



**MEMORANDUM OF UNDERSTANDING**

**BETWEEN CITY OF COLUSA  
AND  
MIDDLE MANAGEMENT GROUP**

**April 1<sup>st</sup>, 2020 – March 31<sup>st</sup>, 2025**

## **MEMORANDUM OF UNDERSTANDING**

**THIS MEMORANDUM OF UNDERSTANDING**, made and entered into this 1st day of April, 2020 by and between the designated representatives of the CITY OF COLUSA (a public agency as defined in Section 3501(c) of Chapter 10 of Division 4 of Title 1 of the Government Code of the State of California), hereinafter referred to as the CITY, and the authorized representatives of the CITY OF COLUSA MIDDLE MANAGEMENT GROUP, hereinafter referred to as the GROUP,

### **WITNESSETH THAT:**

**WHEREAS**, the parties hereto desire to facilitate the peaceful adjustment of differences that may from time to time arise between them, to promote harmony and efficiency to the end that the CITY, GROUP and the general public may benefit there from, and to establish fair and equitable wages, hours and working conditions for certain hereinafter designated employees of the CITY,

**NOW, THEREFORE**, the parties hereto do agree as follows:

### **TITLE 1 PREAMBLE**

#### **1.1 PRINCIPALS**

The parties acknowledge the provisions of Chapter 10 (Section 3500, et seq.) Of Division 4 of Title 1 of the Government code of the State of California.

#### **1.2 NON-DISCRIMINATION**

It is the policy of the CITY AND GROUP not to, and neither party will interfere with, intimidate, restrain, coerce or discriminate based on an employee's race, religious creed, color, national origin, ancestry, sex, age, physical or mental disability, medical condition, sexual orientation, marital status, gender identity, gender expression, genetic characteristics or information, military or veteran's status and/or any other category protected by federal and/or state law. Employees who believe they have been harassed, discriminated against, or retaliated against, should report that conduct to the City, and the City will investigate those complaints.

#### **1.3 RIGHTS OF EMPLOYEES**

Employees have the right to organize or join the employee organization for the purpose of representation on all matters of employer-employee relations. Employees are free to join or not to join an employee organization and shall have the right to refuse to join or participate in the activities of the employee organization. Membership or non-membership in an employee organization is not a condition of employment and the employee will not be granted preferential treatment nor will he/she be withheld from

equitable treatment because of either membership or non-membership in such an organization. Each employee has the right to represent himself individually in his employment relations with the City. Employees shall not have the right to strike or to recognize a picket line of a labor organization while in the course of the performance of their official duties.

#### **1.4 CITY RIGHTS**

City retains, solely and exclusively, all the rights, powers and authority exercised or held prior to the execution of this Memorandum of Understanding, except as expressly limited by law or this Memorandum of Understanding. Without limiting the generality of the foregoing, the rights, powers, and authority retained solely and exclusively by CITY include, but are not limited to, the following: To manage and direct its business and personnel; to manage, control and determine the mission of its departments, building facilities, and operations; to direct the work force; to hire, transfer, promote, and maintain the discipline and efficiency of its employees; to establish work standards, schedules of operation and reasonable work load; to specify or assign work requirements; to schedule working hours and shifts; to determine the type and scope of work to be performed by CITY'S employees and the services to be provided; to classify positions; to determine the methods, processes, means and places of providing services.

#### **1.5 SECTION TITLES**

Section Titles in this Agreement are for identification purposes only, and are not to be used for the purpose of interpreting either the intent or the meaning of the language of any section.

### **TITLE 2 RECOGNITION**

#### **2.1 RECOGNITION**

The CITY recognizes the City of Colusa Department Head Group, hereinafter referred to as the GROUP as the exclusive representative of all employees of the CITY who hold a classification listed on Exhibit A. The provisions of this Memorandum of Understanding, hereinafter set forth, shall apply only to those employees of the CITY of Colusa for whom City of Colusa Department Head Group is the established exclusive representative.

#### **2.2 APPLICABILITY**

The provisions of this Agreement shall be limited to their application to employees of CITY in the bargaining unit described in Section 2.1. Wherever the words "employee" and "employees" are used in this Agreement, they shall, unless otherwise noted, be construed to refer only to the employees described in Section 2.1 for whom GROUP is the exclusive bargaining representative of said employees.

