

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: **Friday, June 29, 2018, 3:00 p.m.**
(or as soon thereafter as possible)

Location: **Council Chambers, City Hall**
333 Civic Center Plaza, Tracy

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.

1. Call to Order
2. Roll Call
3. Items from the Audience - In accordance with Procedures for Preparation, Posting and Distribution of Agendas and the Conduct of Public Meetings, adopted by Resolution 2015-052 any item not on the agenda brought up by the public at a meeting, shall be automatically referred to staff. If staff is not able to resolve the matter satisfactorily, the member of the public may request a Council Member to sponsor the item for discussion at a future meeting.
4. APPROVE THE COMPENSATION AND BENEFITS PLAN BETWEEN THE CITY OF TRACY AND THE CONFIDENTIAL EMPLOYEES UNIT, AUTHORIZE THE CITY MANAGER TO INCREASE APPROPRIATIONS, AND AUTHORIZE AN AMENDMENT OF THE CITY MASTER SALARY SCHEDULE
5. APPROVE THE COMPENSATION AND BENEFITS PLAN FOR DEPARTMENT HEADS, AUTHORIZE THE CITY MANAGER TO INCREASE APPROPRIATIONS, AND AUTHORIZE AN AMENDMENT OF THE CITY MASTER SALARY SCHEDULE
6. APPROVE THE MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF TRACY AND THE TRACY MID-MANAGERS BARGAINING UNIT, AUTHORIZE THE CITY MANAGER TO INCREASE APPROPRIATIONS, AND AUTHORIZE AN AMENDMENT OF THE CITY MASTER SALARY SCHEDULE
7. APPROVE THE MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF TRACY AND THE TRACY POLICE MANAGERS ASSOCIATION, AUTHORIZE THE CITY MANAGER TO INCREASE APPROPRIATIONS, AND AUTHORIZE AN AMENDMENT OF THE CITY MASTER SALARY SCHEDULE

8. Adjournment

A handwritten signature in cursive script, reading "Robert Lukman", written in black ink.

Mayor

Thursday, June 28, 2018

The City of Tracy complies with the Americans with Disabilities Act and makes all reasonable accommodations for the disabled to participate in public meetings. Persons requiring assistance or auxiliary aids in order to participate should call City Hall (209-831-6105), at least 24 hours prior to the meeting.

Any materials distributed to the majority of the Tracy City Council regarding any item on this agenda will be made available for public inspection in the City Clerk's office located at 333 Civic Center Plaza, Tracy, during normal business hours.

AGENDA ITEM 4

REQUEST

APPROVE THE COMPENSATION AND BENEFITS PLAN BETWEEN THE CITY OF TRACY AND THE CONFIDENTIAL EMPLOYEES UNIT, AUTHORIZE THE CITY MANAGER TO INCREASE APPROPRIATIONS, AND AUTHORIZE AN AMENDMENT OF THE CITY MASTER SALARY SCHEDULE

EXECUTIVE SUMMARY

The Compensation and Benefits Plan between the City of Tracy and the Confidential Employees Unit expires on September 30, 2018. The Confidential Employees Unit is unrepresented and composed of employees who are directly involved in labor negotiations, or have access to information related to labor relation strategies or are otherwise involved in highly confidential matters. Representatives from the City and the Unit have met and consulted on the various elements covered by the Plan. Agreement was reached on a new Plan covering a period of 36 months (three years), effective on July 1, 2018, and expires June 30, 2021.

DISCUSSION

There are five key changes in the new CEU Compensation and Benefits Plan. The key changes are as follows:

1. Salary Adjustments for all classifications:

July 2018	4% salary adjustment
July 2019	4% salary adjustment
July 2020	4% salary adjustment
2. Increase life insurance for Confidential Management Employees by \$100,000 and \$25,000 for Non-Exempt Confidential Employees for a maximum of \$150,000 and \$75,000 in coverage, respectively
3. Remove service requirement for employer matching contribution to deferred compensation plan
4. Non-Exempt Confidential Employee Pay of \$50.00 per month
5. Additional eight (8) hours of Management Leave added for Confidential Management employees

Other changes to the Compensation and Benefits Plan consist of adding provisions or amendments to include updated statutory language or to further clarify current practices. Additionally, this unit's contract term is being brought in line with other bargaining groups providing for a July 1, 2018 start date instead of September 30, 2018.

The City's Master Salary Schedule contains the salary changes for employee classifications that are part of CEU. The Master Salary Schedule must be amended to reflect the terms of the new Compensation and Benefits Plan as listed in Exhibit A.

STRATEGIC PLAN

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

Governance Strategy

Goal 1: Further develop an organization to attract, motivate, develop, and retain a high-quality, engaged, high-performing, and informed workforce.

Objective 1b: Affirm organizational values.

FISCAL IMPACT

The financial impact to the City contained in the changes to the sections of the Compensation and Benefits Plan listed above for the term of this Compensation and Benefits Plan is shown in the table below:

	FY 18/19	FY19/20	FY 20/21
	Year 1 Effective July 2018	Year 2 Effective July 2019	Year 3 Effective July 2020
General Fund	\$ 48,248	\$ 98,425	\$ 150,610
Non- GF	\$ 46,356	\$ 94,566	\$ 144,704
Total	\$ 94,603	\$ 192,991	\$ 295,314

RECOMMENDATION

That the City Council, by resolution, approve the Compensation and Benefits Plan between the City of Tracy and the Confidential Employees Unit, authorize the City Manager to increase appropriations, and authorize an amendment of the City Master Salary Schedule.

Prepared by: Midori Lichtwardt, Interim Assistant City Manager

Approved by: Randall Bradley, City Manager

Attachment: Exhibit A – Confidential Employees Unit (CEU) Compensation and Benefits Plan
Exhibit B – Master Salary Schedule

EXHIBIT A

COMPENSATION AND BENEFITS PLAN

BETWEEN

THE CITY OF TRACY

AND

CONFIDENTIAL EMPLOYEES UNIT

**July 1, ~~2015-2018~~ through ~~September~~ June 30,
2018~~2021~~**

~~Amended Per Council Resolution # 2018- on June 5, 2018~~



Think Inside the Triangle™

**Human Resources Department
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Tracy, CA 95376
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CONFIDENTIAL EMPLOYEES UNIT
July 1, 2015-2018 through September-June 30, 2018-2021
Amended Per Council Resolution 2014121 on June 16, 2016

Table of Contents

<u>Section</u>	<u>Topic</u>	<u>Page</u>
1	Purpose and Intent	1
2	Confidential Employees Unit Membership	1
3	Compensation	1
	A. Salary Plan.....	1
	B. Components of Salary	2
	C. Overtime – Assistance by Hire/Strike Team	3
4	Leaves	3
	A. Vacation	3
	B. Management Leave	3
	C. Floating Holidays.....	3
	D. Maximum Accrual of Leave	3
	E. City Buy-Back of Accrued Leave	3
	F. Sick Leave Accrual	4
	G. Conversion of Sick Leave Balance Upon Retirement/Death/Termination	4
	H. Bereavement Leave	4
	I. Holiday Pay for Division Fire Chiefs.....	5
5	Benefits	5
	A. CalPERS Retirement	5
	B. Insurance.....	7
	C. Deferred Compensation.....	9
	D. Management and Professional Development Benefit	10
	E. Uniform Allowance.....	10
	F. Annual Physical.....	10
	G. Educational Expenses Reimbursement	10
6	Miscellaneous	10
	A. Retiree Health Saving Account.....	10
	B. Establishment of Additional Deferred Compensation Vehicles.....	11
	Exhibit A – Confidential Employees Unit Salary Schedules	12

**CITY OF TRACY
CONFIDENTIAL EMPLOYEES UNIT
COMPENSATION AND BENEFITS PLAN**

July 1, 2015-2018 through September-June 30, 2018-2021

Section 1: Purpose and Intent

The City Council desires to establish a Confidential Employees Compensation and Benefits Plan. Confidential Management staff is exempt from the Fair Labor Standards Act (FLSA) and is covered by the authority of the Personnel Rules and Regulations. Confidential Non-Management staff is non-exempt from the Fair Labor Standards Act (FLSA) and is covered by the authority of the Personnel Rules and Regulations. The City Manager is empowered to grant compensation adjustments as specified in the Confidential Employees Compensation and Benefits Plan.

The City of Tracy is desirous of providing greater service to its citizens, and of recruiting and maintaining qualified ~~Confidential Management~~ staff. The following plan provides the basis for recognition, benefits and compensation, effective July 1, ~~2015-2018~~ through ~~September-June 30, 2018-2021~~.

Section 2: Confidential ~~Management~~ Employee Unit Membership

Confidential Management positions covered by this plan exclusively are as follows:

Arts Program Manager
Assistant City Attorney
Assistant Director of DES
Assistant Director of DES/City Engineer
Budget Officer
Deputy City Attorney I/II
Fire Division Chief
Executive Assistant to the City Manager
Finance Division Manager
Fire Marshal
Human Resources Analyst I/II
Human Resources ~~Division~~-Manager-II
Information Technology Manager
Police Support Operations Manager
Public Information Officer
Senior Human Resources Analyst

Non-Management Confidential positions covered by this plan exclusively are as follows:

Administrative Assistant II (when assigned to Human Resources)
Executive Assistant (when assigned to Human Resources)
Human Resources Technician
Legal Secretary

Section 3: Compensation

A. Salary Plan

There shall be a five-step salary range for all classifications.

All rates of pay set forth in this Section represent the standard rate of pay for full-time employment for each classification. Employees occupying a position in a classification covered by this Plan shall be paid at a base salary within the range established for that position's classification. The salary ranges for all classifications covered in the plan shall be increased as outlined in this Section.

1. Equity Increases

There shall be no equity increases for the employees covered under this Compensation and Benefits Plan for the term of this agreement.

~~2. Cost of Living Adjustments~~

~~2.~~

~~Effective the beginning of the first full pay period following adoption of this Compensation and Benefits Plan by the City Council, employees who are employed by the City at the time of ratification and adoption of this agreement shall receive a one-time lump sum payment representing (i) 8.0% of the employee's base salary on the salary schedule at the time of the payment for "miscellaneous" employees and (ii) 9.0% of the employee's base salary on the salary schedule at the time of the payment for "safety" employees.~~

~~Effective the beginning of the first full pay period in July 2016, employees who are employed by the City at the time of ratification and adoption of this agreement shall receive a one-time lump sum payment representing 6.0% of the employee's base salary on the salary schedule at the time of the payment~~

Effective the beginning of the first full pay period of July ~~2016~~2018, employees shall receive a wage increase equal to four percent (4.0)% ~~3.0%~~.

~~Effective the beginning of the first full pay period in July 2017, employees who are employed by the City at the time of ratification and adoption of this agreement shall receive a one-time lump sum payment representing 3.0% of the employee's base salary on the salary schedule at the time of the payment.~~

Effective the first full pay period of July ~~2017~~2019, employees shall receive a wage increase equal to four percent (4.0)% ~~2.0%~~.

Effective the first full pay period of July 2020, employees shall receive a wage increase equal to four percent (4.0)%.

3. Compaction in Division Fire Chief Classification

No later than six (6) months after of the date upon which this Compensation and Benefits Plan is adopted by the City Council, the City agrees to analyze the issue of whether there is compaction between the classification of Division Fire Chief and the classification of ~~Fire Captain~~ Battalion Chief and report back to this Unit with the results of that analysis.

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B. Components of Salary

The City Manager is authorized to set the salary of employees in the Confidential Management Employees Unit at any step within the salary range.

1. Base Salary

This is the amount set at any step within the range at initial appointment and will be subject to adjustment until the Confidential Management employee reaches the top step of the range. Base salary may be adjusted on an annual basis by the City Manager, based on meritorious performance and the recommendation of the Department Head, but not to exceed the established range.

C. Overtime

1. Fire Division Chief - Assistance By Hire /~~Strike Team~~Back-Fill

Division Fire Chiefs assigned to work with other entities ~~in response to task force, strike team, or for through~~ "Assistance By Hire" or "California Fire Assistance Agreements" ~~assignments on behalf of a third party and/or~~ Fire Division Fire Chief's backfilling for ~~Division Fire Battalion~~ Chiefs on assignment to work ~~with other entities through~~ "Assistance By Hire" or "California Fire Assistance Agreements", shall be eligible for ~~overtime~~ compensation ~~at their regular hourly rate or~~ at a rate equivalent to time and one half of the employee's base hourly rate as provided on the City of Tracy Master Salary Schedule for each hour of such assignment if the contract for such assignment, or the conditions of reimbursement from the third party, provide for reimbursement of ~~overtime said costs, at either straight time or time and one-half hourly rate. The intent of this paragraph is to provide the Division Fire Chiefs compensation at the rate that is reimbursed to the City by a third party for services provided by the Division Fire Chief.~~ The City shall not be responsible for payments not reimbursed by a third party.

2. Non-Management Confidential Employees

Confidential Non-Management employees are non-exempt from the provisions of the Fair Labor Standards Act (FLSA) with regard to compensation for overtime worked. With the approval of their supervisor and the Department Head, the employee will earn overtime or compensatory time for actual hours work as assigned (recorded in 15 minute increments). Leave time, whether paid or unpaid, is not included in computing the work period for overtime purposes. Compensatory time accrual may not exceed 120 hours. Employees shall receive pay for overtime hours worked in excess of the 120 hour compensatory time maximum accrual.

Overtime is defined as hours worked in excess of the employee's regular work shift that has the prior approval of the Department Head or designee.

- a) If an employee is required to perform unanticipated overtime of two (2) hours or more, the City shall pay a meal allowance of seven dollars (\$7)

to the employee. "Unanticipated overtime" means that the affected employee did not receive notice of the overtime until the same day as the overtime assignment occurred. The two (2) hour minimum must occur at a time which would normally include the employee's regular mealtime.

Section 4: Leaves

A. Vacation

Employees shall accrue vacation at the following rates:

0-5 years	96 hours per year
6-10 years	136 hours per year
11-15 years	176 hours per year
16-20 years	192 hours per year
21+ years	216 hours per year

D. Management Leave for Confidential Management Employees

The City provides management leave in recognition of the need to devote more than 40 hours per week to their duties. Effective July 1, 2018, the City shall provide management leave in the amount of 442-120 hours per calendar year to Confidential Management employees in the Confidential Employees Unit. Eligible employees employed by the City as of July 1, 2018 shall receive a prorated number of hours for 2018. Newly hired or promoted employees who are Confidential Management employees shall receive a prorated number of hours based on their start date in a Confidential Management position.

C. Floating Holidays

16 hours of floating holiday leave per calendar year shall be granted to all employees in the Confidential Employees Unit.-

D. Maximum Accrual of Leave

The maximum accrual for Confidential Management employees for vacation, management leave, and floating holidays shall be the total accrual for each type of leave, not to exceed 600 hours.

The maximum accrual for Confidential Non-Management employees for vacation and floating holidays shall not exceed a total of 400 hours.

E. City Buy-Back of Accrued Leave

All employees in the Confidential Employees Unit are allowed an optional buy-back of accumulated leave. They may, twice in a calendar year, buy back up to 50 percent (50%) of accumulated leave, but not more than the equivalent of one (1) year's earning rate for vacation, management leave and floating holidays. The hourly rate is the annual salary divided by the annual hours of work.

F. Sick Leave Accrual

All employees in the Confidential Employees Unit shall be eligible to accrue sick leave at the following rates:

One day, eight (8) hours, for each month of service.

Anyone employed prior to January 1, 1987 shall be entitled to the following: two (2) days, 16 hours for each month of service beginning the 21st year of employment and thereafter.

Unlimited accrual of sick leave is allowed.

Confidential Management 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 as child, parent or spouse.

Confidential Non-Management Employees may take unlimited days of sick leave for care of their immediate family. Immediate family is defined as child, parent or spouse.

Sick leave is to be used for 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. Sick leave may also be used by employees who are victims of domestic violence, sexual assault or stalking and who need to take time off of work for any of the reasons set forth in California Labor Code sections 230 and 230.1.

G. Conversion of Sick Leave Balance Upon Retirement/Death/Termination

Upon retirement, employees 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. The retired employee and his/her dependents shall be entitled to continued group health insurance coverage, dental and/or vision coverage in effect at the time, with premiums for such coverage being deducted from the medical insurance bank until said bank is exhausted. Thereafter, the employee and his/her dependents may continue to participate in the City's group health, dental and/or vision plans provided the City receives the employee's payment for the premium by the 10th of each month for the following month's coverage.

Subject to approval by the City, retirees may elect to utilize funds in their medical insurance bank to purchase alternate medical coverage.

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

Upon death, the employee's estate shall receive straight-time pay for all accrued sick leave in excess of 960 hours.

If an employee in the Confidential Employees Unit terminates or is terminated for any reason, all accumulated sick leave shall be canceled. Such accumulated sick leave, however, shall be credited to such employee if they return to City employment within two (2) years of such termination.

H. Bereavement Leave

In the event of a death in the immediate family of an employee, the employee shall be allowed to take paid bereavement leave not to exceed five (5) workdays within two (2) weeks of the date of death of the family member. The employee may, with his/her Department Director's permission, use vacation leave if additional leave is required. Such permission shall not be unreasonably refused. In the event of the death of a relative, not a member of the immediate family, absence from duty shall be allowed not to exceed one (1) day. Such absences shall not be charged to sick leave.

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

In special cases, with the approval of the Department Director, the Personnel Officer may grant bereavement leave in other circumstances.

I. Holiday Pay for Division Fire Chiefs

If a Division Fire Chief is required to work on an observed holiday, the employee will receive an additional eight (8) hours of vacation leave in addition to straight time pay for hours worked.

Section 5: Benefits

A. CalPERS Retirement

1. CalPERS Formula

Miscellaneous employees hired on or before December 16, 2010 shall receive the single highest year and 2.5% at 55 benefit formula provided through the California Public Employees' Retirement System (CalPERS).

Miscellaneous employees hired on or after December 17, 2010 and on or before December 31, 2012 shall receive average of three (3) consecutive highest years and 2% at 55 benefit formula provided through the California Public Employees' Retirement System (CalPERS).

Miscellaneous employees hired on or after January 1, 2013 and who qualify as "new employees" under the Public Employees' Pension Reform Act ("PEPRA") shall be subject to all the provisions of that law, including but not limited to the 2% at 62 benefit formula provided through the Public Employees' Retirement System (CalPERS) with a three year final compensation period.

Safety employees hired on or before July 1, 2010 shall receive CalPERS 3% at 50 and single highest year formula provided through the Public Employees' Retirement System (CalPERS).

Safety employees hired on or after July 2, 2010 and on or before December 31, 2012 shall receive CalPERS 3% at 55 and single highest year formula provided through the Public Employees' Retirement System (CalPERS).

Safety employees hired on or after January 1, 2013 meeting the definition of "new member" under PEPRA shall be subject to all the provisions of that law, including but not limited to the two point seven percent at age 57 (2.7% at 57) retirement formula with a three year final compensation period.

2. Payment of CalPERS Retirement Benefit

a. Payment of Employer Share of PERS Contribution for Confidential Management Employees

Each Confidential employee in this unit shall pay 3% towards the employers share of CalPERS pension regardless of what CalPERS pension formula employee is applicable to employee. In exchange, the City shall pay the corresponding salary increase that represents the 3% contribution. The parties agree that should the parties negotiate elimination of the 3% contribution towards the employers share or such contribution becomes contrary to any subsequent rules, regulations and/or law rendering the contribution null and void that the equivalent salary increase conferred in this section shall also cease and become null and void.

The City agrees to continue to pay the remainder of the employer contribution for the City's CalPERS retirement benefit.

b. Miscellaneous Employees

Miscellaneous employees hired on or before December 16, 2010, and under the first tier CalPERS retirement formula (2.5% at 55), shall pay 8% of salary contribution towards employee statutory share of CalPERS retirement during the term of this Compensation and Benefits Plan.

For miscellaneous employees hired after December 16, 2010 and on or before December 31, 2012 under the second-tier CalPERS retirement formula (2% and 55), shall pay 7% of salary contribution towards employee statutory share of CalPERS retirement during the term of this Compensation and Benefits Plan.

Miscellaneous employees who receive the CalPERS retirement formula of 2% at 62 shall pay the employee contribution required by PEPRA, currently calculated at fifty percent (50%) of the normal cost.

c. Safety Employees

Safety employees hired under the first tier CalPERS retirement formula (3% at 50) or the second tier CalPERS retirement formula (3% at 55) shall pay the 9% employee contribution towards the employee statutory share of CalPERS retirement during the term of this Compensation and Benefit Plan.

Safety employees who receive the CalPERS retirement formula of 2.7% at 57 shall pay the employee contribution required by PEPRA, currently calculated at fifty percent (50%) of the 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.

The parties may reopen negotiations to discuss the impact of any changes to the Public Employment Retirement Law which occur during the term of this Compensation and Benefits Plan.

B. Insurance

1. Medical

1.1 Plans Provided

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

1.2 New Employees

New employees hired after July 1, 2007, shall be required to select 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.

2. Dental

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

3. Vision Care

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

4. Life Insurance

Upon Council approval of this Compensation and Benefit Plan, effective July 1, 2018, ~~the City shall provide Confidential Management employees life insurance coverage of \$150,000, as soon as administratively feasible. This coverage will be mandatory for all employees in the Confidential Employees Unit.~~ Upon Council approval of this Compensation and Benefit Plan, effective July 1, 2018, ~~the City shall provide Non-Exempt Confidential employees life insurance coverage of \$75,000, as soon as administratively feasible.~~ The City will fully pay the premium by adding the actual cost of the premium to the amount provided in the Cafeteria Plan each month.

5. Short-Term Disability Insurance (STD)

Short Term Disability insurance is provided to all employees in the Confidential Employees Unit through Standard Insurance with the premium paid by employees at the rate of .83% of the monthly salary.

Short Term Disability Insurance payments may be available to employees who cannot work because of sickness or non-work related injuries as determined by the STD insurance provider. STD payments shall be integrated with accumulated sick 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 is available, the employee will continue to receive normal paychecks. Payments received from the insurance carrier shall be turned in to the City. When such checks are received by the City, a portion of the employee's next paycheck, equal to the amount turned in, shall be recorded as nontaxable pay and sick leave shall be charged only for the amount of the City's share of the paycheck.

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

6. Long Term Disability Insurance (LTD)

City paid Long Term Disability Insurance shall be provided to all employees in the Confidential Employees Unit.

7. Cafeteria Plan

7.1 City Contribution

The City shall maintain an account for each full-time employee in regular or probationary status within the City's cafeteria plan. The City shall make 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.

7.2 Cash Out Options

For employees hired before July 1, 2007, the maximum cash payment shall be set at \$996 per month for employees who do not elect a medical, dental, and/or vision plan. For employees hired on or after July 1, 2007, 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).

7.3 Future Contributions

If premiums increase in the plans to which City employees subscribe effective January 1, ~~2016~~2019, 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.

For employees who elect employee only or employee plus one coverage, any City increase to the Employee's account shall be limited to the amount necessary to fully cover the plan selected or up to a maximum of the dollar amount increase 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.

7.4 Approved Account Uses

The monies in an employee's account shall be used for one or more of the following purposes only: 1) payment of premium charges for the medical insurance program in which the employee is enrolled, 2) payment of premium charges for the dental insurance program in which the employee is enrolled and/or 3) payment of premium charges for the vision insurance program in which the employee is enrolled. The City also independently funds life insurance premiums through each employee's account.

Each employee 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 12 month period beginning the first day of each plan benefit year. Thereafter, no changes to designations so made will be allowed until the following open enrollment period without a qualifying event.

Each employee shall be responsible for providing immediate written notification to the Personnel Officer or Human Resources designee of any change to the number of his/her dependents which affects the amount of the City payment on behalf of the employee. 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 Resources designee. No retroactive payments shall be allowed.

8. 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 insurance premiums and other approved expenses. The City will not treat these monies as compensation subject to income tax withholding unless 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.

C. Deferred Compensation

Confidential Management employees shall be eligible to participate in both a City-sponsored 457 deferred compensation plan and a City-sponsored 401(a) deferred compensation plan.

~~Confidential Management Unit employees who have completed three (3) years of service with the City shall be eligible for a City matching contribution to their deferred compensation plan of up to four percent (4%) of his/her annual salary. The City match will be based on employee contributions towards their deferred compensation plan. Confidential Management Employees who have completed six (6) years of service with the City shall be eligible for a City matching contribution to their deferred compensation plan of up to five percent (5%) of his/her annual salary. The City match will be based on employee contributions towards their deferred compensation plan.~~

~~Non-Exempt Management Confidential Employees employees who have completed five (5) years of service with the City of Tracy shall be eligible for up to two percent (2%) City matching contribution to their deferred compensation plan. Non Management Confidential Employees who have completed ten (10) years of service with the City of Tracy shall be eligible for a City matching contribution to their deferred compensation plan of up to three (3%) of their annual salary. City matching contribution to their deferred compensation plan. The City match will be based on the employee contributions towards their deferred compensation plan.~~

~~Confidential Management Unit employees who have completed three (3) years of service with the City shall be eligible for a City matching contribution to their deferred compensation plan of up to four percent (4%) of his/her annual salary. The City match will be based on employee contributions towards their deferred compensation plan. Confidential Management Employees who have completed six (6) years of service with the City shall be eligible for a City matching contribution to their deferred compensation plan of up to five percent (5%) of his/her annual salary. The City match will be based on employee contributions towards their deferred compensation plan.~~

A fully executed Personnel Action Form shall establish eligibility for all deferred compensation contributions for Confidential Employees Unit employees, which must be approved by both the Department Head and City Manager.

D. Management and Professional Development Benefit for Confidential Management Employees

Confidential Management Employees shall receive \$960 per calendar year to be utilized at the discretion of each individual employee for job related expenses or for professional development. The monies will be allocated per pay period and may be utilized for a wide variety of job related expenses, training, association memberships, computer hardware and software, conference registration and attendance, and other miscellaneous job expenses or professional development opportunities.

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E. Non-Exempt Confidential Employee Pay

Non-exempt confidential employees shall receive \$50.00 per month prorated per pay period.

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F. Uniform Allowance

Employees in the following positions are required to wear uniforms on the job, and the City shall provide uniform allowances in the following amounts to employees in the listed positions:

- Fire Division Chief: one thousand and one hundred (\$1,100) per year.
- Fire Marshall: nine hundred fifteen dollars (\$915) per year.

The uniform allowances described above shall be paid annually on the regular payday for the pay period that includes June 30, by separate check. In the case of a newly appointed employee, the employee shall receive the initial allowance the regular payday following the date of their appointment, and subsequent annual allowances in the pay period that includes June 30, prorated/adjusted in the first year after appointment to reflect the receipt of the full uniform allowance received on the payday following appointment.

For classic members only, the City shall pay uniform allowances and report the uniform allowances as required by CalPERS rules and regulations.

G. Annual Physical

An annual physical examination shall be provided by the City, if desired and requested by an employee in the Confidential Employees Unit.

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H. Educational Expense Reimbursement

Educational expenses, up to a maximum of \$2,500 per calendar year, shall be paid, but are limited to the cost of a State College or State University's fees, books, and tuition. A grade of "C" or better is required for reimbursement. The Department Head must approve enrollment.

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Section 6: Miscellaneous

A. Retiree Health Savings Account

The City agrees to explore a tax-deferred vehicle for employees to contribute towards a Retiree Health Savings Account (RHSA) through payroll deduction or contribution of paid leaves. The City agrees to report back to employees in the Confidential Employees Unit employees under this section within twelve (12) months following adoption of this Compensation and Benefits Plan by the City Council.

B. Establishment of Additional Deferred Compensation Vehicles

The City agrees to explore establishing additional 457 and/or 401(k) plans for employee contribution, provided there is no additional cost to the City.

C. Confidential
Non-
Management
Employee
Retention
Incentive

All Confidential Non-Management employees who have completed five (5) years of service with the City of Tracy will receive 40 hours of vacation added to their vacation accruals. Subsequent 40 hours will be added on the next closest five (5) year anniversary date (10th, 15th, 20th, 25th, etc.) to come.

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D. Confidential Non-Management Bilingual Pay

~~D.~~

Confidential Non-Management employees who are required to communicate in languages other than English, as part of their regular assigned duties, may be compensated with an additional two percent (2%) of the employee's base salary, if the following criteria are met:

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1. Approval from the Department Head that a particular assignment requires the need for the specific alternate language
2. Certification by the City that the employee has successfully demonstrated the ability to communicate fluently in the language that the Department Head has determined is required.

Qualifying languages are Spanish, American Sign Language, and any other language designated by the Department Head as beneficial to the City.

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E. Out-of-Class Pay

~~E.~~

1. When a Confidential Management employee is appointed to fill a Department Head vacancy caused by paid leave of absence or separation, compensation will be paid at entry level of Department Head position or at ten percent (10%) over the Manager's current classification salary, whichever is greater, after ten consecutive calendar days, retroactive to the first day of such appointment.
2. When a Confidential Non-Management employee is assigned, by the appropriate supervisor, out of class work for a period of eight or more consecutive hours, the employee is entitled to out of class pay from the first hour of such work. Pay for out of class work shall be computed at the rate of Step A of the appropriate higher class position, provided that the differential in pay is at least six percent (6%) greater than the employee's base rate of pay as listed in the most current

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master salary schedule.

2.

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**Exhibit A
Confidential Management Unit
Salary Schedule**

Class Code	Position Title...		Semi-Mon Salary	Monthly Salary	Annual Salary	Hourly Rate
25101	Human Resources Analyst I	A	2,609.42	5,218.84	62,626.08	30.1087
		B	2,739.89	5,479.78	65,757.36	31.6141
		C	2,876.88	5,753.76	69,045.12	33.1948
		D	3,020.72	6,041.44	72,497.28	34.8545
		E	3,171.76	6,343.52	76,122.24	36.5972
25102	Human Resources Analyst II	A	3,000.75	6,001.50	72,018.00	34.6240
		B	3,150.79	6,301.58	75,618.96	36.3553
		C	3,308.33	6,616.66	79,399.92	38.1730
		D	3,473.75	6,947.50	83,370.00	40.0817
		E	3,647.44	7,294.88	87,538.56	42.0858
25103	Sr Human Resources Analyst	A	3,289.34	6,578.68	78,944.16	37.9539
		B	3,453.81	6,907.62	82,891.44	39.8517
		C	3,626.50	7,253.00	87,036.00	41.8442
		D	3,807.82	7,615.64	91,387.68	43.9364
		E	3,998.21	7,996.42	95,957.04	46.1332
25125	Finance Division Manager <i>Reso 2015-197</i> <i>Eff: 12/1/15</i>	A	4,015.40	8,030.80	96,369.60	46.3315
		B	4,216.17	8,432.34	101,188.08	48.6481
		C	4,426.98	8,853.96	106,247.48	51.0805
		D	4,648.33	9,296.65	111,559.86	53.6245
		E	4,880.74	9,761.49	117,137.85	56.3163

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25152	Information Systems Administrator	A	3,824.19	7,648.38	91,780.56	44,1253	Formatted	...
	See 25153	B	4,015.40	8,030.80	96,369.60	46,3315	Formatted	...
		C	4,216.17	8,432.34	101,188.08	48,6481	Formatted	...
		D	4,426.98	8,853.96	106,247.52	51,0805	Formatted	...
		E	4,648.33	9,296.66	111,559.92	53,6346	Formatted	...
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25153	Information Technology Manager	A	4,015.40	8,030.80	96,369.60	46,3315	Formatted	...
	Reso 2012-018	B	4,216.17	8,432.34	101,188.08	48,6481	Formatted	...
	Eff: 01/17/12	C	4,426.98	8,853.96	106,247.52	51,0805	Formatted	...
		D	4,648.33	9,296.66	111,559.92	53,6346	Formatted	...
		E	4,880.75	9,761.50	117,138.00	56,3163	Formatted	...
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25171	Deputy City Attorney I	A	4,013.40	8,026.80	96,321.60	46,3085	Formatted	...
		B	4,214.07	8,428.14	101,137.68	48,6239	Formatted	...
		C	4,424.77	8,849.54	106,194.48	51,0550	Formatted	...
		D	4,646.01	9,292.02	111,504.24	53,6078	Formatted	...
		E	4,878.31	9,756.62	117,070.44	56,2892	Formatted	...
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25172	Deputy City Attorney II	A	4,414.75	8,829.50	105,954.00	56,9394	Formatted	...
	VACANT	B	4,635.49	9,270.98	111,251.76	58,4864	Formatted	...
		C	4,867.26	9,734.52	116,814.24	56,1607	Formatted	...
		D	5,110.62	10,221.24	122,654.88	58,9687	Formatted	...
		E	5,366.15	10,732.30	128,787.60	61,9171	Formatted	...
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25173	Assistant City Attorney	A	5,111.76	10,223.52	122,682.24	58,9818	Formatted	...
		B	5,367.35	10,734.70	128,816.40	61,9310	Formatted	...
		C	5,635.72	11,271.44	135,257.28	65,0275	Formatted	...
		D	5,917.51	11,835.02	142,020.24	68,2790	Formatted	...
		E	6,213.39	12,426.78	149,121.36	71,6930	Formatted	...
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25204	Executive Assistant to City Manager	A	2,504.06	5,008.12	60,097.44	28.8930	Formatted	...
		B	2,629.26	5,258.52	63,102.24	30.3376	Formatted	...
		C	2,760.72	5,521.44	66,257.28	31.8545	Formatted	...
		D	2,898.76	5,797.52	69,570.24	33.4472	Formatted	...
		E	3,043.70	6,087.40	73,048.80	35.1196	Formatted	...
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25215	Public Affairs Officer	A	3,000.75	6,001.50	72,018.00	34.6240	Formatted	...
		B	3,150.79	6,301.58	75,618.96	36.3553	Formatted	...
		C	3,308.33	6,616.66	79,399.92	38.1730	Formatted	...
		D	3,473.75	6,947.50	83,370.00	40.0817	Formatted	...
		E	3,647.44	7,294.88	87,538.56	42.0858	Formatted	...
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25302	Deputy Director of Pub Wks/Utilities	A	4,858.30	9,716.60	116,599.20	56.0573	Formatted	...
		B	5,101.22	10,202.44	122,429.28	58.8602	Formatted	...
		C	5,356.28	10,712.56	128,550.72	61.8032	Formatted	...
		D	5,624.09	11,248.18	134,978.16	64.8933	Formatted	...
		E	5,905.29	11,810.58	141,726.96	68.1290	Formatted	...
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25311	Deputy Police Chief	A	5,592.10	11,184.20	134,210.40	64.5242	Formatted	...
	VACANT	B	5,871.70	11,743.40	140,920.80	67.7504	Formatted	...
		C	6,165.28	12,330.56	147,966.72	71.1378	Formatted	...
		D	6,473.54	12,947.08	155,364.96	74.6947	Formatted	...
		E	6,797.22	13,594.44	163,133.28	78.4295	Formatted	...
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25312	Police Support Operations Manager	A	4,544.86	9,089.72	109,076.64	52.4407	Formatted	...
	Reso 2011-217	B	4,772.10	9,544.20	114,630.40	55.0627	Formatted	...
	Eff: 11/15/11	C	5,010.70	10,021.40	120,256.80	57.8158	Formatted	...
		D	5,261.24	10,522.48	126,269.76	60.7066	Formatted	...
		E	5,524.30	11,048.60	132,583.20	63.7419	Formatted	...
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25351	Fire Division Chief	A	4,881.94	9,763.88	117,166.56	56.3301	Formatted	...
		B	5,126.04	10,252.08	123,024.96	59.1466	Formatted	...
		C	5,382.34	10,764.68	129,176.16	62.1039	Formatted	...
		D	5,651.46	11,302.92	135,635.04	65.2092	Formatted	...
		E	5,934.03	11,868.06	142,416.72	68.4696	Formatted	...
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25352	Fire Marshal	A	3,513.92	7,027.84	84,334.08	40.5452	Formatted	...
	(Includes 7.5% incentive)	B	3,689.62	7,379.24	88,550.88	42.5725	Formatted	...
		C	3,874.10	7,748.20	92,978.40	44.7012	Formatted	...
		D	4,067.81	8,135.62	97,627.44	46.9363	Formatted	...
		E	4,271.20	8,542.40	102,508.80	49.2831	Formatted	...
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25505	Arts Program Manager	A	3,642.69	7,285.38	87,424.56	42.0310	Formatted	...
	VACANT	B	3,824.82	7,649.64	91,795.68	44.1325	Formatted	...
		C	4,016.06	8,032.12	96,385.44	46.3392	Formatted	...
		D	4,216.86	8,433.72	101,204.64	48.6561	Formatted	...
		E	4,427.70	8,855.40	106,264.80	51.0888	Formatted	...
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25601	Assistant Director-DES/City Engineer	A	5,114.83	10,229.66	122,755.92	59.0173	Formatted	...
		B	5,370.57	10,741.14	128,893.68	61.0681	Formatted	...
		C	5,639.10	11,278.20	135,338.40	63.0665	Formatted	...
		D	5,921.06	11,842.12	142,105.44	65.3199	Formatted	...
		E	6,217.11	12,434.22	149,210.64	71.7359	Formatted	...
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25602	Assistant Director-DES	A	4,716.97	9,433.94	113,207.28	54.4266	Formatted	...
		B	4,952.82	9,905.64	118,867.68	57.1479	Formatted	...
		C	5,200.46	10,400.92	124,811.04	60.0053	Formatted	...
		D	5,460.48	10,920.96	131,051.52	63.0055	Formatted	...
		E	5,733.50	11,467.00	137,604.00	66.1558	Formatted	...
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EXHIBIT B

**City of Tracy
Master Salary Schedule**

Salaries Effective 07-01-18

Class Code	Position Title	Unit		Semi-Mon Salary	Monthly Salary	Annual Salary	Hourly Rate
3106	Accountant*	TMMBU	A	3,230.86	6,461.72	77,540.64	37.2777
			B	3,392.41	6,784.82	81,417.84	39.1417
			C	3,562.03	7,124.06	85,488.72	41.0988
			D	3,740.13	7,480.26	89,763.12	43.1537
			E	3,927.13	7,854.26	94,251.12	45.3113
4112	Accounting Assistant	TTSSEA	A	1,975.90	3,951.80	47,421.60	22.7980
			B	2,074.70	4,149.40	49,792.80	23.9379
			C	2,178.43	4,356.86	52,282.32	25.1348
			D	2,287.36	4,574.72	54,896.64	26.3916
			E	2,401.73	4,803.46	57,641.52	27.7112
4203	Accounting Coordinator	TTSSEA	A	2,824.09	5,648.18	67,778.16	32.5844
			B	2,965.30	5,930.60	71,167.20	34.2137
			C	3,113.57	6,227.14	74,725.68	35.9244
			D	3,269.25	6,538.50	78,462.00	37.7207
			E	3,432.72	6,865.44	82,385.28	39.6068
3103	Accounting Officer*	TMMBU	A	4,210.13	8,420.26	101,043.12	48.5766
			B	4,420.63	8,841.26	106,095.12	51.0053
			C	4,641.66	9,283.32	111,399.84	53.5556
			D	4,873.74	9,747.48	116,969.76	56.2333
			E	5,117.42	10,234.84	122,818.08	59.0449
4201	Accounting Technician	TTSSEA	A	2,429.99	4,859.98	58,319.76	28.0373
			B	2,551.49	5,102.98	61,235.76	29.4391
			C	2,679.06	5,358.12	64,297.44	30.9110
			D	2,813.02	5,626.04	67,512.48	32.4567
			E	2,953.67	5,907.34	70,888.08	34.0795
4101	Administrative Assistant I	TTSSEA	A	1,771.83	3,543.66	42,523.92	20.4434
			B	1,860.42	3,720.84	44,650.08	21.4656
			C	1,953.44	3,906.88	46,882.56	22.5388
			D	2,051.12	4,102.24	49,226.88	23.6659
			E	2,153.68	4,307.36	51,688.32	24.8492
4102	Administrative Assistant II	TTSSEA	A	1,967.16	3,934.32	47,211.84	22.6971
			B	2,065.52	4,131.04	49,572.48	23.8320
			C	2,168.80	4,337.60	52,051.20	25.0237
			D	2,277.23	4,554.46	54,653.52	26.2747
			E	2,391.09	4,782.18	57,386.16	27.5884
8102	Administrative Assistant II-Confidential	CONF	A	2,096.58	4,193.16	50,317.92	24.1904
			B	2,201.41	4,402.82	52,833.84	25.3999
			C	2,311.48	4,622.96	55,475.52	26.6699
			D	2,427.05	4,854.10	58,249.20	28.0033
			E	2,548.41	5,096.82	61,161.84	29.4036
4106	Administrative Assistant III	TTSSEA	A	2,085.80	4,171.60	50,059.20	24.0660
			B	2,190.09	4,380.18	52,562.16	25.2693
			C	2,299.60	4,599.20	55,190.40	26.5328
			D	2,414.58	4,829.16	57,949.92	27.8595
			E	2,535.31	5,070.62	60,847.44	29.2525

Legend:

* = asterisk

All employees marked with an * (asterisk) are salaried employees

All employees are paid semi-monthly

Updated 06/29/2018

EXHIBIT B

**City of Tracy
Master Salary Schedule**

Salaries Effective 07-01-18

Class Code	Position Title	Unit		Semi-Mon Salary	Monthly Salary	Annual Salary	Hourly Rate
4107	Administrative Technician	TTSSEA	A	2,429.99	4,859.98	58,319.76	28.0373
			B	2,551.49	5,102.98	61,235.76	29.4391
			C	2,679.06	5,358.12	64,297.44	30.9110
			D	2,813.02	5,626.04	67,512.48	32.4567
			E	2,953.67	5,907.34	70,888.08	34.0795
4425	Airport Coordinator	TTSSEA	A	2,342.54	4,685.08	56,220.96	27.0283
			B	2,459.67	4,919.34	59,032.08	28.3797
			C	2,582.65	5,165.30	61,983.60	29.7987
			D	2,711.78	5,423.56	65,082.72	31.2886
			E	2,847.37	5,694.74	68,336.88	32.8530
9322	Airport Operations Assistant	LS	A				11.0000
			B				11.5500
			C				12.1300
			D				12.7300
			E				13.3700
5522	Animal Services Aide	TEAMSTERS	A	1,402.33	2,804.66	33,655.92	16.1801
			B	1,472.45	2,944.90	35,338.80	16.9892
			C	1,546.08	3,092.16	37,105.92	17.8387
			D	1,623.39	3,246.78	38,961.36	18.7307
			E	1,704.55	3,409.10	40,909.20	19.6671
5521	Animal Services Officer I	TEAMSTERS	A	1,951.77	3,903.54	46,842.48	22.5196
			B	2,049.34	4,098.68	49,184.16	23.6453
			C	2,151.79	4,303.58	51,642.96	24.8274
			D	2,259.39	4,518.78	54,225.36	26.0689
			E	2,372.36	4,744.72	56,936.64	27.3723
5523	Animal Services Officer II	TEAMSTERS	A	2,142.87	4,285.74	51,428.88	24.7245
			B	2,250.02	4,500.04	54,000.48	25.9608
			C	2,362.53	4,725.06	56,700.72	27.2589
			D	2,480.65	4,961.30	59,535.60	28.6218
			E	2,604.70	5,209.40	62,512.80	30.0531
3621	Animal Services Supervisor	TMMBU	A	2,610.43	5,220.86	62,650.32	30.1192
			B	2,740.95	5,481.90	65,782.80	31.6251
			C	2,877.99	5,755.98	69,071.76	33.2063
			D	3,021.89	6,043.78	72,525.36	34.8666
			E	3,172.98	6,345.96	76,151.52	36.6099

Legend:

* = asterisk

All employees marked with an * (asterisk) are salaried employees

All employees are paid semi-monthly

EXHIBIT B

**City of Tracy
Master Salary Schedule**

Salaries Effective 07-01-18

Class Code	Position Title	Unit		Semi-Mon Salary	Monthly Salary	Annual Salary	Hourly Rate
9616	Aquatics Specialist	LS	A				17.3600
			B				18.2300
			C				19.1400
			D				20.1000
			E				21.1000
9634	Arts Education Coordinator	LS	A				21.6000
			B				22.6800
			C				23.8100
			D				25.0000
			E				26.2500
2573	Assistant City Attorney*	CONF	A	5,946.05	11,892.10	142,705.20	68.6056
			B	6,243.35	12,486.70	149,840.40	72.0359
			C	6,555.52	13,111.04	157,332.48	75.6377
			D	6,883.29	13,766.58	165,198.96	79.4195
			E	7,227.45	14,454.90	173,458.80	83.3904
3308	Assistant City Engineer*	TMMBU	A	5,017.52	10,035.04	120,420.48	57.8922
			B	5,268.40	10,536.80	126,441.60	60.7869
			C	5,531.82	11,063.64	132,763.68	63.8262
			D	5,808.41	11,616.82	139,401.84	67.0175
			E	6,098.84	12,197.68	146,372.16	70.3685
1502	Assistant City Manager*	DH	Min	7092.61	14185.22	170222.67	81.8347
			Max	8621.28	17242.56	206910.77	99.4725
3302	Assistant Civil Engineer*	TMMBU	A	3,377.58	6,755.16	81,061.92	38.9706
			B	3,546.45	7,092.90	85,114.80	40.9190
			C	3,723.78	7,447.56	89,370.72	42.9650
			D	3,909.97	7,819.94	93,839.28	45.1133
			E	4,105.46	8,210.92	98,531.04	47.3689
2682	Assistant Director DES*	CONF	A	5,678.84	11,357.68	136,292.16	65.5226
			B	5,962.78	11,925.56	143,106.72	68.7987
			C	6,260.92	12,521.84	150,262.08	72.2386
			D	6,573.96	13,147.92	157,775.04	75.8505
			E	6,902.66	13,805.32	165,663.84	79.6430
2681	Assistant Director DES/City Engineer*	CONF	A	5,949.60	11,899.20	142,790.40	68.6466
			B	6,247.07	12,494.14	149,929.68	72.0788
			C	6,559.44	13,118.88	157,426.56	75.6829
			D	6,887.40	13,774.80	165,297.60	79.4669
			E	7,231.79	14,463.58	173,562.96	83.4405
5232	Assistant Planner	TEAMSTERS	A	2,803.79	5,607.58	67,290.96	32.3502
			B	2,943.99	5,887.98	70,655.76	33.9678
			C	3,091.19	6,182.38	74,188.56	35.6662
			D	3,245.74	6,491.48	77,897.76	37.4494
			E	3,408.03	6,816.06	81,792.72	39.3219

Legend:

* = asterisk

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EXHIBIT B

**City of Tracy
Master Salary Schedule**

Salaries Effective 07-01-18

Class Code	Position Title	Unit		Semi-Mon Salary	Monthly Salary	Annual Salary	Hourly Rate
3303	Associate Engineer*	TMMBU	A	3,794.37	7,588.74	91,064.88	43.7795
			B	3,984.07	7,968.14	95,617.68	45.9683
			C	4,183.29	8,366.58	100,398.96	48.2669
			D	4,392.45	8,784.90	105,418.80	50.6802
			E	4,612.07	9,224.14	110,689.68	53.2141
3202	Associate Planner*	TMMBU	A	3,211.09	6,422.18	77,066.16	37.0496
			B	3,371.65	6,743.30	80,919.60	38.9022
			C	3,540.23	7,080.46	84,965.52	40.8472
			D	3,717.24	7,434.48	89,213.76	42.8896
			E	3,903.11	7,806.22	93,674.64	45.0342
4451	Box Office Assistant	TTSSEA	A	1,771.83	3,543.66	42,523.92	20.4434
			B	1,860.42	3,720.84	44,650.08	21.4656
			C	1,953.44	3,906.88	46,882.56	22.5388
			D	2,051.12	4,102.24	49,226.88	23.6659
			E	2,153.68	4,307.36	51,688.32	24.8492
4455	Box Office Coordinator	TTSSEA	A	2,342.54	4,685.08	56,220.96	27.0283
			B	2,459.67	4,919.34	59,032.08	28.3797
			C	2,582.65	5,165.30	61,983.60	29.7987
			D	2,711.78	5,423.56	65,082.72	31.2886
			E	2,847.37	5,694.74	68,336.88	32.8530
3104	Budget Officer*	CONF	A	4,314.52	8,629.04	103,548.48	49.7810
			B	4,530.25	9,060.50	108,726.00	52.2701
			C	4,756.76	9,513.52	114,162.24	54.8836
			D	4,994.60	9,989.20	119,870.40	57.6278
			E	5,244.34	10,488.68	125,864.16	60.5093
5218	Building and Fire Inspector I	TEAMSTERS	A	2,516.12	5,032.24	60,386.88	29.03
			B	2,641.93	5,283.86	63,406.32	30.48
			C	2,774.02	5,548.04	66,576.48	32.01
			D	2,912.73	5,825.46	69,905.52	33.61
			E	3,058.36	6,116.72	73,400.64	35.29
5219	Building and Fire Inspector II	TEAMSTERS	A	3,213.50	6,427.00	77,124.00	37.08
			B	3,374.19	6,748.38	80,980.56	38.93
			C	3,542.88	7,085.76	85,029.12	40.88
			D	3,720.03	7,440.06	89,280.72	42.92
			E	3,906.02	7,812.04	93,744.48	45.07
5211	Building Inspector I	TEAMSTERS	A	2,739.37	5,478.74	65,744.88	31.61
			B	2,876.34	5,752.68	69,032.16	33.19
			C	3,020.15	6,040.30	72,483.60	34.85
			D	3,171.18	6,342.36	76,108.32	36.59
			E	3,329.74	6,659.48	79,913.76	38.42
5212	Building Inspector II	TEAMSTERS	A	3,060.47	6,120.94	73,451.28	35.31
			B	3,213.50	6,427.00	77,124.00	37.08
			C	3,374.19	6,748.38	80,980.56	38.93
			D	3,542.88	7,085.76	85,029.12	40.88
			E	3,720.03	7,440.06	89,280.72	42.92

