

## REPORT TO CITY COUNCIL

**Approved by:**

Wendy Silva  
Wendy Silva, Director of Human Resources

Arnoldo Rodriguez  
Arnoldo Rodriguez, City Manager

**Council Meeting of:** November 17, 2021

**Agenda Number:** B-6

**SUBJECT:**

Side Letter Agreements with the Mid Management Employee Group and Law Enforcement Mid Management Group

**RECOMMENDATION:**

Adopt a Resolution approving Side Letter Agreements with the Mid Management Employee Group and Law Enforcement Mid Management Group to change current pay reported to the California Public Employees' Retirement System from Longevity Pay to Scheduled Compensation retroactive to January 1, 2018

**SUMMARY:**

Employees represented by the Mid Management Employee Group (MM) and non-sworn members of the Law Enforcement Mid Management Group (LEMM) are eligible for additional pay after reaching the top step of their salary range based on continued service to the City. This pay is currently reported to the California Public Employees' Retirement System (CalPERS) as Longevity Pay. In reviewing compensation for a recent retiree, CalPERS made a determination that the pay being reported as Longevity Pay did not meet the criteria for that category of pay. To resolve the issue, the City and CalPERS have determined that the same pay can be reported as Scheduled Compensation. The proposed Side Letter Agreements with the MM and LEMM bargaining units capture the changes to effectuate the reporting category change. Specifically, the additional pay for continued service will now be published on the City's publicly adopted salary schedule. There is no change to the amount of pay; the change is to the category of pay as reported to CalPERS. CalPERS has agreed to limit the retroactive application of this change to January 1, 2018.

**DISCUSSION:**

*Background*

Upon reviewing reported compensation for a recent retiree and calculating the individual's retirement benefit, CalPERS made an administrative decision that income reported by the City

for MM and LEMM employees as Longevity Pay did not meet the legal definition of “compensation earnable” for the category of Longevity Pay. Compensation earnable, in summary, is pay received by the individual while working that is included when calculating pension benefits.

The City’s Memorandums of Understanding (MOUs) with MM and LEMM provide that non-sworn employees are eligible to receive Longevity Pay (also called Y-Step) of 2.5% per year after reaching top step and upon the recommendation of their supervisor based on a performance review. The employee is eligible for additional Longevity Pay steps every 5 years thereafter, to a maximum of 4 longevity steps, or 10% after 16 years at top step of their salary range. Longevity Pay has been a benefit of the MM unit MOU as long as any current City staff can recall. Non-sworn members of LEMM have been eligible for Longevity Pay since 2013.

CalPERS staff have indicated that the Longevity Pay should not have been reported as compensation earnable in the Longevity Pay category because (1) it requires a supervisor’s recommendation and is not automatic, and (2) it requires an individual to reach top step to be eligible and different employees will reach top step at different points in their career depending on the step they start at and whether they are awarded annual merit increases based on their performance reviews.

When advising the City of its determination, CalPERS staff indicated that unless the City makes a retroactive change to how Longevity Pay is received by City employees, they will:

- Reduce the retirement allowance for any retiree who had Longevity Pay reported as compensation earnable in the Longevity Pay category;
- Require retirees who received a retirement allowance based on Longevity Pay to repay the monies received within the last three years;
- Require the City to repay CalPERS on behalf of retirees any retirement allowance received based on Longevity Pay prior to the last three years;
- Credit the City’s unfunded liability for any Employer-paid contributions made for Longevity Pay; and
- Return any Employee-paid contributions made for Longevity Pay, which the City will need to pay to the affected employees.

Of additional concern, recently passed Senate Bill (SB) 278 significantly increases the potential financial impacts to the City in this matter. In short, SB 278 requires the employer to pay back any overpayments directly to CalPERS and to purchase an annuity or provide a lump-sum equivalent to the allowance for the excluded compensation for retirees whose pension is reduced by CalPERS. This means that for any retiree from MM or LEMM, the City would be required to purchase an annuity to replace the income they would no longer be receiving from CalPERS for their pension.

#### *Current Situation*

City staff engaged CalPERS staff in discussion of options to find middle ground with CalPERS on this issue, acquiescing that Longevity Pay as the City pays it does not meet CalPERS’ definition of

Longevity Pay, but that the pay should still have been reported as compensation, specifically Scheduled Compensation. This option means that the City would list the Longevity Pay steps on the published salary schedule after F-Step for the applicable positions. This option does not change the amount of pay received by employees, but changes the reporting category for CalPERS. CalPERS staff advised that this option appears to be a reasonable resolution to the situation. After further discussion, CalPERS staff has agreed to limit the retroactive period for the modifications to January 1, 2018.

Side Letter Agreements with MM and LEMM have been prepared to make the necessary modifications to the applicable MOUs, including revised salary tables for January 1, 2018 to present. Once adopted, the City's payroll division of the Finance Department will be required to submit corrected pay information for applicable employees retroactive to January 1, 2018.

The Side Letter Agreements include revised salary tables for the specific bargaining units only. As the November 17, 2021 agenda has multiple items for Council's consideration that will affect the City's adopted/published salary schedule, staff will bring a consolidated schedule for adoption to the next regularly scheduled meeting capturing all of the changes in a single document should they be adopted.

**FINANCIAL IMPACT:**

The proposed change modifies the category of compensation as reported to CalPERS. The criteria for employees to receive the pay type does not change. There will be staff time incurred to submit corrected payroll records.

**CONSISTENCY WITH THE VISION MADERA 2025 PLAN:**

Pay and benefits for City employees are not addressed in the vision or action plan; the requested action is also not in conflict with any of the actions or goals contained in that plan.

**ALTERNATIVES:**

Council could direct staff to continue discussions with CalPERS.

**ATTACHMENTS:**

1. Resolution approving Side Letter Agreements changing Longevity Pay to Scheduled Compensation for CalPERS reporting purposes
  - a. Attachment A: Side Letter Agreement with Mid Management Employee Group (MM)
    - i. Exhibit A: MM Bi-weekly Salary Schedule Effective 1/1/2018
    - ii. Exhibit B: MM Bi-weekly Salary Schedule Effective 11/23/2019
    - iii. Exhibit C: MM Bi-weekly Salary Schedule Effective 6/29/2021 through 6/30/2025

- b. Attachment B: Side Letter Agreement with Law Enforcement Mid Management Group (LEMM)
  - i. Exhibit A: LEMM Bi-weekly Salary Schedule Effective 1/1/2018
  - ii. Exhibit B: LEMM Bi-weekly Salary Schedule Effective 4/11/2020
  - iii. Exhibit C: LEMM Bi-weekly Salary Schedule Effective 6/29/2021 through 6/30/2025

RESOLUTION NO. \_\_\_\_\_

**RESOLUTION OF THE CITY COUNCIL OF THE CITY OF MADERA APPROVING SIDE LETTER AGREEMENTS WITH THE MID MANAGEMENT EMPLOYEE GROUP AND LAW ENFORCEMENT MID MANAGEMENT GROUP CHANGING LONGEVITY PAY TO SCHEDULED COMPENSATION FOR CALIFORNIA PUBLIC EMPLOYEES' RETIREMENT SYSTEM REPORTING PURPOSES**

**WHEREAS**, the City of Madera (City) has received an administrative decision by the California Public Employees' Retirement System (CalPERS) that pay currently reported as Longevity Pay for employees represented by the Mid Management Employee Group (MM) and Law Enforcement Mid Management Group (LEMM) does not meet the definition of such pay; and

**WHEREAS**, the City and CalPERS engaged in discussions to resolve the matter and have come to agreement that pay previously reported as Longevity Pay will be listed on the adopted salary schedule for affected positions represented by MM and LEMM and reported to CalPERS as Scheduled Compensation; and

**WHEREAS**, the City and CalPERS have further agreed that the change to reporting category will be retroactive to January 1, 2018; and

**WHEREAS**, the City and representatives of both MM and LEMM have conferred and agreed to retroactive changes to applicable Memorandums of Understanding for the retroactive time period; and

**WHEREAS**, Side Letter Agreements have been prepared for both MM and LEMM to capture the modifications necessary to change pay previously reported as Longevity Pay to Scheduled Compensation, including revised salary schedules.

**NOW, THEREFORE, THE COUNCIL OF THE CITY OF MADERA** hereby resolves, finds, and orders as follows:

1. The above recitals are true and correct.
2. The Side Letter Agreement between the City of Madera and the Mid Management Employee Group, a copy of which is attached hereto as Exhibit A, is approved.
3. The Side Letter Agreement between the City of Madera and the Law Enforcement Mid Management Group, a copy of which is attached hereto as Exhibit B, is approved.
4. The City Manager is authorized to execute the Agreements on behalf of the City.
5. This resolution is effective immediately upon adoption.

\* \* \* \* \*

**SIDE LETTER AGREEMENT  
BETWEEN THE CITY OF MADERA  
AND  
THE MID MANAGEMENT EMPLOYEE GROUP**

Authorized Representatives of the City of Madera and the Mid Management Employee Group have conferred and do hereby agree to the changes to the noted Memorandums of Understanding (MOUs) between the Parties as set forth in this Side Letter Agreement.

**Section 1.** Article 5 titled “Salaries and Benefits” of the MOU effective July 1, 2015 to June 30, 2018, is amended by adding the following paragraph after the four paragraphs under Article 5:

Effective January 1, 2018, the ‘Y’ step pay as described in the preceding paragraph will no longer apply. Effective January 1, 2018, For Steps A through F, employees are eligible to be considered for a merit increase each year on their merit anniversary date as defined by the City’s Personnel Rules and Regulations. After an employee has been at F-step of their salary range for one year (on their anniversary date), the employee is eligible for a 2.5% step increase (F + 2.5%), upon recommendation of the supervisor. Additional 2.5% step increases will be awarded upon recommendation of the supervisor in 5-year increments thereafter, not to exceed F + 10%. The Salary Schedule for Mid Management Employees labeled as Exhibit A to this Side Letter Agreement will apply.

**Section 2.** Article 6 titled “Salaries and Benefits” of the MOU effective September 5, 2018 to June 30, 2019, is amended by replacing the second paragraph under Article 6 with the following paragraph:

For Steps A through F, employees are eligible to be considered for a merit increase each year on their merit anniversary date as defined by the City’s Personnel Rules and Regulations. After an employee has been at F-step of their salary range for one year (on their anniversary date), the employee is eligible for a 2.5% step increase (F + 2.5%), upon recommendation of the supervisor. Additional 2.5% step increases will be awarded upon recommendation of the supervisor in 5-year increments thereafter, not to exceed F + 10%.

