

MASTER  
MEMORANDUM OF UNDERSTANDING  
on  
WAGES, HOURS, AND OTHER TERMS AND  
CONDITIONS OF EMPLOYMENT

ASSOCIATION OF LIVERMORE EMPLOYEES  
and  
CITY OF LIVERMORE

TERM OF AGREEMENT

April 1, 2014 through March 31, 2017

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## CHAPTER 1. ADMINISTRATION

### ARTICLE I. PARTIES TO UNDERSTANDING

This Memorandum of Understanding is entered into by and between the CITY OF LIVERMORE, a municipal corporation hereinafter referred to as "CITY," and ASSOCIATION OF LIVERMORE EMPLOYEES, hereinafter referred to as "ALE" pursuant to Government Code 3500, et seq. This Memorandum of Understanding applies to those classes of employment set forth in Appendix A attached hereto and made a part hereof.

### ARTICLE II. RECOGNITION

ASSOCIATION OF LIVERMORE EMPLOYEES is the formally recognized employee organization for the clerical, technical, professional, and public service employees in the classifications listed in Appendix A. The City Manager or designated representative is the representative of the City of Livermore in employer-employee relations matters.

The City agrees to notify ALE each month of all new employees hired into positions represented by ALE. The City shall provide each newly hired represented employee with a copy of the Memorandum of Understanding and the ALE dues form.

### ARTICLE III. STATE LAW COMPLIANCE

This Memorandum of Understanding complies with the provision of Section 3500, et seq., of the Government Code of the State of California, and the City of Livermore City Council Resolution 9-77 in that the parties have met and conferred in good faith regarding wages, hours, and other terms and conditions of employment for the employees in said representation unit, and 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.

### ARTICLE IV. CITY COUNCIL APPROVAL

This Memorandum of Understanding shall be presented to the Livermore City Council as the joint recommendation of the undersigned parties for salary and employee benefit adjustments for the period commencing April 1, 2014 and ending March 31, 2017, except as provided in Chapter 1, Article V.

### ARTICLE V. TERMS OF UNDERSTANDING

It is mutually recommended that the modifications shown in this Memorandum of Understanding (hereinafter referred to as Understanding) be made applicable on the dates indicated and in conjunction with the existing unmodified rules, regulations, and ordinances of the City, shall constitute the wages, hours, and working conditions for those employees represented by Association of Livermore Employees for the period April 1, 2014 and ending March 31, 2017.

## CHAPTER 2. SALARIES AND OTHER COMPENSATION

### ARTICLE I. SALARIES

Effective the first full pay period following City Council ratification of this Memorandum, salaries shall be set according to the classifications and to the salary ranges assigned to each of the classifications listed in Appendix A, attached hereto, reflecting an increase of three percent (3%).

Salaries for the remaining contract years will be adjusted as follows:

04/06/2015	2%
04/04/2016	1.5%

ARTICLE II. OVERTIME COMPENSATION

Overtime shall be paid in accordance with the Fair Labor Standards Act (FLSA). In addition, for those employees who are considered nonexempt for the purposes of the FLSA, overtime shall be paid for: (a) hours worked in excess of eight (8) hours in a regularly scheduled day or over such hours normally scheduled and worked in a day when assigned to a shift in excess of eight (8) hours; and (b) hours not regularly scheduled and worked in a day (such overtime shall be compensated at the rate of one and one-half (1½) times the employee's straight time rate of pay).

Sub-article (b) of this article shall not apply where an employee whose regular work schedule is less than eight (8) hours per day exceeds his/her regular daily work schedule as the result of his/her request for a temporary schedule adjustment, provided that overtime shall be paid to any such employee for time worked in excess of eight (8) hours in a day. An employee may make such a temporary adjustment in work schedule no more than once per pay period.

At the option of the employee, compensatory time off may be taken in lieu of overtime payment in accordance with the FLSA Section 7(o). Such time off shall be mutually agreeable to the employee and the supervisor taking into account (a) the normal schedule of work; (b) the anticipated peak hour workload based on past experience; (c) any emergency requirements for staff and services; (d) availability of qualified substitutes; and (e) whether scheduling the use of compensatory time off would require the payment of overtime to others. The fact that granting compensatory time off would require the payment of overtime to others shall not be the sole reason an employee is denied compensatory time off.

All accrued compensatory time off in excess of one hundred (100) hours must be liquidated by monetary payment.

Mutual agreements to set aside this MOU, (non-FLSA) overtime may be made, in writing, between the employee and the employee's department head or designee. Such mutual agreement may be made only in the following situations:

1. to accommodate an employee's personal request for an alternate or flexible work schedule (such as a 9/80, 4/10, etc.); and/or
2. to accommodate an employee's personal request to take time off during their normally scheduled work period (to include work periods normally scheduled for less than (8) eight hours, normally scheduled for (8) eight hours, and normally scheduled for more than (8) eight hours as part of an alternate or flexible work schedule) and to make up the time in the same FLSA work period.

ARTICLE III. CALL BACK PAY

When an employee, who is considered nonexempt for the purposes of the Fair Labor Standards Act (FLSA), has completed his/her normal shift for the day, is on a regular day off, or is on paid leave, and is called back to work, the employee shall, upon reporting, receive a minimum of three (3) hours work at

the overtime rate (time and one-half), or if three (3) hours of work is not furnished, a minimum of three (3) hours of pay at the overtime rate. This provision does not apply to instances in which the employee is called to report before his/her regular starting time, and is furnished work until the end of his/her normal shift.

#### ARTICLE IV. STANDBY PAY

A Fair Labor Standards Act (FLSA) non-exempt employee who is assigned in writing to be on standby shall receive two (2) hours of pay at the employee's regular straight-time rate of pay on their regularly scheduled workday and three hours (3) of pay at the employee's regular straight-time rate of pay on their regularly scheduled days off and fixed City holidays.

Employees assigned to a standby period must report to work within one (1) hour of being called back to work. Employees called back to work shall be paid as designated in Article III, Call Back Pay.

#### ARTICLE V. TELEPHONE PAY

When an employee who is considered non-exempt for the purposes of the Fair Labor Standards Act (FLSA) has completed his or her normal shift for the day, is on a regular day(s) off, or on paid leave and is called by the employee's supervisor, department head or designee, such employee shall receive compensation as follows: An employee who is contacted outside his or her normal work hours to conduct City business will be paid twenty (20) minutes or for each minute exceeding 20 minutes at the overtime rate (time and one-half). More than one telephone call may be taken within the twenty (20) minute period without incurring additional compensation. If the employee is recalled after the initial twenty (20) minute period a new twenty (20) minute minimum will begin.

This provision does not apply to calls involving staffing availability, shift assignments, or shift coverage.

#### ARTICLE VI. COURT APPEARANCES

An employee who is required to appear in court in connection with the employee's usual official duties, or in connection with a case in which the City is a party during the hours other than the normal scheduled workday, shall receive a minimum of three (3) hours of pay at the overtime rate.

Employees required to appear in court on their normal day off or who are assigned to work a graveyard shift, shall receive a minimum of four (4) hours of pay at the overtime rate.

#### ARTICLE VII. WORK IN A HIGHER CLASS

When an employee has been assigned in writing by his/her department head to perform the duties of a higher paid classification, and if the employee has worked in such classification for a minimum of three (3) consecutive workdays, the employee shall receive a minimum of five percent (5%) above their regular rate of pay or the minimum of the higher classification, whichever is greater, beginning from the first completed workday for performing substantially the duties of the higher paid classification, provided that these duties are clearly not included in the job description of the employee's regular classification. An employee who otherwise would receive higher pay under this provision shall not be denied such pay based on lack of a written assignment if his/her department head requested performance of the duties of the higher paid classification and knew that the employee performed the requested duties. If an employee requests in good faith not to be assigned to perform the duties of a higher paid classification, the City shall consider the request before the duties are assigned to the employee. In no event shall the employee receive a rate in excess of Step E of the higher paid classification.

ARTICLE VIII. UNIFORM ALLOWANCE

The Uniform Allowance shall be an annual allowance and is to be paid in one payment in October each year.

Effective beginning for the year of October 2014, the Uniform Allowance for regular full-time employees shall be Eight Hundred Fifty Dollars (\$850) for Public Safety Dispatchers, Supervising Public Safety Dispatchers, Supervising Police Clerks, Police Clerks, Animal Control Officers, Police Identification Technician, Property and Evidence Technician, Community Service Specialists, Crime Analysts, and Crime Prevention Specialist.

Those employees who, as an existing practice, are provided uniforms from their department shall continue to receive such uniforms during the term of the agreement.

Eligible employees entering City service shall be paid their annual Uniform Allowance in advance and shall not receive any payment the following October.

Employees leaving the City service prior to October 1 shall not be eligible for the annual Uniform Allowance.

ARTICLE IX. TUITION REFUND PLAN

The Tuition Refund Plan established by the City July 1, 1971 was made available to employees of the ALE Representation Unit in lieu of previously discussed education incentive pay plan. An eligible employee may be reimbursed for seventy-five percent (75%) of the cost of tuition and books for educational courses related to the employee's work assignment which are attended during off-duty hours. In order to be eligible for tuition reimbursement, the employee must comply with the provisions outlined in Administrative Regulation No. 14 on Tuition Reimbursement.

ARTICLE X. LICENSES AND CERTIFICATIONS

The City will reimburse employees for the cost of state or other licensing or certification when such licensing or certification is verified by the department head to be a requirement for the job. If an employee fails a test required to gain certification, the City will not pay for costs associated specifically with the retesting portion of the certification fee.

Regulations and procedures covering course work for certifications are covered in the City of Livermore Personnel Rules and Regulations, Administrative Regulation 14, "Tuition Reimbursement" and Chapter 2, Article IX, Tuition Refund Plan of the MOU, except as follows. Reimbursement for course work required to maintain a required license or certification will be made at the rate of 100% upon verification by the department head that the course work is required to maintain certification.

Reimbursements will be effective for eligible employees employed by the City of Livermore for classes taken after April 30, 1995.

Commercial Drivers' License Pay

An employee working in a classification listed below, who holds a valid California Commercial Drivers' License (CDL), and who is required to maintain the CDL license, shall receive Thirty Five Dollars (\$35.00) per pay period. Such pay shall be in addition to payment made by the City for the cost of obtaining the license as provided above.

The classifications are: Airport Service Attendant; Senior Airport Service Attendant; Electrician; Groundskeeper I, II, III & Supervising; Maintenance Trainee and Maintenance Worker I, II, & III; Mechanic; Senior Mechanic; Senior Traffic Signal Technician; Traffic Signal Technician; Traffic Signal Technician Trainee; Wastewater Collections Systems Trainee and Wastewater Collections Systems Worker I, II, & III; Water Distribution Operator Trainee, I, II, & III; Water Resources Coordinator; Water Resources Instrument Control Technician; Water Resources Mechanic I & II; and any other classification determined by the City to require a CDL.