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Updated 06/29/2018

EXHIBIT B

**City of Tracy
Master Salary Schedule**

Salaries Effective 07-01-18

Class Code	Position Title	Unit		Semi-Mon Salary	Monthly Salary	Annual Salary	Hourly Rate
5321	Building Maintenance Worker	TEAMSTERS	A	2,247.95	4,495.90	53,950.80	25.94
			B	2,360.34	4,720.68	56,648.16	27.23
			C	2,478.36	4,956.72	59,480.64	28.60
			D	2,602.28	5,204.56	62,454.72	30.03
			E	2,732.41	5,464.82	65,577.84	31.53
5322	Building Maintenance Worker Assistant	TEAMSTERS	A	2,206.02	4,412.04	52,944.48	25.45
			B	2,316.31	4,632.62	55,591.44	26.73
			C	2,432.12	4,864.24	58,370.88	28.06
			D	2,553.73	5,107.46	61,289.52	29.47
			E	2,681.41	5,362.82	64,353.84	30.94
3341	Building Official*	TMMBU	A	4,867.29	9,734.58	116,814.96	56.1589
			B	5,110.65	10,221.30	122,655.60	58.9668
			C	5,366.19	10,732.38	128,788.56	61.9152
			D	5,634.50	11,269.00	135,228.00	65.0110
			E	5,916.23	11,832.46	141,989.52	68.2616
4502	Building Permit Technician I	TTSSEA	A	2,147.04	4,294.08	51,528.96	24.7726
			B	2,254.39	4,508.78	54,105.36	26.0112
			C	2,367.11	4,734.22	56,810.64	27.3118
			D	2,485.47	4,970.94	59,651.28	28.6774
			E	2,609.75	5,219.50	62,634.00	30.1113
1506	City Attorney*	CONTRACT		8,645.83	17,291.66	207,500.00	99.7557
3110	City Clerk*	TMMBU	A	4,266.96	8,533.92	102,407.04	49.2323
			B	4,480.31	8,960.62	107,527.44	51.6939
			C	4,704.32	9,408.64	112,903.68	54.2785
			D	4,939.53	9,879.06	118,548.72	56.9924
			E	5,186.51	10,373.02	124,476.24	59.8420
1102	City Council Member*			292.50	585.00	7,020.00	
1501	City Manager*	CONTRACT		9,395.83	18,791.66	225,500.00	108.4135
1112	City Treasurer*			378.00	756.00	9,072.00	
9107	Clerical	LS	A				11.0000
			B				11.5500
			C				12.1300
			D				12.7300
			E				13.3700
3155	Code Compliance Analyst*	TMMBU	A	3,057.78	6,115.56	73,386.72	35.2807
			B	3,210.67	6,421.34	77,056.08	37.0448
			C	3,371.20	6,742.40	80,908.80	38.8970
			D	3,539.76	7,079.52	84,954.24	40.8418
			E	3,716.75	7,433.50	89,202.00	42.8839

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**City of Tracy
Master Salary Schedule**

Salaries Effective 07-01-18

Class Code	Position Title	Unit		Semi-Mon Salary	Monthly Salary	Annual Salary	Hourly Rate
5202	Code Enforcement Officer	TEAMSTERS	A	2,599.11	5,198.22	62,378.64	29.9886
			B	2,729.06	5,458.12	65,497.44	31.4879
			C	2,865.52	5,731.04	68,772.48	33.0624
			D	3,008.79	6,017.58	72,210.96	34.7155
			E	3,159.24	6,318.48	75,821.76	36.4514
5513	Community Services Officer	TEAMSTERS	A	2,202.35	4,404.70	52,856.40	25.4108
			B	2,312.47	4,624.94	55,499.28	26.6813
			C	2,428.08	4,856.16	58,273.92	28.0152
			D	2,549.49	5,098.98	61,187.76	29.4161
			E	2,676.98	5,353.96	64,247.52	30.8870
3623	Communications Unit Supervisor*	TMMBU	A	3,158.81	6,317.62	75,811.44	36.4464
			B	3,316.75	6,633.50	79,602.00	38.2687
			C	3,482.59	6,965.18	83,582.16	40.1822
			D	3,656.71	7,313.42	87,761.04	42.1912
			E	3,839.56	7,679.12	92,149.44	44.3009
9113	Community Access Coordinator	LS	A				23.7800
			B				24.9600
			C				26.2100
			D				27.5200
			E				28.9000
3210	Community Development Analyst*	TMMBU	A	3,211.09	6,422.18	77,066.16	37.0496
			B	3,371.65	6,743.30	80,919.60	38.9022
			C	3,540.23	7,080.46	84,965.52	40.8472
			D	3,717.24	7,434.48	89,213.76	42.8896
			E	3,903.11	7,806.22	93,674.64	45.0342
3206	Community Devel Program Manager*	TMMBU	A	4,867.27	9,734.54	116,814.48	56.1586
			B	5,110.63	10,221.26	122,655.12	58.9665
			C	5,366.17	10,732.34	128,788.08	61.9150
			D	5,634.48	11,268.96	135,227.52	65.0107
			E	5,916.21	11,832.42	141,989.04	68.2613
3315	Community Preservation Manager*	TMMBU	A	3,794.37	7,588.74	91,064.88	43.7795
			B	3,984.07	7,968.14	95,617.68	45.9683
			C	4,183.29	8,366.58	100,398.96	48.2669
			D	4,392.45	8,784.90	105,418.80	50.6802
			E	4,612.07	9,224.14	110,689.68	53.2141
5222	Construction Inspector I	TEAMSTERS	A	2,916.66	5,833.32	69,999.84	33.6525
			B	3,062.51	6,125.02	73,500.24	35.3353
			C	3,215.63	6,431.26	77,175.12	37.1020
			D	3,376.41	6,752.82	81,033.84	38.9571
			E	3,545.24	7,090.48	85,085.76	40.9050

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EXHIBIT B

**City of Tracy
Master Salary Schedule**

Salaries Effective 07-01-18

Class Code	Position Title	Unit		Semi-Mon Salary	Monthly Salary	Annual Salary	Hourly Rate
5223	Construction Inspector II	TEAMSTERS	A	3,062.33	6,124.66	73,495.92	35.3332
			B	3,215.44	6,430.88	77,170.56	37.0998
			C	3,376.21	6,752.42	81,029.04	38.9548
			D	3,545.04	7,090.08	85,080.96	40.9027
			E	3,722.28	7,444.56	89,334.72	42.9477
3501	Community Services Supervisor*	TMMBU	A	3,522.96	7,045.92	84,551.04	40.6480
			B	3,699.10	7,398.20	88,778.40	42.6803
			C	3,884.06	7,768.12	93,217.44	44.8144
			D	4,078.26	8,156.52	97,878.24	47.0550
			E	4,282.17	8,564.34	102,772.08	49.4078
4605	Crime Analyst	TTSSEA	A	2,651.15	5,302.30	63,627.60	30.5890
			B	2,783.71	5,567.42	66,809.04	32.1185
			C	2,922.90	5,845.80	70,149.60	33.7245
			D	3,069.05	6,138.10	73,657.20	35.4108
			E	3,222.50	6,445.00	77,340.00	37.1813
5514	Crime Prevention Specialist	TEAMSTERS	A	2,350.89	4,701.78	56,421.36	27.1246
			B	2,468.45	4,936.90	59,242.80	28.4810
			C	2,591.87	5,183.74	62,204.88	29.9050
			D	2,721.45	5,442.90	65,314.80	31.4001
			E	2,857.51	5,715.02	68,580.24	32.9700
5517	Crime Scene Technician	TEAMSTERS	A	2,517.04	5,034.08	60,408.96	29.0417
			B	2,642.89	5,285.78	63,429.36	30.4937
			C	2,775.03	5,550.06	66,600.72	32.0183
			D	2,913.78	5,827.56	69,930.72	33.6192
			E	3,059.48	6,118.96	73,427.52	35.3003
3622	Crime Scene Unit Supervisor	TMMBU	A	2,640.46	5,280.92	63,371.04	30.4657
			B	2,772.47	5,544.94	66,539.28	31.9888
			C	2,911.08	5,822.16	69,865.92	33.5881
			D	3,056.64	6,113.28	73,359.36	35.2676
			E	3,209.47	6,418.94	77,027.28	37.0309
1108	Cultural Arts Commissioner			Stipend \$50.00 per meeting			
3525	Cultural Arts Manager - Performing Arts*	TMMBU	A	3,522.97	7,045.94	84,551.28	40.6481
			B	3,699.11	7,398.22	88,778.64	42.6804
			C	3,884.07	7,768.14	93,217.68	44.8145
			D	4,078.27	8,156.54	97,878.48	47.0552
			E	4,282.19	8,564.38	102,772.56	49.4080
3524	Cultural Arts Manager - Visual Arts*	TMMBU	A	3,522.97	7,045.94	84,551.28	40.6481
			B	3,699.11	7,398.22	88,778.64	42.6804
			C	3,884.07	7,768.14	93,217.68	44.8145
			D	4,078.27	8,156.54	97,878.48	47.0552
			E	4,282.19	8,564.38	102,772.56	49.4080

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9552	D.A.R.E Officer	LS	A				31.3900
			B				32.9600
			C				34.6000
			D				36.3300
			E				38.1500
2571	Deputy City Attorney I*	CONF	A	4,668.40	9,336.80	112,041.60	53.8641
			B	4,901.82	9,803.64	117,643.68	56.5573
			C	5,146.92	10,293.84	123,526.08	59.3853
			D	5,404.27	10,808.54	129,702.48	62.3546
			E	5,674.47	11,348.94	136,187.28	65.4721
2572	Deputy City Attorney II*	CONF	A	5,135.25	10,270.50	123,246.00	59.2506
			B	5,392.02	10,784.04	129,408.48	62.2132
			C	5,661.61	11,323.22	135,878.64	65.3238
			D	5,944.70	11,889.40	142,672.80	68.5901
			E	6,241.93	12,483.86	149,806.32	72.0195
4116	Deputy City Clerk	TTSSEA	A	2,610.09	5,220.18	62,642.16	30.1153
			B	2,740.60	5,481.20	65,774.40	31.6211
			C	2,877.62	5,755.24	69,062.88	33.2020
			D	3,021.51	6,043.02	72,516.24	34.8622
			E	3,172.58	6,345.16	76,141.92	36.6053
1515	Development & Engineering Services Director*	DH	Min	6948.51	13897.02	166764.23	80.1720
			Max	8444.48	16888.96	202667.59	97.4326
2561	Division Manager I*	CONF	A	4,007.14	8,014.28	96,171.36	46.2345
			B	4,207.50	8,415.00	100,980.00	48.5462
			C	4,417.87	8,835.74	106,028.88	50.9735
			D	4,638.76	9,277.52	111,330.24	53.5221
			E	4,870.69	9,741.38	116,896.56	56.1981
3161	Division Manager I*	TMMBU	A	3,910.17	7,820.34	93,844.08	45.1156
			B	4,105.68	8,211.36	98,536.32	47.3714
			C	4,310.97	8,621.94	103,463.28	49.7400
			D	4,526.51	9,053.02	108,636.24	52.2270
			E	4,752.83	9,505.66	114,067.92	54.8382
3162	Division Manager II*	TMMBU	A	4,557.71	9,115.42	109,385.04	52.5869
			B	4,785.59	9,571.18	114,854.16	55.2162
			C	5,024.87	10,049.74	120,596.88	57.9770
			D	5,276.11	10,552.22	126,626.64	60.8759
			E	5,539.92	11,079.84	132,958.08	63.9197

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3209	Economic Devel Management Analyst*	TMMBU	A	3,406.02	6,812.04	81,744.48	39.2987
			B	3,576.32	7,152.64	85,831.68	41.2636
			C	3,755.14	7,510.28	90,123.36	43.3269
			D	3,942.90	7,885.80	94,629.60	45.4933
			E	4,140.05	8,280.10	99,361.20	47.7680
3207	Economic Development Manager*	TMMBU	A	4,210.13	8,420.26	101,043.12	48.5766
			B	4,420.63	8,841.26	106,095.12	51.0053
			C	4,641.66	9,283.32	111,399.84	53.5556
			D	4,873.74	9,747.48	116,969.76	56.2333
			E	5,117.42	10,234.84	122,818.08	59.0449
5324	Electrician	TEAMSTERS	A	2,932.66	5,865.32	70,383.84	33.8371
			B	3,079.32	6,158.64	73,903.68	35.5292
			C	3,233.27	6,466.54	77,598.48	37.3055
			D	3,394.93	6,789.86	81,478.32	39.1708
			E	3,564.68	7,129.36	85,552.32	41.1293
3711	Emergency Medical Services Manager*	TMMBU	A	3,793.62	7,587.24	91,046.88	43.7709
			B	3,983.30	7,966.60	95,599.20	45.9594
			C	4,182.47	8,364.94	100,379.28	48.2574
			D	4,391.60	8,783.20	105,398.40	50.6704
			E	4,611.17	9,222.34	110,668.08	53.2038
3309	Engineering Program Manager*	TMMBU	A	4,561.38	9,122.76	109,473.12	52.6293
			B	4,789.45	9,578.90	114,946.80	55.2608
			C	5,028.92	10,057.84	120,694.08	58.0238
			D	5,280.36	10,560.72	126,728.64	60.9249
			E	5,544.39	11,088.78	133,065.36	63.9713
5221	Engineering Technician I	TEAMSTERS	A	2,567.53	5,135.06	61,620.72	29.6242
			B	2,695.90	5,391.80	64,701.60	31.1053
			C	2,830.69	5,661.38	67,936.56	32.6606
			D	2,972.23	5,944.46	71,333.52	34.2936
			E	3,120.84	6,241.68	74,900.16	36.0083
5225	Engineering Technician II	TEAMSTERS	A	2,695.91	5,391.82	64,701.84	31.1055
			B	2,830.70	5,661.40	67,936.80	32.6607
			C	2,972.25	5,944.50	71,334.00	34.2939
			D	3,120.87	6,241.74	74,900.88	36.0087
			E	3,276.89	6,553.78	78,645.36	37.8088
5425	Environmental Compliance Officer	TEAMSTERS	A	2,620.59	5,241.18	62,894.16	30.2364
			B	2,751.61	5,503.22	66,038.64	31.7481
			C	2,889.18	5,778.36	69,340.32	33.3354
			D	3,033.65	6,067.30	72,807.60	35.0023
			E	3,185.33	6,370.66	76,447.92	36.7524
5424	Environmental Compliance Technician	TEAMSTERS	A	2,137.16	4,274.32	51,291.84	24.6586
			B	2,244.03	4,488.06	53,856.72	25.8917
			C	2,356.21	4,712.42	56,549.04	27.1860
			D	2,474.02	4,948.04	59,376.48	28.5453
			E	2,597.75	5,195.50	62,346.00	29.9729

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Updated 06/29/2018

EXHIBIT B

**City of Tracy
Master Salary Schedule**

Salaries Effective 07-01-18

Class Code	Position Title	Unit		Semi-Mon Salary	Monthly Salary	Annual Salary	Hourly Rate
5313	Equipment Mechanic I	TEAMSTERS	A	2,359.62	4,719.24	56,630.88	27.2253
			B	2,477.60	4,955.20	59,462.40	28.5866
			C	2,601.48	5,202.96	62,435.52	30.0159
			D	2,731.55	5,463.10	65,557.20	31.5167
			E	2,868.12	5,736.24	68,834.88	33.0924
5314	Equipment Mechanic II	TEAMSTERS	A	2,477.59	4,955.18	59,462.16	28.5865
			B	2,601.48	5,202.96	62,435.52	30.0159
			C	2,731.54	5,463.08	65,556.96	31.5166
			D	2,868.12	5,736.24	68,834.88	33.0924
			E	3,011.53	6,023.06	72,276.72	34.7471
4108	Executive Assistant	TTSSEA	A	2,392.97	4,785.94	57,431.28	27.6101
			B	2,512.62	5,025.24	60,302.88	28.9907
			C	2,638.25	5,276.50	63,318.00	30.4402
			D	2,770.17	5,540.34	66,484.08	31.9623
			E	2,908.67	5,817.34	69,808.08	33.5603
8108	Executive Assistant - Confidential	CONF	A	2,550.41	5,100.82	61,209.84	29.4267
			B	2,677.94	5,355.88	64,270.56	30.8981
			C	2,811.83	5,623.66	67,483.92	32.4429
			D	2,952.42	5,904.84	70,858.08	34.0651
			E	3,100.04	6,200.08	74,400.96	35.7683
2581	Executive Assistant to City Manager*	CONF	A	2,912.74	5,825.48	69,905.76	33.6072
			B	3,058.37	6,116.74	73,400.88	35.2875
			C	3,211.29	6,422.58	77,070.96	37.0519
			D	3,371.86	6,743.72	80,924.64	38.9046
			E	3,540.45	7,080.90	84,970.80	40.8498
3423	Facilities Maint Superintendent*	TMMBU	A	4,084.52	8,169.04	98,028.48	47.1273
			B	4,288.74	8,577.48	102,929.76	49.4836
			C	4,503.18	9,006.36	108,076.32	51.9578
			D	4,728.34	9,456.68	113,480.16	54.5557
			E	4,964.75	9,929.50	119,154.00	57.2834
9635	Facility Attendant	LS	A				14.5200
			B				15.2500
			C				16.0100
			D				16.8100
			E				17.6500
1522	Finance Director*	DH	Min	6482.97	12965.94	155591.35	74.8006
			Max	7873.75	15747.50	188969.94	90.8475
2525	Finance Division Manager*	CONF	A	4,670.73	9,341.46	112,097.52	53.8910
			B	4,904.27	9,808.54	117,702.48	56.5856
			C	5,149.49	10,298.98	123,587.76	59.4149
			D	5,406.96	10,813.92	129,767.04	62.3856
			E	5,677.32	11,354.64	136,255.68	65.5050

Legend:

* = asterisk

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EXHIBIT B

**City of Tracy
Master Salary Schedule**

Salaries Effective 07-01-18

Class Code	Position Title	Unit		Semi-Mon Salary	Monthly Salary	Annual Salary	Hourly Rate
3715	Fire Battalion Chief*	SCFCA	A	4,339.70	8,679.40	104,152.80	35.7677
			B	4,556.69	9,113.38	109,360.56	37.5562
			C	4,784.51	9,569.02	114,828.24	39.4339
			D	5,023.74	10,047.48	120,569.76	41.4056
			E	5,274.93	10,549.86	126,598.32	43.4759
7105	Fire Captain	TFFA	A	3,606.21	7,212.42	86,549.04	29.7223
			B	3,786.64	7,573.28	90,879.36	31.2094
			C	3,975.85	7,951.70	95,420.40	32.7689
			D	4,174.64	8,349.28	100,191.36	34.4073
			E	4,383.37	8,766.74	105,200.88	36.1277
1514	Fire Chief*	DH	Min	6948.51	13897.02	166764.23	80.1720
			Max	8444.48	16888.96	202667.59	97.4326
2751	Fire Division Chief*	CONF	A	5,678.70	11,357.40	136,288.80	65.5209
			B	5,962.63	11,925.26	143,103.12	68.7969
			C	6,260.77	12,521.54	150,258.48	72.2369
			D	6,573.81	13,147.62	157,771.44	75.8487
			E	6,902.50	13,805.00	165,660.00	79.6412
7103	Fire Engineer	TFFA	A	3,173.86	6,347.72	76,172.64	26.1589
			B	3,332.53	6,665.06	79,980.72	27.4667
			C	3,499.18	6,998.36	83,980.32	28.8402
			D	3,674.14	7,348.28	88,179.36	30.2822
			E	3,857.85	7,715.70	92,588.40	31.7963
5213	Fire Inspector	TEAMSTERS	A	3,060.47	6,120.94	73,451.28	35.3118
			B	3,213.50	6,427.00	77,124.00	37.0774
			C	3,374.19	6,748.38	80,980.56	38.9315
			D	3,542.88	7,085.76	85,029.12	40.8778
			E	3,720.03	7,440.06	89,280.72	42.9218
2752	Fire Marshal*	CONF	A	4,988.01	9,976.02	119,712.24	57.5517
			B	5,237.40	10,474.80	125,697.60	60.4292
			C	5,499.28	10,998.56	131,982.72	63.4508
			D	5,774.25	11,548.50	138,582.00	66.6234
			E	6,062.95	12,125.90	145,510.80	69.9544
9563	Fire Reserve	LS	A				11.0000
7102	Firefighter	TFFA	A	2,811.81	5,623.62	67,483.44	23.1749
			B	2,952.38	5,904.76	70,857.12	24.3335
			C	3,100.01	6,200.02	74,400.24	25.5502
			D	3,255.00	6,510.00	78,120.00	26.8277
			E	3,417.75	6,835.50	82,026.00	28.1690
9565	Firefighter Trainee	LS	A	1,892.56	3,785.12	45,421.44	21.8364
							(70% OF STEP A, FIREFIGHTER)

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EXHIBIT B

**City of Tracy
Master Salary Schedule**

Salaries Effective 07-01-18

Class Code	Position Title	Unit		Semi-Mon Salary	Monthly Salary	Annual Salary	Hourly Rate
7108	Firefighter/Paramedic	TFFA	A	3,163.44	6,326.88	75,922.56	26.0730
			B	3,321.61	6,643.22	79,718.64	27.3767
			C	3,487.70	6,975.40	83,704.80	28.7456
			D	3,662.08	7,324.16	87,889.92	30.1828
			E	3,845.19	7,690.38	92,284.56	31.6920
3404	Fleet Supervisor*	TMMBU	A	3,279.57	6,559.14	78,709.68	37.8397
			B	3,443.54	6,887.08	82,644.96	39.7316
			C	3,615.72	7,231.44	86,777.28	41.7182
			D	3,796.50	7,593.00	91,116.00	43.8041
			E	3,986.32	7,972.64	95,671.68	45.9942
4206	GIS Technician	TTSSEA	A	2,651.15	5,302.30	63,627.60	30.5890
			B	2,783.71	5,567.42	66,809.04	32.1185
			C	2,922.90	5,845.80	70,149.60	33.7245
			D	3,069.05	6,138.10	73,657.20	35.4108
			E	3,222.50	6,445.00	77,340.00	37.1813
2511	Human Resources Analyst I*	CONF	A	3,035.29	6,070.58	72,846.96	35.0212
			B	3,187.06	6,374.12	76,489.44	36.7724
			C	3,346.40	6,692.80	80,313.60	38.6108
			D	3,513.72	7,027.44	84,329.28	40.5414
			E	3,689.41	7,378.82	88,545.84	42.5685
2512	Human Resources Analyst II*	CONF	A	3,490.49	6,980.98	83,771.76	40.2733
			B	3,665.01	7,330.02	87,960.24	42.2870
			C	3,848.26	7,696.52	92,358.24	44.4013
			D	4,040.68	8,081.36	96,976.32	46.6214
			E	4,242.72	8,485.44	101,825.28	48.9526
1518	Human Resources Director*	DH	Min	6482.97	12965.94	155591.35	74.8006
			Max	7873.75	15747.50	188969.89	90.8475
2562	Human Resources Manager*	CONF	A	4,670.73	9,341.46	112,097.52	53.8910
			B	4,904.27	9,808.54	117,702.48	56.5856
			C	5,149.49	10,298.98	123,587.76	59.4149
			D	5,406.96	10,813.92	129,767.04	62.3856
			E	5,677.32	11,354.64	136,255.68	65.5050
4301	Human Resources Technician	CONF	A	2,589.86	5,179.72	62,156.64	29.8819
			B	2,719.36	5,438.72	65,264.64	31.3760
			C	2,855.33	5,710.66	68,527.92	32.9448
			D	2,998.09	5,996.18	71,954.16	34.5920
			E	3,148.00	6,296.00	75,552.00	36.3217
4204	Information Systems Technician I	TTSSEA	A	2,305.36	4,610.72	55,328.64	26.5993
			B	2,420.63	4,841.26	58,095.12	27.9293
			C	2,541.67	5,083.34	61,000.08	29.3258
			D	2,668.75	5,337.50	64,050.00	30.7921
			E	2,802.18	5,604.36	67,252.32	32.3316

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EXHIBIT B

**City of Tracy
Master Salary Schedule**

Salaries Effective 07-01-18

Class Code	Position Title	Unit		Semi-Mon Salary	Monthly Salary	Annual Salary	Hourly Rate
4205	Information Systems Technician II	TTSSEA	A	2,651.15	5,302.30	63,627.60	30.5890
			B	2,783.71	5,567.42	66,809.04	32.1185
			C	2,922.90	5,845.80	70,149.60	33.7245
			D	3,069.05	6,138.10	73,657.20	35.4108
			E	3,222.50	6,445.00	77,340.00	37.1813
2553	Information Technology Manager*	CONF	A	4,670.73	9,341.46	112,097.52	53.8910
			B	4,904.27	9,808.54	117,702.48	56.5856
			C	5,149.49	10,298.98	123,587.76	59.4149
			D	5,406.96	10,813.92	129,767.04	62.3856
			E	5,677.32	11,354.64	136,255.68	65.5050
3111	Information Technology Specialist*	TMMBU	A	3,308.66	6,617.32	79,407.84	38.1754
			B	3,474.09	6,948.18	83,378.16	40.0841
			C	3,647.79	7,295.58	87,546.96	42.0883
			D	3,830.18	7,660.36	91,924.32	44.1927
			E	4,021.69	8,043.38	96,520.56	46.4023
5413	Instrumentation Technician	TEAMSTERS	A	2,922.04	5,844.08	70,128.96	33.7145
			B	3,068.15	6,136.30	73,635.60	35.4004
			C	3,221.56	6,443.12	77,317.44	37.1704
			D	3,382.63	6,765.26	81,183.12	39.0288
			E	3,551.76	7,103.52	85,242.24	40.9803
9108	Intern-Generalist	LS	A				15.1400
			B				15.8900
			C				16.6900
			D				17.5200
			E				18.4000
1503	Interim Assistant City Manager	DEPT HEAD	MIN	8,661.12	17,322.24	207,866.88	99.9322
			MAX	9,288.93	18,577.86	222,934.35	107.1758
5224	Junior Engineer	TEAMSTERS	A	2,965.07	5,930.14	71,161.68	34.2110
			B	3,113.32	6,226.64	74,719.68	35.9215
			C	3,268.98	6,537.96	78,455.52	37.7175
			D	3,432.43	6,864.86	82,378.32	39.6034
			E	3,604.05	7,208.10	86,497.20	41.5836
5423	Laboratory Quality Assurance Officer	TEAMSTERS	A	2,751.69	5,503.38	66,040.56	31.7490
			B	2,889.28	5,778.56	69,342.72	33.3366
			C	3,033.74	6,067.48	72,809.76	35.0033
			D	3,185.43	6,370.86	76,450.32	36.7535
			E	3,344.70	6,689.40	80,272.80	38.5912
5421	Laboratory Technician I	TEAMSTERS	A	2,329.92	4,659.84	55,918.08	26.8827
			B	2,446.41	4,892.82	58,713.84	28.2267
			C	2,568.74	5,137.48	61,649.76	29.6382
			D	2,697.17	5,394.34	64,732.08	31.1200
			E	2,832.02	5,664.04	67,968.48	32.6759

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Salaries Effective 07-01-18

Class Code	Position Title	Unit		Semi-Mon Salary	Monthly Salary	Annual Salary	Hourly Rate
5422	Laboratory Technician II	TEAMSTERS	A	2,435.01	4,870.02	58,440.24	28.0952
			B	2,556.75	5,113.50	61,362.00	29.4998
			C	2,684.59	5,369.18	64,430.16	30.9748
			D	2,818.82	5,637.64	67,651.68	32.5236
			E	2,959.76	5,919.52	71,034.24	34.1498
5504	Lead Public Safety Dispatcher	TEAMSTERS	A	2,980.48	5,960.96	71,531.52	34.3888
			B	3,129.51	6,259.02	75,108.24	36.1083
			C	3,285.99	6,571.98	78,863.76	37.9138
			D	3,450.29	6,900.58	82,806.96	39.8095
			E	3,622.81	7,245.62	86,947.44	41.8000
4109	Legal Secretary	CONF	A	2,781.81	5,563.62	66,763.44	32.0966
			B	2,920.90	5,841.80	70,101.60	33.7014
			C	3,066.95	6,133.90	73,606.80	35.3865
			D	3,220.30	6,440.60	77,287.20	37.1559
			E	3,381.31	6,762.62	81,151.44	39.0136
9636	Lifeguard	LS	A				11.0000
			B				11.5500
			C				12.1300
			D				12.7300
			E				13.3700
9303	Maintenance Aide	LS	A				12.3400
			B				12.9600
			C				13.6100
			D				14.2900
			E				15.0000
5301	Maintenance Worker I	TEAMSTERS	A	1,736.76	3,473.52	41,682.24	20.0388
			B	1,823.60	3,647.20	43,766.40	21.0407
			C	1,914.78	3,829.56	45,954.72	22.0928
			D	2,010.52	4,021.04	48,252.48	23.1974
			E	2,111.05	4,222.10	50,665.20	24.3573
5303	Maintenance Worker II	TEAMSTERS	A	2,206.02	4,412.04	52,944.48	25.4531
			B	2,316.31	4,632.62	55,591.44	26.7256
			C	2,432.12	4,864.24	58,370.88	28.0618
			D	2,553.73	5,107.46	61,289.52	29.4650
			E	2,681.41	5,362.82	64,353.84	30.9382
3151	Management Analyst I*	TMMBU	A	2,961.84	5,923.68	71,084.16	34.1738
			B	3,109.92	6,219.84	74,638.08	35.8823
			C	3,265.42	6,530.84	78,370.08	37.6765
			D	3,428.68	6,857.36	82,288.32	39.5602
			E	3,600.13	7,200.26	86,403.12	41.5384

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3152	Management Analyst II*	TMMBU	A	3,406.02	6,812.04	81,744.48	39.2987
			B	3,576.32	7,152.64	85,831.68	41.2636
			C	3,755.14	7,510.28	90,123.36	43.3269
			D	3,942.90	7,885.80	94,629.60	45.4933
			E	4,140.05	8,280.10	99,361.20	47.7680
1101	Mayor*			342.50	685.00	8,220.00	
4207	Media Services Coordinator	TTSSEA	A	2,342.54	4,685.08	56,220.96	27.0283
			B	2,459.67	4,919.34	59,032.08	28.3797
			C	2,582.65	5,165.30	61,983.60	29.7987
			D	2,711.78	5,423.56	65,082.72	31.2886
			E	2,847.37	5,694.74	68,336.88	32.8530
5531	Meter Reader	TEAMSTERS	A	1,504.88	3,009.76	36,117.12	17.3633
			B	1,580.10	3,160.20	37,922.40	18.2312
			C	1,659.13	3,318.26	39,819.12	19.1431
			D	1,742.06	3,484.12	41,809.44	20.0999
			E	1,829.18	3,658.36	43,900.32	21.1051
1107	Parks Commissioner			Stipend of \$50.00 per meeting			
1516	Parks & Community Services Director*	DH	Min	6,482.97	12,965.94	155,591.25	74.8006
			Max	7,873.75	15,747.50	188,969.94	90.8475
3509	Parks Planning & Development Manager	TMMBU	A	3,746.62	7,493.24	89,918.88	43.2286
			B	3,933.96	7,867.92	94,415.04	45.3901
			C	4,130.65	8,261.30	99,135.60	47.6595
			D	4,337.18	8,674.36	104,092.32	50.0425
			E	4,554.05	9,108.10	109,297.20	52.5447
4202	Payroll Coordinator	TTSSEA	A	2,824.09	5,648.18	67,778.16	32.5844
			B	2,965.30	5,930.60	71,167.20	34.2137
			C	3,113.57	6,227.14	74,725.68	35.9244
			D	3,269.25	6,538.50	78,462.00	37.7207
			E	3,432.72	6,865.44	82,385.28	39.6068
1106	Planning Commissioner			Stipend of \$50.00 per meeting			

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EXHIBIT B

**City of Tracy
Master Salary Schedule**

Salaries Effective 07-01-18

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3306	Plan Check Engineer	TMMBU	A	4,561.25	9,122.50	109,470.00	52.6278
			B	4,789.31	9,578.62	114,943.44	55.2591
			C	5,028.78	10,057.56	120,690.72	58.0222
			D	5,280.23	10,560.46	126,725.52	60.9234
			E	5,544.24	11,088.48	133,061.76	63.9695
5215	Plans Check Examiner	TEAMSTERS	A	3,301.46	6,602.92	79,235.04	38.0923
			B	3,466.56	6,933.12	83,197.44	39.9972
			C	3,639.89	7,279.78	87,357.36	41.9971
			D	3,821.86	7,643.72	91,724.64	44.0967
			E	4,012.98	8,025.96	96,311.52	46.3018
3410	Plant Maintenance Supervisor	TMMBU	A	3,403.76	6,807.52	81,690.24	39.2726
			B	3,573.95	7,147.90	85,774.80	41.2363
			C	3,752.65	7,505.30	90,063.60	43.2981
			D	3,940.28	7,880.56	94,566.72	45.4630
			E	4,137.30	8,274.60	99,295.20	47.7362
5411	Plant Mechanic I	TEAMSTERS	A	2,661.62	5,323.24	63,878.88	30.7098
			B	2,794.70	5,589.40	67,072.80	32.2453
			C	2,934.44	5,868.88	70,426.56	33.8576
			D	3,081.16	6,162.32	73,947.84	35.5505
			E	3,235.22	6,470.44	77,645.28	37.3280
5412	Plant Mechanic II	TEAMSTERS	A	2,728.15	5,456.30	65,475.60	31.4774
			B	2,864.56	5,729.12	68,749.44	33.0513
			C	3,007.79	6,015.58	72,186.96	34.7039
			D	3,158.17	6,316.34	75,796.08	36.4390
			E	3,316.07	6,632.14	79,585.68	38.2609
4601	Police Assistant	TTSSEA	A	1,771.83	3,543.66	42,523.92	20.4434
			B	1,860.42	3,720.84	44,650.08	21.4656
			C	1,953.44	3,906.88	46,882.56	22.5388
			D	2,051.12	4,102.24	49,226.88	23.6659
			E	2,153.68	4,307.36	51,688.32	24.8492
6212	Police Captain*	TPMA	A	5,740.81	11,481.62	137,779.44	66.2376
			B	6,027.86	12,055.72	144,668.64	69.5496
			C	6,329.25	12,658.50	151,902.00	73.0270
			D	6,645.71	13,291.42	159,497.04	76.6783
			E	6,978.02	13,956.04	167,472.48	80.5125
1513	Police Chief*	DH	Min	7381.75	14763.50	177162.09	85.1708
			Max	8972.60	17945.20	215342.40	103.5260
6103	Police Corporal	TPOA	A	3,508.40	7,016.80	84,201.60	40.4800
			B	3,683.84	7,367.68	88,412.16	42.5042
			C	3,868.03	7,736.06	92,832.72	44.6294
			D	4,061.44	8,122.88	97,474.56	46.8610
			E	4,264.51	8,529.02	102,348.24	49.2040

Legend:

* = asterisk

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EXHIBIT B

**City of Tracy
Master Salary Schedule**

Salaries Effective 07-01-18

Class Code	Position Title	Unit		Semi-Mon Salary	Monthly Salary	Annual Salary	Hourly Rate
9501	Police Intern/Parking Enforcement Officer	LS	A				14.4000
			B				15.1200
			C				15.8700
			D				16.6700
			E				17.5000
6211	Police Lieutenant*	TPMA	A	4,968.54	9,937.08	119,244.96	57.3271
			B	5,216.96	10,433.92	125,207.04	60.1934
			C	5,477.82	10,955.64	131,467.68	63.2032
			D	5,751.70	11,503.40	138,040.80	66.3632
			E	6,039.28	12,078.56	144,942.72	69.6813
6102	Police Officer	TPOA	A	3,189.46	6,378.92	76,547.04	36.8000
			B	3,348.93	6,697.86	80,374.32	38.6400
			C	3,516.39	7,032.78	84,393.36	40.5722
			D	3,692.22	7,384.44	88,613.28	42.6009
			E	3,876.82	7,753.64	93,043.68	44.7308
4103	Police Records Assistant I	TTSSEA	A	1,996.79	3,993.58	47,922.96	23.0390
			B	2,096.63	4,193.26	50,319.12	24.1910
			C	2,201.47	4,402.94	52,835.28	25.4006
			D	2,311.54	4,623.08	55,476.96	26.6706
			E	2,427.12	4,854.24	58,250.88	28.0042
4104	Police Records Assistant II	TTSSEA	A	2,096.61	4,193.22	50,318.64	24.1907
			B	2,201.45	4,402.90	52,834.80	25.4004
			C	2,311.51	4,623.02	55,476.24	26.6702
			D	2,427.09	4,854.18	58,250.16	28.0038
			E	2,548.45	5,096.90	61,162.80	29.4041
9551	Police Reserve	LS	A				35.0000
6105	Police Sergeant	TPOA	A	3,843.49	7,686.98	92,243.76	44.3463
			B	4,035.68	8,071.36	96,856.32	46.5637
			C	4,237.47	8,474.94	101,699.28	48.8920
			D	4,449.34	8,898.68	106,784.16	51.3366
			E	4,671.82	9,343.64	112,123.68	53.9035
2712	Police Support Operations Manager*	CONF	A	5,286.59	10,573.18	126,878.16	60.9968
			B	5,550.93	11,101.86	133,222.32	64.0467
			C	5,828.47	11,656.94	139,883.28	67.2490
			D	6,119.89	12,239.78	146,877.36	70.6114
			E	6,425.89	12,851.78	154,221.36	74.1420
4701	Police Support Services Technician	TTSSEA	A	2,429.99	4,859.98	58,319.76	28.0373
			B	2,551.49	5,102.98	61,235.76	29.4391
			C	2,679.06	5,358.12	64,297.44	30.9110
			D	2,813.02	5,626.04	67,512.48	32.4567
			E	2,953.67	5,907.34	70,888.08	34.0795
6101	Police Trainee (Non-Sworn)	TPOA	A	2,773.36	5,546.72	66,560.64	31.9991

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Updated 06/29/2018

EXHIBIT B

**City of Tracy
Master Salary Schedule**

Salaries Effective 07-01-18

Class Code	Position Title	Unit		Semi-Mon Salary	Monthly Salary	Annual Salary	Hourly Rate
9638	Pool Manager	LS	A				15.6300
			B				16.4100
			C				17.2300
			D				18.1000
			E				19.0000
5408	Principal WWTP Operator	TEAMSTERS	A	3,505.53	7,011.06	84,132.72	40.4469
			B	3,680.80	7,361.60	88,339.20	42.4691
			C	3,864.85	7,729.70	92,756.40	44.5927
			D	4,058.09	8,116.18	97,394.16	46.8223
			E	4,260.99	8,521.98	102,263.76	49.1634
9533	Professional Standards Officer	LS	A				44.8400
			B				47.0800
			C				49.4300
			D				51.9000
			E				54.5000
9110	Program Assistant	LS	Min				11.0000
			Max				18.9400
9231	Project Specialist I	LS	Min				11.0000
			Max				36.6800
9232	Project Specialist II	LS	Min				36.6900
			Max				103.4000
5518	Property and Evidence Technician	TEAMSTERS	A	2,239.59	4,479.18	53,750.16	25.8404
			B	2,351.56	4,703.12	56,437.44	27.1323
			C	2,469.15	4,938.30	59,259.60	28.4891
			D	2,592.61	5,185.22	62,222.64	29.9136
			E	2,722.23	5,444.46	65,333.52	31.4091
2585	Public Information Officer	CONF	A	3,490.49	6,980.98	83,771.76	40.2733
			B	3,665.01	7,330.02	87,960.24	42.2870
			C	3,848.26	7,696.52	92,358.24	44.4013
			D	4,040.68	8,081.36	96,976.32	46.6214
			E	4,242.72	8,485.44	101,825.28	48.9526
5502	Public Safety Dispatcher I	TEAMSTERS	A	2,587.37	5,174.74	62,096.88	29.8531
			B	2,716.74	5,433.48	65,201.76	31.3458
			C	2,852.57	5,705.14	68,461.68	32.9130
			D	2,995.20	5,990.40	71,884.80	34.5587
			E	3,144.98	6,289.96	75,479.52	36.2868
9512	Public Safety Dispatcher II - Per Diem	LS	A				28.5800
			B				30.0100
			C				31.5100
			D				33.0900
			E				34.7400

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EXHIBIT B

**City of Tracy
Master Salary Schedule**

Salaries Effective 07-01-18

Class Code	Position Title	Unit		Semi-Mon Salary	Monthly Salary	Annual Salary	Hourly Rate
5503	Public Safety Dispatcher II	TEAMSTERS	A	2,838.56	5,677.12	68,125.44	32.7514
			B	2,980.48	5,960.96	71,531.52	34.3888
			C	3,129.51	6,259.02	75,108.24	36.1083
			D	3,285.99	6,571.98	78,863.76	37.9138
			E	3,450.29	6,900.58	82,806.96	39.8095
1512	Public Works Director*	DH	Min	6482.97	12965.94	155591.25	74.8006
			Max	7873.75	15747.50	188969.94	90.8475
3405	Public Works Supervisor	TMMBU	A	3,279.57	6,559.14	78,709.68	37.8397
			B	3,443.54	6,887.08	82,644.96	39.7316
			C	3,615.72	7,231.44	86,777.28	41.7182
			D	3,796.50	7,593.00	91,116.00	43.8041
			E	3,986.32	7,972.64	95,671.68	45.9942
3401	PW Maint & Operations Superintendent*	TMMBU	A	3,936.04	7,872.08	94,464.96	45.4141
			B	4,132.84	8,265.68	99,188.16	47.6848
			C	4,339.48	8,678.96	104,147.52	50.0690
			D	4,556.46	9,112.92	109,355.04	52.5725
			E	4,784.27	9,568.54	114,822.48	55.2010
9517	Range Master	LS	A				26.9000
			B				28.2500
			C				29.6600
			D				31.1400
			E				32.7000
4105	Receptionist	TTSSEA	A	1,610.75	3,221.50	38,658.00	18.5849
			B	1,691.29	3,382.58	40,590.96	19.5141
			C	1,775.86	3,551.72	42,620.64	20.4899
			D	1,864.65	3,729.30	44,751.60	21.5144
			E	1,957.88	3,915.76	46,989.12	22.5901
3626	Records Unit Supervisor*	TMMBU	A	2,976.56	5,953.12	71,437.44	34.3436
			B	3,125.40	6,250.80	75,009.60	36.0609
			C	3,281.66	6,563.32	78,759.84	37.8639
			D	3,445.75	6,891.50	82,698.00	39.7571
			E	3,618.02	7,236.04	86,832.48	41.7448
9631	Recreation Leader I	LS	A				11.0000
			B				11.5500
			C				12.1300
			D				12.7300
			E				13.3700
9632	Recreation Leader II	LS	A				13.7800
			B				14.4700
			C				15.1900
			D				15.9500
			E				16.7500

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EXHIBIT B

**City of Tracy
Master Salary Schedule**

Salaries Effective 07-01-18

Class Code	Position Title	Unit		Semi-Mon Salary	Monthly Salary	Annual Salary	Hourly Rate
9633	Recreation Leader III	LS	A				15.6300
			B				16.4100
			C				17.2300
			D				18.1000
			E				19.0000
4401	Recreation Prgm Coordinator I	TTSSEA	A	2,342.54	4,685.08	56,220.96	27.0283
			B	2,459.67	4,919.34	59,032.08	28.3797
			C	2,582.65	5,165.30	61,983.60	29.7987
			D	2,711.78	5,423.56	65,082.72	31.2886
			E	2,847.37	5,694.74	68,336.88	32.8530
4402	Recreation Prgm Coordinator II	TTSSEA	A	2,576.81	5,153.62	61,843.44	29.7313
			B	2,705.64	5,411.28	64,935.36	31.2177
			C	2,840.92	5,681.84	68,182.08	32.7786
			D	2,982.97	5,965.94	71,591.28	34.4176
			E	3,132.11	6,264.22	75,170.64	36.1383
3511	Recreation Service Manager*	TMMBU	A	4,053.38	8,106.76	97,281.12	46.7680
			B	4,256.04	8,512.08	102,144.96	49.1063
			C	4,468.85	8,937.70	107,252.40	51.5617
			D	4,692.30	9,384.60	112,615.20	54.1398
			E	4,926.92	9,853.84	118,246.08	56.8469
3513	Recreation Services Program Manager*	TMMBU	A	3,875.24	7,750.48	93,005.76	44.7126
			B	4,069.01	8,138.02	97,656.24	46.9483
			C	4,272.46	8,544.92	102,539.04	49.2957
			D	4,486.08	8,972.16	107,665.92	51.7605
			E	4,710.39	9,420.78	113,049.36	54.3486
3505	Recreation Services Supervisor*	TMMBU	A	3,522.96	7,045.92	84,551.04	40.6480
			B	3,699.10	7,398.20	88,778.40	42.6803
			C	3,884.06	7,768.12	93,217.44	44.8144
			D	4,078.26	8,156.52	97,878.24	47.0550
			E	4,282.17	8,564.34	102,772.08	49.4078
9626	Recreation Specialized Instructor	LS	Min				11.0000
			Max				39.0200
3433	Safety Coordinator	TMMBU	A	2,961.84	5,923.68	71,084.16	34.1738
			B	3,109.92	6,219.84	74,638.08	35.8823
			C	3,265.42	6,530.84	78,370.08	37.6765
			D	3,428.68	6,857.36	82,288.32	39.5602
			E	3,600.13	7,200.26	86,403.12	41.5384
3105	Senior Accountant*	TMMBU	A	3,661.01	7,322.02	87,864.24	42.2408
			B	3,844.06	7,688.12	92,257.44	44.3528
			C	4,036.27	8,072.54	96,870.48	46.5706
			D	4,238.08	8,476.16	101,713.92	48.8990
			E	4,449.99	8,899.98	106,799.76	51.3441

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**City of Tracy
Master Salary Schedule**

Salaries Effective 07-01-18

Class Code	Position Title	Unit		Semi-Mon Salary	Monthly Salary	Annual Salary	Hourly Rate
4113	Senior Accounting Assistant	TTSSEA	A	2,177.89	4,355.78	52,269.36	25.1285
			B	2,286.79	4,573.58	54,882.96	26.3850
			C	2,401.13	4,802.26	57,627.12	27.7043
			D	2,521.19	5,042.38	60,508.56	29.0895
			E	2,647.25	5,294.50	63,534.00	30.5440
5323	Senior Building Maintenance Worker	TEAMSTERS	A	2,472.76	4,945.52	59,346.24	28.5307
			B	2,596.39	5,192.78	62,313.36	29.9572
			C	2,726.20	5,452.40	65,428.80	31.4549
			D	2,862.52	5,725.04	68,700.48	33.0278
			E	3,005.66	6,011.32	72,135.84	34.6794
5325	Senior Electrician	TEAMSTERS	A	3,225.92	6,451.84	77,422.08	37.2207
			B	3,387.23	6,774.46	81,293.52	39.0819
			C	3,556.60	7,113.20	85,358.40	41.0361
			D	3,734.42	7,468.84	89,626.08	43.0878
			E	3,921.14	7,842.28	94,107.36	45.2422
3304	Senior Engineer*	TMMBU	A	4,561.38	9,122.76	109,473.12	52.6293
			B	4,789.45	9,578.90	114,946.80	55.2608
			C	5,028.92	10,057.84	120,694.08	58.0238
			D	5,280.36	10,560.72	126,728.64	60.9249
			E	5,544.39	11,088.78	133,065.36	63.9713
5315	Senior Equipment Mechanic	TEAMSTERS	A	2,601.49	5,202.98	62,435.76	30.0160
			B	2,731.55	5,463.10	65,557.20	31.5167
			C	2,868.14	5,736.28	68,835.36	33.0927
			D	3,011.54	6,023.08	72,276.96	34.7472
			E	3,162.11	6,324.22	75,890.64	36.4845
2513	Senior Human Resources Analyst*	CONF	A	3,826.17	7,652.34	91,828.08	44.1464
			B	4,017.47	8,034.94	96,419.28	46.3536
			C	4,218.34	8,436.68	101,240.16	48.6713
			D	4,429.27	8,858.54	106,302.48	51.1050
			E	4,650.73	9,301.46	111,617.52	53.6602
4208	Senior Information Systems Technician	TTSSEA	A	2,916.27	5,832.54	69,990.48	33.6480
			B	3,062.08	6,124.16	73,489.92	35.3303
			C	3,215.19	6,430.38	77,164.56	37.0969
			D	3,375.95	6,751.90	81,022.80	38.9518
			E	3,544.74	7,089.48	85,073.76	40.8993
9637	Senior Lifeguard	LS	A				13.7800
			B				14.4700
			C				15.1900
			D				15.9500
			E				16.7500
5305	Senior Maintenance Worker	TEAMSTERS	A	2,428.59	4,857.18	58,286.16	28.0211
			B	2,550.00	5,100.00	61,200.00	29.4219
			C	2,677.50	5,355.00	64,260.00	30.8930
			D	2,811.39	5,622.78	67,473.36	32.4379
			E	2,951.95	5,903.90	70,846.80	34.0597

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EXHIBIT B

**City of Tracy
Master Salary Schedule**

Salaries Effective 07-01-18

Class Code	Position Title	Unit		Semi-Mon Salary	Monthly Salary	Annual Salary	Hourly Rate
3203	Senior Planner*	TMMBU	A	3,910.16	7,820.32	93,843.84	45.1155
			B	4,105.67	8,211.34	98,536.08	47.3713
			C	4,310.96	8,621.92	103,463.04	49.7399
			D	4,526.50	9,053.00	108,636.00	52.2268
			E	4,752.82	9,505.64	114,067.68	54.8381
5402	Senior Water Plant Operator	TEAMSTERS	A	3,052.39	6,104.78	73,257.36	35.2185
			B	3,205.01	6,410.02	76,920.24	36.9795
			C	3,365.26	6,730.52	80,766.24	38.8284
			D	3,533.52	7,067.04	84,804.48	40.7698
			E	3,710.20	7,420.40	89,044.80	42.8084
5407	Senior WW Plant Operator	TEAMSTERS	A	2,864.97	5,729.94	68,759.28	33.0561
			B	3,008.19	6,016.38	72,196.56	34.7085
			C	3,158.60	6,317.20	75,806.40	36.4440
			D	3,316.54	6,633.08	79,596.96	38.2663
			E	3,482.39	6,964.78	83,577.36	40.1799
9101	Student Clerk	LS	A				11.0000
3343	Supervising Building & Fire Inspector	TMMBU	A	3,500.71	7,001.42	84,017.04	40.3913
			B	3,675.74	7,351.48	88,217.76	42.4108
			C	3,859.53	7,719.06	92,628.72	44.5313
			D	4,052.51	8,105.02	97,260.24	46.7579
			E	4,255.14	8,510.28	102,123.36	49.0959
3345	Supervising Construction Inspector	TMMBU	A	3,649.05	7,298.10	87,577.20	42.1028
			B	3,831.51	7,663.02	91,956.24	44.2080
			C	4,023.08	8,046.16	96,553.92	46.4184
			D	4,224.23	8,448.46	101,381.52	48.7392
			E	4,435.44	8,870.88	106,450.56	51.1762
3344	Supervising Plans Examiner*	TMMBU	A	3,433.08	6,866.16	82,393.92	39.6109
			B	3,604.73	7,209.46	86,513.52	41.5914
			C	3,784.98	7,569.96	90,839.52	43.6712
			D	3,974.22	7,948.44	95,381.28	45.8546
			E	4,172.94	8,345.88	100,150.56	48.1475
3523	Technical Theatre Supervisor*	TMMBU	A	2,924.59	5,849.18	70,190.16	33.7440
			B	3,070.83	6,141.66	73,699.92	35.4313
			C	3,224.36	6,448.72	77,384.64	37.2027
			D	3,385.58	6,771.16	81,253.92	39.0629
			E	3,554.87	7,109.74	85,316.88	41.0162
4461	Theatre Operations & Tech Asst	TTSSEA	A	1,967.16	3,934.32	47,211.84	22.6971
			B	2,065.52	4,131.04	49,572.48	23.8320
			C	2,168.80	4,337.60	52,051.20	25.0237
			D	2,277.23	4,554.46	54,653.52	26.2747
			E	2,391.09	4,782.18	57,386.16	27.5884

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**City of Tracy
Master Salary Schedule**

Salaries Effective 07-01-18

Class Code	Position Title	Unit		Semi-Mon Salary	Monthly Salary	Annual Salary	Hourly Rate
9361	Theatre Technician	LS	A				25.6400
			B				26.9200
			C				28.2600
			D				29.6800
			E				31.1600
1109	Transportation Commissioner			Stipend \$50.00 per meeting			
1520	Utilities Director*	DH	Min	6948.51	13897.02	166764.23	80.1720
			Max	8444.48	16888.96	202667.59	97.4326
3424	Utilities Laboratory Supervisor*	TMMBU	A	3,676.09	7,352.18	88,226.16	42.4148
			B	3,859.89	7,719.78	92,637.36	44.5355
			C	4,052.88	8,105.76	97,269.12	46.7622
			D	4,255.52	8,511.04	102,132.48	49.1003
			E	4,468.30	8,936.60	107,239.20	51.5553
3403	Utility Lines Maintenance Superintendent*	TMMBU	A	4,010.29	8,020.58	96,246.96	46.2708
			B	4,210.80	8,421.60	101,059.20	48.5843
			C	4,421.34	8,842.68	106,112.16	51.0135
			D	4,642.41	9,284.82	111,417.84	53.5642
			E	4,874.53	9,749.06	116,988.72	56.2424
5404	Utility Operator	TEAMSTERS	A	3,269.44	6,538.88	78,466.56	37.7229
			B	3,432.89	6,865.78	82,389.36	39.6087
			C	3,604.55	7,209.10	86,509.20	41.5894
			D	3,784.77	7,569.54	90,834.48	43.6687
			E	3,974.01	7,948.02	95,376.24	45.8522
9351	Water Patrol Aide	LS	A				13.0100
			B				13.6600
			C				14.3400
			D				15.0600
			E				15.8100
5401	Water Plant Operator	TEAMSTERS	A	2,784.07	5,568.14	66,817.68	32.1226
			B	2,923.27	5,846.54	70,158.48	33.7287
			C	3,069.46	6,138.92	73,667.04	35.4155
			D	3,222.92	6,445.84	77,350.08	37.1861
			E	3,384.09	6,768.18	81,218.16	39.0457
5403	Water Plant Operator-In-Training	TEAMSTERS	A	2,310.80	4,621.60	55,459.20	26.6621
			B	2,426.35	4,852.70	58,232.40	27.9953
			C	2,547.66	5,095.32	61,143.84	29.3949
			D	2,675.05	5,350.10	64,201.20	30.8648
			E	2,808.79	5,617.58	67,410.96	32.4079
3421	Water Plant Superintendent*	TMMBU	A	4,010.29	8,020.58	96,246.96	46.2708
			B	4,210.80	8,421.60	101,059.20	48.5843
			C	4,421.34	8,842.68	106,112.16	51.0135
			D	4,642.41	9,284.82	111,417.84	53.5642
			E	4,874.53	9,749.06	116,988.72	56.2424

Legend:

* = asterisk

All employees marked with an * (asterisk) are salaried employees

All employees are paid semi-monthly

Updated 06/29/2018

EXHIBIT B

**City of Tracy
Master Salary Schedule**

Salaries Effective 07-01-18

Class Code	Position Title	Unit		Semi-Mon Salary	Monthly Salary	Annual Salary	Hourly Rate
3431	Water Resources Coordinator*	TMMBU	A	2,601.04	5,202.08	62,424.96	30.0108
			B	2,731.09	5,462.18	65,546.16	31.5114
			C	2,867.65	5,735.30	68,823.60	33.0870
			D	3,011.03	6,022.06	72,264.72	34.7413
			E	3,161.58	6,323.16	75,877.92	36.4784
9112	Webmaster/Information Systems	LS	A				31.3000
			B				32.8700
			C				34.5100
			D				36.2400
			E				38.0500
3422	WW Operations Superintendent*	TMMBU	A	4,084.52	8,169.04	98,028.48	47.1273
			B	4,288.74	8,577.48	102,929.76	49.4836
			C	4,503.18	9,006.36	108,076.32	51.9578
			D	4,728.34	9,456.68	113,480.16	54.5557
			E	4,964.75	9,929.50	119,154.00	57.2834
5406	WW Plant Operator	TEAMSTERS	A	2,613.15	5,226.30	62,715.60	30.1506
			B	2,743.80	5,487.60	65,851.20	31.6580
			C	2,880.99	5,761.98	69,143.76	33.2409
			D	3,025.03	6,050.06	72,600.72	34.9028
			E	3,176.28	6,352.56	76,230.72	36.6480
5405	WW Plant Operator-In-Training	TEAMSTERS	A	2,168.91	4,337.82	52,053.84	25.0249
			B	2,277.36	4,554.72	54,656.64	26.2762
			C	2,391.22	4,782.44	57,389.28	27.5899
			D	2,510.79	5,021.58	60,258.96	28.9695
			E	2,636.32	5,272.64	63,271.68	30.4179

Legend:

* = asterisk

All employees marked with an * (asterisk) are salaried employees

All employees are paid semi-monthly

RESOLUTION 2018 - _____

APPROVING THE COMPENSATION AND BENEFITS PLAN BETWEEN THE CITY OF TRACY AND THE CONFIDENTIAL EMPLOYEES UNIT, AUTHORIZING THE CITY MANAGER TO INCREASE APPROPRIATIONS AND AUTHORIZING AN AMENDMENT OF THE CITY MASTER SALARY SCHEDULE

WHEREAS, The Compensation and Benefits Plan between the City of Tracy and the Confidential Employees Unit (CEU) expires on September 30, 2018, and

WHEREAS, Agreement has been reached on a new Compensation and Benefits Plan covering the period of July 1, 2018 through June 30, 2021, and

NOW, THEREFORE, BE IT RESOLVED, That City Council of the City of Tracy hereby approves a new Compensation and Benefits Plan between the City of Tracy and the Confidential Employees Unit, authorizes the City Manager to increase appropriations and authorizes an amendment of the City Master Salary Schedule.

