

**AGREEMENT BETWEEN THE
CITY OF VACAVILLE
AND THE
ADMINISTRATIVE MANAGERS GROUP
November 1, 2024 – October 31, 2025**

Approved by Council: October 8, 2024

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**AGREEMENT BETWEEN
THE CITY OF VACAVILLE
AND
THE ADMINISTRATIVE MANAGERS GROUP**

Council Approved October 8, 2024

Section 1. Term

The term of this Agreement shall be November 1, 2024 through October 31, 2025, and any subsequent negotiation for a successor agreement.

Section 2. Salary Schedule

Effective the pay period that includes November 1, 2024, all employee classifications shall receive a 4.0% wage increase. These pay rates are set forth in Appendix A.

Section 3. Retirement

City does not participate in Social Security, but 1.45% for Medicare is a mandatory payroll deduction. City participates in the Public Employees Retirement System (PERS) and Public Agency Retirement Systems (PARS).

The Public Employees' Pension Reform Act (PEPRA) of 2013 applies to all public employers and public pension plans which include CalPERS.

Hire date on or after January 1, 2013 and deemed "new" member

(New member = no prior PERS/reciprocal employment or break in service greater than 6 months)

Benefits include:

Section 7522.20 (2% @ 62 Formula for Non-Safety Members)

Section 20037 (Three Year Final Compensation)

Employee contribution (Section 7522.30) = 50% of Total Normal Cost, currently 7.5%. Contribution amount is recalculated each year by CalPERS actuarial study.

Employees shall pay a combined total of eight percent (8%) (7.5% employee contribution plus 0.50% employer contribution per Section 20516-Cost Share) towards CalPERS retirement. Any amount above the 50% of Total Normal Cost shall be paid into the employee's individual CalPERS account via a CalPERS contract amendment.

Hire date on or after January 1, 2013 and deemed "classic" member

(Classic member = prior PERS/reciprocal employment with less than 6 months break in service)

Benefits include:

Section 21354 (2% @ 55 Formula for Local Miscellaneous Members)

Section 20042 (One-Year Final Compensation)

Employee contribution (Section 20677) = 7%

Employees shall pay a combined total of eight percent (8%) (Example: 7% employee contribution plus 1% employer contribution) towards CalPERS retirement. The 1% shall be paid into the employee's individual CalPERS account via a CalPERS contract amendment.

Hire date on or before December 31, 2012

Benefits include:

Equivalency of 2.7% @ 55 Formula

PERS Section 21354 (2% @ 55 Formula for Local Miscellaneous Member) plus;

Supplemental PARS plan of 0.7% @ 55,
 Section 20042 (One-Year Final Compensation)
 Employee contribution (Section 20677) = 7% to PERS and 2% to PARS
 Employees shall pay a combined total of eight percent (8%) (7% employee contribution plus 1% employer contribution) towards CalPERS retirement. The 1% shall be paid into the employee’s individual CalPERS account via a CalPERS contract amendment. Eligible employees will also continue the 2% contribution to PARS.

All Miscellaneous retirements also include the following contracted PERS provisions:

- Section 20903 (Two Years Additional Service Credit – if “Golden Handshake” activated)
- Section 20965 (Credit for Unused Sick Leave)
- Section 21024 (Military Service Credit as Public Service)
- Section 21027 (Military Service Credit for Retired Persons)
- Section 21427 (Improved Non-Industrial Disability Allowance)
- Section 21548 (Pre-Retirement Option 2W Death Benefit)
- Section 21574 (Fourth Level of 1959 Survivor Benefits)

Section 4. Health & Welfare

4.1 Health Insurance

The City will contribute eighty-five (85%) of the CalPERS Kaiser premium cost applicable to the City for the selected plan level (single, double, family), with the balance to be paid by the employee on a pretax basis. An employee selecting a non-Kaiser plan shall receive the same City dollar contribution as an employee selecting a Kaiser plan, but in no event shall the contribution exceed 100% of the plan premium cost.