An employee whose license is suspended or revoked shall promptly notify their supervisor; in such an event, the above payment shall terminate effective the first day of the pay period after suspension or revocation. Payment shall be reinstated when the employee presents a valid California Commercial Drivers' License.

An employee in violation of Administrative Regulation #18 (Policy on Drug and Alcohol Pursuant to the Department of Transportation Regulations) and who is prohibited from performing safety-sensitive functions shall not receive payment for their CDL for the period of time they are unable to perform driving functions.

#### ARTICLE XI. DEFERRED COMPENSATION

Eligible employees shall be able to participate in the deferred compensation program that the City may establish, administer, revise, sponsor, or make available to eligible employees. ALE will have at least one representative and one alternate on the Deferred Compensation Committee established by the City.

#### ARTICLE XII. EMPLOYEE CALPERS CONTRIBUTION

Effective December 15, 2009, employees shall contribute five percent (5%) of the required eight percent (8%) employee contribution. Effective January 14, 2013 employees shall contribute an additional two percent (2%) of the required eight percent (8%) employee contribution. Effective April 8, 2013 employees shall pick up the remaining one percent (1%) for a total of 8% of the employee contribution. Such contribution shall be on a pre-tax basis.

#### ARTICLE XIII. SUPPORT SERVICES TRAINING OFFICER PAY

Employees who are assigned by the Police Chief or designee as a Support Services Training Officer shall be paid Ninety Dollars (\$90.00) per pay period for each full pay period they remain so assigned.

#### ARTICLE XIV. HOLIDAY-IN-LIEU PAY

In lieu of all holidays authorized or observed by the City, Public Safety Dispatchers, Supervising Public Safety Dispatchers, and Community Service Specialists assigned to the Patrol Division shall annually receive holiday-in-lieu pay. The amount of such pay shall be seven and one half percent (7.5%) of the employees May 31st base monthly rate of pay times twelve (12), and shall be paid in June each year. Employees who are hired, terminated, or who are transferred to or from Patrol Division between June 1 and May 31 of the following year, shall receive a pro-rata payment of the annual amount based on the number of full calendar months of service completed in the Patrol Division between June 1st and May 31st.

#### ARTICLE XV. SAFETY SHOES

Public Works Department employees that are required to wear safety shoes or boots, employees in the classification of Meter Reader, and employees in the Engineering Technician, Neighborhood Preservation Officer, and Building Inspector series who perform field work, shall receive an annual

Safety Shoe Allowance of Two Hundred Dollars (\$200) per fiscal year; such allowance will be paid in July of each year.

The type of safety footwear will be determined within the safety standards established by the employee's department head or designee.

An employee, upon advance request to the supervisor, may be exempt from wearing such safety shoes. Any such exemption must be authorized by a supervisory representative of the employee's department, be based on the written advice of a medical doctor, or such other reason(s) as may be determined by the City, and not exceed a total of twenty (20) working days in any period of twelve (12) consecutive months.

#### ARTICLE XVI. PRESCRIPTION SAFETY GLASSES

In accordance with the California Code of Administrative Regulation, subchapter 7, Group 2, Article 10, section 3382 (eye and face protection), employees working in locations where there is a risk of receiving eye injuries such as punctures, abrasions, contusions, or burns as a result of contact with flying particles, hazardous substances, projections, or injurious light rays (such as in a welding operation) which are inherent in the work environment, shall be eligible for reimbursement for safety prescription glasses in the amounts and frequency stated below.

An employee may be reimbursed up to \$150 per calendar year for the purchase of safety prescription glasses. Such safety glasses must meet the requirements set forth in the American National Standard, Practice for Occupational and Educational Eye and Face Protection, Z87.1-1989, and any other regulations that may be established regarding safety prescription glasses.

The decision of the Administrative Services Director in determining eligibility for prescription safety glasses shall be final and not subject to grievance or appeal.

#### ARTICLE XVII. BILINGUAL PAY

Employees who are certified by their Department Head and approved by the Administrative Services Director and who use one of the following languages at both the written and conversational level while performing their assigned duties shall receive Sixty Dollars (\$60.00) per pay period starting with the first pay period after their certification for as long as they remain certified.

Employees who are certified by their Department Head and approved by the Administrative Services Director who use one of the following languages at the conversational level while performing their assigned duties shall receive Thirty-Five Dollars (\$35.00) per pay period starting with the first pay period after their certification for as long as they remain certified.

Employees who received Bilingual Pay in the last pay period of March 2007 shall receive such pay at the written and conversational level (Sixty Dollars (\$60.00) per pay period) during the term of this agreement, as long as they remain certified. Employees are subject to periodic recertification as a condition of receiving Bilingual pay.

Bilingual pay shall apply to the following languages: Spanish, Vietnamese, Arabic (including Persian, Iranian and Farsi), Chinese, Cambodian, Sign Language, and other languages as determined by the Administrative Services Director.

ARTICLE XVIII. SHIFT DIFFERENTIAL

Employees assigned to city facilities operating on a twenty-four hour, seven day a week schedule shall receive a shift differential of \$2.50 per hour for all hours worked on the shift for employees whose regular schedule requires that the employee work at least 4 hours between the hours of 4:00 p.m. and 6:00 a.m.

ARTICLE XIX. SPECIAL EQUIPMENT OPERATORS PAY

Public Works Department employees assigned to operate a water tank truck, a street sweeper, a motor patrol grader, an aerial lift truck, a crane truck, a front end loader, a tractor, an asphalt grinder, a yard goat, a skid steer, a fork lift, a leaf loader, a back hoe, or a vehicle or combination of vehicles requiring a Commercial Drivers License in the performance of his/her job duties will receive Twelve Dollars (\$12.00) per day. Such pay shall be in addition to all other compensation and it will be paid provided that the employee is assigned to such equipment fifty percent (50%) or more of the employee’s workday and does actually operate such equipment.

ARTICLE XX. PAID LUNCH BREAK

Employees in the following classifications shall receive a 30 minute paid lunch break while working a regularly scheduled shift: Animal Control Officer, Community Service Specialist, Public Safety Dispatcher, Supervising Public Safety Dispatcher, Supervising Police Clerk, WR Operator – Trainee, WR Operator – Grade I, WR Operator – Grade II, WR Operator – Grade III, WR Senior Operator, and WR Supervising Operator.

It is understood that such designated employees shall be required to remain on duty for the full number of hours of the work shift, including meal periods, to respond to public service requirements. Meal periods for such employees shall be considered as included within the hours of such scheduled work shift.

CHAPTER 3. LEAVES

ARTICLE I. VACATION

Eligible full-time employees shall accrue vacation as follows. Eligible part-time employees shall accrue a pro-rata amount based on their status as a three-quarter or half time budget allocation:

<u>Years of Service</u>	<u>Accrual Rate Per Pay Period</u>
First year*	3.10 hours
Second through fifth	4.62 hours
Sixth through tenth	5.23 hours
Eleventh through fifteenth	6.19 hours
Sixteenth through nineteenth	6.93 hours
Twentieth or more	7.40 hours

\*Probationary employees must satisfactorily complete their probationary period before being advanced to the second year accrual rate. An employee whose position requires a probationary period that exceeds twelve months shall be advanced to the second year rate upon completion of one year of service.

### Vacation Accumulation

Employees may accumulate up to Three Hundred Twenty (320) hours of vacation. Accrual will terminate after employee accumulates the 320 maximum vacation hours.

### Vacation Selection

During the term of this Memorandum of Understanding, the City shall meet and confer with ALE over any proposed change to the methodology by which ALE represented employees in 24/7 departments schedule vacations, including but not limited to any proposed change to the length of vacation allowed.

### Vacation Cash Out

Upon verification by the employee's department head or designee, an employee may receive a cash payment for unused vacation hours provided the employee has used a minimum of forty (40) hours vacation leave from January 1<sup>st</sup> through May 31<sup>st</sup> (June payment period) and/or eighty (80) hours of vacation leave from January 1<sup>st</sup> through November 30<sup>th</sup> (December payment period) during the calendar year, retains a minimum balance of forty (40) hours of vacation, and cashes out a minimum of forty (40) hours. Payments shall be made in December and June of each year.

The City Manager may suspend the payout provision if she/he determines that a demonstrated fiscal crisis exists.

The City shall meet with ALE and explain, prior to suspension of the payout provision, if the City Manager intends to determine that a demonstrated fiscal crisis exists. This meeting shall not constitute formal meet and confer and impasse procedures do not apply.

## ARTICLE II. PERSONAL LEAVE

Personal leave for eligible employees shall be credited and taken in accordance with the Personal Leave Policy governing personal leave days. Each payroll year eligible employees will be credited with personal leave as follows:

Sixteen (16) hours with an increase of eight (8) hours for each five (5) years of service to a maximum of 40 hours for each eligible employee whose position is budgeted for forty (40) hours per week.

Twelve (12) hours with an increase of six (6) hours for each five (5) years of service to a maximum of 30 hours for each eligible employee whose position is budgeted for thirty (30) hours but less than forty (40) hours per week.

Eight (8) hours with an increase of (4) hours for each five (5) years of service to a maximum of 20 hours for each eligible employee whose position is budgeted for twenty (20) hours but less than thirty (30) hours per week.

Employees not in a paid status at the beginning of the payroll year will not be credited with personal leave until their return to work.

## ARTICLE III. SICK LEAVE

Sick leave accrual and usage shall be established by the City Personnel Rules and Regulations and as modified by the Master Memorandum of Understanding between ALE and the City.

ARTICLE IV. FAMILY ILLNESS

An employee may use sick leave for absences caused by the illness or injury of a member of the employee's immediate family (as defined below under Article VI Immediate Family) which requires the presence of the employee. For the purpose of this section, an employee may use up to one-half of their annual sick leave accrual.

ARTICLE V. FUNERAL LEAVE

In the event of a death in the immediate family (as defined below under Article VI. Immediate Family) of an employee, the employee shall, upon request, be granted time off, with pay, not to exceed twenty-four (24) hours.

In the event of a death of a sister-in-law, brother-in-law, aunt, or uncle of an employee, the employee shall, upon request, be allowed to use twenty-four (24) hours of sick leave.

When unusual circumstances exist, an extension may be granted upon recommendation of the employees' Department Head. Such extension may not exceed sixteen (16) additional sick leave hours. At the request of the City, the employee will furnish a death certificate and proof of relationship.

ARTICLE VI. IMMEDIATE FAMILY

The immediate family is defined as the employee's spouse, parents of employee or spouse, children, step-children who reside in the employee's household, brothers, sisters, grandparents, grandchildren, foster parent, foster child or relative living within the employee's household and registered domestic partner. An employee may register a domestic partner by meeting the requirements set forth in the City of Livermore Declaration of Domestic Partnership form. The form will be filed with Human Resources and kept in the employee's confidential medical file in Human Resources.

