

NOTICE OF SPECIAL MEETING

Pursuant to Section 54956 of the Government Code of the State of California, a Special Meeting of the **Tracy City Council** is hereby called for:

Date/Time: **Tuesday, August 1, 2023, 4:30 p.m.**
(or as soon thereafter as possible)

Location: **Tracy City Hall**
333 Civic Center Plaza, Tracy, CA.

Government Code Section 54954.3 states that every public meeting shall provide an opportunity for the public to address the Tracy City Council on any item, before or during consideration of the item, however no action shall be taken on any item not on the agenda.

This meeting will be open to the public for in-person and remote participation pursuant to Government Code Section 54953(e)

For Remote Public Comment:

During the Items from the Audience, public comment will be accepted via the options listed below. If you would like to comment remotely, please follow the protocols below:

- *Comments via:*
 - **Online by visiting** <https://cityoftracyevents.webex.com> and using the following **Event Number: 2556 863 1343** and **Event Password: TracyCC**
 - ***If you would like to participate in the public comment anonymously***, you may submit your comment via phone or in WebEx by typing “Anonymous” when prompted to provide a First and Last Name and inserting Anonymous@example.com when prompted to provide an email address.
 - Join by phone by dialing +1-408-418-9388, enter 25568631343#8722922# Press *3 to raise the hand icon to speak on an item

- *Protocols for commenting via WebEx:*
 - *If you wish to comment under “Items from the Audience/Public Comment” portion of the agenda:*
 - *Listen for the Mayor to open “Items from the Audience/Public Comment”, then raise your hand to speak by clicking on the Hand icon on the Participants panel to the right of your screen.*
 - *If you no longer wish to comment, you may lower your hand by clicking on the Hand icon again.*
 - *Comments for the “Items from the Audience/Public Comment” will be accepted until the public comment period is closed.*

1. CALL TO ORDER
2. ACTIONS, BY MOTION, OF CITY COUNCIL PURSUANT TO AB 2449, IF ANY
3. ROLL CALL
4. Items from the audience - *In accordance with Council Meeting Protocols and Rules of Procedure*, adopted by Resolution 2019-240, a five-minute maximum time limit per speaker will apply to all individuals speaking during “Items from the Audience/Public Comment”. For non-agendized items, Council Members may briefly respond to statements made or questions posed by individuals during public comment; ask questions for clarification; direct the individual to the appropriate staff member; or request that the matter be placed on a future agenda or that staff provide additional information to Council.
5. CONSENT ITEMS
 - 5.A. Adopt a Resolution: 1) approving the Memorandum of Understanding (MOU) between the City of Tracy and the Tracy Police Officers Association; 2) authorizing an amendment to the City’s Master Salary Schedule to: (A) address clerical errors to the City’s Master Salary Schedules previously approved by Resolutions 2023-116 and 2023-125 for the Police Captain, Police Lieutenant, and Executive Assistant to the City Manager classifications, and (B) reflect the terms of the MOU

COUNCIL TO RECESS TO ALLOW STAFF TO SET UP FOR AGENDA ITEM 6

6. REGULAR ITEMS
 - 6.A. Staff recommends that the City Council receive a briefing on and assignments for the National Night Out caravan groups.
7. COUNCIL ITEMS AND COMMENTS
8. ADJOURNMENT

Posting Date: July 31, 2023

The City of Tracy is in compliance with the Americans with Disabilities Act and will make all reasonable accommodations for the disabled to participate in employment, programs and facilities. Persons requiring assistance or auxiliary aids in order to participate, should contact the City Manager’s Office at (209) 831-6000 at least 24 hours prior to the meeting.

Agenda Item 5.A

RECOMMENDATION

Staff recommends that the City Council adopt a Resolution: 1) approving the Memorandum of Understanding (MOU) between the City of Tracy and the Tracy Police Officers Association; 2) authorizing an amendment to the City's Master Salary Schedule to: (A) address clerical errors to the City's Master Salary Schedules previously approved by Resolutions 2023-116 and 2023-125 for the Police Captain, Police Lieutenant, and Executive Assistant to the City Manager classifications, and (B) reflect the terms of the MOU

EXECUTIVE SUMMARY

The existing Memoranda of Understanding (MOU) between the City of Tracy and the Tracy Police Officers Association (TPOA) expired on June 30, 2023.

Representatives from the City and TPOA met and conferred in good faith and negotiated the terms of a successor MOU. The term of the attached MOU is for 24 months (two years), effective on July 1, 2023, and expires on June 30, 2025.

In addition to the above, staff is requesting to amend the Master Salary Schedule to correct two clerical errors. The first error resulted from an incorrect reflection of the salaries for the Police Captain and the Police Lieutenant from those reflected in the MOU for the Tracy Police Management Association (TPMA) the City Council approved on June 20, 2023, through Resolution 2023-116. The Master Salary Schedule for the TPMA MOU became effective July 2, 2023. The second error is to reflect an internal alignment adjustment that became effective January 1, 2023. The Master Salary Schedule that became effective on July 2, 2023 does not correctly reflect this internal alignment adjustment for the Executive Assistant to the City Manager classification.

The City Council amended the Master Salary Schedule on July 16, 2023, through Resolution 2023-125, to reflect additional agreements with bargaining units. However, this Master Salary Schedule continued to reflect the incorrect salaries for the Police Captain, Police Lieutenant and the Executive Assistant to the City Manager classifications and needs to be amended as well.

BACKGROUND AND LEGISLATIVE HISTORY

Government Code section 3500-3511 known as the Meyers-Milias Brown Act (MMBA) was designed to promote full communication between public employers and their employees by providing a reasonable method of resolving disputes regarding the wages, hours and other terms and conditions of employment between public employers and public employee organizations. Under the Meyer-Milias Brown Act, the city has a duty to meet and confer in good faith with the bargaining representatives of the recognized employee organization regarding matters within the scope of representation and reach agreement within the authority of the representatives. The terms and conditions of the agreement are compiled in an MOU, ratified by each respective bargaining unit and approved by City Council. The City initiated the meet and confer process with the bargaining representatives of each recognized employee organization in

February to discuss the terms and conditions of employment of the successor MOU.

ANALYSIS

Tracy Police Officers Association (TPOA)

There are five key changes in the successor MOU for TPOA (Attachment A). The key changes are as follows:

1. Salary Adjustments for All Classifications:
 - Effective August 13, 2023: 3.5% salary adjustment
 - Effective June 30, 2024: 3.5% salary adjustment
2. Equity Adjustment for Listed Classification:
 - Effective August 13, 2023, salary ranges for the following classification will be increased as follows:
 - Police Sergeant 2.1%
3. Education Expense Reimbursement:
 - Increase tuition reimbursement from \$1,800.00 per year to \$5,000.00 per year, with a lifetime maximum of up to \$20,000.00.
4. Certificate Incentive Pay
 - Added Post Intermediate Certificate Incentive for the following classification:
 - Police Sergeant 2.5%
5. Longevity Pay:
 - Added Longevity Pay:
 - 3.0% of base hourly rate of pay after 5 years
 - 5.0% of base hourly rate of pay after 10 years
 - 7.0% of base hourly rate of pay after 15 years
 - 10.0% of base hourly rate of pay after 20 years

Other changes to the MOUs consist of adding provisions or amendments to update statutory language, further clarify current practices, and administrative cleanup.

The City's Master Salary Schedule contains the salaries for employee classifications represented by TPOA as the publicly available pay schedule used to determine pay rates for purposes of the California Public Employees Retirement Law. The Master Salary Schedule (Attachment D) must be amended to reflect the terms of the proposed successor MOU.

CLERICAL ADJUSTMENTS

In addition to the above, staff is requesting to amend the Master Salary Schedule to correct two clerical errors. The first error resulted from an incorrect reflection of the salaries for the Police Captain and the Police Lieutenant from those reflected in the MOU for the Tracy Police Management Association (TPMA) the City Council approved on June 20, 2023 through Resolution 2023-116. The Master Salary Schedule for the TPMA MOU became effective July 2, 2023.

The second error is to reflect an internal alignment adjustment that became effective January 1, 2023. The Master Salary Schedule that became effective on July 2, 2023 does not correctly reflect this internal alignment adjustment for the Executive Assistant to the City Manager classification.

Subsequent to the approval of the TPMA MOU and related Master Salary Schedule, the City Council approved the MOUs for the Teamsters and Tracy Technical and Support Services Employee Association (TTSSEA), with corresponding updates to the Master Salary Schedule, on July 16, 2023, through Resolution 2023-125. The Master Salary Schedule approved on July 16th continue to reflect the incorrect salaries for the Police Captain, Police Lieutenant and the Executive Assistant to the City Manager classifications. As such, this Master Salary Schedule will need to be amended as well. The amendments will be retroactive to July 2, 2023.

The correct salaries, as reflected in Attachments B and C, should be as follows:

- Police Captain: \$13,635.94 - \$16,574.64 per month
- Police Lieutenant: \$11,801.57 - \$14,344.89 per month
- Executive Assistant to the City Manager: \$6,939.29 - \$8,434.70 per month

FISCAL IMPACT

The adopted FY2023-24 operating budget contains a 3% increase for personnel costs. An additional budget amendment to account for the additional 0.5% resulting from the 3.5% cost of living increase and fringe benefit changes will be brought to Council with the FY2023-24 quarter one budget adjustment.

The total anticipated cost to the City contained in the changes to the sections of the MOU listed above for the term of these MOUs is shown in the table below:

	GENERAL FUND YEAR ONE	CITYWIDE YEAR ONE	GENERAL FUND YEAR TWO	CITYWIDE YEAR TWO
TPOA	616,651	616,651	1,255,000	1,255,000
TOTAL	616,651	616,651	1,255,000	1,255,000

STRATEGIC PLAN

This agenda item supports the City’s Governance Strategy and Business Plan, and specifically implements the following goals and objectives:

Governance Strategy

To enhance fiscal stability, retain and attract new talent, improve the use of technology, and enhance engagement and transparency for the betterment of the Tracy community.

Goal 5: Recruit, develop, and retain a high performing and inclusive workforce.

ACTION REQUESTED OF THE CITY COUNCIL

Staff recommends that the City Council adopt a Resolution: 1) approving the Memorandum of Understanding (MOU) between the City of Tracy and the Tracy Police Officers Association; 2) authorizing an amendment to the City's Master Salary Schedule to: (A) address clerical errors to the City's Master Salary Schedules previously approved by Resolutions 2023-116 and 2023-125 for the Police Captain, Police Lieutenant, and Executive Assistant to the City Manager classifications, and (B) reflect the terms of the MOU.

Prepared by: Kimberly Murdaugh, Director of Human Resources

Reviewed by: Sara Cowell, Director of Finance
Karin Schnaider, Assistant City Manager

Approved by: Midori Lichtwardt, Interim City Manager

Attachments:

- A – Tracy Police Officers Association (TPOA) MOU DRAFT
- B – REVISED Master Salary Schedule Effective 07/02/2023
- C – REVISED Master Salary Schedule Effective 07/16/2023
- D – DRAFT Master Salary Schedule Effective 08/13/2023

MEMORANDUM OF UNDERSTANDING

BETWEEN

THE CITY OF TRACY

AND

**TRACY POLICE OFFICERS ASSOCIATION
(TPOA)**

July 1, 20234 through June 30, 20253



Think Inside the Triangle™

**Human Resources Department
333 Civic Center Plaza
Tracy, CA 95376
(209) 831-6150
www.cityoftracy.org**

TRACY POLICE OFFICERS' ASSOCIATION (TPOA)
July 1, 2023~~4~~ through June 30, 2025~~3~~

Table of Contents

SECTION 1. RECOGNITION	9
1.1 ASSOCIATION RECOGNITION	9
1.2 CITY RECOGNITION	1
SECTION 2. NO DISCRIMINATION	1
SECTION 3. ASSOCIATION SECURITY	1
3.1 ASSOCIATION DUES	1
3.2 USE OF CITY FACILITIES AND BULLETIN BOARDS	2
SECTION 4. ASSOCIATION REPRESENTATION	2
4.1 ASSOCIATION RELEASE TIME	3
4.2 ACCESS TO WORK LOCATIONS	3
4.3 ASSOCIATION TIME BANK	3
4.4 ATTENDANCE AT MEETINGS WITHIN THE SCOPE OF REPRESENTATION	4
4.5 LIST OF EMPLOYEES	4
4.6 NOTICE OF MEET AND CONFER	4
4.7 INVESTIGATION OF EMPLOYEE	4
4.8 PEACE OFFICERS BILL OF RIGHTS	5
4.9 COMPLIANCE WITH THE MEYERS-MILIAS-BROWN ACT (MMBA)	5
SECTION 5. SALARY	5
5.1 SALARY	5
5.2 EQUITY ADJUSTMENT	5
5.3 DEFERRED COMPENSATION	6
5.4 PAY DAYS	6
5.5 ENTRY SALARY	6
5.6 SALARY SCHEDULE	6
5.7 STEP ADVANCEMENT	6
5.8 SALARY UPON PROMOTION	7
5.9 SALARY UPON DEMOTION	7
5.10 SUPERVISOR PREMIUM	7
5.11 RETIREMENT	8
5.11.1 Safety Retirement	8
5.11.2 Miscellaneous Retirement	9
5.11.3 Retirement Bonus	10
SECTION 6. HOURS OF WORK	10
6.1 WORKWEEK & FLSA WORK PERIOD	10
6.2 DETECTIVE STANDBY	13
6.3 SHIFT TRADES	14
6.4 NOTICE OF SCHEDULE CHANGE	14
6.5 SHIFT SELECTION – PATROL OFFICER	14
6.6 SHIFT SELECTION – CORPORAL AND SERGEANTS	15
6.7 REOPENER	15
SECTION 7. OVERTIME CALL-BACK	15

7.1 OVERTIME FOR MISCELLANEOUS EMPLOYEES	15
7.2 OVERTIME FOR SAFETY EMPLOYEES	16
7.3 SCHEDULED OVERTIME	16
7.4 MANDATORY OVERTIME	16
7.5 OVERTIME COMPENSATION	17
7.6 COMPENSATORY TIME OFF	17
7.7 CALL-BACK PAY	17
7.8 COURT APPEARANCES	18
SECTION 8. DIFFERENTIALS	18
8.1 SPECIAL ASSIGNMENT PAY	18
8.2 EDUCATION INCENTIVE PAY	19
8.3 LONGEVITY	21
8.4 LATERAL POLICE OFFICER REFERRAL PROGRAM	21
SECTION 9. ALLOWANCES	21
9.1 UNIFORMS – SWORN PERSONNEL	21
9.2 REPLACEMENT/REPAIR OF EQUIPMENT	22
9.3 MILEAGE REIMBURSEMENT	22
9.4 EDUCATION REIMBURSEMENT	22
9.5 BILINGUAL PAY	23
SECTION 10. HOLIDAYS	23
10.1 HOLIDAYS	23
10.2 HOLIDAY IN-LIEU PAY FOR SWORN EMPLOYEES	24
SECTION 11. VACATION	24
11.1 VACATION ACCRUAL	24
11.2 VACATION ACCUMULATION	25
11.3 VACATION SCHEDULING	25
11.4 VACATION	26
11.5 VACATION PAY	26
11.6 VACATION BUY-BACK	26
SECTION 12. SICK LEAVE	26
12.1 ACCRUAL	26
12.2 APPROVAL	26
12.3 USAGE	27
12.4 DOCTOR'S CERTIFICATE	27
12.5 SICK LEAVE PAY OFF	27
12.6 SICK LEAVE CONVERSION AT RETIREMENT	27
12.7 RETIREE MEDICAL SICK LEAVE CONVERSION REOPENER	28
SECTION 13. NON-SWORN SHORT TERM DISABILITY	28
SECTION 14. LEAVES OF ABSENCE	29
14.1 APPROVED ABSENCE WITHOUT PAY	29
14.2 BEREAVEMENT LEAVE	29
14.3 MILITARY LEAVE	29
14.4 MATERNITY LEAVE	30
14.5 FAMILY AND MEDICAL LEAVE ACT	30
14.6 COURT PAY	30

SECTION 15. HEALTH INSURANCE	30
15.1 MEDICAL.....	30
15.1.1 Plans Provided.....	31
15.1.2 New Employees.....	31
15.2 DENTAL.....	31
15.3 VISION CARE.....	31
15.4 LIFE INSURANCE.....	31
15.5 CAFETERIA PLAN.....	31
15.5.1 City Contribution.....	31
15.5.2 Cash Out Options.....	31
15.5.3 Approved Account Uses.....	32
15.5.4 Notification of Changes in Number of Dependents.....	32
15.5.5 Continuance of Flexible Benefits Plan (IRS Section 125).....	33
SECTION 16. PROBATIONARY PERIOD	33
16.1 PURPOSE.....	33
16.2 INITIAL PROBATION	33
16.3 PROMOTIONAL PROBATION	33
16.4 PROBATIONARY REPORTS	34
SECTION 17. MISCELLANEOUS PERSONNEL ACTIONS.....	34
17.1 VACANCIES IN THE CLASSIFIED SERVICE.....	34
17.2 VACANCIES IN CITY SERVICE	34
17.3 TRANSFER.....	34
SECTION 18. LAYOFF AND RECALL.....	35
SECTION 19. DISCIPLINARY PROCEDURE	37
19.1 EMPLOYEE REPRESENTATION.....	37
19.2 PROGRESSIVE DISCIPLINE.....	37
19.3 GROUNDS FOR DISCIPLINE	38
19.4 NOTICE	39
19.5 APPEAL.....	39
19.6 HEARING.....	39
19.7 COSTS.....	39
19.8 FINAL DECISION	39
19.9 ACCESS TO PERSONNEL FILES.....	41
SECTION 20. GRIEVANCE PROCEDURE.....	41
20.1 PURPOSE.....	41
20.2 DEFINITIONS	41
20.3 PROCESS	42
20.4 NO STRIKE	45
SECTION 21. GENERAL PROVISIONS	45
21.1 SAFETY.....	45
21.2 MODIFIED DUTY ASSIGNMENTS.....	45
21.3 DEFINITIONS OF SENIORITY	45
21.4 AMERICANS WITH DISABILITIES ACT (ADA).....	46
SECTION 22. MODIFICATION.....	46
SECTION 23. TOTAL AGREEMENT	46

SECTION 24. SEVERABILITY	46
SECTION 25. EVENT OF CONFLICT.....	47
SECTION 26. TERM.....	47
SECTION 1. RECOGNITION	1
<u>1.1 ASSOCIATION RECOGNITION.....</u>	<u>1</u>
<u>1.2 CITY RECOGNITION.....</u>	<u>1</u>
SECTION 2. NO DISCRIMINATION.....	1
SECTION 3. ASSOCIATION SECURITY.....	2
<u>3.1 ASSOCIATION DUES.....</u>	<u>2</u>
<u>3.2 USE OF CITY FACILITIES AND BULLETIN BOARDS.....</u>	<u>2</u>
SECTION 4. ASSOCIATION REPRESENTATIVES.....	3
<u>4.1 ASSOCIATION LEAVE AND RELEASE TIME.....</u>	<u>3</u>
<u>4.2 ATTENDANCE AT MEETINGS FOR THE BENEFIT OF THE ASSOCIATION.....</u>	<u>3</u>
<u>4.3 ACCESS TO WORK LOCATIONS.....</u>	<u>3</u>
<u>4.4 DONATION OF COMPENSATORY TIME.....</u>	<u>4</u>
<u>4.5 ATTENDANCE AT MEETINGS WITHIN THE SCOPE OF REPRESENTATION.....</u>	<u>4</u>
<u>4.6 RELEASE TIME FOR MEET AND CONFER.....</u>	<u>4</u>
<u>4.7. LIST OF EMPLOYEES.....</u>	<u>4</u>
<u>4.8 ADVANCE NOTICE.....</u>	<u>4</u>
<u>4.9 INVESTIGATION OF EMPLOYEE.....</u>	<u>4</u>
<u>4.10 PEACE OFFICERS BILL OF RIGHTS.....</u>	<u>5</u>
<u>4.11 COMPLIANCE WITH THE MEYERS-MILLIAS-BROWN ACT (MMBA).....</u>	<u>5</u>
SECTION 5. SALARY.....	5
<u>5.1 SALARY PLAN.....</u>	<u>5</u>
<u>5.1.1 Deferred Compensation.....</u>	<u>5</u>
<u>5.2 PAY DAYS.....</u>	<u>5</u>
<u>5.3 ENTRY SALARY.....</u>	<u>6</u>
<u>5.4 SALARY RANGE.....</u>	<u>6</u>
<u>5.5 SALARY UPON PROMOTION.....</u>	<u>6</u>
<u>5.6 SALARY UPON DEMOTION.....</u>	<u>6</u>
<u>5.7 WORK IN A HIGHER CLASSIFICATION.....</u>	<u>6</u>
<u>5.8 RETIREMENT BENEFITS.....</u>	<u>7</u>
<u>5.9 ADVANCEMENT (STEP INCREASES).....</u>	<u>8</u>
SECTION 6. HOURS OF WORK.....	8
<u>6.1 WORKWEEK & FLSA WORK PERIOD.....</u>	<u>8</u>
<u>6.2 DETECTIVE STANDBY DUTY.....</u>	<u>11</u>
<u>6.3 SCHEDULING OF SCHOOL ATTENDANCE.....</u>	<u>11</u>
<u>6.4 NOTICE OF SCHEDULE CHANGE.....</u>	<u>11</u>
<u>6.5 SHIFT SELECTION — PATROL OFFICER.....</u>	<u>12</u>
<u>6.6 SHIFT SELECTION — CORPORAL AND SERGEANTS.....</u>	<u>12</u>
SECTION 7. OVERTIME CALL BACK.....	13
<u>7.1 DEFINITION.....</u>	<u>13</u>
<u>7.2 SCHEDULED AND EMERGENCY OVERTIME.....</u>	<u>13</u>
<u>7.3 OVERTIME COMPENSATION.....</u>	<u>13</u>
<u>7.4 COMPENSATORY TIME.....</u>	<u>13</u>

7.5 CALL-BACK PAY	14
7.6 COURT APPEARANCES	14
SECTION 8. DIFFERENTIALS	15
8.1 SPECIAL ASSIGNMENT PAY	15
8.2 EDUCATION INCENTIVE PAY	16
SECTION 9. ALLOWANCES	16
9.1 UNIFORMS – SWORN PERSONNEL	16
9.2 REPLACEMENT/REPAIR OF EQUIPMENT	17
9.3 EQUIPMENT AND CLOTHING RETURN	17
9.4 MILEAGE REIMBURSEMENT	17
9.5 EDUCATION REIMBURSEMENT	17
9.6 CREDIT FOR TRAINING	17
9.7 BILINGUAL PAY	18
SECTION 10. HOLIDAYS	18
10.1 PAID HOLIDAYS FOR EMPLOYEES ON MONDAY THROUGH FRIDAY WORK SCHEDULES	18
10.2 HOLIDAY IN LIEU PAY FOR EMPLOYEES WORKING IN A SEVEN (7) DAY OPERATION	18
10.3 PROCLAIMED HOLIDAYS	18
SECTION 11. VACATION LEAVE	19
11.1 VACATION SCHEDULE	19
11.2 VACATION ACCUMULATION	19
11.3 VACATION SCHEDULING	19
11.4 VACATION	20
11.5 VACATION PAY	20
11.6 LEAVE BUY-BACK	20
SECTION 12. SICK LEAVE	20
12.1 ACCRUAL	20
12.2 APPROVAL	20
12.3 USAGE	21
12.4 DOCTOR'S CERTIFICATE	21
12.5 SICK LEAVE PAY OFF	21
12.6 SICK LEAVE CONVERSION AT RETIREMENT	21
12.7 CATASTROPHIC LEAVE PROGRAM	22
SECTION 13. WORKERS' COMPENSATION	22
SECTION 14. LONG TERM DISABILITY	22
SECTION 15. LEAVES OF ABSENCE	22
15.1 APPROVED ABSENCE WITHOUT PAY	22
15.2 BEREAVEMENT LEAVE	23
15.3 MILITARY LEAVE	23
15.4 MATERNITY LEAVE	23
15.5 FAMILY AND MEDICAL LEAVE ACT	24
15.6 JURY DUTY	24
15.7 VOTING LEAVE	24
SECTION 16. HEALTH INSURANCE	24
16.1 MEDICAL	24

<u>16.1.1 Plans Provided</u>	24
<u>16.1.2 New Employees</u>	24
<u>16.2 DENTAL</u>	25
<u>16.3 VISION CARE</u>	25
<u>16.4 LIFE INSURANCE</u>	25
<u>16.5 CAFETERIA PLAN</u>	25
<u>16.5.1 City Contribution</u>	25
<u>16.5.2 Future Contributions and Cash Out Options</u>	25
<u>16.5.3 Approved Account Uses</u>	26
<u>16.5.4 Notification of Changes in Number of Dependents</u>	26
<u>16.5.5 Continuance of Flexible Benefits Plan (IRS Section 125)</u>	26
<u>SECTION 17. PROBATIONARY PERIOD</u>	26
<u>17.1 PURPOSE</u>	26
<u>17.2 INITIAL PROBATION</u>	27
<u>17.3 PROMOTIONAL PROBATION</u>	27
<u>17.4 PROBATIONARY REPORTS</u>	27
<u>SECTION 18. MISCELLANEOUS PERSONNEL ACTIONS</u>	27
<u>18.1 VACANCIES IN THE CLASSIFIED SERVICE</u>	27
<u>18.2 VACANCIES IN CITY SERVICE</u>	28
<u>18.3 TRANSFER</u>	28
<u>18.4 DEMOTION</u>	28
<u>18.5 SUSPENSION</u>	28
<u>18.6 REDUCTION IN PAY</u>	29
<u>SECTION 19. LAYOFF AND RECALL</u>	29
<u>SECTION 20. SEPARATION FROM SERVICE</u>	29
<u>20.1 RESIGNATION</u>	29
<u>20.2 REINSTATEMENT</u>	30
<u>20.3 TERMINATION INTERVIEW</u>	30
<u>20.4 DISCHARGE</u>	30
<u>SECTION 21. EMPLOYEE CONDUCT AND DISCIPLINE</u>	30
<u>21.1 PERSONAL CONDUCT</u>	30
<u>21.2 FINANCIAL AFFAIRS</u>	30
<u>21.3 OUTSIDE EMPLOYMENT</u>	30
<u>21.4 PRIVATE USE OF CITY EQUIPMENT</u>	30
<u>21.5 DISCIPLINARY ACTION</u>	31
<u>21.6 CAUSES FOR DISCIPLINARY ACTION</u>	31
<u>21.7 MANNER OF REPRIMAND</u>	31
<u>21.8 ALTERNATIVE DAYS</u>	31
<u>21.9 PERSONNEL/INTERNAL AFFAIRS FILES</u>	32
<u>SECTION 22. GRIEVANCE PROCEDURE</u>	32
<u>22.1 DEFINITION</u>	32
<u>22.2 PROCEDURE</u>	32
<u>22.3 NO CHANGE TO MEMORANDUM</u>	33
<u>22.4 DEMOTION, SUSPENSION AND DISMISSAL GRIEVANCES</u>	33
<u>22.5 COMPENSATION COMPLAINTS</u>	34
<u>22.6 MUTUAL AGREEMENT ON CHANGES</u>	34
<u>22.7 NO STRIKE</u>	34

<u>SECTION 23. CITY RIGHTS</u>	34
<u>SECTION 24. GENERAL PROVISIONS</u>	35
<u>24.1 SAFETY</u>	35
<u>24.2 MODIFIED DUTY ASSIGNMENTS</u>	35
<u>24.3 DEFINITION OF SENIORITY</u>	35
<u>24.4 AMERICANS WITH DISABILITIES ACT (ADA)</u>	36
<u>SECTION 25. MODIFICATION</u>	36
<u>SECTION 26. TOTAL AGREEMENT</u>	36
<u>SECTION 27. SEPARABILITY OF PROVISIONS</u>	36
<u>SECTION 28. EVENT OF CONFLICT</u>	36

CITY OF TRACY
TRACY POLICE OFFICERS ASSOCIATION (TPOA)
MEMORANDUM OF UNDERSTANDING
July 1, 202~~31~~ – June 30, 202~~53~~

Tracy Police Officers' Association and ~~representatives of~~ the City of Tracy ~~have~~ met and conferred in good faith regarding wages, hours, and other terms and conditions of employment ~~of employees in the Police Officers Association, have and~~ freely exchanged information, opinions and proposals ~~in reaching this Agreement,~~ and have endeavored to reach agreement on all matters relating to the employment conditions and employer-employee relations of such employees.

This Memorandum of Understanding (Agreement), ~~hereinafter referred to as "The Agreement,"~~ is entered into pursuant to the Meyers-Miliias-Brown Act (Government Code Sections 3500, et. seq.) and ~~has~~ was ~~been~~ jointly prepared by the parties.

~~This Agreement shall be presented to the City Council as the joint recommendations of the undersigned for salary and employee benefit adjustments for the period commencing July 1, 2018 and ending June 30, 21.~~

Section 1. Recognition

1.1 Association Recognition

~~Tracy Police Officers' Association, hereinafter referred to as the "(Association),"~~ is recognized as the sole and exclusive representative as provided in the City's Employer-Employee Relations resolution for all employees assigned to the classifications of: ~~set forth below:~~ Police Corporal, Police Officer, Police Sergeant, and Police Officer Trainee.

~~Police Corporal~~
~~Police Officer~~
~~Police Sergeant~~
~~Police Officer Trainee~~

1.2 City Recognition

~~The City Manager or, where the authority has been delegated by the City Manager, the City Manager's representative designee is the representative of the City of Tracy, hereinafter referred to as the "(City)".~~

Section 2. No Discrimination

The City agrees not to discriminate against any employee because of membership in the Association or because of any activities on behalf of the Association. Association activities shall not interfere with the normal operation of the City. Neither the City nor the Association shall discriminate for or against any employee or applicant for employment on account of race, color, creed, national origin, age, sex, sexual orientation, physical or mental disability, which does not prevent an employee from meeting the minimum standards established.

Section 3. Association Security

3.1 Association Dues

~~Upon certification from the Association that an employee has signed an authorization for the deduction of dues, the City will make payroll deductions in an amount to be determined by the Association and communicated to the City. The City will promptly remit deductions to the Association with a list of dues-paying members. The City will transmit payment to the Association through Electronic Funds Transfers (EFT). Employee requests to cancel membership dues deductions must be directed to the Association. Upon notification from the Association that an employee has canceled membership dues, the City will cease dues deductions from the employee's paycheck the pay period following notification. The City may only request a copy of a dues authorization in case of a dispute. The Association will hold the City harmless from any and all claims and will indemnify it against any unreasonable costs in implementing this provision and must indemnify the City for any claims made by the employee for deductions made in reliance on that certification, in accordance with Government Code §1157.12(a).~~

~~The Association shall be entitled to have the regular dues of its members deducted from their paychecks in accordance with the procedures set forth herein.~~

~~To the extent required by Government Code Sections 1157.3 and 1157.12, the City shall honor employees' voluntary authorizations for Association dues deductions from employee salaries or wages. In making such authorized dues deductions, the City shall rely on written certification from the Association confirming that the Association has and will maintain authorizations signed by each individual employee whose salary or wages the deduction is to be made that the individual affirmatively consents to the dues deduction in a manner that meets the requirements of state and federal law, including but not limited to applicable provisions of Government Code Sections 1150-1157.12 and the First Amendment of the United States Constitution. After providing the required certification, the~~

~~Association shall not be required to provide a copy of individual authorizations to the City unless a dispute arises about the existence or terms of the authorization.~~

~~The City shall direct employee requests to cancel or change dues deduction to the Association. To the extent required by law, the City will rely on information provided by the Association in writing regarding whether dues deductions were properly cancelled or changed. Any requests from the Association that the City change dues deductions shall include a certification that the changes are requested with the affirmative consent of the individual employee(s) and otherwise comply with all requirements of state and federal law.~~

~~The employee's earnings must be regularly sufficient, after other legal and required deductions are made, to cover the amount of the dues check-off authorized. When an employee, in good standing in the Association, is in a non-pay status, for the full pay period when their dues would normally be withheld, no dues deduction will be made to cover that withholding from the current or future earnings; nor will the employee deposit the amount with the City which would have been withheld if the employee had been in a pay status during that period. In the case of an employee who is in a non-pay status during only a part of the pay period and the salary is not sufficient to cover the full withholding, no deduction shall be made. In this connection, all other legal and required deductions have priority over Association dues.~~

~~Dues withheld by the City based on the provisions of this Section shall be transmitted monthly to the party designated in writing by the employee organization as the party authorized to receive the funds, at the address specified.~~

~~The Association shall indemnify, defend, and hold the City harmless against the claims made and against any suit instituted against the City which may arise as a result of the application of this Section, including but not limited to Association dues deductions or changes to such dues deductions. Any amounts paid in error shall be adjusted in subsequent payment.~~

3.2 Use of City Facilities and Bulletin Boards

The Association may, with the prior approval of the City Manager, or ~~his/her~~ designee, use the City facilities during non-work hours for meetings of City employees, provided space is available.

The use of City equipment, normally used in the conduct of business meetings, such as desks, chairs, and blackboards, will be made available to the Association.

The Association may use portions of City bulletin boards under the following conditions:

Copies of materials must be sent to the department or division head in charge of the department bulletin board, ~~and-~~

~~A~~ all materials must be dated and must identify the organization that published them.

The City reserves the right to determine where bulletin boards ~~shall be~~ are placed.

Section 4. Association ~~Representatives~~Representation

4.1 Association ~~Leave and~~ Release Time

~~The City will provide up to four (4) Association representatives with release time to attend meet and confer meetings with the City without loss of compensation or benefits. The City will provide the Association's representatives with up to two (2) hours of release time, without loss of compensation or benefits, to prepare for these meetings. Association representatives must provide at least forty-eight (48) hours of written notice to the Department prior to the commencement of the release time. Release time will not be unreasonably withheld so long as there is no disruption to the operational needs of the City.~~

~~The terms set forth in this Section 4.1 shall apply to Sections 4.2 through 4.6.~~

~~The City agrees to provide Association members with reasonable leave and release time. Unless by mutual written agreement of the Association and the City, members must provide at least forty-eight (48) hour written notice to the Department prior to commencement of the leave and/or release time. All time requested by Association members pursuant to this Section, will not be unreasonably withheld so long as there is no disruption to the operational needs of the City. All leave and/or release time taken shall not create additional overtime without prior written approval from the employee's Department Head or designee.~~

4.2 Attendance at Meetings for the Benefit of the Association

~~Elected officers may use the time bank defined in Section 4.4, or their own accrued vacation or compensatory time, to attend meetings for the benefit of the Association that are not directly connected to the representation of the membership. Examples of these meetings are: trainings, seminars, and public relations events.~~

4.23 Access to Work Locations

Reasonable access to employee work locations ~~shall be is~~ granted to Association officers and their ~~officially designated~~ representatives, for the purpose of contacting employees concerning business within the scope of representation. ~~Such e~~Employees or representatives ~~shall may~~ not enter any work location without the consent of the Police Chief. Access ~~shall be is~~ restricted ~~so as not to~~ not interfere with the normal operations of the department or with established security requirements.

Solicitation of membership and activities concerned with the internal management of the Association, such as collecting dues, holding membership meetings, campaigning for office, conducting elections and distributing literature ~~shall may~~ not be conducted during on-duty hours.

~~The Association shall designate, in writing to the Personnel Officer, the names of the representatives listed above.~~

4.34 Donation of Compensatory Time Association Time Bank

Association members may contribute vacation or compensatory time to ~~a special account the~~ Association Time Bank (ATB) for the use of Association officers or ~~their~~ designee(s). ~~Contributions or~~ Use of the ATB shall must be ~~by written authorization of~~ authorized in writing by the Association President. ~~Individual officers may use up to, but no more than, thirty-two 32 hours per fiscal year from~~

~~the special account for attendance at meetings, seminars, etc. on the behalf of the Association. The special account shall accumulate no more than sixty four (64) hours of compensatory time at any time.~~

4.45 Attendance at Meetings within the Scope of Representation

Association ~~members~~ representatives may attend disciplinary meetings, disciplinary investigations, grievance meetings, arbitrations, and other meetings whereby an employee is entitled to representation, without loss of compensation or benefits. ~~Unless by mutual written agreement of the Association and the City, attendance by an employee representative at a meeting described in this Section, shall include a~~ No more than one City employee in addition to the employee being disciplined may attend the meeting without prior written agreement of the Association and the City. The City ~~agrees to will~~ provide the Association's representative up to two (2) hours of release time, without loss of compensation or benefits, to prepare for these meetings ~~described in this Section.~~ Should the employee require more than two (2) hours of release time, the employee ~~shall~~ must obtain written authorization from ~~their~~ Human Resources.

4.6 Release Time for Meet and Confer

~~Up to four (4) Association members may attend meet and confer meetings with the City, without loss of compensation or benefits. The City agrees to provide the Association's representatives up to two (2) hours of release time, without loss of compensation or benefits, to prepare for meetings described in this Section.~~

4.57: List of Employees

~~In compliance with Government Code Sections 3555-3559 (Assembly Bill 119), t~~The City ~~shall~~ provides ~~the exclusive representative for the TPOA Association~~ with the name, job title, department, work location, work, home and personal cell phone numbers, home address and personal email address on file with the City of Tracy for ~~all~~ employees within the TPOA this bargaining unit once every 120 days and a list of new hires within. ~~In addition, a report of all TPOA hires will be provided to the exclusive representative within thirty (30) days of the hire date. Finally, Annually in January of each year, the City will also~~ provide the Association a list of ~~all~~ employee orientation dates for the calendar year.

4.68 Advance Notice/Notice of Meet and Confer

~~Except in cases of emergency, the City will provide notice to the Association President and designated labor consultant regarding changes in ordinances, resolutions, rules, regulations, job classifications, or policies that fall within the scope of representation under the MMBA. The Association has fifteen (15) days to request a meet and confer. Except in emergency cases, the City will give the Association reasonable advance written notice of any proposed ordinance, resolution, rule or regulation directly relating to matters within the scope of representation. The Association shall be given the opportunity to meet with management representatives prior to adoption.~~

4.79 Investigation of Employee

~~The City agrees that, e~~Except in cases of alleged criminal misconduct, an employee ~~shall be~~ will be notified, either orally or in writing, within a reasonable time frame, of the initiation, by the City or

Department, of any investigation involving the employee and the nature of the complaint and/or conduct under investigation.

4.810 Peace Officers Bill of Rights

The City agrees to adhere to the provisions of the Peace Officers Bill of Rights (POBR) as contained in California Government Code Sections 3300-3311, in all matters in which the provisions of the POBR apply.

4.911 Compliance with the Meyers-Milias-Brown Act (MMBA)

The City agrees to adhere to the provisions of the Meyers-Milias-Brown Act (MMBA) as contained in the California Government Code Sections 3500 et. seq., in all matters in which the provisions of the MMBA apply.

Section 5. Salary

5.1 Salary ~~Plan~~

~~Effective the first full pay period following adoption by the City Council adoption by the City Council, all classifications will receive a three-and-a-half percent (3.5%) salary increase.~~

~~Effective June 30, 2024, all classifications will receive a three-and-a-half percent (3.5%) salary increase.~~

5.2 Equity Adjustment

~~Effective the first full pay period following adoption by the City Council adoption by the City Council, Sergeants will receive a two-point one percent (2.1%) equity adjustment.~~

~~The rates of pay set forth in this Section represent the standard rate of pay for each classification.~~

~~Employees occupying a position in a classification covered by this Agreement shall be paid at a base salary within the range established for that position's classification.~~

~~Effective the first full pay period in July 2021, classifications in this unit shall receive the equivalent of two percent (2%) annual salary (non-persable) one-time lump sum payment.~~

~~Effective the first full pay period in July 2021, salary ranges for classifications in this unit shall be increased by three percent (3%).~~

~~On January 6, 2022, TPOA members will receive the equivalent of 2% annual salary (non-persable) one-time lump sum payment to offset the transition from the pay current to pay in arrears payroll processing timeline.~~

~~Effective the first full pay period in July 2022, salary ranges for classifications in this unit shall be increased by three percent (3%).~~

5.31.1 Deferred Compensation

The City contributes two and a half percent (2.5%) of the employee's base rate of pay into the employee's deferred compensation plan.

Effective the first full pay period after Council approves a successor MOU in open session in 2018, the City shall contribute 1.25% of an employees' base salary into their deferred compensation plan.

Effective the first full pay period in July 2019, City shall contribute 1.25% of an employees' base salary into their deferred compensation plan.

5.42 Pay Days

Employees ~~shall be~~ are paid biweekly, every other Friday ~~beginning on Friday, January 21, 2022.~~ If payday falls on a banking holiday, then payday is the preceding business day. Routine paychecks ~~shall be for the purpose of compensating~~ compensate for regular and overtime hours, ~~including but not limited to vacation and sick leave usage. Other compensation or reimbursement shall be separately identified and shall not include withholding for tax purposes, except as required by law.~~

5.53 Entry Salary

~~Each n~~New employees are ~~shall be paid~~ placed at the first step at the range for the classification ~~in which he/she is that they are hired which is in effect at the time of hire.~~ If the employee possesses ~~exceptional~~ training or experience, that employee may start at a step above the first step with the approval of the Police Chief or the City Manager, ~~in accordance with the City's Personnel Rules and Regulation.~~

5.64 Salary RangeSchedule

The Salary Schedule consists of five (5) steps, with five percent (5%) between steps (A) through (E).

~~Each classification shall have a salary range with pre-established advancement steps within the range.~~

~~Salary range adjustments for a classification will not set a new salary anniversary date for employees serving in the classification.~~

~~Whenever the schedule of compensation for a classification is revised, the employee shall be paid at the same step in the revised range as the step at which the employee was paid in the previous range.~~

5.79 Step Advancement (Step Increases)

~~Employees receive annual step advancements until they reach the top step of the salary scheduleAt the completion (see Section 17.2 — entry level officers start at step A and received a step increase after 12 months although their probation does not end until completion of 18 months) of the applicable probationary period of employment, employees appointed to Step A are eligible for a step increase. Additional step increases will be on an annual basis thereafter until the attainment of Step E. All step increases shall be based upon satisfactory performance, as shown from the evaluation by the~~

~~employee's Supervisor, on their annual performance evaluation. Denial of step increases shall must be based on documented performance evaluations. Increases of more than one (1) step for superior performance may be provided with approval of Recommendation by the Police Chief and approval of the City Manager will be required.~~

5.85 Salary Upon Promotion

When an employee is promoted, ~~he/she shall~~ normally they will receive the first step in the salary range for ~~his/her the~~ new position. ~~If the salary increase does not provide However, if such step results in a salary increase of less than five percent (5%), he/she shall receive~~ a minimum of a five percent (5%) increase, the employee will be placed at the step which results in a minimum of a five percent (5%) increase not to exceed~~provided that in no event will the new salary be above~~ Step E of the new promoted salary range.

5.96 Salary Upon Demotion

When an employee is demoted, that employee's compensation ~~shall be is~~ adjusted to the salary, ~~which that~~ most closely approximates the employee's salary in the higher classification; in no event will shall that new salary be above Step E of the lower classification. If a vacancy exists in a position in a lower classification, an employee who has previously held that vacant position may voluntarily choose to demote to fill the vacancy.

5.107 Work in a Higher Classification Supervisor Premium

Employees who are routinely and consistently assigned by a Manager to supervise a shift in the absence of a Sergeant or Lieutenant will receive supervisor premium in the amount of five percent (5.0%) of their base hourly rate of pay for all time worked as a supervisor.