4.2 Dental Insurance

The City will contribute an amount sufficient to cover one hundred percent (100%) of the cost of Dental premiums for the selected plan level (single, double, family).

4.3 Vision Insurance

The City will contribute an amount sufficient to cover one hundred percent (100%) of the cost of Vision insurance premiums for the selected plan level (single, double, family).

4.4 Life Insurance

The City shall provide a life insurance policy in the amount of \$150,000.

The City shall make available the opportunity for full-time employees to purchase additional term life insurance for themselves, their spouses and their dependents through a vendor specified by the City. Purchase of additional life insurance and/or spousal and dependent life insurance shall be voluntary. Election shall be allowed upon hire and during open enrollment once per year as determined by the City. Premiums shall be paid through payroll deduction.

4.5 Long Term Disability

The City will pay the full cost of a Long Term Disability insurance plan through a vendor specified by the City.

4.6 Short Term Disability

The City does not currently participate in the State’s Short Term Disability program (SDI). The City shall make available the opportunity for full-time employees to purchase Short Term Disability through a vendor specified by the City. Purchase of Short Term Disability insurance shall be voluntary. Elections shall be allowed upon hire and during open enrollment once per year as determined by the City. Premiums shall be paid through payroll deduction.

4.7 Section 125 Plan

The City will maintain a plan whereby employees may elect to voluntarily contribute to a dependent care assistance program (as prescribed by and within the meaning of Section 125 of the Internal Revenue Code) or an employee welfare benefit plan that provides for health benefits (which are 'qualified benefits' within the meaning of Section 125 of the Internal Revenue Code). Such contributions shall be made solely from pre-tax payroll deductions, with no contribution from the City.

4.8 Double Coverage "Opt Out"

Effective July 1, 2018, no new enrollments will be allowed into the waiver (opt-out) benefit. Those grandfathered in prior to this date will receive an annual cash benefit in the amount of \$3,000 (paid at the rate of \$115.38 per pay period). If a grandfathered employee enrolls in City medical, therefore forfeiting their waiver benefit, they will not be able to opt back in at a later date.

4.9 Establishment of a Trust Retiree Medical Trust/Other Post-Employment Benefits (OPEB):

The City established a Trust with CalPERS for purposes of funding City-wide retiree health care costs. Employees will make direct contributions to the trust in the following annual amounts:

- Tier 1 employees = \$600.00 (contribution rate of \$23.08 per pay period)
- Tier 2 employees = \$600.00 (contribution rate of \$23.08 per pay period)
- Tier 3 employees = \$0.00 (see section 4.11)

4.10 Termination of Contributions to the Trust

Employee contributions to the Trust shall be discontinued upon full funding of the City's actuarial liability for retiree medical costs.

4.11 Postretirement Health Benefits

Tier 3: Employees hired on or after December 1, 2018, will receive the minimum monthly employer contribution as required by CalPERS under the Public Employees' Medical and Hospital Care Act (PEMHCA) upon CalPERS retirement from the City of Vacaville. In addition, the following amounts will be paid directly to retired employees when they are enrolled in a CalPERS offered plan;

- Completion of year 10 through year 14 = \$100/month
- Completion of year 15 through year 19 = \$150/month
- Completion of 20 years of service or more = \$200/month

In no event shall the PEMHCA minimum plus the additional City paid amount exceed 100% of the single rate premium of the CalPERS plan chosen by the retired employee.

