

8) **Approve the Side Letter to the 2021-2026 Memorandum of Understanding (MOU) with LIUNA Local 777 (LIUNA)**

Authorize the City Manager to Execute the Side Letter to the MOU with LIUNA Local 777 Amending the Changes of Benefits for Union-Represented and Non-Represented Employees for the Period of October 8, 2024, to June 30, 2026.



## REPORT TO CITY COUNCIL

**To:** Honorable Mayor and Members of the City Council

**From:** Jason Simpson, City Manager

**Prepared by:** Shannon Buckley, Assistant City Manager

**Date:** October 8, 2024

**Subject:** Approve the Side Letter to the 2021-2026 Memorandum of Understanding (MOU) with LIUNA Local 777 (LIUNA)

### **Recommendation**

Authorize the City Manager to Execute the Side Letter to the MOU with LIUNA Local 777 Amending the Changes of Benefits for Union-Represented and Non-Represented Employees for the Period of October 8, 2024, to June 30, 2026.

### **Background**

On August 24, 2021, the City Council and the employees represented by LIUNA Local 777 (LIUNA) adopted a Memorandum of Understanding (MOU) from July 1, 2021 to June 30, 2026.

In light of inflation and a challenging hiring environment, the City is providing an adjustment to employee benefits to improve recruitment and retention. The City is explicitly experiencing recruitment challenges due to other agencies directly competing with the City for talent and offering employee benefit packages that have outpaced those offered by the City back on August 24, 2021.

The City Council discussed the details associated with the MOU and provided final direction to staff in Closed Session on August 13, 2024.

### **Discussion**

In a recent survey, 70% of employers cited staffing issues as the number one challenge currently facing their organization. It is not just government agencies; all economic sectors and industries across each sector are experiencing personnel problems due to the "Great Resignation" and other factors. Cities, including the City of Lake Elsinore, and other government agencies are not immune from these impacts and are experiencing staffing challenges.

As such, the City Council is adjusting benefits to help with succession planning, stem the tide of job transfers outside the organization, and help promote the long-term sustainability of the City's trained workforce.

### Highlights

#### 1. **Medical, Dental, Vision, & Life Insurance**

The City has established a voluntary Section 125 Plan under the regulations of the Internal Revenue Service. The City shall provide each employee with a Cafeteria Contribution amount per month beginning December 1, 2024. An employee shall be covered under mandatory benefits as outlined in the contract between the City and the carrier(s). The employee can then apply the remainder of the Cafeteria Contribution to optional benefits provided by the City, including health insurance premiums, dental insurance premiums, vision insurance premiums, additional life insurance premiums, flexible spending accounts, and other supplemental insurance premiums. A monthly benefit is available if an employee waives coverage that meets guidelines.

Monthly cafeteria contribution amounts will be as follows:

- Effective December 1, 2024 - \$2,900 per month
- Effective December 1, 2025 - \$2,900 per month

Monthly opt-out arrangement (waiver of coverage) will be as follows:

- Effective January 1, 2025 - \$500 per month
- Effective January 1, 2026 - \$500 per month

### **Fiscal Impact**

The City's benefit cost for the next year for the Side Letter changes is estimated to be an increase of \$304,320.

### **Attachments**

Attachment 1 - 10/3/2024 Side Letter

Attachment 2 – 2021-2026 MOU 07-01-2021

Manager's Office

**SIDE LETTER TO  
2021-2026 MEMORANDUM OF UNDERSTANDING  
BETWEEN  
CITY OF LAKE ELSINORE AND LIUNA UNION LOCAL 777**

This side letter of agreement ("Agreement") memorializes an agreement entered into between the City of Lake Elsinore ("City") and LIUNA Union Local 777 ("Union") (collectively "Parties") with respect to the following:

**WHEREAS**, the Parties entered into a Memorandum of Understanding with a term of July 1, 2021 to June 30, 2026 ("2021-2026 MOU"); and

**WHEREAS**, the Parties agreed to a limited re-opener centered around the Cafeteria Plan for the 2021-2026 MOU, and

**WHEREAS**, the Parties have met and conferred in good faith pursuant to the Meyers-Milias-Brown Act and have completed the meet and confer process;

**NOW THEREFORE**, the Parties have agreed to the following:

1. Effective December 1, 2024, the Cafeteria Plan allowance will increase to \$2,900.00 per month.
2. Effective January 1, 2025, the opt-out arrangement will increase to \$500 per month for those employees that choose not to participate in the the City's Cafeteria Plan (as long as requirements are met).



This Agreement is subject to final approval by the City Council of the City of Lake Elsinore.

Date of agreement: \_\_\_\_\_

ON BEHALF OF THE CITY OF LAKE ELSINORE

Dated: \_\_\_\_\_

\_\_\_\_\_  
Jason Simpson, City Manager

APPROVED AS TO LEGAL FORM

Dated: \_\_\_\_\_

\_\_\_\_\_  
Nate J. Kowalski, AALRR  
City Labor Relations Counsel

ON BEHALF OF LIUNA, LOCAL 777

Dated: \_\_\_\_\_

\_\_\_\_\_  
Hector Gonzales, LIUNA 777  
Lake Elsinore Chapter President

and

Dated: \_\_\_\_\_

\_\_\_\_\_  
Jaime Gonzalez, LIUNA 777  
Labor Relations Representative



## **MEMORANDUM OF UNDERSTANDING(M.O.U)**

Between the City of Lake Elsinore  
and  
LIUNA Local 777

Effective July 1, 2021

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## **FOREWORD**

The Memorandum of Understanding is made and entered into between the City of Lake Elsinore (hereinafter referred to as the "City"), and the LIUNA Union Local 777 (hereinafter referred to as the "Union") of the General Employee Unit of the City of Lake Elsinore.

## **PREAMBLE**

It is the purpose of this Memorandum of Understanding (hereinafter referred to as "MOU") to promote and provide for harmonious relations, cooperation, and understanding between City Management representatives and the Union covered under this MOU; to provide an orderly and equitable means of resolving any misunderstandings or differences which may arise under this MOU; and to set forth the agreement of the parties as a result of good faith negotiations regarding wages, hours, and other terms and conditions of employment of the regular employees covered under this MOU. This MOU is entered into under the Meyers-Milias-Brown Act (Government Code 3500 et seq.) and has been jointly prepared by the parties. Further, all side letters dated outside of the term of this MOU shall either be incorporated into this MOU or deemed invalid and unenforceable.

## **ARTICLE I - APPLICATION AND RECOGNITION**

The City recognizes the Union as the exclusively recognized labor organization representing authorized, regular employees assigned to job classifications as outlined in Exhibit A of this agreement. All bargaining unit employees shall be referred to as "regular employees."

Copies of the adopted MOU will be distributed to all full-time employees through a joint publication effort between the City and the Union.

The City agrees to allow for employee Union meetings and minimal use of office equipment with prior approval by the Director of Administrative Services.

## **ARTICLE II - IMPLEMENTATION**

This MOU constitutes a recommendation to be submitted to the City Council after ratification by the Union members. It is agreed that this MOU shall not be binding upon the parties either in whole or in part unless and until the City Council formally acts, by majority vote, to approve and adopt the MOU.

## **ARTICLE III - TERM**

The term of this MOU shall commence at 12:00 a.m., July 1, 2021, except as expressly provided otherwise in this agreement, when the terms and conditions for its effectiveness, as outlined in Article II Implementation, are fully met. This MOU shall expire and otherwise be fully terminated at 11:59 p.m., June 30, 2026. Current terms and conditions of work shall remain in full force and effect until such time a successor can be reached or imposed (per Government Code 3500 et. seq.).

## **ARTICLE IV – AUTHORIZED AGENTS**

To administer the terms and provisions of this MOU:

### **4.1 City's Authorized agent**

The City's principal authorized agent shall be the City Manager or a duly authorized representative, 130 South Main Street, Lake Elsinore, CA 92530, (951) 674-3124, except where a particular City representative is specifically designated in connection with the performance of a specific function or obligation set forth herein.

#### **4.2 General Employees Authorized Agent**

General employees authorized representative or the LIUNA Local 777 shall be the duly authorized staff representative 4000 Tenth Street, Riverside, CA 92501, (951)682-4590.

### **ARTICLE V – CITY RIGHTS AND RESPONSIBILITIES**

The City retains, solely and exclusively all the rights, powers and authority exercised or held prior to the execution of the MOU, except as expressly limited by a specific provision of this MOU. Without limiting the generality of the foregoing the rights, powers, and authority retained solely and exclusively by City and not abridged herein, 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 create, change, combine or abolish jobs, departments, and facilities in whole or in part; to layoff employees for lack of work or lack of funds; to direct the work force and determine the number of employees needed; to hire, transfer, promote and maintain the discipline and efficiency of its employees. To establish reasonable work standards and make reasonable accommodations in employment; to determine schedules of operation and reasonable work load; to specify or assign work requirements and require overtime; to schedule working hours and shifts; to adopt rules of conduct and penalties for violation thereof; to determine the type and scope of work to be performed and the services to be provided; to determine the methods, processes, means and places of providing services and to take whatever action is necessary to prepare for and operate in an emergency, pursuant to City ordinances.

In the event that an emergency is declared, the City shall notify the Union within 48 hours of said declaration, providing it with the opportunity to meet and confer over the impact of the emergency upon the existing MOU.

### **ARTICLE VI – COMPOSITION OF BARGAINING UNIT**

The classes of employees represented by this MOU along with related grades and salary ranges are reflected in Exhibits B-1, B-2, B-3, B-4, and B-5.

### **ARTICLE VII - COMPENSATION**

#### **7.1 PLAN**

An employee compensation plan has been established to provide salary schedules, salary rates, salary ranges, and steps and time intervals for salary review. Each position in the plan shall be assigned a salary range or rate. All persons employed by the City shall be compensated per the compensation plan then in effect as set forth.

The Personnel Officer shall from time to time, review the compensation plan and the compensation ranges established for some or all of the classes outlined in the classification plan and may recommend changes thereto. In arriving at recommended salary rates or ranges, consideration may be given to such factors as prevailing rates of pay and working conditions for similar work in other public agencies, and the City's financial condition and policies. Before any such recommendation, the Personnel Officer and Representatives of employee organizations which are recognized for purposes of meeting and conferring/consulting, shall meet-and-confer/consult in good faith to endeavor to reach an agreement on matters concerning wages,



hours, and other terms and conditions of employment in classifications represented by such employee organizations.

The compensation plan adopted as a part hereof may, from time to time, be amended by action of the City Council. Affected employee organizations shall be given prior notice of amendments and revisions, per State Law.

## **7.2 HOURS OF WORK**

The work period shall be defined as a fixed as a regularly recurring period of 168 hours or 7 consecutive 24-hour days. This period starts at 12:00 Noon, Friday, and ends at 11:59 A.M. on the following Friday. The workday shall be defined as any fraction of the work period above that when calculated or added together, totals 40 hours per work period. Employees required by the nature of their job to work a period greater than that defined herein shall be compensated for hours over the full-time workweek based on, and following, the provisions set forth herein relating to overtime unless otherwise provided for herein by the law.

## **7.3 HOURS AND PAY**

Employees shall be paid based on the hourly rates set forth based upon actual hours worked. The pay period shall be a recurring period of 336 hours or 14 consecutive 24-hour days.

## **7.4 WORK SCHEDULE**

The City and Union agree to adopt the so-called 9-80 plan, whereby on a departmental basis, as approved by the City Manager, unit employees shall be scheduled to work on a regular work schedule of nine (9) days of ten (10) normal workdays each during the two week work period (80 hours).

For Employees scheduled under this section, overtime shall be paid for time worked more than forty (40) hours in a City designated work period. The work period shall be established for each employee so that Forty (40) hours of actual work is within each designated seven (7) day work period. Unscheduled annual leave, shall not count as hours worked toward the calculation of overtime. Annual leave shall be taken in keeping with established policy and assessed on an hourly basis. Holidays shall continue to be observed on a daily basis. When a holiday falls on a day on which no work is scheduled employees will be given either the preceding or following day off as a paid holiday.

Department Directors shall designate working schedules for the employees of their appropriate departments to carry out work of the Department. The Department Directors may alter the schedule from time to time as the needs of the department may require. The City will notify of changes in the work schedule two weeks in advance except in cases of emergencies. The Department Director shall report in writing to the City Manager any work schedules put into effect and any changes made thereto; such changes must be in keeping with the intent of any employer-employee agreement which has been approved by the City Council.

## **7.5 CLASSES AND RANGES**

The classes of employees and related grades and salary ranges for represented full-time employees for the term of this agreement shall be outlined in Exhibits B-1, B-2, B-3, B-4, and B-5 attached hereto.

## **7.6 SALARY STEPS**

Each probationary or full-time regular employee will be considered for but is not guaranteed, a merit adjustment annually at their regular or adjusted anniversary date. Merit adjustments may be denied, deferred for future consideration, or granted at 1 step intervals, at the Department Director's discretion and subject to City Manager's approval. In addition, during the life of this

agreement, supervisors and managers shall conduct annual evaluation meetings within 30 days of the employee's anniversary date.

Regular and Promotional Probationary employees are eligible for merit adjustments at or near the completion of their one (1) year of continuous service and at the employee's anniversary date thereafter, provided that the employee is not at the maximum rate for their salary range.

Approved merit adjustments will be retroactive to the official evaluation due date.

In case of a promotion, the employee shall be entitled to a minimum of the nearest higher monthly salary which is at least five percent (5%) higher than his/her previous base salary if such increase will not result in a salary rate above the regular top step of the class to which he/she is promoted. The employee's new anniversary date shall be the date of said promotion and the date upon which future merit raises will be based.

In those cases approved by the Department Director and the Personnel Officer wherein an employee demonstrates exceptional ability and proficiency in the performance of his/her duties, said employee may be granted a special salary step advancement to the next higher regular step in the salary range without regard to the above minimum length of service provisions.

An employee who is being paid on a salary step higher than Step 1 may be reduced by one or more steps based on unsatisfactory work performance or conduct. Such an action to reduce the employee's salary to a lower step shall only be made in conjunction with disciplinary action taken according to the provisions set forth herein.

Employees whose current salary range is higher than their recommended classification salary range shall retain their current salary range as a "y-rated" salary range. If the unmodified salary range for an employee's classification exceeds that of their y-rated classification's salary range due to a cost of living increase, the employee shall be placed in their classification's unmodified salary range at the salary step in the range closest to his/her current salary without going under.

## **7.7 COMPENSATION ADJUSTMENTS**

During the term of this agreement full-time employees shall receive the following cost of living adjustments:

- a. Two percent (2%) effective the first full pay period following City Council approval and adoption of the MOU.
- b. One percent (1%) effective the first full pay period in July 2022.
- c. Two percent (2%) effective the first full pay period in July 2023.
- d. One percent (1%) effective the first full pay period in July 2024.
- e. Two percent (2%) effective the first full pay period in July 2025.

If an employee's classification exceeds that of their y-rated classification's salary range due to a cost of living increase, the employee shall be placed in their classification's unmodified salary range at the salary step in the range closest to his/her current salary without going under.

## **7.8 OVERTIME**

Subject to approval by the City Manager and to the following provisions, a Department Director may prescribe reasonable periods of overtime to meet the operational needs of their department. Overtime is defined as hours worked by any employee subject to the provisions of the Fair Labor Standards Act over forty (40) hours worked in one (1) 7-day work period. Non-exempt employees shall be compensated at one and one-half times their regular rate of pay for all overtime hours worked in excess of 40 hours in one (1) 7-day work period. Hours of unscheduled annual leave



or compensatory time and/or unpaid leave shall not be considered "hours worked" in determining eligibility for time and one-half compensation.

Any City recognized holiday worked shall be paid at the rate of one and one-half times the regular hourly rate plus nine (9) hours pay for a said holiday unless the holiday was a scheduled eight (8) hour day.

Recognized holidays and scheduled annual leave days will be calculated as time worked in computing overtime.

Time worked shall be computed by rounding to the nearest 15-minute increment. As defined, if less than 7 minutes are worked then time worked will be rounded down and if the employee works between 7 and 15 minutes, then time worked will be rounded up.

Overtime assignments will be offered through an equitable process. Assignments for scheduled events will first be offered to volunteer(s). Assignments for unscheduled events will be issued based upon qualifications, experience, and resources needed.

No regular employee shall work overtime unless the working of overtime hours has been specifically authorized in advance, if possible, by the employee's supervisor.

## **7.9 COMPENSATORY TIME**

Instead of receiving overtime pay, a regular full-time employee may elect, to receive compensatory time off on a time and one-half basis for each hour worked.

### **7.9.1 Accrual**

Non-exempt employees may accrue no more than 240 hours of compensatory time. All overtime above these maximum accruals will be compensated in cash only.

### **7.9.2 Time Used For Leave**

An employee with accrued compensatory time shall be permitted to use such time within a reasonable period after requesting if the user does not unduly disrupt the operations of the City.

### **7.9.3 Cash Out**

Upon termination, any accrued and unused compensatory time will be paid at the rate that is not less than (1) the average regular rate of pay received by the employee during the last three years of the employee's employment, or (2) the final regular rate of pay of the employee, whichever is higher.

## **7.10 BILINGUAL PAY**

Effective the first full pay period following approval and adoption of the MOU, regular employees who have demonstrated the ability, by passing a bi-annual City administered test, will receive \$34.62 on a pro-rata basis per pay period for bilingual compensation (\$75 month, \$900 annually).

This bilingual compensation is provided as an incentive to recruit and retain bilingual employees to ensure that the City provides quality customer service to residents.

The City will provide bilingual compensation for up to two (2) regular full-time employees in each operating division. Bilingual compensation will be awarded based on the highest scores on the bi-annual City administered test. Based on service level needs, the number of employees receiving bilingual compensation can be increased at the discretion of the City Manager or designee.