~~An employee who is assigned to perform the duties of a position in a higher classification shall receive the pay for that higher classification (out of class pay) for all hours worked when the employee has worked in that classification for the period of four (4) consecutive assigned shifts or longer. After making such assignments, the City shall not reassign for the sole purpose of avoiding payments for such higher amounts. Employees will not be allowed to remain in such assignments beyond the limits set forth by Cal PERS.~~

~~Employees temporarily assigned to a higher classification shall be covered by this Agreement and shall receive the benefits afforded by it except when temporarily assigned to a position that is FLSA exempt, the employee so assigned shall not be entitled to the overtime benefits contained in this agreement. Employees who are appointed to a higher classification, in an acting capacity, will receive a minimum five percent (5%) increase but no less than Step A and no more than Step E of the higher classification. If the five percent (5%) increase causes the salary to fall between two steps, the appointment will be made at the higher step. Details regarding the processing of Personnel Action Forms and effective dates for Out of Class Pay are contained in the Administrative Procedure on Out of Class pay, effective March 1994.~~

~~Sergeants: When Sergeants are appointed to fill the duties of a higher classification, compensation will be paid at Step A of the higher classification or at five percent (5%) over the member's current class,~~

~~whichever is greater, after four (4) consecutive work days of working in the higher classification, retroactive to the first day.~~

5.118 Retirement Benefits

5.11.1 Safety Retirement

~~Employees hired by the City of Tracy on or before July 1, 2010 and covered by this agreement shall before July 2, 2010 receive the CalPERS three percent at age 50 (3% @ 50) safety formula and "single highest year" formula with the one (1) year final average compensation period. These employees pay the required twelve percent (12%) member contribution on a pre-tax basis.~~

~~Employees hired by the City of Tracy on or after July 1, 2010², 2010 through December 31, 2012 and covered by this agreement shall who are not classified as a new member receive the CalPERS three percent at age 55 (3% @ 55) safety formula and "single highest year" formula with the one (1) year final compensation period. These employees pay the required twelve percent (12%) member contribution on a pre-tax basis.~~

~~Employees hired by the City of Tracy on or after January 1, 2013³ December 31, 2012 who are classified as a meeting the definition of "new member" under the Public Employees' Pension Reform Act (PEPRA) shall be subject to all the provisions of the law, including, but not limited to the receive the CalPERS two point seven percent at age 57 (2.7% @ 57) safety retirement formula with at the "three (3) year" final average compensation period. These employees pay one-half of the total normal cost as determined annually by CalPERS plus three percent (3%) of the employer's contribution on a pre-tax basis.~~

~~Employees who receive the CalPERS retirement formula of 3% @ 50, or 3% @ 55 shall pay the 9% of salary of employee contribution towards employee statutory share of CalPERS retirement. Employees who receive the CalPERS retirement formula of 2.7% @ 57 shall pay the employee contribution required by PEPRA, currently calculated at fifty percent (50%) of normal cost.~~

~~Employee payments of the employee share of the CalPERS retirement benefit cost shall be made as a payroll deduction on a pre-tax basis to the extent allowed by law.~~

~~In accordance with CalPERS Section 20516 contract amendment process requirements, each employee in this unit shall pay 3% towards the employer's share of CalPERS pension regardless of what CalPERS pension formula is applicable to the employee.~~

All safety retirement formulas have the following optional CalPERS retirement benefits:

- Non-Industrial Disability Standard
- Industrial Disability Standard
- Pre-Retirement Death Benefits
 - 1959 Survivor Benefit Level 4
 - Special
- Post-Retirement Death Benefits

- \$500 Lump Sum
- Survivor Allowance (PSRA)
- 2% COLA

5.11.2 Non-Sworn — Police Officer Trainee Miscellaneous Retirement

Miscellaneous employees hired ~~on or before December 16, 2010~~ shall receive the CalPERS two point five percent at age 55 (single highest year and 2.5% @ 55) miscellaneous formula with the one (1) year final average compensation period. ~~benefit formula provide through the California Public Employees' Retirement System (CalPERS). Employees hired under the first tier CalPERS retirement formula (2.5% @ 55) shall~~ These employees pay the required eighte eleven percent (118%) of employee salary member contribution on a pre-tax basis towards employee statutory share of CalPERS retirement.

Miscellaneous employees hired after December 16, 2010, who are not classified as a new members receive the CalPERS two percent at age 55 (2% @ 55) miscellaneous formula with the one (1) year final compensation period. ~~and on or before December 31, 2012 shall receive average of three (3) consecutive highest years and 2% at 55 benefit formula provided through California Public Employees' Retirement System (CalPERS). Employees hired under 2nd tier CalPERS retirement formula (2% @ 55) shall pay the seven (7%) of employee salary contribution towards employee statutory share of CalPERS retirement. These employees pay the required twelve percent (12%) member contribution on a pre-tax basis.~~

Miscellaneous employees hired ~~on or after January 1, 2013 and who qualify as December 31, 2012, who are classified as "new employees" under the Public Employees' Pension Reform Act PEPR~~ shall receive the CalPERS two percent at age 62 (2% @ 62) miscellaneous formula with the average of three (3) year final compensation period. ~~consecutive highest years and 2% at 62 benefit formula provided through California Public Employees' Retirement System (CalPERS). Employees who receive the CalPERS retirement formula of 2% at 62 shall pay the employee contribution required by the Public Employees' Pension Reform Act, currently calculated at fifty percent (50%) of the normal cost. These employees pay one-half of the total normal cost as determined annually by CalPERS plus three percent (3%) of the employer's contribution on a pre-tax basis.~~

~~Employee payments of the employee share of the CalPERS retirement benefit cost shall be made as a payroll deduction on a pre-tax basis to the extent allowed by law.~~

~~In accordance with CalPERS Section 20516 contract amendment process requirements, each employee in this unit shall pay 3% towards the employer's share of CalPERS pension regardless of what CalPERS pension formula is applicable to the employee.~~

All miscellaneous retirement formulas have the following optional CalPERS retirement benefits:

- Social Security Coverage
- Non-Industrial Disability Standard
- Post-Retirement Death Benefits

- \$500 Lump Sum
- Survivor Allowance (PSRA)
- 2% COLA

5.11.3 Retirement ~~Payment~~Bonus

~~Upon completion of Employees who complete~~ thirteen (13) years of continuous employment with the Tracy Police Department, ~~Police Officers, Corporals, and Sergeants shall be eligible for~~ will receive one (1) month of pay ~~to be paid~~ at the time of retirement from the City of Tracy or upon promotion to a position elsewhere in the City. ~~Employees who terminate employment for other reasons shall not be entitled to the retirement payment.~~

5.9 Advancement (Step Increases)

~~At the completion (see Section 17.2 — entry level officers start at step A and received a step increase after 12 months although their probation does not end until completion of 18 months) of the applicable probationary period of employment, employees appointed to Step A are eligible for a step increase. Additional step increases will be on an annual basis thereafter until the attainment of Step E. All step increases shall be based upon satisfactory performance, as shown from the evaluation by the employee's Supervisor. Denial of step increases shall be based on documented performance evaluations. Increases of more than one step for superior performance may be provided. Recommendation by the Police Chief and approval of the City Manager will be required.~~

Section 6. Hours of Work

6.1 Workweek & FLSA Work Period

40-Hour Work Schedules

~~The workweek is from Sunday at 12:00 am through the following Saturday at 11:59 pm unless otherwise designated by the Personnel Officer.~~

5/8 Work Schedules

~~Police Officer Trainees work the 5/8 work schedule.~~

4/10 Work Schedules

~~Employees not in the Patrol Division currently working a the 4/10 schedule will remain on the 4/10 schedule.~~

9/80 Work Schedules

~~For employees working on the 9/80 schedule, the workweek begins and ends halfway between the eight (8) hour workday every other Friday.~~

4/11 Work Schedules

The work period for employees working the 4/11 schedule is twenty-eight days.

Unless otherwise designated by the Police Chief, or for employees assigned to a 4-11 schedule as detailed below, the workweek for all Police Unit employees shall be from Sunday 12:00 am through the following Saturday 11:59 pm if on a 4-10 workweek. If on a 9/80, the workweek will be 12:00 pm on Friday through 11:59 am the following Friday. The designated workweek shall remain permanent and may be changed only as a result of major changes in operations, payroll procedures, or as otherwise necessary in order to deliver services as efficiently and economically as possible.

Police Officer Trainee

Unless otherwise designated by the Police Chief, all Police Officer Trainees shall be designated a 5/40 schedule. The workweek shall be from Sunday 12:00 a.m. through the following Saturday 11:59 p.m. while on the 5/40 schedule. The designated workweek shall remain permanent and may be changed only as a result of major changes in operations, payroll procedures, or as otherwise necessary in order to deliver services as efficiently and economically as possible.

4-11 Alternative Work Schedule

1. Description:

For employees working the 4-11 schedule shall be subject to the 7K exemption of the Fair Labor Standards Act (Exemption — 40 hour per week employees). The employees will be entitled to overtime when they work 171 hours in a 28-day period. The designated work schedule shall remain permanent and may be changed only as a result of major changes in operations, payroll procedures, or as otherwise necessary in order to deliver services as efficiently as and economically as possible. The 4-11 work schedule is four (4) consecutive a 4-day workweek with 11-hour shifts followed by four (4) consecutive days off, applied to the for employees assigned to the Patrol Unit within the Field Operations Division. Personnel—Employees are assigned to one (1) of two (2) teams; “A-Team” or “B-Team” and will remain with the same team the entire year. Each Teams will have three (3) squads: days, swings, and graves. The start and end times for each of these squads shall be determined based upon on the needs of the Department, as determined by the Chief of Police. Days off are rotating.

Employees assigned to the 4-11 work schedules shall have a regular work schedule not to exceed 171 hours within a 28-day work period. The work schedule rotation is based on an 8-day cycle with each employee working 4 consecutive days of 11-hour work shifts followed by 4 consecutive days off. The 8-day cycle will advance the employee’s workday and days off one day for every cycle. The cycle will repeat every 8 weeks. There are 13, 28-day FLSA work periods (one year).

One team will work 183 11-hour regular patrol shifts totaling 2013 hours during the year. Employees shall work an additional 67 hours during the 13, 28-day FLSA work periods for a total work year of 2080 hours, The 67 hours will be scheduled as 6, 10-hour training days and the remaining 7 hours as special event sign up, further detailed under “Make-up Work Hours”.

~~The other team will work 182 11-hour regular patrol shifts totaling 2002 hours. Employees shall work an additional 78 hours during the 13 28-day FLSA work periods for a total work year of 2080 hours. The 78 hours will be scheduled as 6, 10-hour training days and 7 hours as special event sign-up, further detailed under "Make-up Work Hours". The remaining 11 hours will be added to their payback hours. Employees will be able to pay back these hours by working an extra 11-hour shift or by workday extensions until all owed hours are worked.~~

~~Employees shall be scheduled to work "Make-up Work Hours", without exceeding 171 hours in the 28-day FLSA work period to avoid overtime payment.~~

2. Make-up Work Hours:

~~As detailed above, eEmployees assigned to the 4-11 work schedule shall be scheduled are required to work an additional 67 hours or 78 hours per year in addition to their scheduled workdays to attain 2080 work hours within a calendar year. These hours will not receive additional compensation and are "Make-up Work Hours" already factored into the pay rate calculated for 2080 work hours annually. "Make-up Work Hours" will be scheduled on the employees' days off as follows:~~

- ~~• Six (6), 10-hour training days each calendar year totaling 60 hours. The training days shall be pre-scheduled for all employees at the beginning of the calendar year.~~
- ~~• One (1), 7-hour pre-scheduled work shift to staff special events.~~
- ~~• 11 hours Employees not scheduled for 2080 hours in the calendar year will be prescheduled additional will be added to the pay back payback hours as needed of employees working the team with 182 11-hour patrol shifts. These hours can be paid back by working an extra 11-hour shift or workday extensions.~~

~~"Make-up Work Hours" shall be scheduled so they do not result in an employees do not exceeding 171 hours in the 28-day FLSA work period. To achieve this, employees' shall Employees may not be scheduled for more than one 10-hour training day within a 28-day work period.~~

~~Make-up Work Hours will be recorded and tracked through an added code to the time sheet. If an Employee calls in sick on their scheduled Make-up Work day, sick leave shall not be used to make-up any part of the hours. An employee calling in sick for scheduled Make-up Work Hours shall be rescheduled based upon the needs of the Department.~~

~~On or about August 31 of each calendar year, the Field Operations Division Commander will audit outstanding "make-up work hours" owed by each employee, ensuring remaining hours owed by individual employees have been scheduled. If an employee is unable to pay back the hours by December 31 of that year, the hours will be deducted from his or her accrued vacation or compensatory time off banks or from his or her last paycheck of that year, to the extent permitted by law.~~

3. Implementation Shift Selection:

The 4-11 work schedule will be implemented on January 1st of each calendar year.

Employees assigned to the 4-11 work schedule shall select their team and squads in accordance with the *Patrol Officer, Corporal, and Patrol Sergeant Shift Selection Process* adopted in the ASSOCIATION Memorandum of Understanding.

The 4-11 work schedule may, or may not, have implications on compensable time listed hereafter and are addressed as follows:

— Training — Officers assigned as Canine Handlers and to the Crisis Response Unit may be subject to training on their days off and shall be compensated with overtime pay if required to work on a scheduled day off. This determination shall be based upon the needs of the department, at the discretion of the Chief of Police.

— Overtime and Overtime Call Back — Overtime is work which is in excess of the regularly scheduled 11 hour work shift or in excess of 171 hours worked per 28-day cycle, which has the approval of the Police Chief or his/her designated representative. Employees who are called to work prior to their normal work schedule but continuous with their normal work schedule shall receive overtime for hours worked before their normal work schedule begins.

— Sick Leave Accrual and Usage — Sick leave may not be utilized to make-up any part of the payback hours outlined in the “Make-up Work Hours”. Employees who report sick and are unable to work scheduled “make-up” work hours may be required to present a doctor’s note certifying the inability to report to work, to the extent permitted by law.

4. Alternative Schedules:

All employees not working in the Patrol Division who are currently working a 4-10 schedule will remain doing so.

6.2 Detective Standby Duty

Detectives will be assigned to work holidays as part of their regular work schedule and shall receive holiday pay in accordance with this Agreement in the same manner and application as Patrol.

Police Officers and Corporals assigned to the General Investigations Unit who are assigned weekly standby outside of their normal work hours may utilize a City-owned vehicle to be taken home and driven when called back to work and receive 2.29 hours per day of straight-time pay. When detectives are assigned standby duty at times other than their normal work hours, the City will provide a City-owned car which may be taken home and driven by the standby detective when called back to work. In addition, each Detective assigned the weekly stand by rotation will be paid sixteen (16) hours per week prorated at 2.29 hours per day of straight-time pay for each week so assigned. In the event an employee

~~assigned Standby is unable to complete the full week so assigned, the pay shall be prorated and the employee who provided the standby coverage shall be paid for the dates served.~~

~~The Sergeant assigned to the General Investigations Unit Detective Unit shall be will receive paid- Two Hundred Ninety Dollars (\$290.00) per month one hundred and thirty-four dollars (\$134.00) per pay period for standby duties.~~

~~Effective upon adoption of this Agreement, Standby Pay shall be issued on the paycheck following the pay period in which the standby occurred.~~

~~In the event a detective is called back to work at a time other than the regularly scheduled work hours, he/she will be compensated in accordance with the provisions of Section 7 of this Memorandum of Understanding.~~

6.3 Scheduling of School Attendance Shift Trades

Shift trades between employees, arranged by an employee for the purpose of attending school, will be approved whenever operationally feasible.

6.4 Notice of Schedule Change

Employees will be provided at least seventy-two (72) hours advanced notice via contact info on file (e.g., phone, voicemail, text message, scheduling software or email) when their regular hours of work are being changed. Employees who are off-duty at the time of the notification must be called by phone. A voicemail message, text message or electronic mail message shall not satisfy the notification requirement to an employee who is off-duty.

6.5 Shift Selection – Patrol Officer

The shift schedule for the calendar year will consist of two (2), six (6) month periods with shift changes in early January and July.

At least sixty (60) days prior to annual January shift change, officers will select shifts, by seniority, for the next full calendar year.

The Department reserves positions on each shift for Canine Officers and probationary employees (limited to one slot per shift).

Officers are provided with a minimum of seventy-two (72) hours advanced notice of their scheduled fifteen (15) minute shift selection time . Officers who cannot be present for their selection time may phone in their selection to the on-duty watch commander or supervisor or submit a written selection in advance. In the event an officer fails to make a selection during their designated time, the officer is relegated to those shifts available when the officer reports to select their shift.

During January, following shift selection, each officer is requested to schedule a minimum of eighty (80) hours of vacation for the calendar year. Vacation selection is made in seniority order during shift selection. Vacations requested after annual leave selection are approved on a case-by-case basis.

Officers returning to patrol from special assignments are assigned to existing shift vacancies until they are able to participate in the next shift selection process.

Officers near the end of the special assignment rotation and officers within the last three (3) months of their probation will participate in the annual shift selection process.

The Department assigns probationary officers to shifts and rotate as deemed appropriate by the Department.

Vacancies that occur during the year following shift selection are to be filled/assigned by the Department until the next shift selection process.

6.6 Shift Selection – Corporal and Sergeants

The shift schedule for the calendar year will consist of two (2), six (6) month periods with shift changes in early January and July. At least sixty (60) days prior to annual January shift change, corporals/sergeants will select shifts, by seniority, for the next full calendar year.

Sergeants are provided with a minimum of seventy-two (72) hours advanced notice of their scheduled fifteen (15) minute shift selection time. Sergeants who cannot be present for their selection time may phone in their selection to the on-duty watch commander or supervisor or submit a written selection in advance. In the event a sergeant fails to make a selection during their designated time, the sergeant will be relegated to the end of the seniority list.

During January, following shift selection, each sergeant is required to schedule a minimum of eighty (80) hours of vacation for the calendar year. Vacation selections are made in seniority order during shift selection. Vacations requested after annual leave selections are approved on a case-by-case basis.

Sergeants returning to patrol from special assignments are assigned to existing shift vacancies until they are able to participate in the next shift selection process. Sergeants near the end of the special assignment rotation and Sergeants within the last three (3) months of their probation will participate in the annual shift selection process.

Vacancies that occur during the year following shift selection are filled/assigned by the Department until the next shift selection process.

6.7 Reopener

~~Upon request of the City the Association will meet and confer regarding changes in Sections 6.5 and 6.6 Shift Selections.~~

Section 7. Overtime Call-Back

7.1 ~~Definition~~ Overtime for Miscellaneous Employees

Employees who work in excess of forty (40) hours per workweek will receive overtime for all hours in excess of forty (40) hours at time and a half their regular rate of pay.

7.2 Overtime for Safety Employees

Police Officers, regardless of rank, are subject to an FLSA work period that is twenty-eight (28) days in length with an FLSA overtime threshold of 171 hours, pursuant to 29 U.S.C. section 207(k).

Overtime is paid at one and a half times the employee's regular rate of pay. An employee may take overtime in cash or CTO.

Employees on a forty (40) hour work schedule receive overtime for hours worked in excess of forty (40) hours per workweek or for hours worked outside of their regularly scheduled work shifts ~~except where otherwise provided.~~

Employees on a 4/11 work schedule receive overtime for hours worked in excess of 171 hours in the 28-day FLSA pay period or for hours worked outside of their regularly scheduled work shifts ~~except where otherwise provided.~~

~~Overtime is work which is in excess of the regularly scheduled work shift or in excess of one hundred and sixty (160) hours worked per twenty eight (28) calendar day work cycle or in excess of forty (40) hours per work week, which has the approval of the Police Chief or his/her designated representative. Notwithstanding the foregoing, employees who work the 4-11 schedule as set forth in Section 6 are entitled to overtime for any hours worked in excess of 171 hours in a 28-day work cycle. Overtime shall be paid for work in excess of the regularly scheduled 11 hour work shift and as described in Section 6.1 Workweek & FLSA Period. Overtime shall also be paid for work performed on the employee's scheduled days off.~~

7.32 Scheduled ~~and~~ Emergency Overtime

~~Unless excused by the Police Chief, an employee, upon request, shall not fail or refuse to perform emergency or scheduled overtime. Scheduled means at least twenty-four (24) hours prior notice. A sign-up sheet will be used for scheduled overtime and will go up as soon as the need is known or at least two (2) weeks in advance whenever possible. In the event that no employee signs up for the posted scheduled overtime, the overtime shift will be assigned and when feasible the employee will be provided seventy-two (72) hours-hours' notice. Failing or refusing to perform scheduled overtime Failure or refusal by the employee, to work overtime in accordance with this provision, shall be is grounds for discipline.~~

7.4 Emergency Overtime

Employees may be assigned mandatory overtime, on emergency basis, by the Police Chief or designee. Emergency Overtime is any overtime to (1) meet minimum staffing for patrol, (2) backfill positions during a critical incident (Officer Involved Shooting, Death In Custody, Line-of -Duty Death), an unplanned emergency occurrence, or emergencies as determined by the Chief of Police or designee.

7.4 Mandatory Overtime

~~Employees may be assigned mandatory overtime by the Police Chief or designee; failing to perform overtime is grounds for discipline.~~

7.53 Overtime Compensation

~~The regular rate of pay is computed by the following formula: an employee's remuneration for employment, including all includable remuneration as set forth in the Fair Labor Standards Act, 29 CFR § 779.18 during the work period, divided by the total numbers of hours actually worked in that period.~~

7.64 Compensatory Time Off

~~The employee, at the employee's option, may request, through the Police Chief, compensatory time off (CTO) or overtime pay for overtime worked. Use and accrual of compensatory time shall be at the discretion of the Police Chief to assure assignment of adequate personnel to provide and maintain the City services. Employee must have sufficient hours available in CTO bank at the time the CTO requested is submitted. No eEmployees may not accrue more than one hundred sixty-four (164) hours of compensatory time. The employee shall receive paid overtime for all hours worked in excess of the one hundred sixty four (164) hours. Accrued Compensatory time shall be paid to the employee once per calendar year in the second pay period in the month of December or at termination.~~

~~Employees assigned by the Police Chief to a Detectives assignment shall be are allowed to accrue up to a maximum of two hundred and four (204) hours of CTOcompensatory time during the time period so assigned. Detectives shall receive paid overtime for all hours worked in excess of the two hundred and four (204) hours.~~

~~Employees may cash out CTO at any time during the year; any remaining CTO is paid to the employee annually on the second paycheck in the month of December or at termination.~~

~~The use of CTO is at the discretion of the Police Chief to ensure the assignment of adequate personnel to provide and maintain the City services. Employees must have sufficient hours available in CTO bank when the CTO request is submitted. Any employee may request to take CTO, which shall be by mutual agreement between employee's supervisor and the employee.~~ The department will grant an employee request to use accumulated CTO provided that: 1) the department can accommodate the use of CTO on the date requested without undue disruption; 2) it does not fall on a mandatory training or maximum deployment day listed in the Patrol Calendar (the list of maximum deployment days ~~shall be is~~ placed on the calendar at the beginning of the shift bidding for the calendar year); and 3) the employee ~~make~~ makes the request in writing to the supervisor no later than five (5) days prior to the date requested. Undue disruptions occur when the department falls below minimum staffing for a shift, during special events when maximum staffing is required, and where the employee(s) absence would interfere with the successful operation of the department as a whole.

7.75 Call-Back Pay

~~Any employee, who is called back to duty, shall be paid at the overtime rate for a minimum of will receive three (3) hours of overtime for each call-back. In the event that If separate call-backs overlap within a three (3) hour period, the employee will be paid for one call-back minimum of three (3) hours at the overtime rate and for any additional hours worked at the overtime rate.~~

~~Notwithstanding the above, if the return to work is contiguous with the employee's scheduled workday shift and the employee is provided with a minimum of four (4) hours advance notice, the employee shall will not be paid Call Back Pay, but will be paid at the overtime rate for hours worked prior to the start of the employee's regular shift.~~

7.86 Court Appearances

Employees who are required to testify in court in their official capacity as a ~~peace police~~ officer within one (1) hour after their scheduled ~~work~~ shift or conclude the court appearance within one (1) hour before, their scheduled ~~work~~ shift, that is, as an extension of ~~his/her~~ their ~~work~~ shift, ~~shall be and is~~ compensated at their ~~ir~~ overtime rate of pay for actual time worked and up to one (1) hour waiting time.

Employees who are off duty for more than one (1) hour, ~~or on vacation, compensatory time off, or their regularly scheduled shift off,~~ who are called back required to testify in court in their official capacity as a ~~peace police~~ officer ~~shall will~~ be compensated for a minimum of four (4) hours. If separate court appearances overlap within a four (4) hour period, the employee will be paid for one court appearance. (each call back providing that the call back periods do not overlap) or actual hours worked in excess of four (4) hours, computed at the overtime rate of pay.

Section 8. Differentials

8.1 Special Assignment Pay

Detective Premium – Employees who are routinely and consistently assigned to the General and Special Investigations Unit will receive detective premium in the amount of five percent (5.0%) of their base hourly rate of pay for the duration of the assignment.

Field Training Officer (FTO) Premium – Police Officers who are routinely and consistently assigned to train employees will receive training premium in the amount of five percent (5.0%) of their base hourly rate of pay for the duration of the assignment.

Employees assigned as a School Resource Officer, Neighborhood Resource Officer (NRO), Community Policing Sergeant, Administrative Sergeant/Chief of Staff, or Traffic Safety Unit Sergeant will receive special assignment pay in the amount of five percent (5.0%) of their base hourly rate of pay for the duration of the assignment.

Regular Continuous Assignment

Special assignment pay shall be provided in the amount of five percent (5%) for base salary per month for the sworn personnel who are assigned to and perform in the assignments of:

Detective (assigned to General and Special Investigations Unit) *

School Resource Officer

Neighborhood Resource Officer (NRO)

Community Policing Sergeant

Detective Sergeant (assigned to General and Special Investigations Units)

Traffic Safety Unit Sergeant*

Only assignments noted with "" are applicable to Corporals performing those duties.

Short-Term Assignments

The Police department plans to exclusively utilize Police Corporals to serve as the Field Training Officer. In the event a TPOA member, excluding Police Corporal, is directed by the department to serve as the Field Training Officer, the employee shall receive special assignment pay for hours worked in the Field Training Officer assignment.

K-9 and Motorcycle Assignments

The K-9 officer will receive thirty (30) minutes of overtime per day for provide the feeding, grooming, and other normal chores associated with maintaining a dog in a clean and healthy environment, in exchange for twelve (12) hours of overtime credited to him/her each month during which he/she is while they are assigned as the K-9 officer.

Motorcycle Assignments

The motorcycle officer or Police Corporal Employees on a motorcycle special assignment will receive three point nine-six (3.96) hours of overtime per pay period to perform provide normal maintenance, washing and waxing of his/her their assigned motorcycle, in exchange for eight (8) hours of overtime credited to him/her each month, during which he/she is assigned as the motorcycle officer. In addition, the motorcycle officer or Police Corporal on a motorcycle special assignment will transport the motorcycle, during normal work hours, to "the designated vendor" for detailed maintenance and repairs as needed.

Removal from Special Assignments

The Chief of Police may at their sole discretion assign or remove an employee from The assignment of Officers to any of these special assignments or the removal of Officers from these special assignments shall be based on performance and at the sole discretion of the Police Chief.

8.2 Education Incentive Pay

Employees who possess an Associates of Arts degree, or higher degree receive education incentive in the amount of five percent (5%) of their base rate of pay.

8.3 POST Incentive Pay

Employees who possess a POST Intermediate Certificate receive POST incentive in the amount of two and a half percent (2.5%) of their base rate of pay.

OR

Employees who possess a POST Advanced Certificate receive POST incentive in the amount of six percent (6%) of their base rate of pay.

OR

Employees who possess a POST Supervisory Certificate receive POST incentive in the amount of eight and a half percent (8.5%) of their base rate of pay.

8.2 Education Incentive Pay

Police Officers and Police Corporals

The City shall pay Employees who possess a POST Intermediate Certificate will receive POST incentive in the amount of a two and one half percent (2.5 1/2%) of their base rate of pay. incentive on the existing salary step and range of employees who possess a POST Intermediate Certificate.

Or

Employees who possess a POST Advanced Certificate will receive POST incentive in the amount of six percent (6%) of their base rate of pay.

The City shall pay a Employees who possess an Associates of Arts degree will receive education incentive in the amount of five percent (5%) of their base rate of pay. incentive on the existing salary step and range of employees who possess an Associates of Arts degree in Police Administration, or a related field.

The City shall pay a two and one half percent (2 1/2%) incentive on the existing salary step and range of employees who possess a POST Advanced Certificate. Effective the first full pay period in July 2018 or the pay period after Council approves a successor MOU in open session, whichever is later, the City shall pay a three and one half percent (3 1/2%) incentive on the existing salary step and range of employees who possess a POST Advanced Certificate.

Sergeants

Employees who possess an Associates of Arts degree will receive education incentive in the amount of The City shall pay five percent (5%) of their base rate of pay. on the existing salary step and range of Sergeants who possess an Associate of Arts Degree or higher degree in Police Administration, or a related field.

The City shall pay a Employees who possess a POST Advanced Certificate will receive POST incentive in the amount of two three and one a half percent (23 .51/2%) of their base rate of pay. incentive on the existing salary step and range of Sergeants who possess a POST Advanced Certificate. Effective the first full pay period in July, 2018 or the pay period after Council approves a successor MOU in open session, whichever is later, the City shall pay a three and one half percent (3 1/2%) incentive on the existing salary step and range of Sergeants who possess a POST Advanced Certificate.

Or

Employees who possess a POST Supervisory Certificate will receive POST incentive in the amount of The City shall pay a two and one half six percent (62 1/2%) of their base rate of pay. incentive on the existing salary step and range of Sergeant who possess a POST Supervisory Certificate.

Education incentive pay will be included in the base pay rate for the calculation of overtime and holiday in lieu pay. Details regarding procedures for education pay are contained in the Administrative Procedures on Education Incentive Pay.

8.4 Longevity

Effective the first full pay period following adoption by the City Council, employees receive longevity pay as follows:

- Upon completion of five (5) years of service, employees receive longevity pay of three percent (3.0%) of their base hourly rate of pay.
- Upon completion of ten (10) years of service, employees receive an additional two percent (2.0%) of their base hourly rate of pay (total of 5%).
- Upon completion of fifteen (15) years of service, employees receive an additional two percent (2.0%) of their base hourly rate of pay (total of 7%).
- Upon completion of twenty (20) years of service, employees receive an additional three percent (3.0%) of their base hourly rate of pay (total of 10%).

8.5 Lateral Police Officer Referral Program

Employees who refer an eligible Lateral Police Officer hire and complete the Employee Referral Form, will receive an incentive of up to one thousand dollars (\$1,000.00) for newly hired and retained Lateral Police Officers. The City pays the referral incentive in two (2) installments. The City pays five hundred dollars (\$500.00) to the referring employee when the candidate is hired and five hundred dollars (\$500.00) to the referring employee once the candidate completes their field-training program.

The City will only identify one (1) employee as the referring employee for each eligible applicant. The Police Chief retains the right to modify the program based on the needs of the department.

Section 9. Allowances

9.1 Uniforms – Sworn Personnel

Upon hire, employees will receive nine hundred dollars (\$900.00) for the purchase of uniforms and a uniform allowance of thirty-five (\$35.00) per pay period for the purchase and maintenance of uniforms. The City shall provide a uniform allowance for new employees and an annual maintenance allowance of nine hundred dollars (\$900.00).

The City shall provide newly assigned mMotorcycle officers are provided with one new helmet, one leather uniform jacket, one pair of motorcycle boots, two pairs of breeches, two pairs of safety glasses (one clear and one tinted), and one pair of leather riding gloves, in addition to the annual maintenance allowance..

The uniform allowance shall be paid on the regular payday for the pay period that includes June 30, by a separate check.

Non-Sworn Personnel

~~The City shall provides required uniforms to all non-sworn personnel in this unit.~~

9.2 Replacement/Repair of Equipment

~~The City shall pays for the replacement or repair of Association member's uniforms and equipment damaged in the line of duty.~~

9.3 Equipment and Clothing Return

~~All City furnished equipment and clothing remains in the ownership of the City and must be returned when an employee leaves employment.~~

9.34 Mileage Reimbursement

~~An employee who is required to provide transportation for the performance of his/hertheir job shall be compensated at a rate will receive reimbursement equal to the Internal Revenue Service (IRS) mileage rate. Such reimbursement does not apply to commuting, to or from his/hertheir residence, by an employee.~~

9.45 Education Reimbursement

~~Upon Police Chief approval, an employee who completes a course of study and receives a grade of "C" or better may be reimbursed for University of California's fees, books, and tuition up to a maximum of \$ 5,000.00 per year to a lifetime maximum of \$20,000.00. Employees enrolled in an accelerated degree program, may be eligible for accelerated reimbursement subject to Department approval.~~

~~An employee who completes a course of study and receives a grade of C or better may be reimbursed, with the prior approval of the Police Chief, for books, supplies and tuition only for courses taken at public colleges or universities in California, up to a maximum of \$1800.00 per fiscal year. Courses taken at any accredited colleges or universities shall be reimbursed at a cost not to exceed the cost of comparable courses offered at the University of California up to a maximum of \$1800.00 per fiscal year. Reimbursement shall be made for courses taken towards an Associate of Arts, Bachelor Degree or Master's Degree in the area of Criminal Science, Psychology, Organizational Management, Public Administration or other curriculum pre-approved by the Police Chief.~~

~~For employees who achieve a degree through an accelerated degree program, the employees shall receive reimbursement up to a maximum amount of \$7200.00. Employees who receive such reimbursement agree to remain employed with the City of Tracy for a period of five (5) years, starting on the date program enrollment begins. Failure to complete this service may result in the employee re-paying the City of Tracy a prorated fee, based upon the cost of \$1800.00 per year. Employees who wish to participate in an accelerated program will sign an individual agreement with the City regarding re-payment.~~

~~Mileage reimbursement shall only be provided for courses the City directs the employee to attend.~~

9.6 Credit for Training

~~The Police Chief, or his/her designee, is responsible for developing employee training programs. Such training programs may include lecture courses, demonstrations, assignment of reading matter, or other such devices for the purpose of improving the efficiency and broadening the knowledge of municipal employees in the performance of their duties.~~

~~Participation in and successful completion of special training courses may be considered in making advancements and promotions. The Police Chief shall file evidence of such activity with the City Manager.~~

9.57 Bilingual Pay

~~Employees certified by the City as bilingual in an approved language will receive bilingual pay in the amount of shall be entitled to receive, in addition to their regular compensation, an additional two percent (2%) of their base rate of pay. if they meet the following criteria:~~

- ~~_____ Certification from the City that the employee possesses the needed language skills; and~~
- ~~_____ Certification from the Police Chief that a particular assignment involves the need for the required skills on a regular basis.~~

~~Qualifying Approved languages are Spanish, American Sign Language, and any other language designated by the Police Chief as beneficial to the City approved by the City Manager.~~

Section 10. Holidays

10.1 Paid Holidays for Employees on Monday through Friday Work SchedulesHolidays

The City observes the following holidays:

<u>New Year's Day</u>	<u>January 1</u>
<u>Martin Luther King, Jr. Day</u>	<u>3rd Monday in January</u>
<u>President's Day</u>	<u>3rd Monday in February</u>
<u>Memorial Day</u>	<u>Last Monday in May</u>
<u>Juneteenth</u>	<u>June 19</u>
<u>Independence Day</u>	<u>July 4</u>
<u>Labor Day</u>	<u>1st Monday in September</u>
<u>Veteran's Day</u>	<u>November 11</u>
<u>Thanksgiving Day</u>	<u>4th Thursday in November</u>
<u>Day after Thanksgiving Day</u>	<u>4th Friday in November</u>
<u>Christmas Eve</u>	<u>December 24</u>
<u>Christmas Day</u>	<u>December 25</u>

The City observes holidays proclaimed by the Governor of the State of California or the President of the United States that are approved by the City Council.

On January 1 and July 1 of each year, or prorated thereto, regular full-time employees shall be granted a bank of fifty-two (52) hours of holiday leave. Employees shall be compensated for holiday leave hours not used during a given six (6) month period at the holiday in-Lieu pay rate. Employees assigned to a Monday through Friday schedule will be required to use eight (8) hours of holiday leave for leave on a holiday observed by the City of Tracy.

10.2 Holiday In-Lieu Pay for Sworn Employees Working in a Seven (7) Day Operation

Employees are in positions that are scheduled to work without regard for the holidays listed above. Employees receive holiday-in-lieu in the amount of five point seventy-five percent (5.75%) of their base hourly rate of pay in lieu of receiving any other form of holiday compensation.

On January 1 and July 1 of each year, or prorated thereto, regular full time employees shall be granted a bank of fifty two (52) hours of holiday leave. Employees shall be compensated for holiday leave hours not used during a given six (6) month period at the holiday in Lieu pay rate. Requests for use of holidays shall be subject to Police Chief's approval.

The holiday in Lieu pay rate shall be calculated as follows:

Annual salary (base salary + incentives) divided by 2,080 hours = Hourly Rate x 8 =
Holiday in Lieu Pay.

Holiday in Lieu pay will be paid on separate checks on the second regular payday in the month of June and the first regular payday in the month of December.

10.3 Proclaimed Holidays

All holidays proclaimed by the Governor of the State of California or the President of the United States shall be granted as holidays. Holiday pay will be paid on separate checks on or before July 15th and December 15th.

Section 11. Vacation Leave

11.1 Vacation Schedule Accrual

Employees shall be entitled to annual vacation leave prorated per pay period in accordance with the following schedule:

Employees accrue vacation per pay period as follows:

<u>Months of Continuous Employment</u>	<u>Hours Accrual</u>
<u>0 to 59</u>	<u>3.69</u>

60 to 120	5.54
121 to 180	6.15
192	6.46
204	6.77
216	7.08
228	7.39
240	7.70
252	8.01
264	8.32
276+	8.63

~~Date of employment through completion of 5th year – 96 hours per year.~~

~~6 – 10 years of continuous employment – 144 hours per year.~~

~~11 – 15 years of continuous employment – 160 hours per year.~~

~~16 years or more of continuous employment – eight (8) additional hours per year up to a maximum of twenty-eight (28) days or two hundred and twenty-four (224) hours maximum annual accrual.~~

11.2 Vacation Accumulation

~~Employees may accrue a maximum of four hundred and forty-eight (448) hours of vacation. Earned vacation time may be accumulated, but the employee shall not be allowed to have an accumulation of more than two (2) times the annual accrual credit at any time without prior approval of the City Manager.~~

~~In the event, that and if the employee's scheduled vacation is canceled by the City, for whatever reason, the employee will be granted an additional six (6) months from the time of such the cancellation to reschedule vacation without any loss of vacation accumulation.~~

~~Employees who accrue more than Employees as of April 1, 2002, who accrue vacation in excess of twenty-eight (28) days or two hundred and twenty-four (224) hours of vacation per year, are considered "grandfathered" and will continue to accrue the same number of hours.~~

~~Any such employee shall be entitled to continue to accrue the same number of days as he/she accrues as of the date March 31, 2002, but shall not receive increased accrual levels after April 1, 2002.~~

11.3 Vacation Scheduling

~~Employees shall must schedule a minimum of eighty (80) hours of vacation annually with the approval of the Police Chief. Vacations shall will be scheduled for the following year by January 15 of each calendar year. Employees, who have insufficient accrued vacation leave to take eighty (80) hours off, may utilize compensatory time CTO or may be advanced up to forty (40) hours of vacation leave upon approval of the Police Chief. Employees may not be advanced said vacation leave if the employee has sold vacation leave hours within the last year. Scheduling shall be is based upon department seniority.~~

~~Any employee may request to take Vacation, which shall be by mutual agreement between employee's supervisor and the employee with the approval of their supervisor. The department will grant an employee request to use accumulated Vacation provided that: 1) the department can accommodate the use of Vacation on the date requested without undue disruption; 2) does not fall on a mandatory training or maximum development day listed in the Patrol Calendar (the list of maximum deployment days shall be placed on the calendar at the beginning of the shift bidding for the calendar year); and 3) the employee make the request in writing to the supervisor no later than five (5) days prior to the date requested. Undue disruptions occur when the department falls below minimum staffing for a shift, during special events when maximum staffing is required, and where the employee(s) absence would interfere with the successful operation of the department as a whole.~~

~~Representatives of the Association and the Department will meet to discuss details of the vacation selection system.~~

11.4 Vacation

~~No eEmployees may not take vacation during his/her their first six (6) months of employment. Vacation may be taken the pay period following its accrual. All employees shall be entitled to vacation leave upon completion of six months of employment. The vacation schedule shall be established with primary consideration for the needs of the City, but with as much regard, as possible, for the wishes of the employee. Leave may be taken only after it has been earned, subject to the above restrictions. —~~

11.5 Vacation Pay

~~Upon termination, separation, an employee shall will be paid for accrued vacation earned, but not taken, up to the maximum accrual permitted at their straight-time rate of pay.~~

11.6 Leave-Vacation Buy-Back

~~By November 1 of each year, an employee may make an irrevocable election to cash out vacation that will accrue in the next calendar year prior to December. The employee can elect to receive up to 50% of the cash-out on the second pay period in July, and the remainder on the first pay period in December. Association members are allowed an optional buyback of accumulated vacation and compensatory bank hours. Once per calendar year, the employee may have the City buy back up to 50 percent of accumulated vacation leave, but not more than the equivalent of one year's earning rate for vacation. The hourly rate for buy back is the annual salary, divided by the annual hours of work.~~

Section 12. Sick Leave

12.1 Accrual

~~All eEmployees shall be eligible to accrue three point six-nine (3.69) hours of sick leave per pay period. prorated per pay period at the rate of:~~

~~Ninety-six hours of full pay sick leave per year.~~

12.2 Approval

~~Sick leave may be requested and used as approved by the Police Chief. Approved sick leave shall be paid until the employee's accumulated total of sick leave hours has been exhausted. At that time, the employee shall receive no further pay for sick leave.~~

~~An employee requesting sick leave should exercise reasonable diligence in notifying the on-duty supervisor prior to the time set for reporting to work. Failure to make reasonable efforts to notify the on-duty supervisor for the use of sick leave, prior to the commencement of the shift for which leave is requested, may result in loss of the sick leave privilege for that subject shift.~~

12.3 Usage

Sick leave may be requested only in cases of actual personal sickness or disability, medical or dental treatments, or for absences due to serious illness or injury of a member of the employee's immediate family.

Employees may utilize up to one-half (1/2) of their annual accrual of sick leave for the care of their immediate family. Immediate family is defined pursuant to California Law.

12.4 Doctor's Certificate

~~The City has a legitimate concern in preventing abuse of sick leave use. If the City has a reason to believe that sick leave is being abused, it may request that an absence be verified. The City's right to verify an absence includes the right to require requiring a doctor's excuse at any time. The City may prescribe forms to be used for said verification of sick leave.~~

~~The Police Chief may require a written statement from an attending physician or dentist that an employee is capable and released to return to the performance of all duties of his/her their position.~~

~~Nothing in this section precludes a supervisor from requiring, with cause, a health care provider's statement for an absence of three (3) or fewer days after the first three (3) days of paid sick leave are used in a 12-month period.~~

12.5 Sick Leave Pay Off

~~Upon death while actively employed, the employee's estate shall receive straight-time pay for all accrued sick leave. If an Association Member employee terminates or is terminated separates employment for any reason, all accumulated sick leave shall be canceled. Such accumulated sick leave, however, shall be credited to such the employee if he/she they returns to City employment within two (2) years of such termination separation.~~

12.6 Sick Leave Conversion at Retirement

~~An employee who retires with at least ten (10) years of service may elect to convert all accrued sick leave to a medical insurance bank. The value of the medical insurance bank shall be determined by multiplying the number of accrued sick leave hours by the employee's hourly rate of pay including incentives. The retired employee and his/her their dependents shall be entitled to continued group health insurance coverage, dental and/or vision coverage currently in effect, with premiums for such coverage being deducted from the medical insurance bank until said the bank is exhausted. Thereafter,~~

~~the employee and his/her/their dependents may continue to participate in the City's group health plan, at group rates, provided the City receives the employee's payment for the premium by the 10th of each month for the following month's coverage.~~

~~Terms of the Policy Agreement with the City's insurance carrier regarding coverage and eligibility shall apply to the employee and his/her/their dependents.~~

12.7 Retiree Medical Sick Leave Conversion Reopener

~~The parties agree to continue meeting and conferring up to and including the impasse procedures over Section 12.6 sick leave conversion at retirement with the goal to replace it with a pre-funded retiree medical retirement system. This provision expires on June 30, 2025.~~

12.7 Catastrophic Leave Program

~~Members of the Association shall be covered by, and eligible to participate in, the City's Catastrophic Leave Program. The Program is described in detail in Personnel Rule 17.8.~~

Section 13. Workers' Compensation

~~An employee receiving disability payments under Workers' Compensation Laws shall be entitled to industrial accident leave in accordance with state laws and employment status.~~

Section 13. Non-Sworn ShortLong Term Disability

~~The City of Tracy will provide PORAC Long Term Disability at \$19.50 to all members of the Tracy Police Officers Association. These members must be actively working and members of PORAC. Any additional costs will be deducted from the employee's checks on an after tax basis.~~

Non-Sworn Personnel

~~Employees pay .83% of their base rate of pay for mandatory Pparticipation in the City's Short-Term Disability (STD) insurance plan is mandatory. The City shall deduct .83% of the employee's earnings, prior to applying taxes, each pay period to pay the minimums for this plan.~~

~~Short Term DisabilitySTD Insurance payments are available to employees who cannot work because of sickness or non-work--related injury. STD payments shall beare integrated with accumulated sick leave and vacation leave-balances unless the employee elects in writing, at the time of disability, to retain STD payments and receive no supplemental income (paid leave) from the City.~~

~~To the extent accumulated sick leave or vacation leave areis available, the employee will continue to receive normal paychecks. Payments received from the insurance carrier shallmust be turned in to the City, unless the employee declined paid leave in writing at the time of disability. When such-insurance checks are received by the City, a portion of the employee's next paycheck, equal to the amount turned in, shall be recorded asis paid as nontaxable pay-income, and sick leave or vacation will-shall be charged only for the amount of the City's sharepaid for the balance of the paycheck.~~

~~In no case may an employee receive more income than the amount of their normal pay. Employees must turn in checks received from the insurance carrier for the City, unless the employee elected in writing at the time of disability, of the employee's choice not to receive paid leave.~~

Section 145. Leaves of Absence

145.1 Approved Absence Without Pay

Upon written request, the City Manager may grant an employee a leave of absence without pay for a definite period not to exceed one (1) year. Failure on the part of the employee absent without pay to return to duty within twenty-four (24) hours after notice of return may be cause for discharge.

