

Exhibit D

**CITY OF EL PASO DE ROBLES
UNREPRESENTED, CONFIDENTIAL, PROFESSIONAL & MANAGEMENT (MGMT) GROUP
WAGE AND BENEFIT SUMMARY**

JANUARY 1, 2023 – DECEMBER 31, 2025

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UNREPRESENTED, CONFIDENTIAL, PROFESSIONAL & MANAGEMENT (MGMT) GROUP WAGE AND BENEFIT SUMMARY

JANUARY 1, 2023 – DECEMBER 31, 2023

1. WAGES

Year (1). Effective January 8, 2023, employees will receive an eight percent (8%) wage increase.

Year (2). Effective January 7, 2024, employees will be eligible for a wage increase based on the following:

1. Guaranteed wage increase of one percent (1%);
2. An additional two percent (2%) should FY 2022-23 General Fund revenues equal or exceed \$52,851,900 (i.e., adopted budget revenue);
3. An additional one percent (1%) should FY 2022-23 General Fund revenues equal or exceed \$53,851,900 (i.e., exceed budgeted estimates \$1.0 million or more).

Year (3). Effective January 5, 2025, employees will be eligible for a wage increase based on the following:

1. Guaranteed wage increase of one percent (1%);
2. An additional one percent (1%) should FY 2023-24 General Fund revenues equal or exceed \$54,259,400 (i.e., adopted budget revenue);
3. An additional one percent (1%) should FY 2023-24 General Fund revenues equal or exceed \$55,259,400 (i.e., exceed budgeted estimates by \$1.0 million or more).
4. In the event that the first budget trigger identified in the second year of this agreement is not met, employees are eligible for an additional two percent (2%) should FY 2023-24 General Fund revenues equal or exceed \$52,851,900;
5. In the event that the second budget trigger identified in the second year of this agreement is not met, employees are eligible for an additional one percent (1%) should FY 2023-24 General Fund revenues equal or exceed \$53,851,900.

2. BILINGUAL PAY

The City agrees to pay qualified employees \$46.15 per pay period to provide verbal bilingual services, and \$11.54 per pay period for written bilingual services, for a combined maximum of \$57.69. Employees shall be required to pass qualifying examinations administered by the City to determine the proficiency for bilingual assignments and retest for proficiency every five (5) years.

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3. LONGEVITY PAY

Non-safety CalPERS tier I employees hired into the MGMT Group prior to January 1, 2020, with a minimum of six (6) years of service shall be eligible for a longevity pay of 4.5% of base wages.

Longevity pay is in recognition of the additional 3% in retirement contributions tier I employees began contributing effective December 17, 2017, and the additional 2% they began cost sharing effective June 28, 2020.

4. WORKING OUT OF CLASS PAY

When an employee is temporarily assigned in writing by the City Manager, and performs all of the duties of a vacant position in a higher classification whose wage range is at least five percent (5%) higher than the range of the employee's regular classification, that employee shall be compensated at the lowest step in the higher classification that provides an increase to the assigned employee of at least five percent (5%). The assignment must be over 15 consecutive working days. Such additional compensation shall begin on the sixteenth (16th) working day after the assignment to the duties of the higher vacant position.

5. EMERGENCY RESPONSE COMPENSATION

In recognition of the extraordinary circumstances of emergency response that result in exempt MGMT employees working hours above and beyond their normal work requirements, they will be compensated (at a straight time rate) for the additional hours spent on these assignments, but only when the City is reimbursed by either federal or state agencies so that there is no impact to the City's budget.

6. PAYCHECKS

The City provides employees with electronic bank transfers for regular compensation on Friday, one week following the end of a two-week pay period (bi-weekly). Electronic pay receipts (pay stubs) and W-2s are available to all employees via the Employee Self Service (ESS) web portal. An employee may request copies of their pay stubs and W-2 if they are unable to print them from the ESS web portal. All compensation paid to employees will be issued on one pay stub; separate checks will not be issued for payments such as vacation cash outs.

In the event an error has been made in the payment of an employee's salary, overtime payment, deductions, or leave accruals, balances, or usages, the City shall, for purposes of future compensation, adjust such compensation to correct amount, giving written notice to the employee. In cases of under payments, the City shall submit the appropriate adjustment as soon as practicable, typically, the subsequent pay period. In the event of

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an overpayment, Human Resources will determine a reasonable repayment schedule of no more than 12 months in duration and inform the employee of the schedule directly, or through the department director. The affected employee shall be given an opportunity to discuss the schedule of repayment and, if necessary, to request an adjustment as needed and reasonable. Factors considered in determining a reasonable schedule for repayment include, but are not limited to, the length of time the overpayment has occurred, the amount of the overpayment, the employee's normal wages, and other financial obligations of the employee. Should an employee with a repayment schedule separate from the City before repaying the full amount, the outstanding debt shall be deducted from any wages and leave balances paid out in accordance with FLSA.

7. HOURS OF WORK

All employees must accurately report all work time. All time spent for the benefit of the City must be reported as hours worked on timecards. Employees may not "volunteer" work time to perform duties that are the same or similar as their stated or regular job duties. Employees have no authorization to work without compensation. No manager has authority to request overtime-eligible employees to volunteer work time.