In addition, the city shall establish a "Bridge Gap" plan via an RHS account through a qualified vendor chosen by the City for Tier 3 employees while active with the following contributions:

- Upon completion of initial probationary period through 5th year of City service:
 - Employee contribution = \$600/annual (\$23.08/pay period)
 - Employer contribution = \$600/annual (\$23.08/pay period)
- Upon completion of 5 years of City service:
 - Employee contribution = \$720/annual (\$27.69/pay period)
 - Employer contribution = \$840/annual (\$32.31/pay period)

- Upon completion of 7 years of City service:
 - Employee contribution = \$840/annual (\$32.31/pay period)
 - Employer contribution = \$960/annual (\$36.92/pay period)
- Upon completion of 10+ years of City service:
 - Employee contribution = \$960/annual (\$36.92/pay period)
 - Employer contribution = \$1,200/annual (\$46.15/pay period)

Employees shall “vest” in the plan upon completion of five (5) years of City service. An employee that separates from City service prior to completion of five (5) years shall be entitled to only the employee contribution amount in their individual account.

Initial probationary period is defined as that probationary period when an employee is first hired and does not apply to probationary periods upon promotion.

Tier 1 and Tier 2: Employees hired prior to December 1, 2018 are covered under Resolution No. 2018-093 or Resolution No. 2018-094.

Section 5. Holidays

5.1 Holidays

Regular and probationary employees shall be entitled to take all authorized holidays at full pay, not to exceed their regularly scheduled hours for any one (1) day, provided they are in a pay status on both their regularly scheduled workdays immediately preceding and following the holiday.

The holidays in this City are as follows:

| | |
|-------------------------------|---------------------------|
| New Year’s Day | Veteran’s Day |
| Martin Luther King’s Birthday | Thanksgiving Day |
| President’s Day | Day After Thanksgiving |
| Memorial Day | Christmas Eve Day |
| Juneteenth | Christmas Day |
| Independence Day | New Year’s Eve Day |
| Labor Day | Two (2) Floating Holidays |

5.2 Saturday and Sunday Holidays

All recognized holidays falling on Saturday shall be celebrated on the preceding Friday and all recognized holidays falling on Sunday shall be celebrated on the following Monday.

5.3 Holidays and Friday Closures

When a natural or observed holiday (as described above) falls on a Friday closure day all employees will receive the number of hours equivalent to their normally scheduled shift (7.5, 8, 8.5, etc.) for that day in their Vacation Bank.

When a natural or observed holiday (as described above) falls on a Thursday before or a Monday after a scheduled closure Friday employees will be off for the holiday and the closure day.

5.4 Floating Holiday

The crediting of two (2) floating holidays to vacation leave shall take place on July 1 of each calendar year. The amount to be credited will be based on the employees currently assigned normal scheduled hours (i.e., 7.5, 8, 8.5, etc.). Employees hired between July 1 and December 31 shall receive 100% floating holiday credit. Employees hired between January 1 and June 30 shall receive 50% of the floating leave credit.

Section 6. Vacation

Employees shall accrue vacation each pay period on a prorated basis in accordance with the following schedule:

| | <u>7.5 Hour Employees (1950 hrs/year)</u> |
|------------------------|--|
| Years 1 – 5 = 10 days | 75 hours |
| Years 6 – 10 = 15 days | 112.5 hour |
| Year 11 = 16 days | 120 hours |
| Year 12 = 17 days | 127.5 hours |
| Year 13 = 18 days | 135 hours |
| Year 14 = 19 days | 142.5 hours |
| Years 15+ = 20 days | 150 hours |

Bonus at completion of 5 and 15 years = 5 days lump sum credit: 37.5 hours (based on 1950 annual hours worked)

Maximum accumulation of 40 days= 300 hours (based on 1950 annual hours worked)

Employees may elect to cash out up to eighty (80) hours of their vacation leave balance as follows:

- Employees may cash out up to eighty (80) hours of their vacation leave balance in January of each calendar year, provided that they have taken a minimum of three (3) weeks (112.5) of vacation leave during the preceding twelve (12) months (January 1 – December 31). An election notification will be sent to eligible employees showing their vacation balance in mid-January of each year. Employees must elect whether or not they want vacation cash out and how much. The vacation will be paid out on the first paycheck in the month of February.
- If an employee reaches their cap, they will not accrue any further vacation until the vacation hours are at or less than the stated cap. However, an employee will be allowed to temporarily accrue vacation in excess of their cap if the City cancels the employee's scheduled vacation within four pay periods of the employee reaching their cap. The employee and the City shall promptly work together after the City cancels the employee's vacation to schedule alternative vacation time to prevent the employee from reaching their cap or at least minimize the extent to which the employee exceeds the cap.