As no change to base salary was provided in this MOU, the Salary Schedule for Mid Management Employees labeled as Exhibit A to this Side Letter Agreement is still the applicable salary schedule.

**Section 3.** Article 6 titled “Salaries and Benefits” of the MOU effective December 4, 2019 to June 30, 2020, is amended by replacing the first paragraph under Article 6 with the following paragraph:

For Steps A through F, employees are eligible to be considered for a merit increase each year on their merit anniversary date as defined by the City’s Personnel Rules and Regulations. After an employee has been at F-step of their salary range for one year (on their anniversary date), the employee is eligible for a 2.5% step increase (F + 2.5%), upon recommendation of the supervisor. Additional 2.5% step increases will be awarded upon recommendation of the supervisor in 5-year increments thereafter, not to exceed F + 10%. The Salary Schedule for Mid Management Employees labeled as Exhibit B to this Side Letter Agreement will apply.

**Section 4.** Article 6 titled “Salaries and Benefits” of the MOU effective July 1, 2021 to June 30, 2025 is replaced entirely by the following language:

**Article 6 – Salaries and Benefits**

The salary schedule attached as Exhibit C to this Side Letter Agreement reflects the salary plan for positions represented by this unit that will be effective upon implementation of the 2% base wage increase on each effective date noted below. For Steps A through F, employees are eligible to be considered for a merit increase each year on their merit anniversary date as defined by the City’s Personnel Rules and Regulations. After an employee has been at F-step of their salary range for one year (on their anniversary date), the employee is eligible for a 2.5% step increase (F + 2.5%), upon recommendation of the supervisor. Additional 2.5% step increases will be awarded upon recommendation of the supervisor in 5-year increments thereafter, not to exceed F + 10%.

Effective the first paycheck on or after July 1, 2021, employees represented by this unit and employed with the City will receive a 2% base wage increase.

Effective the first paycheck on or after July 1, 2022, employees represented by this unit and employed with the City will receive a 2% base wage increase.

Effective the first paycheck on or after July 1, 2023, employees represented by this unit and employed with the City will receive a 2% base wage increase.

Effective the first paycheck on or after July 1, 2024, employees represented by this unit and employed with the City will receive a 2% base wage increase.

In addition to the percent-based wage increases noted above, employees represented by this unit and employed with the City at the time of paycheck issuance will receive lump

sum \$1,500 payments to be paid on the first regular paycheck of July 2021, July 2022, July 2023, and July 2024, subject to applicable taxes and deductions. The parties agree that this one-time payment does not meet the definition of compensation earnable nor does it qualify as any applicable special compensation for CalPERS reporting purposes. The City will issue this payment as a separate check from normal wages.

**Section 5.** Exhibits A through C to this Side Letter Agreement represent the revised salary schedules for Mid Management Employees to effectuate the changes contemplated herein.

This Side Letter Agreement is effective upon adoption and shall remain in full force and effect until a successor Memorandum of Understanding between the City of Madera and the Mid Management Employee Group addressing the subject matter of this Side Letter is fully executed by both parties.

\_\_\_\_\_  
Jamie Hickman, Mid Management

\_\_\_\_\_  
Arnoldo Rodriguez, City Manager

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date

\_\_\_\_\_  
John Dalrymple, CEA Representative

\_\_\_\_\_  
Date



**Mid Management Employee Group  
Bi-Weekly Salary Schedule Effective January 1, 2018**

Job Title	Range	Bi-Weekly Pay Rate									
		A	B	C	D	E	F	F + 2.5%	F + 5%	F + 7.5%	F + 10%
Accountant I	322	\$1,636.89	\$1,718.66	\$1,804.35	\$1,894.44	\$1,989.43	\$2,088.83	\$2,141.05	\$2,193.27	\$2,245.49	\$2,297.71
Accountant II	362	\$1,998.25	\$2,098.13	\$2,202.92	\$2,313.09	\$2,428.64	\$2,550.08	\$2,613.83	\$2,677.58	\$2,741.34	\$2,805.09
Administrative Analyst	358	\$1,958.58	\$2,056.51	\$2,159.34	\$2,267.55	\$2,380.66	\$2,499.64	\$2,562.13	\$2,624.62	\$2,687.11	\$2,749.60
Assistant Engineer	377	\$2,153.46	\$2,261.19	\$2,373.80	\$2,492.79	\$2,617.16	\$2,748.38	\$2,817.09	\$2,885.80	\$2,954.51	\$3,023.22
Associate Civil Engineer	397	\$2,379.19	\$2,498.17	\$2,623.03	\$2,754.26	\$2,891.85	\$3,036.30	\$3,112.21	\$3,188.12	\$3,264.02	\$3,339.93
Associate Planner	368	\$2,058.96	\$2,161.79	\$2,270.00	\$2,383.11	\$2,502.58	\$2,627.44	\$2,693.13	\$2,758.81	\$2,824.50	\$2,890.18
Business Manager	427	\$2,763.07	\$2,901.15	\$3,046.58	\$3,198.86	\$3,358.48	\$3,526.43	\$3,614.59	\$3,702.75	\$3,790.91	\$3,879.07
Communications Specialist	358	\$1,958.58	\$2,056.51	\$2,159.34	\$2,267.55	\$2,380.66	\$2,499.64	\$2,562.13	\$2,624.62	\$2,687.11	\$2,749.60
Deputy City Engineer	463	\$3,306.58	\$3,472.08	\$3,645.42	\$3,828.05	\$4,019.02	\$4,220.26	\$4,325.77	\$4,431.27	\$4,536.78	\$4,642.29
Electrical and Facilities Operations Manager	421	\$2,681.79	\$2,815.96	\$2,956.48	\$3,104.36	\$3,259.57	\$3,422.63	\$3,508.20	\$3,593.76	\$3,679.33	\$3,764.89
Engineering Project Manager	419	\$2,654.86	\$2,788.05	\$2,927.10	\$3,073.51	\$3,227.26	\$3,388.84	\$3,473.56	\$3,558.28	\$3,643.00	\$3,727.72
Executive Secretary	330	\$1,703.48	\$1,788.68	\$1,877.79	\$1,971.81	\$2,070.22	\$2,174.03	\$2,228.38	\$2,282.73	\$2,337.08	\$2,391.43
Executive Secretary to City Administrator	330	\$1,703.48	\$1,788.68	\$1,877.79	\$1,971.81	\$2,070.22	\$2,174.03	\$2,228.38	\$2,282.73	\$2,337.08	\$2,391.43
Financial Services Manager	446	\$3,037.76	\$3,189.56	\$3,349.18	\$3,516.64	\$3,692.42	\$3,877.02	\$3,973.95	\$4,070.87	\$4,167.80	\$4,264.72
Fleet Operations Manager	404	\$2,463.90	\$2,586.80	\$2,716.07	\$2,852.19	\$2,994.68	\$3,144.51	\$3,223.12	\$3,301.74	\$3,380.35	\$3,458.96
Grant Analyst	358	\$1,958.58	\$2,056.51	\$2,159.34	\$2,267.55	\$2,380.66	\$2,499.64	\$2,562.13	\$2,624.62	\$2,687.11	\$2,749.60
Human Resources Technician	290	\$1,395.49	\$1,465.02	\$1,538.47	\$1,615.34	\$1,696.13	\$1,780.84	\$1,825.36	\$1,869.88	\$1,914.40	\$1,958.92
Human Resources Technician II	310	\$1,541.41	\$1,618.77	\$1,699.56	\$1,784.76	\$1,873.88	\$1,967.40	\$2,016.59	\$2,065.77	\$2,114.96	\$2,164.14
Neighborhood Preservation Supervisor	380	\$2,185.78	\$2,294.97	\$2,409.55	\$2,530.49	\$2,656.82	\$2,789.51	\$2,859.25	\$2,928.99	\$2,998.72	\$3,068.46
Network Administrator	389	\$2,286.16	\$2,400.25	\$2,520.21	\$2,646.54	\$2,778.74	\$2,917.80	\$2,990.75	\$3,063.69	\$3,136.64	\$3,209.58
Paralegal Office Administrator	372	\$2,100.09	\$2,205.37	\$2,315.54	\$2,431.09	\$2,553.02	\$2,680.32	\$2,747.33	\$2,814.34	\$2,881.34	\$2,948.35
Park Planning Manager	426	\$2,749.36	\$2,886.95	\$3,031.40	\$3,182.70	\$3,341.84	\$3,508.80	\$3,596.52	\$3,684.24	\$3,771.96	\$3,859.68
Parks Supervisor	335	\$1,746.57	\$1,833.72	\$1,925.29	\$2,021.75	\$2,122.62	\$2,228.87	\$2,284.59	\$2,340.31	\$2,396.04	\$2,451.76
Procurement Services Manager	358	\$1,958.58	\$2,056.51	\$2,159.34	\$2,267.55	\$2,380.66	\$2,499.64	\$2,562.13	\$2,624.62	\$2,687.11	\$2,749.60
Program Manager-Grants	366	\$2,038.40	\$2,140.24	\$2,247.48	\$2,359.60	\$2,477.61	\$2,601.49	\$2,666.53	\$2,731.56	\$2,796.60	\$2,861.64
Recreation/Community Programs Manager	390	\$2,297.42	\$2,412.49	\$2,532.94	\$2,659.76	\$2,792.45	\$2,932.49	\$3,005.80	\$3,079.11	\$3,152.43	\$3,225.74
Recreation/Community Programs Supervisor	353	\$1,910.60	\$2,006.08	\$2,105.97	\$2,211.24	\$2,321.90	\$2,437.95	\$2,498.90	\$2,559.85	\$2,620.80	\$2,681.75
Redevelopment Agency Secretary	342	\$1,808.26	\$1,898.85	\$1,993.84	\$2,093.24	\$2,198.02	\$2,308.19	\$2,365.89	\$2,423.60	\$2,481.30	\$2,539.01
Redevelopment Manager	427	\$2,763.07	\$2,901.15	\$3,046.58	\$3,198.86	\$3,358.48	\$3,526.43	\$3,614.59	\$3,702.75	\$3,790.91	\$3,879.07
Safety Officer	358	\$1,958.58	\$2,056.51	\$2,159.34	\$2,267.55	\$2,380.66	\$2,499.64	\$2,562.13	\$2,624.62	\$2,687.11	\$2,749.60
Senior Civil Engineer	427	\$2,763.07	\$2,901.15	\$3,046.58	\$3,198.86	\$3,358.48	\$3,526.43	\$3,614.59	\$3,702.75	\$3,790.91	\$3,879.07
Senior Planner	429	\$2,790.98	\$2,930.53	\$3,076.94	\$3,230.69	\$3,392.27	\$3,561.69	\$3,650.73	\$3,739.77	\$3,828.82	\$3,917.86
Solid Waste Manager	353	\$1,910.60	\$2,006.08	\$2,105.97	\$2,211.24	\$2,321.90	\$2,437.95	\$2,498.90	\$2,559.85	\$2,620.80	\$2,681.75
Streets & Storm Drainage Ops. Manager	385	\$2,241.11	\$2,352.75	\$2,470.75	\$2,594.15	\$2,723.90	\$2,860.02	\$2,931.52	\$3,003.02	\$3,074.52	\$3,146.02
Streets & Storm Drainage Supervisor	340	\$1,790.64	\$1,879.75	\$1,973.76	\$2,072.67	\$2,176.48	\$2,285.18	\$2,342.31	\$2,399.44	\$2,456.57	\$2,513.70
Tyler Munis Implementation Project Manager	408	\$2,513.35	\$2,639.19	\$2,770.91	\$2,909.48	\$3,054.90	\$3,207.67	\$3,287.86	\$3,368.05	\$3,448.25	\$3,528.44
Utility Billing Supervisor	334	\$1,737.75	\$1,824.42	\$1,915.99	\$2,011.47	\$2,112.33	\$2,217.61	\$2,273.05	\$2,328.49	\$2,383.93	\$2,439.37
Waste Water Treatment Plant Manager	420	\$2,668.57	\$2,801.76	\$2,941.79	\$3,089.18	\$3,243.42	\$3,405.49	\$3,490.63	\$3,575.76	\$3,660.90	\$3,746.04
Wastewater Collection System Supervisor	346	\$1,844.99	\$1,937.04	\$2,033.99	\$2,135.84	\$2,242.58	\$2,354.71	\$2,413.58	\$2,472.45	\$2,531.31	\$2,590.18
Water & Sewer Operations Manager	423	\$2,708.72	\$2,843.86	\$2,986.35	\$3,135.69	\$3,292.38	\$3,456.90	\$3,543.32	\$3,629.75	\$3,716.17	\$3,802.59
Water Meter & Conservation Supervisor	340	\$1,790.64	\$1,879.75	\$1,973.76	\$2,072.67	\$2,176.48	\$2,285.18	\$2,342.31	\$2,399.44	\$2,456.57	\$2,513.70
Water System Supervisor	365	\$2,028.11	\$2,129.47	\$2,236.21	\$2,347.85	\$2,465.37	\$2,588.76	\$2,653.48	\$2,718.20	\$2,782.92	\$2,847.64

