

STOCKTON POLICE OFFICERS ASSOCIATION (SPOA) SUCCESSOR MOU
TERM: July 1, 2022 – June 30, 2025

APPENDIX A. COLA AND MARKET ADJUSTMENTS

Year 1- Effective 7/1/22;

Year 2- Effective 7/1/23;

Year 3- Effective 7/1/24

	Steps					
	1	2	3	4	5	6
Police Officer	6,055.40	6,366.58	6,694.48	7,037.52	7,400.36	7,779.88
COLA and MA year 1 (9.8%)	593.44	623.92	656.06	689.68	725.24	762.44
Year 1 - Monthly Salary	6,648.84	6,990.50	7,350.54	7,727.20	8,125.60	8,542.32
COLA and MA year 2 (4%)	265.96	279.62	294.02	309.08	325.04	341.68
Year 2 - Monthly Salary	6,914.80	7,270.12	7,644.56	8,036.28	8,450.64	8,884.00
COLA and MA year 3 (4%)	276.60	290.82	305.78	321.46	338.02	355.36
Year 3 - Monthly Salary	7,191.40	7,560.94	7,950.34	8,357.74	8,788.66	9,239.36
 Police Officer Recruit	5,134.74					
COLA and MA year 1 (9.8%)	503.22					
Year 1 - Monthly Salary	5,637.96					
COLA and MA year 2 (4%)	225.51					
Year 2 - Monthly Salary	5,863.46					
COLA and MA year 3 (4%)	234.56					
Year 3 - Monthly Salary	6,098.02					
 Police Officer Trainee	5,134.74					
COLA and MA year 1 (9.8%)	503.22					
Year 1 - Monthly Salary	5,637.96					
COLA and MA year 2 (4%)	225.51					
Year 2 - Monthly Salary	5,863.46					
COLA and MA year 3 (4%)	234.56					
Year 3 - Monthly Salary	6,098.02					
 Police Sergeant	7,159.02	7,527.88	7,913.48	8,320.32	8,748.40	9,197.74
COLA and MA year 1 (9.8%)	701.56	737.74	775.52	815.40	857.34	901.38
Year 1 - Monthly Salary	7,860.58	8,265.62	8,689.00	9,135.72	9,605.74	10,099.12
COLA and MA year 2 (4%)	314.42	330.62	347.56	365.42	384.22	403.96
Year 2 - Monthly Salary	8,175.00	8,596.24	9,036.56	9,501.14	9,989.96	10,503.08
COLA and MA year 3 (4%)	327.02	343.86	361.46	380.06	399.60	420.14
Year 3 - Monthly Salary	8,502.02	8,940.10	9,398.02	9,881.20	10,389.56	10,923.22

POLICE MANAGEMENT UNIT SUCCESSOR MOU
TERM: July 1, 2022 – June 30, 2025

APPENDIX A. COLA AND MARKET ADJUSTMENTS

Year 1- Effective 7/1/22;
 Year 2- Effective 7/1/23;
 Year 3- Effective 7/1/24

	Steps					
	1	2	3	4	5	6
Police Captain	11,314.50	11,893.82	12,503.18	13,144.00	13,817.72	14,524.34
COLA and MA year 1 (10%)	1,131.46	1,189.38	1,250.30	1,314.40	1,381.78	1,452.42
Year 1 - Monthly Salary	12,445.96	13,083.20	13,753.48	14,458.40	15,199.50	15,976.76
COLA and MA year 2 (4%)	497.84	523.34	550.16	578.32	607.96	639.08
Year 2 - Monthly Salary	12,943.80	13,606.54	14,303.64	15,036.72	15,807.46	16,615.84
COLA and MA year 3 (4%)	517.74	544.24	572.14	601.48	632.30	664.64
Year 3 - Monthly Salary	13,461.54	14,150.78	14,875.78	15,638.20	16,439.76	17,280.48
 Police Lieutenant	 9,806.86	 10,310.34	 10,838.18	 11,393.18	 11,976.78	 12,590.42
COLA and MA year 1 (10%)	980.70	1,031.06	1,083.84	1,139.32	1,197.68	1,259.04
Year 1 - Monthly Salary	10,787.56	11,341.40	11,922.02	12,532.50	13,174.46	13,849.46
COLA and MA year 2 (4%)	431.50	453.64	476.86	501.30	526.98	553.98
Year 2 - Monthly Salary	11,219.06	11,795.04	12,398.88	13,033.80	13,701.44	14,403.44
COLA and MA year 3 (4%)	448.76	471.80	495.96	521.36	548.04	576.14
Year 3 - Monthly Salary	11,667.82	12,266.84	12,894.84	13,555.16	14,249.48	14,979.58

FIRE UNIT SUCCESSOR MOU
TERM: JULY 1, 2022 – JUNE 30, 2025

APPENDIX B. COLA and Market Adjustments

Year 1- Effective 7/1/22;
Year 2- Effective 7/1/23;
Year 3- Effective 7/1/24

	Steps								
	1	2	3	4	5	6	7	8	9
Fire Captain	7,257.16	7,630.30	8,021.79	8,434.05	8,867.15	9,323.48	-	-	-
COLA and MA year 1 (9.65%)	700.32	736.32	774.10	813.89	855.68	899.72	-	-	-
Year 1 - Monthly Salary	7,957.48	8,366.62	8,795.89	9,247.94	9,722.83	10,223.20	-	-	-
COLA and MA year 2 (4%)	318.30	334.66	351.84	369.92	388.91	408.93	-	-	-
Year 2 - Monthly Salary	8,275.77	8,701.29	9,147.73	9,617.85	10,111.74	10,632.12	-	-	-
COLA and MA year 3 (4%)	331.03	348.05	365.91	384.71	404.47	425.28	-	-	-
Year 3 - Monthly Salary	8,606.81	9,049.34	9,513.64	10,002.57	10,516.21	11,057.41	-	-	-
Fire Captain - Admin	6,839.34	7,191.06	7,560.07	7,948.68	8,356.90	8,787.04	-	-	-
COLA and MA year 1 (9.65%)	660.00	693.94	729.55	767.05	806.44	847.95	-	-	-
Year 1 - Monthly Salary	7,499.34	7,885.00	8,289.62	8,715.73	9,163.34	9,634.99	-	-	-
COLA and MA year 2 (4%)	299.97	315.40	331.58	348.63	366.53	385.40	-	-	-
Year 2 - Monthly Salary	7,799.31	8,200.40	8,621.20	9,064.36	9,529.87	10,020.39	-	-	-
COLA and MA year 3 (4%)	311.97	328.02	344.85	362.57	381.19	400.82	-	-	-
Year 3 - Monthly Salary	8,111.28	8,528.41	8,966.05	9,426.93	9,911.07	10,421.20	-	-	-
Fire Captain (22 years)	7,892.16	8,297.95	8,723.68	9,172.04	9,643.02	10,139.28	-	-	-
COLA and MA year 1 (9.65%)	761.59	800.75	841.84	885.10	930.55	978.44	-	-	-
Year 1 - Monthly Salary	8,653.75	9,098.70	9,565.52	10,057.14	10,573.57	11,117.72	-	-	-
COLA and MA year 2 (4%)	346.15	363.95	382.62	402.29	422.94	444.71	-	-	-
Year 2 - Monthly Salary	8,999.90	9,462.65	9,948.14	10,459.43	10,996.51	11,562.43	-	-	-
COLA and MA year 3 (4%)	360.00	378.51	397.93	418.38	439.86	462.50	-	-	-
Year 3 - Monthly Salary	9,359.90	9,841.16	10,346.06	10,877.80	11,436.37	12,024.93	-	-	-
Fire Captain (22 years) - Admin	7,437.78	7,820.28	8,221.59	8,644.18	9,088.13	9,555.90	-	-	-
COLA and MA year 1 (9.65%)	717.75	754.66	793.38	834.16	877.00	922.14	-	-	-
Year 1 - Monthly Salary	8,155.53	8,574.94	9,014.97	9,478.34	9,965.13	10,478.04	-	-	-
COLA and MA year 2 (4%)	326.22	343.00	360.60	379.13	398.61	419.12	-	-	-
Year 2 - Monthly Salary	8,481.75	8,917.93	9,375.57	9,857.48	10,363.74	10,897.17	-	-	-
COLA and MA year 3 (4%)	339.27	356.72	375.02	394.30	414.55	435.89	-	-	-
Year 3 - Monthly Salary	8,821.02	9,274.65	9,750.60	10,251.78	10,778.29	11,333.05	-	-	-

FIRE UNIT SUCCESSOR MOU
TERM: JULY 1, 2022 – JUNE 30, 2025

Fire Fighter	4,772.67	5,018.13	5,276.35	5,547.28	5,833.26	6,133.15	6,448.09	6,779.23	7,127.75
COLA and MA year 1 (9.65%)	460.56	484.25	509.17	535.31	562.91	591.85	622.24	654.20	687.83
Year 1 - Monthly Salary	5,233.23	5,502.38	5,785.52	6,082.59	6,396.17	6,725.00	7,070.33	7,433.43	7,815.58
COLA and MA year 2 (4%)	209.33	220.10	231.42	243.30	255.85	269.00	282.81	297.34	312.62
Year 2 - Monthly Salary	5,442.56	5,722.47	6,016.94	6,325.90	6,652.02	6,994.00	7,353.14	7,730.76	8,128.20
COLA and MA year 3 (4%)	217.70	228.90	240.68	253.04	266.08	279.76	294.13	309.23	325.13
Year 3 - Monthly Salary	5,660.26	5,951.37	6,257.62	6,578.93	6,918.10	7,273.76	7,647.27	8,039.99	8,453.33
Fire Fighter - Admin	4,497.55	4,728.93	4,972.30	5,227.68	5,497.26	5,779.93	6,076.79	6,388.91	6,717.41
COLA and MA year 1 (9.65%)	434.01	456.34	479.83	504.47	530.49	557.76	586.41	616.53	648.23
Year 1 - Monthly Salary	4,931.56	5,185.27	5,452.13	5,732.15	6,027.75	6,337.69	6,663.20	7,005.44	7,365.64
COLA and MA year 2 (4%)	197.26	207.41	218.09	229.29	241.11	253.51	266.53	280.22	294.63
Year 2 - Monthly Salary	5,128.83	5,392.68	5,670.21	5,961.44	6,268.86	6,591.20	6,929.73	7,285.66	7,660.27
COLA and MA year 3 (4%)	205.15	215.71	226.81	238.46	250.75	263.65	277.19	291.43	306.41
Year 3 - Monthly Salary	5,333.98	5,608.39	5,897.02	6,199.89	6,519.61	6,854.85	7,206.92	7,577.08	7,966.68
Fire Fighter (22 years)	5,457.22	5,738.03	6,032.67	6,343.68	6,669.81	7,012.30	7,372.41	7,751.42	-
COLA and MA year 1 (9.65%)	526.62	553.72	582.15	612.17	643.64	676.69	711.44	748.01	-
Year 1 - Monthly Salary	5,983.84	6,291.75	6,614.82	6,955.85	7,313.45	7,688.99	8,083.85	8,499.43	-
COLA and MA year 2 (4%)	239.35	251.67	264.59	278.23	292.54	307.56	323.35	339.98	-
Year 2 - Monthly Salary	6,223.20	6,543.42	6,879.42	7,234.08	7,605.98	7,996.55	8,407.20	8,839.41	-
COLA and MA year 3 (4%)	248.93	261.74	275.18	289.36	304.24	319.86	336.29	353.58	-
Year 3 - Monthly Salary	6,472.12	6,805.16	7,154.59	7,523.44	7,910.22	8,316.41	8,743.49	9,192.99	-
Fire Fighter (22 years) - Admin	5,142.71	5,407.38	5,684.42	5,978.27	6,285.68	6,608.51	6,947.94	7,305.18	-
COLA and MA year 1 (9.65%)	496.27	521.81	548.55	576.90	606.57	637.72	670.48	704.95	-
Year 1 - Monthly Salary	5,638.98	5,929.19	6,232.97	6,555.17	6,892.25	7,246.23	7,618.42	8,010.13	-
COLA and MA year 2 (4%)	225.56	237.17	249.32	262.21	275.69	289.85	304.74	320.41	-
Year 2 - Monthly Salary	5,864.54	6,166.36	6,482.29	6,817.38	7,167.94	7,536.08	7,923.15	8,330.54	-
COLA and MA year 3 (4%)	234.58	246.65	259.29	272.70	286.72	301.44	316.93	333.22	-
Year 3 - Monthly Salary	6,099.12	6,413.01	6,741.58	7,090.08	7,454.66	7,837.52	8,240.08	8,663.76	-
Fire Fighter Engineer	6,355.55	6,681.67	7,026.03	7,386.21	7,765.86	8,164.98	-	-	-
COLA and MA year 1 (9.65%)	613.31	644.78	678.01	712.77	749.41	787.92	-	-	-
Year 1 - Monthly Salary	6,968.86	7,326.45	7,704.04	8,098.98	8,515.27	8,952.90	-	-	-
COLA and MA year 2 (4%)	278.75	293.06	308.16	323.96	340.61	358.12	-	-	-
Year 2 - Monthly Salary	7,247.61	7,619.51	8,012.20	8,422.94	8,855.88	9,311.02	-	-	-
COLA and MA year 3 (4%)	289.90	304.78	320.49	336.92	354.24	372.44	-	-	-
Year 3 - Monthly Salary	7,537.52	7,924.29	8,332.69	8,759.86	9,210.11	9,683.46	-	-	-

FIRE UNIT SUCCESSOR MOU
TERM: JULY 1, 2022 – JUNE 30, 2025

Fire Fighter Engineer - Admin	5,989.48	6,296.89	6,621.48	6,960.99	7,318.84	7,694.81	-	-	-
COLA and MA year 1 (9.65%)	577.98	607.65	638.97	671.74	706.27	742.55	-	-	-
Year 1 - Monthly Salary	6,567.46	6,904.54	7,260.45	7,632.73	8,025.11	8,437.36	-	-	-
COLA and MA year 2 (4%)	262.70	276.18	290.42	305.31	321.00	337.49	-	-	-
Year 2 - Monthly Salary	6,830.16	7,180.72	7,550.87	7,938.03	8,346.11	8,774.85	-	-	-
COLA and MA year 3 (4%)	273.21	287.23	302.03	317.52	333.84	350.99	-	-	-
Year 3 - Monthly Salary	7,103.37	7,467.95	7,852.91	8,255.56	8,679.96	9,125.85	-	-	-
Fire Fighter Engineer (22 years)	6,911.65	7,266.30	7,640.82	8,032.50	8,445.37	8,879.42	-	-	-
COLA and MA year 1 (9.65%)	666.97	701.20	737.34	775.14	814.98	856.86	-	-	-
Year 1 - Monthly Salary	7,578.62	7,967.50	8,378.16	8,807.64	9,260.35	9,736.28	-	-	-
COLA and MA year 2 (4%)	303.14	318.70	335.13	352.31	370.41	389.45	-	-	-
Year 2 - Monthly Salary	7,881.77	8,286.20	8,713.29	9,159.94	9,630.76	10,125.74	-	-	-
COLA and MA year 3 (4%)	315.27	331.45	348.53	366.40	385.23	405.03	-	-	-
Year 3 - Monthly Salary	8,197.04	8,617.65	9,061.82	9,526.34	10,015.99	10,530.76	-	-	-
Fire Fighter Engineer (22 years) - Admin	6,513.56	6,847.87	7,200.86	7,570.07	7,959.23	8,368.11	-	-	-
COLA and MA year 1 (9.65%)	628.56	660.82	694.88	730.51	768.07	807.52	-	-	-
Year 1 - Monthly Salary	7,142.12	7,508.69	7,895.74	8,300.58	8,727.30	9,175.63	-	-	-
COLA and MA year 2 (4%)	285.68	300.35	315.83	332.02	349.09	367.03	-	-	-
Year 2 - Monthly Salary	7,427.80	7,809.04	8,211.57	8,632.61	9,076.39	9,542.66	-	-	-
COLA and MA year 3 (4%)	297.11	312.36	328.46	345.30	363.06	381.71	-	-	-
Year 3 - Monthly Salary	7,724.92	8,121.40	8,540.04	8,977.91	9,439.44	9,924.36	-	-	-
Fire Fighter Trainee	4,772.67	-	-	-	-	-	-	-	-
COLA and MA year 1 (9.65%)	460.56	-	-	-	-	-	-	-	-
Year 1 - Monthly Salary	5,233.23	-	-	-	-	-	-	-	-
COLA and MA year 2 (4%)	209.33	-	-	-	-	-	-	-	-
Year 2 - Monthly Salary	5,442.56	-	-	-	-	-	-	-	-
COLA and MA year 3 (4%)	217.70	-	-	-	-	-	-	-	-
Year 3 - Monthly Salary	5,660.26	-	-	-	-	-	-	-	-

FIRE MANAGEMENT UNIT SUCCESSOR MOU
TERM: JULY 1, 2022 – JUNE 30, 2025

APPENDIX A. COLA AND MARKET ADJUSTMENTS

Year 1- Effective 7/1/22;
Year 2- Effective 7/1/23;
Year 3- Effective 7/1/24

	Steps					
	1	2	3	4	5	6
Fire Battalion Chief	9,223.50	9,697.42	10,194.53	10,718.68	11,268.59	11,848.12
COLA and MA year 1 (10%)	922.35	969.74	1,019.45	1,071.87	1,126.86	1,184.81
Year 1 - Monthly Salary	10,145.85	10,667.16	11,213.98	11,790.55	12,395.45	13,032.93
COLA and MA year 2 (4%)	405.83	426.69	448.56	471.62	495.82	521.32
Year 2 - Monthly Salary	10,551.68	11,093.85	11,662.54	12,262.17	12,891.27	13,554.25
COLA and MA year 3 (4%)	422.07	443.75	466.50	490.49	515.65	542.17
Year 3 - Monthly Salary	10,973.75	11,537.60	12,129.04	12,752.66	13,406.92	14,096.42
 Fire Battalion Chief - Admin	 8,692.73	 9,139.45	 9,608.02	 10,102.08	 10,620.42	 11,166.66
COLA and MA year 1 (10%)	869.27	913.95	960.80	1,010.21	1,062.04	1,116.67
Year 1 - Monthly Salary	9,562.00	10,053.40	10,568.82	11,112.29	11,682.46	12,283.33
COLA and MA year 2 (4%)	382.48	402.14	422.75	444.49	467.30	491.33
Year 2 - Monthly Salary	9,944.48	10,455.53	10,991.57	11,556.78	12,149.76	12,774.66
COLA and MA year 3 (4%)	397.78	418.22	439.66	462.27	485.99	510.99
Year 3 - Monthly Salary	10,342.26	10,873.75	11,431.24	12,019.05	12,635.75	13,285.65
 Fire Battalion Chief (22 years)	 9,373.84	 9,855.50	 10,360.69	 10,893.40	 11,452.27	 12,041.24
COLA and MA year 1 (10%)	937.38	985.55	1,036.07	1,089.34	1,145.23	1,204.12
Year 1 - Monthly Salary	10,311.22	10,841.05	11,396.76	11,982.74	12,597.50	13,245.36
COLA and MA year 2 (4%)	412.45	433.64	455.87	479.31	503.90	529.81
Year 2 - Monthly Salary	10,723.67	11,274.69	11,852.63	12,462.05	13,101.40	13,775.18
COLA and MA year 3 (4%)	428.95	450.99	474.11	498.48	524.06	551.01
Year 3 - Monthly Salary	11,152.62	11,725.68	12,326.73	12,960.53	13,625.45	14,326.19
 Fire Battalion Chief (22 years) - Admin	 8,834.42	 9,288.43	 9,764.63	 10,266.75	 10,793.54	 11,348.69
COLA and MA year 1 (10%)	883.44	928.84	976.46	1,026.68	1,079.35	1,134.87
Year 1 - Monthly Salary	9,717.86	10,217.27	10,741.09	11,293.43	11,872.89	12,483.56
COLA and MA year 2 (4%)	388.71	408.69	429.64	451.74	474.92	499.34
Year 2 - Monthly Salary	10,106.58	10,625.96	11,170.74	11,745.16	12,347.81	12,982.90
COLA and MA year 3 (4%)	404.26	425.04	446.83	469.81	493.91	519.32
Year 3 - Monthly Salary	10,510.84	11,051.00	11,617.57	12,214.97	12,841.72	13,502.22