Unless otherwise provided for, in writing, by an approved alternate schedule, the normal working schedule for full-time employees shall be eight (8) hours per day or forty (40) hours per week. Under some circumstances, alternate work schedules may be beneficial to both employees and the City. Accordingly, employees may request to work an alternative work schedule. Such requests shall be subject to approval by City management. City management reserves the right to remove employees from alternative work schedules.

Operations Battalion Chiefs: The work schedule shall be an average of fifty-six (56) hours per week based on a three (3) platoon schedule of repeating two (2) twenty-four (24) hours days on, and four (4) days off. Shifts will start and end at 0800 hours. Should an employee be assigned to training, modified duty, or any instances where an employee does not reasonably need to respond to an emergency, employees shall be provided a thirty (30) minute unpaid meal break. At the discretion of the Fire Chief, the work schedule may be revised to provide alternative scheduling for days on/off. If necessary, the FLSA work period may be modified to accommodate this change. Newly hired personnel, personnel on modified duty, and personnel assigned to training may be assigned a forty (40) hour week. Employees converting between a 40-hour and 56-hour work week shall have the hours in their hourly pay rate and leave balances adjusted by a factor of 1.4 accordingly.

8. OVERTIME

Non-Safety, Non-Exempt Employees: All time worked in excess of forty (40) hours per workweek, or on a holiday recognized in this agreement, shall be compensated for at the

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rate of one and one-half (1.5) times the employee's regular rate of pay. For the purposes of computing overtime payments under the Fair Labor Standards Act, the workweek shall be a seven (7) consecutive day period beginning at 12:00 am Sunday and ending at 11:59 pm, Saturday, except for those employees that are on a 9/80 alternative work schedule.

Operations Battalion Chiefs: All time worked in excess of two hundred and twelve (212) hours over the twenty-eight (28) day work period shall be compensated shall be compensated at the rate of one and one-half (1.5) times the employee's regular base hourly rate of pay.

For purposes of this article, time worked shall include holidays, jury duty, sick leave, bereavement leave, and previously scheduled vacation and compensatory time off. If time off is not previously scheduled, employees cannot earn overtime or compensatory time off when using vacation and compensatory time off in the same day. In these instances, vacation and compensatory time off will not be deducted from the employee's leave bank, but rather the hours worked will be applied towards an employee's regular hours. Overtime of less than seven (7) minutes in any workday shall not be included in determining the total number of hours worked. Thereafter, overtime shall be computed to the nearest quarter hour. Overtime worked must be approved in advance by a manager.

At the request of any employee eligible for overtime pay, and subject to manager approval, an employee may be allowed compensatory time off with pay at the rate of one and one-half (1.5) hours for each overtime hour worked in lieu of any cash payment of any overtime. Any such time shall be taken at a time mutually agreed upon by the employee and their supervisor. The maximum accrual of compensatory time off for non-safety employees shall be eighty (80) hours. The maximum accrual of compensatory time off for Operations Battalion Chiefs shall be one-hundred twelve (112) hours. In the event that such time off is not taken by the employee, they shall be given cash payment for the overtime worked at the overtime rate based on their salary at the time the overtime is paid.

9. ADVANCEMENT IN WAGES

Wage ranges shall be divided into five (5) steps. Eligibility for step advancement shall be upon six (6) months of satisfactory service between the first and second steps and thereafter twelve (12) months of satisfactory service at the previous step.

An employee must always continue to maintain an acceptable level of performance and shall be evaluated annually. If the written evaluation does not support a continued acceptable effort, an individual's wage may be reduced by the executive manager with the approval of the City Manager or their designee.

10. RETIREMENT

A. CalPERS

The contract with CalPERS as approved by the City Council for MGMT employees provides for the following benefits:

Non-Safety

1. Tier 1 - Employees hired prior to May 27, 2012
 - 2.5% @ 55 benefit formula.
 - Employees shall pay the eight percent (8%) employee contribution.
 - Employees shall contribute an additional two percent (2%) pursuant to Govt. Code Section 20516. The increased contributions are credited to each member account as normal contributions.
 - CalPERS will use the highest average annual compensation earned during any 12-month consecutive period of employment for final compensation.

2. Tier 2 - Employees hired between May 27, 2012 and December 31, 2012, and those hired on or after January 1, 2013 who meet the definition of classic member pursuant to the California Public Employees' Pension Reform Act PEPRA
 - 2% @ 60 benefit formula.
 - Employee shall pay the seven percent (7%) employee contribution.
 - Employees shall contribute an additional three percent (3%) pursuant to Govt. Code Section 20516. The increased contributions are credited to each member account as normal contributions.
 - CalPERS will use the highest average annual compensation earned during any 36-month consecutive period of employment for final compensation.

3. Tier 3 - Employees hired on or after January 1, 2013 who meet the definition of new member pursuant to PEPRA
 - 2% @ 62 benefit formula.
 - Employees shall pay fifty percent (50%) of the expected normal cost rate (which is currently 7% and increasing to 7.75% for the 2022-23 fiscal year) pursuant to the PEPRA.
 - Employees shall contribute an additional three percent (3%) pursuant to Govt. Code Section 20516. The increased contributions are credited to each member account as normal contributions.
 - CalPERS will use the highest average annual compensation earned during any 36-month consecutive period of employment for final compensation.