**Mid Management Employee Group**  
**Bi-Weekly Salary Schedule Effective November 23, 2019**

Job Title	Range	Bi-Weekly Pay Rate									
		A	B	C	D	E	F	F + 2.5%	F + 5%	F + 7.5%	F + 10%
Accountant I	322	\$1,669.62	\$1,753.03	\$1,840.43	\$1,932.33	\$2,029.22	\$2,130.61	\$2,183.88	\$2,237.14	\$2,290.41	\$2,343.67
Accountant II	362	\$2,038.21	\$2,140.10	\$2,246.98	\$2,359.35	\$2,477.22	\$2,601.08	\$2,666.11	\$2,731.13	\$2,796.16	\$2,861.19
Administrative Analyst I	358	\$1,997.76	\$2,097.64	\$2,202.53	\$2,312.90	\$2,428.27	\$2,549.64	\$2,613.38	\$2,677.12	\$2,740.86	\$2,804.60
Administrative Analyst II	386	\$2,297.42	\$2,412.29	\$2,532.66	\$2,659.51	\$2,792.36	\$2,931.71	\$3,005.00	\$3,078.30	\$3,151.59	\$3,224.88
Assistant Engineer	377	\$2,196.53	\$2,306.41	\$2,421.28	\$2,542.64	\$2,669.50	\$2,803.35	\$2,873.43	\$2,943.52	\$3,013.60	\$3,083.69
Associate Civil Engineer	397	\$2,426.77	\$2,548.14	\$2,675.50	\$2,809.34	\$2,949.69	\$3,097.02	\$3,174.45	\$3,251.87	\$3,329.30	\$3,406.72
Associate Planner	368	\$2,100.14	\$2,205.02	\$2,315.40	\$2,430.77	\$2,552.63	\$2,679.99	\$2,746.99	\$2,813.99	\$2,880.99	\$2,947.99
Communications Specialist	358	\$1,997.76	\$2,097.64	\$2,202.53	\$2,312.90	\$2,428.27	\$2,549.64	\$2,613.38	\$2,677.12	\$2,740.86	\$2,804.60
Deputy City Engineer	463	\$3,372.71	\$3,541.52	\$3,718.32	\$3,904.61	\$4,099.40	\$4,304.67	\$4,412.29	\$4,519.90	\$4,627.52	\$4,735.14
Electrical and Facilities Operations Manager	421	\$2,735.43	\$2,872.27	\$3,015.61	\$3,166.44	\$3,324.77	\$3,491.08	\$3,578.36	\$3,665.63	\$3,752.91	\$3,840.19
Engineering Project Manager	419	\$2,707.96	\$2,843.81	\$2,985.65	\$3,134.98	\$3,291.80	\$3,456.62	\$3,543.04	\$3,629.45	\$3,715.87	\$3,802.28
Executive Secretary	330	\$1,737.55	\$1,824.45	\$1,915.35	\$2,011.24	\$2,111.63	\$2,217.51	\$2,272.95	\$2,328.39	\$2,383.82	\$2,439.26
Executive Secretary to City Administrator	330	\$1,737.55	\$1,824.45	\$1,915.35	\$2,011.24	\$2,111.63	\$2,217.51	\$2,272.95	\$2,328.39	\$2,383.82	\$2,439.26
Financial Services Manager	446	\$3,098.52	\$3,253.35	\$3,416.16	\$3,586.97	\$3,766.27	\$3,954.56	\$4,053.42	\$4,152.29	\$4,251.15	\$4,350.02
Fleet Operations Manager	404	\$2,513.18	\$2,638.54	\$2,770.39	\$2,909.23	\$3,054.57	\$3,207.40	\$3,287.59	\$3,367.77	\$3,447.96	\$3,528.14
Grant Analyst	358	\$1,997.76	\$2,097.64	\$2,202.53	\$2,312.90	\$2,428.27	\$2,549.64	\$2,613.38	\$2,677.12	\$2,740.86	\$2,804.60
Human Resources Technician	290	\$1,423.40	\$1,494.32	\$1,569.24	\$1,647.65	\$1,730.06	\$1,816.46	\$1,861.87	\$1,907.28	\$1,952.69	\$1,998.11
Human Resources Technician II	310	\$1,572.23	\$1,651.15	\$1,733.55	\$1,820.46	\$1,911.35	\$2,006.75	\$2,056.92	\$2,107.09	\$2,157.26	\$2,207.43
Legal Assistant	330	\$1,737.55	\$1,824.45	\$1,915.35	\$2,011.24	\$2,111.63	\$2,217.51	\$2,272.95	\$2,328.39	\$2,383.82	\$2,439.26
Neighborhood Preservation Supervisor	380	\$2,229.50	\$2,340.87	\$2,457.74	\$2,581.10	\$2,709.96	\$2,845.30	\$2,916.43	\$2,987.57	\$3,058.70	\$3,129.83
Network Administrator	389	\$2,331.88	\$2,448.25	\$2,570.61	\$2,699.47	\$2,834.32	\$2,976.16	\$3,050.56	\$3,124.97	\$3,199.37	\$3,273.78
Paralegal Office Administrator	372	\$2,142.09	\$2,249.47	\$2,361.85	\$2,479.71	\$2,604.08	\$2,733.93	\$2,802.28	\$2,870.63	\$2,938.97	\$3,007.32
Park Planning Manager	426	\$2,804.35	\$2,944.69	\$3,092.03	\$3,246.35	\$3,408.67	\$3,578.98	\$3,668.45	\$3,757.93	\$3,847.40	\$3,936.88
Parks Supervisor	335	\$1,781.50	\$1,870.40	\$1,963.79	\$2,062.18	\$2,165.07	\$2,273.45	\$2,330.29	\$2,387.12	\$2,443.96	\$2,500.80
Procurement Services Manager	358	\$1,997.76	\$2,097.64	\$2,202.53	\$2,312.90	\$2,428.27	\$2,549.64	\$2,613.38	\$2,677.12	\$2,740.86	\$2,804.60
Program Manager-Grants	366	\$2,079.16	\$2,183.05	\$2,292.43	\$2,406.80	\$2,527.16	\$2,653.52	\$2,719.86	\$2,786.20	\$2,852.53	\$2,918.87
Recreation/Community Programs Manager	390	\$2,343.37	\$2,460.74	\$2,583.60	\$2,712.95	\$2,848.30	\$2,991.14	\$3,065.92	\$3,140.70	\$3,215.48	\$3,290.25
Recreation/Community Programs Supervisor	353	\$1,948.81	\$2,046.20	\$2,148.09	\$2,255.47	\$2,368.34	\$2,486.71	\$2,548.88	\$2,611.05	\$2,673.21	\$2,735.38
Redevelopment Agency Secretary	342	\$1,844.43	\$1,936.82	\$2,033.72	\$2,135.10	\$2,241.98	\$2,354.36	\$2,413.22	\$2,472.08	\$2,530.94	\$2,589.80
Redevelopment Manager	427	\$2,818.33	\$2,959.18	\$3,107.51	\$3,262.84	\$3,425.65	\$3,596.96	\$3,686.88	\$3,776.81	\$3,866.73	\$3,956.66
Safety Officer	358	\$1,997.76	\$2,097.64	\$2,202.53	\$2,312.90	\$2,428.27	\$2,549.64	\$2,613.38	\$2,677.12	\$2,740.86	\$2,804.60
Senior Civil Engineer	427	\$2,818.33	\$2,959.18	\$3,107.51	\$3,262.84	\$3,425.65	\$3,596.96	\$3,686.88	\$3,776.81	\$3,866.73	\$3,956.66
Senior Planner	429	\$2,846.80	\$2,989.14	\$3,138.48	\$3,295.30	\$3,460.11	\$3,632.92	\$3,723.74	\$3,814.57	\$3,905.39	\$3,996.21
Solid Waste Manager	353	\$1,948.81	\$2,046.20	\$2,148.09	\$2,255.47	\$2,368.34	\$2,486.71	\$2,548.88	\$2,611.05	\$2,673.21	\$2,735.38
Streets & Storm Drainage Ops. Manager	385	\$2,285.93	\$2,399.80	\$2,520.17	\$2,646.03	\$2,778.38	\$2,917.22	\$2,990.15	\$3,063.08	\$3,136.01	\$3,208.94
Streets & Storm Drainage Supervisor	340	\$1,826.45	\$1,917.35	\$2,013.24	\$2,114.13	\$2,220.01	\$2,330.88	\$2,389.15	\$2,447.42	\$2,505.70	\$2,563.97
Tyler Munis Implementation Project Manager	408	\$2,563.62	\$2,691.98	\$2,826.33	\$2,967.67	\$3,116.00	\$3,271.83	\$3,353.63	\$3,435.42	\$3,517.22	\$3,599.01
Utility Billing Supervisor	334	\$1,772.51	\$1,860.91	\$1,954.31	\$2,051.70	\$2,154.58	\$2,261.96	\$2,318.51	\$2,375.06	\$2,431.61	\$2,488.16
Waste Water Treatment Plant Manager	459	\$3,306.29	\$3,471.60	\$3,644.91	\$3,827.20	\$4,018.49	\$4,219.76	\$4,325.25	\$4,430.75	\$4,536.24	\$4,641.74
Wastewater Collection System Supervisor	346	\$1,881.89	\$1,975.78	\$2,074.67	\$2,178.55	\$2,287.43	\$2,401.80	\$2,461.85	\$2,521.89	\$2,581.94	\$2,641.98
Water & Sewer Operations Manager	423	\$2,762.90	\$2,900.74	\$3,046.08	\$3,198.41	\$3,358.23	\$3,526.04	\$3,614.19	\$3,702.34	\$3,790.49	\$3,878.64
Water Meter & Conservation Supervisor	340	\$1,826.45	\$1,917.35	\$2,013.24	\$2,114.13	\$2,220.01	\$2,330.88	\$2,389.15	\$2,447.42	\$2,505.70	\$2,563.97
Water System Supervisor	365	\$2,068.68	\$2,172.06	\$2,280.94	\$2,394.81	\$2,514.68	\$2,640.53	\$2,706.54	\$2,772.56	\$2,838.57	\$2,904.58

