



**MEMORANDUM OF UNDERSTANDING**

**BETWEEN**

**THE CLAREMONT MANAGEMENT  
ASSOCIATION**

**AND**

**THE CITY OF CLAREMONT**

**JULY 1, 2024 – JUNE 30, 2027**

# CLAREMONT MANAGEMENT ASSOCIATION

July 1, 2024 – June 30, 2027

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**CITY OF CLAREMONT  
AND  
CLAREMONT MANAGEMENT ASSOCIATION**

**MEMORANDUM OF UNDERSTANDING**

**ARTICLE I – PREAMBLE**

It is the intent and purpose of this Memorandum of Understanding (herein known as MOU) to set forth the understanding of the parties reached as a result of meeting and conferring in good faith regarding matters relating to wages, hours, and terms and conditions of employment between employees represented by the Claremont Management Association (CMA, herein referred to as “Association”) and representatives of the City of Claremont (City, herein referred to as “City”).

**ARTICLE II – RECOGNITION**

The Association shall represent current management positions and those that may be created in the future, with the exception of those currently listed below as unrepresented management. The bargaining unit currently includes all employees who are employed by the City in any of the following classifications:

Police Chief  
Community Development Director  
Community Services Director  
Recreation and Human Services Director  
City Clerk  
City Engineer  
City Planner  
Information Technology Officer  
Public Information Officer  
Recreation and Human Services Manager  
Community Services Manager  
Building Official  
Deputy Director of Community Services  
Deputy Director of Recreation and Human Services  
Finance Manager

The City and CMA agree that unrepresented management classifications that act on behalf of the City in labor negotiations/employee relations capacities shall not be represented by CMA. The following classifications shall be unrepresented miscellaneous management classifications: Assistant City Manager; Deputy City Manager; Assistant to the City Manager; Finance Director; Principal/Supervising Human Resources Analyst/Officer; and Human Resources Manager.

If, during the term of this MOU, the City’s unrepresented management classifications receives a general salary increase or any other enhancement to their overall compensation, City agrees to reopen this agreement. The City and CMA agree that this stipulation does not include reclassifications; promotions; or merit step increases.

**ARTICLE III – ASSOCIATION RIGHTS**

Employees of the City shall have the right to form, join, and participate in the activities of employee organizations of their own choosing for the purpose of representation on all matters of employer-

employee organizations and shall have the right to represent themselves individually in their employment relations with the City. No employee shall be interfered with, intimidated, restrained, coerced, or discriminated against by the City, another employee, or any employee organization because of their exercise of these rights. CMA representatives shall have reasonable access to City facilities and equipment and may conduct a reasonable amount of Association business during normal working hours. CMA may not use non-member City personnel to work on CMA business.

#### **ARTICLE IV – DUES DEDUCTION**

As of July 1, 2024, CMA has advised the City that it does not collect dues from its members. Should CMA begin to collect dues from its members at a later date, the following provisions shall apply:

Each pay period, the Association shall provide the City with an authorized deduction report, which includes bargaining unit members who have authorized the deduction of Association dues and the deduction amounts for each member. The City shall deduct such dues from the bargaining unit members' paychecks and remit those deductions to the Association within five (5) business days of each payday. Such deductions shall remain in full force and effect until and so long as the Association remains a formally-recognized employee organization in the City.

The Association shall be solely responsible for the accuracy of its report as well as for any and all indemnification of bargaining unit members in the event of errors or disputes arising out of dues deductions pursuant to this Article.

In addition, the Association shall (1) hold the City, its elected officials, officers, employees, and agents harmless and (2) indemnify the City for any claims and costs, legal or otherwise, associated with disputes or litigation from any and all claims, demands, suits, or other actions arising out of dues deductions pursuant to this Article.

#### **ARTICLE V – MANAGEMENT RIGHTS**

The rights of the City include, but are not limited to: the exclusive right to determine the mission of its constituent departments, commissions, and boards; set standards of service; determine the procedures and standards of selection for employment and promotion; direct its employees; take disciplinary action; relieve its employees from duty because of lack of work or for other legitimate reasons; maintain the efficiency of governmental operations; determine the methods, means, and personnel by which government operations are to be conducted; determine when work shall be contracted or transferred out of the units; determine the appropriate content of job classifications; take all necessary actions to carry out its mission in emergencies; and exercise complete control and discretion over its organization and the technology of performing its work. The inclusion of such rights in a list of City rights, and the right of the City to act on such rights, shall not be subject to grievance.

#### **ARTICLE VI – NON-DISCRIMINATION**

Consistent with state and federal law, there shall be no discrimination or harassment of any kind based on any statutorily (federal, state, or local) protected class, including but not limited to: race, religious creed (including religious dress and grooming practices), color, national origin (includes language use and possession of a driver's license issued to persons unable to provide their presence in the United States is authorized under federal law), ancestry, Disability (mental and physical including HIV/AIDS, cancer, and genetic characteristics) medical condition (including genetic characteristics, cancer or a record or history of cancer), genetic information, marital status, sex, gender identity, gender expression, age (over 40), sexual orientation, pregnancy (including childbirth, breastfeeding and/or related medical conditions), political affiliation, military and veteran status, request for family care leave, request for leave for an employee's own serious health condition, request for Pregnancy Disability Leave,

membership status in bargaining unit or legitimate bargaining unit activities, against any employee or applicant for employment by any member of the CMA Unit, the City or by anyone employed by the City.

This equal opportunity and non-discrimination policy applies to all employees in connection with their employment, including but not limited to, promotion, transfer, demotion, layoff, and termination.

## **ARTICLE VII – SALARIES**

The Association agrees to Negotiated Salary Increases (NSIs) in the amounts of 9% effective July 1, 2024, 3% effective July 1, 2025, and 3% effective July 1, 2026. Compensation shall be determined on a monthly basis and shall be fixed according to the responsibilities to be fulfilled and shall not be based on a fixed number of hours per week, nor shall it be affected by variations in work schedules. A table containing all CMA classifications and their associated salary step ranges can be found in Exhibit A.

**38-Hour Workweek** - The workday is 9.5 hours, and the workweek is Monday through Thursday, unless an alternate 38-hour workweek (i.e. Tuesday through Friday) is operationally necessary as determined by the applicable Department Head and approved by the City Manager.

## **ARTICLE VIII – RETIREMENT**

### **1. PERS Plan Formula -**

- A. **Classic Member:** A classic member is defined as an employee who meets the definition of a “classic” member for purposes of retirement pension benefits in accordance with the Public Employees’ Pension Reform Act of 2013 (PEPRA). This includes employees who were hired before January 1, 2013, in the California Public Employees’ Retirement System (CalPERS) or a reciprocal retirement system with no break in service longer than six (6) months. CalPERS ultimately determines who is a classic member in compliance with the law.

Classic member miscellaneous employees hired prior to March 19, 2012, shall receive the 2.5% at 55 formula (First Tier). Classic member miscellaneous employees hired after March 19, 2012 shall receive 2% at 55 formula (Second Tier). Classic member safety employees hired prior to March 19, 2012, shall receive the 3% at 50 formula (First Tier). Classic member safety employees hired after March 19, 2012, shall receive the 3% at 55 formula (Second Tier).

- B. **New Member:** A new member is defined as an employee who meets the definition of a “new” member for purposes of retirement pension benefits in accordance with PEPRA. This includes employees hired into a regular position on or after January 1, 2013, or former members who have more than a six (6) month break in service. CalPERS ultimately determines who is a new member in compliance with the law.

New member miscellaneous employees shall receive the 2% at 62 formula (Third Tier). New member safety employees shall receive the 2.7% at 55 formula (Third Tier).

2. **PERS Highest Pension Calculation Compensation Period** - The City shall continue to provide the Single Highest One Year Final Compensation Pension calculation benefit to current employees. Employees hired after March 19, 2012, shall receive the Three-Year Final Compensation Pension calculation benefit.
3. **PERS Benefits** - The City shall provide employees with the following benefits/provisions:

- a) Credit for unused sick leave (Government Code Section 20965).
- b) 1959 Survivor Benefit (Third Level Benefit).
- c) **Classic Member:** Miscellaneous employees hired prior to March 19, 2012, shall contribute on a tax-deferred basis 8% toward the PERS employee share. Miscellaneous employees hired after March 19, 2012, shall contribute on a tax-deferred basis 7% toward the PERS employee share. Safety employees shall contribute 9% toward the PERS employee share.

**New Member:** Miscellaneous employees hired after January 1, 2013, shall contribute on a tax-deferred basis six and one-half (6.5)% or fifty (50)% of the total normal cost (as determined by CalPERS) (whichever is greater) toward the PERS employee share. Safety employees shall contribute 13% or 50% of the total normal cost (whichever is greater) toward the PERS employee share.

Both City and employee contributions shall at the time of separation belong to the employee.

All other PERS contract options and policies in effect as of the ratification of this MOU shall continue.

## **ARTICLE IX – FLEXIBLE BENEFIT PLAN**

The City's Flexible Benefit Plan shall include, for the employee and eligible dependents, City sponsored health insurance including medical, dental, and vision insurance. The Flexible Benefit Plan shall also include, for the employee only, available supplemental benefit options.

The City shall contribute \$1,500 per month toward the Flexible Benefit Plan. Should the total cost of premiums for benefits selected under the plan exceed the City's monthly contribution, the overage will be paid by the employee via pre-tax payroll deductions.