ARTICLE VII. PARENTAL LEAVE

Any employee who becomes a parent by adoption or any male employee who becomes a father due to the birth of a child will be entitled to the use of up to one-half their annual sick leave accrual. Such leave will be in addition to and may be combined with that allowed under the City's Personnel Rules and Regulations, Chapter 11, Section 11.04, Sub-section C.

ARTICLE VIII. HOLIDAYS

Eligible employees shall be entitled to take all authorized holidays off with pay, or receive an in-lieu day off, or days pay when required to work on a scheduled work day, not to exceed eight (8) hours pay for any one (1) day and the appropriate pro-rata amount for part-time employees. If it is not feasible to grant an in-lieu day off, the employee shall be compensated eight (8) hours at the rate of one and one-half (1-1/2) times the employee's straight time rate of pay for any one (1) holiday. Part-time employees will be compensated the appropriate pro-rata amount based on eight (8) hours as full time.

When an employee is scheduled to and does work on a day observed as a holiday, the employee shall receive one and one half (1½) times pay for each hour and each one-tenth (1/10) part of an hour worked in addition to their regular pay for the holiday.

Part-time employees who are regularly scheduled to work eight (8) hours or more and are entitled to take an authorized holiday off, may elect to take time off without pay in lieu of using vacation or compensatory time in order to supplement the hours required for that regularly scheduled work day. The intent of this exception is to allow the employee to minimize the use of vacation or compensatory

time when accounting for hours on holidays. Should an employee elect to take time off without pay under this section, the employee will continue to receive all other benefits and compensation at their normal rates without interruption.

In order to be eligible for holiday time off or pay in lieu thereof, the employee must be in an approved pay status on both their scheduled workday immediately preceding and their scheduled workday immediately following the holiday.

The authorized holidays are:

- (1) New Year's Day
- (2) Martin Luther King, Jr. Day (third Monday of January)
- (3) President's Day (third Monday of February)
- (4) Memorial Day (last Monday of May)
- (5) Independence Day
- (6) Labor Day (first Monday of September)
- (7) Veteran's Day
- (8) Thanksgiving Day
- (9) Day after Thanksgiving Day
- (10) December Twenty-fourth (24th)
- (11) December Twenty-fifth (25th)
- (12) December Thirty-first (31st)

When a holiday listed above falls on a Saturday, the preceding Friday shall be considered the holiday, and when a holiday listed above falls on a Sunday, the following Monday shall be considered the holiday.

Exception:

When December 25 and January 1 fall on Saturday, Sunday or Monday, the December 24, 25, 31 and January 1 holidays shall be observed as follows:

When December 25 and January 1 fall on Saturday, the preceding Thursday and Friday shall be considered holidays.

When December 25 and January 1 fall on Sunday, the preceding Friday and the following Monday shall be considered holidays.

When December 25 and January 1 fall on Monday, that Monday and the preceding Friday shall be considered holidays.

ARTICLE IX. DONATION OF LEAVE TIME TO OTHER EMPLOYEES

This is a system whereby a member covered by this agreement may donate accumulated time off from compensatory time or vacation accruals to another member. The City shall limit such donations to situations where the reason of the donation of leave time is necessitated by the illness or injury of the recipient and who is threatened with loss of earnings due to the exhaustion of the recipients leave benefits.

All such donations shall only be used in those situations where the recipient member is expected to return to full duty. This agreement shall not prevent members from donating such time to City employees not covered by this agreement.

#### CHAPTER 4. INSURANCES AND HEALTH CARE

##### ARTICLE I. HEALTH, MEDICAL AND DENTAL CARE BENEFITS

A.

Effective April 1, 2014, the City shall contribute an amount not to exceed One Thousand Six Hundred and Seventy-Three Dollars (\$1,673.00) per month per eligible employee toward the monthly premium costs for employees enrolled in health care programs, or covered by health or dental programs, or alternative programs as the City shall establish, revise, sponsor, or make available to all eligible employees; provided however, that in no event shall the City be obligated to contribute an amount in excess of One Thousand Six Hundred and Seventy-Three Dollars (\$1,673.00) toward an employee's premium cost or the actual cost if less. Contribution amounts are pro-rated for part-time employees.

Effective January 1, 2015, the City shall contribute an amount not to exceed One Thousand Eight Hundred Dollars (\$1,800.00) per month.

Effective January 1, 2016, the City shall contribute an amount not to exceed One Thousand Nine Hundred Fifty Dollars (\$1,950.00) per month.

For the period of January 1, 2016 through December 31, 2016, for any ALE employee enrolled in a City sponsored Account Based Health Plan, in addition to the contribution amount toward monthly premium costs, the City will pay the employee a modified cafeteria benefit (not to exceed \$1,950 per month) as follows:

Single enrollment - \$3,400/year (\$130.77/pay period)

Employee + one or more dependents enrolled - \$6,750/year (\$259.62/pay period)

This modified cafeteria benefit will only apply during the plan year of January 1, 2016 through December 31, 2016. The modified cafeteria benefit amount will be paid on a pay period basis and added as taxable income to the employee's earnings. The amounts will be pro-rated for part-time employees and for any employee who enrolls in the plan with an effective date after January 1, 2016 and before December 1, 2016.

##### Waiver of Medical and/or Dental Coverage

An eligible employee may present proof of medical and/or dental insurance coverage and request cancellation of the City insurance coverage. Upon request and cancellation of the employee's coverage, the City will pay a cash amount to the employee as taxable income. The amount the employee is eligible for will be based on the family, married or single premium rate that the employee qualifies for at the time the insurance is canceled.

Employees hired before 04/01/2003 shall receive eighty percent (80%) of the amount below:

Single	\$737.00
2-Party	\$1,054.00
Family	\$1,117.00

Employees hired after 04/01/2003 shall receive fifty percent (50%) of the amount below:

Single	\$448.00
2-Party	\$695.00
Family	\$868.00

The City will take the amount the employee is eligible for and subtract any required premium for continued insurance. The total amount paid by the City will not exceed the maximum City benefit allowable for medical/dental insurance coverage.

The waiver amount will be increased annually by Twenty-Five Dollars (\$25.00) and is not to exceed the maximum City benefit allowable for medical/dental insurance coverage.

Any employee requesting a waiver of medical and/or dental coverage will be required to meet all rules and conditions covering the administration of the health or dental plans.

Effective January 1, 2017, the Health Care Benefit listed above in A will change to the benefit listed below in B.

B.

Effective January 1, 2017, the City will provide a monthly contribution of One Thousand Nine Hundred Fifty Dollars (\$1,950.00) from which the employee may pay medical, dental, and/or vision premiums, or other costs for health care programs as the City shall establish revise, sponsor, or make available to all eligible employees. Contribution amounts are prorated for employees who work part-time.

If an employee requests to cancel/waive the City insurance coverage, the employee must present proof of medical, dental, and/or vision insurance coverage through another provider. Any employee requesting a waiver of medical, dental, and/or vision coverage will be required to meet all rules and conditions covering the administration of the health plans. An employee who has cancelled or waived insurance provided by the City and experiences a qualifying event, such as the loss of medical coverage through another provider, may be eligible to enroll in the City's insurance program as long as they meet the enrollment requirements.

Any unused portion of the City's contribution will be added as taxable income to the employee's earnings.

The City will meet with ALE representatives to discuss health insurance issues at least twice per year. Whenever possible, no less than thirty days before the scheduled open enrollment period, the City will provide written notice to ALE of any proposed changes to premiums, plan design, insurance carriers or other changes to the City's medical, dental, and other insurance benefits and/or carriers available to members. At ALE's request, the City will meet and discuss with ALE representatives any proposed changes to health, medical, dental, and other insurance programs including carriers or insurance broker(s), offered by the City to its members.

## ARTICLE II. LIFE INSURANCE

Effective no later than 60 (sixty) days following adoption by the City Council, each eligible employee shall receive Sixty Thousand Dollars (\$60,000) of basic life insurance coverage paid for by the City

under the provisions of the Life Insurance Program as established, administered, revised, sponsored, and made available to all eligible employees by the City.

Eligible enrolled employees may purchase supplemental life insurance starting at \$30,000 of coverage in increments of \$10,000 to the lesser of \$300,000 or five (5) times the employees base salary, pursuant to California law.

ARTICLE III. LONG TERM DISABILITY INSURANCE

The City will select, administer, revise, and sponsor a Long Term Disability Insurance program with a maximum monthly benefit of \$5,000 per month and make the program or plan available to all eligible employees. Effective sixty days following adoption by the City Council, the City shall contribute an amount not to exceed Forty-Two Dollars and Fifty Cents (\$42.50) per month per individual employee toward the monthly premium cost of enrolled employees, and in no event shall the City be obligated to contribute an amount in excess of the actual cost, if lesser, for an individual employee. If, during this contract period, the LTD premium exceeds \$42.50 per month, the City will meet and confer with ALE to discuss how to address the increase.

ARTICLE IV. LONG TERM CARE INSURANCE

Effective January 1, 2008, the City will select, administer, revise and sponsor a voluntary long term care insurance program and make the plan available to eligible employees. The employee shall pay any and all required premiums for this plan. This program may be terminated at anytime in the event that the plan fails to meet the minimum enrollment requirement established by the insurance carrier. The insurance carrier's rules regarding eligibility shall be applicable.

CHAPTER 5. RETIREMENT

ARTICLE I. PERS RETIREMENT PLAN

The City of Livermore contracted with the California State Employees' Retirement System for an employee's retirement plan effective January 1, 1952. The retirement plan is now titled California Public Employees' Retirement System (PERS), local miscellaneous member category. Said plan was first amended effective November 1, 1959, and subsequently further amended as follows:

<u>AMENDMENT</u>	<u>EFFECTIVE DATE</u>	<u>SUPERSEDED</u>
Three Year Final Compensation	July 1, 1967	June 18, 1990
1959 Survivor Benefits	July 1, 1967	June 18, 1990
Credit for Unused Sick Leave	November 22, 1978	
Third Level 1959 Survivor Benefits	June 18, 1990	March 25, 1999
One Year Final Compensation	June 18, 1990	
2% @ 55 Full Formula	June 26, 1995	October 3, 2003
Employer Paid Member Contribution (EPMC)	June 24, 1996	April 8, 2013
Fourth Level Survivor Benefit	March 25, 1999	
Death Benefit/Remarriage	March 25, 1999	
Military Service Credit	October 3, 2003	
2.7% @ 55 Full Formula	October 3, 2003	
2% @ 60 Full Formula	December 30, 2012	
2% @ 62 Full Formula	January 1, 2013	

Effective December 30, 2012, newly hired classic miscellaneous CalPERS members, as defined under the Public Employees' Pension Reform Act (PEPRA), are covered by the 2% @60 retirement formula with the Three Year Final Compensation provision. Such newly hired employees under this second tier will be responsible for the entire 7% (seven percent) employee paid member contribution.