### **7.11 LONGEVITY PAY**

The City provides Longevity Pay of 5%, payable on a pro rata basis each pay period, at the end of the 10th, 15th and 20th years (120th, 180th and 240th month respectively). Any employee working at the City as of June 30, 2021, shall maintain their current level of longevity pay, with no further increases based on years of service, but shall receive the one-time lump sum longevity bonus at their next service year(s) anniversary.

Employees who are not currently receiving longevity pay or who begin working at the City on or after July 1, 2021, will receive a one-time lump sum Longevity Bonus as follows:

- On their anniversary date of 10 years of City Service, employees will receive a one (1) time lump sum Longevity Bonus of \$500.
- On their anniversary date of 15 years of City Service, employees will receive a one (1) time lump sum Longevity Bonus of \$700.
- On their anniversary date of 20 years of City Service, employees will receive a one (1) time lump sum Longevity Bonus of \$900.

### **7.12 PAYDAYS & DIRECT DEPOSIT**

The official payday will be the Thursday following the end of the pay period. All employees are required to participate in Direct Deposit.

### **7.13 TEMPORARY UPGRADE**

In the event an employee is assigned a temporary upgrade to a classification that is in a higher pay range than the one in which he/she is regularly employed, he/she shall receive compensation as follows:

The employee must first work in the higher classification for not less than twenty (20) consecutive working days within a 12-month period. After having accumulated twenty (20) working days in the higher classification, thereafter the employee shall receive a five percent (5%) increase in pay for work in the higher classification. Within six (6) months the position will be reevaluated to determine permanency or continued temporary status and appropriate compensation.

### **7.14 BONUS PAY & INCENTIVE PAY**

The City shall have the right to develop and establish policies and procedures on bonus and/or incentive pay.

### **7.15 RECALL PROCEDURE**

If an employee is called back within one year of layoff they will receive the same pay and benefits as if rehired to the same position.

### **7.16 PUBLIC CONTACT**

The City Administration has implemented a program limiting public access hours to 8 a.m. to 5 p.m., Monday through Thursday, and 8 a.m. to 4 p.m. on Friday, in conjunction with the 9/80 program implementation.

## **ARTICLE VIII – CALL-OUT POLICY**

Call-out duty applies to all regular full-time employees and occurs when any City employee is required to perform services not in conjunction with a regularly scheduled work shift. For this policy, there are two types of call-outs. The first is when an employee is required to physically leave their residence and report to duty. This is termed a response call-out. The second type of

call-out is termed a non-response call-out and occurs when an employee is contacted remotely and can resolve the problem without having to physically leave their residence and report to work.

Regular employees who are designated as on standby status when called out will be compensated from the time they leave their residence to the time that they return to their residence. Employees who are not designated on stand-by status and are called out will receive compensation for the time they leave their residence to the time that they leave the duty station.

A minimum of two (2) hours pay at a time and one-half of the employee's hourly rate shall be paid to any employee who is called back to work during non-regularly scheduled work hours. Call back time worked beyond two (2) hours will be paid at one-half. This section shall not be interpreted as requiring a minimum payment of two (2) hours when an employee's work shift is extended or he/she is called in early to work his/her shift.

If an employee is called to perform City work during non-regularly scheduled work hours, which work is handled over the telephone and does not require the employee's physical presence at the job site, the employee will be compensated for such telephone calls in fifteen (15) minute increments. For example, an employee who is required to spend up to 15 minutes on the telephone performing City work during non-regularly scheduled work hours will be paid for 15 minutes; an employee who spends between 16 and 30 minutes on the telephone will be paid for thirty (30) minutes work, etc.

A regular employee who is called back to work following the end of their regularly scheduled work shift and proceeds to work more than five (5) consecutive overtime hours shall then be entitled to an eight (8) hour rest period without compensation, upon completion of the assignment and upon leaving the duty station.

If the eight (8) hour rest period extends into the employee's next regularly scheduled work shift, the employee shall suffer no loss of pay or accrued leave as a result thereof. As is practical, employees who have earned a rest period shall be relieved at the start of their regular work shift to take such rest period.

## **ARTICLE IX – STAND-BY POLICY**

**Duty Sign up** – The Department Director shall designate the minimum standards qualifying an individual to perform a stand-by function. The department will first seek stand-by individuals by means of a voluntary sign up list. If fewer than two employees volunteer for stand-by duty, then the Department Director shall assign the appropriate number of employees to stand-by status. Such assignment shall be on a rotation basis. Procedures will be adopted and instruction provided prior to implementation of this policy.

**Duty Requirements** – Employees on a stand-by shall be required, at all times, to carry a functioning City-issued cell phone, voice mail device and be able to respond to calls and shall be on scene within 30 minutes if required. The Public Works Manager shall take into consideration any exceptional circumstances if an employee arrives on scene after 30 minutes. Also, employees are expected to maintain a state of mental alertness and physical dexterity similar to that which is required for performance of their regular duties. A stand-by assignment shall be for seven (7) consecutive calendar days starting on Thursday at the end of the normal work shift.

**Compensation** – In any situation where an employee has been in a designated stand-by status and is to remain on-call, then the employee shall be compensated at a rate of \$200.00 for each seven-day stand-by period or pro-rated daily (\$28.57/day). For each holiday included in a stand-



by period, the affected employee for the majority of the stand-by period shall receive an additional \$50.00 for that day.

**Substituting for an Employee** – Any employee designated to serve in a stand-by capacity may seek a substitute by another employee, subject to submitting such proposal to the Department Manager and subject to the Department Director's approval of the substitution. The substitute shall be compensated at \$28.57 per day. During a personal emergency, the stand-by person may select a substitute from the approval list without department approval.

**Duty List** – The Department Manager shall be responsible for scheduling employees for stand-by duty and providing a duty roster to the Sheriff's Department and the City Manager. The Duty roster will list stand-by employees with their stand-by duty dates, home telephone numbers, and City-issued cell phone and voicemail number.

## **ARTICLE X STANDBY VEHICLE POLICY**

The City will provide a "take-home" City vehicle for the employee(s) assigned standby. Such employee(s) shall be subject to the following policy:

This policy applies to all employees required or authorized to operate a vehicle owned or leased by the City.

For this policy, "home" shall mean an employee's residence or any other residence where an employee spends the night.

Vehicles are made available to City employees to facilitate the conduct of City business. These vehicles shall be used only for authorized City business and shall be operated only by City employees possessing valid California driver's licenses of the appropriate class for the vehicle.

### **A. Authorized Use of City Vehicles includes the following:**

1. Transporting employees to and from the job site or otherwise facilitating job-related duties.
2. Transporting non-City employees in the course of authorized business (i.e., field checking a site with a contractor, engineer, vendor, or other interested parties). This may also include transportation to lunch or other meals if authorized by the Department Director.
3. Attending an authorized meeting on official business.
4. Driving a City vehicle to lunch or other meal if that vehicle is your normal transportation to and from work if authorized by the employee's Department Director.
5. Any use justified by emergency or extraordinary circumstances are reported to the employee's supervisor immediately following the emergency.

### **B. Unauthorized Use**

1. The City does not authorize the use of its vehicles whether for "take-home" purposes, or in conjunction with performing assigned duties, or both, for the following purposes:
  - a) City vehicles are not to be used for personal business.
  - b) Transporting non-City employees, whether or not en route to an authorized

destination, i.e., dropping a child off at school, or giving a neighbor a ride to work.

- c) Employees are not allowed to smoke in City vehicles at any time.
- 2. In the event of an accident or injury during unauthorized use, the City shall not provide coverage, nor defend and indemnify the employee's actions for property damage or resulting injuries.

By authorizing employees to take home City vehicles, the City assumes the daily cost of that employee's commuting expense. Unless the authorization to use a City vehicle confers a benefit to the City and is in the City's best interests, requests to take City vehicles home will not be approved. Use of a City vehicle for commuting will be reported as income to the Internal Revenue Service, under applicable rules.

A. Vehicle "Take Home" Criteria:

- 1. One of the following criteria must be met before an employee will be permitted to routinely take a vehicle home:
  - a) The employee's duties involve emergency work, and the employee is regularly on call, or the employee has special equipment or a specially equipped vehicle.
  - b) The employee's duties require special equipment or a specially equipped vehicle, and the employee has an assignment that requires regular and frequent fieldwork during off-duty hours.
- 2. The one-way commute distance from the employee's home shall not exceed thirty (30) miles or thirty (30) minutes from the City limits. A waiver of this condition may be permitted; see Exceptions to Policy Requirements outlined in this policy.

B. Occasional Overnight Use of City Vehicles:

On rare occasions, there may be a need for an employee not authorized to regularly drive a vehicle home to keep a pool car or assigned vehicle overnight. Permission to use a City vehicle overnight (e.g., to take it home) shall be obtained from the Department Director before use. Any employee authorized to use a City vehicle overnight shall comply with all of the regulations set forth herein.

C. Storage, Safety, and Return of "Take Home" Vehicles:

Any employee authorized to keep a City vehicle overnight shall comply with the following regulations in addition to all other applicable regulations contained in this policy:

- 1. Parking (preferably covered) must be provided at the employee's residence, and the vehicle must be parked overnight off the street, if possible.
- 2. Employees are expected to take all necessary precautions to ensure the safety of their assigned vehicle while it is parked at their home.
- 3. Employees must make arrangements to return their assigned vehicle(s) to the proper City premises before departing on vacation or extended absence unless the employee's Department Director deems otherwise.

Each department shall submit to the City Manager a list of employees authorized to take home City vehicles. This report shall include the employee's name, job classification, vehicle number and type, and the one-way distance from the employee's residence to his/her job site.

Department Director approval is required to authorize assigning a “take-home” vehicle to a new employee. The City Manager shall receive an updated report any time there is a change in vehicle assignments.

Permission to deviate from this policy requires the approval of the Department Director and the City Manager. All such requests and authorizations shall be in writing.

## **ARTICLE XI – BENEFITS**

Regular employees shall be entitled to certain benefits of economic value in addition to salaries, incentives, holidays, vacations, etc., provided herein.

### **11.1 UNIFORMS & SAFETY EQUIPMENT**

City uniforms provide easy identification for customers and the public, a professional appearance, and convenience for City employees. Each field employee in Community Development, Public Works, and Engineering is responsible for wearing a City furnished uniform at all times while performing City-related work. The City will purchase an initial set of uniforms for new employees. When an employee stops working for the City, the City will collect and retain any uniforms.

#### **11.1.1 Uniforms**

The City shall provide designated field employees with uniforms. The uniforms consist of shirts and pants. Public Works Department will provide each field staff with new uniforms approximately every 3 years. Building Inspectors, Public Works Inspectors, Engineering Inspectors, and the Community Services Department will be provided City staff shirts (style and number determined by individual departments) annually. Department Directors may authorize additional City-provided shirts based upon operational needs.

#### **11.1.2 Care of Uniforms**

The City shall provide laundry service for the uniforms for field employees in Public Works Department.

Each field employee shall take proper care of uniforms and maintain high standards of personal grooming and neatness.

#### **11.1.3 Wearing of Uniforms**

A uniform, or any part of it, shall be worn only during working hours and while traveling between work and home. City uniforms shall not be worn outside of working hours unless authorized by their department.

#### **11.1.4 Uniform Replacement**

The City will determine the need for and timing of uniform replacement.

#### **11.1.5 Clothing Allowance**

Every Public Works field employee will be provided 11 sets of uniforms from the uniform company contracted by the City.

Rain gear (coat, hat, pants, and boots) shall be kept in the employee’s locker, or other City provided storage area, and shall not be used for personal use or outside work.

Regular employees in the classification of Building Inspectors, Public Works

Inspectors, and Engineering Inspectors, are eligible to receive \$4,81 on a pro-rata basis per pay period for uniform allowance (\$10.42 per month, \$125 per fiscal year). This allowance is intended to cover the cost of replacing clothes due to field hazards and normal wear and tear. In addition, all field employees are required to wear collared shirts, presentable work pants, and applicable safety shoes.

The Code Enforcement Officers are eligible to receive \$9.62 on a pro-rata basis per pay period for uniform allowance (\$20.83 per month, \$250 per fiscal year). The clothing allowance will be given in the first full pay period of July.

#### **11.1.6 Safety Equipment**

The City provides each field employee with appropriate safety equipment, as determined by each supervisor.

#### **11.1.1 Safety Boots/Shoes Allowance**

Safety boots or shoes as determined by the City shall be worn with the uniform. Ordinarily, tennis shoes, sandals, etc., are not permitted without specific department approval for safety reasons. This allowance is \$200 per fiscal year. The boot allowance will be paid in the first full pay period of July. Regular employees receiving the boot allowance must wear boots that are appropriate for their duties and said boots must be maintained in a good/safe condition.

### **11.2 MEDICAL, DENTAL, VISION, & LIFE INSURANCE**

The City has established a voluntary Section 125 Plan under the regulations of the Internal Revenue Service. The selection of the third-party plan administrator shall be the sole discretion of the City. Employer-related administrative costs shall be borne by the City. Employee-related administrative costs shall be borne by the individually enrolled employee.

Subject to market conditions and changes necessitated thereby, the City shall make available single party and dependents hospitalization, major medical, dental, and life insurance to all employees, and to such other officials as may be designated by the City Council. The City shall pay that amount toward the Section 125 Cafeteria Plan to be used for such insurances as may be determined by the City Council and the employee shall pay the remainder of the premium. Such premiums shall be paid only to the company or companies with which the City has contracted for such insurance coverage.

The City shall provide each employee with a Cafeteria Contribution amount per month. This payment includes the PERS statutory minimum payment for each calendar year of this Agreement for both active employees and annuitants (retirees). The Cafeteria Contribution must be applied to all mandatory benefits as determined by the City. On the first day of the month following the date of hire, an employee shall be covered under mandatory benefits as outlined in the contract between the City and the carrier(s). The employee can then apply the remainder of the Cafeteria Contribution to optional benefits provided by the City, including health insurance premiums, dental insurance premiums, vision insurance premiums, additional life insurance premiums, flexible spending accounts, and other supplemental insurance premiums.

During periods of approved medical leave with pay, the City shall continue to pay its normal contribution to the Section 125 Cafeteria Plan for the above insurances for all officers and employees.



#### **11.2.1 Health Coverage**

The City will remain in the medical coverage program offered by the Public Employees' Retirement System of the State of California (CalPERS). Each employee may choose any one of the plans offered by CalPERS.

#### **11.2.2 Dental Coverage**

Dental coverage will be provided as an option through the Section 125 Cafeteria Plan.

- a. Active coverage. The parties agree that issues such as administration of benefits, eligibility, and level of benefits are a matter of coverage between the insured and the carrier and are not subject to the dispute resolution machinery of the Grievance Procedure.
- b. Policies and benefits therein are subject to change by the carrier, by the marketplace, by CalPERS Regulations, or other intervening regulations or laws. In the event of such change, the City shall not be required to maintain any benefit or benefit level other than that contained in mutually agreed to carrier policies.

#### **11.2.3 Vision Coverage**

Vision coverage will be provided as an option through the Section 125 Cafeteria Plan.

#### **11.2.4 Flexible Benefits Program**

The City will continue to offer, as long as lawfully permitted, a Flexible Benefits Program during the term of this agreement per applicable IRS statutes to provide employees the greatest possible tax benefit.

Included in the Flexible Benefits Program are reimbursement accounts for medical, dental, and vision plan deductibles and co-payments; and other health care expenses not covered by existing medical, dental, and vision coverage. An additional element of the program includes reimbursement of child/dependent care.

#### **11.2.5 Life Insurance Coverage**

The first day of the month following the date of hire a regular employee, upon proper application and acceptance by the insurance carrier, employees shall be covered under a group life insurance plan for the amount of \$50,000.

Voluntary Life Insurance will be available to regular employees (outside the City's Section 125 Cafeteria Plan) at no cost to the City.

#### **11.2.6 Cafeteria Contribution Amounts**

Employees will receive the PEMCHA minimum defined as the statutory medical insurance contribution under Government Code Section 22892 (\$143 for 2021). The City will contribute an additional allowance towards the employee's monthly cafeteria allotment for the employee and their dependents.

- Effective July 1, 2020, the medical contribution will be \$1,350 per month.
- Effective January 1, 2022, the cafeteria contribution will be \$1,500 per month, less the PEMCHA minimum.



- Effective January 1, 2023, the cafeteria contribution will be \$1,600 per month, less the PEMCHA minimum.
- Effective January 1, 2024, the cafeteria contribution will be \$1,700 per month, less the PEMCHA minimum.
- Effective January 1, 2025, the cafeteria contribution will be \$1,800 per month, less the PEMCHA minimum.
- Effective January 1, 2026, the cafeteria contribution will be \$1,900 per month, less the PEMCHA minimum.

Any employee eligible for Medicare coverage shall designate Medicare as his/her primary insurance coverage.

If an employee elects not to participate in the City's health and cafeteria program, and upon meeting the Eligible Opt-Out Arrangement requirements below, the City will provide \$350 per month cash-back to the employee.

Pursuant to the Affordable Care Act (ACA) Employer Mandate "affordability" determination, an Eligible Opt-Out Arrangement requires the following for employees who opt-out of employer-provided health coverage and receive cash in lieu:

- A. Employee must provide reasonable evidence that the employee and each member of the employee's expected tax family (individuals the employee expects to claim personal exemption deduction) have or will have minimum essential coverage (other than coverage in the individual market, whether or not obtained through Covered California) during the period of coverage to which the opt-out arrangement applies;
- B. The opt-out payment may not be made if the employer knows or has reason to know that the employee or any other member of the employee's expected tax family does not have or will not have the alternative coverage;
- C. The evidence of alternative coverage must be provided every plan year to which the eligible opt-out arrangement applies; and
- D. The reasonable evidence will be an attestation signed by the employee, attesting to the above, and must be provided no earlier than a reasonable period of time before each plan year begins.