Employees who do not use the full amount of the Flexible Benefit shall receive the remaining amount as taxable income ("cash-in-lieu-of-benefits"). Effective July 1, 2024, the cash-in-lieu-of-benefits amount was capped at \$1,014 for existing full-time benefitted employees. Employees hired in a full-time/benefit-eligible capacity on or after July 1, 2024 are not eligible to receive cash-in-lieu-of-benefits.

For the sake of clarification, the following are situational examples:

Scenario 1: Employee "A" was hired on 2/22/22. Employee "A" receives medical through their spouse but takes dental (example cost \$100) and vision (example cost \$30) through the City. Employee "A" currently cashes out the remaining value (\$1,014 - \$130 = \$884). Employee "A" would continue to cash out \$884 effective 7/1/24 as the "cash out cap" will remain at \$1,014 for existing employees. If Employee "A" decided to take additional benefits during open enrollment in 2024 or any future year, the "cash out cap" would remain at \$1,014 (i.e., if Employee A adds STD at an example cost of \$60, the new cash out value would be \$824).

Scenario 2: Employee "B" gets hired on 7/2/24. Employee "B" receives medical and supplemental benefits through the City in the amount of \$800. Employee "B" pays no out of pocket cost for their benefits, and receives no cash out from the City.

Scenario 3: Employee "C" was hired on 1/12/2000. Employee "C" receives medical and supplemental benefits through the City in the amount of \$1,200. Employee "C" pays no out of pocket cost for their benefits, and receives no cash out from the City.

Scenario 4: Employee “D” was hired on 1/5/2005. Employee “D” receives medical through their spouse and does not take any benefits from the City. Employee “D” receives a \$1,014 cash out. If Employee “D” experiences a qualifying life event and desires to obtain City medical and dental coverage, the selected benefits would be deducted from the \$1,500 monthly Flexible Benefit Plan Allocation. For example, if Employee “D” enrolled in medical and dental at a cost of \$1,400 per month, Employee “D” would pay no out-of-pocket expenses and would receive no cash out.

Scenario 5: Employee “E” was hired on 2/8/2023. Employee “E” takes family medical through the City. Employee “E” decides to receive medical through their spouse and forego any City benefits during open enrollment. Employee “E” would be eligible to cash out \$1,014 per month.

If an employee has medical through other means and they are able to submit proof of other “group” coverage, eligible employees will receive the Flexible Benefit amount as taxable income (if eligible as outlined above based on full-time hire date). In order to be eligible for cash-in-lieu-of-benefits, the employee must be able to demonstrate to the City’s satisfaction that they are enrolled in a qualified health plan that provides “minimum essential coverage” (as defined by the Affordable Care Act) through another source (other than coverage in the individual market, whether or not obtained through Covered California) and will not incur penalties under the ACA.

## **ARTICLE X – SAFETY BENEFITS (POLICE CHIEF)**

While CMA exclusively represents the Police Chief classification, the City and CMA agree that the Police Chief shall receive the same Longevity Pay; Education/POST/Management Certificate Incentive Pay; Holiday Pay; Uniform Allowance and Reimbursement; and Flexible Benefit Plan benefits as Claremont Police Management Association (CPMA) members. The Police Chief shall also receive the same Floating Holidays as the CPMA Unit members. As of July 1, 2024, these benefits are as follows:

### **A. CPMA LONGEVITY PAY**

Beginning with the twentieth (20<sup>th</sup>) year as a full-time Police Department employee with the City of Claremont, an employee shall receive an additional five percent (5%) of their base rate of pay per month. Longevity pay shall be paid on a bi-weekly basis.

### **B. CPMA EDUCATION/POST/MANAGEMENT CERTIFICATE INCENTIVE PAY**

CPMA members may qualify for one Incentive Pay premium in each category listed below. Effective July 1, 2024, the total “Incentive Pay” premium will be capped at \$1,000 per month.

- a. Education Incentive Pay (not stackable, one or the other only)
  - i. Bachelor’s Degree \$500 per month
  - ii. Master’s Degree \$700 per month
- b. POST Incentive Pay (not stackable, one or the other only)
  - i. Supervisory Certificate \$400 per month
  - ii. Management Certificate \$500 per month
- c. Advanced Management Incentive Pay
  - i. SLI \$700 per month

To qualify for Education Incentive Pay, CPMA members shall submit a Bachelor’s Degree or a Master’s Degree diploma from an accredited institution to the Human Resources Division. For payroll purposes, qualification for this benefit is based on the date the CPMA member submits a copy of their qualifying diploma to the Human Resources Division (i.e., CPMA members are not eligible for “back pay” or “retroactive pay” based on the date on their diplomas).

To qualify for the POST Incentive Pay, the CPMA member shall submit a Supervisory or Management certificate issued from the Commission on Peace Officer Standards and Training (POST) to the Human Resources Division. Qualifying for the POST Incentive Pay alone does not qualify the CPMA member to receive this benefit; the CPMA member only qualifies to receive this benefit upon issuance of the certificate by POST. For payroll purposes, the date stamped on the issued POST certificate will be considered the qualification date (i.e., CPMA members are not eligible for “back pay” or “retroactive pay” for POST certificates submitted).

To qualify for the Advanced Management Incentive Pay, CPMA members shall submit a completion certificate issued by the Sherman Block Supervisory Leadership Institute (SLI) to the Human Resources Division. For payroll purposes, qualification for this benefit is based on the date the CPMA member submits a copy of their qualifying certificate to the Human Resources Division (i.e., CPMA members are not eligible for “back pay” or “retroactive pay” based on the date on their certificates).

### **C. CPMA HOLIDAY PAY**

All CPMA members are entitled to the following holidays with pay, and such other days as may be designated by action of the City Manager or the City Council:

1. New Year's Day (January 1<sup>st</sup>)
2. Martin Luther King's Birthday (The third Monday in January)
3. President's Day (The third Monday in February)
4. Memorial Day (The last Monday in May)
5. Juneteenth (June 19<sup>th</sup>)
6. Independence Day (July 4<sup>th</sup>)
7. Labor Day (The first Monday in September)
8. Veteran's Day (November 11<sup>th</sup>)
9. Thanksgiving Day (Fluctuates - Thursday in November)
10. The Friday after Thanksgiving Day
11. Christmas Day (December 25<sup>th</sup>)

The specific days that CPMA members will observe the holiday may be determined by the City Council and/or the City Manager. The City Manager is empowered to determine whether the City shall observe special days of declaration by the President or Governor as a day of public fast, thanksgiving, mourning or holiday, as well as determine if Christmas Eve, and/or any other day shall be a holiday.

### **Floating Holiday Hours**

All CPMA members shall receive forty-three (43) floating holiday hours each calendar year, which shall be credited to the employee the first pay period in January.

All CPMA members may also accrue additional floating holiday hours during the calendar year in lieu of receiving holiday pay. Such hours shall be accrued at straight time.

Floating holiday may be used at any time subject to: 1) use in at least one (1) hour increments; and 2) one (1) week advance approval unless waived by the Department Head. In the case of emergency of unforeseen circumstance, the one (1) week notification requirement may be waived.

CPMA members may cash out up to forty (40) floating holiday hours each calendar year. These hours shall be compensable on the pay date closest to December 1 of calendar year.



Any remaining floating holiday hours must be used by December 31 of the same calendar year or shall be forfeited.

Upon separation of employment, CPMA members shall be compensated for any unused floating holiday hours.

**D. CPMA UNIFORM ALLOWANCE AND REIMBURSEMENT**

The City shall supply employees with needed and required uniforms, safety equipment, and any other equipment which is mandatory for a particular job assignment.

Allowance: All CPMA members assigned to a regular position requiring a police uniform shall receive fifteen dollars (\$15) per month, and all CPMA members assigned to a regular position requiring business attire other than a police uniform shall receive twenty dollars (\$20) per month, for each month of service in said assignment.

Reimbursement: CPMA members shall be eligible to receive reimbursement of up to eight hundred dollars (\$800) per fiscal year for uniform and equipment purchases. All purchases shall follow City and Police Department policy and reimbursement shall occur upon submittal of proof of purchase receipts. Eligible reimbursement includes but is not limited to ammunition, specialized training classes, weapon equipment, and approved duty weapon (one (1) time during an eight (8) year period).

**E. CPMA FLEXIBLE BENEFIT PLAN**

The City's Flexible Benefit Plan shall include, for the employee and eligible dependents, City sponsored health insurance including medical, dental, and vision insurance. The Flexible Benefit Plan shall also include, for the employee only, available supplemental benefit options.

The City shall contribute \$1,500 per month toward the Flexible Benefit Plan. Should the total cost of premiums for benefits selected under the plan exceed the City's monthly contribution, the overage will be paid by the employee via pre-tax payroll deductions.

Employees who do not use the full amount of the Flexible Benefit shall receive the remaining amount as taxable income ("cash-in-lieu-of-benefits"). Effective July 1, 2024, the cash-in-lieu-of-benefits amount was capped at \$1,294 for existing full-time benefitted employees. Employees hired in a full-time/benefit-eligible capacity on or after July 1, 2024 are not eligible to receive cash-in-lieu-of-benefits.

For the sake of clarification, the following are situational examples:

Scenario 1: Employee "A" was hired on 2/22/22. Employee "A" receives medical through their spouse but takes dental (example cost \$100) and vision (example cost \$30) through the City. Employee "A" currently cashes out the remaining value (\$1,294 - \$130 = \$1,164). Employee "A" would continue to cash out \$1,164 effective 7/1/24 as the "cash out cap" will remain at \$1,294 for existing employees. If Employee "A" decided to take additional benefits during open enrollment in 2024 or any future year, the "cash out cap" would remain at \$1,294 (i.e., if Employee A adds STD at an example cost of \$60, the new cash out value would be \$1,104).