As a result of the passage and enactment of PEPRA effective in January 2013, employees covered under this Memorandum and determined to be new members to CalPERS, shall make retirement contributions consistent with the provisions of PEPRA. Such provisions include a mandatory member retirement contribution of 50% of the total normal cost for the plan with a retirement formula of 2% @62 and the highest average annual compensation earned during three (3) consecutive years of CalPERS service.

## ARTICLE II. RETIREE HEALTH BENEFIT

### Eligibility Criteria

The following eligibility criteria will apply to ALE employees who retire on or after October 3, 2003. It shall not apply to any former employees who retired prior to October 3, 2003.

1. The employee must have retired within 120 days of their last day of employment with the City of Livermore, except in a case of a husband and wife who both work for the City (see "Husband and Wife Employees") and
2. The employee must have obtained a minimum of ten (10) years of service credit working for a CalPERS covered employer, which includes a minimum of five (5) years of full-time employment or equivalent with the City of Livermore. The total years of service working for a CalPERS covered employer will be validated by CalPERS and/or the employee's former employers at the time of retirement.

### Industrial Disability Retirement

An employee who retires from the City of Livermore with an industrial disability retirement from CalPERS and who is totally disabled will be eligible for this benefit regardless of his or her length of service.

### Husband and Wife Employees

If both husband and wife are employees of the City of Livermore, both must be retired before they become eligible for the retiree health benefit. The above described eligibility requirement of retirement within one hundred and twenty (120) days of employment with the City is applicable to only the second spouse to retire. When both are retired, each will be eligible for the benefit amount. If the retirees divorce, each will continue to receive the health benefit.

### Reimbursement Amount

The percentage used to calculate the reimbursement amount will be based on the percentage schedule listed below and the active Kaiser Plan A 2-Party Health Plan premium rate for an employee and one dependent. If the City institutes the CalPERS medical plan, the CalPERS Kaiser (CA) Bay Area Region premium rate for an employee and one dependent would replace the active Kaiser Plan A 2-Party rate. The retiree health benefit will reimburse the cost of medical insurance; this does not include premium costs for dental, vision, or other similar forms of health services.

<u>CalPERS Years of Service</u>	<u>City's Contribution</u>
10	70% (effective 1/1/06)
15	80% (effective 1/1/06)
20	90% (effective 1/1/06)
25+	100%

The reimbursement amount will be for the actual cost of the monthly premium for medical insurance for the retiree and one dependent. The reimbursement amount shall not exceed the maximum amount that the retiree qualifies for based on the active Kaiser Plan A 2-Party premium rate for the employee plus one dependent and his or her years of service.

Effective for employees retiring after December 31, 2005 and before ratification of this Memorandum, the benefit amount for retiree health insurance shall not exceed the Kaiser Plan A 2-Party premium rate for an active employee and one dependent or One Thousand Six Hundred Seventy Three Dollars (\$1,673.00) per month minus the dental premium for an active employee and one dependent enrolled in the base dental plan, whichever is less. The City will adjust the benefit amount of \$1,673 in January of each year by an amount equal to the increase, if any, in the Health Net PPO Family premium rate. The twelve month cost of such an increase shall not exceed one percent (1%) of the annual base salary budgeted amount for all ALE positions.

Effective for employees retiring after ratification of this Memorandum and before January 1, 2017, the benefit amount for retiree health insurance shall not exceed the Kaiser Plan A 2-Party premium rate for an active employee and one dependent or One Thousand Five Hundred Eighty One Dollars (\$1,581.00) per month, whichever is less. The City will adjust the benefit amount of \$1,581 in January of each year by an amount equal to the increase, if any, in the Health Net PPO Family premium rate. The twelve month cost of such an increase shall not exceed one percent (1%) of the annual base salary budgeted amount for all ALE positions.

Effective for employees retiring on or after January 1, 2017, the benefit amount for retiree health insurance shall be \$1,950 per month or the monthly health benefit contribution for active employees provided pursuant to Chapter 4, Article I, whichever is greater.

Upon the retiree's eligibility for Medicare, the City will reimburse an amount including the cost of Medicare Parts A and B, if the employee is required to obtain such parts to secure medical coverage. The total amount of the reimbursement will not exceed the maximum amount for which the retiree qualifies.

A surviving spouse of a deceased retiree will be eligible to receive reimbursement in an amount equal to 50% of the reimbursement amount in effect at the time of death of the retiree. The surviving spouse must have been married to the retiree at the time of retirement. Eligibility for this benefit will cease upon remarriage or death of the spouse.

#### Administration

The City Manager will determine what form of evidence and frequency of its submission to the City is necessary for verification of retiree medical insurance coverage. Additionally, the City Manager will be responsible for establishing all procedures and policies necessary for administering the program in an orderly and equitable manner.

Retirement Health Savings Account

Employees hired on or after April 1, 2007 shall not be eligible for the above Retiree Health Benefit set forth in Article II. An employee shall receive a retirement health savings account with a City contribution of four percent (4%) of the employee's base salary.

CHAPTER 6. MISCELLANEOUS

ARTICLE I. EMPLOYEE COMMITTEE

The City recognizes the establishment of an Employee's Committee to be comprised of seven (7) representatives from all classifications represented by ALE within the Police Department. Membership on the committee shall be such as to preclude disruption of work activities. No more than two (2) employees from the same classification will be allowed to serve on the committee at the same time.

The committee shall be given the opportunity to meet no more than once each month with the Chief of Police to discuss departmental issues affecting the employees in the above listed classifications. The committee shall request the meeting at least one week in advance of the requested meeting and the request will be accompanied by an agenda listing and explaining the issues to be discussed. The Police Department agrees to release, with pay, all (7) of the committee members from work, if on duty, for a period not to exceed one and one-half (1½) hours for attendance at the scheduled meeting. The Chief of Police and the committee may mutually agree to discontinue this committee at such time as each agrees it is no longer necessary to meet and they may, upon mutual agreement, reconvene the committee.

In furtherance, to increase the communication within the Police Department, ALE shall notify the Chief of Police of the name of its Police Department member who is designated to receive all proposed changes to the Police Department General Orders and Division Orders. This member will also attend department monthly staff meetings on behalf of ALE, with pay.

ARTICLE II. DISCIPLINARY ACTION

Section A

Disciplinary action shall be in accordance with Chapter 13 of the City's Personnel Rules and Regulations except as amended herein.

Section B

Disciplinary action in the form of suspension of more than five (5) days, a reduction in pay equal to more than a five (5) day suspension, a demotion, or termination of employment may be submitted for arbitration by ALE. Disciplinary actions submitted for arbitration under this provision shall be in lieu of an appeal to the City Manager pursuant to Personnel Rule 13.

Should the parties fail to agree on a neutral arbitrator, they shall request a list of seven (7) qualified arbitrators from the State of California Mediation and Conciliation Service. The parties shall alternately strike names from the list until one name remains. The party to strike the first name shall be determined by a coin toss.

The selected arbitrator shall conduct a hearing, make record of the hearing, and issue a final and binding decision which may be to uphold, modify or rescind the disciplinary action.

The cost of the arbitrator and all incidental costs (such as court reporter fees, transcription fees, etc.) shall be shared equally between the City and ALE.

### Section C

A request to arbitrate a disciplinary action pursuant to Section B above shall be made in writing by ALE to the Administrative Services Director within seven (7) calendar days of the date of ALE's receipt of the "notice of discipline."

### Section D

The individual issuing a "notice of intended discipline" requiring a "Skelly Meeting" (disciplinary actions of a suspension of more than five (5) days or reductions in pay equal to more than a five (5) day suspension, demotion or termination) shall not be appointed the "Skelly" meeting officer.

### Section E

ALE shall be provided with a copy of the "notice of discipline" for a disciplinary action subject to arbitration as set forth in Section B above, and for a disciplinary action that may be appealed to the City Manager as set forth in Personnel Rule 13.03

## ARTICLE III EMPLOYEE PERFORMANCE EVALUATIONS

Annual step salary increases shall not be denied or delayed due to lack of a performance evaluation. Performance of duties in a higher paid classification shall not adversely affect an employee's performance evaluation.

## CHAPTER 7. AGENCY SECURITY

### ARTICLE I. REPRESENTATION

City employees who are official representatives of ALE will be given reasonable time off with pay and benefits during their regularly scheduled work hours to attend meetings with management representatives, or to be present at hearings where matters within the scope of representation or grievances are being considered. The use of official time for this purpose will be reasonable and shall not interfere with the performance of City services as determined by the employee's department head.

ALE may select six (6) representatives from its general membership or Board members to engage in investigating and assisting employees in the resolution of grievances. Additionally, ALE may select up to six (6) representatives from its general membership or Board members to engage in negotiations with City representatives.

ALE shall promptly advise the Administrative Services Director in writing of the names of the representatives. Except in emergency situations, each employee will submit a written request for time off to their department head or designee, at least three (3) working days prior to scheduled meetings. Supervising employees shall not represent non-supervising employees who are in the supervisor's line of supervisory responsibility in regards to disciplinary matters in grievance procedures.

### ARTICLE II. MEETING FACILITIES

ALE is allowed to reserve City meeting and conference rooms for use during lunch periods and other non-working hours. Use of such meeting places will be made available in conformity with City rules and are subject to the limitations of prior commitments.

ARTICLE III. BULLETIN BOARDS

ALE will be allowed reasonable access to City bulletin boards for the purpose of posting, transmitting, or distributing notices or announcements regarding ALE membership meetings, results of elections, reports of minutes of ALE meetings, social events, and recreational events. Any other materials must be submitted to the Administrative Services Director or designee for approval five (5) working days prior to the requested posting date. All posted materials must be dated, and unless special arrangements are made, ALE will remove all posted materials, thirty-one (31) calendar days after the publication date.

ARTICLE IV. CLASSIFICATION SPECIFICATIONS

The City agrees to provide ALE an opportunity to review new and revised classification specifications seven (7) working days prior to finalization by Human Resources.

ARTICLE V. NO DISCRIMINATION

ALE shall not discriminate on the basis of race, color, ancestry, national origin, religious creed, sex, sexual orientation, age, physical or mental disability, marital status or political opinion or affiliation for ALE activity to the extent prohibited by applicable State and Federal Law. The City will not discriminate against an employee for engaging in ALE membership or activity to the extent prohibited by applicable State and Federal law.

Executed this 10<sup>th</sup> day of November, 2014, by the Employee-Employer representatives whose signatures appear below for their respective organizations.