**Mid Management Employee Group  
Bi-Weekly Salary Schedules Effective June 29, 2021 through June 30, 2025**

Job Title	Range	Bi-Weekly Pay Rate									
		A	B	C	D	E	F	F + 2.5%	F + 5%	F + 7.5%	F + 10%
Effective 6/29/2021											
Accountant I	322	\$1,703.02	\$1,788.09	\$1,877.24	\$1,970.98	\$2,069.81	\$2,173.22	\$2,227.55	\$2,281.88	\$2,336.21	\$2,390.54
Accountant II	362	\$2,078.97	\$2,182.90	\$2,291.92	\$2,406.54	\$2,526.76	\$2,653.10	\$2,719.43	\$2,785.76	\$2,852.08	\$2,918.41
Administrative Analyst I	358	\$2,037.71	\$2,139.60	\$2,246.58	\$2,359.16	\$2,476.84	\$2,600.63	\$2,665.65	\$2,730.66	\$2,795.68	\$2,860.69
Administrative Analyst II	386	\$2,343.37	\$2,460.54	\$2,583.31	\$2,712.70	\$2,848.21	\$2,990.34	\$3,065.10	\$3,139.86	\$3,214.62	\$3,289.37
Assistant Engineer	377	\$2,240.46	\$2,352.54	\$2,469.71	\$2,593.50	\$2,722.89	\$2,859.42	\$2,930.91	\$3,002.39	\$3,073.88	\$3,145.36
Associate Civil Engineer	397	\$2,475.31	\$2,599.10	\$2,729.01	\$2,865.53	\$3,008.68	\$3,158.96	\$3,237.93	\$3,316.91	\$3,395.88	\$3,474.86
Associate Planner	368	\$2,142.14	\$2,249.12	\$2,361.71	\$2,479.39	\$2,603.69	\$2,733.59	\$2,801.93	\$2,870.27	\$2,938.61	\$3,006.95
Communications Specialist	358	\$2,037.71	\$2,139.60	\$2,246.58	\$2,359.16	\$2,476.84	\$2,600.63	\$2,665.65	\$2,730.66	\$2,795.68	\$2,860.69
Deputy City Engineer	463	\$3,440.17	\$3,612.35	\$3,792.69	\$3,982.71	\$4,181.38	\$4,390.76	\$4,500.53	\$4,610.30	\$4,720.07	\$4,829.84
Electrical and Facilities Operations Manager	421	\$2,790.14	\$2,929.72	\$3,075.93	\$3,229.77	\$3,391.26	\$3,560.90	\$3,649.92	\$3,738.95	\$3,827.97	\$3,916.99
Engineering Project Manager	419	\$2,762.12	\$2,900.68	\$3,045.36	\$3,197.68	\$3,357.64	\$3,525.75	\$3,613.89	\$3,702.04	\$3,790.18	\$3,878.33
Executive Secretary	330	\$1,772.30	\$1,860.94	\$1,953.66	\$2,051.47	\$2,153.86	\$2,261.86	\$2,318.41	\$2,374.95	\$2,431.50	\$2,488.05
Executive Secretary to City Administrator	330	\$1,772.30	\$1,860.94	\$1,953.66	\$2,051.47	\$2,153.86	\$2,261.86	\$2,318.41	\$2,374.95	\$2,431.50	\$2,488.05
Financial Services Manager	446	\$3,160.49	\$3,318.41	\$3,484.49	\$3,658.71	\$3,841.60	\$4,033.65	\$4,134.49	\$4,235.33	\$4,336.17	\$4,437.02
Fleet Operations Manager	404	\$2,563.44	\$2,691.31	\$2,825.80	\$2,967.42	\$3,115.66	\$3,271.55	\$3,353.34	\$3,435.13	\$3,516.92	\$3,598.71
Grant Analyst	358	\$2,037.71	\$2,139.60	\$2,246.58	\$2,359.16	\$2,476.84	\$2,600.63	\$2,665.65	\$2,730.66	\$2,795.68	\$2,860.69
Human Resources Technician	290	\$1,451.87	\$1,524.21	\$1,600.62	\$1,680.60	\$1,764.66	\$1,852.79	\$1,899.11	\$1,945.43	\$1,991.75	\$2,038.07
Human Resources Technician II	310	\$1,603.68	\$1,684.17	\$1,768.22	\$1,856.86	\$1,949.58	\$2,046.88	\$2,098.05	\$2,149.22	\$2,200.40	\$2,251.57
Neighborhood Preservation Supervisor	380	\$2,274.09	\$2,387.69	\$2,506.89	\$2,632.72	\$2,764.16	\$2,902.21	\$2,974.77	\$3,047.32	\$3,119.88	\$3,192.43
Network Administrator	389	\$2,378.52	\$2,497.22	\$2,622.03	\$2,753.46	\$2,891.00	\$3,035.68	\$3,111.57	\$3,187.46	\$3,263.36	\$3,339.25
Park Planning Manager	426	\$2,860.44	\$3,003.59	\$3,153.87	\$3,311.28	\$3,476.84	\$3,650.56	\$3,741.82	\$3,833.09	\$3,924.35	\$4,015.62
Parks Supervisor	335	\$1,817.13	\$1,907.81	\$2,003.07	\$2,103.43	\$2,208.37	\$2,318.92	\$2,376.89	\$2,434.87	\$2,492.84	\$2,550.81
Procurement Services Manager	358	\$2,037.71	\$2,139.60	\$2,246.58	\$2,359.16	\$2,476.84	\$2,600.63	\$2,665.65	\$2,730.66	\$2,795.68	\$2,860.69
Program Manager-Grants	366	\$2,120.75	\$2,226.71	\$2,338.27	\$2,454.93	\$2,577.71	\$2,706.59	\$2,774.25	\$2,841.92	\$2,909.58	\$2,977.25
Recreation/Community Programs Manager	390	\$2,390.24	\$2,509.95	\$2,635.27	\$2,767.21	\$2,905.27	\$3,050.96	\$3,127.23	\$3,203.51	\$3,279.78	\$3,356.06
Recreation/Community Programs Supervisor	353	\$1,987.79	\$2,087.13	\$2,191.05	\$2,300.58	\$2,415.71	\$2,536.44	\$2,599.85	\$2,663.26	\$2,726.67	\$2,790.08
Redevelopment Agency Secretary	342	\$1,881.32	\$1,975.56	\$2,074.39	\$2,177.80	\$2,286.82	\$2,401.44	\$2,461.48	\$2,521.51	\$2,581.55	\$2,641.58
Redevelopment Manager	427	\$2,874.70	\$3,018.36	\$3,169.66	\$3,328.09	\$3,494.17	\$3,668.90	\$3,760.62	\$3,852.35	\$3,944.07	\$4,035.79
Safety Officer	358	\$2,037.71	\$2,139.60	\$2,246.58	\$2,359.16	\$2,476.84	\$2,600.63	\$2,665.65	\$2,730.66	\$2,795.68	\$2,860.69
Senior Civil Engineer	427	\$2,874.70	\$3,018.36	\$3,169.66	\$3,328.09	\$3,494.17	\$3,668.90	\$3,760.62	\$3,852.35	\$3,944.07	\$4,035.79
Senior Planner	429	\$2,903.74	\$3,048.93	\$3,201.24	\$3,361.21	\$3,529.32	\$3,705.58	\$3,798.22	\$3,890.86	\$3,983.50	\$4,076.14
Solid Waste Manager	353	\$1,987.79	\$2,087.13	\$2,191.05	\$2,300.58	\$2,415.71	\$2,536.44	\$2,599.85	\$2,663.26	\$2,726.67	\$2,790.08
Streets & Storm Drainage Ops. Manager	385	\$2,331.65	\$2,447.80	\$2,570.57	\$2,698.95	\$2,833.95	\$2,975.57	\$3,049.96	\$3,124.35	\$3,198.74	\$3,273.13
Streets & Storm Drainage Supervisor	340	\$1,862.98	\$1,955.69	\$2,053.50	\$2,156.41	\$2,264.41	\$2,377.50	\$2,436.94	\$2,496.38	\$2,555.81	\$2,615.25
Tyler Munis Implementation Project Manager	408	\$2,614.89	\$2,745.82	\$2,882.85	\$3,027.02	\$3,178.32	\$3,337.26	\$3,420.69	\$3,504.12	\$3,587.55	\$3,670.99
Utility Billing Supervisor	334	\$1,807.96	\$1,898.13	\$1,993.39	\$2,092.73	\$2,197.67	\$2,307.20	\$2,364.88	\$2,422.56	\$2,480.24	\$2,537.92
Waste Water Treatment Plant Manager	459	\$3,372.41	\$3,541.03	\$3,717.80	\$3,903.75	\$4,098.86	\$4,304.16	\$4,411.76	\$4,519.37	\$4,626.97	\$4,734.58
Wastewater Collection System Supervisor	346	\$1,919.52	\$2,015.30	\$2,116.16	\$2,222.12	\$2,333.18	\$2,449.84	\$2,511.09	\$2,572.33	\$2,633.58	\$2,694.82