A leave of absence without pay, up to three (3) days can be approved by the Police Chief.

~~The City may pay health benefits, for up to sixty (60) days, for employees on approved leave of absence without pay as a result of illness or injury in accordance with applicable laws.~~

145.2 Bereavement Leave

~~In the event of a death in the immediate family of an employee, an employee may use up to forty (40) hours of paid bereavement leave. If the employee needs additional time, the employee may use vacation, sick leave, or CTO, with the approval of the Chief or designee; additional leave will not be unreasonably denied.~~

~~In the event of the death of a relative, not a member of the immediate family, employee's may take one (1) day of vacation, CTO, or unpaid leave to attend the funeral.~~

~~The immediate family of an employee is defined as: Parents, step-parents, parents-in-law, spouse, child, step-child, brother, sister, grandparents; grandchildren, brother/sister in-law son/daughter-in-law, or legal guardian or a person who is at least fifty percent (50%) dependent on an employee.~~

145.3 Military Leave

~~(a) Military leave is granted in accordance with provisions of State and Federal laws. For purposes of this section, "military duty" applies to both "active" and "inactive" military duty. Employees who are ordered to active military duty will provide the City with a copy of the Orders. Employees who are required to engage in weeknight or weekend military drills as part of their inactive military duty, will provide the City with documentation of the requirement. Employees entitled to military leave will give the department head an opportunity, within the limits of military regulations, to determine when such leave is granted. An employee on military leave of absence who has been an employee of the City for not less than one (1) year is entitled to receive their salary for the first thirty (30) calendar days of such absence. Pay for such purposes may not exceed thirty (30) days in any one (1) fiscal year.~~

~~(b) An employee returning from military duty are entitled to appointment to the same or a corresponding position with full salary and benefits, including within-class-pay step increases as would have been received had the employee remained for that period of time in active service with the City. Application to the City must be made within six (6) months of discharge. An~~

employee returning to employment following military leave may not be discharged without cause within one (1) year after reinstatement.

(c) A person employed to fill a position made vacant by an employee on military leave of absence will hold the position, subject to being laid off upon reinstatement of the employee to their former position. An employee promoted to fill a position made vacant by an employee on military leave will hold the position, subject to being reinstated to their former position upon return of the employee.

145.4 Maternity Leave

Maternity leave is granted in accordance with applicable state and federal laws. A request for maternity leave must be submitted to the City Manager no later than the end of the sixth (6th) month of pregnancy.

The City will provide a temporary transfer for a pregnant employee to a less strenuous or hazardous position for the duration of the pregnancy: (1) if they requests the transfer and (2) if they submit verification from their doctor that such reassignment is medically advisable. The type of duty is at the discretion of the City and where the transfer can be reasonably accommodated. The City reserves the right to assign the employee to other duties within the City as may be available or as needed.

The City complies with the provisions of the Family Medical Leave Act and California Family Rights Act.

145.5 Family and Medical Leave Act

~~The parties acknowledge the applicability of the City complies with Family and Medical Leave Act, and intend to apply and implement this M.O.U. so as to comply with the Act.~~

145.6 Jury Duty Court Pay

~~All eEmployees will receive full pay when shall be entitled to leaves of absence for a reasonable time necessary to appear as a witness in court, other than as a litigant, pursuant to a lawful subpoena, to serving on a jury, or to testifying as a result of prior employment as a peace officer, or to respond to an official order from another governmental jurisdiction for reasons not brought about through the connivance or misconduct of the employee. Such leaves of absence shall be granted, with pay, up to the amount of the difference of the employee's regular earnings and any amount he/she receives for jury or witness fees, with the exception of any mileage allowance, which shall be retained by the employee.~~

~~Such leaves of absence shall not be charged against the employee's sick leave or vacation leave.~~

15.7 Voting Leave

~~Employees shall be granted sufficient time to vote during municipal, primary, and general elections.~~

Section 156. Health Insurance

156.1 Medical

156.1.1 Plans Provided

The City offers medical insurance through Kaiser and ~~Health Net~~Sutter. ~~During the term of this Agreement, the~~ City reserves the right to change medical providers, and the parties shall meet and confer regarding any ~~such~~ change in providers.

156.1.2 New Employees

New employees ~~hired on or after September 1, 2006 shall be~~ are required to select and maintain a medical plan for at least the employee, ~~and are not eligible for cash benefits except as may be required by provisions of the IRS regulations covering Flexible Benefits plans.~~

156.2 Dental

The City ~~shall offer~~ s dental insurance coverage for full-time employees and their eligible dependents, ~~through the existing providers.~~

156.3 Vision Care

The City ~~shall offer~~ s vision care benefits for full-time employees and their eligible dependents, ~~through the existing providers.~~

156.4 Life Insurance

The City provides Life Insurance in the amount of ~~Fifty T~~housand D~~ollars~~ (\$50,000). This coverage ~~will be~~ is mandatory for ~~all TPOA~~ employees. The City ~~will fully pay~~ s the premium by adding the actual cost of the premium to the amount provided in the Cafeteria Plan each month.

156.5 Cafeteria Plan156.5.1 City Contribution

The City ~~shall maintain~~ s an account for each full-time employee in regular or probationary status within the City's Cafeteria Plan. The City contributes \$2994.13 into the employee's cafeteria plan for the purchase of Medical, Dental, and Vision insurance. The cafeteria plan is increased annually by 75% of the average dollar increase of the family HMO plan premiums. The City ~~shall make~~ s monthly payments of no more than the ~~annual maximum amount for the~~ employee's benefit level, either family, employee plus one, or employee only, ~~to each~~ employee's account.

156.5.2 Future Contributions and Cash Out Options

~~For e~~ Employees hired before September 1, 2006, ~~the maximum cash payment shall be set at who opt out of medical insurance receive~~ Nine nine Hundred hundred and Fortyfour Threethree Dollarsdollars (\$943.00) per month, ~~for employees who do not elect a medical plan. For employees hired on or after September 1, 2006, each employee shall be required to select a medical plan and the cash payment shall be limited to the minimum required by law (if any).~~

~~If premiums increase in the plans to which City employees subscribe effective January 1, 2016 and each January thereafter during the term of this Agreement, the City will increase the City's monthly contribution for employees by 75% of the average of the dollar increase of the family HMO plan premiums for employees electing family coverage.~~

~~Example: "If the Kaiser Family Plan monthly increase is \$100 and the Health Net Family Plan monthly increase is \$125 per month, the average dollar amount for the two plans would be \$112.50. The City's increase contribution will be \$84.38 per month (75% of the premium increase).~~

~~For employees who elect two-party or single coverage, the City will also increase the City's contribution to the Cafeteria Plan. The increase shall be limited to the amount necessary to fully cover the plan selected up to a maximum of the dollar amount allocated to employees who elect family coverage. There shall be no increase for employees who do not elect health insurance coverage.~~

~~In the event the above listed amounts are insufficient to fully pay the premiums required of employees enrolled in any one of the medical insurance plans, the City shall make a payroll deduction from the employee's pay to cover the difference in cost.~~

156.5.3 Approved Account Uses

~~The monies in an employee's account shall~~ The cafeteria plan may be used for one or more of the following purposes only: (1) payment of medical premiums ~~charges for the medical insurance program in which that~~ the employee is enrolled, (2) payment of premium charges for the dental insurance program in which premiums that the employee is enrolled, (3) payment of vision premiums that charges for the vision insurance program in which the employee is enrolled, (4) mandatory payment of life insurance premiums ~~charges for life insurance (mandatory).~~

~~Each employees must~~ shall provide ~~the Personnel Officer or~~ Human Resources ~~designee~~ in writing on a form provided, and at times designated by the City each year all information necessary to administer the Cafeteria Plan during the ~~twelve month~~ twelve-month period beginning the first day of each plan benefit year. Thereafter, no changes to designations ~~so made will be allowed~~ may be made until the following open enrollment period without a qualifying event.

156.5.4 Notification of Changes in Number of Dependents

~~Each employees shall be~~ are responsible for providing immediate written notification to ~~the Personnel Officer or~~ Human Resources ~~designee~~ of any change to the number of ~~his/her~~ their dependents which affects the amount of the City payment on behalf of the employee. Changes in insurance premiums will take effect the first full pay period in the month following receipt of notice of a change in dependents. ~~Changes in Cafeteria Plan payments required because of a change in an employee's number of dependents shall take effect at the start of the first pay period in the month following the month in which advice from the employee is received by the Personnel Officer or Human Resource Designee. No retroactive payments shall be allowed.~~

156.5.5 Continuance of Flexible Benefits Plan (IRS Section 125)

The City ~~has~~ implemented an Internal Revenue Code Section 125 Plan to redirect employees' pre-selected amount of base salary to pay ~~employee-paid-employee-paid~~ insurance premiums and other approved expenses. The City ~~will does~~ not treat these ~~monies-contributions~~ as compensation subject to income tax withholding unless ~~otherwise directed by~~ the Internal Revenue Service or the Franchise Tax Board. ~~indicates that such contributions are taxable income subject to withholding. Each employee shall be solely and personally responsible for any federal, state or local tax liabilities of the employee that may arise out of the implementation of this section or any penalty that may be imposed, therefore.~~

Section 167. Probationary Period167.1 Purpose

All ~~n~~New and promoted employees ~~shall~~ serve a probationary period. The probationary period ~~shall be is~~ considered the last portion of the selection process. Its purpose is to allow ~~the City Manager or, under his/her direction,~~ the Police Chief, to observe and appraise the conduct, performance, attitude, adaptability and job knowledge of new or promoted employees and to determine whether the employee is fully qualified for the position.

167.2 Initial Probation

The probationary period for new employees with no prior police work experience ~~shall be is~~ eighteen (18) months from the first day of the pay period following ~~the~~ successful completion of Police Academy training. Eligibility for a merit increase, from Step A to Step B, will occur after twelve (12) months.

The probationary period for new employees with acceptable prior police work experience ~~shall be is~~ one (1) year. The Police Chief may extend the probationary period in increments of up to a maximum of six ~~(6)~~ months.

~~The Police Chief may extend t~~The probationary period ~~will be extended in cases of paid medical or workers' compensation leave for any absence equivalent to one full pay period~~ up to the remaining period left towards completing the original probationary period

An employee ~~who is~~ in a probationary status may be ~~rejected-released~~ without cause.

167.3 Promotional Probation

The probationary period for promoted employees ~~shall be is~~ six (6) months.

An employee, who ~~has gained regular status and, thereafter,~~ accepts a promotion, may be rejected during the probationary period without cause. ~~Said The~~ employee ~~shall retain~~s all other rights of a regular employee in the classification held prior to promotion. Those rights can only be affected for cause.

The Police Chief may extend the probationary period in three-month increments, not to exceed one (1) year, if ~~he/she feels~~ additional time is necessary to adequately evaluate the employee.

167.4 Probationary Reports

A performance report of ~~each~~ probationary employees ~~shall be~~ will be completed. The Police Chief will conduct the report at regular intervals during the probationary period according to rules established by the City Manager.

Section 178. Miscellaneous Personnel Actions178.1 Vacancies in the Classified Service

~~All vacancies in higher positions in the classified service are shall be filled by promotion from within if the following conditions are met:~~

- ~~a) The City Manager determines that the best interests of the City will be served by promoting from within.~~
- ~~b) The person to be promoted meets the minimum qualifications of the promotional position.~~
- ~~c) Any promotional examination shall must comply with the City, state and federal rules and regulations governing competitive examinations.~~

178.2 Vacancies in City Service

~~All vacancies in the City's service are shall be filled by restoration, promotion, transfer, demotion, reinstatement, or by appointment from an employment list. When employment lists are used to fill vacancies, they shall be used in the following order:~~

- ~~a) By appointment of eligible candidates from re-employment lists;~~
- ~~b) By appointment of eligible candidates from promotional lists;~~
- ~~c) By appointment of eligible candidates from an open eligibility list;~~

~~Provided, however, when the City Manager deems it necessary, individuals on a lateral entry employment list may be considered for appointment.~~

~~The number of eligible candidates on a promotional list shall must exceed by two (2) the number of vacancies to be filled. If there are insufficient available eligible candidates on a promotional list, enough available eligible candidates shall will be certified simultaneously from the promotional and eligible list to assure that the number eligible exceeds by two (2) the number of vacancies to be filled.~~

~~Promotional examinations scheduled by the City during an employee's regular working hours may be taken without loss of compensation.~~

178.3 Transfer

An employee may be transferred from one position to another position in the same or comparable classification upon approval of the Police Chief.

18.4 Demotion

~~The City Manager may demote an employee who so requests it, or whose ability to perform his/her required duties falls below standard, or for disciplinary purposes. No employee shall be demoted to a class for which he/she does not possess the minimum qualifications.~~

18.5 Suspension

~~The Police Chief may suspend an employee, without pay, from his/her position in accordance with disciplinary procedures indicated in Section 21.6. Suspension without pay shall not exceed thirty (30) calendar days. However, notwithstanding this 30-day limit, suspensions of more than 30 days may be imposed as part of an agreement between the City and the employee and/or employee's representative. Such agreement shall not be precedent setting on either party.~~

18.6 Reduction in Pay

~~The Police Chief may reduce the pay of an employee, in accordance with disciplinary procedures indicated in Section 21.6. Reduction in pay shall not exceed the equivalent of thirty (30) calendar days without pay, in a 12-month period. However, notwithstanding this 30-day limit, reductions of pay of more than 30 days may be imposed as part of an agreement between the City and the employee and/or employee's representative. Such agreement shall not be precedent setting on either party.~~

Section 189. Layoff and Recall

~~Permanent eEmployees may be laid off, without prejudice, due to lack of funds or curtailment of work. No permanent employee, however, may be separated while there are temporary employees serving in the same or allied class or position in the City service, unless that employee has been offered the temporary work.~~

~~When the Police Chief is instructed by the City Manager to reduce the number of employees, layoffs shall be made in accordance with the following rules below, (a) through (e) inclusive:~~

- ~~(a) Layoffs shall be by classification seniority plus higher classification within the Tracy POA. For example, in the event a Sergeant position is eliminated, the most junior Sergeant would bump back to the previous classification that he/she held permanently, unless a vacancy exists in the next lower classification, in which case the Sergeant shall bump to Corporal.~~
- ~~(b) The employee to be laid off may displace the least senior an employee in the lateral or next lower classification in which he/she that they previously held permanent status, provided the displaced employee has less classification seniority in the classification.~~
- ~~(c) An employee may demote or transfer to a vacant position in a classification for which he/she that they possesses the necessary skills, as determined by the minimum qualifications and job specifications for the position.~~

- ~~(d) Employees laid off will remain on The name of each laid off employee shall be entered, in order of seniority, on a Re-employment list for two (2) years in order of classification seniority.~~
- ~~(e) A former employee appointed from a Re-employment list shall will have any unused sick leave restored and have their previous years of service directly all rights accrued prior to being laid off count towards the calculation of vacation accrual, such as sick leave, vacation credits, and credit for years of service. However, such recalled employee shall not be eligible for benefits for which he/she received compensation at the time of, or subsequent to the date he/she was laid off.~~

Section 20. Separation from Service

20.1 Resignation

~~An employee wishing to resign from employment shall file, with the Police Chief, a notice of intention to leave at least two (2) weeks in advance.~~

20.2 Reinstatement

~~An employee, in good standing, who has resigned may request a reinstatement and the City Manager may reinstate such employee to a vacant position, if the City Manager determines reinstatement will be in the best interest of the City.~~

~~Following a one (1) year period after resignation, the City Manager may request such employee to submit to a physical examination and may require the employee to serve a new probationary period.~~

20.3 Termination Interview

~~Employees terminating City employment, for whatever reason, shall be interviewed by their immediate supervisor who shall advise the employee of both his/her and the City's rights, under the terms of resignation, and shall ascertain the reasons for termination of employment.~~

20.4 Discharge

~~An employee may be discharged at any time by the Police Chief and/or City Manager for cause. Whenever it is the intention of the Police Chief to discharge an employee in the competitive service, the City Manager shall be notified, and his/her prior approval obtained.~~

Section 21. Employee Conduct and Discipline

Section 21. Employee Conduct and Discipline

21.1 Personal Conduct

~~Employees are required at all times to conduct themselves in such a manner as to reflect no discredit upon the City of Tracy.~~

21.2 Financial Affairs

~~Employees shall so arrange their personal financial affairs that creditors and collection agencies will not have to make use of the Offices of the City Manager or the Police Chief, for the purpose of making collections.~~

21.3 Outside Employment

~~Employees may not carry on, concurrently with their public service, any private business, public office, employment or undertaking, attention to which affects the time or quality of their work, or which creates a conflict of interest with their City employment. Employees must annually obtain the approval of the Police Chief for any outside employment.~~

21.4 Private Use of City Equipment

~~No City facility or equipment shall be put to any private use without the permission of the City Manager.~~

Section 19. Disciplinary Procedure19.1 Employee Representation

~~Employees may have a representative present at all stages of the disciplinary process, provided the representative is not a party to the action.~~

19.2 Progressive Discipline

~~The City applies the principle of progressive discipline where a disciplinary penalty will depend on multiple factors, including but not limited to the severity of the offense, recidivism, aggravating and/or mitigating circumstances, and the employee's overall disciplinary history, if any. Disciplinary actions may be monetary and/or non-monetary. Examples of disciplinary action include, but are not limited to:~~

- ~~A. Oral Reprimands – Reprimands will not be done in a manner that will not embarrass the employee before other employees or the public. Oral Reprimands are not considered discipline but are considered training.~~
- B. Written Reprimands
- C. Suspensions – The Police Chief may suspend an employee, without pay, for a maximum of thirty (30) calendar days without an agreement between the City and the employee or their representative. Employees suspended may use up to fifteen (15) days of vacation or CTO in lieu of suspension without pay upon the recommendation of the Police Chief and approval of the City Manager.
- D. Reductions in Pay – The Police Chief may reduce an employee's pay not to exceed the equivalent of thirty (30) calendar days of pay without an agreement between the City and the employee or their representative.
- E. Demotions

F. Termination

19.3 Grounds for Discipline

Grounds for discipline include but are not limited to the following:

- A. Fraud in securing employment.
-
- B. Dishonesty.
-
- C. Discourteous treatment of the public or other employees.
-
- A-D. Conviction of a felony.
-
- B-E. Conviction of a misdemeanor involving moral turpitude.
-
- F. Possession, distribution, sale, use, or where the performance of duties is impaired by alcoholic beverages or illegal drugs while on City property, while on duty, or while operating a vehicle on City business.
-
- G. Theft
-
- H. Falsifying entries or material omissions on City records.
-
- I. Disorderly and/or unsafe conduct or actions, including violating safety or health rules or practices or engaging in conduct that creates a safety or health hazard.
-
- J. Willful destruction, damage, or misuse of property.
-
- K. Incompetence, inefficiency, negligence, failure to perform work as required, and/or unsatisfactory performance.
-
- L. Violation of established City policies, procedures, rules, and regulations.
-
- M. Insubordination, including improper conduct toward a supervisor or refusal to perform tasks assigned by a supervisor in the appropriate manner.
-
- N. Excessive (and/or abusive) absenteeism and/or tardiness, including abuse of established sick leave policies, as well as other leave and/or attendance policies.
-
- O. Unlawful discrimination or retaliation.

19.4 Notice

The employee and the employee's representative will be given written notice of the proposed disciplinary action at least ten (10) calendar days prior to the date of the proposed disciplinary action.

Prior to the effective date of the disciplinary action that results in a pay reduction, unpaid suspension, demotion, or termination, the employee may request a Skelly meeting to discuss the proposed disciplinary action. The employee or their representative may respond to the proposed disciplinary action.

If the City decides to proceed with disciplinary action after the Skelly meeting, the Police Chief or City Manager will prepare a Final Notice of Discipline including the facts, the discipline imposed and describe the employee's appeal rights.

19.5 Appeal

Employees wishing to appeal a demotion, suspension, or dismissal must file an appeal in writing with the City Manager within ten (10) calendar days of receipt of the Final Notice of Discipline.

An employee or their representative may appeal suspensions, demotions, or termination to an arbitrator by notifying the Director of Human Recourses within ten (10) calendar days of the issuance of the Final Notice of Discipline.

The parties may agree on an Arbitrator. If they are unable to do so, the Director of Human Resources will request a list of arbitrators from the State Mediation and Conciliation Services. The arbitrators must reside in California if appearing in person and have public agency experience. The parties will alternate striking names until one (1) arbitrator remains; the moving party shall strike first.

19.6 Hearing

The Director of Human Recourses is responsible for scheduling and notifying the employee about the time and place of the hearing and notifying the Arbitrator of the nature of the proceeding.

Unless otherwise stipulated, the hearing is closed to the public and conducted in an informal manner under the direction and authority of the Arbitrator.

Employees called as witnesses serve without loss of pay.

19.7 Costs

The cost of the Arbitrator, transcript, and the list(s) from the State Mediation and Conciliation Service will be shared equally between TPOA and City. The transcript of the hearing becomes a record of the proceedings for the purpose of any future judicial review.

19.8 Final Decision

Within forty-five (45) calendar days of the conclusion of the hearing, unless waived by the parties, the Arbitrator will prepare the record of the hearing and will submit a written decision of findings of fact,

rulings of law (if any), and a decision to the City Manager. Copies will be sent to the parties. The Arbitrator's decision is final and binding.

21.5 Disciplinary Action

This section shall apply to the following disciplinary actions:

- _____ Oral Reprimand
- _____ Written Reprimand
- _____ Suspension _____
- _____ Demotion
- _____ Temporary Reduction in Pay
- _____ Discharge

21.6 Causes for Disciplinary Action

Disciplinary actions may be imposed upon any permanent employee for cause. The following shall constitute cause for disciplinary action against an employee:

- _____ (a) _____ Fraud in securing employment
- _____ (b) _____ Incompetence
- _____ (c) _____ Inefficiency
- _____ (d) _____ Inexcusable neglect of duty
- _____ (e) _____ Insubordination
- _____ (f) _____ Dishonesty
- _____ (g) _____ Being under the influence of alcohol or controlled substance while on duty
- _____ (h) _____ Inexcusable absence without leave
- _____ (i) _____ Conviction of a felony or conviction of a misdemeanor involving moral turpitude. A plea, or verdict of guilty, or conviction following a plea of nolo contendere, to a charge of a felony, or any offense involving moral turpitude is deemed to be a conviction within the meaning of this section
- _____ (j) _____ Discourteous treatment of the public or other employees
- _____ (k) _____ Misuse of City property
- _____ (l) _____ Violation of any established City or departmental rule, regulation, policy, and/or manual
- _____ (m) _____ Unlawful discrimination or retaliation, including harassment, on the basis of race, religious creed, color, national origin, ancestry, physical disability, marital status, sex/gender (including pregnancy, childbirth or related medical conditions), gender identity, gender expression, genetic information, sexual orientation or age, military or veteran status against the public or other employees while acting in the capacity of a City employee.

21.7 Manner of Reprimand

If the City has reason to reprimand an employee, it shall be done in a manner that will not embarrass the employee before other employees or the public.

21.8 Alternative Days

~~An employee being suspended may use up to fifteen (15) days' vacation or compensatory time in lieu of leave without pay upon the recommendation of the Police Chief and approval of the City Manager.~~

21.9 Personnel/Internal Affairs Files~~19.9 Access to Personnel Files~~

~~An employee and/or their representative, if authorized in writing, shall be permitted to examine and/or receive a copy of the entire contents of their personnel file during regular business hours of the Human Resources Department responsible for collecting and retaining these documents. "Personnel File" is defined by California Penal Code Section 832.8.~~

~~No material, which relates related to the employee's conduct, attitude, work performance, or service, shall be included in his/her will be placed in the employee's personnel file without being signed and dated by the author of such material. Before such material is placed in the employee's file, the department head, or designee, shall will provide the employee the opportunity to review the material and the employee must sign and date it. The employee shall have has the right to insert in his/her personnel file, add supplementary material and a written response within thirty (30) days of the employer inserting an item in their file. Such The response shall remain is attached to the material it supplements for as long as the material remains in the file.~~

~~The above provisions shall not apply to files involving a criminal investigation of any employee, which requires confidentiality. However, no portion of any file material deemed to be confidential, shall be used in any disciplinary action until the affected employee has been afforded the opportunity to review such confidential material and respond in writing in accordance with the above provisions.~~

~~Citizen complaints, reports, and findings which are at least five years old shall will be purged except where there is litigation pending involving the complaint, when allowable pursuant to Sections 832.5, 832.7, and 832.8 of the California Penal Code.~~

Section 202. Grievance Procedure

202.1 Definition~~Purpose~~

~~The purpose of this procedure is an orderly process for reviewing and resolving employee grievances at the lowest possible administrative level in the shortest possible time.~~

20.2 Definitions

1. A grievance is a complaint of one (1) or more employees or a dispute between TPOA and the City involving the application or enforcement of the express terms of this Agreement.
2. A grievant is one (1) or more employees or TPOA who submits a grievance.
3. Grievances involving the payment of compensation may be filed at step 2.
4. Disciplinary actions of an employee are not subject to the grievance procedure. Those matters are governed by the disciplinary procedures set forth in this Agreement.
5. The written grievance must include the following:

- a. A statement of the grievance clearly indicating the question raised by the grievant.
- b. The remedy or correction requested.
- c. The grievance must be signed and dated by the grievant.

20.3 Process

Step 1

Within thirty (30) calendar days from the event giving rise to the grievance or from the date the employee could reasonably have expected to have had knowledge of the event, the grievant must file a formal written grievance with the Police Chief or designee. Within fifteen (15) calendar days of the receipt of the grievance, the Police Chief or designee will investigate the grievance. Within thirty (30) calendar days of the receipt of the grievance the Police Chief or designee will provide the grievant with a written response.

Step 2

If the grievant is not satisfied with the Step 1 response, the grievant may, within fifteen (15) calendar days file a written appeal to the City Manager. Within fifteen (15) calendar days of the receipt of the grievance, the City Manager or designee will investigate the grievance. Within thirty (30) calendar days of the receipt of the grievance, the City Manager will provide the grievance with a written decision.

Step 3

If the grievant is unsatisfied with the Step 2 decision, TPOA may file an appeal within fifteen (15) calendar days to arbitration by notifying the Director of Human Resources in writing. The parties may agree on an arbitrator. If they are unable to do so, the Director of Human Resources will request a list of arbitrators from the State Mediation and Conciliation Services. The arbitrators must reside in California or have billing office in California, if appearing in person and have public agency experience. The parties will alternate striking names until one (1) arbitrator remains; the moving party shall strike first.

Conduct of the Hearing

The Director of Human Resources is responsible for scheduling and notification as to the time and place of the hearing and notifying the Arbitrator of the nature of the proceeding.

Unless otherwise stipulated, the hearing is closed to the public and conducted in an informal manner.

Employees called as witnesses serve without loss of pay.

An Arbitrator's decision may not alter any provisions of this Memorandum of Understanding, any City personnel rules, or any State or Federal law or regulation.

Costs

The cost of the Arbitrator and the list(s) from the State Mediation and Conciliation Service will be shared equally between TPOA and City. The cost of a court reporter is shared equally between the TPOA and the City. The transcript of the hearing becomes a record of the proceedings for the purpose of any future judicial review.

Final Decision

Within sixty (60) calendar days of the conclusion of the hearing, unless waived by the parties, the Arbitrator will prepare the record of the hearing and will submit a written decision to the City Manager. Copies will be sent to the parties. The Arbitrator's decision is final.

22.1 Definition

A grievance is any dispute, which involves the interpretation or application of any provision of this Agreement excluding, however, those provisions of this Agreement, which specifically provide that the decision of any City official shall be final, the interpretation or application of those provisions not being subject to the grievance procedure.

22.2 Procedure

Grievances shall be processed in the following manner:

(1) Any employee who believes that he/she has a grievance may discuss his/her complaint with such departmental management official as the department director may designate. Grievances shall be presented within thirty (30) calendar days of the incident or knowledge of the incident, which gave rise to the grievance. If the issue is not resolved within the department, or if the employee elects to submit his/her grievance directly to the Association, the procedures hereinafter specified may be invoked.

(2) Any grievance, not been resolved by the procedure above, may be referred to the City Manager by the complainant or by the Police Chief. Such referral shall be in writing, detailing the specific issues involved in the referral, together with a statement of the resolution desired. The City Manager shall designate a personal representative, who is not the Police Chief, to investigate the merits of the complaint, to meet with the complainant and, if the complainant is not in the Association, to meet also with the officials of the Association, and to settle the grievance, or to make recommendations to the City Manager. The decision of the City Manager regarding appeals of oral reprimands shall be final and not subject to appeal to Step (3).

(3) If the parties are unable to reach a mutually satisfactory accord on any grievance other than grievances concerning an oral reprimand, either the Association or the City may require that the grievance be referred to an impartial arbitrator.

The parties may mutually agree upon the selection of the arbitrator or jointly request the State of California Conciliation Service to provide a list of seven (7) persons qualified to act as arbitrators. The parties shall then meet to select the arbitrator. The right to strike the first name shall be determined by lot and the parties shall alternately strike

~~one name from the list until only one (1) name remains, and that person shall be the arbitrator.~~

~~The fees and expenses of an arbitrator, and of a Court reporter, shall be equally shared by the Association and the City. Each party, however, shall bear the cost of its own presentation, including preparation and post hearing briefs, if any.~~

~~(4) — The decision of an arbitrator on matters properly before them shall be final and binding on the parties hereto, to the extent permitted by the laws governing General Law Cities in the State of California.~~

~~No arbitrator shall entertain, hear, decide or make recommendations on any dispute, unless such dispute involves a position in a unit represented by the Association and unless such dispute falls within the definition of a grievance as set forth in Section 22.~~

22.3 No Change to Memorandum

~~Proposals to add to or change this Agreement, or written agreements or addenda supplementary hereto shall not be subject to arbitration. No proposals to modify, amend, or terminate this Agreement, nor any matter or subject arising out of or in connection with such proposal, may be referred to under this Section. No arbitrator shall have the power to amend or modify this Agreement, or written agreements, or addenda supplementary hereto, or to establish any new terms or conditions of employment.~~

22.4 Demotion, Suspension and Dismissal Grievances

~~No grievance involving demotion, suspension, or dismissal of an employee will be entertained unless it is filed in writing with the City Manager within ten (10) calendar days of the time at which the affected employee was notified of such action.~~

~~When the City Manager and Association, in pursuit of Section 22.2 (2) above, settles a grievance, which involves suspension or discharge, they may agree to payment for lost time or to reinstatement with or without payment for lost time. In the event the dispute is referred to arbitration, and the employee is found to have been properly discharged, under the provisions of Section 21.6, the employee may not be ordered reinstated and no penalty may be assessed upon the City.~~

22.5 Compensation Complaints

~~All complaints involving or concerning the payment of compensation shall be initially filed in writing with the City Manager. Only complaints, which allege that an employee is not being compensated in accordance with the provisions of this Agreement, shall be considered as grievances. Any other matters of compensation are to be resolved in the meet and confer process and, if not detailed in the Agreement which results from such meet and confer process, shall be deemed withdrawn until the meet and confer process is next opened for such discussion. No adjustment shall be retroactive for more than sixty (60) days from the date upon which the complaint was filed.~~

22.6 Mutual Agreement on Changes

~~No changes in the Agreement or interpretations thereof (except interpretations resulting from arbitration proceedings hereunder) will be recognized unless agreed to by the City Manager and the Association President.~~

22.720.4 No Strike

~~The Association TPOA, its members, and representatives agree that during the term of this Agreement, it and they will not engage in, authorize, sanction, or support any strike, slow down, stoppage of work, curtailment of production, concerted refusal of overtime work, refusal to operate designated equipment (provided such equipment is safe and sound) or to perform customary duties; and neither the Association TPOA nor any representatives thereof shall will engage in job actions for the purpose of effecting changes in the directives, or decisions, or management of the City, nor to effect a change of personnel, or operations of management, or of employees not covered by this Agreement.~~

Section 214. General Provisions

214.1 Safety

~~The City shall provides and maintains safe working conditions, and the Association will cooperate to that end. Employees shall work in a safe manner.~~

~~No eEmployees are not shall be required to work in an area where conditions exist that are unsafe or detrimental to health without adequate and proper protective clothing and/or equipment.~~

~~The City shall continue to supply supplies employees with all safety equipment required by the City and/or Cal OSHA. Such eEquipment shall includes but is not limited to firearms, holsters, leather goods, radios, flashlights, and soft body armor. All employees furnished such equipment shall use the equipment and their use shall only be for the purposes and uses specified under applicable safety rules and regulations.~~

214.2 Modified Duty Assignments

~~The City will endeavors to provide modified duty assignments, in a nondiscriminatory non-discriminatory, manner to employees injured on the job; provided, however, that employees injured on-duty shall beare given preference, for available modified duty assignments, before employees injured off the job. Such aAssignments shall beare based upon the needs of the department and shall be within the medical limits set by the employee's treating physician.~~

~~The City will endeavors, where possible, to place an injured employee on modified duty assignments comparable to his/hertheir regular duty assignments, preferably within his/hertheir regular division.~~

214.3 Definitions of Seniority

~~For purposes of this Agreement, seniority shall be defined as:~~

- ~~a. Classification Seniority - Seniority accruing from continuous service from date of appointment to in the current classification plus higher classifications. Ties in Classification Seniority are first broken by total sworn City service, then by City Seniority.~~

~~b. Seniority upon promotion – in the event that there are multiple promotions to the same classification, seniority in classification will be determined as follows:~~

~~1. Promotional date – multiple promotions on the same date then by;~~

~~2. Total Sworn City service~~

~~3. Blocking on City Established Eligibility List – if multiple in same block then by:~~

~~eb. Department Seniority - Seniority accruing from continuous service within the Department from date of appointment. Ties in Department Seniority are broken by City service.~~

~~ec. City Seniority - Seniority accruing from continuous service within the City. Ties in City Seniority are broken by lot.~~

~~e. Seniority shall is not be affected by authorized paid leave of absence.~~

214.4 Americans with Disabilities Act (ADA)

~~The City and the Association recognize that the City has an obligation under law to meet with an individual employee who alleges a need for reasonable accommodation in the workplace because of a disability. If by reason of the aforesaid requirement, the City finds it necessary to comply with the ADA by setting aside any provision of this Agreement in order to provide reasonable accommodation to an individual employee, such action by the City shall is not be subject to the grievance procedure set forth in Section 22 of this Agreement. The Association will be advised of proposed accommodations, prior to implementation by the City.~~

~~Any accommodations provided to an individual employee pursuant to the provisions of this Section shall does not establish a past practice, nor shall will it be cited or used as evidence of a past practice in the arbitration of a grievance filed by either party.~~

Section 225. Modification

~~This Agreement may only be modified in writing by written agreement between the City and the Association. There will be no alteration or modification of any provision contained in this Memorandum without its written consent of all parties hereto.~~

Section 236. Total Agreement

~~This Agreement constitutes a full and complete agreement by the parties and contains all of the matters upon which the parties reached an agreement. Any matter not contained in this Agreement has was not been agreed upon and, if raised in negotiations, was dropped by the party raising it as part of a good faith attempt to reach an agreement.~~

Section 247. Separability of Provisions Severability

~~Should any section, clause, or provision of this Agreement be declared illegal by final judgment of a court of competent jurisdiction, invalidation of such the section, clause, or provision shall does not invalidate the remaining portions hereof, and such remaining portions shall remain in full force and effect for the duration of this Agreement provisions of this Agreement. In the event of such invalidation, the parties agree to meet and confer concerning substitute provisions for provisions rendered or declared illegal.~~

Section 258. Event of Conflict

~~This Agreement shall supersede any prior Agreement, rules, or regulations in direct conflict with the provisions hereof of this Agreement.~~


Section 26. Term

~~This Agreement shall be presented to the City Council as the joint recommendations of the undersigned for salary and employee benefit adjustments for the period commencing July 1, 2018 is effective [enter the first full pay period following adoption by the City Council or July 1, 2023, whichever is later] and remains in full force and effect through and ending June 30, 2025xx21.~~

APPROVED AND ACCEPTED:

**TRACY POLICE OFFICERS
ASSOCIATION (TPOA)**

CITY OF TRACY ("CITY")

By 
Sean Howell,
Labor Consultant, Mastagni Law

By _____
~~Michael W. Jarvis~~ Midori Lichtwardt,
~~Chief Spokesperson~~ Interim City Manager

Dated July 10, 2023 _____

Dated _____

City of Tracy
Master Salary Schedule

Effective 07/02/2023

Class Code	Position Title	Unit	Step	Bi-Weekly Salary	Monthly Salary	Annual Salary	Hourly Rate
4112	Account Clerk	TTSSEA	A	2,176.60	4,715.97	56,591.60	27.2075
			B	2,285.44	4,951.79	59,421.44	28.5680
			C	2,399.70	5,199.35	62,392.20	29.9963
			D	2,519.69	5,459.33	65,511.94	31.4961
			E	2,645.68	5,732.31	68,787.68	33.0710
3106	Accountant*	TMMBU	A	3,541.91	7,674.14	92,089.66	44.2739
			B	3,719.01	8,057.86	96,694.26	46.4876
			C	3,904.96	8,460.75	101,528.96	48.8120
			D	4,100.19	8,883.75	106,604.94	51.2524
			E	4,305.21	9,327.96	111,935.46	53.8151
2520	Accounting Manager*	CONF	A	5,120.40	11,094.20	133,130.40	64.0050
			B	5,376.42	11,648.91	139,786.92	67.2053
			C	5,645.25	12,231.38	146,776.50	70.5656
			D	5,927.52	12,842.96	154,115.52	74.0940
			E	6,223.91	13,485.14	161,821.66	77.7989
4201	Accounting Technician	TTSSEA	A	2,676.79	5,799.71	69,596.54	33.4599
			B	2,810.65	6,089.74	73,076.90	35.1331
			C	2,951.17	6,394.20	76,730.42	36.8896
			D	3,098.74	6,713.94	80,567.24	38.7343
			E	3,253.69	7,049.66	84,595.94	40.6711
4102	Administrative Assistant	TTSSEA	A	2,166.98	4,695.12	56,341.48	27.0873
			B	2,275.31	4,929.84	59,158.06	28.4414
			C	2,389.09	5,176.36	62,116.34	29.8636
			D	2,508.53	5,435.15	65,221.78	31.3566
			E	2,633.95	5,706.89	68,482.70	32.9244
8102	Administrative Assistant - Confidential	CONF	A	2,298.43	4,979.93	59,759.18	28.7304
			B	2,413.34	5,228.90	62,746.84	30.1668
			C	2,534.01	5,490.36	65,884.26	31.6751
			D	2,660.73	5,764.89	69,178.69	33.2591
			E	2,793.75	6,053.13	72,637.50	34.9219
4107	Administrative Technician	TTSSEA	A	2,676.79	5,799.71	69,596.54	33.4599
			B	2,810.65	6,089.74	73,076.90	35.1331
			C	2,951.17	6,394.20	76,730.42	36.8896
			D	3,098.74	6,713.94	80,567.24	38.7343
			E	3,253.69	7,049.66	84,595.94	40.6711
3510	Airport Manager*	TMMBU	A	3,595.32	7,789.86	93,478.32	44.9415
			B	3,775.07	8,179.32	98,151.82	47.1884
			C	3,963.82	8,588.28	103,059.32	49.5478
			D	4,162.00	9,017.67	108,212.00	52.0250
			E	4,370.10	9,468.55	113,622.60	54.6263
5522	Animal Services Aide	TEAMSTERS	A	1,485.35	3,218.26	38,619.10	18.5669
			B	1,559.62	3,379.18	40,550.12	19.4953
			C	1,637.62	3,548.18	42,578.12	20.4703
			D	1,719.49	3,725.56	44,706.74	21.4936
			E	1,805.46	3,911.83	46,941.96	22.5683
3620	Animal Services Manager*	TMMBU	A	3,862.14	8,367.97	100,415.64	48.2768
			B	4,055.25	8,786.38	105,436.50	50.6906
			C	4,258.02	9,225.71	110,708.52	53.2253
			D	4,470.91	9,686.97	116,243.66	55.8864
			E	4,694.46	10,171.33	122,055.96	58.6808

City of Tracy
Master Salary Schedule

Effective 07/02/2023

Class Code	Position Title	Unit	Step	Bi-Weekly Salary	Monthly Salary	Annual Salary	Hourly Rate
5521	Animal Services Officer I	TEAMSTERS	A	2,067.32	4,479.19	53,750.32	25.8415
			B	2,170.66	4,703.10	56,437.16	27.1333
			C	2,279.18	4,938.22	59,258.68	28.4898
			D	2,393.14	5,185.14	62,221.64	29.9143
			E	2,512.82	5,444.44	65,333.32	31.4103
5523	Animal Services Officer II	TEAMSTERS	A	2,274.51	4,928.11	59,137.26	28.4314
			B	2,388.22	5,174.48	62,093.72	29.8528
			C	2,507.66	5,433.26	65,199.16	31.3458
			D	2,633.03	5,704.90	68,458.78	32.9129
			E	2,764.70	5,990.18	71,882.20	34.5588
3621	Animal Services Supervisor	TMMBU NON EXEMPT	A	2,861.74	6,200.44	74,405.24	35.7718
			B	3,004.83	6,510.47	78,125.58	37.5604
			C	3,155.06	6,835.96	82,031.56	39.4383
			D	3,312.82	7,177.78	86,133.32	41.4103
			E	3,478.46	7,536.66	90,439.96	43.4808
2573	Assistant City Attorney*	CONF	A	6,518.51	14,123.44	169,481.26	81.4814
			B	6,844.42	14,829.58	177,954.92	85.5553
			C	7,186.65	15,571.08	186,852.90	89.8331
			D	7,545.98	16,349.62	196,195.48	94.3248
			E	7,923.27	17,167.09	206,005.02	99.0409
3338	Assistant City Engineer*	TMMBU	A	5,488.81	11,892.42	142,709.06	68.6101
			B	5,777.70	12,518.35	150,220.20	72.2213
			C	6,081.79	13,177.21	158,126.54	76.0224
			D	6,401.89	13,870.76	166,449.14	80.0236
			E	6,738.82	14,600.78	175,209.32	84.2353
1502	Assistant City Manager*	DH	Min	9,494.97	20,572.43	246,869.12	118.6871
			Max	10,183.22	22,063.64	264,763.71	127.2903
2682	Assistant Director DES*	CONF	A	6,225.58	13,488.76	161,865.08	77.8198
			B	6,536.85	14,163.18	169,958.10	81.7106
			C	6,863.69	14,871.33	178,455.95	85.7961
			D	7,206.86	15,614.86	187,378.36	90.0858
			E	7,567.21	16,395.62	196,747.46	94.5901
2681	Assistant Director DES/City Engineer*	CONF	A	6,522.39	14,131.85	169,582.14	81.5299
			B	6,848.51	14,838.44	178,061.26	85.6064
			C	7,190.94	15,580.37	186,964.44	89.8868
			D	7,550.48	16,359.37	196,312.48	94.3810
			E	7,928.03	17,177.40	206,128.78	99.1004
2635	Assistant Director Operations*	CONF	A	6,225.58	13,488.76	161,865.08	77.8198
			B	6,536.85	14,163.18	169,958.10	81.7106
			C	6,863.69	14,871.33	178,455.95	85.7961
			D	7,206.86	15,614.86	187,378.36	90.0858
			E	7,567.21	16,395.62	196,747.46	94.5901
2636	Assistant Director Utilities*	CONF	A	6,225.58	13,488.76	161,865.08	77.8198
			B	6,536.85	14,163.18	169,958.10	81.7106
			C	6,863.69	14,871.33	178,455.95	85.7961
			D	7,206.86	15,614.86	187,378.36	90.0858
			E	7,567.21	16,395.62	196,747.46	94.5901