## **TITLE 3 GROUP ACTIVITY**

### **3.1 NON-DISCRIMINATION**

Neither the CITY nor the GROUP, shall interfere with, intimidate, restrain, coerce, or discriminate against any employee because of his membership, or non-membership, in GROUP or his activity on behalf of GROUP. In addition, retaliation because of the employee's participation in an employment investigation, proceeding, hearing or legitimate employee organization activities is prohibited.

### **3.2 REPRESENTATIVES OF GROUP**

The CITY recognizes the Department Head Group, hereinafter referred to as the GROUP, as the exclusive representative of all employees for the CITY who hold the classification of Public Works Director, Finance Director, Police Chief, Fire Chief, or any other classification deemed necessary by the City Manager.

### **3.3 USE OF CITY FACILITIES**

The GROUP is permitted to conduct meetings in City facilities, depending upon availability of space. The GROUP'S Representatives shall have the right of reasonable access to bargaining unit members outside of their assigned duties; before and after work hours, at meals and break periods; and at other times as needed.

### **3.4 NEGOTIATIONS**

GROUP representatives shall be allowed time off to meet with CITY to negotiate changes in the Memorandum of Understanding or new conditions not covered in the Agreement. This time off shall be compensated by CITY at the normal rate of pay.

## **TITLE 4 WAGES AND CLASSIFICATIONS**

### **4.1 SALARY**

Effective upon ratification of the Group and adoption by City Council, the parties agree to add 10% to the current step system 1-10 effective April 1<sup>st</sup>, 2020. Employees will remain at their current step level. The City agrees to a salary and benefit economic re-opener in year three (3) of the contract term.

### **4.2 MERIT PERFORMANCE REVIEW**

Merit Performance Reviews will be scheduled annually on the anniversary date of the employee's date of hire.

**4.3 MERIT SALARY ADJUSTMENT (MSA)**

After completing the probationary period, each employee shall receive a merit salary adjustment equivalent to one of the intermediate steps of the salary range for his or her classification each year when he or she meets or exceeds the standards of efficiency as determined by the annual Merit Performance Review. No employee shall exceed the maximum salary step on the salary range for his or her classification without the approval of the City Manager.

**4.4 PAY DAY**

Wages shall be paid at monthly intervals on the last working day of each month.

**4.5 EDUCATIONAL INCENTIVE**

Employees required to attend educational classes and seminars for the maintenance of the position filled will be paid for time in attendance, registration fees and books necessary, room, board, and mileage at the current rate approved by City Council when using their personal vehicle. The CITY in the form of paid registration fees, books, class materials plus mileage, supports voluntary participation in classes pertinent to employee advancement within their position. Determination of classes eligible for voluntary participation benefits shall be at the discretion of the City Manager.

**EDUCATIONAL INCENTIVE PAY**

Utilities Grade 2 Collection	\$ 75.00	monthly
Intermediate Post	\$ 75.00	monthly
QAQC License	\$ 75.00	monthly
Company Officer/SFT	\$ 75.00	monthly
Fire Inspector I/SFT	\$ 75.00	monthly
Utilities Grade 4 Wastewater	\$125.00	monthly
Advance Post	\$125.00	monthly
Arborist License	\$125.00	monthly
Community Risk Educator/SFT	\$125.00	monthly
AA or AS Degree or 60 units	\$100.00	monthly
BA or BS Degree	\$250.00	monthly

(3 mix match maximum benefit)

The employee must have taken undergraduate course work provided by a community college, college, or university or other educational institution, which is recognized and published by the U.S Secretary of educational, in pursuit of an AA, AS, BA, BS or undergraduate certification. Supporting documents must be provided.

**4.6 SPECIAL ASSIGNMENT PAY**

Employees required to perform duties that are historically outside of the normal job classification, and defined within the CalPERS Government Code section 7522.34, shall receive compensation. Such compensation shall be defined and approved by the City Manager.

**TITLE 5 LEAVE OF ABSENCE**

**5.1 FUNERAL LEAVE**

Employees shall be granted time off with pay to attend funerals.

**5.2 BEREAVEMENT LEAVE**

Employees eligible to use sick leave may use up to three (3) days accrued sick leave upon the death of the following family member: Mother, father, brother, sister, spouse, child, parent of spouse, grandparents and grandchildren. Five (5) days accrued sick leave may be used if traveling out of State. If the employee has no accrued sick or vacation leave, he will be granted one day off with pay.