### **11.3 RETIREMENT**

The City has established a multi-tiered retirement benefit.

The City shall pay the appropriate employer's contribution toward retirement benefits per the provisions of the contract between the City of Lake Elsinore and the Public Employee's Retirement System.

The City is recognized by the Social Security Administration as an eligible employer and as such the City and its employees must make appropriate contributions as determined by the Social Security Administration.

#### **a) Tier 1**

The City's first-tier PERS retirement formula of 2.5% @ age 55 applies to employees hired before July 1, 2011. The retirement formula provided by CalPERS is calculated at the single highest year of final compensation.

Employees shall pay their entire 8% PERS member contribution.

**b) Tier 2**

The City's second-tier PERS retirement formula of 2% @ age 60 applies to employees hired between July 1, 2011, and December 31, 2012. Tier two also applies to those employees hired after July 1, 2011, and from a Reciprocal Agency within a 6-month break in service. The retirement formula provided by CalPERS is a benefit based on the highest 36 months of employment. Employees shall pay their entire 8% PERS member contribution.

**c) Tier 3**

Under the Public Employment Pension Reform Act of 2013, (also known as "PEPRA", Assembly Bill 340), those who first become employed by the City on or after January 1, 2013, and who are "new members" as that term is defined in PEPRA, shall be subject to the tier three Public Employees Retirement System (PERS) formula of 2% @ age 62, and a benefit based on the highest 36 months of employment. New members shall pay 50% of normal cost. New members shall also be subject to all other applicable provisions of PEPRA. This retirement formula shall be known as Tier 3.

### **11.3.1 Retiree Medical and Dental Reimbursement**

The City will provide medical and dental benefits, for eligible employees and their spouses, upon retirement from the City of Lake Elsinore, as follows:

- a) Employees will receive the PEMCHA minimum contribution. The PEMCHA minimum is the statutory medical insurance contribution according to Government Code Section 22892. Employees hired before January 1, 2015, shall receive an additional contribution equal to the difference between the medical insurance premium total minus the PEMCHA minimum. Eligible retired employees are those employees that were hired or rehired on or before January 1, 2015, and have, upon retirement under CalPERS standards. If a retired Lake Elsinore employee reinstates to a regular benefited position with any California PERS Agency, including the City of Lake Elsinore, this benefit will be discontinued and will not be reinstated.
- b) Employees hired after January 1, 2015, shall only receive the PEMCHA minimum contribution.
- c) Retirement from the City of Lake Elsinore shall be defined as a PERS service or industrial disability retirement, and the employee must be eligible for such retirement at the time of or within 120 days of separation from City service. The date of eligibility shall be the employee's official CalPERS retirement date.

### **11.3.2 LIUNA Pension**

The City will deduct the current contribution amount from each employee who chooses to be enrolled in the LIUNA Pension Plan. This deduction will adjust based on the LIUNA Pension Rehabilitation fee agreement or any subsequent agreement between the City, the Union, and the LIUNA Pension.

### **11.3.3 Social Security**

The City is recognized by the Social Security Administration as an eligible employer and as such the City and its employees must make appropriate contributions as determined by the Social Security Administration.

### **11.3.4 Medicare**

Employers and employees both pay taxes required by the Federal Insurance Contributions Act (FICA) to fund two federal government benefit programs: Social Security and Medicare. Social security is comprised of Old Age and Survivor's Insurance (OASI) and Disability Insurance (DI), and Medicare benefits are provided by the Health Insurance (HI) Program. The employee share of social security and Medicare taxes is withheld from wages and the employer calculates its share, then the employer pays both shares to the Federal government.

### **11.4 DEFERRED COMPENSATION**

The City will continue to provide a deferred compensation program that appropriately interfaces with the CalPERS program. Said program shall be considered voluntary in nature.

### **11.5 TRAINING**

In general, training time during working hours shall be considered part of the employment. Non-mandatory training after hours shall be considered voluntary, and no additional pay, overtime, or compensatory time shall be given by the City unless advanced special written approval is granted. Study time shall be considered completely voluntary. The City will continue to make provisions for and provide materials and instructors for employees for all mandated training.

### **11.6 HEALTH & SAFETY COMMITTEE**

The City agrees to establish a Health and Safety Committee including three general employees, three management employees, the LIUNA representative, and the Director of Administrative Services (or his/her designee). The Health and Safety Committee shall meet at least quarterly during the term of this Agreement.

### **11.7 ADDITIONAL BENEFITS**

The City may enact such additional benefits, or compensation in lieu thereof, as it may see fit per the City's compensation policy.

## **ARTICLE XII – HOLIDAYS & LEAVES**

The following Holidays will be observed, or as adjusted by advance resolution, to meet business needs:

New Year's Day  
Martin Luther King, Jr. Birthday  
President's Day  
Memorial Day  
Juneteenth  
Independence Day  
Labor Day  
Veteran's Day  
Thanksgiving Day

Friday following Thanksgiving Day  
 ½ day – Christmas Eve Afternoon  
 Christmas Day  
 ½ day – New Year's Eve Afternoon  
 Floating Holiday

Each holiday shall be valued at nine (9) hours (except when a holiday falls on a Friday which will be valued at eight (8) hours), including the floating holiday. The half-day holiday shall be valued at four and one-half (4.5) hours (except when the half-holiday falls on a Friday which will be valued at four (4) hours).

In the case of the ½ day holidays, City facilities will be closed to the public at noon.

**Observance:** holidays which fall on a day on which no work is scheduled, employees will be given either the preceding or following day off as a paid holiday.

Whenever any of the above listed holidays falls on a Sunday, the holiday shall be observed by the City on the following Monday. Whenever any of the above listed holidays falls on a Saturday, the preceding Friday shall be observed by the City as a holiday.

Either an eight (8), nine (9), or ten (10) hour floating holiday is provided at the beginning of each fiscal year depending on the employee's assigned work plan. The floating holiday hours will be pro-rated at the time of hire. The floating holiday cannot be used to make up time for being short time during a regular workday. The floating holiday needs to be treated as a regular City observed holiday. The floating holiday may not be carried over year to year and cannot be cashed out at the end of a fiscal year.

**Eligibility:** regular employees who are on paid status for their entire regular work shifts immediately before and immediately following the holiday will be paid for the holiday. Workers' Compensation, short-term, and long-term disability payments shall be considered paid status for eligibility.

## 12.1 ANNUAL LEAVE PROGRAM

This policy intends to ensure that all employees have an adequate amount of time off each year for rest and relaxation, personal business, or personal/family illness. Regular employees earn Comprehensive Annual Leave (CAL) from the date of hire.

Employees who are paid for less than 80 hours in a pay period will earn CAL credits on a pro-rated basis for that pay period.

The CAL accrual rate for employees is as follows:

Years of Service	Biweekly Accrual Rate (hours/pay period)**
Hire Date - 4 <sup>th</sup> Year (1 – 48 mos.)	7.38 (192 hours/year)
5 <sup>th</sup> – 6 <sup>th</sup> Year (49 – 72 mos.)	7.69 (200 hours/year)
7 <sup>th</sup> – 9 <sup>th</sup> Year (73 – 108 mos.)	8.00 (208 hours/year)



10 <sup>th</sup> Year (109-120 mos.)	8.31 (216 hours/year)
11 <sup>th</sup> Year (121 – 132 mos.)	8.62 (224 hours/year)
12 <sup>th</sup> Year (133 - 144 mos.)	8.92 (232 hours/year)
13 <sup>th</sup> Year (145 – 156 mos.)	9.23 (240 hours/year)
14 <sup>th</sup> Year (157 – 168 mos.)	9.54 (248 hours/year)
15 <sup>th</sup> Year (169 – 180 mos.)	9.85 (256 hours/year)
16 <sup>th</sup> Year (181 – 192 mos.)	10.15 (264 hours/year)
17 <sup>th</sup> Plus Years (193+ mos.)	10.46 (272 hours/year)

\*\*One (1) annual leave day is equal to 8 hours.

**12.1.1 Annual Leave Accrual:** Annual leave will be earned on a prorated rate each pay period.

**12.1.2 Length of Annual Leave:** Annual leave over eighty (80) consecutive hours will require the City Manager's approval.

**12.1.3 Maximum balance:** The maximum accrued unused CAL accumulation, which an employee may have at any one time, is 788 hours. However, the City Manager may grant an employee, on a case by case basis, the ability to accrue annual leave above the 788 maximum hours.

**12.1.4 Cash Out of Annual Leave:** Employees that accrue annual leave shall be eligible to cash out a maximum of eighty (80) accrued annual leave hours in a fiscal year provided that they leave at least a minimum of forty (40) accrued annual leave hours on the books. Employees shall be eligible to cash out accrued annual leave hours no more than twice a calendar year, up to a maximum of eighty (80) hours. Employees must complete an Hours Buy-Out Authorization Form, obtain approval from their Director/Manager/Supervisor, and approval from finance and the City Manager. The CAL time cash out will be provided on a separate check.

**12.1.5 Requesting Time Off:** A leave request form is to be submitted by the employee and approved by the employee's supervisor before the leave commences. In the event of an unforeseen absence, the employee shall contact their immediate supervisor or as directed by the Department Director within 30 minutes of the start of their normal scheduled shift.

**12.1.6 Scheduling:** The scheduling of CAL shall be determined by the employee's supervisor based upon: first, the needs of the City; second, the employee's request; and then seniority. Employees with greater seniority within the department will be given the first opportunity to select their vacation. If after the needs of the City and the employee's request have been taken into consideration, and two (2) employees have requested the same time off, which will cause a staffing conflict within the same job area or function, seniority will be used as the determining factor as to who will receive the requested time off. However, if the same staffing conflict arises the following year, and seniority was used as the basis for resolving that conflict in the previous year, the employee granted that time off in question the previous year will not be granted the same time off in the subsequent year.

A leave request needs to be submitted by the employee and approved by the employee's supervisor before the leave commences. Scheduled CAL Leave needs to be approved 48 hours in advance by the employee's supervisor. If a CAL Leave request is submitted less than 48 hours in advance, the supervisor is under no obligation to approve the CAL Leave request. The supervisor is encouraged to make their decision within 24 hours of the request; however, if additional time is needed, this decision should be generally made within five (5) business days. If the request is submitted less than 48 hours before the specified time off, the supervisor will be under no compulsion to approve the request based on the MOU language. The above-noted turnaround time for this approval is also important when considering an employee's request for multiple time off during the year.

**12.1.7 Holidays During Annual Leave:** City holidays that occur during an employee's Annual Leave are not deducted from the CAL balance.

**12.1.8 Separation of Employment:** Upon separation from employment from the City, an employee shall be entitled to cash out their remaining Comprehensive Annual Leave balance at their regular, non-overtime rate of pay.

**12.1.9 Physician's Certificate:** An employee absent on unscheduled annual leave over three (3) consecutive working days due to illness or injury, may be required by his/her Department Director or designee to submit a written statement by a physician certifying that the employee's condition prevented the employee from performing his/her duties. The Department Director or designee may also require a written statement that such employee can resume his/her normal duties.

## **12.2 BEREAVEMENT LEAVE**

The City recognizes the importance of providing employees time off to mourn and take care of any details relating to the death of a member of their immediate family. Employees may also use CAL time in conjunction with bereavement leave.

Employees may receive a maximum of three (3) working days for bereavement on an individual who is a member of the employee's immediate family. If an employee must travel more than 250 miles, one way, to attend a funeral, the employee is eligible for five (5) working days of bereavement leave.

Absence from duty more than the number of days authorized by this paragraph or absence from duty to attend funeral services of one not a member of the employee's immediate family shall be chargeable to accrued annual leave time, compensatory time off, or may

be taken as a leave of absence, subject to the approval of the Department Director.

Immediate family is defined as parent, stepparent, spouse, a domestic partner (as defined per Family Code section 297), child, grandchild, grandparent, brother, sister, stepchild, mother-in-law, father-in-law, daughter-in-law, son-in-law, sister-in-law, brother-in-law. Bereavement for parent/child shall include those acting as a legal guardian and/or in loco parentis.

### **12.3 JURY DUTY & SUBPOENAS**

Employees required to report for jury duty shall be granted a leave of absence with pay from their assigned duties until released by the court, provided that no more than three (3) City employees are rendering such services concurrently, and further provided the employee remits to the City all fees received for such duties other than mileage or subsistence allowance within thirty (30) days from the termination of his/her jury service. In the matter of Three Lakes Municipal Court in Lake Elsinore or Perris, the employee, if not impaneled, is expected to return to duty following the normal lunch break. All employees when released from jury duty are expected to contact their immediate supervisor by telephone, unless one hour or less remains on their normal work shift.

Employees other than those who are parties to an action of malfeasance, who are subpoenaed to appear as witnesses on behalf of the State of California or any of its agencies may be granted leaves of absence with pay from their assigned duties until released. The employee shall remit all fees received for such appearances to the City within thirty (30) days from termination of his/her service. Compensation for mileage or subsistence allowance shall not be considered as a fee and shall be retained by the employee.

### **12.4 MILITARY LEAVE**

The City recognizes the importance of allowing employees time off to serve in the U.S. Armed Forces. This policy allows employees to take the time necessary for the defense of our country. Military leave shall be granted per the provisions of state and federal law.

### **12.5 OTHER LEAVES**

The City Manager may grant a leave of absence without pay to any employee of the City, except those appointed by City Council.

### **12.6 SCHOOL LEAVE**

An employee who is a parent, guardian, or grandparent with custody of a child in school (K-12) or a child attending a licensed child daycare facility, and who works in a location with 25 or more employees, may take off up to 9 hours per calendar month, and up to 40 hours per year, to participate in the activities of the school or licensed daycare facility.

Employees desiring to take school leave must give the City reasonable advance notice of the planned absence, and must provide documentation from the school as proof that the employee was present at the school or daycare center on a specific date and time. If both parents work at the same location, the parent who first gives notice of the absence may take school leave as a matter of right; the second parent may take school leave at the same time for the same event only with his or her supervisor's permission and at the supervisor's discretion.

Employees taking school leave must use any existing annual leave, personal leave, or compensatory time off for the planned absence. Otherwise, school leave is unpaid.

## **12.7 CATASTROPHIC LEAVE**

### **A. Definition of catastrophic illness or injury.**

Catastrophic illness or injury is a severe illness or injury which is expected to incapacitate the employee for an extended period of time and which creates a financial hardship because the employee has exhausted all accumulated leave. Catastrophic illness or injury is further defined as a debilitating illness or injury of an immediate family member (i.e., the spouse, son, daughter, step-son, step-daughter, foster-son, foster-daughter, parents, grandparents, brother or sister of the employee or any other person living in the immediate household of the employee) that results in the employee being required to take time off from work for an extended period to care for the family member creating a financial hardship because the employee has exhausted all accumulated leave.

### **B. Conditions and procedures under which a Time-Bank for catastrophic illness/injury may be established.**

1. Only the City Manager, upon concurrence from the Administrative Services Director, may request establishment of a Time-Bank for an employee within the department who is suffering a financial hardship due to a catastrophic illness or injury.
2. When the City Manager has determined that an employee would benefit from the establishment of a Time-Bank, the Department Director will contact the employee to determine if the employee desires to participate in a Time-Bank program. If the employee desires to participate in the Time-Bank program, the Department Director will contact the City Manager and recommend the establishment of the program.
3. The Time-Bank will be established on behalf of an individual employee. The bank will accept donations of leave from one or more donors.
4. The Time-Bank will be operated by the Administrative Services Department. The Department Director will take actions to help ensure that individual employee decisions to donate or not donate to a Time-Bank are kept confidential and that employees are not pressured to participate.
5. On establishing a Time-Bank program, the Administrative Services Department should ensure that only credits that are necessary are donated. All donations are not retrievable.

### **C. Conditions under which leave credits may be donated to a Time-Bank.**

1. Any City employee may donate annual leave or compensatory time.
2. Donations of annual leave or compensatory time must be in increments of 8 hours or more and drawn from one bank only.
3. The donation of leave hours is irreversible. Should the person receiving the donation not use all donated leave for the catastrophic illness/injury, any balance will remain with that person or will be converted to cash upon that person's separation.
4. An employee may not donate leave hours which would reduce their accrued total leave balances of annual leave and compensatory time to less than 80 hours.



5. Donated leave shall be changed to its cash value and then credited to the recipient in equivalent hours at the recipient's base hourly rate.
  6. Employees will use a provided form to submit donations directly to the Administrative Services Department. Adjustment to donors and recipient's paid leave balances will be made.
- D. Conditions under which leave credits in a Time-Bank may be used.
1. Only the employee for whom the Time-Bank has been established may receive leave credits from the Time-Bank. Such leave credits shall be added to the employee's annual leave balance.
  2. The affected employees will provide verification of their (or immediate family member's) illness or injury on an Attending Physician's Statement to Support Leave or Return from Leave while using time donated under this program.
  3. The use of donated credits shall be for a maximum of twelve (12) continuous months for any one catastrophic illness.

### **ARTICLE XIII - MEET & CONFER ON PERSONNEL RULES**

The City is in the process of updating the Personnel Rules and Regulations. The City will meet and discuss with LIUNA before the implementation of any changes to the Personnel Rules and Regulations. To the extent the City is required to meet and confer by law, the parties understand that impasse procedures apply; to the extent the City is meeting and discussing with the union where meet and confer is not required by law, the parties understand that impasse procedures do not apply.

### **ARTICLE XIV JOINT WORKFORCE COMMITTEE**

The City and LIUNA encourage the use of the Joint Workforce Committee (JWC) to address issues of mutual concern in a problem-solving context. Upon mutual agreement, a Joint Workforce Committee shall be convened to address specific or ongoing issues, such as making the worksite more efficient and effective or improving the quality of service.