**Mid Management Employee Group**  
**Bi-Weekly Salary Schedules Effective June 29, 2021 through June 30, 2025**

Job Title	Range	Bi-Weekly Pay Rate									
		A	B	C	D	E	F	F + 2.5%	F + 5%	F + 7.5%	F + 10%
Water & Sewer Operations Manager	423	\$2,818.16	\$2,958.76	\$3,107.00	\$3,262.38	\$3,425.39	\$3,596.56	\$3,686.47	\$3,776.39	\$3,866.30	\$3,956.22
Water Meter & Conservation Supervisor	340	\$1,862.98	\$1,955.69	\$2,053.50	\$2,156.41	\$2,264.41	\$2,377.50	\$2,436.94	\$2,496.38	\$2,555.81	\$2,615.25
Water System Supervisor	365	\$2,110.05	\$2,215.50	\$2,326.56	\$2,442.71	\$2,564.97	\$2,693.34	\$2,760.67	\$2,828.01	\$2,895.34	\$2,962.67
Effective 6/18/2022											
Accountant I	322	\$1,737.08	\$1,823.85	\$1,914.79	\$2,010.40	\$2,111.20	\$2,216.68	\$2,272.10	\$2,327.51	\$2,382.93	\$2,438.35
Accountant II	362	\$2,120.55	\$2,226.56	\$2,337.75	\$2,454.67	\$2,577.30	\$2,706.16	\$2,773.81	\$2,841.47	\$2,909.12	\$2,976.78
Administrative Analyst I	358	\$2,078.47	\$2,182.39	\$2,291.51	\$2,406.34	\$2,526.37	\$2,652.64	\$2,718.96	\$2,785.27	\$2,851.59	\$2,917.90
Administrative Analyst II	386	\$2,390.24	\$2,509.75	\$2,634.98	\$2,766.96	\$2,905.18	\$3,050.15	\$3,126.40	\$3,202.66	\$3,278.91	\$3,355.17
Assistant Engineer	377	\$2,285.27	\$2,399.59	\$2,519.10	\$2,645.37	\$2,777.35	\$2,916.61	\$2,989.53	\$3,062.44	\$3,135.36	\$3,208.27
Associate Civil Engineer	397	\$2,524.82	\$2,651.08	\$2,783.59	\$2,922.84	\$3,068.85	\$3,222.14	\$3,302.69	\$3,383.25	\$3,463.80	\$3,544.35
Associate Planner	368	\$2,184.99	\$2,294.11	\$2,408.94	\$2,528.97	\$2,655.76	\$2,788.26	\$2,857.97	\$2,927.67	\$2,997.38	\$3,067.09
Communications Specialist	358	\$2,078.47	\$2,182.39	\$2,291.51	\$2,406.34	\$2,526.37	\$2,652.64	\$2,718.96	\$2,785.27	\$2,851.59	\$2,917.90
Deputy City Engineer	463	\$3,508.97	\$3,684.60	\$3,868.54	\$4,062.36	\$4,265.01	\$4,478.57	\$4,590.53	\$4,702.50	\$4,814.46	\$4,926.43
Electrical and Facilities Operations Manager	421	\$2,845.94	\$2,988.31	\$3,137.44	\$3,294.37	\$3,459.09	\$3,632.12	\$3,722.92	\$3,813.73	\$3,904.53	\$3,995.33
Engineering Project Manager	419	\$2,817.36	\$2,958.70	\$3,106.27	\$3,261.63	\$3,424.79	\$3,596.27	\$3,686.18	\$3,776.08	\$3,865.99	\$3,955.90
Executive Secretary	330	\$1,807.75	\$1,898.16	\$1,992.73	\$2,092.50	\$2,196.94	\$2,307.10	\$2,364.78	\$2,422.46	\$2,480.13	\$2,537.81
Executive Secretary to City Administrator	330	\$1,807.75	\$1,898.16	\$1,992.73	\$2,092.50	\$2,196.94	\$2,307.10	\$2,364.78	\$2,422.46	\$2,480.13	\$2,537.81
Financial Services Manager	446	\$3,223.70	\$3,384.78	\$3,554.18	\$3,731.89	\$3,918.43	\$4,114.32	\$4,217.18	\$4,320.04	\$4,422.89	\$4,525.75
Fleet Operations Manager	404	\$2,614.71	\$2,745.13	\$2,882.31	\$3,026.77	\$3,177.97	\$3,336.98	\$3,420.40	\$3,503.83	\$3,587.25	\$3,670.68
Grant Analyst	358	\$2,078.47	\$2,182.39	\$2,291.51	\$2,406.34	\$2,526.37	\$2,652.64	\$2,718.96	\$2,785.27	\$2,851.59	\$2,917.90
Human Resources Technician	290	\$1,480.91	\$1,554.69	\$1,632.63	\$1,714.21	\$1,799.95	\$1,889.85	\$1,937.10	\$1,984.34	\$2,031.59	\$2,078.84
Human Resources Technician II	310	\$1,635.75	\$1,717.85	\$1,803.59	\$1,894.00	\$1,988.57	\$2,087.82	\$2,140.02	\$2,192.21	\$2,244.41	\$2,296.60
Neighborhood Preservation Supervisor	380	\$2,319.57	\$2,435.44	\$2,557.03	\$2,685.38	\$2,819.44	\$2,960.25	\$3,034.26	\$3,108.26	\$3,182.27	\$3,256.28
Network Administrator	389	\$2,426.09	\$2,547.16	\$2,674.47	\$2,808.53	\$2,948.82	\$3,096.39	\$3,173.80	\$3,251.21	\$3,328.62	\$3,406.03
Park Planning Manager	426	\$2,917.65	\$3,063.66	\$3,216.95	\$3,377.51	\$3,546.38	\$3,723.57	\$3,816.66	\$3,909.75	\$4,002.84	\$4,095.93
Parks Supervisor	335	\$1,853.47	\$1,945.96	\$2,043.13	\$2,145.50	\$2,252.54	\$2,365.29	\$2,424.42	\$2,483.55	\$2,542.69	\$2,601.82
Procurement Services Manager	358	\$2,078.47	\$2,182.39	\$2,291.51	\$2,406.34	\$2,526.37	\$2,652.64	\$2,718.96	\$2,785.27	\$2,851.59	\$2,917.90
Program Manager-Grants	366	\$2,163.16	\$2,271.24	\$2,385.04	\$2,504.03	\$2,629.26	\$2,760.72	\$2,829.74	\$2,898.76	\$2,967.77	\$3,036.79
Recreation/Community Programs Manager	390	\$2,438.04	\$2,560.15	\$2,687.98	\$2,822.56	\$2,963.37	\$3,111.98	\$3,189.78	\$3,267.58	\$3,345.38	\$3,423.18
Recreation/Community Programs Supervisor	353	\$2,027.54	\$2,128.87	\$2,234.87	\$2,346.59	\$2,464.02	\$2,587.17	\$2,651.85	\$2,716.53	\$2,781.21	\$2,845.89
Redevelopment Agency Secretary	342	\$1,918.94	\$2,015.07	\$2,115.88	\$2,221.36	\$2,332.56	\$2,449.47	\$2,510.71	\$2,571.94	\$2,633.18	\$2,694.42
Redevelopment Manager	427	\$2,932.20	\$3,078.73	\$3,233.05	\$3,394.65	\$3,564.05	\$3,742.28	\$3,835.84	\$3,929.39	\$4,022.95	\$4,116.51
Safety Officer	358	\$2,078.47	\$2,182.39	\$2,291.51	\$2,406.34	\$2,526.37	\$2,652.64	\$2,718.96	\$2,785.27	\$2,851.59	\$2,917.90
Senior Civil Engineer	427	\$2,932.20	\$3,078.73	\$3,233.05	\$3,394.65	\$3,564.05	\$3,742.28	\$3,835.84	\$3,929.39	\$4,022.95	\$4,116.51
Senior Planner	429	\$2,961.81	\$3,109.90	\$3,265.27	\$3,428.43	\$3,599.90	\$3,779.69	\$3,874.18	\$3,968.67	\$4,063.17	\$4,157.66
Solid Waste Manager	353	\$2,027.54	\$2,128.87	\$2,234.87	\$2,346.59	\$2,464.02	\$2,587.17	\$2,651.85	\$2,716.53	\$2,781.21	\$2,845.89
Streets & Storm Drainage Ops. Manager	385	\$2,378.28	\$2,496.76	\$2,621.98	\$2,752.93	\$2,890.63	\$3,035.08	\$3,110.96	\$3,186.83	\$3,262.71	\$3,338.59
Streets & Storm Drainage Supervisor	340	\$1,900.24	\$1,994.81	\$2,094.57	\$2,199.54	\$2,309.70	\$2,425.05	\$2,485.68	\$2,546.30	\$2,606.93	\$2,667.56
Tyler Munis Implementation Project Manager	408	\$2,667.19	\$2,800.73	\$2,940.51	\$3,087.56	\$3,241.89	\$3,404.01	\$3,489.11	\$3,574.21	\$3,659.31	\$3,744.41



