294.42	\$2,254.57	\$4,509.14
Mechanic/Maintenance Worker II	92	\$1,854.84	\$3,709.68	\$1,947.58	\$3,895.16	\$2,044.96	\$4,089.92	\$2,147.21	\$4,294.42	\$2,254.57	\$4,509.14
Park Maintenance Worker	84	\$1,712.92	\$3,425.83	\$1,798.56	\$3,597.12	\$1,888.49	\$3,776.97	\$1,982.91	\$3,965.82	\$2,082.06	\$4,164.11
Planning and Building Assistant	104	\$2,090.08	\$4,180.16	\$2,194.59	\$4,389.17	\$2,304.31	\$4,608.62	\$2,419.53	\$4,839.06	\$2,540.51	\$5,081.01
Public Works Supervisor	109	\$2,196.70	\$4,393.39	\$2,306.53	\$4,613.06	\$2,421.86	\$4,843.71	\$2,542.95	\$5,085.90	\$2,670.10	\$5,340.19
Senior Accounting Technician	99	\$1,988.64	\$3,977.28	\$2,088.07	\$4,176.14	\$2,192.48	\$4,384.95	\$2,302.10	\$4,604.20	\$2,417.21	\$4,834.41
Senior Maintenance Worker	92	\$1,854.84	\$3,709.68	\$1,947.58	\$3,895.16	\$2,044.96	\$4,089.92	\$2,147.21	\$4,294.42	\$2,254.57	\$4,509.14
Senior Parks Maintenance Worker	92	\$1,854.84	\$3,709.68	\$1,947.58	\$3,895.16	\$2,044.96	\$4,089.92	\$2,147.21	\$4,294.42	\$2,254.57	\$4,509.14
Senior Water Distribution/Treatment System Operator	112	\$2,263.26	\$4,526.51	\$2,376.42	\$4,752.84	\$2,495.24	\$4,990.48	\$2,620.00	\$5,240.00	\$2,751.00	\$5,502.00
Wastewater Chief Plant Operator	112	\$2,263.26	\$4,526.51	\$2,376.42	\$4,752.84	\$2,495.24	\$4,990.48	\$2,620.00	\$5,240.00	\$2,751.00	\$5,502.00
Wastewater Treatment Plant Operator I	96	\$1,930.16	\$3,860.31	\$2,026.66	\$4,053.32	\$2,128.00	\$4,255.99	\$2,234.40	\$4,468.79	\$2,346.12	\$4,692.23
Wastewater Treatment Plant Operator II	104	\$2,090.08	\$4,180.16	\$2,194.59	\$4,389.17	\$2,304.31	\$4,608.62	\$2,419.53	\$4,839.06	\$2,540.51	\$5,081.01
Wastewater Treatment Plant Operator-In-Training	75	\$1,566.19	\$3,132.37	\$1,644.50	\$3,288.99	\$1,726.72	\$3,453.44	\$1,813.06	\$3,626.11	\$1,903.71	\$3,807.41
Water Treatment/Distribution System Operator I	91	\$1,836.48	\$3,672.95	\$1,928.30	\$3,856.60	\$2,024.72	\$4,049.43	\$2,125.95	\$4,251.90	\$2,232.25	\$4,464.49
Water Treatment/Distribution System Operator II	104	\$2,090.08	\$4,180.16	\$2,194.59	\$4,389.17	\$2,304.31	\$4,608.62	\$2,419.53	\$4,839.06	\$2,540.51	\$5,081.01