STOCKTON CITY EMPLOYEES' ASSOCIATION SUCCESSOR MOU

Term: July 1, 2023 – June 30, 2026

ADMINISTRATIVE, CLERICAL AND SERVICES UNIT
PROFESSIONAL AND TECHNICAL UNIT**APPENDIX B – LABOR MARKET PAY ADJUSTMENTS**

Year 1 - Effective 7/1/23

Year 2 - Effective 7/1/24

Year 3 - Effective 7/1/25

Rate Calculation	
COLA year 1 (4%)	Current hourly x 0.04
MA year 1 (0%)	N/A
Year 1 - Monthly Salary	(Current hourly + COLA) x 173.34
COLA year 2 (3%)	Year 1 hourly x 0.03
MA year 2 (5%)	Current hourly x 0.05
Year 2 - Monthly Salary	(Current hourly + all increases) x 173.34
COLA year 3 (3%)	(Current hourly + COLAs) x 0.03
MA year 3 (2%)	Current hourly x 0.02
Year 3 - Monthly Salary	(Current hourly + all increases) x 173.34

*Monthly hours of 173.34 are calculated from 86.67 x 2

*Fire Telecommunicators (56) are calculated at 242.66 Monthly hours

		Hourly/Monthly Steps					
		1	2	3	4	5	6
Accountant II	<i>current monthly</i>	6,018.72	6,327.18	6,652.14	6,992.14	7,351.34	7,727.00
	<i>current hourly</i>	34.7220	36.5016	38.3763	40.3377	42.4100	44.5771
COLA year 1 (4%)		1.3889	1.4601	1.5351	1.6135	1.6964	1.7831
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		6,259.46	6,580.27	6,918.23	7,271.82	7,645.40	8,036.07
COLA year 2 (3%)		1.0833	1.1388	1.1973	1.2585	1.3232	1.3908
MA year 2 (0.54%)		0.1875	0.1971	0.2072	0.2178	0.2290	0.2407
Year 2 - Monthly Salary		6,479.74	6,811.85	7,161.70	7,527.73	7,914.46	8,318.88
COLA year 3 (3%)		1.1215	1.1789	1.2395	1.3028	1.3698	1.4398
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		6,674.14	7,016.21	7,376.55	7,753.57	8,151.90	8,568.45

STOCKTON CITY EMPLOYEES' ASSOCIATION SUCCESSOR MOU

Term: July 1, 2023 – June 30, 2026

**ADMINISTRATIVE, CLERICAL AND SERVICES UNIT
PROFESSIONAL AND TECHNICAL UNIT**

Accountant I	<i>current monthly</i>	5,165.42	5,429.08	5,707.40	6,000.34	6,307.94	6,630.22
	<i>current hourly</i>	29.7994	31.3204	32.9260	34.6160	36.3906	38.2498
COLA year 1 (4%)		1.1920	1.2528	1.3170	1.3846	1.4556	1.5300
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		5,372.05	5,646.24	5,935.69	6,240.35	6,560.26	6,895.43
COLA year 2 (3%)		0.9297	0.9772	1.0273	1.0800	1.1354	1.1934
MA year 2 (7%)		2.0860	2.1924	2.3048	2.4231	2.5473	2.6775
Year 2 - Monthly Salary		5,894.79	6,195.66	6,513.28	6,847.59	7,198.63	7,566.41
COLA year 3 (3%)		1.0202	1.0723	1.1273	1.1851	1.2459	1.3095
MA year 3 (0.11%)		0.0328	0.0345	0.0362	0.0381	0.0400	0.0421
Year 3 - Monthly Salary		6,077.31	6,387.51	6,714.95	7,059.61	7,421.53	7,800.69
Grants Analyst	<i>current monthly</i>	5,044.30	5,302.70	5,574.34	5,860.38	6,160.84	6,476.94
	<i>current hourly</i>	29.1006	30.5913	32.1584	33.8086	35.5419	37.3655
COLA year 1 (4%)		1.1640	1.2237	1.2863	1.3523	1.4217	1.4946
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		5,246.07	5,514.80	5,797.31	6,094.80	6,407.27	6,736.01
COLA year 2 (3%)		0.9079	0.9544	1.0033	1.0548	1.1089	1.1658
MA year 2 (7%)		2.0370	2.1414	2.2511	2.3666	2.4879	2.6156
Year 2 - Monthly Salary		5,756.55	6,051.44	6,361.43	6,687.87	7,030.74	7,391.48
COLA year 3 (3%)		0.9963	1.0473	1.1010	1.1575	1.2168	1.2792

STOCKTON CITY EMPLOYEES' ASSOCIATION SUCCESSOR MOU

Term: July 1, 2023 – June 30, 2026

**ADMINISTRATIVE, CLERICAL AND SERVICES UNIT
PROFESSIONAL AND TECHNICAL UNIT**

MA year 3 (2.89%)		0.8410	0.8841	0.9294	0.9771	1.0272	1.0799
Year 3 - Monthly Salary		6,075.03	6,386.23	6,713.37	7,057.87	7,419.71	7,800.41
Customer Service Assistant	<i>current monthly</i>	3,416.54	3,591.70	3,775.22	3,969.58	4,172.32	4,385.84
	<i>current hourly</i>	19.7101	20.7205	21.7793	22.9005	24.0701	25.3020
COLA year 1 (4%)		0.7884	0.8288	0.8712	0.9160	0.9628	1.0121
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		3,553.21	3,735.36	3,926.23	4,128.36	4,339.20	4,561.28
COLA year 2 (3%)		0.6150	0.6465	0.6795	0.7145	0.7510	0.7894
MA year 2 (4.02%)		0.7923	0.8330	0.8755	0.9206	0.9676	1.0171
Year 2 - Monthly Salary		3,797.15	3,991.81	4,195.78	4,411.78	4,637.11	4,874.43
COLA year 3 (3%)		0.6572	0.6909	0.7262	0.7635	0.8025	0.8436
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		3,911.07	4,111.56	4,321.66	4,544.14	4,776.22	5,020.67
Reprographics/ Mailroom Technician II	<i>current monthly</i>	3,478.92	3,656.46	3,843.60	4,041.56	4,247.88	4,466.22
	<i>current hourly</i>	20.0699	21.0942	22.1738	23.3158	24.5061	25.7657
COLA year 1 (4%)		0.8028	0.8438	0.8870	0.9326	0.9802	1.0306
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		3,618.07	3,802.73	3,997.35	4,203.22	4,417.80	4,644.88
COLA year 2 (3%)		0.6262	0.6581	0.6918	0.7275	0.7646	0.8039
MA year 2 (1.97%)		0.3954	0.4156	0.4368	0.4593	0.4828	0.5076

STOCKTON CITY EMPLOYEES' ASSOCIATION SUCCESSOR MOU

Term: July 1, 2023 – June 30, 2026

**ADMINISTRATIVE, CLERICAL AND SERVICES UNIT
PROFESSIONAL AND TECHNICAL UNIT**

Year 2 - Monthly Salary		3,795.15	3,988.84	4,192.99	4,408.94	4,634.02	4,872.21
COLA year 3 (3%)		0.6568	0.6903	0.7257	0.7631	0.8020	0.8432
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		3,909.00	4,108.51	4,318.78	4,541.21	4,773.04	5,018.37
Reprographics/ Mailroom Technician I							
	<i>current monthly</i>	3,006.28	3,159.82	3,321.78	3,492.12	3,670.86	3,859.20
	<i>current hourly</i>	17.3432	18.2290	19.1634	20.1461	21.1772	22.2638
COLA year 1 (4%)		0.6937	0.7292	0.7665	0.8058	0.8471	0.8906
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		3,126.52	3,286.21	3,454.66	3,631.81	3,817.69	4,013.58
COLA year 2 (3%)		0.5411	0.5687	0.5979	0.6286	0.6607	0.6946
MA year 2 (7%)		1.2140	1.2760	1.3414	1.4102	1.4824	1.5585
Year 2 - Monthly Salary		3,430.76	3,605.98	3,790.82	3,985.21	4,189.18	4,404.13
COLA year 3 (3%)		0.5938	0.6241	0.6561	0.6897	0.7250	0.7622
MA year 3 (0.8%)		0.1387	0.1458	0.1533	0.1612	0.1694	0.1781
Year 3 - Monthly Salary		3,557.73	3,739.44	3,931.12	4,132.71	4,344.22	4,567.12
Senior Recreation Assistant							
	<i>current monthly</i>	4,231.10	4,448.24	4,676.16	4,916.08	5,168.00	5,431.90
	<i>current hourly</i>	24.4092	25.6619	26.9768	28.3609	29.8142	31.3367
COLA year 1 (4%)		0.9764	1.0265	1.0791	1.1344	1.1926	1.2535
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		4,400.33	4,626.16	4,863.20	5,112.72	5,374.71	5,649.18

STOCKTON CITY EMPLOYEES' ASSOCIATION SUCCESSOR MOU

Term: July 1, 2023 – June 30, 2026

**ADMINISTRATIVE, CLERICAL AND SERVICES UNIT
PROFESSIONAL AND TECHNICAL UNIT**

COLA year 2 (3%)		0.7616	0.8007	0.8417	0.8849	0.9302	0.9777
MA year 2 (0.42%)		0.1025	0.1078	0.1133	0.1191	0.1252	0.1316
Year 2 - Monthly Salary		4,550.11	4,783.63	5,028.74	5,286.75	5,557.66	5,841.47
COLA year 3 (3%)		0.7875	0.8279	0.8703	0.9150	0.9619	1.0110
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		4,686.62	4,927.14	5,179.60	5,445.35	5,724.39	6,016.71
Recreation Assistant II	<i>current monthly</i>	3,478.92	3,656.46	3,843.60	4,041.56	4,247.88	4,466.22
	<i>current hourly</i>	20.0699	21.0942	22.1738	23.3158	24.5061	25.7657
COLA year 1 (4%)		0.8028	0.8438	0.8870	0.9326	0.9802	1.0306
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		3,618.07	3,802.73	3,997.35	4,203.22	4,417.80	4,644.88
COLA year 2 (3%)		0.6262	0.6581	0.6918	0.7275	0.7646	0.8039
MA year 2 (7%)		1.4049	1.4766	1.5522	1.6321	1.7154	1.8036
Year 2 - Monthly Salary		3,970.14	4,172.76	4,386.32	4,612.23	4,847.69	5,096.86
COLA year 3 (3%)		0.6871	0.7222	0.7591	0.7982	0.8390	0.8821
MA year 3 (5.09%)		1.0216	1.0737	1.1286	1.1868	1.2474	1.3115
Year 3 - Monthly Salary		4,266.32	4,484.06	4,713.55	4,956.31	5,209.34	5,477.09
Recreation Assistant I	<i>current monthly</i>	3,234.20	3,399.76	3,573.72	3,757.24	3,949.18	4,151.92
	<i>current hourly</i>	18.6581	19.6132	20.6168	21.6756	22.7829	23.9525
COLA year 1 (4%)		0.7463	0.7845	0.8247	0.8670	0.9113	0.9581

STOCKTON CITY EMPLOYEES' ASSOCIATION SUCCESSOR MOU

Term: July 1, 2023 – June 30, 2026

ADMINISTRATIVE, CLERICAL AND SERVICES UNIT

PROFESSIONAL AND TECHNICAL UNIT

MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		3,363.56	3,535.74	3,716.66	3,907.54	4,107.16	4,318.00
COLA year 2 (3%)		0.5821	0.6119	0.6432	0.6763	0.7108	0.7473
MA year 2 (7%)		1.3061	1.3729	1.4432	1.5173	1.5948	1.6767
Year 2 - Monthly Salary		3,690.86	3,879.80	4,078.32	4,287.77	4,506.81	4,738.18
COLA year 3 (3%)		0.6388	0.6715	0.7058	0.7421	0.7800	0.8200
MA year 3 (2.39%)		0.4459	0.4688	0.4927	0.5180	0.5445	0.5725
Year 3 - Monthly Salary		3,878.89	4,077.45	4,286.09	4,506.20	4,736.40	4,979.55
Librarian I	<i>current monthly</i>	4,421.84	4,648.56	4,886.10	5,136.82	5,399.54	5,676.64
	<i>current hourly</i>	25.5096	26.8176	28.1880	29.6344	31.1500	32.7486
COLA year 1 (4%)		1.0204	1.0727	1.1275	1.1854	1.2460	1.3099
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		4,598.71	4,834.51	5,081.55	5,342.30	5,615.52	5,903.71
COLA year 2 (3%)		0.7959	0.8367	0.8795	0.9246	0.9719	1.0218
MA year 2 (3.17%)		0.8087	0.8501	0.8936	0.9394	0.9875	1.0381
Year 2 - Monthly Salary		4,876.84	5,126.90	5,388.89	5,665.41	5,955.15	6,260.77
COLA year 3 (3%)		0.8440	0.8873	0.9327	0.9805	1.0307	1.0836
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		5,023.15	5,280.71	5,550.56	5,835.37	6,133.81	6,448.59
Librarian Trainee	<i>current monthly</i>	4,029.56	4,235.90	4,453.02	4,680.96	4,920.88	5,172.80

STOCKTON CITY EMPLOYEES' ASSOCIATION SUCCESSOR MOU

Term: July 1, 2023 – June 30, 2026

**ADMINISTRATIVE, CLERICAL AND SERVICES UNIT
PROFESSIONAL AND TECHNICAL UNIT**

	<i>current hourly</i>	23.2466	24.4370	25.6895	27.0045	28.3886	29.8419
COLA year 1 (4%)		0.9299	0.9775	1.0276	1.0802	1.1355	1.1937
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		4,190.75	4,405.35	4,631.14	4,868.20	5,117.72	5,379.71
COLA year 2 (3%)		0.7253	0.7624	0.8015	0.8425	0.8857	0.9311
MA year 2 (2.90%)		0.6742	0.7087	0.7450	0.7831	0.8233	0.8654
Year 2 - Monthly Salary		4,433.33	4,660.35	4,899.21	5,149.99	5,413.95	5,691.11
COLA year 3 (3%)		0.7673	0.8066	0.8479	0.8913	0.9370	0.9850
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		4,566.33	4,800.16	5,046.19	5,304.49	5,576.37	5,861.84
Associate Planner	<i>current monthly</i>	6,118.12	6,432.40	6,761.10	7,107.80	7,472.50	7,855.16
	<i>current hourly</i>	35.2955	37.1086	39.0049	41.0050	43.1089	45.3165
COLA year 1 (4%)		1.4118	1.4843	1.5602	1.6402	1.7244	1.8127
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		6,362.85	6,689.70	7,031.55	7,392.12	7,771.40	8,169.37
COLA year 2 (3%)		1.1012	1.1578	1.2170	1.2794	1.3450	1.4139
MA year 2 (2.10%)		0.7412	0.7793	0.8191	0.8611	0.9053	0.9516
Year 2 - Monthly Salary		6,682.21	7,025.47	7,384.48	7,763.15	8,161.46	8,579.41
COLA year 3 (3%)		1.1565	1.2159	1.2780	1.3436	1.4125	1.4848
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		6,882.68	7,236.24	7,606.02	7,996.04	8,406.30	8,836.79

STOCKTON CITY EMPLOYEES' ASSOCIATION SUCCESSOR MOU

Term: July 1, 2023 – June 30, 2026

**ADMINISTRATIVE, CLERICAL AND SERVICES UNIT
PROFESSIONAL AND TECHNICAL UNIT**

Assistant Planner	<i>current monthly</i>	5,044.30	5,302.70	5,574.34	5,860.38	6,160.84	6,476.94
	<i>current hourly</i>	29.1006	30.5913	32.1584	33.8086	35.5419	37.3655
COLA year 1 (4%)		1.1640	1.2237	1.2863	1.3523	1.4217	1.4946
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		5,246.07	5,514.80	5,797.31	6,094.80	6,407.27	6,736.01
COLA year 2 (3%)		0.9079	0.9544	1.0033	1.0548	1.1089	1.1658
MA year 2 (7%)		2.0370	2.1414	2.2511	2.3666	2.4879	2.6156
Year 2 - Monthly Salary		5,756.55	6,051.44	6,361.43	6,687.87	7,030.74	7,391.48
COLA year 3 (3%)		0.9963	1.0473	1.1010	1.1575	1.2168	1.2792
MA year 3 (6.59%)		1.9177	2.0160	2.1192	2.2280	2.3422	2.4624
Year 3 - Monthly Salary		6,261.67	6,582.43	6,919.63	7,274.70	7,647.66	8,040.05
Community Development Technician	<i>current monthly</i>	4,593.02	4,828.04	5,075.16	5,335.70	5,608.32	5,895.72
	<i>current hourly</i>	26.4972	27.8530	29.2786	30.7817	32.3545	34.0125
COLA year 1 (4%)		1.0599	1.1141	1.1711	1.2313	1.2942	1.3605
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		4,776.75	5,021.16	5,278.16	5,549.13	5,832.66	6,131.56
COLA year 2 (3%)		0.8267	0.8690	0.9135	0.9604	1.0095	1.0612
MA year 2 (2.47%)		0.6545	0.6880	0.7232	0.7603	0.7992	0.8401
Year 2 - Monthly Salary		5,033.50	5,291.05	5,561.86	5,847.39	6,146.17	6,461.13
COLA year 3 (3%)		0.8711	0.9157	0.9626	1.0120	1.0637	1.1182
MA year 3 (0%)		-	-	-	-	-	-

STOCKTON CITY EMPLOYEES' ASSOCIATION SUCCESSOR MOU

Term: July 1, 2023 – June 30, 2026

**ADMINISTRATIVE, CLERICAL AND SERVICES UNIT
PROFESSIONAL AND TECHNICAL UNIT**

Year 3 - Monthly Salary		5,184.50	5,449.78	5,728.72	6,022.82	6,330.55	6,654.96
Senior Plan Checker	<i>current monthly</i>	6,542.78	6,877.48	7,230.16	7,600.86	7,989.54	8,399.82
	<i>current hourly</i>	37.7454	39.6763	41.7109	43.8494	46.0917	48.4586
COLA year 1 (4%)		1.5098	1.5871	1.6684	1.7540	1.8437	1.9383
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		6,804.50	7,152.59	7,519.37	7,904.89	8,309.12	8,735.81
COLA year 2 (3%)		1.1777	1.2379	1.3014	1.3681	1.4381	1.5119
MA year 2 (7%)		2.6422	2.7773	2.9198	3.0695	3.2264	3.3921
Year 2 - Monthly Salary		7,466.63	7,848.59	8,251.07	8,674.10	9,117.66	9,585.87
COLA year 3 (3%)		1.2923	1.3584	1.4280	1.5012	1.5780	1.6590
MA year 3 (1%)		0.3775	0.3968	0.4171	0.4385	0.4609	0.4846
Year 3 - Monthly Salary		7,756.06	8,152.82	8,570.90	9,010.33	9,471.08	9,957.44
Plan Checker II	<i>current monthly</i>	6,118.12	6,432.40	6,761.10	7,107.80	7,472.50	7,855.18
	<i>current hourly</i>	35.2955	37.1086	39.0049	41.0050	43.1089	45.3166
COLA year 1 (4%)		1.4118	1.4843	1.5602	1.6402	1.7244	1.8127
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		6,362.85	6,689.70	7,031.55	7,392.12	7,771.40	8,169.39
COLA year 2 (3%)		1.1012	1.1578	1.2170	1.2794	1.3450	1.4139
MA year 2 (5.1%)		1.8001	1.8925	1.9892	2.0913	2.1986	2.3111
Year 2 - Monthly Salary		6,865.76	7,218.44	7,587.32	7,976.38	8,385.64	8,815.08

STOCKTON CITY EMPLOYEES' ASSOCIATION SUCCESSOR MOU

Term: July 1, 2023 – June 30, 2026

**ADMINISTRATIVE, CLERICAL AND SERVICES UNIT
PROFESSIONAL AND TECHNICAL UNIT**

COLA year 3 (3%)		1.1883	1.2493	1.3131	1.3805	1.4513	1.5256
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		7,071.73	7,435.00	7,814.94	8,215.67	8,637.20	9,079.53
Senior Combination Inspector	<i>current monthly</i>	5,575.86	5,861.38	6,161.30	6,476.80	6,809.08	7,158.18
	<i>current hourly</i>	32.1672	33.8144	35.5446	37.3647	39.2817	41.2956
COLA year 1 (4%)		1.2867	1.3526	1.4218	1.4946	1.5713	1.6518
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		5,798.90	6,095.84	6,407.75	6,735.87	7,081.45	7,444.51
COLA year 2 (3%)		1.0036	1.0550	1.1090	1.1658	1.2256	1.2884
MA year 2 (7%)		2.2517	2.3670	2.4881	2.6155	2.7497	2.8907
Year 2 - Monthly Salary		6,363.17	6,689.02	7,031.28	7,391.32	7,770.53	8,168.91
COLA year 3 (3%)		1.1013	1.1577	1.2169	1.2792	1.3448	1.4138
MA year 3 (0.54%)		0.1737	0.1826	0.1919	0.2018	0.2121	0.2230
Year 3 - Monthly Salary		6,584.18	6,921.34	7,275.49	7,648.04	8,040.42	8,452.64
Combination Inspector II	<i>current monthly</i>	5,353.74	5,627.68	5,916.12	6,219.16	6,537.94	6,872.46
	<i>current hourly</i>	30.8858	32.4661	34.1302	35.8784	37.7174	39.6473
COLA year 1 (4%)		1.2354	1.2986	1.3652	1.4351	1.5087	1.5859
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		5,567.89	5,852.78	6,152.77	6,467.93	6,799.45	7,147.36
COLA year 2 (3%)		0.9636	1.0129	1.0649	1.1194	1.1768	1.2370