Once convened, the Joint Workforce Committee (JWC) will consist of up to six (6) members, three (3) selected by the employees, and three (3) selected by management. The Co-Chairs of the JWC shall be selected from the members of the JWC, one individual selected by the employees, and one individual selected by management. JWC recommendations, if any, will be advisory. The Co-Chairs shall agree on an agenda before the date of the meeting. JWC meetings shall not be considered contract negotiations and shall not be considered a substitute for the grievance procedure. Employees who participate as part of the JWC will suffer no loss of compensation for attending meetings of the JWC. Dates and times of meetings and agendas of the JWC shall be mutually determined by the members of the JWC.

### **ARTICLE XV AGENCY SHOP**

#### **15.1 UNION DUES**

The Payroll Department shall provide all current employees and any employees hired thereafter with an authorization notice advising them that all employees may join the Union. Such notice shall include a form for the employee's signature authorizing payroll deduction of Union dues. The effective date of Union dues shall begin no later than the first full pay period after receipt of the authorization form.

The employee's earnings must be sufficient after other legal and required deductions are made to cover the amount of the dues authorized. When an employee is in a non-pay status for an entire pay period, no deduction shall be made. In the case of an employee who is receiving catastrophic leave benefits during a pay period, no deduction shall be made. In this connection, all other legal and required deductions (including health care and insurance deductions) have priority over Union dues.

## **15.2 RECORDS**

The Union shall keep an adequate itemized record of its financial transactions and shall make available annually, to the City, and to the employees who are members of the organization, within 60 days after the end of its fiscal year, a detailed written financial report thereof in the form of a balance sheet and an operating statement, certified as to accuracy by its president and treasurer or corresponding principal officer, or by a certified public accountant. [An employee organization required to file financial reports under the Labor-Management Disclosure Act of 1959 covering employees governed by this provision, or required to file financial reports under Section 3546.5, may satisfy the financial reporting requirement of this section by providing the City with a copy of the financial reports.]

## **15.3 INDEMNIFICATION**

The Union shall indemnify, defend and hold the City harmless against any liability arising from any claims, demands, or other action relating to the City's compliance with dues deductions, including claims relating to the Union's/Association's use of monies collected under these provisions.

## **15.4 EMPLOYEE INFORMATION**

Within thirty (30) days of each new hire in LIUNA, the City will notify LIUNA of the new hire, providing LIUNA with the employee's name, classification, job title, department in the City, work location, work email address, work phone number, and date of hire. The City will further provide this information to LIUNA on a quarterly basis.

## **15.5 NEW EMPLOYEE ORIENTATION**

The City will provide LIUNA with ten (10) calendar days advance notice, or as soon as practicable, of all new employee orientations within the bargaining unit. LIUNA will select its representatives to meet with the new employee and that meeting will be conducted after completion of the Human Resources orientation. When selecting its representative, LIUNA will make reasonable efforts to minimize disruption to the department's operational needs. LIUNA will be provided up to thirty (30) minutes to discuss, among other things, the rights and obligations created by the MOU, the role of LIUNA, and to answer any questions the new employee may have.

## **ARTICLE XVI - TUITION REIMBURSEMENT**

When a regular employee is ready to enroll in courses and receive tuition reimbursement, employees shall apply for prior approval from his/her Department Director before taking any courses. Employees shall be reimbursed for tuition, registration fees, and texts required for the eligible courses, up to Three Thousand Two Hundred and Fifty Dollars (\$3,250.00) per fiscal year. Expenses for parking, travel, lodging, meals, processing fees, transcript fees, materials, and any other costs are not reimbursable.

Courses must have begun after appointment and coursework must be related to the employee's current position or to a City classification to which the employee may be eligible for a promotion

within the employee's current job series.

If the employee leaves the City within 12 months of receiving tuition reimbursement, the amount of the reimbursement will be due to the City. Such reimbursement may be deducted from the employee's final paycheck. Reimbursement is limited to no more than \$3,250 for training or educational expenses in any one (1) fiscal year.

#### **16.1 REQUIRED EDUCATION OR TRAINING CLASSES**

Any educational or training course that is a requirement for continuation of employment or is an identified part of a job evaluation shall be paid for by the City. Any other educational or training course that is job-related shall, if prior approval for reimbursement is given by the City Manager or a designee, be reimbursed 100% after successful completion. All college or other graded classes shall require a minimum grade of a "C" to receive such reimbursement. Books or other materials shall only be paid for if some defined benefit can be shown to the City (i.e. books become part of the City reference library). Once the employee has received their official course grade, they then attach appropriate receipts and proof of grades to the City's Tuition Reimbursement form, complete the employee portion, have their Supervisor/Department Director complete their portion, and submit the completed packet to Human Resources Department. Once reviewed and approved by Human Resources, the approved packet is submitted to the Department of Finance for processing. The employee will receive their approved tuition reimbursement amount on the next pay period.

#### **16.2 REIMBURSEMENT**

Although the City applauds employees for their efforts in pursuit of additional education, the City shall not pay for educational degrees or education in general, but will only reimburse employees for required or job-related classes and training. No reimbursement shall occur if an educational class does not provide a benefit to the City. The only exception to this is the City will reimburse employees for three (3) general education classes, as long as the classes are a part of a degree or certificate program. These three (3) classes must be approved, in advance, as required by this policy. There is no mileage reimbursement for travel to and from educational classes. Required forms must be completed and necessary documentation (receipts and grades) must be provided, to receive reimbursement no later than 30 days after the final grade is posted. Final and conclusive determinations of the reimbursement amount shall be made by the City Manager after review of the request and recommendations by the Department Director and the Human Resources Administrator.

### **ARTICLE XVII – SAVINGS CLAUSE**

Should any provision of this agreement, or any application thereof, be unlawful by virtue of any Federal, State or Local laws and regulations, such provision of this Agreement shall be effective and implemented only to the extent permitted by such laws and regulations. As to all other respects, the provisions of this Agreement shall continue in full force and effect for the life thereof.

### **ARTICLE XVIII - GENERAL CONDITIONS**

#### **18.1 PEACEFUL PERFORMANCE**

During the term of this Agreement, neither the Union nor its agents or any Bargaining Unit Employee, for any reason, will authorize, institute, aid, condone or engage in a work



slowdown, work stoppage, strike, or any other interference with the work and statutory functions or obligations of the City.

LIUNA, Local 777, agrees to notify all of its officers, stewards, and staff of their obligation and responsibility for maintaining compliance with this Section, including the responsibility to remain at work during any activity which may be caused or initiated by others and to encourage employees violating this Section to return to work.

## **18.2 NON-DISCRIMINATION**

The City and Union agree that neither party will illegally discriminate or cause the other to discriminate against any employee based on age, sex, race, religious creed, color, national origin, ancestry, marital status, physical or mental disability, sexual orientation, or political affiliation, and agree to take such action as necessary to assure that this purpose is achieved.

Alleged violations of this Section shall not be grievable under the grievance procedure contained herein.

## **ARTICLE XIX PARITY STUDY**

Effective the first full pay period following approval and adoption of the MOU, the results of the parity study shall be implemented as follows: Job Classifications to have been found below the median for hourly salary, as listed in Exhibit C, shall be provided range adjustments as stated in the study results.

Employees shall be placed into his/her new position's salary range at the salary step in the range closest to his/her current salary without going under, or to the first step in the range of the reclassification, whichever is greater.

Employees shall not serve a probationary period as a result of being reclassified and shall retain his/her performance evaluation date and merit increase eligibility before being reclassified.

## **ARTICLE XX GRIEVANCE PROCEDURE**

Management and the Union have a mutual interest in resolving workplace issues appropriately, expeditiously, and at the lowest level possible. In recognition of this mutual interest, the parties acknowledge that the grievance process is not a replacement for daily communication between the employee and the supervisor, nor is it inherently an adversarial process. Rather, it is a process to mutually resolve workplace issues to the maximum extent possible within the organization.

### **20.1 DEFINITION**

A "grievance" is a formal, written allegation by a grievant that he/she has been adversely affected by an existing violation, misinterpretation, or misapplication of the specific provisions of the Memorandum of Understanding and/or provisions of the Personnel Rules and Regulations. Other matters for which a special method of review is provided by law, ordinance, resolution, or by administrative regulations and procedures of the City, are not within the scope of this procedure. This procedure is not to be used in place of the Disciplinary and Appeals Procedure outlined in Article XXI, below. The grievance procedure cannot be utilized to challenge the content of a performance evaluation.

### **20.2 PROCEDURE**

**20.2.1 Step One:** Every effort shall be made to resolve a grievance through discussion

between the employee and his/her immediate supervisor. It is the spirit and intent of this procedure that all grievances are settled quickly and fairly without subsequent discrimination against employees who may seek to adjust a grievance. Every effort should be made to find an acceptable solution at the lowest level of supervision. Within fifteen (15) business days after a grievant knew, or by reasonable diligence should have known, of the condition upon which a grievance may be based, the grievant shall attempt to resolve it by an informal conference with the grievant's immediate supervisor.

**20.2.2 Step Two:** If the problem cannot be resolved between the employee and the supervisor, the employee may, within seven (7) business days from the date of receiving the answer from his/her supervisor, request a Step Two meeting with the division manager or equivalent position, to discuss the grievance.

**20.2.3 Step Three:** If the division manager and employee cannot solve the grievance, the employee may, within seven (7) business days from the date of receiving the answer from the division manager, request, in writing, an interview with the Department Director.

**20.2.4 Step Four:** The division manager and/or Department Director shall render his/her decision in writing within fifteen (15) business days of receiving the appeal. If the Department Director and employee are unable to arrive at a satisfactory solution, the employee may, within ten (10) business days from the date of the decision by the Department Director, submit a written appeal to the City Manager.

**20.2.5** The City Manager shall review the grievance and respond to the employee within twenty (20) business days of receiving the appeal. The response shall be in writing and will be considered an expression of management's viewpoint, and shall be the final administrative review.

**20.2.6 Mediation:** At any step in the grievance process, the Union or Management may request mediation. Within ten (10) business days, the receiving party shall either return the request without action or request that PERB, through the State Mediation and Conciliation Service, appoints a mediator. If the parties do not mutually agree to attend mediation, there shall be no obligation to attend mediation.

**20.2.7** If the time limits for employees' appeals at any step should elapse, the grievance shall be considered withdrawn. Time limits may be extended by mutual consent. If the City fails to respond within the prescribed time limits, the grievance will be deemed to have been denied and the employee may go to the next step. If the City Manager fails to respond within the prescribed time limit, the grievance will be deemed to have been denied and the employee will be deemed to have exhausted his/her administrative remedy.

**20.2.8** The employee may request the assistance of another person of his/her choosing in preparing and presenting his/her appeal at any level of review. In the event the employee desires the presence of a representative who is an employee of the City, he/she shall make such request through the supervisor and the supervisor shall make the necessary arrangements for the employee representative to be present. The Union shall receive a copy of each contractual grievance filed within 10 working days via electronic transmission or USPS mail.

**20.2.9** The employee and/or his/her representative may use a reasonable amount of work

time as determined by the appropriate supervisor or Department Director in presenting the appeal. However, no employee shall absent himself/herself without first being excused by his/her supervisor.

**20.2.10** No employee shall be required to be represented by an employee organization in processing a grievance.

**20.2.11** Employees shall be assured freedom from reprisal for using the grievance procedures by both the City and the employee organization.

**20.2.12** The settlement terms of a grievance which is processed by an employee individually shall not conflict with the express provisions of a Memorandum of Understanding between the City and the formally recognized employee organization for such unit if any.

**20.2.13** A group grievance may be filed when one (1) set of circumstances or occurrences affects more than one (1) employee in the same manner or to the same extent. The group may file one (1) document which all members of the group have read and signed. Members of the group shall be limited to those who have signed the grievance. The resolution of a group grievance may not be consistent among all employees in the group grievance due to differences in the circumstances or occurrences that brought about the grievance.

A group grievance affecting all members of an employee organization may be brought by the employee organization itself. In such case, the procedure shall be commenced directly at the City Manager level within fifteen (15) business days after authorized representatives of the employee organization knew or by reasonable diligence should have known of the condition giving rise to the grievance and shall be subject to all applicable time limitations and the provisions set forth above.

## **ARTICLE XXI DISCIPLINE PROCEDURE**

### **21.1 BASIS FOR DISCIPLINARY ACTION**

The tenure of every City employee shall be based on reasonable standards of personal conduct and job performance. Failure to meet such standards shall be grounds for appropriate disciplinary action, which shall be commensurate with the seriousness of the offense and with consideration of the employee's prior performance record. Disciplinary action shall be based upon any of the following grounds:

1. Fraud in securing employment or making a materially false or misleading statement on an application for employment or any supporting documents furnished with or made a part of any application.
2. Incompetence, such as failure to comply with the minimum standards for an employee's position or unsatisfactory job performance.
3. Neglect of duty, such as failure to perform the duties required of an employee's position.
4. Willful disobedience or insubordination, such as a willful failure to submit to duly appointed and acting supervision, willful failure to conform to duly established orders or directions of persons in a supervisory position, or insulting or demeaning the authority of a supervisor.

5. Dishonesty or making any false representation or statement, or making any omission of a material fact, involving employment.
6. Being under the influence of alcohol or intoxicating drugs without a prescription while on duty.
7. Habitual and unexcused absence or tardiness without leave.
8. Conviction of a crime, meaning any judicial determination of guilt, that has a nexus to the employee's job duties, or conduct constituting a violation of State law.
9. Discourteous or offensive treatment of the public or other employees.
10. Improper or unauthorized use of City property, including, but not limited to: physical property, electronic resources, supplies, tools, equipment, City communication systems, vehicles, or intellectual property.
11. Misuse or damaging any City property, equipment, resource, or vehicle, or the waste of City supplies through negligence or misconduct.
12. Refusal to subscribe to any oath or affirmation, which is required by law in connection with City employment.
13. Any act of conduct undertaken which, either during or outside of duty hours, is of such a nature that it causes discredit to fall upon the City, the employee's department, or division.
14. Failure to maintain proper decorum during working hours causing discredit to the employee's department or division.
15. Abuse of sick leave.
16. Inattention to duty, tardiness, indolence, carelessness, or negligence in the care and handling of City property.
17. Outside employment conflicts with the employee's position and is not specifically authorized by the City Manager.
18. Acceptance from any source of any emolument, reward, gift, or another form of remuneration in addition to the employee's regular compensation, as a personal benefit to the employee for actions performed in the normal course of the employee's assigned duties.
19. Falsification of any City report or record, or of any report or record required to be filed by the employee.
20. Theft.
21. Violation of the City's or a department's confidentiality policies, or disclosure of confidential City information to any unauthorized person or entity.
22. Mishandling of public funds.
23. Abusive conduct, including malicious verbal, visual or physical actions, or the gratuitous sabotage or undermining of a person's work performance.
24. Reckless or unsafe conduct.
25. Working overtime without prior authorization or refusing to work assigned overtime.



26. Carrying firearms or other dangerous weapons while on duty when not required by job duties.
27. Horseplay, fighting, violence, or threats of violence.
28. Violation of any of the provisions of the City Code, ordinances, resolutions, or any rules, regulations, or policies which may be prescribed by the City Council, City Manager, department manager, or supervisor.
29. Political activities are precluded by State or Federal law.
30. Other acts are incompatible with service to the public.

## **21.2 TYPES OF DISCIPLINE**

The following procedures shall be followed when, in the judgment of the Department Director, an employee has committed an act or omission that justified the disciplinary action indicated. The City may take disciplinary action for just cause. Except for written warnings/reprimands, the Department Director or his/her designee shall advise employees of contemplated disciplinary actions in writing and allow the employee an opportunity to respond to such charges before taking action.

### **21.1.1 Warning/Reprimand**

If the warning/reprimand is in writing, the Department Director shall give the employee a copy and forward a copy to the Personnel Officer for review and retention in the employee's history file. A written warning/reprimand shall contain a description of the events which necessitated the action, specific expectations of change by the employee, and notice of further action in the event a change by the employee does not occur. An employee shall have the right to attach a written rebuttal.

### **21.1.2 Suspension**

A Department Director may suspend an employee without pay from his/her position. The appointing authority shall advise the Personnel Officer in writing of such intended action and shall give a copy of such statement to the employee. The written statement shall contain a description of the events which necessitated the suspension, a statement of the charges, all the materials the City used to make the decision, the right of the employee to meet with the appointing authority and/or to respond in writing within a reasonable time frame to the charges, and notice of further action in the event a change by the employee does not occur. Unless extended by approval of the City Manager on the written recommendation of the Department Director, the maximum period of suspension shall be thirty (30) days. These procedures are pre-disciplinary.

### **21.1.3 Demotion or Reduction in Pay**

A Department Director shall advise the Personnel Officer in writing of his/her intention to demote or reduce the salary of an employee before taking such action. In demoting an employee or reducing his/her salary, the Department Director shall make a written notice and shall give a copy of the said notice for demotion or reduction in pay to the employee and forward a copy to the Personnel Officer for review and retention in the employee's history file. The written statement shall contain a description of the events which necessitated the demotion, a statement of the charges, all the materials the City used to make the decision, the right of the employee to meet with the appointing authority and/or respond in writing within a



reasonable time frame to the charges, and notice of further action in the event a change by the employee does not occur. These procedures are pre-disciplinary.

#### **21.1.5 Dismissal.**

A Department Director shall advise the Personnel Officer in writing of his/her intention to dismiss an employee before taking such action. In dismissing an employee, the Department Director shall make a written notice and shall give a copy of the said notice of dismissal to the employee and forward a copy to the Personnel Officer for review and retention in the employee's history file. The written statement shall contain a description of the events which necessitated the dismissal, a statement of the charges, all the materials the City used to make the decision, and the right of the employee to meet with the appointing authority and/or respond in writing within a reasonable period to the charges. These procedures are pre-disciplinary.

#### **21.1.5 Notices**

Written notices will be given to the employee in person whenever possible and the employee's signature obtained to indicate receipt. In the absence of personal service, the notice may be sent by registered mail.