Any cash-out of vacation leave shall be paid at the Fair Labor Standards Act regular rate of pay.

Section 7. Sick Leave Accrual

The City provides twelve (12) days (90 hours based on 1950 annual hours worked) of sick leave per year with no maximum accrual. This sick leave includes the legally required sick leave days mandated by Assembly Bill (AB) 1522. The City will comply with AB 1522 in the administration of the legally mandated sick leave days.

7.1 Sick Leave at Retirement or Death

Employees retiring on normal service retirement may elect to receive twenty-five percent (25%) of their sick leave balance in cash. An employee who dies while in City service will have one hundred percent (100%) of the deceased employee's sick leave balance paid to the employee's estate.

7.2 Sick Leave Incentive

Annually, employees with 225 hours (based on 1950 annual hours worked) or more of sick leave balance who use less than 30 hours of 90 hours earned (during the measurement period of January 1 – December 31) can elect to receive fifty percent (50%) of the unused portion earned in that year in cash at the current base rate of pay. An election notification will be sent to eligible employees in February of each year. Employees must elect whether they want sick leave cashed out and how much. The sick leave will be paid out on the second paycheck in the month of February.

Section 8. Bereavement Leave

Department Heads may grant their employees up to five (5) scheduled workdays (for 7.5, 8, 8.5, 10, and 12 hour employees) or three (3) shifts (for 24 hour employees) of bereavement leave in the event of the death of an immediate family member.

For the purposes of this Section, “immediate family” shall include spouse, registered domestic partner, child, parent, brother, sister, grandparent, grandchild, mother-in-law, father-in-law, daughter-in-law, son-in-law, or anyone residing in a household who is a dependent or a relative.

The hours will not be taken from the employee’s leave banks and will not become a vested property right.

This provision does not apply while the employee is on leave of absence or layoff.

For the purpose of this Section only, “Child” means a biological, foster, or adopted child, a stepchild, a legal ward, or a child of a person standing in loco parentis.

Section 9. Catastrophic Leave

The Catastrophic Leave Program is for employees who have exhausted all accrued leaves due to a serious or catastrophic illness, injury or condition. The Catastrophic Leave Program allows employees to donate time to any qualifying City employee, so that they can remain in a paid status for a longer period of time, thus partially ameliorating the financial impact of the illness, injury or condition.

Eligibility

To be eligible for this benefit, the receiving employee must: 1) Be a full time employee who has passed their initial City probationary period, 2) Have personally sustained, or have an immediate family member who has sustained a life threatening or debilitating illness, injury or condition certified by a physician, 3) Have exhausted all accumulated paid leave, 4) Be unable to return to work for at least 30 days, or in the case of the condition affecting the immediate family member, that the member must be in need of prolonged and significant personal care, and 5) Conform with the qualifying criteria of the Family and Medical Leave Act.

Benefits

Accrued vacation, administrative leave and compensatory time off hours donated by other employees will be converted to sick leave and credited to the receiving employee’s sick leave time balance on an hour-for-hour basis and shall be paid at the rate of pay of the receiving employee. For as long as the receiving employee remains in a paid status, seniority, and all other benefits will continue, with the exception of paid leave accruals.

Guidelines for Donating Leave Credits

- a. Accrued vacation, administrative leave and compensatory time off may be donated by any full-time employee who has completed their initial City probationary period (if applicable).
- b. Time donated will be converted to sick leave hours and credited to the receiving employee’s sick leave balance on an hour-for-hour basis and shall be paid at the rate of pay of the receiving employee.
- c. The total amount of time donated to one employee by another employee shall not exceed fifty-six (56) hours. The total leave credits received by the employee shall not exceed six months.