BE IT FURTHER RESOLVED THAT, the City Council authorizes the City Manager or his designee(s) to take the necessary administrative steps to increase appropriations and implement the provisions of the Compensation and Benefits Plan and actions approved by this Resolution.

The foregoing Resolution 2018 - _____ was adopted by the Tracy City Council on the 29th day of June, 2018 by the following vote:

AYES: COUNCIL MEMBERS

NOES: COUNCIL MEMBERS

ABSENT: COUNCIL MEMBERS

ABSTAIN: COUNCIL MEMBERS

Mayor

ATTEST:

City Clerk

AGENDA ITEM 5

REQUEST

APPROVE THE COMPENSATION AND BENEFITS PLAN FOR DEPARTMENT HEADS, AUTHORIZE THE CITY MANAGER TO INCREASE APPROPRIATIONS, AND AUTHORIZE AN AMENDMENT OF THE CITY MASTER SALARY SCHEDULE

EXECUTIVE SUMMARY

The Compensation and Benefits Plan for Department Heads expires on June 30, 2018. Department Heads are unrepresented. The City Manager has drafted a new Plan covering a period of 36 months (three years), effective on July 1, 2018, and expires June 30, 2021.

DISCUSSION

There are three key changes in the new Department Heads Compensation and Benefits Plan. The key changes are as follows:

1. Salary Adjustments for all classifications:

July 2018	4% salary adjustment
July 2019	4% salary adjustment
July 2020	4% salary adjustment
2. Restoration of .5% to deferred compensation (5% total), effective July 2018
3. Increase life insurance benefit by \$75,000 for maximum coverage of \$225,000

Other changes to the Compensation and Benefits Plan consist of adding provisions or amendments to include updated statutory language or to further clarify current practices.

The City's Master Salary Schedule contains the salary changes for employee classifications that are part of Department Heads. The Master Salary Schedule must be amended to reflect the terms of the new Compensation and Benefits Plan as listed in Exhibit A.

STRATEGIC PLAN

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

Governance Strategy

Goal 1: Further develop an organization to attract, motivate, develop, and retain a high-quality, engaged, high-performing, and informed workforce.

Objective 1b: Affirm organizational values.

FISCAL IMPACT

The financial impact to the City contained in the changes to the sections of the Compensation and Benefits Plan listed above for the term of this Compensation and Benefits Plan is shown in the table below:

	FY 18/19	FY19/20	FY 20/21
	Year 1 Effective July 2018	Year 2 Effective July 2019	Year 3 Effective July 2020
General Fund	\$ 54,099	\$ 62,357	\$ 93,510
Non- GF	\$ 23,185	\$ 26,724	\$ 40,076
Total	\$ 77,285	\$ 89,082	\$ 133,585

RECOMMENDATION

That the City Council, by resolution, approve the Compensation and Benefits Plan for Department Heads, authorize the City Manager to increase appropriations, and authorize an amendment of the City Master Salary Schedule.

Prepared by: Randall Bradley, City Manager

Approved by: Randall Bradley, City Manager

Attachment: Exhibit A – Department Heads Compensation and Benefits Plan
Exhibit B – Master Salary Schedule

COMPENSATION AND BENEFITS PLAN

BETWEEN

THE CITY OF TRACY

AND

THE DEPARTMENT HEADS

July 1, 201~~8~~⁵ through June 30, 20~~18~~¹⁷

[Amended Per Council Resolution # 2016-271 on December 20, 2016](#)

[Amended per Council Resolution #2017-112 on June 6, 2017](#)



Human Resources ~~Division~~Department

333 Civic Center Plaza

Tracy, CA 95376

(209) 831-6150

www.cityof-tracy.org/ca-us

Department Heads Compensation and Benefits Plan
July 1, 2018~~5~~ through June 30, 2021~~48~~
[Amended Per Council Resolution # 2017-271 on December 20, 2016](#)
[Amended Per Council Resolution # 2017-112 on June 6, 2017](#)

Table of Contents

<u>Section</u>	<u>Topic</u>	<u>Page</u>
1	Purpose and Intent	1
2	Department Heads Unit Membership	1
3	Compensation.....	1
	A. Salary Plan	1
	1. Equity Increases.....	1
	2. Cost of Living Adjustments	2
	B. Components of Salary	2
	1. Base Salary	2
	2. Cost of Living	2
	C. Deferred Compensation	2
4	Leaves.....	2
	A. Vacation	2
	B. Management Leave	3
	C. Floating Holidays.....	3
	D. Maximum Accumulation of Leave.....	3
	E. Buy-Back of Accumulated Leave.....	3
	F. Sick Leave Accrual	3
	G. Conversion of Sick Leave Balance	3
	1. Conversion of Sick Leave Balance Upon Retirement	3
	2. Conversion of Sick Leave Balance Upon Death/Termination.....	4
	H. Bereavement Leave	4
	I. Family Leave.....	4
5	Benefits.....	4
	A. Determined by City Manager.....	4
	B. CalPERS Retirement Formula	4
	1. Miscellaneous (Non-Public safety) Department Heads.....	4
	2. Fire Chief: Public Safety Department Head	5
	C. CalPERS Retirement Benefit.....	5

Department Heads Compensation and Benefits Plan
July 1, 2018~~5~~ through June 30, 2021~~18~~
[Amended Per Council Resolution # 2017-271 on December 20, 2016](#)
[Amended Per Council Resolution # 2017-112 on June 6, 2017](#)

Table of Contents

<u>Section</u>	<u>Topic</u>	<u>Page</u>
	D. Short-Term Disability Insurance (STD)	6
	E. Long Term Disability Program	6
	F. Annual Physical	6
	G. Education Reimbursement	6
	H. Travel.....	6
	I. City Vehicle/Allowance	7
	J. Insurance	7
	1. Medical Plans Provided.....	7
	2. Dental	7
	3. Vision	7
	4. Life Insurance.....	7
	5. Cafeteria Plan	7
	a. City Contributions.....	7
	b. Cash Out Options	8
	c. Future Contributions.....	9
	d. Approved Account Uses	9
	e. Flexible Benefits Plan (IRS Section 125)	9
	K. Management Benefit Plan	9
	L. Uniform Allowance.....	9
	M. Relocation Reimbursement	9
6	Severance9
	A. Determined by City Manager	10
	B. Severance Pay.....	10
	C. Waiver and Release	10

CITY OF TRACY
DEPARTMENT HEADS
COMPENSATION AND BENEFITS PLAN
July 1, 2018~~5~~ through June 30, 2021~~48~~
[Amended Per Council Resolution # 2017-271 on December 20, 2016](#)
[Amended Per Council Resolution # 2017-112 on June 6, 2017](#)

Section 1: Purpose and Intent

The City Council has established a Department Heads Compensation and Benefits Plan. Department Heads are exempt from the Fair Labor Standards Act (FLSA), are at will employees, and serve at the pleasure of the City Manager. They are covered by the authority of the Personnel Rules and Regulations; however, they are not subject to the grievance or appeals procedure. (The City Manager is empowered to grant compensation adjustments as specified in the Department Heads Compensation and Benefits Plan.)

The City of Tracy is desirous of providing greater service to its citizens, and of recruiting and maintaining qualified Department Head staff. The following plan provides the basis for recognition, benefits and compensation, effective July 1, 201~~5~~8 through June 30, ~~2018~~2021.

Section 2: Department Heads Unit Membership

Positions covered by this plan exclusively are as follows:

- Assistant City Manager
- Development and Engineering Services Director
- Finance Director
- Fire Chief
- Human Resources Director
- Parks and Community Services Director
- Police Chief
- Public Works Director
- Utilities Director

Section 3: Compensation

A. Salary Plan

There shall be a minimum and maximum salary for all classifications.

All rates of pay set forth in this Section represent the standard rate of pay for full-time employment for each classification. Employees occupying a position in a classification covered by this Plan shall be paid at a base salary within the range established for that position's classification.

The salary ranges for all classifications covered in the plan shall be increased as outlined in this Section.

1. Equity Increases

There shall be no equity increases for the duration of this term.

2. Cost of Living Adjustments

~~Effective the beginning of the first full pay period following adoption of this Compensation and Benefit Plan by City Council, employees who are employed by the City at the time of adoption of this agreement shall receive a one-time lump sum payment representing 8.0% of employee's base salary on the salary schedule at the time of the payment for employees.~~

Effective ~~the beginning of the first full pay period following adoption of this Compensation and Benefit Plan by City Council~~ in July 2018, employees shall receive a wage increase equal to ~~four (4.0)%~~.

~~Effective the first full pay period in January 2017, employees who are employee by the City at the time of ratification of this and adoption of this agreement, shall receive a one-time lump sum payment representing 6% of the employee's base salary on the schedule at the time of the payment.~~

Effective the first pay period of July 2019~~7~~, employee shall receive a wage increase equal to ~~four (4.0)%~~.

~~Effective the first pay period of July 2020, employee shall receive a wage increase equal to four (4.0)%.~~

B. Components of Salary

The City Manager is authorized to set the salary of Department Heads at any point within the salary range.

1. Base Salary

This is the amount set at any point within the range at initial appointment and will be subject to adjustment until the Department Head reaches the top of the range. Base salary may be adjusted on an annual basis by the City Manager, based on meritorious performance, but not to exceed the established range.

C. Deferred Compensation

A contribution to the Department Head's Deferred Compensation Plan will be made in the amount of ~~4.5%~~ five (5.0)% of the Department Head's annual salary. City paid deferred compensation to a Department Head shall be paid to a 401a Plan.

Section 4: Leave

A. Vacation

Department Heads shall accrue vacation at the following rates

~~Leave will be granted as provided for in the following chart. Leave may be used during the first six (6) months of service in accordance with the City's Vacation Leave Policy.~~

0-5 years	120 hours per year
6-10 years	160 hours per year
11-15 years	200 hours per year
16-20 years	220 hours per year
21 + years	240 hours per year

B. Management Leave

In recognition of the need to devote more than 40 hours per week to their duties, management leave in the amount of 120 hours per calendar year shall be granted to Department Heads.

C. Floating Holidays

Sixteen (16) hours of floating holiday leave per calendar year shall be granted to Department Heads.

D. Maximum Accumulation of Leave

The maximum accrual for Department Heads of vacation, management leave, and floating holidays shall be 750 hours.

E. Buy-Back of Accumulated Leave

Department Heads are allowed an optional buy-back of accumulated leave. They may, twice in a calendar year, buy back up to 50 percent (50%) of accumulated leave, but not more than the equivalent of one (1) year's earning rate for vacation, management leave and floating holidays.

F. Sick Leave Accrual

All Department Heads shall be eligible to accrue sick leave at the rate of eight (8) hours for each month of service. Unlimited accrual of sick leave is allowed.

Eligible Department Heads shall be eligible to accrue sixteen (16) hours of sick leave for each month of service beginning the 21st year of employment and thereafter. This provision is only applicable to individuals first employed by the City of Tracy prior to January 1, 1987.

G. Sick Leave Usage

~~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 as child, parent, or spouse.~~

~~Sick leave is to be used for 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. Sick leave may also be used by employees who are victims of domestic violence, sexual assault or stalking and who need to take time off of work for any of the reasons set forth in California Labor Code sections 230 and 230.1.~~

H. Conversion of Sick Leave Balance

1. Conversion of Sick Leave Balance Upon Retirement

Upon retirement, employees may convert all accrued sick leave at the time of retirement 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 Department Head's hourly rate of pay. The retired employee and his/her dependents shall be entitled to continue 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 bank is exhausted. At that time, the employee and his/her dependents may continue to participate in the City's group health plan provided the City receives the employee's payment for the premium(s) by the 10th of each month for the following month's coverage.

2. Conversion of Sick Leave Balance Upon Death/Termination

Upon death, the employee's estate shall receive straight-time pay for all accrued sick leave in excess of 960 hours.

If a Department Head terminates or is terminated for any reason, all accumulated sick leave shall be canceled. Such accumulated sick leave, however, shall be credited to such employee if he/she returns to City employment within two years of such termination.

H. I. Bereavement Leave

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In the event of death in the immediate family of a Department Head, absence from duty may be allowed not to exceed five working days within two weeks of the date of death of the family member. Such absences shall not be charged to sick leave.

I. Family Leave

~~Department Heads may be granted leave with pay when absence from work is required because of illness or injury of a member of the immediate family. Immediate family is defined as child, parent or spouse. Each day utilized for this leave shall be subtracted from the sick leave accrual of the Department Head. Employees may utilize up to one-half (1/2) of their annual accrual of sick leave for the care of their immediate family.~~

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Section 5: Benefits

A. Determined by City Manager

Department Heads shall receive benefits based on the maximum granted to represented and unrepresented employees, or other reasonable basis, as determined by the City Manager.

B. CalPERS Retirement Formula (Amended by Resolution 2010-152)

1. Miscellaneous (Non-Public Safety) Department Heads

Miscellaneous employees hired on or after January 1, 2013 and who qualify as "new employees" under the Public Employees' Pension Reform Act ("PEPRA") shall receive average of three (3) consecutive highest years and 2% at 62 benefit formula provided through the California Public Employees' Retirement System (CalPERS).

Miscellaneous Department Heads hired on or after December 17, 2010 and on or before December 31, 2012, shall receive the average of three (3) consecutive highest years and 2% @ 55 benefit formula provided through the California Public Employees' Retirement System (CalPERS).

Miscellaneous Department Heads hired on or before December 16, 2010 shall receive the single highest year and 2.5% at 55 benefit formula provided through the California Public Employees' Retirement System (CalPERS).

2. Fire Chief: Public Safety Department Head

Fire Chiefs hired on or before December 31, 2012 and/or meeting the CalPERS definition of a "Classic employee" shall receive single highest year and the three percent at 55 (3%@55) retirement formula provided through the California Public Employees' Retirement System (CalPERS).

Fire Chiefs hired on or after January 1, 2013 meeting the definition of “new member” under PEPR shall be subject to all the provisions of that law, including, but not limited to the two point seven percent at 57 (2.7%@57) retirement formula with a three-year final compensation period.

3. Police Chief: Public Safety Department Head

Police Chiefs hired by the City of Tracy on or before July 1, 2010 shall receive single highest year and the three percent at 50 (3%@50) retirement formula provided through the California Public Employees’ Retirement System (CalPERS).

Police Chiefs hired by the City of Tracy on or after July 2, 2010 meeting the CalPERS definition of a “classic employee” shall receive single highest year and the three percent at 55 (3%@55) retirement formula provided through the California Public Employees’ Retirement System (CalPERS).

Police Chiefs hired on or after January 1, 2013 meeting the definition of “new member” under PEPR shall be subject to all the provisions of that law, including, but not limited to the two point seven percent at 57 (2.7%@57) retirement formula with a three-year final compensation period.

C. CalPERS Retirement Benefit

The City agrees to continue to pay the employer contribution for the City’s CalPERS retirement benefit.

~~Effective as soon as administratively possible in accordance with the California Government Code section 20516 contract amendment process, each employee in this unit shall pay 3% towards the employers share of CalPERS pension regardless of what CalPERS pension formula is applicable to employee. In exchange, the City shall pay the corresponding salary increase that represents the 3% contribution, which will be cost neutral to the City. The parties agree that should the parties negotiate elimination of the 3% contribution towards the employers share or such contribution becomes contrary to any subsequent rules, regulations and/or law rendering the contribution null and void, or CalPERS find that the salary increase does not constitute pensionable compensation that the equivalent salary increase conferred in this section, and referred to in section 5.1, shall also cease and become null and void.~~

Miscellaneous employees hired on or before December 16, 2010 and under the first-tier CalPERS retirement formula (2.5% at 55), shall pay the 8% employee contribution towards employee statutory share of CalPERS retirement during the term of this Agreement.

Miscellaneous employees hired after December 16, 2010 and on or before December 31, 2012, under the second-tier CalPERS retirement formula (2% at 55), shall pay the 7% employee contribution towards employee statutory share of CalPERS retirement during the term of this Agreement.

Miscellaneous employees hired on or after January 1, 2013 and meeting the definition of "new member" under the Public Employees' Pension reform Act (PEPRA) shall be subject to all the provisions of that law, including, but not limited to the 2%@62 benefit formula provided through the Public Employees' Retirement System (CalPERS) with a three-year final compensation period and shall pay the employee contribution required by PEPRA, currently calculated at fifty percent (50%) of the normal cost.

Safety employees hired by the City and meeting the definition of "classic member" under the Public ~~Employees~~ Employees' Pension Reform Act shall pay the 9% of salary employee contribution toward employee statutory share of CalPERS retirement.

Safety employees hired by the City on or after January 1, 2013 meeting the definition of "new member" under the Public Employees' Pension Reform Act shall be subject to all the provisions of the law, including, but not limited to the two point seven percent at age 57 (2.7%@57) retirement formula with a three-year compensation period and shall pay the employee contribution required by the Public Employees' Pension Reform Act, currently calculated at fifty percent (50%) of normal cost.

D. Short Term Disability Insurance (STD)

Short Term Disability insurance is provided to all regular employees in the Department Head Unit through Standard Insurance with the premium paid by employees at the current rate of .83% of the monthly salary.

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Short Term Disability Insurance payments may be available to employees who cannot work because of sickness or non-work related injuries as determined by the STD insurance provider. STD payments shall be integrated with accumulated sick 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.

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To the extent accumulated sick leave or vacation leave is available; the employee will continue to receive normal paychecks. Payments received from the insurance carrier shall be turned in to the City. When such checks are received by the City, a portion of the employee's next paycheck, equal to the amount turned in, shall be recorded as nontaxable pay and sick leave shall be charged only for the amount of the City's share of the paycheck.

In no case may an employee receive more income than the amount of his/her normal pay. Employees must turn in checks received from the insurance carrier to the City,

unless the employee elected in writing, at the time of the disability, of the employee's choice not to receive paid leave.

E. Long Term Disability Program (LTD)

City paid Long Term Disability insurance shall be provided to all Department Heads.

F. Annual Physical

An annual physical examination shall be provided by the City, if desired and requested by a Department Head.

G. Education Reimbursement

Educational expenses shall be reimbursed, up to \$2,500 per calendar year, but are limited to the cost of a State College or University's fees, books, and tuition. A grade of "C" or better is required for reimbursement. Approval by the City Manager is required prior to enrollment.

H. Travel

Administrative Procedure, Section T – Travel Expenses, shall be used to reimburse mileage expenses incurred when using a personal vehicle for City business. Department Heads shall not receive mileage reimbursement, in accordance with Administrative Procedure Section T – Travel Expense, unless the one-way mileage from the City of Tracy work site to the final destination exceeds 75 miles. In such circumstances, the Department Head may apply for reimbursement for mileage above the initial 75 miles.

I. City Vehicle/Allowance

Department Heads shall be provided with either a City vehicle or a car allowance of \$500 per month.

J. Insurance

1. Medical Plans Provided

The City offers medical insurance ~~through Kaiser and Health Net~~. During the term of this agreement the City reserves the right to change medical providers and the parties shall meet and discuss regarding such change. New employees hired on or after December 1, 2007 shall be required to select 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.

2. Dental

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

4. Vision

The City shall make available vision care benefits for full-time employees and their eligible dependents through the existing providers.

5. Life Insurance

Upon Council approval of this Plan, effective July 1, 2018, the City shall purchase life insurance in the amount of \$150,225,000 for each Department Head, as soon as administratively feasible.

6. Cafeteria Plan

a. City Contributions

The City shall maintain an account for each full-time employee in regular or probationary status within the City's cafeteria plan. The City shall make 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.

b. Cash Out Options

For employees hired before December 1, 2007, the maximum cash payment shall be set at \$996.00 per month for employees who do not elect a medical, dental, and/or vision plan. For employees hired on or after December 1, 2007, 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).

c. Future Contributions

If premiums increase in the plans to which City employees subscribe effective January 1, ~~2013~~2019, 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.

For employees who elect employee only or employee plus one coverage, any City increase to the employee's account shall be limited to the amount necessary to fully cover the plan selected or up to a maximum of the dollar amount increase 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.

d. Approved Account Uses

The monies in an employee's account shall be used for one or more of the following purposes only: 1) payment of premium charges for the medical insurance program in which the employee is enrolled, 2) payment of premium charges for the dental insurance program in which the employee is enrolled, and/or 3) payment of premium charges for the vision insurance program in which the employee is enrolled. The City also independently funds life insurance premiums through each employee's account.

Each employee 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 12 month period beginning the first day of each plan benefit year. Thereafter, no changes to designations so made will be allowed until the following open enrollment period without a qualifying event.

Each employee shall be responsible for providing immediate written notification to the Personnel Officer or Human Resources designee of any change to the number of his/her dependents which affects the amount of the City payment on behalf of the employee. 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 next following the month in which advice from the employee is received by the Personnel Officer or Human Resources designate. No retroactive payments shall be allowed.

e. 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 insurance premiums and other approved expenses. The City will not treat these monies as compensation subject to income tax withholding unless 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.

K. Management Benefit Plan

The Management Benefit of \$960 per calendar year will be utilized at the discretion of each individual Department Head for job related expenses or for professional development. The monies will be allocated per pay period and may be utilized for a wide variety of job related expenses, training, association memberships, computer hardware and software, conference registration and attendance, and other miscellaneous job expenses or professional development opportunities.

L. Uniform Allowance

The City shall provide the Fire Chief and Police Chief a uniform allowance in the amount of \$1,100 per year.

M. Relocation Incentive

Department Heads wishing to relocate to a residence within the City of Tracy may receive relocation expense reimbursement of up to \$5,000 at the City Manager's discretion.

Section 6: Severance

A. Determined by City Manager

The City Manager, at his or her discretion, is authorized to enter into severance agreements with Department Heads if they involuntarily resign or are terminated by the City, for up to six (6) months of severance pay.

B. Severance Pay

"Severance pay" shall include the cash equivalent to salary and city paid health benefits/premiums including cash in lieu or medical, dental and vision premiums. Severance pay shall be paid in a lump sum payment to the Department Head by the City within 15 working days after the effective date of the severance agreement, or as agreed to by the City and the Department Head. Severance pay shall not be included in final compensation for the purposes of CalPERS retirement nor shall any payments of the employee's share of the CalPERS rates be deemed to extend the date of separation past termination or resignation of the employee.

C. Waiver and Release

All severance agreements must contain a release of liability for all claims connected with the employment relationship and must be in a form approved by the City Attorney.

EXHIBIT B

**City of Tracy
Master Salary Schedule**

Salaries Effective 07-01-18

Class Code	Position Title	Unit		Semi-Mon Salary	Monthly Salary	Annual Salary	Hourly Rate
3106	Accountant*	TMMBU	A	3,230.86	6,461.72	77,540.64	37.2777
			B	3,392.41	6,784.82	81,417.84	39.1417
			C	3,562.03	7,124.06	85,488.72	41.0988
			D	3,740.13	7,480.26	89,763.12	43.1537
			E	3,927.13	7,854.26	94,251.12	45.3113
4112	Accounting Assistant	TTSSEA	A	1,975.90	3,951.80	47,421.60	22.7980
			B	2,074.70	4,149.40	49,792.80	23.9379
			C	2,178.43	4,356.86	52,282.32	25.1348
			D	2,287.36	4,574.72	54,896.64	26.3916
			E	2,401.73	4,803.46	57,641.52	27.7112
4203	Accounting Coordinator	TTSSEA	A	2,824.09	5,648.18	67,778.16	32.5844
			B	2,965.30	5,930.60	71,167.20	34.2137
			C	3,113.57	6,227.14	74,725.68	35.9244
			D	3,269.25	6,538.50	78,462.00	37.7207
			E	3,432.72	6,865.44	82,385.28	39.6068
3103	Accounting Officer*	TMMBU	A	4,210.13	8,420.26	101,043.12	48.5766
			B	4,420.63	8,841.26	106,095.12	51.0053
			C	4,641.66	9,283.32	111,399.84	53.5556
			D	4,873.74	9,747.48	116,969.76	56.2333
			E	5,117.42	10,234.84	122,818.08	59.0449
4201	Accounting Technician	TTSSEA	A	2,429.99	4,859.98	58,319.76	28.0373
			B	2,551.49	5,102.98	61,235.76	29.4391
			C	2,679.06	5,358.12	64,297.44	30.9110
			D	2,813.02	5,626.04	67,512.48	32.4567
			E	2,953.67	5,907.34	70,888.08	34.0795
4101	Administrative Assistant I	TTSSEA	A	1,771.83	3,543.66	42,523.92	20.4434
			B	1,860.42	3,720.84	44,650.08	21.4656
			C	1,953.44	3,906.88	46,882.56	22.5388
			D	2,051.12	4,102.24	49,226.88	23.6659
			E	2,153.68	4,307.36	51,688.32	24.8492
4102	Administrative Assistant II	TTSSEA	A	1,967.16	3,934.32	47,211.84	22.6971
			B	2,065.52	4,131.04	49,572.48	23.8320
			C	2,168.80	4,337.60	52,051.20	25.0237
			D	2,277.23	4,554.46	54,653.52	26.2747
			E	2,391.09	4,782.18	57,386.16	27.5884
8102	Administrative Assistant II-Confidential	CONF	A	2,096.58	4,193.16	50,317.92	24.1904
			B	2,201.41	4,402.82	52,833.84	25.3999
			C	2,311.48	4,622.96	55,475.52	26.6699
			D	2,427.05	4,854.10	58,249.20	28.0033
			E	2,548.41	5,096.82	61,161.84	29.4036
4106	Administrative Assistant III	TTSSEA	A	2,085.80	4,171.60	50,059.20	24.0660
			B	2,190.09	4,380.18	52,562.16	25.2693
			C	2,299.60	4,599.20	55,190.40	26.5328
			D	2,414.58	4,829.16	57,949.92	27.8595
			E	2,535.31	5,070.62	60,847.44	29.2525

Legend:

* = asterisk

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Updated 06/29/2018

EXHIBIT B

**City of Tracy
Master Salary Schedule**

Salaries Effective 07-01-18

Class Code	Position Title	Unit		Semi-Mon Salary	Monthly Salary	Annual Salary	Hourly Rate
4107	Administrative Technician	TTSSEA	A	2,429.99	4,859.98	58,319.76	28.0373
			B	2,551.49	5,102.98	61,235.76	29.4391
			C	2,679.06	5,358.12	64,297.44	30.9110
			D	2,813.02	5,626.04	67,512.48	32.4567
			E	2,953.67	5,907.34	70,888.08	34.0795
4425	Airport Coordinator	TTSSEA	A	2,342.54	4,685.08	56,220.96	27.0283
			B	2,459.67	4,919.34	59,032.08	28.3797
			C	2,582.65	5,165.30	61,983.60	29.7987
			D	2,711.78	5,423.56	65,082.72	31.2886
			E	2,847.37	5,694.74	68,336.88	32.8530
9322	Airport Operations Assistant	LS	A				11.0000
			B				11.5500
			C				12.1300
			D				12.7300
			E				13.3700
5522	Animal Services Aide	TEAMSTERS	A	1,402.33	2,804.66	33,655.92	16.1801
			B	1,472.45	2,944.90	35,338.80	16.9892
			C	1,546.08	3,092.16	37,105.92	17.8387
			D	1,623.39	3,246.78	38,961.36	18.7307
			E	1,704.55	3,409.10	40,909.20	19.6671
5521	Animal Services Officer I	TEAMSTERS	A	1,951.77	3,903.54	46,842.48	22.5196
			B	2,049.34	4,098.68	49,184.16	23.6453
			C	2,151.79	4,303.58	51,642.96	24.8274
			D	2,259.39	4,518.78	54,225.36	26.0689
			E	2,372.36	4,744.72	56,936.64	27.3723
5523	Animal Services Officer II	TEAMSTERS	A	2,142.87	4,285.74	51,428.88	24.7245
			B	2,250.02	4,500.04	54,000.48	25.9608
			C	2,362.53	4,725.06	56,700.72	27.2589
			D	2,480.65	4,961.30	59,535.60	28.6218
			E	2,604.70	5,209.40	62,512.80	30.0531
3621	Animal Services Supervisor	TMMBU	A	2,610.43	5,220.86	62,650.32	30.1192
			B	2,740.95	5,481.90	65,782.80	31.6251
			C	2,877.99	5,755.98	69,071.76	33.2063
			D	3,021.89	6,043.78	72,525.36	34.8666
			E	3,172.98	6,345.96	76,151.52	36.6099

Legend:

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EXHIBIT B

**City of Tracy
Master Salary Schedule**

Salaries Effective 07-01-18

Class Code	Position Title	Unit		Semi-Mon Salary	Monthly Salary	Annual Salary	Hourly Rate
9616	Aquatics Specialist	LS	A				17.3600
			B				18.2300
			C				19.1400
			D				20.1000
			E				21.1000
9634	Arts Education Coordinator	LS	A				21.6000
			B				22.6800
			C				23.8100
			D				25.0000
			E				26.2500
2573	Assistant City Attorney*	CONF	A	5,946.05	11,892.10	142,705.20	68.6056
			B	6,243.35	12,486.70	149,840.40	72.0359
			C	6,555.52	13,111.04	157,332.48	75.6377
			D	6,883.29	13,766.58	165,198.96	79.4195
			E	7,227.45	14,454.90	173,458.80	83.3904
3308	Assistant City Engineer*	TMMBU	A	5,017.52	10,035.04	120,420.48	57.8922
			B	5,268.40	10,536.80	126,441.60	60.7869
			C	5,531.82	11,063.64	132,763.68	63.8262
			D	5,808.41	11,616.82	139,401.84	67.0175
			E	6,098.84	12,197.68	146,372.16	70.3685
1502	Assistant City Manager*	DH	Min	7092.61	14185.22	170222.67	81.8347
			Max	8621.28	17242.56	206910.77	99.4725
3302	Assistant Civil Engineer*	TMMBU	A	3,377.58	6,755.16	81,061.92	38.9706
			B	3,546.45	7,092.90	85,114.80	40.9190
			C	3,723.78	7,447.56	89,370.72	42.9650
			D	3,909.97	7,819.94	93,839.28	45.1133
			E	4,105.46	8,210.92	98,531.04	47.3689
2682	Assistant Director DES*	CONF	A	5,678.84	11,357.68	136,292.16	65.5226
			B	5,962.78	11,925.56	143,106.72	68.7987
			C	6,260.92	12,521.84	150,262.08	72.2386
			D	6,573.96	13,147.92	157,775.04	75.8505
			E	6,902.66	13,805.32	165,663.84	79.6430
2681	Assistant Director DES/City Engineer*	CONF	A	5,949.60	11,899.20	142,790.40	68.6466
			B	6,247.07	12,494.14	149,929.68	72.0788
			C	6,559.44	13,118.88	157,426.56	75.6829
			D	6,887.40	13,774.80	165,297.60	79.4669
			E	7,231.79	14,463.58	173,562.96	83.4405
5232	Assistant Planner	TEAMSTERS	A	2,803.79	5,607.58	67,290.96	32.3502
			B	2,943.99	5,887.98	70,655.76	33.9678
			C	3,091.19	6,182.38	74,188.56	35.6662
			D	3,245.74	6,491.48	77,897.76	37.4494
			E	3,408.03	6,816.06	81,792.72	39.3219

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Updated 06/29/2018

EXHIBIT B

**City of Tracy
Master Salary Schedule**

Salaries Effective 07-01-18

Class Code	Position Title	Unit		Semi-Mon Salary	Monthly Salary	Annual Salary	Hourly Rate
3303	Associate Engineer*	TMMBU	A	3,794.37	7,588.74	91,064.88	43.7795
			B	3,984.07	7,968.14	95,617.68	45.9683
			C	4,183.29	8,366.58	100,398.96	48.2669
			D	4,392.45	8,784.90	105,418.80	50.6802
			E	4,612.07	9,224.14	110,689.68	53.2141
3202	Associate Planner*	TMMBU	A	3,211.09	6,422.18	77,066.16	37.0496
			B	3,371.65	6,743.30	80,919.60	38.9022
			C	3,540.23	7,080.46	84,965.52	40.8472
			D	3,717.24	7,434.48	89,213.76	42.8896
			E	3,903.11	7,806.22	93,674.64	45.0342
4451	Box Office Assistant	TTSSEA	A	1,771.83	3,543.66	42,523.92	20.4434
			B	1,860.42	3,720.84	44,650.08	21.4656
			C	1,953.44	3,906.88	46,882.56	22.5388
			D	2,051.12	4,102.24	49,226.88	23.6659
			E	2,153.68	4,307.36	51,688.32	24.8492
4455	Box Office Coordinator	TTSSEA	A	2,342.54	4,685.08	56,220.96	27.0283
			B	2,459.67	4,919.34	59,032.08	28.3797
			C	2,582.65	5,165.30	61,983.60	29.7987
			D	2,711.78	5,423.56	65,082.72	31.2886
			E	2,847.37	5,694.74	68,336.88	32.8530
3104	Budget Officer*	CONF	A	4,314.52	8,629.04	103,548.48	49.7810
			B	4,530.25	9,060.50	108,726.00	52.2701
			C	4,756.76	9,513.52	114,162.24	54.8836
			D	4,994.60	9,989.20	119,870.40	57.6278
			E	5,244.34	10,488.68	125,864.16	60.5093
5218	Building and Fire Inspector I	TEAMSTERS	A	2,516.12	5,032.24	60,386.88	29.03
			B	2,641.93	5,283.86	63,406.32	30.48
			C	2,774.02	5,548.04	66,576.48	32.01
			D	2,912.73	5,825.46	69,905.52	33.61
			E	3,058.36	6,116.72	73,400.64	35.29
5219	Building and Fire Inspector II	TEAMSTERS	A	3,213.50	6,427.00	77,124.00	37.08
			B	3,374.19	6,748.38	80,980.56	38.93
			C	3,542.88	7,085.76	85,029.12	40.88
			D	3,720.03	7,440.06	89,280.72	42.92
			E	3,906.02	7,812.04	93,744.48	45.07
5211	Building Inspector I	TEAMSTERS	A	2,739.37	5,478.74	65,744.88	31.61
			B	2,876.34	5,752.68	69,032.16	33.19
			C	3,020.15	6,040.30	72,483.60	34.85
			D	3,171.18	6,342.36	76,108.32	36.59
			E	3,329.74	6,659.48	79,913.76	38.42
5212	Building Inspector II	TEAMSTERS	A	3,060.47	6,120.94	73,451.28	35.31
			B	3,213.50	6,427.00	77,124.00	37.08
			C	3,374.19	6,748.38	80,980.56	38.93
			D	3,542.88	7,085.76	85,029.12	40.88
			E	3,720.03	7,440.06	89,280.72	42.92

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EXHIBIT B

**City of Tracy
Master Salary Schedule**

Salaries Effective 07-01-18

Class Code	Position Title	Unit		Semi-Mon Salary	Monthly Salary	Annual Salary	Hourly Rate
5321	Building Maintenance Worker	TEAMSTERS	A	2,247.95	4,495.90	53,950.80	25.94
			B	2,360.34	4,720.68	56,648.16	27.23
			C	2,478.36	4,956.72	59,480.64	28.60
			D	2,602.28	5,204.56	62,454.72	30.03
			E	2,732.41	5,464.82	65,577.84	31.53
5322	Building Maintenance Worker Assistant	TEAMSTERS	A	2,206.02	4,412.04	52,944.48	25.45
			B	2,316.31	4,632.62	55,591.44	26.73
			C	2,432.12	4,864.24	58,370.88	28.06
			D	2,553.73	5,107.46	61,289.52	29.47
			E	2,681.41	5,362.82	64,353.84	30.94
3341	Building Official*	TMMBU	A	4,867.29	9,734.58	116,814.96	56.1589
			B	5,110.65	10,221.30	122,655.60	58.9668
			C	5,366.19	10,732.38	128,788.56	61.9152
			D	5,634.50	11,269.00	135,228.00	65.0110
			E	5,916.23	11,832.46	141,989.52	68.2616
4502	Building Permit Technician I	TTSSEA	A	2,147.04	4,294.08	51,528.96	24.7726
			B	2,254.39	4,508.78	54,105.36	26.0112
			C	2,367.11	4,734.22	56,810.64	27.3118
			D	2,485.47	4,970.94	59,651.28	28.6774
			E	2,609.75	5,219.50	62,634.00	30.1113
1506	City Attorney*	CONTRACT		8,645.83	17,291.66	207,500.00	99.7557
3110	City Clerk*	TMMBU	A	4,266.96	8,533.92	102,407.04	49.2323
			B	4,480.31	8,960.62	107,527.44	51.6939
			C	4,704.32	9,408.64	112,903.68	54.2785
			D	4,939.53	9,879.06	118,548.72	56.9924
			E	5,186.51	10,373.02	124,476.24	59.8420
1102	City Council Member*			292.50	585.00	7,020.00	
1501	City Manager*	CONTRACT		9,395.83	18,791.66	225,500.00	108.4135
1112	City Treasurer*			378.00	756.00	9,072.00	
9107	Clerical	LS	A				11.0000
			B				11.5500
			C				12.1300
			D				12.7300
			E				13.3700
3155	Code Compliance Analyst*	TMMBU	A	3,057.78	6,115.56	73,386.72	35.2807
			B	3,210.67	6,421.34	77,056.08	37.0448
			C	3,371.20	6,742.40	80,908.80	38.8970
			D	3,539.76	7,079.52	84,954.24	40.8418
			E	3,716.75	7,433.50	89,202.00	42.8839

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**City of Tracy
Master Salary Schedule**

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Class Code	Position Title	Unit		Semi-Mon Salary	Monthly Salary	Annual Salary	Hourly Rate
5202	Code Enforcement Officer	TEAMSTERS	A	2,599.11	5,198.22	62,378.64	29.9886
			B	2,729.06	5,458.12	65,497.44	31.4879
			C	2,865.52	5,731.04	68,772.48	33.0624
			D	3,008.79	6,017.58	72,210.96	34.7155
			E	3,159.24	6,318.48	75,821.76	36.4514
5513	Community Services Officer	TEAMSTERS	A	2,202.35	4,404.70	52,856.40	25.4108
			B	2,312.47	4,624.94	55,499.28	26.6813
			C	2,428.08	4,856.16	58,273.92	28.0152
			D	2,549.49	5,098.98	61,187.76	29.4161
			E	2,676.98	5,353.96	64,247.52	30.8870
3623	Communications Unit Supervisor*	TMMBU	A	3,158.81	6,317.62	75,811.44	36.4464
			B	3,316.75	6,633.50	79,602.00	38.2687
			C	3,482.59	6,965.18	83,582.16	40.1822
			D	3,656.71	7,313.42	87,761.04	42.1912
			E	3,839.56	7,679.12	92,149.44	44.3009
9113	Community Access Coordinator	LS	A				23.7800
			B				24.9600
			C				26.2100
			D				27.5200
			E				28.9000
3210	Community Development Analyst*	TMMBU	A	3,211.09	6,422.18	77,066.16	37.0496
			B	3,371.65	6,743.30	80,919.60	38.9022
			C	3,540.23	7,080.46	84,965.52	40.8472
			D	3,717.24	7,434.48	89,213.76	42.8896
			E	3,903.11	7,806.22	93,674.64	45.0342
3206	Community Devel Program Manager*	TMMBU	A	4,867.27	9,734.54	116,814.48	56.1586
			B	5,110.63	10,221.26	122,655.12	58.9665
			C	5,366.17	10,732.34	128,788.08	61.9150
			D	5,634.48	11,268.96	135,227.52	65.0107
			E	5,916.21	11,832.42	141,989.04	68.2613
3315	Community Preservation Manager*	TMMBU	A	3,794.37	7,588.74	91,064.88	43.7795
			B	3,984.07	7,968.14	95,617.68	45.9683
			C	4,183.29	8,366.58	100,398.96	48.2669
			D	4,392.45	8,784.90	105,418.80	50.6802
			E	4,612.07	9,224.14	110,689.68	53.2141
5222	Construction Inspector I	TEAMSTERS	A	2,916.66	5,833.32	69,999.84	33.6525
			B	3,062.51	6,125.02	73,500.24	35.3353
			C	3,215.63	6,431.26	77,175.12	37.1020
			D	3,376.41	6,752.82	81,033.84	38.9571
			E	3,545.24	7,090.48	85,085.76	40.9050

Legend:

* = asterisk

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EXHIBIT B

**City of Tracy
Master Salary Schedule**

Salaries Effective 07-01-18

Class Code	Position Title	Unit		Semi-Mon Salary	Monthly Salary	Annual Salary	Hourly Rate
5223	Construction Inspector II	TEAMSTERS	A	3,062.33	6,124.66	73,495.92	35.3332
			B	3,215.44	6,430.88	77,170.56	37.0998
			C	3,376.21	6,752.42	81,029.04	38.9548
			D	3,545.04	7,090.08	85,080.96	40.9027
			E	3,722.28	7,444.56	89,334.72	42.9477
3501	Community Services Supervisor*	TMMBU	A	3,522.96	7,045.92	84,551.04	40.6480
			B	3,699.10	7,398.20	88,778.40	42.6803
			C	3,884.06	7,768.12	93,217.44	44.8144
			D	4,078.26	8,156.52	97,878.24	47.0550
			E	4,282.17	8,564.34	102,772.08	49.4078
4605	Crime Analyst	TTSSEA	A	2,651.15	5,302.30	63,627.60	30.5890
			B	2,783.71	5,567.42	66,809.04	32.1185
			C	2,922.90	5,845.80	70,149.60	33.7245
			D	3,069.05	6,138.10	73,657.20	35.4108
			E	3,222.50	6,445.00	77,340.00	37.1813
5514	Crime Prevention Specialist	TEAMSTERS	A	2,350.89	4,701.78	56,421.36	27.1246
			B	2,468.45	4,936.90	59,242.80	28.4810
			C	2,591.87	5,183.74	62,204.88	29.9050
			D	2,721.45	5,442.90	65,314.80	31.4001
			E	2,857.51	5,715.02	68,580.24	32.9700
5517	Crime Scene Technician	TEAMSTERS	A	2,517.04	5,034.08	60,408.96	29.0417
			B	2,642.89	5,285.78	63,429.36	30.4937
			C	2,775.03	5,550.06	66,600.72	32.0183
			D	2,913.78	5,827.56	69,930.72	33.6192
			E	3,059.48	6,118.96	73,427.52	35.3003
3622	Crime Scene Unit Supervisor	TMMBU	A	2,640.46	5,280.92	63,371.04	30.4657
			B	2,772.47	5,544.94	66,539.28	31.9888
			C	2,911.08	5,822.16	69,865.92	33.5881
			D	3,056.64	6,113.28	73,359.36	35.2676
			E	3,209.47	6,418.94	77,027.28	37.0309
1108	Cultural Arts Commissioner			Stipend \$50.00 per meeting			
3525	Cultural Arts Manager - Performing Arts*	TMMBU	A	3,522.97	7,045.94	84,551.28	40.6481
			B	3,699.11	7,398.22	88,778.64	42.6804
			C	3,884.07	7,768.14	93,217.68	44.8145
			D	4,078.27	8,156.54	97,878.48	47.0552
			E	4,282.19	8,564.38	102,772.56	49.4080
3524	Cultural Arts Manager - Visual Arts*	TMMBU	A	3,522.97	7,045.94	84,551.28	40.6481
			B	3,699.11	7,398.22	88,778.64	42.6804
			C	3,884.07	7,768.14	93,217.68	44.8145
			D	4,078.27	8,156.54	97,878.48	47.0552
			E	4,282.19	8,564.38	102,772.56	49.4080

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EXHIBIT B

**City of Tracy
Master Salary Schedule**

Salaries Effective 07-01-18

Class Code	Position Title	Unit		Semi-Mon Salary	Monthly Salary	Annual Salary	Hourly Rate
9552	D.A.R.E Officer	LS	A				31.3900
			B				32.9600
			C				34.6000
			D				36.3300
			E				38.1500
2571	Deputy City Attorney I*	CONF	A	4,668.40	9,336.80	112,041.60	53.8641
			B	4,901.82	9,803.64	117,643.68	56.5573
			C	5,146.92	10,293.84	123,526.08	59.3853
			D	5,404.27	10,808.54	129,702.48	62.3546
			E	5,674.47	11,348.94	136,187.28	65.4721
2572	Deputy City Attorney II*	CONF	A	5,135.25	10,270.50	123,246.00	59.2506
			B	5,392.02	10,784.04	129,408.48	62.2132
			C	5,661.61	11,323.22	135,878.64	65.3238
			D	5,944.70	11,889.40	142,672.80	68.5901
			E	6,241.93	12,483.86	149,806.32	72.0195
4116	Deputy City Clerk	TTSSEA	A	2,610.09	5,220.18	62,642.16	30.1153
			B	2,740.60	5,481.20	65,774.40	31.6211
			C	2,877.62	5,755.24	69,062.88	33.2020
			D	3,021.51	6,043.02	72,516.24	34.8622
			E	3,172.58	6,345.16	76,141.92	36.6053
1515	Development & Engineering Services Director*	DH	Min	6948.51	13897.02	166764.23	80.1720
			Max	8444.48	16888.96	202667.59	97.4326
2561	Division Manager I*	CONF	A	4,007.14	8,014.28	96,171.36	46.2345
			B	4,207.50	8,415.00	100,980.00	48.5462
			C	4,417.87	8,835.74	106,028.88	50.9735
			D	4,638.76	9,277.52	111,330.24	53.5221
			E	4,870.69	9,741.38	116,896.56	56.1981
3161	Division Manager I*	TMMBU	A	3,910.17	7,820.34	93,844.08	45.1156
			B	4,105.68	8,211.36	98,536.32	47.3714
			C	4,310.97	8,621.94	103,463.28	49.7400
			D	4,526.51	9,053.02	108,636.24	52.2270
			E	4,752.83	9,505.66	114,067.92	54.8382
3162	Division Manager II*	TMMBU	A	4,557.71	9,115.42	109,385.04	52.5869
			B	4,785.59	9,571.18	114,854.16	55.2162
			C	5,024.87	10,049.74	120,596.88	57.9770
			D	5,276.11	10,552.22	126,626.64	60.8759
			E	5,539.92	11,079.84	132,958.08	63.9197