Employee Representatives  
City of Livermore  
Association of Livermore Employees

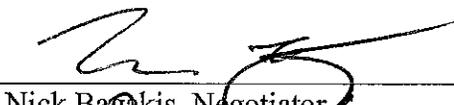
Employer Representative

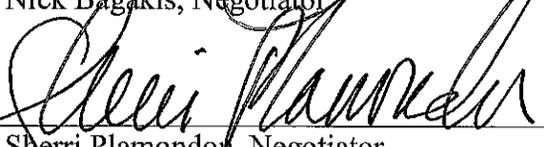
By   
Mike Pato, President

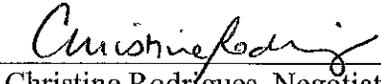
By   
Marc Roberts, City Manager

By   
Shelby Anderson, Negotiator

By   
Douglas Alessio, Admin. Services Dir.

By   
Nick Bagakis, Negotiator

By   
Sherri Plamondon, Negotiator

By   
Christine Rodrigues, Negotiator

SIDE LETTER AGREEMENT  
BETWEEN

ASSOCIATION OF LIVERMORE EMPLOYEES  
AND  
CITY OF LIVERMORE

During the 2014 negotiations, the City of Livermore (City) and the Association of Livermore Employees (ALE) discussed ALE's proposal to include in the parties' Memorandum of Understanding (Memorandum) certification pay for certain ALE bargaining unit classifications not previously provided certification pay. Pursuant to those discussions, and in consideration of the certification related obligations and responsibilities of employees in the classifications that were the subject of ALE's proposal, the City and ALE have agreed that the salaries in each step under the following classifications in Appendix A to the Memorandum shall be increased by three percent (3%) as a one-time certification based adjustment:

- Electrician
- Landscape Maintenance Specialist
- Mechanic
- Mechanic, Senior
- Traffic Signal Technician
- Traffic Signal Technician, Senior
- Traffic Signal Technician, Trainee
- WR Instrument Control Technician
- WR Mechanic I
- WR Mechanic II
- WR Operator – Grade III
- WR Senior Operator
- WR Supervising Operator

In addition, the City and ALE have agreed that the salaries in each step under the following classifications in Appendix A to the Memorandum shall be increased by three percent (3%) as a one-time certification based adjustment:

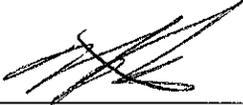
- Police Clerk, Supervising
- Public Safety Dispatcher
- Public Safety Dispatcher, Supervising

The one-time certification based adjustments made pursuant to this side letter are separate and apart from the cost-of-living adjustments in the salaries in Appendix A to this MOU as set forth in Chapter 2, Article I. and shall be made upon ratification of the MOU.

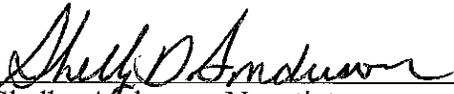
Executed this 10<sup>th</sup> day of November, 2014.

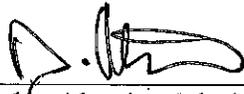
Employee Representatives  
Association of Livermore Employees

Employer Representative  
City of Livermore

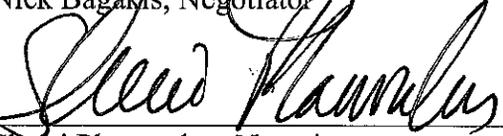
By   
Mike Pato, President

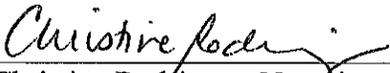
By   
Marc Roberts, City Manager

By   
Shelby Anderson, Negotiator

By   
Douglas Alessio, Admin. Services Dir.

By   
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By   
Sherri Plamondon, Negotiator

By   
Christine Rodrigues, Negotiator

**CITY OF LIVERMORE  
ASSOCIATION OF LIVERMORE EMPLOYEES  
EFFECTIVE 11/17/2014**

Appendix A

CLASS CODE	RANGE	CLASSIFICATION	NO. OF POSITIONS	SALARY RANGE @ ANNUAL, MONTHLY, WEEKLY, HRLY RATES				
				STEP A	STEP B	STEP C	STEP D	STEP E
221	01	ACCOUNT CLERK	3	51,156.24	53,714.05	56,399.75	59,219.74	62,180.73
Sch=M12				4,263.02	4,476.17	4,699.98	4,934.98	5,181.73
				983.77	1,032.96	1,084.61	1,138.84	1,195.78
				24.59435	25.82406	27.11526	28.47103	29.89458
225	02	ACCOUNT CLERK, JUNIOR	0	46,197.30	48,507.17	50,932.53	53,479.16	56,153.12
Sch=M12				3,849.78	4,042.26	4,244.38	4,456.60	4,679.43
				888.41	932.83	979.47	1,028.45	1,079.87
				22.21024	23.32075	24.48679	25.71113	26.99669
222	03	ACCOUNT CLERK, SENIOR	3	55,794.13	58,583.84	61,513.03	64,588.68	67,818.11
Sch=M12				4,649.51	4,881.99	5,126.09	5,382.39	5,651.51
				1,072.96	1,126.61	1,182.94	1,242.09	1,304.19
				26.82410	28.16531	29.57357	31.05225	32.60486
224	04	ACCOUNTING TECHNICIAN	5	59,357.65	62,325.53	65,441.81	68,713.90	72,149.60
Sch=M12				4,946.47	5,193.79	5,453.48	5,726.16	6,012.47
				1,141.49	1,198.57	1,258.50	1,321.42	1,387.49
				28.53733	29.96420	31.46241	33.03553	34.68731
223	05	ADMINISTRATIVE ACCOUNT TECH	3	62,673.04	65,806.69	69,097.02	72,551.87	76,179.46
Sch=M12				5,222.75	5,483.89	5,758.09	6,045.99	6,348.29
				1,205.25	1,265.51	1,328.79	1,395.23	1,464.99
				30.13127	31.63783	33.21972	34.88071	36.62474
213	14	ADMINISTRATIVE ASSISTANT	5	62,268.40	65,381.82	68,650.91	72,083.46	75,687.63
Sch=M12				5,189.03	5,448.49	5,720.91	6,006.96	6,307.30
				1,197.47	1,257.34	1,320.21	1,386.22	1,455.53
				29.93673	31.43357	33.00525	34.65551	36.38828
206	06	ADMINISTRATIVE TECHNICIAN	2.75	62,268.40	65,381.82	68,650.91	72,083.46	75,687.63
Sch=M12				5,189.03	5,448.49	5,720.91	6,006.96	6,307.30
				1,197.47	1,257.34	1,320.21	1,386.22	1,455.53
				29.93673	31.43357	33.00525	34.65551	36.38828
471	01	AIRPORT SERVICE ATTENDANT	3	54,256.64	56,969.47	59,817.94	62,808.84	65,949.28
Sch=PS1				4,521.39	4,747.46	4,984.83	5,234.07	5,495.77
				1,043.40	1,095.57	1,150.35	1,207.86	1,268.26
				26.08492	27.38917	28.75863	30.19656	31.70638
473	02	AIRPORT SERVICE ATTENDANT SENIOR	1	58,330.13	61,246.64	64,308.97	67,524.42	70,900.64
Sch=PS1				4,860.84	5,103.89	5,359.08	5,627.04	5,908.39
				1,121.73	1,177.82	1,236.71	1,298.55	1,363.47
				28.04333	29.44550	30.91777	32.46366	34.08685
290	07	ANIMAL CONTROL OFFICER	2	61,764.62	64,852.85	68,095.49	71,500.26	75,075.27
Sch=M12				5,147.05	5,404.40	5,674.62	5,958.36	6,256.27
				1,187.78	1,247.17	1,309.53	1,375.01	1,443.76
				29.69453	31.17925	32.73822	34.37513	36.09388
407	03	AUTO PARTS WORKER	1	54,114.64	56,820.37	59,661.39	62,644.46	65,776.68
Sch=PS1				4,509.55	4,735.03	4,971.78	5,220.37	5,481.39
				1,040.67	1,092.70	1,147.33	1,204.70	1,264.94
				26.01665	27.31749	28.68336	30.11753	31.62340

**CITY OF LIVERMORE  
ASSOCIATION OF LIVERMORE EMPLOYEES  
EFFECTIVE 11/17/2014**

Appendix A

CLASS CODE	RANGE	CLASSIFICATION	NO. OF POSITIONS	SALARY RANGE @ ANNUAL, MONTHLY, WEEKLY, HRLY RATES				
				STEP A	STEP B	STEP C	STEP D	STEP E
281	08	BUILDING INSPECTOR I	0	73,494.52	77,169.25	81,027.71	85,079.10	89,333.05
Sch=M12				6,124.54	6,430.77	6,752.31	7,089.93	7,444.42
				1,413.36	1,484.02	1,558.23	1,636.14	1,717.94
				35.33390	37.10060	38.95563	40.90341	42.94858
282	09	BUILDING INSPECTOR II	0	79,108.28	83,063.69	87,216.87	91,577.71	96,156.60
Sch=M12				6,592.36	6,921.97	7,268.07	7,631.48	8,013.05
				1,521.31	1,597.38	1,677.25	1,761.11	1,849.17
				38.03283	39.93447	41.93119	44.02775	46.22913
277	56	BUILDING INSPECTOR III	3	81,476.10	85,549.90	89,827.40	94,318.77	99,034.71
Sch=M12				6,789.68	7,129.16	7,485.62	7,859.90	8,252.89
				1,566.85	1,645.19	1,727.45	1,813.82	1,904.51
				39.17120	41.12976	43.18625	45.34556	47.61284
288	10	BUILDING INSPECTOR, SENIOR	0	85,549.90	89,827.39	94,318.76	99,034.70	103,986.44
Sch=M12				7,129.16	7,485.62	7,859.90	8,252.89	8,665.54
				1,645.19	1,727.45	1,813.82	1,904.51	1,999.74
				41.12976	43.18625	45.34556	47.61284	49.99348
249	11	CIVIL ENGINEER, ASSISTANT	0	87,992.19	92,391.80	97,011.39	101,861.96	106,955.06
Sch=M12				7,332.68	7,699.32	8,084.28	8,488.50	8,912.92
				1,692.16	1,776.77	1,865.60	1,958.88	2,056.83
				42.30394	44.41913	46.64009	48.97210	51.42070
254	12	CIVIL ENGINEER, ASSOCIATE	6	95,436.94	100,208.79	105,219.23	110,480.19	116,004.20
Sch=M12				7,953.08	8,350.73	8,768.27	9,206.68	9,667.02
				1,835.33	1,927.09	2,023.45	2,124.62	2,230.85
				45.88314	48.17730	50.58617	53.11548	55.77125
247	13	CIVIL ENGINEER, JUNIOR	0	77,182.85	81,041.99	85,094.09	89,348.79	93,816.23
Sch=M12				6,431.90	6,753.50	7,091.17	7,445.73	7,818.02
				1,484.29	1,558.50	1,636.42	1,718.25	1,804.16
				37.10714	38.96250	40.91062	42.95615	45.10396
292	17	COMMUNITY SERVICE SPECIALIST	5.5	54,324.59	57,040.82	59,892.86	62,887.50	66,031.88
Sch=M12				4,527.05	4,753.40	4,991.07	5,240.63	5,502.66
				1,044.70	1,096.94	1,151.79	1,209.38	1,269.84
				26.11759	27.42347	28.79464	30.23438	31.74610
294	19	CRIME ANALYST	2	71,232.57	74,794.20	78,533.91	82,460.61	86,583.64
Sch=M12				5,936.05	6,232.85	6,544.49	6,871.72	7,215.30
				1,369.86	1,438.35	1,510.27	1,585.78	1,665.07
				34.24643	35.95875	37.75669	39.64452	41.62675
296	62	CRIME PREVENTION SPECIALIST	1	58,761.15	61,699.21	64,784.17	68,023.38	71,424.55
Sch=M12				4,896.76	5,141.60	5,398.68	5,668.62	5,952.05
				1,130.02	1,186.52	1,245.85	1,308.14	1,373.55
				28.25055	29.66308	31.14624	32.70355	34.33873
208	21	DIVISION CLERK	9	52,409.97	55,030.47	57,781.99	60,671.09	63,704.64
Sch=M12				4,367.50	4,585.87	4,815.17	5,055.92	5,308.72
				1,007.88	1,058.28	1,111.19	1,166.75	1,225.09
				25.19710	26.45696	27.77980	29.16879	30.62723