- d. Leave donations must be in a minimum increment of one hour. An employee cannot donate leave hours that would reduce their total leave balances (vacation + administrative leave + compensatory time off) to less than fifty-six (56) hours.
- e. Donated leave hours will be used in consecutive hour/day increments necessary to keep the employee whole.
- f. While an employee is on leave using donated leave hours, no vacation, administrative leave, sick leave or other paid leave hours will accrue.
- g. Donated leave is only transferred from the donor to the receiving employee as needed and chronologically by date of donation (i.e., first donated, first used). Time donations are irrevocable by the donor once the time has been used by the receiving employee. In the event that the receiving employee does not need to use all donated leave for the catastrophic illness or injury, any unused donations will not be deducted from the original donor's balance.
- h. Taxability of leave donated or received under this program is governed by Internal Revenue Service guidelines.
- i. For the purposes of this Section, "immediate family member" is defined as: mother, father, child, spouse, registered domestic partner, or sibling of the employee. "Child" means a biological, foster, or adopted child, a stepchild, a legal ward, or a child of a person standing in loco parentis; and "Parent" means a biological, foster, or adoptive parent, a stepparent, or a legal guardian.
- j. Under extenuating and extraordinary circumstances, the Director of Human Resources may grant exceptions on a case-by-case basis. Such exceptions shall not establish practice or precedence.

Section 10. Administrative Leave

Management classifications that are FLSA exempt, listed in Appendix A with an asterisk (*), are eligible to receive administrative leave.

Administrative leave shall be accrued per pay period at the rate of 60 hours per year.

Employees who demonstrate additional productivity in their work each year, subject to annual Department Head approval, are eligible for up to 37.5 hours additional pay or administrative leave. Examples of productivity would include design and implementation of methods to improve effectiveness and efficiency in the organization, meeting stated goals and objectives from the previous year, measured by regularly tracking costs, output and operating practices within their professional and technical areas. The number of additional days of administrative leave shall be pro-rated for employees who have not worked the full preceding calendar year.

An election form will be sent to eligible employees showing their administrative leave balance (including any additional days awarded by their Department Head) in November of each year. Employees must elect whether or not they want administrative leave cash-out and how much. The election form must be returned to Human Resources by December 1st. The administrative leave will be paid out on the first paycheck in the month of December. Any cash-out of administrative leave shall be paid at the Fair Labor Standards Act regular rate of pay.

Administrative leave will be kept in a separate Administrative Leave Bank with a maximum balance of 100 hours. Any leave that exceeds this maximum balance will be cashed out.

Section 11. Compensatory Time

Overtime will be granted at time and one-half for all hours worked in excess of the normal workday and workweek. Compensatory time off, at the time and one-half rate, may be granted in lieu of pay at the employee's request and with the approval of the supervisor. Only non-FLSA exempt employees are eligible for compensatory time.

Compensatory Time, not to exceed one hundred (100) hours, will be accrued in a separate bank.

An employee may elect to cash out one hundred percent (100%) of their accrued balance of compensatory time once each year. An election notification will be sent to eligible employees showing their compensatory time balance in early October. Employees must elect whether or not they want compensatory time cash out and how much. The compensatory time will be paid out on the first paycheck in the month of November. Any cash-out of compensatory time shall be paid at the Fair Labor Standards Act regular rate of pay.

The City shall not require employees to use compensatory time off prior to use of vacation.

Section 12. Modified and Temporary Reduced Work Schedules

Modified or temporary reduced work schedules may be implemented with Department Head approval and concurrence with the City Manager, or designee.

Section 13. Tuition Reimbursement

The City shall provide up to two thousand dollars (\$2,000) per fiscal year per employee for repayment of current student loans and/or to reimburse registration/tuition/book costs for job-related college course work or vocational/technical training taken with prior City approval if employee earns a "pass" (pass/fail) or "B" grade or better. Student loan repayment will be based on City Policy.