STOCKTON CITY EMPLOYEES' ASSOCIATION SUCCESSOR MOU

Term: July 1, 2023 – June 30, 2026

**ADMINISTRATIVE, CLERICAL AND SERVICES UNIT
PROFESSIONAL AND TECHNICAL UNIT**

MA year 2 (3.73%)		1.1520	1.2110	1.2731	1.3383	1.4069	1.4788
Year 2 - Monthly Salary		5,934.63	6,238.28	6,558.03	6,893.94	7,247.30	7,618.13
COLA year 3 (3%)		1.0271	1.0797	1.1350	1.1931	1.2543	1.3185
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		6,112.66	6,425.42	6,754.77	7,100.76	7,464.72	7,846.67
Combination Inspector I	<i>current monthly</i>	4,844.66	5,091.94	5,353.74	5,627.68	5,916.12	6,219.16
	<i>current hourly</i>	27.9489	29.3754	30.8858	32.4661	34.1302	35.8784
COLA year 1 (4%)		1.1180	1.1750	1.2354	1.2986	1.3652	1.4351
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		5,038.45	5,295.61	5,567.89	5,852.78	6,152.77	6,467.93
COLA year 2 (3%)		0.8720	0.9165	0.9636	1.0129	1.0649	1.1194
MA year 2 (4.25%)		1.1878	1.2485	1.3126	1.3798	1.4505	1.5248
Year 2 - Monthly Salary		5,395.50	5,670.88	5,962.47	6,267.54	6,588.79	6,926.28
COLA year 3 (3%)		0.9338	0.9815	1.0319	1.0847	1.1403	1.1987
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		5,557.37	5,841.01	6,141.34	6,455.57	6,786.46	7,134.07
Real Property Agent II	<i>current monthly</i>	5,872.14	6,172.84	6,489.84	6,821.82	7,171.46	7,540.16
	<i>current hourly</i>	33.8764	35.6112	37.4399	39.3551	41.3722	43.4993
COLA year 1 (4%)		1.3551	1.4244	1.4976	1.5742	1.6549	1.7400
MA year 1 (0%)		-	-	-	-	-	-

STOCKTON CITY EMPLOYEES' ASSOCIATION SUCCESSOR MOU

Term: July 1, 2023 – June 30, 2026

**ADMINISTRATIVE, CLERICAL AND SERVICES UNIT
PROFESSIONAL AND TECHNICAL UNIT**

Year 1 - Monthly Salary		6,107.02	6,419.76	6,749.43	7,094.69	7,458.32	7,841.78
COLA year 2 (3%)		1.0569	1.1111	1.1681	1.2279	1.2908	1.3572
MA year 2 (0.2%)		0.0678	0.0712	0.0749	0.0787	0.0827	0.0870
Year 2 - Monthly Salary		6,301.98	6,624.70	6,964.89	7,321.17	7,696.41	8,092.11
COLA year 3 (3%)		1.0907	1.1465	1.2054	1.2671	1.3320	1.4005
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		6,491.03	6,823.44	7,173.83	7,540.80	7,927.30	8,334.87
Real Property Agent I	<i>current monthly</i>	5,050.36	5,308.86	5,580.98	5,866.70	6,167.36	6,483.02
	<i>current hourly</i>	29.1356	30.6269	32.1967	33.8450	35.5796	37.4006
COLA year 1 (4%)		1.1654	1.2251	1.2879	1.3538	1.4232	1.4960
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		5,252.38	5,521.22	5,804.22	6,101.36	6,414.06	6,742.34
COLA year 2 (3%)		0.9090	0.9556	1.0045	1.0560	1.1101	1.1669
MA year 2 (6.52%)		1.8996	1.9969	2.0992	2.2067	2.3198	2.4385
Year 2 - Monthly Salary		5,739.23	6,033.00	6,342.22	6,666.91	7,008.60	7,367.30
COLA year 3 (3%)		0.9933	1.0441	1.0976	1.1538	1.2130	1.2751
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		5,911.41	6,213.99	6,532.49	6,866.92	7,218.85	7,588.32
Senior Housing Rehabilitation Counselor	<i>current monthly</i>	5,362.36	5,637.06	5,926.18	6,229.68	6,548.78	6,884.68
	<i>current hourly</i>	30.9355	32.5203	34.1882	35.9391	37.7800	39.7178

STOCKTON CITY EMPLOYEES' ASSOCIATION SUCCESSOR MOU

Term: July 1, 2023 – June 30, 2026

**ADMINISTRATIVE, CLERICAL AND SERVICES UNIT
PROFESSIONAL AND TECHNICAL UNIT**

COLA year 1 (4%)		1.2374	1.3008	1.3675	1.4376	1.5112	1.5887
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		5,576.85	5,862.55	6,163.23	6,478.87	6,810.74	7,160.07
COLA year 2 (3%)		0.9652	1.0146	1.0667	1.1213	1.1787	1.2392
MA year 2 (3.53%)		1.0920	1.1480	1.2068	1.2687	1.3336	1.4020
Year 2 - Monthly Salary		5,933.45	6,237.42	6,557.32	6,893.14	7,246.23	7,617.90
COLA year 3 (3%)		1.0269	1.0795	1.1349	1.1930	1.2541	1.3184
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		6,111.45	6,424.54	6,754.04	7,099.94	7,463.62	7,846.44
Fire Telecommunicator II							
(40 hr work week)	<i>current monthly</i>	4,794.42	5,040.44	5,298.72	5,569.32	5,854.68	6,154.78
	<i>current hourly</i>	27.6591	29.0783	30.5684	32.1294	33.7757	35.5070
COLA year 1 (4%)		1.1064	1.1631	1.2227	1.2852	1.3510	1.4203
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		4,986.21	5,242.05	5,510.68	5,792.08	6,088.87	6,400.97
COLA year 2 (3%)		0.8630	0.9072	0.9537	1.0024	1.0538	1.1078
MA year 2 (5.8%)		1.6042	1.6865	1.7730	1.8635	1.9590	2.0594
Year 2 - Monthly Salary		5,413.87	5,691.66	5,983.32	6,288.87	6,611.10	6,949.98
COLA year 3 (3%)		0.9370	0.9851	1.0355	1.0884	1.1442	1.2028
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		5,576.28	5,862.41	6,162.82	6,477.53	6,809.44	7,158.48

STOCKTON CITY EMPLOYEES' ASSOCIATION SUCCESSOR MOU

Term: July 1, 2023 – June 30, 2026

**ADMINISTRATIVE, CLERICAL AND SERVICES UNIT
PROFESSIONAL AND TECHNICAL UNIT**

Fire Telecommunicator I (40 hr work week)	<i>current monthly</i>	4,560.74	4,794.42	5,040.44	5,298.72	5,569.32	5,854.68
	<i>current hourly</i>	26.3109	27.6591	29.0783	30.5684	32.1294	33.7757
COLA year 1 (4%)		1.0524	1.1064	1.1631	1.2227	1.2852	1.3510
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		4,743.16	4,986.21	5,242.05	5,510.68	5,792.08	6,088.87
COLA year 2 (3%)		0.8209	0.8630	0.9072	0.9537	1.0024	1.0538
MA year 2 (0.67%)		0.1763	0.1853	0.1948	0.2048	0.2153	0.2263
Year 2 - Monthly Salary		4,916.01	5,167.91	5,433.08	5,711.50	6,003.16	6,310.76
COLA year 3 (3%)		0.8508	0.8944	0.9403	0.9885	1.0390	1.0922
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		5,063.49	5,322.95	5,596.07	5,882.84	6,183.25	6,500.08
Fire Telecommunicator II (56 hr work week)	<i>current monthly</i>	4,794.26	5,040.24	5,298.50	5,569.10	5,854.44	6,154.54
	<i>current hourly</i>	19.7571	20.7708	21.8351	22.9502	24.1261	25.3628
COLA year 1 (4%)		0.7903	0.8308	0.8734	0.9180	0.9650	1.0145
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		4,986.03	5,241.85	5,510.45	5,791.86	6,088.62	6,400.72
COLA year 2 (3%)		0.6164	0.6480	0.6813	0.7160	0.7527	0.7913
MA year 2 (5.8%)		1.1459	1.2047	1.2664	1.3311	1.3993	1.4710
Year 2 - Monthly Salary		5,413.68	5,691.44	5,983.07	6,288.62	6,610.83	6,949.70
COLA year 3 (3%)		0.6693	0.7036	0.7397	0.7775	0.8173	0.8592
MA year 3 (0%)		-	-	-	-	-	-

STOCKTON CITY EMPLOYEES' ASSOCIATION SUCCESSOR MOU

Term: July 1, 2023 – June 30, 2026

**ADMINISTRATIVE, CLERICAL AND SERVICES UNIT
PROFESSIONAL AND TECHNICAL UNIT**

Year 3 - Monthly Salary		5,576.09	5,862.18	6,162.56	6,477.28	6,809.16	7,158.19
Fire Telecommunicator I (56 hr work week)							
	<i>current monthly</i>	4,560.56	4,794.26	5,040.24	5,298.50	5,569.10	5,854.44
	<i>current hourly</i>	18.7940	19.7571	20.7708	21.8351	22.9502	24.1261
COLA year 1 (4%)		0.7518	0.7903	0.8308	0.8734	0.9180	0.9650
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		4,742.97	4,986.03	5,241.85	5,510.45	5,791.86	6,088.62
COLA year 2 (3%)		0.5864	0.6164	0.6480	0.6813	0.7160	0.7527
MA year 2 (0.67%)		0.1259	0.1324	0.1392	0.1463	0.1538	0.1616
Year 2 - Monthly Salary		4,915.82	5,167.73	5,432.88	5,711.26	6,002.93	6,310.50
COLA year 3 (3%)		0.6077	0.6389	0.6717	0.7061	0.7421	0.7802
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		5,063.29	5,322.76	5,595.86	5,882.60	6,183.02	6,499.82
Fire Telecommunicator Call Taker							
	<i>current monthly</i>	3,113.14	3,268.72	3,432.08	3,603.60	3,783.72	3,972.82
	<i>current hourly</i>	17.9597	18.8573	19.7997	20.7892	21.8283	22.9192
COLA year 1 (4%)		0.7184	0.7543	0.7920	0.8316	0.8731	0.9168
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		3,237.66	3,399.47	3,569.36	3,747.74	3,935.07	4,131.73
COLA year 2 (3%)		0.5603	0.5883	0.6178	0.6486	0.6810	0.7151
MA year 2 (7%)		1.2572	1.3200	1.3860	1.4552	1.5280	1.6043
Year 2 - Monthly Salary		3,552.71	3,730.27	3,916.69	4,112.43	4,317.98	4,533.78

STOCKTON CITY EMPLOYEES' ASSOCIATION SUCCESSOR MOU

Term: July 1, 2023 – June 30, 2026

**ADMINISTRATIVE, CLERICAL AND SERVICES UNIT
PROFESSIONAL AND TECHNICAL UNIT**

COLA year 3 (3%)		0.6149	0.6456	0.6779	0.7117	0.7473	0.7847
MA year 3 (31.26%)		5.6142	5.8948	6.1894	6.4987	6.8235	7.1645
Year 3 - Monthly Salary		4,632.46	4,863.98	5,107.06	5,362.29	5,630.31	5,911.69
Senior Geographic Information Systems Analyst							
	<i>current monthly</i>	7,334.90	7,711.64	8,105.92	8,522.22	8,959.00	9,417.82
	<i>current hourly</i>	42.3151	44.4885	46.7631	49.1648	51.6846	54.3315
COLA year 1 (4%)		1.6926	1.7795	1.8705	1.9666	2.0674	2.1733
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		7,628.30	8,020.10	8,430.15	8,863.12	9,317.37	9,794.54
COLA year 2 (3%)		1.3202	1.3880	1.4590	1.5339	1.6126	1.6951
MA year 2 (3.2%)		1.3541	1.4236	1.4964	1.5733	1.6539	1.7386
Year 2 - Monthly Salary		8,091.86	8,507.48	8,942.45	9,401.72	9,883.58	10,389.74
COLA year 3 (3%)		1.4005	1.4724	1.5477	1.6272	1.7106	1.7982
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		8,334.62	8,762.70	9,210.72	9,683.77	10,180.09	10,701.43
Geographic Information Systems Analyst II							
	<i>current monthly</i>	6,188.64	6,506.72	6,839.46	7,189.80	7,559.18	7,946.16
	<i>current hourly</i>	35.7023	37.5373	39.4569	41.4780	43.6090	45.8415
COLA year 1 (4%)		1.4281	1.5015	1.5783	1.6591	1.7444	1.8337
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		6,436.18	6,766.98	7,113.04	7,477.39	7,861.55	8,264.01

STOCKTON CITY EMPLOYEES' ASSOCIATION SUCCESSOR MOU

Term: July 1, 2023 – June 30, 2026

**ADMINISTRATIVE, CLERICAL AND SERVICES UNIT
PROFESSIONAL AND TECHNICAL UNIT**

COLA year 2 (3%)		1.1139	1.1712	1.2311	1.2941	1.3606	1.4303
MA year 2 (6.67%)		2.3813	2.5037	2.6318	2.7666	2.9087	3.0576
Year 2 - Monthly Salary		7,042.05	7,403.99	7,782.62	8,181.27	8,601.60	9,041.94
COLA year 3 (3%)		1.2188	1.2814	1.3469	1.4159	1.4887	1.5649
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		7,253.31	7,626.11	8,016.10	8,426.71	8,859.64	9,313.20
Geographic Information							
Systems Analyst I	<i>current monthly</i>	5,017.48	5,274.00	5,545.16	5,829.52	6,127.08	6,442.24
	<i>current hourly</i>	28.9459	30.4257	31.9901	33.6305	35.3472	37.1653
COLA year 1 (4%)		1.1578	1.2170	1.2796	1.3452	1.4139	1.4866
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		5,218.18	5,484.95	5,766.97	6,062.69	6,372.17	6,699.92
COLA year 2 (3%)		0.9031	0.9493	0.9981	1.0493	1.1028	1.1596
MA year 2 (7%)		2.0262	2.1298	2.2393	2.3541	2.4743	2.6016
Year 2 - Monthly Salary		5,725.95	6,018.68	6,328.14	6,652.64	6,992.23	7,351.88
COLA year 3 (3%)		0.9910	1.0417	1.0952	1.1514	1.2101	1.2724
MA year 3 (13.82%)		4.0003	4.2048	4.4210	4.6477	4.8850	5.1362
Year 3 - Monthly Salary		6,591.15	6,928.10	7,284.33	7,657.86	8,048.76	8,462.75
Systems Analyst I							
	<i>current monthly</i>	5,007.70	5,263.72	5,534.34	5,818.18	6,115.16	6,429.70
	<i>current hourly</i>	28.8895	30.3664	31.9277	33.5651	35.2784	37.0930
COLA year 1 (4%)		1.1556	1.2147	1.2771	1.3426	1.4111	1.4837

STOCKTON CITY EMPLOYEES' ASSOCIATION SUCCESSOR MOU

Term: July 1, 2023 – June 30, 2026

**ADMINISTRATIVE, CLERICAL AND SERVICES UNIT
PROFESSIONAL AND TECHNICAL UNIT**

MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		5,208.01	5,474.26	5,755.72	6,050.90	6,359.76	6,686.89
COLA year 2 (3%)		0.9014	0.9474	0.9961	1.0472	1.1007	1.1573
MA year 2 (7%)		2.0223	2.1256	2.2349	2.3496	2.4695	2.5965
Year 2 - Monthly Salary		5,714.79	6,006.95	6,315.80	6,639.70	6,978.62	7,337.57
COLA year 3 (3%)		0.9891	1.0396	1.0931	1.1491	1.2078	1.2699
MA year 3 (2.49%)		0.7193	0.7561	0.7950	0.8358	0.8784	0.9236
Year 3 - Monthly Salary		6,010.93	6,318.22	6,643.08	6,983.76	7,340.24	7,717.80
Network Support Analyst II							
	<i>current monthly</i>	6,159.42	6,476.00	6,807.16	7,155.82	7,523.46	7,908.62
	<i>current hourly</i>	35.5337	37.3601	39.2706	41.2820	43.4029	45.6249
COLA year 1 (4%)		1.4213	1.4944	1.5708	1.6513	1.7361	1.8250
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		6,405.79	6,735.04	7,079.45	7,442.05	7,824.40	8,224.96
COLA year 2 (3%)		1.1087	1.1656	1.2252	1.2880	1.3542	1.4235
MA year 2 (6.66%)		2.3665	2.4882	2.6154	2.7494	2.8906	3.0386
Year 2 - Monthly Salary		7,008.18	7,368.39	7,745.19	8,141.89	8,560.19	8,998.43
COLA year 3 (3%)		1.2129	1.2752	1.3405	1.4091	1.4815	1.5574
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		7,218.42	7,589.44	7,977.55	8,386.15	8,817.00	9,268.38
Network Support Analyst I							
	<i>current monthly</i>	4,993.76	5,249.08	5,518.98	5,801.98	6,098.16	6,411.82

STOCKTON CITY EMPLOYEES' ASSOCIATION SUCCESSOR MOU

Term: July 1, 2023 – June 30, 2026

**ADMINISTRATIVE, CLERICAL AND SERVICES UNIT
PROFESSIONAL AND TECHNICAL UNIT**

	<i>current hourly</i>	28.8091	30.2820	31.8390	33.4717	35.1803	36.9898
COLA year 1 (4%)		1.1524	1.2113	1.2736	1.3389	1.4072	1.4796
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		5,193.52	5,459.05	5,739.73	6,034.06	6,342.08	6,668.28
COLA year 2 (3%)		0.8988	0.9448	0.9934	1.0443	1.0976	1.1541
MA year 2 (7%)		2.0166	2.1197	2.2287	2.3430	2.4626	2.5893
Year 2 - Monthly Salary		5,698.89	5,990.25	6,298.25	6,621.22	6,959.21	7,317.16
COLA year 3 (3%)		0.9863	1.0367	1.0900	1.1459	1.2044	1.2664
MA year 3 (13.81%)		3.9785	4.1819	4.3970	4.6224	4.8584	5.1083
Year 3 - Monthly Salary		6,559.50	6,894.86	7,249.37	7,621.12	8,010.14	8,422.15
Technology Support Specialist II	<i>current monthly</i>	4,911.30	5,162.02	5,427.12	5,705.44	5,996.96	6,305.24
	<i>current hourly</i>	28.3333	29.7797	31.3091	32.9147	34.5965	36.3750
COLA year 1 (4%)		1.1333	1.1912	1.2524	1.3166	1.3839	1.4550
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		5,107.75	5,368.49	5,644.20	5,933.65	6,236.84	6,557.45
COLA year 2 (3%)		0.8840	0.9291	0.9768	1.0269	1.0794	1.1349
MA year 2 (5.71%)		1.6178	1.7004	1.7877	1.8794	1.9755	2.0770
Year 2 - Monthly Salary		5,541.41	5,824.30	6,123.42	6,437.44	6,766.37	7,114.21
COLA year 3 (3%)		0.9591	1.0080	1.0598	1.1141	1.1711	1.2313
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		5,707.66	5,999.03	6,307.12	6,630.56	6,969.36	7,327.63