**5.3 JURY OR COURT DUTY**

Employees called for jury duty or subpoenaed as a witness in a City related matter shall be granted the necessary time off for this purpose and shall be compensated in full by the CITY. The employee, however, must relinquish jury duty compensation excluding any mileage reimbursement to the CITY.

The employee will notify their supervisor as soon as possible once they receive notice of jury duty. The employee will submit the "Certification of Jury Duty" to their immediate supervisor. Should the employee be released from jury duty early they will return to work, unless there is less than one (1) hour remaining on the employee's regular shift.

Should an employee be subpoenaed to appear in a court of law as a witness, they shall receive their regular pay for any regularly scheduled work time spent answering the subpoena. This section does not apply if the employee is a party to the court action.

To receive their regular pay the employee while on witness leave the employee must provide their supervisor with a copy of the subpoena and proof of the time spent as a witness. The employee must also deposit all witness fees received for such service, exclusive of mileage, with the Finance Department.

## **TITLE 6 SICK LEAVE**

The parties agree to implement changes to Title 7 Sick Leave to comply with the Healthy Work Places, Healthy Families Act of 2014 during the term of this agreement.

### **6.1 SICK LEAVE**

Sick leave is provided to avoid the employee suffering a loss of income as a result of their inability to work due to illness or injury. Sick leave will be allowed for an absence due to a bona fide illness, injury, medical treatment or other related purposes approved by the CITY.

#### **6.1.1 SICK LEAVE ACCUMULATION**

The employee shall accrue eight (8) hours on a monthly basis. Part-time employees shall accrue sick leave on a prorated basis, based upon their actual hours in proportion to eight (8) hours. There shall be no limit to the accrual of unused sick leave. Sick leave shall not be accumulated in a calendar month by an employee who has been on sick leave for over ten (10) working days in that calendar month.

#### **6.1.2 SICK LEAVE UTILIZATION**

In accordance with California's Paid Sick Leave law, effective July 1, 2015, an employee may use paid sick leave for one of the following reasons:

- For the employee's own diagnosis, care, or treatment of an existing health condition or preventative care.
- For the diagnosis, care, or treatment of an existing health condition or preventative care for an employee's family member, including:
  - Spouse or Registered Domestic Partner
  - Child (including a biological, adopted, or foster child, stepchild, legal ward, or a child to whom the employee stands in loco parentis) regardless of age.
  - Parent (including biological, adoptive, or foster parent, stepparent, or legal guardian of an employee or the employee's spouse or registered domestic partner, or a person who stood in loco parentis when the employee was a minor child.)
  - Grandparent
  - Grandchild.
  - Sibling.
- To obtain any relief or services related to being a victim of domestic violence, sexual assault, or stalking including the following with appropriate certification of the need for such services:

- A temporary restraining order or restraining order.
- Other injunctive relief to help ensure the health, safety or welfare of themselves or their children.
- To seek medical attention for injuries caused by domestic violence, sexual assault, or stalking.
- To obtain services from a domestic violence shelter, program, or rape crisis center as a result of domestic violence, sexual assault, or stalking.
- To obtain psychological counseling related to an experience of domestic violence, sexual assault, or stalking.
- To participate in safety planning and take other actions to increase safety from future domestic violence, sexual assault, or stalking, including temporary or permanent relocation.

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### **6.1.3 MEDICAL/DENTAL APPOINTMENTS**

Sick leave may be used for medical/dental appointments, but employees are encouraged to make such appointments during non-working hours whenever possible.

### **6.1.4 FAMILY CARE**

Employees may use up to six (6) days of their accrued sick leave per illness per year to provide needed care to a member of their immediate family who is seriously ill or injured.

### **6.1.5 NOTIFICATION**

If the employee cannot report to work due to illness/injury they should notify the City Manager as soon as possible, but no later than two (2) hours before the start of their work shift.

### **6.1.6 RETURN TO DUTY**

For the first 3 days (24 hours) of sick leave requested/used of each calendar year:

- Employee shall not have their request/use of sick leave accruals denied; and
- Employee shall not be required to provide a doctor's note or other proof of reason for sick leave use.

The employee may be required to provide a written release from their medical provider to return to work when they have been absent from work due to illness/injury for three (3) or more consecutive workdays. The written statement will include the nature of the illness/injury and a statement that the employee can perform their normal duties. If the CITY authorizes the employee to return to



work on a light duty basis, the physician's statement will include any restrictions from performing their normal duties. The CITY may, at their expense, require the employee to be examined by its own medical provider before allowing the employee to return to work.