Section 14. Probation

12 months.

Section 15. Callback

For employees who are eligible for overtime, callback shall be paid at a minimum of 2 hours at time and one-half when an employee is called back to work after the employee's regular work hours or called back on a day when the employee is not scheduled to work.

Section 16. Miscellaneous

16.1 Deferred Compensation

The City offers 401(a) and 457(b) deferred compensation plans with Traditional and Roth options.

The City will contribute two percent (2%) of an employee's annual salary to the employee's 401(a) or 457(b) account. In addition, the City will match an employee's voluntary contributions on a dollar-for-dollar basis up to four percent (4%) for a total maximum employer contribution of six percent (6%) (i.e., 2% direct employer contribution plus up to 4% employer matching contribution.)

16.2 Mileage Allowance

Mileage allowances will be approved by the City Manager and consistently applied to affected categories. The Mileage Allowance is \$4,800 per year (paid at a rate of \$184.62 per pay period).

This mileage/expense allowance currently is not reportable to CalPERS for Classic members pursuant to Section 571(a)(5) nor for PEPRA members pursuant to Section 571.1 of the CalPERS regulations. CalPERS is responsible for determining the reportability of this compensation, including whether it complies with applicable CalPERS regulations.

16.3 Acting Pay

All out-of-rate (OOR) assignment requests shall be submitted in writing to Human Resources for approval, with a detailed listing of higher level or full scope duties to be performed.

Higher Level Duties (5%)

An employee who is temporarily assigned by the Department Head to perform higher level¹ duties at least 30% of the worktime, shall receive five percent (5%) above the employee's base pay, for all work performed in that capacity effective the date of the assignment. If the work is sporadic in nature, the 5% out-of-rate pay shall be granted only for the time performing the higher-level duties. An employee assigned to do higher level duties shall not be required to meet the Minimum Qualifications (MQ's) as stated in a class specification for any specific job, as the duties may or may not be from one particular job, they must simply be of a higher level than that in which the employee is currently classified.

Time spent working in a higher level (5%) out-of-rate capacity shall not be counted as fulfilling any future probationary period.

This compensation currently is not reportable to CalPERS as temporary upgrade pay or out of class pay for Classic members pursuant to Section 571(a)(3) of the CalPERS regulations because employees are not performing the full range of duties in a vacant higher-level classification. This compensation is not reportable to CalPERS for PEPRA members pursuant to Section 571.1 of the CalPERS regulations. CalPERS is responsible for determining the reportability of this compensation, including whether it complies with CalPERS regulations.

Full Scope of Vacant Position (10%)

An employee who is temporarily assigned by the Department head to act in the capacity of their direct supervisor's vacant² position shall receive ten percent (10%) above the employee's base pay for all work performed in that capacity effective starting one (1) month after the assignment. The employee must meet the minimum qualifications of the position at time of assignment and must be performing the full scope of duties.

An employee working a full scope out-of-rate (10%) assignment for a period of 12 months and subsequently reclassified or promoted into the position shall not be required to complete a probationary period for the position.

Full scope acting assignments should not exceed one (1) year in duration.

This compensation currently is reportable to CalPERS for Classic members pursuant to Section 571(3) of the CalPERS regulations to a maximum total of 960 hours per fiscal year. This compensation is not reportable to CalPERS for PEPRA members pursuant to Section 571.1 of the CalPERS regulations. CalPERS is responsible for determining the reportability of this compensation, including whether it complies with CalPERS regulations.

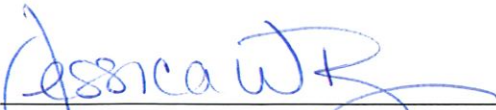
¹ Examples of higher-level duties include special project work, providing coverage for a supervisor on vacation, taking on higher level responsibilities during a department re-org, etc.)