#### **21.1.6 Employee's Response**

Permanent, regular employees have the right to provide a written or oral pre-disciplinary response. All employees other than permanent, regular employees, and probationary employees may be disciplined or separated at will, with or without cause, and without the disciplinary procedures listed below.

If an employee requests to provide an oral pre-disciplinary response (i.e. a Skelly meeting), the appointing authority or designee will conduct an informal meeting with the employee. During the informal meeting, the employee shall have the opportunity to rebut the charges against him or her and present any mitigating circumstances. An employee's opportunity to respond to the appointing authority is not intended to be an adversary or evidentiary hearing. An employee has the right to have a representative of his/her choosing at the meeting. The employee need not be accorded the opportunity to cross-examine a department's witnesses, nor to present a formal case in opposition to the proposed discipline. However, the limited nature of this response does not obviate the appointing authority's responsibility to initiate a further investigation if the employee's version of the facts raises doubts as to the accuracy of the Department Director's information leading to the discipline proposal. An employee may elect not to respond, thereby waiving any further pre-disciplinary response. The employee's failure to attend the meeting, or to deliver a written response by the date specified in the notice of intent to discipline, is a waiver of the right to respond.

The appointing authority or designee will evaluate the proposed discipline in light of the employee's response if any. Within five (5) working days of the employee's response, or deadline for response, the appointment authority or designee will transmit a decision in writing to the employee. The service of the decision will be in person or by registered mail.

#### **21.1.7 Appeal Procedures**

Any permanent, regular employee in the classified service shall have the right to appeal any termination, unpaid suspension of forty (40) hours or more, reduction

in salary, or nonprobationary demotion. The appeal process shall not apply to those positions which may be deemed not permanent or regular, and probationary employees. The appeal process shall not apply to verbal and written reprimands, suspensions of less than forty (40) hours, probationary demotions, performance evaluations, and denial of performance increases. An employee desiring to appeal the appointing authority's decision shall have ten (10) days after receipt of the appointing authority's decision to file an appeal. The employee's request for appeal must be addressed to the City Manager and received in the City Manager's office so that same is date stamped by the City Manager's office within the ten (10) day period.

If within the 10-day appeal period, the employee involved does not file the said appeal, unless good cause for the failure is shown, the action of the appointing authority shall be considered conclusive and shall take effect as prescribed. If within the ten (10) day appeal period, the employee involved files such notice of appeal by giving written notice of appeal to the City Manager, an appeal hearing shall be established as follows:

1. The California State Mediation and Conciliation Service shall be requested to submit a list of seven (7) persons qualified to act as hearing officers to the City and the employee. Within ten (10) days following receipt of the list of hearing officers, the parties shall meet to select the hearing officer. The parties shall alternately strike one (1) name from the list of hearing officers (the right to strike the first name to be determined by lot) until one (1) name remains, and that person shall be the hearing officer.
2. Where practicable, the date for a hearing shall not be less than twenty (20) days, nor more than sixty (60) days, from the date of the filing of the appeal with the Personnel Officer. The parties may stipulate a longer or shorter time in which to hear the appeal. All interested parties shall be notified in writing of the date, time, and place of the hearing.
3. All hearings shall be privately provided, however, that the hearing officer shall, at the request of the employee, open the hearing to the public.
4. Subpoenas and subpoenas duces tecum of a hearing shall be issued by the hearing officer at the request of either party, not less than seven (7) days, before the commencement of such hearing. After the commencement of such hearing, subpoenas shall be issued only at the discretion of the hearing officer.
5. The hearing need not be conducted per technical rules relating to evidence and witnesses. Any relevant evidence shall be admitted if it is the sort of evidence on which reasonable persons are accustomed to relying in the conduct of serious affairs, regardless of the existence of any common law or statutory rules which might make improper admission of such evidence over objection in civil actions. Hearsay evidence may be used to supplement or explain any direct evidence but shall not be sufficient in itself to support a finding unless it would be admissible over objection in civil actions. The rules of privilege shall be effective to the same extent that they are now or hereafter may be recognized in civil actions, and irrelevant and unduly repetitious evidence shall be excluded. The hearing officer shall not be bound by technical rules of evidence. The hearing officer shall rule on the admission or exclusion of evidence.

6. Each party shall have these rights: To be represented by legal counsel or another person of his/her choice; to call and examine witnesses; to introduce evidence; to cross-examine opposing witnesses on any matter relevant to the issues even though that matter was not covered in the direct examination; to impeach any witness regardless of which party first called him/her to testify, and to rebut the evidence against him/her. If the employee does not testify on his/her behalf, he/she may be called and examined as if under cross-examination. Oral evidence shall be taken only on oath or affirmation. A court reporter will be engaged to record the hearing unless the parties (City, hearing officer, employee/employee representative) mutually agree that same is not necessary.
7. The hearing shall proceed in the following order, unless the hearing officer, for a special reason, otherwise directs:
  - a. The party imposing discipline shall be permitted to make an opening statement;
  - b. The appealing party shall then be permitted to make an opening statement;
  - c. The party imposing disciplinary action shall produce the evidence on his/her part; the City bears the burden of proof and burden of producing evidence;
  - d. The party appealing from such disciplinary action may then open his/her defense and offer his/her evidence in support thereof; the employee bears the burden of proof and the burden of producing evidence for any affirmative defenses asserted;
  - e. The parties may then, in order, respectively offer to rebut evidence only, unless the hearing officer for good reason, permits them to offer evidence upon their original case;
  - f. Closing arguments shall be permitted and written briefs may be permitted at the discretion of the hearing officer.
8. The hearing officer shall determine the relevancy, weight, and credibility of testimony and evidence. He/she shall base his/her findings and recommendations on the preponderance of the evidence. During the examination of a witness, all other witnesses, except the parties, shall be excluded from the hearing unless the hearing officer, in his/her discretion, for good cause, otherwise directs. No still photographs, moving pictures, or television pictures shall be taken in the hearing chamber during a hearing. The hearing officer, before or during a hearing, may grant a continuance for any reason he/she believes to be important to reaching a fair and proper decision. The hearing officer shall render his/her findings and recommendation as soon after the conclusion of the hearing as possible and in no event later than thirty (30) days after conducting the hearing unless there is an agreement for an extension between the parties. His/her decision shall set forth which charges if any, are sustained and the reasons therefore. The hearing officer's opinion and recommendation shall set forth findings of fact and conclusions.
9. The hearing officer may recommend sustaining or rejecting any or all of the charges filed against the employee. He/she may recommend sustaining, rejecting, or modifying the disciplinary action invoked against the employee. He/she may not recommend discipline more stringent than that issued by the Department Director.



The hearing officer's written opinion and recommendation shall be filed with the City Manager, with a copy sent to the charged employee, and shall set forth his/her findings and recommendations. If it is a dismissal hearing and dismissal is not the hearing officer's recommendation, the opinion shall set forth the date the employee is recommended to be reinstated and/or other recommended action. The reinstatement date, if appropriate, may be any time on or after the date of disciplinary action.

10. Within thirty (30) days of the receipt of the hearing officer's findings and recommendation, and transcript (which is optional only by the mutual consent of the City, hearing officer, and the employee), whichever date is later, the City Manager shall adopt, amend, modify or reject the recommended findings, conclusions, and/or opinions of the hearing officer. Before making a decision that modifies or rejects the recommendation of the hearing officer, the City Manager shall order and read the transcript. Before making a decision that supports the hearing officer, the City Manager may order and read the transcript, at his/her option. The City Manager shall not conduct a de novo hearing. The City Manager may, at his/her option, allow limited oral arguments and/or may request and review written statements from either side or both sides. The decision of the City Manager shall be final and conclusive. Copies of the City Manager's decision, including the hearing officer's recommendation(s), shall be filed where appropriate, including the employee's personnel file, unless no discipline is upheld by the City Manager.
11. Each party shall bear equally the cost of facilities, fees, and expenses of the hearing officer, including the court reporter and transcripts. Each party shall bear its witness and attorney fees. If either party unilaterally cancels or postpones a scheduled hearing, thereby resulting in a fee charged by the hearing officer or court reporter, then the party responsible for the cancellation or postponement shall be solely responsible for payment of that fee. This process shall not apply to mutual settlements by the parties which result in an arbitration fee.
12. In the case of suspension, demotion, reduction in salary, or dismissal prescribed by the City Manager, the time of such suspension, demotion, or dismissal shall be effective from the first day after the delivery of the City Manager's decision or shall relate to and be effective as of the date the employee was disciplined before the hearing and the decision by the City Manager, whichever is applicable. If discipline imposed resulted in the loss of pay, and the decision results in modification or rejection of the loss of pay, the pay loss shall be restored to the employee based on the number of standard work hours lost computed at his/her then base hourly rate. Restoration of pay benefits shall be subject to deduction of all unemployment insurance and outside earnings which the appellant received since the date of discharge which would not have been earned had the appellant not been disciplined. The appellant shall supply such outside employment earning records during the period in question when requested.
13. The provisions of Section 1094.6 of the Code of Civil Procedure shall apply to proceedings under this Section.

## **ARTICLE XXII – DRIVER'S LICENSE RENEWAL**

It is the employee's responsibility to carry a valid driver's license when driving a City vehicle or on City business. For California Commercial driver's licenses (A & B), renewal requirements, DMV fees, physicals, and training are to be paid by the City.

Release time: to obtain and/or renew a Class A Driver's Licenses, under the scope of responsibilities within their classification specification and upon supervisory approval, employees are provided release time to process paperwork at the DMV. Paid release time shall not be granted if the employee's license has already expired.

When an employee is notified by the Department of Motor Vehicles that their Class A Driver's License is about to expire, the employee needs to follow the DMV instruction for Class A renewals. Once the renewal process is completed, proof of the renewal (Medical Examiner Certificate) needs to be submitted to Human Resources for verification purposes.

## **ARTICLE XXVII - COMPLETION OF BARGAINING**

A copy of this agreement will be initially distributed to all employees and given to all new employees hired into the unit after the date of adoption.

The undersigned, representing the City and the Representatives do hereby adopt the terms and conditions set forth herein and recommend the City Council and members of the Unit approve it.

Date: 8/25/2021 | 6:07 PM PDT

ON BEHALF OF THE CITY OF LAKEELSINORE

DocuSigned by:  
Jason Simpson  
1F551F63E6FE412...  
Jason Simpson, City Manager

Dated: 8/25/2021 | 6:03 PM PDT

APPROVED AS TO LEGAL FORM

DocuSigned by:  
Laura Drottz Kalty  
98259A6C7D6942A...  
Laura Drottz Kalty, LCW  
City Labor Relations Counsel

Dated: 8/24/2021 | 7:20 AM PDT

ON BEHALF OF LIUNA, LOCAL 777

DocuSigned by:  
Nicholas Thiessen  
920796D7C5C3488...  
Nicholas Thiessen, LIUNA 777  
Lake Elsinore Chapter Vice President  
and

Date: 8/24/2021 | 4:35 PM PDT

DocuSigned by:  
Jennifer Grondahl  
DF41DC02F411453...  
Jennifer Grondahl, LIUNA 777  
Labor Relations Representative



**CITY OF LAKE ELSINORE MOU 2021-2026 / EXHIBIT A****LIST OF POSITIONS AND RANGES**


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<b>POSITION</b>	<b>RANGE</b>
Account Specialist II	32
Account Specialist III	38
Accountant I	44
Administrative Assistant	34
Assistant Engineer	44
Assistant Planner	43
Associate Civil Engineer	47
Associate Planner	45
Building Inspector	40
CIP Specialist	45
Code Enforcement Officer I	34
Code Enforcement Officer II	38
Code Enforcement Supervisor	45
Community Development Technician I	34
Community Development Technician II	39
Community Services Coordinator	36
Engineering Inspector	46
Engineering Technician I	36
Engineering Technician II	40
Graffiti Technician	28
Information Technology Analyst	48
Information Technology Technician I	35
Information Technology Technician II	39
Lead Worker	37
Maintenance Worker I	29
Maintenance Worker II	32
Maintenance Worker III	34
Mechanic	33
Office Specialist II	25
Office Specialist III	30
Public Works Inspector	40
Public Works Supervisor	45
Recreation Supervisor	44
Senior Accountant	47
Senior Building Inspector	45
Senior Code Enforcement Officer	45
Senior Community Development Technician	42
Senior Construction Inspector	47
Senior Engineering Technician	42
Senior Lead Worker	41
Senior Planner	47
Special Events Coordinator	36

## CITY OF LAKE ELSINORE

## SALARY SCHEDULE

## MOU 2021 - 2022 / EXHIBIT B-2

Effective: AUGUST 28, 2021 to JUNE 30, 2022 (\*PART-TIME JANUARY 1, 2022 - JUNE 30, 2022)

