
**ARTICLE 21:
Salaries**

A. General Salary.

1. **Effective July 1, 2021, there will be a general salary increase of 4% for all employees covered by this MOU. The Fiscal Year 2022 salary tables for the classifications covered by this MOU will be modified to reflect this increase.**
2. **Effective July 1, 2022, there will be a general salary increase of 5% for all employees covered by this MOU. The Fiscal Year 2023 salary tables for the classifications covered by this MOU will be modified to reflect this increase.**
3. The parties to this MOU agree that the word “salary” as used in this MOU and in all official City documents which are incorporated by reference and listed in Article 9 does not mean that the employees covered by this MOU are paid a fixed weekly salary regardless of actual work performed or available accrued leave. Employees covered by this MOU are classified, non-exempt employees who are paid on an hourly rate, **except those classifications listed in Group F in Addendum A to Personnel Manual Index Code H-4.** The parties agree to meet and confer in good faith over modifying the word “salary” and related words used in the official City documents listed in Article 9.

B. Special Salary Adjustments.

1. **In addition to (but also separate from) the general salary increases specified under Section A(1) and A(2) above, the following special salary adjustments will be effective January 1, 2022, and July 1, 2022:**

| Classification | 1/1/2022 | 7/1/2022 |
|-----------------------------------------------|----------|----------|
| Field Representative | 5% | 5% |
| Plant Technician Supervisor | 5% | 5% |
| Principal Plant Technician Supervisor | 5% | - |
| Principal Water Utility Supervisor | 5% | 5% |
| Pump Station Operator Supervisor | 5% | 5% |
| Pure Water Plant Operations Supervisor | 5% | 5% |
| Pure Water Treatment Superintendent | 5% | 5% |
| Senior Pure Water Plant Operations Supervisor | 5% | 5% |
| Senior Wastewater Operations Supervisor | 5% | 5% |

| | | |
|-------------------------------------------------|------|------|
| Senior Water Distribution Operations Supervisor | 5% | 5% |
| Senior Water Operations Supervisor | 5% | 5% |
| Senior Water Utility Supervisor | 5% | 5% |
| Supervising Field Representative | 5% | 5% |
| Supervising Meter Reader | 5% | 5% |
| Wastewater Operations Supervisor | 5% | 5% |
| Wastewater Treatment Superintendent | 5% | 5% |
| Water Distribution Operations Supervisor | 15% | 10% |
| Water Operations Supervisor | 5% | 5% |
| Water Production Superintendent | 7.5% | 7.5% |
| Water Systems District Manager | 5% | 5% |
| Water Systems Technician 4 | 5% | 5% |
| Water Systems Technician Supervisor | 15% | 10% |
| Water Utility Supervisor | 5% | 5% |

2. In addition to (but also separate from) the general salary increases specified under Section A(1) and A(2) above, the following special salary adjustments will be effective January 1, 2022, and January 1, 2023:

| Classification | 1/1/2022 | 1/1/2023 |
|----------------------------------------|----------|----------|
| Area Manager I | 5% | - |
| Area Manager II | 5% | - |
| Assistant Customer Services Supervisor | 5% | 5% |
| Assistant Park Designer | 7.5% | 7.5% |
| Assistant Recreation Center Director | 5% | - |
| Building Maintenance Supervisor | 7.5% | 7.5% |
| City Attorney Investigator | 5% | - |
| Code Compliance Officer | 5% | - |
| Code Compliance Supervisor | 5% | - |
| Collections Investigator I | 5% | 5% |
| Collections Investigator II | 5% | 5% |
| Collections Investigator Supervisor | 5% | 5% |
| Collections Investigator Trainee | 5% | 5% |
| Combination Inspector I | 5% | 5% |
| Combination Inspector II | 5% | 5% |
| Customer Services Representative | 5% | 5% |
| Customer Services Supervisor | 5% | 5% |
| Development Project Manager I | 5% | 3% |
| Development Project Manager II | 5% | 3% |
| Development Project Manager III | 5% | 3% |
| Dispatcher I | 5% | 5% |
| Dispatcher II | 5% | 5% |
| District Manager | 5% | - |
| Electrician Supervisor | 7.5% | 7.5% |
| Environmental Health Coordinator | 5% | 3% |
| Environmental Health Inspector I | 5% | 3% |
| Environmental Health Inspector II | 5% | 3% |
| Environmental Health Manager | 5% | 3% |
| Fire Dispatch Administrator | 5% | 5% |
| Fire Dispatch Supervisor | 5% | 5% |
| Fire Dispatcher | 5% | 5% |
| Golf Operations Assistant | 5% | 5% |