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EXHIBIT B

**City of Tracy
Master Salary Schedule**

Salaries Effective 07-01-18

Class Code	Position Title	Unit		Semi-Mon Salary	Monthly Salary	Annual Salary	Hourly Rate
3209	Economic Devel Management Analyst*	TMMBU	A	3,406.02	6,812.04	81,744.48	39.2987
			B	3,576.32	7,152.64	85,831.68	41.2636
			C	3,755.14	7,510.28	90,123.36	43.3269
			D	3,942.90	7,885.80	94,629.60	45.4933
			E	4,140.05	8,280.10	99,361.20	47.7680
3207	Economic Development Manager*	TMMBU	A	4,210.13	8,420.26	101,043.12	48.5766
			B	4,420.63	8,841.26	106,095.12	51.0053
			C	4,641.66	9,283.32	111,399.84	53.5556
			D	4,873.74	9,747.48	116,969.76	56.2333
			E	5,117.42	10,234.84	122,818.08	59.0449
5324	Electrician	TEAMSTERS	A	2,932.66	5,865.32	70,383.84	33.8371
			B	3,079.32	6,158.64	73,903.68	35.5292
			C	3,233.27	6,466.54	77,598.48	37.3055
			D	3,394.93	6,789.86	81,478.32	39.1708
			E	3,564.68	7,129.36	85,552.32	41.1293
3711	Emergency Medical Services Manager*	TMMBU	A	3,793.62	7,587.24	91,046.88	43.7709
			B	3,983.30	7,966.60	95,599.20	45.9594
			C	4,182.47	8,364.94	100,379.28	48.2574
			D	4,391.60	8,783.20	105,398.40	50.6704
			E	4,611.17	9,222.34	110,668.08	53.2038
3309	Engineering Program Manager*	TMMBU	A	4,561.38	9,122.76	109,473.12	52.6293
			B	4,789.45	9,578.90	114,946.80	55.2608
			C	5,028.92	10,057.84	120,694.08	58.0238
			D	5,280.36	10,560.72	126,728.64	60.9249
			E	5,544.39	11,088.78	133,065.36	63.9713
5221	Engineering Technician I	TEAMSTERS	A	2,567.53	5,135.06	61,620.72	29.6242
			B	2,695.90	5,391.80	64,701.60	31.1053
			C	2,830.69	5,661.38	67,936.56	32.6606
			D	2,972.23	5,944.46	71,333.52	34.2936
			E	3,120.84	6,241.68	74,900.16	36.0083
5225	Engineering Technician II	TEAMSTERS	A	2,695.91	5,391.82	64,701.84	31.1055
			B	2,830.70	5,661.40	67,936.80	32.6607
			C	2,972.25	5,944.50	71,334.00	34.2939
			D	3,120.87	6,241.74	74,900.88	36.0087
			E	3,276.89	6,553.78	78,645.36	37.8088
5425	Environmental Compliance Officer	TEAMSTERS	A	2,620.59	5,241.18	62,894.16	30.2364
			B	2,751.61	5,503.22	66,038.64	31.7481
			C	2,889.18	5,778.36	69,340.32	33.3354
			D	3,033.65	6,067.30	72,807.60	35.0023
			E	3,185.33	6,370.66	76,447.92	36.7524
5424	Environmental Compliance Technician	TEAMSTERS	A	2,137.16	4,274.32	51,291.84	24.6586
			B	2,244.03	4,488.06	53,856.72	25.8917
			C	2,356.21	4,712.42	56,549.04	27.1860
			D	2,474.02	4,948.04	59,376.48	28.5453
			E	2,597.75	5,195.50	62,346.00	29.9729

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EXHIBIT B

**City of Tracy
Master Salary Schedule**

Salaries Effective 07-01-18

Class Code	Position Title	Unit		Semi-Mon Salary	Monthly Salary	Annual Salary	Hourly Rate
5313	Equipment Mechanic I	TEAMSTERS	A	2,359.62	4,719.24	56,630.88	27.2253
			B	2,477.60	4,955.20	59,462.40	28.5866
			C	2,601.48	5,202.96	62,435.52	30.0159
			D	2,731.55	5,463.10	65,557.20	31.5167
			E	2,868.12	5,736.24	68,834.88	33.0924
5314	Equipment Mechanic II	TEAMSTERS	A	2,477.59	4,955.18	59,462.16	28.5865
			B	2,601.48	5,202.96	62,435.52	30.0159
			C	2,731.54	5,463.08	65,556.96	31.5166
			D	2,868.12	5,736.24	68,834.88	33.0924
			E	3,011.53	6,023.06	72,276.72	34.7471
4108	Executive Assistant	TTSSEA	A	2,392.97	4,785.94	57,431.28	27.6101
			B	2,512.62	5,025.24	60,302.88	28.9907
			C	2,638.25	5,276.50	63,318.00	30.4402
			D	2,770.17	5,540.34	66,484.08	31.9623
			E	2,908.67	5,817.34	69,808.08	33.5603
8108	Executive Assistant - Confidential	CONF	A	2,550.41	5,100.82	61,209.84	29.4267
			B	2,677.94	5,355.88	64,270.56	30.8981
			C	2,811.83	5,623.66	67,483.92	32.4429
			D	2,952.42	5,904.84	70,858.08	34.0651
			E	3,100.04	6,200.08	74,400.96	35.7683
2581	Executive Assistant to City Manager*	CONF	A	2,912.74	5,825.48	69,905.76	33.6072
			B	3,058.37	6,116.74	73,400.88	35.2875
			C	3,211.29	6,422.58	77,070.96	37.0519
			D	3,371.86	6,743.72	80,924.64	38.9046
			E	3,540.45	7,080.90	84,970.80	40.8498
3423	Facilities Maint Superintendent*	TMMBU	A	4,084.52	8,169.04	98,028.48	47.1273
			B	4,288.74	8,577.48	102,929.76	49.4836
			C	4,503.18	9,006.36	108,076.32	51.9578
			D	4,728.34	9,456.68	113,480.16	54.5557
			E	4,964.75	9,929.50	119,154.00	57.2834
9635	Facility Attendant	LS	A				14.5200
			B				15.2500
			C				16.0100
			D				16.8100
			E				17.6500
1522	Finance Director*	DH	Min	6482.97	12965.94	155591.35	74.8006
			Max	7873.75	15747.50	188969.94	90.8475
2525	Finance Division Manager*	CONF	A	4,670.73	9,341.46	112,097.52	53.8910
			B	4,904.27	9,808.54	117,702.48	56.5856
			C	5,149.49	10,298.98	123,587.76	59.4149
			D	5,406.96	10,813.92	129,767.04	62.3856
			E	5,677.32	11,354.64	136,255.68	65.5050

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EXHIBIT B

**City of Tracy
Master Salary Schedule**

Salaries Effective 07-01-18

Class Code	Position Title	Unit		Semi-Mon Salary	Monthly Salary	Annual Salary	Hourly Rate
3715	Fire Battalion Chief*	SCFCA	A	4,339.70	8,679.40	104,152.80	35.7677
			B	4,556.69	9,113.38	109,360.56	37.5562
			C	4,784.51	9,569.02	114,828.24	39.4339
			D	5,023.74	10,047.48	120,569.76	41.4056
			E	5,274.93	10,549.86	126,598.32	43.4759
7105	Fire Captain	TFFA	A	3,606.21	7,212.42	86,549.04	29.7223
			B	3,786.64	7,573.28	90,879.36	31.2094
			C	3,975.85	7,951.70	95,420.40	32.7689
			D	4,174.64	8,349.28	100,191.36	34.4073
			E	4,383.37	8,766.74	105,200.88	36.1277
1514	Fire Chief*	DH	Min	6948.51	13897.02	166764.23	80.1720
			Max	8444.48	16888.96	202667.59	97.4326
2751	Fire Division Chief*	CONF	A	5,678.70	11,357.40	136,288.80	65.5209
			B	5,962.63	11,925.26	143,103.12	68.7969
			C	6,260.77	12,521.54	150,258.48	72.2369
			D	6,573.81	13,147.62	157,771.44	75.8487
			E	6,902.50	13,805.00	165,660.00	79.6412
7103	Fire Engineer	TFFA	A	3,173.86	6,347.72	76,172.64	26.1589
			B	3,332.53	6,665.06	79,980.72	27.4667
			C	3,499.18	6,998.36	83,980.32	28.8402
			D	3,674.14	7,348.28	88,179.36	30.2822
			E	3,857.85	7,715.70	92,588.40	31.7963
5213	Fire Inspector	TEAMSTERS	A	3,060.47	6,120.94	73,451.28	35.3118
			B	3,213.50	6,427.00	77,124.00	37.0774
			C	3,374.19	6,748.38	80,980.56	38.9315
			D	3,542.88	7,085.76	85,029.12	40.8778
			E	3,720.03	7,440.06	89,280.72	42.9218
2752	Fire Marshal*	CONF	A	4,988.01	9,976.02	119,712.24	57.5517
			B	5,237.40	10,474.80	125,697.60	60.4292
			C	5,499.28	10,998.56	131,982.72	63.4508
			D	5,774.25	11,548.50	138,582.00	66.6234
			E	6,062.95	12,125.90	145,510.80	69.9544
9563	Fire Reserve	LS	A				11.0000
7102	Firefighter	TFFA	A	2,811.81	5,623.62	67,483.44	23.1749
			B	2,952.38	5,904.76	70,857.12	24.3335
			C	3,100.01	6,200.02	74,400.24	25.5502
			D	3,255.00	6,510.00	78,120.00	26.8277
			E	3,417.75	6,835.50	82,026.00	28.1690
9565	Firefighter Trainee	LS	A	1,892.56	3,785.12	45,421.44	21.8364
							(70% OF STEP A, FIREFIGHTER)

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7108	Firefighter/Paramedic	TFFA	A	3,163.44	6,326.88	75,922.56	26.0730
			B	3,321.61	6,643.22	79,718.64	27.3767
			C	3,487.70	6,975.40	83,704.80	28.7456
			D	3,662.08	7,324.16	87,889.92	30.1828
			E	3,845.19	7,690.38	92,284.56	31.6920
3404	Fleet Supervisor*	TMMBU	A	3,279.57	6,559.14	78,709.68	37.8397
			B	3,443.54	6,887.08	82,644.96	39.7316
			C	3,615.72	7,231.44	86,777.28	41.7182
			D	3,796.50	7,593.00	91,116.00	43.8041
			E	3,986.32	7,972.64	95,671.68	45.9942
4206	GIS Technician	TTSSEA	A	2,651.15	5,302.30	63,627.60	30.5890
			B	2,783.71	5,567.42	66,809.04	32.1185
			C	2,922.90	5,845.80	70,149.60	33.7245
			D	3,069.05	6,138.10	73,657.20	35.4108
			E	3,222.50	6,445.00	77,340.00	37.1813
2511	Human Resources Analyst I*	CONF	A	3,035.29	6,070.58	72,846.96	35.0212
			B	3,187.06	6,374.12	76,489.44	36.7724
			C	3,346.40	6,692.80	80,313.60	38.6108
			D	3,513.72	7,027.44	84,329.28	40.5414
			E	3,689.41	7,378.82	88,545.84	42.5685
2512	Human Resources Analyst II*	CONF	A	3,490.49	6,980.98	83,771.76	40.2733
			B	3,665.01	7,330.02	87,960.24	42.2870
			C	3,848.26	7,696.52	92,358.24	44.4013
			D	4,040.68	8,081.36	96,976.32	46.6214
			E	4,242.72	8,485.44	101,825.28	48.9526
1518	Human Resources Director*	DH	Min	6482.97	12965.94	155591.35	74.8006
			Max	7873.75	15747.50	188969.89	90.8475
2562	Human Resources Manager*	CONF	A	4,670.73	9,341.46	112,097.52	53.8910
			B	4,904.27	9,808.54	117,702.48	56.5856
			C	5,149.49	10,298.98	123,587.76	59.4149
			D	5,406.96	10,813.92	129,767.04	62.3856
			E	5,677.32	11,354.64	136,255.68	65.5050
4301	Human Resources Technician	CONF	A	2,589.86	5,179.72	62,156.64	29.8819
			B	2,719.36	5,438.72	65,264.64	31.3760
			C	2,855.33	5,710.66	68,527.92	32.9448
			D	2,998.09	5,996.18	71,954.16	34.5920
			E	3,148.00	6,296.00	75,552.00	36.3217
4204	Information Systems Technician I	TTSSEA	A	2,305.36	4,610.72	55,328.64	26.5993
			B	2,420.63	4,841.26	58,095.12	27.9293
			C	2,541.67	5,083.34	61,000.08	29.3258
			D	2,668.75	5,337.50	64,050.00	30.7921
			E	2,802.18	5,604.36	67,252.32	32.3316

Legend:

* = asterisk

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EXHIBIT B

**City of Tracy
Master Salary Schedule**

Salaries Effective 07-01-18

Class Code	Position Title	Unit		Semi-Mon Salary	Monthly Salary	Annual Salary	Hourly Rate
4205	Information Systems Technician II	TTSSEA	A	2,651.15	5,302.30	63,627.60	30.5890
			B	2,783.71	5,567.42	66,809.04	32.1185
			C	2,922.90	5,845.80	70,149.60	33.7245
			D	3,069.05	6,138.10	73,657.20	35.4108
			E	3,222.50	6,445.00	77,340.00	37.1813
2553	Information Technology Manager*	CONF	A	4,670.73	9,341.46	112,097.52	53.8910
			B	4,904.27	9,808.54	117,702.48	56.5856
			C	5,149.49	10,298.98	123,587.76	59.4149
			D	5,406.96	10,813.92	129,767.04	62.3856
			E	5,677.32	11,354.64	136,255.68	65.5050
3111	Information Technology Specialist*	TMMBU	A	3,308.66	6,617.32	79,407.84	38.1754
			B	3,474.09	6,948.18	83,378.16	40.0841
			C	3,647.79	7,295.58	87,546.96	42.0883
			D	3,830.18	7,660.36	91,924.32	44.1927
			E	4,021.69	8,043.38	96,520.56	46.4023
5413	Instrumentation Technician	TEAMSTERS	A	2,922.04	5,844.08	70,128.96	33.7145
			B	3,068.15	6,136.30	73,635.60	35.4004
			C	3,221.56	6,443.12	77,317.44	37.1704
			D	3,382.63	6,765.26	81,183.12	39.0288
			E	3,551.76	7,103.52	85,242.24	40.9803
9108	Intern-Generalist	LS	A				15.1400
			B				15.8900
			C				16.6900
			D				17.5200
			E				18.4000
1503	Interim Assistant City Manager	DEPT HEAD	MIN	8,661.12	17,322.24	207,866.88	99.9322
			MAX	9,288.93	18,577.86	222,934.35	107.1758
5224	Junior Engineer	TEAMSTERS	A	2,965.07	5,930.14	71,161.68	34.2110
			B	3,113.32	6,226.64	74,719.68	35.9215
			C	3,268.98	6,537.96	78,455.52	37.7175
			D	3,432.43	6,864.86	82,378.32	39.6034
			E	3,604.05	7,208.10	86,497.20	41.5836
5423	Laboratory Quality Assurance Officer	TEAMSTERS	A	2,751.69	5,503.38	66,040.56	31.7490
			B	2,889.28	5,778.56	69,342.72	33.3366
			C	3,033.74	6,067.48	72,809.76	35.0033
			D	3,185.43	6,370.86	76,450.32	36.7535
			E	3,344.70	6,689.40	80,272.80	38.5912
5421	Laboratory Technician I	TEAMSTERS	A	2,329.92	4,659.84	55,918.08	26.8827
			B	2,446.41	4,892.82	58,713.84	28.2267
			C	2,568.74	5,137.48	61,649.76	29.6382
			D	2,697.17	5,394.34	64,732.08	31.1200
			E	2,832.02	5,664.04	67,968.48	32.6759

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EXHIBIT B

**City of Tracy
Master Salary Schedule**

Salaries Effective 07-01-18

Class Code	Position Title	Unit		Semi-Mon Salary	Monthly Salary	Annual Salary	Hourly Rate
5422	Laboratory Technician II	TEAMSTERS	A	2,435.01	4,870.02	58,440.24	28.0952
			B	2,556.75	5,113.50	61,362.00	29.4998
			C	2,684.59	5,369.18	64,430.16	30.9748
			D	2,818.82	5,637.64	67,651.68	32.5236
			E	2,959.76	5,919.52	71,034.24	34.1498
5504	Lead Public Safety Dispatcher	TEAMSTERS	A	2,980.48	5,960.96	71,531.52	34.3888
			B	3,129.51	6,259.02	75,108.24	36.1083
			C	3,285.99	6,571.98	78,863.76	37.9138
			D	3,450.29	6,900.58	82,806.96	39.8095
			E	3,622.81	7,245.62	86,947.44	41.8000
4109	Legal Secretary	CONF	A	2,781.81	5,563.62	66,763.44	32.0966
			B	2,920.90	5,841.80	70,101.60	33.7014
			C	3,066.95	6,133.90	73,606.80	35.3865
			D	3,220.30	6,440.60	77,287.20	37.1559
			E	3,381.31	6,762.62	81,151.44	39.0136
9636	Lifeguard	LS	A				11.0000
			B				11.5500
			C				12.1300
			D				12.7300
			E				13.3700
9303	Maintenance Aide	LS	A				12.3400
			B				12.9600
			C				13.6100
			D				14.2900
			E				15.0000
5301	Maintenance Worker I	TEAMSTERS	A	1,736.76	3,473.52	41,682.24	20.0388
			B	1,823.60	3,647.20	43,766.40	21.0407
			C	1,914.78	3,829.56	45,954.72	22.0928
			D	2,010.52	4,021.04	48,252.48	23.1974
			E	2,111.05	4,222.10	50,665.20	24.3573
5303	Maintenance Worker II	TEAMSTERS	A	2,206.02	4,412.04	52,944.48	25.4531
			B	2,316.31	4,632.62	55,591.44	26.7256
			C	2,432.12	4,864.24	58,370.88	28.0618
			D	2,553.73	5,107.46	61,289.52	29.4650
			E	2,681.41	5,362.82	64,353.84	30.9382
3151	Management Analyst I*	TMMBU	A	2,961.84	5,923.68	71,084.16	34.1738
			B	3,109.92	6,219.84	74,638.08	35.8823
			C	3,265.42	6,530.84	78,370.08	37.6765
			D	3,428.68	6,857.36	82,288.32	39.5602
			E	3,600.13	7,200.26	86,403.12	41.5384

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EXHIBIT B

**City of Tracy
Master Salary Schedule**

Salaries Effective 07-01-18

Class Code	Position Title	Unit		Semi-Mon Salary	Monthly Salary	Annual Salary	Hourly Rate
3152	Management Analyst II*	TMMBU	A	3,406.02	6,812.04	81,744.48	39.2987
			B	3,576.32	7,152.64	85,831.68	41.2636
			C	3,755.14	7,510.28	90,123.36	43.3269
			D	3,942.90	7,885.80	94,629.60	45.4933
			E	4,140.05	8,280.10	99,361.20	47.7680
1101	Mayor*			342.50	685.00	8,220.00	
4207	Media Services Coordinator	TTSSEA	A	2,342.54	4,685.08	56,220.96	27.0283
			B	2,459.67	4,919.34	59,032.08	28.3797
			C	2,582.65	5,165.30	61,983.60	29.7987
			D	2,711.78	5,423.56	65,082.72	31.2886
			E	2,847.37	5,694.74	68,336.88	32.8530
5531	Meter Reader	TEAMSTERS	A	1,504.88	3,009.76	36,117.12	17.3633
			B	1,580.10	3,160.20	37,922.40	18.2312
			C	1,659.13	3,318.26	39,819.12	19.1431
			D	1,742.06	3,484.12	41,809.44	20.0999
			E	1,829.18	3,658.36	43,900.32	21.1051
1107	Parks Commissioner			Stipend of \$50.00 per meeting			
1516	Parks & Community Services Director*	DH	Min	6,482.97	12,965.94	155,591.25	74.8006
			Max	7,873.75	15,747.50	188,969.94	90.8475
3509	Parks Planning & Development Manager	TMMBU	A	3,746.62	7,493.24	89,918.88	43.2286
			B	3,933.96	7,867.92	94,415.04	45.3901
			C	4,130.65	8,261.30	99,135.60	47.6595
			D	4,337.18	8,674.36	104,092.32	50.0425
			E	4,554.05	9,108.10	109,297.20	52.5447
4202	Payroll Coordinator	TTSSEA	A	2,824.09	5,648.18	67,778.16	32.5844
			B	2,965.30	5,930.60	71,167.20	34.2137
			C	3,113.57	6,227.14	74,725.68	35.9244
			D	3,269.25	6,538.50	78,462.00	37.7207
			E	3,432.72	6,865.44	82,385.28	39.6068
1106	Planning Commissioner			Stipend of \$50.00 per meeting			

Legend:

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EXHIBIT B

**City of Tracy
Master Salary Schedule**

Salaries Effective 07-01-18

Class Code	Position Title	Unit		Semi-Mon Salary	Monthly Salary	Annual Salary	Hourly Rate
3306	Plan Check Engineer	TMMBU	A	4,561.25	9,122.50	109,470.00	52.6278
			B	4,789.31	9,578.62	114,943.44	55.2591
			C	5,028.78	10,057.56	120,690.72	58.0222
			D	5,280.23	10,560.46	126,725.52	60.9234
			E	5,544.24	11,088.48	133,061.76	63.9695
5215	Plans Check Examiner	TEAMSTERS	A	3,301.46	6,602.92	79,235.04	38.0923
			B	3,466.56	6,933.12	83,197.44	39.9972
			C	3,639.89	7,279.78	87,357.36	41.9971
			D	3,821.86	7,643.72	91,724.64	44.0967
			E	4,012.98	8,025.96	96,311.52	46.3018
3410	Plant Maintenance Supervisor	TMMBU	A	3,403.76	6,807.52	81,690.24	39.2726
			B	3,573.95	7,147.90	85,774.80	41.2363
			C	3,752.65	7,505.30	90,063.60	43.2981
			D	3,940.28	7,880.56	94,566.72	45.4630
			E	4,137.30	8,274.60	99,295.20	47.7362
5411	Plant Mechanic I	TEAMSTERS	A	2,661.62	5,323.24	63,878.88	30.7098
			B	2,794.70	5,589.40	67,072.80	32.2453
			C	2,934.44	5,868.88	70,426.56	33.8576
			D	3,081.16	6,162.32	73,947.84	35.5505
			E	3,235.22	6,470.44	77,645.28	37.3280
5412	Plant Mechanic II	TEAMSTERS	A	2,728.15	5,456.30	65,475.60	31.4774
			B	2,864.56	5,729.12	68,749.44	33.0513
			C	3,007.79	6,015.58	72,186.96	34.7039
			D	3,158.17	6,316.34	75,796.08	36.4390
			E	3,316.07	6,632.14	79,585.68	38.2609
4601	Police Assistant	TTSSEA	A	1,771.83	3,543.66	42,523.92	20.4434
			B	1,860.42	3,720.84	44,650.08	21.4656
			C	1,953.44	3,906.88	46,882.56	22.5388
			D	2,051.12	4,102.24	49,226.88	23.6659
			E	2,153.68	4,307.36	51,688.32	24.8492
6212	Police Captain*	TPMA	A	5,740.81	11,481.62	137,779.44	66.2376
			B	6,027.86	12,055.72	144,668.64	69.5496
			C	6,329.25	12,658.50	151,902.00	73.0270
			D	6,645.71	13,291.42	159,497.04	76.6783
			E	6,978.02	13,956.04	167,472.48	80.5125
1513	Police Chief*	DH	Min	7381.75	14763.50	177162.09	85.1708
			Max	8972.60	17945.20	215342.40	103.5260
6103	Police Corporal	TPOA	A	3,508.40	7,016.80	84,201.60	40.4800
			B	3,683.84	7,367.68	88,412.16	42.5042
			C	3,868.03	7,736.06	92,832.72	44.6294
			D	4,061.44	8,122.88	97,474.56	46.8610
			E	4,264.51	8,529.02	102,348.24	49.2040

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EXHIBIT B

**City of Tracy
Master Salary Schedule**

Salaries Effective 07-01-18

Class Code	Position Title	Unit		Semi-Mon Salary	Monthly Salary	Annual Salary	Hourly Rate
9501	Police Intern/Parking Enforcement Officer	LS	A				14.4000
			B				15.1200
			C				15.8700
			D				16.6700
			E				17.5000
6211	Police Lieutenant*	TPMA	A	4,968.54	9,937.08	119,244.96	57.3271
			B	5,216.96	10,433.92	125,207.04	60.1934
			C	5,477.82	10,955.64	131,467.68	63.2032
			D	5,751.70	11,503.40	138,040.80	66.3632
			E	6,039.28	12,078.56	144,942.72	69.6813
6102	Police Officer	TPOA	A	3,189.46	6,378.92	76,547.04	36.8000
			B	3,348.93	6,697.86	80,374.32	38.6400
			C	3,516.39	7,032.78	84,393.36	40.5722
			D	3,692.22	7,384.44	88,613.28	42.6009
			E	3,876.82	7,753.64	93,043.68	44.7308
4103	Police Records Assistant I	TTSSEA	A	1,996.79	3,993.58	47,922.96	23.0390
			B	2,096.63	4,193.26	50,319.12	24.1910
			C	2,201.47	4,402.94	52,835.28	25.4006
			D	2,311.54	4,623.08	55,476.96	26.6706
			E	2,427.12	4,854.24	58,250.88	28.0042
4104	Police Records Assistant II	TTSSEA	A	2,096.61	4,193.22	50,318.64	24.1907
			B	2,201.45	4,402.90	52,834.80	25.4004
			C	2,311.51	4,623.02	55,476.24	26.6702
			D	2,427.09	4,854.18	58,250.16	28.0038
			E	2,548.45	5,096.90	61,162.80	29.4041
9551	Police Reserve	LS	A				35.0000
6105	Police Sergeant	TPOA	A	3,843.49	7,686.98	92,243.76	44.3463
			B	4,035.68	8,071.36	96,856.32	46.5637
			C	4,237.47	8,474.94	101,699.28	48.8920
			D	4,449.34	8,898.68	106,784.16	51.3366
			E	4,671.82	9,343.64	112,123.68	53.9035
2712	Police Support Operations Manager*	CONF	A	5,286.59	10,573.18	126,878.16	60.9968
			B	5,550.93	11,101.86	133,222.32	64.0467
			C	5,828.47	11,656.94	139,883.28	67.2490
			D	6,119.89	12,239.78	146,877.36	70.6114
			E	6,425.89	12,851.78	154,221.36	74.1420
4701	Police Support Services Technician	TTSSEA	A	2,429.99	4,859.98	58,319.76	28.0373
			B	2,551.49	5,102.98	61,235.76	29.4391
			C	2,679.06	5,358.12	64,297.44	30.9110
			D	2,813.02	5,626.04	67,512.48	32.4567
			E	2,953.67	5,907.34	70,888.08	34.0795
6101	Police Trainee (Non-Sworn)	TPOA	A	2,773.36	5,546.72	66,560.64	31.9991

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Updated 06/29/2018

EXHIBIT B

**City of Tracy
Master Salary Schedule**

Salaries Effective 07-01-18

Class Code	Position Title	Unit		Semi-Mon Salary	Monthly Salary	Annual Salary	Hourly Rate
9638	Pool Manager	LS	A				15.6300
			B				16.4100
			C				17.2300
			D				18.1000
			E				19.0000
5408	Principal WWTP Operator	TEAMSTERS	A	3,505.53	7,011.06	84,132.72	40.4469
			B	3,680.80	7,361.60	88,339.20	42.4691
			C	3,864.85	7,729.70	92,756.40	44.5927
			D	4,058.09	8,116.18	97,394.16	46.8223
			E	4,260.99	8,521.98	102,263.76	49.1634
9533	Professional Standards Officer	LS	A				44.8400
			B				47.0800
			C				49.4300
			D				51.9000
			E				54.5000
9110	Program Assistant	LS	Min				11.0000
			Max				18.9400
9231	Project Specialist I	LS	Min				11.0000
			Max				36.6800
9232	Project Specialist II	LS	Min				36.6900
			Max				103.4000
5518	Property and Evidence Technician	TEAMSTERS	A	2,239.59	4,479.18	53,750.16	25.8404
			B	2,351.56	4,703.12	56,437.44	27.1323
			C	2,469.15	4,938.30	59,259.60	28.4891
			D	2,592.61	5,185.22	62,222.64	29.9136
			E	2,722.23	5,444.46	65,333.52	31.4091
2585	Public Information Officer	CONF	A	3,490.49	6,980.98	83,771.76	40.2733
			B	3,665.01	7,330.02	87,960.24	42.2870
			C	3,848.26	7,696.52	92,358.24	44.4013
			D	4,040.68	8,081.36	96,976.32	46.6214
			E	4,242.72	8,485.44	101,825.28	48.9526
5502	Public Safety Dispatcher I	TEAMSTERS	A	2,587.37	5,174.74	62,096.88	29.8531
			B	2,716.74	5,433.48	65,201.76	31.3458
			C	2,852.57	5,705.14	68,461.68	32.9130
			D	2,995.20	5,990.40	71,884.80	34.5587
			E	3,144.98	6,289.96	75,479.52	36.2868
9512	Public Safety Dispatcher II - Per Diem	LS	A				28.5800
			B				30.0100
			C				31.5100
			D				33.0900
			E				34.7400

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EXHIBIT B

**City of Tracy
Master Salary Schedule**

Salaries Effective 07-01-18

Class Code	Position Title	Unit		Semi-Mon Salary	Monthly Salary	Annual Salary	Hourly Rate
5503	Public Safety Dispatcher II	TEAMSTERS	A	2,838.56	5,677.12	68,125.44	32.7514
			B	2,980.48	5,960.96	71,531.52	34.3888
			C	3,129.51	6,259.02	75,108.24	36.1083
			D	3,285.99	6,571.98	78,863.76	37.9138
			E	3,450.29	6,900.58	82,806.96	39.8095
1512	Public Works Director*	DH	Min	6482.97	12965.94	155591.25	74.8006
			Max	7873.75	15747.50	188969.94	90.8475
3405	Public Works Supervisor	TMMBU	A	3,279.57	6,559.14	78,709.68	37.8397
			B	3,443.54	6,887.08	82,644.96	39.7316
			C	3,615.72	7,231.44	86,777.28	41.7182
			D	3,796.50	7,593.00	91,116.00	43.8041
			E	3,986.32	7,972.64	95,671.68	45.9942
3401	PW Maint & Operations Superintendent*	TMMBU	A	3,936.04	7,872.08	94,464.96	45.4141
			B	4,132.84	8,265.68	99,188.16	47.6848
			C	4,339.48	8,678.96	104,147.52	50.0690
			D	4,556.46	9,112.92	109,355.04	52.5725
			E	4,784.27	9,568.54	114,822.48	55.2010
9517	Range Master	LS	A				26.9000
			B				28.2500
			C				29.6600
			D				31.1400
			E				32.7000
4105	Receptionist	TTSSEA	A	1,610.75	3,221.50	38,658.00	18.5849
			B	1,691.29	3,382.58	40,590.96	19.5141
			C	1,775.86	3,551.72	42,620.64	20.4899
			D	1,864.65	3,729.30	44,751.60	21.5144
			E	1,957.88	3,915.76	46,989.12	22.5901
3626	Records Unit Supervisor*	TMMBU	A	2,976.56	5,953.12	71,437.44	34.3436
			B	3,125.40	6,250.80	75,009.60	36.0609
			C	3,281.66	6,563.32	78,759.84	37.8639
			D	3,445.75	6,891.50	82,698.00	39.7571
			E	3,618.02	7,236.04	86,832.48	41.7448
9631	Recreation Leader I	LS	A				11.0000
			B				11.5500
			C				12.1300
			D				12.7300
			E				13.3700
9632	Recreation Leader II	LS	A				13.7800
			B				14.4700
			C				15.1900
			D				15.9500
			E				16.7500

Legend:

* = asterisk

All employees marked with an * (asterisk) are salaried employees

All employees are paid semi-monthly

EXHIBIT B

**City of Tracy
Master Salary Schedule**

Salaries Effective 07-01-18

Class Code	Position Title	Unit		Semi-Mon Salary	Monthly Salary	Annual Salary	Hourly Rate
9633	Recreation Leader III	LS	A				15.6300
			B				16.4100
			C				17.2300
			D				18.1000
			E				19.0000
4401	Recreation Prgm Coordinator I	TTSSEA	A	2,342.54	4,685.08	56,220.96	27.0283
			B	2,459.67	4,919.34	59,032.08	28.3797
			C	2,582.65	5,165.30	61,983.60	29.7987
			D	2,711.78	5,423.56	65,082.72	31.2886
			E	2,847.37	5,694.74	68,336.88	32.8530
4402	Recreation Prgm Coordinator II	TTSSEA	A	2,576.81	5,153.62	61,843.44	29.7313
			B	2,705.64	5,411.28	64,935.36	31.2177
			C	2,840.92	5,681.84	68,182.08	32.7786
			D	2,982.97	5,965.94	71,591.28	34.4176
			E	3,132.11	6,264.22	75,170.64	36.1383
3511	Recreation Service Manager*	TMMBU	A	4,053.38	8,106.76	97,281.12	46.7680
			B	4,256.04	8,512.08	102,144.96	49.1063
			C	4,468.85	8,937.70	107,252.40	51.5617
			D	4,692.30	9,384.60	112,615.20	54.1398
			E	4,926.92	9,853.84	118,246.08	56.8469
3513	Recreation Services Program Manager*	TMMBU	A	3,875.24	7,750.48	93,005.76	44.7126
			B	4,069.01	8,138.02	97,656.24	46.9483
			C	4,272.46	8,544.92	102,539.04	49.2957
			D	4,486.08	8,972.16	107,665.92	51.7605
			E	4,710.39	9,420.78	113,049.36	54.3486
3505	Recreation Services Supervisor*	TMMBU	A	3,522.96	7,045.92	84,551.04	40.6480
			B	3,699.10	7,398.20	88,778.40	42.6803
			C	3,884.06	7,768.12	93,217.44	44.8144
			D	4,078.26	8,156.52	97,878.24	47.0550
			E	4,282.17	8,564.34	102,772.08	49.4078
9626	Recreation Specialized Instructor	LS	Min				11.0000
			Max				39.0200
3433	Safety Coordinator	TMMBU	A	2,961.84	5,923.68	71,084.16	34.1738
			B	3,109.92	6,219.84	74,638.08	35.8823
			C	3,265.42	6,530.84	78,370.08	37.6765
			D	3,428.68	6,857.36	82,288.32	39.5602
			E	3,600.13	7,200.26	86,403.12	41.5384
3105	Senior Accountant*	TMMBU	A	3,661.01	7,322.02	87,864.24	42.2408
			B	3,844.06	7,688.12	92,257.44	44.3528
			C	4,036.27	8,072.54	96,870.48	46.5706
			D	4,238.08	8,476.16	101,713.92	48.8990
			E	4,449.99	8,899.98	106,799.76	51.3441

Legend:

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EXHIBIT B

**City of Tracy
Master Salary Schedule**

Salaries Effective 07-01-18

Class Code	Position Title	Unit		Semi-Mon Salary	Monthly Salary	Annual Salary	Hourly Rate
4113	Senior Accounting Assistant	TTSSEA	A	2,177.89	4,355.78	52,269.36	25.1285
			B	2,286.79	4,573.58	54,882.96	26.3850
			C	2,401.13	4,802.26	57,627.12	27.7043
			D	2,521.19	5,042.38	60,508.56	29.0895
			E	2,647.25	5,294.50	63,534.00	30.5440
5323	Senior Building Maintenance Worker	TEAMSTERS	A	2,472.76	4,945.52	59,346.24	28.5307
			B	2,596.39	5,192.78	62,313.36	29.9572
			C	2,726.20	5,452.40	65,428.80	31.4549
			D	2,862.52	5,725.04	68,700.48	33.0278
			E	3,005.66	6,011.32	72,135.84	34.6794
5325	Senior Electrician	TEAMSTERS	A	3,225.92	6,451.84	77,422.08	37.2207
			B	3,387.23	6,774.46	81,293.52	39.0819
			C	3,556.60	7,113.20	85,358.40	41.0361
			D	3,734.42	7,468.84	89,626.08	43.0878
			E	3,921.14	7,842.28	94,107.36	45.2422
3304	Senior Engineer*	TMMBU	A	4,561.38	9,122.76	109,473.12	52.6293
			B	4,789.45	9,578.90	114,946.80	55.2608
			C	5,028.92	10,057.84	120,694.08	58.0238
			D	5,280.36	10,560.72	126,728.64	60.9249
			E	5,544.39	11,088.78	133,065.36	63.9713
5315	Senior Equipment Mechanic	TEAMSTERS	A	2,601.49	5,202.98	62,435.76	30.0160
			B	2,731.55	5,463.10	65,557.20	31.5167
			C	2,868.14	5,736.28	68,835.36	33.0927
			D	3,011.54	6,023.08	72,276.96	34.7472
			E	3,162.11	6,324.22	75,890.64	36.4845
2513	Senior Human Resources Analyst*	CONF	A	3,826.17	7,652.34	91,828.08	44.1464
			B	4,017.47	8,034.94	96,419.28	46.3536
			C	4,218.34	8,436.68	101,240.16	48.6713
			D	4,429.27	8,858.54	106,302.48	51.1050
			E	4,650.73	9,301.46	111,617.52	53.6602
4208	Senior Information Systems Technician	TTSSEA	A	2,916.27	5,832.54	69,990.48	33.6480
			B	3,062.08	6,124.16	73,489.92	35.3303
			C	3,215.19	6,430.38	77,164.56	37.0969
			D	3,375.95	6,751.90	81,022.80	38.9518
			E	3,544.74	7,089.48	85,073.76	40.8993
9637	Senior Lifeguard	LS	A				13.7800
			B				14.4700
			C				15.1900
			D				15.9500
			E				16.7500
5305	Senior Maintenance Worker	TEAMSTERS	A	2,428.59	4,857.18	58,286.16	28.0211
			B	2,550.00	5,100.00	61,200.00	29.4219
			C	2,677.50	5,355.00	64,260.00	30.8930
			D	2,811.39	5,622.78	67,473.36	32.4379
			E	2,951.95	5,903.90	70,846.80	34.0597

Legend:

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Updated 06/29/2018

EXHIBIT B

**City of Tracy
Master Salary Schedule**

Salaries Effective 07-01-18

Class Code	Position Title	Unit		Semi-Mon Salary	Monthly Salary	Annual Salary	Hourly Rate
3203	Senior Planner*	TMMBU	A	3,910.16	7,820.32	93,843.84	45.1155
			B	4,105.67	8,211.34	98,536.08	47.3713
			C	4,310.96	8,621.92	103,463.04	49.7399
			D	4,526.50	9,053.00	108,636.00	52.2268
			E	4,752.82	9,505.64	114,067.68	54.8381
5402	Senior Water Plant Operator	TEAMSTERS	A	3,052.39	6,104.78	73,257.36	35.2185
			B	3,205.01	6,410.02	76,920.24	36.9795
			C	3,365.26	6,730.52	80,766.24	38.8284
			D	3,533.52	7,067.04	84,804.48	40.7698
			E	3,710.20	7,420.40	89,044.80	42.8084
5407	Senior WW Plant Operator	TEAMSTERS	A	2,864.97	5,729.94	68,759.28	33.0561
			B	3,008.19	6,016.38	72,196.56	34.7085
			C	3,158.60	6,317.20	75,806.40	36.4440
			D	3,316.54	6,633.08	79,596.96	38.2663
			E	3,482.39	6,964.78	83,577.36	40.1799
9101	Student Clerk	LS	A				11.0000
3343	Supervising Building & Fire Inspector	TMMBU	A	3,500.71	7,001.42	84,017.04	40.3913
			B	3,675.74	7,351.48	88,217.76	42.4108
			C	3,859.53	7,719.06	92,628.72	44.5313
			D	4,052.51	8,105.02	97,260.24	46.7579
			E	4,255.14	8,510.28	102,123.36	49.0959
3345	Supervising Construction Inspector	TMMBU	A	3,649.05	7,298.10	87,577.20	42.1028
			B	3,831.51	7,663.02	91,956.24	44.2080
			C	4,023.08	8,046.16	96,553.92	46.4184
			D	4,224.23	8,448.46	101,381.52	48.7392
			E	4,435.44	8,870.88	106,450.56	51.1762
3344	Supervising Plans Examiner*	TMMBU	A	3,433.08	6,866.16	82,393.92	39.6109
			B	3,604.73	7,209.46	86,513.52	41.5914
			C	3,784.98	7,569.96	90,839.52	43.6712
			D	3,974.22	7,948.44	95,381.28	45.8546
			E	4,172.94	8,345.88	100,150.56	48.1475
3523	Technical Theatre Supervisor*	TMMBU	A	2,924.59	5,849.18	70,190.16	33.7440
			B	3,070.83	6,141.66	73,699.92	35.4313
			C	3,224.36	6,448.72	77,384.64	37.2027
			D	3,385.58	6,771.16	81,253.92	39.0629
			E	3,554.87	7,109.74	85,316.88	41.0162
4461	Theatre Operations & Tech Asst	TTSSEA	A	1,967.16	3,934.32	47,211.84	22.6971
			B	2,065.52	4,131.04	49,572.48	23.8320
			C	2,168.80	4,337.60	52,051.20	25.0237
			D	2,277.23	4,554.46	54,653.52	26.2747
			E	2,391.09	4,782.18	57,386.16	27.5884

Legend:

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EXHIBIT B

**City of Tracy
Master Salary Schedule**

Salaries Effective 07-01-18

Class Code	Position Title	Unit		Semi-Mon Salary	Monthly Salary	Annual Salary	Hourly Rate
9361	Theatre Technician	LS	A				25.6400
			B				26.9200
			C				28.2600
			D				29.6800
			E				31.1600
1109	Transportation Commissioner			Stipend \$50.00 per meeting			
1520	Utilities Director*	DH	Min	6948.51	13897.02	166764.23	80.1720
			Max	8444.48	16888.96	202667.59	97.4326
3424	Utilities Laboratory Supervisor*	TMMBU	A	3,676.09	7,352.18	88,226.16	42.4148
			B	3,859.89	7,719.78	92,637.36	44.5355
			C	4,052.88	8,105.76	97,269.12	46.7622
			D	4,255.52	8,511.04	102,132.48	49.1003
			E	4,468.30	8,936.60	107,239.20	51.5553
3403	Utility Lines Maintenance Superintendent*	TMMBU	A	4,010.29	8,020.58	96,246.96	46.2708
			B	4,210.80	8,421.60	101,059.20	48.5843
			C	4,421.34	8,842.68	106,112.16	51.0135
			D	4,642.41	9,284.82	111,417.84	53.5642
			E	4,874.53	9,749.06	116,988.72	56.2424
5404	Utility Operator	TEAMSTERS	A	3,269.44	6,538.88	78,466.56	37.7229
			B	3,432.89	6,865.78	82,389.36	39.6087
			C	3,604.55	7,209.10	86,509.20	41.5894
			D	3,784.77	7,569.54	90,834.48	43.6687
			E	3,974.01	7,948.02	95,376.24	45.8522
9351	Water Patrol Aide	LS	A				13.0100
			B				13.6600
			C				14.3400
			D				15.0600
			E				15.8100
5401	Water Plant Operator	TEAMSTERS	A	2,784.07	5,568.14	66,817.68	32.1226
			B	2,923.27	5,846.54	70,158.48	33.7287
			C	3,069.46	6,138.92	73,667.04	35.4155
			D	3,222.92	6,445.84	77,350.08	37.1861
			E	3,384.09	6,768.18	81,218.16	39.0457
5403	Water Plant Operator-In-Training	TEAMSTERS	A	2,310.80	4,621.60	55,459.20	26.6621
			B	2,426.35	4,852.70	58,232.40	27.9953
			C	2,547.66	5,095.32	61,143.84	29.3949
			D	2,675.05	5,350.10	64,201.20	30.8648
			E	2,808.79	5,617.58	67,410.96	32.4079
3421	Water Plant Superintendent*	TMMBU	A	4,010.29	8,020.58	96,246.96	46.2708
			B	4,210.80	8,421.60	101,059.20	48.5843
			C	4,421.34	8,842.68	106,112.16	51.0135
			D	4,642.41	9,284.82	111,417.84	53.5642
			E	4,874.53	9,749.06	116,988.72	56.2424

Legend:

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Updated 06/29/2018

EXHIBIT B

**City of Tracy
Master Salary Schedule**

Salaries Effective 07-01-18

Class Code	Position Title	Unit		Semi-Mon Salary	Monthly Salary	Annual Salary	Hourly Rate
3431	Water Resources Coordinator*	TMMBU	A	2,601.04	5,202.08	62,424.96	30.0108
			B	2,731.09	5,462.18	65,546.16	31.5114
			C	2,867.65	5,735.30	68,823.60	33.0870
			D	3,011.03	6,022.06	72,264.72	34.7413
			E	3,161.58	6,323.16	75,877.92	36.4784
9112	Webmaster/Information Systems	LS	A				31.3000
			B				32.8700
			C				34.5100
			D				36.2400
			E				38.0500
3422	WW Operations Superintendent*	TMMBU	A	4,084.52	8,169.04	98,028.48	47.1273
			B	4,288.74	8,577.48	102,929.76	49.4836
			C	4,503.18	9,006.36	108,076.32	51.9578
			D	4,728.34	9,456.68	113,480.16	54.5557
			E	4,964.75	9,929.50	119,154.00	57.2834
5406	WW Plant Operator	TEAMSTERS	A	2,613.15	5,226.30	62,715.60	30.1506
			B	2,743.80	5,487.60	65,851.20	31.6580
			C	2,880.99	5,761.98	69,143.76	33.2409
			D	3,025.03	6,050.06	72,600.72	34.9028
			E	3,176.28	6,352.56	76,230.72	36.6480
5405	WW Plant Operator-In-Training	TEAMSTERS	A	2,168.91	4,337.82	52,053.84	25.0249
			B	2,277.36	4,554.72	54,656.64	26.2762
			C	2,391.22	4,782.44	57,389.28	27.5899
			D	2,510.79	5,021.58	60,258.96	28.9695
			E	2,636.32	5,272.64	63,271.68	30.4179

Legend:

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RESOLUTION 2018 - _____

APPROVING THE COMPENSATION AND BENEFITS PLAN FOR DEPARTMENT HEADS,
AUTHORIZING THE CITY MANAGER TO INCREASE APPROPRIATIONS AND
AUTHORIZING AN AMENDMENT OF THE CITY MASTER SALARY SCHEDULE

WHEREAS, The Compensation and Benefits Plan for Department Heads expires on
June 30, 2018, and

WHEREAS, Agreement has been reached on a new Compensation and Benefits Plan
covering the period of July 1, 2018 through June 30, 2021, and

NOW, THEREFORE, BE IT RESOLVED, That City Council of the City of Tracy hereby
approves a new Compensation and Benefits Plan for Department Heads, authorizes the City
Manager to increase appropriations and authorizes an amendment of the City Master Salary
Schedule.

BE IT FURTHER RESOLVED THAT, the City Council authorizes the City Manager or his
designee(s) to take the necessary administrative steps to increase appropriations and
implement the provisions of the Compensation and Benefits Plan and actions approved by this
Resolution.

* * * * *

The foregoing Resolution 2018 - _____ was adopted by the Tracy City Council on the
29th day of June, 2018 by the following vote:

AYES: COUNCIL MEMBERS

NOES: COUNCIL MEMBERS

ABSENT: COUNCIL MEMBERS

ABSTAIN: COUNCIL MEMBERS

Mayor

ATTEST:

City Clerk

AGENDA ITEM 6

REQUEST

APPROVE THE MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF TRACY AND THE TRACY MID-MANAGERS BARGAINING UNIT, AUTHORIZE THE CITY MANAGER TO INCREASE APPROPRIATIONS, AND AUTHORIZE AN AMENDMENT OF THE CITY MASTER SALARY SCHEDULE

EXECUTIVE SUMMARY

The Memorandum of Understanding (MOU) between the City of Tracy and the Tracy Mid-Managers Bargaining Unit expires on June 30, 2018. Representatives from the City and the Tracy Mid-Managers Bargaining Unit (TMMBU) met and conferred in good faith and negotiated a new MOU. The attached MOU covers a period of 36 months (three years), effective on July 1, 2018, and expires June 30, 2021.

DISCUSSION

There are five key changes in the new TMMBU MOU. The key changes are as follows:

1. Salary Adjustments for all classifications:

July 2018	4% salary adjustment
July 2019	4% salary adjustment
July 2020	4% salary adjustment

2. Equity Adjustment for listed classifications:

Effective July 2018, salary ranges for the following classifications shall be increased as follows:

• City Clerk	1.35%
• Crime Scene Property Unit Supervisor	1.15%

Effective July 2019, salary ranges for the following classifications shall be increased as follows:

• City Clerk	1.35%
• Crime Scene Property Unit Supervisor	1.15%

3. Remove service requirement for employer matching contribution to employee's deferred compensation plan

4. Uniform Allowance:

Beginning July 2018, uniform allowances shall be paid as follows:

• Crime Scene Unit Supervisor	\$800/fiscal year
• Emergency Medical Services Manager	\$915/fiscal year
• Police Records Supervisor	\$750/fiscal year

5. Additional sixteen (16) hours of Management Leave added for Management employees

Other changes to the MOU consist of adding provisions or amendments to include updated statutory language or to further clarify current practices.

The City’s Master Salary Schedule contains the salary schedules for employee classifications that are part of TMMBU. The Master Salary Schedule must be amended to reflect the terms of the new MOU as listed in Exhibit A.

STRATEGIC PLAN

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

Governance Strategy

Goal 1: Further develop an organization to attract, motivate, develop, and retain a high-quality, engaged, high-performing, and informed workforce.

Objective 1b: Affirm organizational values.