Scenario 2: Employee "B" gets hired on 7/2/24. Employee "B" receives medical and supplemental benefits through the City in the amount of \$800. Employee "B" pays no out of pocket cost for their benefits, and receives no cash out from the City.

Scenario 3: Employee “C” was hired on 1/12/2000. Employee “C” receives medical and supplemental benefits through the City in the amount of \$1,400. Employee “C” pays no out of pocket cost for their benefits, and receives no cash out from the City.

Scenario 4: Employee “D” was hired on 1/5/2005. Employee “D” receives medical through their spouse and does not take any benefits from the City. Employee “D” receives a \$1,294 cash out. If Employee “D” experiences a qualifying life event and desires to obtain City medical and dental coverage, the selected benefits would be deducted from the \$1,500 monthly Flexible Benefit Plan Allocation. For example, if Employee “D” enrolled in medical and dental at a cost of \$1,400 per month, Employee “D” would pay no out-of-pocket expenses and would receive no cash out.

Scenario 5: Employee “E” was hired on 2/8/2023. Employee “E” takes family medical through the City. Employee “E” decides to receive medical through their spouse and forego any City benefits during open enrollment. Employee “E” would be eligible to cash out \$1,294 per month.

If an employee has medical through other means and they are able to submit proof of other “group” coverage, eligible employees will receive the Flexible Benefit amount as taxable income (if eligible as outlined above based on full-time hire date). In order to be eligible for cash-in-lieu-of-benefits, the employee must be able to demonstrate to the City’s satisfaction that they are enrolled in a qualified health plan that provides “minimum essential coverage” (as defined by the Affordable Care Act) through another source (other than coverage in the individual market, whether or not obtained through Covered California) and will not incur penalties under the ACA.

## **ARTICLE XI – RETIREE MEDICAL INSURANCE**

The City shall continue to offer retirees the option to participate in group medical programs offered by the City. CMA employees that retired before August 1, 2011, shall continue to be eligible for retiree group medical coverage at the retiree’s expense minus the City’s current retiree-only \$32.20 monthly contribution. CMA employees that retire after August 1, 2011, may continue retiree group medical coverage at their own expense.

## **ARTICLE XII – DEFERRED COMPENSATION/RETENTION INCENTIVE PROGRAM**

Employees may participate in a 457 deferred compensation/supplemental retirement savings account. Through tax-deferred payroll deductions, employees are eligible to deposit funds into their account, up to the maximum allowed by law.

Beginning with an employee’s third year of service, the City will match up to 1% of their base pay into their 457 deferred compensation account. This amount increases to 2% beginning with the employee’s fifth year of service; 3% beginning with the employee’s sixth year of service; 4% beginning with the employee’s eighth year of service; and 5% beginning with the employee’s tenth year of service. For employees hired before July 1, 2024, the employee’s match may come from any amount leftover from the City’s contribution toward the Flexible Benefit Plan up to \$1,014 (\$1,294 for Police Chief), or the employee’s salary, and shall not be taxable.

## **ARTICLE XIII – LIFE INSURANCE**

The City shall provide and contribute the premiums for a \$75,000 life insurance policy for each employee and a \$10,000 life insurance policy for dependents of employees.

## **ARTICLE XIV – LONG-TERM DISABILITY**

The City provides a long-term disability insurance plan which provides, after a 60-day waiting period, 66.66% of base pay, up to a maximum of \$8,000 per month, until an employee is medically able to return to work or reaches age 65, whichever occurs first. This benefit is in case the employee sustains a non-work-related illness or injury that results in their inability to work for a long period of time.

## **ARTICLE XV – HOLIDAYS**

### **A. Holidays**

All Unit employees are entitled to the following holidays with pay each calendar year and such holidays as may be designated by action of the City Manager and/or the City Council:

- New Year's Day (January 1<sup>st</sup>)
- Martin Luther King, Jr. Day (The third Monday in January)
- Presidents' Day (The third Monday in February)
- Memorial Day (The last Monday in May)\*
- Juneteenth (June 19<sup>th</sup>)
- Independence Day (July 4<sup>th</sup>)\*
- Labor Day (The first Monday in September)
- Veteran's Day (November 11<sup>th</sup>)\*
- Thanksgiving Day (The fourth Thursday in November)
- Christmas Day (December 25<sup>th</sup>)

Each holiday shall be valued at 9.5 hours. The specific days that employees will observe the holiday may be determined by the City Council and/or the City Manager. The City Manager is empowered to determine whether the City shall observe special days of declaration by the President or Governor as a day of public fast, thanksgiving, mourning or holiday, as well as determine if Christmas Eve, and/or any other day shall be a holiday.

### **B. Floating Holidays**

All Unit employees shall receive 18.5 floating holiday hours each calendar year.

Unit employees who are required to work special events that fall on specified holidays\* (noted by asterisk above) will be allowed to "flex" their time in exchange for actual hours worked on specified holidays. The "flex" time will reflect the value of the holiday shift worked and shall be used within a one-week period of the holiday. For example, if a Unit employee works 4.0 hours on an Independence Day holiday that falls on a Monday, the Unit employee may use "flex" time to work 4.0 fewer hours during the following week.

In addition, employees shall have holiday hours converted to floating holiday hours when any of the ten (10) holidays fall on the employee's scheduled day off work. For example, with the Monday through Thursday schedule, any holiday that falls on a Friday, Saturday, or Sunday shall be converted from 9.5 holiday hours to 9.5 floating holiday hours.

All floating holiday hours are credited to employees on January 1 of each calendar year. Employees hired mid-year would receive prorated holiday hours.

All floating holiday hours may be used in conjunction with vacation. Use of the floating holiday requires two (2) work days advance notice.

All floating holiday hours must be used by December 31 of the same calendar year or shall be forfeited.

Upon separation of employment, employees shall be compensated for any unused floating holiday hours.

**C. City Hall and Administrative Offices Closure**

City Hall and Administrative Offices will be closed on the following dates:

Tuesday, December 24, 2024, thru Wednesday, January 1, 2025;  
Wednesday, December 24, 2025, thru Thursday, January 1, 2026; and  
Thursday, December 24, 2026, thru Friday, January 1, 2027.

Employees shall be required to use their own accumulated vacation, floating holiday, and/or administrative leave during that period for days not specified as a holiday above. The need for an employee to work during this week is at the discretion of the Department Head, in consultation with the City Manager.

**ARTICLE XVI – VACATION ACCRUAL**

During their first year of service, CMA members shall accrue 96 hours of paid vacation annually, on a pro-rata basis (3.69 hours per pay period).

Following the completion of the first year of full-time continuous service, CMA members shall accrue 120 hours of paid vacation annually, on a pro-rata basis (4.62 hours per pay period).

Following completion of their ninth year of full-time continuous service, and every year of service thereafter, CMA members shall accrue 160 hours of paid vacation annually, on a pro-rata basis (6.15 hours per pay period).

Employees may take accrued vacation after the first 6 months of employment.

For purposes of this section, authorized leave of absences with pay shall count toward years of service.

Employees may carry on the books maximum vacation hours of twice their accrual rate. For example, employees with up to 9 years of service may carry 240 vacation hours on the books. Employees with 10 or more years of service may carry 320 vacation hours on the books.

Upon separation of employment, employees shall be compensated for any unused vacation hours.

**ARTICLE XVII – LONGEVITY LEAVE BONUS**

In recognition of long-term service, beginning with an employee’s 10<sup>th</sup> year of service and every 5 years thereafter (15<sup>th</sup>, 20<sup>th</sup>, 25<sup>th</sup>, 30<sup>th</sup>, etc.), they shall receive on their anniversary date a one-time longevity leave bonus of 80 hours. This is in addition to the vacation hours accrued and described above.

All longevity leave hours must be used within a twelve-month period from the date of receipt or shall be forfeited unless extended by the City Manager.

Upon separation of employment, employees shall be compensated for any unused longevity leave bonus hours remaining on the books at the time of separation.

## **ARTICLE XVIII – AUTO ALLOWANCE**

### A. Car Allowance Category 1

1. Exhibit A denotes employees with Car Allowance Category 1.
2. All such employees receive a car allowance in the amount of \$450 per month, payable in biweekly installments. Such allowance is not intended to cover mileage reimbursement for business trips in excess of 150 miles in a single roundtrip. Such excess miles (over 150 miles in a single roundtrip) shall be compensated at the current IRS standard mileage rate.
3. This car allowance is separate from base pay.
4. Per Administrative Policy 10-13, Assignment and Use of City Vehicles, the Police Chief and Community Services Director may, at their sole discretion, elect to waive their car allowance and instead be assigned a City vehicle to utilize for City business and reasonable personal use, including commuting to and from work.

### B. Car Allowance Category 2

1. Exhibit A denotes employees with Car Allowance Category 2.
2. All such employees receive a car allowance in the amount of \$350 per month, payable in biweekly installments. Such allowance is not intended to cover mileage reimbursement for business trips in excess of 150 miles in a single roundtrip. Such excess miles (over 150 miles in a single roundtrip) shall be compensated at the current IRS standard mileage rate.
3. This car allowance is separate from base pay.