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Pursuant to IRS Code Section 414(h)(2) employee paid retirement contributions shall be made on a pre-tax basis.

Safety

1. Tier 1 - Employees hired prior to May 27, 2012

- Police: 3% @ 50 benefit formula; Fire: 3% @ 55 benefit formula.
- Employees shall pay the nine percent (9%) employee contribution.
- Employees shall contribute an additional ten percent (10%) pursuant to Govt. Code Section 20516. The increased contributions are credited to each member account as normal contributions.
- CalPERS will use the highest average annual compensation earned during any 12-month consecutive period of employment for final compensation.

2. Tier 2 - Employees hired between May 27, 2012 and December 31, 2012, and those hired on or after January 1, 2013 who meet the definition of classic member pursuant to the California Public Employees' Pension Reform Act PEPR

- 3% @ 55 benefit formula.
- Employees shall pay the nine percent (9%) employee contribution.
- Employees shall contribute an additional ten percent (10%) pursuant to Govt. Code Section 20516. The increased contributions are credited to each member account as normal contributions.
- CalPERS will use the highest average annual compensation earned during any 36-month consecutive period of employment for final compensation.

3. Tier 3 - Employees hired on or after January 1, 2013 who meet the definition of new member pursuant to PEPR

- 2.7% @ 57 benefit formula.
- Employees shall pay fifty percent (50%) of the expected normal cost rate (which is currently 13% and increasing to 13.75% for the 2022-23 fiscal year) pursuant to the PEPR.
- Employees shall contribute an additional six percent (6%) pursuant to Govt. Code Section 20516. The increased contributions are credited to each member account as normal contributions.
- CalPERS will use the highest average annual compensation earned during any 36-month consecutive period of employment for final compensation.

Pursuant to IRS Code Section 414(h)(2) employee paid retirement contributions shall be made on a pre-tax basis.

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B. Deferred Compensation

All employees shall be eligible to participate in the deferred compensation program. The City shall contribute \$192.31 per completed pay period to the plan for employees in the MGMT group. Executive managers shall be eligible for an additional City matching contribution of up to \$96.15 per completed pay period.

C. Social Security

Both the City and the employee pay into Social Security.

11. INSURANCE

The City shall establish and maintain medical, dental, and vision insurance plans, an employee assistance plan (EAP), as well as disability and life insurance for the MGMT group in recognition of management responsibilities. The City reserves the right to choose the method of insuring and plans to be offered.

A. Medical

Employees have the choice of available plans offered by CalPERS. Effective January 1, 2023, the City will contribute up to the following total monthly amounts:

<u>Coverage Level</u>	<u>Maximum Contribution</u>
Employee Only	\$702.49
Employee + 1 Dependent	\$1,355.99
Employee + 2 or More Dependents	\$1,768.69

These amounts are inclusive of the CalPERS minimum medical insurance contribution. The balance is designated as a cafeteria plan contribution.

For plan years 2024 and 2025, the City shall increase its healthcare contribution at a percentage equivalent to the lowest-cost PPO plan, not to exceed 5%. (e.g., if CalPERS Gold increases by 4%, then the City’s contribution will increase by 4%).

Conditional Opt Out: Employees opting out of the CalPERS medical coverage who provide evidence of other group medical insurance that provides minimum essential coverage for themselves and all family members (for whom they reasonably expect to claim a personal exemption deduction for the taxable year) will qualify to receive a cash payment of \$300 per month. Coverage in the individual market, whether or not from the insurance marketplace (such as Covered California) will not qualify the employee for the opt-out cash payment. Employees will be required to submit proof of their qualified coverage and sign the opt-out attestation prior to the beginning of each calendar year.

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B. Dental

Effective January 1, 2023, monthly contributions will be as follows:

<u>Coverage Level</u>	<u>City Contribution</u>	<u>Employee Contribution</u>
Employee Only	100%	\$0.00
EE + 1 or More Dependents	\$88.13	\$5.07

For the term of this agreement, the City will modify its maximum dollar contribution by an amount equal to 100% of the employee only premium, and 75% of premium changes for employee and dependent(s).

C. Vision

Effective January 1, 2023, monthly contributions will be as follows:

<u>Coverage Level</u>	<u>City Contribution</u>	<u>Employee Contribution</u>
Employee Only	100%	\$0.00
EE + 1 or More Dependents	\$25.40	\$0.00

For the term of this agreement, the City will modify its maximum dollar contribution by an amount equal to 100% of the employee only premium, and 75% of premium changes for employee and dependent(s).

D. Disability

The City provides long-term disability insurance coverage with a monthly benefit percentage of 66.67% of gross salary (maximum benefit \$12,000 per month) for employees until their normal retirement age under the Social Security Act. Coverage is for any sickness or accident subject to the exclusions in the long-term disability policy, after a 60-day elimination period. The City pays 100% of the premium.

E. Life Insurance

The City provides \$200,000 term life basic life insurance and accidental death and dismemberment insurance policy. Employees will be taxed on the cost of the premium exceeding \$50,000 of coverage, or the amount as established by the Internal Revenue Service. The City pays 100% of the premium.

F. Employee Assistance Plan

The City provides an employee assistance plan, which is designed to help an individual cope with emotional health, family, and other personal concerns to help employees

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be healthy and productive. The City pays 100% of the premium for employees and their eligible dependents.