FISCAL IMPACT

The financial impact to the City contained in the changes to the sections of the MOU listed above for the term of this MOU is shown in the table below:

	FY 18/19	FY19/20	FY 20/21
	Year 1 Effective July 2018	Year 2 Effective July 2019	Year 3 Effective July 2020
General Fund	\$ 90,757	\$ 182,611	\$ 278,140
Non- GF	\$ 157,016	\$ 320,312	\$ 490,140
Total	\$ 247,773	\$ 502,923	\$ 768,279

RECOMMENDATION

That the City Council, by resolution, approve the Memorandum of Understanding between the City of Tracy and the Tracy Mid-Managers Bargaining Unit, authorize the City Manager to increase appropriations, and authorize an amendment of the City Master Salary Schedule.

Prepared by: Kimberly Murdaugh, Interim Director of Human Resources

Reviewed by: Midori Lichtwardt, Interim Assistant City Manager

Approved by: Randall Bradley, City Manager

Attachment: Exhibit A - Tracy Mid-Managers Bargaining Unit (TMMBU) Memorandum of Understanding
Exhibit B – Master Salary Schedule

MEMORANDUM OF UNDERSTANDING

BETWEEN

THE CITY OF TRACY

AND

THE TRACY MID-MANAGERS
BARGAINING UNIT
(TMMBU)

July 1, 201818 through June 30, 202121



Think Inside the Triangle™

Human Resources Division
333 Civic Center Plaza
Tracy, CA 95376
(209) 831-6150
www.ci.tracy.ca.us

TRACY MID-MANAGEMENT BARGAINING UNIT (TMMBU)
July 1, 201~~8~~⁵ through June 30, 202~~1~~⁴

Table of Contents

<u>Section</u>	<u>Topic</u>	<u>Page</u>
1	Recognition	1
	1.1. Tracy Mid-Managers Bargaining Unit Recognition.....	1
	1.2. City Recognition.....	1
2	No Discrimination	1
3	TMMBU Security.....	2
	3.1. Maintenance of Membership.....	2
	3.2. TMMBU Dues	2
	3.3. Revocation of Authorization	2
	3.4. Hold Harmless	3
	3.5. Use of City Facilities and Bulletin Boards.....	3
4	TMMBU Representatives.....	3
	4.1. Attendance at Meetings by Employees	3
	4.2. TMMBU Representatives	3
	4.3. Access to Work Locations	4
	4.4. Access to Personnel Files	4
	4.5. List of Employees.....	4
	4.6. Advance Notice.....	5
5	Salary	5
	5.1. Salary Plan – Cost of Living Adjustments	5
	5.2. Market/Equity Adjustments.....	6
	5.3. Recruitment and Retention Adjustments	6
6	Benefits	6
	6.1. Out-of-Class Pay	6
	6.2. Deferred Compensation.....	7
	6.3. Education Expense Reimbursement	7
	6.4. Travel Expense Reimbursement.....	7

TRACY MID-MANAGEMENT BARGAINING UNIT (TMMBU)
July 1, 201~~8~~5 through June 30, 202~~1~~4~~8~~

Table of Contents

<u>Section</u>	<u>Topic</u>	<u>Page</u>
	6.5. Management and Professional Development Benefits	7
7	Hours of Work, Overtime and Call-Back for Non-Exempt Employees	8
	7.1. Workweek	8
	7.2. Overtime	8
	7.3. Overtime Compensation	8
	7.4. Compensatory Time	8
	7.5. Call-Back Pay	8
	<u>7.6. Professional Engineer Incentive Pay</u>	<u>8</u>
8	Leave.....	9
	8.1. Personnel Rules & Regulations	9
	8.2. Floating Holidays	9
	8.3. Management Leave	9
	8.4. Maximum Accrual of Leave	9
	8.5. City Buy-Back of Accumulated Leave	9
	8.6. Sick Leave Accrual	10
	8.7. Conversion of Sick Leave Balance Upon Retirement	10
	8.8. Conversion of Sick Leave Balance Upon Death/Termination	10
	8.9. Bereavement Leave	11
	8.10. Vacation Accrual	11
9	CalPERS Retirement	11
	9.1. CalPERS Formula	11
	9.2. CalPERS Retirement	12
10	Insurance.....	12
	10.1. Medical Plans Provided	12
	10.2. Dental	13
	10.3. Vision	13
	10.4. Life Insurance	13
	10.5. Cafeteria Plan	13
	10.5.1 City Contribution	13

10.5.2 Cash Out Options 13

TRACY MID-MANAGEMENT BARGAINING UNIT (TMMBU)
July 1, 201~~85~~ through June 30, 20~~14~~¹⁸
Table of Contents

<u>Section</u>	<u>Topic</u>	<u>Page</u>
	10.5.3 Future Contributions	13
	10.5.4 Approved Account Uses.....	14
	10.6. Flexible Benefits Plan (IRS Section 125).....	14
	10.7 Short Term Disability Insurance	14
11	Annual Physical Exam	15
12	Conditions of Service	15
	12.1. Probation Period.....	15
	12.2. Governing Documents for Resolution of Disputes	15
	12.3. Right to Appeal	15
13	Miscellaneous.....	15
	Exhibit A – Benchmarks.....	16
	Exhibit B –2015 TMMBU Cafeteria Plan Rates.....	17
	Side Letter of Agreement – Incentive Plan For Associate Engineers with a Professional Engineers (PE) License	18
	Side Letter of Agreement – The Tracy Mid Managers Bargaining Unit (TMMBU) Cost of Living Adjustment.....	19

CITY OF TRACY
TRACY MID-MANAGERS BARGAINING UNIT (TMMBU)
MEMORANDUM OF UNDERSTANDING
July 1, 201~~8~~5 – June 30, 20~~2~~1~~4~~9

Tracy Mid-Managers Bargaining Unit and representatives of the City of Tracy have met and conferred in good faith regarding wages, hours and other terms and conditions of employment, have freely exchanged information, opinions and proposals, 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, hereinafter referred to as "The Agreement," is entered into pursuant to the Meyers-Milias-Brown Act (Government Code Sections 3500, et. seq.) and has 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, 201~~8~~5 and ending June 30, 20~~2~~1~~4~~9.

Section 1. Recognition

1.1 Tracy Mid-Managers Bargaining Unit Recognition

Tracy Mid-Managers Bargaining Unit, hereinafter referred to as the "TMMBU," is recognized as the exclusive representative as provided in the City's Employer-Employee Relations Resolution for all employees assigned to the classifications set forth in Exhibit A.

1.2 City Recognition

The City Manager or, where the authority has been delegated by the City Manager, the City Manager's representative, 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 TMMBU or because of any activities on behalf of the TMMBU. TMMBU activities shall not interfere with the normal operation of the City. Neither the City nor the TMMBU shall discriminate for or against any employee or applicant for employment on account of race, color, creed, national origin, age, marital status, sex/gender (including pregnancy, childbirth or related medical conditions), gender identity, gender expression, genetic information, sexual orientation, physical-disabilityhandicap, or mental disabilityhandicap

which does not prevent an employee from meeting the minimum standards established, military or veteran status.

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Section 3. TMMBU Security

3.1 Maintenance of Membership

Employees in representative classifications referred to in Exhibit A hereof who are members of the TMMBU on the date upon which this Agreement is executed or who become members of the TMMBU during the term of this Agreement shall remain members during the term of this Agreement and while in City employment in a job classification represented by the TMMBU, except that such employees may withdraw from membership pursuant to Section 3.3.

3.2 TMMBU Dues

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

Employees shall be entitled to have dues deducted by filling out, signing, and filing with the City, an authorization form provided by the City.

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 of the TMMBU, is in a non-pay status, for the pay period when his dues would normally be withheld, no dues deduction will be made from future earnings to cover that withholding; 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 TMMBU dues.

Dues withheld by the City 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.

3.3 Revocation of Authorization

Any employee desiring to revoke his/her TMMBU membership and authorization for TMMBU dues may do so in the 60-day period before the expiration of this Agreement. Said employee shall forward a written request to the Employee Relations Officer or designee setting forth his/her desire to revoke said membership and dues authorization. The Employee Relations Officer or designee shall promptly forward a copy of said

request to the TMMBU. No authorization shall be revoked for a period of two semi-monthly pay periods following transmittal of said request to the TMMBU.

3.4 Hold Harmless

TMMBU shall indemnify and hold the City and the Employee Relations Officer or designee harmless from any and all claims, demands, suits, or any other action arising from the maintenance of membership dues deductions.

3.5 Use of City Facilities and Bulletin Boards

The TMMBU may, with the prior approval of the City Manager or designee, use 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 TMMBU.

The TMMBU 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.

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 placed.

Section 4. TMMBU Representatives

4.1 Attendance at Meetings by Employees

Any bargaining unit member, who is directed to attend a meeting at which one of the issues is the proposed discipline of said employee, shall be entitled to TMMBU representation at such meeting provided, however, such representation shall include no more than one City employee in addition to the employee being disciplined. The limitation of this Section shall apply to employees on paid release time and not to TMMBU staff or witnesses who may be necessary to the meeting.

4.2 TMMBU Representatives

The TMMBU may appoint a reasonable number of representatives. Grievances which may arise and which cannot be adjusted on the job shall be reported to the TMMBU by the representative, provided, however, in no event shall the representative or the

TMMBU order any changes, and no changes shall be made except with the consent of the City.

If an aggrieved employee desires the assistance of a bargaining unit representative as provided in the grievance procedure, the City shall afford said representative reasonable time off during work hours without loss of compensation or other benefits to investigate and take up said grievance. The representative shall obtain the approval of the department head, or designee, before leaving his/her duties or work assignment for the purpose of investigating and/or processing a grievance. Such approval shall not be unreasonably denied.

4.3 Access to Work Locations

Reasonable access to employee work locations shall be granted to officers of the TMMBU and officially designated representatives, for the purpose of contacting members of the bargaining unit concerning business within the scope of representation. Such officers or representatives shall not enter any work location without the consent of the Department Head or the Personnel Officer. Such consent shall not be unreasonably denied. Access shall be restricted so as not to interfere with the normal operations of the department or with established or security requirements.

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

The TMMBU shall designate in writing to the Personnel Officer, the names of the representatives referenced above.

4.4 Access to Personnel Files

An employee, or upon presentation of written authorization from the employee, an employee's representative, shall have access to the employee's personnel file upon request. No written reprimand or performance evaluation shall be placed in an employee's personnel file until that employee has seen and has had opportunity to review the document.

4.5 List of Employees

Twice a year, the City shall furnish the TMMBU with the names, classifications and date of hire of employees assigned to classifications in the bargaining unit; however, the City shall not be required to provide such information in any format other than one already used by the City.

4.6 Advance Notice

Except in cases of emergency, TMMBU shall be given reasonable advance written notice of any ordinance, resolution, rule or regulation proposed to be adopted by the City and directly relating to matters within the scope of representation and shall be given the opportunity to meet with City management representatives prior to adoption.

Section 5. Salary

5.1 Salary Plan – Cost of Living Adjustments

~~Effective the beginning of the first full pay period following ratification of this agreement by TMMBU and adoption by the City Council, employees who are employed by the City at the time of ratification and adoption of this agreement shall receive a one-time lump sum payment representing 8.0% of the employee's base salary on the salary schedule at the time of the payment. Employees shall have the option to make an irrevocable election to rollover this one-time lump sum payment into a deferred compensation account, subject to Internal Revenue Code limits on deferred compensation amounts. This election must be made no later than December 15, 2015 and the rollover will be completed no later than December 31, 2015. Absent such an election, this one-time bonus will be payable to employees during the last pay period of December 2015.~~

~~As set forth in section 9.2, effective as soon as administratively possible in accordance with the California Government Code section 20516 contract amendment process, each employee in this unit shall pay 3% towards the employers share of CalPERS pension regardless of what CalPERS pension formula employee is applicable to employee. In exchange, the City shall pay the corresponding salary increase that represents the 3% contribution, which is equal to 2.38% of salary. The parties agree that should the parties negotiate elimination of the 3% contribution towards the employers share or such contribution becomes contrary to any subsequent rules, regulations and/or law rendering the contribution null and void, or CalPERS find that the salary increase does not constitute pensionable compensation that the equivalent salary increase conferred in this section shall also cease and become null and void.~~

~~Effective the beginning of the first full pay period in January 2016, employees who are employed by the City at the time of ratification and adoption of this agreement shall receive a one-time lump sum payment representing 6.0% of the employee's base salary on the salary schedule at the time of the payment. Employees shall have the option to make an irrevocable election to rollover this one-time lump sum payment into a deferred compensation account, subject to Internal Revenue Code limits on deferred compensation amounts. This election must be made no later than December 31, 2015 and the rollover will be completed no later than January 31, 2016. Absent such an election, this one-time bonus will be payable to employees during the last pay period of January 2016.~~

~~Effective the beginning of the first full pay period of July 2016, employees shall receive a wage increase equal to 3.0%.~~

~~Effective the beginning of the first full pay period in January 2017, employees who are employed by the City at the time of ratification and adoption of this agreement shall receive a one-time lump sum payment representing 3.0% of the employee's base salary on the salary schedule at the time of the payment. Employees shall have the option to make an irrevocable election to rollover this one-time lump sum payment into a deferred compensation account, subject to Internal Revenue Code limits on deferred compensation amounts. This election must be made no later than December 31, 2016 and the rollover will be completed no later than January 31, 2017. Absent such an election, this one-time bonus will be payable to employees during the last pay period of January 2017.~~

~~Effective the first pay period of July 2017, employees shall receive a wage increase equal to 2.0%.~~

Effective the first full pay period in July 2018 or upon approval by the City Council, whichever is latest, salary ranges for classifications in this unit shall be increased by four percent (4%).

Effective the first full pay period in July 2019, salary ranges for classifications in this unit shall be increased by four percent (4%).

Effective the first full pay period in July 2020, salary ranges for classifications in this unit shall be increased by four percent (4%).

5.2 Market/Equity Adjustments

~~There shall be no Market/Equity increases for the duration of the Agreement.~~

Effective the first full pay period in July 2018 or upon approval by the City Council, whichever is latest, the classifications outlined below will receive equity adjustments:

- City Clerk 1.35%
- Crime Scene Property Unit Supervisor 1.15%

Effective the first full pay period in July 2019, the classifications outlined below will receive equity adjustments:

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- City Clerk 1.35%
- Crime Scene Property Unit Supervisor 1.15%

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5.3 Recruitment and Retention Adjustments

In recognition of a competitive labor market, the City Personnel Officer may offer additional compensation or benefits on a case by case basis for a challenging recruitment and/or retention circumstances.

The City further agrees that if market conditions affect an identified classification, any such pay adjustment(s) shall be made to all employees within the classification.

Section 6. Benefits

6.1 Out-of-Class Pay

When a Mid-Manager is appointed to fill a Department Head vacancy caused by paid leave of absence or separation, compensation will be paid at entry level of Department Head position or at ten percent (10%) over the Mid-Manager's current classification salary, whichever is greater with placement within the salary range of the Department Head position, after ten consecutive calendar days, retroactive to the first day of such appointment. Other out-of-class pay will be as provided in the Administrative Procedures. TMMBU employees or Department Heads may annually initiate the evaluation of a reclassification of a position based on changes of duties and responsibilities. The reclassification process of TMMBU employees is managed by the Human Resources Department and guided by Section 8.10 of the City of Tracy Personnel Rules and Regulations.

6.2 Deferred Compensation

TMMBU employees' ~~who have completed 12 months of service at Step E or have served more than five years with the City,~~ shall be eligible for a City matching contribution to their deferred compensation plan. The TMMBU employee will receive a City matching contribution of ~~up to two to four five~~ percent ~~(2%—45%)~~ of ~~their his/her~~ annual salary to ~~their his/her~~ deferred compensation plan, ~~contingent upon satisfactory performance of duties.~~ The amount of the City's matching contribution will depend on the amount of the employee's contribution. For instance, a 2% employee contribution will be matched with a 2% City contribution; a 4% employee contribution will be matched with a 4% City contribution.

~~The written performance evaluation establishing eligibility for the~~The City's matching deferred compensation contribution shall be approved by both the Department Head and City Manager ~~via Personnel Action Form.~~

~~Continued eligibility for the City matching contribution is contingent on the employee maintaining satisfactory performance. An employee promoted from within the TMMBU shall be entitled to retain the two to four percent (2%—4%) matching contribution, provided the employee maintains acceptable performance in the new assignment/classification.~~

The City and TMMBU will meet to discuss the options of adding a Retirement Health Savings Account.

6.3 Education Expense Reimbursement

Educational expenses, up to a maximum of \$2,500 per calendar year, shall be paid to reimburse the cost of fees, tuition, books and supplies of a State College, State University, or other recognized professional organization or institution offering accredited, degreed, certified or continuing professional development beneficial to the career advancement and skill level of TMMBU employees. Successful completion of the course is required for reimbursement. The Department Head must approve enrollment.

6.4 Travel Expense Reimbursement

Administrative Procedure entitled "Travel Expense" shall be used to reimburse mileage expenses incurred when using a personal vehicle on City business.

6.5 Management and Professional Development Benefits

The allocation for Management Benefits is \$960 per calendar year and is to be utilized at the discretion of each individual employee for job related expenses or for professional development. The monies will be allocated per pay period and may be utilized for a

wide variety of job related expenses, training, association memberships, computer hardware and software, conference registration and attendance and other miscellaneous job expenses or professional development opportunities.

6.6 Uniforms and Uniform Allowances

Employees in the following positions are required to wear uniforms on the job, and the City shall provide uniform allowances in the following amounts to employees in the listed positions:

- Crime Scene Unit Supervisor and Animal Services Supervisor: eight hundred dollars (\$800) per year,
- Emergency Medical Services Manager: nine hundred fifteen dollars (\$915) per years, and
- Police Records Supervisor: seven hundred fifty dollars (\$750) per year.

Uniform allowances shall be paid on the regular payday for the pay period that includes June 30.

The Communications Unit Supervisor is required to wear department-approved uniform shirts to work, and the City will provide the Communications Unit Supervisor with up to four (4) department-approved uniform shirts each fiscal year. The total value of the uniform shirts provided does not exceed \$240 per fiscal year.

The City will comply with CalPERS requirements for reporting uniform allowances and the value of uniforms provided. Under current law and related CalPERS rules and regulations, the value of provided uniforms and uniform allowances are reportable to CalPERS only for classic employees.

Section 7. Hours of Work, Overtime and Call-Back for Non-Exempt Employees

7.1 Workweek

The workweek shall be from Sunday through the following Saturday, unless otherwise designated by the Department Head. For employees permitted to work on the 9/80 schedule, the workweek shall be midway through the Friday the employee works to the following Friday noon.

7.2 Overtime

Overtime is work in excess of the employee's regular workweek and which has the prior approval of the Department Head or designated representative.

7.3 Overtime Compensation

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Overtime shall be compensated at the rate of one and one-half (1-1/2) times the hourly rate of pay.

7.4 Compensatory Time

An employee may request, through the Department Head, compensatory time off or overtime pay for overtime worked. Accrual of compensatory time shall be at the discretion of the Department Head. No employee may accrue more than 80 hours of compensatory time. An employee shall receive paid overtime for all hours worked in excess of 80 hours biweekly.

7.5 Call-Back Pay

An employee called to work outside of, and not continuous with, regularly scheduled hours shall be paid a minimum of two (2) hours at the rate of one and one-half (1-1/2) times the employee's hourly rate of pay.

All work (other than employee's regularly scheduled work hours) performed under the call-back provision shall be compensated at one and one-half (1 1/2) times the hourly rate of pay. Approved and appropriate leave time taken during the employee's regular work schedule prior to or after call-back shall not preclude payment of overtime during call-back.

7.6 Professional Engineer Incentive Pay

The City shall pay employees who are assigned to the position of Associate Engineer and who possess a Professional Engineer (PE) license, an incentive of five percent (5%) of base salary per pay period. Eligible employees shall submit evidence of the Professional Engineers (PE) license to the Director of Development Services and the Human Resources Director prior to the effective date of the salary incentive for inclusion in the employee's personnel file.

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Section 8. Leave

8.1 Personnel Rules & Regulations

Leave will be granted as provided for in the Personnel Rules. Leave may be used during the first six (6) months of service.

8.2 Floating Holidays

16 hours of floating holiday leave per calendar year shall be granted to TMMBU employees.

8.3 Management Leave

For those employees represented by TMMBU —that are exempt from overtime compensation under the FLSA, the City provides management leave in recognition of the need to devote more than 40 hours per week to their duties. ~~The City shall provide management leave in the amount of 72 hours per calendar year to eligible TMMBU employees through December 31, 2015. Beginning January 1, 2016 through the term of this agreement, the~~ Effective July 1, 2018, City shall provide management leave in the amount of 88~~96-104~~ hours per calendar year to eligible TMMBU employees. Eligible employees employed by the City as of July 1, 2018 shall receive a prorated number of hours for 2018. Newly hired or promoted employees who are eligible for management leave under this MOU shall receive into TMMBU will receive a prorated number of hours based on their start date in a TMMBU position.

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8.4 Maximum Accrual of Leave

The maximum accrual for TMMBU employees for vacation, management leave (for eligible employees), and compensatory time off (for eligible employees) and floating holidays shall be the total accrual for each type of leave, not to exceed 488 hours.

~~In the event a new payroll system is adopted, the cap for non-public safety employees will decrease to 400 hours. At that time, employees who reach the cap, shall be paid the continuing monthly accrual of vacation each pay period until the employee reduces his/her combined leave balance below the accrual cap. However, TMMBU employees may request the City Manager extend the accrual cap for a specified period of time.~~

8.5 City Buy-Back of Accumulated Leave

TMMBU employees are allowed an optional buy back of accumulated leave. They may, twice in a calendar year, buy back up to 50 percent (50%) of accumulated leave, but not more than the equivalent of one year's earning rate for vacation, management leave, and floating holidays. The hourly rate is the annual salary divided by the annual hours of

work.

8.6 Sick Leave Accrual

All TMMBU employees shall be eligible to accrue sick leave at the following rates:

One day, eight (8) hours, for each month of service.

Anyone employed prior to January 1, 1987 shall be entitled to the following: two (2) days, 16 hours for each month of service beginning the 21st year of employment and thereafter.

Unlimited accrual of sick leave is allowed.

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 as employee's child, including stepchildren and foster children, parent, spouse, registered domestic partner or the child of a registered domestic partner. ~~child, parent or spouse.~~

8.7 Conversion of Sick Leave Balance Upon Retirement

Upon retirement, employees 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. The retired employee and his/her 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 bank is exhausted. Thereafter, the employee and his/her dependents may continue to participate in the City's group health plan provided the City receives the employee's payment for the premium by the 10th of each month for the following month's coverage.

Subject to approval by the City, retirees may elect to utilize funds in their medical insurance bank to purchase alternate medical coverage.

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

8.8 Conversion of Sick Leave Balance Upon Death/Termination

Upon death, the employee's estate shall receive straight-time pay for all accrued sick

leave in excess of 960 hours

If a TMMBU employee terminates or is terminated for any reason, all accumulated sick leave shall be canceled. Such accumulated sick leave, however, shall be credited to such employee if he/she returns to City employment within two years of such termination.

8.9 Bereavement Leave

In the event of a death in the immediate family of an employee, the employee shall be allowed to take paid bereavement leave not to exceed five (5) workdays within two (2) weeks of the date of death of the family member. The employee may, with his/her Department Head's permission, use vacation leave if additional leave is required. Such permission shall not be unreasonably refused. In the event of the death of a relative, not a member of the immediate family, absence from duty shall be allowed not to exceed one (1) day. Such absences shall not be charged to sick leave.

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

In special cases, with the approval of the Department Head, the Personnel Officer may grant a bereavement leave in other circumstances.

8.10 Vacation Accrual

Each full time employee shall accrue vacation per pay period at the following rate for continuous service performed in a pay status as follows:

0 through 5 years of service	96 hours per year of vacation
6 through 10 years of service	136 hours per year of vacation
11 through 15 years of service	176 hours per year of vacation
16 or more years of service	192 hours per year of vacation

Section 9. CalPERS Retirement

9.1 CalPERS Formula

Miscellaneous employees hired on or before December 16, 2010 shall receive the single highest year and 2.5% at 55 benefit formula provided through the Public Employees' Retirement System (CalPERS).

Miscellaneous employees hired on or after December 17, 2010 and on or before December 31, 2012 shall receive the average of three (3) consecutive highest years and 2% at 55 benefit formula provided through the California Public Employees' Retirement System (CalPERS).

Miscellaneous employees hired on or after January 1, 2013 and who qualify as "new employees" under the Public Employees' Pension Reform Act shall receive average of three (3) consecutive highest years and 2% at 62 benefit formula provided through the Public Employees' Retirement System (PERS).

9.2 CalPERS Retirement

The City agrees to continue to pay the employer contribution for the City's CalPERS retirement benefit.

~~Effective as soon as administratively possible in accordance with the California Government Code section 20516 contract amendment process, each employee in this unit shall pay 3% towards the employers share of CalPERS pension regardless of what CalPERS pension formula employee is applicable to employee. In exchange, the City shall pay the corresponding salary increase that represents the 3% contribution, which is equal to 2.38% of salary. The parties agree that should the parties negotiate elimination of the 3% contribution towards the employers share or such contribution becomes contrary to any subsequent rules, regulations and/or law rendering the contribution null and void, or CalPERS find that the salary increase does not constitute pensionable compensation that the equivalent salary increase conferred in this section, and referred to in section 5.1, shall also cease and become null and void.~~

Employees hired on or before December 16, 2010 and under the first tier CalPERS retirement formula (2.5% at 55), shall pay the 8% of salary employee contribution towards employee statutory share of CalPERS retirement during the term of this Agreement.

Employees hired after December 16, 2010 and on or before December 31, 2012 under the second-tier CalPERS retirement formula (2% at 55), shall pay the 7% of salary employee contribution towards employee statutory share of CalPERS retirement during the term of this Agreement.

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.

Section 10. Insurance

10.1 Medical Plans Provided

The City offers medical insurance through Kaiser and Health Net. During the term of this agreement the City reserves the right to change medical providers and the parties shall meet and discuss regarding such change. New employees hired on or after December 1, 2007 shall be required to select 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.

10.2 Dental

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

10.3 Vision

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

10.4 Life Insurance

The City shall provide life insurance coverage equal to the nearest thousand dollars of annual salary, up to a maximum of \$50,000. This coverage will be mandatory for all Mid-Manager Unit employees. The City will fully pay the premium by adding the actual cost of the premium to the amount provided in the Cafeteria Plan each month.

10.5 Cafeteria Plan

10.5.1 City Contribution

The City shall maintain an account for each full-time employee in regular or probationary status within the City's cafeteria plan. The City shall make 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. See Exhibit B for TMMBU 2015 cafeteria plan rates.

10.5.2 Cash Out Options

For employees hired before July 1, 2007, the maximum cash payment shall be set at \$996 per month for employees who do not elect a medical, dental, and/or vision plan. For employees hired on or after July 1, 2007, 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).

10.5.3 Future Contributions

If premiums increase in the plans to which City employees subscribe effective January 1, 2013, 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.

For employees who elect employee only or employee plus one coverage, any City increase to the Employee's account shall be limited to the amount necessary to fully cover the plan selected or up to a maximum of the dollar amount increase 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.

10.5.4 Approved Account Uses

The monies in an employee's account shall be used for one or more of the following purposes only: (1) payment of premium charges for the medical insurance program in which the employee is enrolled, (2) payment of premium charges for the dental insurance program in which the employee is enrolled, (3) payment of premium charges for the vision insurance program in which the employee is enrolled, and/or (4) cash-out options as provided in Section 10.5.2. The City also independently funds life insurance premiums through each employee's account.

Each employee 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 12 month period beginning the first day of each plan benefit year. Thereafter, no changes to designations so made will be allowed until the following open enrollment period without a qualifying event.

Each employee shall be responsible for providing immediate written notification to the Personnel Officer or Human Resources designee of any change to the number of his/her dependents which affects the amount of the City payment on behalf of the employee. 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 next following the month in which advice from the employee is received by the Personnel Officer. No retroactive payments shall be allowed.

10.6 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 insurance premiums and other approved expenses. The City will not treat these monies as compensation subject to income tax withholding unless 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.

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10.7 Short Term Disability Insurance

Short Term Disability insurance is required of all regular employees through Standard Insurance with the premium paid by employees at the current rate of .83% of the monthly salary.

Section 11. Annual Physical Exam

An annual physical examination shall be provided by the City, if desired and requested by a TMMBU employee.

Section 12. Conditions of Service

- 12.1 Probation Period - Service with the City of Tracy shall be regulated by the Personnel Rules and Regulations and Classification Plan for the positions covered by this Memorandum of Understanding as well as the City's Administrative Policies and Procedures and Departmental Guidelines. Employees hired into this bargaining unit shall serve an orientation period for a period of 12 months unless specified in writing as a longer period of time at the time of hire. TMMBU employees promoted to another TMMBU classification shall serve an orientation period of six (6) months. Supervisors of TMMBU employees shall make every effort to evaluate the employee at regular intervals during the orientation period in order to provide immediate and thorough feedback to new employees.
- 12.2 Governing Documents for Resolution of Disputes - The governing documents for the resolution of any disputes over conditions of service are the Personnel Rules and Regulations and the City's Classification Plan, unless covered specifically by provisions in this Memorandum of Understanding.
- 12.3 Right to Appeal - TMMBU employees have the right to appeal conditions of service through the grievance procedure contained in the Personnel Rules and Regulations.

Section 13. Miscellaneous

The City Manager is the Personnel Officer and the Employee Relations Officer for the City. The City Manager may assign responsibilities to a designee as he/she deems appropriate.

All of the above conditions are hereby agreed to by the City of Tracy and the TMMBU as indicated by the signatures below.

Tracy Mid-Managers Bargaining Unit

By: _____
~~Barbara Harb~~ Stephanie Reyna-Hiestand, Vice President TMMBU _____ Date

By: _____
~~Troy Brown~~ Randall Bradley, City Manager _____ Date

Exhibit A: Benchmarks

<u>Associate Engineer</u>	<u>Senior Planner</u>
Assistant Civil Engineer	Associate Planner
Senior Engineer	Community Preservation Manager
Assistant City Engineer	
Engineer Program Manager	* Animal Services Supervisor
	* Crime Scene Unit Supervisor
<u>Budget Officer</u>	* Supervising Building & Fire Inspector
Accounting Officer	* Communications Unit Supervisor
Senior Accountant	* Supervising Plans Examiner
	* Information Technology Specialist
<u>Building Official</u>	* Records Unit Supervisor
Community Development Manager	* Cultural Arts Manager – Visual Arts
	* Cultural Arts Manager – Performing Arts
<u>Management Analyst</u>	
Assistant City Clerk	
City Clerk	
Administrative Supervisor	
Economic Development Mgmt. Analyst	
Economic Development Manager	
Community Development Analyst	
Housing Program Specialist	
Water Resources Coordinator	
Risk Coordinator	
<u>Public Works Superintendent</u>	
Utility Lines Maintenance Superintendent	
Facilities Maintenance Superintendent	
Water Plant Superintendent	
Waste Water Operations Superintendent	
Utilities Laboratory Supervisor	
<u>Recreation Services Supervisor</u>	
Community Services Supervisor	
Recreation Services Manager	
Recreation Services Program Manager	

* To be discussed prior to 2015

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EXHIBIT A: TMMBU CLASSIFICATIONS

- Accountant
- Accounting Officer
- Animal Services Supervisor
- Assistant City Engineer
- Assistant Civil Engineer
- Associate Engineer
- Associate Planner
- Budget Officer
- Building Official
- City Clerk
- Code Compliance Analyst
- Communications Unit Supervisor
- Community Development Analyst
- Community Development Program Manager
- Community Preservation Manager
- Community Services Supervisor
- Crime Scene Unit Supervisor
- Cultural Arts Manager-Performing Arts
- Cultural Arts Manager-Visual Arts
- Division Manager I/II
- Economic Development Manager
- Economic Development Mgmt. Analyst
- Emergency Medical Services Manager
- Engineer Program Manager
- Facilities Maintenance Superintendent
- Fleet Supervisor
- Information Technology Specialist
- Management Analyst I/II
- Parks Planning and Development Manager
- Plan Check Engineer
- Plant Maintenance Supervisor
- Public Works Superintendent
- Records Unit Supervisor
- Recreation Services Manager
- Recreation Services Program Manager
- Recreation Services Supervisor
- Safety Coordinator
- Senior Accountant
- Senior Engineer
- Senior Planner
- Supervising Building & Fire Inspector

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[Supervising Construction Inspector](#)

[Supervising Plans Examiner](#)

[Theatre Technician-Technical Theatre Supervisor](#)

[Utilities Laboratory Supervisor](#)

[Utility Lines Maintenance Superintendent](#)

[Waste Water Operations Superintendent](#)

[Water Plant Superintendent](#)

[Water Resources Coordinator](#)

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EXHIBIT B: 2015 TMMBU CAFETERIA PLAN RATES

Name of Plan	Coverage	2014 Rate	2015 Rate	Incr (Decr)	% of increase
Health Net - HMO	3	\$ 3,080.09	\$ 3,349.60	\$ 269.51	8.75%
Kaiser	3	\$ 1,653.69	\$ 1,642.11	\$ (11.58)	-0.70%
Health Net - 7Q5	3	\$ 2,931.63	\$ 3,188.15	\$ 256.52	8.75%
Total		\$ 7,665.41	\$ 8,179.86	\$ 514.45	-

*Divided by # of HMO Plans (3) available in 2015

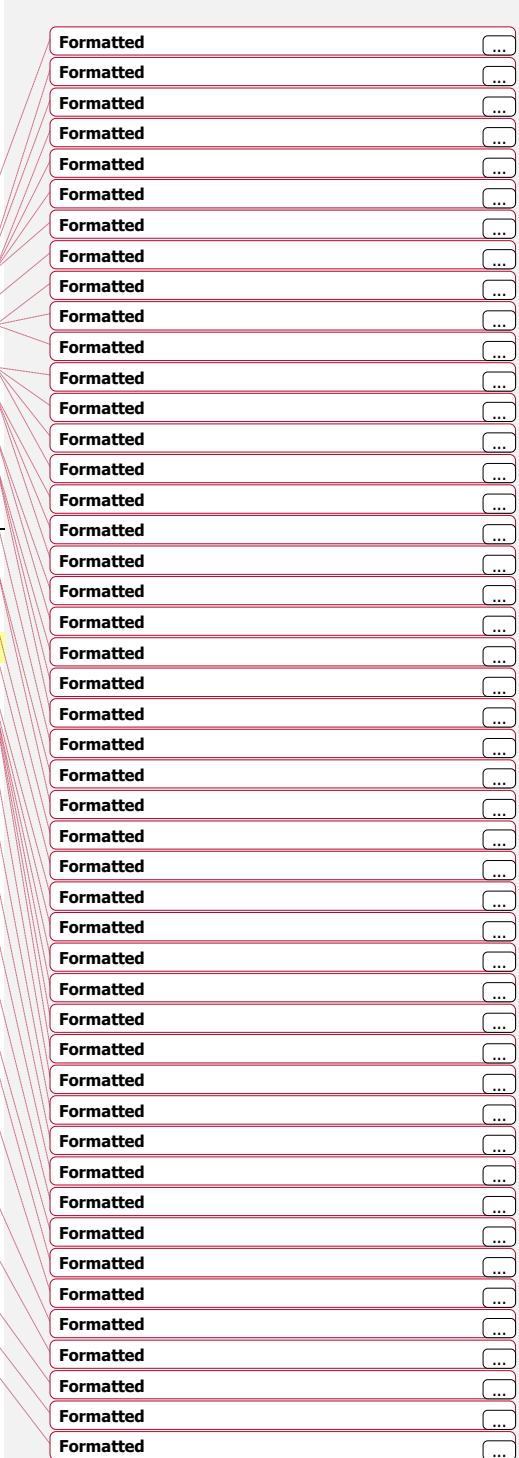
\$ 171.48

* # of HMO Plans that have changes/increases only
75% Average HMO monthly increase

\$ 128.61

TMMBU	2014	Increase	2015	1/2 Caf
All Plans	Family \$ 2,182.17	128.61	\$2,310.78	\$ 1,155.39
HealthNet HMO	Emp +1 \$ 2,073.03	128.61	\$2,201.64	\$ 1,100.82
HealthNet PPO	Emp +1 \$ 1,896.61	128.61	\$2,025.22	\$ 1,012.61
Kaiser w/ DD+VSP	Emp +1 \$ 1,385.15	(8.46)	\$1,376.69	\$ 688.35
Kaiser w/ DD	Emp +1 \$ 1,364.30	(7.09)	\$1,357.21	\$ 678.61
Kaiser	Emp +1 \$ 1,383.51	(6.82)	\$1,376.69	\$ 688.35
Health Net HMO (Hi)	DD+VSP Emp only \$ 1,296.07	106.50	\$1,402.57	\$ 701.29
Health Net HMO (Lo)	DD+VSP Emp only \$ 1,240.60	99.87	\$1,340.47	\$ 670.24
Health Net PPO	w/DD+VSP Emp only \$ 1,106.33	89.90	\$1,196.23	\$ 598.12
Kaiser	Emp only \$ 996.00	-	\$996.00	\$ 498.00
Opt-Out Amount	Opt-out \$ 996.00	-	\$996.00	\$ 498.00

Employees hired after 7/1/07 may have slightly different caf amounts, per MOU guidelines
Caf plans differ depending on benefit election/up to 75% of increase



**SIDE LETTER OF AGREEMENT BETWEEN THE CITY OF TRACY
AND THE TRACY MID-MANAGERS BARGAINING UNIT**

**INCENTIVE PLAN FOR ASSOCIATE ENGINEERS WITH A PROFESSIONAL
ENGINEERS (PE) LICENSE**

In 2005, representatives from the City of Tracy and the Tracy Mid-Managers Bargaining Unit (TMMBU) met and conferred regarding the City's proposal to provide a salary incentive to Associate Engineers who possess a Professional Engineers (PE) license.

The City shall pay employees who are assigned to the position of Associate Engineer and who possess a PE license, an incentive of five percent (5%) of base salary per pay period. The salary incentive became effective October 1, 2005. Eligible employees shall submit evidence of the Professional Engineers (PE) license to the Director of Development Services and the Human Resources Director prior to the effective date of the salary incentive for inclusion in the employee's personnel file.

Employees who do not have their PE license at the time of adoption of this side letter of agreement in 2005, shall be eligible to receive the salary incentive beginning the pay period following submission of proof of possession of a Professional Engineers (PE) license to the Director of Development Services and the Human Resources Director.

This side letter was originally approved on September 20, 2005 via Resolution 2005-250.

In 2012, representatives from the City of Tracy and the Tracy Mid-Managers Bargaining Unit agreed to continue and include this side letter into the Agreement.

FOR THE City Of Tracy _____ FOR THE Tracy Mid-Managers Bargaining Unit

/Signed/ _____ /Signed/ _____
Denyce Holsey _____ Don Mason
Interim HR Director _____ President, TMMBU

-Date: August 29, 2005 _____ Date: August 29, 2005

EXHIBIT B

**City of Tracy
Master Salary Schedule**

Salaries Effective 07-01-18

Class Code	Position Title	Unit		Semi-Mon Salary	Monthly Salary	Annual Salary	Hourly Rate
3106	Accountant*	TMMBU	A	3,230.86	6,461.72	77,540.64	37.2777
			B	3,392.41	6,784.82	81,417.84	39.1417
			C	3,562.03	7,124.06	85,488.72	41.0988
			D	3,740.13	7,480.26	89,763.12	43.1537
			E	3,927.13	7,854.26	94,251.12	45.3113
4112	Accounting Assistant	TTSSEA	A	1,975.90	3,951.80	47,421.60	22.7980
			B	2,074.70	4,149.40	49,792.80	23.9379
			C	2,178.43	4,356.86	52,282.32	25.1348
			D	2,287.36	4,574.72	54,896.64	26.3916
			E	2,401.73	4,803.46	57,641.52	27.7112
4203	Accounting Coordinator	TTSSEA	A	2,824.09	5,648.18	67,778.16	32.5844
			B	2,965.30	5,930.60	71,167.20	34.2137
			C	3,113.57	6,227.14	74,725.68	35.9244
			D	3,269.25	6,538.50	78,462.00	37.7207
			E	3,432.72	6,865.44	82,385.28	39.6068
3103	Accounting Officer*	TMMBU	A	4,210.13	8,420.26	101,043.12	48.5766
			B	4,420.63	8,841.26	106,095.12	51.0053
			C	4,641.66	9,283.32	111,399.84	53.5556
			D	4,873.74	9,747.48	116,969.76	56.2333
			E	5,117.42	10,234.84	122,818.08	59.0449
4201	Accounting Technician	TTSSEA	A	2,429.99	4,859.98	58,319.76	28.0373
			B	2,551.49	5,102.98	61,235.76	29.4391
			C	2,679.06	5,358.12	64,297.44	30.9110
			D	2,813.02	5,626.04	67,512.48	32.4567
			E	2,953.67	5,907.34	70,888.08	34.0795
4101	Administrative Assistant I	TTSSEA	A	1,771.83	3,543.66	42,523.92	20.4434
			B	1,860.42	3,720.84	44,650.08	21.4656
			C	1,953.44	3,906.88	46,882.56	22.5388
			D	2,051.12	4,102.24	49,226.88	23.6659
			E	2,153.68	4,307.36	51,688.32	24.8492
4102	Administrative Assistant II	TTSSEA	A	1,967.16	3,934.32	47,211.84	22.6971
			B	2,065.52	4,131.04	49,572.48	23.8320
			C	2,168.80	4,337.60	52,051.20	25.0237
			D	2,277.23	4,554.46	54,653.52	26.2747
			E	2,391.09	4,782.18	57,386.16	27.5884
8102	Administrative Assistant II-Confidential	CONF	A	2,096.58	4,193.16	50,317.92	24.1904
			B	2,201.41	4,402.82	52,833.84	25.3999
			C	2,311.48	4,622.96	55,475.52	26.6699
			D	2,427.05	4,854.10	58,249.20	28.0033
			E	2,548.41	5,096.82	61,161.84	29.4036
4106	Administrative Assistant III	TTSSEA	A	2,085.80	4,171.60	50,059.20	24.0660
			B	2,190.09	4,380.18	52,562.16	25.2693
			C	2,299.60	4,599.20	55,190.40	26.5328
			D	2,414.58	4,829.16	57,949.92	27.8595
			E	2,535.31	5,070.62	60,847.44	29.2525

Legend:

* = asterisk

All employees marked with an * (asterisk) are salaried employees

All employees are paid semi-monthly

Updated 06/29/2018

EXHIBIT B

**City of Tracy
Master Salary Schedule**

Salaries Effective 07-01-18

Class Code	Position Title	Unit		Semi-Mon Salary	Monthly Salary	Annual Salary	Hourly Rate
4107	Administrative Technician	TTSSEA	A	2,429.99	4,859.98	58,319.76	28.0373
			B	2,551.49	5,102.98	61,235.76	29.4391
			C	2,679.06	5,358.12	64,297.44	30.9110
			D	2,813.02	5,626.04	67,512.48	32.4567
			E	2,953.67	5,907.34	70,888.08	34.0795
4425	Airport Coordinator	TTSSEA	A	2,342.54	4,685.08	56,220.96	27.0283
			B	2,459.67	4,919.34	59,032.08	28.3797
			C	2,582.65	5,165.30	61,983.60	29.7987
			D	2,711.78	5,423.56	65,082.72	31.2886
			E	2,847.37	5,694.74	68,336.88	32.8530
9322	Airport Operations Assistant	LS	A				11.0000
			B				11.5500
			C				12.1300
			D				12.7300
			E				13.3700
5522	Animal Services Aide	TEAMSTERS	A	1,402.33	2,804.66	33,655.92	16.1801
			B	1,472.45	2,944.90	35,338.80	16.9892
			C	1,546.08	3,092.16	37,105.92	17.8387
			D	1,623.39	3,246.78	38,961.36	18.7307
			E	1,704.55	3,409.10	40,909.20	19.6671
5521	Animal Services Officer I	TEAMSTERS	A	1,951.77	3,903.54	46,842.48	22.5196
			B	2,049.34	4,098.68	49,184.16	23.6453
			C	2,151.79	4,303.58	51,642.96	24.8274
			D	2,259.39	4,518.78	54,225.36	26.0689
			E	2,372.36	4,744.72	56,936.64	27.3723
5523	Animal Services Officer II	TEAMSTERS	A	2,142.87	4,285.74	51,428.88	24.7245
			B	2,250.02	4,500.04	54,000.48	25.9608
			C	2,362.53	4,725.06	56,700.72	27.2589
			D	2,480.65	4,961.30	59,535.60	28.6218
			E	2,604.70	5,209.40	62,512.80	30.0531
3621	Animal Services Supervisor	TMMBU	A	2,610.43	5,220.86	62,650.32	30.1192
			B	2,740.95	5,481.90	65,782.80	31.6251
			C	2,877.99	5,755.98	69,071.76	33.2063
			D	3,021.89	6,043.78	72,525.36	34.8666
			E	3,172.98	6,345.96	76,151.52	36.6099

Legend:

* = asterisk

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All employees are paid semi-monthly

EXHIBIT B

**City of Tracy
Master Salary Schedule**

Salaries Effective 07-01-18

Class Code	Position Title	Unit		Semi-Mon Salary	Monthly Salary	Annual Salary	Hourly Rate
9616	Aquatics Specialist	LS	A				17.3600
			B				18.2300
			C				19.1400
			D				20.1000
			E				21.1000
9634	Arts Education Coordinator	LS	A				21.6000
			B				22.6800
			C				23.8100
			D				25.0000
			E				26.2500
2573	Assistant City Attorney*	CONF	A	5,946.05	11,892.10	142,705.20	68.6056
			B	6,243.35	12,486.70	149,840.40	72.0359
			C	6,555.52	13,111.04	157,332.48	75.6377
			D	6,883.29	13,766.58	165,198.96	79.4195
			E	7,227.45	14,454.90	173,458.80	83.3904
3308	Assistant City Engineer*	TMMBU	A	5,017.52	10,035.04	120,420.48	57.8922
			B	5,268.40	10,536.80	126,441.60	60.7869
			C	5,531.82	11,063.64	132,763.68	63.8262
			D	5,808.41	11,616.82	139,401.84	67.0175
			E	6,098.84	12,197.68	146,372.16	70.3685
1502	Assistant City Manager*	DH	Min	7092.61	14185.22	170222.67	81.8347
			Max	8621.28	17242.56	206910.77	99.4725
3302	Assistant Civil Engineer*	TMMBU	A	3,377.58	6,755.16	81,061.92	38.9706
			B	3,546.45	7,092.90	85,114.80	40.9190
			C	3,723.78	7,447.56	89,370.72	42.9650
			D	3,909.97	7,819.94	93,839.28	45.1133
			E	4,105.46	8,210.92	98,531.04	47.3689
2682	Assistant Director DES*	CONF	A	5,678.84	11,357.68	136,292.16	65.5226
			B	5,962.78	11,925.56	143,106.72	68.7987
			C	6,260.92	12,521.84	150,262.08	72.2386
			D	6,573.96	13,147.92	157,775.04	75.8505
			E	6,902.66	13,805.32	165,663.84	79.6430
2681	Assistant Director DES/City Engineer*	CONF	A	5,949.60	11,899.20	142,790.40	68.6466
			B	6,247.07	12,494.14	149,929.68	72.0788
			C	6,559.44	13,118.88	157,426.56	75.6829
			D	6,887.40	13,774.80	165,297.60	79.4669
			E	7,231.79	14,463.58	173,562.96	83.4405
5232	Assistant Planner	TEAMSTERS	A	2,803.79	5,607.58	67,290.96	32.3502
			B	2,943.99	5,887.98	70,655.76	33.9678
			C	3,091.19	6,182.38	74,188.56	35.6662
			D	3,245.74	6,491.48	77,897.76	37.4494
			E	3,408.03	6,816.06	81,792.72	39.3219

Legend:

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EXHIBIT B

**City of Tracy
Master Salary Schedule**

Salaries Effective 07-01-18

Class Code	Position Title	Unit		Semi-Mon Salary	Monthly Salary	Annual Salary	Hourly Rate
3303	Associate Engineer*	TMMBU	A	3,794.37	7,588.74	91,064.88	43.7795
			B	3,984.07	7,968.14	95,617.68	45.9683
			C	4,183.29	8,366.58	100,398.96	48.2669
			D	4,392.45	8,784.90	105,418.80	50.6802
			E	4,612.07	9,224.14	110,689.68	53.2141
3202	Associate Planner*	TMMBU	A	3,211.09	6,422.18	77,066.16	37.0496
			B	3,371.65	6,743.30	80,919.60	38.9022
			C	3,540.23	7,080.46	84,965.52	40.8472
			D	3,717.24	7,434.48	89,213.76	42.8896
			E	3,903.11	7,806.22	93,674.64	45.0342
4451	Box Office Assistant	TTSSEA	A	1,771.83	3,543.66	42,523.92	20.4434
			B	1,860.42	3,720.84	44,650.08	21.4656
			C	1,953.44	3,906.88	46,882.56	22.5388
			D	2,051.12	4,102.24	49,226.88	23.6659
			E	2,153.68	4,307.36	51,688.32	24.8492
4455	Box Office Coordinator	TTSSEA	A	2,342.54	4,685.08	56,220.96	27.0283
			B	2,459.67	4,919.34	59,032.08	28.3797
			C	2,582.65	5,165.30	61,983.60	29.7987
			D	2,711.78	5,423.56	65,082.72	31.2886
			E	2,847.37	5,694.74	68,336.88	32.8530
3104	Budget Officer*	CONF	A	4,314.52	8,629.04	103,548.48	49.7810
			B	4,530.25	9,060.50	108,726.00	52.2701
			C	4,756.76	9,513.52	114,162.24	54.8836
			D	4,994.60	9,989.20	119,870.40	57.6278
			E	5,244.34	10,488.68	125,864.16	60.5093
5218	Building and Fire Inspector I	TEAMSTERS	A	2,516.12	5,032.24	60,386.88	29.03
			B	2,641.93	5,283.86	63,406.32	30.48
			C	2,774.02	5,548.04	66,576.48	32.01
			D	2,912.73	5,825.46	69,905.52	33.61
			E	3,058.36	6,116.72	73,400.64	35.29
5219	Building and Fire Inspector II	TEAMSTERS	A	3,213.50	6,427.00	77,124.00	37.08
			B	3,374.19	6,748.38	80,980.56	38.93
			C	3,542.88	7,085.76	85,029.12	40.88
			D	3,720.03	7,440.06	89,280.72	42.92
			E	3,906.02	7,812.04	93,744.48	45.07
5211	Building Inspector I	TEAMSTERS	A	2,739.37	5,478.74	65,744.88	31.61
			B	2,876.34	5,752.68	69,032.16	33.19
			C	3,020.15	6,040.30	72,483.60	34.85
			D	3,171.18	6,342.36	76,108.32	36.59
			E	3,329.74	6,659.48	79,913.76	38.42
5212	Building Inspector II	TEAMSTERS	A	3,060.47	6,120.94	73,451.28	35.31
			B	3,213.50	6,427.00	77,124.00	37.08
			C	3,374.19	6,748.38	80,980.56	38.93
			D	3,542.88	7,085.76	85,029.12	40.88
			E	3,720.03	7,440.06	89,280.72	42.92