City of Tracy
Master Salary Schedule

Effective 07/02/2023

Class Code	Position Title	Unit	Step	Bi-Weekly Salary	Monthly Salary	Annual Salary	Hourly Rate
3302	Assistant Engineer*	TMMBU	A	3,768.30	8,164.65	97,975.80	47.1038
			B	3,956.69	8,572.83	102,873.94	49.4586
			C	4,154.53	9,001.48	108,017.78	51.9316
			D	4,362.26	9,451.56	113,418.76	54.5283
			E	4,580.38	9,924.16	119,089.88	57.2548
5232	Assistant Planner	TEAMSTERS	A	2,969.79	6,434.55	77,214.54	37.1224
			B	3,118.28	6,756.27	81,075.28	38.9785
			C	3,274.19	7,094.08	85,128.94	40.9274
			D	3,437.90	7,448.78	89,385.40	42.9738
			E	3,609.80	7,821.23	93,854.80	45.1225
2580	Assistant to the City Manager*	CONF	A	5,120.40	11,094.20	133,130.40	64.0050
			B	5,376.42	11,648.91	139,786.92	67.2053
			C	5,645.25	12,231.38	146,776.50	70.5656
			D	5,927.52	12,842.96	154,115.52	74.0940
			E	6,223.91	13,485.14	161,821.66	77.7989
3333	Associate Engineer*	TMMBU	A	4,159.68	9,012.64	108,151.68	51.9960
			B	4,367.64	9,463.22	113,558.64	54.5955
			C	4,586.04	9,936.42	119,237.04	57.3255
			D	4,815.33	10,433.22	125,198.58	60.1916
			E	5,056.09	10,954.86	131,458.34	63.2011
3303	Associate Civil Engineer*	TMMBU	A	4,159.68	9,012.64	108,151.68	51.9960
			B	4,367.64	9,463.22	113,558.64	54.5955
			C	4,586.04	9,936.42	119,237.04	57.3255
			D	4,815.33	10,433.22	125,198.58	60.1916
			E	5,056.09	10,954.86	131,458.34	63.2011
3202	Associate Planner*	TMMBU	A	3,520.24	7,627.19	91,526.24	44.0030
			B	3,696.25	8,008.54	96,102.50	46.2031
			C	3,881.06	8,408.96	100,907.56	48.5133
			D	4,075.12	8,829.43	105,953.12	50.9390
			E	4,278.89	9,270.93	111,251.14	53.4861
4451	Box Office Assistant	TTSSEA	A	1,951.79	4,228.88	50,746.54	24.3974
			B	2,049.39	4,440.35	53,284.14	25.6174
			C	2,151.86	4,662.36	55,948.36	26.8983
			D	2,259.44	4,895.45	58,745.44	28.2430
			E	2,372.44	5,140.29	61,683.44	29.6555
4455	Box Office Coordinator	TTSSEA	A	2,580.47	5,591.02	67,092.22	32.2559
			B	2,709.51	5,870.61	70,447.26	33.8689
			C	2,844.97	6,164.10	73,969.22	35.5621
			D	2,987.22	6,472.31	77,667.72	37.3403
			E	3,136.58	6,795.92	81,551.08	39.2073
3104	Budget Officer*	CONF	A	4,729.91	10,248.14	122,977.66	59.1239
			B	4,966.40	10,760.53	129,126.40	62.0800
			C	5,214.71	11,298.54	135,582.46	65.1839
			D	5,475.46	11,863.50	142,361.96	68.4433
			E	5,749.24	12,456.69	149,480.24	71.8655
5211	Building Inspector I	TEAMSTERS	A	2,665.08	5,774.34	69,292.08	33.3135
			B	2,798.33	6,063.05	72,756.58	34.9791
			C	2,938.25	6,366.21	76,394.50	36.7281
			D	3,085.17	6,684.54	80,214.42	38.5646
			E	3,239.42	7,018.74	84,224.92	40.4928

City of Tracy
Master Salary Schedule

Effective 07/02/2023

Class Code	Position Title	Unit	Step	Bi-Weekly Salary	Monthly Salary	Annual Salary	Hourly Rate
5212	Building Inspector II	TEAMSTERS	A	3,403.75	7,374.79	88,497.50	42.5469
			B	3,573.95	7,743.56	92,922.70	44.6744
			C	3,752.63	8,130.70	97,568.38	46.9079
			D	3,940.27	8,537.25	102,447.02	49.2534
			E	4,137.26	8,964.06	107,568.76	51.7158
5320	Building Maintenance Worker I	TEAMSTERS	A	2,261.97	4,900.94	58,811.22	28.2746
			B	2,375.08	5,146.01	61,752.08	29.6885
			C	2,493.84	5,403.32	64,839.84	31.1730
			D	2,618.53	5,673.48	68,081.78	32.7316
			E	2,749.46	5,957.16	71,485.96	34.3683
5321	Building Maintenance Worker II	TEAMSTERS	A	2,493.89	5,403.43	64,841.14	31.1736
			B	2,618.59	5,673.61	68,083.34	32.7324
			C	2,749.52	5,957.29	71,487.52	34.3690
			D	2,886.99	6,255.15	75,061.74	36.0874
			E	3,031.35	6,567.93	78,815.10	37.8919
3341	Building Official*	TMMBU	A	5,335.89	11,561.10	138,733.14	66.6986
			B	5,602.67	12,139.12	145,669.42	70.0334
			C	5,882.82	12,746.11	152,953.32	73.5353
			D	6,176.95	13,383.39	160,600.70	77.2119
			E	6,485.81	14,052.59	168,631.06	81.0726
4501	Building Permit Technician I	TTSSEA	A	2,471.54	5,355.00	64,260.04	30.8943
			B	2,595.13	5,622.78	67,473.38	32.4391
			C	2,724.87	5,903.89	70,846.62	34.0609
			D	2,861.12	6,199.09	74,389.12	35.7640
			E	3,004.18	6,509.06	78,108.68	37.5523
4502	Building Permit Technician II	TTSSEA	A	2,724.94	5,904.04	70,848.44	34.0618
			B	2,861.19	6,199.25	74,390.94	35.7649
			C	3,004.25	6,509.21	78,110.50	37.5531
			D	3,154.47	6,834.69	82,016.22	39.4309
			E	3,312.19	7,176.41	86,116.94	41.4024
1530	Chief Innovation Officer*	DH	Min	7,107.12	15,398.76	184,785.09	88.8390
			Max	8,631.79	18,702.21	224,426.49	107.8974
1506	City Attorney*	CONTRACT		9,882.28	21,411.61	256,939.37	123.5285
3110	City Clerk*	TMMBU	A	4,840.47	10487.685	125,852.22	60.5059
			B	5,082.50	11012.083	132,145.00	63.5313
			C	5,336.62	11562.677	138,752.12	66.7078
			D	5,603.44	12140.787	145,689.44	70.0430
			E	5,883.61	12747.822	152,973.86	73.5451
1102	City Council Member*			474.93	1,029.00	12,348.00	
1501	City Manager*	CONTRACT		11,406.34	24,713.73	296,564.76	142.5793
1112	City Treasurer*			496.16	1,075.01	12,900.16	
9107	Clerical	LS	A				15.5000
			B				15.7500
			C				16.5400
			D				17.3600
			E				18.2300

City of Tracy
Master Salary Schedule

Effective 07/02/2023

Class Code	Position Title	Unit	Step	Bi-Weekly Salary	Monthly Salary	Annual Salary	Hourly Rate
3155	Code Compliance Analyst*	TMMBU	A	3,733.94	8,090.20	97,082.44	46.6743
			B	3,920.63	8,494.70	101,936.38	49.0079
			C	4,116.66	8,919.43	107,033.16	51.4583
			D	4,322.50	9,365.42	112,385.00	54.0313
			E	4,538.63	9,833.70	118,004.38	56.7329
5202	Code Enforcement Officer	TEAMSTERS	A	2,752.99	5,964.81	71,577.74	34.4124
			B	2,890.63	6,263.03	75,156.38	36.1329
			C	3,035.17	6,576.20	78,914.42	37.9396
			D	3,186.92	6,904.99	82,859.92	39.8365
			E	3,346.27	7,250.25	87,003.02	41.8284
3315	Community Preservation Manager*	TMMBU	A	4,159.68	9,012.64	108,151.68	51.9960
			B	4,367.64	9,463.22	113,558.64	54.5955
			C	4,586.04	9,936.42	119,237.04	57.3255
			D	4,815.33	10,433.22	125,198.58	60.1916
			E	5,056.09	10,954.86	131,458.34	63.2011
5513	Community Services Officer	TEAMSTERS	A	2,403.89	5,208.43	62,501.14	30.0486
			B	2,524.09	5,468.86	65,626.34	31.5511
			C	2,650.26	5,742.23	68,906.76	33.1283
			D	2,782.79	6,029.38	72,352.54	34.7849
			E	2,921.95	6,330.89	75,970.70	36.5244
5222	Construction Inspector I	TEAMSTERS	A	3,089.33	6,693.55	80,322.58	38.6166
			B	3,243.82	7,028.28	84,339.32	40.5478
			C	3,405.99	7,379.65	88,555.74	42.5749
			D	3,576.29	7,748.63	92,983.54	44.7036
			E	3,755.13	8,136.12	97,633.38	46.9391
5223	Construction Inspector II	TEAMSTERS	A	3,406.13	7,379.95	88,559.38	42.5766
			B	3,576.43	7,748.93	92,987.18	44.7054
			C	3,755.25	8,136.38	97,636.50	46.9406
			D	3,943.04	8,543.25	102,519.04	49.2880
			E	4,140.18	8,970.39	107,644.68	51.7523
4605	Crime Analyst	TTSSEA	A	2,920.43	6,327.60	75,931.18	36.5054
			B	3,066.45	6,643.98	79,727.70	38.3306
			C	3,219.79	6,976.21	83,714.54	40.2474
			D	3,380.78	7,325.02	87,900.28	42.2598
			E	3,549.80	7,691.23	92,294.80	44.3725
5514	Crime Prevention Specialist	TEAMSTERS	A	2,490.06	5,395.13	64,741.56	31.1258
			B	2,614.59	5,664.95	67,979.34	32.6824
			C	2,745.32	5,948.19	71,378.32	34.3165
			D	2,882.56	6,245.55	74,946.56	36.0320
			E	3,026.69	6,557.83	78,693.94	37.8336
3622	Crime Scene Property Unit Supervisor	TMMBU Non-Exempt	A	3,077.29	6,667.46	80,009.54	38.4661
			B	3,231.15	7,000.83	84,009.90	40.3894
			C	3,392.68	7,350.81	88,209.68	42.4085
			D	3,562.31	7,718.34	92,620.06	44.5289
			E	3,740.43	8,104.27	97,251.18	46.7554
5517	Crime Scene Technician	TEAMSTERS	A	2,696.73	5,842.92	70,114.98	33.7091
			B	2,831.54	6,135.00	73,620.04	35.3943
			C	2,973.13	6,441.78	77,301.38	37.1641
			D	3,121.79	6,763.88	81,166.54	39.0224
			E	3,277.88	7,102.07	85,224.88	40.9735

City of Tracy
Master Salary Schedule

Effective 07/02/2023

Class Code	Position Title	Unit	Step	Bi-Weekly Salary	Monthly Salary	Annual Salary	Hourly Rate	
1108	Cultural Arts Commissioner	Stipend of \$50.00 per meeting						
3162	Cultural Arts Division Manager*	TMMBU	A	4,996.50	10,825.75	129,909.00	62.4563	
			B	5,246.33	11,367.05	136,404.58	65.5791	
			C	5,508.65	11,935.41	143,224.90	68.8581	
			D	5,784.07	12,532.15	150,385.82	72.3009	
			E	6,073.27	13,158.75	157,905.02	75.9159	
4459	Cultural Arts Program Coordinator	TTSSEA	A	2,580.47	5,591.02	67,092.22	32.2559	
			B	2,709.51	5,870.61	70,447.26	33.8689	
			C	2,844.97	6,164.10	73,969.22	35.5621	
			D	2,987.22	6,472.31	77,667.72	37.3403	
			E	3,136.58	6,795.92	81,551.08	39.2073	
3524	Cultural Arts Supervisor*	TMMBU	A	3,862.14	8,367.97	100,415.64	48.2768	
			B	4,055.25	8,786.38	105,436.50	50.6906	
			C	4,258.02	9,225.71	110,708.52	53.2253	
			D	4,470.91	9,686.97	116,243.66	55.8864	
			E	4,694.46	9,338.00	112,055.96	58.6808	
4461	Cultural Arts Technical Coordinator	TTSSEA	A	2,166.98	4,695.12	56,341.48	27.0873	
			B	2,275.31	4,929.84	59,158.06	28.4414	
			C	2,389.09	5,176.36	62,116.34	29.8636	
			D	2,508.53	5,435.15	65,221.78	31.3566	
			E	2,633.95	5,706.89	68,482.70	32.9244	
3523	Cultural Arts Technical Supervisor*	TMMBU	A	3,206.16	6,946.68	83,360.16	40.0770	
			B	3,366.48	7,294.04	87,528.48	42.0810	
			C	3,534.79	7,658.71	91,904.54	44.1849	
			D	3,711.54	8,041.67	96,500.04	46.3943	
			E	3,897.13	8,443.78	101,325.38	48.7141	
9552	D.A.R.E Officer	LS	A				36.3700	
			B				38.1900	
			C				40.1000	
			D				42.1000	
			E				44.2100	
2571	Deputy City Attorney I*	CONF	A	5,117.85	11,088.68	133,064.10	63.9731	
			B	5,373.74	11,643.10	139,717.24	67.1718	
			C	5,642.44	12,225.29	146,703.44	70.5303	
			D	5,924.56	12,836.55	154,038.56	74.0570	
			E	6,220.77	13,478.34	161,740.02	77.7596	
2572	Deputy City Attorney II*	CONF	A	5,629.64	12,197.55	146,370.64	70.3705	
			B	5,911.13	12,807.45	153,689.38	73.8891	
			C	6,206.69	13,447.83	161,373.94	77.5836	
			D	6,517.03	14,120.23	169,442.78	81.4629	
			E	6,842.87	14,826.22	177,914.62	85.5359	
4116	Deputy City Clerk	TTSSEA	A	2,875.19	6,229.58	74,754.94	35.9399	
			B	3,018.96	6,541.08	78,492.96	37.7370	
			C	3,169.90	6,868.12	82,417.40	39.6238	
			D	3,328.41	7,211.56	86,538.66	41.6051	
			E	3,494.82	7,572.11	90,865.32	43.6853	
1515	Director of Development Services *	DH	Min	7,617.48	16,504.53	198,054.35	95.2185	
			Max	9,257.47	20,057.86	240,694.28	115.7184	

City of Tracy
Master Salary Schedule

Effective 07/02/2023

Class Code	Position Title	Unit	Step	Bi-Weekly Salary	Monthly Salary	Annual Salary	Hourly Rate
1522	Director of Finance*	DH	Min	7,107.12	15,398.76	184,785.09	88.8390
			Max	8,631.79	18,702.21	224,426.49	107.8974
1518	Director of Human Resources*	DH	Min	7,107.12	15,398.76	184,785.09	88.8390
			Max	8,631.79	18,702.21	224,426.49	107.8974
1527	Director of Mobility and Housing*	DH	Min	7,107.12	15,398.76	184,785.09	88.8390
			Max	8,631.79	18,702.21	224,426.49	107.8974
1524	Director of Operations and Utilities*	DH	Min	7,617.48	16,504.53	198,054.35	95.2185
			Max	9,257.47	20,057.86	240,694.28	115.7184
1516	Director of Parks and Recreation*	DH	Min	7,107.12	15,398.76	184,785.09	88.8390
			Max	8,631.79	18,702.21	224,426.49	107.8974
3208	Economic Development Mgmt Analyst I*	TMMBU	A	3,246.98	7,035.12	84,421.48	40.5873
			B	3,409.32	7,386.86	88,642.32	42.6165
			C	3,579.80	7,756.23	93,074.80	44.7475
			D	3,758.78	8,144.02	97,728.28	46.9848
			E	3,946.72	8,551.23	102,614.72	49.3340
3209	Economic Development Mgmt Analyst II*	TMMBU	A	3,733.94	8,090.20	97,082.44	46.6743
			B	3,920.63	8,494.70	101,936.38	49.0079
			C	4,116.66	8,919.43	107,033.16	51.4583
			D	4,322.50	9,365.42	112,385.00	54.0313
			E	4,538.63	9,833.70	118,004.38	56.7329
3207	Economic Development Manager*	TMMBU	A	5,077.00	11,000.17	132,002.00	63.4625
			B	5,330.84	11,550.15	138,601.84	66.6355
			C	5,597.39	12,127.68	145,532.14	69.9674
			D	5,877.26	12,734.06	152,808.76	73.4658
			E	6,171.12	13,370.76	160,449.12	77.1390
5325	Electrician	TEAMSTERS	A	3,416.90	7,403.28	88,839.40	42.7113
			B	3,587.76	7,773.48	93,281.76	44.8470
			C	3,767.16	8,162.18	97,946.16	47.0895
			D	3,955.50	8,570.25	102,843.00	49.4438
			E	4,153.28	8,998.77	107,985.28	51.9160
5221	Engineering Technician I	TEAMSTERS	A	2,719.53	5,892.32	70,707.78	33.9941
			B	2,855.50	6,186.92	74,243.00	35.6938
			C	2,998.27	6,496.25	77,955.02	37.4784
			D	3,148.18	6,821.06	81,852.68	39.3523
			E	3,305.61	7,162.16	85,945.86	41.3201
5225	Engineering Technician II	TEAMSTERS	A	2,998.29	6,496.30	77,955.54	37.4786
			B	3,148.20	6,821.10	81,853.20	39.3525
			C	3,305.62	7,162.18	85,946.12	41.3203
			D	3,470.92	7,520.33	90,243.92	43.3865
			E	3,644.42	7,896.24	94,754.92	45.5553
3412	Environmental Compliance Analyst	TMMBU Non-Exempt	A	3,246.98	7,035.12	84,421.48	40.5876
			B	3,409.32	7,386.86	88,642.32	42.6165
			C	3,579.80	7,756.23	93,074.80	44.7475
			D	3,758.78	8,144.02	97,728.28	46.9848
			E	3,946.72	8,551.23	102,614.72	49.3340

City of Tracy
Master Salary Schedule

Effective 07/02/2023

Class Code	Position Title	Unit	Step	Bi-Weekly Salary	Monthly Salary	Annual Salary	Hourly Rate
5424	Environmental Compliance Technician	TEAMSTERS	A	2,471.96	5,355.92	64,270.98	30.8995
			B	2,595.56	5,623.71	67,484.53	32.4445
			C	2,725.34	5,904.90	70,858.76	34.0667
			D	2,861.60	6,200.14	74,401.70	35.7700
			E	3,004.68	6,510.15	78,121.78	37.5585
5313	Equipment Mechanic I	TEAMSTERS	A	2,499.33	5,415.22	64,982.58	31.2416
			B	2,624.29	5,685.96	68,231.54	32.8036
			C	2,755.50	5,970.25	71,643.00	34.4438
			D	2,893.27	6,268.75	75,225.02	36.1659
			E	3,037.93	6,582.18	78,986.18	37.9741
5314	Equipment Mechanic II	TEAMSTERS	A	2,755.49	5,970.23	71,642.74	34.4436
			B	2,893.28	6,268.77	75,225.28	36.1660
			C	3,037.92	6,582.16	78,985.92	37.9740
			D	3,189.83	6,911.30	82,935.58	39.8729
			E	3,349.31	7,256.84	87,082.06	41.8664
4108	Executive Assistant	TTSSEA	A	2,636.03	5,711.40	68,536.78	32.9504
			B	2,767.83	5,996.97	71,963.58	34.5979
			C	2,906.22	6,296.81	75,561.72	36.3278
			D	3,051.54	6,611.67	79,340.04	38.1443
			E	3,204.11	6,942.24	83,306.86	40.0514
8108	Executive Assistant - Confidential	CONF	A	2,795.95	6,057.89	72,694.70	34.9494
			B	2,935.76	6,360.81	76,329.76	36.6970
			C	3,082.54	6,678.84	80,146.04	38.5318
			D	3,236.65	7,012.74	84,152.90	40.4581
			E	3,398.50	7,363.42	88,361.00	42.4813
2581	Executive Assistant to City Manager	CONF	A	3,202.75	6,939.29	83,271.50	40.0344
			B	3,362.87	7,286.22	87,434.62	42.0359
			C	3,531.01	7,650.52	91,806.26	44.1376
			D	3,707.57	8,033.07	96,396.82	46.3446
			E	3,892.94	8,434.70	101,216.44	48.6618
9635	Facility Attendant	LS	A				19.8000
			B				20.7900
			C				21.8300
			D				22.9200
			E				24.0700
3107	Financial Analyst I*	TMMBU	A	3,246.98	7,035.12	84,421.48	40.5873
			B	3,409.32	7,386.86	88,642.32	42.6165
			C	3,579.80	7,756.23	93,074.80	44.7475
			D	3,758.78	8,144.02	97,728.28	46.9848
			E	3,946.72	8,551.23	102,614.72	49.3340
3108	Financial Analyst II*	TMMBU	A	3,733.94	8,090.20	97,082.44	46.6743
			B	3,920.63	8,494.70	101,936.38	49.0079
			C	4,116.66	8,919.43	107,033.16	51.4583
			D	4,322.50	9,365.42	112,385.00	54.0313
			E	4,538.63	9,833.70	118,004.38	56.7329
3404	Fleet Supervisor*	TMMBU	A	3,742.73	8,109.25	97,310.98	46.7841
			B	3,929.84	8,514.65	102,175.84	49.1230
			C	4,126.34	8,940.40	107,284.84	51.5793
			D	4,332.64	9,387.39	112,648.64	54.1580
			E	4,549.28	9,856.77	118,281.28	56.8660

City of Tracy
Master Salary Schedule

Effective 07/02/2023

Class Code	Position Title	Unit	Step	Bi-Weekly Salary	Monthly Salary	Annual Salary	Hourly Rate
3120	GIS Analyst *	TMMBU	A	3,733.94	8,090.20	97,082.44	46.6743
			B	3,920.63	8,494.70	101,936.38	49.0079
			C	4,116.66	8,919.43	107,033.16	51.4583
			D	4,322.50	9,365.42	112,385.00	54.0313
			E	4,538.63	9,833.70	118,004.38	56.7329
4206	GIS Technician	TTSSEA	A	2,920.43	6,327.60	75,931.18	36.5054
			B	3,066.45	6,643.98	79,727.70	38.3306
			C	3,219.79	6,976.21	83,714.54	40.2474
			D	3,380.78	7,325.02	87,900.28	42.2598
			E	3,549.80	7,691.23	92,294.80	44.3725
3215	Homeless Services Manager*	TMMBU	A	4,615.45	10,000.14	120,001.70	57.6931
			B	4,846.22	10,500.14	126,001.72	60.5778
			C	5,088.54	10,941.84	131,302.04	63.6068
			D	5,342.96	11,576.41	138,916.96	66.7870
			E	5,610.10	12,155.22	145,862.60	70.1263
2511	Human Resources Analyst I*	CONF	A	3,327.51	7,209.61	86,515.26	41.5939
			B	3,493.89	7,570.10	90,841.14	43.6736
			C	3,668.57	7,948.57	95,382.82	45.8571
			D	3,852.00	8,346.00	100,152.00	48.1500
			E	4,044.60	8,763.30	105,159.60	50.5575
2512	Human Resources Analyst II*	CONF	A	3,826.53	8,290.82	99,489.78	47.8316
			B	4,017.86	8,705.36	104,464.36	50.2233
			C	4,218.74	9,140.60	109,687.24	52.7343
			D	4,429.70	9,597.68	115,172.20	55.3713
			E	4,651.19	10,077.58	120,930.94	58.1399
2562	Human Resources Manager*	CONF	A	5,120.40	11,094.20	133,130.40	64.0050
			B	5,376.42	11,648.91	139,786.92	67.2053
			C	5,645.25	12,231.38	146,776.50	70.5656
			D	5,927.52	12,842.96	154,115.52	74.0940
			E	6,223.91	13,485.14	161,821.66	77.7989
4301	Human Resources Technician	CONF	A	2,839.20	6,151.60	73,819.20	35.4900
			B	2,981.16	6,459.18	77,510.16	37.2645
			C	3,130.22	6,782.14	81,385.72	39.1278
			D	3,286.74	7,121.27	85,455.24	41.0843
			E	3,451.07	7,477.32	89,727.82	43.1384
4204	Information Systems Technician I	TTSSEA	A	2,539.52	5,502.29	66,027.52	31.7440
			B	2,666.49	5,777.40	69,328.74	33.3311
			C	2,799.83	6,066.30	72,795.58	34.9979
			D	2,939.82	6,369.61	76,435.32	36.7478
			E	3,086.81	6,688.09	80,257.06	38.5851
4205	Information Systems Technician II	TTSSEA	A	2,920.43	6,327.60	75,931.18	36.5054
			B	3,066.45	6,643.98	79,727.70	38.3306
			C	3,219.79	6,976.21	83,714.54	40.2474
			D	3,380.78	7,325.02	87,900.28	42.2598
			E	3,549.80	7,691.23	92,294.80	44.3725
2553	Information Technology Manager*	CONF	A	5,120.40	11,094.20	133,130.40	64.0050
			B	5,376.42	11,648.91	139,786.92	67.2053
			C	5,645.25	12,231.38	146,776.50	70.5656
			D	5,927.52	12,842.96	154,115.52	74.0940
			E	6,223.91	13,485.14	161,821.66	77.7989

City of Tracy
Master Salary Schedule

Effective 07/02/2023

Class Code	Position Title	Unit	Step	Bi-Weekly Salary	Monthly Salary	Annual Salary	Hourly Rate
3111	Information Technology Specialist*	TMMBU	A	3,627.19	7,858.91	94,306.94	45.3399
			B	3,808.57	8,251.90	99,022.82	47.6071
			C	3,998.99	8,664.48	103,973.74	49.9874
			D	4,198.92	9,097.66	109,171.92	52.4865
			E	4,408.87	9,552.55	114,630.62	55.1109
5413	Instrumentation Technician	TEAMSTERS	A	3,172.41	6,873.56	82,482.66	39.6551
			B	3,331.03	7,217.23	86,606.78	41.6379
			C	3,497.59	7,578.11	90,937.34	43.7199
			D	3,672.45	7,956.98	95,483.70	45.9056
			E	3,856.08	8,354.84	100,258.08	48.2010
9108	Intern-Generalist	LS	A				20.5500
			B				21.5800
			C				22.6600
			D				23.7900
			E				24.9800
5224	Junior Engineer	TEAMSTERS	A	3,305.49	7,161.90	85,942.74	41.3186
			B	3,470.77	7,520.00	90,240.02	43.3846
			C	3,644.29	7,895.96	94,751.54	45.5536
			D	3,826.51	8,290.77	99,489.26	47.8314
			E	4,017.85	8,705.34	104,464.10	50.2231
5423	Laboratory Quality Assurance Officer*	TMMBU	A	3,103.48	6,724.21	80,690.48	38.7935
			B	3,258.68	7,060.47	84,725.68	40.7335
			C	3,421.60	7,413.47	88,961.60	42.7700
			D	3,592.67	7,784.12	93,409.42	44.9084
			E	3,772.32	8,173.36	98,080.32	47.1540
5421	Laboratory Technician I	TEAMSTERS	A	2,467.86	5,347.03	64,164.36	30.8483
			B	2,591.23	5,614.33	67,371.98	32.3904
			C	2,720.82	5,895.11	70,741.32	34.0103
			D	2,856.85	6,189.84	74,278.10	35.7106
			E	2,999.68	6,499.31	77,991.68	37.4960
5422	Laboratory Technician II	TEAMSTERS	A	2,720.76	5,894.98	70,739.76	34.0095
			B	2,856.80	6,189.73	74,276.80	35.7100
			C	2,999.64	6,499.22	77,990.64	37.4955
			D	3,149.61	6,824.16	81,889.86	39.3701
			E	3,307.09	7,165.36	85,984.34	41.3386
3508	Landscape Architect*	TMMBU	A	4,107.34	8,899.24	106,790.84	51.3418
			B	4,312.69	9,344.16	112,129.94	53.9086
			C	4,528.32	9,811.36	117,736.32	56.6040
			D	4,754.74	10,301.94	123,623.24	59.4343
			E	4,992.50	10,817.08	129,805.00	62.4063
4109	Legal Secretary	CONF	A	3,049.63	6,607.53	79,290.38	38.1204
			B	3,202.10	6,937.88	83,254.60	40.0263
			C	3,362.22	7,284.81	87,417.72	42.0278
			D	3,530.33	7,649.05	91,788.58	44.1291
			E	3,706.85	8,031.51	96,378.10	46.3356
9636	Lifeguard	LS	A				15.5000
			B				15.7500
			C				16.5400
			D				17.3600
			E				18.2300

City of Tracy
Master Salary Schedule

Effective 07/02/2023

Class Code	Position Title	Unit	Step	Bi-Weekly Salary	Monthly Salary	Annual Salary	Hourly Rate
9303	Maintenance Aide	LS	A				17.4500
			B				18.3200
			C				19.2300
			D				20.1900
			E				21.2000
5301	Maintenance Worker I	TEAMSTERS	A	1,839.58	3,985.76	47,829.08	22.9948
			B	1,931.57	4,185.07	50,220.82	24.1446
			C	2,028.14	4,394.30	52,731.64	25.3518
			D	2,129.55	4,614.03	55,368.30	26.6194
			E	2,236.03	4,844.73	58,136.78	27.9504
5303	Maintenance Worker II	TEAMSTERS	A	2,336.62	5,062.68	60,752.12	29.2078
			B	2,453.45	5,315.81	63,789.70	30.6681
			C	2,576.11	5,581.57	66,978.86	32.2014
			D	2,704.91	5,860.64	70,327.66	33.8114
			E	2,840.15	6,153.66	73,843.90	35.5019
3151	Management Analyst I*	TMMBU	A	3,246.98	7,035.12	84,421.48	40.5873
			B	3,409.32	7,386.86	88,642.32	42.6165
			C	3,579.80	7,756.23	93,074.80	44.7475
			D	3,758.78	8,144.02	97,728.28	46.9848
			E	3,946.72	8,551.23	102,614.72	49.3340
3152	Management Analyst II*	TMMBU	A	3,733.94	8,090.20	97,082.44	46.6743
			B	3,920.63	8,494.70	101,936.38	49.0079
			C	4,116.66	8,919.43	107,033.16	51.4583
			D	4,322.50	9,365.42	112,385.00	54.0313
			E	4,538.63	9,833.70	118,004.38	56.7329
4463	Marketing Coordinator	TTSSEA	A	2,580.47	5,591.02	67,092.22	32.2559
			B	2,709.51	5,870.61	70,447.26	33.8689
			C	2,844.97	6,164.10	73,969.22	35.5621
			D	2,987.22	6,472.31	77,667.72	37.3403
			E	3,136.58	6,795.92	81,551.08	39.2073
1101	Mayor*			521.08	1,129.00	13,548.00	
3527	Media Services Supervisor	TMMBU Non-Exempt	A	3,206.16	6,946.68	83,360.16	40.0770
			B	3,366.48	7,294.04	87,528.48	42.0810
			C	3,534.79	7,658.71	91,904.54	44.1849
			D	3,711.54	8,041.67	96,500.04	46.3943
			E	3,897.13	8,443.78	101,325.38	48.7141
5531	Meter Reader	TEAMSTERS	A	1,593.97	3,453.60	41,443.22	19.9246
			B	1,673.66	3,626.26	43,515.16	20.9208
			C	1,757.34	3,807.57	45,690.84	21.9668
			D	1,845.20	3,997.93	47,975.20	23.0650
			E	1,937.47	4,197.85	50,374.22	24.2184
4212	Multimedia Communications Assistant	TTSSEA	A	2,166.98	4,695.12	56,341.48	27.0873
			B	2,275.31	4,929.84	59,158.06	28.4414
			C	2,389.09	5,176.36	62,116.34	29.8636
			D	2,508.53	5,435.15	65,221.78	31.3566
			E	2,633.95	5,706.89	68,482.70	32.9244

City of Tracy
Master Salary Schedule

Effective 07/02/2023

Class Code	Position Title	Unit	Step	Bi-Weekly Salary	Monthly Salary	Annual Salary	Hourly Rate
4210	Multimedia Communications Coordinator	TTSSEA	A	2,580.47	5,591.02	67,092.22	32.2559
			B	2,709.51	5,870.61	70,447.26	33.8689
			C	2,844.97	6,164.10	73,969.22	35.5621
			D	2,987.22	6,472.31	77,667.72	37.3403
			E	3,136.58	6,795.92	81,551.08	39.2073
4105	Office Assistant	TTSSEA	A	1,774.36	3,844.45	46,133.36	22.1795
			B	1,863.06	4,036.63	48,439.56	23.2883
			C	1,956.23	4,238.50	50,861.98	24.4529
			D	2,054.05	4,450.44	53,405.30	25.6756
			E	2,156.75	4,672.96	56,075.50	26.9594
3401	Operations Superintendent*	TMMBU	A	4,314.98	9,349.12	112,189.48	53.9373
			B	4,530.73	9,816.58	117,798.98	56.6341
			C	4,757.27	10,307.42	123,689.02	59.4659
			D	4,995.14	10,822.80	129,873.64	62.4393
			E	5,244.88	11,363.91	136,366.88	65.5610
3405	Operations Supervisor*	TMMBU	A	3,595.32	7,789.86	93,478.32	44.9415
			B	3,775.07	8,179.32	98,151.82	47.1884
			C	3,963.82	8,588.28	103,059.32	49.5478
			D	4,162.00	9,017.67	108,212.00	52.0250
			E	4,370.10	9,468.55	113,622.60	54.6263
1107	Parks Commissioner	Stipend of \$50.00 per meeting					
3509	Parks Planning & Development Manager*	TMMBU	A	4,518.06	9,789.13	117,469.56	56.4758
			B	4,743.96	10,278.58	123,342.96	59.2995
			C	4,981.15	10,792.49	129,509.90	62.2644
			D	5,230.22	11,332.14	135,985.72	65.3778
			E	5,491.75	11,898.79	142,785.50	68.6469
3507	Parks Project Coordinator*	TMMBU	A	3,571.07	7,737.32	92,847.82	44.6384
			B	3,749.63	8,124.20	97,490.38	46.8704
			C	3,937.12	8,530.43	102,365.12	49.2140
			D	4,133.98	8,956.96	107,483.48	51.6748
			E	4,340.67	9,404.79	112,857.42	54.2584
3306	Plan Check Engineer*	TMMBU	A	5,000.39	10,834.18	130,010.14	62.5049
			B	5,250.40	11,375.87	136,510.40	65.6300
			C	5,512.93	11,944.68	143,336.18	68.9116
			D	5,788.58	12,541.92	150,503.08	72.3573
			E	6,078.01	13,169.02	158,028.26	75.9751
5214	Plan Examiner I	TEAMSTERS	A	3,322.07	7,197.82	86,373.82	41.5259
			B	3,488.21	7,557.79	90,693.46	43.6026
			C	3,662.61	7,935.66	95,227.86	45.7826
			D	3,845.72	8,332.39	99,988.72	48.0715
			E	4,038.03	8,749.07	104,988.78	50.4754
5215	Plan Examiner II	TEAMSTERS	A	3,662.67	7,935.79	95,229.42	45.7834
			B	3,845.84	8,332.65	99,991.84	48.0730
			C	4,038.11	8,749.24	104,990.86	50.4764
			D	4,240.01	9,186.69	110,240.26	53.0001
			E	4,452.04	9,646.09	115,753.04	55.6505
1106	Planning Commissioner	Stipend of \$50.00 per meeting					

City of Tracy
Master Salary Schedule

Effective 07/02/2023

Class Code	Position Title	Unit	Step	Bi-Weekly Salary	Monthly Salary	Annual Salary	Hourly Rate
4506	Planning Technician	TTSSEA	A	2,676.79	5,799.71	69,596.54	33.4599
			B	2,810.65	6,089.74	73,076.90	35.1331
			C	2,951.17	6,394.20	76,730.42	36.8896
			D	3,098.74	6,713.94	80,567.24	38.7343
			E	3,253.69	7,049.66	84,595.94	40.6711
6212	Police Captain*	TPMA	A	6,293.51	13,635.94	163,631.26	78.6689
			B	6,608.20	14,317.77	171,813.20	82.6025
			C	6,938.59	15,033.61	180,403.34	86.7324
			D	7,285.52	15,785.29	189,423.52	91.0690
			E	7,649.84	16,574.65	198,895.84	95.6230
1513	Police Chief*	DH	Min	8,092.43	17,533.60	210,403.16	101.1554
			Max	9,836.43	21,312.27	255,747.28	122.9554
4603	Police Community Relations Coordinator	TTSSEA	A	2,580.47	5,591.02	67,092.22	32.2559
			B	2,709.51	5,870.61	70,447.26	33.8689
			C	2,844.97	6,164.10	73,969.22	35.5621
			D	2,987.22	6,472.31	77,667.72	37.3403
			E	3,136.58	6,795.92	81,551.08	39.2073
6103	Police Corporal	TPOA	A	3,864.76	8,373.65	100,483.76	48.3095
			B	4,058.01	8,792.36	105,508.26	50.7251
			C	4,260.91	9,231.97	110,783.66	53.2614
			D	4,473.97	9,693.60	116,323.22	55.9246
			E	4,697.67	10,178.29	122,139.42	58.7209
4604	Police Homeless Outreach Coordinator	TTSSEA	A	2,580.47	5,591.02	67,092.22	32.2559
			B	2,709.51	5,870.61	70,447.26	33.8689
			C	2,844.97	6,164.10	73,969.22	35.5621
			D	2,987.22	6,472.31	77,667.72	37.3403
			E	3,136.58	6,795.92	81,551.08	39.2073
9501	Police Intern/Parking Enforcement Officer	LS	A				19.5000
			B				20.4800
			C				21.5000
			D				22.5700
			E				23.7000
6211	Police Lieutenant*	TPMA	A	5,446.86	11,801.57	141,618.88	68.0860
			B	5,719.22	12,391.64	148,699.72	71.4903
			C	6,005.19	13,011.25	156,134.94	75.0649
			D	6,305.45	13,661.81	163,941.70	78.8181
			E	6,620.72	14,344.89	172,138.72	82.7590
6102	Police Officer	TPOA	A	3,513.42	7,612.41	91,348.92	43.9178
			B	3,689.09	7,993.03	95,916.34	46.1136
			C	3,873.55	8,392.69	100,712.30	48.4194
			D	4,067.25	8,812.38	105,748.50	50.8406
			E	4,270.61	9,252.99	111,035.86	53.3826
9517	Police Range Master	LS	A				31.1700
			B				32.7300
			C				34.3600
			D				36.0800
			E				37.8800

City of Tracy
Master Salary Schedule

Effective 07/02/2023

Class Code	Position Title	Unit	Step	Bi-Weekly Salary	Monthly Salary	Annual Salary	Hourly Rate
4103	Police Records Assistant I	TTSSEA	A	2,199.60	4,765.80	57,189.60	27.4950
			B	2,309.59	5,004.11	60,049.34	28.8699
			C	2,425.08	5,254.34	63,052.08	30.3135
			D	2,546.31	5,517.01	66,204.06	31.8289
			E	2,673.63	5,792.87	69,514.38	33.4204
4104	Police Records Assistant II	TTSSEA	A	2,425.04	5,254.25	63,051.04	30.3130
			B	2,546.31	5,517.01	66,204.06	31.8289
			C	2,673.59	5,792.78	69,513.34	33.4199
			D	2,807.28	6,082.44	72,989.28	35.0910
			E	2,947.65	6,386.58	76,638.90	36.8456
3626	Police Records Supervisor*	TMMBU	A	3,263.13	7,070.12	84,841.38	40.7891
			B	3,426.30	7,423.65	89,083.80	42.8288
			C	3,597.60	7,794.80	93,537.60	44.9700
			D	3,777.49	8,184.56	98,214.74	47.2186
			E	3,966.35	8,593.76	103,125.10	49.5794
9551	Police Reserve	LS	A				40.5500
6105	Police Sergeant	TPOA	A	4,252.93	9,214.68	110,576.18	53.1616
			B	4,465.60	9,675.47	116,105.60	55.8200
			C	4,688.89	10,159.26	121,911.14	58.6111
			D	4,923.33	10,667.22	128,006.58	61.5416
			E	5,169.49	11,200.56	134,406.74	64.6186
2712	Police Support Operations Manager*	CONF	A	5,795.56	12,557.05	150,684.56	72.4445
			B	6,085.34	13,184.90	158,218.84	76.0668
			C	6,389.59	13,844.11	166,129.34	79.8699
			D	6,709.07	14,536.32	174,435.82	83.8634
			E	7,044.53	15,263.15	183,157.78	88.0566
4701	Police Support Services Technician	TTSSEA	A	2,676.79	5,799.71	69,596.54	33.4599
			B	2,810.65	6,089.74	73,076.90	35.1331
			C	2,951.17	6,394.20	76,730.42	36.8896
			D	3,098.74	6,713.94	80,567.24	38.7343
			E	3,253.69	7,049.66	84,595.94	40.6711
6101	Police Trainee (Non-Sworn)	TPOA	A	3,055.05	6,619.28	79,431.30	38.1881
9638	Pool Manager	LS	A				21.3100
			B				22.3800
			C				23.4900
			D				24.6700
			E				25.9000
9533	Professional Standards Officer	LS	A				51.9500
			B				54.5500
			C				57.2800
			D				60.1400
			E				63.1500
9110	Program Assistant	LS	Min				15.5000
			Max				25.8200
9231	Project Specialist I	LS	Min				15.5000
			Max				50.0100
9232	Project Specialist II	LS	Min				50.0200
			Max				140.9900

City of Tracy
Master Salary Schedule

Effective 07/02/2023

Class Code	Position Title	Unit	Step	Bi-Weekly Salary	Monthly Salary	Annual Salary	Hourly Rate
5518	Property and Evidence Technician	TEAMSTERS	A	2,372.18	5,139.72	61,676.68	29.6523
			B	2,490.78	5,396.69	64,760.28	31.1348
			C	2,615.33	5,666.55	67,998.58	32.6916
			D	2,746.10	5,949.88	71,398.60	34.3263
			E	2,883.39	6,247.35	74,968.14	36.0424
2585	Public Information Officer*	CONF	A	3,826.53	8,290.82	99,489.78	47.8316
			B	4,017.86	8,705.36	104,464.36	50.2233
			C	4,218.74	9,140.60	109,687.24	52.7343
			D	4,429.70	9,597.68	115,172.20	55.3713
			E	4,651.19	10,077.58	120,930.94	58.1399
3623	Public Safety Dispatch Supervisor*	TMMBU	A	3,786.70	8,204.52	98,454.20	47.3338
			B	3,976.03	8,614.73	103,376.78	49.7004
			C	4,174.85	9,045.51	108,546.10	52.1856
			D	4,383.58	9,497.76	113,973.08	54.7948
			E	4,602.77	9,972.67	119,672.02	57.5346
5502	Public Safety Dispatcher I	TEAMSTERS	A	2,740.56	5,937.88	71,254.56	34.2570
			B	2,877.57	6,234.74	74,816.82	35.9696
			C	3,021.45	6,546.48	78,557.70	37.7681
			D	3,172.52	6,873.79	82,485.52	39.6565
			E	3,331.17	7,217.54	86,610.42	41.6396
5503	Public Safety Dispatcher II	TEAMSTERS	A	3,015.33	6,533.22	78,398.58	37.6916
			B	3,166.09	6,859.86	82,318.34	39.5761
			C	3,324.40	7,202.87	86,434.40	41.5550
			D	3,490.61	7,562.99	90,755.86	43.6326
			E	3,665.15	7,941.16	95,293.90	45.8144
9512	Public Safety Dispatcher II - Per Diem	LS	A				33.1100
			B				34.7700
			C				36.5100
			D				38.3300
			E				40.2500
3214	Real Property Agent*	TMMBU	A	3,571.07	7,737.32	92,847.82	44.6384
			B	3,749.63	8,124.20	97,490.38	46.8704
			C	3,937.12	8,530.43	102,365.12	49.2140
			D	4,133.98	8,956.96	107,483.48	51.6748
			E	4,340.67	9,404.79	112,857.42	54.2584
9631	Recreation Leader I	LS	A				15.5000
			B				15.7500
			C				16.5400
			D				17.3600
			E				18.2300
9632	Recreation Leader II	LS	A				18.7900
			B				19.7300
			C				20.7200
			D				21.7500
			E				22.8400
9633	Recreation Leader III	LS	A				21.3100
			B				22.3800
			C				23.4900
			D				24.6900
			E				25.9000