G. Retiree Insurance Benefits

The City agrees to provide the following benefit to regular full-time employees provided they retire with CalPERS within 120 days of their separation date with the City of Paso Robles.

1. Retiree Insurance Reimbursement

The City agrees to reimburse the retiree up to five hundred (\$500) dollars per month for the retiree and/or retiree's dependent health (medical/dental/vision) insurance premiums, disability insurance, long-term health care, and/or life insurance premiums. Employees with a current hire date prior to January 1, 2012 must have a minimum of ten (10) years of City service and are eligible for this benefit for life. Employees with a current hire date on or after January 1, 2012 must have a minimum of twenty (20) years of City service and are eligible for this benefit through the end of the month they turn age 65. Retirees are eligible for this benefit effective the first month following termination of the City's contribution toward health insurance. Retroactive reimbursement requests are limited to no more than the prior twelve (12) months.

2. Dental Coverage

Employees with a minimum of 10 years of active service with the City are eligible to continue dental insurance coverage through the end of the month they turn age 65. Premiums will be deducted from their retiree insurance reimbursement or, if ineligible for the reimbursement, billed directly to the retiree. If a retiree cancels coverage at any time, they will be ineligible to re-enroll.

12. LEAVES

A. Vacation

Vacation leave with pay shall accrue in accordance with the following schedule:

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Years of Service	Operations Battalion Chiefs		All Other MGMT Employees	
	Hours per Pay Period	Hours per Year	Hours per Pay Period	Hours per Year
0-3	4.3077	112.00	3.0771	80.00
4-5	5.1538	134.00	3.6923	96.00
6-7	6.0385	157.00	4.3076	112.00
8-9	6.8846	179.00	4.9230	128.00
10-11	7.7692	202.00	5.5384	144.00
12-14	8.6154	224.00	6.1538	160.00
15-19	9.6923	252.00	6.9230	180.00
20+	10.7692	280.00	7.6923	200.00

Effective January 1, 2015 two vacation banks were established as follows:

1. A historical bank to include all hours on the books as of January 1, 2015. These hours shall remain in the employee's bank until used or paid off.
2. A new bank to include all newly accrued hours. The maximum accrual shall be two times the employee's annual maximum. Accrual to cease if maximum is reached.

B. Vacation Cash Out

Twice per year, employees will have the option to declare their intent to cash out accrued vacation and/or compensatory time off under the following conditions:

- Employee must have taken one (1) consecutive week of vacation and/or compensatory time off in the previous 12-month period from the time of election
- Hours cashed out shall be paid at straight time
- Once an election is made it cannot be rescinded or modified

Employees will be required to complete the City's standardized election form that provides additional policy details.

C. Sick Leave

Operations Battalion Chiefs (on a 56-hour work week schedule) shall accrue sick leave at the rate of 5.1554 hours per completed pay period. All other MGMT group employees shall accrue sick leave at the rate of 3.6923 hours per completed pay period. There is no cap on the number of sick hours that can be accrued. Pursuant to CalPERS provisions, employees who retire within 120 days of separating with the City shall have their unused sick leave converted to service credit.

Sick leave may be used for the following purposes:

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1. The diagnosis, care, or treatment of an existing health condition of, or preventative care (e.g., medical, dental, and vision appointments) for the employee themselves or any of the following family members of the employee: a child of any age or dependency status; a parent; a parent-in-law; a spouse; a registered domestic partner; a grandparent; a grandchild; or a sibling.
2. For an employee who is a victim of domestic violence, sexual assault, stalking, or other crime in order for the employee to engage in any of the following activities: (1) obtain or attempt to obtain a temporary restraining order or other court assistance to help ensure the health safety or welfare of the employee or their child; or (2) obtain medical attention or psychological counseling, services from a shelter, program or crisis center, or (3) participate in safety planning or other actions to increase safety.

D. Unanticipated Emergency Leave

Subject to manager approval and operational necessity employees may use up to the following number of hours of their sick leave bank per calendar year to be designated as “Unanticipated Emergency Leave” (UEL):

- Operations Battalion Chiefs: 48
- All other employees: 24

UEL is to provide staff with flexibility in their schedule by allowing paid time away from work to deal with unexpected and unforeseen matters which necessitate a short-term absence (e.g., an employee’s car breaks down on the way to work, a pipe bursts in their house, etc.); they are not additional vacation days. Employees are required to disclose the nature of UEL use. Simply stating “personal day” does not meet justification for UEL use.

E. Holidays

With the exception of Operations Battalion Chiefs, the following 14 days are paid days off of 8 hours per holiday:

1. New Year’s Day: January 1st
2. Birthday of Martin Luther King, Jr.: third Monday of January
3. President’s Day: third Monday of February
4. Memorial Day: last Monday in May
5. Juneteenth: June 19th
6. Independence Day: July 4th
7. Labor Day: first Monday in September

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8. Indigenous Peoples' Day (also observed as Columbus Day): second Monday in October
9. Veteran's Day: November 11th
10. Thanksgiving: fourth Thursday in November
11. Day after Thanksgiving: Friday after Thanksgiving
12. Christmas Day: December 25th
13. Floating birthday: Any day in the calendar year
14. Floating holiday: Any day in the calendar year

Floating Birthday/Holiday Hours: Employees will be provided sixteen (16) hours of floating holiday hours at the beginning of each calendar year. Employees may use floating holiday hours at any point during the calendar year subject to manager approval. When a holiday falls on a day an employee is regularly scheduled to work more than 8 hours, they may use a portion of their floating holiday hours to make up any deficient hours (e.g., an employee who is regularly scheduled 9 hours on a Monday on which a holiday falls will receive 8 hours of holiday pay and can use 1 hour of floating holiday to receive a total of 9 hours of pay for the day). Employees may not use floating holiday hours to receive more hours than normally scheduled in one day. Unused floating holiday leave will not be carried over year to year. Employees hired mid-year shall be provided a prorated floating holiday hour bank based on the number of pay periods remaining in the calendar year.