## **ARTICLE XIX - TECHNOLOGY REIMBURSEMENT**

CMA members are expected to be accessible 24-hours a day, seven days a week unless they are on approved leave and have designated a replacement in their absence. To be available 24-hours a day, members must have access to certain communication devices that they may not have otherwise purchased for personal use to include home-based internet connection, home landline, cellular phone and data plan, and other portable devices capable of receiving and sending messages. Because these technologies are required to maintain contact, members of this group shall be provided with a technology reimbursement.

CMA members that does not receive an optional City issued phone are eligible to receive \$1,500 per fiscal year. CMA members that receive an optional City-issued phone are eligible to receive \$750 per fiscal year.

On July 1 of each year, as recognition of the expenses that will be incurred during the fiscal year, members are eligible to receive such reimbursement, upon submission of a reimbursement request form.

## **ARTICLE XX – LAYOFF PROCEDURE/SEVERANCE PROVISION**

Employees whose positions are eliminated because of financial, economic, or other reasons determined by the City Manager to contribute to the efficiency of government operations shall receive no less than 60 days advance written notice. This shall be considered a layoff.

Employees who lose their employment with the City due to a layoff will be eligible to receive severance pay if they execute a Compromise and Release Agreement, which includes a waiver of all claims against

the City and/or challenges to their layoff. The severance pay for which employees are eligible is three (3) months' pay if employed between two and eight full years of service, and six (6) months' pay if employed for nine or more years. Employees are not required to execute the Compromise and Release Agreement since it is an agreement, and its execution is totally voluntary on the part of the employee. However, it is a condition of receiving severance pay. The severance pay is consideration for the Agreement.

## **ARTICLE XXI – AT-WILL EMPLOYMENT**

The following positions are at-will employees as that term is defined by California Labor Code Section 2922: Police Chief, Community Development Director, Community Services Director, Recreation and Human Services Director (collectively, "Department Heads"). As at-will employees, Department Heads have no appeal rights and can be terminated from employment for any lawful reason without cause. Claremont Municipal Code Section 2.04.060, City Manager, Power and Duties, outlines the at-will employment for all Department Head positions.

At-will employees who are terminated (except if terminated for cause as determined by the City) will be eligible to receive severance pay if they execute a Compromise and Release Agreement, which includes a waiver of all claims against the City or/and challenges to their termination. The severance pay for which employees are eligible is three (3) months' pay if employed between two and eight full years of service and six (6) months' pay if employed for nine or more years. Employees are not required to execute the Compromise and Release Agreement since it is an agreement, and its execution is totally voluntary on the part of the employee. However, it is a condition of receiving severance pay. The severance pay is consideration for the Agreement.

If an employee is terminated for cause, they will not be eligible for severance pay. If this occurs, the employee will have the right to provide a response to the termination for the sole purpose of trying to convince the City Manager that the identified cause is not accurate. Ultimately, it is up to the City Manager to make that determination.

## **ARTICLE XXII – LEAVES**

### **A. Sick Leave**

Sick leave is paid leave from work that an employee may use for the following purposes:

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

### **Accrual**

Employees will accrue 96 hours of sick leave annually (3.69 hours of sick leave per pay period). Employees may bring with them up to two hundred (200) hours of accrued sick leave from their previous agency if their previous employer did not otherwise compensate them, and the employee can provide documentation to that effect.

## Administration

The Association and the City both agree that abuse of sick leave is not only detrimental to the City but also to the Association and its members.

Therefore, the employee must make every good faith effort to notify their immediate Supervisor before the start of the employee's workday.

No employee shall misuse, feign, and/or misrepresent any illness or injury or deceive the City as to their real condition to remain away from scheduled work assignments. Should this misuse, feign or misrepresentation of illness or injury be proven, disciplinary action may be taken, up to and including termination.

Should a supervisor, manager, or director have concerns about an employee abusing sick leave, the City may require certification from the employee's health care provider.

## Sick Leave Reinstatement

The Healthy Workplace Healthy Family Act of 2014 requires sick leave reinstatement. If the employee separates and is rehired within (1) year from separation, accrued and unused sick leave, to a maximum of 10 days or 80 hours, whichever is greater, will be reinstated. An employee who worked at least 90 days in the initial employment with the City may immediately use reinstated sick leave.

## Sick Leave Donation

Employees may donate and/or receive donated sick leave. The sick leave donation program intends to provide employees in need with hours sufficient to provide income continuation until they are eligible for the Long-Term Disability Program.

1. Sick leave may be donated to other employees who suffer a long-term illness or injury that may or may not require surgery/hospitalization, bereavement, or other emergency approved by the Department Head and City Manager or designee.
2. Sick leave may not be donated for elective surgery or maternity/paternity purposes, except in the case of complications of the elective surgery, pregnancy, childbirth, or illness immediately following the affected mother, child, or both.
3. The receiving employee shall have been employed by the City for a minimum of six (6) months.
4. The receiving employee shall use all of their leave, which includes sick leave, vacation, longevity leave, compensatory time, and floating holiday before receiving donated sick leave.
5. An employee receiving donated hours may receive no more than three hundred-twenty (320) hours, minus the employee's accrued leave (i.e. the employee shall receive no more donated sick leave than they need until eligible for Long-Term Disability benefits). Employees are eligible to receive sick leave on a bi-annual basis.
6. Employees wishing to donate sick leave must have a minimum of three hundred-twenty (320) hours of accrued sick leave after donating leave to the affected employee.

7. Employees may donate a maximum of forty (40) hours of sick leave to any given employee.
8. Only sick leave (not vacation, compensatory time, floating holiday) may be donated.
9. Requests for donated sick leave shall be made to the receiving employee's immediate Supervisor, reviewed by the Department Head, and forwarded to the City Manager or designee for approval.

#### **B. Family Sick Leave (Kincare Law)**

In accordance with Labor Code Section 233, Kin Care leave is time provided to employees to take time off work to care for a family member. This allows employees to use up to half of their sick leave for specific family members as outlined above under Sick Leave, defined by California law.

#### **C. Bereavement Leave**

The California Fair Employment and Housing Act (FEHA) creates a statutory right for eligible employees to take up to five (5) days unpaid bereavement leave. These days need not be taken consecutively.

In accordance with City Administrative Policy No. 30-32, employees may use up to forty (40) hours of Sick Leave per occurrence toward bereavement leave. Bereavement leave can be used in the event of death of a relative, defined as a spouse, parent, grandparent, sibling, child, grandchild, mother-in-law, father-in-law, sister-in-law, brother-in-law, aunt, uncle, step-relatives in the same relationships previously listed, domestic partner, member of household, or other individuals under special circumstances approved by the City Manager. Prior to the employee's use of Sick Leave for bereavement purposes, the Department Head may request documentation from the employee for the need of such leave, and the employee must provide documentation within 30 days of the request.

Separate from Sick Leave use for bereavement, eligible employees shall receive an additional benefit of three (3) days paid in-state bereavement leave or five (5) days paid out-of-state bereavement leave per occurrence. Both three and five-day bereavement leave will not be drawn from the Sick Leave bank. Prior to the employee's use of any bereavement leave, the department head may request documentation from the employee for the need of such leave, and the employee must provide documentation within 30 days of the request.

#### **D. Family School Partnership Leave**

In accordance with the Family School Partnership Act, any employee who is a parent, guardian, stepparent, foster parent, grandparent, or person who stands in loco parentis to one or more children who are in kindergarten or grades 1 through 12, or who are in a licensed childcare facility, shall be allowed up to 40 hours each school year, not to exceed eight hours in any calendar month of the school year, to: participate in activities of their child's school or licensed child care facility; find, enroll, or reenroll a child in a school or with a licensed child care provider; or to pick up a child due to a child care provider or school emergency. The employee must provide reasonable advance notice to their supervisor of the planned absence. The leave is unpaid unless the employee uses vacation, personal leave, or compensatory time off. The employee must provide documentation from the school or licensed childcare facility as verification that the employee participated in school or childcare facility activities on a specific date and at a particular time. If both parents, guardians, or grandparents having custody work for the City at the same City work site, only the first parent requesting will be entitled to leave under this provision.



## **E. Child Suspension Leave**

Any employee who is the parent or guardian of a child in grades 1 through 12 may take time off to go to the child's school in response to a request from the child's school if the employee gives advance notice to their supervisor. A school has the authority to request that the parent attend the child's school if the child has: committed any obscene act; habitually used profanity or vulgarity; disrupted school activities; or otherwise willfully defied the valid authority of school personnel.

## **F. Family Care and Medical Leave**

In accordance with City Administrative Policy No. 30-36 - Family Care and Medical Leave, employees may use sick leave, vacation, compensatory time, and/or floating holiday hours for time off work as the result of a qualifying Family Medical Leave Act (FMLA)/California Family Rights Act (CFRA) event.

The City provides family and medical care leave for eligible employees as required by federal and state law. An employee is eligible for family care and medical leave if the employee satisfies the following conditions:

- a. The employee has been employed by the City for at least 12 months;
- b. The employee has been employed by the City for at least 1,250 hours during the 12-month period immediately preceding the commencement of the leave; and
- c. For FMLA leave eligibility, the City directly employs at least 50 full or part-time employees within a 75-mile radius for each working day during each of 20 or more calendar workweeks in the current or preceding calendar year. The workweeks do not have to be consecutive. The phrase "current or preceding calendar year" refers to the calendar year in which the employee requests the leave or the calendar year preceding this request.

Employees who misuse or abuse family and medical care leave may be disciplined, up to and including termination. Employees who fraudulently obtain or use California Family Rights Act ("CFRA") leave are not protected by the CFRA's job restoration or maintenance of health benefits provisions.