City of Tracy
Master Salary Schedule

Effective 07/02/2023

Class Code	Position Title	Unit	Step	Bi-Weekly Salary	Monthly Salary	Annual Salary	Hourly Rate
4401	Recreation Program Coordinator	TTSSEA	A	2,580.47	5,591.02	67,092.22	32.2559
			B	2,709.51	5,870.61	70,447.26	33.8689
			C	2,844.97	6,164.10	73,969.22	35.5621
			D	2,987.22	6,472.31	77,667.72	37.3403
			E	3,136.58	6,795.92	81,551.08	39.2073
3513	Recreation Services Manager*	TMMBU	A	4,248.32	9,204.69	110,456.32	53.1040
			B	4,460.76	9,664.98	115,979.76	55.7595
			C	4,683.79	10,148.21	121,778.54	58.5474
			D	4,917.99	10,655.65	127,867.74	61.4749
			E	5,163.88	11,188.41	134,260.88	64.5485
3505	Recreation Services Supervisor*	TMMBU	A	3,862.13	8,367.95	100,415.38	48.2766
			B	4,055.24	8,786.35	105,436.24	50.6905
			C	4,258.01	9,225.69	110,708.26	53.2251
			D	4,470.90	9,686.95	116,243.40	55.8863
			E	4,694.44	10,171.29	122,055.44	58.6805
9626	Recreation Specialized Instructor	LS	Min				15.5000
			Max				53.2100
4113	Senior Account Clerk	TTSSEA	A	2,399.11	5,198.07	62,376.86	29.9889
			B	2,519.06	5,457.96	65,495.56	31.4883
			C	2,645.02	5,730.88	68,770.52	33.0628
			D	2,777.28	6,017.44	72,209.28	34.7160
			E	2,916.13	6,318.28	75,819.38	36.4516
3105	Senior Accountant*	TMMBU	A	4,013.46	8,695.83	104,349.96	50.1683
			B	4,214.15	9,130.66	109,567.90	52.6769
			C	4,424.85	9,587.18	115,046.10	55.3106
			D	4,646.10	10,066.55	120,798.60	58.0796
			E	4,878.41	10,569.89	126,838.66	60.9801
4202	Senior Accounting Technician	TTSSEA	A	3,110.93	6,740.35	80,884.18	38.8866
			B	3,266.48	7,077.37	84,928.48	40.8310
			C	3,429.82	7,431.28	89,175.32	42.8728
			D	3,601.31	7,802.84	93,634.06	45.0164
			E	3,781.39	8,193.01	98,316.14	47.2674
5323	Senior Building Maintenance Worker	TEAMSTERS	A	2,749.32	5,956.86	71,482.32	34.3665
			B	2,886.77	6,254.67	75,056.02	36.0846
			C	3,031.10	6,567.38	78,808.60	37.8888
			D	3,182.68	6,895.81	82,749.68	39.7835
			E	3,341.83	7,240.63	86,887.58	41.7729
3304	Senior Civil Engineer*	TMMBU	A	5,000.52	10,834.46	130,013.52	62.5065
			B	5,250.54	11,376.17	136,514.04	65.6318
			C	5,513.08	11,945.01	143,340.08	68.9135
			D	5,788.73	12,542.25	150,506.98	72.3591
			E	6,078.17	13,169.37	158,032.42	75.9771
5315	Senior Equipment Mechanic	TEAMSTERS	A	3,031.06	6,567.30	78,807.56	37.8883
			B	3,182.60	6,895.63	82,747.60	39.7825
			C	3,341.73	7,240.42	86,884.98	41.7716
			D	3,508.81	7,602.42	91,229.06	43.8601
			E	3,684.25	7,982.54	95,790.50	46.0531

City of Tracy
Master Salary Schedule

Effective 07/02/2023

Class Code	Position Title	Unit	Step	Bi-Weekly Salary	Monthly Salary	Annual Salary	Hourly Rate
4208	Senior Information Systems Technician	TTSSEA	A	3,212.47	6,960.35	83,524.22	40.1559
			B	3,373.10	7,308.38	87,700.60	42.1638
			C	3,541.76	7,673.81	92,085.76	44.2720
			D	3,718.85	8,057.51	96,690.10	46.4856
			E	3,904.78	8,460.36	101,524.28	48.8098
9637	Senior Lifeguard	LS	A				18.7900
			B				19.7300
			C				20.7200
			D				21.7500
			E				22.8400
5305	Senior Maintenance Worker	TEAMSTERS	A	2,572.37	5,573.47	66,881.62	32.1546
			B	2,700.97	5,852.10	70,225.22	33.7621
			C	2,836.02	6,144.71	73,736.52	35.4503
			D	2,977.83	6,451.97	77,423.58	37.2229
			E	3,126.71	6,774.54	81,294.46	39.0839
3203	Senior Planner*	TMMBU	A	4,286.61	9,287.66	111,451.86	53.5826
			B	4,500.94	9,752.04	117,024.44	56.2618
			C	4,726.00	10,239.67	122,876.00	59.0750
			D	4,962.30	10,751.65	129,019.80	62.0288
			E	5,210.41	11,289.22	135,470.66	65.1301
4410	Senior Police Records Assistant	TTSSEA	A	2,673.64	5,792.89	69,514.64	33.4205
			B	2,807.35	6,082.59	72,991.10	35.0919
			C	2,947.68	6,386.64	76,639.68	36.8460
			D	3,095.07	6,705.99	80,471.82	38.6884
			E	3,249.82	7,041.28	84,495.32	40.6228
5520	Senior Property & Evidence Technician	TEAMSTERS	A	2609.39	5653.68	67844.14	32.6174
			B	2739.86	5936.36	71236.36	34.2483
			C	2876.86	6233.20	74798.36	35.9608
			D	3020.70	6544.85	78538.20	37.7588
			E	3171.73	6872.08	82464.98	39.6466
5504	Senior Public Safety Dispatcher	TEAMSTERS	A	3,324.25	7,202.54	86,430.50	41.5531
			B	3,490.47	7,562.69	90,752.22	43.6309
			C	3,664.99	7,940.81	95,289.74	45.8124
			D	3,848.24	8,337.85	100,054.24	48.1030
			E	4,040.68	8,754.81	105,057.68	50.5085
5356	Senior Utilities Worker	TEAMSTERS	A	2,701.47	5,853.19	70,238.22	33.7684
			B	2,836.42	6,145.58	73,746.92	35.4553
			C	2,978.16	6,452.68	77,432.16	37.2270
			D	3,127.53	6,776.32	81,315.78	39.0941
			E	3,282.85	7,112.84	85,354.10	41.0356
3343	Supervising Building Inspector*	TMMBU	A	4,107.34	8,899.24	106,790.84	51.3418
			B	4,312.69	9,344.16	112,129.94	53.9086
			C	4,528.32	9,811.36	117,736.32	56.6040
			D	4,754.74	10,301.94	123,623.24	59.4343
			E	4,992.50	10,817.08	129,805.00	62.4063
3345	Supervising Construction Inspector	TMMBU Non-Exempt	A	4,000.37	8,667.47	104,009.62	50.0046
			B	4,200.38	9,100.82	109,209.88	52.5048
			C	4,410.40	9,555.87	114,670.40	55.1300
			D	4,630.91	10,033.64	120,403.66	57.8864
			E	4,862.46	10,535.33	126,423.96	60.7807

City of Tracy
Master Salary Schedule

Effective 07/02/2023

Class Code	Position Title	Unit	Step	Bi-Weekly Salary	Monthly Salary	Annual Salary	Hourly Rate
3117	System Administrator*	TMMBU	A	3,733.94	8,090.20	97,082.44	46.6743
			B	3,920.63	8,494.70	101,936.38	49.0079
			C	4,116.66	8,919.43	107,033.16	51.4583
			D	4,322.50	9,365.42	112,385.00	54.0313
			E	4,538.63	9,833.70	118,004.38	56.7329
9361	Theatre Technician	LS	A				29.7100
			B				31.1900
			C				32.7500
			D				34.3900
			E				36.1100
4420	Transit Coordinator	TTSSEA	A	2,580.47	5,591.02	67,092.22	32.2559
			B	2,709.51	5,870.61	70,447.26	33.8689
			C	2,844.97	6,164.10	73,969.22	35.5621
			D	2,987.22	6,472.31	77,667.72	37.3403
			E	3,136.58	6,795.92	81,551.08	39.2073
3515	Transit Manager*	TMMBU	A	4,159.68	9,012.64	108,151.68	51.9960
			B	4,367.64	9,463.22	113,558.64	54.5955
			C	4,586.04	9,936.42	119,237.04	57.3255
			D	4,815.33	10,433.22	125,198.58	60.1916
			E	5,056.09	10,954.86	131,458.34	63.2011
1109	Transportation Commissioner	Stipend of \$50.00 per meeting					
3424	Utilities Laboratory Superintendent*	TMMBU	A	4,314.98	9,349.12	112,189.48	53.9373
			B	4,530.73	9,816.58	117,798.98	56.6341
			C	4,757.27	10,307.42	123,689.02	59.4659
			D	4,995.14	10,822.80	129,873.64	62.4393
			E	5,244.88	11,363.91	136,366.88	65.5610
5350	Utilities Worker I	TEAMSTERS	A	1,930.84	4,183.49	50,201.84	24.1355
			B	2,027.60	4,393.13	52,717.60	25.3450
			C	2,128.59	4,611.95	55,343.34	26.6074
			D	2,235.53	4,843.65	58,123.78	27.9441
			E	2,348.41	5,088.22	61,058.66	29.3551
5353	Utilities Worker II	TEAMSTERS	A	2,452.80	5,314.40	63,772.80	30.6600
			B	2,575.87	5,581.05	66,972.62	32.1984
			C	2,704.02	5,858.71	70,304.52	33.8003
			D	2,839.81	6,152.92	73,835.06	35.4976
			E	2,981.55	6,460.03	77,520.30	37.2694
3403	Utility Line Maintenance Superintendent*	TMMBU	A	4,396.39	9,525.51	114,306.14	54.9549
			B	4,616.19	10,001.75	120,020.94	57.7024
			C	4,847.01	10,501.86	126,022.26	60.5876
			D	5,089.35	11,026.93	132,323.10	63.6169
			E	5,343.82	11,578.28	138,939.32	66.7978
3423	Utility Maintenance Superintendent*	TMMBU	A	4,477.76	9,701.81	116,421.76	55.9720
			B	4,701.64	10,186.89	122,242.64	58.7705
			C	4,936.72	10,696.23	128,354.72	61.7090
			D	5,183.56	11,231.05	134,772.56	64.7945
			E	5,442.73	11,792.58	141,510.98	68.0341

City of Tracy
Master Salary Schedule

Effective 07/02/2023

Class Code	Position Title	Unit	Step	Bi-Weekly Salary	Monthly Salary	Annual Salary	Hourly Rate
5411	Utility Mechanic I	TEAMSTERS	A	2,889.68	6,260.97	75,131.68	36.1210
			B	3,034.16	6,574.01	78,888.16	37.9270
			C	3,185.86	6,902.70	82,832.36	39.8233
			D	3,345.16	7,247.85	86,974.16	41.8145
			E	3,512.41	7,610.22	91,322.66	43.9051
5412	Utility Mechanic II	TEAMSTERS	A	3,184.04	6,898.75	82,785.04	39.8005
			B	3,343.25	7,243.71	86,924.50	41.7906
			C	3,510.41	7,605.89	91,270.66	43.8801
			D	3,685.93	7,986.18	95,834.18	46.0741
			E	3,870.23	8,385.50	100,625.98	48.3779
5404	Utility Operator	TEAMSTERS	A	3,895.88	8,441.07	101,292.88	48.6985
			B	4,090.64	8,863.05	106,356.64	51.1330
			C	4,295.18	9,306.22	111,674.68	53.6898
			D	4,509.95	9,771.56	117,258.70	56.3744
			E	4,735.44	10,260.12	123,121.44	59.1930
3422	Wastewater Operations Superintendent*	TMMBU	A	4,477.76	9,701.81	116,421.76	55.9720
			B	4,701.64	10,186.89	122,242.64	58.7705
			C	4,936.72	10,696.23	128,354.72	61.7090
			D	5,183.56	11,231.05	134,772.56	64.7945
			E	5,442.73	11,792.58	141,510.98	68.0341
5405	Wastewater Treatment Plant Operator I	TEAMSTERS	A	2,738.70	5,933.85	71,206.20	34.2338
			B	2,875.62	6,230.51	74,766.12	35.9453
			C	3,019.40	6,542.03	78,504.40	37.7425
			D	3,170.38	6,869.16	82,429.88	39.6298
			E	3,328.91	7,212.64	86,551.66	41.6114
5406	Wastewater Treatment Plant Operator II	TEAMSTERS	A	3,019.50	6,542.25	78,507.00	37.7438
			B	3,170.44	6,869.29	82,431.44	39.6305
			C	3,328.97	7,212.77	86,553.22	41.6121
			D	3,495.44	7,573.45	90,881.44	43.6930
			E	3,670.22	7,952.14	95,425.72	45.8778
5407	Wastewater Treatment Plant Operator III	TEAMSTERS	A	3,322.87	7,199.55	86,394.62	41.5359
			B	3,488.97	7,559.44	90,713.22	43.6121
			C	3,663.43	7,937.43	95,249.18	45.7929
			D	3,846.63	8,334.37	100,012.38	48.0829
			E	4,038.95	8,751.06	105,012.70	50.4869
3421	Water Operations Superintendent*	TMMBU	A	4,439.03	9,617.90	115,414.78	55.4879
			B	4,660.97	10,098.77	121,185.22	58.2621
			C	4,894.03	10,603.73	127,244.78	61.1754
			D	5,138.72	11,133.89	133,606.72	64.2340
			E	5,395.65	11,690.58	140,286.90	67.4456
9351	Water Patrol Aide	LS	A				17.7000
			B				18.5900
			C				19.5100
			D				20.4900
			E				21.5100
3415	Water Resources and Compliance Manager*	TMMBU	A	4,159.68	9,012.64	108,151.68	51.9960
			B	4,367.64	9,463.22	113,558.64	54.5955
			C	4,586.04	9,936.42	119,237.04	57.3255
			D	4,815.33	10,433.22	125,198.58	60.1916
			E	5,056.09	10,954.86	131,458.34	63.2011

City of Tracy
Master Salary Schedule

Effective 07/02/2023

Class Code	Position Title	Unit	Step	Bi-Weekly Salary	Monthly Salary	Annual Salary	Hourly Rate
5401	Water Treatment Plant Operator I	TEAMSTERS	A	2,917.87	6,322.05	75,864.62	36.4734
			B	3,063.77	6,638.17	79,658.02	38.2971
			C	3,216.96	6,970.08	83,640.96	40.2120
			D	3,377.80	7,318.57	87,822.80	42.2225
			E	3,546.68	7,684.47	92,213.68	44.3335
5402	Water Treatment Plant Operator II	TEAMSTERS	A	3,217.03	6,970.23	83,642.78	40.2129
			B	3,377.89	7,318.76	87,825.14	42.2236
			C	3,546.79	7,684.71	92,216.54	44.3349
			D	3,724.11	8,068.91	96,826.86	46.5514
			E	3,910.32	8,472.36	101,668.32	48.8790
5403	Water Treatment Plant Operator III	TEAMSTERS	A	3,540.24	7,670.52	92,046.24	44.2530
			B	3,717.26	8,054.06	96,648.76	46.4658
			C	3,903.13	8,456.78	101,481.38	48.7891
			D	4,098.28	8,879.61	106,555.28	51.2285
			E	4,303.19	9,323.58	111,882.94	53.7899

City of Tracy
Master Salary Schedule

Effective 07/16/2023

Class Code	Position Title	Unit	Step	Bi-Weekly Salary	Monthly Salary	Annual Salary	Hourly Rate
4112	Account Clerk	TTSSEA	A	2,252.78	4,881.02	58,572.28	28.1598
			B	2,365.43	5,125.10	61,501.18	29.5679
			C	2,483.69	5,381.33	64,575.94	31.0461
			D	2,607.88	5,650.41	67,804.88	32.5985
			E	2,738.28	5,932.94	71,195.28	34.2285
3106	Accountant*	TMMBU	A	3,541.91	7,674.14	92,089.66	44.2739
			B	3,719.01	8,057.86	96,694.26	46.4876
			C	3,904.96	8,460.75	101,528.96	48.8120
			D	4,100.19	8,883.75	106,604.94	51.2524
			E	4,305.21	9,327.96	111,935.46	53.8151
2520	Accounting Manager*	CONF	A	5,120.40	11,094.20	133,130.40	64.0050
			B	5,376.42	11,648.91	139,786.92	67.2053
			C	5,645.25	12,231.38	146,776.50	70.5656
			D	5,927.52	12,842.96	154,115.52	74.0940
			E	6,223.91	13,485.14	161,821.66	77.7989
4201	Accounting Technician	TTSSEA	A	2,770.48	6,002.71	72,032.48	34.6310
			B	2,909.02	6,302.88	75,634.52	36.3628
			C	3,054.46	6,618.00	79,415.96	38.1808
			D	3,207.20	6,948.93	83,387.20	40.0900
			E	3,367.57	7,296.40	87,556.82	42.0946
4102	Administrative Assistant	TTSSEA	A	2,242.82	4,859.44	58,313.32	28.0353
			B	2,354.95	5,102.39	61,228.70	29.4369
			C	2,472.71	5,357.54	64,290.46	30.9089
			D	2,596.33	5,625.38	67,504.58	32.4541
			E	2,726.14	5,906.64	70,879.64	34.0768
8102	Administrative Assistant - Confidential	CONF	A	2,298.43	4,979.93	59,759.18	28.7304
			B	2,413.34	5,228.90	62,746.84	30.1668
			C	2,534.01	5,490.36	65,884.26	31.6751
			D	2,660.73	5,764.89	69,178.69	33.2591
			E	2,793.75	6,053.13	72,637.50	34.9219
4107	Administrative Technician	TTSSEA	A	2,770.48	6,002.71	72,032.48	34.6310
			B	2,909.02	6,302.88	75,634.52	36.3628
			C	3,054.46	6,618.00	79,415.96	38.1808
			D	3,207.20	6,948.93	83,387.20	40.0900
			E	3,367.57	7,296.40	87,556.82	42.0946
3510	Airport Manager*	TMMBU	A	3,595.32	7,789.86	93,478.32	44.9415
			B	3,775.07	8,179.32	98,151.82	47.1884
			C	3,963.82	8,588.28	103,059.32	49.5478
			D	4,162.00	9,017.67	108,212.00	52.0250
			E	4,370.10	9,468.55	113,622.60	54.6263
5522	Animal Services Aide	TEAMSTERS	A	1,537.34	3,330.90	39,970.84	19.2168
			B	1,614.21	3,497.46	41,969.46	20.1776
			C	1,694.94	3,672.37	44,068.44	21.1868
			D	1,779.67	3,855.95	46,271.42	22.2459
			E	1,868.65	4,048.74	48,584.90	23.3581
3620	Animal Services Manager*	TMMBU	A	3,862.14	8,367.97	100,415.64	48.2768
			B	4,055.25	8,786.38	105,436.50	50.6906
			C	4,258.02	9,225.71	110,708.52	53.2253
			D	4,470.91	9,686.97	116,243.66	55.8864
			E	4,694.46	10,171.33	122,055.96	58.6808

City of Tracy
Master Salary Schedule

Effective 07/16/2023

Class Code	Position Title	Unit	Step	Bi-Weekly Salary	Monthly Salary	Annual Salary	Hourly Rate
5521	Animal Services Officer I	TEAMSTERS	A	2,139.68	4,635.97	55,631.68	26.7460
			B	2,246.63	4,867.70	58,412.38	28.0829
			C	2,358.95	5,111.06	61,332.70	29.4869
			D	2,476.90	5,366.62	64,399.40	30.9613
			E	2,600.77	5,635.00	67,620.02	32.5096
5523	Animal Services Officer II	TEAMSTERS	A	2,354.12	5,100.59	61,207.12	29.4265
			B	2,471.81	5,355.59	64,267.06	30.8976
			C	2,595.43	5,623.43	67,481.18	32.4429
			D	2,725.19	5,904.58	70,854.94	34.0649
			E	2,861.46	6,199.83	74,397.96	35.7683
3621	Animal Services Supervisor	TMMBU NON EXEMPT	A	2,861.74	6,200.44	74,405.24	35.7718
			B	3,004.83	6,510.47	78,125.58	37.5604
			C	3,155.06	6,835.96	82,031.56	39.4383
			D	3,312.82	7,177.78	86,133.32	41.4103
			E	3,478.46	7,536.66	90,439.96	43.4808
2573	Assistant City Attorney*	CONF	A	6,518.51	14,123.44	169,481.26	81.4814
			B	6,844.42	14,829.58	177,954.92	85.5553
			C	7,186.65	15,571.08	186,852.90	89.8331
			D	7,545.98	16,349.62	196,195.48	94.3248
			E	7,923.27	17,167.09	206,005.02	99.0409
3338	Assistant City Engineer*	TMMBU	A	5,488.81	11,892.42	142,709.06	68.6101
			B	5,777.70	12,518.35	150,220.20	72.2213
			C	6,081.79	13,177.21	158,126.54	76.0224
			D	6,401.89	13,870.76	166,449.14	80.0236
			E	6,738.82	14,600.78	175,209.32	84.2353
1502	Assistant City Manager*	DH	Min	9,494.97	20,572.43	246,869.12	118.6871
			Max	10,183.22	22,063.64	264,763.71	127.2903
2682	Assistant Director DES*	CONF	A	6,225.58	13,488.76	161,865.08	77.8198
			B	6,536.85	14,163.18	169,958.10	81.7106
			C	6,863.69	14,871.33	178,455.95	85.7961
			D	7,206.86	15,614.86	187,378.36	90.0858
			E	7,567.21	16,395.62	196,747.46	94.5901
2681	Assistant Director DES/City Engineer*	CONF	A	6,522.39	14,131.85	169,582.14	81.5299
			B	6,848.51	14,838.44	178,061.26	85.6064
			C	7,190.94	15,580.37	186,964.44	89.8868
			D	7,550.48	16,359.37	196,312.48	94.3810
			E	7,928.03	17,177.40	206,128.78	99.1004
2635	Assistant Director Operations*	CONF	A	6,225.58	13,488.76	161,865.08	77.8198
			B	6,536.85	14,163.18	169,958.10	81.7106
			C	6,863.69	14,871.33	178,455.95	85.7961
			D	7,206.86	15,614.86	187,378.36	90.0858
			E	7,567.21	16,395.62	196,747.46	94.5901
2636	Assistant Director Utilities*	CONF	A	6,225.58	13,488.76	161,865.08	77.8198
			B	6,536.85	14,163.18	169,958.10	81.7106
			C	6,863.69	14,871.33	178,455.95	85.7961
			D	7,206.86	15,614.86	187,378.36	90.0858
			E	7,567.21	16,395.62	196,747.46	94.5901

City of Tracy
Master Salary Schedule

Effective 07/16/2023

Class Code	Position Title	Unit	Step	Bi-Weekly Salary	Monthly Salary	Annual Salary	Hourly Rate
3302	Assistant Engineer*	TMMBU	A	3,768.30	8,164.65	97,975.80	47.1038
			B	3,956.69	8,572.83	102,873.94	49.4586
			C	4,154.53	9,001.48	108,017.78	51.9316
			D	4,362.26	9,451.56	113,418.76	54.5283
			E	4,580.38	9,924.16	119,089.88	57.2548
5232	Assistant Planner	TEAMSTERS	A	3,073.73	6,659.75	79,916.98	38.4216
			B	3,227.42	6,992.74	83,912.92	40.3428
			C	3,388.79	7,342.38	88,108.54	42.3599
			D	3,558.23	7,709.50	92,513.98	44.4779
			E	3,736.14	8,094.97	97,139.64	46.7018
2580	Assistant to the City Manager*	CONF	A	5,120.40	11,094.20	133,130.40	64.0050
			B	5,376.42	11,648.91	139,786.92	67.2053
			C	5,645.25	12,231.38	146,776.50	70.5656
			D	5,927.52	12,842.96	154,115.52	74.0940
			E	6,223.91	13,485.14	161,821.66	77.7989
3333	Associate Engineer*	TMMBU	A	4,159.68	9,012.64	108,151.68	51.9960
			B	4,367.64	9,463.22	113,558.64	54.5955
			C	4,586.04	9,936.42	119,237.04	57.3255
			D	4,815.33	10,433.22	125,198.58	60.1916
			E	5,056.09	10,954.86	131,458.34	63.2011
3303	Associate Civil Engineer*	TMMBU	A	4,159.68	9,012.64	108,151.68	51.9960
			B	4,367.64	9,463.22	113,558.64	54.5955
			C	4,586.04	9,936.42	119,237.04	57.3255
			D	4,815.33	10,433.22	125,198.58	60.1916
			E	5,056.09	10,954.86	131,458.34	63.2011
3202	Associate Planner*	TMMBU	A	3,520.24	7,627.19	91,526.24	44.0030
			B	3,696.25	8,008.54	96,102.50	46.2031
			C	3,881.06	8,408.96	100,907.56	48.5133
			D	4,075.12	8,829.43	105,953.12	50.9390
			E	4,278.89	9,270.93	111,251.14	53.4861
4451	Box Office Assistant	TTSSEA	A	2,020.10	4,376.88	52,522.60	25.2513
			B	2,121.12	4,595.76	55,149.12	26.5140
			C	2,227.18	4,825.56	57,906.68	27.8398
			D	2,338.52	5,066.79	60,801.52	29.2315
			E	2,455.48	5,320.21	63,842.48	30.6935
4455	Box Office Coordinator	TTSSEA	A	2,670.79	5,786.71	69,440.54	33.3849
			B	2,804.34	6,076.07	72,912.84	35.0543
			C	2,944.54	6,379.84	76,558.04	36.8068
			D	3,091.77	6,698.84	80,386.02	38.6471
			E	3,246.36	7,033.78	84,405.36	40.5795
3104	Budget Officer*	CONF	A	4,729.91	10,248.14	122,977.66	59.1239
			B	4,966.40	10,760.53	129,126.40	62.0800
			C	5,214.71	11,298.54	135,582.46	65.1839
			D	5,475.46	11,863.50	142,361.96	68.4433
			E	5,749.24	12,456.69	149,480.24	71.8655
5211	Building Inspector I	TEAMSTERS	A	2,758.36	5,976.45	71,717.36	34.4795
			B	2,896.27	6,275.25	75,303.02	36.2034
			C	3,041.09	6,589.03	79,068.34	38.0136
			D	3,193.15	6,918.49	83,021.90	39.9144
			E	3,352.80	7,264.40	87,172.80	41.9100

City of Tracy
Master Salary Schedule

Class Code	Position Title	Unit	Step	Bi-Weekly Salary	Monthly Salary	Annual Salary	Hourly Rate
5212	Building Inspector II	TEAMSTERS	A	3,522.88	7,632.91	91,594.88	44.0360
			B	3,699.04	8,014.59	96,175.04	46.2380
			C	3,883.97	8,415.27	100,983.22	48.5496
			D	4,078.18	8,836.06	106,032.68	50.9773
			E	4,282.06	9,277.80	111,333.56	53.5258
5320	Building Maintenance Worker I	TEAMSTERS	A	2,341.14	5,072.47	60,869.64	29.2643
			B	2,458.21	5,326.12	63,913.46	30.7276
			C	2,581.12	5,592.43	67,109.12	32.2640
			D	2,710.18	5,872.06	70,464.68	33.8773
			E	2,845.69	6,165.66	73,987.94	35.5711
5321	Building Maintenance Worker II	TEAMSTERS	A	2,581.18	5,592.56	67,110.68	32.2648
			B	2,710.24	5,872.19	70,466.24	33.8780
			C	2,845.75	6,165.79	73,989.50	35.5719
			D	2,988.03	6,474.07	77,688.78	37.3504
			E	3,137.45	6,797.81	81,573.70	39.2181
3341	Building Official*	TMMBU	A	5,335.89	11,561.10	138,733.14	66.6986
			B	5,602.67	12,139.12	145,669.42	70.0334
			C	5,882.82	12,746.11	152,953.32	73.5353
			D	6,176.95	13,383.39	160,600.70	77.2119
			E	6,485.81	14,052.59	168,631.06	81.0726
4501	Building Permit Technician I	TTSSEA	A	2,558.04	5,542.42	66,509.04	31.9755
			B	2,685.96	5,819.58	69,834.96	33.5745
			C	2,820.24	6,110.52	73,326.24	35.2530
			D	2,961.26	6,416.06	76,992.76	37.0158
			E	3,109.33	6,736.88	80,842.58	38.8666
4502	Building Permit Technician II	TTSSEA	A	2,820.31	6,110.67	73,328.06	35.2539
			B	2,961.33	6,416.22	76,994.58	37.0166
			C	3,109.40	6,737.03	80,844.40	38.8675
			D	3,264.88	7,073.91	84,886.88	40.8110
			E	3,428.12	7,427.59	89,131.12	42.8515
1530	Chief Innovation Officer*	DH	Min	7,107.12	15,398.76	184,785.09	88.8390
			Max	8,631.79	18,702.21	224,426.49	107.8974
1506	City Attorney*	CONTRACT		9,882.28	21,411.61	256,939.37	123.5285
3110	City Clerk*	TMMBU	A	4,840.47	10487.685	125,852.22	60.5059
			B	5,082.50	11012.083	132,145.00	63.5313
			C	5,336.62	11562.677	138,752.12	66.7078
			D	5,603.44	12140.787	145,689.44	70.0430
			E	5,883.61	12747.822	152,973.86	73.5451
1102	City Council Member*			474.93	1,029.00	12,348.00	
1501	City Manager*	CONTRACT		11,406.34	24,713.73	296,564.76	142.5793
1112	City Treasurer*			496.16	1,075.01	12,900.16	
9107	Clerical	LS	A				15.5000
			B				15.7500
			C				16.5400
			D				17.3600
			E				18.2300

City of Tracy
Master Salary Schedule

Class Code	Position Title	Unit	Step	Bi-Weekly Salary	Monthly Salary	Annual Salary	Hourly Rate
3155	Code Compliance Analyst*	TMMBU	A	3,733.94	8,090.20	97,082.44	46.6743
			B	3,920.63	8,494.70	101,936.38	49.0079
			C	4,116.66	8,919.43	107,033.16	51.4583
			D	4,322.50	9,365.42	112,385.00	54.0313
			E	4,538.63	9,833.70	118,004.38	56.7329
5202	Code Enforcement Officer	TEAMSTERS	A	2,849.34	6,173.57	74,082.84	35.6168
			B	2,991.80	6,482.23	77,786.80	37.3975
			C	3,141.40	6,806.37	81,676.40	39.2675
			D	3,298.46	7,146.66	85,759.96	41.2308
			E	3,463.39	7,504.01	90,048.14	43.2924
3315	Community Preservation Manager*	TMMBU	A	4,159.68	9,012.64	108,151.68	51.9960
			B	4,367.64	9,463.22	113,558.64	54.5955
			C	4,586.04	9,936.42	119,237.04	57.3255
			D	4,815.33	10,433.22	125,198.58	60.1916
			E	5,056.09	10,954.86	131,458.34	63.2011
5513	Community Services Officer	TEAMSTERS	A	2,488.03	5,390.73	64,688.78	31.1004
			B	2,612.43	5,660.27	67,923.18	32.6554
			C	2,743.02	5,943.21	71,318.52	34.2878
			D	2,880.19	6,240.41	74,884.94	36.0024
			E	3,024.22	6,552.48	78,629.72	37.8028
5222	Construction Inspector I	TEAMSTERS	A	3,197.46	6,927.83	83,133.96	39.9683
			B	3,357.35	7,274.26	87,291.10	41.9669
			C	3,525.20	7,637.93	91,655.20	44.0650
			D	3,701.46	8,019.83	96,237.96	46.2683
			E	3,886.56	8,420.88	101,050.56	48.5820
5223	Construction Inspector II	TEAMSTERS	A	3,525.34	7,638.24	91,658.84	44.0668
			B	3,701.61	8,020.16	96,241.86	46.2701
			C	3,886.68	8,421.14	101,053.68	48.5835
			D	4,081.05	8,842.28	106,107.30	51.0131
			E	4,285.09	9,284.36	111,412.34	53.5636
4605	Crime Analyst	TTSSEA	A	3,022.65	6,549.08	78,588.90	37.7831
			B	3,173.78	6,876.52	82,518.28	39.6723
			C	3,332.48	7,220.37	86,644.48	41.6560
			D	3,499.11	7,581.41	90,976.86	43.7389
			E	3,674.04	7,960.42	95,525.04	45.9255
5514	Crime Prevention Specialist	TEAMSTERS	A	2,577.21	5,583.96	67,007.46	32.2151
			B	2,706.10	5,863.22	70,358.60	33.8263
			C	2,841.41	6,156.39	73,876.66	35.5176
			D	2,983.45	6,464.14	77,569.70	37.2931
			E	3,132.62	6,787.34	81,448.12	39.1578
3622	Crime Scene Property Unit Supervisor	TMMBU Non-Exempt	A	3,077.29	6,667.46	80,009.54	38.4661
			B	3,231.15	7,000.83	84,009.90	40.3894
			C	3,392.68	7,350.81	88,209.68	42.4085
			D	3,562.31	7,718.34	92,620.06	44.5289
			E	3,740.43	8,104.27	97,251.18	46.7554
5517	Crime Scene Technician	TEAMSTERS	A	2,791.12	6,047.43	72,569.12	34.8890
			B	2,930.64	6,349.72	76,196.64	36.6330
			C	3,077.19	6,667.25	80,006.94	38.4649
			D	3,231.05	7,000.61	84,007.30	40.3881
			E	3,392.61	7,350.66	88,207.86	42.4076

City of Tracy
Master Salary Schedule

Class Code	Position Title	Unit	Step	Bi-Weekly Salary	Monthly Salary	Annual Salary	Hourly Rate
1108	Cultural Arts Commissioner	Stipend of \$50.00 per meeting					
3162	Cultural Arts Division Manager*	TMMBU	A	4,996.50	10,825.75	129,909.00	62.4563
			B	5,246.33	11,367.05	136,404.58	65.5791
			C	5,508.65	11,935.41	143,224.90	68.8581
			D	5,784.07	12,532.15	150,385.82	72.3009
			E	6,073.27	13,158.75	157,905.02	75.9159
4459	Cultural Arts Program Coordinator	TTSSEA	A	2,670.79	5,786.71	69,440.54	33.3849
			B	2,804.34	6,076.07	72,912.84	35.0543
			C	2,944.54	6,379.84	76,558.04	36.8068
			D	3,091.77	6,698.84	80,386.02	38.6471
			E	3,246.36	7,033.78	84,405.36	40.5795
3524	Cultural Arts Supervisor*	TMMBU	A	3,862.14	8,367.97	100,415.64	48.2768
			B	4,055.25	8,786.38	105,436.50	50.6906
			C	4,258.02	9,225.71	110,708.52	53.2253
			D	4,470.91	9,686.97	116,243.66	55.8864
			E	4,694.46	9,338.00	112,055.96	58.6808
4461	Cultural Arts Technical Coordinator	TTSSEA	A	2,242.82	4,859.44	58,313.32	28.0353
			B	2,354.95	5,102.39	61,228.70	29.4369
			C	2,472.71	5,357.54	64,290.46	30.9089
			D	2,596.33	5,625.38	67,504.58	32.4541
			E	2,726.14	5,906.64	70,879.64	34.0768
3523	Cultural Arts Technical Supervisor*	TMMBU	A	3,206.16	6,946.68	83,360.16	40.0770
			B	3,366.48	7,294.04	87,528.48	42.0810
			C	3,534.79	7,658.71	91,904.54	44.1849
			D	3,711.54	8,041.67	96,500.04	46.3943
			E	3,897.13	8,443.78	101,325.38	48.7141
9552	D.A.R.E Officer	LS	A				36.3700
			B				38.1900
			C				40.1000
			D				42.1000
			E				44.2100
2571	Deputy City Attorney I*	CONF	A	5,117.85	11,088.68	133,064.10	63.9731
			B	5,373.74	11,643.10	139,717.24	67.1718
			C	5,642.44	12,225.29	146,703.44	70.5303
			D	5,924.56	12,836.55	154,038.56	74.0570
			E	6,220.77	13,478.34	161,740.02	77.7596
2572	Deputy City Attorney II*	CONF	A	5,629.64	12,197.55	146,370.64	70.3705
			B	5,911.13	12,807.45	153,689.38	73.8891
			C	6,206.69	13,447.83	161,373.94	77.5836
			D	6,517.03	14,120.23	169,442.78	81.4629
			E	6,842.87	14,826.22	177,914.62	85.5359
4116	Deputy City Clerk	TTSSEA	A	2,975.82	6,447.61	77,371.32	37.1978
			B	3,124.62	6,770.01	81,240.12	39.0578
			C	3,280.85	7,108.51	85,302.10	41.0106
			D	3,444.90	7,463.95	89,567.40	43.0613
			E	3,617.14	7,837.14	94,045.64	45.2143
1515	Director of Development Services *	DH	Min	7,617.48	16,504.53	198,054.35	95.2185
			Max	9,257.47	20,057.86	240,694.28	115.7184

City of Tracy
Master Salary Schedule

Class Code	Position Title	Unit	Step	Bi-Weekly Salary	Monthly Salary	Annual Salary	Hourly Rate
1522	Director of Finance*	DH	Min	7,107.12	15,398.76	184,785.09	88.8390
			Max	8,631.79	18,702.21	224,426.49	107.8974
1518	Director of Human Resources*	DH	Min	7,107.12	15,398.76	184,785.09	88.8390
			Max	8,631.79	18,702.21	224,426.49	107.8974
1527	Director of Mobility and Housing*	DH	Min	7,107.12	15,398.76	184,785.09	88.8390
			Max	8,631.79	18,702.21	224,426.49	107.8974
1524	Director of Operations and Utilities*	DH	Min	7,617.48	16,504.53	198,054.35	95.2185
			Max	9,257.47	20,057.86	240,694.28	115.7184
1516	Director of Parks and Recreation*	DH	Min	7,107.12	15,398.76	184,785.09	88.8390
			Max	8,631.79	18,702.21	224,426.49	107.8974
3208	Economic Development Mgmt Analyst I*	TMMBU	A	3,246.98	7,035.12	84,421.48	40.5873
			B	3,409.32	7,386.86	88,642.32	42.6165
			C	3,579.80	7,756.23	93,074.80	44.7475
			D	3,758.78	8,144.02	97,728.28	46.9848
			E	3,946.72	8,551.23	102,614.72	49.3340
3209	Economic Development Mgmt Analyst II*	TMMBU	A	3,733.94	8,090.20	97,082.44	46.6743
			B	3,920.63	8,494.70	101,936.38	49.0079
			C	4,116.66	8,919.43	107,033.16	51.4583
			D	4,322.50	9,365.42	112,385.00	54.0313
			E	4,538.63	9,833.70	118,004.38	56.7329
3207	Economic Development Manager*	TMMBU	A	5,077.00	11,000.17	132,002.00	63.4625
			B	5,330.84	11,550.15	138,601.84	66.6355
			C	5,597.39	12,127.68	145,532.14	69.9674
			D	5,877.26	12,734.06	152,808.76	73.4658
			E	6,171.12	13,370.76	160,449.12	77.1390
5325	Electrician	TEAMSTERS	A	3,536.49	7,662.40	91,948.74	44.2061
			B	3,713.33	8,045.55	96,546.58	46.4166
			C	3,899.01	8,447.86	101,374.26	48.7376
			D	4,093.94	8,870.20	106,442.44	51.1743
			E	4,298.64	9,313.72	111,764.64	53.7330
5221	Engineering Technician I	TEAMSTERS	A	2,814.71	6,098.54	73,182.46	35.1839
			B	2,955.44	6,403.45	76,841.44	36.9430
			C	3,103.21	6,723.62	80,683.46	38.7901
			D	3,258.37	7,059.80	84,717.62	40.7296
			E	3,421.31	7,412.84	88,954.06	42.7664
5225	Engineering Technician II	TEAMSTERS	A	3,103.23	6,723.67	80,683.98	38.7904
			B	3,258.39	7,059.85	84,718.14	40.7299
			C	3,421.32	7,412.86	88,954.32	42.7665
			D	3,592.40	7,783.53	93,402.40	44.9050
			E	3,771.97	8,172.60	98,071.22	47.1496
3412	Environmental Compliance Analyst	TMMBU Non-Exempt	A	3,246.98	7,035.12	84,421.48	40.5876
			B	3,409.32	7,386.86	88,642.32	42.6165
			C	3,579.80	7,756.23	93,074.80	44.7475
			D	3,758.78	8,144.02	97,728.28	46.9848
			E	3,946.72	8,551.23	102,614.72	49.3340

City of Tracy
Master Salary Schedule

Effective 07/16/2023

Class Code	Position Title	Unit	Step	Bi-Weekly Salary	Monthly Salary	Annual Salary	Hourly Rate
5424	Environmental Compliance Technician	TEAMSTERS	A	2,558.48	5,355.92	66,520.48	31.9810
			B	2,686.40	5,623.71	69,846.40	33.5800
			C	2,820.73	5,904.90	73,338.98	35.2591
			D	2,961.76	6,200.14	77,005.76	37.0220
			E	3,109.84	6,510.15	80,855.84	38.8730
5313	Equipment Mechanic I	TEAMSTERS	A	2,586.81	5,604.76	67,257.06	32.3351
			B	2,716.14	5,884.97	70,619.64	33.9518
			C	2,851.94	6,179.20	74,150.44	35.6493
			D	2,994.53	6,488.15	77,857.78	37.4316
			E	3,144.26	6,812.56	81,750.76	39.3033
5314	Equipment Mechanic II	TEAMSTERS	A	2,851.93	6,179.18	74,150.18	35.6491
			B	2,994.54	6,488.17	77,858.04	37.4318
			C	3,144.25	6,812.54	81,750.50	39.3031
			D	3,301.47	7,153.19	85,838.22	41.2684
			E	3,466.54	7,510.84	90,130.04	43.3318
4108	Executive Assistant	TTSSEA	A	2,728.29	5,911.30	70,935.54	34.1036
			B	2,864.70	6,206.85	74,482.20	35.8088
			C	3,007.94	6,517.20	78,206.44	37.5993
			D	3,158.34	6,843.07	82,116.84	39.4793
			E	3,316.25	7,185.21	86,222.50	41.4531
8108	Executive Assistant - Confidential	CONF	A	2,795.95	6,057.89	72,694.70	34.9494
			B	2,935.76	6,360.81	76,329.76	36.6970
			C	3,082.54	6,678.84	80,146.04	38.5318
			D	3,236.65	7,012.74	84,152.90	40.4581
			E	3,398.50	7,363.42	88,361.00	42.4813
2581	Executive Assistant to City Manager	CONF	A	3,202.75	6,939.29	83,271.50	40.0344
			B	3,362.87	7,286.22	87,434.62	42.0359
			C	3,531.01	7,650.52	91,806.26	44.1376
			D	3,707.57	8,033.07	96,396.82	46.3446
			E	3,892.94	8,434.70	101,216.44	48.6618
9635	Facility Attendant	LS	A				19.8000
			B				20.7900
			C				21.8300
			D				22.9200
			E				24.0700
3107	Financial Analyst I*	TMMBU	A	3,246.98	7,035.12	84,421.48	40.5873
			B	3,409.32	7,386.86	88,642.32	42.6165
			C	3,579.80	7,756.23	93,074.80	44.7475
			D	3,758.78	8,144.02	97,728.28	46.9848
			E	3,946.72	8,551.23	102,614.72	49.3340
3108	Financial Analyst II*	TMMBU	A	3,733.94	8,090.20	97,082.44	46.6743
			B	3,920.63	8,494.70	101,936.38	49.0079
			C	4,116.66	8,919.43	107,033.16	51.4583
			D	4,322.50	9,365.42	112,385.00	54.0313
			E	4,538.63	9,833.70	118,004.38	56.7329
3404	Fleet Supervisor*	TMMBU	A	3,742.73	8,109.25	97,310.98	46.7841
			B	3,929.84	8,514.65	102,175.84	49.1230
			C	4,126.34	8,940.40	107,284.84	51.5793
			D	4,332.64	9,387.39	112,648.64	54.1580
			E	4,549.28	9,856.77	118,281.28	56.8660