Exempt Employees: Employees will earn 8 hours of holiday leave as each of the non-floating holidays is observed. If an employee observes a holiday, they will record eight (8) hours of holiday leave for the day. If an employee is required to work on the holiday, they will record the number of regular hours worked for that day and only need to use the number of holiday hours to reach 40 hours in a work week. Any unused hours can be utilized for paid time off throughout the remaining current calendar year, or will be paid out at the employee's current hourly rate on the first paycheck in the following calendar year.

Operations Battalion Chiefs: Employees shall be paid 6.03 hours per completed pay period in recognition of the City's 14 observed holidays.

F. Administrative Leave

Employees exempt from overtime shall be granted 56 hours of administrative leave the first full pay period in January. Any hours remaining at the end of the calendar year will be paid out at the employee's current hourly rate. Upon ratification of this agreement, the timing for cash out of unused admin leave will be modified from the month of December to the first paycheck in the following calendar year. Employees hired mid-year shall be provided a prorated bank based on the number of pay periods remaining in the calendar year. Conversely, if an employee separates from the City

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mid-year, the value of any hours used in excess of the prorated share of administrative leave hours will be deducted from the employee's final paycheck.

G. Bereavement Leave

Employees may utilize paid bereavement leave for the purpose of attending or arranging a funeral or memorial service, or to take care of family matters, that are related to the death of an immediate family member (defined as spouse, domestic partner, parent, child, sibling, grandparent, or grandchild, and the corresponding family member by marriage). Operations Battalion Chiefs are eligible for 48 hours of paid leave. All other MGMT employees are eligible for up to five (5) days of paid leave where the death or service is outside the state; and up to three (3) days of paid leave where the death or service are within the state, however, bereavement will be extended up to 5 days with the employee utilizing vacation, sick, comp time, admin leave, or unused holiday leave for the additional 16 hours. The employee may elect to recognize those days as unpaid. Bereavement leave shall not be authorized more than two (2) times within a calendar year and must be concluded within one (1) year of the death of the family member.

H. Jury Duty

Employees shall be paid for actual work hours missed because of time spent in jury service or court. The employee shall be responsible for notifying their manager as soon as possible upon receiving notice to appear for jury duty, make every reasonable effort to keep their manager advised as to the anticipated length of service, and return to work on the first day following the end of jury duty service.

I. Time Off to Vote

If any employee does not have sufficient time outside of working hours to vote, they may request up to two (2) hours of vacation or comp time, either at the beginning or end of scheduled working hours, to enable them to vote. Employees must request time off to vote from their manager at least two (2) days prior to the election.

J. Family and Medical Care Leave

The City provides family and medical care leave for eligible employees as required by federal and state law. Employees who request leave must provide a medical certification and/or recertification to support the need for the leave.

K. Military Leave

Military leave will be granted in accordance with federal and state law as well as rule 16.07 of the City's Personnel Rules and Regulations. An employee requesting leave for

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this purpose shall promptly provide their manager with a copy of the military orders specifying the dates, site, and purpose of the activity or mission. Within the limits of such orders, the manager may determine when the leave is to be taken and may modify the employee's work schedule to accommodate the request for leave.

13. UNIFORM ALLOWANCE

Employees required to wear a uniform, including the Fire Chief, Deputy Fire Chief, Battalion Chiefs, Police Chief, and Commanders, shall receive the same uniform allowance as those they directly supervise. Newly hired employees shall be advanced one year's uniform allowance on their first paycheck following their hire date. Annual payments shall commence with the second year of employment. Upon ratification of this agreement, the timing for payment of the uniform allowance will be modified from the month of December to the first paycheck in January. The uniform allowance for calendar year 2023 was paid in December 2022. The first payment under this agreement, for the 2024 calendar year, will be paid in January 2024. Uniform allowance payments are in recognition of expenses for the upcoming calendar year, not the previous year. For classic members as defined by CalPERS, uniform allowance shall be reported to CalPERS as special compensation. Newly hired employees leaving the City service prior to the completion of their first year shall return all uniform items purchased with the uniform allowance.

14. VEHICLE ASSIGNMENT

For those MGMT group employees requiring the use of an automobile on a regular 24-hour basis to perform their normal duties, the City may provide a City vehicle. Executive managers who are not provided a City vehicle shall receive a car allowance of \$115.38 per completed pay period, and will not be provided mileage reimbursement unless required to travel for City business outside the county.