## **6.2 BUYOUT UPON TERMINATION**

For the purpose of pay off upon retirement or termination after ten (10) years of service, employees are eligible to receive cash payment 30 days prior to the effective date of retirement for 50% of the maximum accrual of 75 days and shall not impact the amount reported to PERS. Service retirement usage of sick leave is allowed. Employees may take time off equivalent to 50% of accumulation to a maximum of 30 days prior to the effective date of retirement with no effect on CalPERS.

## **6.3 WORKERS' COMPENSATION**

If an employee is injured on the job, and is receiving benefits under Workers' Compensation, he/she shall be allowed to use his unused leave benefits in an amount sufficient to provide wages equal to his/her salary as if he/she was normally employed. Safety employees receive workers' compensation payments in accordance with all State and Federal laws.

# **TITLE 7 HOLIDAYS**

## **7.1 HOLIDAY ENTITLEMENT**

The following are holidays for which all employees will be entitled to time off with pay:

1. New Year's Day
2. Martin Luther King's Birthday
3. President's Day
4. Memorial Day
5. Independence Day
6. Labor Day
7. Veterans Day
8. Thanksgiving Day
9. Day after Thanksgiving Day
10. Christmas Day
11. Personal Floating Holiday (3)

(3 days or shift equivalent with exception of Fire Dept. (24 hours). Employee shall accrue 3 days or shift equivalent annually on January 1<sup>st</sup>, this time must be used by December 31<sup>st</sup> of each year in which it was received, or it shall be forfeited. Personal holidays are not subject to buyout.

**7.2 SATURDAY AND SUNDAY HOLIDAY**

When any of the above holidays falls on a Sunday, the Monday following shall be observed as the Holiday. When any of the above Holidays falls on a Saturday, the preceding Friday shall be observed as the Holiday.

**TITLE 8 VACATION**

**8.1 VACATION ALLOWANCE**

Employees shall be entitled to earn vacation at the following rate:

<u>Years of Service</u>	<u>Annual Leave Credits</u>	<u>Per Month</u>
Less than 5	10 days annually	6.7 hours
5 years but less than 15	15 days annually	10 hours
15 years or more	20 days annually	13.36 hours

Employees are eligible to use accrued vacation leave after serving a minimum of six months.

**8.2 UNUSED VACATION**

Subject to the limitations and conditions set forth set forth in paragraphs 8.4, 8.5, 8.6 , 8.7 and 8.8 employees shall, at the time of termination, receive pay for any unused vacation.

**8.3 TERMINAL VACATION**

Terminal vacation is defined as time after an employee has given notice of termination/retirement and is utilizing vacation time before their actual date of termination. Employees shall not earn additional vacation credit while on terminal leave.

**8.4 MAXIMUM ACCRUAL**

Employees are allowed to earn vacation credits to a maximum accrual equal to one and one half (1 ½) times the employee's annual vacation leave credits. Employees will not be allowed to earn more than the maximum accrual. Should an employee's vacation leave credits reach the maximum the employee shall cease to earn any additional vacation credits until their leave balance is reduced sufficiently to allow additional credits to be added without exceeding the maximum accrual.

**8.5 VACATION SELL BACK**

Employees who earn fifteen (15) days of annual vacation (or shift equivalent) per year and have used at least ten (10) days during the previous twelve months will be allowed to sell back up to five (5) days of vacation credits per calendar year. Employees who earn twenty (20) days of annual vacation (or shift equivalent) per year and have used at least

ten (10) days during the previous twelve months will be allowed to sell back up to ten (10) days of vacation credits per calendar year. The CITY will buy back vacation credits based upon the employee's current hourly rate of pay.

**8.6 PAST VACATION CREDITS**

Vacation Credits earned prior to December 31, 2000 are not subject to the maximum accrual set forth in Section 9.4 and will not be considered in determining the employee's eligibility to earn additional vacation credits.

**8.7 BUY BACK OF PAST VACATION CREDITS**

Employees who have Past Vacation Credits may sell back up to ten (10) days' worth of credits per fiscal year. The CITY will buy back Past Vacation Credits based upon the employee's current hourly rate of pay.