City of Tracy
Master Salary Schedule

Class Code	Position Title	Unit	Step	Bi-Weekly Salary	Monthly Salary	Annual Salary	Hourly Rate
3120	GIS Analyst *	TMMBU	A	3,733.94	8,090.20	97,082.44	46.6743
			B	3,920.63	8,494.70	101,936.38	49.0079
			C	4,116.66	8,919.43	107,033.16	51.4583
			D	4,322.50	9,365.42	112,385.00	54.0313
			E	4,538.63	9,833.70	118,004.38	56.7329
4206	GIS Technician	TTSSEA	A	3,022.65	6,549.08	78,588.90	37.7831
			B	3,173.78	6,876.52	82,518.28	39.6723
			C	3,332.48	7,220.37	86,644.48	41.6560
			D	3,499.11	7,581.41	90,976.86	43.7389
			E	3,674.04	7,960.42	95,525.04	45.9255
3215	Homeless Services Manager*	TMMBU	A	4,615.45	10,000.14	120,001.70	57.6931
			B	4,846.22	10,500.14	126,001.72	60.5778
			C	5,088.54	10,941.84	131,302.04	63.6068
			D	5,342.96	11,576.41	138,916.96	66.7870
			E	5,610.10	12,155.22	145,862.60	70.1263
2511	Human Resources Analyst I*	CONF	A	3,327.51	7,209.61	86,515.26	41.5939
			B	3,493.89	7,570.10	90,841.14	43.6736
			C	3,668.57	7,948.57	95,382.82	45.8571
			D	3,852.00	8,346.00	100,152.00	48.1500
			E	4,044.60	8,763.30	105,159.60	50.5575
2512	Human Resources Analyst II*	CONF	A	3,826.53	8,290.82	99,489.78	47.8316
			B	4,017.86	8,705.36	104,464.36	50.2233
			C	4,218.74	9,140.60	109,687.24	52.7343
			D	4,429.70	9,597.68	115,172.20	55.3713
			E	4,651.19	10,077.58	120,930.94	58.1399
2562	Human Resources Manager*	CONF	A	5,120.40	11,094.20	133,130.40	64.0050
			B	5,376.42	11,648.91	139,786.92	67.2053
			C	5,645.25	12,231.38	146,776.50	70.5656
			D	5,927.52	12,842.96	154,115.52	74.0940
			E	6,223.91	13,485.14	161,821.66	77.7989
4301	Human Resources Technician	CONF	A	2,839.20	6,151.60	73,819.20	35.4900
			B	2,981.16	6,459.18	77,510.16	37.2645
			C	3,130.22	6,782.14	81,385.72	39.1278
			D	3,286.74	7,121.27	85,455.24	41.0843
			E	3,451.07	7,477.32	89,727.82	43.1384
4204	Information Systems Technician I	TTSSEA	A	2,628.40	5,694.87	68,338.40	32.8550
			B	2,759.82	5,979.61	71,755.32	34.4978
			C	2,897.82	6,278.61	75,343.32	36.2228
			D	3,042.71	6,592.54	79,110.46	38.0339
			E	3,194.85	6,922.18	83,066.10	39.9356
4205	Information Systems Technician II	TTSSEA	A	3,022.65	6,549.08	78,588.90	37.7831
			B	3,173.78	6,876.52	82,518.28	39.6723
			C	3,332.48	7,220.37	86,644.48	41.6560
			D	3,499.11	7,581.41	90,976.86	43.7389
			E	3,674.04	7,960.42	95,525.04	45.9255
2553	Information Technology Manager*	CONF	A	5,120.40	11,094.20	133,130.40	64.0050
			B	5,376.42	11,648.91	139,786.92	67.2053
			C	5,645.25	12,231.38	146,776.50	70.5656
			D	5,927.52	12,842.96	154,115.52	74.0940
			E	6,223.91	13,485.14	161,821.66	77.7989

City of Tracy
Master Salary Schedule

Class Code	Position Title	Unit	Step	Bi-Weekly Salary	Monthly Salary	Annual Salary	Hourly Rate
3111	Information Technology Specialist*	TMMBU	A	3,627.19	7,858.91	94,306.94	45.3399
			B	3,808.57	8,251.90	99,022.82	47.6071
			C	3,998.99	8,664.48	103,973.74	49.9874
			D	4,198.92	9,097.66	109,171.92	52.4865
			E	4,408.87	9,552.55	114,630.62	55.1109
5413	Instrumentation Technician	TEAMSTERS	A	3,283.44	7,114.12	85,369.44	41.0430
			B	3,447.62	7,469.84	89,638.12	43.0953
			C	3,620.01	7,843.36	94,120.26	45.2501
			D	3,800.99	8,235.48	98,825.74	47.5124
			E	3,991.04	8,647.25	103,767.04	49.8880
9108	Intern-Generalist	LS	A				20.5500
			B				21.5800
			C				22.6600
			D				23.7900
			E				24.9800
5224	Junior Engineer	TEAMSTERS	A	3,421.18	7,412.56	88,950.68	42.7648
			B	3,592.25	7,783.21	93,398.50	44.9031
			C	3,771.84	8,172.32	98,067.84	47.1480
			D	3,960.44	8,580.95	102,971.44	49.5055
			E	4,158.47	9,010.02	108,120.22	51.9809
5423	Laboratory Quality Assurance Officer*	TMMBU	A	3,103.48	6,724.21	80,690.48	38.7935
			B	3,258.68	7,060.47	84,725.68	40.7335
			C	3,421.60	7,413.47	88,961.60	42.7700
			D	3,592.67	7,784.12	93,409.42	44.9084
			E	3,772.32	8,173.36	98,080.32	47.1540
5421	Laboratory Technician I	TEAMSTERS	A	2,554.24	5,534.19	66,410.24	31.9280
			B	2,681.92	5,810.83	69,729.92	33.5240
			C	2,816.05	6,101.44	73,217.30	35.2006
			D	2,956.84	6,406.49	76,877.84	36.9605
			E	3,104.67	6,726.79	80,721.42	38.8084
5422	Laboratory Technician II	TEAMSTERS	A	2,815.99	6,101.31	73,215.74	35.1999
			B	2,956.79	6,406.38	76,876.54	36.9599
			C	3,104.63	6,726.70	80,720.38	38.8079
			D	3,259.85	7,063.01	84,756.10	40.7481
			E	3,422.84	7,416.15	88,993.84	42.7855
3508	Landscape Architect*	TMMBU	A	4,107.34	8,899.24	106,790.84	51.3418
			B	4,312.69	9,344.16	112,129.94	53.9086
			C	4,528.32	9,811.36	117,736.32	56.6040
			D	4,754.74	10,301.94	123,623.24	59.4343
			E	4,992.50	10,817.08	129,805.00	62.4063
4109	Legal Secretary	CONF	A	3,049.63	6,607.53	79,290.38	38.1204
			B	3,202.10	6,937.88	83,254.60	40.0263
			C	3,362.22	7,284.81	87,417.72	42.0278
			D	3,530.33	7,649.05	91,788.58	44.1291
			E	3,706.85	8,031.51	96,378.10	46.3356
9636	Lifeguard	LS	A				15.5000
			B				15.7500
			C				16.5400
			D				17.3600
			E				18.2300

City of Tracy
Master Salary Schedule

Class Code	Position Title	Unit	Step	Bi-Weekly Salary	Monthly Salary	Annual Salary	Hourly Rate
9303	Maintenance Aide	LS	A				17.4500
			B				18.3200
			C				19.2300
			D				20.1900
			E				21.2000
5301	Maintenance Worker I	TEAMSTERS	A	1,903.97	4,125.27	49,503.22	23.7996
			B	1,999.18	4,331.56	51,978.68	24.9898
			C	2,099.12	4,548.09	54,577.12	26.2390
			D	2,204.08	4,775.51	57,306.08	27.5510
			E	2,314.29	5,014.30	60,171.54	28.9286
5303	Maintenance Worker II	TEAMSTERS	A	2,418.40	5,239.87	62,878.40	30.2300
			B	2,539.32	5,501.86	66,022.32	31.7415
			C	2,666.27	5,776.92	69,323.02	33.3284
			D	2,799.58	6,065.76	72,789.08	34.9948
			E	2,939.56	6,369.05	76,428.56	36.7445
3151	Management Analyst I*	TMMBU	A	3,246.98	7,035.12	84,421.48	40.5873
			B	3,409.32	7,386.86	88,642.32	42.6165
			C	3,579.80	7,756.23	93,074.80	44.7475
			D	3,758.78	8,144.02	97,728.28	46.9848
			E	3,946.72	8,551.23	102,614.72	49.3340
3152	Management Analyst II*	TMMBU	A	3,733.94	8,090.20	97,082.44	46.6743
			B	3,920.63	8,494.70	101,936.38	49.0079
			C	4,116.66	8,919.43	107,033.16	51.4583
			D	4,322.50	9,365.42	112,385.00	54.0313
			E	4,538.63	9,833.70	118,004.38	56.7329
4463	Marketing Coordinator	TTSSEA	A	2,670.79	5,786.71	69,440.54	33.3849
			B	2,804.34	6,076.07	72,912.84	35.0543
			C	2,944.54	6,379.84	76,558.04	36.8068
			D	3,091.77	6,698.84	80,386.02	38.6471
			E	3,246.36	7,033.78	84,405.36	40.5795
1101	Mayor*			521.08	1,129.00	13,548.00	
3527	Media Services Supervisor	TMMBU Non-Exempt	A	3,206.16	6,946.68	83,360.16	40.0770
			B	3,366.48	7,294.04	87,528.48	42.0810
			C	3,534.79	7,658.71	91,904.54	44.1849
			D	3,711.54	8,041.67	96,500.04	46.3943
			E	3,897.13	8,443.78	101,325.38	48.7141
5531	Meter Reader	TEAMSTERS	A	1,649.76	3,574.48	42,893.76	20.6220
			B	1,732.24	3,753.19	45,038.24	21.6530
			C	1,818.85	3,940.84	47,290.10	22.7356
			D	1,909.78	4,137.86	49,654.28	23.8723
			E	2,005.28	4,344.77	52,137.28	25.0660
4212	Multimedia Communications Assistant	TTSSEA	A	2,242.82	4,859.44	58,313.32	28.0353
			B	2,354.95	5,102.39	61,228.70	29.4369
			C	2,472.71	5,357.54	64,290.46	30.9089
			D	2,596.33	5,625.38	67,504.58	32.4541
			E	2,726.14	5,906.64	70,879.64	34.0768

City of Tracy
Master Salary Schedule

Class Code	Position Title	Unit	Step	Bi-Weekly Salary	Monthly Salary	Annual Salary	Hourly Rate
4210	Multimedia Communications Coordinator	TTSSEA	A	2,670.79	5,786.71	69,440.54	33.3849
			B	2,804.34	6,076.07	72,912.84	35.0543
			C	2,944.54	6,379.84	76,558.04	36.8068
			D	3,091.77	6,698.84	80,386.02	38.6471
			E	3,246.36	7,033.78	84,405.36	40.5795
4105	Office Assistant	TTSSEA	A	1,836.46	3,979.00	47,747.96	22.9558
			B	1,928.27	4,177.92	50,135.02	24.1034
			C	2,024.70	4,386.85	52,642.20	25.3088
			D	2,125.94	4,606.20	55,274.44	26.5743
			E	2,232.24	4,836.52	58,038.24	27.9030
3401	Operations Superintendent*	TMMBU	A	4,314.98	9,349.12	112,189.48	53.9373
			B	4,530.73	9,816.58	117,798.98	56.6341
			C	4,757.27	10,307.42	123,689.02	59.4659
			D	4,995.14	10,822.80	129,873.64	62.4393
			E	5,244.88	11,363.91	136,366.88	65.5610
3405	Operations Supervisor*	TMMBU	A	3,595.32	7,789.86	93,478.32	44.9415
			B	3,775.07	8,179.32	98,151.82	47.1884
			C	3,963.82	8,588.28	103,059.32	49.5478
			D	4,162.00	9,017.67	108,212.00	52.0250
			E	4,370.10	9,468.55	113,622.60	54.6263
1107	Parks Commissioner	Stipend of \$50.00 per meeting					
3509	Parks Planning & Development Manager*	TMMBU	A	4,518.06	9,789.13	117,469.56	56.4758
			B	4,743.96	10,278.58	123,342.96	59.2995
			C	4,981.15	10,792.49	129,509.90	62.2644
			D	5,230.22	11,332.14	135,985.72	65.3778
			E	5,491.75	11,898.79	142,785.50	68.6469
3507	Parks Project Coordinator*	TMMBU	A	3,571.07	7,737.32	92,847.82	44.6384
			B	3,749.63	8,124.20	97,490.38	46.8704
			C	3,937.12	8,530.43	102,365.12	49.2140
			D	4,133.98	8,956.96	107,483.48	51.6748
			E	4,340.67	9,404.79	112,857.42	54.2584
3306	Plan Check Engineer*	TMMBU	A	5,000.39	10,834.18	130,010.14	62.5049
			B	5,250.40	11,375.87	136,510.40	65.6300
			C	5,512.93	11,944.68	143,336.18	68.9116
			D	5,788.58	12,541.92	150,503.08	72.3573
			E	6,078.01	13,169.02	158,028.26	75.9751
5214	Plan Examiner I	TEAMSTERS	A	3,438.34	7,449.74	89,396.84	42.9793
			B	3,610.30	7,822.32	93,867.80	45.1288
			C	3,790.80	8,213.40	98,560.80	47.3850
			D	3,980.32	8,624.03	103,488.32	49.7540
			E	4,179.36	9,055.28	108,663.36	52.2420
5215	Plan Examiner II	TEAMSTERS	A	3,790.86	8,213.53	98,562.36	47.3858
			B	3,980.44	8,624.29	103,491.44	49.7555
			C	4,179.44	9,055.45	108,665.44	52.2430
			D	4,388.41	9,508.22	114,098.66	54.8551
			E	4,607.86	9,983.70	119,804.36	57.5983
1106	Planning Commissioner	Stipend of \$50.00 per meeting					

City of Tracy
Master Salary Schedule

Class Code	Position Title	Unit	Step	Bi-Weekly Salary	Monthly Salary	Annual Salary	Hourly Rate
4506	Planning Technician	TTSSEA	A	2,770.48	6,002.71	72,032.48	34.6310
			B	2,909.02	6,302.88	75,634.52	36.3628
			C	3,054.46	6,618.00	79,415.96	38.1808
			D	3,207.20	6,948.93	83,387.20	40.0900
			E	3,367.57	7,296.40	87,556.82	42.0946
6212	Police Captain*	TPMA	A	6,293.51	13,635.94	163,631.26	78.6689
			B	6,608.20	14,317.77	171,813.20	82.6025
			C	6,938.59	15,033.61	180,403.34	86.7324
			D	7,285.52	15,785.29	189,423.52	91.0690
			E	7,649.84	16,574.65	198,895.84	95.6230
1513	Police Chief*	DH	Min	8,092.43	17,533.60	210,403.16	101.1554
			Max	9,836.43	21,312.27	255,747.28	122.9554
4603	Police Community Relations Coordinator	TTSSEA	A	2,670.79	5,786.71	69,440.54	33.3849
			B	2,804.34	6,076.07	72,912.84	35.0543
			C	2,944.54	6,379.84	76,558.04	36.8068
			D	3,091.77	6,698.84	80,386.02	38.6471
			E	3,246.36	7,033.78	84,405.36	40.5795
6103	Police Corporal	TPOA	A	3,864.76	8,373.65	100,483.76	48.3095
			B	4,058.01	8,792.36	105,508.26	50.7251
			C	4,260.91	9,231.97	110,783.66	53.2614
			D	4,473.97	9,693.60	116,323.22	55.9246
			E	4,697.67	10,178.29	122,139.42	58.7209
4604	Police Homeless Outreach Coordinator	TTSSEA	A	2,670.79	5,786.71	69,440.54	33.3849
			B	2,804.34	6,076.07	72,912.84	35.0543
			C	2,944.54	6,379.84	76,558.04	36.8068
			D	3,091.77	6,698.84	80,386.02	38.6471
			E	3,246.36	7,033.78	84,405.36	40.5795
9501	Police Intern/Parking Enforcement Officer	LS	A				19.5000
			B				20.4800
			C				21.5000
			D				22.5700
			E				23.7000
6211	Police Lieutenant*	TPMA	A	5,446.86	11,801.57	141,618.88	68.0860
			B	5,719.22	12,391.64	148,699.72	71.4903
			C	6,005.19	13,011.25	156,134.94	75.0649
			D	6,305.45	13,661.81	163,941.70	78.8181
			E	6,620.72	14,344.89	172,138.72	82.7590
6102	Police Officer	TPOA	A	3,513.42	7,612.41	91,348.92	43.9178
			B	3,689.09	7,993.03	95,916.34	46.1136
			C	3,873.55	8,392.69	100,712.30	48.4194
			D	4,067.25	8,812.38	105,748.50	50.8406
			E	4,270.61	9,252.99	111,035.86	53.3826
9517	Police Range Master	LS	A				31.1700
			B				32.7300
			C				34.3600
			D				36.0800
			E				37.8800

City of Tracy
Master Salary Schedule

Class Code	Position Title	Unit	Step	Bi-Weekly Salary	Monthly Salary	Annual Salary	Hourly Rate
4103	Police Records Assistant I	TTSSEA	A	2,276.59	4,932.61	59,191.34	28.4574
			B	2,390.43	5,179.27	62,151.18	29.8804
			C	2,509.96	5,438.25	65,258.96	31.3745
			D	2,635.43	5,710.10	68,521.18	32.9429
			E	2,767.21	5,995.62	71,947.46	34.5901
4104	Police Records Assistant II	TTSSEA	A	2,509.92	5,438.16	65,257.92	31.3740
			B	2,635.43	5,710.10	68,521.18	32.9429
			C	2,767.17	5,995.54	71,946.42	34.5896
			D	2,905.53	6,295.32	75,543.78	36.3191
			E	3,050.82	6,610.11	79,321.32	38.1353
3626	Police Records Supervisor*	TMMBU	A	3,263.13	7,070.12	84,841.38	40.7891
			B	3,426.30	7,423.65	89,083.80	42.8288
			C	3,597.60	7,794.80	93,537.60	44.9700
			D	3,777.49	8,184.56	98,214.74	47.2186
			E	3,966.35	8,593.76	103,125.10	49.5794
9551	Police Reserve	LS	A				40.5500
6105	Police Sergeant	TPOA	A	4,252.93	9,214.68	110,576.18	53.1616
			B	4,465.60	9,675.47	116,105.60	55.8200
			C	4,688.89	10,159.26	121,911.14	58.6111
			D	4,923.33	10,667.22	128,006.58	61.5416
			E	5,169.49	11,200.56	134,406.74	64.6186
2712	Police Support Operations Manager*	CONF	A	5,795.56	12,557.05	150,684.56	72.4445
			B	6,085.34	13,184.90	158,218.84	76.0668
			C	6,389.59	13,844.11	166,129.34	79.8699
			D	6,709.07	14,536.32	174,435.82	83.8634
			E	7,044.53	15,263.15	183,157.78	88.0566
4701	Police Support Services Technician	TTSSEA	A	2,770.48	6,002.71	72,032.48	34.6310
			B	2,909.02	6,302.88	75,634.52	36.3628
			C	3,054.46	6,618.00	79,415.96	38.1808
			D	3,207.20	6,948.93	83,387.20	40.0900
			E	3,367.57	7,296.40	87,556.82	42.0946
6101	Police Trainee (Non-Sworn)	TPOA	A	3,055.05	6,619.28	79,431.30	38.1881
9638	Pool Manager	LS	A				21.3100
			B				22.3800
			C				23.4900
			D				24.6700
			E				25.9000
9533	Professional Standards Officer	LS	A				51.9500
			B				54.5500
			C				57.2800
			D				60.1400
			E				63.1500
9110	Program Assistant	LS	Min				15.5000
			Max				25.8200
9231	Project Specialist I	LS	Min				15.5000
			Max				50.0100
9232	Project Specialist II	LS	Min				50.0200
			Max				140.9900

City of Tracy
Master Salary Schedule

Class Code	Position Title	Unit	Step	Bi-Weekly Salary	Monthly Salary	Annual Salary	Hourly Rate
5518	Property and Evidence Technician	TEAMSTERS	A	2,455.21	5,319.62	63,835.46	30.6901
			B	2,577.96	5,585.58	67,026.96	32.2245
			C	2,706.87	5,864.89	70,378.62	33.8359
			D	2,842.21	6,158.12	73,897.46	35.5276
			E	2,984.31	6,466.01	77,592.06	37.3039
2585	Public Information Officer*	CONF	A	3,826.53	8,290.82	99,489.78	47.8316
			B	4,017.86	8,705.36	104,464.36	50.2233
			C	4,218.74	9,140.60	109,687.24	52.7343
			D	4,429.70	9,597.68	115,172.20	55.3713
			E	4,651.19	10,077.58	120,930.94	58.1399
3623	Public Safety Dispatch Supervisor*	TMMBU	A	3,786.70	8,204.52	98,454.20	47.3338
			B	3,976.03	8,614.73	103,376.78	49.7004
			C	4,174.85	9,045.51	108,546.10	52.1856
			D	4,383.58	9,497.76	113,973.08	54.7948
			E	4,602.77	9,972.67	119,672.02	57.5346
5502	Public Safety Dispatcher I	TEAMSTERS	A	2,836.48	6,145.71	73,748.48	35.4560
			B	2,978.29	6,452.96	77,435.54	37.2286
			C	3,127.20	6,775.60	81,307.20	39.0900
			D	3,283.56	7,114.38	85,372.56	41.0445
			E	3,447.76	7,470.15	89,641.76	43.0970
5503	Public Safety Dispatcher II	TEAMSTERS	A	3,120.87	6,761.89	81,142.62	39.0109
			B	3,276.90	7,099.95	85,199.40	40.9613
			C	3,440.75	7,454.96	89,459.50	43.0094
			D	3,612.78	7,827.69	93,932.28	45.1598
			E	3,793.43	8,219.10	98,629.18	47.4179
9512	Public Safety Dispatcher II - Per Diem	LS	A				33.1100
			B				34.7700
			C				36.5100
			D				38.3300
			E				40.2500
3214	Real Property Agent*	TMMBU	A	3,571.07	7,737.32	92,847.82	44.6384
			B	3,749.63	8,124.20	97,490.38	46.8704
			C	3,937.12	8,530.43	102,365.12	49.2140
			D	4,133.98	8,956.96	107,483.48	51.6748
			E	4,340.67	9,404.79	112,857.42	54.2584
9631	Recreation Leader I	LS	A				15.5000
			B				15.7500
			C				16.5400
			D				17.3600
			E				18.2300
9632	Recreation Leader II	LS	A				18.7900
			B				19.7300
			C				20.7200
			D				21.7500
			E				22.8400
9633	Recreation Leader III	LS	A				21.3100
			B				22.3800
			C				23.4900
			D				24.6900
			E				25.9000

City of Tracy
Master Salary Schedule

Effective 07/16/2023

Class Code	Position Title	Unit	Step	Bi-Weekly Salary	Monthly Salary	Annual Salary	Hourly Rate
4401	Recreation Program Coordinator	TTSSEA	A	2,670.79	5,786.71	69,440.54	33.3849
			B	2,804.34	6,076.07	72,912.84	35.0543
			C	2,944.54	6,379.84	76,558.04	36.8068
			D	3,091.77	6,698.84	80,386.02	38.6471
			E	3,246.36	7,033.78	84,405.36	40.5795
3513	Recreation Services Manager*	TMMBU	A	4,248.32	9,204.69	110,456.32	53.1040
			B	4,460.76	9,664.98	115,979.76	55.7595
			C	4,683.79	10,148.21	121,778.54	58.5474
			D	4,917.99	10,655.65	127,867.74	61.4749
			E	5,163.88	11,188.41	134,260.88	64.5485
3505	Recreation Services Supervisor*	TMMBU	A	3,862.13	8,367.95	100,415.38	48.2766
			B	4,055.24	8,786.35	105,436.24	50.6905
			C	4,258.01	9,225.69	110,708.26	53.2251
			D	4,470.90	9,686.95	116,243.40	55.8863
			E	4,694.44	10,171.29	122,055.44	58.6805
9626	Recreation Specialized Instructor	LS	Min				15.5000
			Max				53.2100
4113	Senior Account Clerk	TTSSEA	A	2,483.08	5,380.01	64,560.08	31.0385
			B	2,607.23	5,649.00	67,787.98	32.5904
			C	2,737.60	5,931.47	71,177.60	34.2200
			D	2,874.48	6,228.04	74,736.48	35.9310
			E	3,018.19	6,539.41	78,472.94	37.7274
3105	Senior Accountant*	TMMBU	A	4,013.46	8,695.83	104,349.96	50.1683
			B	4,214.15	9,130.66	109,567.90	52.6769
			C	4,424.85	9,587.18	115,046.10	55.3106
			D	4,646.10	10,066.55	120,798.60	58.0796
			E	4,878.41	10,569.89	126,838.66	60.9801
4202	Senior Accounting Technician	TTSSEA	A	3,219.81	6,976.26	83,715.06	40.2476
			B	3,380.81	7,325.09	87,901.06	42.2601
			C	3,549.86	7,691.36	92,296.36	44.3733
			D	3,727.36	8,075.95	96,911.36	46.5920
			E	3,913.74	8,479.77	101,757.24	48.9218
5323	Senior Building Maintenance Worker	TEAMSTERS	A	2,845.55	6,165.36	73,984.30	35.5694
			B	2,987.81	6,473.59	77,683.06	37.3476
			C	3,137.19	6,797.25	81,566.94	39.2149
			D	3,294.07	7,137.15	85,645.82	41.1759
			E	3,458.79	7,494.05	89,928.54	43.2349
3304	Senior Civil Engineer*	TMMBU	A	5,000.52	10,834.46	130,013.52	62.5065
			B	5,250.54	11,376.17	136,514.04	65.6318
			C	5,513.08	11,945.01	143,340.08	68.9135
			D	5,788.73	12,542.25	150,506.98	72.3591
			E	6,078.17	13,169.37	158,032.42	75.9771
5315	Senior Equipment Mechanic	TEAMSTERS	A	3,137.15	6,797.16	81,565.90	39.2144
			B	3,293.99	7,136.98	85,643.74	41.1749
			C	3,458.69	7,493.83	89,925.94	43.2336
			D	3,631.62	7,868.51	94,422.12	45.3953
			E	3,813.20	8,261.93	99,143.20	47.6650

City of Tracy
Master Salary Schedule

Class Code	Position Title	Unit	Step	Bi-Weekly Salary	Monthly Salary	Annual Salary	Hourly Rate
4208	Senior Information Systems Technician	TTSSEA	A	3,324.91	7,203.97	86,447.66	41.5614
			B	3,491.16	7,564.18	90,770.16	43.6395
			C	3,665.72	7,942.39	95,308.72	45.8215
			D	3,849.01	8,339.52	100,074.26	48.1126
			E	4,041.45	8,756.48	105,077.70	50.5181
9637	Senior Lifeguard	LS	A				18.7900
			B				19.7300
			C				20.7200
			D				21.7500
			E				22.8400
5305	Senior Maintenance Worker	TEAMSTERS	A	2,662.40	5,768.53	69,222.40	33.2800
			B	2,795.50	6,056.92	72,683.00	34.9438
			C	2,935.25	6,359.77	76,317.28	36.6910
			D	3,082.05	6,677.78	80,133.30	38.5256
			E	3,236.14	7,011.64	84,139.64	40.4518
3203	Senior Planner*	TMMBU	A	4,286.61	9,287.66	111,451.86	53.5826
			B	4,500.94	9,752.04	117,024.44	56.2618
			C	4,726.00	10,239.67	122,876.00	59.0750
			D	4,962.30	10,751.65	129,019.80	62.0288
			E	5,210.41	11,289.22	135,470.66	65.1301
4410	Senior Police Records Assistant	TTSSEA	A	2,767.22	5,995.64	71,947.72	34.5903
			B	2,905.61	6,295.49	75,545.86	36.3201
			C	3,050.85	6,610.18	79,322.10	38.1356
			D	3,203.40	6,940.70	83,288.40	40.0425
			E	3,363.56	7,287.71	87,452.56	42.0445
5520	Senior Property & Evidence Technician	TEAMSTERS	A	2,700.72	5,851.56	70,218.72	33.7590
			B	2,835.76	6,144.15	73,729.76	35.4470
			C	2,977.55	6,451.36	77,416.30	37.2194
			D	3,126.42	6,773.91	81,286.92	39.0803
			E	3,282.74	7,112.60	85,351.24	41.0343
5504	Senior Public Safety Dispatcher	TEAMSTERS	A	3,440.60	7,454.63	89,455.60	43.0075
			B	3,612.64	7,827.39	93,928.64	45.1580
			C	3,793.26	8,218.73	98,624.76	47.4158
			D	3,982.93	8,629.68	103,556.18	49.7866
			E	4,182.10	9,061.22	108,734.60	52.2763
5356	Senior Utilities Worker	TEAMSTERS	A	2,796.02	6,058.04	72,696.52	34.9503
			B	2,935.69	6,360.66	76,327.94	36.6961
			C	3,082.40	6,678.53	80,142.40	38.5300
			D	3,236.99	7,013.48	84,161.74	40.4624
			E	3,397.75	7,361.79	88,341.50	42.4719
3343	Supervising Building Inspector*	TMMBU	A	4,107.34	8,899.24	106,790.84	51.3418
			B	4,312.69	9,344.16	112,129.94	53.9086
			C	4,528.32	9,811.36	117,736.32	56.6040
			D	4,754.74	10,301.94	123,623.24	59.4343
			E	4,992.50	10,817.08	129,805.00	62.4063
3345	Supervising Construction Inspector	TMMBU Non-Exempt	A	4,000.37	8,667.47	104,009.62	50.0046
			B	4,200.38	9,100.82	109,209.88	52.5048
			C	4,410.40	9,555.87	114,670.40	55.1300
			D	4,630.91	10,033.64	120,403.66	57.8864
			E	4,862.46	10,535.33	126,423.96	60.7807

City of Tracy
Master Salary Schedule

Effective 07/16/2023

Class Code	Position Title	Unit	Step	Bi-Weekly Salary	Monthly Salary	Annual Salary	Hourly Rate
3117	System Administrator*	TMMBU	A	3,733.94	8,090.20	97,082.44	46.6743
			B	3,920.63	8,494.70	101,936.38	49.0079
			C	4,116.66	8,919.43	107,033.16	51.4583
			D	4,322.50	9,365.42	112,385.00	54.0313
			E	4,538.63	9,833.70	118,004.38	56.7329
9361	Theatre Technician	LS	A				29.7100
			B				31.1900
			C				32.7500
			D				34.3900
			E				36.1100
4420	Transit Coordinator	TTSSEA	A	2,670.79	5,786.71	69,440.54	33.3849
			B	2,804.34	6,076.07	72,912.84	35.0543
			C	2,944.54	6,379.84	76,558.04	36.8068
			D	3,091.77	6,698.84	80,386.02	38.6471
			E	3,246.36	7,033.78	84,405.36	40.5795
3515	Transit Manager*	TMMBU	A	4,159.68	9,012.64	108,151.68	51.9960
			B	4,367.64	9,463.22	113,558.64	54.5955
			C	4,586.04	9,936.42	119,237.04	57.3255
			D	4,815.33	10,433.22	125,198.58	60.1916
			E	5,056.09	10,954.86	131,458.34	63.2011
1109	Transportation Commissioner	Stipend of \$50.00 per meeting					
3424	Utilities Laboratory Superintendent*	TMMBU	A	4,314.98	9,349.12	112,189.48	53.9373
			B	4,530.73	9,816.58	117,798.98	56.6341
			C	4,757.27	10,307.42	123,689.02	59.4659
			D	4,995.14	10,822.80	129,873.64	62.4393
			E	5,244.88	11,363.91	136,366.88	65.5610
5350	Utilities Worker I	TEAMSTERS	A	1,998.42	4,329.91	51,958.92	24.9803
			B	2,098.57	4,546.90	54,562.82	26.2321
			C	2,203.09	4,773.36	57,280.34	27.5386
			D	2,313.77	5,013.17	60,158.02	28.9221
			E	2,430.60	5,266.30	63,195.60	30.3825
5353	Utilities Worker II	TEAMSTERS	A	2,538.65	5,500.41	66,004.90	31.7331
			B	2,666.03	5,776.40	69,316.78	33.3254
			C	2,798.66	6,063.76	72,765.16	34.9833
			D	2,939.20	6,368.27	76,419.20	36.7400
			E	3,085.90	6,686.12	80,233.40	38.5738
3403	Utility Line Maintenance Superintendent*	TMMBU	A	4,396.39	9,525.51	114,306.14	54.9549
			B	4,616.19	10,001.75	120,020.94	57.7024
			C	4,847.01	10,501.86	126,022.26	60.5876
			D	5,089.35	11,026.93	132,323.10	63.6169
			E	5,343.82	11,578.28	138,939.32	66.7978
3423	Utility Maintenance Superintendent*	TMMBU	A	4,477.76	9,701.81	116,421.76	55.9720
			B	4,701.64	10,186.89	122,242.64	58.7705
			C	4,936.72	10,696.23	128,354.72	61.7090
			D	5,183.56	11,231.05	134,772.56	64.7945
			E	5,442.73	11,792.58	141,510.98	68.0341

City of Tracy
Master Salary Schedule

Class Code	Position Title	Unit	Step	Bi-Weekly Salary	Monthly Salary	Annual Salary	Hourly Rate
5411	Utility Mechanic I	TEAMSTERS	A	2,990.82	6,480.11	77,761.32	37.3853
			B	3,140.36	6,804.11	81,649.36	39.2545
			C	3,297.37	7,144.30	85,731.62	41.2171
			D	3,462.24	7,501.52	90,018.24	43.2780
			E	3,635.34	7,876.57	94,518.84	45.4418
5412	Utility Mechanic II	TEAMSTERS	A	3,295.48	7,140.21	85,682.48	41.1935
			B	3,460.26	7,497.23	89,966.76	43.2533
			C	3,633.27	7,872.09	94,465.02	45.4159
			D	3,814.94	8,265.70	99,188.44	47.6868
			E	4,005.69	8,679.00	104,147.94	50.0711
5404	Utility Operator	TEAMSTERS	A	4,032.24	8,736.52	104,838.24	50.4030
			B	4,233.81	9,173.26	110,079.06	52.9226
			C	4,445.51	9,631.94	115,583.26	55.5689
			D	4,667.80	10,113.57	121,362.80	58.3475
			E	4,901.18	10,619.22	127,430.68	61.2648
3422	Wastewater Operations Superintendent*	TMMBU	A	4,477.76	9,701.81	116,421.76	55.9720
			B	4,701.64	10,186.89	122,242.64	58.7705
			C	4,936.72	10,696.23	128,354.72	61.7090
			D	5,183.56	11,231.05	134,772.56	64.7945
			E	5,442.73	11,792.58	141,510.98	68.0341
5405	Wastewater Treatment Plant Operator I	TEAMSTERS	A	2,834.55	6,141.53	73,698.30	35.4319
			B	2,976.27	6,448.59	77,383.02	37.2034
			C	3,125.08	6,771.01	81,252.08	39.0635
			D	3,281.34	7,109.57	85,314.84	41.0168
			E	3,445.42	7,465.08	89,580.92	43.0678
5406	Wastewater Treatment Plant Operator II	TEAMSTERS	A	3,125.18	6,771.22	81,254.68	39.0648
			B	3,281.41	7,109.72	85,316.66	41.0176
			C	3,445.48	7,465.21	89,582.48	43.0685
			D	3,617.78	7,838.52	94,062.28	45.2223
			E	3,798.68	8,230.47	98,765.68	47.4835
5407	Wastewater Treatment Plant Operator III	TEAMSTERS	A	3,439.17	7,451.54	89,418.42	42.9896
			B	3,611.08	7,824.01	93,888.08	45.1385
			C	3,791.65	8,215.24	98,582.90	47.3956
			D	3,981.26	8,626.06	103,512.76	49.7658
			E	4,180.31	9,057.34	108,688.06	52.2539
3421	Water Operations Superintendent*	TMMBU	A	4,439.03	9,617.90	115,414.78	55.4879
			B	4,660.97	10,098.77	121,185.22	58.2621
			C	4,894.03	10,603.73	127,244.78	61.1754
			D	5,138.72	11,133.89	133,606.72	64.2340
			E	5,395.65	11,690.58	140,286.90	67.4456
9351	Water Patrol Aide	LS	A				17.7000
			B				18.5900
			C				19.5100
			D				20.4900
			E				21.5100
3415	Water Resources and Compliance Manager*	TMMBU	A	4,159.68	9,012.64	108,151.68	51.9960
			B	4,367.64	9,463.22	113,558.64	54.5955
			C	4,586.04	9,936.42	119,237.04	57.3255
			D	4,815.33	10,433.22	125,198.58	60.1916
			E	5,056.09	10,954.86	131,458.34	63.2011

City of Tracy
Master Salary Schedule

Class Code	Position Title	Unit	Step	Bi-Weekly Salary	Monthly Salary	Annual Salary	Hourly Rate
5401	Water Treatment Plant Operator I	TEAMSTERS	A	3,020.00	6,543.33	78,520.00	37.7500
			B	3,171.00	6,870.50	82,446.00	39.6375
			C	3,329.55	7,214.03	86,568.30	41.6194
			D	3,496.02	7,574.71	90,896.52	43.7003
			E	3,670.81	7,953.42	95,441.06	45.8851
5402	Water Treatment Plant Operator II	TEAMSTERS	A	3,329.63	7,214.20	86,570.38	41.6204
			B	3,496.12	7,574.93	90,899.12	43.7015
			C	3,670.93	7,953.68	95,444.18	45.8866
			D	3,854.45	8,351.31	100,215.70	48.1806
			E	4,047.18	8,768.89	105,226.68	50.5898
5403	Water Treatment Plant Operator III	TEAMSTERS	A	3,664.15	7,938.99	95,267.90	45.8019
			B	3,847.36	8,335.95	100,031.36	48.0920
			C	4,039.74	8,752.77	105,033.24	50.4968
			D	4,241.72	9,190.39	110,284.72	53.0215
			E	4,453.80	9,649.90	115,798.80	55.6725

City of Tracy
Master Salary Schedule

DRAFT Effective 08/13/2023

Class Code	Position Title	Unit	Step	Bi-Weekly Salary	Monthly Salary	Annual Salary	Hourly Rate
4112	Account Clerk	TTSSEA	A	2,252.78	4,881.02	58,572.28	28.1598
			B	2,365.43	5,125.10	61,501.18	29.5679
			C	2,483.69	5,381.33	64,575.94	31.0461
			D	2,607.88	5,650.41	67,804.88	32.5985
			E	2,738.28	5,932.94	71,195.28	34.2285
3106	Accountant*	TMMBU	A	3,541.91	7,674.14	92,089.66	44.2739
			B	3,719.01	8,057.86	96,694.26	46.4876
			C	3,904.96	8,460.75	101,528.96	48.8120
			D	4,100.19	8,883.75	106,604.94	51.2524
			E	4,305.21	9,327.96	111,935.46	53.8151
2520	Accounting Manager*	CONF	A	5,120.40	11,094.20	133,130.40	64.0050
			B	5,376.42	11,648.91	139,786.92	67.2053
			C	5,645.25	12,231.38	146,776.50	70.5656
			D	5,927.52	12,842.96	154,115.52	74.0940
			E	6,223.91	13,485.14	161,821.66	77.7989
4201	Accounting Technician	TTSSEA	A	2,770.48	6,002.71	72,032.48	34.6310
			B	2,909.02	6,302.88	75,634.52	36.3628
			C	3,054.46	6,618.00	79,415.96	38.1808
			D	3,207.20	6,948.93	83,387.20	40.0900
			E	3,367.57	7,296.40	87,556.82	42.0946
4102	Administrative Assistant	TTSSEA	A	2,242.82	4,859.44	58,313.32	28.0353
			B	2,354.95	5,102.39	61,228.70	29.4369
			C	2,472.71	5,357.54	64,290.46	30.9089
			D	2,596.33	5,625.38	67,504.58	32.4541
			E	2,726.14	5,906.64	70,879.64	34.0768
8102	Administrative Assistant - Confidential	CONF	A	2,298.43	4,979.93	59,759.18	28.7304
			B	2,413.34	5,228.90	62,746.84	30.1668
			C	2,534.01	5,490.36	65,884.26	31.6751
			D	2,660.73	5,764.89	69,178.69	33.2591
			E	2,793.75	6,053.13	72,637.50	34.9219
4107	Administrative Technician	TTSSEA	A	2,770.48	6,002.71	72,032.48	34.6310
			B	2,909.02	6,302.88	75,634.52	36.3628
			C	3,054.46	6,618.00	79,415.96	38.1808
			D	3,207.20	6,948.93	83,387.20	40.0900
			E	3,367.57	7,296.40	87,556.82	42.0946
3510	Airport Manager*	TMMBU	A	3,595.32	7,789.86	93,478.32	44.9415
			B	3,775.07	8,179.32	98,151.82	47.1884
			C	3,963.82	8,588.28	103,059.32	49.5478
			D	4,162.00	9,017.67	108,212.00	52.0250
			E	4,370.10	9,468.55	113,622.60	54.6263
5522	Animal Services Aide	TEAMSTERS	A	1,537.34	3,330.90	39,970.84	19.2168
			B	1,614.21	3,497.46	41,969.46	20.1776
			C	1,694.94	3,672.37	44,068.44	21.1868
			D	1,779.67	3,855.95	46,271.42	22.2459
			E	1,868.65	4,048.74	48,584.90	23.3581

City of Tracy
Master Salary Schedule

DRAFT Effective 08/13/2023

Class Code	Position Title	Unit	Step	Bi-Weekly Salary	Monthly Salary	Annual Salary	Hourly Rate
3620	Animal Services Manager*	TMMBU	A	3,862.14	8,367.97	100,415.64	48.2768
			B	4,055.25	8,786.38	105,436.50	50.6906
			C	4,258.02	9,225.71	110,708.52	53.2253
			D	4,470.91	9,686.97	116,243.66	55.8864
			E	4,694.46	10,171.33	122,055.96	58.6808
5521	Animal Services Officer I	TEAMSTERS	A	2,139.68	4,635.97	55,631.68	26.7460
			B	2,246.63	4,867.70	58,412.38	28.0829
			C	2,358.95	5,111.06	61,332.70	29.4869
			D	2,476.90	5,366.62	64,399.40	30.9613
			E	2,600.77	5,635.00	67,620.02	32.5096
5523	Animal Services Officer II	TEAMSTERS	A	2,354.12	5,100.59	61,207.12	29.4265
			B	2,471.81	5,355.59	64,267.06	30.8976
			C	2,595.43	5,623.43	67,481.18	32.4429
			D	2,725.19	5,904.58	70,854.94	34.0649
			E	2,861.46	6,199.83	74,397.96	35.7683
3621	Animal Services Supervisor	TMMBU NON EXEMPT	A	2,861.74	6,200.44	74,405.24	35.7718
			B	3,004.83	6,510.47	78,125.58	37.5604
			C	3,155.06	6,835.96	82,031.56	39.4383
			D	3,312.82	7,177.78	86,133.32	41.4103
			E	3,478.46	7,536.66	90,439.96	43.4808
2573	Assistant City Attorney*	CONF	A	6,518.51	14,123.44	169,481.26	81.4814
			B	6,844.42	14,829.58	177,954.92	85.5553
			C	7,186.65	15,571.08	186,852.90	89.8331
			D	7,545.98	16,349.62	196,195.48	94.3248
			E	7,923.27	17,167.09	206,005.02	99.0409
3338	Assistant City Engineer*	TMMBU	A	5,488.81	11,892.42	142,709.06	68.6101
			B	5,777.70	12,518.35	150,220.20	72.2213
			C	6,081.79	13,177.21	158,126.54	76.0224
			D	6,401.89	13,870.76	166,449.14	80.0236
			E	6,738.82	14,600.78	175,209.32	84.2353
1502	Assistant City Manager*	DH	Min	9,494.97	20,572.43	246,869.12	118.6871
			Max	10,183.22	22,063.64	264,763.71	127.2903
2682	Assistant Director DES*	CONF	A	6,225.58	13,488.76	161,865.08	77.8198
			B	6,536.85	14,163.18	169,958.10	81.7106
			C	6,863.69	14,871.33	178,455.95	85.7961
			D	7,206.86	15,614.86	187,378.36	90.0858
			E	7,567.21	16,395.62	196,747.46	94.5901
2681	Assistant Director DES/City Engineer*	CONF	A	6,522.39	14,131.85	169,582.14	81.5299
			B	6,848.51	14,838.44	178,061.26	85.6064
			C	7,190.94	15,580.37	186,964.44	89.8868
			D	7,550.48	16,359.37	196,312.48	94.3810
			E	7,928.03	17,177.40	206,128.78	99.1004
2635	Assistant Director Operations*	CONF	A	6,225.58	13,488.76	161,865.08	77.8198
			B	6,536.85	14,163.18	169,958.10	81.7106
			C	6,863.69	14,871.33	178,455.95	85.7961
			D	7,206.86	15,614.86	187,378.36	90.0858
			E	7,567.21	16,395.62	196,747.46	94.5901
2636	Assistant Director Utilities*	CONF	A	6,225.58	13,488.76	161,865.08	77.8198
			B	6,536.85	14,163.18	169,958.10	81.7106
			C	6,863.69	14,871.33	178,455.95	85.7961
			D	7,206.86	15,614.86	187,378.36	90.0858
			E	7,567.21	16,395.62	196,747.46	94.5901