15. EDUCATION REIMBURSEMENT

The City, within budgeted limitations, will reimburse educational costs that are directly related to an employee's occupational field with the City, or are related to and part of a planned course of study being actively pursued for promotion within the City service. The City shall reimburse up to \$3,000 per fiscal year subject to the provisions detailed in the Education Reimbursement Policy.

16. MEDICAL REIMBURSEMENT

Effective January 2023, the medical reimbursement program is eliminated. The two hundred and fifty dollars (\$250) per year previously provided under the program will be added to base wages on an hourly basis.

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17. WAGE TABLES

CURRENT WAGES - EFFECTIVE JULY 24, 2022

Grade	Classification		1	2	3	4	5
294B	CONFIDENTIAL ADMIN ASSIST III	Hourly	25.34	26.90	28.56	30.31	32.19
		Bi-Weekly	2,026.82	2,151.96	2,284.52	2,424.48	2,574.84
		Annually	52,697.32	55,950.96	59,397.52	63,036.48	66,945.84
338B	CONFIDENTIAL COORDINATOR I	Hourly	31.55	33.50	35.55	37.75	40.07
		Bi-Weekly	2,523.90	2,679.69	2,843.90	3,019.95	3,205.93
		Annually	65,621.40	69,671.94	73,941.40	78,518.70	83,354.18
360B	CITY CLERK	Hourly	35.36	37.55	39.86	42.31	44.92
		Bi-Weekly	2,829.05	3,003.65	3,188.63	3,384.97	3,593.69
		Annually	73,555.30	78,094.90	82,904.38	88,009.22	93,435.94
362B	PROFESSIONAL MANAGER I	Hourly	36.29	38.51	40.89	43.41	46.08
		Bi-Weekly	2,903.24	3,080.78	3,271.21	3,472.53	3,686.66
		Annually	75,484.24	80,100.28	85,051.46	90,285.78	95,853.16
411B	PROFESSIONAL MANAGER II	Hourly	43.07	45.74	48.56	51.56	54.75
		Bi-Weekly	3,445.80	3,659.48	3,885.01	4,124.86	4,379.60
		Annually	89,590.80	95,146.48	101,010.26	107,246.36	113,869.60
460B	PROFESSIONAL MANAGER III	Hourly	55.01	58.42	62.02	65.84	69.90
		Bi-Weekly	4,400.85	4,673.40	4,961.75	5,267.39	5,592.34
		Annually	114,422.10	121,508.40	129,005.50	136,952.14	145,400.84
468B	FIRE BATTALION CHIEF (NON-EXEMPT)	Hourly	43.37	46.04	48.89	51.90	55.10
		Bi-Weekly*	4,857.44	5,156.48	5,475.68	5,812.80	6,171.20
		Annually*	126,293.44	134,068.48	142,367.68	151,132.80	160,451.20
468A	FIRE BATTALION CHIEF (EXEMPT)	Hourly	60.71	64.46	68.44	72.66	77.15
		Bi-Weekly	4,857.01	5,156.90	5,475.13	5,812.70	6,171.67
		Annually	126,282.26	134,079.40	142,353.38	151,130.20	160,463.42
468C	POLICE COMMANDER	Hourly	64.97	68.98	73.23	77.74	82.54
		Bi-Weekly	5,197.62	5,518.40	5,858.53	6,219.54	6,603.46
		Annually	135,138.12	143,478.40	152,321.78	161,708.04	171,689.96
500B	DEPUTY FIRE CHIEF	Hourly	68.03	72.25	76.73	81.49	86.54
		Bi-Weekly	5,442.53	5,779.97	6,138.33	6,518.91	6,923.08
		Annually	141,505.78	150,279.22	159,596.58	169,491.66	180,000.08
505B	EXECUTIVE MANAGER	Hourly	68.85	73.11	77.61	82.40	87.49
		Bi-Weekly	5,507.76	5,848.53	6,209.07	6,592.37	6,998.92
		Annually	143,201.76	152,061.78	161,435.82	171,401.62	181,971.92
513B	SAFETY EXECUTIVE MANAGER	Hourly	75.98	80.68	85.66	90.94	96.55
		Bi-Weekly	6,078.50	6,454.26	6,852.43	7,275.56	7,723.63
		Annually	158,041.00	167,810.76	178,163.18	189,164.56	200,814.38