**Mid Management Employee Group**  
**Bi-Weekly Salary Schedules Effective June 29, 2021 through June 30, 2025**

Job Title	Range	Bi-Weekly Pay Rate									
		A	B	C	D	E	F	F + 2.5%	F + 5%	F + 7.5%	F + 10%
Utility Billing Supervisor	334	\$1,844.12	\$1,936.09	\$2,033.26	\$2,134.58	\$2,241.62	\$2,353.34	\$2,412.17	\$2,471.01	\$2,529.84	\$2,588.67
Waste Water Treatment Plant Manager	459	\$3,439.86	\$3,611.85	\$3,792.16	\$3,981.82	\$4,180.83	\$4,390.24	\$4,500.00	\$4,609.75	\$4,719.51	\$4,829.26
Wastewater Collection System Supervisor	346	\$1,957.91	\$2,055.60	\$2,158.49	\$2,266.57	\$2,379.84	\$2,498.84	\$2,561.31	\$2,623.78	\$2,686.25	\$2,748.72
Water & Sewer Operations Manager	423	\$2,874.52	\$3,017.93	\$3,169.14	\$3,327.62	\$3,493.90	\$3,668.49	\$3,760.20	\$3,851.91	\$3,943.63	\$4,035.34
Water Meter & Conservation Supervisor	340	\$1,900.24	\$1,994.81	\$2,094.57	\$2,199.54	\$2,309.70	\$2,425.05	\$2,485.68	\$2,546.30	\$2,606.93	\$2,667.56
Water System Supervisor	365	\$2,152.25	\$2,259.81	\$2,373.09	\$2,491.56	\$2,616.27	\$2,747.21	\$2,815.89	\$2,884.57	\$2,953.25	\$3,021.93
Effective 6/17/2023											
Accountant I	322	\$1,771.82	\$1,860.33	\$1,953.08	\$2,050.60	\$2,153.43	\$2,261.02	\$2,317.55	\$2,374.07	\$2,430.60	\$2,487.12
Accountant II	362	\$2,162.97	\$2,271.09	\$2,384.51	\$2,503.76	\$2,628.84	\$2,760.29	\$2,829.30	\$2,898.30	\$2,967.31	\$3,036.32
Administrative Analyst I	358	\$2,120.03	\$2,226.04	\$2,337.34	\$2,454.47	\$2,576.90	\$2,705.69	\$2,773.33	\$2,840.97	\$2,908.62	\$2,976.26
Administrative Analyst II	386	\$2,438.04	\$2,559.94	\$2,687.67	\$2,822.30	\$2,963.28	\$3,111.15	\$3,188.93	\$3,266.71	\$3,344.49	\$3,422.27
Assistant Engineer	377	\$2,330.98	\$2,447.58	\$2,569.48	\$2,698.27	\$2,832.90	\$2,974.94	\$3,049.31	\$3,123.69	\$3,198.06	\$3,272.43
Associate Civil Engineer	397	\$2,575.31	\$2,704.10	\$2,839.26	\$2,981.30	\$3,130.23	\$3,286.58	\$3,368.74	\$3,450.91	\$3,533.07	\$3,615.24
Associate Planner	368	\$2,228.69	\$2,339.99	\$2,457.12	\$2,579.55	\$2,708.87	\$2,844.03	\$2,915.13	\$2,986.23	\$3,057.33	\$3,128.43
Communications Specialist	358	\$2,120.03	\$2,226.04	\$2,337.34	\$2,454.47	\$2,576.90	\$2,705.69	\$2,773.33	\$2,840.97	\$2,908.62	\$2,976.26
Deputy City Engineer	463	\$3,579.15	\$3,758.29	\$3,945.92	\$4,143.61	\$4,350.31	\$4,568.15	\$4,682.35	\$4,796.56	\$4,910.76	\$5,024.97
Electrical and Facilities Operations Manager	421	\$2,902.86	\$3,048.08	\$3,200.19	\$3,360.26	\$3,528.27	\$3,704.76	\$3,797.38	\$3,890.00	\$3,982.62	\$4,075.24
Engineering Project Manager	419	\$2,873.71	\$3,017.87	\$3,168.39	\$3,326.86	\$3,493.29	\$3,668.19	\$3,759.89	\$3,851.60	\$3,943.30	\$4,035.01
Executive Secretary	330	\$1,843.90	\$1,936.12	\$2,032.58	\$2,134.35	\$2,240.88	\$2,353.24	\$2,412.07	\$2,470.90	\$2,529.73	\$2,588.56
Executive Secretary to City Administrator	330	\$1,843.90	\$1,936.12	\$2,032.58	\$2,134.35	\$2,240.88	\$2,353.24	\$2,412.07	\$2,470.90	\$2,529.73	\$2,588.56
Financial Services Manager	446	\$3,288.17	\$3,452.48	\$3,625.26	\$3,806.52	\$3,996.80	\$4,196.61	\$4,301.53	\$4,406.44	\$4,511.36	\$4,616.27
Fleet Operations Manager	404	\$2,667.00	\$2,800.04	\$2,939.96	\$3,087.30	\$3,241.53	\$3,403.72	\$3,488.81	\$3,573.91	\$3,659.00	\$3,744.09
Grant Analyst	358	\$2,120.03	\$2,226.04	\$2,337.34	\$2,454.47	\$2,576.90	\$2,705.69	\$2,773.33	\$2,840.97	\$2,908.62	\$2,976.26
Human Resources Technician	290	\$1,510.53	\$1,585.79	\$1,665.29	\$1,748.50	\$1,835.95	\$1,927.64	\$1,975.83	\$2,024.02	\$2,072.21	\$2,120.40
Human Resources Technician II	310	\$1,668.47	\$1,752.21	\$1,839.66	\$1,931.88	\$2,028.34	\$2,129.58	\$2,182.82	\$2,236.06	\$2,289.30	\$2,342.54
Neighborhood Preservation Supervisor	380	\$2,365.96	\$2,484.15	\$2,608.17	\$2,739.09	\$2,875.83	\$3,019.46	\$3,094.95	\$3,170.43	\$3,245.92	\$3,321.41
Network Administrator	389	\$2,474.61	\$2,598.10	\$2,727.96	\$2,864.70	\$3,007.80	\$3,158.32	\$3,237.28	\$3,316.24	\$3,395.19	\$3,474.15
Park Planning Manager	426	\$2,976.00	\$3,124.93	\$3,281.28	\$3,445.06	\$3,617.31	\$3,798.04	\$3,892.99	\$3,987.94	\$4,082.89	\$4,177.84
Parks Supervisor	335	\$1,890.54	\$1,984.88	\$2,083.99	\$2,188.41	\$2,297.59	\$2,412.60	\$2,472.92	\$2,533.23	\$2,593.55	\$2,653.86
Procurement Services Manager	358	\$2,120.03	\$2,226.04	\$2,337.34	\$2,454.47	\$2,576.90	\$2,705.69	\$2,773.33	\$2,840.97	\$2,908.62	\$2,976.26
Program Manager-Grants	366	\$2,206.43	\$2,316.67	\$2,432.74	\$2,554.11	\$2,681.84	\$2,815.94	\$2,886.34	\$2,956.74	\$3,027.14	\$3,097.53
Recreation/Community Programs Manager	390	\$2,486.80	\$2,611.35	\$2,741.74	\$2,879.01	\$3,022.64	\$3,174.22	\$3,253.58	\$3,332.93	\$3,412.29	\$3,491.64
Recreation/Community Programs Supervisor	353	\$2,068.09	\$2,171.45	\$2,279.57	\$2,393.52	\$2,513.30	\$2,638.91	\$2,704.88	\$2,770.86	\$2,836.83	\$2,902.80
Redevelopment Agency Secretary	342	\$1,957.32	\$2,055.37	\$2,158.20	\$2,265.79	\$2,379.21	\$2,498.46	\$2,560.92	\$2,623.38	\$2,685.84	\$2,748.31
Redevelopment Manager	427	\$2,990.84	\$3,140.30	\$3,297.71	\$3,462.55	\$3,635.33	\$3,817.12	\$3,912.55	\$4,007.98	\$4,103.40	\$4,198.83
Safety Officer	358	\$2,120.03	\$2,226.04	\$2,337.34	\$2,454.47	\$2,576.90	\$2,705.69	\$2,773.33	\$2,840.97	\$2,908.62	\$2,976.26
Senior Civil Engineer	427	\$2,990.84	\$3,140.30	\$3,297.71	\$3,462.55	\$3,635.33	\$3,817.12	\$3,912.55	\$4,007.98	\$4,103.40	\$4,198.83
Senior Planner	429	\$3,021.05	\$3,172.10	\$3,330.58	\$3,497.00	\$3,671.90	\$3,855.28	\$3,951.66	\$4,048.04	\$4,144.43	\$4,240.81
Solid Waste Manager	353	\$2,068.09	\$2,171.45	\$2,279.57	\$2,393.52	\$2,513.30	\$2,638.91	\$2,704.88	\$2,770.86	\$2,836.83	\$2,902.80