City of Tracy
Master Salary Schedule

DRAFT Effective 08/13/2023

Class Code	Position Title	Unit	Step	Bi-Weekly Salary	Monthly Salary	Annual Salary	Hourly Rate
3302	Assistant Engineer*	TMMBU	A	3,768.30	8,164.65	97,975.80	47.1038
			B	3,956.69	8,572.83	102,873.94	49.4586
			C	4,154.53	9,001.48	108,017.78	51.9316
			D	4,362.26	9,451.56	113,418.76	54.5283
			E	4,580.38	9,924.16	119,089.88	57.2548
5232	Assistant Planner	TEAMSTERS	A	3,073.73	6,659.75	79,916.98	38.4216
			B	3,227.42	6,992.74	83,912.92	40.3428
			C	3,388.79	7,342.38	88,108.54	42.3599
			D	3,558.23	7,709.50	92,513.98	44.4779
			E	3,736.14	8,094.97	97,139.64	46.7018
2580	Assistant to the City Manager*	CONF	A	5,120.40	11,094.20	133,130.40	64.0050
			B	5,376.42	11,648.91	139,786.92	67.2053
			C	5,645.25	12,231.38	146,776.50	70.5656
			D	5,927.52	12,842.96	154,115.52	74.0940
			E	6,223.91	13,485.14	161,821.66	77.7989
3333	Associate Engineer*	TMMBU	A	4,159.68	9,012.64	108,151.68	51.9960
			B	4,367.64	9,463.22	113,558.64	54.5955
			C	4,586.04	9,936.42	119,237.04	57.3255
			D	4,815.33	10,433.22	125,198.58	60.1916
			E	5,056.09	10,954.86	131,458.34	63.2011
3303	Associate Civil Engineer*	TMMBU	A	4,159.68	9,012.64	108,151.68	51.9960
			B	4,367.64	9,463.22	113,558.64	54.5955
			C	4,586.04	9,936.42	119,237.04	57.3255
			D	4,815.33	10,433.22	125,198.58	60.1916
			E	5,056.09	10,954.86	131,458.34	63.2011
3202	Associate Planner*	TMMBU	A	3,520.24	7,627.19	91,526.24	44.0030
			B	3,696.25	8,008.54	96,102.50	46.2031
			C	3,881.06	8,408.96	100,907.56	48.5133
			D	4,075.12	8,829.43	105,953.12	50.9390
			E	4,278.89	9,270.93	111,251.14	53.4861
4451	Box Office Assistant	TTSSEA	A	2,020.10	4,376.88	52,522.60	25.2513
			B	2,121.12	4,595.76	55,149.12	26.5140
			C	2,227.18	4,825.56	57,906.68	27.8398
			D	2,338.52	5,066.79	60,801.52	29.2315
			E	2,455.48	5,320.21	63,842.48	30.6935
4455	Box Office Coordinator	TTSSEA	A	2,670.79	5,786.71	69,440.54	33.3849
			B	2,804.34	6,076.07	72,912.84	35.0543
			C	2,944.54	6,379.84	76,558.04	36.8068
			D	3,091.77	6,698.84	80,386.02	38.6471
			E	3,246.36	7,033.78	84,405.36	40.5795

City of Tracy
Master Salary Schedule

DRAFT Effective 08/13/2023

Class Code	Position Title	Unit	Step	Bi-Weekly Salary	Monthly Salary	Annual Salary	Hourly Rate
3104	Budget Officer*	CONF	A	4,729.91	10,248.14	122,977.66	59.1239
			B	4,966.40	10,760.53	129,126.40	62.0800
			C	5,214.71	11,298.54	135,582.46	65.1839
			D	5,475.46	11,863.50	142,361.96	68.4433
			E	5,749.24	12,456.69	149,480.24	71.8655
5211	Building Inspector I	TEAMSTERS	A	2,758.36	5,976.45	71,717.36	34.4795
			B	2,896.27	6,275.25	75,303.02	36.2034
			C	3,041.09	6,589.03	79,068.34	38.0136
			D	3,193.15	6,918.49	83,021.90	39.9144
			E	3,352.80	7,264.40	87,172.80	41.9100
5212	Building Inspector II	TEAMSTERS	A	3,522.88	7,632.91	91,594.88	44.0360
			B	3,699.04	8,014.59	96,175.04	46.2380
			C	3,883.97	8,415.27	100,983.22	48.5496
			D	4,078.18	8,836.06	106,032.68	50.9773
			E	4,282.06	9,277.80	111,333.56	53.5258
5320	Building Maintenance Worker I	TEAMSTERS	A	2,341.14	5,072.47	60,869.64	29.2643
			B	2,458.21	5,326.12	63,913.46	30.7276
			C	2,581.12	5,592.43	67,109.12	32.2640
			D	2,710.18	5,872.06	70,464.68	33.8773
			E	2,845.69	6,165.66	73,987.94	35.5711
5321	Building Maintenance Worker II	TEAMSTERS	A	2,581.18	5,592.56	67,110.68	32.2648
			B	2,710.24	5,872.19	70,466.24	33.8780
			C	2,845.75	6,165.79	73,989.50	35.5719
			D	2,988.03	6,474.07	77,688.78	37.3504
			E	3,137.45	6,797.81	81,573.70	39.2181
3341	Building Official*	TMMBU	A	5,335.89	11,561.10	138,733.14	66.6986
			B	5,602.67	12,139.12	145,669.42	70.0334
			C	5,882.82	12,746.11	152,953.32	73.5353
			D	6,176.95	13,383.39	160,600.70	77.2119
			E	6,485.81	14,052.59	168,631.06	81.0726
4501	Building Permit Technician I	TTSSEA	A	2,558.04	5,542.42	66,509.04	31.9755
			B	2,685.96	5,819.58	69,834.96	33.5745
			C	2,820.24	6,110.52	73,326.24	35.2530
			D	2,961.26	6,416.06	76,992.76	37.0158
			E	3,109.33	6,736.88	80,842.58	38.8666
4502	Building Permit Technician II	TTSSEA	A	2,820.31	6,110.67	73,328.06	35.2539
			B	2,961.33	6,416.22	76,994.58	37.0166
			C	3,109.40	6,737.03	80,844.40	38.8675
			D	3,264.88	7,073.91	84,886.88	40.8110
			E	3,428.12	7,427.59	89,131.12	42.8515
1530	Chief Innovation Officer*	DH	Min	7,107.12	15,398.76	184,785.09	88.8390
			Max	8,631.79	18,702.21	224,426.49	107.8974
1506	City Attorney*	CONTRACT		9,882.28	21,411.61	256,939.37	123.5285

City of Tracy
Master Salary Schedule

DRAFT Effective 08/13/2023

Class Code	Position Title	Unit	Step	Bi-Weekly Salary	Monthly Salary	Annual Salary	Hourly Rate
3110	City Clerk*	TMMBU	A	4,840.47	10487.685	125,852.22	60.5059
			B	5,082.50	11012.083	132,145.00	63.5313
			C	5,336.62	11562.677	138,752.12	66.7078
			D	5,603.44	12140.787	145,689.44	70.0430
			E	5,883.61	12747.822	152,973.86	73.5451
1102	City Council Member*			474.93	1,029.00	12,348.00	
1501	City Manager*	CONTRACT		11,406.34	24,713.73	296,564.76	142.5793
1112	City Treasurer*			496.16	1,075.01	12,900.16	
9107	Clerical	LS	A				15.5000
			B				15.7500
			C				16.5400
			D				17.3600
			E				18.2300
3155	Code Compliance Analyst*	TMMBU	A	3,733.94	8,090.20	97,082.44	46.6743
			B	3,920.63	8,494.70	101,936.38	49.0079
			C	4,116.66	8,919.43	107,033.16	51.4583
			D	4,322.50	9,365.42	112,385.00	54.0313
			E	4,538.63	9,833.70	118,004.38	56.7329
5202	Code Enforcement Officer	TEAMSTERS	A	2,849.34	6,173.57	74,082.84	35.6168
			B	2,991.80	6,482.23	77,786.80	37.3975
			C	3,141.40	6,806.37	81,676.40	39.2675
			D	3,298.46	7,146.66	85,759.96	41.2308
			E	3,463.39	7,504.01	90,048.14	43.2924
3315	Community Preservation Manager*	TMMBU	A	4,159.68	9,012.64	108,151.68	51.9960
			B	4,367.64	9,463.22	113,558.64	54.5955
			C	4,586.04	9,936.42	119,237.04	57.3255
			D	4,815.33	10,433.22	125,198.58	60.1916
			E	5,056.09	10,954.86	131,458.34	63.2011
5513	Community Services Officer	TEAMSTERS	A	2,488.03	5,390.73	64,688.78	31.1004
			B	2,612.43	5,660.27	67,923.18	32.6554
			C	2,743.02	5,943.21	71,318.52	34.2878
			D	2,880.19	6,240.41	74,884.94	36.0024
			E	3,024.22	6,552.48	78,629.72	37.8028
5222	Construction Inspector I	TEAMSTERS	A	3,197.46	6,927.83	83,133.96	39.9683
			B	3,357.35	7,274.26	87,291.10	41.9669
			C	3,525.20	7,637.93	91,655.20	44.0650
			D	3,701.46	8,019.83	96,237.96	46.2683
			E	3,886.56	8,420.88	101,050.56	48.5820
5223	Construction Inspector II	TEAMSTERS	A	3,525.34	7,638.24	91,658.84	44.0668
			B	3,701.61	8,020.16	96,241.86	46.2701
			C	3,886.68	8,421.14	101,053.68	48.5835
			D	4,081.05	8,842.28	106,107.30	51.0131
			E	4,285.09	9,284.36	111,412.34	53.5636

City of Tracy
Master Salary Schedule

DRAFT Effective 08/13/2023

Class Code	Position Title	Unit	Step	Bi-Weekly Salary	Monthly Salary	Annual Salary	Hourly Rate
4605	Crime Analyst	TTSSEA	A	3,022.65	6,549.08	78,588.90	37.7831
			B	3,173.78	6,876.52	82,518.28	39.6723
			C	3,332.48	7,220.37	86,644.48	41.6560
			D	3,499.11	7,581.41	90,976.86	43.7389
			E	3,674.04	7,960.42	95,525.04	45.9255
5514	Crime Prevention Specialist	TEAMSTERS	A	2,577.21	5,583.96	67,007.46	32.2151
			B	2,706.10	5,863.22	70,358.60	33.8263
			C	2,841.41	6,156.39	73,876.66	35.5176
			D	2,983.45	6,464.14	77,569.70	37.2931
			E	3,132.62	6,787.34	81,448.12	39.1578
3622	Crime Scene Property Unit Supervisor	TMMBU Non-Exempt	A	3,077.29	6,667.46	80,009.54	38.4661
			B	3,231.15	7,000.83	84,009.90	40.3894
			C	3,392.68	7,350.81	88,209.68	42.4085
			D	3,562.31	7,718.34	92,620.06	44.5289
			E	3,740.43	8,104.27	97,251.18	46.7554
5517	Crime Scene Technician	TEAMSTERS	A	2,791.12	6,047.43	72,569.12	34.8890
			B	2,930.64	6,349.72	76,196.64	36.6330
			C	3,077.19	6,667.25	80,006.94	38.4649
			D	3,231.05	7,000.61	84,007.30	40.3881
			E	3,392.61	7,350.66	88,207.86	42.4076
1108	Cultural Arts Commissioner	Stipend of \$50.00 per meeting					
3162	Cultural Arts Division Manager*	TMMBU	A	4,996.50	10,825.75	129,909.00	62.4563
			B	5,246.33	11,367.05	136,404.58	65.5791
			C	5,508.65	11,935.41	143,224.90	68.8581
			D	5,784.07	12,532.15	150,385.82	72.3009
			E	6,073.27	13,158.75	157,905.02	75.9159
4459	Cultural Arts Program Coordinator	TTSSEA	A	2,670.79	5,786.71	69,440.54	33.3849
			B	2,804.34	6,076.07	72,912.84	35.0543
			C	2,944.54	6,379.84	76,558.04	36.8068
			D	3,091.77	6,698.84	80,386.02	38.6471
			E	3,246.36	7,033.78	84,405.36	40.5795
3524	Cultural Arts Supervisor*	TMMBU	A	3,862.14	8,367.97	100,415.64	48.2768
			B	4,055.25	8,786.38	105,436.50	50.6906
			C	4,258.02	9,225.71	110,708.52	53.2253
			D	4,470.91	9,686.97	116,243.66	55.8864
			E	4,694.46	9,338.00	112,055.96	58.6808
4461	Cultural Arts Technical Coordinator	TTSSEA	A	2,242.82	4,859.44	58,313.32	28.0353
			B	2,354.95	5,102.39	61,228.70	29.4369
			C	2,472.71	5,357.54	64,290.46	30.9089
			D	2,596.33	5,625.38	67,504.58	32.4541
			E	2,726.14	5,906.64	70,879.64	34.0768
3523	Cultural Arts Technical Supervisor*	TMMBU	A	3,206.16	6,946.68	83,360.16	40.0770
			B	3,366.48	7,294.04	87,528.48	42.0810
			C	3,534.79	7,658.71	91,904.54	44.1849
			D	3,711.54	8,041.67	96,500.04	46.3943
			E	3,897.13	8,443.78	101,325.38	48.7141

City of Tracy
Master Salary Schedule

Class Code	Position Title	Unit	Step	Bi-Weekly Salary	Monthly Salary	Annual Salary	Hourly Rate
9552	D.A.R.E Officer	LS	A				36.3700
			B				38.1900
			C				40.1000
			D				42.1000
			E				44.2100
2571	Deputy City Attorney I*	CONF	A	5,117.85	11,088.68	133,064.10	63.9731
			B	5,373.74	11,643.10	139,717.24	67.1718
			C	5,642.44	12,225.29	146,703.44	70.5303
			D	5,924.56	12,836.55	154,038.56	74.0570
			E	6,220.77	13,478.34	161,740.02	77.7596
2572	Deputy City Attorney II*	CONF	A	5,629.64	12,197.55	146,370.64	70.3705
			B	5,911.13	12,807.45	153,689.38	73.8891
			C	6,206.69	13,447.83	161,373.94	77.5836
			D	6,517.03	14,120.23	169,442.78	81.4629
			E	6,842.87	14,826.22	177,914.62	85.5359
4116	Deputy City Clerk	TTSSEA	A	2,975.82	6,447.61	77,371.32	37.1978
			B	3,124.62	6,770.01	81,240.12	39.0578
			C	3,280.85	7,108.51	85,302.10	41.0106
			D	3,444.90	7,463.95	89,567.40	43.0613
			E	3,617.14	7,837.14	94,045.64	45.2143
1515	Director of Development Services *	DH	Min	7,617.48	16,504.53	198,054.35	95.2185
			Max	9,257.47	20,057.86	240,694.28	115.7184
1522	Director of Finance*	DH	Min	7,107.12	15,398.76	184,785.09	88.8390
			Max	8,631.79	18,702.21	224,426.49	107.8974
1518	Director of Human Resources*	DH	Min	7,107.12	15,398.76	184,785.09	88.8390
			Max	8,631.79	18,702.21	224,426.49	107.8974
1527	Director of Mobility and Housing*	DH	Min	7,107.12	15,398.76	184,785.09	88.8390
			Max	8,631.79	18,702.21	224,426.49	107.8974
1524	Director of Operations and Utilities*	DH	Min	7,617.48	16,504.53	198,054.35	95.2185
			Max	9,257.47	20,057.86	240,694.28	115.7184
1516	Director of Parks and Recreation*	DH	Min	7,107.12	15,398.76	184,785.09	88.8390
			Max	8,631.79	18,702.21	224,426.49	107.8974
3208	Economic Development Mgmt Analyst I*	TMMBU	A	3,246.98	7,035.12	84,421.48	40.5873
			B	3,409.32	7,386.86	88,642.32	42.6165
			C	3,579.80	7,756.23	93,074.80	44.7475
			D	3,758.78	8,144.02	97,728.28	46.9848
			E	3,946.72	8,551.23	102,614.72	49.3340
3209	Economic Development Mgmt Analyst II*	TMMBU	A	3,733.94	8,090.20	97,082.44	46.6743
			B	3,920.63	8,494.70	101,936.38	49.0079
			C	4,116.66	8,919.43	107,033.16	51.4583
			D	4,322.50	9,365.42	112,385.00	54.0313
			E	4,538.63	9,833.70	118,004.38	56.7329

City of Tracy
Master Salary Schedule

DRAFT Effective 08/13/2023

Class Code	Position Title	Unit	Step	Bi-Weekly Salary	Monthly Salary	Annual Salary	Hourly Rate
3207	Economic Development Manager*	TMMBU	A	5,077.00	11,000.17	132,002.00	63.4625
			B	5,330.84	11,550.15	138,601.84	66.6355
			C	5,597.39	12,127.68	145,532.14	69.9674
			D	5,877.26	12,734.06	152,808.76	73.4658
			E	6,171.12	13,370.76	160,449.12	77.1390
5325	Electrician	TEAMSTERS	A	3,536.49	7,662.40	91,948.74	44.2061
			B	3,713.33	8,045.55	96,546.58	46.4166
			C	3,899.01	8,447.86	101,374.26	48.7376
			D	4,093.94	8,870.20	106,442.44	51.1743
			E	4,298.64	9,313.72	111,764.64	53.7330
5221	Engineering Technician I	TEAMSTERS	A	2,814.71	6,098.54	73,182.46	35.1839
			B	2,955.44	6,403.45	76,841.44	36.9430
			C	3,103.21	6,723.62	80,683.46	38.7901
			D	3,258.37	7,059.80	84,717.62	40.7296
			E	3,421.31	7,412.84	88,954.06	42.7664
5225	Engineering Technician II	TEAMSTERS	A	3,103.23	6,723.67	80,683.98	38.7904
			B	3,258.39	7,059.85	84,718.14	40.7299
			C	3,421.32	7,412.86	88,954.32	42.7665
			D	3,592.40	7,783.53	93,402.40	44.9050
			E	3,771.97	8,172.60	98,071.22	47.1496
3412	Environmental Compliance Analyst	TMMBU Non-Exempt	A	3,246.98	7,035.12	84,421.48	40.5876
			B	3,409.32	7,386.86	88,642.32	42.6165
			C	3,579.80	7,756.23	93,074.80	44.7475
			D	3,758.78	8,144.02	97,728.28	46.9848
			E	3,946.72	8,551.23	102,614.72	49.3340
5424	Environmental Compliance Technician	TEAMSTERS	A	2,558.48	5,355.92	66,520.48	31.9810
			B	2,686.40	5,623.71	69,846.40	33.5800
			C	2,820.73	5,904.90	73,338.98	35.2591
			D	2,961.76	6,200.14	77,005.76	37.0220
			E	3,109.84	6,510.15	80,855.84	38.8730
5313	Equipment Mechanic I	TEAMSTERS	A	2,586.81	5,604.76	67,257.06	32.3351
			B	2,716.14	5,884.97	70,619.64	33.9518
			C	2,851.94	6,179.20	74,150.44	35.6493
			D	2,994.53	6,488.15	77,857.78	37.4316
			E	3,144.26	6,812.56	81,750.76	39.3033
5314	Equipment Mechanic II	TEAMSTERS	A	2,851.93	6,179.18	74,150.18	35.6491
			B	2,994.54	6,488.17	77,858.04	37.4318
			C	3,144.25	6,812.54	81,750.50	39.3031
			D	3,301.47	7,153.19	85,838.22	41.2684
			E	3,466.54	7,510.84	90,130.04	43.3318
4108	Executive Assistant	TTSSEA	A	2,728.29	5,911.30	70,935.54	34.1036
			B	2,864.70	6,206.85	74,482.20	35.8088
			C	3,007.94	6,517.20	78,206.44	37.5993
			D	3,158.34	6,843.07	82,116.84	39.4793
			E	3,316.25	7,185.21	86,222.50	41.4531

City of Tracy
Master Salary Schedule

DRAFT Effective 08/13/2023

Class Code	Position Title	Unit	Step	Bi-Weekly Salary	Monthly Salary	Annual Salary	Hourly Rate
8108	Executive Assistant - Confidential	CONF	A	2,795.95	6,057.89	72,694.70	34.9494
			B	2,935.76	6,360.81	76,329.76	36.6970
			C	3,082.54	6,678.84	80,146.04	38.5318
			D	3,236.65	7,012.74	84,152.90	40.4581
			E	3,398.50	7,363.42	88,361.00	42.4813
2581	Executive Assistant to City Manager	CONF	A	3,202.75	6,939.29	83,271.50	40.0344
			B	3,362.87	7,286.22	87,434.62	42.0359
			C	3,531.01	7,650.52	91,806.26	44.1376
			D	3,707.57	8,033.07	96,396.82	46.3446
			E	3,892.94	8,434.70	101,216.44	48.6618
9635	Facility Attendant	LS	A				19.8000
			B				20.7900
			C				21.8300
			D				22.9200
			E				24.0700
3107	Financial Analyst I*	TMMBU	A	3,246.98	7,035.12	84,421.48	40.5873
			B	3,409.32	7,386.86	88,642.32	42.6165
			C	3,579.80	7,756.23	93,074.80	44.7475
			D	3,758.78	8,144.02	97,728.28	46.9848
			E	3,946.72	8,551.23	102,614.72	49.3340
3108	Financial Analyst II*	TMMBU	A	3,733.94	8,090.20	97,082.44	46.6743
			B	3,920.63	8,494.70	101,936.38	49.0079
			C	4,116.66	8,919.43	107,033.16	51.4583
			D	4,322.50	9,365.42	112,385.00	54.0313
			E	4,538.63	9,833.70	118,004.38	56.7329
3404	Fleet Supervisor*	TMMBU	A	3,742.73	8,109.25	97,310.98	46.7841
			B	3,929.84	8,514.65	102,175.84	49.1230
			C	4,126.34	8,940.40	107,284.84	51.5793
			D	4,332.64	9,387.39	112,648.64	54.1580
			E	4,549.28	9,856.77	118,281.28	56.8660
3120	GIS Analyst *	TMMBU	A	3,733.94	8,090.20	97,082.44	46.6743
			B	3,920.63	8,494.70	101,936.38	49.0079
			C	4,116.66	8,919.43	107,033.16	51.4583
			D	4,322.50	9,365.42	112,385.00	54.0313
			E	4,538.63	9,833.70	118,004.38	56.7329
4206	GIS Technician	TTSSEA	A	3,022.65	6,549.08	78,588.90	37.7831
			B	3,173.78	6,876.52	82,518.28	39.6723
			C	3,332.48	7,220.37	86,644.48	41.6560
			D	3,499.11	7,581.41	90,976.86	43.7389
			E	3,674.04	7,960.42	95,525.04	45.9255
3215	Homeless Services Manager*	TMMBU	A	4,615.45	10,000.14	120,001.70	57.6931
			B	4,846.22	10,500.14	126,001.72	60.5778
			C	5,088.54	10,941.84	131,302.04	63.6068
			D	5,342.96	11,576.41	138,916.96	66.7870
			E	5,610.10	12,155.22	145,862.60	70.1263

City of Tracy
Master Salary Schedule

DRAFT Effective 08/13/2023

Class Code	Position Title	Unit	Step	Bi-Weekly Salary	Monthly Salary	Annual Salary	Hourly Rate
2511	Human Resources Analyst I*	CONF	A	3,327.51	7,209.61	86,515.26	41.5939
			B	3,493.89	7,570.10	90,841.14	43.6736
			C	3,668.57	7,948.57	95,382.82	45.8571
			D	3,852.00	8,346.00	100,152.00	48.1500
			E	4,044.60	8,763.30	105,159.60	50.5575
2512	Human Resources Analyst II*	CONF	A	3,826.53	8,290.82	99,489.78	47.8316
			B	4,017.86	8,705.36	104,464.36	50.2233
			C	4,218.74	9,140.60	109,687.24	52.7343
			D	4,429.70	9,597.68	115,172.20	55.3713
			E	4,651.19	10,077.58	120,930.94	58.1399
2562	Human Resources Manager*	CONF	A	5,120.40	11,094.20	133,130.40	64.0050
			B	5,376.42	11,648.91	139,786.92	67.2053
			C	5,645.25	12,231.38	146,776.50	70.5656
			D	5,927.52	12,842.96	154,115.52	74.0940
			E	6,223.91	13,485.14	161,821.66	77.7989
4301	Human Resources Technician	CONF	A	2,839.20	6,151.60	73,819.20	35.4900
			B	2,981.16	6,459.18	77,510.16	37.2645
			C	3,130.22	6,782.14	81,385.72	39.1278
			D	3,286.74	7,121.27	85,455.24	41.0843
			E	3,451.07	7,477.32	89,727.82	43.1384
4204	Information Systems Technician I	TTSSEA	A	2,628.40	5,694.87	68,338.40	32.8550
			B	2,759.82	5,979.61	71,755.32	34.4978
			C	2,897.82	6,278.61	75,343.32	36.2228
			D	3,042.71	6,592.54	79,110.46	38.0339
			E	3,194.85	6,922.18	83,066.10	39.9356
4205	Information Systems Technician II	TTSSEA	A	3,022.65	6,549.08	78,588.90	37.7831
			B	3,173.78	6,876.52	82,518.28	39.6723
			C	3,332.48	7,220.37	86,644.48	41.6560
			D	3,499.11	7,581.41	90,976.86	43.7389
			E	3,674.04	7,960.42	95,525.04	45.9255
2553	Information Technology Manager*	CONF	A	5,120.40	11,094.20	133,130.40	64.0050
			B	5,376.42	11,648.91	139,786.92	67.2053
			C	5,645.25	12,231.38	146,776.50	70.5656
			D	5,927.52	12,842.96	154,115.52	74.0940
			E	6,223.91	13,485.14	161,821.66	77.7989
3111	Information Technology Specialist*	TMMBU	A	3,627.19	7,858.91	94,306.94	45.3399
			B	3,808.57	8,251.90	99,022.82	47.6071
			C	3,998.99	8,664.48	103,973.74	49.9874
			D	4,198.92	9,097.66	109,171.92	52.4865
			E	4,408.87	9,552.55	114,630.62	55.1109
5413	Instrumentation Technician	TEAMSTERS	A	3,283.44	7,114.12	85,369.44	41.0430
			B	3,447.62	7,469.84	89,638.12	43.0953
			C	3,620.01	7,843.36	94,120.26	45.2501
			D	3,800.99	8,235.48	98,825.74	47.5124
			E	3,991.04	8,647.25	103,767.04	49.8880

City of Tracy
Master Salary Schedule

Class Code	Position Title	Unit	Step	Bi-Weekly Salary	Monthly Salary	Annual Salary	Hourly Rate
9108	Intern-Generalist	LS	A				20.5500
			B				21.5800
			C				22.6600
			D				23.7900
			E				24.9800
5224	Junior Engineer	TEAMSTERS	A	3,421.18	7,412.56	88,950.68	42.7648
			B	3,592.25	7,783.21	93,398.50	44.9031
			C	3,771.84	8,172.32	98,067.84	47.1480
			D	3,960.44	8,580.95	102,971.44	49.5055
			E	4,158.47	9,010.02	108,120.22	51.9809
5423	Laboratory Quality Assurance Officer*	TMMBU	A	3,103.48	6,724.21	80,690.48	38.7935
			B	3,258.68	7,060.47	84,725.68	40.7335
			C	3,421.60	7,413.47	88,961.60	42.7700
			D	3,592.67	7,784.12	93,409.42	44.9084
			E	3,772.32	8,173.36	98,080.32	47.1540
5421	Laboratory Technician I	TEAMSTERS	A	2,554.24	5,534.19	66,410.24	31.9280
			B	2,681.92	5,810.83	69,729.92	33.5240
			C	2,816.05	6,101.44	73,217.30	35.2006
			D	2,956.84	6,406.49	76,877.84	36.9605
			E	3,104.67	6,726.79	80,721.42	38.8084
5422	Laboratory Technician II	TEAMSTERS	A	2,815.99	6,101.31	73,215.74	35.1999
			B	2,956.79	6,406.38	76,876.54	36.9599
			C	3,104.63	6,726.70	80,720.38	38.8079
			D	3,259.85	7,063.01	84,756.10	40.7481
			E	3,422.84	7,416.15	88,993.84	42.7855
3508	Landscape Architect*	TMMBU	A	4,107.34	8,899.24	106,790.84	51.3418
			B	4,312.69	9,344.16	112,129.94	53.9086
			C	4,528.32	9,811.36	117,736.32	56.6040
			D	4,754.74	10,301.94	123,623.24	59.4343
			E	4,992.50	10,817.08	129,805.00	62.4063
4109	Legal Secretary	CONF	A	3,049.63	6,607.53	79,290.38	38.1204
			B	3,202.10	6,937.88	83,254.60	40.0263
			C	3,362.22	7,284.81	87,417.72	42.0278
			D	3,530.33	7,649.05	91,788.58	44.1291
			E	3,706.85	8,031.51	96,378.10	46.3356
9636	Lifeguard	LS	A				15.5000
			B				15.7500
			C				16.5400
			D				17.3600
			E				18.2300
9303	Maintenance Aide	LS	A				17.4500
			B				18.3200
			C				19.2300
			D				20.1900
			E				21.2000

City of Tracy
Master Salary Schedule

DRAFT Effective 08/13/2023

Class Code	Position Title	Unit	Step	Bi-Weekly Salary	Monthly Salary	Annual Salary	Hourly Rate
5301	Maintenance Worker I	TEAMSTERS	A	1,903.97	4,125.27	49,503.22	23.7996
			B	1,999.18	4,331.56	51,978.68	24.9898
			C	2,099.12	4,548.09	54,577.12	26.2390
			D	2,204.08	4,775.51	57,306.08	27.5510
			E	2,314.29	5,014.30	60,171.54	28.9286
5303	Maintenance Worker II	TEAMSTERS	A	2,418.40	5,239.87	62,878.40	30.2300
			B	2,539.32	5,501.86	66,022.32	31.7415
			C	2,666.27	5,776.92	69,323.02	33.3284
			D	2,799.58	6,065.76	72,789.08	34.9948
			E	2,939.56	6,369.05	76,428.56	36.7445
3151	Management Analyst I*	TMMBU	A	3,246.98	7,035.12	84,421.48	40.5873
			B	3,409.32	7,386.86	88,642.32	42.6165
			C	3,579.80	7,756.23	93,074.80	44.7475
			D	3,758.78	8,144.02	97,728.28	46.9848
			E	3,946.72	8,551.23	102,614.72	49.3340
3152	Management Analyst II*	TMMBU	A	3,733.94	8,090.20	97,082.44	46.6743
			B	3,920.63	8,494.70	101,936.38	49.0079
			C	4,116.66	8,919.43	107,033.16	51.4583
			D	4,322.50	9,365.42	112,385.00	54.0313
			E	4,538.63	9,833.70	118,004.38	56.7329
4463	Marketing Coordinator	TTSSEA	A	2,670.79	5,786.71	69,440.54	33.3849
			B	2,804.34	6,076.07	72,912.84	35.0543
			C	2,944.54	6,379.84	76,558.04	36.8068
			D	3,091.77	6,698.84	80,386.02	38.6471
			E	3,246.36	7,033.78	84,405.36	40.5795
1101	Mayor*			521.08	1,129.00	13,548.00	
3527	Media Services Supervisor	TMMBU Non-Exempt	A	3,206.16	6,946.68	83,360.16	40.0770
			B	3,366.48	7,294.04	87,528.48	42.0810
			C	3,534.79	7,658.71	91,904.54	44.1849
			D	3,711.54	8,041.67	96,500.04	46.3943
			E	3,897.13	8,443.78	101,325.38	48.7141
5531	Meter Reader	TEAMSTERS	A	1,649.76	3,574.48	42,893.76	20.6220
			B	1,732.24	3,753.19	45,038.24	21.6530
			C	1,818.85	3,940.84	47,290.10	22.7356
			D	1,909.78	4,137.86	49,654.28	23.8723
			E	2,005.28	4,344.77	52,137.28	25.0660
4212	Multimedia Communications Assistant	TTSSEA	A	2,242.82	4,859.44	58,313.32	28.0353
			B	2,354.95	5,102.39	61,228.70	29.4369
			C	2,472.71	5,357.54	64,290.46	30.9089
			D	2,596.33	5,625.38	67,504.58	32.4541
			E	2,726.14	5,906.64	70,879.64	34.0768
4210	Multimedia Communications Coordinator	TTSSEA	A	2,670.79	5,786.71	69,440.54	33.3849
			B	2,804.34	6,076.07	72,912.84	35.0543
			C	2,944.54	6,379.84	76,558.04	36.8068
			D	3,091.77	6,698.84	80,386.02	38.6471
			E	3,246.36	7,033.78	84,405.36	40.5795

City of Tracy
Master Salary Schedule

DRAFT Effective 08/13/2023

Class Code	Position Title	Unit	Step	Bi-Weekly Salary	Monthly Salary	Annual Salary	Hourly Rate
4105	Office Assistant	TTSSEA	A	1,836.46	3,979.00	47,747.96	22.9558
			B	1,928.27	4,177.92	50,135.02	24.1034
			C	2,024.70	4,386.85	52,642.20	25.3088
			D	2,125.94	4,606.20	55,274.44	26.5743
			E	2,232.24	4,836.52	58,038.24	27.9030
3401	Operations Superintendent*	TMMBU	A	4,314.98	9,349.12	112,189.48	53.9373
			B	4,530.73	9,816.58	117,798.98	56.6341
			C	4,757.27	10,307.42	123,689.02	59.4659
			D	4,995.14	10,822.80	129,873.64	62.4393
			E	5,244.88	11,363.91	136,366.88	65.5610
3405	Operations Supervisor*	TMMBU	A	3,595.32	7,789.86	93,478.32	44.9415
			B	3,775.07	8,179.32	98,151.82	47.1884
			C	3,963.82	8,588.28	103,059.32	49.5478
			D	4,162.00	9,017.67	108,212.00	52.0250
			E	4,370.10	9,468.55	113,622.60	54.6263
1107	Parks Commissioner	Stipend of \$50.00 per meeting					
3509	Parks Planning & Development Manager*	TMMBU	A	4,518.06	9,789.13	117,469.56	56.4758
			B	4,743.96	10,278.58	123,342.96	59.2995
			C	4,981.15	10,792.49	129,509.90	62.2644
			D	5,230.22	11,332.14	135,985.72	65.3778
			E	5,491.75	11,898.79	142,785.50	68.6469
3507	Parks Project Coordinator*	TMMBU	A	3,571.07	7,737.32	92,847.82	44.6384
			B	3,749.63	8,124.20	97,490.38	46.8704
			C	3,937.12	8,530.43	102,365.12	49.2140
			D	4,133.98	8,956.96	107,483.48	51.6748
			E	4,340.67	9,404.79	112,857.42	54.2584
3306	Plan Check Engineer*	TMMBU	A	5,000.39	10,834.18	130,010.14	62.5049
			B	5,250.40	11,375.87	136,510.40	65.6300
			C	5,512.93	11,944.68	143,336.18	68.9116
			D	5,788.58	12,541.92	150,503.08	72.3573
			E	6,078.01	13,169.02	158,028.26	75.9751
5214	Plan Examiner I	TEAMSTERS	A	3,438.34	7,449.74	89,396.84	42.9793
			B	3,610.30	7,822.32	93,867.80	45.1288
			C	3,790.80	8,213.40	98,560.80	47.3850
			D	3,980.32	8,624.03	103,488.32	49.7540
			E	4,179.36	9,055.28	108,663.36	52.2420
5215	Plan Examiner II	TEAMSTERS	A	3,790.86	8,213.53	98,562.36	47.3858
			B	3,980.44	8,624.29	103,491.44	49.7555
			C	4,179.44	9,055.45	108,665.44	52.2430
			D	4,388.41	9,508.22	114,098.66	54.8551
			E	4,607.86	9,983.70	119,804.36	57.5983
1106	Planning Commissioner	Stipend of \$50.00 per meeting					

City of Tracy
Master Salary Schedule

DRAFT Effective 08/13/2023

Class Code	Position Title	Unit	Step	Bi-Weekly Salary	Monthly Salary	Annual Salary	Hourly Rate
4506	Planning Technician	TTSSEA	A	2,770.48	6,002.71	72,032.48	34.6310
			B	2,909.02	6,302.88	75,634.52	36.3628
			C	3,054.46	6,618.00	79,415.96	38.1808
			D	3,207.20	6,948.93	83,387.20	40.0900
			E	3,367.57	7,296.40	87,556.82	42.0946
6212	Police Captain*	TPMA	A	6,293.51	13,635.94	163,631.26	78.6689
			B	6,608.20	14,317.77	171,813.20	82.6025
			C	6,938.59	15,033.61	180,403.34	86.7324
			D	7,285.52	15,785.29	189,423.52	91.0690
			E	7,649.84	16,574.65	198,895.84	95.6230
1513	Police Chief*	DH	Min	8,092.43	17,533.60	210,403.16	101.1554
			Max	9,836.43	21,312.27	255,747.28	122.9554
4603	Police Community Relations Coordinator	TTSSEA	A	2,670.79	5,786.71	69,440.54	33.3849
			B	2,804.34	6,076.07	72,912.84	35.0543
			C	2,944.54	6,379.84	76,558.04	36.8068
			D	3,091.77	6,698.84	80,386.02	38.6471
			E	3,246.36	7,033.78	84,405.36	40.5795
6103	Police Corporal	TPOA	A	4,000.03	8,666.73	104,000.78	50.0004
			B	4,200.04	9,100.09	109,201.04	52.5005
			C	4,410.04	9,555.09	114,661.04	55.1255
			D	4,630.56	10,032.88	120,394.56	57.8820
			E	4,862.09	10,534.53	126,414.34	60.7761
4604	Police Homeless Outreach Coordinator	TTSSEA	A	2,670.79	5,786.71	69,440.54	33.3849
			B	2,804.34	6,076.07	72,912.84	35.0543
			C	2,944.54	6,379.84	76,558.04	36.8068
			D	3,091.77	6,698.84	80,386.02	38.6471
			E	3,246.36	7,033.78	84,405.36	40.5795
9501	Police Intern/Parking Enforcement Officer	LS	A				19.5000
			B				20.4800
			C				21.5000
			D				22.5700
			E				23.7000
6211	Police Lieutenant*	TPMA	A	5,446.86	11,801.57	141,618.88	68.0860
			B	5,719.22	12,391.64	148,699.72	71.4903
			C	6,005.19	13,011.25	156,134.94	75.0649
			D	6,305.45	13,661.81	163,941.70	78.8181
			E	6,620.72	14,344.89	172,138.72	82.7590
6102	Police Officer	TPOA	A	3,636.39	7,878.85	94,546.14	45.4549
			B	3,818.21	8,272.79	99,273.46	47.7276
			C	4,009.12	8,686.43	104,237.12	50.1140
			D	4,209.60	9,120.80	109,449.60	52.6200
			E	4,420.08	9,576.84	114,922.08	55.2510
9517	Police Range Master	LS	A				31.1700
			B				32.7300
			C				34.3600
			D				36.0800
			E				37.8800
4103	Police Records Assistant I	TTSSEA	A	2,276.59	4,932.61	59,191.34	28.4574
			B	2,390.43	5,179.27	62,151.18	29.8804
			C	2,509.96	5,438.25	65,258.96	31.3745
			D	2,635.43	5,710.10	68,521.18	32.9429
			E	2,767.21	5,995.62	71,947.46	34.5901

City of Tracy
Master Salary Schedule

DRAFT Effective 08/13/2023

Class Code	Position Title	Unit	Step	Bi-Weekly Salary	Monthly Salary	Annual Salary	Hourly Rate
4104	Police Records Assistant II	TTSSEA	A	2,509.92	5,438.16	65,257.92	31.3740
			B	2,635.43	5,710.10	68,521.18	32.9429
			C	2,767.17	5,995.54	71,946.42	34.5896
			D	2,905.53	6,295.32	75,543.78	36.3191
			E	3,050.82	6,610.11	79,321.32	38.1353
3626	Police Records Supervisor*	TMMBU	A	3,263.13	7,070.12	84,841.38	40.7891
			B	3,426.30	7,423.65	89,083.80	42.8288
			C	3,597.60	7,794.80	93,537.60	44.9700
			D	3,777.49	8,184.56	98,214.74	47.2186
			E	3,966.35	8,593.76	103,125.10	49.5794
9551	Police Reserve	LS	A				40.5500
6105	Police Sergeant	TPOA	A	4,494.22	9,737.48	116,849.72	56.1778
			B	4,718.96	10,224.41	122,692.96	58.9870
			C	4,954.92	10,735.66	128,827.92	61.9365
			D	5,202.66	11,272.43	135,269.16	65.0333
			E	5,462.78	11,836.02	142,032.28	68.2848
2712	Police Support Operations Manager*	CONF	A	5,795.56	12,557.05	150,684.56	72.4445
			B	6,085.34	13,184.90	158,218.84	76.0668
			C	6,389.59	13,844.11	166,129.34	79.8699
			D	6,709.07	14,536.32	174,435.82	83.8634
			E	7,044.53	15,263.15	183,157.78	88.0566
4701	Police Support Services Technician	TTSSEA	A	2,770.48	6,002.71	72,032.48	34.6310
			B	2,909.02	6,302.88	75,634.52	36.3628
			C	3,054.46	6,618.00	79,415.96	38.1808
			D	3,207.20	6,948.93	83,387.20	40.0900
			E	3,367.57	7,296.40	87,556.82	42.0946
6101	Police Trainee (Non-Sworn)	TPOA	A	3,161.98	6,850.96	82,211.48	39.5248
9638	Pool Manager	LS	A				21.3100
			B				22.3800
			C				23.4900
			D				24.6700
			E				25.9000
9533	Professional Standards Officer	LS	A				51.9500
			B				54.5500
			C				57.2800
			D				60.1400
			E				63.1500
9110	Program Assistant	LS	Min				15.5000
			Max				25.8200

City of Tracy
Master Salary Schedule

Class Code	Position Title	Unit	Step	Bi-Weekly Salary	Monthly Salary	Annual Salary	Hourly Rate
9231	Project Specialist I	LS	Min Max				15.5000 50.0100
9232	Project Specialist II	LS	Min Max				50.0200 140.9900
5518	Property and Evidence Technician	TEAMSTERS	A B C D E	2,455.21 2,577.96 2,706.87 2,842.21 2,984.31	5,319.62 5,585.58 5,864.89 6,158.12 6,466.01	63,835.46 67,026.96 70,378.62 73,897.46 77,592.06	30.6901 32.2245 33.8359 35.5276 37.3039
2585	Public Information Officer*	CONF	A B C D E	3,826.53 4,017.86 4,218.74 4,429.70 4,651.19	8,290.82 8,705.36 9,140.60 9,597.68 10,077.58	99,489.78 104,464.36 109,687.24 115,172.20 120,930.94	47.8316 50.2233 52.7343 55.3713 58.1399
3623	Public Safety Dispatch Supervisor*	TMMBU	A B C D E	3,786.70 3,976.03 4,174.85 4,383.58 4,602.77	8,204.52 8,614.73 9,045.51 9,497.76 9,972.67	98,454.20 103,376.78 108,546.10 113,973.08 119,672.02	47.3338 49.7004 52.1856 54.7948 57.5346
5502	Public Safety Dispatcher I	TEAMSTERS	A B C D E	2,836.48 2,978.29 3,127.20 3,283.56 3,447.76	6,145.71 6,452.96 6,775.60 7,114.38 7,470.15	73,748.48 77,435.54 81,307.20 85,372.56 89,641.76	35.4560 37.2286 39.0900 41.0445 43.0970
5503	Public Safety Dispatcher II	TEAMSTERS	A B C D E	3,120.87 3,276.90 3,440.75 3,612.78 3,793.43	6,761.89 7,099.95 7,454.96 7,827.69 8,219.10	81,142.62 85,199.40 89,459.50 93,932.28 98,629.18	39.0109 40.9613 43.0094 45.1598 47.4179
9512	Public Safety Dispatcher II - Per Diem	LS	A B C D E				33.1100 34.7700 36.5100 38.3300 40.2500
3214	Real Property Agent*	TMMBU	A B C D E	3,571.07 3,749.63 3,937.12 4,133.98 4,340.67	7,737.32 8,124.20 8,530.43 8,956.96 9,404.79	92,847.82 97,490.38 102,365.12 107,483.48 112,857.42	44.6384 46.8704 49.2140 51.6748 54.2584
9631	Recreation Leader I	LS	A B C D E				15.5000 15.7500 16.5400 17.3600 18.2300