**8.8 CATASTROPHIC LEAVE**

Employees who exhaust their paid leaves due to a catastrophic illness/injury related to them or a family member may apply for Catastrophic Leave. In order to be eligible there must be medical substantiation to demonstrate serious illness or injury. Employees may voluntarily transfer accrued but unused sick leave, vacation or personal holidays to other CITY employees. Employees who participate must donate a minimum of eight (8) hours. Authorization for the transfer will be on the prescribed form and signed by the donating employee specifying the receiving employee and the number of hours authorized for transfer. Employees may not transfer more than either percent (80%) of their accrued leave time. Authorized transfers shall be effectuated in the order they are received and only as needed by the receiving employee in order to pay their salary. In no case shall the employee receive more than their normal wages, and neither employee will receive a cash benefit for transferred hours. Once transferred, the leave accruals become the property of the receiving employee.

**TITLE 9 MISCELLANEOUS**

**9.1 CITY VEHICLE**

The CITY will provide a CITY vehicle for conducting CITY business, if applicable.

**9.3 MANAGEMENT LEAVE**

In recognition of the additional time required (evening meetings, occasional weekends, etc.) to do their jobs properly, management employees receive one day of paid time off each month in the form of management leave (per City Policy Manual). Time must be utilized during the month accumulated, it does not accrue and has no cash value.

## TITLE 10 BENEFITS

### 10.1 HEALTH INSURANCE PLAN MINIMUM EMPLOYER CONTRIBUTION

Currently the City participates in the California Public Employees Retirement System (CalPERS) for medical insurance under its Public Employees Medical and Hospital Care Act (PEMHCA), and will pay the Minimum Employer Contribution (MEC) for each employee or retiree enrolling himself/herself, and where applicable, his/her eligible dependents in one of the medical plans offered by CalPERS. In the event the City leaves the CalPERS PEMCHA program this provision, the Health Insurance Plan Minimum Contribution, will become null and void.

### 10.2 CITY BENEFIT STIPEND FOR ACTIVE EMPLOYEES

10.2.1 The intent of the City is to provide a meaningful benefit program for active employees. Toward that end, it is the intent for the benefit stipend to provide, when combined with the PEMHCA minimum employer contribution (if any), the following:

- Maximum medical health care benefit stipend for employee and dependent will be the CalPERS Blue Shield EOP employee only premium.
- 100% employee/dependent paid dental benefit.
- 100% employee/dependent paid vision benefit.

### 10.3 CITY RETIREE HEALTH BENEFIT STIPEND PROGRAM

The intent of the City is to provide a meaningful retiree medical program for its employees. Toward that end, it is the intent for the benefit stipend to provide employee only coverage, when combined with the PEMHCA minimum contribution (if any), in Blue Shield EPO medical or similar program.

10.3.1 Active employees hired prior to July 1, 2010 and who retire from the City with at least ten (10) years of service with the City between the age 50 and 65 (or Medicare eligibility age, whichever is later), and participate in the CalPERS medical insurance program will be eligible to receive the City

Retiree Health Benefit Stipend until they reach the age of 65 (or Medicare eligibility age, whichever is later).

**10.3.2** Upon retirement employees hired after July 1, 2010 shall be entitled to only the Health Insurance Plan Minimum Employer Contribution (MEC) pursuant to Section I above, if applicable.

**10.4 CITY RETIREE SUPPLEMENTAL HEALTH BENEFIT STIPEND AT AGE 65**

This stipend is only applicable to employees hired prior to July 1, 2010.

**10.4.1** Pursuant to the provisions of 10.4 above, the City shall pay a Stipend amount that will, when combined with the MEC (if applicable), continue to fully pay for the CalPERS Blue Shield EPO medical plan for a retiree enrolling as a “single” employee.

**10.4.2** Employees hired before July 1st, 2010 and that retire and are eligible for Medicare must enroll in the Medicare program. Once enrolled in the Medicare program retired city employees will be entitled to the maximum CalPERS Blue Shield EPO Medicare Supplement Stipend.

**10.4.3** Employees hired after July 1<sup>st</sup>, 2010, shall be entitled to only the Health Insurance Plan Minimum Employer contribution (MEC).

**10.5 MEDICAL INSURANCE PLAN CHANGES**

Nothing herein precludes the City from substituting a similar alternative medical insurance plan for the current plans with a different provider.