STOCKTON CITY EMPLOYEES' ASSOCIATION SUCCESSOR MOU

Term: July 1, 2023 – June 30, 2026

**ADMINISTRATIVE, CLERICAL AND SERVICES UNIT
PROFESSIONAL AND TECHNICAL UNIT**

Technology Support Specialist I	<i>current monthly</i>	4,106.34	4,316.26	4,538.22	4,770.94	5,014.44	5,272.38
	<i>current hourly</i>	23.6895	24.9005	26.1810	27.5236	28.9284	30.4164
COLA year 1 (4%)		0.9476	0.9960	1.0472	1.1009	1.1571	1.2167
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		4,270.59	4,488.90	4,719.74	4,961.78	5,215.03	5,483.27
COLA year 2 (3%)		0.7391	0.7769	0.8168	0.8587	0.9026	0.9490
MA year 2 (7%)		1.6583	1.7430	1.8327	1.9267	2.0250	2.1291
Year 2 - Monthly Salary		4,686.15	4,925.71	5,179.01	5,444.60	5,722.49	6,016.84
COLA year 3 (3%)		0.8110	0.8525	0.8963	0.9423	0.9904	1.0413
MA year 3 (8.8%)		2.0847	2.1912	2.3039	2.4221	2.5457	2.6766
Year 3 - Monthly Salary		5,188.10	5,453.31	5,733.74	6,027.78	6,335.44	6,661.31
Technology Training Coordinator	<i>current monthly</i>	4,911.30	5,162.02	5,427.12	5,705.44	5,996.96	6,305.24
	<i>current hourly</i>	28.3333	29.7797	31.3091	32.9147	34.5965	36.3750
COLA year 1 (4%)		1.1333	1.1912	1.2524	1.3166	1.3839	1.4550
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		5,107.75	5,368.49	5,644.20	5,933.65	6,236.84	6,557.45
COLA year 2 (3%)		0.8840	0.9291	0.9768	1.0269	1.0794	1.1349
MA year 2 (5.71%)		1.6178	1.7004	1.7877	1.8794	1.9755	2.0770
Year 2 - Monthly Salary		5,541.41	5,824.30	6,123.42	6,437.44	6,766.37	7,114.21
COLA year 3 (3%)		0.9591	1.0080	1.0598	1.1141	1.1711	1.2313

STOCKTON CITY EMPLOYEES' ASSOCIATION SUCCESSOR MOU

Term: July 1, 2023 – June 30, 2026

**ADMINISTRATIVE, CLERICAL AND SERVICES UNIT
PROFESSIONAL AND TECHNICAL UNIT**

MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		5,707.66	5,999.03	6,307.12	6,630.56	6,969.36	7,327.63
Utility Technology Specialist	<i>current monthly</i>	6,548.80	6,876.12	7,219.76	7,580.60	7,959.48	8,357.30
	<i>current hourly</i>	37.7801	39.6684	41.6509	43.7326	45.9183	48.2133
COLA year 1 (4%)		1.5112	1.5867	1.6660	1.7493	1.8367	1.9285
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		6,810.75	7,151.17	7,508.56	7,883.83	8,277.86	8,691.59
COLA year 2 (3%)		1.1787	1.2377	1.2995	1.3645	1.4327	1.5043
MA year 2 (1.23%)		0.4647	0.4879	0.5123	0.5379	0.5648	0.5930
Year 2 - Monthly Salary		7,095.63	7,450.28	7,822.62	8,213.59	8,624.09	9,055.13
COLA year 3 (3%)		1.2280	1.2894	1.3539	1.4215	1.4926	1.5672
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		7,308.50	7,673.78	8,057.30	8,460.00	8,882.82	9,326.78
Geographic Information Systems Specialist II	<i>current monthly</i>	5,240.90	5,509.76	5,792.74	6,088.44	6,401.16	6,729.42
	<i>current hourly</i>	30.2348	31.7858	33.4184	35.1243	36.9283	38.8221
COLA year 1 (4%)		1.2094	1.2714	1.3367	1.4050	1.4771	1.5529
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		5,450.54	5,730.14	6,024.46	6,331.98	6,657.20	6,998.60
COLA year 2 (3%)		0.9433	0.9917	1.0427	1.0959	1.1522	1.2112
MA year 2 (4.51%)		1.3636	1.4335	1.5072	1.5841	1.6655	1.7509

STOCKTON CITY EMPLOYEES' ASSOCIATION SUCCESSOR MOU

Term: July 1, 2023 – June 30, 2026

**ADMINISTRATIVE, CLERICAL AND SERVICES UNIT
PROFESSIONAL AND TECHNICAL UNIT**

Year 2 - Monthly Salary		5,850.42	6,150.53	6,466.44	6,796.53	7,145.61	7,512.05
COLA year 3 (3%)		1.0125	1.0645	1.1191	1.1763	1.2367	1.3001
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		6,025.93	6,335.05	6,660.44	7,000.43	7,359.97	7,737.42
Geographic Information							
Systems Specialist I	<i>current monthly</i>	4,843.32	5,090.94	5,352.68	5,627.18	5,914.42	6,218.62
	<i>current hourly</i>	27.9411	29.3697	30.8797	32.4632	34.1203	35.8753
COLA year 1 (4%)		1.1176	1.1748	1.2352	1.2985	1.3648	1.4350
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		5,037.04	5,294.58	5,566.79	5,852.26	6,150.99	6,467.37
COLA year 2 (3%)		0.8718	0.9163	0.9634	1.0129	1.0646	1.1193
MA year 2 (2.65%)		0.7404	0.7783	0.8183	0.8603	0.9042	0.9507
Year 2 - Monthly Salary		5,316.50	5,588.33	5,875.64	6,176.95	6,492.25	6,826.18
COLA year 3 (3%)		0.9201	0.9672	1.0169	1.0690	1.1236	1.1814
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		5,476.00	5,755.98	6,051.91	6,362.25	6,687.02	7,030.97
Senior Code Enforcement Officer							
	<i>current monthly</i>	5,157.26	5,421.68	5,699.42	5,991.74	6,298.58	6,621.24
	<i>current hourly</i>	29.7523	31.2777	32.8800	34.5664	36.3366	38.1980
COLA year 1 (4%)		1.1901	1.2511	1.3152	1.3827	1.4535	1.5279
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		5,363.55	5,638.54	5,927.40	6,231.41	6,550.53	6,886.09

STOCKTON CITY EMPLOYEES' ASSOCIATION SUCCESSOR MOU

Term: July 1, 2023 – June 30, 2026

**ADMINISTRATIVE, CLERICAL AND SERVICES UNIT
PROFESSIONAL AND TECHNICAL UNIT**

COLA year 2 (3%)		0.9283	0.9759	1.0259	1.0785	1.1337	1.1918
MA year 2 (2.75%)		0.8182	0.8601	0.9042	0.9506	0.9993	1.0504
Year 2 - Monthly Salary		5,666.29	5,956.80	6,261.95	6,583.12	6,920.26	7,274.76
COLA year 3 (3%)		0.9807	1.0309	1.0838	1.1393	1.1977	1.2590
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		5,836.27	6,135.50	6,449.81	6,780.62	7,127.86	7,493.00
Community Service Officer II							
	<i>current monthly</i>	4,069.20	4,278.12	4,497.02	4,728.32	4,970.84	5,224.54
	<i>current hourly</i>	23.4752	24.6805	25.9433	27.2777	28.6768	30.1404
COLA year 1 (4%)		0.9390	0.9872	1.0377	1.0911	1.1471	1.2056
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		4,231.96	4,449.24	4,676.89	4,917.45	5,169.67	5,433.52
COLA year 2 (3%)		0.7324	0.7700	0.8094	0.8511	0.8947	0.9404
MA year 2 (4.56%)		1.0705	1.1254	1.1830	1.2439	1.3077	1.3744
Year 2 - Monthly Salary		4,544.47	4,777.80	5,022.26	5,280.58	5,551.43	5,834.76
COLA year 3 (3%)		0.7865	0.8269	0.8692	0.9139	0.9608	1.0098
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		4,680.81	4,921.14	5,172.93	5,439.00	5,717.97	6,009.81
Community Service Officer I							
	<i>current monthly</i>	3,786.88	3,980.90	4,184.86	4,400.00	4,625.10	4,862.64
	<i>current hourly</i>	21.8466	22.9658	24.1425	25.3836	26.6823	28.0526
COLA year 1 (4%)		0.8739	0.9186	0.9657	1.0153	1.0673	1.1221

STOCKTON CITY EMPLOYEES' ASSOCIATION SUCCESSOR MOU

Term: July 1, 2023 – June 30, 2026

**ADMINISTRATIVE, CLERICAL AND SERVICES UNIT
PROFESSIONAL AND TECHNICAL UNIT**

MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		3,938.37	4,140.13	4,352.26	4,575.99	4,810.11	5,057.14
COLA year 2 (3%)		0.6816	0.7165	0.7532	0.7920	0.8325	0.8752
MA year 2 (1.9%)		0.4151	0.4364	0.4587	0.4823	0.5070	0.5330
Year 2 - Monthly Salary		4,128.47	4,339.97	4,562.34	4,796.87	5,042.29	5,301.25
COLA year 3 (3%)		0.7145	0.7511	0.7896	0.8302	0.8727	0.9175
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		4,252.32	4,470.17	4,699.21	4,940.78	5,193.56	5,460.29
Police Court Coordinator	<i>current monthly</i>	4,864.32	5,113.56	5,375.94	5,651.46	5,940.04	6,244.42
	<i>current hourly</i>	28.0623	29.5002	31.0139	32.6033	34.2682	36.0241
COLA year 1 (4%)		1.1225	1.1800	1.2406	1.3041	1.3707	1.4410
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		5,058.89	5,318.11	5,590.99	5,877.51	6,177.65	6,494.19
COLA year 2 (3%)		0.8755	0.9204	0.9676	1.0172	1.0692	1.1240
MA year 2 (1.16%)		0.3255	0.3422	0.3598	0.3782	0.3975	0.4179
Year 2 - Monthly Salary		5,267.08	5,536.97	5,821.08	6,119.40	6,431.89	6,761.46
COLA year 3 (3%)		0.9116	0.9583	1.0075	1.0591	1.1132	1.1702
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		5,425.10	5,703.08	5,995.71	6,302.98	6,624.84	6,964.30
Senior Police Records Assistant	<i>current monthly</i>	4,629.72	4,866.80	5,116.00	5,378.68	5,653.44	5,943.06

STOCKTON CITY EMPLOYEES' ASSOCIATION SUCCESSOR MOU

Term: July 1, 2023 – June 30, 2026

**ADMINISTRATIVE, CLERICAL AND SERVICES UNIT
PROFESSIONAL AND TECHNICAL UNIT**

	<i>current hourly</i>	26.7089	28.0766	29.5142	31.0296	32.6148	34.2856
COLA year 1 (4%)		1.0684	1.1231	1.1806	1.2412	1.3046	1.3714
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		4,814.91	5,061.47	5,320.63	5,593.82	5,879.59	6,180.79
COLA year 2 (3%)		0.8333	0.8760	0.9208	0.9681	1.0176	1.0697
MA year 2 (1.24%)		0.3312	0.3481	0.3660	0.3848	0.4044	0.4251
Year 2 - Monthly Salary		5,016.77	5,273.66	5,543.69	5,828.33	6,126.08	6,439.91
COLA year 3 (3%)		0.8683	0.9127	0.9594	1.0087	1.0602	1.1146
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		5,167.27	5,431.87	5,710.00	6,003.18	6,309.86	6,633.10
Police Records Assistant III	<i>current monthly</i>	4,097.44	4,306.70	4,528.36	4,759.70	5,004.76	5,260.86
	<i>current hourly</i>	23.6382	24.8454	26.1242	27.4587	28.8725	30.3499
COLA year 1 (4%)		0.9455	0.9938	1.0450	1.0983	1.1549	1.2140
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		4,261.34	4,478.97	4,709.50	4,950.08	5,204.95	5,471.29
COLA year 2 (3%)		0.7375	0.7752	0.8151	0.8567	0.9008	0.9469
MA year 2 (4.24%)		1.0023	1.0534	1.1077	1.1642	1.2242	1.2868
Year 2 - Monthly Salary		4,562.92	4,795.94	5,042.79	5,300.39	5,573.30	5,858.48
COLA year 3 (3%)		0.7897	0.8300	0.8728	0.9173	0.9646	1.0139
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		4,699.80	4,939.82	5,194.08	5,459.40	5,740.50	6,034.24

STOCKTON CITY EMPLOYEES' ASSOCIATION SUCCESSOR MOU

Term: July 1, 2023 – June 30, 2026

**ADMINISTRATIVE, CLERICAL AND SERVICES UNIT
PROFESSIONAL AND TECHNICAL UNIT**

Police Records Assistant II	<i>current monthly</i>	3,801.42	3,996.92	4,200.68	4,416.86	4,642.66	4,880.84
	<i>current hourly</i>	21.9304	23.0583	24.2338	25.4809	26.7836	28.1576
COLA year 1 (4%)		0.8772	0.9223	0.9694	1.0192	1.0713	1.1263
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		3,953.47	4,156.80	4,368.71	4,593.53	4,828.38	5,076.07
COLA year 2 (3%)		0.6842	0.7194	0.7561	0.7950	0.8356	0.8785
MA year 2 (1.94%)		0.4254	0.4473	0.4701	0.4943	0.5196	0.5463
Year 2 - Monthly Salary		4,145.82	4,359.05	4,581.27	4,817.03	5,063.30	5,323.04
COLA year 3 (3%)		0.7175	0.7544	0.7929	0.8337	0.8763	0.9213
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		4,270.20	4,489.82	4,718.71	4,961.54	5,215.19	5,482.73
Police Telecommunicator II	<i>current monthly</i>	4,858.40	5,107.66	5,369.40	5,643.58	5,932.76	6,236.88
	<i>current hourly</i>	28.0281	29.4661	30.9761	32.5579	34.2261	35.9806
COLA year 1 (4%)		1.1211	1.1786	1.2390	1.3023	1.3690	1.4392
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		5,052.73	5,311.96	5,584.17	5,869.33	6,170.06	6,486.35
COLA year 2 (3%)		0.8745	0.9193	0.9665	1.0158	1.0679	1.1226
MA year 2 (7%)		1.9620	2.0626	2.1683	2.2791	2.3958	2.5186
Year 2 - Monthly Salary		5,544.40	5,828.85	6,127.56	6,440.46	6,770.46	7,117.52
COLA year 3 (3%)		0.9596	1.0088	1.0605	1.1147	1.1718	1.2318
MA year 3 (0.12%)		0.0336	0.0354	0.0372	0.0391	0.0411	0.0432

STOCKTON CITY EMPLOYEES' ASSOCIATION SUCCESSOR MOU

Term: July 1, 2023 – June 30, 2026

**ADMINISTRATIVE, CLERICAL AND SERVICES UNIT
PROFESSIONAL AND TECHNICAL UNIT**

Year 3 - Monthly Salary		5,716.56	6,009.85	6,317.83	6,640.45	6,980.69	7,338.53
Police Telecommunicator I	<i>current monthly</i>	4,621.56	4,858.40	5,107.66	5,369.40	5,643.58	5,932.76
	<i>current hourly</i>	26.6618	28.0281	29.4661	30.9761	32.5579	34.2261
COLA year 1 (4%)		1.0665	1.1211	1.1786	1.2390	1.3023	1.3690
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		4,806.42	5,052.73	5,311.96	5,584.17	5,869.33	6,170.06
COLA year 2 (3%)		0.8318	0.8745	0.9193	0.9665	1.0158	1.0679
MA year 2 (1.93%)		0.5146	0.5409	0.5687	0.5978	0.6284	0.6606
Year 2 - Monthly Salary		5,039.81	5,298.08	5,569.90	5,855.33	6,154.33	6,469.67
COLA year 3 (3%)		0.8722	0.9169	0.9640	1.0134	1.0651	1.1197
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		5,191.00	5,457.02	5,736.99	6,030.99	6,338.96	6,663.76
Police Telecommunicator Call Taker	<i>current monthly</i>	4,158.64	4,371.42	4,595.18	4,831.08	5,077.92	5,338.12
	<i>current hourly</i>	23.9912	25.2188	26.5096	27.8705	29.2946	30.7957
COLA year 1 (4%)		0.9596	1.0088	1.0604	1.1148	1.1718	1.2318
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		4,324.98	4,546.28	4,778.98	5,024.32	5,281.04	5,551.65
COLA year 2 (3%)		0.7485	0.7868	0.8271	0.8696	0.9140	0.9608
MA year 2 (3.09%)		0.7413	0.7793	0.8191	0.8612	0.9052	0.9516
Year 2 - Monthly Salary		4,583.23	4,817.75	5,064.34	5,324.32	5,596.38	5,883.15

STOCKTON CITY EMPLOYEES' ASSOCIATION SUCCESSOR MOU

Term: July 1, 2023 – June 30, 2026

**ADMINISTRATIVE, CLERICAL AND SERVICES UNIT
PROFESSIONAL AND TECHNICAL UNIT**

COLA year 3 (3%)		0.7932	0.8338	0.8765	0.9215	0.9686	1.0182
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		4,720.73	4,962.28	5,216.27	5,484.05	5,764.27	6,059.64
Senior Evidence Technician							
	<i>current monthly</i>	5,181.90	5,446.52	5,726.54	6,019.18	6,327.18	6,652.02
	<i>current hourly</i>	29.8944	31.4210	33.0365	34.7247	36.5016	38.3756
COLA year 1 (4%)		1.1958	1.2568	1.3215	1.3890	1.4601	1.5350
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		5,389.17	5,664.38	5,955.61	6,259.95	6,580.27	6,918.11
COLA year 2 (3%)		0.9327	0.9803	1.0307	1.0834	1.1388	1.1973
MA year 2 (4.81%)		1.4379	1.5114	1.5891	1.6703	1.7557	1.8459
Year 2 - Monthly Salary		5,800.10	6,096.29	6,409.72	6,737.27	7,082.02	7,445.61
COLA year 3 (3%)		1.0038	1.0551	1.1093	1.1660	1.2257	1.2886
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		5,974.10	6,279.17	6,602.02	6,939.39	7,294.48	7,668.98
Evidence Technician II							
	<i>current monthly</i>	4,641.44	4,879.46	5,130.08	5,391.90	5,669.14	5,958.96
	<i>current hourly</i>	26.7765	28.1497	29.5955	31.1059	32.7053	34.3773
COLA year 1 (4%)		1.0711	1.1260	1.1838	1.2442	1.3082	1.3751
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		4,827.10	5,074.65	5,335.29	5,607.57	5,895.90	6,197.32
COLA year 2 (3%)		0.8354	0.8783	0.9234	0.9705	1.0204	1.0726

STOCKTON CITY EMPLOYEES' ASSOCIATION SUCCESSOR MOU

Term: July 1, 2023 – June 30, 2026

**ADMINISTRATIVE, CLERICAL AND SERVICES UNIT
PROFESSIONAL AND TECHNICAL UNIT**

MA year 2 (6.51%)		1.7432	1.8325	1.9267	2.0250	2.1291	2.2380
Year 2 - Monthly Salary		5,274.07	5,544.54	5,829.31	6,126.81	6,441.84	6,771.17
COLA year 3 (3%)		0.9128	0.9596	1.0089	1.0604	1.1149	1.1719
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		5,432.29	5,710.88	6,004.19	6,310.62	6,635.10	6,974.30
Evidence Technician I	<i>current monthly</i>	4,200.40	4,416.00	4,641.44	4,879.46	5,130.08	5,391.90
	<i>current hourly</i>	24.2321	25.4760	26.7765	28.1497	29.5955	31.1059
COLA year 1 (4%)		0.9693	1.0190	1.0711	1.1260	1.1838	1.2442
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		4,368.41	4,592.65	4,827.10	5,074.65	5,335.29	5,607.57
COLA year 2 (3%)		0.7560	0.7949	0.8354	0.8783	0.9234	0.9705
MA year 2 (7%)		1.6962	1.7833	1.8744	1.9705	2.0717	2.1774
Year 2 - Monthly Salary		4,793.49	5,039.55	5,296.81	5,568.45	5,854.45	6,153.23
COLA year 3 (3%)		0.8296	0.8722	0.9167	0.9637	1.0132	1.0649
MA year 3 (0.06%)		0.0145	0.0153	0.0161	0.0169	0.0178	0.0187
Year 3 - Monthly Salary		4,939.81	5,193.39	5,458.50	5,738.43	6,033.16	6,341.06
Property Clerk	<i>current monthly</i>	3,898.92	4,099.46	4,308.46	4,530.14	4,761.74	5,006.04
	<i>current hourly</i>	22.4929	23.6498	24.8555	26.1344	27.4705	28.8799
COLA year 1 (4%)		0.8997	0.9460	0.9942	1.0454	1.0988	1.1552
MA year 1 (0%)		-	-	-	-	-	-