City of Hughson Employees Association - Draft

City of Hughson											
Salary Schedule											
Fiscal Year 2023-2024											
City of Hughson Employee Association Members	Range	Salary Range									
		A		B		C		D		E	
		Bi-Monthly	Monthly	Bi-Monthly	Monthly	Bi-Monthly	Monthly	Bi-Monthly	Monthly	Bi-Monthly	Monthly
Position											
Accounting Technician I	86	\$1,747.34	\$3,494.68	\$1,834.71	\$3,669.42	\$1,926.45	\$3,852.89	\$2,022.77	\$4,045.53	\$2,123.91	\$4,247.81
Accounting Technician II	104	\$2,090.08	\$4,180.16	\$2,194.59	\$4,389.17	\$2,304.31	\$4,608.62	\$2,419.53	\$4,839.06	\$2,540.51	\$5,081.01
Building Inspector	116	\$2,355.16	\$4,710.31	\$2,472.91	\$4,945.82	\$2,596.56	\$5,193.11	\$2,726.39	\$5,452.77	\$2,862.71	\$5,725.41
Code Enforcement Officer	107	\$2,153.41	\$4,306.82	\$2,261.08	\$4,522.16	\$2,374.14	\$4,748.27	\$2,492.84	\$4,985.68	\$2,617.49	\$5,234.97
Customer Service Clerk	68	\$1,460.81	\$2,921.62	\$1,533.85	\$3,067.70	\$1,610.54	\$3,221.08	\$1,691.07	\$3,382.14	\$1,775.62	\$3,551.24
Maintenance Worker I	80	\$1,646.08	\$3,292.15	\$1,728.38	\$3,456.76	\$1,814.80	\$3,629.60	\$1,905.54	\$3,811.08	\$2,000.82	\$4,001.63
Maintenance Worker II	94	\$1,892.12	\$3,784.24	\$1,986.73	\$3,973.46	\$2,086.07	\$4,172.13	\$2,190.37	\$4,380.73	\$2,299.89	\$4,599.77
Mechanic/Maintenance Worker II	94	\$1,892.12	\$3,784.24	\$1,986.73	\$3,973.46	\$2,086.07	\$4,172.13	\$2,190.37	\$4,380.73	\$2,299.89	\$4,599.77
Park Maintenance Worker	86	\$1,747.34	\$3,494.68	\$1,834.71	\$3,669.42	\$1,926.45	\$3,852.89	\$2,022.77	\$4,045.53	\$2,123.91	\$4,247.81
Planning and Building Assistant	106	\$2,132.09	\$4,264.18	\$2,238.70	\$4,477.39	\$2,350.63	\$4,701.26	\$2,468.16	\$4,936.32	\$2,591.57	\$5,183.14
Public Works Supervisor	111	\$2,240.85	\$4,481.70	\$2,352.89	\$4,705.78	\$2,470.54	\$4,941.07	\$2,594.06	\$5,188.12	\$2,723.77	\$5,447.53
Senior Accounting Technician	101	\$2,028.61	\$4,057.22	\$2,130.04	\$4,260.08	\$2,236.55	\$4,473.09	\$2,348.37	\$4,696.74	\$2,465.79	\$4,931.58
Senior Maintenance Worker	94	\$1,892.12	\$3,784.24	\$1,986.73	\$3,973.46	\$2,086.07	\$4,172.13	\$2,190.37	\$4,380.73	\$2,299.89	\$4,599.77
Senior Parks Maintenance Worker	94	\$1,892.12	\$3,784.24	\$1,986.73	\$3,973.46	\$2,086.07	\$4,172.13	\$2,190.37	\$4,380.73	\$2,299.89	\$4,599.77
Senior Water Distribution/Treatment System Operator	114	\$2,308.75	\$4,617.50	\$2,424.19	\$4,848.37	\$2,545.40	\$5,090.79	\$2,672.67	\$5,345.33	\$2,806.30	\$5,612.59
Wastewater Chief Plant Operator	114	\$2,308.75	\$4,617.50	\$2,424.19	\$4,848.37	\$2,545.40	\$5,090.79	\$2,672.67	\$5,345.33	\$2,806.30	\$5,612.59
Wastewater Treatment Plant Operator I	98	\$1,968.95	\$3,937.90	\$2,067.40	\$4,134.79	\$2,170.77	\$4,341.53	\$2,279.31	\$4,558.61	\$2,393.27	\$4,786.54
Wastewater Treatment Plant Operator II	106	\$2,132.09	\$4,264.18	\$2,238.70	\$4,477.39	\$2,350.63	\$4,701.26	\$2,468.16	\$4,936.32	\$2,591.57	\$5,183.14
Wastewater Treatment Plant Operator-In-Training	77	\$1,597.67	\$3,195.33	\$1,677.55	\$3,355.10	\$1,761.43	\$3,522.85	\$1,849.50	\$3,698.99	\$1,941.97	\$3,883.94
Water Treatment/Distribution System Operator I	93	\$1,873.39	\$3,746.78	\$1,967.06	\$3,934.11	\$2,065.41	\$4,130.82	\$2,168.68	\$4,337.36	\$2,277.12	\$4,554.23
Water Treatment/Distribution System Operator II	106	\$2,132.09	\$4,264.18	\$2,238.70	\$4,477.39	\$2,350.63	\$4,701.26	\$2,468.16	\$4,936.32	\$2,591.57	\$5,183.14

**For Operating Engineers Local Union No. 3
of the International Union of Operating Engineers, AFL-CIO**

Russ Burns
Business Manager

Date

Carl Goff
President

Date

Dan Reding
Vice-President

Date

James K. Sullivan
Recording-Corresponding Secretary

Date

Jim Neep
Director, Public Employee Division

Date

Darren Semore
Business Representative

Date

For City of Hughson

Merry Mayhew
City Manager

Date