Exhibit D

YEAR 1 - EFFECTIVE JANUARY 8, 2023

Grade	Classification		1	2	3	4	5
294B	CONFIDENTIAL ADMIN ASSIST III	Hourly	27.51	29.20	30.99	32.87	34.90
		Bi-Weekly	2,200.50	2,335.66	2,478.82	2,629.98	2,792.37
		Annually	57,213.00	60,727.16	64,449.32	68,379.48	72,601.62
338B	CONFIDENTIAL COORDINATOR I	Hourly	34.22	36.32	38.54	40.91	43.42
		Bi-Weekly	2,737.35	2,905.60	3,082.95	3,273.08	3,473.94
		Annually	71,171.10	75,545.60	80,156.70	85,100.08	90,322.44
360B	CITY CLERK	Hourly	38.31	40.67	43.17	45.82	48.64
		Bi-Weekly	3,064.99	3,253.56	3,453.34	3,665.38	3,890.80
		Annually	79,689.74	84,592.56	89,786.84	95,299.88	101,160.80
362B	PROFESSIONAL MANAGER I	Hourly	39.31	41.71	44.28	47.00	49.89
		Bi-Weekly	3,145.11	3,336.86	3,542.52	3,759.95	3,991.21
		Annually	81,772.86	86,758.36	92,105.52	97,758.70	103,771.46
411B	PROFESSIONAL MANAGER II	Hourly	46.64	49.52	52.57	55.81	59.24
		Bi-Weekly	3,731.08	3,961.85	4,205.43	4,464.46	4,739.58
		Annually	97,008.08	103,008.10	109,341.18	116,075.96	123,229.08
460B	PROFESSIONAL MANAGER III	Hourly	59.53	63.21	67.10	71.23	75.62
		Bi-Weekly	4,762.53	5,056.89	5,368.31	5,698.40	6,049.34
		Annually	123,825.78	131,479.14	139,576.06	148,158.40	157,282.84
468B	FIRE BATTALION CHIEF (NON-EXEMPT)	Hourly	46.92	49.81	52.88	56.14	59.60
		Bi-Weekly*	5,255.04	5,578.72	5,922.56	6,287.68	6,675.20
		Annually*	136,631.04	145,046.72	153,986.56	163,479.68	173,555.20
468A	FIRE BATTALION CHIEF (EXEMPT)	Hourly	65.69	69.74	74.03	78.59	83.44
		Bi-Weekly	5,255.19	5,579.07	5,922.76	6,287.33	6,675.02
		Annually	136,634.94	145,055.82	153,991.76	163,470.58	173,550.52
468C	POLICE COMMANDER	Hourly	70.29	74.62	79.21	84.08	89.27
		Bi-Weekly	5,623.04	5,969.49	6,336.83	6,726.72	7,141.35
		Annually	146,199.04	155,206.74	164,757.58	174,894.72	185,675.10
500B	DEPUTY FIRE CHIEF	Hourly	73.59	78.15	82.99	88.13	93.58
		Bi-Weekly	5,887.55	6,251.98	6,639.01	7,050.04	7,486.54
		Annually	153,076.30	162,551.48	172,614.26	183,301.04	194,650.04
505B	EXECUTIVE MANAGER	Hourly	74.48	79.08	83.94	89.12	94.61
		Bi-Weekly	5,958.00	6,326.03	6,715.41	7,129.37	7,568.45
		Annually	154,908.00	164,476.78	174,600.66	185,363.62	196,779.70
513B	SAFETY EXECUTIVE MANAGER	Hourly	82.18	87.25	92.63	98.34	104.39
		Bi-Weekly	6,574.40	6,980.22	7,410.24	7,867.22	8,351.14
		Annually	170,934.40	181,485.72	192,666.24	204,547.72	217,129.64

Exhibit D

YEAR 2 - EFFECTIVE JANUARY 7, 2024**

Grade	Classification		1	2	3	4	5
294B	CONFIDENTIAL ADMIN ASSIST III	Hourly	28.61	30.36	32.22	34.19	36.30
		Bi-Weekly	2,288.52	2,429.09	2,577.97	2,735.18	2,904.06
		Annually	59,501.52	63,156.34	67,027.22	71,114.68	75,505.56
338B	CONFIDENTIAL COORDINATOR I	Hourly	35.59	37.77	40.08	42.55	45.16
		Bi-Weekly	2,846.84	3,021.82	3,206.27	3,404.00	3,612.90
		Annually	74,017.84	78,567.32	83,363.02	88,504.00	93,935.40
360B	CITY CLERK	Hourly	39.84	42.30	44.89	47.65	50.58
		Bi-Weekly	3,187.59	3,383.70	3,591.47	3,812.00	4,046.43
		Annually	82,877.34	87,976.20	93,378.22	99,112.00	105,207.18
362B	PROFESSIONAL MANAGER I	Hourly	40.89	43.38	46.05	48.88	51.89
		Bi-Weekly	3,270.91	3,470.33	3,684.22	3,910.35	4,150.86
		Annually	85,043.66	90,228.58	95,789.72	101,669.10	107,922.36
411B	PROFESSIONAL MANAGER II	Hourly	48.50	51.50	54.67	58.04	61.61
		Bi-Weekly	3,880.32	4,120.32	4,373.65	4,643.04	4,929.16
		Annually	100,888.32	107,128.32	113,714.90	120,719.04	128,158.16
460B	PROFESSIONAL MANAGER III	Hourly	61.91	65.74	69.79	74.08	78.64
		Bi-Weekly	4,953.03	5,259.17	5,583.04	5,926.34	6,291.31
		Annually	128,778.78	136,738.42	145,159.04	154,084.84	163,574.06
468B	FIRE BATTALION CHIEF (NON-EXEMPT)	Hourly	48.80	51.80	55.00	58.39	61.98
		Bi-Weekly*	5,465.60	5,801.60	6,160.00	6,539.68	6,941.76
		Annually*	142,105.60	150,841.60	160,160.00	170,031.68	180,485.76
468A	FIRE BATTALION CHIEF (EXEMPT)	Hourly	68.32	72.53	77.00	81.74	86.78
		Bi-Weekly	5,465.40	5,802.23	6,159.67	6,538.82	6,942.02
		Annually	142,100.40	150,857.98	160,151.42	170,009.32	180,492.52
468C	POLICE COMMANDER	Hourly	73.10	77.60	82.38	87.45	92.84
		Bi-Weekly	5,847.96	6,208.27	6,590.30	6,995.79	7,427.00
		Annually	152,046.96	161,415.02	171,347.80	181,890.54	193,102.00
500B	DEPUTY FIRE CHIEF	Hourly	76.54	81.28	86.31	91.65	97.33
		Bi-Weekly	6,123.05	6,502.06	6,904.57	7,332.04	7,786.00
		Annually	159,199.30	169,053.56	179,518.82	190,633.04	202,436.00
505B	EXECUTIVE MANAGER	Hourly	77.45	82.24	87.30	92.68	98.39
		Bi-Weekly	6,196.32	6,579.07	6,984.03	7,414.54	7,871.19
		Annually	161,104.32	171,055.82	181,584.78	192,778.04	204,650.94
513B	SAFETY EXECUTIVE MANAGER	Hourly	85.47	90.74	96.33	102.27	108.56
		Bi-Weekly	6,837.38	7,259.43	7,706.65	8,181.91	8,685.19
		Annually	177,771.88	188,745.18	200,372.90	212,729.66	225,814.94