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				STEP A	STEP B	STEP C	STEP D	STEP E
234	64	ECONOMIC DEVELOPMENT SPECIALIST	1	68,495.21	71,919.97	75,515.97	79,291.77	83,256.36
Sch=M12				5,707.93	5,993.33	6,293.00	6,607.65	6,938.03
				1,317.22	1,383.08	1,452.23	1,524.84	1,601.08
				32.93039	34.57691	36.30575	38.12104	40.02710
467	38	ELECTRICIAN	1	68,214.87	71,625.61	75,206.89	78,967.23	82,915.59
Sch=PS1				5,684.57	5,968.80	6,267.24	6,580.60	6,909.63
				1,311.82	1,377.42	1,446.29	1,518.60	1,594.53
				32.79561	34.43539	36.15716	37.96501	39.86326
255	23	ENGINEER, ASSISTANT	0	83,818.96	88,009.91	92,410.41	97,030.93	101,882.48
Sch=M12				6,984.91	7,334.16	7,700.87	8,085.91	8,490.21
				1,611.90	1,692.50	1,777.12	1,865.98	1,959.28
				40.29758	42.31246	44.42808	46.64949	48.98196
256	24	ENGINEER, JUNIOR	0	73,507.48	77,182.85	81,041.99	85,094.09	89,348.79
Sch=M12				6,125.62	6,431.90	6,753.50	7,091.17	7,445.73
				1,413.61	1,484.29	1,558.50	1,636.42	1,718.25
				35.34013	37.10714	38.96250	40.91062	42.95615
273	63	ENGINEERING SPECIALIST	1	83,818.96	88,009.91	92,410.41	97,030.93	101,882.48
Sch=M12				6,984.91	7,334.16	7,700.87	8,085.91	8,490.21
				1,611.90	1,692.50	1,777.12	1,865.98	1,959.28
				40.29758	42.31246	44.42808	46.64949	48.98196
284	25	ENGINEERING TECHNICIAN, ASSIST	0	71,867.85	75,461.24	79,234.30	83,196.02	87,355.82
Sch=M12				5,988.99	6,288.44	6,602.86	6,933.00	7,279.65
				1,382.07	1,451.18	1,523.74	1,599.92	1,679.92
				34.55185	36.27944	38.09341	39.99809	41.99799
275	26	ENGINEERING TECHNICIAN, ASSOC	6	77,182.85	81,041.99	85,094.09	89,348.79	93,816.23
Sch=M12				6,431.90	6,753.50	7,091.17	7,445.73	7,818.02
				1,484.29	1,558.50	1,636.42	1,718.25	1,804.16
				37.10714	38.96250	40.91062	42.95615	45.10396
280	27	ENGINEERING TECHNICIAN, JUNIOR	0	59,115.73	62,071.52	65,175.10	68,433.85	71,855.54
Sch=M12				4,926.31	5,172.63	5,431.26	5,702.82	5,987.96
				1,136.84	1,193.68	1,253.37	1,316.04	1,381.84
				28.42102	29.84208	31.33418	32.90089	34.54593
279	28	ENGINEERING TECHNICIAN, SENIOR	4	80,243.96	84,256.16	88,468.97	92,892.42	97,537.04
Sch=M12				6,687.00	7,021.35	7,372.41	7,741.04	8,128.09
				1,543.15	1,620.31	1,701.33	1,786.39	1,875.71
				38.57883	40.50777	42.53316	44.65982	46.89281
410	40	FACILITIES MAINTENANCE TRAINEE	0	45,937.03	48,233.88	50,645.57	53,177.85	55,836.74
Sch=PS1				3,828.09	4,019.49	4,220.46	4,431.49	4,653.06
				883.40	927.57	973.95	1,022.65	1,073.78
				22.08511	23.18937	24.34883	25.56627	26.84459
411	41	FACILITIES MAINTENANCE WORKER I	1	51,632.63	54,214.26	56,924.97	59,771.22	62,759.78
Sch=PS1				4,302.72	4,517.86	4,743.75	4,980.94	5,229.98
				992.94	1,042.58	1,094.71	1,149.45	1,206.92
				24.82338	26.06455	27.36777	28.73616	30.17297

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				STEP A	STEP B	STEP C	STEP D	STEP E
412	42	FACILITIES MAINTENANCE WORKER II	1	55,485.86	58,260.15	61,173.16	64,231.82	67,443.41
Sch=PS1				4,623.82	4,855.01	5,097.76	5,352.65	5,620.28
				1,067.04	1,120.39	1,176.41	1,235.23	1,296.99
				26.67589	28.00969	29.41017	30.88068	32.42472
413	43	FACILITIES MAINTENANCE WORKER, SENIOR	0	58,330.13	61,246.64	64,308.97	67,524.42	70,900.64
Sch=PS1				4,860.84	5,103.89	5,359.08	5,627.04	5,908.39
				1,121.73	1,177.82	1,236.71	1,298.55	1,363.47
				28.04333	29.44550	30.91777	32.46366	34.08685
414	20	FACILITIES MAINTENANCE WORKER, SUPERVISING	1	65,842.69	69,134.82	72,591.56	76,221.14	80,032.20
Sch=PS1				5,486.89	5,761.24	6,049.30	6,351.76	6,669.35
				1,266.21	1,329.52	1,395.99	1,465.79	1,539.08
				31.65514	33.23789	34.89979	36.64478	38.47702
950	18	FAMILY THERAPIST	3.75	72,310.30	75,925.81	79,722.10	83,708.20	87,893.61
Sch=M12				6,025.86	6,327.15	6,643.51	6,975.68	7,324.47
				1,390.58	1,460.11	1,533.12	1,609.77	1,690.26
				34.76457	36.50279	38.32793	40.24433	42.25654
444	51	FLEET SERVICES WORKER	1	45,937.07	48,233.92	50,645.62	53,177.90	55,836.79
Sch=PS				3,828.09	4,019.49	4,220.47	4,431.49	4,653.07
				883.41	927.58	973.95	1,022.65	1,073.78
				22.08513	23.18938	24.34886	25.56630	26.84461
274	59	GIS SPECIALIST	0	83,818.95	88,009.90	92,410.40	97,030.92	101,882.47
Sch=M12				6,984.91	7,334.16	7,700.87	8,085.91	8,490.21
				1,611.90	1,692.50	1,777.12	1,865.98	1,959.28
				40.29757	42.31245	44.42808	46.64948	48.98196
420	11	GROUNDSKEEPER TRAINEE	0	45,937.03	48,233.88	50,645.57	53,177.85	55,836.74
Sch=PS1				3,828.09	4,019.49	4,220.46	4,431.49	4,653.06
				883.40	927.57	973.95	1,022.65	1,073.78
				22.08511	23.18937	24.34883	25.56627	26.84459
421	12	GROUNDSKEEPER I	1	51,632.63	54,214.26	56,924.97	59,771.22	62,759.78
Sch=PS1				4,302.72	4,517.86	4,743.75	4,980.94	5,229.98
				992.94	1,042.58	1,094.71	1,149.45	1,206.92
				24.82338	26.06455	27.36777	28.73616	30.17297
422	13	GROUNDSKEEPER II	5	55,485.86	58,260.15	61,173.16	64,231.82	67,443.41
Sch=PS1				4,623.82	4,855.01	5,097.76	5,352.65	5,620.28
				1,067.04	1,120.39	1,176.41	1,235.23	1,296.99
				26.67589	28.00969	29.41017	30.88068	32.42472
423	14	GROUNDSKEEPER III	1	58,330.13	61,246.64	64,308.97	67,524.42	70,900.64
Sch=PS1				4,860.84	5,103.89	5,359.08	5,627.04	5,908.39
				1,121.73	1,177.82	1,236.71	1,298.55	1,363.47
				28.04333	29.44550	30.91777	32.46366	34.08685
424	04	GROUNDSKEEPER, SUPERVISING	1	65,842.69	69,134.82	72,591.56	76,221.14	80,032.20
Sch=PS1				5,486.89	5,761.24	6,049.30	6,351.76	6,669.35
				1,266.21	1,329.52	1,395.99	1,465.79	1,539.08
				31.65514	33.23789	34.89979	36.64478	38.47702