City of Tracy
Master Salary Schedule

Class Code	Position Title	Unit	Step	Bi-Weekly Salary	Monthly Salary	Annual Salary	Hourly Rate
9632	Recreation Leader II	LS	A				18.7900
			B				19.7300
			C				20.7200
			D				21.7500
			E				22.8400
9633	Recreation Leader III	LS	A				21.3100
			B				22.3800
			C				23.4900
			D				24.6900
			E				25.9000
4401	Recreation Program Coordinator	TTSSEA	A	2,670.79	5,786.71	69,440.54	33.3849
			B	2,804.34	6,076.07	72,912.84	35.0543
			C	2,944.54	6,379.84	76,558.04	36.8068
			D	3,091.77	6,698.84	80,386.02	38.6471
			E	3,246.36	7,033.78	84,405.36	40.5795
3513	Recreation Services Manager*	TMMBU	A	4,248.32	9,204.69	110,456.32	53.1040
			B	4,460.76	9,664.98	115,979.76	55.7595
			C	4,683.79	10,148.21	121,778.54	58.5474
			D	4,917.99	10,655.65	127,867.74	61.4749
			E	5,163.88	11,188.41	134,260.88	64.5485
3505	Recreation Services Supervisor*	TMMBU	A	3,862.13	8,367.95	100,415.38	48.2766
			B	4,055.24	8,786.35	105,436.24	50.6905
			C	4,258.01	9,225.69	110,708.26	53.2251
			D	4,470.90	9,686.95	116,243.40	55.8863
			E	4,694.44	10,171.29	122,055.44	58.6805
9626	Recreation Specialized Instructor	LS	Min				15.5000
			Max				53.2100
4113	Senior Account Clerk	TTSSEA	A	2,483.08	5,380.01	64,560.08	31.0385
			B	2,607.23	5,649.00	67,787.98	32.5904
			C	2,737.60	5,931.47	71,177.60	34.2200
			D	2,874.48	6,228.04	74,736.48	35.9310
			E	3,018.19	6,539.41	78,472.94	37.7274
3105	Senior Accountant*	TMMBU	A	4,013.46	8,695.83	104,349.96	50.1683
			B	4,214.15	9,130.66	109,567.90	52.6769
			C	4,424.85	9,587.18	115,046.10	55.3106
			D	4,646.10	10,066.55	120,798.60	58.0796
			E	4,878.41	10,569.89	126,838.66	60.9801
4202	Senior Accounting Technician	TTSSEA	A	3,219.81	6,976.26	83,715.06	40.2476
			B	3,380.81	7,325.09	87,901.06	42.2601
			C	3,549.86	7,691.36	92,296.36	44.3733
			D	3,727.36	8,075.95	96,911.36	46.5920
			E	3,913.74	8,479.77	101,757.24	48.9218
5323	Senior Building Maintenance Worker	TEAMSTERS	A	2,845.55	6,165.36	73,984.30	35.5694
			B	2,987.81	6,473.59	77,683.06	37.3476
			C	3,137.19	6,797.25	81,566.94	39.2149
			D	3,294.07	7,137.15	85,645.82	41.1759
			E	3,458.79	7,494.05	89,928.54	43.2349
3304	Senior Civil Engineer*	TMMBU	A	5,000.52	10,834.46	130,013.52	62.5065
			B	5,250.54	11,376.17	136,514.04	65.6318
			C	5,513.08	11,945.01	143,340.08	68.9135
			D	5,788.73	12,542.25	150,506.98	72.3591
			E	6,078.17	13,169.37	158,032.42	75.9771

City of Tracy
Master Salary Schedule

Class Code	Position Title	Unit	Step	Bi-Weekly Salary	Monthly Salary	Annual Salary	Hourly Rate
5315	Senior Equipment Mechanic	TEAMSTERS	A	3,137.15	6,797.16	81,565.90	39.2144
			B	3,293.99	7,136.98	85,643.74	41.1749
			C	3,458.69	7,493.83	89,925.94	43.2336
			D	3,631.62	7,868.51	94,422.12	45.3953
			E	3,813.20	8,261.93	99,143.20	47.6650
4208	Senior Information Systems Technician	TTSSEA	A	3,324.91	7,203.97	86,447.66	41.5614
			B	3,491.16	7,564.18	90,770.16	43.6395
			C	3,665.72	7,942.39	95,308.72	45.8215
			D	3,849.01	8,339.52	100,074.26	48.1126
			E	4,041.45	8,756.48	105,077.70	50.5181
9637	Senior Lifeguard	LS	A				18.7900
			B				19.7300
			C				20.7200
			D				21.7500
			E				22.8400
5305	Senior Maintenance Worker	TEAMSTERS	A	2,662.40	5,768.53	69,222.40	33.2800
			B	2,795.50	6,056.92	72,683.00	34.9438
			C	2,935.25	6,359.77	76,317.28	36.6910
			D	3,082.05	6,677.78	80,133.30	38.5256
			E	3,236.14	7,011.64	84,139.64	40.4518
3203	Senior Planner*	TMMBU	A	4,286.61	9,287.66	111,451.86	53.5826
			B	4,500.94	9,752.04	117,024.44	56.2618
			C	4,726.00	10,239.67	122,876.00	59.0750
			D	4,962.30	10,751.65	129,019.80	62.0288
			E	5,210.41	11,289.22	135,470.66	65.1301
4410	Senior Police Records Assistant	TTSSEA	A	2,767.22	5,995.64	71,947.72	34.5903
			B	2,905.61	6,295.49	75,545.86	36.3201
			C	3,050.85	6,610.18	79,322.10	38.1356
			D	3,203.40	6,940.70	83,288.40	40.0425
			E	3,363.56	7,287.71	87,452.56	42.0445
5520	Senior Property & Evidence Technician	TEAMSTERS	A	2,700.72	5,851.56	70,218.72	33.7590
			B	2,835.76	6,144.15	73,729.76	35.4470
			C	2,977.55	6,451.36	77,416.30	37.2194
			D	3,126.42	6,773.91	81,286.92	39.0803
			E	3,282.74	7,112.60	85,351.24	41.0343
5504	Senior Public Safety Dispatcher	TEAMSTERS	A	3,440.60	7,454.63	89,455.60	43.0075
			B	3,612.64	7,827.39	93,928.64	45.1580
			C	3,793.26	8,218.73	98,624.76	47.4158
			D	3,982.93	8,629.68	103,556.18	49.7866
			E	4,182.10	9,061.22	108,734.60	52.2763

City of Tracy
Master Salary Schedule

DRAFT Effective 08/13/2023

Class Code	Position Title	Unit	Step	Bi-Weekly Salary	Monthly Salary	Annual Salary	Hourly Rate
5356	Senior Utilities Worker	TEAMSTERS	A	2,796.02	6,058.04	72,696.52	34.9503
			B	2,935.69	6,360.66	76,327.94	36.6961
			C	3,082.40	6,678.53	80,142.40	38.5300
			D	3,236.99	7,013.48	84,161.74	40.4624
			E	3,397.75	7,361.79	88,341.50	42.4719
3343	Supervising Building Inspector*	TMMBU	A	4,107.34	8,899.24	106,790.84	51.3418
			B	4,312.69	9,344.16	112,129.94	53.9086
			C	4,528.32	9,811.36	117,736.32	56.6040
			D	4,754.74	10,301.94	123,623.24	59.4343
			E	4,992.50	10,817.08	129,805.00	62.4063
3345	Supervising Construction Inspector	TMMBU Non-Exempt	A	4,000.37	8,667.47	104,009.62	50.0046
			B	4,200.38	9,100.82	109,209.88	52.5048
			C	4,410.40	9,555.87	114,670.40	55.1300
			D	4,630.91	10,033.64	120,403.66	57.8864
			E	4,862.46	10,535.33	126,423.96	60.7807
3117	System Administrator*	TMMBU	A	3,733.94	8,090.20	97,082.44	46.6743
			B	3,920.63	8,494.70	101,936.38	49.0079
			C	4,116.66	8,919.43	107,033.16	51.4583
			D	4,322.50	9,365.42	112,385.00	54.0313
			E	4,538.63	9,833.70	118,004.38	56.7329
9361	Theatre Technician	LS	A				29.7100
			B				31.1900
			C				32.7500
			D				34.3900
			E				36.1100
4420	Transit Coordinator	TTSSEA	A	2,670.79	5,786.71	69,440.54	33.3849
			B	2,804.34	6,076.07	72,912.84	35.0543
			C	2,944.54	6,379.84	76,558.04	36.8068
			D	3,091.77	6,698.84	80,386.02	38.6471
			E	3,246.36	7,033.78	84,405.36	40.5795
3515	Transit Manager*	TMMBU	A	4,159.68	9,012.64	108,151.68	51.9960
			B	4,367.64	9,463.22	113,558.64	54.5955
			C	4,586.04	9,936.42	119,237.04	57.3255
			D	4,815.33	10,433.22	125,198.58	60.1916
			E	5,056.09	10,954.86	131,458.34	63.2011
1109	Transportation Commissioner	Stipend of \$50.00 per meeting					
3424	Utilities Laboratory Superintendent*	TMMBU	A	4,314.98	9,349.12	112,189.48	53.9373
			B	4,530.73	9,816.58	117,798.98	56.6341
			C	4,757.27	10,307.42	123,689.02	59.4659
			D	4,995.14	10,822.80	129,873.64	62.4393
			E	5,244.88	11,363.91	136,366.88	65.5610
5350	Utilities Worker I	TEAMSTERS	A	1,998.42	4,329.91	51,958.92	24.9803
			B	2,098.57	4,546.90	54,562.82	26.2321
			C	2,203.09	4,773.36	57,280.34	27.5386
			D	2,313.77	5,013.17	60,158.02	28.9221
			E	2,430.60	5,266.30	63,195.60	30.3825
5353	Utilities Worker II	TEAMSTERS	A	2,538.65	5,500.41	66,004.90	31.7331
			B	2,666.03	5,776.40	69,316.78	33.3254
			C	2,798.66	6,063.76	72,765.16	34.9833
			D	2,939.20	6,368.27	76,419.20	36.7400
			E	3,085.90	6,686.12	80,233.40	38.5738

City of Tracy
Master Salary Schedule

DRAFT Effective 08/13/2023

Class Code	Position Title	Unit	Step	Bi-Weekly Salary	Monthly Salary	Annual Salary	Hourly Rate
3403	Utility Line Maintenance Superintendent*	TMMBU	A	4,396.39	9,525.51	114,306.14	54.9549
			B	4,616.19	10,001.75	120,020.94	57.7024
			C	4,847.01	10,501.86	126,022.26	60.5876
			D	5,089.35	11,026.93	132,323.10	63.6169
			E	5,343.82	11,578.28	138,939.32	66.7978
3423	Utility Maintenance Superintendent*	TMMBU	A	4,477.76	9,701.81	116,421.76	55.9720
			B	4,701.64	10,186.89	122,242.64	58.7705
			C	4,936.72	10,696.23	128,354.72	61.7090
			D	5,183.56	11,231.05	134,772.56	64.7945
			E	5,442.73	11,792.58	141,510.98	68.0341
5411	Utility Mechanic I	TEAMSTERS	A	2,990.82	6,480.11	77,761.32	37.3853
			B	3,140.36	6,804.11	81,649.36	39.2545
			C	3,297.37	7,144.30	85,731.62	41.2171
			D	3,462.24	7,501.52	90,018.24	43.2780
			E	3,635.34	7,876.57	94,518.84	45.4418
5412	Utility Mechanic II	TEAMSTERS	A	3,295.48	7,140.21	85,682.48	41.1935
			B	3,460.26	7,497.23	89,966.76	43.2533
			C	3,633.27	7,872.09	94,465.02	45.4159
			D	3,814.94	8,265.70	99,188.44	47.6868
			E	4,005.69	8,679.00	104,147.94	50.0711
5404	Utility Operator	TEAMSTERS	A	4,032.24	8,736.52	104,838.24	50.4030
			B	4,233.81	9,173.26	110,079.06	52.9226
			C	4,445.51	9,631.94	115,583.26	55.5689
			D	4,667.80	10,113.57	121,362.80	58.3475
			E	4,901.18	10,619.22	127,430.68	61.2648
3422	Wastewater Operations Superintendent*	TMMBU	A	4,477.76	9,701.81	116,421.76	55.9720
			B	4,701.64	10,186.89	122,242.64	58.7705
			C	4,936.72	10,696.23	128,354.72	61.7090
			D	5,183.56	11,231.05	134,772.56	64.7945
			E	5,442.73	11,792.58	141,510.98	68.0341
5405	Wastewater Treatment Plant Operator I	TEAMSTERS	A	2,834.55	6,141.53	73,698.30	35.4319
			B	2,976.27	6,448.59	77,383.02	37.2034
			C	3,125.08	6,771.01	81,252.08	39.0635
			D	3,281.34	7,109.57	85,314.84	41.0168
			E	3,445.42	7,465.08	89,580.92	43.0678
5406	Wastewater Treatment Plant Operator II	TEAMSTERS	A	3,125.18	6,771.22	81,254.68	39.0648
			B	3,281.41	7,109.72	85,316.66	41.0176
			C	3,445.48	7,465.21	89,582.48	43.0685
			D	3,617.78	7,838.52	94,062.28	45.2223
			E	3,798.68	8,230.47	98,765.68	47.4835

City of Tracy
Master Salary Schedule

Class Code	Position Title	Unit	Step	Bi-Weekly Salary	Monthly Salary	Annual Salary	Hourly Rate
5407	Wastewater Treatment Plant Operator III	TEAMSTERS	A	3,439.17	7,451.54	89,418.42	42.9896
			B	3,611.08	7,824.01	93,888.08	45.1385
			C	3,791.65	8,215.24	98,582.90	47.3956
			D	3,981.26	8,626.06	103,512.76	49.7658
			E	4,180.31	9,057.34	108,688.06	52.2539
3421	Water Operations Superintendent*	TMMBU	A	4,439.03	9,617.90	115,414.78	55.4879
			B	4,660.97	10,098.77	121,185.22	58.2621
			C	4,894.03	10,603.73	127,244.78	61.1754
			D	5,138.72	11,133.89	133,606.72	64.2340
			E	5,395.65	11,690.58	140,286.90	67.4456
9351	Water Patrol Aide	LS	A				17.7000
			B				18.5900
			C				19.5100
			D				20.4900
			E				21.5100
3415	Water Resources and Compliance Manager*	TMMBU	A	4,159.68	9,012.64	108,151.68	51.9960
			B	4,367.64	9,463.22	113,558.64	54.5955
			C	4,586.04	9,936.42	119,237.04	57.3255
			D	4,815.33	10,433.22	125,198.58	60.1916
			E	5,056.09	10,954.86	131,458.34	63.2011
5401	Water Treatment Plant Operator I	TEAMSTERS	A	3,020.00	6,543.33	78,520.00	37.7500
			B	3,171.00	6,870.50	82,446.00	39.6375
			C	3,329.55	7,214.03	86,568.30	41.6194
			D	3,496.02	7,574.71	90,896.52	43.7003
			E	3,670.81	7,953.42	95,441.06	45.8851
5402	Water Treatment Plant Operator II	TEAMSTERS	A	3,329.63	7,214.20	86,570.38	41.6204
			B	3,496.12	7,574.93	90,899.12	43.7015
			C	3,670.93	7,953.68	95,444.18	45.8866
			D	3,854.45	8,351.31	100,215.70	48.1806
			E	4,047.18	8,768.89	105,226.68	50.5898
5403	Water Treatment Plant Operator III	TEAMSTERS	A	3,664.15	7,938.99	95,267.90	45.8019
			B	3,847.36	8,335.95	100,031.36	48.0920
			C	4,039.74	8,752.77	105,033.24	50.4968
			D	4,241.72	9,190.39	110,284.72	53.0215
			E	4,453.80	9,649.90	115,798.80	55.6725

TRACY CITY COUNCIL

RESOLUTION NO. _____

**1) APPROVING THE MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF TRACY AND THE TRACY POLICE OFFICERS ASSOCIATION, AND
2) AUTHORIZING AN AMENDMENT OF THE CITY'S MASTER SALARY SCHEDULE TO: (A) ADDRESS CLERICAL ERRORS TO THE CITY'S MASTER SALARY SCHEDULES PREVIOUSLY APPROVED BY RESOLUTION 2023-116 AND RESOLUTION 2023-125 FOR THE POLICE CAPTAIN, POLICE LIEUTENANT, AND EXECUTIVE ASSISTANT TO THE CITY MANAGER CLASSIFICATIONS, AND (B) REFLECT THE TERMS OF THE MOU**

WHEREAS, The Memorandum of Understanding (MOU) between the City of Tracy and the Tracy Police Officers Association (TPOA) expired on June 30, 2023; and

WHEREAS, Representatives from the City and the Tracy Police Officers Association (TPOA) have met and conferred in good faith to negotiate a successor MOU; and

WHEREAS, City of Tracy and Tracy Police Officers Association agree on the terms of the successor MOU covering the period of July 1, 2023 through June 30, 2025; and

WHEREAS, Tracy Police Officers Association have ratified the terms of the successor Memorandum of Understanding covering the period of July 1, 2023 through June 30, 2025; and

WHEREAS, Staff is requesting to amend the Master Salary Schedule to correct two clerical errors. The first error resulted from an incorrect reflection of the salaries for the Police Captain and the Police Lieutenant from those reflected in the MOU for the Tracy Police Management Association (TPMA) the City Council approved on June 20, 2023 through Resolution 2023-116. The Master Salary Schedule for the TPMA MOU became effective July 2, 2023; and

WHEREAS, The second error is to reflect an internal alignment adjustment that became effective January 1, 2023. The Master Salary Schedule that became effective on July 2, 2023 does not correctly reflect this internal alignment adjustment for the Executive Assistant to the City Manager classification; and

WHEREAS, Subsequent to the approval of the TPMA MOU and related Master Salary Schedule, the City Council approved the MOUs for the Teamsters and Tracy Technical and Support Services Employee Association (TTSSEA), with corresponding updates to the Master Salary Schedule, on July 16, 2023, through Resolution 2023-125. The Master Salary Schedule approved on July 16th continue to reflect the incorrect salaries for the Police Captain, Police Lieutenant and the Executive Assistant to the City Manager classifications. As such, this Master Salary Schedule will need to be amended as well. The amendments will be retroactive to July 2, 2023.

The correct salaries, as reflected in Attachments B and C, should be as follows:

- Police Captain: \$13,635.94 - \$16,574.64 per month
- Police Lieutenant: \$11,801.57 - \$14,344.89 per month
- Executive Assistant to the City Manager: \$6,939.29 - \$8,434.70 per month

now, therefore, be it

RESOLVED: That the City Council and the City of Tracy hereby approves a new Memorandum of Understanding between the City of Tracy and Tracy Police Officers Association for the period of July 1, 2023 through June 30, 2025; and be it further

RESOLVED: That the City Council implements the provisions of the MOU and actions approved by this Resolution; and be it further

RESOLVED: That the City Council authorizes amendments to the City’s Master Salary Schedule, to reflect the terms of the new MOU; and be it further

RESOLVED: That the City Council authorizes the clerical amendments to the City’s Master Salary Schedules previously approved by Resolution 2023-116 and Resolution 2023-125.

* * * * *

The foregoing Resolution 2023-_____ was adopted by the Tracy City Council on August 1, 2023, by the following vote:

AYES:	COUNCIL MEMBERS:
NOES:	COUNCIL MEMBERS:
ABSENT:	COUNCIL MEMBERS:
ABSTENTION:	COUNCIL MEMBERS:

 NANCY D. YOUNG
 Mayor of the City of Tracy, California

ATTEST: _____
 ADRIANNE RICHARDSON
 City Clerk and Clerk of the Council of the
 City of Tracy, California

August 1, 2023

Agenda Item 6.A

RECOMMENDATION

Staff recommends that the City Council receive a briefing on and assignments for the National Night Out caravan groups.

EXECUTIVE SUMMARY

On the 1st Tuesday of August, the City Council participates in the annual National Night Out event which enhances the relationship between neighbors and law enforcement while bringing back a true sense of community.

The Tracy Police Department will provide a briefing about the event and assign Council Members to their route assignments for the participating neighborhoods, through a lottery.

COUNCIL ACTION

Staff recommends that the City Council receive a briefing on and assignments for the National Night Out caravan groups.

Prepared by: Miguel Contreras, Police Lieutenant

Attachment A: Powerpoint Presentation



CARAVAN GROUPS

Media Floaters:
Ofc. Jamora
Ofc Belmonte

	Group 1	Group 2	Group 3	Group 4	Group 5
Motors	Wilmshurst	Ventling	Speaks	Perez	Allen
Command Staff	Chief Millington	Cpt. Lopez, 5409	Lt Contreras	Capt. Mejia, 5407	Lt. Muir, Patrol vehicle
	Sgt. Richards	Lt. Roehlk, patrol car	Lt. Kootstra, 5460	Lt. Hernandez	Sgt. Criswell
	Veronica Nunez			Beth Lyons-McCarthy	
Equipment	Drones	Command Post	Bearcat	ASO Truck	ASO Truck
	Sgt. Richards*	Lt. Ysit	SRO Contreras	ASO Sena	ASO Potkinjak
Media Team	*Sgt. Richards	Ysit*	Ofc. Alexander, bearcat	Kaylin Heefner, 5440	Ofc. Galindo
TPD Personnel					
CSD	NRO Ford, Recruitment Car	SRO Brown	Sgt. Graham	NRO Brandi, 5451	Hector Jimez, FF Van
	NRO Pavelski	Steve Abercrombie, DARE Car	SRO Contreras*	Cherise Acosta, 5440	SRO Flores
Code	Ana Contreras, CODE Ford Explorer	Bobby Alcantar, CODE ford escape	Shawn Potter, CODE ford escape	Lilia Perez, CODE ford escape	Ana Almos, CODE ford escape
	Lacy Starling				Marty Vargas
Dispatch		Jessica Henry	Crissy Shevlin	Heidi Horner , blue car with Beth	
Records					
ASO				Sheryl Tapia	Bonnie Crawford
CST			CST Tania Santillian	CST Bryan Desouza	CST Pedro Valles
Explorers	Explorer 1*	Explorer 2	Explorer 3	Explorer 4	Explorer 5
	Explorer 6	Explorer 7			
Detectives	Sgt Jose Silva	Cpl Kenny Steele	Det. Ortiz	Det. Zuniga	Det. Cockey
VIPS		Dave & Mercedes	Frank & Ron	Spivey & Don	Heather & Kesia
Chaplains	Bledsaw	Heinrich	Higgins	Martinez	Parker
City Personnel	Karin Schnaider-City Managers	Kim Murdaugh- HR	Brian MacDonald- Interim Asst. CM	Tom McCarthy-PW	
Channel 26					
Tracy Crime Stoppers	Micki Salas	Joel St. John	Conrad Levoit		Jenni Moore
Special Guests	DLA Grp 1	Chief Deputy DA Jeff Derman	AMR- 2 person team	Darcella- Tracy Chamber	DLA Grp 2
		Alex Kalinin		Maria- Tracy Chamber	
CHP	Varied	Varied	Varied	Varied	Varied
FIRE	YES	YES	YES	YES	YES



REGISTERED PARTIES

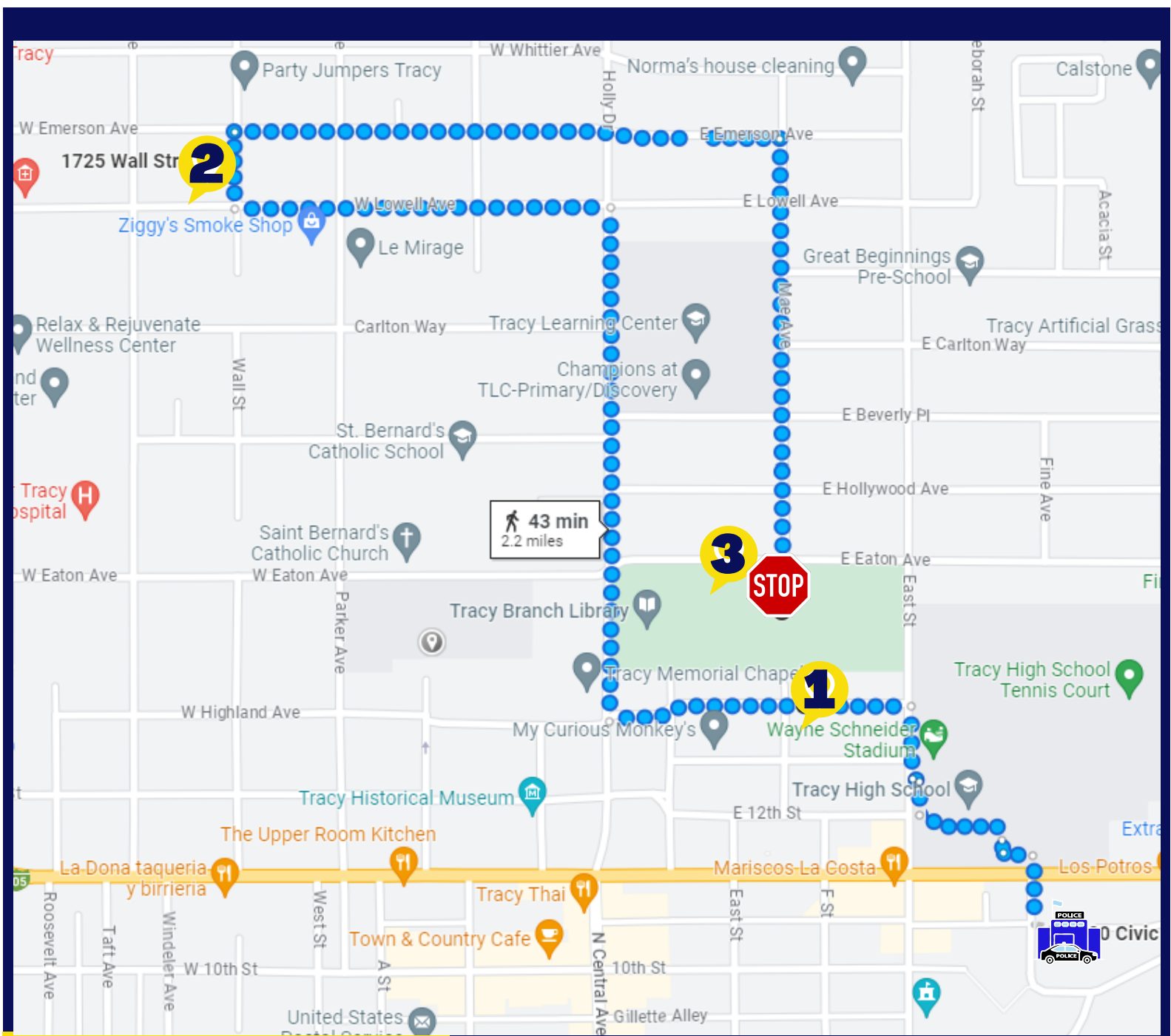
Group 1	Group 2	Group 3	Group 4	Group 5
Briefing- Council Chambers @5pm	Briefing- Council Chambers @5pm	Briefing- Council Chambers @5pm	Briefing- Council Chambers @5pm	Briefing- Council Chambers @5pm
Caravan Staging @5:30pm	Caravan Staging @5:30pm	Caravan Staging @5:30pm	Caravan Staging @5:30pm	Caravan Staging @5:30pm
Caravans Depart 5:45pm	Caravans Depart 5:45pm	Caravans Depart 5:45pm	Caravans Depart 5:45pm	Caravans Depart 5:45pm
6-6:45pm	6-6:30pm	6-6:30pm	6-6:30pm	6-6:30pm
1725 Wall St	San Joaquin Housing Authority	377 W Mt. Diablo	Lolly Hansen Sr Center	Redbridge Pool Driveway
Stephany Chavez	311 West Street	Juan Carlos Iniguez	375 E 9th St	Driveway
209-855-0813	Connie Henderson	209-832-2749	Amanda Jensen	Rosalie Enget
	209- 460-5046		209-831-6210	925-389-7237
6:55-7:35pm	6:40-7:10pm	6:40-7:10pm	6:40-7:10pm	6:40-7:10pm
163 E. Highland	1980 Thomas Dehaven	McDonald Park	Parkside/Winter	1682 Duncan Dr
Jossy Alford	Cynthia Reis	Ruth Acosta	Allen Cuenca	Marla Israel
209-814-4770	209-480-6478	209-914-2092	916-390-1003	209-482-4675
7:45-8:30pm	7:20-7:50pm	7:20-7:50pm	7:20-7:50pm	7:20-7:50pm
Lincoln Park	Parkside Dr/Arches Ct	108 Regina	Sister Cities Park	Kenner Park
Renee Saenz	Gail Shrive	John Silva	Stella Lakey	PArks and Rec-Lauren Reppetto
209-814-8821	510-544-9400	209-471-0872		209-831-6224
	8-8:30pm	8-8:30pm	8-8:30pm	8-8:30pm
	Ellis, Village Green Park	1355 Eastlake Circle	Tracy Family Resource Center	11473 W. Larch Rd
	Krishna Marukurti	Sarah Avila-Ward	236 W Beverly	Ayesha Nic-Gongora
	618-303-2795	209-914-0850	David Eveler	510-240-8450
			209-229-4920	



Group Staging Area

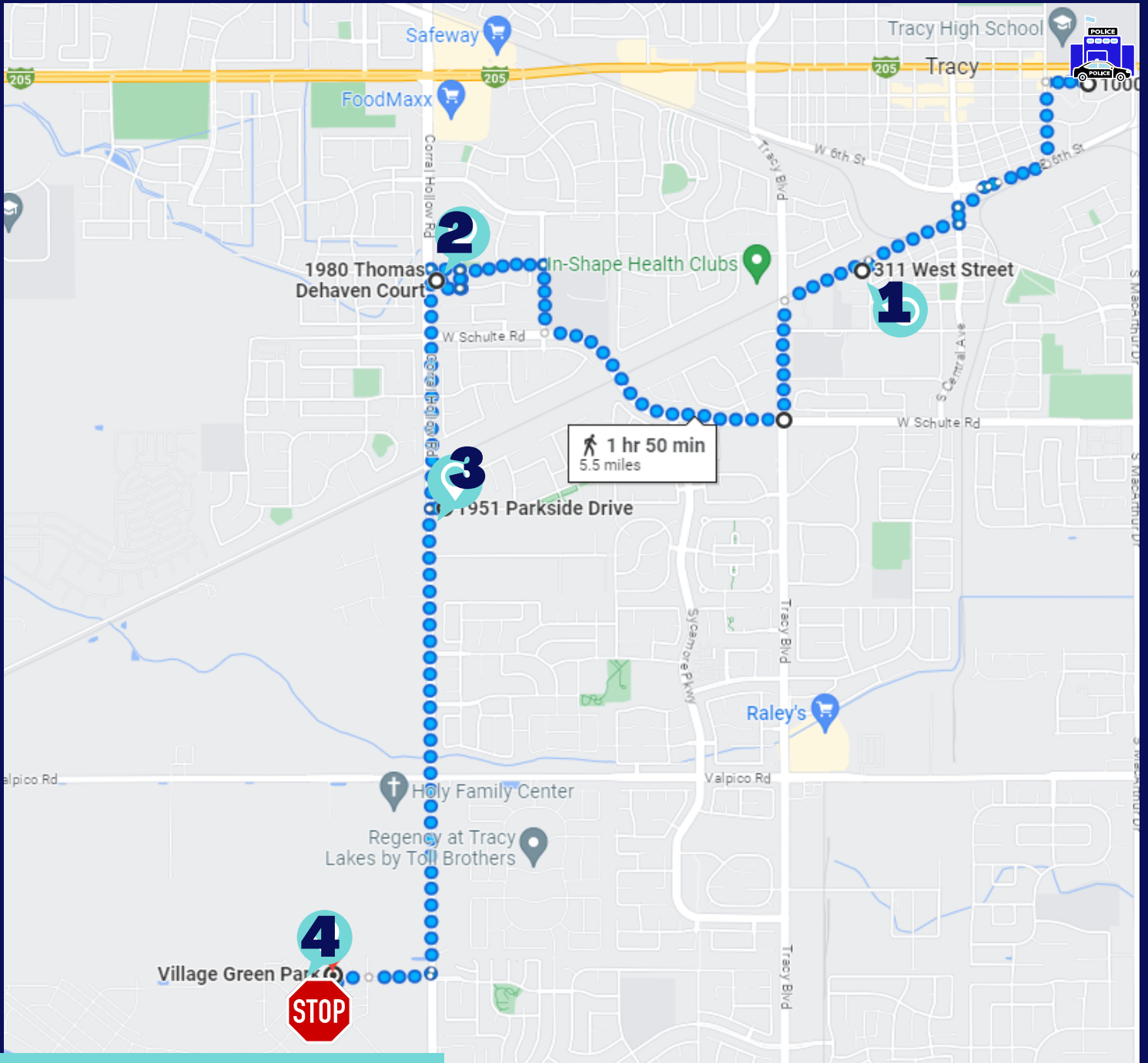


- Group 1** City Hall/Fountain
- Group 2** North PD Parking Lot
- Group 3** East Side Parking Lot
- Group 4** Annex North Parking Lot
- Group 5** North City Hall Parking Lot



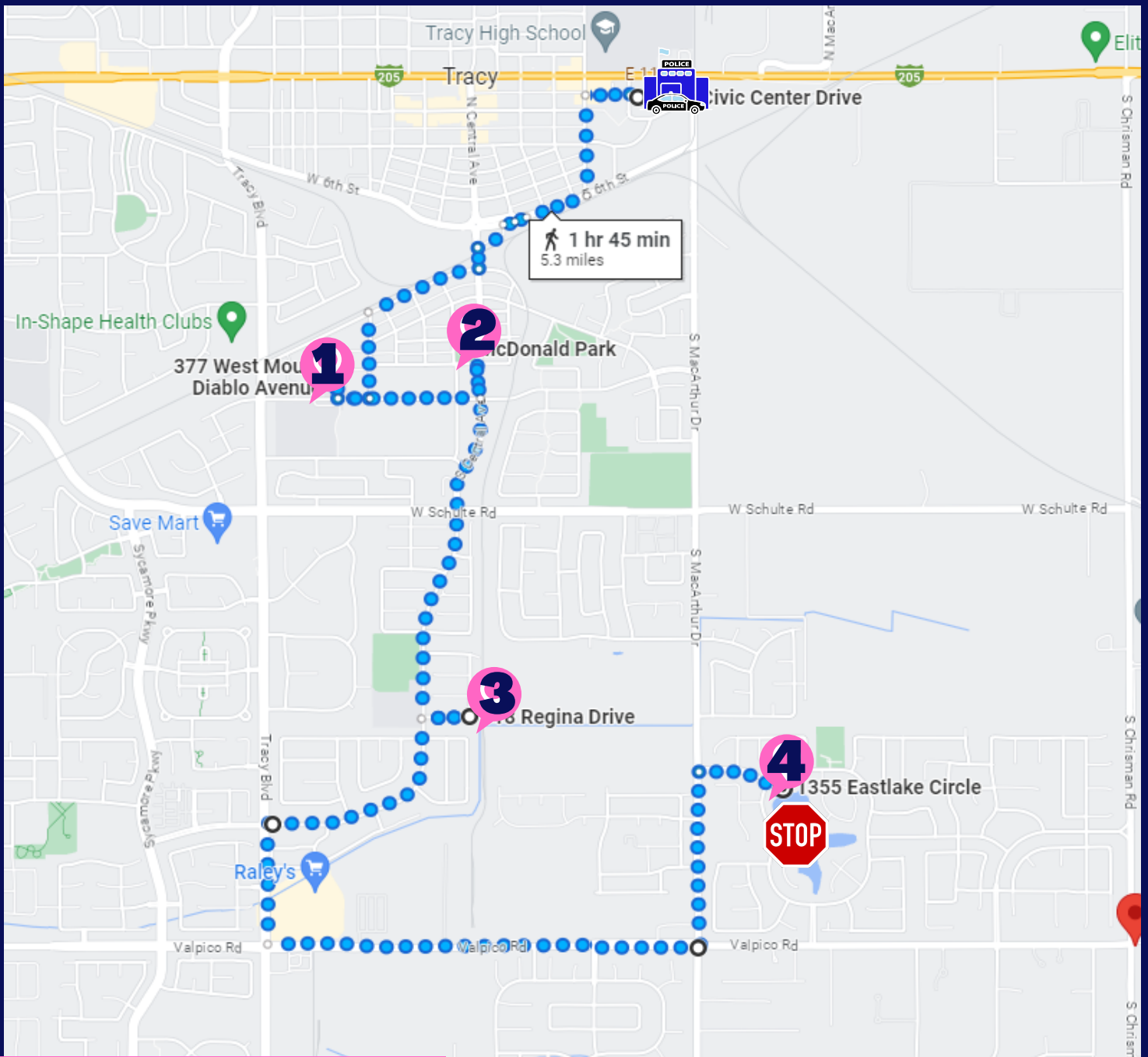
Group 1

- 1** 16 E Highland
- 2** 1725 Wall St
- 3** Lincoln Park-2 E Eaton Ave



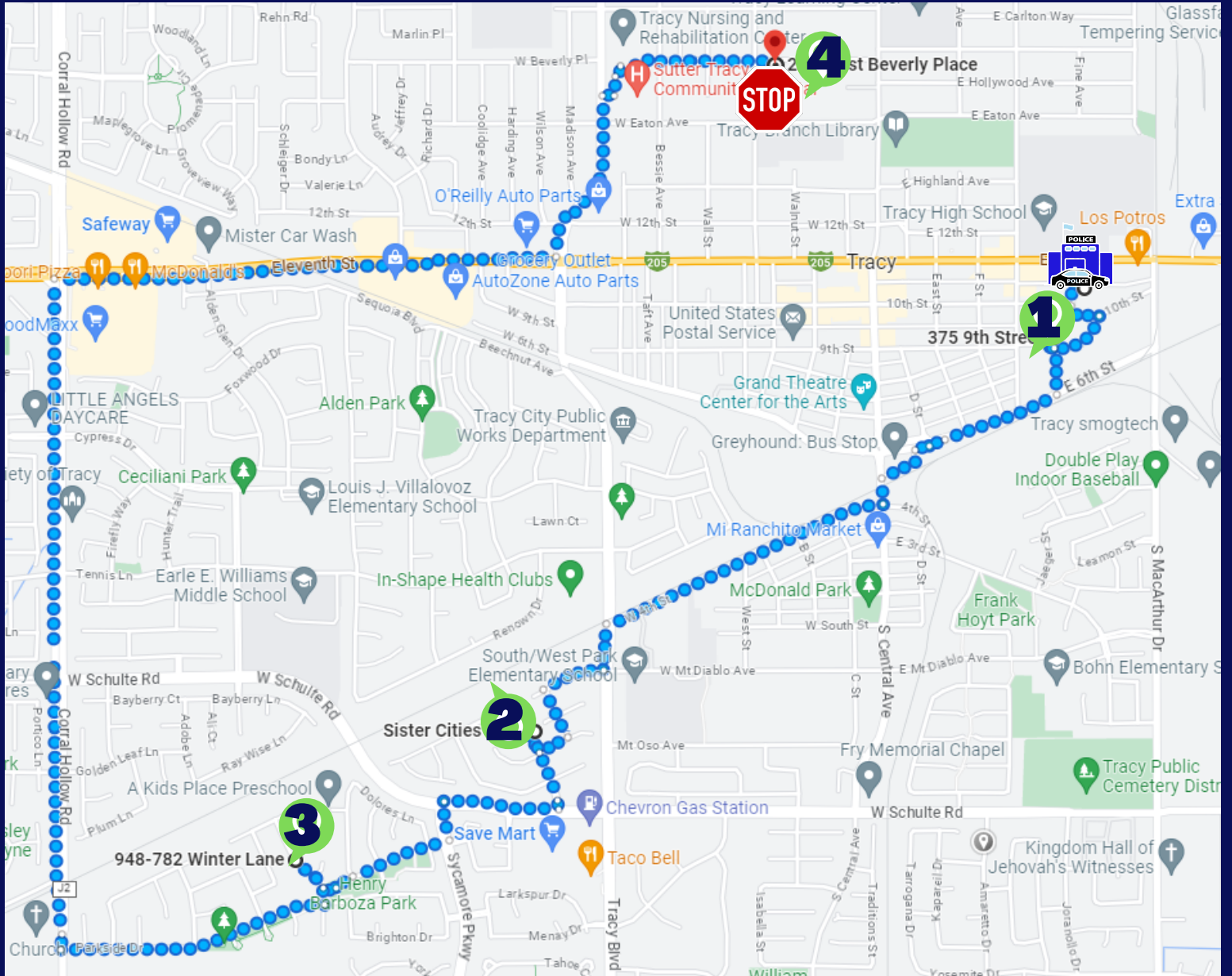
Group 2

- 1** SJC Housing Authority-311 West St
- 2** 1980 Thomas Dehaven
- 3** Parkside Dr/Arches CT
- 4** Village Green Park-2205 Ellis Town Dr, Tracy, CA 95377



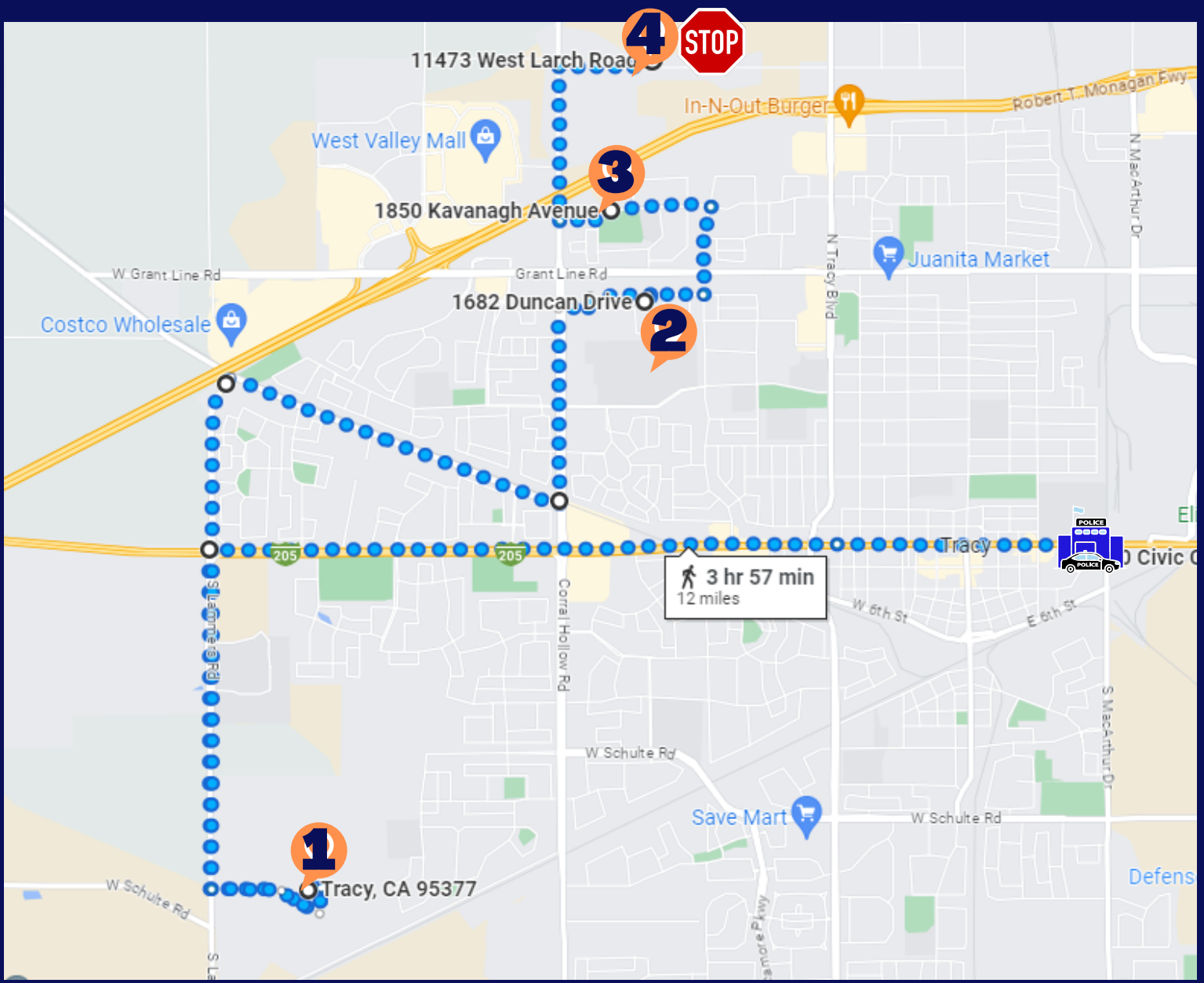
Group 3

- 1** 377 W Mt Diablo
- 2** McDonald Park- 25 N Central Ave
- 3** 108 Regina
- 4** 1355 Eastlake Cir



Group 4

- 1** Lolly Hansen Sr Center- 375 E 9th St
- 2** Parkside Ct/ Winter
- 3** 420 Morris Phelps Dr
- 4** Tracy Family Resource Center-236 W Beverly



Group 5

- 1** Redbridge Pool Driveway- Belmont
- 2** 1682 Duncan Dr
- 3** Kenner Park- 1850 Kavanagh Ave
- 4** People of Christ MBC- 11473 W Larch Rd