STOCKTON CITY EMPLOYEES' ASSOCIATION SUCCESSOR MOU

Term: July 1, 2023 – June 30, 2026

**ADMINISTRATIVE, CLERICAL AND SERVICES UNIT
PROFESSIONAL AND TECHNICAL UNIT**

Year 1 - Monthly Salary		4,054.88	4,263.43	4,480.79	4,711.34	4,952.21	5,206.28
COLA year 2 (3%)		0.7018	0.7379	0.7755	0.8154	0.8571	0.9011
MA year 2 (7%)		1.5745	1.6555	1.7399	1.8294	1.9229	2.0216
Year 2 - Monthly Salary		4,449.45	4,678.30	4,916.81	5,169.79	5,434.09	5,712.89
COLA year 3 (3%)		0.7701	0.8097	0.8510	0.8947	0.9405	0.9887
MA year 3 (2.50%)		0.5623	0.5912	0.6214	0.6534	0.6868	0.7220
Year 3 - Monthly Salary		4,680.40	4,921.13	5,172.02	5,438.14	5,716.16	6,009.43
Senior Animal Services Officer	<i>current monthly</i>	4,560.46	4,793.16	5,039.78	5,297.78	5,568.40	5,854.22
	<i>current hourly</i>	26.3093	27.6518	29.0745	30.5629	32.1242	33.7731
COLA year 1 (4%)		1.0524	1.1061	1.1630	1.2225	1.2850	1.3509
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		4,742.87	4,984.89	5,241.36	5,509.68	5,791.15	6,088.40
COLA year 2 (3%)		0.8209	0.8627	0.9071	0.9536	1.0023	1.0537
MA year 2 (0.77%)		0.2026	0.2129	0.2239	0.2353	0.2474	0.2601
Year 2 - Monthly Salary		4,920.27	5,171.34	5,437.41	5,715.77	6,007.76	6,316.13
COLA year 3 (3%)		0.8516	0.8950	0.9411	0.9892	1.0398	1.0931
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		5,067.88	5,326.48	5,600.53	5,887.24	6,187.99	6,505.61
Animal Services Officer	<i>current monthly</i>	3,885.56	4,083.88	4,292.88	4,513.96	4,744.44	4,988.28
	<i>current hourly</i>	22.4158	23.5599	24.7657	26.0411	27.3707	28.7774

STOCKTON CITY EMPLOYEES' ASSOCIATION SUCCESSOR MOU

Term: July 1, 2023 – June 30, 2026

ADMINISTRATIVE, CLERICAL AND SERVICES UNIT

PROFESSIONAL AND TECHNICAL UNIT

COLA year 1 (4%)	0.8966	0.9424	0.9906	1.0416	1.0948	1.1511
MA year 1 (0%)	-	-	-	-	-	-
Year 1 - Monthly Salary	4,040.98	4,247.23	4,464.60	4,694.52	4,934.21	5,187.81
COLA year 2 (3%)	0.6994	0.7351	0.7727	0.8125	0.8540	0.8979
MA year 2 (7%)	1.5691	1.6492	1.7336	1.8229	1.9159	2.0144
Year 2 - Monthly Salary	4,434.20	4,660.52	4,899.04	5,151.34	5,414.35	5,692.62
COLA year 3 (3%)	0.7674	0.8066	0.8479	0.8915	0.9371	0.9852
MA year 3 (1.18%)	0.2645	0.2780	0.2922	0.3073	0.3230	0.3396
Year 3 - Monthly Salary	4,613.07	4,848.52	5,096.67	5,359.14	5,632.77	5,922.26
Assistant Engineer	<i>current monthly</i>	-	-	7,103.10	7,467.08	7,849.12
	<i>current hourly</i>	-	-	40.9778	43.0776	45.2817
COLA year 1 (4%)	-	-	1.6391	1.7231	1.8113	1.9042
MA year 1 (0%)	-	-	-	-	-	-
Year 1 - Monthly Salary	-	-	7,387.22	7,765.75	8,163.10	8,581.92
COLA year 2 (3%)	-	-	1.2785	1.3440	1.4128	1.4853
MA year 2 (7%)	-	-	2.8684	3.0154	3.1697	3.3324
Year 2 - Monthly Salary	-	-	8,106.05	8,521.42	8,957.43	9,417.01
COLA year 3 (3%)	-	-	1.4029	1.4748	1.5503	1.6298
MA year 3 (0.91%)	-	-	0.3729	0.3920	0.4121	0.4332
Year 3 - Monthly Salary	-	-	8,413.87	8,845.01	9,297.58	9,774.61

STOCKTON CITY EMPLOYEES' ASSOCIATION SUCCESSOR MOU

Term: July 1, 2023 – June 30, 2026

**ADMINISTRATIVE, CLERICAL AND SERVICES UNIT
PROFESSIONAL AND TECHNICAL UNIT**

Junior Engineer	<i>current monthly</i>	-	-	6,142.44	6,457.72	6,788.10	7,136.14
	<i>current hourly</i>	-	-	35.4358	37.2546	39.1606	41.1684
COLA year 1 (4%)	-	-	1.4174	1.4902	1.5664	1.6467	
MA year 1 (0%)	-	-	-	-	-	-	
Year 1 - Monthly Salary	-	-	6,388.14	6,716.02	7,059.62	7,421.58	
COLA year 2 (3%)	-	-	1.1056	1.1623	1.2218	1.2845	
MA year 2 (7%)	-	-	2.4805	2.6078	2.7412	2.8818	
Year 2 - Monthly Salary	-	-	7,009.75	7,369.54	7,746.58	8,143.75	
COLA year 3 (3%)	-	-	1.2132	1.2754	1.3407	1.4094	
MA year 3 (6.95%)	-	-	2.4628	2.5892	2.7217	2.8612	
Year 3 - Monthly Salary	-	-	7,646.95	8,039.44	8,450.75	8,884.03	
Assessment District Program Coordinator	<i>current monthly</i>	5,932.16	6,235.68	6,555.98	6,891.88	7,244.58	7,615.24
	<i>current hourly</i>	34.2227	35.9737	37.8215	39.7593	41.7940	43.9324
COLA year 1 (4%)	1.3689	1.4389	1.5129	1.5904	1.6718	1.7573	
MA year 1 (0%)	-	-	-	-	-	-	
Year 1 - Monthly Salary	6,169.45	6,485.11	6,818.22	7,167.55	7,534.35	7,919.85	
COLA year 2 (3%)	1.0677	1.1224	1.1800	1.2405	1.3040	1.3707	
MA year 2 (7%)	2.3956	2.5182	2.6475	2.7832	2.9256	3.0753	
Year 2 - Monthly Salary	6,769.78	7,116.16	7,481.68	7,865.01	8,267.51	8,690.51	
COLA year 3 (3%)	1.1716	1.2316	1.2949	1.3612	1.4309	1.5041	
MA year 3 (10.77%)	3.6858	3.8744	4.0734	4.2821	4.5012	4.7315	

STOCKTON CITY EMPLOYEES' ASSOCIATION SUCCESSOR MOU

Term: July 1, 2023 – June 30, 2026

ADMINISTRATIVE, CLERICAL AND SERVICES UNIT

PROFESSIONAL AND TECHNICAL UNIT

Year 3 - Monthly Salary		7,611.77	8,001.23	8,412.21	8,843.22	9,295.77	9,771.39
Administrative Analyst I							
	<i>current monthly</i>	4,986.96	5,242.68	5,510.54	5,793.32	6,089.60	6,402.16
	<i>current hourly</i>	28.7698	30.2451	31.7904	33.4217	35.1310	36.9341
COLA year 1 (4%)		1.1508	1.2098	1.2716	1.3369	1.4052	1.4774
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		5,186.44	5,452.39	5,730.97	6,025.05	6,333.19	6,658.24
COLA year 2 (3%)		0.8976	0.9436	0.9919	1.0428	1.0961	1.1523
MA year 2 (2.64%)		0.7595	0.7985	0.8393	0.8823	0.9275	0.9751
Year 2 - Monthly Salary		5,473.68	5,754.37	6,048.38	6,358.75	6,683.95	7,027.01
COLA year 3 (3%)		0.9473	0.9959	1.0468	1.1005	1.1568	1.2162
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		5,637.89	5,927.00	6,229.83	6,549.51	6,884.47	7,237.82
Administrative Aide I							
	<i>current monthly</i>	4,421.84	4,648.56	4,886.10	5,136.82	5,399.54	5,676.64
	<i>current hourly</i>	25.5096	26.8176	28.1880	29.6344	31.1500	32.7486
COLA year 1 (4%)		1.0204	1.0727	1.1275	1.1854	1.2460	1.3099
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		4,598.71	4,834.51	5,081.55	5,342.30	5,615.52	5,903.71
COLA year 2 (3%)		0.7959	0.8367	0.8795	0.9246	0.9719	1.0218
MA year 2 (5.48%)		1.3979	1.4696	1.5447	1.6240	1.7070	1.7946
Year 2 - Monthly Salary		4,978.99	5,234.28	5,501.76	5,784.07	6,079.88	6,391.90

STOCKTON CITY EMPLOYEES' ASSOCIATION SUCCESSOR MOU

Term: July 1, 2023 – June 30, 2026

**ADMINISTRATIVE, CLERICAL AND SERVICES UNIT
PROFESSIONAL AND TECHNICAL UNIT**

COLA year 3 (3%)		0.8617	0.9059	0.9522	1.0011	1.0522	1.1062
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		5,128.35	5,391.31	5,666.81	5,957.59	6,262.28	6,583.66
Office Technician	<i>current monthly</i>	4,351.06	4,574.20	4,809.32	5,055.24	5,314.38	5,586.70
	<i>current hourly</i>	25.1013	26.3886	27.7450	29.1637	30.6587	32.2297
COLA year 1 (4%)		1.0041	1.0555	1.1098	1.1665	1.2263	1.2892
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		4,525.10	4,757.17	5,001.69	5,257.45	5,526.95	5,810.16
COLA year 2 (3%)		0.7832	0.8233	0.8656	0.9099	0.9566	1.0056
MA year 2 (3.95%)		0.9915	1.0423	1.0959	1.1520	1.2110	1.2731
Year 2 - Monthly Salary		4,832.72	5,080.56	5,341.71	5,614.85	5,902.68	6,205.14
COLA year 3 (3%)		0.8364	0.8793	0.9245	0.9718	1.0216	1.0739
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		4,977.70	5,232.98	5,501.96	5,783.30	6,079.76	6,391.30
Office Assistant II	<i>current monthly</i>	3,312.18	3,482.52	3,660.08	3,848.40	4,045.16	4,252.68
	<i>current hourly</i>	19.1080	20.0907	21.1150	22.2015	23.3366	24.5338
COLA year 1 (4%)		0.7643	0.8036	0.8446	0.8881	0.9335	0.9814
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		3,444.67	3,621.82	3,806.48	4,002.34	4,206.97	4,422.80
COLA year 2 (3%)		0.5962	0.6268	0.6588	0.6927	0.7281	0.7655

STOCKTON CITY EMPLOYEES' ASSOCIATION SUCCESSOR MOU

Term: July 1, 2023 – June 30, 2026

**ADMINISTRATIVE, CLERICAL AND SERVICES UNIT
PROFESSIONAL AND TECHNICAL UNIT**

MA year 2 (1.99%)		0.3802	0.3998	0.4202	0.4418	0.4644	0.4882
Year 2 - Monthly Salary		3,613.92	3,799.78	3,993.51	4,199.00	4,413.68	4,640.11
COLA year 3 (3%)		0.6255	0.6576	0.6912	0.7267	0.7639	0.8031
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		3,722.34	3,913.77	4,113.31	4,324.97	4,546.09	4,779.31
Office Assistant I	<i>current monthly</i>	3,006.28	3,159.82	3,321.78	3,492.12	3,670.86	3,859.20
	<i>current hourly</i>	17.3432	18.2290	19.1634	20.1461	21.1772	22.2638
COLA year 1 (4%)		0.6937	0.7292	0.7665	0.8058	0.8471	0.8906
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		3,126.52	3,286.21	3,454.66	3,631.81	3,817.69	4,013.58
COLA year 2 (3%)		0.5411	0.5687	0.5979	0.6286	0.6607	0.6946
MA year 2 (2.19%)		0.3798	0.3992	0.4197	0.4412	0.4638	0.4876
Year 2 - Monthly Salary		3,286.15	3,453.99	3,631.04	3,817.24	4,012.61	4,218.50
COLA year 3 (3%)		0.5687	0.5978	0.6284	0.6607	0.6945	0.7301
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		3,384.74	3,557.61	3,739.97	3,931.76	4,132.99	4,345.05

MID-MANAGEMENT/SUPERVISORY LEVEL (B&C) SUCCESSOR MOU
Term: July 1, 2023 – June 30, 2026

APPENDIX A – COMPENSATION MARKET ADJUSTMENTS

Year 1 - Effective 7/1/23	Rate Calculation	
Year 2 - Effective 7/1/24	COLA year 1 (4%)	Current hourly x 0.04
Year 3 - Effective 7/1/25	MA year 1 (0%)	N/A
	Year 1 - Monthly Salary	(Current hourly + COLA) x 173.34
	COLA year 2 (3%)	Year 1 hourly x 0.03
	MA year 2 (5%)	Current hourly x 0.05
	Year 2 - Monthly Salary	(Current hourly + all increases) x 173.34
	COLA year 3 (3%)	(Current hourly + all increases) x 0.03
	MA year 3 (2%)	Current hourly x 0.02
	Year 3 - Monthly Salary	(Current hourly + all increases) x 173.34

*Monthly hours of 173.34 are calculated from 86.67 x 2

*Fire Telecommunications Supervisors (56) are calculated at 242.66 Monthly hours

		Hourly/Monthly Steps					
		1	2	3	4	5	6
Supervising Accountant	<i>current monthly</i>	7,007.14	7,366.30	7,744.30	8,141.10	8,558.04	8,996.30
	<i>current hourly</i>	40.4243	42.4963	44.6769	46.9661	49.3714	51.8997
COLA year 1 (4%)		1.6170	1.6999	1.7871	1.8786	1.9749	2.0760
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		7,287.43	7,660.96	8,054.07	8,466.75	8,900.36	9,356.15
COLA year 2 (3%)		1.2612	1.3259	1.3939	1.4653	1.5404	1.6193
MA year 2 (7%)		2.8297	2.9747	3.1274	3.2876	3.4560	3.6330
Year 2 - Monthly Salary		7,996.56	8,406.43	8,837.79	9,290.63	9,766.43	10,266.57
COLA year 3 (3%)		1.3840	1.4549	1.5296	1.6079	1.6903	1.7768
MA year 3 (3.1%)		1.2532	1.3174	1.3850	1.4559	1.5305	1.6089

MID-MANAGEMENT/SUPERVISORY LEVEL (B&C) SUCCESSOR MOU
Term: July 1, 2023 – June 30, 2026

Year 3 - Monthly Salary		8,453.68	8,886.98	9,342.99	9,821.72	10,324.73	10,853.45
Revenue Supervisor	<i>current monthly</i>	5,050.46	5,309.56	5,580.68	5,867.40	6,167.30	6,484.00
	<i>current hourly</i>	29.1361	30.6309	32.1950	33.8491	35.5792	37.4063
COLA year 1 (4%)		1.1654	1.2252	1.2878	1.3540	1.4232	1.4963
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		5,252.47	5,521.94	5,803.91	6,102.10	6,413.99	6,743.37
COLA year 2 (3%)		0.9090	0.9557	1.0045	1.0561	1.1101	1.1671
MA year 2 (7%)		2.0395	2.1442	2.2537	2.3694	2.4905	2.6184
Year 2 - Monthly Salary		5,763.58	6,059.27	6,368.67	6,695.88	7,038.12	7,399.55
COLA year 3 (3%)		0.9975	1.0487	1.1022	1.1589	1.2181	1.2806
MA year 3 (0.55%)		0.1602	0.1685	0.1771	0.1862	0.1957	0.2057
Year 3 - Monthly Salary		5,964.26	6,270.25	6,590.43	6,929.03	7,283.18	7,657.20
Deputy Director of Community Services - Recreation	<i>current monthly</i>	9,190.36	9,660.62	10,156.06	10,676.70	11,223.74	11,798.36
	<i>current hourly</i>	53.0193	55.7322	58.5904	61.5940	64.7498	68.0649
COLA year 1 (4%)		2.1208	2.2293	2.3436	2.4638	2.5900	2.7226
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		9,557.98	10,047.04	10,562.30	11,103.77	11,672.68	12,270.30
COLA year 2 (3%)		1.6542	1.7388	1.8280	1.9217	2.0202	2.1236
MA year 2 (0.02%)		0.0106	0.0111	0.0117	0.0123	0.0129	0.0136

MID-MANAGEMENT/SUPERVISORY LEVEL (B&C) SUCCESSOR MOU**Term: July 1, 2023 – June 30, 2026**

Year 2 - Monthly Salary		9,846.56	10,350.39	10,881.20	11,439.02	12,025.10	12,640.77
COLA year 3 (3%)		1.7041	1.7913	1.8832	1.9798	2.0812	2.1877
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		10,141.95	10,660.90	11,207.64	11,782.19	12,385.86	13,020.00
Deputy Director of Community Services - City Librarian							
	<i>current monthly</i>	9,190.36	9,660.62	10,156.06	10,676.70	11,223.74	11,798.36
	<i>current hourly</i>	53.0193	55.7322	58.5904	61.5940	64.7498	68.0649
COLA year 1 (4%)		2.1208	2.2293	2.3436	2.4638	2.5900	2.7226
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		9,557.98	10,047.04	10,562.30	11,103.77	11,672.68	12,270.30
COLA year 2 (3%)		1.6542	1.7388	1.8280	1.9217	2.0202	2.1236
MA year 2 (0.02%)		0.0106	0.0111	0.0117	0.0123	0.0129	0.0136
Year 2 - Monthly Salary		9,846.56	10,350.39	10,881.20	11,439.02	12,025.10	12,640.77
COLA year 3 (3%)		1.7041	1.7913	1.8832	1.9798	2.0812	2.1877
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		10,141.95	10,660.90	11,207.64	11,782.19	12,385.86	13,020.00
Deputy Community Development Director/Planning & Engineering							
	<i>current monthly</i>	10,328.32	10,857.46	11,413.58	11,999.08	12,609.06	13,257.02
	<i>current hourly</i>	59.5842	62.6368	65.8450	69.2228	72.7418	76.4799
COLA year 1 (4%)		2.3834	2.5055	2.6338	2.7689	2.9097	3.0592

MID-MANAGEMENT/SUPERVISORY LEVEL (B&C) SUCCESSOR MOU**Term: July 1, 2023 – June 30, 2026**

MA year 1 (0%)	-	-	-	-	-	-
Year 1 - Monthly Salary	10,741.46	11,291.76	11,870.12	12,479.04	13,113.43	13,787.31
COLA year 2 (3%)	1.8590	1.9543	2.0544	2.1598	2.2695	2.3862
MA year 2 (6.23%)	3.7121	3.9023	4.1021	4.3126	4.5318	4.7647
Year 2 - Monthly Salary	11,707.16	12,306.93	12,937.28	13,600.96	14,292.37	15,026.84
COLA year 3 (3%)	2.0262	2.1300	2.2391	2.3539	2.4736	2.6007
MA year 3 (0%)	-	-	-	-	-	-
Year 3 - Monthly Salary	12,058.37	12,676.14	13,325.40	14,008.99	14,721.14	15,477.64
Deputy Community Development Director/Engineering and Transportation Planning						
<i>current monthly</i>	10,115.28	10,633.50	11,178.14	11,751.56	12,348.98	12,983.60
<i>current hourly</i>	58.3551	61.3448	64.4868	67.7949	71.2414	74.9025
COLA year 1 (4%)	2.3342	2.4538	2.5795	2.7118	2.8497	2.9961
MA year 1 (0%)	-	-	-	-	-	-
Year 1 - Monthly Salary	10,519.88	11,058.85	11,625.27	12,221.63	12,842.94	13,502.94
COLA year 2 (3%)	1.8207	1.9140	2.0120	2.1152	2.2227	2.3370
MA year 2 (7%)	4.0849	4.2941	4.5141	4.7456	4.9869	5.2432
Year 2 - Monthly Salary	11,543.55	12,134.96	12,756.50	13,410.89	14,092.66	14,816.88
COLA year 3 (3%)	1.9978	2.1002	2.2078	2.3210	2.4390	2.5644
MA year 3 (1.68%)	0.9804	1.0306	1.0834	1.1390	1.1969	1.2584
Year 3 - Monthly Salary	12,059.79	12,677.65	13,326.98	14,010.64	14,722.90	15,479.51