This policy is supplemented by the Federal Family and Medical Leave Act ("FMLA"), and the CFRA. Unless otherwise stated in this policy, "Leave" means leave pursuant to the FMLA and CFRA. Unless otherwise provided by law, the City will run each employee's FMLA and CFRA leaves concurrently.

## **G. Pregnancy Disability Leave**

In accordance with City Administrative Policy No. 30-36 - Family Care and Medical Leave, requests for pregnancy disability leave must be submitted in writing with reasonable advance notice of the medical need for the leave. All leaves must be confirmed in writing, have an agreed-upon specific date of return, and be submitted to the Human Resources division.

The request for pregnancy disability leave must be supported by a written certification from the attending physician stating that: (1) the employee is disabled from working by pregnancy, childbirth, or a related medical condition; (2) the date on which the employee became disabled by pregnancy, childbirth, or a related medical condition; and (3) the estimated duration or end date of the leave. Employees may use sick leave, vacation, compensatory time, and/or floating holiday hours for time off due to a pregnancy-related disability.

## H. Leave for Reproductive Loss

The City provides employees who have been employed at least 30 calendar days with Reproductive Loss Leave, in the event of a “Reproductive Loss Event”. Reproductive Loss Event means the day or, for a multiple-day event, the final day of a Failed Adoption, Failed Surrogacy, Miscarriage, Stillbirth, or an Unsuccessful Assisted Reproduction, as those terms are defined below:

- “Failed Adoption” means the dissolution or breach of an adoption agreement with the birth mother or legal guardian, or an adoption that is not finalized because it is contested by another party. This event applies to a person who would have been a parent of the adoptee if the adoption had been completed.
- “Failed Surrogacy” means the dissolution or breach of a surrogacy agreement, or a failed embryo transfer to the surrogate. This event applies to a person who would have been a parent of a child born as a result of the surrogacy.
- “Miscarriage” means a miscarriage by a person, by the person’s current spouse or domestic partner, or by another individual if the person would have been a parent of a child born as a result of the pregnancy.
- “Stillbirth” means a stillbirth resulting from a person’s pregnancy, the pregnancy of a person’s current spouse or domestic partner, or another individual, if the person would have been a parent of a child born as a result of the pregnancy that ended in stillbirth.
- “Unsuccessful Assisted Reproduction” means an unsuccessful round of intrauterine insemination or of an assisted reproductive technology procedure. This event applies to a person, the person’s current spouse or domestic partner, or another individual, if the person would have been a parent of a child born as a result of the pregnancy.

Reproductive Loss Leave may be taken for up to five (5) days per Reproductive Loss Event. Reproductive Loss Leave is not required to be taken consecutively, but such leave must be taken within three (3) months of the Reproductive Loss Event, with the exception that, if an employee is on California Family Rights Act (“CFRA”) leave, Pregnancy Disability Leave (“PDL”), or another leave protected by state or federal law at the time of or immediately following the Reproductive Loss Event, the employee may use Reproductive Loss Leave within three (3) months of the end date of the other protected leave.

If an employee experiences more than one Reproductive Loss Event within a 12-month period, the City will provide Reproductive Loss Leave up to a maximum of 20 days within a 12-month period.

Reproductive Loss Leave is unpaid, but employees may elect to use accrued paid leaves, such as sick leave, personal leave, or vacation in order to provide for their compensation while on Reproductive Loss Leave.

The City will maintain the confidentiality of any employee who requests to use or uses Reproductive Loss Leave, and the City will not disclose such information other than to internal personnel on a need to know basis, or as required by law.

## I. Crime Victims Leave

Any employee, who is a victim of domestic violence, sexual assault, stalking, or other crime may take leave from work to obtain or attempt to obtain any relief, including, but not limited to: a temporary restraining order, restraining order, or other injunctive relief to help ensure the health,

safety, or welfare of the employee or their child, if the employee provides advance notice of the need for leave. If advance notice is not feasible, the employee must provide any of the following certifications within a reasonable time after the leave: a police report indicating that the employee was a victim; a court order protecting the employee from the perpetrator; evidence from the district attorney or court that the employee has appeared in court; or documentation from a health care provider or counselor that the employee was undergoing treatment for physical or mental injuries or abuse. The leave is unpaid unless the employee elects to use Healthy Workplace Healthy Family Act of 2014 sick leave, accrued vacation or paid leave, or other compensatory time off including administrative leave.

Any employee, who is a victim of domestic violence, sexual assault, stalking, or other crime, may take leave from work to attend to any of the following: obtaining medical attention or psychological counseling; obtaining services from a shelter, program, or crisis center; or participating in safety planning or other actions to increase safety, if the employee provides advance notice of the employee's intention to take time off for these purposes. If advance notice is not feasible, the employee must provide any of the following to the City within a reasonable time after the leave: a police report indicating that the employee was a victim; a court order protecting the employee from the perpetrator; evidence from the district attorney or court that the employee has appeared in court; or documentation from a health care provider or counselor that the employee was undergoing treatment for physical or mental injuries or abuse. The leave is unpaid unless the employee elects to use Healthy Workplace Healthy Family Act of 2014 sick leave, accrued vacation or personal leave, or other compensatory time off including administrative leave.

Any employee who is a victim of a crime may take leave from work to attend judicial proceedings related to that crime if the employee provides the City notice of the scheduled proceeding in advance. If advance notice is not feasible, the employee must provide the City within a reasonable time after the leave is taken, documentation from the District Attorney, victim's rights office, or court/governing agency that shows that the judicial proceeding occurred when the leave was used. An employee who is an immediate family member of such a crime victim, including: a registered domestic partner; the child of the registered domestic partner; spouse; child; stepchild; brother; stepbrother; sister; stepsister; mother; stepmother; father; or stepfather of the crime victim is also entitled to leave from work to attend judicial proceedings relating to that crime. The leave is unpaid unless the employee elects to use accrued vacation, sick, or other paid leave, or compensatory time off including administrative leave.

#### **J. Jury Duty Leave/ Subpoenaed or Court-Ordered Witness Leave**

Any employee who is summoned to serve on a jury, or subpoenaed or ordered to be a witness, must notify their Supervisor or Department Director as soon as possible. Any employee who is released from jury service before the end of their scheduled work hours must report to work unless otherwise authorized by their supervisor.

#### **K. Military Leave**

Military leave will be granted in accordance with federal and state law. An employee requesting leave for this purpose shall promptly provide their Supervisor or Department Director with a copy of the military orders specifying the dates, site, and purpose of the activity or mission. Within the limits of such orders, the Department Director may determine when the leave is to be taken and may modify the employee's work schedule to accommodate the request for leave.

Under California law, up to 10 days of unpaid leave is available to eligible employees who are spouses/domestic partners of deployed members of the military when the military spouse/domestic partner is on leave from deployment during a time of military conflict.

**L. Voting Leave**

If any employee does not have sufficient time outside of working hours to vote, they may request up to two (2) hours of paid leave either at the beginning or end of scheduled working hours to enable them to vote. The employee must request time off to vote from their supervisor at least two (2) days prior to Election Day.

**M. Leave to Perform Emergency Duties or to Attend Related Training**

Employees are allowed to take time off to perform emergency duty as a volunteer firefighter, a reserve peace officer, or emergency rescue personnel. The employee is not allowed to take this leave if, however, the employee's absence would hinder the availability of public safety or emergency medical services.

An employee who performs duty as a volunteer firefighter, a reserve peace officer, or as emergency rescue personnel, may also take time off of work for the purpose of engaging in fire, law enforcement, or emergency rescue training. An employee is eligible to take this leave no more than an aggregate of 14 days per calendar year.

For purposes of these leaves, the term "emergency rescue personnel" means any person who is an officer, employee, or member of a fire department or fire protection or firefighting agency of the federal government, the State of California, a city, county, city and county, district, or other public or municipal corporation or political subdivision of this state, or of a sheriff's department, police department, or a private fire department, whether that person is a volunteer or partly paid or fully paid, while they are actually engaged in providing emergency services.

Failure on the part of an absent employee to immediately return to duty at the conclusion of their use of vacation, compensatory time, floating holiday, jury duty, sick leave, or other paid or unpaid time off shall result in the City initiating the due process procedure.

**N. Administrative Leave**

It is recognized that members of this Association routinely work long hours. Their assignments are demanding and require additional hours beyond the normal workweek to complete their tasks. Additionally, members of this Association are routinely required to attend evening commissions, City Council, and other City related meetings which increases the number of hours that they are required to work. Per City Administrative Policy #30-21, members of the Claremont Management Association (CMA) members are classified as exempt employees.

In recognition of working long days and attending frequent meetings, Association members receive 140 hours of administrative leave per calendar year and may take administrative leave when their workload or project deadlines permit. Administrative leave shall be credited to on the payroll closest to January 1 of each year.

Association members may cash out up to 40 hours of unused administrative leave per calendar year, payable on the date closest to December 1 (or as soon thereafter). In order to receive the cash out, Association members must use a minimum of 40 hours of administrative leave during the calendar year.

All administrative leave hours must be used within the calendar year or shall be forfeited.

Upon separation, employees shall be compensated for any unused administrative leave hours.

## **ARTICLE XXIII – GRIEVANCE PROCEDURE**

Employees in the Claremont Management Association shall be bound by the same grievance procedures as described in the City's Personnel Rules and Regulations.

## **ARTICLE XXIV – SUMMER DRESS CODE**

On Thursdays, during the "summer casual dress", employees other than those in uniform, shall be allowed to wear appropriate jeans.