Exhibit D

YEAR 3 - EFFECTIVE JANUARY 5, 2025**

Grade	Classification		1	2	3	4	5
294B	CONFIDENTIAL ADMIN ASSIST III	Hourly	29.46	31.27	33.19	35.22	37.39
		Bi-Weekly	2,357.18	2,501.96	2,655.31	2,817.24	2,991.18
		Annually	61,286.68	65,050.96	69,038.06	73,248.24	77,770.68
338B	CONFIDENTIAL COORDINATOR I	Hourly	36.65	38.91	41.28	43.83	46.52
		Bi-Weekly	2,932.25	3,112.47	3,302.46	3,506.12	3,721.29
		Annually	76,238.50	80,924.22	85,863.96	91,159.12	96,753.54
360B	CITY CLERK	Hourly	41.04	43.57	46.24	49.08	52.10
		Bi-Weekly	3,283.22	3,485.21	3,699.21	3,926.36	4,167.82
		Annually	85,363.72	90,615.46	96,179.46	102,085.36	108,363.32
362B	PROFESSIONAL MANAGER I	Hourly	42.11	44.68	47.43	50.35	53.44
		Bi-Weekly	3,369.04	3,574.44	3,794.75	4,027.66	4,275.39
		Annually	87,595.04	92,935.44	98,663.50	104,719.16	111,160.14
411B	PROFESSIONAL MANAGER II	Hourly	49.96	53.05	56.31	59.78	63.46
		Bi-Weekly	3,996.73	4,243.93	4,504.86	4,782.33	5,077.03
		Annually	103,914.98	110,342.18	117,126.36	124,340.58	132,002.78
460B	PROFESSIONAL MANAGER III	Hourly	63.77	67.71	71.88	76.30	81.00
		Bi-Weekly	5,101.62	5,416.95	5,750.53	6,104.13	6,480.05
		Annually	132,642.12	140,840.70	149,513.78	158,707.38	168,481.30
468B	FIRE BATTALION CHIEF (NON-EXEMPT)	Hourly	50.26	53.35	56.65	60.14	63.84
		Bi-Weekly*	5,629.12	5,975.20	6,344.80	6,735.68	7,150.08
		Annually*	146,357.12	155,355.20	164,964.80	175,127.68	185,902.08
468A	FIRE BATTALION CHIEF (EXEMPT)	Hourly	70.37	74.70	79.31	84.19	89.38
		Bi-Weekly	5,629.36	5,976.30	6,344.46	6,734.98	7,150.28
		Annually	146,363.36	155,383.80	164,955.96	175,109.48	185,907.28
468C	POLICE COMMANDER	Hourly	75.29	79.93	84.85	90.07	95.62
		Bi-Weekly	6,023.40	6,394.52	6,788.01	7,205.66	7,649.81
		Annually	156,608.40	166,257.52	176,488.26	187,347.16	198,895.06
500B	DEPUTY FIRE CHIEF	Hourly	78.83	83.71	88.90	94.40	100.24
		Bi-Weekly	6,306.74	6,697.12	7,111.71	7,552.00	8,019.58
		Annually	163,975.24	174,125.12	184,904.46	196,352.00	208,509.08
505B	EXECUTIVE MANAGER	Hourly	79.78	84.71	89.92	95.46	101.34
		Bi-Weekly	6,382.21	6,776.44	7,193.55	7,636.98	8,107.33
		Annually	165,937.46	176,187.44	187,032.30	198,561.48	210,790.58
513B	SAFETY EXECUTIVE MANAGER	Hourly	88.03	93.47	99.22	105.34	111.82
		Bi-Weekly	7,042.50	7,477.21	7,937.85	8,427.37	8,945.75
		Annually	183,105.00	194,407.46	206,384.10	219,111.62	232,589.50

*Bi-weekly and annual totals are based on the average number of hours worked over a 3 year period.

**Employees are eligible for an increase of up to 4% for year 2, and 3% for year 3, based on the City meeting and/or exceeding certain economic triggers as outlined in the MGMT Wage and Benefit Summary. These tables reflect wages should all triggers be met as expected. If triggers are not met, the wage tables will be updated accordingly.