MID-MANAGEMENT/SUPERVISORY LEVEL (B&C) SUCCESSOR MOU**Term: July 1, 2023 – June 30, 2026**

Planning Manager	<i>current monthly</i>	8,699.96	9,146.42	9,614.72	10,107.38	10,625.72	11,169.70
	<i>current hourly</i>	50.1901	52.7658	55.4674	58.3096	61.2999	64.4381
COLA year 1 (4%)		2.0076	2.1106	2.2187	2.3324	2.4520	2.5775
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		9,047.95	9,512.28	9,999.31	10,511.68	11,050.75	11,616.49
COLA year 2 (3%)		1.5659	1.6463	1.7306	1.8193	1.9126	2.0105
MA year 2 (4.96%)		2.4894	2.6172	2.7512	2.8922	3.0405	3.1961
Year 2 - Monthly Salary		9,750.91	10,251.31	10,776.18	11,328.36	11,909.31	12,519.00
COLA year 3 (3%)		1.6876	1.7742	1.8650	1.9606	2.0611	2.1667
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		10,043.43	10,558.85	11,099.46	11,668.21	12,266.59	12,894.57
Deputy Community Development Director/Building & Life Safety	<i>current monthly</i>	10,387.40	10,919.58	11,478.86	12,067.72	12,681.20	13,332.88
	<i>current hourly</i>	59.9250	62.9951	66.2217	69.6188	73.1579	76.9175
COLA year 1 (4%)		2.3970	2.5198	2.6489	2.7848	2.9263	3.0767
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		10,802.90	11,356.35	11,938.02	12,550.43	13,188.44	13,866.19
COLA year 2 (3%)		1.8697	1.9654	2.0661	2.1721	2.2825	2.3998
MA year 2 (6.32%)		3.7873	3.9813	4.1852	4.3999	4.6236	4.8612
Year 2 - Monthly Salary		11,783.47	12,387.16	13,021.63	13,689.62	14,385.54	15,124.82

MID-MANAGEMENT/SUPERVISORY LEVEL (B&C) SUCCESSOR MOU**Term: July 1, 2023 – June 30, 2026**

COLA year 3 (3%)		2.0394	2.1438	2.2537	2.3693	2.4897	2.6177
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		12,136.97	12,758.78	13,412.28	14,100.31	14,817.11	15,578.56
Deputy Building Official	<i>current monthly</i>	8,727.14	9,174.76	9,644.50	10,138.96	10,658.12	11,204.62
	<i>current hourly</i>	50.3470	52.9293	55.6392	58.4917	61.4868	64.6395
COLA year 1 (4%)		2.0139	2.1172	2.2256	2.3397	2.4595	2.5856
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		9,076.23	9,541.76	10,030.28	10,544.51	11,084.45	11,652.80
COLA year 2 (3%)		1.5708	1.6514	1.7359	1.8249	1.9184	2.0168
MA year 2 (5.34%)		2.6885	2.8264	2.9711	3.1235	3.2834	3.4517
Year 2 - Monthly Salary		9,814.55	10,317.94	10,846.20	11,402.26	11,986.12	12,600.71
COLA year 3 (3%)		1.6986	1.7857	1.8772	1.9734	2.0744	2.1808
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		10,108.99	10,627.48	11,171.59	11,744.33	12,345.71	12,978.73
Plan Check Engineer	<i>current monthly</i>	7,720.24	8,115.84	8,532.08	8,968.90	9,427.66	9,910.88
	<i>current hourly</i>	44.5381	46.8203	49.2216	51.7417	54.3882	57.1760
COLA year 1 (4%)		1.7815	1.8728	1.9689	2.0697	2.1755	2.2870
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		8,029.04	8,440.46	8,873.36	9,327.66	9,804.76	10,307.32
COLA year 2 (3%)		1.3896	1.4608	1.5357	1.6143	1.6969	1.7839

MID-MANAGEMENT/SUPERVISORY LEVEL (B&C) SUCCESSOR MOU**Term: July 1, 2023 – June 30, 2026**

MA year 2 (3.39%)		1.5098	1.5872	1.6686	1.7540	1.8438	1.9383
Year 2 - Monthly Salary		8,531.63	8,968.80	9,428.79	9,911.54	10,418.50	10,952.52
COLA year 3 (3%)		1.4766	1.5522	1.6318	1.7154	1.8031	1.8956
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		8,787.58	9,237.87	9,711.66	10,208.88	10,731.05	11,281.10
Supervising Combination Inspector							
	<i>current monthly</i>	6,459.16	6,791.26	7,138.92	7,504.78	7,888.76	8,293.48
	<i>current hourly</i>	37.2629	39.1788	41.1845	43.2951	45.5103	47.8452
COLA year 1 (4%)		1.4905	1.5672	1.6474	1.7318	1.8204	1.9138
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		6,717.52	7,062.90	7,424.48	7,804.96	8,204.31	8,625.23
COLA year 2 (3%)		1.1626	1.2224	1.2850	1.3508	1.4199	1.4928
MA year 2 (6.67%)		2.4854	2.6132	2.7470	2.8878	3.0355	3.1913
Year 2 - Monthly Salary		7,349.87	7,727.77	8,123.38	8,539.68	8,976.61	9,437.16
COLA year 3 (3%)		1.2720	1.3374	1.4059	1.4780	1.5536	1.6333
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		7,570.36	7,959.60	8,367.08	8,795.87	9,245.91	9,720.27
Fire Telecommunications Supervisor (40 hr work week)							
	<i>current monthly</i>	5,635.82	5,924.94	6,227.44	6,547.06	6,882.52	7,235.08
	<i>current hourly</i>	32.5131	34.1810	35.9262	37.7701	39.7053	41.7392
COLA year 1 (4%)		1.3005	1.3672	1.4370	1.5108	1.5882	1.6696

MID-MANAGEMENT/SUPERVISORY LEVEL (B&C) SUCCESSOR MOU**Term: July 1, 2023 – June 30, 2026**

MA year 1 (0%)	-	-	-	-	-	-
Year 1 - Monthly Salary	5,861.25	6,161.93	6,476.55	6,808.95	7,157.82	7,524.48
COLA year 2 (3%)	1.0144	1.0664	1.1209	1.1784	1.2388	1.3023
MA year 2 (3.29%)	1.0697	1.1246	1.1820	1.2426	1.3063	1.3732
Year 2 - Monthly Salary	6,222.51	6,541.72	6,875.72	7,228.62	7,598.99	7,988.24
COLA year 3 (3%)	1.0769	1.1322	1.1900	1.2511	1.3152	1.3825
MA year 3 (0%)	-	-	-	-	-	-
Year 3 - Monthly Salary	6,409.18	6,737.97	7,082.00	7,445.48	7,826.96	8,227.89
Fire Telecommunications Supervisor (56 hr work week)						
<i>current monthly</i>	5,635.46	5,924.54	6,227.06	6,546.62	6,882.08	7,234.62
<i>current hourly</i>	23.2237	24.4150	25.6617	26.9786	28.3610	29.8138
COLA year 1 (4%)	0.9289	0.9766	1.0265	1.0791	1.1344	1.1926
MA year 1 (0%)	-	-	-	-	-	-
Year 1 - Monthly Salary	5,860.88	6,161.53	6,476.15	6,808.49	7,157.36	7,524.00
COLA year 2 (3%)	0.7246	0.7617	0.8006	0.8417	0.8849	0.9302
MA year 2 (3.29%)	0.7641	0.8033	0.8443	0.8876	0.9331	0.9809
Year 2 - Monthly Salary	6,222.11	6,541.29	6,875.31	7,228.13	7,598.50	7,987.74
COLA year 3 (3%)	0.7692	0.8087	0.8500	0.8936	0.9394	0.9875
MA year 3 (0%)	-	-	-	-	-	-
Year 3 - Monthly Salary	6,408.78	6,737.53	7,081.57	7,444.97	7,826.46	8,227.37

MID-MANAGEMENT/SUPERVISORY LEVEL (B&C) SUCCESSOR MOU
Term: July 1, 2023 – June 30, 2026

Code Enforcement Supervisor	<i>current monthly</i>	5,900.34	6,203.36	6,520.68	6,854.90	7,207.34	7,575.38
	<i>current hourly</i>	34.0391	35.7872	37.6179	39.5460	41.5792	43.7024
COLA year 1 (4%)		1.3616	1.4315	1.5047	1.5818	1.6632	1.7481
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		6,136.35	6,451.49	6,781.51	7,129.10	7,495.63	7,878.39
COLA year 2 (3%)		1.0620	1.1166	1.1737	1.2338	1.2973	1.3635
MA year 2 (3.33%)		1.1335	1.1917	1.2527	1.3169	1.3846	1.4553
Year 2 - Monthly Salary		6,516.92	6,851.60	7,202.10	7,571.24	7,960.51	8,367.00
COLA year 3 (3%)		1.1279	1.1858	1.2465	1.3104	1.3777	1.4481
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		6,712.43	7,057.15	7,418.16	7,798.38	8,199.32	8,618.01
Police Services Manager	<i>current monthly</i>	8,206.76	8,627.92	9,070.56	9,534.70	10,022.90	10,537.66
	<i>current hourly</i>	47.3449	49.7745	52.3281	55.0058	57.8222	60.7918
COLA year 1 (4%)		1.8938	1.9910	2.0931	2.2002	2.3129	2.4317
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		8,535.04	8,973.03	9,433.37	9,916.09	10,423.82	10,959.16
COLA year 2 (3%)		1.4772	1.5530	1.6326	1.7162	1.8041	1.8967
MA year 2 (0.33%)		0.1577	0.1657	0.1743	0.1832	0.1925	0.2024
Year 2 - Monthly Salary		8,818.42	9,270.95	9,746.58	10,245.33	10,769.91	11,323.02
COLA year 3 (3%)		1.5262	1.6045	1.6868	1.7732	1.8640	1.9597
MA year 3 (0%)		-	-	-	-	-	-

MID-MANAGEMENT/SUPERVISORY LEVEL (B&C) SUCCESSOR MOU**Term: July 1, 2023 – June 30, 2026**

Year 3 - Monthly Salary		9,082.97	9,549.08	10,038.98	10,552.69	11,093.00	11,662.71
Supervising Police Records Assistant							
	<i>current monthly</i>	4,960.34	5,214.38	5,481.80	5,762.54	6,057.92	6,369.08
	<i>current hourly</i>	28.6163	30.0818	31.6245	33.2442	34.9482	36.7433
COLA year 1 (4%)		1.1447	1.2033	1.2650	1.3298	1.3979	1.4697
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		5,158.76	5,422.95	5,701.06	5,993.05	6,300.24	6,623.85
COLA year 2 (3%)		0.8928	0.9386	0.9867	1.0372	1.0904	1.1464
MA year 2 (7%)		2.0031	2.1057	2.2137	2.3271	2.4464	2.5720
Year 2 - Monthly Salary		5,660.75	5,950.65	6,255.82	6,576.22	6,913.30	7,268.40
COLA year 3 (3%)		0.9797	1.0299	1.0827	1.1381	1.1965	1.2579
MA year 3 (2.37%)		0.6782	0.7129	0.7495	0.7879	0.8283	0.8708
Year 3 - Monthly Salary		5,948.13	6,252.75	6,573.41	6,910.08	7,264.27	7,637.40
Supervising Evidence Technician							
	<i>current monthly</i>	5,915.54	6,219.56	6,537.62	6,872.50	7,225.60	7,595.48
	<i>current hourly</i>	34.1268	35.8807	37.7156	39.6475	41.6845	43.8184
COLA year 1 (4%)		1.3651	1.4352	1.5086	1.5859	1.6674	1.7527
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		6,152.16	6,468.34	6,799.13	7,147.40	7,514.61	7,899.30
COLA year 2 (3%)		1.0648	1.1195	1.1767	1.2370	1.3006	1.3671
MA year 2 (5.63%)		1.9213	2.0201	2.1234	2.2322	2.3468	2.4670
Year 2 - Monthly Salary							

MID-MANAGEMENT/SUPERVISORY LEVEL (B&C) SUCCESSOR MOU**Term: July 1, 2023 – June 30, 2026**

		6,669.77	7,012.55	7,371.17	7,748.74	8,146.85	8,563.91
COLA year 3 (3%)		1.1543	1.2137	1.2757	1.3411	1.4100	1.4822
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		6,869.86	7,222.93	7,592.30	7,981.20	8,391.26	8,820.82
Property Room Supervisor	<i>current monthly</i>	5,587.24	5,873.38	6,174.60	6,490.84	6,823.52	7,174.00
	<i>current hourly</i>	32.2328	33.8836	35.6213	37.4457	39.3650	41.3869
COLA year 1 (4%)		1.2893	1.3553	1.4249	1.4978	1.5746	1.6555
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		5,810.72	6,108.32	6,421.58	6,750.47	7,096.47	7,460.97
COLA year 2 (3%)		1.0057	1.0572	1.1114	1.1683	1.2282	1.2913
MA year 2 (7%)		2.2563	2.3719	2.4935	2.6212	2.7556	2.8971
Year 2 - Monthly Salary		6,376.15	6,702.70	7,046.45	7,407.34	7,787.01	8,186.97
COLA year 3 (3%)		1.1035	1.1600	1.2195	1.2820	1.3477	1.4169
MA year 3 (5.42%)		1.7470	1.8365	1.9307	2.0296	2.1336	2.2432
Year 3 - Monthly Salary		6,870.26	7,222.12	7,592.51	7,981.37	8,390.46	8,821.42
Deputy Public Works Director (PE)	<i>current monthly</i>	10,979.00	11,541.66	12,133.06	12,746.08	13,405.86	14,089.64
	<i>current hourly</i>	63.3380	66.5839	69.9957	73.5322	77.3385	81.2833
COLA year 1 (4%)		2.5335	2.6634	2.7998	2.9413	3.0935	3.2513
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		11,418.17	12,003.32	12,618.38	13,255.91	13,942.09	14,653.23

MID-MANAGEMENT/SUPERVISORY LEVEL (B&C) SUCCESSOR MOU
Term: July 1, 2023 – June 30, 2026

COLA year 2 (3%)		1.9761	2.0774	2.1839	2.2942	2.4130	2.5360
MA year 2 (5.32%)		3.3696	3.5423	3.7238	3.9119	4.1144	4.3243
Year 2 - Monthly Salary		12,344.80	12,977.43	13,642.41	14,331.68	15,073.54	15,842.40
COLA year 3 (3%)		2.1365	2.2460	2.3611	2.4804	2.6088	2.7418
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		12,715.14	13,366.76	14,051.68	14,761.63	15,525.75	16,317.67
Deputy Public Works Director							
	<i>current monthly</i>	10,615.06	11,158.54	11,731.16	12,330.46	12,956.44	13,623.68
	<i>current hourly</i>	61.2384	64.3737	67.6772	71.1345	74.7458	78.5951
COLA year 1 (4%)		2.4495	2.5749	2.7071	2.8454	2.9898	3.1438
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		11,039.67	11,604.88	12,200.41	12,823.67	13,474.69	14,168.62
COLA year 2 (3%)		1.9106	2.0085	2.1115	2.2194	2.3321	2.4522
MA year 2 (3.59%)		2.1985	2.3110	2.4296	2.5537	2.6834	2.8216
Year 2 - Monthly Salary		11,751.94	12,353.62	12,987.57	13,651.05	14,344.07	15,082.77
COLA year 3 (3%)		2.0339	2.1380	2.2478	2.3626	2.4825	2.6104
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		12,104.50	12,724.22	13,377.20	14,060.58	14,774.39	15,535.25
Engineering Services Manager							
	<i>current monthly</i>	10,401.64	10,934.44	11,494.20	12,083.48	12,702.28	13,344.20
	<i>current hourly</i>	60.0072	63.0809	66.3101	69.7097	73.2796	76.9828
COLA year 1 (4%)							

MID-MANAGEMENT/SUPERVISORY LEVEL (B&C) SUCCESSOR MOU**Term: July 1, 2023 – June 30, 2026**

		2.4003	2.5232	2.6524	2.7884	2.9312	3.0793
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		10,817.71	11,371.82	11,953.96	12,566.82	13,210.38	13,877.97
COLA year 2 (3%)		1.8722	1.9681	2.0689	2.1749	2.2863	2.4019
MA year 2 (0.77%)		0.4621	0.4857	0.5106	0.5368	0.5643	0.5928
Year 2 - Monthly Salary		11,222.34	11,797.17	12,401.08	13,036.87	13,704.50	14,397.06
COLA year 3 (3%)		1.9423	2.0417	2.1463	2.2563	2.3718	2.4917
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		11,559.01	12,151.09	12,773.12	13,427.97	14,115.63	14,828.97
Principal Civil Engineer	<i>current monthly</i>	9,758.74	10,259.14	10,785.04	11,337.76	11,918.58	12,530.00
	<i>current hourly</i>	56.2983	59.1851	62.2190	65.4076	68.7584	72.2857
COLA year 1 (4%)		2.2519	2.3674	2.4888	2.6163	2.7503	2.8914
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		10,149.10	10,669.51	11,216.44	11,791.26	12,395.32	13,031.20
COLA year 2 (3%)		1.7565	1.8466	1.9412	2.0407	2.1453	2.2553
MA year 2 (7%)		3.9409	4.1430	4.3553	4.5785	4.8131	5.0600
Year 2 - Monthly Salary		11,136.68	11,707.74	12,307.89	12,938.64	13,601.48	14,299.24
COLA year 3 (3%)		1.9274	2.0263	2.1301	2.2393	2.3540	2.4748
MA year 3 (1.61%)		0.9064	0.9529	1.0017	1.0531	1.1070	1.1638
Year 3 - Monthly Salary		11,627.90	12,224.14	12,850.77	13,509.34	14,201.42	14,929.95

MID-MANAGEMENT/SUPERVISORY LEVEL (B&C) SUCCESSOR MOU**Term: July 1, 2023 – June 30, 2026**

Senior Civil Engineer	<i>current monthly</i>	8,793.82	9,244.44	9,717.78	10,216.36	10,738.90	11,289.22
	<i>current hourly</i>	50.7316	53.3312	56.0620	58.9383	61.9528	65.1276
COLA year 1 (4%)		2.0293	2.1332	2.2425	2.3575	2.4781	2.6051
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		9,145.57	9,614.21	10,106.50	10,625.02	11,168.45	11,740.79
COLA year 2 (3%)		1.5828	1.6639	1.7491	1.8389	1.9329	2.0320
MA year 2 (4.48%)		2.2728	2.3892	2.5116	2.6404	2.7755	2.9177
Year 2 - Monthly Salary		9,813.90	10,316.78	10,845.05	11,401.46	11,984.61	12,598.77
COLA year 3 (3%)		1.6985	1.7855	1.8770	1.9733	2.0742	2.1805
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		10,108.32	10,626.29	11,170.40	11,743.51	12,344.15	12,976.73
Associate Civil Engineer	<i>current monthly</i>	7,847.34	8,249.62	8,672.06	9,115.94	9,583.78	10,074.32
	<i>current hourly</i>	45.2714	47.5921	50.0292	52.5899	55.2889	58.1188
COLA year 1 (4%)		1.8109	1.9037	2.0012	2.1036	2.2116	2.3248
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		8,161.24	8,579.60	9,018.94	9,480.57	9,967.13	10,477.29
COLA year 2 (3%)		1.4125	1.4849	1.5609	1.6408	1.7250	1.8133
MA year 2 (1.55%)		0.7017	0.7377	0.7755	0.8151	0.8570	0.9008
Year 2 - Monthly Salary		8,527.71	8,964.86	9,423.93	9,906.28	10,414.69	10,947.76
COLA year 3 (3%)		1.4759	1.5516	1.6310	1.7145	1.8025	1.8947
MA year 3 (0%)		-	-	-	-	-	-

MID-MANAGEMENT/SUPERVISORY LEVEL (B&C) SUCCESSOR MOU**Term: July 1, 2023 – June 30, 2026**

Year 3 - Monthly Salary		8,783.54	9,233.80	9,706.65	10,203.47	10,727.13	11,276.19
Associate Engineer	<i>current monthly</i>	7,071.80	7,434.98	7,815.82	8,215.58	8,636.76	9,079.36
	<i>current hourly</i>	40.7973	42.8925	45.0895	47.3957	49.8255	52.3789
COLA year 1 (4%)		1.6319	1.7157	1.8036	1.8958	1.9930	2.0952
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		7,354.68	7,732.39	8,128.45	8,544.19	8,982.22	9,442.53
COLA year 2 (3%)		1.2729	1.3382	1.4068	1.4787	1.5546	1.6342
MA year 2 (7%)		2.8558	3.0025	3.1563	3.3177	3.4878	3.6665
Year 2 - Monthly Salary		8,070.34	8,484.81	8,919.41	9,375.61	9,856.26	10,361.36
COLA year 3 (3%)		1.3967	1.4685	1.5437	1.6226	1.7058	1.7932
MA year 3 (0.88%)		0.3590	0.3775	0.3968	0.4171	0.4385	0.4609
Year 3 - Monthly Salary		8,374.68	8,804.78	9,255.77	9,729.17	10,227.95	10,752.10
Assistant City Traffic Engineer	<i>current monthly</i>	8,793.82	9,244.44	9,717.78	10,216.36	10,738.90	11,289.22
	<i>current hourly</i>	50.7316	53.3312	56.0620	58.9383	61.9528	65.1276
COLA year 1 (4%)		2.0293	2.1332	2.2425	2.3575	2.4781	2.6051
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		9,145.57	9,614.21	10,106.50	10,625.02	11,168.45	11,740.79
COLA year 2 (3%)		1.5828	1.6639	1.7491	1.8389	1.9329	2.0320
MA year 2 (4.48%)		2.2728	2.3892	2.5116	2.6404	2.7755	2.9177
Year 2 - Monthly Salary							