## **ARTICLE XXV – FULL UNDERSTANDING/EFFECT OF AGREEMENT**

It is understood and agreed that the specific provisions contained in this Agreement shall prevail over employer practices and procedures, prior written agreements, and over state laws to the extent permitted by State law, and that in the absence of specific provisions in this Agreement, such practices and procedures are discretionary.

During the term of this Agreement, the parties expressly waive and relinquish the right to meet and confer and agree the parties shall not be obligated to meet and negotiate with respect to any subject matter, whether referred to or covered in this Agreement or not, even though each subject or matter may not have been within the knowledge or contemplation of either or both the City or the Association at the time they met and negotiated on and executed this Agreement, and even though such subjects or matters were proposed and later withdrawn. Regardless of the waiver contained in this paragraph, the parties may, by mutual agreement, and in writing, agree to meet and confer by any matter during the term of this Agreement.

This Agreement constitutes the total and entire agreement between the parties and no verbal statements shall supersede any of its provisions.

## **ARTICLE XXVI – OTHER TERMS**

The provisions of this MOU, together with those matters within the scope of representation in effect on the effective date of this MOU, shall continue for the term of this MOU. If a provision in a Departmental or Administrative Policy contradicts this MOU, this MOU shall prevail.

It is further agreed that nothing in this MOU shall in any way diminish the rights of the employees, the City, or the CMA as established by the Meyers-Milias Brown Act of the State of California and all amendments thereto, except as herein provided.

## **ARTICLE XXVII – SAVINGS CLAUSE**

If any section, subsection, subdivision, sentence, clause or phrase of the Agreement is for any reason held to be illegal or unconstitutional, such decision shall not affect the validity of the remaining portions of this Agreement.


## **ARTICLE XXVIII – TERM OF AGREEMENT**

This Memorandum of Understanding shall be in effect upon ratification by the Association and approval by the City Council July 1, 2024 through June 30, 2027.

[Signatures on the following page]

FOR THE CLAREMONT MANAGEMENT ASSOCIATION

FOR THE CITY OF CLAREMONT

  
Bevin Handel  
CMA – President

6/17/24  
Date

  
Jamie Earl  
Assistant City Manager

6/24/24  
Date

  
Eric Ey  
CMA – Vice President

6/17/24  
Date

  
Kristin Mikula  
CMA – Treasurer

6/17/24  
Date

EXHIBIT A - SALARY SCHEDULE  
EFFECTIVE JULY 1, 2024

POSITION	STATUS	BENEFIT CATEGORY	RATE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20
Building Official	Exempt	2	Hourly	60.66	61.26	61.88	62.50	63.12	63.76	64.40	65.03	65.69	66.35	67.01	67.69	68.36	69.04	69.74	70.43	71.13	71.85	72.57	73.28
			Monthly	9,988.68	10,087.48	10,189.57	10,291.67	10,393.76	10,499.15	10,604.53	10,708.27	10,816.95	10,925.63	11,034.31	11,144.29	11,256.61	11,368.59	11,483.85	11,597.47	11,712.74	11,831.30	11,949.86	12,066.77
City Clerk	Exempt	2	Hourly	54.36	54.90	55.45	56.01	56.57	57.13	57.70	58.28	58.86	59.45	60.05	60.65	61.25	61.86	62.48	63.11	63.74	64.38	65.02	65.67
			Monthly	8,951.28	9,040.20	9,130.77	9,222.98	9,315.19	9,407.41	9,501.27	9,596.77	9,692.28	9,789.43	9,888.23	9,987.03	10,085.83	10,186.28	10,288.37	10,392.11	10,495.85	10,601.24	10,706.63	10,813.66
City Engineer	Exempt	2	Hourly	70.10	70.80	71.51	72.23	72.95	73.68	74.41	75.15	75.91	76.67	77.44	78.21	78.99	79.79	80.58	81.38	82.20	83.02	83.85	84.69
			Monthly	11,543.13	11,658.40	11,775.31	11,893.87	12,012.43	12,132.64	12,252.85	12,374.70	12,499.85	12,624.99	12,751.79	12,878.58	13,007.02	13,138.75	13,268.84	13,400.57	13,535.60	13,670.63	13,807.30	13,945.62
City Planner	Exempt	2	Hourly	61.88	62.50	63.13	63.76	64.40	65.04	65.69	66.35	67.01	67.68	68.36	69.04	69.73	70.43	71.13	71.85	72.56	73.29	74.02	74.76
			Monthly	10,189.57	10,291.67	10,395.41	10,499.15	10,604.53	10,709.92	10,816.95	10,925.63	11,034.31	11,144.64	11,256.61	11,368.59	11,482.21	11,597.47	11,712.74	11,831.30	11,948.21	12,068.42	12,188.63	12,310.48
Community Development Director	Exempt	1	Hourly	86.44	87.30	88.18	89.05	89.95	90.84	91.76	92.67	93.60	94.53	95.49	96.44	97.39	98.37	99.35	100.35	101.35	102.37	103.39	104.43
			Monthly	14,233.79	14,375.40	14,520.31	14,663.57	14,811.77	14,958.32	15,109.81	15,259.66	15,412.80	15,565.94	15,724.02	15,880.45	16,036.89	16,198.26	16,359.63	16,524.30	16,688.97	16,856.93	17,024.89	17,196.14
Community Services Director	Exempt	1	Hourly	87.30	88.18	89.06	89.95	90.85	91.75	92.68	93.60	94.54	95.48	96.45	97.40	98.37	99.35	100.35	101.35	102.37	103.39	104.43	105.47
			Monthly	14,375.40	14,520.31	14,665.21	14,811.77	14,959.97	15,108.17	15,261.31	15,412.80	15,567.59	15,722.37	15,882.10	16,038.53	16,198.26	16,359.63	16,524.30	16,688.97	16,856.93	17,024.89	17,196.14	17,367.39
Community Services Manager	Exempt	2	Hourly	57.42	58.00	58.58	59.16	59.76	60.35	60.95	61.57	62.18	62.80	63.43	64.07	64.70	65.36	66.01	66.67	67.34	68.01	68.69	69.38
			Monthly	9,455.16	9,550.67	9,646.17	9,741.68	9,840.48	9,937.63	10,036.43	10,138.53	10,238.97	10,341.07	10,444.81	10,550.19	10,653.93	10,762.61	10,869.65	10,978.33	11,088.65	11,198.98	11,310.95	11,424.57
Deputy Director of Community Services	Exempt	2	Hourly	56.85	57.42	58.00	58.58	59.16	59.75	60.35	60.96	61.56	62.18	62.80	63.43	64.06	64.71	65.35	66.01	66.67	67.33	68.01	68.69
			Monthly	9,361.30	9,455.16	9,550.67	9,646.17	9,741.68	9,838.83	9,937.63	10,038.08	10,136.88	10,238.97	10,341.07	10,444.81	10,548.55	10,655.58	10,760.97	10,869.65	10,978.33	11,087.01	11,198.98	11,310.95
Deputy Director of Recreation and Human Services	Exempt	2	Hourly	56.85	57.42	58.00	58.58	59.16	59.75	60.35	60.96	61.56	62.18	62.80	63.43	64.06	64.71	65.35	66.01	66.67	67.33	68.01	68.69
			Monthly	9,361.30	9,455.16	9,550.67	9,646.17	9,741.68	9,838.83	9,937.63	10,038.08	10,136.88	10,238.97	10,341.07	10,444.81	10,548.55	10,655.58	10,760.97	10,869.65	10,978.33	11,087.01	11,198.98	11,310.95
Finance Manager	Exempt	2	Hourly	56.29	56.85	57.42	58.00	58.58	59.16	59.75	60.35	60.95	61.56	62.18	62.80	63.43	64.06	64.70	65.35	66.00	66.66	67.33	68.00
			Monthly	9,269.09	9,361.30	9,455.16	9,550.67	9,646.17	9,741.68	9,838.83	9,937.63	10,036.43	10,136.88	10,238.97	10,341.07	10,444.81	10,548.55	10,653.93	10,760.97	10,868.00	10,976.68	11,087.01	11,197.33
Information Technology Officer	Exempt	2	Hourly	60.36	60.96	61.57	62.19	62.81	63.44	64.08	64.71	65.36	66.02	66.68	67.35	68.02	68.70	69.39	70.08	70.78	71.49	72.21	72.92
			Monthly	9,939.28	10,038.08	10,138.53	10,240.62	10,342.71	10,446.45	10,551.84	10,655.58	10,762.61	10,871.29	10,979.97	11,090.30	11,200.63	11,312.60	11,426.22	11,539.84	11,655.11	11,772.02	11,890.58	12,007.49
Police Chief	Exempt	1	Hourly	99.89	100.88	101.90	102.91	103.94	104.97	106.02	107.07	108.15	109.23	110.33	111.43	112.55	113.68	114.82	115.97	117.13	118.30	119.48	120.68
			Monthly	16,448.55	16,611.57	16,779.53	16,945.85	17,115.45	17,285.06	17,457.96	17,630.86	17,808.70	17,986.54	18,167.67	18,348.81	18,533.23	18,719.31	18,907.03	19,096.39	19,287.41	19,480.07	19,674.37	19,871.97
Public Information Officer	Exempt	2	Hourly	51.97	52.49	53.02	53.55	54.08	54.62	55.17	55.72	56.28	56.84	57.41	57.98	58.56	59.15	59.74	60.34	60.94	61.55	62.17	62.79
			Monthly	8,557.73	8,643.35	8,730.63	8,817.90	8,905.17	8,994.09	9,084.66	9,175.23	9,267.44	9,359.65	9,453.51	9,547.37	9,642.88	9,740.03	9,837.19	9,935.99	10,034.79	10,135.23	10,237.33	10,339.42
Recreation and Human Services Director	Exempt	1	Hourly	79.02	79.81	80.60	81.41	82.22	83.05	83.88	84.71	85.56	86.42	87.28	88.15	89.04	89.93	90.83	91.73	92.65	93.58	94.51	95.46
			Monthly	13,011.96	13,142.05	13,272.13	13,405.51	13,538.89	13,675.57	13,812.24	13,948.91	14,088.88	14,230.49	14,372.11	14,515.37	14,661.92	14,808.47	14,956.67	15,104.87	15,256.37	15,409.51	15,562.65	15,719.08
Recreation and Human Services Manager	Exempt	2	Hourly	56.57	57.13	57.71	58.28	58.87	59.45	60.05	60.65	61.26	61.87	62.49	63.11	63.74	64.38	65.02	65.67	66.33	66.99	67.66	68.34
			Monthly	9,315.19	9,407.41	9,502.91	9,596.77	9,693.93	9,789.43	9,888.23	9,987.03	10,087.48	10,187.93	10,290.02	10,392.11	10,495.85	10,601.24	10,706.63	10,813.66	10,922.34	11,031.02	11,141.35	11,253.32