**Mid Management Employee Group**  
**Bi-Weekly Salary Schedules Effective June 29, 2021 through June 30, 2025**

Job Title	Range	Bi-Weekly Pay Rate									
		A	B	C	D	E	F	F + 2.5%	F + 5%	F + 7.5%	F + 10%
Streets & Storm Drainage Ops. Manager	385	\$2,425.85	\$2,546.69	\$2,674.42	\$2,807.99	\$2,948.44	\$3,095.78	\$3,173.17	\$3,250.57	\$3,327.96	\$3,405.36
Streets & Storm Drainage Supervisor	340	\$1,938.24	\$2,034.70	\$2,136.46	\$2,243.53	\$2,355.89	\$2,473.55	\$2,535.39	\$2,597.23	\$2,659.07	\$2,720.91
Tyler Munis Implementation Project Manager	408	\$2,720.53	\$2,856.75	\$2,999.32	\$3,149.31	\$3,306.72	\$3,472.09	\$3,558.89	\$3,645.69	\$3,732.50	\$3,819.30
Utility Billing Supervisor	334	\$1,881.00	\$1,974.81	\$2,073.92	\$2,177.28	\$2,286.46	\$2,400.41	\$2,460.42	\$2,520.43	\$2,580.44	\$2,640.45
Waste Water Treatment Plant Manager	459	\$3,508.66	\$3,684.09	\$3,868.00	\$4,061.46	\$4,264.45	\$4,478.04	\$4,589.99	\$4,701.94	\$4,813.89	\$4,925.84
Wastewater Collection System Supervisor	346	\$1,997.07	\$2,096.71	\$2,201.66	\$2,311.90	\$2,427.44	\$2,548.81	\$2,612.53	\$2,676.25	\$2,739.97	\$2,803.69
Water & Sewer Operations Manager	423	\$2,932.01	\$3,078.29	\$3,232.52	\$3,394.18	\$3,563.78	\$3,741.86	\$3,835.41	\$3,928.95	\$4,022.50	\$4,116.05
Water Meter & Conservation Supervisor	340	\$1,938.24	\$2,034.70	\$2,136.46	\$2,243.53	\$2,355.89	\$2,473.55	\$2,535.39	\$2,597.23	\$2,659.07	\$2,720.91
Water System Supervisor	365	\$2,195.30	\$2,305.01	\$2,420.55	\$2,541.39	\$2,668.59	\$2,802.16	\$2,872.21	\$2,942.27	\$3,012.32	\$3,082.38
Effective 6/15/2024											
Accountant I	322	\$1,807.26	\$1,897.54	\$1,992.14	\$2,091.62	\$2,196.49	\$2,306.24	\$2,363.90	\$2,421.55	\$2,479.21	\$2,536.86
Accountant II	362	\$2,206.23	\$2,316.51	\$2,432.20	\$2,553.84	\$2,681.42	\$2,815.49	\$2,885.88	\$2,956.26	\$3,026.65	\$3,097.04
Administrative Analyst I	358	\$2,162.44	\$2,270.56	\$2,384.09	\$2,503.56	\$2,628.44	\$2,759.81	\$2,828.81	\$2,897.80	\$2,966.80	\$3,035.79
Administrative Analyst II	386	\$2,486.80	\$2,611.14	\$2,741.43	\$2,878.74	\$3,022.54	\$3,173.37	\$3,252.70	\$3,332.04	\$3,411.37	\$3,490.71
Assistant Engineer	377	\$2,377.60	\$2,496.53	\$2,620.87	\$2,752.24	\$2,889.55	\$3,034.44	\$3,110.30	\$3,186.16	\$3,262.02	\$3,337.88
Associate Civil Engineer	397	\$2,626.82	\$2,758.19	\$2,896.04	\$3,040.93	\$3,192.84	\$3,352.32	\$3,436.13	\$3,519.94	\$3,603.74	\$3,687.55
Associate Planner	368	\$2,273.26	\$2,386.79	\$2,506.26	\$2,631.14	\$2,763.05	\$2,900.91	\$2,973.43	\$3,045.96	\$3,118.48	\$3,191.00
Communications Specialist	358	\$2,162.44	\$2,270.56	\$2,384.09	\$2,503.56	\$2,628.44	\$2,759.81	\$2,828.81	\$2,897.80	\$2,966.80	\$3,035.79
Deputy City Engineer	463	\$3,650.73	\$3,833.46	\$4,024.83	\$4,226.48	\$4,437.32	\$4,659.51	\$4,776.00	\$4,892.49	\$5,008.97	\$5,125.46
Electrical and Facilities Operations Manager	421	\$2,960.91	\$3,109.04	\$3,264.20	\$3,427.46	\$3,598.83	\$3,778.86	\$3,873.33	\$3,967.80	\$4,062.27	\$4,156.75
Engineering Project Manager	419	\$2,931.18	\$3,078.23	\$3,231.76	\$3,393.40	\$3,563.15	\$3,741.55	\$3,835.09	\$3,928.63	\$4,022.17	\$4,115.71
Executive Secretary	330	\$1,880.78	\$1,974.84	\$2,073.24	\$2,177.03	\$2,285.69	\$2,400.30	\$2,460.31	\$2,520.32	\$2,580.32	\$2,640.33
Executive Secretary to City Administrator	330	\$1,880.78	\$1,974.84	\$2,073.24	\$2,177.03	\$2,285.69	\$2,400.30	\$2,460.31	\$2,520.32	\$2,580.32	\$2,640.33
Financial Services Manager	446	\$3,353.94	\$3,521.53	\$3,697.76	\$3,882.65	\$4,076.73	\$4,280.54	\$4,387.55	\$4,494.57	\$4,601.58	\$4,708.59
Fleet Operations Manager	404	\$2,720.34	\$2,856.04	\$2,998.76	\$3,149.05	\$3,306.36	\$3,471.79	\$3,558.58	\$3,645.38	\$3,732.17	\$3,818.97
Grant Analyst	358	\$2,162.44	\$2,270.56	\$2,384.09	\$2,503.56	\$2,628.44	\$2,759.81	\$2,828.81	\$2,897.80	\$2,966.80	\$3,035.79
Human Resources Technician	290	\$1,540.74	\$1,617.50	\$1,698.59	\$1,783.47	\$1,872.67	\$1,966.19	\$2,015.34	\$2,064.50	\$2,113.65	\$2,162.81
Human Resources Technician II	310	\$1,701.84	\$1,787.25	\$1,876.45	\$1,970.52	\$2,068.91	\$2,172.17	\$2,226.47	\$2,280.78	\$2,335.08	\$2,389.39
Neighborhood Preservation Supervisor	380	\$2,413.28	\$2,533.83	\$2,660.34	\$2,793.87	\$2,933.34	\$3,079.85	\$3,156.85	\$3,233.84	\$3,310.84	\$3,387.84
Network Administrator	389	\$2,524.10	\$2,650.06	\$2,782.51	\$2,921.99	\$3,067.96	\$3,221.49	\$3,302.03	\$3,382.56	\$3,463.10	\$3,543.64
Park Planning Manager	426	\$3,035.52	\$3,187.43	\$3,346.91	\$3,513.96	\$3,689.66	\$3,874.00	\$3,970.85	\$4,067.70	\$4,164.55	\$4,261.40
Parks Supervisor	335	\$1,928.35	\$2,024.58	\$2,125.67	\$2,232.17	\$2,343.54	\$2,460.85	\$2,522.37	\$2,583.89	\$2,645.41	\$2,706.94
Procurement Services Manager	358	\$2,162.44	\$2,270.56	\$2,384.09	\$2,503.56	\$2,628.44	\$2,759.81	\$2,828.81	\$2,897.80	\$2,966.80	\$3,035.79
Program Manager-Grants	366	\$2,250.56	\$2,363.00	\$2,481.39	\$2,605.19	\$2,735.48	\$2,872.26	\$2,944.07	\$3,015.87	\$3,087.68	\$3,159.49
Recreation/Community Programs Manager	390	\$2,536.54	\$2,663.58	\$2,796.57	\$2,936.59	\$3,083.09	\$3,237.71	\$3,318.65	\$3,399.60	\$3,480.54	\$3,561.48
Recreation/Community Programs Supervisor	353	\$2,109.46	\$2,214.88	\$2,325.16	\$2,441.39	\$2,563.57	\$2,691.69	\$2,758.98	\$2,826.27	\$2,893.57	\$2,960.86
Redevelopment Agency Secretary	342	\$1,996.47	\$2,096.48	\$2,201.36	\$2,311.10	\$2,426.79	\$2,548.43	\$2,612.14	\$2,675.85	\$2,739.56	\$2,803.27
Redevelopment Manager	427	\$3,050.66	\$3,203.11	\$3,363.67	\$3,531.80	\$3,708.04	\$3,893.47	\$3,990.81	\$4,088.14	\$4,185.48	\$4,282.82
Safety Officer	358	\$2,162.44	\$2,270.56	\$2,384.09	\$2,503.56	\$2,628.44	\$2,759.81	\$2,828.81	\$2,897.80	\$2,966.80	\$3,035.79

**Mid Management Employee Group**  
**Bi-Weekly Salary Schedules Effective June 29, 2021 through June 30, 2025**

Job Title	Range	Bi-Weekly Pay Rate									
		A	B	C	D	E	F	F + 2.5%	F + 5%	F + 7.5%	F + 10%
Senior Civil Engineer	427	\$3,050.66	\$3,203.11	\$3,363.67	\$3,531.80	\$3,708.04	\$3,893.47	\$3,990.81	\$4,088.14	\$4,185.48	\$4,282.82
Senior Planner	429	\$3,081.47	\$3,235.54	\$3,397.19	\$3,566.94	\$3,745.34	\$3,932.39	\$4,030.70	\$4,129.01	\$4,227.32	\$4,325.63
Solid Waste Manager	353	\$2,109.46	\$2,214.88	\$2,325.16	\$2,441.39	\$2,563.57	\$2,691.69	\$2,758.98	\$2,826.27	\$2,893.57	\$2,960.86
Streets & Storm Drainage Ops. Manager	385	\$2,474.37	\$2,597.63	\$2,727.91	\$2,864.15	\$3,007.41	\$3,157.70	\$3,236.64	\$3,315.59	\$3,394.53	\$3,473.47
Streets & Storm Drainage Supervisor	340	\$1,977.01	\$2,075.40	\$2,179.19	\$2,288.40	\$2,403.01	\$2,523.02	\$2,586.10	\$2,649.17	\$2,712.25	\$2,775.32
Tyler Munis Implementation Project Manager	408	\$2,774.95	\$2,913.88	\$3,059.31	\$3,212.30	\$3,372.86	\$3,541.53	\$3,630.07	\$3,718.61	\$3,807.14	\$3,895.68
Utility Billing Supervisor	334	\$1,918.62	\$2,014.31	\$2,115.40	\$2,220.82	\$2,332.19	\$2,448.42	\$2,509.63	\$2,570.84	\$2,632.05	\$2,693.26
Waste Water Treatment Plant Manager	459	\$3,578.83	\$3,757.77	\$3,945.36	\$4,142.69	\$4,349.74	\$4,567.60	\$4,681.79	\$4,795.98	\$4,910.17	\$5,024.36
Wastewater Collection System Supervisor	346	\$2,037.01	\$2,138.65	\$2,245.69	\$2,358.14	\$2,475.99	\$2,599.79	\$2,664.78	\$2,729.78	\$2,794.77	\$2,859.77
Water & Sewer Operations Manager	423	\$2,990.65	\$3,139.86	\$3,297.17	\$3,462.06	\$3,635.05	\$3,816.70	\$3,912.12	\$4,007.54	\$4,102.95	\$4,198.37
Water Meter & Conservation Supervisor	340	\$1,977.01	\$2,075.40	\$2,179.19	\$2,288.40	\$2,403.01	\$2,523.02	\$2,586.10	\$2,649.17	\$2,712.25	\$2,775.32
Water System Supervisor	365	\$2,239.20	\$2,351.11	\$2,468.96	\$2,592.22	\$2,721.97	\$2,858.20	\$2,929.66	\$3,001.11	\$3,072.57	\$3,144.02

**SIDE LETTER AGREEMENT  
BETWEEN THE CITY OF MADERA AND  
THE LAW ENFORCEMENT MID MANAGEMENT GROUP**

Authorized Representatives of the City of Madera and the Law Enforcement Mid Management Group have conferred and do hereby agree to the changes to the noted Memorandums of Understanding (MOUs) between the Parties as set forth in this Side Letter Agreement.

**Section 1.** Article 5 titled “Salaries and Benefits” of the MOU effective July 1, 2015 to June 30, 2018, is amended by adding the following paragraph after paragraph four under Article 5:

Effective January 1, 2018, the ‘Y’ step pay for non-sworn employees as described in the preceding paragraph will no longer apply. For non-sworn employees, effective January 1, 2018, for Steps A through F, employees are eligible to be considered for a merit increase each year on their merit anniversary date as defined by the City’s Personnel Rules and Regulations. After a non-sworn employee has been at F-step of their salary range for one year (on their anniversary date), the non-sworn employee is eligible for a 2.5% step increase (F + 2.5%), upon recommendation of the supervisor. Additional 2.5% step increases will be awarded to non-sworn employees upon recommendation of the supervisor in 5-year increments thereafter, not to exceed F + 10%. The Salary Schedule for Law Enforcement Mid Management Employees labeled as Exhibit A to this Side Letter Agreement will apply.