		SALARY STEPS					
TITLE	RANGE	1	2	3	4	5	6
ACCOUNT SPECIALIST II	32	H \$ 24,340.8	\$ 25,557.8	\$ 26,835.7	\$ 28,177.5	\$ 29,586.4	\$ 31,065.7
		M \$ 4,219.0668	\$ 4,430.0201	\$ 4,651.5211	\$ 4,884.0972	\$ 5,128.3021	\$ 5,384.7172
		Y \$ 50,628.80	\$ 53,160.24	\$ 55,818.25	\$ 58,609.17	\$ 61,539.62	\$ 64,616.61
ACCOUNT SPECIALIST III	38	H \$ 28,195.1	\$ 29,604.9	\$ 31,085.1	\$ 32,639.4	\$ 34,271.4	\$ 35,984.9
		M \$ 4,887.1586	\$ 5,131.5166	\$ 5,388.0924	\$ 5,657.4970	\$ 5,940.3719	\$ 6,237.3905
		Y \$ 58,645.90	\$ 61,578.20	\$ 64,657.11	\$ 67,889.96	\$ 71,284.46	\$ 74,848.69
ACCOUNTANT I	44	H \$ 33,915.3	\$ 35,611.1	\$ 37,391.6	\$ 39,261.2	\$ 41,224.3	\$ 43,285.5
		M \$ 5,878.6530	\$ 6,172.5857	\$ 6,481.2150	\$ 6,805.2757	\$ 7,145.5395	\$ 7,502.8165
		Y \$ 70,543.84	\$ 74,071.03	\$ 77,774.58	\$ 81,663.31	\$ 85,746.47	\$ 90,033.80
ADMINISTRATIVE ASSISTANT	34	H \$ 25,206.9	\$ 26,467.2	\$ 27,790.6	\$ 29,180.1	\$ 30,639.1	\$ 32,171.0
		M \$ 4,369.1877	\$ 4,587.6471	\$ 4,817.0294	\$ 5,057.8809	\$ 5,310.7749	\$ 5,576.3137
		Y \$ 52,430.25	\$ 55,051.76	\$ 57,804.35	\$ 60,694.57	\$ 63,729.30	\$ 66,915.76
ASSISTANT ENGINEER	44	H \$ 33,915.3	\$ 35,611.1	\$ 37,391.6	\$ 39,261.2	\$ 41,224.3	\$ 43,285.5
		M \$ 5,878.6530	\$ 6,172.5857	\$ 6,481.2150	\$ 6,805.2757	\$ 7,145.5395	\$ 7,502.8165
		Y \$ 70,543.84	\$ 74,071.03	\$ 77,774.58	\$ 81,663.31	\$ 85,746.47	\$ 90,033.80
ASSISTANT PLANNER	43	H \$ 32,599.9	\$ 34,229.9	\$ 35,941.4	\$ 37,738.5	\$ 39,625.4	\$ 41,606.7
		M \$ 5,650.6518	\$ 5,933.1843	\$ 6,229.8436	\$ 6,541.3357	\$ 6,868.4025	\$ 7,211.8227
		Y \$ 67,807.82	\$ 71,198.21	\$ 74,758.12	\$ 78,496.03	\$ 82,420.83	\$ 86,541.87
ASSOCIATE CIVIL ENGINEER	47	H \$ 40,793.1	\$ 42,832.7	\$ 44,974.4	\$ 47,223.1	\$ 49,584.2	\$ 52,063.4
		M \$ 7,070.7978	\$ 7,424.3376	\$ 7,795.5545	\$ 8,185.3323	\$ 8,594.5989	\$ 9,024.3288
		Y \$ 84,849.57	\$ 89,092.05	\$ 93,546.65	\$ 98,223.99	\$ 103,135.19	\$ 108,291.95
ASSOCIATE PLANNER	45	H \$ 35,441.6	\$ 37,213.7	\$ 39,074.4	\$ 41,028.1	\$ 43,079.5	\$ 45,233.5
		M \$ 6,143.2166	\$ 6,450.3774	\$ 6,772.8963	\$ 7,111.5411	\$ 7,467.1181	\$ 7,840.4740
		Y \$ 73,718.60	\$ 77,404.53	\$ 81,274.76	\$ 85,338.49	\$ 89,605.42	\$ 94,085.69
BUILDING INSPECTOR	40	H \$ 29,759.8	\$ 31,247.8	\$ 32,810.2	\$ 34,450.7	\$ 36,173.3	\$ 37,981.9
		M \$ 5,158.3698	\$ 5,416.2883	\$ 5,687.1027	\$ 5,971.4579	\$ 6,270.0308	\$ 6,583.5323
		Y \$ 61,900.44	\$ 64,995.46	\$ 68,245.23	\$ 71,657.49	\$ 75,240.37	\$ 79,002.39
CIP SPECIALIST	45	H \$ 35,441.6	\$ 37,213.7	\$ 39,074.4	\$ 41,028.1	\$ 43,079.5	\$ 45,233.5
		M \$ 6,143.2166	\$ 6,450.3774	\$ 6,772.8963	\$ 7,111.5411	\$ 7,467.1181	\$ 7,840.4740
		Y \$ 73,718.60	\$ 77,404.53	\$ 81,274.76	\$ 85,338.49	\$ 89,605.42	\$ 94,085.69
CODE ENFORCEMENT OFFICER I	34	H \$ 25,206.9	\$ 26,467.2	\$ 27,790.6	\$ 29,180.1	\$ 30,639.1	\$ 32,171.0
		M \$ 4,369.1877	\$ 4,587.6471	\$ 4,817.0294	\$ 5,057.8809	\$ 5,310.7749	\$ 5,576.3137
		Y \$ 52,430.25	\$ 55,051.76	\$ 57,804.35	\$ 60,694.57	\$ 63,729.30	\$ 66,915.76
CODE ENFORCEMENT OFFICER II	38	H \$ 28,195.0	\$ 29,604.8	\$ 31,085.0	\$ 32,639.3	\$ 34,271.3	\$ 35,984.8
		M \$ 4,887.1410	\$ 5,131.4980	\$ 5,388.0729	\$ 5,657.4766	\$ 5,940.3504	\$ 6,237.3679
		Y \$ 58,645.69	\$ 61,577.98	\$ 64,656.87	\$ 67,889.72	\$ 71,284.20	\$ 74,848.41
CODE ENFORCEMENT SUPERVISOR	45	H \$ 35,441.6	\$ 37,213.7	\$ 39,074.4	\$ 41,028.1	\$ 43,079.5	\$ 45,233.5
		M \$ 6,143.2166	\$ 6,450.3774	\$ 6,772.8963	\$ 7,111.5411	\$ 7,467.1181	\$ 7,840.4740
		Y \$ 73,718.60	\$ 77,404.53	\$ 81,274.76	\$ 85,338.49	\$ 89,605.42	\$ 94,085.69
COMMUNITY DEVELOPMENT TECHNICIAN	34	H \$ 25,206.9	\$ 26,467.2	\$ 27,790.6	\$ 29,180.1	\$ 30,639.1	\$ 32,171.0
		M \$ 4,369.1877	\$ 4,587.6471	\$ 4,817.0294	\$ 5,057.8809	\$ 5,310.7749	\$ 5,576.3137
		Y \$ 52,430.25	\$ 55,051.76	\$ 57,804.35	\$ 60,694.57	\$ 63,729.30	\$ 66,915.76
COMMUNITY DEVELOPMENT TECHNICIAN II	39	H \$ 28,354.2	\$ 29,771.9	\$ 31,260.5	\$ 32,823.5	\$ 34,464.7	\$ 36,187.9
		M \$ 4,914.7218	\$ 5,160.4578	\$ 5,418.4807	\$ 5,689.4048	\$ 5,973.8750	\$ 6,272.5688
		Y \$ 58,976.66	\$ 61,925.49	\$ 65,021.77	\$ 68,272.86	\$ 71,686.50	\$ 75,270.83
COMMUNITY SERVICES COORDINATOR	36	H \$ 26,836.5	\$ 28,178.3	\$ 29,587.2	\$ 31,066.6	\$ 32,619.9	\$ 34,250.9
		M \$ 4,651.6610	\$ 4,884.2441	\$ 5,128.4563	\$ 5,384.8791	\$ 5,654.1231	\$ 5,936.8292
		Y \$ 55,819.93	\$ 58,610.93	\$ 61,541.48	\$ 64,618.55	\$ 67,849.48	\$ 71,241.95
ENGINEERING INSPECTOR	46	H \$ 35,626.1	\$ 37,407.4	\$ 39,277.7	\$ 41,241.6	\$ 43,303.7	\$ 45,468.9
		M \$ 6,175.1820	\$ 6,483.9411	\$ 6,808.1382	\$ 7,148.5451	\$ 7,505.9723	\$ 7,881.2709
		Y \$ 74,102.18	\$ 77,807.29	\$ 81,697.66	\$ 85,782.54	\$ 90,071.67	\$ 94,575.25
ENGINEERING TECHNICIAN I	36	H \$ 26,836.5	\$ 28,178.3	\$ 29,587.2	\$ 31,066.6	\$ 32,619.9	\$ 34,250.9
		M \$ 4,651.6610	\$ 4,884.2441	\$ 5,128.4563	\$ 5,384.8791	\$ 5,654.1231	\$ 5,936.8292
		Y \$ 55,819.93	\$ 58,610.93	\$ 61,541.48	\$ 64,618.55	\$ 67,849.48	\$ 71,241.95
ENGINEERING TECHNICIAN II	40	H \$ 29,759.8	\$ 31,247.8	\$ 32,810.2	\$ 34,450.7	\$ 36,173.3	\$ 37,981.9
		M \$ 5,158.3698	\$ 5,416.2883	\$ 5,687.1027	\$ 5,971.4579	\$ 6,270.0308	\$ 6,583.5323
		Y \$ 61,900.44	\$ 64,995.46	\$ 68,245.23	\$ 71,657.49	\$ 75,240.37	\$ 79,002.39
GRAFFITI TECHNICIAN	28	H \$ 20,435.9	\$ 21,457.7	\$ 22,530.6	\$ 23,657.1	\$ 24,840.0	\$ 26,082.0
		M \$ 3,542.2234	\$ 3,719.3345	\$ 3,905.3013	\$ 4,100.5663	\$ 4,305.5946	\$ 4,520.8744
		Y \$ 42,506.68	\$ 44,632.01	\$ 46,863.62	\$ 49,206.80	\$ 51,667.14	\$ 54,250.49

## CITY OF LAKE ELSINORE

## SALARY SCHEDULE

## MOU 2021 - 2022 / EXHIBIT B-2

Effective: AUGUST 28, 2021 to JUNE 30, 2022 (\*PART-TIME JANUARY 1, 2022 - JUNE 30, 2022)

		SALARY STEPS					
TITLE	RANGE	1	2	3	4	5	6
INFORMATION TECHNOLOGY ANALYST	48	H \$ 41,941.2	\$ 44,038.2	\$ 46,240.1	\$ 48,552.2	\$ 50,979.8	\$ 53,528.7
		M \$ 7,269.8038	\$ 7,633.2940	\$ 8,014.9587	\$ 8,415.7067	\$ 8,836.4920	\$ 9,278.3166
		Y \$ 87,237.65	\$ 91,599.53	\$ 96,179.50	\$ 100,988.48	\$ 106,037.90	\$ 111,339.80
INFORMATION TECHNOLOGY TECHNICIAN I	35	H \$ 26,717.9	\$ 28,053.8	\$ 29,456.5	\$ 30,929.3	\$ 32,475.8	\$ 34,099.5
		M \$ 4,631.0992	\$ 4,862.6542	\$ 5,105.7869	\$ 5,361.0762	\$ 5,629.1300	\$ 5,910.5865
		Y \$ 55,573.19	\$ 58,351.85	\$ 61,269.44	\$ 64,332.91	\$ 67,549.56	\$ 70,927.04
INFORMATION TECHNOLOGY TECHNICIAN II	39	H \$ 28,354.2	\$ 29,771.9	\$ 31,260.5	\$ 32,823.5	\$ 34,464.7	\$ 36,187.9
		M \$ 4,914.7218	\$ 5,160.4578	\$ 5,418.4807	\$ 5,689.4048	\$ 5,973.8750	\$ 6,272.5688
		Y \$ 58,976.66	\$ 61,925.49	\$ 65,021.77	\$ 68,272.86	\$ 71,686.50	\$ 75,270.83
LEAD WORKER	37	H \$ 27,790.6	\$ 29,180.1	\$ 30,639.2	\$ 32,171.1	\$ 33,779.7	\$ 35,468.6
		M \$ 4,817.0398	\$ 5,057.8917	\$ 5,310.7863	\$ 5,576.3257	\$ 5,855.1419	\$ 6,147.8990
		Y \$ 57,804.48	\$ 60,694.70	\$ 63,729.44	\$ 66,915.91	\$ 70,261.70	\$ 73,774.79
MAINTENANCE WORKER I	29	H \$ 21,192.1	\$ 22,251.7	\$ 23,364.3	\$ 24,532.5	\$ 25,759.2	\$ 27,047.1
		M \$ 3,673.3029	\$ 3,856.9680	\$ 4,049.8164	\$ 4,252.3072	\$ 4,464.9226	\$ 4,688.1687
		Y \$ 44,079.63	\$ 46,283.62	\$ 48,597.80	\$ 51,027.69	\$ 53,579.07	\$ 56,258.02
MAINTENANCE WORKER II	32	H \$ 24,340.8	\$ 25,557.8	\$ 26,835.7	\$ 28,177.5	\$ 29,586.4	\$ 31,065.7
		M \$ 4,219.0668	\$ 4,430.0201	\$ 4,651.5211	\$ 4,884.0972	\$ 5,128.3021	\$ 5,384.7172
		Y \$ 50,628.80	\$ 53,160.24	\$ 55,818.25	\$ 58,609.17	\$ 61,539.62	\$ 64,616.61
MAINTENANCE WORKER III	34	H \$ 25,206.9	\$ 26,467.2	\$ 27,790.6	\$ 29,180.1	\$ 30,639.1	\$ 32,171.0
		M \$ 4,369.1877	\$ 4,587.6471	\$ 4,817.0294	\$ 5,057.8809	\$ 5,310.7749	\$ 5,576.3137
		Y \$ 52,430.25	\$ 55,051.76	\$ 57,804.35	\$ 60,694.57	\$ 63,729.30	\$ 66,915.76
MECHANIC	33	H \$ 24,371.3	\$ 25,589.8	\$ 26,869.3	\$ 28,212.8	\$ 29,623.4	\$ 31,104.6
		M \$ 4,224.3531	\$ 4,435.5708	\$ 4,657.3493	\$ 4,890.2168	\$ 5,134.7276	\$ 5,391.4640
		Y \$ 50,692.24	\$ 53,226.85	\$ 55,888.19	\$ 58,682.60	\$ 61,616.73	\$ 64,697.57
OFFICE SPECIALIST II	25	H \$ 17,097.0	\$ 17,951.9	\$ 18,849.5	\$ 19,792.0	\$ 20,781.6	\$ 21,820.6
		M \$ 2,963.4862	\$ 3,111.6606	\$ 3,267.2436	\$ 3,430.6058	\$ 3,602.1360	\$ 3,782.2428
		Y \$ 35,561.83	\$ 37,339.93	\$ 39,206.92	\$ 41,167.27	\$ 43,225.63	\$ 45,386.91
OFFICE SPECIALIST III	30	H \$ 22,105.3	\$ 23,210.6	\$ 24,371.1	\$ 25,589.7	\$ 26,869.2	\$ 28,212.6
		M \$ 3,831.5919	\$ 4,023.1715	\$ 4,224.3301	\$ 4,435.5466	\$ 4,657.3239	\$ 4,890.1901
		Y \$ 45,979.10	\$ 48,278.06	\$ 50,691.96	\$ 53,226.56	\$ 55,887.89	\$ 58,682.28
PUBLIC WORKS INSPECTOR	40	H \$ 29,759.8	\$ 31,247.8	\$ 32,810.2	\$ 34,450.7	\$ 36,173.3	\$ 37,981.9
		M \$ 5,158.3698	\$ 5,416.2883	\$ 5,687.1027	\$ 5,971.4579	\$ 6,270.0308	\$ 6,583.5323
		Y \$ 61,900.44	\$ 64,995.46	\$ 68,245.23	\$ 71,657.49	\$ 75,240.37	\$ 79,002.39
PUBLIC WORKS SUPERVISOR	45	H \$ 35,441.6	\$ 37,213.7	\$ 39,074.4	\$ 41,028.1	\$ 43,079.5	\$ 45,233.5
		M \$ 6,143.2166	\$ 6,450.3774	\$ 6,772.8963	\$ 7,111.5411	\$ 7,467.1181	\$ 7,840.4740
		Y \$ 73,718.60	\$ 77,404.53	\$ 81,274.76	\$ 85,338.49	\$ 89,605.42	\$ 94,085.69
RECREATION SUPERVISOR	44	H \$ 33,915.3	\$ 35,611.1	\$ 37,391.6	\$ 39,261.2	\$ 41,224.3	\$ 43,285.5
		M \$ 5,878.6530	\$ 6,172.5857	\$ 6,481.2150	\$ 6,805.2757	\$ 7,145.5395	\$ 7,502.8165
		Y \$ 70,543.84	\$ 74,071.03	\$ 77,774.58	\$ 81,663.31	\$ 85,746.47	\$ 90,033.80
SENIOR ACCOUNTANT	47	H \$ 40,793.1	\$ 42,832.7	\$ 44,974.4	\$ 47,223.1	\$ 49,584.2	\$ 52,063.4
		M \$ 7,070.7978	\$ 7,424.3376	\$ 7,795.5545	\$ 8,185.3323	\$ 8,594.5989	\$ 9,024.3288
		Y \$ 84,849.57	\$ 89,092.05	\$ 93,546.65	\$ 98,223.99	\$ 103,135.19	\$ 108,291.95
SENIOR BUILDING INSPECTOR	45	H \$ 35,441.6	\$ 37,213.7	\$ 39,074.4	\$ 41,028.1	\$ 43,079.5	\$ 45,233.5
		M \$ 6,143.2166	\$ 6,450.3774	\$ 6,772.8963	\$ 7,111.5411	\$ 7,467.1181	\$ 7,840.4740
		Y \$ 73,718.60	\$ 77,404.53	\$ 81,274.76	\$ 85,338.49	\$ 89,605.42	\$ 94,085.69
SENIOR CODE ENFORCEMENT OFFICER	45	H \$ 35,441.6	\$ 37,213.7	\$ 39,074.4	\$ 41,028.1	\$ 43,079.5	\$ 45,233.5
		M \$ 6,143.2166	\$ 6,450.3774	\$ 6,772.8963	\$ 7,111.5411	\$ 7,467.1181	\$ 7,840.4740
		Y \$ 73,718.60	\$ 77,404.53	\$ 81,274.76	\$ 85,338.49	\$ 89,605.42	\$ 94,085.69
SENIOR COMMUNITY DEVELOPMENT TECHNICIAN	42	H \$ 31,890.0	\$ 33,484.5	\$ 35,158.7	\$ 36,916.7	\$ 38,762.5	\$ 40,700.6
		M \$ 5,527.5990	\$ 5,803.9789	\$ 6,094.1779	\$ 6,398.8867	\$ 6,718.8311	\$ 7,054.7726
		Y \$ 66,331.19	\$ 69,647.75	\$ 73,130.13	\$ 76,786.64	\$ 80,625.97	\$ 84,657.27
SENIOR CONSTRUCTION INSPECTOR	47	H \$ 40,793.1	\$ 42,832.7	\$ 44,974.4	\$ 47,223.1	\$ 49,584.2	\$ 52,063.4
		M \$ 7,070.7978	\$ 7,424.3376	\$ 7,795.5545	\$ 8,185.3323	\$ 8,594.5989	\$ 9,024.3288
		Y \$ 84,849.57	\$ 89,092.05	\$ 93,546.65	\$ 98,223.99	\$ 103,135.19	\$ 108,291.95
SENIOR ENGINEERING TECHNICIAN	42	H \$ 31,890.0	\$ 33,484.5	\$ 35,158.7	\$ 36,916.7	\$ 38,762.5	\$ 40,700.6
		M \$ 5,527.5990	\$ 5,803.9789	\$ 6,094.1779	\$ 6,398.8867	\$ 6,718.8311	\$ 7,054.7726
		Y \$ 66,331.19	\$ 69,647.75	\$ 73,130.13	\$ 76,786.64	\$ 80,625.97	\$ 84,657.27
SENIOR LEAD WORKER	41	H \$ 30,470.0	\$ 31,993.4	\$ 33,593.1	\$ 35,272.8	\$ 37,036.4	\$ 38,888.2
		M \$ 5,281.4580	\$ 5,545.5309	\$ 5,822.8074	\$ 6,113.9478	\$ 6,419.6452	\$ 6,740.6275
		Y \$ 63,377.50	\$ 66,546.37	\$ 69,873.69	\$ 73,367.37	\$ 77,035.74	\$ 80,887.53
SENIOR PLANNER	47	H \$ 40,793.0	\$ 42,832.6	\$ 44,974.2	\$ 47,223.0	\$ 49,584.1	\$ 52,063.3
		M \$ 7,070.7801	\$ 7,424.3191	\$ 7,795.5350	\$ 8,185.3118	\$ 8,594.5774	\$ 9,024.3062
		Y \$ 84,849.36	\$ 89,091.83	\$ 93,546.42	\$ 98,223.74	\$ 103,134.93	\$ 108,291.67
SPECIAL EVENTS COORDINATOR	36	H \$ 26,836.5	\$ 28,178.3	\$ 29,587.2	\$ 31,066.6	\$ 32,619.9	\$ 34,250.9
		M \$ 4,651.6610	\$ 4,884.2441	\$ 5,128.4563	\$ 5,384.8791	\$ 5,654.1231	\$ 5,936.8292
		Y \$ 55,819.93	\$ 58,610.93	\$ 61,541.48	\$ 64,618.55	\$ 67,849.48	\$ 71,241.95