EXHIBIT A - SALARY SCHEDULE  
EFFECTIVE JULY 1, 2025

POSITION	STATUS	BENEFIT CATEGORY	RATE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20
Building Official	Exempt	2	Hourly	62.50	63.13	63.76	64.40	65.04	65.70	66.35	67.01	67.69	68.36	69.04	69.74	70.43	71.13	71.85	72.57	73.29	74.03	74.76	75.52
			Monthly	10,291.67	10,395.41	10,499.15	10,604.53	10,709.92	10,818.60	10,925.63	11,034.31	11,146.29	11,256.61	11,368.59	11,483.85	11,597.47	11,712.74	11,831.30	11,949.86	12,068.42	12,190.27	12,310.48	12,435.63
City Clerk	Exempt	2	Hourly	56.01	56.57	57.13	57.71	58.28	58.86	59.45	60.05	60.65	61.25	61.87	62.49	63.10	63.75	64.38	65.02	65.68	66.33	66.99	67.66
			Monthly	9,222.98	9,315.19	9,407.41	9,502.91	9,596.77	9,692.28	9,789.43	9,888.23	9,987.03	10,085.83	10,187.93	10,290.02	10,390.47	10,497.50	10,601.24	10,706.63	10,815.31	10,922.34	11,031.02	11,141.35
City Engineer	Exempt	2	Hourly	72.23	72.95	73.68	74.42	75.16	75.92	76.67	77.44	78.22	79.00	79.79	80.59	81.39	82.21	83.03	83.86	84.70	85.54	86.40	87.26
			Monthly	11,893.87	12,012.43	12,132.64	12,254.49	12,376.35	12,501.49	12,624.99	12,751.79	12,880.23	13,008.67	13,138.75	13,270.49	13,402.22	13,537.25	13,672.27	13,808.95	13,947.27	14,085.59	14,227.20	14,368.81
City Planner	Exempt	2	Hourly	63.77	64.40	65.04	65.70	66.35	67.01	67.70	68.37	69.04	69.75	70.44	71.13	71.86	72.57	73.29	74.03	74.77	75.52	76.27	77.03
			Monthly	10,500.79	10,604.53	10,709.92	10,818.60	10,925.63	11,034.31	11,147.93	11,258.26	11,368.59	11,485.50	11,599.12	11,712.74	11,832.95	11,949.86	12,068.42	12,190.27	12,312.13	12,435.63	12,559.13	12,684.27
Community Development Director	Exempt	1	Hourly	89.06	89.96	90.85	91.76	92.68	93.61	94.55	95.49	96.45	97.40	98.38	99.36	100.36	101.36	102.37	103.39	104.43	105.47	106.53	107.60
			Monthly	14,665.21	14,813.41	14,959.97	15,109.81	15,261.31	15,414.45	15,569.23	15,724.02	15,880.45	16,038.53	16,199.91	16,361.28	16,525.95	16,690.61	16,856.93	17,024.89	17,196.14	17,367.39	17,541.94	17,718.13
Community Services Director	Exempt	1	Hourly	89.96	90.85	91.77	92.68	93.61	94.54	95.49	96.44	97.40	98.38	99.36	100.36	101.36	102.38	103.40	104.44	105.48	106.53	107.60	108.68
			Monthly	14,813.41	14,959.97	15,111.46	15,261.31	15,414.45	15,567.59	15,724.02	15,880.45	16,038.53	16,199.91	16,361.28	16,525.95	16,690.61	16,858.57	17,026.53	17,197.79	17,369.04	17,541.94	17,718.13	17,895.97
Community Services Manager	Exempt	2	Hourly	59.17	59.76	60.36	60.96	61.57	62.19	62.81	63.44	64.07	64.71	65.36	66.01	66.67	67.34	68.01	68.69	69.38	70.07	70.77	71.48
			Monthly	9,743.33	9,840.48	9,939.28	10,038.08	10,138.53	10,240.62	10,342.71	10,446.45	10,550.19	10,655.58	10,762.61	10,869.65	10,978.33	11,088.65	11,198.98	11,310.95	11,424.57	11,538.19	11,653.46	11,770.37
Deputy Director of Community Services	Exempt	2	Hourly	58.58	59.16	59.77	60.36	60.96	61.57	62.19	62.81	63.44	64.08	64.71	65.36	66.02	66.67	67.34	68.02	68.69	69.38	70.08	70.77
			Monthly	9,646.17	9,741.68	9,842.13	9,939.28	10,038.08	10,138.53	10,240.62	10,342.71	10,446.45	10,551.84	10,655.58	10,762.61	10,871.29	10,978.33	11,088.65	11,200.63	11,310.95	11,424.57	11,539.84	11,653.46
Deputy Director of Recreation and Human Services	Exempt	2	Hourly	58.58	59.16	59.77	60.36	60.96	61.57	62.19	62.81	63.44	64.08	64.71	65.36	66.02	66.67	67.34	68.02	68.69	69.38	70.08	70.77
			Monthly	9,646.17	9,741.68	9,842.13	9,939.28	10,038.08	10,138.53	10,240.62	10,342.71	10,446.45	10,551.84	10,655.58	10,762.61	10,871.29	10,978.33	11,088.65	11,200.63	11,310.95	11,424.57	11,539.84	11,653.46
Finance Manager	Exempt	2	Hourly	58.00	58.58	59.17	59.76	60.36	60.96	61.57	62.19	62.81	63.44	64.07	64.71	65.36	66.01	66.67	67.34	68.01	68.69	69.38	70.07
			Monthly	9,550.67	9,646.17	9,743.33	9,840.48	9,939.28	10,038.08	10,138.53	10,240.62	10,342.71	10,446.45	10,550.19	10,655.58	10,762.61	10,869.65	10,978.33	11,088.65	11,198.98	11,310.95	11,424.57	11,538.19
Information Technology Officer	Exempt	2	Hourly	62.19	62.82	63.44	64.08	64.72	65.37	66.02	66.68	67.35	68.02	68.70	69.39	70.08	70.78	71.49	72.21	72.93	73.66	74.39	75.14
			Monthly	10,240.62	10,344.36	10,446.45	10,551.84	10,657.23	10,764.26	10,871.29	10,979.97	11,090.30	11,200.63	11,312.60	11,426.22	11,539.84	11,655.11	11,772.02	11,890.58	12,009.14	12,129.35	12,249.55	12,373.05
Police Chief	Exempt	1	Hourly	102.92	103.94	104.99	106.03	107.09	108.16	109.24	110.33	111.43	112.55	113.68	114.82	115.97	117.13	118.31	119.49	120.69	121.89	123.11	124.35
			Monthly	16,947.49	17,115.45	17,288.35	17,459.61	17,634.15	17,810.35	17,988.19	18,167.67	18,348.81	18,533.23	18,719.31	18,907.03	19,096.39	19,287.41	19,481.71	19,676.02	19,873.62	20,071.22	20,272.11	20,476.30
Public Information Officer	Exempt	2	Hourly	53.55	54.09	54.62	55.17	55.73	56.28	56.84	57.42	57.99	58.57	59.15	59.75	60.34	60.94	61.56	62.17	62.79	63.42	64.05	64.69
			Monthly	8,817.90	8,906.82	8,994.09	9,084.66	9,176.87	9,267.44	9,359.65	9,455.16	9,549.02	9,644.53	9,740.03	9,838.83	9,939.99	10,034.79	10,136.88	10,237.33	10,339.42	10,443.16	10,546.90	10,652.29
Recreation and Human Services Director	Exempt	1	Hourly	81.42	82.23	83.05	83.88	84.72	85.57	86.42	87.28	88.16	89.04	89.94	90.83	91.74	92.66	93.59	94.52	95.46	96.42	97.38	98.36
			Monthly	13,407.16	13,540.54	13,675.57	13,812.24	13,950.56	14,090.53	14,230.49	14,372.11	14,517.01	14,661.92	14,810.12	14,956.67	15,106.52	15,258.01	15,411.15	15,564.29	15,719.08	15,877.16	16,035.24	16,196.61
Recreation and Human Services Manager	Exempt	2	Hourly	58.29	58.87	59.47	60.06	60.66	61.26	61.88	62.50	63.12	63.76	64.39	65.03	65.69	66.34	67.00	67.68	68.35	69.03	69.73	70.42
			Monthly	9,598.42	9,693.93	9,792.73	9,899.88	9,988.68	10,087.48	10,189.57	10,291.67	10,393.76	10,499.15	10,602.89	10,708.27	10,816.95	10,923.99	11,032.67	11,144.64	11,254.97	11,366.94	11,482.21	11,595.83