| | | |
|--------------------------------------------------------|-------------|-------------|
| Golf Operations Supervisor | 5% | 5% |
| Grounds Maintenance Supervisor | 5% | - |
| Hazardous Materials Inspector I | 7.5% | 7.5% |
| Hazardous Materials Inspector II | 7.5% | 7.5% |
| Hazardous Materials Inspector III | 7.5% | 7.5% |
| Hazardous Materials Pretreatment Trainee | 7.5% | 7.5% |
| Hazardous Materials Program Manager | 7.5% | 7.5% |
| Heating, Ventilating, and Air Conditioning Supv | 7.5% | 7.5% |
| Land Surveying Assistant | 5% | 5% |
| Land Surveying Associate | 5% | 5% |
| Park Designer | 7.5% | 7.5% |
| Park Ranger | 5% | 5% |
| Park Ranger Aide | 5% | 5% |
| Payroll Audit Specialist I | 5% | - |
| Payroll Audit Specialist II | 5% | - |
| Payroll Audit Supervisor | 5% | - |
| Payroll Specialist I | 5% | - |
| Payroll Specialist II | 5% | - |
| Payroll Supervisor | 5% | - |
| Plan Review Specialist I | 5% | 5% |
| Plan Review Specialist II | 5% | 5% |
| Plan Review Specialist III | 5% | 5% |
| Plan Review Specialist IV | 5% | 5% |
| Plumber Supervisor | 7.5% | 7.5% |
| Police Dispatch Administrator | 5% | 5% |
| Police Dispatch Supervisor | 5% | 5% |
| Police Dispatcher | 5% | 5% |
| Police Lead Dispatcher | 5% | 5% |
| Public Works Supervisor | 7.5% | 7.5% |
| Public Works Superintendent | 5% | 5% |
| Principal City Attorney Investigator | 5% | - |
| Principal Customer Services Representative | 5% | 5% |
| Principal Plan Review Specialist | 5% | 5% |
| Principal Survey Aide | 5% | 5% |
| Project Assistant | 5% | 3% |
| Project Officer I | 5% | 3% |
| Project Officer II | 5% | 3% |
| Recreation Center Director I | 5% | - |
| Recreation Center Director II | 5% | - |
| Recreation Center Director III | 5% | - |
| Senior City Attorney Investigator | 5% | - |
| Senior Code Compliance Supervisor | 5% | - |
| Senior Combination Inspector | 5% | 5% |
| Senior Customer Services Representative | 5% | 5% |
| Senior Land Surveyor | 5% | 5% |
| Senior Park Ranger | 5% | 5% |
| Senior Survey Aide | 5% | 5% |
| Storm Water Compliance Manager | 5% | - |
| Storm Water Inspector I | 5% | - |
| Storm Water Inspector II | 5% | - |
| Storm Water Inspector III | 5% | - |
| Supervising Development Project Manager | 5% | 3% |

| | | |
|-------------------------------------------|------|------|
| Supervising Hazardous Materials Inspector | 7.5% | 7.5% |
| Supervising Plan Review Specialist | 5% | 5% |
| Supervising Storm Water Inspector | 5% | - |
| Traffic Signal Supervisor | 7.5% | 7.5% |

3. In addition to (but also separate from) the general salary increases specified under Section A(1) and A(2) above, the following special salary adjustments for the Engineering series will be effective January 1, 2022, and January 1, 2023:

| Classification | 1/1/2022 | 1/1/2023 |
|--------------------------------------|----------|----------|
| Assistant Engineer - Civil | 10% | 10% |
| Assistant Engineer - Corrosion | 10% | 10% |
| Assistant Engineer - Electrical | 10% | 10% |
| Assistant Engineer - Fire Protection | 10% | 10% |
| Assistant Engineer - Mechanical | 10% | 10% |
| Assistant Engineer - Traffic | 10% | 10% |
| Associate Communications Engineer | 10% | 10% |
| Associate Engineer - Civil | 10% | 10% |
| Associate Engineer - Control Systems | 10% | 10% |
| Associate Engineer - Corrosion | 10% | 10% |
| Associate Engineer - Electrical | 10% | 10% |
| Associate Engineer - Fire Protection | 10% | 10% |
| Associate Engineer - Mechanical | 10% | 10% |
| Associate Engineer - Traffic | 10% | 10% |
| Engineering Trainee | 10% | 10% |
| Junior Engineer - Civil | 10% | 10% |
| Junior Engineer - Electrical | 10% | 10% |
| Junior Engineer - Fire Protection | 10% | 10% |
| Junior Engineering Aide | 10% | 10% |
| Junior Engineer - Mechanical | 10% | 10% |
| Principal Engineering Aide | 10% | 10% |
| Principal Traffic Engineering Aide | 10% | 10% |
| Principle Corrosion Engineering Aide | 10% | 10% |
| Senior Civil Engineer | 10% | 10% |
| Senior Communications Engineer | 10% | 10% |
| Senior Control Systems Engineer | 10% | 10% |
| Senior Corrosion Engineering Aide | 10% | 10% |
| Senior Corrosion Specialist | 10% | 10% |
| Senior Electrical Engineer | 10% | 10% |
| Senior Engineer - Fire Protection | 10% | 10% |
| Senior Engineering Aide | 10% | 10% |
| Senior Engineering Geologist | 10% | 10% |
| Senior Mechanical Engineer | 10% | 10% |
| Senior Traffic Engineer | 10% | 10% |
| Structural Engineering Assistant | 10% | 10% |
| Structural Engineering Associate | 10% | 10% |
| Structural Engineering Senior | 10% | 10% |

4. In addition to (but also separate from) the general salary increases specified under Section A(1) and A(2) above, the following special salary adjustments for the Procurement Contracting Officer series will be effective July 1, 2021, January 1, 2022, and January 1, 2023:

| Classification | 7/1/2021 | 1/1/2022 |
|----------------------------------------------------|-----------------|-----------------|
| Assistant Procurement Contracting Officer | 28.95% | 10% |
| Associate Procurement Contracting Officer | 23.15% | 10% |
| Procurement Contracting Trainee | 28.95% | 10% |
| Senior Procurement Contracting Officer | 29.36% | 10% |
| Supervising Procurement Contracting Officer | 29.36% | 10% |