Legend:

* = asterisk

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All employees are paid semi-monthly

Updated 06/29/2018

EXHIBIT B

**City of Tracy
Master Salary Schedule**

Salaries Effective 07-01-18

Class Code	Position Title	Unit		Semi-Mon Salary	Monthly Salary	Annual Salary	Hourly Rate
5321	Building Maintenance Worker	TEAMSTERS	A	2,247.95	4,495.90	53,950.80	25.94
			B	2,360.34	4,720.68	56,648.16	27.23
			C	2,478.36	4,956.72	59,480.64	28.60
			D	2,602.28	5,204.56	62,454.72	30.03
			E	2,732.41	5,464.82	65,577.84	31.53
5322	Building Maintenance Worker Assistant	TEAMSTERS	A	2,206.02	4,412.04	52,944.48	25.45
			B	2,316.31	4,632.62	55,591.44	26.73
			C	2,432.12	4,864.24	58,370.88	28.06
			D	2,553.73	5,107.46	61,289.52	29.47
			E	2,681.41	5,362.82	64,353.84	30.94
3341	Building Official*	TMMBU	A	4,867.29	9,734.58	116,814.96	56.1589
			B	5,110.65	10,221.30	122,655.60	58.9668
			C	5,366.19	10,732.38	128,788.56	61.9152
			D	5,634.50	11,269.00	135,228.00	65.0110
			E	5,916.23	11,832.46	141,989.52	68.2616
4502	Building Permit Technician I	TTSSEA	A	2,147.04	4,294.08	51,528.96	24.7726
			B	2,254.39	4,508.78	54,105.36	26.0112
			C	2,367.11	4,734.22	56,810.64	27.3118
			D	2,485.47	4,970.94	59,651.28	28.6774
			E	2,609.75	5,219.50	62,634.00	30.1113
1506	City Attorney*	CONTRACT		8,645.83	17,291.66	207,500.00	99.7557
3110	City Clerk*	TMMBU	A	4,266.96	8,533.92	102,407.04	49.2323
			B	4,480.31	8,960.62	107,527.44	51.6939
			C	4,704.32	9,408.64	112,903.68	54.2785
			D	4,939.53	9,879.06	118,548.72	56.9924
			E	5,186.51	10,373.02	124,476.24	59.8420
1102	City Council Member*			292.50	585.00	7,020.00	
1501	City Manager*	CONTRACT		9,395.83	18,791.66	225,500.00	108.4135
1112	City Treasurer*			378.00	756.00	9,072.00	
9107	Clerical	LS	A				11.0000
			B				11.5500
			C				12.1300
			D				12.7300
			E				13.3700
3155	Code Compliance Analyst*	TMMBU	A	3,057.78	6,115.56	73,386.72	35.2807
			B	3,210.67	6,421.34	77,056.08	37.0448
			C	3,371.20	6,742.40	80,908.80	38.8970
			D	3,539.76	7,079.52	84,954.24	40.8418
			E	3,716.75	7,433.50	89,202.00	42.8839

Legend:

* = asterisk

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EXHIBIT B

**City of Tracy
Master Salary Schedule**

Salaries Effective 07-01-18

Class Code	Position Title	Unit		Semi-Mon Salary	Monthly Salary	Annual Salary	Hourly Rate
5202	Code Enforcement Officer	TEAMSTERS	A	2,599.11	5,198.22	62,378.64	29.9886
			B	2,729.06	5,458.12	65,497.44	31.4879
			C	2,865.52	5,731.04	68,772.48	33.0624
			D	3,008.79	6,017.58	72,210.96	34.7155
			E	3,159.24	6,318.48	75,821.76	36.4514
5513	Community Services Officer	TEAMSTERS	A	2,202.35	4,404.70	52,856.40	25.4108
			B	2,312.47	4,624.94	55,499.28	26.6813
			C	2,428.08	4,856.16	58,273.92	28.0152
			D	2,549.49	5,098.98	61,187.76	29.4161
			E	2,676.98	5,353.96	64,247.52	30.8870
3623	Communications Unit Supervisor*	TMMBU	A	3,158.81	6,317.62	75,811.44	36.4464
			B	3,316.75	6,633.50	79,602.00	38.2687
			C	3,482.59	6,965.18	83,582.16	40.1822
			D	3,656.71	7,313.42	87,761.04	42.1912
			E	3,839.56	7,679.12	92,149.44	44.3009
9113	Community Access Coordinator	LS	A				23.7800
			B				24.9600
			C				26.2100
			D				27.5200
			E				28.9000
3210	Community Development Analyst*	TMMBU	A	3,211.09	6,422.18	77,066.16	37.0496
			B	3,371.65	6,743.30	80,919.60	38.9022
			C	3,540.23	7,080.46	84,965.52	40.8472
			D	3,717.24	7,434.48	89,213.76	42.8896
			E	3,903.11	7,806.22	93,674.64	45.0342
3206	Community Devel Program Manager*	TMMBU	A	4,867.27	9,734.54	116,814.48	56.1586
			B	5,110.63	10,221.26	122,655.12	58.9665
			C	5,366.17	10,732.34	128,788.08	61.9150
			D	5,634.48	11,268.96	135,227.52	65.0107
			E	5,916.21	11,832.42	141,989.04	68.2613
3315	Community Preservation Manager*	TMMBU	A	3,794.37	7,588.74	91,064.88	43.7795
			B	3,984.07	7,968.14	95,617.68	45.9683
			C	4,183.29	8,366.58	100,398.96	48.2669
			D	4,392.45	8,784.90	105,418.80	50.6802
			E	4,612.07	9,224.14	110,689.68	53.2141
5222	Construction Inspector I	TEAMSTERS	A	2,916.66	5,833.32	69,999.84	33.6525
			B	3,062.51	6,125.02	73,500.24	35.3353
			C	3,215.63	6,431.26	77,175.12	37.1020
			D	3,376.41	6,752.82	81,033.84	38.9571
			E	3,545.24	7,090.48	85,085.76	40.9050

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**City of Tracy
Master Salary Schedule**

Salaries Effective 07-01-18

Class Code	Position Title	Unit		Semi-Mon Salary	Monthly Salary	Annual Salary	Hourly Rate
5223	Construction Inspector II	TEAMSTERS	A	3,062.33	6,124.66	73,495.92	35.3332
			B	3,215.44	6,430.88	77,170.56	37.0998
			C	3,376.21	6,752.42	81,029.04	38.9548
			D	3,545.04	7,090.08	85,080.96	40.9027
			E	3,722.28	7,444.56	89,334.72	42.9477
3501	Community Services Supervisor*	TMMBU	A	3,522.96	7,045.92	84,551.04	40.6480
			B	3,699.10	7,398.20	88,778.40	42.6803
			C	3,884.06	7,768.12	93,217.44	44.8144
			D	4,078.26	8,156.52	97,878.24	47.0550
			E	4,282.17	8,564.34	102,772.08	49.4078
4605	Crime Analyst	TTSSEA	A	2,651.15	5,302.30	63,627.60	30.5890
			B	2,783.71	5,567.42	66,809.04	32.1185
			C	2,922.90	5,845.80	70,149.60	33.7245
			D	3,069.05	6,138.10	73,657.20	35.4108
			E	3,222.50	6,445.00	77,340.00	37.1813
5514	Crime Prevention Specialist	TEAMSTERS	A	2,350.89	4,701.78	56,421.36	27.1246
			B	2,468.45	4,936.90	59,242.80	28.4810
			C	2,591.87	5,183.74	62,204.88	29.9050
			D	2,721.45	5,442.90	65,314.80	31.4001
			E	2,857.51	5,715.02	68,580.24	32.9700
5517	Crime Scene Technician	TEAMSTERS	A	2,517.04	5,034.08	60,408.96	29.0417
			B	2,642.89	5,285.78	63,429.36	30.4937
			C	2,775.03	5,550.06	66,600.72	32.0183
			D	2,913.78	5,827.56	69,930.72	33.6192
			E	3,059.48	6,118.96	73,427.52	35.3003
3622	Crime Scene Unit Supervisor	TMMBU	A	2,640.46	5,280.92	63,371.04	30.4657
			B	2,772.47	5,544.94	66,539.28	31.9888
			C	2,911.08	5,822.16	69,865.92	33.5881
			D	3,056.64	6,113.28	73,359.36	35.2676
			E	3,209.47	6,418.94	77,027.28	37.0309
1108	Cultural Arts Commissioner			Stipend \$50.00 per meeting			
3525	Cultural Arts Manager - Performing Arts*	TMMBU	A	3,522.97	7,045.94	84,551.28	40.6481
			B	3,699.11	7,398.22	88,778.64	42.6804
			C	3,884.07	7,768.14	93,217.68	44.8145
			D	4,078.27	8,156.54	97,878.48	47.0552
			E	4,282.19	8,564.38	102,772.56	49.4080
3524	Cultural Arts Manager - Visual Arts*	TMMBU	A	3,522.97	7,045.94	84,551.28	40.6481
			B	3,699.11	7,398.22	88,778.64	42.6804
			C	3,884.07	7,768.14	93,217.68	44.8145
			D	4,078.27	8,156.54	97,878.48	47.0552
			E	4,282.19	8,564.38	102,772.56	49.4080

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EXHIBIT B

**City of Tracy
Master Salary Schedule**

Salaries Effective 07-01-18

Class Code	Position Title	Unit		Semi-Mon Salary	Monthly Salary	Annual Salary	Hourly Rate
9552	D.A.R.E Officer	LS	A				31.3900
			B				32.9600
			C				34.6000
			D				36.3300
			E				38.1500
2571	Deputy City Attorney I*	CONF	A	4,668.40	9,336.80	112,041.60	53.8641
			B	4,901.82	9,803.64	117,643.68	56.5573
			C	5,146.92	10,293.84	123,526.08	59.3853
			D	5,404.27	10,808.54	129,702.48	62.3546
			E	5,674.47	11,348.94	136,187.28	65.4721
2572	Deputy City Attorney II*	CONF	A	5,135.25	10,270.50	123,246.00	59.2506
			B	5,392.02	10,784.04	129,408.48	62.2132
			C	5,661.61	11,323.22	135,878.64	65.3238
			D	5,944.70	11,889.40	142,672.80	68.5901
			E	6,241.93	12,483.86	149,806.32	72.0195
4116	Deputy City Clerk	TTSSEA	A	2,610.09	5,220.18	62,642.16	30.1153
			B	2,740.60	5,481.20	65,774.40	31.6211
			C	2,877.62	5,755.24	69,062.88	33.2020
			D	3,021.51	6,043.02	72,516.24	34.8622
			E	3,172.58	6,345.16	76,141.92	36.6053
1515	Development & Engineering Services Director*	DH	Min	6948.51	13897.02	166764.23	80.1720
			Max	8444.48	16888.96	202667.59	97.4326
2561	Division Manager I*	CONF	A	4,007.14	8,014.28	96,171.36	46.2345
			B	4,207.50	8,415.00	100,980.00	48.5462
			C	4,417.87	8,835.74	106,028.88	50.9735
			D	4,638.76	9,277.52	111,330.24	53.5221
			E	4,870.69	9,741.38	116,896.56	56.1981
3161	Division Manager I*	TMMBU	A	3,910.17	7,820.34	93,844.08	45.1156
			B	4,105.68	8,211.36	98,536.32	47.3714
			C	4,310.97	8,621.94	103,463.28	49.7400
			D	4,526.51	9,053.02	108,636.24	52.2270
			E	4,752.83	9,505.66	114,067.92	54.8382
3162	Division Manager II*	TMMBU	A	4,557.71	9,115.42	109,385.04	52.5869
			B	4,785.59	9,571.18	114,854.16	55.2162
			C	5,024.87	10,049.74	120,596.88	57.9770
			D	5,276.11	10,552.22	126,626.64	60.8759
			E	5,539.92	11,079.84	132,958.08	63.9197

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EXHIBIT B

**City of Tracy
Master Salary Schedule**

Salaries Effective 07-01-18

Class Code	Position Title	Unit		Semi-Mon Salary	Monthly Salary	Annual Salary	Hourly Rate
3209	Economic Devel Management Analyst*	TMMBU	A	3,406.02	6,812.04	81,744.48	39.2987
			B	3,576.32	7,152.64	85,831.68	41.2636
			C	3,755.14	7,510.28	90,123.36	43.3269
			D	3,942.90	7,885.80	94,629.60	45.4933
			E	4,140.05	8,280.10	99,361.20	47.7680
3207	Economic Development Manager*	TMMBU	A	4,210.13	8,420.26	101,043.12	48.5766
			B	4,420.63	8,841.26	106,095.12	51.0053
			C	4,641.66	9,283.32	111,399.84	53.5556
			D	4,873.74	9,747.48	116,969.76	56.2333
			E	5,117.42	10,234.84	122,818.08	59.0449
5324	Electrician	TEAMSTERS	A	2,932.66	5,865.32	70,383.84	33.8371
			B	3,079.32	6,158.64	73,903.68	35.5292
			C	3,233.27	6,466.54	77,598.48	37.3055
			D	3,394.93	6,789.86	81,478.32	39.1708
			E	3,564.68	7,129.36	85,552.32	41.1293
3711	Emergency Medical Services Manager*	TMMBU	A	3,793.62	7,587.24	91,046.88	43.7709
			B	3,983.30	7,966.60	95,599.20	45.9594
			C	4,182.47	8,364.94	100,379.28	48.2574
			D	4,391.60	8,783.20	105,398.40	50.6704
			E	4,611.17	9,222.34	110,668.08	53.2038
3309	Engineering Program Manager*	TMMBU	A	4,561.38	9,122.76	109,473.12	52.6293
			B	4,789.45	9,578.90	114,946.80	55.2608
			C	5,028.92	10,057.84	120,694.08	58.0238
			D	5,280.36	10,560.72	126,728.64	60.9249
			E	5,544.39	11,088.78	133,065.36	63.9713
5221	Engineering Technician I	TEAMSTERS	A	2,567.53	5,135.06	61,620.72	29.6242
			B	2,695.90	5,391.80	64,701.60	31.1053
			C	2,830.69	5,661.38	67,936.56	32.6606
			D	2,972.23	5,944.46	71,333.52	34.2936
			E	3,120.84	6,241.68	74,900.16	36.0083
5225	Engineering Technician II	TEAMSTERS	A	2,695.91	5,391.82	64,701.84	31.1055
			B	2,830.70	5,661.40	67,936.80	32.6607
			C	2,972.25	5,944.50	71,334.00	34.2939
			D	3,120.87	6,241.74	74,900.88	36.0087
			E	3,276.89	6,553.78	78,645.36	37.8088
5425	Environmental Compliance Officer	TEAMSTERS	A	2,620.59	5,241.18	62,894.16	30.2364
			B	2,751.61	5,503.22	66,038.64	31.7481
			C	2,889.18	5,778.36	69,340.32	33.3354
			D	3,033.65	6,067.30	72,807.60	35.0023
			E	3,185.33	6,370.66	76,447.92	36.7524
5424	Environmental Compliance Technician	TEAMSTERS	A	2,137.16	4,274.32	51,291.84	24.6586
			B	2,244.03	4,488.06	53,856.72	25.8917
			C	2,356.21	4,712.42	56,549.04	27.1860
			D	2,474.02	4,948.04	59,376.48	28.5453
			E	2,597.75	5,195.50	62,346.00	29.9729

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Updated 06/29/2018

EXHIBIT B

**City of Tracy
Master Salary Schedule**

Salaries Effective 07-01-18

Class Code	Position Title	Unit		Semi-Mon Salary	Monthly Salary	Annual Salary	Hourly Rate
5313	Equipment Mechanic I	TEAMSTERS	A	2,359.62	4,719.24	56,630.88	27.2253
			B	2,477.60	4,955.20	59,462.40	28.5866
			C	2,601.48	5,202.96	62,435.52	30.0159
			D	2,731.55	5,463.10	65,557.20	31.5167
			E	2,868.12	5,736.24	68,834.88	33.0924
5314	Equipment Mechanic II	TEAMSTERS	A	2,477.59	4,955.18	59,462.16	28.5865
			B	2,601.48	5,202.96	62,435.52	30.0159
			C	2,731.54	5,463.08	65,556.96	31.5166
			D	2,868.12	5,736.24	68,834.88	33.0924
			E	3,011.53	6,023.06	72,276.72	34.7471
4108	Executive Assistant	TTSSEA	A	2,392.97	4,785.94	57,431.28	27.6101
			B	2,512.62	5,025.24	60,302.88	28.9907
			C	2,638.25	5,276.50	63,318.00	30.4402
			D	2,770.17	5,540.34	66,484.08	31.9623
			E	2,908.67	5,817.34	69,808.08	33.5603
8108	Executive Assistant - Confidential	CONF	A	2,550.41	5,100.82	61,209.84	29.4267
			B	2,677.94	5,355.88	64,270.56	30.8981
			C	2,811.83	5,623.66	67,483.92	32.4429
			D	2,952.42	5,904.84	70,858.08	34.0651
			E	3,100.04	6,200.08	74,400.96	35.7683
2581	Executive Assistant to City Manager*	CONF	A	2,912.74	5,825.48	69,905.76	33.6072
			B	3,058.37	6,116.74	73,400.88	35.2875
			C	3,211.29	6,422.58	77,070.96	37.0519
			D	3,371.86	6,743.72	80,924.64	38.9046
			E	3,540.45	7,080.90	84,970.80	40.8498
3423	Facilities Maint Superintendent*	TMMBU	A	4,084.52	8,169.04	98,028.48	47.1273
			B	4,288.74	8,577.48	102,929.76	49.4836
			C	4,503.18	9,006.36	108,076.32	51.9578
			D	4,728.34	9,456.68	113,480.16	54.5557
			E	4,964.75	9,929.50	119,154.00	57.2834
9635	Facility Attendant	LS	A				14.5200
			B				15.2500
			C				16.0100
			D				16.8100
			E				17.6500
1522	Finance Director*	DH	Min	6482.97	12965.94	155591.35	74.8006
			Max	7873.75	15747.50	188969.94	90.8475
2525	Finance Division Manager*	CONF	A	4,670.73	9,341.46	112,097.52	53.8910
			B	4,904.27	9,808.54	117,702.48	56.5856
			C	5,149.49	10,298.98	123,587.76	59.4149
			D	5,406.96	10,813.92	129,767.04	62.3856
			E	5,677.32	11,354.64	136,255.68	65.5050

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**City of Tracy
Master Salary Schedule**

Salaries Effective 07-01-18

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3715	Fire Battalion Chief*	SCFCA	A	4,339.70	8,679.40	104,152.80	35.7677
			B	4,556.69	9,113.38	109,360.56	37.5562
			C	4,784.51	9,569.02	114,828.24	39.4339
			D	5,023.74	10,047.48	120,569.76	41.4056
			E	5,274.93	10,549.86	126,598.32	43.4759
7105	Fire Captain	TFFA	A	3,606.21	7,212.42	86,549.04	29.7223
			B	3,786.64	7,573.28	90,879.36	31.2094
			C	3,975.85	7,951.70	95,420.40	32.7689
			D	4,174.64	8,349.28	100,191.36	34.4073
			E	4,383.37	8,766.74	105,200.88	36.1277
1514	Fire Chief*	DH	Min	6948.51	13897.02	166764.23	80.1720
			Max	8444.48	16888.96	202667.59	97.4326
2751	Fire Division Chief*	CONF	A	5,678.70	11,357.40	136,288.80	65.5209
			B	5,962.63	11,925.26	143,103.12	68.7969
			C	6,260.77	12,521.54	150,258.48	72.2369
			D	6,573.81	13,147.62	157,771.44	75.8487
			E	6,902.50	13,805.00	165,660.00	79.6412
7103	Fire Engineer	TFFA	A	3,173.86	6,347.72	76,172.64	26.1589
			B	3,332.53	6,665.06	79,980.72	27.4667
			C	3,499.18	6,998.36	83,980.32	28.8402
			D	3,674.14	7,348.28	88,179.36	30.2822
			E	3,857.85	7,715.70	92,588.40	31.7963
5213	Fire Inspector	TEAMSTERS	A	3,060.47	6,120.94	73,451.28	35.3118
			B	3,213.50	6,427.00	77,124.00	37.0774
			C	3,374.19	6,748.38	80,980.56	38.9315
			D	3,542.88	7,085.76	85,029.12	40.8778
			E	3,720.03	7,440.06	89,280.72	42.9218
2752	Fire Marshal*	CONF	A	4,988.01	9,976.02	119,712.24	57.5517
			B	5,237.40	10,474.80	125,697.60	60.4292
			C	5,499.28	10,998.56	131,982.72	63.4508
			D	5,774.25	11,548.50	138,582.00	66.6234
			E	6,062.95	12,125.90	145,510.80	69.9544
9563	Fire Reserve	LS	A				11.0000
7102	Firefighter	TFFA	A	2,811.81	5,623.62	67,483.44	23.1749
			B	2,952.38	5,904.76	70,857.12	24.3335
			C	3,100.01	6,200.02	74,400.24	25.5502
			D	3,255.00	6,510.00	78,120.00	26.8277
			E	3,417.75	6,835.50	82,026.00	28.1690
9565	Firefighter Trainee	LS	A	1,892.56	3,785.12	45,421.44	21.8364
							(70% OF STEP A, FIREFIGHTER)

Legend:

* = asterisk

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EXHIBIT B

**City of Tracy
Master Salary Schedule**

Salaries Effective 07-01-18

Class Code	Position Title	Unit		Semi-Mon Salary	Monthly Salary	Annual Salary	Hourly Rate
7108	Firefighter/Paramedic	TFFA	A	3,163.44	6,326.88	75,922.56	26.0730
			B	3,321.61	6,643.22	79,718.64	27.3767
			C	3,487.70	6,975.40	83,704.80	28.7456
			D	3,662.08	7,324.16	87,889.92	30.1828
			E	3,845.19	7,690.38	92,284.56	31.6920
3404	Fleet Supervisor*	TMMBU	A	3,279.57	6,559.14	78,709.68	37.8397
			B	3,443.54	6,887.08	82,644.96	39.7316
			C	3,615.72	7,231.44	86,777.28	41.7182
			D	3,796.50	7,593.00	91,116.00	43.8041
			E	3,986.32	7,972.64	95,671.68	45.9942
4206	GIS Technician	TTSSEA	A	2,651.15	5,302.30	63,627.60	30.5890
			B	2,783.71	5,567.42	66,809.04	32.1185
			C	2,922.90	5,845.80	70,149.60	33.7245
			D	3,069.05	6,138.10	73,657.20	35.4108
			E	3,222.50	6,445.00	77,340.00	37.1813
2511	Human Resources Analyst I*	CONF	A	3,035.29	6,070.58	72,846.96	35.0212
			B	3,187.06	6,374.12	76,489.44	36.7724
			C	3,346.40	6,692.80	80,313.60	38.6108
			D	3,513.72	7,027.44	84,329.28	40.5414
			E	3,689.41	7,378.82	88,545.84	42.5685
2512	Human Resources Analyst II*	CONF	A	3,490.49	6,980.98	83,771.76	40.2733
			B	3,665.01	7,330.02	87,960.24	42.2870
			C	3,848.26	7,696.52	92,358.24	44.4013
			D	4,040.68	8,081.36	96,976.32	46.6214
			E	4,242.72	8,485.44	101,825.28	48.9526
1518	Human Resources Director*	DH	Min	6482.97	12965.94	155591.35	74.8006
			Max	7873.75	15747.50	188969.89	90.8475
2562	Human Resources Manager*	CONF	A	4,670.73	9,341.46	112,097.52	53.8910
			B	4,904.27	9,808.54	117,702.48	56.5856
			C	5,149.49	10,298.98	123,587.76	59.4149
			D	5,406.96	10,813.92	129,767.04	62.3856
			E	5,677.32	11,354.64	136,255.68	65.5050
4301	Human Resources Technician	CONF	A	2,589.86	5,179.72	62,156.64	29.8819
			B	2,719.36	5,438.72	65,264.64	31.3760
			C	2,855.33	5,710.66	68,527.92	32.9448
			D	2,998.09	5,996.18	71,954.16	34.5920
			E	3,148.00	6,296.00	75,552.00	36.3217
4204	Information Systems Technician I	TTSSEA	A	2,305.36	4,610.72	55,328.64	26.5993
			B	2,420.63	4,841.26	58,095.12	27.9293
			C	2,541.67	5,083.34	61,000.08	29.3258
			D	2,668.75	5,337.50	64,050.00	30.7921
			E	2,802.18	5,604.36	67,252.32	32.3316

Legend:

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EXHIBIT B

**City of Tracy
Master Salary Schedule**

Salaries Effective 07-01-18

Class Code	Position Title	Unit		Semi-Mon Salary	Monthly Salary	Annual Salary	Hourly Rate
4205	Information Systems Technician II	TTSSEA	A	2,651.15	5,302.30	63,627.60	30.5890
			B	2,783.71	5,567.42	66,809.04	32.1185
			C	2,922.90	5,845.80	70,149.60	33.7245
			D	3,069.05	6,138.10	73,657.20	35.4108
			E	3,222.50	6,445.00	77,340.00	37.1813
2553	Information Technology Manager*	CONF	A	4,670.73	9,341.46	112,097.52	53.8910
			B	4,904.27	9,808.54	117,702.48	56.5856
			C	5,149.49	10,298.98	123,587.76	59.4149
			D	5,406.96	10,813.92	129,767.04	62.3856
			E	5,677.32	11,354.64	136,255.68	65.5050
3111	Information Technology Specialist*	TMMBU	A	3,308.66	6,617.32	79,407.84	38.1754
			B	3,474.09	6,948.18	83,378.16	40.0841
			C	3,647.79	7,295.58	87,546.96	42.0883
			D	3,830.18	7,660.36	91,924.32	44.1927
			E	4,021.69	8,043.38	96,520.56	46.4023
5413	Instrumentation Technician	TEAMSTERS	A	2,922.04	5,844.08	70,128.96	33.7145
			B	3,068.15	6,136.30	73,635.60	35.4004
			C	3,221.56	6,443.12	77,317.44	37.1704
			D	3,382.63	6,765.26	81,183.12	39.0288
			E	3,551.76	7,103.52	85,242.24	40.9803
9108	Intern-Generalist	LS	A				15.1400
			B				15.8900
			C				16.6900
			D				17.5200
			E				18.4000
1503	Interim Assistant City Manager	DEPT HEAD	MIN	8,661.12	17,322.24	207,866.88	99.9322
			MAX	9,288.93	18,577.86	222,934.35	107.1758
5224	Junior Engineer	TEAMSTERS	A	2,965.07	5,930.14	71,161.68	34.2110
			B	3,113.32	6,226.64	74,719.68	35.9215
			C	3,268.98	6,537.96	78,455.52	37.7175
			D	3,432.43	6,864.86	82,378.32	39.6034
			E	3,604.05	7,208.10	86,497.20	41.5836
5423	Laboratory Quality Assurance Officer	TEAMSTERS	A	2,751.69	5,503.38	66,040.56	31.7490
			B	2,889.28	5,778.56	69,342.72	33.3366
			C	3,033.74	6,067.48	72,809.76	35.0033
			D	3,185.43	6,370.86	76,450.32	36.7535
			E	3,344.70	6,689.40	80,272.80	38.5912
5421	Laboratory Technician I	TEAMSTERS	A	2,329.92	4,659.84	55,918.08	26.8827
			B	2,446.41	4,892.82	58,713.84	28.2267
			C	2,568.74	5,137.48	61,649.76	29.6382
			D	2,697.17	5,394.34	64,732.08	31.1200
			E	2,832.02	5,664.04	67,968.48	32.6759

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EXHIBIT B

**City of Tracy
Master Salary Schedule**

Salaries Effective 07-01-18

Class Code	Position Title	Unit		Semi-Mon Salary	Monthly Salary	Annual Salary	Hourly Rate
5422	Laboratory Technician II	TEAMSTERS	A	2,435.01	4,870.02	58,440.24	28.0952
			B	2,556.75	5,113.50	61,362.00	29.4998
			C	2,684.59	5,369.18	64,430.16	30.9748
			D	2,818.82	5,637.64	67,651.68	32.5236
			E	2,959.76	5,919.52	71,034.24	34.1498
5504	Lead Public Safety Dispatcher	TEAMSTERS	A	2,980.48	5,960.96	71,531.52	34.3888
			B	3,129.51	6,259.02	75,108.24	36.1083
			C	3,285.99	6,571.98	78,863.76	37.9138
			D	3,450.29	6,900.58	82,806.96	39.8095
			E	3,622.81	7,245.62	86,947.44	41.8000
4109	Legal Secretary	CONF	A	2,781.81	5,563.62	66,763.44	32.0966
			B	2,920.90	5,841.80	70,101.60	33.7014
			C	3,066.95	6,133.90	73,606.80	35.3865
			D	3,220.30	6,440.60	77,287.20	37.1559
			E	3,381.31	6,762.62	81,151.44	39.0136
9636	Lifeguard	LS	A				11.0000
			B				11.5500
			C				12.1300
			D				12.7300
			E				13.3700
9303	Maintenance Aide	LS	A				12.3400
			B				12.9600
			C				13.6100
			D				14.2900
			E				15.0000
5301	Maintenance Worker I	TEAMSTERS	A	1,736.76	3,473.52	41,682.24	20.0388
			B	1,823.60	3,647.20	43,766.40	21.0407
			C	1,914.78	3,829.56	45,954.72	22.0928
			D	2,010.52	4,021.04	48,252.48	23.1974
			E	2,111.05	4,222.10	50,665.20	24.3573
5303	Maintenance Worker II	TEAMSTERS	A	2,206.02	4,412.04	52,944.48	25.4531
			B	2,316.31	4,632.62	55,591.44	26.7256
			C	2,432.12	4,864.24	58,370.88	28.0618
			D	2,553.73	5,107.46	61,289.52	29.4650
			E	2,681.41	5,362.82	64,353.84	30.9382
3151	Management Analyst I*	TMMBU	A	2,961.84	5,923.68	71,084.16	34.1738
			B	3,109.92	6,219.84	74,638.08	35.8823
			C	3,265.42	6,530.84	78,370.08	37.6765
			D	3,428.68	6,857.36	82,288.32	39.5602
			E	3,600.13	7,200.26	86,403.12	41.5384

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EXHIBIT B

**City of Tracy
Master Salary Schedule**

Salaries Effective 07-01-18

Class Code	Position Title	Unit		Semi-Mon Salary	Monthly Salary	Annual Salary	Hourly Rate
3152	Management Analyst II*	TMMBU	A	3,406.02	6,812.04	81,744.48	39.2987
			B	3,576.32	7,152.64	85,831.68	41.2636
			C	3,755.14	7,510.28	90,123.36	43.3269
			D	3,942.90	7,885.80	94,629.60	45.4933
			E	4,140.05	8,280.10	99,361.20	47.7680
1101	Mayor*			342.50	685.00	8,220.00	
4207	Media Services Coordinator	TTSSEA	A	2,342.54	4,685.08	56,220.96	27.0283
			B	2,459.67	4,919.34	59,032.08	28.3797
			C	2,582.65	5,165.30	61,983.60	29.7987
			D	2,711.78	5,423.56	65,082.72	31.2886
			E	2,847.37	5,694.74	68,336.88	32.8530
5531	Meter Reader	TEAMSTERS	A	1,504.88	3,009.76	36,117.12	17.3633
			B	1,580.10	3,160.20	37,922.40	18.2312
			C	1,659.13	3,318.26	39,819.12	19.1431
			D	1,742.06	3,484.12	41,809.44	20.0999
			E	1,829.18	3,658.36	43,900.32	21.1051
1107	Parks Commissioner			Stipend of \$50.00 per meeting			
1516	Parks & Community Services Director*	DH	Min	6,482.97	12,965.94	155,591.25	74.8006
			Max	7,873.75	15,747.50	188,969.94	90.8475
3509	Parks Planning & Development Manager	TMMBU	A	3,746.62	7,493.24	89,918.88	43.2286
			B	3,933.96	7,867.92	94,415.04	45.3901
			C	4,130.65	8,261.30	99,135.60	47.6595
			D	4,337.18	8,674.36	104,092.32	50.0425
			E	4,554.05	9,108.10	109,297.20	52.5447
4202	Payroll Coordinator	TTSSEA	A	2,824.09	5,648.18	67,778.16	32.5844
			B	2,965.30	5,930.60	71,167.20	34.2137
			C	3,113.57	6,227.14	74,725.68	35.9244
			D	3,269.25	6,538.50	78,462.00	37.7207
			E	3,432.72	6,865.44	82,385.28	39.6068
1106	Planning Commissioner			Stipend of \$50.00 per meeting			

Legend:

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EXHIBIT B

**City of Tracy
Master Salary Schedule**

Salaries Effective 07-01-18

Class Code	Position Title	Unit		Semi-Mon Salary	Monthly Salary	Annual Salary	Hourly Rate
3306	Plan Check Engineer	TMMBU	A	4,561.25	9,122.50	109,470.00	52.6278
			B	4,789.31	9,578.62	114,943.44	55.2591
			C	5,028.78	10,057.56	120,690.72	58.0222
			D	5,280.23	10,560.46	126,725.52	60.9234
			E	5,544.24	11,088.48	133,061.76	63.9695
5215	Plans Check Examiner	TEAMSTERS	A	3,301.46	6,602.92	79,235.04	38.0923
			B	3,466.56	6,933.12	83,197.44	39.9972
			C	3,639.89	7,279.78	87,357.36	41.9971
			D	3,821.86	7,643.72	91,724.64	44.0967
			E	4,012.98	8,025.96	96,311.52	46.3018
3410	Plant Maintenance Supervisor	TMMBU	A	3,403.76	6,807.52	81,690.24	39.2726
			B	3,573.95	7,147.90	85,774.80	41.2363
			C	3,752.65	7,505.30	90,063.60	43.2981
			D	3,940.28	7,880.56	94,566.72	45.4630
			E	4,137.30	8,274.60	99,295.20	47.7362
5411	Plant Mechanic I	TEAMSTERS	A	2,661.62	5,323.24	63,878.88	30.7098
			B	2,794.70	5,589.40	67,072.80	32.2453
			C	2,934.44	5,868.88	70,426.56	33.8576
			D	3,081.16	6,162.32	73,947.84	35.5505
			E	3,235.22	6,470.44	77,645.28	37.3280
5412	Plant Mechanic II	TEAMSTERS	A	2,728.15	5,456.30	65,475.60	31.4774
			B	2,864.56	5,729.12	68,749.44	33.0513
			C	3,007.79	6,015.58	72,186.96	34.7039
			D	3,158.17	6,316.34	75,796.08	36.4390
			E	3,316.07	6,632.14	79,585.68	38.2609
4601	Police Assistant	TTSSEA	A	1,771.83	3,543.66	42,523.92	20.4434
			B	1,860.42	3,720.84	44,650.08	21.4656
			C	1,953.44	3,906.88	46,882.56	22.5388
			D	2,051.12	4,102.24	49,226.88	23.6659
			E	2,153.68	4,307.36	51,688.32	24.8492
6212	Police Captain*	TPMA	A	5,740.81	11,481.62	137,779.44	66.2376
			B	6,027.86	12,055.72	144,668.64	69.5496
			C	6,329.25	12,658.50	151,902.00	73.0270
			D	6,645.71	13,291.42	159,497.04	76.6783
			E	6,978.02	13,956.04	167,472.48	80.5125
1513	Police Chief*	DH	Min	7381.75	14763.50	177162.09	85.1708
			Max	8972.60	17945.20	215342.40	103.5260
6103	Police Corporal	TPOA	A	3,508.40	7,016.80	84,201.60	40.4800
			B	3,683.84	7,367.68	88,412.16	42.5042
			C	3,868.03	7,736.06	92,832.72	44.6294
			D	4,061.44	8,122.88	97,474.56	46.8610
			E	4,264.51	8,529.02	102,348.24	49.2040

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EXHIBIT B

**City of Tracy
Master Salary Schedule**

Salaries Effective 07-01-18

Class Code	Position Title	Unit		Semi-Mon Salary	Monthly Salary	Annual Salary	Hourly Rate
9501	Police Intern/Parking Enforcement Officer	LS	A				14.4000
			B				15.1200
			C				15.8700
			D				16.6700
			E				17.5000
6211	Police Lieutenant*	TPMA	A	4,968.54	9,937.08	119,244.96	57.3271
			B	5,216.96	10,433.92	125,207.04	60.1934
			C	5,477.82	10,955.64	131,467.68	63.2032
			D	5,751.70	11,503.40	138,040.80	66.3632
			E	6,039.28	12,078.56	144,942.72	69.6813
6102	Police Officer	TPOA	A	3,189.46	6,378.92	76,547.04	36.8000
			B	3,348.93	6,697.86	80,374.32	38.6400
			C	3,516.39	7,032.78	84,393.36	40.5722
			D	3,692.22	7,384.44	88,613.28	42.6009
			E	3,876.82	7,753.64	93,043.68	44.7308
4103	Police Records Assistant I	TTSSEA	A	1,996.79	3,993.58	47,922.96	23.0390
			B	2,096.63	4,193.26	50,319.12	24.1910
			C	2,201.47	4,402.94	52,835.28	25.4006
			D	2,311.54	4,623.08	55,476.96	26.6706
			E	2,427.12	4,854.24	58,250.88	28.0042
4104	Police Records Assistant II	TTSSEA	A	2,096.61	4,193.22	50,318.64	24.1907
			B	2,201.45	4,402.90	52,834.80	25.4004
			C	2,311.51	4,623.02	55,476.24	26.6702
			D	2,427.09	4,854.18	58,250.16	28.0038
			E	2,548.45	5,096.90	61,162.80	29.4041
9551	Police Reserve	LS	A				35.0000
6105	Police Sergeant	TPOA	A	3,843.49	7,686.98	92,243.76	44.3463
			B	4,035.68	8,071.36	96,856.32	46.5637
			C	4,237.47	8,474.94	101,699.28	48.8920
			D	4,449.34	8,898.68	106,784.16	51.3366
			E	4,671.82	9,343.64	112,123.68	53.9035
2712	Police Support Operations Manager*	CONF	A	5,286.59	10,573.18	126,878.16	60.9968
			B	5,550.93	11,101.86	133,222.32	64.0467
			C	5,828.47	11,656.94	139,883.28	67.2490
			D	6,119.89	12,239.78	146,877.36	70.6114
			E	6,425.89	12,851.78	154,221.36	74.1420
4701	Police Support Services Technician	TTSSEA	A	2,429.99	4,859.98	58,319.76	28.0373
			B	2,551.49	5,102.98	61,235.76	29.4391
			C	2,679.06	5,358.12	64,297.44	30.9110
			D	2,813.02	5,626.04	67,512.48	32.4567
			E	2,953.67	5,907.34	70,888.08	34.0795
6101	Police Trainee (Non-Sworn)	TPOA	A	2,773.36	5,546.72	66,560.64	31.9991

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Updated 06/29/2018

EXHIBIT B

**City of Tracy
Master Salary Schedule**

Salaries Effective 07-01-18

Class Code	Position Title	Unit		Semi-Mon Salary	Monthly Salary	Annual Salary	Hourly Rate
9638	Pool Manager	LS	A				15.6300
			B				16.4100
			C				17.2300
			D				18.1000
			E				19.0000
5408	Principal WWTP Operator	TEAMSTERS	A	3,505.53	7,011.06	84,132.72	40.4469
			B	3,680.80	7,361.60	88,339.20	42.4691
			C	3,864.85	7,729.70	92,756.40	44.5927
			D	4,058.09	8,116.18	97,394.16	46.8223
			E	4,260.99	8,521.98	102,263.76	49.1634
9533	Professional Standards Officer	LS	A				44.8400
			B				47.0800
			C				49.4300
			D				51.9000
			E				54.5000
9110	Program Assistant	LS	Min			11.0000	
			Max			18.9400	
9231	Project Specialist I	LS	Min			11.0000	
			Max			36.6800	
9232	Project Specialist II	LS	Min			36.6900	
			Max			103.4000	
5518	Property and Evidence Technician	TEAMSTERS	A	2,239.59	4,479.18	53,750.16	25.8404
			B	2,351.56	4,703.12	56,437.44	27.1323
			C	2,469.15	4,938.30	59,259.60	28.4891
			D	2,592.61	5,185.22	62,222.64	29.9136
			E	2,722.23	5,444.46	65,333.52	31.4091
2585	Public Information Officer	CONF	A	3,490.49	6,980.98	83,771.76	40.2733
			B	3,665.01	7,330.02	87,960.24	42.2870
			C	3,848.26	7,696.52	92,358.24	44.4013
			D	4,040.68	8,081.36	96,976.32	46.6214
			E	4,242.72	8,485.44	101,825.28	48.9526
5502	Public Safety Dispatcher I	TEAMSTERS	A	2,587.37	5,174.74	62,096.88	29.8531
			B	2,716.74	5,433.48	65,201.76	31.3458
			C	2,852.57	5,705.14	68,461.68	32.9130
			D	2,995.20	5,990.40	71,884.80	34.5587
			E	3,144.98	6,289.96	75,479.52	36.2868
9512	Public Safety Dispatcher II - Per Diem	LS	A				28.5800
			B				30.0100
			C				31.5100
			D				33.0900
			E				34.7400

Legend:

* = asterisk

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EXHIBIT B

**City of Tracy
Master Salary Schedule**

Salaries Effective 07-01-18

Class Code	Position Title	Unit		Semi-Mon Salary	Monthly Salary	Annual Salary	Hourly Rate
5503	Public Safety Dispatcher II	TEAMSTERS	A	2,838.56	5,677.12	68,125.44	32.7514
			B	2,980.48	5,960.96	71,531.52	34.3888
			C	3,129.51	6,259.02	75,108.24	36.1083
			D	3,285.99	6,571.98	78,863.76	37.9138
			E	3,450.29	6,900.58	82,806.96	39.8095
1512	Public Works Director*	DH	Min	6482.97	12965.94	155591.25	74.8006
			Max	7873.75	15747.50	188969.94	90.8475
3405	Public Works Supervisor	TMMBU	A	3,279.57	6,559.14	78,709.68	37.8397
			B	3,443.54	6,887.08	82,644.96	39.7316
			C	3,615.72	7,231.44	86,777.28	41.7182
			D	3,796.50	7,593.00	91,116.00	43.8041
			E	3,986.32	7,972.64	95,671.68	45.9942
3401	PW Maint & Operations Superintendent*	TMMBU	A	3,936.04	7,872.08	94,464.96	45.4141
			B	4,132.84	8,265.68	99,188.16	47.6848
			C	4,339.48	8,678.96	104,147.52	50.0690
			D	4,556.46	9,112.92	109,355.04	52.5725
			E	4,784.27	9,568.54	114,822.48	55.2010
9517	Range Master	LS	A				26.9000
			B				28.2500
			C				29.6600
			D				31.1400
			E				32.7000
4105	Receptionist	TTSSEA	A	1,610.75	3,221.50	38,658.00	18.5849
			B	1,691.29	3,382.58	40,590.96	19.5141
			C	1,775.86	3,551.72	42,620.64	20.4899
			D	1,864.65	3,729.30	44,751.60	21.5144
			E	1,957.88	3,915.76	46,989.12	22.5901
3626	Records Unit Supervisor*	TMMBU	A	2,976.56	5,953.12	71,437.44	34.3436
			B	3,125.40	6,250.80	75,009.60	36.0609
			C	3,281.66	6,563.32	78,759.84	37.8639
			D	3,445.75	6,891.50	82,698.00	39.7571
			E	3,618.02	7,236.04	86,832.48	41.7448
9631	Recreation Leader I	LS	A				11.0000
			B				11.5500
			C				12.1300
			D				12.7300
			E				13.3700
9632	Recreation Leader II	LS	A				13.7800
			B				14.4700
			C				15.1900
			D				15.9500
			E				16.7500

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**City of Tracy
Master Salary Schedule**

Salaries Effective 07-01-18

Class Code	Position Title	Unit		Semi-Mon Salary	Monthly Salary	Annual Salary	Hourly Rate
9633	Recreation Leader III	LS	A				15.6300
			B				16.4100
			C				17.2300
			D				18.1000
			E				19.0000
4401	Recreation Prgm Coordinator I	TTSSEA	A	2,342.54	4,685.08	56,220.96	27.0283
			B	2,459.67	4,919.34	59,032.08	28.3797
			C	2,582.65	5,165.30	61,983.60	29.7987
			D	2,711.78	5,423.56	65,082.72	31.2886
			E	2,847.37	5,694.74	68,336.88	32.8530
4402	Recreation Prgm Coordinator II	TTSSEA	A	2,576.81	5,153.62	61,843.44	29.7313
			B	2,705.64	5,411.28	64,935.36	31.2177
			C	2,840.92	5,681.84	68,182.08	32.7786
			D	2,982.97	5,965.94	71,591.28	34.4176
			E	3,132.11	6,264.22	75,170.64	36.1383
3511	Recreation Service Manager*	TMMBU	A	4,053.38	8,106.76	97,281.12	46.7680
			B	4,256.04	8,512.08	102,144.96	49.1063
			C	4,468.85	8,937.70	107,252.40	51.5617
			D	4,692.30	9,384.60	112,615.20	54.1398
			E	4,926.92	9,853.84	118,246.08	56.8469
3513	Recreation Services Program Manager*	TMMBU	A	3,875.24	7,750.48	93,005.76	44.7126
			B	4,069.01	8,138.02	97,656.24	46.9483
			C	4,272.46	8,544.92	102,539.04	49.2957
			D	4,486.08	8,972.16	107,665.92	51.7605
			E	4,710.39	9,420.78	113,049.36	54.3486
3505	Recreation Services Supervisor*	TMMBU	A	3,522.96	7,045.92	84,551.04	40.6480
			B	3,699.10	7,398.20	88,778.40	42.6803
			C	3,884.06	7,768.12	93,217.44	44.8144
			D	4,078.26	8,156.52	97,878.24	47.0550
			E	4,282.17	8,564.34	102,772.08	49.4078
9626	Recreation Specialized Instructor	LS	Min				11.0000
			Max				39.0200
3433	Safety Coordinator	TMMBU	A	2,961.84	5,923.68	71,084.16	34.1738
			B	3,109.92	6,219.84	74,638.08	35.8823
			C	3,265.42	6,530.84	78,370.08	37.6765
			D	3,428.68	6,857.36	82,288.32	39.5602
			E	3,600.13	7,200.26	86,403.12	41.5384
3105	Senior Accountant*	TMMBU	A	3,661.01	7,322.02	87,864.24	42.2408
			B	3,844.06	7,688.12	92,257.44	44.3528
			C	4,036.27	8,072.54	96,870.48	46.5706
			D	4,238.08	8,476.16	101,713.92	48.8990
			E	4,449.99	8,899.98	106,799.76	51.3441

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**City of Tracy
Master Salary Schedule**

Salaries Effective 07-01-18

Class Code	Position Title	Unit		Semi-Mon Salary	Monthly Salary	Annual Salary	Hourly Rate
4113	Senior Accounting Assistant	TTSSEA	A	2,177.89	4,355.78	52,269.36	25.1285
			B	2,286.79	4,573.58	54,882.96	26.3850
			C	2,401.13	4,802.26	57,627.12	27.7043
			D	2,521.19	5,042.38	60,508.56	29.0895
			E	2,647.25	5,294.50	63,534.00	30.5440
5323	Senior Building Maintenance Worker	TEAMSTERS	A	2,472.76	4,945.52	59,346.24	28.5307
			B	2,596.39	5,192.78	62,313.36	29.9572
			C	2,726.20	5,452.40	65,428.80	31.4549
			D	2,862.52	5,725.04	68,700.48	33.0278
			E	3,005.66	6,011.32	72,135.84	34.6794
5325	Senior Electrician	TEAMSTERS	A	3,225.92	6,451.84	77,422.08	37.2207
			B	3,387.23	6,774.46	81,293.52	39.0819
			C	3,556.60	7,113.20	85,358.40	41.0361
			D	3,734.42	7,468.84	89,626.08	43.0878
			E	3,921.14	7,842.28	94,107.36	45.2422
3304	Senior Engineer*	TMMBU	A	4,561.38	9,122.76	109,473.12	52.6293
			B	4,789.45	9,578.90	114,946.80	55.2608
			C	5,028.92	10,057.84	120,694.08	58.0238
			D	5,280.36	10,560.72	126,728.64	60.9249
			E	5,544.39	11,088.78	133,065.36	63.9713
5315	Senior Equipment Mechanic	TEAMSTERS	A	2,601.49	5,202.98	62,435.76	30.0160
			B	2,731.55	5,463.10	65,557.20	31.5167
			C	2,868.14	5,736.28	68,835.36	33.0927
			D	3,011.54	6,023.08	72,276.96	34.7472
			E	3,162.11	6,324.22	75,890.64	36.4845
2513	Senior Human Resources Analyst*	CONF	A	3,826.17	7,652.34	91,828.08	44.1464
			B	4,017.47	8,034.94	96,419.28	46.3536
			C	4,218.34	8,436.68	101,240.16	48.6713
			D	4,429.27	8,858.54	106,302.48	51.1050
			E	4,650.73	9,301.46	111,617.52	53.6602
4208	Senior Information Systems Technician	TTSSEA	A	2,916.27	5,832.54	69,990.48	33.6480
			B	3,062.08	6,124.16	73,489.92	35.3303
			C	3,215.19	6,430.38	77,164.56	37.0969
			D	3,375.95	6,751.90	81,022.80	38.9518
			E	3,544.74	7,089.48	85,073.76	40.8993
9637	Senior Lifeguard	LS	A				13.7800
			B				14.4700
			C				15.1900
			D				15.9500
			E				16.7500
5305	Senior Maintenance Worker	TEAMSTERS	A	2,428.59	4,857.18	58,286.16	28.0211
			B	2,550.00	5,100.00	61,200.00	29.4219
			C	2,677.50	5,355.00	64,260.00	30.8930
			D	2,811.39	5,622.78	67,473.36	32.4379
			E	2,951.95	5,903.90	70,846.80	34.0597