MID-MANAGEMENT/SUPERVISORY LEVEL (B&C) SUCCESSOR MOU**Term: July 1, 2023 – June 30, 2026**

		9,813.90	10,316.78	10,845.05	11,401.46	11,984.61	12,598.77
COLA year 3 (3%)		1.6985	1.7855	1.8770	1.9733	2.0742	2.1805
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		10,108.32	10,626.29	11,170.40	11,743.51	12,344.15	12,976.73
Senior Public Works Supervisor							
	<i>current monthly</i>	6,870.30	7,222.98	7,592.44	7,982.32	8,391.40	8,820.90
	<i>current hourly</i>	39.6348	41.6694	43.8009	46.0501	48.4101	50.8878
COLA year 1 (4%)		1.5854	1.6668	1.7520	1.8420	1.9364	2.0355
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		7,145.11	7,511.89	7,896.15	8,301.62	8,727.06	9,173.73
COLA year 2 (3%)		1.2366	1.3001	1.3666	1.4368	1.5104	1.5877
MA year 2 (7%)		2.7744	2.9169	3.0661	3.2235	3.3887	3.5621
Year 2 - Monthly Salary		7,840.38	8,242.86	8,664.50	9,109.43	9,576.27	10,066.40
COLA year 3 (3%)		1.3569	1.4266	1.4996	1.5766	1.6574	1.7422
MA year 3 (14.68%)		5.8184	6.1171	6.4300	6.7602	7.1066	7.4703
Year 3 - Monthly Salary		9,084.15	9,550.48	10,039.01	10,554.52	11,095.42	11,663.30
Public Works Supervisor							
	<i>current monthly</i>	6,712.22	7,056.66	7,417.88	7,798.42	8,198.38	8,617.64
	<i>current hourly</i>	38.7228	40.7099	42.7938	44.9892	47.2965	49.7152
COLA year 1 (4%)		1.5489	1.6284	1.7118	1.7996	1.8919	1.9886
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		6,980.70	7,338.92	7,714.59	8,110.37	8,526.31	8,962.34

MID-MANAGEMENT/SUPERVISORY LEVEL (B&C) SUCCESSOR MOU**Term: July 1, 2023 – June 30, 2026**

COLA year 2 (3%)		1.2082	1.2701	1.3352	1.4037	1.4757	1.5511
MA year 2 (7%)		2.7106	2.8497	2.9956	3.1492	3.3108	3.4801
Year 2 - Monthly Salary		7,659.97	8,053.05	8,465.28	8,899.57	9,355.99	9,834.44
COLA year 3 (3%)		1.3257	1.3937	1.4651	1.5403	1.6192	1.7020
MA year 3 (5.53%)		2.1414	2.2513	2.3665	2.4879	2.6155	2.7493
Year 3 - Monthly Salary		8,260.96	8,684.88	9,129.45	9,597.81	10,090.04	10,606.03
Fleet Manager	<i>current monthly</i>	7,726.64	8,123.30	8,538.84	8,977.32	9,437.36	9,920.38
	<i>current hourly</i>	44.5750	46.8634	49.2607	51.7902	54.4442	57.2308
COLA year 1 (4%)		1.7830	1.8745	1.9704	2.0716	2.1778	2.2892
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		8,035.70	8,448.23	8,880.40	9,336.41	9,814.85	10,317.20
COLA year 2 (3%)		1.3907	1.4621	1.5369	1.6159	1.6987	1.7856
MA year 2 (2.14%)		0.9539	1.0029	1.0542	1.1083	1.1651	1.2247
Year 2 - Monthly Salary		8,442.12	8,875.52	9,329.55	9,808.61	10,311.26	10,839.01
COLA year 3 (3%)		1.4611	1.5361	1.6147	1.6976	1.7846	1.8759
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		8,695.38	9,141.79	9,609.43	10,102.87	10,620.59	11,164.19
Supervising Mechanic	<i>current monthly</i>	5,798.64	6,096.30	6,409.16	6,737.22	7,083.00	7,445.28
	<i>current hourly</i>	33.4524	35.1696	36.9745	38.8671	40.8619	42.9519
COLA year 1 (4%)		1.3381	1.4068	1.4790	1.5547	1.6345	1.7181

MID-MANAGEMENT/SUPERVISORY LEVEL (B&C) SUCCESSOR MOU**Term: July 1, 2023 – June 30, 2026**

MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		6,030.58	6,340.15	6,665.53	7,006.71	7,366.32	7,743.09
COLA year 2 (3%)		1.0437	1.0973	1.1536	1.2127	1.2749	1.3401
MA year 2 (3.20%)		1.0705	1.1254	1.1832	1.2437	1.3076	1.3745
Year 2 - Monthly Salary		6,397.06	6,725.44	7,070.59	7,432.50	7,813.97	8,213.64
COLA year 3 (3%)		1.1071	1.1640	1.2237	1.2863	1.3524	1.4215
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		6,588.97	6,927.20	7,282.70	7,655.48	8,048.39	8,460.04
Solid Waste Manager	<i>current monthly</i>	7,791.74	8,191.60	8,611.88	9,052.54	9,516.04	10,004.76
	<i>current hourly</i>	44.9506	47.2574	49.6820	52.2242	54.8981	57.7175
COLA year 1 (4%)		1.7980	1.8903	1.9873	2.0890	2.1959	2.3087
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		8,103.41	8,519.26	8,956.35	9,414.64	9,896.68	10,404.94
COLA year 2 (3%)		1.4025	1.4744	1.5501	1.6294	1.7128	1.8008
MA year 2 (7%)		3.1465	3.3080	3.4777	3.6557	3.8429	4.0402
Year 2 - Monthly Salary		8,891.93	9,348.25	9,827.88	10,330.76	10,859.70	11,417.42
COLA year 3 (3%)		1.5389	1.6179	1.7009	1.7879	1.8795	1.9760
MA year 3 (8.50%)		3.8208	4.0169	4.2230	4.4391	4.6663	4.9060
Year 3 - Monthly Salary		9,820.99	10,324.98	10,854.72	11,410.15	11,994.36	12,610.35

UNREPRESENTED MANAGEMENT/CONFIDENTIAL AND LAW EMPLOYEES' COMPENSATION PLAN**Appendix A. Market Adjustments**

Year 1 - Effective 7/1/23

Year 2 - Effective 7/1/24

Year 3 - Effective 7/1/25

Rate Calculation	
COLA year 1 (4%)	Current hourly x 0.04
MA year 1 (0%)	N/A
Year 1 - Monthly Salary	(Current hourly + COLA) x 173.34
COLA year 2 (3%)	Year 1 hourly x 0.03
MA year 2 (5%)	Current hourly x 0.05
Year 2 - Monthly Salary	(Current hourly + all increases) x 173.34
COLA year 3 (3%)	(Current hourly + all increases) x 0.03
MA year 3 (2%)	Current hourly x 0.02
Year 3 - Monthly Salary	(Current hourly + all increases) x 173.34

*Monthly hours of 173.34 are calculated from 86.67 x 2

		Hourly/Monthly Steps					
		1	2	3	4	5	6
Accounting Manager	<i>current monthly</i>	9,008.22	9,458.44	9,931.16	10,427.52	10,948.68	11,495.88
	<i>current hourly</i>	51.9685	54.5658	57.2930	60.1564	63.1630	66.3198
COLA year 1 (4%)		2.0787	2.1826	2.2917	2.4063	2.5265	2.6528
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		9,368.55	9,836.77	10,328.42	10,844.61	11,386.62	11,955.71
COLA year 2 (3%)		1.6214	1.7025	1.7875	1.8769	1.9707	2.0692
MA year 2 (1.99%)		1.0342	1.0859	1.1401	1.1971	1.2569	1.3198
Year 2 - Monthly Salary		9,828.87	10,320.10	10,835.90	11,377.46	11,946.10	12,543.15
COLA year 3 (3%)		1.7011	1.7861	1.8754	1.9691	2.0675	2.1708
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		10,123.73	10,629.70	11,160.98	11,718.78	12,304.48	12,919.44

UNREPRESENTED MANAGEMENT/CONFIDENTIAL AND LAW EMPLOYEES' COMPENSATION PLAN

Budget Analyst II (Confidential)	<i>current monthly</i>	6,508.08	6,833.48	7,175.14	7,533.92	7,910.62	8,306.16
	<i>current hourly</i>	37.5452	39.4224	41.3935	43.4633	45.6364	47.9183
COLA year 1 (4%)		1.5018	1.5769	1.6557	1.7385	1.8255	1.9167
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		6,768.41	7,106.82	7,462.16	7,835.29	8,227.04	8,638.40
COLA year 2 (3%)		1.1714	1.2300	1.2915	1.3561	1.4239	1.4951
MA year 2 (2.9%)		1.0888	1.1432	1.2004	1.2604	1.3235	1.3896
Year 2 - Monthly Salary		7,160.20	7,518.19	7,894.10	8,288.83	8,703.26	9,138.44
COLA year 3 (3%)		1.2392	1.3012	1.3662	1.4345	1.5063	1.5816
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		7,375.00	7,743.74	8,130.92	8,537.49	8,964.35	9,412.59
Budget Analyst I (Confidential)	<i>current monthly</i>	5,316.54	5,582.38	5,861.48	6,154.56	6,462.28	6,785.42
	<i>current hourly</i>	30.6712	32.2048	33.8149	35.5057	37.2810	39.1451
COLA year 1 (4%)		1.2268	1.2882	1.3526	1.4202	1.4912	1.5658
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		5,529.21	5,805.68	6,095.93	6,400.74	6,720.78	7,056.83
COLA year 2 (3%)		0.9569	1.0048	1.0550	1.1078	1.1632	1.2213
MA year 2 (7%)		2.1470	2.2543	2.3670	2.4854	2.6097	2.7402
Year 2 - Monthly Salary		6,067.24	6,370.61	6,689.12	7,023.58	7,374.76	7,743.51
COLA year 3 (3%)		1.0501	1.1026	1.1577	1.2156	1.2764	1.3402
MA year 3 (8.64%)		2.6500	2.7825	2.9216	3.0677	3.2211	3.3821
Year 3 - Monthly Salary		6,708.61	7,044.05	7,396.22	7,766.04	8,154.35	8,562.08

UNREPRESENTED MANAGEMENT/CONFIDENTIAL AND LAW EMPLOYEES' COMPENSATION PLAN

Assistant City Attorney	<i>current monthly</i>	12,618.26	13,248.92	13,911.08	14,606.32	15,336.34	16,102.86
	<i>current hourly</i>	72.7949	76.4331	80.2531	84.2640	88.4755	92.8975
COLA year 1 (4%)		2.9118	3.0573	3.2101	3.3706	3.5390	3.7159
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		13,123.00	13,778.87	14,467.52	15,190.57	15,949.80	16,746.97
COLA year 2 (3%)		2.2712	2.3847	2.5039	2.6290	2.7604	2.8984
MA year 2 (7%)		5.0956	5.3503	5.6177	5.8985	6.1933	6.5028
Year 2 - Monthly Salary		14,399.97	15,119.66	15,875.32	16,668.73	17,501.83	18,376.58
COLA year 3 (3%)		2.4922	2.6168	2.7475	2.8849	3.0290	3.1804
MA year 3 (1.98%)		1.4413	1.5134	1.5890	1.6684	1.7518	1.8394
Year 3 - Monthly Salary		15,081.81	15,835.58	16,627.01	17,458.00	18,330.55	19,246.71
Assistant City Clerk	<i>current monthly</i>	6,433.94	6,763.92	7,109.86	7,474.18	7,858.12	8,260.46
	<i>current hourly</i>	37.1175	39.0211	41.0168	43.1186	45.3336	47.6547
COLA year 1 (4%)		1.4847	1.5608	1.6407	1.7247	1.8133	1.9062
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		6,691.31	7,034.47	7,394.25	7,773.15	8,172.45	8,590.88
COLA year 2 (3%)		1.1581	1.2175	1.2797	1.3453	1.4144	1.4868
MA year 2 (7%)		2.5982	2.7315	2.8712	3.0183	3.1734	3.3358
Year 2 - Monthly Salary		7,342.42	7,718.98	8,113.76	8,529.53	8,967.69	9,426.84
COLA year 3 (3%)		1.2708	1.3359	1.4043	1.4762	1.5520	1.6315
MA year 3 (4.6%)		1.7074	1.7950	1.8868	1.9835	2.0853	2.1921
Year 3 - Monthly Salary		7,858.66	8,261.69	8,684.23	9,129.23	9,598.20	10,089.63

UNREPRESENTED MANAGEMENT/CONFIDENTIAL AND LAW EMPLOYEES' COMPENSATION PLAN

Records Research Specialist	<i>current monthly</i>	4,022.56	4,228.54	4,445.06	4,673.28	4,912.04	5,163.68
	<i>current hourly</i>	23.2062	24.3945	25.6436	26.9602	28.3376	29.7893
COLA year 1 (4%)		0.9282	0.9758	1.0257	1.0784	1.1335	1.1916
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		4,183.47	4,397.68	4,622.86	4,860.21	5,108.52	5,370.22
COLA year 2 (3%)		0.7240	0.7611	0.8001	0.8412	0.8841	0.9294
MA year 2 (7%)		1.6244	1.7076	1.7951	1.8872	1.9836	2.0853
Year 2 - Monthly Salary		4,590.55	4,825.61	5,072.70	5,333.15	5,605.62	5,892.79
COLA year 3 (3%)		0.7945	0.8352	0.8779	0.9230	0.9702	1.0199
MA year 3 (1.89%)		0.4386	0.4611	0.4847	0.5095	0.5356	0.5630
Year 3 - Monthly Salary		4,804.29	5,050.30	5,308.90	5,581.47	5,866.63	6,167.17
Deputy City Clerk II	<i>current monthly</i>	3,908.16	4,109.14	4,318.64	4,540.88	4,773.02	5,017.90
	<i>current hourly</i>	22.5462	23.7057	24.9143	26.1964	27.5356	28.9483
COLA year 1 (4%)		0.9018	0.9482	0.9966	1.0479	1.1014	1.1579
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		4,064.48	4,273.51	4,491.39	4,722.52	4,963.94	5,218.61
COLA year 2 (3%)		0.7034	0.7396	0.7773	0.8173	0.8591	0.9032
MA year 2 (1.22%)		0.2751	0.2892	0.3040	0.3196	0.3359	0.3532
Year 2 - Monthly Salary		4,234.10	4,451.85	4,678.82	4,919.59	5,171.09	5,436.39
COLA year 3 (3%)		0.7328	0.7705	0.8098	0.8514	0.8950	0.9409
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		4,361.12	4,585.40	4,819.18	5,067.18	5,326.22	5,599.48

UNREPRESENTED MANAGEMENT/CONFIDENTIAL AND LAW EMPLOYEES' COMPENSATION PLAN

Deputy City Clerk I	<i>current monthly</i>	3,547.22	3,728.38	3,919.50	4,120.48	4,331.40	4,553.62
	<i>current hourly</i>	20.4639	21.5090	22.6116	23.7711	24.9879	26.2699
COLA year 1 (4%)		0.8186	0.8604	0.9045	0.9508	0.9995	1.0508
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		3,689.10	3,877.50	4,076.27	4,285.30	4,504.66	4,735.77
COLA year 2 (3%)		0.6385	0.6711	0.7055	0.7417	0.7796	0.8196
MA year 2 (1.42%)		0.2906	0.3054	0.3211	0.3375	0.3548	0.3730
Year 2 - Monthly Salary		3,850.14	4,046.77	4,254.22	4,472.37	4,701.30	4,942.50
COLA year 3 (3%)		0.6663	0.7004	0.7363	0.7740	0.8137	0.8554
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		3,965.65	4,168.18	4,381.85	4,606.54	4,842.34	5,090.78
Outreach Supervisor	<i>current monthly</i>	5,016.20	5,273.68	5,544.04	5,827.28	6,126.90	6,440.54
	<i>current hourly</i>	28.9385	30.4239	31.9836	33.6176	35.3461	37.1555
COLA year 1 (4%)		1.1575	1.2170	1.2793	1.3447	1.4138	1.4862
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		5,216.85	5,484.63	5,765.80	6,060.37	6,371.97	6,698.16
COLA year 2 (3%)		0.9029	0.9492	0.9979	1.0489	1.1028	1.1593
MA year 2 (1.96%)		0.5672	0.5963	0.6269	0.6589	0.6928	0.7282
Year 2 - Monthly Salary		5,471.67	5,752.53	6,047.44	6,356.39	6,683.21	7,025.33
COLA year 3 (3%)		0.9470	0.9956	1.0466	1.1001	1.1567	1.2159
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		5,635.82	5,925.10	6,228.86	6,547.08	6,883.71	7,236.09

UNREPRESENTED MANAGEMENT/CONFIDENTIAL AND LAW EMPLOYEES' COMPENSATION PLAN

Outreach Worker	<i>current monthly</i>	3,807.22	4,002.66	4,207.48	4,422.82	4,649.88	4,887.48
	<i>current hourly</i>	21.9639	23.0914	24.2730	25.5153	26.8252	28.1959
COLA year 1 (4%)		0.8786	0.9237	0.9709	1.0206	1.0730	1.1278
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		3,959.51	4,162.77	4,375.78	4,599.73	4,835.88	5,082.98
COLA year 2 (3%)		0.6853	0.7205	0.7573	0.7961	0.8369	0.8797
MA year 2 (1.33%)		0.2921	0.3071	0.3228	0.3394	0.3568	0.3750
Year 2 - Monthly Salary		4,128.93	4,340.89	4,563.01	4,796.55	5,042.80	5,300.47
COLA year 3 (3%)		0.7146	0.7513	0.7897	0.8301	0.8728	0.9174
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		4,252.80	4,471.11	4,699.90	4,940.45	5,194.08	5,459.48
Assistant Director of Community Development	<i>current monthly</i>	11,126.48	11,696.66	12,296.02	12,917.26	13,585.92	14,278.90
	<i>current hourly</i>	64.1888	67.4781	70.9358	74.5198	78.3773	82.3751
COLA year 1 (4%)		2.5676	2.6991	2.8374	2.9808	3.1351	3.2950
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		11,571.55	12,164.52	12,787.85	13,433.95	14,129.36	14,850.06
COLA year 2 (3%)		2.0027	2.1053	2.2132	2.3250	2.4454	2.5701
MA year 2 (7%)		4.4932	4.7235	4.9655	5.2164	5.4864	5.7663
Year 2 - Monthly Salary		12,697.55	13,348.22	14,032.21	14,741.18	15,504.25	16,295.08
COLA year 3 (3%)		2.1976	2.3102	2.4286	2.5513	2.6833	2.8202
MA year 3 (1.7%)		1.0912	1.1471	1.2059	1.2668	1.3324	1.4004
Year 3 - Monthly Salary		13,267.62	13,947.51	14,662.21	15,403.01	16,200.34	17,026.67

UNREPRESENTED MANAGEMENT/CONFIDENTIAL AND LAW EMPLOYEES' COMPENSATION PLAN

Director of Economic Development	<i>current monthly</i>	13,096.64	13,750.54	14,437.28	15,159.28	15,917.72	16,712.62
	<i>current hourly</i>	75.5546	79.3270	83.2888	87.4540	91.8295	96.4153
COLA year 1 (4%)		3.0222	3.1731	3.3316	3.4982	3.6732	3.8566
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		13,620.50	14,300.56	15,014.77	15,765.65	16,554.43	17,381.13
COLA year 2 (3%)		2.3573	2.4750	2.5986	2.7286	2.8651	3.0082
MA year 2 (1.52%)		1.1484	1.2058	1.2660	1.3293	1.3958	1.4655
Year 2 - Monthly Salary		14,228.18	14,938.59	15,684.66	16,469.04	17,293.02	18,156.60
COLA year 3 (3%)		2.4625	2.5854	2.7145	2.8503	2.9929	3.1424
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		14,655.03	15,386.75	16,155.20	16,963.11	17,811.81	18,701.30
Deputy Director of Human Resources	<i>current monthly</i>	9,171.08	9,629.44	10,110.70	10,616.04	11,146.62	11,703.70
	<i>current hourly</i>	52.9080	55.5523	58.3287	61.2440	64.3049	67.5188
COLA year 1 (4%)		2.1163	2.2221	2.3331	2.4498	2.5722	2.7008
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		9,537.92	10,014.61	10,515.12	11,040.68	11,592.48	12,171.86
COLA year 2 (3%)		1.6507	1.7332	1.8199	1.9108	2.0063	2.1066
MA year 2 (3.1%)		1.6401	1.7221	1.8082	1.8986	1.9935	2.0931
Year 2 - Monthly Salary		10,108.36	10,613.56	11,144.01	11,700.99	12,285.80	12,899.83
COLA year 3 (3%)		1.7495	1.8369	1.9287	2.0251	2.1263	2.2326
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		10,411.61	10,931.97	11,478.33	12,052.02	12,654.37	13,286.82