CITY OF LAKE ELSINORE  
SALARY SCHEDULE  
MOU 2022 - 2023 / EXHIBIT B-3  
Effective: JULY 2, 2022 to JUNE 30, 2023

		SALARY STEPS						
TITLE	RANGE		1	2	3	4	5	6
ACCOUNT SPECIALIST II	32	H	\$ 24.58	\$ 25.81	\$ 27.10	\$ 28.46	\$ 29.88	\$ 31.38
		M	\$ 4,261.26	\$ 4,474.32	\$ 4,698.04	\$ 4,932.94	\$ 5,179.59	\$ 5,438.56
		Y	\$ 51,135.09	\$ 53,691.84	\$ 56,376.44	\$ 59,195.26	\$ 62,155.02	\$ 65,262.77
ACCOUNT SPECIALIST III	38	H	\$ 28.48	\$ 29.90	\$ 31.40	\$ 32.97	\$ 34.61	\$ 36.34
		M	\$ 4,936.02	\$ 5,182.82	\$ 5,441.96	\$ 5,714.06	\$ 5,999.77	\$ 6,299.75
		Y	\$ 59,232.27	\$ 62,193.88	\$ 65,303.57	\$ 68,568.75	\$ 71,997.19	\$ 75,597.05
ACCOUNTANT I	44	H	\$ 34.25	\$ 35.97	\$ 37.77	\$ 39.65	\$ 41.64	\$ 43.72
		M	\$ 5,937.44	\$ 6,234.31	\$ 6,546.03	\$ 6,873.33	\$ 7,216.99	\$ 7,577.84
		Y	\$ 71,249.26	\$ 74,811.73	\$ 78,552.31	\$ 82,479.93	\$ 86,603.92	\$ 90,934.12
ADMINISTRATIVE ASSISTANT	34	H	\$ 25.46	\$ 26.73	\$ 28.07	\$ 29.47	\$ 30.95	\$ 32.49
		M	\$ 4,412.87	\$ 4,633.51	\$ 4,865.19	\$ 5,108.45	\$ 5,363.87	\$ 5,632.07
		Y	\$ 52,954.45	\$ 55,602.17	\$ 58,382.28	\$ 61,301.39	\$ 64,366.46	\$ 67,584.78
ASSISTANT ENGINEER	44	H	\$ 34.25	\$ 35.97	\$ 37.77	\$ 39.65	\$ 41.64	\$ 43.72
		M	\$ 5,937.44	\$ 6,234.31	\$ 6,546.03	\$ 6,873.33	\$ 7,216.99	\$ 7,577.84
		Y	\$ 71,249.26	\$ 74,811.73	\$ 78,552.31	\$ 82,479.93	\$ 86,603.92	\$ 90,934.12
ASSISTANT PLANNER	43	H	\$ 32.93	\$ 34.57	\$ 36.30	\$ 38.12	\$ 40.02	\$ 42.02
		M	\$ 5,707.16	\$ 5,992.51	\$ 6,292.14	\$ 6,606.75	\$ 6,937.08	\$ 7,283.94
		Y	\$ 68,485.87	\$ 71,910.16	\$ 75,505.67	\$ 79,280.96	\$ 83,245.00	\$ 87,407.25
ASSOCIATE CIVIL ENGINEER	47	H	\$ 41.20	\$ 43.26	\$ 45.42	\$ 47.70	\$ 50.08	\$ 52.58
		M	\$ 7,141.49	\$ 7,498.57	\$ 7,873.50	\$ 8,267.17	\$ 8,680.53	\$ 9,114.56
		Y	\$ 85,697.93	\$ 89,982.83	\$ 94,481.97	\$ 99,206.07	\$ 104,166.37	\$ 109,374.69
ASSOCIATE PLANNER	45	H	\$ 35.80	\$ 37.59	\$ 39.47	\$ 41.44	\$ 43.51	\$ 45.69
		M	\$ 6,204.64	\$ 6,514.87	\$ 6,840.62	\$ 7,182.65	\$ 7,541.78	\$ 7,918.87
		Y	\$ 74,455.71	\$ 78,178.50	\$ 82,087.42	\$ 86,191.80	\$ 90,501.38	\$ 95,026.45
BUILDING INSPECTOR	40	H	\$ 30.06	\$ 31.56	\$ 33.14	\$ 34.80	\$ 36.53	\$ 38.36
		M	\$ 5,209.95	\$ 5,470.45	\$ 5,743.97	\$ 6,031.17	\$ 6,332.73	\$ 6,649.36
		Y	\$ 62,519.39	\$ 65,645.36	\$ 68,927.63	\$ 72,374.01	\$ 75,992.71	\$ 79,792.34
CIP SPECIALIST	45	H	\$ 35.80	\$ 37.59	\$ 39.47	\$ 41.44	\$ 43.51	\$ 45.69
		M	\$ 6,204.64	\$ 6,514.87	\$ 6,840.62	\$ 7,182.65	\$ 7,541.78	\$ 7,918.87
		Y	\$ 74,455.71	\$ 78,178.50	\$ 82,087.42	\$ 86,191.80	\$ 90,501.38	\$ 95,026.45
CODE ENFORCEMENT OFFICER I	34	H	\$ 25.46	\$ 26.73	\$ 28.07	\$ 29.47	\$ 30.95	\$ 32.49
		M	\$ 4,412.87	\$ 4,633.51	\$ 4,865.19	\$ 5,108.45	\$ 5,363.87	\$ 5,632.07
		Y	\$ 52,954.45	\$ 55,602.17	\$ 58,382.28	\$ 61,301.39	\$ 64,366.46	\$ 67,584.78
CODE ENFORCEMENT OFFICER II	38	H	\$ 28.48	\$ 29.90	\$ 31.40	\$ 32.97	\$ 34.61	\$ 36.34
		M	\$ 4,936.00	\$ 5,182.80	\$ 5,441.95	\$ 5,714.04	\$ 5,999.74	\$ 6,299.73
		Y	\$ 59,232.06	\$ 62,193.66	\$ 65,303.34	\$ 68,568.51	\$ 71,996.93	\$ 75,596.78
CODE ENFORCEMENT SUPERVISOR	45	H	\$ 35.80	\$ 37.59	\$ 39.47	\$ 41.44	\$ 43.51	\$ 45.69
		M	\$ 6,204.64	\$ 6,514.87	\$ 6,840.62	\$ 7,182.65	\$ 7,541.78	\$ 7,918.87
		Y	\$ 74,455.71	\$ 78,178.50	\$ 82,087.42	\$ 86,191.80	\$ 90,501.38	\$ 95,026.45
COMMUNITY DEVELOPMENT TECHNICIAN	34	H	\$ 25.46	\$ 26.73	\$ 28.07	\$ 29.47	\$ 30.95	\$ 32.49
		M	\$ 4,412.87	\$ 4,633.51	\$ 4,865.19	\$ 5,108.45	\$ 5,363.87	\$ 5,632.07
		Y	\$ 52,954.45	\$ 55,602.17	\$ 58,382.28	\$ 61,301.39	\$ 64,366.46	\$ 67,584.78
COMMUNITY DEVELOPMENT TECHNICIAN II	39	H	\$ 28.64	\$ 30.07	\$ 31.57	\$ 33.15	\$ 34.81	\$ 36.55
		M	\$ 4,963.84	\$ 5,212.03	\$ 5,472.63	\$ 5,746.27	\$ 6,033.58	\$ 6,335.26
		Y	\$ 59,566.08	\$ 62,544.39	\$ 65,671.61	\$ 68,955.19	\$ 72,402.95	\$ 76,023.09
COMMUNITY SERVICES COORDINATOR	36	H	\$ 27.10	\$ 28.46	\$ 29.88	\$ 31.38	\$ 32.95	\$ 34.59
		M	\$ 4,698.18	\$ 4,933.09	\$ 5,179.74	\$ 5,438.73	\$ 5,710.66	\$ 5,996.20
		Y	\$ 56,378.12	\$ 59,197.03	\$ 62,156.88	\$ 65,264.72	\$ 68,527.96	\$ 71,954.35
ENGINEERING INSPECTOR	46	H	\$ 35.98	\$ 37.78	\$ 39.67	\$ 41.65	\$ 43.74	\$ 45.92
		M	\$ 6,236.93	\$ 6,548.77	\$ 6,876.21	\$ 7,220.02	\$ 7,581.02	\$ 7,960.07
		Y	\$ 74,843.10	\$ 78,585.26	\$ 82,514.52	\$ 86,640.24	\$ 90,972.26	\$ 95,520.87
ENGINEERING TECHNICIAN I	36	H	\$ 27.10	\$ 28.46	\$ 29.88	\$ 31.38	\$ 32.95	\$ 34.59
		M	\$ 4,698.18	\$ 4,933.09	\$ 5,179.74	\$ 5,438.73	\$ 5,710.66	\$ 5,996.20
		Y	\$ 56,378.12	\$ 59,197.03	\$ 62,156.88	\$ 65,264.72	\$ 68,527.96	\$ 71,954.35
ENGINEERING TECHNICIAN II	40	H	\$ 30.06	\$ 31.56	\$ 33.14	\$ 34.80	\$ 36.53	\$ 38.36
		M	\$ 5,209.95	\$ 5,470.45	\$ 5,743.97	\$ 6,031.17	\$ 6,332.73	\$ 6,649.36
		Y	\$ 62,519.39	\$ 65,645.36	\$ 68,927.63	\$ 72,374.01	\$ 75,992.71	\$ 79,792.34
GRAFFITI TECHNICIAN	28	H	\$ 20.64	\$ 21.67	\$ 22.76	\$ 23.89	\$ 25.09	\$ 26.34
		M	\$ 3,577.64	\$ 3,756.53	\$ 3,944.35	\$ 4,141.57	\$ 4,348.65	\$ 4,566.08
		Y	\$ 42,931.74	\$ 45,078.33	\$ 47,332.24	\$ 49,698.85	\$ 52,183.80	\$ 54,792.99



... OF LAKE ELSINORE  
SALARY SCHEDULE  
MOU 2022 - 2023 / EXHIBIT B-3  
Effective: JULY 2, 2022 to JUNE 30, 2023

		SALARY STEPS						
TITLE	RANGE		1	2	3	4	5	6
INFORMATION TECHNOLOGY ANALYST	48	H	\$ 42.36	\$ 44.48	\$ 46.70	\$ 49.04	\$ 51.49	\$ 54.06
		M	\$ 7,342.49	\$ 7,709.61	\$ 8,095.09	\$ 8,499.85	\$ 8,924.84	\$ 9,371.08
		Y	\$ 88,109.86	\$ 92,515.36	\$ 97,141.12	\$ 101,998.18	\$ 107,098.09	\$ 112,452.99
INFORMATION TECHNOLOGY TECHNICIAN I	35	H	\$ 26.98	\$ 28.33	\$ 29.75	\$ 31.24	\$ 32.80	\$ 34.44
		M	\$ 4,677.40	\$ 4,911.27	\$ 5,156.83	\$ 5,414.67	\$ 5,685.40	\$ 5,969.67
		Y	\$ 56,128.75	\$ 58,935.19	\$ 61,881.95	\$ 64,976.05	\$ 68,224.85	\$ 71,636.09
INFORMATION TECHNOLOGY TECHNICIAN II	39	H	\$ 28.64	\$ 30.07	\$ 31.57	\$ 33.15	\$ 34.81	\$ 36.55
		M	\$ 4,963.86	\$ 5,212.05	\$ 5,472.65	\$ 5,746.29	\$ 6,033.60	\$ 6,335.28
		Y	\$ 59,566.29	\$ 62,544.61	\$ 65,671.84	\$ 68,955.43	\$ 72,403.20	\$ 76,023.36
LEAD WORKER	37	H	\$ 28.07	\$ 29.47	\$ 30.95	\$ 32.49	\$ 34.12	\$ 35.82
		M	\$ 4,865.21	\$ 5,108.47	\$ 5,363.89	\$ 5,632.09	\$ 5,913.69	\$ 6,209.37
		Y	\$ 58,382.49	\$ 61,301.62	\$ 64,366.70	\$ 67,585.03	\$ 70,964.28	\$ 74,512.50
MAINTENANCE WORKER I	29	H	\$ 21.40	\$ 22.47	\$ 23.60	\$ 24.78	\$ 26.02	\$ 27.32
		M	\$ 3,710.03	\$ 3,895.53	\$ 4,090.31	\$ 4,294.82	\$ 4,509.57	\$ 4,735.04
		Y	\$ 44,520.36	\$ 46,746.38	\$ 49,083.70	\$ 51,537.89	\$ 54,114.78	\$ 56,820.52
MAINTENANCE WORKER II	32	H	\$ 24.58	\$ 25.81	\$ 27.10	\$ 28.46	\$ 29.88	\$ 31.38
		M	\$ 4,261.25	\$ 4,474.31	\$ 4,698.02	\$ 4,932.92	\$ 5,179.57	\$ 5,438.55
		Y	\$ 51,134.94	\$ 53,691.69	\$ 56,376.27	\$ 59,195.09	\$ 62,154.84	\$ 65,262.58
MAINTENANCE WORKER III	34	H	\$ 25.46	\$ 26.73	\$ 28.07	\$ 29.47	\$ 30.95	\$ 32.49
		M	\$ 4,412.87	\$ 4,633.51	\$ 4,865.19	\$ 5,108.45	\$ 5,363.87	\$ 5,632.07
		Y	\$ 52,954.45	\$ 55,602.17	\$ 58,382.28	\$ 61,301.39	\$ 64,366.46	\$ 67,584.78
MECHANIC	33	H	\$ 24.61	\$ 25.85	\$ 27.14	\$ 28.49	\$ 29.92	\$ 31.42
		M	\$ 4,266.58	\$ 4,479.91	\$ 4,703.91	\$ 4,939.11	\$ 5,186.06	\$ 5,445.36
		Y	\$ 51,199.02	\$ 53,758.97	\$ 56,446.92	\$ 59,269.26	\$ 62,232.73	\$ 65,344.36
OFFICE SPECIALIST II	25	H	\$ 17.27	\$ 18.13	\$ 19.04	\$ 19.99	\$ 20.99	\$ 22.04
		M	\$ 2,993.11	\$ 3,142.77	\$ 3,299.91	\$ 3,464.90	\$ 3,638.15	\$ 3,820.06
		Y	\$ 35,917.38	\$ 37,713.25	\$ 39,598.91	\$ 41,578.85	\$ 43,657.80	\$ 45,840.69
OFFICE SPECIALIST III	30	H	\$ 22.33	\$ 23.44	\$ 24.61	\$ 25.85	\$ 27.14	\$ 28.49
		M	\$ 3,869.90	\$ 4,063.40	\$ 4,266.57	\$ 4,479.89	\$ 4,703.89	\$ 4,939.08
		Y	\$ 46,438.81	\$ 48,760.75	\$ 51,198.79	\$ 53,758.73	\$ 56,446.67	\$ 59,269.00
PUBLIC WORKS INSPECTOR	40	H	\$ 30.06	\$ 31.56	\$ 33.14	\$ 34.80	\$ 36.53	\$ 38.36
		M	\$ 5,209.95	\$ 5,470.45	\$ 5,743.97	\$ 6,031.17	\$ 6,332.73	\$ 6,649.36
		Y	\$ 62,519.39	\$ 65,645.36	\$ 68,927.63	\$ 72,374.01	\$ 75,992.71	\$ 79,792.34
PUBLIC WORKS SUPERVISOR	45	H	\$ 35.80	\$ 37.59	\$ 39.47	\$ 41.44	\$ 43.51	\$ 45.69
		M	\$ 6,204.64	\$ 6,514.87	\$ 6,840.62	\$ 7,182.65	\$ 7,541.78	\$ 7,918.87
		Y	\$ 74,455.71	\$ 78,178.50	\$ 82,087.42	\$ 86,191.80	\$ 90,501.38	\$ 95,026.45
RECREATION SUPERVISOR	44	H	\$ 34.25	\$ 35.97	\$ 37.77	\$ 39.65	\$ 41.64	\$ 43.72
		M	\$ 5,937.44	\$ 6,234.31	\$ 6,546.03	\$ 6,873.33	\$ 7,216.99	\$ 7,577.84
		Y	\$ 71,249.26	\$ 74,811.73	\$ 78,552.31	\$ 82,479.93	\$ 86,603.92	\$ 90,934.12
SENIOR ACCOUNTANT	47	H	\$ 41.20	\$ 43.26	\$ 45.42	\$ 47.70	\$ 50.08	\$ 52.58
		M	\$ 7,141.49	\$ 7,498.57	\$ 7,873.50	\$ 8,267.17	\$ 8,680.53	\$ 9,114.56
		Y	\$ 85,697.93	\$ 89,982.83	\$ 94,481.97	\$ 99,206.07	\$ 104,166.37	\$ 109,374.69
SENIOR BUILDING INSPECTOR	45	H	\$ 35.80	\$ 37.59	\$ 39.47	\$ 41.44	\$ 43.51	\$ 45.69
		M	\$ 6,204.64	\$ 6,514.87	\$ 6,840.62	\$ 7,182.65	\$ 7,541.78	\$ 7,918.87
		Y	\$ 74,455.71	\$ 78,178.50	\$ 82,087.42	\$ 86,191.80	\$ 90,501.38	\$ 95,026.45
SENIOR CODE ENFORCEMENT OFFICER	45	H	\$ 35.80	\$ 37.59	\$ 39.47	\$ 41.44	\$ 43.51	\$ 45.69
		M	\$ 6,204.64	\$ 6,514.87	\$ 6,840.62	\$ 7,182.65	\$ 7,541.78	\$ 7,918.87
		Y	\$ 74,455.71	\$ 78,178.50	\$ 82,087.42	\$ 86,191.80	\$ 90,501.38	\$ 95,026.45
SENIOR COMMUNITY DEVELOPMENT TECHNICIAN	42	H	\$ 32.21	\$ 33.82	\$ 35.51	\$ 37.29	\$ 39.15	\$ 41.11
		M	\$ 5,582.86	\$ 5,862.00	\$ 6,155.10	\$ 6,462.86	\$ 6,786.00	\$ 7,125.30
		Y	\$ 66,994.30	\$ 70,344.02	\$ 73,861.22	\$ 77,554.28	\$ 81,431.99	\$ 85,503.59
SENIOR CONSTRUCTION INSPECTOR	47	H	\$ 41.20	\$ 43.26	\$ 45.42	\$ 47.70	\$ 50.08	\$ 52.58
		M	\$ 7,141.49	\$ 7,498.57	\$ 7,873.50	\$ 8,267.17	\$ 8,680.53	\$ 9,114.56
		Y	\$ 85,697.93	\$ 89,982.83	\$ 94,481.97	\$ 99,206.07	\$ 104,166.37	\$ 109,374.69
SENIOR ENGINEERING TECHNICIAN	42	H	\$ 32.21	\$ 33.82	\$ 35.51	\$ 37.29	\$ 39.15	\$ 41.11
		M	\$ 5,582.86	\$ 5,862.00	\$ 6,155.10	\$ 6,462.86	\$ 6,786.00	\$ 7,125.30
		Y	\$ 66,994.30	\$ 70,344.02	\$ 73,861.22	\$ 77,554.28	\$ 81,431.99	\$ 85,503.59
SENIOR LEAD WORKER	41	H	\$ 30.77	\$ 32.31	\$ 33.93	\$ 35.63	\$ 37.41	\$ 39.28
		M	\$ 5,334.26	\$ 5,600.98	\$ 5,881.03	\$ 6,175.08	\$ 6,483.83	\$ 6,808.02
		Y	\$ 64,011.17	\$ 67,211.72	\$ 70,572.31	\$ 74,100.93	\$ 77,805.97	\$ 81,696.27
SENIOR PLANNER	47	H	\$ 41.20	\$ 43.26	\$ 45.42	\$ 47.70	\$ 50.08	\$ 52.58
		M	\$ 7,141.48	\$ 7,498.55	\$ 7,873.48	\$ 8,267.15	\$ 8,680.51	\$ 9,114.54
		Y	\$ 85,697.72	\$ 89,982.61	\$ 94,481.74	\$ 99,205.83	\$ 104,166.12	\$ 109,374.43
SPECIAL EVENTS COORDINATOR	36	H	\$ 27.10	\$ 28.46	\$ 29.88	\$ 31.38	\$ 32.95	\$ 34.59
		M	\$ 4,698.18	\$ 4,933.09	\$ 5,179.74	\$ 5,438.73	\$ 5,710.66	\$ 5,996.20
		Y	\$ 56,378.12	\$ 59,197.03	\$ 62,156.88	\$ 65,264.72	\$ 68,527.96	\$ 71,954.35