²A vacant position may include situations where the supervisor has left employment or retired, is out on an extended leave (and may/may not return) or has been reassigned temporarily to another position.

16.4 Notary Public Certification Pay

Employees who hold an active Notary Public Certification and are authorized by their Department Head or designee to perform notary services during the course of their employment for City related matters are eligible for incentive pay at \$185 a month (\$85.38 per pay period). Compensation will be effective the date all required documents are received and approved by Human Resources.

CalPERS makes the final determination of the reportable status of this pay. Currently it is PERS reportable under Section 571 of the California Public Employees' Retirement Law (PERL) for Classic and PEPRA members.



Jessica Bowes, Director of Human Resources

10/23/24

Date Signed



Aaron Busch, City Manager

10/23/24

Date Signed

**APPENDIX A
ADMINISTRATIVE MANAGERS GROUP
Salary Schedule**

Effective: Pay period including 11/01/2024

| BU CODE | CLASS CODE | CLASSIFICATION | RANGE | | Hours/Year |
|----------------|-------------------|------------------------------|--------------|--------------|-------------------|
| 2000* | 1600 | ASSISTANT CITY ATTORNEY | \$180,723.93 | \$219,654.98 | 1950 |
| 2000* | 1985 | ASSISTANT DIR OF FINANCE | \$149,033.91 | \$181,076.21 | 1950 |
| 2000* | 1410 | BUDGET ANALYST | \$ 98,950.85 | \$120,275.47 | 1950 |
| 2000* | 1415 | BUDGET MANAGER | \$133,597.05 | \$162,387.98 | 1950 |
| 2000* | 1610 | DEPUTY CITY ATTORNEY I | \$105,355.37 | \$128,060.00 | 1950 |
| 2000* | 1615 | DEPUTY CITY ATTORNEY II | \$138,976.51 | \$168,927.16 | 1950 |
| 2100 | 1430 | DEPUTY CITY CLERK (C) | \$ 78,405.10 | \$ 95,302.04 | 1950 |
| 2000* | 1710 | EMPLOYEE RELATIONS MANAGER | \$136,569.62 | \$165,995.62 | 1950 |
| 2000* | 1750 | EMPLOYEE SERVICES MANAGER | \$124,361.98 | \$151,162.87 | 1950 |
| 2000* | 1700 | EXECUTIVE ASSISTANT (C) | \$ 71,269.39 | \$ 86,663.09 | 1950 |
| 2000* | 1715 | HR ANALYST I | \$ 83,974.27 | \$102,081.14 | 1950 |
| 2000* | 1720 | HR ANALYST II | \$ 98,950.98 | \$120,275.75 | 1950 |
| 2100 | 1735 | HR TECHNICIAN I | \$ 62,284.81 | \$ 75,707.53 | 1950 |
| 2100 | 1740 | HR TECHNICIAN II | \$ 69,205.22 | \$ 84,136.31 | 1950 |
| 2000* | 1635 | LEGAL SERVICES MANAGER | \$111,699.45 | \$135,771.39 | 1950 |
| 2000* | 1126 | MANAGEMENT ANALYST I (C) | \$ 83,974.12 | \$102,080.86 | 1950 |
| 2000* | 1131 | MANAGEMENT ANALYST II (C) | \$ 98,950.85 | \$120,275.47 | 1950 |
| 2000* | 1431 | MUNICIPAL CLERK SERVICES MGR | \$115,690.34 | \$140,613.14 | 1950 |
| 2100 | 1625 | PARALEGAL | \$ 83,974.12 | \$102,080.86 | 1950 |
| 2000* | 1425 | PUBLIC RELATIONS MANAGER | \$133,597.10 | \$162,388.03 | 1950 |
| 2000* | 1745 | SR HUMAN RESOURCES ANALYST | \$125,307.62 | \$152,311.86 | 1950 |

*FLSA Exempt Status; eligible for Administrative Leave.