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Updated 06/29/2018

EXHIBIT B

**City of Tracy
Master Salary Schedule**

Salaries Effective 07-01-18

Class Code	Position Title	Unit		Semi-Mon Salary	Monthly Salary	Annual Salary	Hourly Rate
3203	Senior Planner*	TMMBU	A	3,910.16	7,820.32	93,843.84	45.1155
			B	4,105.67	8,211.34	98,536.08	47.3713
			C	4,310.96	8,621.92	103,463.04	49.7399
			D	4,526.50	9,053.00	108,636.00	52.2268
			E	4,752.82	9,505.64	114,067.68	54.8381
5402	Senior Water Plant Operator	TEAMSTERS	A	3,052.39	6,104.78	73,257.36	35.2185
			B	3,205.01	6,410.02	76,920.24	36.9795
			C	3,365.26	6,730.52	80,766.24	38.8284
			D	3,533.52	7,067.04	84,804.48	40.7698
			E	3,710.20	7,420.40	89,044.80	42.8084
5407	Senior WW Plant Operator	TEAMSTERS	A	2,864.97	5,729.94	68,759.28	33.0561
			B	3,008.19	6,016.38	72,196.56	34.7085
			C	3,158.60	6,317.20	75,806.40	36.4440
			D	3,316.54	6,633.08	79,596.96	38.2663
			E	3,482.39	6,964.78	83,577.36	40.1799
9101	Student Clerk	LS	A				11.0000
3343	Supervising Building & Fire Inspector	TMMBU	A	3,500.71	7,001.42	84,017.04	40.3913
			B	3,675.74	7,351.48	88,217.76	42.4108
			C	3,859.53	7,719.06	92,628.72	44.5313
			D	4,052.51	8,105.02	97,260.24	46.7579
			E	4,255.14	8,510.28	102,123.36	49.0959
3345	Supervising Construction Inspector	TMMBU	A	3,649.05	7,298.10	87,577.20	42.1028
			B	3,831.51	7,663.02	91,956.24	44.2080
			C	4,023.08	8,046.16	96,553.92	46.4184
			D	4,224.23	8,448.46	101,381.52	48.7392
			E	4,435.44	8,870.88	106,450.56	51.1762
3344	Supervising Plans Examiner*	TMMBU	A	3,433.08	6,866.16	82,393.92	39.6109
			B	3,604.73	7,209.46	86,513.52	41.5914
			C	3,784.98	7,569.96	90,839.52	43.6712
			D	3,974.22	7,948.44	95,381.28	45.8546
			E	4,172.94	8,345.88	100,150.56	48.1475
3523	Technical Theatre Supervisor*	TMMBU	A	2,924.59	5,849.18	70,190.16	33.7440
			B	3,070.83	6,141.66	73,699.92	35.4313
			C	3,224.36	6,448.72	77,384.64	37.2027
			D	3,385.58	6,771.16	81,253.92	39.0629
			E	3,554.87	7,109.74	85,316.88	41.0162
4461	Theatre Operations & Tech Asst	TTSSEA	A	1,967.16	3,934.32	47,211.84	22.6971
			B	2,065.52	4,131.04	49,572.48	23.8320
			C	2,168.80	4,337.60	52,051.20	25.0237
			D	2,277.23	4,554.46	54,653.52	26.2747
			E	2,391.09	4,782.18	57,386.16	27.5884

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Master Salary Schedule**

Salaries Effective 07-01-18

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9361	Theatre Technician	LS	A				25.6400
			B				26.9200
			C				28.2600
			D				29.6800
			E				31.1600
1109	Transportation Commissioner			Stipend \$50.00 per meeting			
1520	Utilities Director*	DH	Min	6948.51	13897.02	166764.23	80.1720
			Max	8444.48	16888.96	202667.59	97.4326
3424	Utilities Laboratory Supervisor*	TMMBU	A	3,676.09	7,352.18	88,226.16	42.4148
			B	3,859.89	7,719.78	92,637.36	44.5355
			C	4,052.88	8,105.76	97,269.12	46.7622
			D	4,255.52	8,511.04	102,132.48	49.1003
			E	4,468.30	8,936.60	107,239.20	51.5553
3403	Utility Lines Maintenance Superintendent*	TMMBU	A	4,010.29	8,020.58	96,246.96	46.2708
			B	4,210.80	8,421.60	101,059.20	48.5843
			C	4,421.34	8,842.68	106,112.16	51.0135
			D	4,642.41	9,284.82	111,417.84	53.5642
			E	4,874.53	9,749.06	116,988.72	56.2424
5404	Utility Operator	TEAMSTERS	A	3,269.44	6,538.88	78,466.56	37.7229
			B	3,432.89	6,865.78	82,389.36	39.6087
			C	3,604.55	7,209.10	86,509.20	41.5894
			D	3,784.77	7,569.54	90,834.48	43.6687
			E	3,974.01	7,948.02	95,376.24	45.8522
9351	Water Patrol Aide	LS	A				13.0100
			B				13.6600
			C				14.3400
			D				15.0600
			E				15.8100
5401	Water Plant Operator	TEAMSTERS	A	2,784.07	5,568.14	66,817.68	32.1226
			B	2,923.27	5,846.54	70,158.48	33.7287
			C	3,069.46	6,138.92	73,667.04	35.4155
			D	3,222.92	6,445.84	77,350.08	37.1861
			E	3,384.09	6,768.18	81,218.16	39.0457
5403	Water Plant Operator-In-Training	TEAMSTERS	A	2,310.80	4,621.60	55,459.20	26.6621
			B	2,426.35	4,852.70	58,232.40	27.9953
			C	2,547.66	5,095.32	61,143.84	29.3949
			D	2,675.05	5,350.10	64,201.20	30.8648
			E	2,808.79	5,617.58	67,410.96	32.4079
3421	Water Plant Superintendent*	TMMBU	A	4,010.29	8,020.58	96,246.96	46.2708
			B	4,210.80	8,421.60	101,059.20	48.5843
			C	4,421.34	8,842.68	106,112.16	51.0135
			D	4,642.41	9,284.82	111,417.84	53.5642
			E	4,874.53	9,749.06	116,988.72	56.2424

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3431	Water Resources Coordinator*	TMMBU	A	2,601.04	5,202.08	62,424.96	30.0108
			B	2,731.09	5,462.18	65,546.16	31.5114
			C	2,867.65	5,735.30	68,823.60	33.0870
			D	3,011.03	6,022.06	72,264.72	34.7413
			E	3,161.58	6,323.16	75,877.92	36.4784
9112	Webmaster/Information Systems	LS	A				31.3000
			B				32.8700
			C				34.5100
			D				36.2400
			E				38.0500
3422	WW Operations Superintendent*	TMMBU	A	4,084.52	8,169.04	98,028.48	47.1273
			B	4,288.74	8,577.48	102,929.76	49.4836
			C	4,503.18	9,006.36	108,076.32	51.9578
			D	4,728.34	9,456.68	113,480.16	54.5557
			E	4,964.75	9,929.50	119,154.00	57.2834
5406	WW Plant Operator	TEAMSTERS	A	2,613.15	5,226.30	62,715.60	30.1506
			B	2,743.80	5,487.60	65,851.20	31.6580
			C	2,880.99	5,761.98	69,143.76	33.2409
			D	3,025.03	6,050.06	72,600.72	34.9028
			E	3,176.28	6,352.56	76,230.72	36.6480
5405	WW Plant Operator-In-Training	TEAMSTERS	A	2,168.91	4,337.82	52,053.84	25.0249
			B	2,277.36	4,554.72	54,656.64	26.2762
			C	2,391.22	4,782.44	57,389.28	27.5899
			D	2,510.79	5,021.58	60,258.96	28.9695
			E	2,636.32	5,272.64	63,271.68	30.4179

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RESOLUTION 2018 - _____

APPROVING A MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF TRACY AND THE TRACY MID-MANAGERS BARGAINING UNIT, AUTHORIZE THE CITY MANAGER TO INCREASE APPROPRIATIONS, AND AUTHORIZING AN AMENDMENT OF THE CITY MASTER SALARY SCHEDULE

WHEREAS, The Memorandum of Understanding (MOU) between the City of Tracy and the Tracy Mid-Managers Bargaining Unit (TMMBU) expires on June 30, 2018, and

WHEREAS, Representatives from the City and the TMMBU have met and conferred in good faith to negotiate a new MOU, and

WHEREAS, Agreement has been reached on a new MOU covering the period of July 1, 2018 through June 30, 2021, and

WHEREAS, All parties agreed to the newly negotiated MOU covering the period of July 1, 2018 to June 30, 2021

NOW, THEREFORE, BE IT RESOLVED, That City Council of the City of Tracy hereby approves a new Memorandum of Understanding between the City of Tracy and the Tracy Mid-Managers Bargaining Unit, authorizes the City Manager to increase appropriations, and authorizing an amendment of the City Master Salary Schedule.

BE IT FURTHER RESOLVED THAT, the City Council authorizes the City Manager or his designee(s) to take the necessary administrative steps to increase appropriations and implement the provisions of the MOU and actions approved by this Resolution.

* * * * *

The foregoing Resolution 2018 - _____ was adopted by the Tracy City Council on the 29th day of June, 2018 by the following vote:

AYES: COUNCIL MEMBERS

NOES: COUNCIL MEMBERS

ABSENT: COUNCIL MEMBERS

ABSTAIN: COUNCIL MEMBERS

Mayor

ATTEST:

City Clerk

AGENDA ITEM 7

REQUEST

APPROVE THE MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF TRACY AND THE TRACY POLICE MANAGERS ASSOCIATION, AUTHORIZE THE CITY MANAGER TO INCREASE APPROPRIATIONS, AND AUTHORIZE AN AMENDMENT OF THE CITY MASTER SALARY SCHEDULE

EXECUTIVE SUMMARY

The Memorandum of Understanding (MOU) between the City of Tracy and the Tracy Police Managers Association expires on June 30, 2018. Representatives from the City and the Tracy Police Managers Association (TPMA) met and conferred in good faith and negotiated a new MOU. The attached MOU covers a period of 36 months (three years), effective on July 1, 2018, and expires June 30, 2021.

DISCUSSION

There are two key changes in the new TPMA MOU. The key changes are as follows:

1. Salary Adjustments for all classifications:

July 2018	4% salary adjustment
July 2019	4% salary adjustment
July 2020	4% salary adjustment
July 2018	5% market equity adjustment for Police Captain

2. Increase of P.O.S.T. Management Certification pay by 2%

Other changes to the MOU consist of adding provisions or amendments to include updated statutory language or to further clarify current practices.

The City's Master Salary Schedule contains the salary changes for employee classifications that are part of TPMA. The Master Salary Schedule must be amended to reflect the terms of the new MOU as listed in Exhibit A.

STRATEGIC PLAN

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

Governance Strategy

Goal 1: Further develop an organization to attract, motivate, develop, and retain a high-quality, engaged, high-performing, and informed workforce.

Objective 1b: Affirm organizational values.

FISCAL IMPACT

The financial impact to the City contained in the changes to the sections of the MOU listed above for the term of this MOU is shown in the table below:

	FY 18/19	FY19/20	FY 20/21
	Year 1 Effective July 2018	Year 2 Effective July 2019	Year 3 Effective July 2020
General Fund	\$ 71,912	\$ 114,704	\$ 159,208
Non- GF	\$ -	\$ -	\$ -
Total	\$ 71,912	\$ 114,704	\$ 159,208

RECOMMENDATION

That the City Council, by resolution, approve the Memorandum of Understanding between the City of Tracy and the Tracy Police Managers Association, authorize the City Manager to increase appropriations, and authorize an amendment of the City Master Salary Schedule.

Prepared by: Kimberly Murdaugh, Interim Director of Human Resources

Reviewed by: Midori Lichtwardt, Interim Assistant City Manager

Approved by: Randall Bradley, City Manager

Attachment: Exhibit A - Tracy Police Managers Association (TPMA) Memorandum of Understanding
 Exhibit B – Master Salary Schedule

MEMORANDUM OF UNDERSTANDING

BETWEEN

THE CITY OF TRACY

AND

TRACY POLICE MANAGERS ASSOCIATION (TPMA)

July 1, 20~~18~~¹⁸ through June 30, 20~~21~~²¹



Think Inside the Triangle™

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TRACY POLICE MANAGERS ASSOCIATION (TPMA)
July 1, 201~~8~~⁵ through June 30, 2021~~8~~⁵

Table of Contents

<u>Section</u>	<u>Topic</u>	<u>Page</u>
1	Recognition	1
1.1.	Association Recognition	1
2	Compensation and Benefits	1
2.1.	Salary Plan	1
2.2.	Out-of-Class Pay	2
2.3.	Bilingual Pay	2
3	Leave	2
3.1.	Personnel Rules	2
3.2.	Holiday Pay	2
3.3.	Floating Holidays	3
3.3 4.	Management Leave	3
3.4 5.	Maximum Accrual of Leave	3
3.5 6.	City Sell Back of Accumulated Leave	3
3.6 7.	Sick Leave Accrual	3
	3.6 7.1. Accrual Rates	3
3.7 8.	Retirement Conversion of Sick Leave	3
4	Benefits	4
4.1.	PERS Retirement	4
4.2.	Deferred Compensation	4
4.3.	Travel Expense Reimbursement	5
4.4.	Health Insurance	5
	4.4.1. Plans Provided	5
	4.4.2. ACA "Cadillac Plan" Reopener	5
4.5.	New Employees	5
4.6.	Dental	5
4.7.	Vision Care	5
4.8.	Life Insurance	5
4.9.	Cafeteria Plan	5
	4.9.1. City Contribution	6

TRACY POLICE MANAGERS ASSOCIATION (TPMA)
July 1, 201~~8~~⁵ through June 30, 2021~~8~~⁵

Table of Contents

Section	Topic	Page
	4.9.2. Cash Out Options	6
	4.9.3. Future Contributions.....	6
	4.9.4. Approved Account Uses	6
	4.9.5. Notification of Changes in Number of Dependents.....	7
	4.9.6. Flexible Benefits Plan (IRS Section 125)	7
4.10.	Long Term Disability.....	7
4.11.	Annual Physical Exam.....	7
4.12.	Education Expense Reimbursement	7
4.13.	Uniform Allowance.....	7
4.14.	Education Incentive.....	7
4.15.	P.O.S.T. Incentive	8
4.16.	Command Duty Officer	8
5	Conditions of Service	8
	EXHIBIT A – Tracy Police Managers Association Salary Schedule.....	10
	Side Letter – Clarification of Intent: Vacation Accrual.....	11

**MEMORANDUM OF UNDERSTANDING
Between**

**CITY OF TRACY
and
TRACY POLICE MANAGERS ASSOCIATION**

Effective July 1, 201~~85~~ through June 30, 20~~18~~

Tracy Police Managers and representatives of the City of Tracy have met and conferred in good faith regarding wages, hours and his/her terms and conditions of employment of employees in the Tracy Police Managers Association, have freely exchanged information, opinions and proposals, 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, hereinafter referred to as "The Agreement," is entered into pursuant to the Meyers-Milias-Brown Act (Government Code Sections 3500, et. seq.) and has 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, 201~~85~~ and ending June 30, 20~~18~~.

Section 1. Recognition

1.1 Association Recognition

Tracy Police Managers Association, hereinafter referred to as the "Association," is recognized as the exclusive representative as provided in the City's Employer-Employee Relations resolution for all employees assigned to the classifications set forth below:

Police Lieutenant
Police Captain

Section 2. Compensation and Benefits

2.1 Salary Plan

~~The salary plan for each of the classes identified in Section 1 above, shall be effective July 1, 2015. These salaries are contained in attached Exhibit A.~~

~~Effective the beginning of the first full pay period of January 2016, employees who are employed by the City at the time of ratification and adoption of this agreement shall receive a one-time lump sum payment of representing 9.0% of the employee's base salary on the salary schedule at the time of the payment.~~

~~Effective the beginning of the first full pay period in July 2016, employees who are employed by the City at the time of ratification and adoption of this agreement shall receive a one-time~~

~~lump sum payment of representing 6.0% of the employee's base salary on the salary schedule at the time of the payment.~~

~~Effective the beginning of the first full pay period in July 2016, all bargaining unit employees shall receive a wage increase equal to 3.0%.~~

~~Effective the beginning of the first full pay period of July 2017, employees who are employed by the City at the time of ratification and adoption of this agreement shall receive a one-time lump sum payment of representing 3.0% of the employee's base salary on the salary schedule at the time of the payment.~~

~~Effective the beginning of the first full pay period of January 2018, all bargaining unit employees shall receive a wage increase equal to 2.0%.~~

Effective the first full pay period in July 1, 2018 or upon approval by the City Council, whichever is latest, salary ranges for classifications in this unit shall be increased by four (4%).

Effective the first full pay period in July 1, 2019, salary ranges for classifications in this unit shall be increased by four (4%).

Effective the first full pay period in July 1, 2020, salary ranges for classifications in this unit shall be increased by four (4%).

Effective the first full pay period in July 1, 2018 or upon approval by the City Council, whichever is latest, salary range for Police Captain shall be increased by five (5%).

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2.2 Out-of-Class Pay

When an Association Member is appointed to fill a Senior Manager vacancy caused by paid leave of absence or separation, compensation will be paid at entry level of Senior Manager position or at ten (10) percent over the Association member's current class, whichever is greater, after ten consecutive calendar days, retroactive to the first day of such appointment. This out-of-class pay will be as provided in the Administrative Procedures.

2.3 Bilingual Pay

Employees shall be entitled to receive, in addition to their regular compensation, an additional two percent (2%) of base pay if they meet the following criteria:

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

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

Section 3. Leave

3.1 Personnel Rules

Leave will be granted as provided for in the Personnel Rules. Leave may be used during the first six (6) months of service in accordance with City Policy and practice.

Members of the Tracy Police Management Association will be considered "Sworn Police Employees" and will accrue vacation at the rates listed for those so classified.

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3.2 Holiday Pay

~~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. Each January and July, Lieutenants shall be credited with five and one-half (5 1/2) holidays for each six (6) months. Lieutenants shall be paid for holidays not used during the given six month period at the holiday pay rate.~~ Requests to take a holiday off shall be subject to the 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 = H Hourly R Rate
x 8 - Holiday In-Lieu Pay.

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Holiday in-Lieu pay will be paid on separate checks on the regular pay-day for the pay period that includes June 30 and December 15. Holiday hours are paid at the rate earned.

If a ~~TPMA member~~ lieutenant is required to work on a holiday designated by the City of Tracy, the employee ~~shall~~ will receive an additional eight (8) hours of vacation leave in addition to straight time pay for hours worked. Holidays will be paid at the pay rate during the period in which the holidays were earned.

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~~3.3~~ Floating Holidays

~~Sixteen (16) hours of floating holiday leave per calendar year shall be granted to employees covered by this agreement.~~

3.34 Management Leave

Association Members are exempt from FLSA. In recognition of the need to devote more than forty (40) hours per week to their duties, management leave in the amount of seventy-two (72) hours per calendar year shall be granted to Association Members.

3.45 Maximum Accrual of Leave

The maximum accrual for Association Member employees for vacation, management leave and floating holidays, shall not to exceed a composite of twice the annual accrual rate.

3.56 City Sell Back of Accumulated Leave

Association Members are allowed an optional sell back of accumulated leave. They may, twice in a calendar year, sell back up to fifty percent (50%) of accumulated leave, but not

more than the equivalent of one (1) year's earning rate for vacation, management leave and floating holidays. The hourly rate is the annual salary, divided by the annual hours of work.

~~3.6~~ Sick Leave

~~3.7~~ Sick Leave

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~~3.6.7.1~~ Accrual Rates

All Association Members shall be eligible to accrue sick leave at the following rates:

- Eight (8) hours for each month of service during the first 20 years of employment.
- Sixteen (16) hours for each month of service beginning the 21st year of employment and this/hereafter.
- Unlimited accrual of sick leave is allowed.

~~3.7.8~~ Retirement Conversion of Sick Leave

Any employee covered by this Agreement, who retires from the City of Tracy, 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 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 bank is exhausted, subject to the provisions of the Consolidated Omnibus Budget Reconciliation Act (COBRA).

Thereafter, the employee and his/her 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, subject to the provisions of the Consolidated Omnibus Budget Reconciliation Act (COBRA).

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

Section 4: Benefits

4.1 PERS Retirement

Employees hired by the City of Tracy on or before July, 1, 2010 and covered by this agreement shall receive CalPERS three percent at age 50 (3% at 50) and "single highest year" formula. Employees hired by the City of Tracy on or after July 2, 2010 and on or before December 31, 2012 who are covered by this agreement shall receive CalPERS three percent at age 55 (3% at 55) and "single highest year" formula. Employees hired by the City of Tracy on or after January 1, 2013 meeting the definition of "new member" under the Public Employees' Pension Reform Act (PEPRA) shall be subject to all the provisions of that law, including but not

limited to the two point seven percent at age 57 (2.7% at 57) retirement formula with a “three year” final compensation period.

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

~~Effective as soon as administratively possible in~~ accordance with the California Government Code section 20516 contract amendment process, each employee in this unit shall pay 3% towards the employers share of CalPERS pension regardless of what CalPERS pension formula employee is applicable to employee. ~~In exchange, the City shall pay the corresponding salary increase that represents the 3% contribution. The parties agree that should the parties negotiate elimination of the 3% contribution towards the employers share or such contribution becomes contrary to any subsequent rules, regulations and/or law rendering the contribution null and void that the equivalent salary increase conferred in this section shall also cease and become null and void.~~

4.2 Deferred Compensation

Tracy Police Managers Association employees shall be eligible to participate in the City’s Deferred Compensation Program and are eligible for a City matching contribution to the deferred compensation plan, ~~based on service and performance~~. Each employee may receive a matching City contribution of up to two (2%) percent of ~~their~~ his/her annual salary to ~~their~~ his/her deferred compensation plan.

~~Each employee becomes eligible for the City matching contribution upon the earlier of (i) one (1) year after the employee reaches the fifth and final step of the salary scale or (ii) five (5) years of City service. The written performance evaluation and a~~ Approval for the City’s matching contribution shall be approved by both the Police Chief and the City Manager via a Personnel Action Form.

~~An employee promoting within the Association shall be entitled to retain the two (2%) percent matching contribution, provided the employee maintains acceptable performance in the new assignment.~~

4.3 Travel Expense Reimbursement

Travel expenses shall be reimbursed in accordance with the Travel Expense procedure detailed in the City’s Administrative Policy and Procedure Manual

4.4 Health Insurance

4.4.1. Plans Provided

The City offers medical insurance through Kaiser and Health Net. 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.

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4.4.2 ACA "Cadillac Plan" Reopener

The parties agree to reopen this MOU within thirty (30) days of a written request by the City to meet and confer, through the entire bargaining and impasse process, over changes to the City's health plans that may be necessary to ensure that the City's medical plans do not trigger excise tax liability as "Cadillac plans" under the Affordable Care Act.

4.5. New Employees

New employees hired to the City of Tracy after September 1, 2006 (except those employees within the TPOA bargaining unit that promoted to Lieutenant or Captain and who were hired prior to September 1, 2006) shall be required to select 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.

4.6. Dental

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

4.7. Vision Care

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

4.8. Life Insurance

The City shall provide life insurance coverage equal to the nearest thousand dollars of annual salary, up to a maximum of \$50,000. This coverage will be mandatory for all TPMA employees. The City will fully pay the premium by adding the actual cost of the premium to the amount provided in the Cafeteria Plan each month.

4.9. Cafeteria Plan

4.9.1 City Contribution

The City shall maintain an account for each full-time employee in regular or probationary status within the City's cafeteria plan. The City shall make 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.

4.9.2 Cash Out Options

For employees hired on or before June 1, 2006, the maximum cash payment shall be set at Nine Hundred and Eighty One Dollars and Fifty cents (\$981.50) per month for employees who do not elect a medical, dental, and/or vision plan. For new employees hired to the City of Tracy after June 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).

4.9.3. Future Contributions

If premiums increase in the plans to which City employees subscribe effective January 1, 2013, 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.

For employees who elect employee only or employee plus one coverage, any City increase to the employee's account shall be limited to the amount necessary to fully cover the plan selected or up to a maximum of the dollar amount increase 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.

4.9.4. Approved Account Uses

The monies in an employee's account shall be used for one or more of the following purposes only: (1) payment of premium charges for the medical (insurance program in which the employee is enrolled), (2) payment of premium charges for the dental insurance program in which the employee is enrolled, (3) payment of premium charges for the vision insurance program in which the employee is enrolled. The City also independently funds life insurance premiums through each employee's account.

Each employee 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 period beginning the first day of each plan benefit year. Thereafter, no changes to designations so made will be allowed until the following open enrollment period without a qualifying event.

4.9.5. Notification of Changes in Number of Dependents

Each employee shall be responsible for providing immediate written notification to the Personnel Officer or Human Resources designee of any change to the number of his/her dependents which affects the amount of the City payment on behalf of the employee. 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 next 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.

4.9.6. 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 insurance premiums and other approved expenses. The City will not treat these monies as

compensation subject to income tax withholding unless 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.

4.10 Long Term Disability

The City of Tracy will provide PORAC Long Term Disability at \$19.50 per month to all members of the Tracy Police Managers Association. These employees must be actively working and members of PORAC. Any additional costs will be deducted from the employee's checks.

4.11 Annual Physical Exam

An annual physical (medical) examination shall be provided by the City, if desired and/or requested by the employee.

4.12 Education Expense Reimbursement

Educational expenses shall be paid, but are limited to the cost of University of California's fees, books, and tuition up to a maximum of \$1800 per year. A grade of "C" or better is required for reimbursement. The Police Chief must approve enrollment. Employees covered by this Agreement, enrolled in an accelerated degree program, shall be eligible for accelerated reimbursement subject to Department approval.

4.13 Uniform Allowance

The City shall provide Police Captains and Lieutenants an annual uniform allowance in the amount of \$1000 per year. The uniform allowance shall be paid on the regular payday for the pay period that includes June 30th, by a separate check.

4.14 Education Incentive

Effective August 16, 2015, the City shall pay a five percent (5%) incentive on the existing salary step and range of employees who possess a BA degree or a MA degree in Police Administration or related field.

4.15 P.O.S.T. Incentive

~~Effective August 16, 2015, the~~ 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 Supervisory Certificate.

Effective ~~the first full pay period in July 2018 or upon approval by the City Council~~ ~~August 16, 2015,~~ the City shall pay a ~~two-four~~ and one half percent (~~42~~-1/2%) incentive on the existing salary step and range of employees who possess a POST Management Certificate.

4.16 Command Duty Officer

It is understood that all employees covered by this agreement are responsible to serve as Command Officer as required.

Section 5. Conditions of Service

- 5.1 Service with the City of Tracy shall be regulated by the Personnel Rules and Regulations for the positions covered by this Agreement.
- 5.2 The Personnel Rules and Regulations are generally implemented through the City's Administrative Policies & Procedures and Departmental Guidelines.
- 5.3 The governing documents for the resolution of any disputes over conditions of service are the Personnel Rules and Regulations.
- 5.4 Association Members have the right to appeal conditions of service through the grievance procedure contained in the Personnel Rules and Regulations.
- 5.5 In the event an employee receives an overpayment by the City, the employee shall reimburse the City for the total overpayment and the City may obtain reimbursement by payroll deduction(s). Typically, such repayment shall occur over a schedule equal to the amount of time over which the overpayment occurred. However, at the employee's request, the City may extend such repayment over a longer period, to be determined by mutual agreement of the employee and the City Administrative Services Director

APPROVED AND ACCEPTED:

**TRACY POLICE MANAGERS
ASSOCIATION**

By _____
~~Mark Duxbury, President~~ Alex Neicu, TPMA

Dated _____

CITY OF TRACY

By _____
~~Troy Brown~~ Randall Bradley, City Manager

Dated _____

EXHIBIT A — Tracy Police Managers Association Salary Schedule

TPMA SALARY SCHEDULES						
Current Salary Schedule in Effect on 7/1/15						
Class Code	Position Title		Semi-Mon Salary	Monthly Salary	Annual Salary	Hourly Rate
62101	Police Lieutenant	A	4,444.67	8,889.34	106,672.08	51.2847
		B	4,666.90	9,333.80	112,005.60	53.8488
		C	4,900.25	9,800.50	117,606.00	56.5413
		D	5,145.26	10,290.52	123,486.24	59.3684
		E	5,402.52	10,805.04	129,660.48	62.3368
62102	Police Captain	A	4,890.97	9,781.94	117,383.28	56.4343
		B	5,135.52	10,271.04	123,252.48	59.2560
		C	5,392.30	10,784.60	129,415.20	62.2188
		D	5,661.92	11,323.84	135,886.08	65.3298
		E	5,945.02	11,890.04	142,680.48	68.5964
Effective upon CalPERS Contract Amendment 2.27% COLA **Estimate based on M O U Section 4.1						
Class Code	Position Title		Semi-Mon Salary	Monthly Salary	Annual Salary	Hourly Rate
62101	Police Lieutenant	A	4,545.56	9,091.12	109,093.44	52.4488
		B	4,772.84	9,545.68	114,548.16	55.0712
		C	5,011.49	10,022.98	120,275.76	57.8249
		D	5,262.06	10,524.12	126,289.44	60.7161
		E	5,525.16	11,050.32	132,603.84	63.7518
62102	Police Captain	A	5,002.00	10,004.00	120,048.00	57.7154
		B	5,252.10	10,504.20	126,050.40	60.6012
		C	5,514.71	11,029.42	132,353.04	63.6313
		D	5,790.45	11,580.90	138,970.80	66.8129
		E	6,079.97	12,159.94	145,919.28	70.1535
Effective 7/1/16 3% COLA						
Class Code	Position Title		Semi-Mon Salary	Monthly Salary	Annual Salary	Hourly Rate
62101	Police Lieutenant	A	4,681.93	9,363.86	112,366.32	54.0223
		B	4,916.03	9,832.06	117,984.72	56.7234
		C	5,161.83	10,323.66	123,883.92	59.5596
		D	5,419.92	10,839.84	130,078.08	62.5375
		E	5,690.91	11,381.82	136,581.84	65.6643
62102	Police Captain	A	5,152.06	10,304.12	123,649.44	59.4468
		B	5,409.66	10,819.32	129,831.84	62.4192
		C	5,680.15	11,360.30	136,323.60	65.5402
		D	5,964.16	11,928.32	143,139.84	68.8172
		E	6,262.37	12,524.74	150,296.88	72.2581
Effective 1/1/18 2% COLA						
Class Code	Position Title		Semi-Mon Salary	Monthly Salary	Annual Salary	Hourly Rate
62101	Police Lieutenant	A	4,775.57	9,551.14	114,613.68	55.1027
		B	5,014.35	10,028.70	120,344.40	57.8579
		C	5,265.07	10,530.14	126,361.68	60.7508
		D	5,528.32	11,056.64	132,679.68	63.7883
		E	5,804.73	11,609.46	139,313.52	66.9777
62102	Police Captain	A	5,255.10	10,510.20	126,122.40	60.6358
		B	5,517.85	11,035.70	132,428.40	63.6675
		C	5,793.75	11,587.50	139,050.00	66.8510
		D	6,083.44	12,166.88	146,002.56	70.1935
		E	6,387.62	12,775.24	153,302.88	73.7033

**SIDE LETTER OF AGREEMENT BETWEEN THE CITY OF TRACY
AND
THE TRACY POLICE MANAGERS ASSOCIATION (TPMA)
Clarification of Intent**

In an effort to clarify the intent of the language contained in the City of Tracy's Personnel Rules and Regulations, the following is clarified:

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The following application will be in effect from July 1, 2015 through June 30, 2018:

City of Tracy Personnel Rules and Regulations

Section 16.1 ——— Vacation Accrual

Members of the Tracy Police Management Associations will be considered "Sworn Police Employees" and will accrue vacation at the rates listed for those so classified.

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FOR: City of Tracy _____ FOR: Tracy Police Management Association

Troy Brown, City Manager

Mark Duxbury, TPMA President

Date: _____ Date: _____

EXHIBIT B

**City of Tracy
Master Salary Schedule**

Salaries Effective 07-01-18

Class Code	Position Title	Unit		Semi-Mon Salary	Monthly Salary	Annual Salary	Hourly Rate
3106	Accountant*	TMMBU	A	3,230.86	6,461.72	77,540.64	37.2777
			B	3,392.41	6,784.82	81,417.84	39.1417
			C	3,562.03	7,124.06	85,488.72	41.0988
			D	3,740.13	7,480.26	89,763.12	43.1537
			E	3,927.13	7,854.26	94,251.12	45.3113
4112	Accounting Assistant	TTSSEA	A	1,975.90	3,951.80	47,421.60	22.7980
			B	2,074.70	4,149.40	49,792.80	23.9379
			C	2,178.43	4,356.86	52,282.32	25.1348
			D	2,287.36	4,574.72	54,896.64	26.3916
			E	2,401.73	4,803.46	57,641.52	27.7112
4203	Accounting Coordinator	TTSSEA	A	2,824.09	5,648.18	67,778.16	32.5844
			B	2,965.30	5,930.60	71,167.20	34.2137
			C	3,113.57	6,227.14	74,725.68	35.9244
			D	3,269.25	6,538.50	78,462.00	37.7207
			E	3,432.72	6,865.44	82,385.28	39.6068
3103	Accounting Officer*	TMMBU	A	4,210.13	8,420.26	101,043.12	48.5766
			B	4,420.63	8,841.26	106,095.12	51.0053
			C	4,641.66	9,283.32	111,399.84	53.5556
			D	4,873.74	9,747.48	116,969.76	56.2333
			E	5,117.42	10,234.84	122,818.08	59.0449
4201	Accounting Technician	TTSSEA	A	2,429.99	4,859.98	58,319.76	28.0373
			B	2,551.49	5,102.98	61,235.76	29.4391
			C	2,679.06	5,358.12	64,297.44	30.9110
			D	2,813.02	5,626.04	67,512.48	32.4567
			E	2,953.67	5,907.34	70,888.08	34.0795
4101	Administrative Assistant I	TTSSEA	A	1,771.83	3,543.66	42,523.92	20.4434
			B	1,860.42	3,720.84	44,650.08	21.4656
			C	1,953.44	3,906.88	46,882.56	22.5388
			D	2,051.12	4,102.24	49,226.88	23.6659
			E	2,153.68	4,307.36	51,688.32	24.8492
4102	Administrative Assistant II	TTSSEA	A	1,967.16	3,934.32	47,211.84	22.6971
			B	2,065.52	4,131.04	49,572.48	23.8320
			C	2,168.80	4,337.60	52,051.20	25.0237
			D	2,277.23	4,554.46	54,653.52	26.2747
			E	2,391.09	4,782.18	57,386.16	27.5884
8102	Administrative Assistant II-Confidential	CONF	A	2,096.58	4,193.16	50,317.92	24.1904
			B	2,201.41	4,402.82	52,833.84	25.3999
			C	2,311.48	4,622.96	55,475.52	26.6699
			D	2,427.05	4,854.10	58,249.20	28.0033
			E	2,548.41	5,096.82	61,161.84	29.4036
4106	Administrative Assistant III	TTSSEA	A	2,085.80	4,171.60	50,059.20	24.0660
			B	2,190.09	4,380.18	52,562.16	25.2693
			C	2,299.60	4,599.20	55,190.40	26.5328
			D	2,414.58	4,829.16	57,949.92	27.8595
			E	2,535.31	5,070.62	60,847.44	29.2525

Legend:

* = asterisk

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All employees are paid semi-monthly

Updated 06/29/2018

EXHIBIT B

**City of Tracy
Master Salary Schedule**

Salaries Effective 07-01-18

Class Code	Position Title	Unit		Semi-Mon Salary	Monthly Salary	Annual Salary	Hourly Rate
4107	Administrative Technician	TTSSEA	A	2,429.99	4,859.98	58,319.76	28.0373
			B	2,551.49	5,102.98	61,235.76	29.4391
			C	2,679.06	5,358.12	64,297.44	30.9110
			D	2,813.02	5,626.04	67,512.48	32.4567
			E	2,953.67	5,907.34	70,888.08	34.0795
4425	Airport Coordinator	TTSSEA	A	2,342.54	4,685.08	56,220.96	27.0283
			B	2,459.67	4,919.34	59,032.08	28.3797
			C	2,582.65	5,165.30	61,983.60	29.7987
			D	2,711.78	5,423.56	65,082.72	31.2886
			E	2,847.37	5,694.74	68,336.88	32.8530
9322	Airport Operations Assistant	LS	A				11.0000
			B				11.5500
			C				12.1300
			D				12.7300
			E				13.3700
5522	Animal Services Aide	TEAMSTERS	A	1,402.33	2,804.66	33,655.92	16.1801
			B	1,472.45	2,944.90	35,338.80	16.9892
			C	1,546.08	3,092.16	37,105.92	17.8387
			D	1,623.39	3,246.78	38,961.36	18.7307
			E	1,704.55	3,409.10	40,909.20	19.6671
5521	Animal Services Officer I	TEAMSTERS	A	1,951.77	3,903.54	46,842.48	22.5196
			B	2,049.34	4,098.68	49,184.16	23.6453
			C	2,151.79	4,303.58	51,642.96	24.8274
			D	2,259.39	4,518.78	54,225.36	26.0689
			E	2,372.36	4,744.72	56,936.64	27.3723
5523	Animal Services Officer II	TEAMSTERS	A	2,142.87	4,285.74	51,428.88	24.7245
			B	2,250.02	4,500.04	54,000.48	25.9608
			C	2,362.53	4,725.06	56,700.72	27.2589
			D	2,480.65	4,961.30	59,535.60	28.6218
			E	2,604.70	5,209.40	62,512.80	30.0531
3621	Animal Services Supervisor	TMMBU	A	2,610.43	5,220.86	62,650.32	30.1192
			B	2,740.95	5,481.90	65,782.80	31.6251
			C	2,877.99	5,755.98	69,071.76	33.2063
			D	3,021.89	6,043.78	72,525.36	34.8666
			E	3,172.98	6,345.96	76,151.52	36.6099

Legend:

* = asterisk

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EXHIBIT B

**City of Tracy
Master Salary Schedule**

Salaries Effective 07-01-18

Class Code	Position Title	Unit		Semi-Mon Salary	Monthly Salary	Annual Salary	Hourly Rate
9616	Aquatics Specialist	LS	A				17.3600
			B				18.2300
			C				19.1400
			D				20.1000
			E				21.1000
9634	Arts Education Coordinator	LS	A				21.6000
			B				22.6800
			C				23.8100
			D				25.0000
			E				26.2500
2573	Assistant City Attorney*	CONF	A	5,946.05	11,892.10	142,705.20	68.6056
			B	6,243.35	12,486.70	149,840.40	72.0359
			C	6,555.52	13,111.04	157,332.48	75.6377
			D	6,883.29	13,766.58	165,198.96	79.4195
			E	7,227.45	14,454.90	173,458.80	83.3904
3308	Assistant City Engineer*	TMMBU	A	5,017.52	10,035.04	120,420.48	57.8922
			B	5,268.40	10,536.80	126,441.60	60.7869
			C	5,531.82	11,063.64	132,763.68	63.8262
			D	5,808.41	11,616.82	139,401.84	67.0175
			E	6,098.84	12,197.68	146,372.16	70.3685
1502	Assistant City Manager*	DH	Min	7092.61	14185.22	170222.67	81.8347
			Max	8621.28	17242.56	206910.77	99.4725
3302	Assistant Civil Engineer*	TMMBU	A	3,377.58	6,755.16	81,061.92	38.9706
			B	3,546.45	7,092.90	85,114.80	40.9190
			C	3,723.78	7,447.56	89,370.72	42.9650
			D	3,909.97	7,819.94	93,839.28	45.1133
			E	4,105.46	8,210.92	98,531.04	47.3689
2682	Assistant Director DES*	CONF	A	5,678.84	11,357.68	136,292.16	65.5226
			B	5,962.78	11,925.56	143,106.72	68.7987
			C	6,260.92	12,521.84	150,262.08	72.2386
			D	6,573.96	13,147.92	157,775.04	75.8505
			E	6,902.66	13,805.32	165,663.84	79.6430
2681	Assistant Director DES/City Engineer*	CONF	A	5,949.60	11,899.20	142,790.40	68.6466
			B	6,247.07	12,494.14	149,929.68	72.0788
			C	6,559.44	13,118.88	157,426.56	75.6829
			D	6,887.40	13,774.80	165,297.60	79.4669
			E	7,231.79	14,463.58	173,562.96	83.4405
5232	Assistant Planner	TEAMSTERS	A	2,803.79	5,607.58	67,290.96	32.3502
			B	2,943.99	5,887.98	70,655.76	33.9678
			C	3,091.19	6,182.38	74,188.56	35.6662
			D	3,245.74	6,491.48	77,897.76	37.4494
			E	3,408.03	6,816.06	81,792.72	39.3219

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EXHIBIT B

**City of Tracy
Master Salary Schedule**

Salaries Effective 07-01-18

Class Code	Position Title	Unit		Semi-Mon Salary	Monthly Salary	Annual Salary	Hourly Rate
3303	Associate Engineer*	TMMBU	A	3,794.37	7,588.74	91,064.88	43.7795
			B	3,984.07	7,968.14	95,617.68	45.9683
			C	4,183.29	8,366.58	100,398.96	48.2669
			D	4,392.45	8,784.90	105,418.80	50.6802
			E	4,612.07	9,224.14	110,689.68	53.2141
3202	Associate Planner*	TMMBU	A	3,211.09	6,422.18	77,066.16	37.0496
			B	3,371.65	6,743.30	80,919.60	38.9022
			C	3,540.23	7,080.46	84,965.52	40.8472
			D	3,717.24	7,434.48	89,213.76	42.8896
			E	3,903.11	7,806.22	93,674.64	45.0342
4451	Box Office Assistant	TTSSEA	A	1,771.83	3,543.66	42,523.92	20.4434
			B	1,860.42	3,720.84	44,650.08	21.4656
			C	1,953.44	3,906.88	46,882.56	22.5388
			D	2,051.12	4,102.24	49,226.88	23.6659
			E	2,153.68	4,307.36	51,688.32	24.8492
4455	Box Office Coordinator	TTSSEA	A	2,342.54	4,685.08	56,220.96	27.0283
			B	2,459.67	4,919.34	59,032.08	28.3797
			C	2,582.65	5,165.30	61,983.60	29.7987
			D	2,711.78	5,423.56	65,082.72	31.2886
			E	2,847.37	5,694.74	68,336.88	32.8530
3104	Budget Officer*	CONF	A	4,314.52	8,629.04	103,548.48	49.7810
			B	4,530.25	9,060.50	108,726.00	52.2701
			C	4,756.76	9,513.52	114,162.24	54.8836
			D	4,994.60	9,989.20	119,870.40	57.6278
			E	5,244.34	10,488.68	125,864.16	60.5093
5218	Building and Fire Inspector I	TEAMSTERS	A	2,516.12	5,032.24	60,386.88	29.03
			B	2,641.93	5,283.86	63,406.32	30.48
			C	2,774.02	5,548.04	66,576.48	32.01
			D	2,912.73	5,825.46	69,905.52	33.61
			E	3,058.36	6,116.72	73,400.64	35.29
5219	Building and Fire Inspector II	TEAMSTERS	A	3,213.50	6,427.00	77,124.00	37.08
			B	3,374.19	6,748.38	80,980.56	38.93
			C	3,542.88	7,085.76	85,029.12	40.88
			D	3,720.03	7,440.06	89,280.72	42.92
			E	3,906.02	7,812.04	93,744.48	45.07
5211	Building Inspector I	TEAMSTERS	A	2,739.37	5,478.74	65,744.88	31.61
			B	2,876.34	5,752.68	69,032.16	33.19
			C	3,020.15	6,040.30	72,483.60	34.85
			D	3,171.18	6,342.36	76,108.32	36.59
			E	3,329.74	6,659.48	79,913.76	38.42
5212	Building Inspector II	TEAMSTERS	A	3,060.47	6,120.94	73,451.28	35.31
			B	3,213.50	6,427.00	77,124.00	37.08
			C	3,374.19	6,748.38	80,980.56	38.93
			D	3,542.88	7,085.76	85,029.12	40.88
			E	3,720.03	7,440.06	89,280.72	42.92

Legend:

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EXHIBIT B

**City of Tracy
Master Salary Schedule**

Salaries Effective 07-01-18

Class Code	Position Title	Unit		Semi-Mon Salary	Monthly Salary	Annual Salary	Hourly Rate
5321	Building Maintenance Worker	TEAMSTERS	A	2,247.95	4,495.90	53,950.80	25.94
			B	2,360.34	4,720.68	56,648.16	27.23
			C	2,478.36	4,956.72	59,480.64	28.60
			D	2,602.28	5,204.56	62,454.72	30.03
			E	2,732.41	5,464.82	65,577.84	31.53
5322	Building Maintenance Worker Assistant	TEAMSTERS	A	2,206.02	4,412.04	52,944.48	25.45
			B	2,316.31	4,632.62	55,591.44	26.73
			C	2,432.12	4,864.24	58,370.88	28.06
			D	2,553.73	5,107.46	61,289.52	29.47
			E	2,681.41	5,362.82	64,353.84	30.94
3341	Building Official*	TMMBU	A	4,867.29	9,734.58	116,814.96	56.1589
			B	5,110.65	10,221.30	122,655.60	58.9668
			C	5,366.19	10,732.38	128,788.56	61.9152
			D	5,634.50	11,269.00	135,228.00	65.0110
			E	5,916.23	11,832.46	141,989.52	68.2616
4502	Building Permit Technician I	TTSSEA	A	2,147.04	4,294.08	51,528.96	24.7726
			B	2,254.39	4,508.78	54,105.36	26.0112
			C	2,367.11	4,734.22	56,810.64	27.3118
			D	2,485.47	4,970.94	59,651.28	28.6774
			E	2,609.75	5,219.50	62,634.00	30.1113
1506	City Attorney*	CONTRACT		8,645.83	17,291.66	207,500.00	99.7557
3110	City Clerk*	TMMBU	A	4,266.96	8,533.92	102,407.04	49.2323
			B	4,480.31	8,960.62	107,527.44	51.6939
			C	4,704.32	9,408.64	112,903.68	54.2785
			D	4,939.53	9,879.06	118,548.72	56.9924
			E	5,186.51	10,373.02	124,476.24	59.8420
1102	City Council Member*			292.50	585.00	7,020.00	
1501	City Manager*	CONTRACT		9,395.83	18,791.66	225,500.00	108.4135
1112	City Treasurer*			378.00	756.00	9,072.00	
9107	Clerical	LS	A				11.0000
			B				11.5500
			C				12.1300
			D				12.7300
			E				13.3700
3155	Code Compliance Analyst*	TMMBU	A	3,057.78	6,115.56	73,386.72	35.2807
			B	3,210.67	6,421.34	77,056.08	37.0448
			C	3,371.20	6,742.40	80,908.80	38.8970
			D	3,539.76	7,079.52	84,954.24	40.8418
			E	3,716.75	7,433.50	89,202.00	42.8839

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Master Salary Schedule**

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Class Code	Position Title	Unit		Semi-Mon Salary	Monthly Salary	Annual Salary	Hourly Rate
5202	Code Enforcement Officer	TEAMSTERS	A	2,599.11	5,198.22	62,378.64	29.9886
			B	2,729.06	5,458.12	65,497.44	31.4879
			C	2,865.52	5,731.04	68,772.48	33.0624
			D	3,008.79	6,017.58	72,210.96	34.7155
			E	3,159.24	6,318.48	75,821.76	36.4514
5513	Community Services Officer	TEAMSTERS	A	2,202.35	4,404.70	52,856.40	25.4108
			B	2,312.47	4,624.94	55,499.28	26.6813
			C	2,428.08	4,856.16	58,273.92	28.0152
			D	2,549.49	5,098.98	61,187.76	29.4161
			E	2,676.98	5,353.96	64,247.52	30.8870
3623	Communications Unit Supervisor*	TMMBU	A	3,158.81	6,317.62	75,811.44	36.4464
			B	3,316.75	6,633.50	79,602.00	38.2687
			C	3,482.59	6,965.18	83,582.16	40.1822
			D	3,656.71	7,313.42	87,761.04	42.1912
			E	3,839.56	7,679.12	92,149.44	44.3009
9113	Community Access Coordinator	LS	A				23.7800
			B				24.9600
			C				26.2100
			D				27.5200
			E				28.9000
3210	Community Development Analyst*	TMMBU	A	3,211.09	6,422.18	77,066.16	37.0496
			B	3,371.65	6,743.30	80,919.60	38.9022
			C	3,540.23	7,080.46	84,965.52	40.8472
			D	3,717.24	7,434.48	89,213.76	42.8896
			E	3,903.11	7,806.22	93,674.64	45.0342
3206	Community Devel Program Manager*	TMMBU	A	4,867.27	9,734.54	116,814.48	56.1586
			B	5,110.63	10,221.26	122,655.12	58.9665
			C	5,366.17	10,732.34	128,788.08	61.9150
			D	5,634.48	11,268.96	135,227.52	65.0107
			E	5,916.21	11,832.42	141,989.04	68.2613
3315	Community Preservation Manager*	TMMBU	A	3,794.37	7,588.74	91,064.88	43.7795
			B	3,984.07	7,968.14	95,617.68	45.9683
			C	4,183.29	8,366.58	100,398.96	48.2669
			D	4,392.45	8,784.90	105,418.80	50.6802
			E	4,612.07	9,224.14	110,689.68	53.2141
5222	Construction Inspector I	TEAMSTERS	A	2,916.66	5,833.32	69,999.84	33.6525
			B	3,062.51	6,125.02	73,500.24	35.3353
			C	3,215.63	6,431.26	77,175.12	37.1020
			D	3,376.41	6,752.82	81,033.84	38.9571
			E	3,545.24	7,090.48	85,085.76	40.9050

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5223	Construction Inspector II	TEAMSTERS	A	3,062.33	6,124.66	73,495.92	35.3332
			B	3,215.44	6,430.88	77,170.56	37.0998
			C	3,376.21	6,752.42	81,029.04	38.9548
			D	3,545.04	7,090.08	85,080.96	40.9027
			E	3,722.28	7,444.56	89,334.72	42.9477
3501	Community Services Supervisor*	TMMBU	A	3,522.96	7,045.92	84,551.04	40.6480
			B	3,699.10	7,398.20	88,778.40	42.6803
			C	3,884.06	7,768.12	93,217.44	44.8144
			D	4,078.26	8,156.52	97,878.24	47.0550
			E	4,282.17	8,564.34	102,772.08	49.4078
4605	Crime Analyst	TTSSEA	A	2,651.15	5,302.30	63,627.60	30.5890
			B	2,783.71	5,567.42	66,809.04	32.1185
			C	2,922.90	5,845.80	70,149.60	33.7245
			D	3,069.05	6,138.10	73,657.20	35.4108
			E	3,222.50	6,445.00	77,340.00	37.1813
5514	Crime Prevention Specialist	TEAMSTERS	A	2,350.89	4,701.78	56,421.36	27.1246
			B	2,468.45	4,936.90	59,242.80	28.4810
			C	2,591.87	5,183.74	62,204.88	29.9050
			D	2,721.45	5,442.90	65,314.80	31.4001
			E	2,857.51	5,715.02	68,580.24	32.9700
5517	Crime Scene Technician	TEAMSTERS	A	2,517.04	5,034.08	60,408.96	29.0417
			B	2,642.89	5,285.78	63,429.36	30.4937
			C	2,775.03	5,550.06	66,600.72	32.0183
			D	2,913.78	5,827.56	69,930.72	33.6192
			E	3,059.48	6,118.96	73,427.52	35.3003
3622	Crime Scene Unit Supervisor	TMMBU	A	2,640.46	5,280.92	63,371.04	30.4657
			B	2,772.47	5,544.94	66,539.28	31.9888
			C	2,911.08	5,822.16	69,865.92	33.5881
			D	3,056.64	6,113.28	73,359.36	35.2676
			E	3,209.47	6,418.94	77,027.28	37.0309
1108	Cultural Arts Commissioner			Stipend \$50.00 per meeting			
3525	Cultural Arts Manager - Performing Arts*	TMMBU	A	3,522.97	7,045.94	84,551.28	40.6481
			B	3,699.11	7,398.22	88,778.64	42.6804
			C	3,884.07	7,768.14	93,217.68	44.8145
			D	4,078.27	8,156.54	97,878.48	47.0552
			E	4,282.19	8,564.38	102,772.56	49.4080
3524	Cultural Arts Manager - Visual Arts*	TMMBU	A	3,522.97	7,045.94	84,551.28	40.6481
			B	3,699.11	7,398.22	88,778.64	42.6804
			C	3,884.07	7,768.14	93,217.68	44.8145
			D	4,078.27	8,156.54	97,878.48	47.0552
			E	4,282.19	8,564.38	102,772.56	49.4080