**10.6 GENERAL RULES FOR PERS MEDICAL COVERAGE**

The active or retired employee and his/her spouse and/or dependents must be eligible to enroll in a CalPERS medical plan based on employment with the City, as determined by CalPERS and Public Employees Medical and Health Care Act (PEMCHA). The details of Plan eligibility and operational requirements are set forth in the Plan documents. Once enrolled in a plan, retirees will only be permitted to modify their plan selection during open enrollment pursuant to CalPERS rule.

**10.7 DENTAL PLAN**

The City will continue to offer dental insurance for employees and dependents. Retirees have the option to continue after employment with the City plan. Retirees must pay 100% of the monthly premium.

**10.8 AFLAC SUPPLEMENTAL INSURANCE**

The City will continue to offer Aflac Insurance products during the term of this MOU. Employees must pay the premium via the Cafeteria Plan.

**10.9 VISION PLAN**

The City will continue to offer vision insurance for employees and dependents. Retirees have the option to continue after employment with the City plan. Retirees must pay 100% of the monthly premium.

**10.9 DEFERRED COMPENSATION PROGRAM**

The CITY has established for all employee's voluntary participation in qualified Deferred Compensation programs. Employees may defer up to the amount established by law.

**10.10 LIFE INSURANCE**

The CITY shall provide for each employee, at no cost to the employee, Life Insurance and Accidental Death and Dismemberment Insurance in the amount of \$50,000.

**TITLE 12 PUBLIC EMPLOYEES RETIREMENT SYSTEM (P.E.R.S)**

**12.1 PENSION**

**12.1.1 Classic Safety Employees:**

- Pension formula shall be 2%@50.
- Employee will pay 100% of employee contribution.
- Pension shall be calculated on highest 12 months salary.

**12.1.2 Classic Non-Safety Employees**

- Employees hired after July 1, 2010:
  - Pension Formula shall be 2%@60.
  - Employee will pay 100% of employee contribution.
  - Pension shall be calculated on highest 12 months salary.
- Employees hired prior to July 1, 2010:
  - Pension formula shall be 2%@55.
  - Employee pays 100% of employee contribution.
  - Pension calculated based on highest 12 months.

**12.1.3 New Member Safety Employees:**

Employees hired on or after January 1, 2013, who don't have prior membership with

CalPERS as prescribed by the Public Employees' Pension Reform Act of 2013:

- o The retirement formula shall be the PERS 2.7% @ 57 retirement formula.
- o The employee shall contribute one-half (1/2) of the "normal cost" of the benefit, based on the annual valuation report prepared by PERS.

**12.1.4 New Member Non-Safety Employees**

Employees hired on or after January 1, 2013, who don't have prior membership with CalPERS as prescribed by the Public Employees' Pension Reform Act of 2013:

- o The retirement formula shall be the PERS 2% @ 62 retirement formula.
- o The employee shall contribute one-half (1/2) of the "normal cost" of the benefit, based on the annual valuation report prepared by PERS.

**12.2 SICK LEAVE CREDIT**

Accrued sick leave shall be applied as retirement credit pursuant to PERS law.

**TITLE 13 TERM OF AGREEMENT**

This Agreement shall be for the term beginning April 1<sup>st</sup>, 2020 and shall continue in full force and effect through March 31<sup>st</sup>, 2025 and thereafter from year to year, unless superseded by a successor agreement.

This Memorandum of Understanding shall not be amended or supplemented except by agreement of the parties hereto, reduced to writing and duly signed by each.

IN WITNESS WHEREOF, the parties hereto have executed this Memorandum of Understanding this 7<sup>th</sup> day of April 2020.


**MIDDLE MANAGMENT GROUP**

**CITY OF COLUSA**

  
Bryan Stice  
Community Development Manager

  
Josh Hill, Mayor

**APPROVED AS TO FORM**

  
Ryan R. Jones  
City Attorney

**EXHIBIT A**

**Middle Management Group 4-1-2020**

**2% every 2 years**

<b>Mid-Management</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>
Police Lieutenant	6196	6506	6831	7173	7531	7682	7836	7992	8152	8315
Public Works Superintendent	5377	5646	5928	6225	6536	6666	6800	6936	7075	7216
Utilities Superintendent	5866	6159	6467	6791	7130	7273	7418	7567	7718	7872
Community Development Manager	5827	6118	6424	6745	7083	7224	7369	7516	7667	7820