UNREPRESENTED MANAGEMENT/CONFIDENTIAL AND LAW EMPLOYEES' COMPENSATION PLAN

Human Resources Analyst I	<i>current monthly</i>	4,791.50	5,036.12	5,294.76	5,566.28	5,850.68	6,151.46
	<i>current hourly</i>	27.6422	29.0534	30.5455	32.1119	33.7526	35.4878
COLA year 1 (4%)		1.1057	1.1621	1.2218	1.2845	1.3501	1.4195
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		4,983.16	5,237.56	5,506.55	5,788.93	6,084.70	6,397.51
COLA year 2 (3%)		0.8624	0.9065	0.9530	1.0019	1.0531	1.1072
MA year 2 (7%)		1.9350	2.0337	2.1382	2.2478	2.3627	2.4841
Year 2 - Monthly Salary		5,468.06	5,747.22	6,042.38	6,352.24	6,676.79	7,020.04
COLA year 3 (3%)		0.9464	0.9947	1.0458	1.0994	1.1556	1.2150
MA year 3 (6.27%)		1.7332	1.8216	1.9152	2.0134	2.1163	2.2251
Year 3 - Monthly Salary		5,932.53	6,235.40	6,555.63	6,891.81	7,243.93	7,616.34
Human Resources Technician	<i>current monthly</i>	4,339.74	4,562.12	4,796.18	5,041.94	5,299.44	5,570.98
	<i>current hourly</i>	25.0360	26.3189	27.6692	29.0870	30.5725	32.1390
COLA year 1 (4%)		1.0014	1.0528	1.1068	1.1635	1.2229	1.2856
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		4,513.33	4,744.60	4,988.03	5,243.62	5,511.41	5,793.81
COLA year 2 (3%)		0.7811	0.8211	0.8633	0.9075	0.9539	1.0027
MA year 2 (6.34%)		1.5873	1.6686	1.7542	1.8441	1.9383	2.0376
Year 2 - Monthly Salary		4,923.87	5,176.18	5,441.74	5,720.59	6,012.74	6,320.83
COLA year 3 (3%)		0.8522	0.8958	0.9418	0.9901	1.0406	1.0939
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		5,071.59	5,331.46	5,605.00	5,892.20	6,193.12	6,510.45

UNREPRESENTED MANAGEMENT/CONFIDENTIAL AND LAW EMPLOYEES' COMPENSATION PLAN

Human Resources Assistant II	<i>current monthly</i>	3,313.32	3,483.02	3,660.92	3,849.34	4,045.98	4,254.28
	<i>current hourly</i>	19.1146	20.0936	21.1199	22.2069	23.3413	24.5430
COLA year 1 (4%)		0.7646	0.8037	0.8448	0.8883	0.9337	0.9817
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		3,445.86	3,622.35	3,807.36	4,003.32	4,207.82	4,424.45
COLA year 2 (3%)		0.5964	0.6269	0.6589	0.6929	0.7282	0.7657
MA year 2 (7%)		1.3380	1.4066	1.4784	1.5545	1.6339	1.7180
Year 2 - Monthly Salary		3,781.17	3,974.83	4,177.85	4,392.87	4,617.27	4,854.99
COLA year 3 (3%)		0.6544	0.6879	0.7231	0.7603	0.7991	0.8403
MA year 3 (0.55%)		0.1051	0.1105	0.1162	0.1221	0.1284	0.1350
Year 3 - Monthly Salary		3,912.82	4,113.23	4,323.32	4,545.83	4,778.04	5,024.04
Human Resources Assistant I	<i>current monthly</i>	3,006.68	3,161.16	3,322.68	3,493.56	3,672.60	3,861.06
	<i>current hourly</i>	17.3456	18.2368	19.1686	20.1544	21.1873	22.2745
COLA year 1 (4%)		0.6938	0.7295	0.7667	0.8062	0.8475	0.8910
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		3,126.95	3,287.61	3,455.59	3,633.31	3,819.51	4,015.50
COLA year 2 (3%)		0.5412	0.5690	0.5981	0.6288	0.6610	0.6950
MA year 2 (7%)		1.2142	1.2766	1.3418	1.4108	1.4831	1.5592
Year 2 - Monthly Salary		3,431.23	3,607.52	3,791.85	3,986.85	4,191.18	4,406.24
COLA year 3 (3%)		0.5938	0.6244	0.6563	0.6900	0.7254	0.7626
MA year 3 (0.74%)		0.1284	0.1350	0.1418	0.1491	0.1568	0.1648
Year 3 - Monthly Salary		3,556.42	3,739.14	3,930.19	4,132.31	4,344.09	4,567.00

UNREPRESENTED MANAGEMENT/CONFIDENTIAL AND LAW EMPLOYEES' COMPENSATION PLAN

Senior Risk Analyst	<i>current monthly</i>	7,347.58	7,722.10	8,118.86	8,534.34	8,972.06	9,432.00
	<i>current hourly</i>	42.3882	44.5489	46.8378	49.2347	51.7599	54.4133
COLA year 1 (4%)		1.6955	1.7820	1.8735	1.9694	2.0704	2.1765
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		7,641.47	8,030.99	8,443.62	8,875.72	9,330.94	9,809.28
COLA year 2 (3%)		1.3225	1.3899	1.4613	1.5361	1.6149	1.6977
MA year 2 (0.52%)		0.2204	0.2317	0.2436	0.2560	0.2692	0.2829
Year 2 - Monthly Salary		7,908.92	8,312.08	8,739.15	9,186.37	9,657.53	10,152.61
COLA year 3 (3%)		1.3688	1.4386	1.5125	1.5899	1.6714	1.7571
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		8,146.19	8,561.44	9,001.32	9,461.96	9,947.25	10,457.18
Risk Analyst II	<i>current monthly</i>	6,122.20	6,437.04	6,767.08	7,113.50	7,478.66	7,861.38
	<i>current hourly</i>	35.3190	37.1353	39.0394	41.0379	43.1445	45.3524
COLA year 1 (4%)		1.4128	1.4854	1.5616	1.6415	1.7258	1.8141
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		6,367.08	6,694.51	7,037.77	7,398.05	7,777.81	8,175.84
COLA year 2 (3%)		1.1020	1.1586	1.2180	1.2804	1.3461	1.4150
MA year 2 (5.3%)		1.8719	1.9682	2.0691	2.1750	2.2867	2.4037
Year 2 - Monthly Salary		6,882.57	7,236.51	7,607.56	7,997.01	8,407.52	8,837.77
COLA year 3 (3%)		1.1912	1.2524	1.3166	1.3840	1.4551	1.5296
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		7,089.05	7,453.61	7,835.79	8,236.92	8,659.74	9,102.90

UNREPRESENTED MANAGEMENT/CONFIDENTIAL AND LAW EMPLOYEES' COMPENSATION PLAN

Risk Analyst I	<i>current monthly</i>	4,791.50	5,036.12	5,294.76	5,566.28	5,850.68	6,151.46
	<i>current hourly</i>	27.6422	29.0534	30.5455	32.1119	33.7526	35.4878
COLA year 1 (4%)		1.1057	1.1621	1.2218	1.2845	1.3501	1.4195
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		4,983.16	5,237.56	5,506.55	5,788.93	6,084.70	6,397.51
COLA year 2 (3%)		0.8624	0.9065	0.9530	1.0019	1.0531	1.1072
MA year 2 (7%)		1.9350	2.0337	2.1382	2.2478	2.3627	2.4841
Year 2 - Monthly Salary		5,468.06	5,747.22	6,042.38	6,352.24	6,676.79	7,020.04
COLA year 3 (3%)		0.9464	0.9947	1.0458	1.0994	1.1556	1.2150
MA year 3 (16.95%)		4.6854	4.9246	5.1775	5.4430	5.7211	6.0152
Year 3 - Monthly Salary		6,444.26	6,773.25	7,121.11	7,486.29	7,868.78	8,273.31
Risk/ Loss Control Officer	<i>current monthly</i>	6,104.12	6,417.20	6,746.24	7,092.50	7,456.02	7,838.10
	<i>current hourly</i>	35.2147	37.0209	38.9191	40.9167	43.0138	45.2181
COLA year 1 (4%)		1.4086	1.4808	1.5568	1.6367	1.7206	1.8087
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		6,348.28	6,673.89	7,016.09	7,376.20	7,754.25	8,151.63
COLA year 2 (3%)		1.0987	1.1551	1.2143	1.2766	1.3420	1.4108
MA year 2 (5.64%)		1.9861	2.0880	2.1950	2.3077	2.4260	2.5503
Year 2 - Monthly Salary		6,883.00	7,236.04	7,607.06	7,997.50	8,407.40	8,838.25
COLA year 3 (3%)		1.1912	1.2523	1.3166	1.3841	1.4551	1.5296
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		7,089.49	7,453.12	7,835.27	8,237.43	8,659.62	9,103.40

UNREPRESENTED MANAGEMENT/CONFIDENTIAL AND LAW EMPLOYEES' COMPENSATION PLAN

Director of Information Technology	<i>current monthly</i>	13,096.64	13,750.54	14,437.28	15,159.28	15,917.72	16,712.62
	<i>current hourly</i>	75.5546	79.3270	83.2888	87.4540	91.8295	96.4153
COLA year 1 (4%)		3.0222	3.1731	3.3316	3.4982	3.6732	3.8566
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		13,620.50	14,300.56	15,014.77	15,765.65	16,554.43	17,381.13
COLA year 2 (3%)		2.3573	2.4750	2.5986	2.7286	2.8651	3.0082
MA year 2 (2.72%)		2.0551	2.1577	2.2655	2.3787	2.4978	2.6225
Year 2 - Monthly Salary		14,385.34	15,103.60	15,857.91	16,650.95	17,484.03	18,357.15
COLA year 3 (3%)		2.4897	2.6140	2.7445	2.8818	3.0260	3.1771
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		14,816.90	15,556.70	16,333.65	17,150.48	18,008.55	18,907.87
Public Information Officer I	<i>current monthly</i>	5,016.20	5,273.68	5,544.04	5,827.28	6,126.90	6,440.54
	<i>current hourly</i>	28.9385	30.4239	31.9836	33.6176	35.3461	37.1555
COLA year 1 (4%)		1.1575	1.2170	1.2793	1.3447	1.4138	1.4862
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		5,216.85	5,484.63	5,765.80	6,060.37	6,371.97	6,698.16
COLA year 2 (3%)		0.9029	0.9492	0.9979	1.0489	1.1028	1.1593
MA year 2 (7%)		2.0257	2.1297	2.2389	2.3532	2.4742	2.6009
Year 2 - Monthly Salary		5,724.49	6,018.32	6,326.86	6,650.09	6,992.01	7,349.94
COLA year 3 (3%)		0.9907	1.0416	1.0950	1.1509	1.2101	1.2721
MA year 3 (23.27%)		6.7340	7.0796	7.4426	7.8228	8.2250	8.6461
Year 3 - Monthly Salary		7,063.49	7,426.06	7,806.76	8,205.60	8,627.50	9,069.15

UNREPRESENTED MANAGEMENT/CONFIDENTIAL AND LAW EMPLOYEES' COMPENSATION PLAN

Assistant Director of MUD	<i>current monthly</i>	11,592.74	12,172.14	12,780.50	13,419.26	14,089.92	14,794.14
	<i>current hourly</i>	66.8786	70.2212	73.7308	77.4158	81.2849	85.3475
COLA year 1 (4%)		2.6751	2.8088	2.9492	3.0966	3.2514	3.4139
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		12,056.45	12,659.03	13,291.72	13,956.02	14,653.52	15,385.90
COLA year 2 (3%)		2.0866	2.1909	2.3004	2.4154	2.5361	2.6628
MA year 2 (4.9%)		3.2771	3.4408	3.6128	3.7934	3.9830	4.1820
Year 2 - Monthly Salary		12,986.18	13,635.23	14,316.71	15,032.25	15,783.53	16,572.39
COLA year 3 (3%)		2.2475	2.3599	2.4778	2.6016	2.7317	2.8682
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		13,375.77	14,044.29	14,746.21	15,483.22	16,257.04	17,069.56
Chief Water Systems Operator	<i>current monthly</i>	8,581.82	9,022.22	9,485.10	9,970.46	10,480.96	11,019.22
	<i>current hourly</i>	49.5086	52.0493	54.7196	57.5197	60.4648	63.5700
COLA year 1 (4%)		1.9803	2.0820	2.1888	2.3008	2.4186	2.5428
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		8,925.09	9,383.11	9,864.50	10,369.28	10,900.21	11,459.99
COLA year 2 (3%)		1.5447	1.6239	1.7073	1.7946	1.8865	1.9834
MA year 2 (0.05%)		0.0248	0.0260	0.0274	0.0288	0.0302	0.0318
Year 2 - Monthly Salary		9,197.14	9,669.12	10,165.18	10,685.35	11,232.45	11,809.30
COLA year 3 (3%)		1.5918	1.6734	1.7593	1.8493	1.9440	2.0438
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		9,473.05	9,959.19	10,470.13	11,005.91	11,569.43	12,163.58

UNREPRESENTED MANAGEMENT/CONFIDENTIAL AND LAW EMPLOYEES' COMPENSATION PLAN

Chief Plant Operator - Water	<i>current monthly</i>	8,581.82	9,022.22	9,485.10	9,970.46	10,480.96	11,019.22
	<i>current hourly</i>	49.5086	52.0493	54.7196	57.5197	60.4648	63.5700
COLA year 1 (4%)		1.9803	2.0820	2.1888	2.3008	2.4186	2.5428
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		8,925.09	9,383.11	9,864.50	10,369.28	10,900.21	11,459.99
COLA year 2 (3%)		1.5447	1.6239	1.7073	1.7946	1.8865	1.9834
MA year 2 (0.05%)		0.0248	0.0260	0.0274	0.0288	0.0302	0.0318
Year 2 - Monthly Salary		9,197.14	9,669.12	10,165.18	10,685.35	11,232.45	11,809.30
COLA year 3 (3%)		1.5918	1.6734	1.7593	1.8493	1.9440	2.0438
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		9,473.05	9,959.19	10,470.13	11,005.91	11,569.43	12,163.58
Chief Plant Operator - Wastewater	<i>current monthly</i>	8,581.82	9,022.22	9,485.10	9,970.46	10,480.96	11,019.22
	<i>current hourly</i>	49.5086	52.0493	54.7196	57.5197	60.4648	63.5700
COLA year 1 (4%)		1.9803	2.0820	2.1888	2.3008	2.4186	2.5428
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		8,925.09	9,383.11	9,864.50	10,369.28	10,900.21	11,459.99
COLA year 2 (3%)		1.5447	1.6239	1.7073	1.7946	1.8865	1.9834
MA year 2 (0.05%)		0.0248	0.0260	0.0274	0.0288	0.0302	0.0318
Year 2 - Monthly Salary		9,197.14	9,669.12	10,165.18	10,685.35	11,232.45	11,809.30
COLA year 3 (3%)		1.5918	1.6734	1.7593	1.8493	1.9440	2.0438
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		9,473.05	9,959.19	10,470.13	11,005.91	11,569.43	12,163.58

UNREPRESENTED MANAGEMENT/CONFIDENTIAL AND LAW EMPLOYEES' COMPENSATION PLAN

Chief of Police	<i>current monthly</i>	15,787.60	16,579.84	17,444.94	18,324.34	19,275.00	20,260.56
	<i>current hourly</i>	91.0788	95.6493	100.6400	105.7133	111.1977	116.8833
COLA year 1 (4%)		3.6432	3.8260	4.0256	4.2285	4.4479	4.6753
Salary Adjustment year 1 (4.4%)		4.0075	4.2086	4.4282	4.6514	4.8927	5.1429
Year 1 - Monthly Salary		17,113.76	17,972.56	18,910.31	19,863.59	20,894.11	21,962.44
COLA year 2 (3%)		2.9619	3.1105	3.2728	3.4378	3.6161	3.8010
Salary Adjustment year 2 (1%)		0.9108	0.9565	1.0064	1.0571	1.1120	1.1688
Year 2 - Monthly Salary		17,785.05	18,677.53	19,652.07	20,642.74	21,713.68	22,823.92
COLA year 3 (3%)		3.0781	3.2325	3.4012	3.5726	3.7580	3.9501
Salary Adjustment year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		18,318.60	19,237.86	20,241.63	21,262.02	22,365.09	23,508.63
Deputy Chief of Police II	<i>current monthly</i>	13,795.40	14,487.66	15,243.60	16,012.00	16,842.74	17,703.90
	<i>current hourly</i>	79.5858	83.5794	87.9405	92.3734	97.1659	102.1340
COLA year 1 (4%)		3.1834	3.3432	3.5176	3.6949	3.8866	4.0854
Salary Adjustment year 1 (4.4%)		3.5018	3.6775	3.8694	4.0644	4.2753	4.4939
Year 1 - Monthly Salary		14,954.22	15,704.62	16,524.07	17,357.01	18,257.53	19,191.04
COLA year 2 (3%)		2.5881	2.7180	2.8598	3.0040	3.1598	3.3214
Salary Adjustment year 2 (1%)		0.7959	0.8358	0.8794	0.9237	0.9717	1.0213
Year 2 - Monthly Salary		15,540.80	16,320.63	17,172.23	18,037.84	18,973.68	19,943.81
COLA year 3 (3%)		2.6896	2.8246	2.9720	3.1218	3.2838	3.4517
Salary Adjustment year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		16,007.02	16,810.25	17,687.39	18,578.98	19,542.89	20,542.12

UNREPRESENTED MANAGEMENT/CONFIDENTIAL AND LAW EMPLOYEES' COMPENSATION PLAN

Deputy Chief of Police I	<i>current monthly</i>	13,138.48	13,797.78	14,517.72	15,249.56	16,040.70	16,860.86
	<i>current hourly</i>	75.7960	79.5995	83.7528	87.9748	92.5389	97.2705
COLA year 1 (4%)		3.0318	3.1840	3.3501	3.5190	3.7016	3.8908
Salary Adjustment year 1 (4.4%)		3.3350	3.5024	3.6851	3.8709	4.0717	4.2799
Year 1 - Monthly Salary		14,242.11	14,956.79	15,737.20	16,530.51	17,388.11	18,277.18
COLA year 2 (3%)		2.4649	2.5886	2.7236	2.8609	3.0094	3.1632
Salary Adjustment year 2 (1%)		0.7580	0.7960	0.8375	0.8797	0.9254	0.9727
Year 2 - Monthly Salary		14,800.76	15,543.47	16,354.49	17,178.93	18,070.16	18,994.11
COLA year 3 (3%)		2.5616	2.6901	2.8305	2.9732	3.1274	3.2873
Salary Adjustment year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		15,244.78	16,009.78	16,845.13	17,694.29	18,612.27	19,563.93
Administrative Aide I (Confidential)	<i>current monthly</i>	4,421.84	4,648.56	4,886.10	5,136.82	5,399.54	5,676.64
	<i>current hourly</i>	25.5096	26.8176	28.1880	29.6344	31.1500	32.7486
COLA year 1 (4%)		1.0204	1.0727	1.1275	1.1854	1.2460	1.3099
MA year 1 (0%)		-	-	-	-	-	-
Year 1 - Monthly Salary		4,598.71	4,834.51	5,081.55	5,342.30	5,615.52	5,903.71
COLA year 2 (3%)		0.7959	0.8367	0.8795	0.9246	0.9719	1.0218
MA year 2 (5.48%)		1.3979	1.4696	1.5447	1.6240	1.7070	1.7946
Year 2 - Monthly Salary		4,978.99	5,234.28	5,501.76	5,784.07	6,079.88	6,391.90
COLA year 3 (3%)		0.8617	0.9059	0.9522	1.0011	1.0522	1.1062
MA year 3 (0%)		-	-	-	-	-	-
Year 3 - Monthly Salary		5,128.35	5,391.31	5,666.81	5,957.59	6,262.28	6,583.66