Legend:

* = asterisk

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EXHIBIT B

**City of Tracy
Master Salary Schedule**

Salaries Effective 07-01-18

Class Code	Position Title	Unit		Semi-Mon Salary	Monthly Salary	Annual Salary	Hourly Rate
9552	D.A.R.E Officer	LS	A				31.3900
			B				32.9600
			C				34.6000
			D				36.3300
			E				38.1500
2571	Deputy City Attorney I*	CONF	A	4,668.40	9,336.80	112,041.60	53.8641
			B	4,901.82	9,803.64	117,643.68	56.5573
			C	5,146.92	10,293.84	123,526.08	59.3853
			D	5,404.27	10,808.54	129,702.48	62.3546
			E	5,674.47	11,348.94	136,187.28	65.4721
2572	Deputy City Attorney II*	CONF	A	5,135.25	10,270.50	123,246.00	59.2506
			B	5,392.02	10,784.04	129,408.48	62.2132
			C	5,661.61	11,323.22	135,878.64	65.3238
			D	5,944.70	11,889.40	142,672.80	68.5901
			E	6,241.93	12,483.86	149,806.32	72.0195
4116	Deputy City Clerk	TTSSEA	A	2,610.09	5,220.18	62,642.16	30.1153
			B	2,740.60	5,481.20	65,774.40	31.6211
			C	2,877.62	5,755.24	69,062.88	33.2020
			D	3,021.51	6,043.02	72,516.24	34.8622
			E	3,172.58	6,345.16	76,141.92	36.6053
1515	Development & Engineering Services Director*	DH	Min	6948.51	13897.02	166764.23	80.1720
			Max	8444.48	16888.96	202667.59	97.4326
2561	Division Manager I*	CONF	A	4,007.14	8,014.28	96,171.36	46.2345
			B	4,207.50	8,415.00	100,980.00	48.5462
			C	4,417.87	8,835.74	106,028.88	50.9735
			D	4,638.76	9,277.52	111,330.24	53.5221
			E	4,870.69	9,741.38	116,896.56	56.1981
3161	Division Manager I*	TMMBU	A	3,910.17	7,820.34	93,844.08	45.1156
			B	4,105.68	8,211.36	98,536.32	47.3714
			C	4,310.97	8,621.94	103,463.28	49.7400
			D	4,526.51	9,053.02	108,636.24	52.2270
			E	4,752.83	9,505.66	114,067.92	54.8382
3162	Division Manager II*	TMMBU	A	4,557.71	9,115.42	109,385.04	52.5869
			B	4,785.59	9,571.18	114,854.16	55.2162
			C	5,024.87	10,049.74	120,596.88	57.9770
			D	5,276.11	10,552.22	126,626.64	60.8759
			E	5,539.92	11,079.84	132,958.08	63.9197

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EXHIBIT B

**City of Tracy
Master Salary Schedule**

Salaries Effective 07-01-18

Class Code	Position Title	Unit		Semi-Mon Salary	Monthly Salary	Annual Salary	Hourly Rate
3209	Economic Devel Management Analyst*	TMMBU	A	3,406.02	6,812.04	81,744.48	39.2987
			B	3,576.32	7,152.64	85,831.68	41.2636
			C	3,755.14	7,510.28	90,123.36	43.3269
			D	3,942.90	7,885.80	94,629.60	45.4933
			E	4,140.05	8,280.10	99,361.20	47.7680
3207	Economic Development Manager*	TMMBU	A	4,210.13	8,420.26	101,043.12	48.5766
			B	4,420.63	8,841.26	106,095.12	51.0053
			C	4,641.66	9,283.32	111,399.84	53.5556
			D	4,873.74	9,747.48	116,969.76	56.2333
			E	5,117.42	10,234.84	122,818.08	59.0449
5324	Electrician	TEAMSTERS	A	2,932.66	5,865.32	70,383.84	33.8371
			B	3,079.32	6,158.64	73,903.68	35.5292
			C	3,233.27	6,466.54	77,598.48	37.3055
			D	3,394.93	6,789.86	81,478.32	39.1708
			E	3,564.68	7,129.36	85,552.32	41.1293
3711	Emergency Medical Services Manager*	TMMBU	A	3,793.62	7,587.24	91,046.88	43.7709
			B	3,983.30	7,966.60	95,599.20	45.9594
			C	4,182.47	8,364.94	100,379.28	48.2574
			D	4,391.60	8,783.20	105,398.40	50.6704
			E	4,611.17	9,222.34	110,668.08	53.2038
3309	Engineering Program Manager*	TMMBU	A	4,561.38	9,122.76	109,473.12	52.6293
			B	4,789.45	9,578.90	114,946.80	55.2608
			C	5,028.92	10,057.84	120,694.08	58.0238
			D	5,280.36	10,560.72	126,728.64	60.9249
			E	5,544.39	11,088.78	133,065.36	63.9713
5221	Engineering Technician I	TEAMSTERS	A	2,567.53	5,135.06	61,620.72	29.6242
			B	2,695.90	5,391.80	64,701.60	31.1053
			C	2,830.69	5,661.38	67,936.56	32.6606
			D	2,972.23	5,944.46	71,333.52	34.2936
			E	3,120.84	6,241.68	74,900.16	36.0083
5225	Engineering Technician II	TEAMSTERS	A	2,695.91	5,391.82	64,701.84	31.1055
			B	2,830.70	5,661.40	67,936.80	32.6607
			C	2,972.25	5,944.50	71,334.00	34.2939
			D	3,120.87	6,241.74	74,900.88	36.0087
			E	3,276.89	6,553.78	78,645.36	37.8088
5425	Environmental Compliance Officer	TEAMSTERS	A	2,620.59	5,241.18	62,894.16	30.2364
			B	2,751.61	5,503.22	66,038.64	31.7481
			C	2,889.18	5,778.36	69,340.32	33.3354
			D	3,033.65	6,067.30	72,807.60	35.0023
			E	3,185.33	6,370.66	76,447.92	36.7524
5424	Environmental Compliance Technician	TEAMSTERS	A	2,137.16	4,274.32	51,291.84	24.6586
			B	2,244.03	4,488.06	53,856.72	25.8917
			C	2,356.21	4,712.42	56,549.04	27.1860
			D	2,474.02	4,948.04	59,376.48	28.5453
			E	2,597.75	5,195.50	62,346.00	29.9729

Legend:

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EXHIBIT B

**City of Tracy
Master Salary Schedule**

Salaries Effective 07-01-18

Class Code	Position Title	Unit		Semi-Mon Salary	Monthly Salary	Annual Salary	Hourly Rate
5313	Equipment Mechanic I	TEAMSTERS	A	2,359.62	4,719.24	56,630.88	27.2253
			B	2,477.60	4,955.20	59,462.40	28.5866
			C	2,601.48	5,202.96	62,435.52	30.0159
			D	2,731.55	5,463.10	65,557.20	31.5167
			E	2,868.12	5,736.24	68,834.88	33.0924
5314	Equipment Mechanic II	TEAMSTERS	A	2,477.59	4,955.18	59,462.16	28.5865
			B	2,601.48	5,202.96	62,435.52	30.0159
			C	2,731.54	5,463.08	65,556.96	31.5166
			D	2,868.12	5,736.24	68,834.88	33.0924
			E	3,011.53	6,023.06	72,276.72	34.7471
4108	Executive Assistant	TTSSEA	A	2,392.97	4,785.94	57,431.28	27.6101
			B	2,512.62	5,025.24	60,302.88	28.9907
			C	2,638.25	5,276.50	63,318.00	30.4402
			D	2,770.17	5,540.34	66,484.08	31.9623
			E	2,908.67	5,817.34	69,808.08	33.5603
8108	Executive Assistant - Confidential	CONF	A	2,550.41	5,100.82	61,209.84	29.4267
			B	2,677.94	5,355.88	64,270.56	30.8981
			C	2,811.83	5,623.66	67,483.92	32.4429
			D	2,952.42	5,904.84	70,858.08	34.0651
			E	3,100.04	6,200.08	74,400.96	35.7683
2581	Executive Assistant to City Manager*	CONF	A	2,912.74	5,825.48	69,905.76	33.6072
			B	3,058.37	6,116.74	73,400.88	35.2875
			C	3,211.29	6,422.58	77,070.96	37.0519
			D	3,371.86	6,743.72	80,924.64	38.9046
			E	3,540.45	7,080.90	84,970.80	40.8498
3423	Facilities Maint Superintendent*	TMMBU	A	4,084.52	8,169.04	98,028.48	47.1273
			B	4,288.74	8,577.48	102,929.76	49.4836
			C	4,503.18	9,006.36	108,076.32	51.9578
			D	4,728.34	9,456.68	113,480.16	54.5557
			E	4,964.75	9,929.50	119,154.00	57.2834
9635	Facility Attendant	LS	A				14.5200
			B				15.2500
			C				16.0100
			D				16.8100
			E				17.6500
1522	Finance Director*	DH	Min	6482.97	12965.94	155591.35	74.8006
			Max	7873.75	15747.50	188969.94	90.8475
2525	Finance Division Manager*	CONF	A	4,670.73	9,341.46	112,097.52	53.8910
			B	4,904.27	9,808.54	117,702.48	56.5856
			C	5,149.49	10,298.98	123,587.76	59.4149
			D	5,406.96	10,813.92	129,767.04	62.3856
			E	5,677.32	11,354.64	136,255.68	65.5050

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EXHIBIT B

**City of Tracy
Master Salary Schedule**

Salaries Effective 07-01-18

Class Code	Position Title	Unit		Semi-Mon Salary	Monthly Salary	Annual Salary	Hourly Rate
3715	Fire Battalion Chief*	SCFCA	A	4,339.70	8,679.40	104,152.80	35.7677
			B	4,556.69	9,113.38	109,360.56	37.5562
			C	4,784.51	9,569.02	114,828.24	39.4339
			D	5,023.74	10,047.48	120,569.76	41.4056
			E	5,274.93	10,549.86	126,598.32	43.4759
7105	Fire Captain	TFFA	A	3,606.21	7,212.42	86,549.04	29.7223
			B	3,786.64	7,573.28	90,879.36	31.2094
			C	3,975.85	7,951.70	95,420.40	32.7689
			D	4,174.64	8,349.28	100,191.36	34.4073
			E	4,383.37	8,766.74	105,200.88	36.1277
1514	Fire Chief*	DH	Min	6948.51	13897.02	166764.23	80.1720
			Max	8444.48	16888.96	202667.59	97.4326
2751	Fire Division Chief*	CONF	A	5,678.70	11,357.40	136,288.80	65.5209
			B	5,962.63	11,925.26	143,103.12	68.7969
			C	6,260.77	12,521.54	150,258.48	72.2369
			D	6,573.81	13,147.62	157,771.44	75.8487
			E	6,902.50	13,805.00	165,660.00	79.6412
7103	Fire Engineer	TFFA	A	3,173.86	6,347.72	76,172.64	26.1589
			B	3,332.53	6,665.06	79,980.72	27.4667
			C	3,499.18	6,998.36	83,980.32	28.8402
			D	3,674.14	7,348.28	88,179.36	30.2822
			E	3,857.85	7,715.70	92,588.40	31.7963
5213	Fire Inspector	TEAMSTERS	A	3,060.47	6,120.94	73,451.28	35.3118
			B	3,213.50	6,427.00	77,124.00	37.0774
			C	3,374.19	6,748.38	80,980.56	38.9315
			D	3,542.88	7,085.76	85,029.12	40.8778
			E	3,720.03	7,440.06	89,280.72	42.9218
2752	Fire Marshal*	CONF	A	4,988.01	9,976.02	119,712.24	57.5517
			B	5,237.40	10,474.80	125,697.60	60.4292
			C	5,499.28	10,998.56	131,982.72	63.4508
			D	5,774.25	11,548.50	138,582.00	66.6234
			E	6,062.95	12,125.90	145,510.80	69.9544
9563	Fire Reserve	LS	A				11.0000
7102	Firefighter	TFFA	A	2,811.81	5,623.62	67,483.44	23.1749
			B	2,952.38	5,904.76	70,857.12	24.3335
			C	3,100.01	6,200.02	74,400.24	25.5502
			D	3,255.00	6,510.00	78,120.00	26.8277
			E	3,417.75	6,835.50	82,026.00	28.1690
9565	Firefighter Trainee	LS	A	1,892.56	3,785.12	45,421.44	21.8364
				(70% OF STEP A, FIREFIGHTER)			

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**City of Tracy
Master Salary Schedule**

Salaries Effective 07-01-18

Class Code	Position Title	Unit		Semi-Mon Salary	Monthly Salary	Annual Salary	Hourly Rate
7108	Firefighter/Paramedic	TFFA	A	3,163.44	6,326.88	75,922.56	26.0730
			B	3,321.61	6,643.22	79,718.64	27.3767
			C	3,487.70	6,975.40	83,704.80	28.7456
			D	3,662.08	7,324.16	87,889.92	30.1828
			E	3,845.19	7,690.38	92,284.56	31.6920
3404	Fleet Supervisor*	TMMBU	A	3,279.57	6,559.14	78,709.68	37.8397
			B	3,443.54	6,887.08	82,644.96	39.7316
			C	3,615.72	7,231.44	86,777.28	41.7182
			D	3,796.50	7,593.00	91,116.00	43.8041
			E	3,986.32	7,972.64	95,671.68	45.9942
4206	GIS Technician	TTSSEA	A	2,651.15	5,302.30	63,627.60	30.5890
			B	2,783.71	5,567.42	66,809.04	32.1185
			C	2,922.90	5,845.80	70,149.60	33.7245
			D	3,069.05	6,138.10	73,657.20	35.4108
			E	3,222.50	6,445.00	77,340.00	37.1813
2511	Human Resources Analyst I*	CONF	A	3,035.29	6,070.58	72,846.96	35.0212
			B	3,187.06	6,374.12	76,489.44	36.7724
			C	3,346.40	6,692.80	80,313.60	38.6108
			D	3,513.72	7,027.44	84,329.28	40.5414
			E	3,689.41	7,378.82	88,545.84	42.5685
2512	Human Resources Analyst II*	CONF	A	3,490.49	6,980.98	83,771.76	40.2733
			B	3,665.01	7,330.02	87,960.24	42.2870
			C	3,848.26	7,696.52	92,358.24	44.4013
			D	4,040.68	8,081.36	96,976.32	46.6214
			E	4,242.72	8,485.44	101,825.28	48.9526
1518	Human Resources Director*	DH	Min	6482.97	12965.94	155591.35	74.8006
			Max	7873.75	15747.50	188969.89	90.8475
2562	Human Resources Manager*	CONF	A	4,670.73	9,341.46	112,097.52	53.8910
			B	4,904.27	9,808.54	117,702.48	56.5856
			C	5,149.49	10,298.98	123,587.76	59.4149
			D	5,406.96	10,813.92	129,767.04	62.3856
			E	5,677.32	11,354.64	136,255.68	65.5050
4301	Human Resources Technician	CONF	A	2,589.86	5,179.72	62,156.64	29.8819
			B	2,719.36	5,438.72	65,264.64	31.3760
			C	2,855.33	5,710.66	68,527.92	32.9448
			D	2,998.09	5,996.18	71,954.16	34.5920
			E	3,148.00	6,296.00	75,552.00	36.3217
4204	Information Systems Technician I	TTSSEA	A	2,305.36	4,610.72	55,328.64	26.5993
			B	2,420.63	4,841.26	58,095.12	27.9293
			C	2,541.67	5,083.34	61,000.08	29.3258
			D	2,668.75	5,337.50	64,050.00	30.7921
			E	2,802.18	5,604.36	67,252.32	32.3316

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EXHIBIT B

**City of Tracy
Master Salary Schedule**

Salaries Effective 07-01-18

Class Code	Position Title	Unit		Semi-Mon Salary	Monthly Salary	Annual Salary	Hourly Rate
4205	Information Systems Technician II	TTSSEA	A	2,651.15	5,302.30	63,627.60	30.5890
			B	2,783.71	5,567.42	66,809.04	32.1185
			C	2,922.90	5,845.80	70,149.60	33.7245
			D	3,069.05	6,138.10	73,657.20	35.4108
			E	3,222.50	6,445.00	77,340.00	37.1813
2553	Information Technology Manager*	CONF	A	4,670.73	9,341.46	112,097.52	53.8910
			B	4,904.27	9,808.54	117,702.48	56.5856
			C	5,149.49	10,298.98	123,587.76	59.4149
			D	5,406.96	10,813.92	129,767.04	62.3856
			E	5,677.32	11,354.64	136,255.68	65.5050
3111	Information Technology Specialist*	TMMBU	A	3,308.66	6,617.32	79,407.84	38.1754
			B	3,474.09	6,948.18	83,378.16	40.0841
			C	3,647.79	7,295.58	87,546.96	42.0883
			D	3,830.18	7,660.36	91,924.32	44.1927
			E	4,021.69	8,043.38	96,520.56	46.4023
5413	Instrumentation Technician	TEAMSTERS	A	2,922.04	5,844.08	70,128.96	33.7145
			B	3,068.15	6,136.30	73,635.60	35.4004
			C	3,221.56	6,443.12	77,317.44	37.1704
			D	3,382.63	6,765.26	81,183.12	39.0288
			E	3,551.76	7,103.52	85,242.24	40.9803
9108	Intern-Generalist	LS	A				15.1400
			B				15.8900
			C				16.6900
			D				17.5200
			E				18.4000
1503	Interim Assistant City Manager	DEPT HEAD	MIN	8,661.12	17,322.24	207,866.88	99.9322
			MAX	9,288.93	18,577.86	222,934.35	107.1758
5224	Junior Engineer	TEAMSTERS	A	2,965.07	5,930.14	71,161.68	34.2110
			B	3,113.32	6,226.64	74,719.68	35.9215
			C	3,268.98	6,537.96	78,455.52	37.7175
			D	3,432.43	6,864.86	82,378.32	39.6034
			E	3,604.05	7,208.10	86,497.20	41.5836
5423	Laboratory Quality Assurance Officer	TEAMSTERS	A	2,751.69	5,503.38	66,040.56	31.7490
			B	2,889.28	5,778.56	69,342.72	33.3366
			C	3,033.74	6,067.48	72,809.76	35.0033
			D	3,185.43	6,370.86	76,450.32	36.7535
			E	3,344.70	6,689.40	80,272.80	38.5912
5421	Laboratory Technician I	TEAMSTERS	A	2,329.92	4,659.84	55,918.08	26.8827
			B	2,446.41	4,892.82	58,713.84	28.2267
			C	2,568.74	5,137.48	61,649.76	29.6382
			D	2,697.17	5,394.34	64,732.08	31.1200
			E	2,832.02	5,664.04	67,968.48	32.6759

Legend:

* = asterisk

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EXHIBIT B

**City of Tracy
Master Salary Schedule**

Salaries Effective 07-01-18

Class Code	Position Title	Unit		Semi-Mon Salary	Monthly Salary	Annual Salary	Hourly Rate
5422	Laboratory Technician II	TEAMSTERS	A	2,435.01	4,870.02	58,440.24	28.0952
			B	2,556.75	5,113.50	61,362.00	29.4998
			C	2,684.59	5,369.18	64,430.16	30.9748
			D	2,818.82	5,637.64	67,651.68	32.5236
			E	2,959.76	5,919.52	71,034.24	34.1498
5504	Lead Public Safety Dispatcher	TEAMSTERS	A	2,980.48	5,960.96	71,531.52	34.3888
			B	3,129.51	6,259.02	75,108.24	36.1083
			C	3,285.99	6,571.98	78,863.76	37.9138
			D	3,450.29	6,900.58	82,806.96	39.8095
			E	3,622.81	7,245.62	86,947.44	41.8000
4109	Legal Secretary	CONF	A	2,781.81	5,563.62	66,763.44	32.0966
			B	2,920.90	5,841.80	70,101.60	33.7014
			C	3,066.95	6,133.90	73,606.80	35.3865
			D	3,220.30	6,440.60	77,287.20	37.1559
			E	3,381.31	6,762.62	81,151.44	39.0136
9636	Lifeguard	LS	A				11.0000
			B				11.5500
			C				12.1300
			D				12.7300
			E				13.3700
9303	Maintenance Aide	LS	A				12.3400
			B				12.9600
			C				13.6100
			D				14.2900
			E				15.0000
5301	Maintenance Worker I	TEAMSTERS	A	1,736.76	3,473.52	41,682.24	20.0388
			B	1,823.60	3,647.20	43,766.40	21.0407
			C	1,914.78	3,829.56	45,954.72	22.0928
			D	2,010.52	4,021.04	48,252.48	23.1974
			E	2,111.05	4,222.10	50,665.20	24.3573
5303	Maintenance Worker II	TEAMSTERS	A	2,206.02	4,412.04	52,944.48	25.4531
			B	2,316.31	4,632.62	55,591.44	26.7256
			C	2,432.12	4,864.24	58,370.88	28.0618
			D	2,553.73	5,107.46	61,289.52	29.4650
			E	2,681.41	5,362.82	64,353.84	30.9382
3151	Management Analyst I*	TMMBU	A	2,961.84	5,923.68	71,084.16	34.1738
			B	3,109.92	6,219.84	74,638.08	35.8823
			C	3,265.42	6,530.84	78,370.08	37.6765
			D	3,428.68	6,857.36	82,288.32	39.5602
			E	3,600.13	7,200.26	86,403.12	41.5384

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**City of Tracy
Master Salary Schedule**

Salaries Effective 07-01-18

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3152	Management Analyst II*	TMMBU	A	3,406.02	6,812.04	81,744.48	39.2987
			B	3,576.32	7,152.64	85,831.68	41.2636
			C	3,755.14	7,510.28	90,123.36	43.3269
			D	3,942.90	7,885.80	94,629.60	45.4933
			E	4,140.05	8,280.10	99,361.20	47.7680
1101	Mayor*			342.50	685.00	8,220.00	
4207	Media Services Coordinator	TTSSEA	A	2,342.54	4,685.08	56,220.96	27.0283
			B	2,459.67	4,919.34	59,032.08	28.3797
			C	2,582.65	5,165.30	61,983.60	29.7987
			D	2,711.78	5,423.56	65,082.72	31.2886
			E	2,847.37	5,694.74	68,336.88	32.8530
5531	Meter Reader	TEAMSTERS	A	1,504.88	3,009.76	36,117.12	17.3633
			B	1,580.10	3,160.20	37,922.40	18.2312
			C	1,659.13	3,318.26	39,819.12	19.1431
			D	1,742.06	3,484.12	41,809.44	20.0999
			E	1,829.18	3,658.36	43,900.32	21.1051
1107	Parks Commissioner			Stipend of \$50.00 per meeting			
1516	Parks & Community Services Director*	DH	Min	6,482.97	12,965.94	155,591.25	74.8006
			Max	7,873.75	15,747.50	188,969.94	90.8475
3509	Parks Planning & Development Manager	TMMBU	A	3,746.62	7,493.24	89,918.88	43.2286
			B	3,933.96	7,867.92	94,415.04	45.3901
			C	4,130.65	8,261.30	99,135.60	47.6595
			D	4,337.18	8,674.36	104,092.32	50.0425
			E	4,554.05	9,108.10	109,297.20	52.5447
4202	Payroll Coordinator	TTSSEA	A	2,824.09	5,648.18	67,778.16	32.5844
			B	2,965.30	5,930.60	71,167.20	34.2137
			C	3,113.57	6,227.14	74,725.68	35.9244
			D	3,269.25	6,538.50	78,462.00	37.7207
			E	3,432.72	6,865.44	82,385.28	39.6068
1106	Planning Commissioner			Stipend of \$50.00 per meeting			

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EXHIBIT B

**City of Tracy
Master Salary Schedule**

Salaries Effective 07-01-18

Class Code	Position Title	Unit		Semi-Mon Salary	Monthly Salary	Annual Salary	Hourly Rate
3306	Plan Check Engineer	TMMBU	A	4,561.25	9,122.50	109,470.00	52.6278
			B	4,789.31	9,578.62	114,943.44	55.2591
			C	5,028.78	10,057.56	120,690.72	58.0222
			D	5,280.23	10,560.46	126,725.52	60.9234
			E	5,544.24	11,088.48	133,061.76	63.9695
5215	Plans Check Examiner	TEAMSTERS	A	3,301.46	6,602.92	79,235.04	38.0923
			B	3,466.56	6,933.12	83,197.44	39.9972
			C	3,639.89	7,279.78	87,357.36	41.9971
			D	3,821.86	7,643.72	91,724.64	44.0967
			E	4,012.98	8,025.96	96,311.52	46.3018
3410	Plant Maintenance Supervisor	TMMBU	A	3,403.76	6,807.52	81,690.24	39.2726
			B	3,573.95	7,147.90	85,774.80	41.2363
			C	3,752.65	7,505.30	90,063.60	43.2981
			D	3,940.28	7,880.56	94,566.72	45.4630
			E	4,137.30	8,274.60	99,295.20	47.7362
5411	Plant Mechanic I	TEAMSTERS	A	2,661.62	5,323.24	63,878.88	30.7098
			B	2,794.70	5,589.40	67,072.80	32.2453
			C	2,934.44	5,868.88	70,426.56	33.8576
			D	3,081.16	6,162.32	73,947.84	35.5505
			E	3,235.22	6,470.44	77,645.28	37.3280
5412	Plant Mechanic II	TEAMSTERS	A	2,728.15	5,456.30	65,475.60	31.4774
			B	2,864.56	5,729.12	68,749.44	33.0513
			C	3,007.79	6,015.58	72,186.96	34.7039
			D	3,158.17	6,316.34	75,796.08	36.4390
			E	3,316.07	6,632.14	79,585.68	38.2609
4601	Police Assistant	TTSSEA	A	1,771.83	3,543.66	42,523.92	20.4434
			B	1,860.42	3,720.84	44,650.08	21.4656
			C	1,953.44	3,906.88	46,882.56	22.5388
			D	2,051.12	4,102.24	49,226.88	23.6659
			E	2,153.68	4,307.36	51,688.32	24.8492
6212	Police Captain*	TPMA	A	5,740.81	11,481.62	137,779.44	66.2376
			B	6,027.86	12,055.72	144,668.64	69.5496
			C	6,329.25	12,658.50	151,902.00	73.0270
			D	6,645.71	13,291.42	159,497.04	76.6783
			E	6,978.02	13,956.04	167,472.48	80.5125
1513	Police Chief*	DH	Min	7381.75	14763.50	177162.09	85.1708
			Max	8972.60	17945.20	215342.40	103.5260
6103	Police Corporal	TPOA	A	3,508.40	7,016.80	84,201.60	40.4800
			B	3,683.84	7,367.68	88,412.16	42.5042
			C	3,868.03	7,736.06	92,832.72	44.6294
			D	4,061.44	8,122.88	97,474.56	46.8610
			E	4,264.51	8,529.02	102,348.24	49.2040

Legend:

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EXHIBIT B

**City of Tracy
Master Salary Schedule**

Salaries Effective 07-01-18

Class Code	Position Title	Unit		Semi-Mon Salary	Monthly Salary	Annual Salary	Hourly Rate
9501	Police Intern/Parking Enforcement Officer	LS	A				14.4000
			B				15.1200
			C				15.8700
			D				16.6700
			E				17.5000
6211	Police Lieutenant*	TPMA	A	4,968.54	9,937.08	119,244.96	57.3271
			B	5,216.96	10,433.92	125,207.04	60.1934
			C	5,477.82	10,955.64	131,467.68	63.2032
			D	5,751.70	11,503.40	138,040.80	66.3632
			E	6,039.28	12,078.56	144,942.72	69.6813
6102	Police Officer	TPOA	A	3,189.46	6,378.92	76,547.04	36.8000
			B	3,348.93	6,697.86	80,374.32	38.6400
			C	3,516.39	7,032.78	84,393.36	40.5722
			D	3,692.22	7,384.44	88,613.28	42.6009
			E	3,876.82	7,753.64	93,043.68	44.7308
4103	Police Records Assistant I	TTSSEA	A	1,996.79	3,993.58	47,922.96	23.0390
			B	2,096.63	4,193.26	50,319.12	24.1910
			C	2,201.47	4,402.94	52,835.28	25.4006
			D	2,311.54	4,623.08	55,476.96	26.6706
			E	2,427.12	4,854.24	58,250.88	28.0042
4104	Police Records Assistant II	TTSSEA	A	2,096.61	4,193.22	50,318.64	24.1907
			B	2,201.45	4,402.90	52,834.80	25.4004
			C	2,311.51	4,623.02	55,476.24	26.6702
			D	2,427.09	4,854.18	58,250.16	28.0038
			E	2,548.45	5,096.90	61,162.80	29.4041
9551	Police Reserve	LS	A				35.0000
6105	Police Sergeant	TPOA	A	3,843.49	7,686.98	92,243.76	44.3463
			B	4,035.68	8,071.36	96,856.32	46.5637
			C	4,237.47	8,474.94	101,699.28	48.8920
			D	4,449.34	8,898.68	106,784.16	51.3366
			E	4,671.82	9,343.64	112,123.68	53.9035
2712	Police Support Operations Manager*	CONF	A	5,286.59	10,573.18	126,878.16	60.9968
			B	5,550.93	11,101.86	133,222.32	64.0467
			C	5,828.47	11,656.94	139,883.28	67.2490
			D	6,119.89	12,239.78	146,877.36	70.6114
			E	6,425.89	12,851.78	154,221.36	74.1420
4701	Police Support Services Technician	TTSSEA	A	2,429.99	4,859.98	58,319.76	28.0373
			B	2,551.49	5,102.98	61,235.76	29.4391
			C	2,679.06	5,358.12	64,297.44	30.9110
			D	2,813.02	5,626.04	67,512.48	32.4567
			E	2,953.67	5,907.34	70,888.08	34.0795
6101	Police Trainee (Non-Sworn)	TPOA	A	2,773.36	5,546.72	66,560.64	31.9991

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Updated 06/29/2018

EXHIBIT B

**City of Tracy
Master Salary Schedule**

Salaries Effective 07-01-18

Class Code	Position Title	Unit		Semi-Mon Salary	Monthly Salary	Annual Salary	Hourly Rate
9638	Pool Manager	LS	A				15.6300
			B				16.4100
			C				17.2300
			D				18.1000
			E				19.0000
5408	Principal WWTP Operator	TEAMSTERS	A	3,505.53	7,011.06	84,132.72	40.4469
			B	3,680.80	7,361.60	88,339.20	42.4691
			C	3,864.85	7,729.70	92,756.40	44.5927
			D	4,058.09	8,116.18	97,394.16	46.8223
			E	4,260.99	8,521.98	102,263.76	49.1634
9533	Professional Standards Officer	LS	A				44.8400
			B				47.0800
			C				49.4300
			D				51.9000
			E				54.5000
9110	Program Assistant	LS	Min				11.0000
			Max				18.9400
9231	Project Specialist I	LS	Min				11.0000
			Max				36.6800
9232	Project Specialist II	LS	Min				36.6900
			Max				103.4000
5518	Property and Evidence Technician	TEAMSTERS	A	2,239.59	4,479.18	53,750.16	25.8404
			B	2,351.56	4,703.12	56,437.44	27.1323
			C	2,469.15	4,938.30	59,259.60	28.4891
			D	2,592.61	5,185.22	62,222.64	29.9136
			E	2,722.23	5,444.46	65,333.52	31.4091
2585	Public Information Officer	CONF	A	3,490.49	6,980.98	83,771.76	40.2733
			B	3,665.01	7,330.02	87,960.24	42.2870
			C	3,848.26	7,696.52	92,358.24	44.4013
			D	4,040.68	8,081.36	96,976.32	46.6214
			E	4,242.72	8,485.44	101,825.28	48.9526
5502	Public Safety Dispatcher I	TEAMSTERS	A	2,587.37	5,174.74	62,096.88	29.8531
			B	2,716.74	5,433.48	65,201.76	31.3458
			C	2,852.57	5,705.14	68,461.68	32.9130
			D	2,995.20	5,990.40	71,884.80	34.5587
			E	3,144.98	6,289.96	75,479.52	36.2868
9512	Public Safety Dispatcher II - Per Diem	LS	A				28.5800
			B				30.0100
			C				31.5100
			D				33.0900
			E				34.7400

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**City of Tracy
Master Salary Schedule**

Salaries Effective 07-01-18

Class Code	Position Title	Unit		Semi-Mon Salary	Monthly Salary	Annual Salary	Hourly Rate
5503	Public Safety Dispatcher II	TEAMSTERS	A	2,838.56	5,677.12	68,125.44	32.7514
			B	2,980.48	5,960.96	71,531.52	34.3888
			C	3,129.51	6,259.02	75,108.24	36.1083
			D	3,285.99	6,571.98	78,863.76	37.9138
			E	3,450.29	6,900.58	82,806.96	39.8095
1512	Public Works Director*	DH	Min	6482.97	12965.94	155591.25	74.8006
			Max	7873.75	15747.50	188969.94	90.8475
3405	Public Works Supervisor	TMMBU	A	3,279.57	6,559.14	78,709.68	37.8397
			B	3,443.54	6,887.08	82,644.96	39.7316
			C	3,615.72	7,231.44	86,777.28	41.7182
			D	3,796.50	7,593.00	91,116.00	43.8041
			E	3,986.32	7,972.64	95,671.68	45.9942
3401	PW Maint & Operations Superintendent*	TMMBU	A	3,936.04	7,872.08	94,464.96	45.4141
			B	4,132.84	8,265.68	99,188.16	47.6848
			C	4,339.48	8,678.96	104,147.52	50.0690
			D	4,556.46	9,112.92	109,355.04	52.5725
			E	4,784.27	9,568.54	114,822.48	55.2010
9517	Range Master	LS	A				26.9000
			B				28.2500
			C				29.6600
			D				31.1400
			E				32.7000
4105	Receptionist	TTSSEA	A	1,610.75	3,221.50	38,658.00	18.5849
			B	1,691.29	3,382.58	40,590.96	19.5141
			C	1,775.86	3,551.72	42,620.64	20.4899
			D	1,864.65	3,729.30	44,751.60	21.5144
			E	1,957.88	3,915.76	46,989.12	22.5901
3626	Records Unit Supervisor*	TMMBU	A	2,976.56	5,953.12	71,437.44	34.3436
			B	3,125.40	6,250.80	75,009.60	36.0609
			C	3,281.66	6,563.32	78,759.84	37.8639
			D	3,445.75	6,891.50	82,698.00	39.7571
			E	3,618.02	7,236.04	86,832.48	41.7448
9631	Recreation Leader I	LS	A				11.0000
			B				11.5500
			C				12.1300
			D				12.7300
			E				13.3700
9632	Recreation Leader II	LS	A				13.7800
			B				14.4700
			C				15.1900
			D				15.9500
			E				16.7500

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Master Salary Schedule**

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9633	Recreation Leader III	LS	A				15.6300
			B				16.4100
			C				17.2300
			D				18.1000
			E				19.0000
4401	Recreation Prgm Coordinator I	TTSSEA	A	2,342.54	4,685.08	56,220.96	27.0283
			B	2,459.67	4,919.34	59,032.08	28.3797
			C	2,582.65	5,165.30	61,983.60	29.7987
			D	2,711.78	5,423.56	65,082.72	31.2886
			E	2,847.37	5,694.74	68,336.88	32.8530
4402	Recreation Prgm Coordinator II	TTSSEA	A	2,576.81	5,153.62	61,843.44	29.7313
			B	2,705.64	5,411.28	64,935.36	31.2177
			C	2,840.92	5,681.84	68,182.08	32.7786
			D	2,982.97	5,965.94	71,591.28	34.4176
			E	3,132.11	6,264.22	75,170.64	36.1383
3511	Recreation Service Manager*	TMMBU	A	4,053.38	8,106.76	97,281.12	46.7680
			B	4,256.04	8,512.08	102,144.96	49.1063
			C	4,468.85	8,937.70	107,252.40	51.5617
			D	4,692.30	9,384.60	112,615.20	54.1398
			E	4,926.92	9,853.84	118,246.08	56.8469
3513	Recreation Services Program Manager*	TMMBU	A	3,875.24	7,750.48	93,005.76	44.7126
			B	4,069.01	8,138.02	97,656.24	46.9483
			C	4,272.46	8,544.92	102,539.04	49.2957
			D	4,486.08	8,972.16	107,665.92	51.7605
			E	4,710.39	9,420.78	113,049.36	54.3486
3505	Recreation Services Supervisor*	TMMBU	A	3,522.96	7,045.92	84,551.04	40.6480
			B	3,699.10	7,398.20	88,778.40	42.6803
			C	3,884.06	7,768.12	93,217.44	44.8144
			D	4,078.26	8,156.52	97,878.24	47.0550
			E	4,282.17	8,564.34	102,772.08	49.4078
9626	Recreation Specialized Instructor	LS	Min				11.0000
			Max				39.0200
3433	Safety Coordinator	TMMBU	A	2,961.84	5,923.68	71,084.16	34.1738
			B	3,109.92	6,219.84	74,638.08	35.8823
			C	3,265.42	6,530.84	78,370.08	37.6765
			D	3,428.68	6,857.36	82,288.32	39.5602
			E	3,600.13	7,200.26	86,403.12	41.5384
3105	Senior Accountant*	TMMBU	A	3,661.01	7,322.02	87,864.24	42.2408
			B	3,844.06	7,688.12	92,257.44	44.3528
			C	4,036.27	8,072.54	96,870.48	46.5706
			D	4,238.08	8,476.16	101,713.92	48.8990
			E	4,449.99	8,899.98	106,799.76	51.3441

Legend:

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EXHIBIT B

**City of Tracy
Master Salary Schedule**

Salaries Effective 07-01-18

Class Code	Position Title	Unit		Semi-Mon Salary	Monthly Salary	Annual Salary	Hourly Rate
4113	Senior Accounting Assistant	TTSSEA	A	2,177.89	4,355.78	52,269.36	25.1285
			B	2,286.79	4,573.58	54,882.96	26.3850
			C	2,401.13	4,802.26	57,627.12	27.7043
			D	2,521.19	5,042.38	60,508.56	29.0895
			E	2,647.25	5,294.50	63,534.00	30.5440
5323	Senior Building Maintenance Worker	TEAMSTERS	A	2,472.76	4,945.52	59,346.24	28.5307
			B	2,596.39	5,192.78	62,313.36	29.9572
			C	2,726.20	5,452.40	65,428.80	31.4549
			D	2,862.52	5,725.04	68,700.48	33.0278
			E	3,005.66	6,011.32	72,135.84	34.6794
5325	Senior Electrician	TEAMSTERS	A	3,225.92	6,451.84	77,422.08	37.2207
			B	3,387.23	6,774.46	81,293.52	39.0819
			C	3,556.60	7,113.20	85,358.40	41.0361
			D	3,734.42	7,468.84	89,626.08	43.0878
			E	3,921.14	7,842.28	94,107.36	45.2422
3304	Senior Engineer*	TMMBU	A	4,561.38	9,122.76	109,473.12	52.6293
			B	4,789.45	9,578.90	114,946.80	55.2608
			C	5,028.92	10,057.84	120,694.08	58.0238
			D	5,280.36	10,560.72	126,728.64	60.9249
			E	5,544.39	11,088.78	133,065.36	63.9713
5315	Senior Equipment Mechanic	TEAMSTERS	A	2,601.49	5,202.98	62,435.76	30.0160
			B	2,731.55	5,463.10	65,557.20	31.5167
			C	2,868.14	5,736.28	68,835.36	33.0927
			D	3,011.54	6,023.08	72,276.96	34.7472
			E	3,162.11	6,324.22	75,890.64	36.4845
2513	Senior Human Resources Analyst*	CONF	A	3,826.17	7,652.34	91,828.08	44.1464
			B	4,017.47	8,034.94	96,419.28	46.3536
			C	4,218.34	8,436.68	101,240.16	48.6713
			D	4,429.27	8,858.54	106,302.48	51.1050
			E	4,650.73	9,301.46	111,617.52	53.6602
4208	Senior Information Systems Technician	TTSSEA	A	2,916.27	5,832.54	69,990.48	33.6480
			B	3,062.08	6,124.16	73,489.92	35.3303
			C	3,215.19	6,430.38	77,164.56	37.0969
			D	3,375.95	6,751.90	81,022.80	38.9518
			E	3,544.74	7,089.48	85,073.76	40.8993
9637	Senior Lifeguard	LS	A				13.7800
			B				14.4700
			C				15.1900
			D				15.9500
			E				16.7500
5305	Senior Maintenance Worker	TEAMSTERS	A	2,428.59	4,857.18	58,286.16	28.0211
			B	2,550.00	5,100.00	61,200.00	29.4219
			C	2,677.50	5,355.00	64,260.00	30.8930
			D	2,811.39	5,622.78	67,473.36	32.4379
			E	2,951.95	5,903.90	70,846.80	34.0597

Legend:

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EXHIBIT B

**City of Tracy
Master Salary Schedule**

Salaries Effective 07-01-18

Class Code	Position Title	Unit		Semi-Mon Salary	Monthly Salary	Annual Salary	Hourly Rate
3203	Senior Planner*	TMMBU	A	3,910.16	7,820.32	93,843.84	45.1155
			B	4,105.67	8,211.34	98,536.08	47.3713
			C	4,310.96	8,621.92	103,463.04	49.7399
			D	4,526.50	9,053.00	108,636.00	52.2268
			E	4,752.82	9,505.64	114,067.68	54.8381
5402	Senior Water Plant Operator	TEAMSTERS	A	3,052.39	6,104.78	73,257.36	35.2185
			B	3,205.01	6,410.02	76,920.24	36.9795
			C	3,365.26	6,730.52	80,766.24	38.8284
			D	3,533.52	7,067.04	84,804.48	40.7698
			E	3,710.20	7,420.40	89,044.80	42.8084
5407	Senior WW Plant Operator	TEAMSTERS	A	2,864.97	5,729.94	68,759.28	33.0561
			B	3,008.19	6,016.38	72,196.56	34.7085
			C	3,158.60	6,317.20	75,806.40	36.4440
			D	3,316.54	6,633.08	79,596.96	38.2663
			E	3,482.39	6,964.78	83,577.36	40.1799
9101	Student Clerk	LS	A				11.0000
3343	Supervising Building & Fire Inspector	TMMBU	A	3,500.71	7,001.42	84,017.04	40.3913
			B	3,675.74	7,351.48	88,217.76	42.4108
			C	3,859.53	7,719.06	92,628.72	44.5313
			D	4,052.51	8,105.02	97,260.24	46.7579
			E	4,255.14	8,510.28	102,123.36	49.0959
3345	Supervising Construction Inspector	TMMBU	A	3,649.05	7,298.10	87,577.20	42.1028
			B	3,831.51	7,663.02	91,956.24	44.2080
			C	4,023.08	8,046.16	96,553.92	46.4184
			D	4,224.23	8,448.46	101,381.52	48.7392
			E	4,435.44	8,870.88	106,450.56	51.1762
3344	Supervising Plans Examiner*	TMMBU	A	3,433.08	6,866.16	82,393.92	39.6109
			B	3,604.73	7,209.46	86,513.52	41.5914
			C	3,784.98	7,569.96	90,839.52	43.6712
			D	3,974.22	7,948.44	95,381.28	45.8546
			E	4,172.94	8,345.88	100,150.56	48.1475
3523	Technical Theatre Supervisor*	TMMBU	A	2,924.59	5,849.18	70,190.16	33.7440
			B	3,070.83	6,141.66	73,699.92	35.4313
			C	3,224.36	6,448.72	77,384.64	37.2027
			D	3,385.58	6,771.16	81,253.92	39.0629
			E	3,554.87	7,109.74	85,316.88	41.0162
4461	Theatre Operations & Tech Asst	TTSSEA	A	1,967.16	3,934.32	47,211.84	22.6971
			B	2,065.52	4,131.04	49,572.48	23.8320
			C	2,168.80	4,337.60	52,051.20	25.0237
			D	2,277.23	4,554.46	54,653.52	26.2747
			E	2,391.09	4,782.18	57,386.16	27.5884

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EXHIBIT B

**City of Tracy
Master Salary Schedule**

Salaries Effective 07-01-18

Class Code	Position Title	Unit		Semi-Mon Salary	Monthly Salary	Annual Salary	Hourly Rate
9361	Theatre Technician	LS	A				25.6400
			B				26.9200
			C				28.2600
			D				29.6800
			E				31.1600
1109	Transportation Commissioner			Stipend \$50.00 per meeting			
1520	Utilities Director*	DH	Min	6948.51	13897.02	166764.23	80.1720
			Max	8444.48	16888.96	202667.59	97.4326
3424	Utilities Laboratory Supervisor*	TMMBU	A	3,676.09	7,352.18	88,226.16	42.4148
			B	3,859.89	7,719.78	92,637.36	44.5355
			C	4,052.88	8,105.76	97,269.12	46.7622
			D	4,255.52	8,511.04	102,132.48	49.1003
			E	4,468.30	8,936.60	107,239.20	51.5553
3403	Utility Lines Maintenance Superintendent*	TMMBU	A	4,010.29	8,020.58	96,246.96	46.2708
			B	4,210.80	8,421.60	101,059.20	48.5843
			C	4,421.34	8,842.68	106,112.16	51.0135
			D	4,642.41	9,284.82	111,417.84	53.5642
			E	4,874.53	9,749.06	116,988.72	56.2424
5404	Utility Operator	TEAMSTERS	A	3,269.44	6,538.88	78,466.56	37.7229
			B	3,432.89	6,865.78	82,389.36	39.6087
			C	3,604.55	7,209.10	86,509.20	41.5894
			D	3,784.77	7,569.54	90,834.48	43.6687
			E	3,974.01	7,948.02	95,376.24	45.8522
9351	Water Patrol Aide	LS	A				13.0100
			B				13.6600
			C				14.3400
			D				15.0600
			E				15.8100
5401	Water Plant Operator	TEAMSTERS	A	2,784.07	5,568.14	66,817.68	32.1226
			B	2,923.27	5,846.54	70,158.48	33.7287
			C	3,069.46	6,138.92	73,667.04	35.4155
			D	3,222.92	6,445.84	77,350.08	37.1861
			E	3,384.09	6,768.18	81,218.16	39.0457
5403	Water Plant Operator-In-Training	TEAMSTERS	A	2,310.80	4,621.60	55,459.20	26.6621
			B	2,426.35	4,852.70	58,232.40	27.9953
			C	2,547.66	5,095.32	61,143.84	29.3949
			D	2,675.05	5,350.10	64,201.20	30.8648
			E	2,808.79	5,617.58	67,410.96	32.4079
3421	Water Plant Superintendent*	TMMBU	A	4,010.29	8,020.58	96,246.96	46.2708
			B	4,210.80	8,421.60	101,059.20	48.5843
			C	4,421.34	8,842.68	106,112.16	51.0135
			D	4,642.41	9,284.82	111,417.84	53.5642
			E	4,874.53	9,749.06	116,988.72	56.2424

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Updated 06/29/2018

EXHIBIT B

**City of Tracy
Master Salary Schedule**

Salaries Effective 07-01-18

Class Code	Position Title	Unit		Semi-Mon Salary	Monthly Salary	Annual Salary	Hourly Rate
3431	Water Resources Coordinator*	TMMBU	A	2,601.04	5,202.08	62,424.96	30.0108
			B	2,731.09	5,462.18	65,546.16	31.5114
			C	2,867.65	5,735.30	68,823.60	33.0870
			D	3,011.03	6,022.06	72,264.72	34.7413
			E	3,161.58	6,323.16	75,877.92	36.4784
9112	Webmaster/Information Systems	LS	A				31.3000
			B				32.8700
			C				34.5100
			D				36.2400
			E				38.0500
3422	WW Operations Superintendent*	TMMBU	A	4,084.52	8,169.04	98,028.48	47.1273
			B	4,288.74	8,577.48	102,929.76	49.4836
			C	4,503.18	9,006.36	108,076.32	51.9578
			D	4,728.34	9,456.68	113,480.16	54.5557
			E	4,964.75	9,929.50	119,154.00	57.2834
5406	WW Plant Operator	TEAMSTERS	A	2,613.15	5,226.30	62,715.60	30.1506
			B	2,743.80	5,487.60	65,851.20	31.6580
			C	2,880.99	5,761.98	69,143.76	33.2409
			D	3,025.03	6,050.06	72,600.72	34.9028
			E	3,176.28	6,352.56	76,230.72	36.6480
5405	WW Plant Operator-In-Training	TEAMSTERS	A	2,168.91	4,337.82	52,053.84	25.0249
			B	2,277.36	4,554.72	54,656.64	26.2762
			C	2,391.22	4,782.44	57,389.28	27.5899
			D	2,510.79	5,021.58	60,258.96	28.9695
			E	2,636.32	5,272.64	63,271.68	30.4179

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RESOLUTION 2018 - _____

APPROVING THE MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF TRACY AND THE TRACY POLICE MANAGERS ASSOCIATION, AUTHORIZING THE CITY MANAGER TO INCREASE APPROPRIATIONS AND AUTHORIZING AN AMENDMENT OF THE CITY MASTER SALARY SCHEDULE

WHEREAS, The Memorandum of Understanding (MOU) between the City of Tracy and the Tracy Police Managers Association (TPMA) expires on June 30, 2018, and

WHEREAS, Representatives from the City and the TPMA have met and conferred in good faith to negotiate a new MOU, and

WHEREAS, Agreement has been reached on a new MOU covering the period of July 1, 2018 through June 30, 2021, and

WHEREAS, All parties agreed to the newly negotiated MOU covering the period of July 1, 2018 to June 30, 2021

NOW, THEREFORE, BE IT RESOLVED, That City Council of the City of Tracy hereby approves a new Memorandum of Understanding between the City of Tracy and the Tracy Police Managers Association.

BE IT FURTHER RESOLVED THAT, the City Council authorizes the City Manager or his designee(s) to take the necessary administrative steps to increase appropriations and implement the provisions of the MOU and actions approved by this Resolution.

* * * * *

The foregoing Resolution 2018 - _____ was adopted by the Tracy City Council on the 29th day of June, 2018 by the following vote:

AYES: COUNCIL MEMBERS

NOES: COUNCIL MEMBERS

ABSENT: COUNCIL MEMBERS

ABSTAIN: COUNCIL MEMBERS

Mayor

ATTEST:

City Clerk