**Section 2.** Article 5 titled “Salaries and Benefits” of the MOU effective September 5, 2018 to June 30, 2019, is amended by replacing the third paragraph under Article 5 with the following paragraph:

For Steps A through F, employees are eligible to be considered for a merit increase each year on their merit anniversary date as defined by the City’s Personnel Rules and Regulations. After a non-sworn employee has been at F-step of their salary range for one year (on their anniversary date), the non-sworn employee is eligible for a 2.5% step increase (F + 2.5%), upon recommendation of the supervisor. Additional 2.5% step increases will be awarded to non-sworn employees upon recommendation of the supervisor in 5-year increments thereafter, not to exceed F + 10%.

As no change to base salary was provided in this MOU, the Salary Schedule for Law Enforcement Mid Management Employees labeled as Exhibit A to this Side Letter Agreement is still the applicable salary schedule.

**Section 3.** Article 5 titled “Salaries and Benefits” of the MOU effective April 1, 2020 to June 30, 2021, is amended by replacing the second paragraph under Article 5 with the following paragraph:



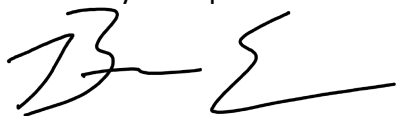
For Steps A through F, employees are eligible to be considered for a merit increase each year on their merit anniversary date as defined by the City's Personnel Rules and Regulations. After a non-sworn employee has been at F-step of their salary range for one year (on their anniversary date), the non-sworn employee is eligible for a 2.5% step increase (F + 2.5%), upon recommendation of the supervisor. Additional 2.5% step increases will be awarded to non-sworn employees upon recommendation of the supervisor in 5-year increments thereafter, not to exceed F + 10%. The Salary Schedule for Law Enforcement Mid Management Employees labeled as Exhibit B to this Side Letter Agreement will apply.

**Section 4.** Article 5 titled "Salaries and Benefits" of the MOU effective July 1, 2021 to June 30, 2025 is amended by replacing the seventh paragraph under Article 5 with the following paragraph:

For Steps A through F, employees are eligible to be considered for a merit increase each year on their merit anniversary date as defined by the City's Personnel Rules and Regulations. After a non-sworn employee has been at F-step of their salary range for one year (on their anniversary date), the non-sworn employee is eligible for a 2.5% step increase (F + 2.5%), upon recommendation of the supervisor. Additional 2.5% step increases will be awarded to non-sworn employees upon recommendation of the supervisor in 5-year increments thereafter, not to exceed F + 10%. The Salary Schedule for Law Enforcement Mid Management Employees labeled as Exhibit C to this Side Letter Agreement will apply.

**Section 5.** Exhibits A through C to this Side Letter Agreement represent the revised salary schedules for Law Enforcement Mid Management Employees to effectuate the changes contemplated herein.

This Side Letter Agreement is effective upon adoption and shall remain in full force and effect until a successor Memorandum of Understanding between the City of Madera and the Law Enforcement Mid Management Group addressing the subject matter of this Side Letter is fully executed by both parties.



\_\_\_\_\_  
Brian Esteves, President

\_\_\_\_\_  
11/10/2021

Date

\_\_\_\_\_  
Arnoldo Rodriguez, City Manager

\_\_\_\_\_  
Date

**Law Enforcement Mid Management Group  
Bi-Weekly Salary Schedule Effective January 1, 2018**

Job Title	Range	Bi-Weekly Pay Rate									
		A	B	C	D	E	F	F + 2.5%	F + 5%	F + 7.5%	F + 10%
Executive Secretary to the Chief of Police	330	\$1,703.48	\$1,788.68	\$1,877.79	\$1,971.81	\$2,070.22	\$2,174.03	\$2,228.38	\$2,282.73	\$2,337.08	\$2,391.43
Police Auxiliary Services Supervisor	350	\$1,882.20	\$1,976.21	\$2,075.12	\$2,178.44	\$2,287.63	\$2,401.71	\$2,461.75	\$2,521.80	\$2,581.84	\$2,641.88
Police Commander	504	\$4,056.72	\$4,259.92	\$4,472.92	\$4,696.20	\$4,931.23	\$5,177.52				
Police Lieutenant	487	\$3,727.19	\$3,913.25	\$4,109.11	\$4,314.76	\$4,530.21	\$4,756.91				
Police Office Supervisor	350	\$1,882.20	\$1,976.21	\$2,075.12	\$2,178.44	\$2,287.63	\$2,401.71	\$2,461.75	\$2,521.80	\$2,581.84	\$2,641.88

**Mid Management Employee Group  
Bi-Weekly Salary Schedule Effective April 11, 2020**

Job Title	Range	Bi-Weekly Pay Rate									
		A	B	C	D	E	F	F + 2.5%	F + 5%	F + 7.5%	F + 10%
Executive Secretary to the Chief of Police	330	\$1,703.48	\$1,788.68	\$1,877.79	\$1,971.81	\$2,070.22	\$2,174.03	\$2,228.38	\$2,282.73	\$2,337.08	\$2,391.43
Police Auxiliary Services Supervisor	350	\$1,919.84	\$2,015.74	\$2,116.62	\$2,222.00	\$2,333.38	\$2,449.75	\$2,510.99	\$2,572.24	\$2,633.48	\$2,694.73
Police Commander	504	\$4,137.85	\$4,345.12	\$4,562.38	\$4,790.12	\$5,029.85	\$5,281.07				
Police Lieutenant	487	\$3,801.73	\$3,991.52	\$4,191.29	\$4,401.06	\$4,620.81	\$4,852.05				
Police Office Supervisor	350	\$1,919.84	\$2,015.74	\$2,116.62	\$2,222.00	\$2,333.38	\$2,449.75	\$2,510.99	\$2,572.24	\$2,633.48	\$2,694.73

**Law Enforcement Mid Management Group  
Bi-Weekly Salary Schedules Effective June 29, 2021 through June 30, 2025**

Job Title	Range	Bi-Weekly Pay Rate									
		A	B	C	D	E	F	F + 2.5%	F + 5%	F + 7.5%	F + 10%
<b>Effective 6/29/2021</b>											
Executive Secretary to the Chief of Police	330	\$1,772.30	\$1,860.94	\$1,953.66	\$2,051.47	\$2,153.86	\$2,261.86	\$2,318.41	\$2,374.95	\$2,431.50	\$2,488.05
Police Auxiliary Services Supervisor	350	\$1,958.24	\$2,056.05	\$2,158.96	\$2,266.44	\$2,380.05	\$2,498.74	\$2,561.21	\$2,623.68	\$2,686.15	\$2,748.61
Police Commander	504	\$4,220.61	\$4,432.02	\$4,653.62	\$4,885.92	\$5,130.45	\$5,386.69				
Police Lieutenant	487	\$3,877.76	\$4,071.35	\$4,275.12	\$4,489.08	\$4,713.23	\$4,949.09				
Police Office Supervisor	350	\$1,958.24	\$2,056.05	\$2,158.96	\$2,266.44	\$2,380.05	\$2,498.74	\$2,561.21	\$2,623.68	\$2,686.15	\$2,748.61
<b>Effective 6/18/2022</b>											
Executive Secretary to the Chief of Police	330	\$1,807.75	\$1,898.16	\$1,992.73	\$2,092.50	\$2,196.94	\$2,307.10	\$2,364.78	\$2,422.46	\$2,480.13	\$2,537.81
Police Auxiliary Services Supervisor	350	\$1,997.41	\$2,097.17	\$2,202.13	\$2,311.77	\$2,427.65	\$2,548.72	\$2,612.44	\$2,676.16	\$2,739.87	\$2,803.59
Police Commander	504	\$4,305.02	\$4,520.66	\$4,746.70	\$4,983.64	\$5,233.06	\$5,494.42				
Police Lieutenant	487	\$3,955.32	\$4,152.77	\$4,360.62	\$4,578.86	\$4,807.49	\$5,048.07				
Police Office Supervisor	350	\$1,997.41	\$2,097.17	\$2,202.13	\$2,311.77	\$2,427.65	\$2,548.72	\$2,612.44	\$2,676.16	\$2,739.87	\$2,803.59
<b>Effective 6/17/2023</b>											
Executive Secretary to the Chief of Police	330	\$1,843.90	\$1,936.12	\$2,032.58	\$2,134.35	\$2,240.88	\$2,353.24	\$2,412.07	\$2,470.90	\$2,529.73	\$2,588.56
Police Auxiliary Services Supervisor	350	\$2,037.35	\$2,139.12	\$2,246.18	\$2,358.01	\$2,476.20	\$2,599.69	\$2,664.68	\$2,729.67	\$2,794.67	\$2,859.66
Police Commander	504	\$4,391.12	\$4,611.08	\$4,841.63	\$5,083.31	\$5,337.72	\$5,604.31				
Police Lieutenant	487	\$4,034.43	\$4,235.83	\$4,447.83	\$4,670.44	\$4,903.64	\$5,149.03				
Police Office Supervisor	350	\$2,037.35	\$2,139.12	\$2,246.18	\$2,358.01	\$2,476.20	\$2,599.69	\$2,664.68	\$2,729.67	\$2,794.67	\$2,859.66
<b>Effective 6/15/2024</b>											
Executive Secretary to the Chief of Police	330	\$1,880.78	\$1,974.84	\$2,073.24	\$2,177.03	\$2,285.69	\$2,400.30	\$2,460.31	\$2,520.32	\$2,580.32	\$2,640.33
Police Auxiliary Services Supervisor	350	\$2,078.10	\$2,181.90	\$2,291.10	\$2,405.17	\$2,525.73	\$2,651.69	\$2,717.98	\$2,784.27	\$2,850.57	\$2,916.86
Police Commander	504	\$4,478.94	\$4,703.30	\$4,938.46	\$5,184.98	\$5,444.47	\$5,716.40				
Police Lieutenant	487	\$4,115.12	\$4,320.55	\$4,536.79	\$4,763.85	\$5,001.71	\$5,252.02				
Police Office Supervisor	350	\$2,078.10	\$2,181.90	\$2,291.10	\$2,405.17	\$2,525.73	\$2,651.69	\$2,717.98	\$2,784.27	\$2,850.57	\$2,916.86