EXHIBIT A - SALARY SCHEDULE  
EFFECTIVE JULY 1, 2026

POSITION	STATUS	BENEFIT CATEGORY	RATE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20	
Building Official	Exempt	2	Hourly	64.40	65.04	65.70	66.35	67.01	67.69	68.37	69.05	69.74	70.44	71.14	71.86	72.57	73.29	74.03	74.77	75.52	76.27	77.03	77.81	
			Monthly	10,604.53	10,709.92	10,818.60	10,925.63	11,034.31	11,146.29	11,258.26	11,370.23	11,483.85	11,599.12	11,714.39	11,832.95	11,949.86	12,068.42	12,190.27	12,312.13	12,435.63	12,559.13	12,684.27	12,812.71	12,941.15
City Clerk	Exempt	2	Hourly	57.71	58.29	58.87	59.46	60.06	60.65	61.25	61.88	62.49	63.11	63.75	64.39	65.02	65.69	66.34	67.00	67.68	68.35	69.03	69.73	70.43
			Monthly	9,502.91	9,598.42	9,693.93	9,791.08	9,889.88	9,987.03	10,085.83	10,189.57	10,290.02	10,392.11	10,497.50	10,602.89	10,706.63	10,816.95	10,923.99	11,032.67	11,144.64	11,254.97	11,366.94	11,482.21	11,599.91
City Engineer	Exempt	2	Hourly	74.42	75.17	75.92	76.68	77.45	78.22	79.00	79.79	80.59	81.40	82.21	83.03	83.86	84.70	85.55	86.40	87.27	88.14	89.02	89.91	90.81
			Monthly	12,254.49	12,377.99	12,501.49	12,626.64	12,753.43	12,880.23	13,008.67	13,138.75	13,270.49	13,403.87	13,537.25	13,672.27	13,808.95	13,947.27	14,087.23	14,227.20	14,370.46	14,513.72	14,658.63	14,805.18	14,953.39
City Planner	Exempt	2	Hourly	65.71	66.36	67.02	67.70	68.37	69.05	69.75	70.44	71.14	71.86	72.58	73.29	74.03	74.77	75.52	76.28	77.04	77.81	78.59	79.37	80.16
			Monthly	10,820.25	10,927.28	11,035.96	11,147.93	11,258.26	11,370.23	11,485.50	11,599.12	11,714.39	11,832.95	11,951.51	12,068.42	12,190.27	12,312.13	12,435.63	12,560.77	12,685.92	12,812.71	12,941.15	13,069.59	13,200.03
Community Development Director	Exempt	1	Hourly	91.77	92.68	93.62	94.55	95.50	96.45	97.41	98.38	99.36	100.36	101.36	102.38	103.40	104.44	105.48	106.54	107.61	108.68	109.77	110.87	111.98
			Monthly	15,111.46	15,261.31	15,416.09	15,569.23	15,725.67	15,882.10	16,040.18	16,199.91	16,361.28	16,525.95	16,690.61	16,858.57	17,026.53	17,197.79	17,369.04	17,543.59	17,719.78	17,895.97	18,075.46	18,256.59	18,439.37
Community Services Director	Exempt	1	Hourly	92.69	93.61	94.56	95.50	96.46	97.41	98.39	99.36	100.36	101.36	102.38	103.40	104.44	105.48	106.54	107.61	108.69	109.77	110.87	111.98	113.10
			Monthly	15,262.95	15,414.45	15,570.88	15,725.67	15,883.75	16,040.18	16,201.55	16,361.28	16,525.95	16,690.61	16,858.57	17,026.53	17,197.79	17,369.04	17,543.59	17,719.78	17,895.97	18,075.46	18,256.59	18,439.37	18,623.81
Community Services Manager	Exempt	2	Hourly	60.96	61.57	62.19	62.81	63.44	64.08	64.72	65.36	66.02	66.68	67.35	68.03	68.70	69.39	70.09	70.78	71.49	72.21	72.93	73.65	74.38
			Monthly	10,038.08	10,138.53	10,240.62	10,342.71	10,446.45	10,551.84	10,657.23	10,762.61	10,871.29	10,979.97	11,090.30	11,202.27	11,312.60	11,426.22	11,541.49	11,655.11	11,772.02	11,890.58	12,009.14	12,127.70	12,247.70
Deputy Director of Community Services	Exempt	2	Hourly	60.36	60.96	61.57	62.19	62.81	63.44	64.08	64.71	65.36	66.02	66.68	67.35	68.02	68.70	69.39	70.08	70.78	71.49	72.21	72.92	73.64
			Monthly	9,939.28	10,038.08	10,138.53	10,240.62	10,342.71	10,446.45	10,551.84	10,655.58	10,762.61	10,871.29	10,979.97	11,090.30	11,200.63	11,312.60	11,426.22	11,539.84	11,655.11	11,772.02	11,890.58	12,009.14	12,127.70
Deputy Director of Recreation and Human Services	Exempt	2	Hourly	60.36	60.96	61.57	62.19	62.81	63.44	64.08	64.71	65.36	66.02	66.68	67.35	68.02	68.70	69.39	70.08	70.78	71.49	72.21	72.92	73.64
			Monthly	9,939.28	10,038.08	10,138.53	10,240.62	10,342.71	10,446.45	10,551.84	10,655.58	10,762.61	10,871.29	10,979.97	11,090.30	11,200.63	11,312.60	11,426.22	11,539.84	11,655.11	11,772.02	11,890.58	12,009.14	12,127.70
Finance Manager	Exempt	2	Hourly	59.76	60.36	60.96	61.57	62.19	62.81	63.44	64.07	64.71	65.36	66.02	66.68	67.34	68.02	68.70	69.38	70.08	70.78	71.49	72.20	72.91
			Monthly	9,840.48	9,939.28	10,038.08	10,138.53	10,240.62	10,342.71	10,446.45	10,550.19	10,655.58	10,762.61	10,871.29	10,979.97	11,088.65	11,200.63	11,312.60	11,424.57	11,539.84	11,655.11	11,772.02	11,888.93	12,009.14
Information Technology Officer	Exempt	2	Hourly	64.08	64.72	65.37	66.02	66.68	67.35	68.03	68.71	69.39	70.09	70.79	71.50	72.21	72.93	73.66	74.40	75.14	75.89	76.65	77.42	78.19
			Monthly	10,551.84	10,657.23	10,764.26	10,871.29	10,979.97	11,090.30	11,202.27	11,314.25	11,426.22	11,541.49	11,656.75	11,773.67	11,890.58	12,009.14	12,129.35	12,251.20	12,373.05	12,496.55	12,621.70	12,748.49	12,876.93
Police Chief	Exempt	1	Hourly	106.04	107.09	108.18	109.25	110.35	111.44	112.56	113.68	114.82	115.97	117.13	118.31	119.49	120.69	121.90	123.12	124.36	125.59	126.85	128.12	129.40
			Monthly	17,461.25	17,634.15	17,813.64	17,989.83	18,170.97	18,350.45	18,534.88	18,719.31	18,907.03	19,096.39	19,287.41	19,481.71	19,676.02	19,873.62	20,072.87	20,273.76	20,477.95	20,680.49	20,887.97	21,097.09	21,308.86
Public Information Officer	Exempt	2	Hourly	55.18	55.73	56.29	56.85	57.42	57.99	58.57	59.16	59.75	60.35	60.95	61.56	62.18	62.80	63.43	64.06	64.70	65.35	66.00	66.66	67.32
			Monthly	9,086.31	9,176.87	9,269.09	9,361.30	9,455.16	9,549.02	9,644.53	9,741.68	9,838.83	9,937.63	10,036.43	10,136.88	10,238.97	10,341.07	10,444.81	10,548.55	10,653.93	10,760.97	10,868.00	10,976.68	11,086.91
Recreation and Human Services Director	Exempt	1	Hourly	83.89	84.73	85.57	86.44	87.29	88.17	89.05	89.94	90.84	91.75	92.67	93.59	94.53	95.48	96.44	97.39	98.37	99.34	100.34	101.34	102.34
			Monthly	13,813.89	13,952.21	14,090.53	14,233.79	14,373.75	14,518.66	14,663.57	14,810.12	14,958.32	15,108.17	15,259.66	15,411.15	15,565.94	15,722.37	15,880.45	16,036.89	16,198.26	16,357.99	16,522.65	16,687.32	16,853.39
Recreation and Human Services Manager	Exempt	2	Hourly	60.06	60.66	61.26	61.88	62.50	63.12	63.76	64.39	65.03	65.69	66.35	67.01	67.68	68.36	69.04	69.73	70.43	71.13	71.85	72.56	73.28
			Monthly	9,889.88	9,988.68	10,087.48	10,189.57	10,291.67	10,393.76	10,499.15	10,602.89	10,708.27	10,816.95	10,925.63	11,034.31	11,144.64	11,256.61	11,368.59	11,482.21	11,597.47	11,712.74	11,831.30	11,948.21	12,069.91