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				STEP A	STEP B	STEP C	STEP D	STEP E
244	61	HUMAN SERVICES SPECIALIST	1	68,495.21	71,919.97	75,515.97	79,291.77	83,256.36
Sch=M12				5,707.93	5,993.33	6,293.00	6,607.65	6,938.03
				1,317.22	1,383.08	1,452.23	1,524.84	1,601.08
				32.93039	34.57691	36.30575	38.12104	40.02710
228	16	INFORMATION TECHNOLOGY TECHNICIAN	4	60,400.99	63,421.04	66,592.09	69,921.69	73,417.77
Sch=M12				5,033.42	5,285.09	5,549.34	5,826.81	6,118.15
				1,161.56	1,219.64	1,280.62	1,344.65	1,411.88
				29.03894	30.49088	32.01543	33.61620	35.29700
271	57	INFORMATION TECHNOLOGY TECHNICIAN, SENIOR	1	66,441.09	69,763.14	73,251.30	76,913.86	80,759.55
Sch=M12				5,536.76	5,813.60	6,104.28	6,409.49	6,729.96
				1,277.71	1,341.60	1,408.68	1,479.11	1,553.07
				31.94283	33.53997	35.21697	36.97782	38.82671
426	52	LANDSCAPE MAINTENANCE SPECIALIST	3	62,483.24	65,607.40	68,887.77	72,332.16	75,948.77
Sch=PS1				5,206.94	5,467.28	5,740.65	6,027.68	6,329.06
				1,201.60	1,261.68	1,324.76	1,391.00	1,460.55
				30.04002	31.54202	33.11912	34.77508	36.51383
263	29	LIBRARIAN I	6.5	56,120.51	58,926.54	61,872.87	64,966.51	68,214.84
Sch=M12				4,676.71	4,910.55	5,156.07	5,413.88	5,684.57
				1,079.24	1,133.20	1,189.86	1,249.36	1,311.82
				26.98101	28.33007	29.74657	31.23390	32.79560
260	30	LIBRARIAN II	2	62,392.48	65,512.10	68,787.71	72,227.10	75,838.46
Sch=M12				5,199.37	5,459.34	5,732.31	6,018.93	6,319.87
				1,199.86	1,259.85	1,322.84	1,388.98	1,458.43
				29.99638	31.49620	33.07101	34.72457	36.46080
242	32	LIBRARY ASSISTANT	6.75	52,741.77	55,378.86	58,147.80	61,055.19	64,107.95
Sch=M12				4,395.15	4,614.91	4,845.65	5,087.93	5,342.33
				1,014.26	1,064.98	1,118.23	1,174.14	1,232.85
				25.35662	26.62445	27.95567	29.35346	30.82113
243	33	LIBRARY ASSISTANT, SUPERVISING	1	59,357.65	62,325.53	65,441.81	68,713.90	72,149.60
Sch=M12				4,946.47	5,193.79	5,453.48	5,726.16	6,012.47
				1,141.49	1,198.57	1,258.50	1,321.42	1,387.49
				28.53733	29.96420	31.46241	33.03553	34.68731
241	34	LIBRARY CLERK	4	46,197.34	48,507.21	50,932.57	53,479.20	56,153.16
Sch=M12				3,849.78	4,042.27	4,244.38	4,456.60	4,679.43
				888.41	932.83	979.47	1,028.45	1,079.87
				22.21026	23.32077	24.48681	25.71115	26.99671
400	16	MAINTENANCE TRAINEE	0	45,937.03	48,233.88	50,645.57	53,177.85	55,836.74
Sch=PS1				3,828.09	4,019.49	4,220.46	4,431.49	4,653.06
				883.40	927.57	973.95	1,022.65	1,073.78
				22.08511	23.18937	24.34883	25.56627	26.84459
401	17	MAINTENANCE WORKER I	4	51,632.63	54,214.26	56,924.97	59,771.22	62,759.78
Sch=PS1				4,302.72	4,517.86	4,743.75	4,980.94	5,229.98
				992.94	1,042.58	1,094.71	1,149.45	1,206.92
				24.82338	26.06455	27.36777	28.73616	30.17297

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				STEP A	STEP B	STEP C	STEP D	STEP E
402	18	MAINTENANCE WORKER II	4	55,485.86	58,260.15	61,173.16	64,231.82	67,443.41
Sch=PS1				4,623.82	4,855.01	5,097.76	5,352.65	5,620.28
				1,067.04	1,120.39	1,176.41	1,235.23	1,296.99
				26.67589	28.00969	29.41017	30.88068	32.42472
403	19	MAINTENANCE WORKER III	2	58,330.13	61,246.64	64,308.97	67,524.42	70,900.64
Sch=PS1				4,860.84	5,103.89	5,359.08	5,627.04	5,908.39
				1,121.73	1,177.82	1,236.71	1,298.55	1,363.47
				28.04333	29.44550	30.91777	32.46366	34.08685
442	22	MECHANIC	3	64,516.27	67,742.08	71,129.18	74,685.64	78,419.92
Sch=PS1				5,376.36	5,645.17	5,927.43	6,223.80	6,534.99
				1,240.70	1,302.73	1,367.87	1,436.26	1,508.08
				31.01744	32.56831	34.19672	35.90656	37.70188
440	23	MECHANIC SENIOR	1	70,199.38	73,709.35	77,394.82	81,264.56	85,327.79
Sch=PS1				5,849.95	6,142.45	6,449.57	6,772.05	7,110.65
				1,349.99	1,417.49	1,488.36	1,562.78	1,640.92
				33.74970	35.43719	37.20905	39.06950	41.02298
437	35	METER READER	1.25	46,197.34	48,507.21	50,932.57	53,479.20	56,153.16
Sch=M12				3,849.78	4,042.27	4,244.38	4,456.60	4,679.43
				888.41	932.83	979.47	1,028.45	1,079.87
				22.21026	23.32077	24.48681	25.71115	26.99671
251	15	NEIGHBORHOOD PRESERVATION OFFICER	2	77,182.85	81,041.99	85,094.09	89,348.79	93,816.23
Sch=M12				6,431.90	6,753.50	7,091.17	7,445.73	7,818.02
				1,484.29	1,558.50	1,636.42	1,718.25	1,804.16
				37.10714	38.96250	40.91062	42.95615	45.10396
287	37	PERMIT TECHNICIAN	2	55,140.62	57,897.65	60,792.53	63,832.16	67,023.77
Sch=M12				4,595.05	4,824.80	5,066.04	5,319.35	5,585.31
				1,060.40	1,113.42	1,169.09	1,227.54	1,288.92
				26.50991	27.83541	29.22718	30.68854	32.22297
291	60	PERMIT TECHNICIAN II	0	59,000.45	61,950.47	65,047.99	68,300.39	71,715.41
Sch=M12				4,916.70	5,162.54	5,420.67	5,691.70	5,976.28
				1,134.62	1,191.36	1,250.92	1,313.47	1,379.14
				28.36560	29.78388	31.27307	32.83673	34.47856
252	38	PLAN CHECK ENGINEER	0	95,355.32	100,123.09	105,129.24	110,385.70	115,904.99
Sch=M12				7,946.28	8,343.59	8,760.77	9,198.81	9,658.75
				1,833.76	1,925.44	2,021.72	2,122.80	2,228.94
				45.84390	48.13610	50.54290	53.07005	55.72355
258	41	PLANNER, ASSISTANT	1	76,944.10	80,791.30	84,830.87	89,072.41	93,526.03
Sch=M12				6,412.01	6,732.61	7,069.24	7,422.70	7,793.84
				1,479.69	1,553.68	1,631.36	1,712.93	1,798.58
				36.99236	38.84197	40.78407	42.82327	44.96444
257	42	PLANNER, ASSOCIATE	3	89,072.40	93,526.02	98,202.32	103,112.44	108,268.06
Sch=M12				7,422.70	7,793.84	8,183.53	8,592.70	9,022.34
				1,712.93	1,798.58	1,888.51	1,982.93	2,082.08
				42.82327	44.96443	47.21265	49.57329	52.05195

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261	22	PLANNER, SENIOR	3	93,526.04	98,202.34	103,112.46	108,268.08	113,681.48
Sch=M12				7,793.84	8,183.53	8,592.71	9,022.34	9,473.46
				1,798.58	1,888.51	1,982.93	2,082.08	2,186.18
				44.96444	47.21266	49.57330	52.05196	54.65456
231	43	POLICE CLERK	6	50,950.55	53,498.08	56,172.98	58,981.63	61,930.71
Sch=M12				4,245.88	4,458.17	4,681.08	4,915.14	5,160.89
				979.82	1,028.81	1,080.25	1,134.26	1,190.98
				24.49546	25.72023	27.00624	28.35655	29.77438
230	52	POLICE CLERK, SUPERVISING	1	63,493.49	66,668.16	70,001.57	73,501.65	77,176.73
Sch=M12				5,291.12	5,555.68	5,833.46	6,125.14	6,431.39
				1,221.03	1,282.08	1,346.18	1,413.49	1,484.17
				30.52572	32.05200	33.65460	35.33733	37.10420
237	55	POLICE IDENTIFICATION TECHNICIAN	1	64,726.36	67,962.68	71,360.81	74,928.85	78,675.29
Sch=M12				5,393.86	5,663.56	5,946.73	6,244.07	6,556.27
				1,244.74	1,306.97	1,372.32	1,440.94	1,512.99
				31.11844	32.67437	34.30808	36.02349	37.82466
236	54	PROPERTY AND EVIDENCE TECHNICIAN, SUPERVISING	1	61,644.16	64,726.37	67,962.69	71,360.82	74,928.86
Sch=M12				5,137.01	5,393.86	5,663.56	5,946.74	6,244.07
				1,185.46	1,244.74	1,306.97	1,372.32	1,440.94
				29.63662	31.11845	32.67437	34.30809	36.02349
235	44	PUBLIC SAFETY DISPATCHER	17	63,493.49	66,668.16	70,001.57	73,501.65	77,176.73
Sch=M12				5,291.12	5,555.68	5,833.46	6,125.14	6,431.39
				1,221.03	1,282.08	1,346.18	1,413.49	1,484.17
				30.52572	32.05200	33.65460	35.33733	37.10420
238	45	PUBLIC SAFETY DISPATCHER, SUPERVISING	2	73,543.92	77,221.12	81,082.18	85,136.29	89,393.10
Sch=M12				6,128.66	6,435.09	6,756.85	7,094.69	7,449.43
				1,414.31	1,485.02	1,559.27	1,637.24	1,719.10
				35.35765	37.12554	38.98182	40.93091	42.97745
220	46	PURCHASING SPECIALIST	1	60,042.85	63,044.99	66,197.24	69,507.10	72,982.46
Sch=M12				5,003.57	5,253.75	5,516.44	5,792.26	6,081.87
				1,154.67	1,212.40	1,273.02	1,336.68	1,403.51
				28.86675	30.31009	31.82560	33.41688	35.08772
233	65	RECYCLING SPECIALIST	1	68,495.19	71,919.95	75,515.95	79,291.75	83,256.34
Sch=M12				5,707.93	5,993.33	6,293.00	6,607.65	6,938.03
				1,317.22	1,383.08	1,452.23	1,524.84	1,601.08
				32.93038	34.57690	36.30575	38.12103	40.02709
267	47	REPROGRAPHICS TECHNICIAN	0.5	58,306.26	61,221.57	64,282.65	67,496.78	70,871.62
Sch=M12				4,858.86	5,101.80	5,356.89	5,624.73	5,905.97
				1,121.27	1,177.34	1,236.20	1,298.02	1,362.92
				28.03186	29.43345	30.90512	32.45038	34.07289
214	49	SENIOR CLERK	10.5	49,646.24	52,128.55	54,734.98	57,471.73	60,345.32
Sch=M12				4,137.19	4,344.05	4,561.25	4,789.31	5,028.78
				954.74	1,002.47	1,052.60	1,105.23	1,160.49
				23.86838	25.06180	26.31489	27.63064	29.01217

**CITY OF LIVERMORE  
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Appendix A

CLASS CODE	RANGE	CLASSIFICATION	NO. OF POSITIONS	SALARY RANGE @ ANNUAL, MONTHLY, WEEKLY, HRLY RATES				
				STEP A	STEP B	STEP C	STEP D	STEP E
405	39	TRAFFIC SIGNAL TECHNICIAN TRAINEE	0	56,149.55	58,957.03	61,904.88	65,000.12	68,250.13
Sch=PS1				4,679.13	4,913.09	5,158.74	5,416.68	5,687.51
				1,079.80	1,133.79	1,190.48	1,250.00	1,312.50
				26.99498	28.34473	29.76196	31.25006	32.81256
406	24	TRAFFIC SIGNAL TECHNICIAN	2	60,080.04	63,084.04	66,238.24	69,550.15	73,027.66
Sch=PS1				5,006.67	5,257.00	5,519.85	5,795.85	6,085.64
				1,155.39	1,213.15	1,273.81	1,337.50	1,404.38
				28.88463	30.32887	31.84531	33.43757	35.10945
408	53	TRAFFIC SIGNAL TECHNICIAN, SENIOR	1	63,084.11	66,238.32	69,550.24	73,027.75	76,679.14
Sch=PS1				5,257.01	5,519.86	5,795.85	6,085.65	6,389.93
				1,213.16	1,273.81	1,337.50	1,404.38	1,474.60
				30.32890	31.84535	33.43762	35.10950	36.86497
248	53	TRANSPORTATION ENGINEER, ASSOCIATE	1	95,436.94	100,208.79	105,219.23	110,480.19	116,004.20
Sch=M12				7,953.08	8,350.73	8,768.27	9,206.68	9,667.02
				1,835.33	1,927.09	2,023.45	2,124.62	2,230.85
				45.88314	48.17730	50.58617	53.11548	55.77125
211	50	TYPIST CLERK	4.75	46,197.34	48,507.21	50,932.57	53,479.20	56,153.16
Sch=M12				3,849.78	4,042.27	4,244.38	4,456.60	4,679.43
				888.41	932.83	979.47	1,028.45	1,079.87
				22.21026	23.32077	24.48681	25.71115	26.99671
396	44	WASTEWATER COLLECTIONS SYSTEMS TRAINEE	0	45,937.03	48,233.88	50,645.57	53,177.85	55,836.74
Sch=PS1				3,828.09	4,019.49	4,220.46	4,431.49	4,653.06
				883.40	927.57	973.95	1,022.65	1,073.78
				22.08511	23.18937	24.34883	25.56627	26.84459
397	45	WASTEWATER COLLECTIONS SYSTEMS WORKER I	3	51,632.63	54,214.26	56,924.97	59,771.22	62,759.78
Sch=PS1				4,302.72	4,517.86	4,743.75	4,980.94	5,229.98
				992.94	1,042.58	1,094.71	1,149.45	1,206.92
				24.82338	26.06455	27.36777	28.73616	30.17297
398	46	WASTEWATER COLLECTIONS SYSTEMS WORKER II	4	55,485.86	58,260.15	61,173.16	64,231.82	67,443.41
Sch=PS1				4,623.82	4,855.01	5,097.76	5,352.65	5,620.28
				1,067.04	1,120.39	1,176.41	1,235.23	1,296.99
				26.67589	28.00969	29.41017	30.88068	32.42472
399	47	WASTEWATER COLLECTIONS SYSTEMS WORKER III	1	58,330.13	61,246.64	64,308.97	67,524.42	70,900.64
Sch=PS1				4,860.84	5,103.89	5,359.08	5,627.04	5,908.39
				1,121.73	1,177.82	1,236.71	1,298.55	1,363.47
				28.04333	29.44550	30.91777	32.46366	34.08685
445	15	WATER DISTRIBUTION OPERATOR TRAINEE	2	45,937.03	48,233.88	50,645.57	53,177.85	55,836.74
Sch=PS1				3,828.09	4,019.49	4,220.46	4,431.49	4,653.06
				883.40	927.57	973.95	1,022.65	1,073.78
				22.08511	23.18937	24.34883	25.56627	26.84459
446	32	WATER DISTRIBUTION OPERATOR I	1	51,632.63	54,214.26	56,924.97	59,771.22	62,759.78
Sch=PS1				4,302.72	4,517.86	4,743.75	4,980.94	5,229.98
				992.94	1,042.58	1,094.71	1,149.45	1,206.92
				24.82338	26.06455	27.36777	28.73616	30.17297

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				STEP A	STEP B	STEP C	STEP D	STEP E
447	33	WATER DISTRIBUTION OPERATOR II	2	59,369.87	62,338.36	65,455.28	68,728.04	72,164.44
Sch=PS1				4,947.49	5,194.86	5,454.61	5,727.34	6,013.70
				1,141.73	1,198.81	1,258.76	1,321.69	1,387.78
				28.54321	29.97037	31.46888	33.04233	34.69444
448	34	WATER DISTRIBUTION OPERATOR III	1	64,163.17	67,371.33	70,739.90	74,276.90	77,990.74
Sch=PS1				5,346.93	5,614.28	5,894.99	6,189.74	6,499.23
				1,233.91	1,295.60	1,360.38	1,428.40	1,499.82
				30.84768	32.39006	34.00957	35.71005	37.49555
465	66	WR ASSET MANAGEMENT SPECIALIST	1	83,818.97	88,009.92	92,410.42	97,030.94	101,882.49
Sch=M12				6,984.91	7,334.16	7,700.87	8,085.91	8,490.21
				1,611.90	1,692.50	1,777.12	1,865.98	1,959.28
				40.29758	42.31246	44.42809	46.64949	48.98197
456	37	WATER RESOURCES COORDINATOR	4	72,988.08	76,637.48	80,469.35	84,492.82	88,717.46
Sch=PS1				6,082.34	6,386.46	6,705.78	7,041.07	7,393.12
				1,403.62	1,473.80	1,547.49	1,624.86	1,706.11
				35.09042	36.84494	38.68719	40.62155	42.65263
463	25	WR INSTRUMENT CONTROL TECHNICIAN	3	68,214.87	71,625.61	75,206.89	78,967.23	82,915.59
Sch=PS1				5,684.57	5,968.80	6,267.24	6,580.60	6,909.63
				1,311.82	1,377.42	1,446.29	1,518.60	1,594.53
				32.79561	34.43539	36.15716	37.96501	39.86326
462	26	WR LABORATORY TECHNICIAN	2	60,242.78	63,254.92	66,417.67	69,738.55	73,225.48
Sch=PS1				5,020.23	5,271.24	5,534.81	5,811.55	6,102.12
				1,158.52	1,216.44	1,277.26	1,341.13	1,408.18
				28.96288	30.41102	31.93157	33.52815	35.20456
458	27	WR MECHANIC I	3	62,050.07	65,152.57	68,410.20	71,830.71	75,422.25
Sch=PS1				5,170.84	5,429.38	5,700.85	5,985.89	6,285.19
				1,193.27	1,252.93	1,315.58	1,381.36	1,450.43
				29.83176	31.32335	32.88952	34.53400	36.26070
459	28	WR MECHANIC II	2	69,839.14	73,331.10	76,997.65	80,847.53	84,889.91
Sch=PS1				5,819.93	6,110.93	6,416.47	6,737.29	7,074.16
				1,343.06	1,410.21	1,480.72	1,554.76	1,632.50
				33.57651	35.25534	37.01810	38.86900	40.81246
451	29	WR OPERATOR - GRADE I	1	63,103.40	66,258.57	69,571.50	73,050.08	76,702.58
Sch=PS1				5,258.62	5,521.55	5,797.63	6,087.51	6,391.88
				1,213.53	1,274.20	1,337.91	1,404.81	1,475.05
				30.33817	31.85508	33.44784	35.12023	36.87624
453	48	WR OPERATOR - GRADE II	1	66,250.10	69,562.61	73,040.74	76,692.78	80,527.42
Sch=PS1				5,520.84	5,796.88	6,086.73	6,391.07	6,710.62
				1,274.04	1,337.74	1,404.63	1,474.86	1,548.60
				31.85101	33.44356	35.11574	36.87153	38.71511
452	30	WR OPERATOR - GRADE III	8	71,642.86	75,225.00	78,986.25	82,935.56	87,082.34
Sch=PS1				5,970.24	6,268.75	6,582.19	6,911.30	7,256.86
				1,377.75	1,446.63	1,518.97	1,594.91	1,674.66
				34.44368	36.16587	37.97416	39.87287	41.86651

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				STEP A	STEP B	STEP C	STEP D	STEP E
455	31	WR OPERATOR - TRAINEE	0	53,048.78	55,701.22	58,486.28	61,410.59	64,481.12
Sch=PS1				4,420.73	4,641.77	4,873.86	5,117.55	5,373.43
				1,020.17	1,071.18	1,124.74	1,180.97	1,240.02
				25.50422	26.77943	28.11840	29.52432	31.00054
457	49	WR SENIOR OPERATOR	0	75,236.06	78,997.86	82,947.75	87,095.14	91,449.90
Sch=PS1				6,269.67	6,583.16	6,912.31	7,257.93	7,620.83
				1,446.85	1,519.19	1,595.15	1,674.91	1,758.65
				36.17118	37.97974	39.87873	41.87266	43.96630
461	35	WR SOURCE CONTROL INSPECTOR	3	69,512.44	72,988.06	76,637.46	80,469.33	84,492.80
Sch=PS1				5,792.70	6,082.34	6,386.46	6,705.78	7,041.07
				1,336.78	1,403.62	1,473.80	1,547.49	1,624.86
				33.41944	35.09041	36.84493	38.68718	40.62154
460	36	WR SOURCE CONTROL TECHNICIAN	0	66,228.03	69,539.43	73,016.40	76,667.22	80,500.58
Sch=PS1				5,519.00	5,794.95	6,084.70	6,388.94	6,708.38
				1,273.62	1,337.30	1,404.16	1,474.37	1,548.09
				31.84040	33.43242	35.10404	36.85924	38.70220
464	50	WR SUPERVISING OPERATOR	2	82,754.13	86,891.84	91,236.43	95,798.25	100,588.16
Sch=PS1				6,896.18	7,240.99	7,603.04	7,983.19	8,382.35
				1,591.43	1,671.00	1,754.55	1,842.27	1,934.39
				39.78564	41.77492	43.86367	46.05685	48.35969
952	51	YOUTH SERVICES CASE COORDINATOR	1	65,894.67	69,189.40	72,648.87	76,281.31	80,095.38
Sch=M12				5,491.22	5,765.78	6,054.07	6,356.78	6,674.62
				1,267.21	1,330.57	1,397.09	1,466.95	1,540.30
				31.68013	33.26413	34.92734	36.67371	38.50739
<b>TOTAL POSITIONS</b>			<b>234.250</b>					

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