CITY OF LAKE ELSINORE  
SALARY SCHEDULE  
MOU 2023 - 2024 / EXHIBIT B-4  
Effective: JULY 1, 2023 to JUNE 30, 2024

		SALARY STEPS						
TITLE	RANGE		1	2	3	4	5	6
ACCOUNT SPECIALIST II	32	H	\$ 25.08	\$ 26.33	\$ 27.65	\$ 29.03	\$ 30.48	\$ 32.00
		M	\$ 4,346.47	\$ 4,563.79	\$ 4,791.98	\$ 5,031.58	\$ 5,283.16	\$ 5,547.32
		Y	\$ 52,157.63	\$ 54,765.51	\$ 57,503.78	\$ 60,378.97	\$ 63,397.92	\$ 66,567.82
ACCOUNT SPECIALIST III	38	H	\$ 29.05	\$ 30.50	\$ 32.02	\$ 33.63	\$ 35.31	\$ 37.07
		M	\$ 5,034.73	\$ 5,286.47	\$ 5,550.79	\$ 5,828.33	\$ 6,119.75	\$ 6,425.74
		Y	\$ 60,416.80	\$ 63,437.64	\$ 66,609.53	\$ 69,940.00	\$ 73,437.00	\$ 77,108.85
ACCOUNTANT I	44	H	\$ 34.94	\$ 36.69	\$ 38.52	\$ 40.45	\$ 42.47	\$ 44.59
		M	\$ 6,056.18	\$ 6,358.99	\$ 6,676.94	\$ 7,010.78	\$ 7,361.32	\$ 7,729.39
		Y	\$ 72,674.14	\$ 76,307.84	\$ 80,123.23	\$ 84,129.40	\$ 88,335.87	\$ 92,752.66
ADMINISTRATIVE ASSISTANT	34	H	\$ 25.97	\$ 27.27	\$ 28.63	\$ 30.06	\$ 31.56	\$ 33.14
		M	\$ 4,501.12	\$ 4,726.17	\$ 4,962.48	\$ 5,210.60	\$ 5,471.13	\$ 5,744.69
		Y	\$ 54,013.39	\$ 56,714.06	\$ 59,549.76	\$ 62,527.25	\$ 65,653.61	\$ 68,936.29
ASSISTANT ENGINEER	44	H	\$ 34.94	\$ 36.69	\$ 38.52	\$ 40.45	\$ 42.47	\$ 44.59
		M	\$ 6,056.18	\$ 6,358.99	\$ 6,676.94	\$ 7,010.78	\$ 7,361.32	\$ 7,729.39
		Y	\$ 72,674.14	\$ 76,307.84	\$ 80,123.23	\$ 84,129.40	\$ 88,335.87	\$ 92,752.66
ASSISTANT PLANNER	43	H	\$ 33.58	\$ 35.26	\$ 37.03	\$ 38.88	\$ 40.82	\$ 42.86
		M	\$ 5,821.28	\$ 6,112.35	\$ 6,417.96	\$ 6,738.86	\$ 7,075.80	\$ 7,429.59
		Y	\$ 69,855.38	\$ 73,348.15	\$ 77,015.55	\$ 80,866.33	\$ 84,909.65	\$ 89,155.13
ASSOCIATE CIVIL ENGINEER	47	H	\$ 42.02	\$ 44.13	\$ 46.33	\$ 48.65	\$ 51.08	\$ 53.64
		M	\$ 7,284.32	\$ 7,648.54	\$ 8,030.96	\$ 8,432.51	\$ 8,854.14	\$ 9,296.84
		Y	\$ 87,411.83	\$ 91,782.42	\$ 96,371.54	\$ 101,190.12	\$ 106,249.63	\$ 111,562.11
ASSOCIATE PLANNER	45	H	\$ 36.51	\$ 38.34	\$ 40.25	\$ 42.27	\$ 44.38	\$ 46.60
		M	\$ 6,328.73	\$ 6,645.17	\$ 6,977.43	\$ 7,326.30	\$ 7,692.61	\$ 8,077.24
		Y	\$ 75,944.79	\$ 79,742.03	\$ 83,729.13	\$ 87,915.59	\$ 92,311.37	\$ 96,926.94
BUILDING INSPECTOR	40	H	\$ 30.66	\$ 32.19	\$ 33.80	\$ 35.49	\$ 37.27	\$ 39.13
		M	\$ 5,314.13	\$ 5,579.84	\$ 5,858.83	\$ 6,151.77	\$ 6,459.36	\$ 6,782.33
		Y	\$ 63,769.57	\$ 66,958.05	\$ 70,305.95	\$ 73,821.25	\$ 77,512.31	\$ 81,387.92
CIP SPECIALIST	45	H	\$ 36.51	\$ 38.34	\$ 40.25	\$ 42.27	\$ 44.38	\$ 46.60
		M	\$ 6,328.73	\$ 6,645.17	\$ 6,977.43	\$ 7,326.30	\$ 7,692.61	\$ 8,077.24
		Y	\$ 75,944.79	\$ 79,742.03	\$ 83,729.13	\$ 87,915.59	\$ 92,311.37	\$ 96,926.94
CODE ENFORCEMENT OFFICER I	34	H	\$ 25.97	\$ 27.27	\$ 28.63	\$ 30.06	\$ 31.56	\$ 33.14
		M	\$ 4,501.12	\$ 4,726.17	\$ 4,962.48	\$ 5,210.60	\$ 5,471.13	\$ 5,744.69
		Y	\$ 54,013.39	\$ 56,714.06	\$ 59,549.76	\$ 62,527.25	\$ 65,653.61	\$ 68,936.29
CODE ENFORCEMENT OFFICER II	38	H	\$ 29.05	\$ 30.50	\$ 32.02	\$ 33.62	\$ 35.31	\$ 37.07
		M	\$ 5,034.72	\$ 5,286.45	\$ 5,550.77	\$ 5,828.31	\$ 6,119.73	\$ 6,425.72
		Y	\$ 60,416.59	\$ 63,437.42	\$ 66,609.29	\$ 69,939.76	\$ 73,436.74	\$ 77,108.58
CODE ENFORCEMENT SUPERVISOR	45	H	\$ 36.51	\$ 38.34	\$ 40.25	\$ 42.27	\$ 44.38	\$ 46.60
		M	\$ 6,328.73	\$ 6,645.17	\$ 6,977.43	\$ 7,326.30	\$ 7,692.61	\$ 8,077.24
		Y	\$ 75,944.79	\$ 79,742.03	\$ 83,729.13	\$ 87,915.59	\$ 92,311.37	\$ 96,926.94
COMMUNITY DEVELOPMENT TECHNICIAN	34	H	\$ 25.97	\$ 27.27	\$ 28.63	\$ 30.06	\$ 31.56	\$ 33.14
		M	\$ 4,501.12	\$ 4,726.17	\$ 4,962.48	\$ 5,210.60	\$ 5,471.13	\$ 5,744.69
		Y	\$ 54,013.39	\$ 56,714.06	\$ 59,549.76	\$ 62,527.25	\$ 65,653.61	\$ 68,936.29
COMMUNITY DEVELOPMENT TECHNICIAN II	39	H	\$ 29.21	\$ 30.67	\$ 32.20	\$ 33.81	\$ 35.51	\$ 37.28
		M	\$ 5,063.11	\$ 5,316.27	\$ 5,582.08	\$ 5,861.18	\$ 6,154.24	\$ 6,461.95
		Y	\$ 60,757.32	\$ 63,795.19	\$ 66,984.95	\$ 70,334.19	\$ 73,850.90	\$ 77,543.45
COMMUNITY SERVICES COORDINATOR	36	H	\$ 27.65	\$ 29.03	\$ 30.48	\$ 32.00	\$ 33.60	\$ 35.29
		M	\$ 4,792.13	\$ 5,031.74	\$ 5,283.32	\$ 5,547.49	\$ 5,824.86	\$ 6,116.11
		Y	\$ 57,505.54	\$ 60,380.82	\$ 63,399.86	\$ 66,569.86	\$ 69,898.35	\$ 73,393.27
ENGINEERING INSPECTOR	46	H	\$ 36.70	\$ 38.54	\$ 40.46	\$ 42.49	\$ 44.61	\$ 46.84
		M	\$ 6,361.65	\$ 6,679.74	\$ 7,013.72	\$ 7,364.41	\$ 7,732.63	\$ 8,119.26
		Y	\$ 76,339.84	\$ 80,156.83	\$ 84,164.67	\$ 88,372.90	\$ 92,791.55	\$ 97,431.12
ENGINEERING TECHNICIAN I	36	H	\$ 27.65	\$ 29.03	\$ 30.48	\$ 32.00	\$ 33.60	\$ 35.29
		M	\$ 4,792.13	\$ 5,031.74	\$ 5,283.32	\$ 5,547.49	\$ 5,824.86	\$ 6,116.11
		Y	\$ 57,505.54	\$ 60,380.82	\$ 63,399.86	\$ 66,569.86	\$ 69,898.35	\$ 73,393.27
ENGINEERING TECHNICIAN II	40	H	\$ 30.66	\$ 32.19	\$ 33.80	\$ 35.49	\$ 37.27	\$ 39.13
		M	\$ 5,314.13	\$ 5,579.84	\$ 5,858.83	\$ 6,151.77	\$ 6,459.36	\$ 6,782.33
		Y	\$ 63,769.57	\$ 66,958.05	\$ 70,305.95	\$ 73,821.25	\$ 77,512.31	\$ 81,387.92
GRAFFITI TECHNICIAN	28	H	\$ 21.05	\$ 22.11	\$ 23.21	\$ 24.37	\$ 25.59	\$ 26.87
		M	\$ 3,649.19	\$ 3,831.65	\$ 4,023.23	\$ 4,224.39	\$ 4,435.61	\$ 4,657.39
		Y	\$ 43,790.25	\$ 45,979.76	\$ 48,278.75	\$ 50,692.69	\$ 53,227.32	\$ 55,888.69



**CITY OF LAKE ELSINORE**  
**SALARY SCHEDULE**  
**MOU 2023 - 2024 / EXHIBIT B-4**  
**Effective: JULY 1, 2023 to JUNE 30, 2024**

		SALARY STEPS					
TITLE	RANGE	1	2	3	4	5	6
INFORMATION TECHNOLOGY ANALYST	48	H \$ 43.21	\$ 45.37	\$ 47.64	\$ 50.02	\$ 52.52	\$ 55.15
		M \$ 7,489.34	\$ 7,863.80	\$ 8,256.99	\$ 8,669.84	\$ 9,103.34	\$ 9,558.50
		Y \$ 89,872.04	\$ 94,365.64	\$ 99,083.92	\$ 104,038.12	\$ 109,240.02	\$ 114,702.02
INFORMATION TECHNOLOGY TECHNICIAN I	35	H \$ 27.52	\$ 28.90	\$ 30.35	\$ 31.86	\$ 33.46	\$ 35.13
		M \$ 4,770.93	\$ 5,009.48	\$ 5,259.95	\$ 5,522.95	\$ 5,799.10	\$ 6,089.05
		Y \$ 57,251.16	\$ 60,113.72	\$ 63,119.41	\$ 66,275.38	\$ 69,589.15	\$ 73,068.60
INFORMATION TECHNOLOGY TECHNICIAN II	39	H \$ 29.21	\$ 30.67	\$ 32.20	\$ 33.81	\$ 35.51	\$ 37.28
		M \$ 5,063.13	\$ 5,316.28	\$ 5,582.10	\$ 5,861.20	\$ 6,154.26	\$ 6,461.98
		Y \$ 60,757.53	\$ 63,795.41	\$ 66,985.18	\$ 70,334.44	\$ 73,851.16	\$ 77,543.72
LEAD WORKER	37	H \$ 28.63	\$ 30.06	\$ 31.56	\$ 33.14	\$ 34.80	\$ 36.54
		M \$ 4,962.51	\$ 5,210.64	\$ 5,471.17	\$ 5,744.73	\$ 6,031.96	\$ 6,333.56
		Y \$ 59,550.13	\$ 62,527.64	\$ 65,654.02	\$ 68,936.72	\$ 72,383.55	\$ 76,002.73
MAINTENANCE WORKER I	29	H \$ 21.83	\$ 22.92	\$ 24.07	\$ 25.27	\$ 26.54	\$ 27.86
		M \$ 3,784.23	\$ 3,973.44	\$ 4,172.11	\$ 4,380.72	\$ 4,599.75	\$ 4,829.74
		Y \$ 45,410.73	\$ 47,681.26	\$ 50,065.33	\$ 52,568.59	\$ 55,197.02	\$ 57,956.87
MAINTENANCE WORKER II	32	H \$ 25.08	\$ 26.33	\$ 27.65	\$ 29.03	\$ 30.48	\$ 32.00
		M \$ 4,346.47	\$ 4,563.79	\$ 4,791.98	\$ 5,031.58	\$ 5,283.16	\$ 5,547.32
		Y \$ 52,157.63	\$ 54,765.51	\$ 57,503.78	\$ 60,378.97	\$ 63,397.92	\$ 66,567.82
MAINTENANCE WORKER III	34	H \$ 25.97	\$ 27.27	\$ 28.63	\$ 30.06	\$ 31.56	\$ 33.14
		M \$ 4,501.12	\$ 4,726.17	\$ 4,962.48	\$ 5,210.60	\$ 5,471.13	\$ 5,744.69
		Y \$ 54,013.39	\$ 56,714.06	\$ 59,549.76	\$ 62,527.25	\$ 65,653.61	\$ 68,936.29
MECHANIC	33	H \$ 25.11	\$ 26.36	\$ 27.68	\$ 29.06	\$ 30.52	\$ 32.04
		M \$ 4,351.91	\$ 4,569.51	\$ 4,797.99	\$ 5,037.88	\$ 5,289.78	\$ 5,554.27
		Y \$ 52,222.97	\$ 54,834.12	\$ 57,575.83	\$ 60,454.62	\$ 63,477.35	\$ 66,651.22
OFFICE SPECIALIST II	25	H \$ 17.61	\$ 18.49	\$ 19.42	\$ 20.39	\$ 21.41	\$ 22.48
		M \$ 3,052.96	\$ 3,205.61	\$ 3,365.89	\$ 3,534.19	\$ 3,710.90	\$ 3,896.44
		Y \$ 36,635.58	\$ 38,467.36	\$ 40,390.72	\$ 42,410.26	\$ 44,530.77	\$ 46,757.31
OFFICE SPECIALIST III	30	H \$ 22.77	\$ 23.91	\$ 25.11	\$ 26.36	\$ 27.68	\$ 29.06
		M \$ 3,947.29	\$ 4,144.65	\$ 4,351.89	\$ 4,569.48	\$ 4,797.96	\$ 5,037.85
		Y \$ 47,367.48	\$ 49,735.85	\$ 52,222.64	\$ 54,833.78	\$ 57,575.47	\$ 60,454.24
PUBLIC WORKS INSPECTOR	40	H \$ 30.66	\$ 32.19	\$ 33.80	\$ 35.49	\$ 37.27	\$ 39.13
		M \$ 5,314.13	\$ 5,579.84	\$ 5,858.83	\$ 6,151.77	\$ 6,459.36	\$ 6,782.33
		Y \$ 63,769.57	\$ 66,958.05	\$ 70,305.95	\$ 73,821.25	\$ 77,512.31	\$ 81,387.92
PUBLIC WORKS SUPERVISOR	45	H \$ 36.51	\$ 38.34	\$ 40.25	\$ 42.27	\$ 44.38	\$ 46.60
		M \$ 6,328.73	\$ 6,645.17	\$ 6,977.43	\$ 7,326.30	\$ 7,692.61	\$ 8,077.24
		Y \$ 75,944.79	\$ 79,742.03	\$ 83,729.13	\$ 87,915.59	\$ 92,311.37	\$ 96,926.94
RECREATION SUPERVISOR	44	H \$ 34.94	\$ 36.69	\$ 38.52	\$ 40.45	\$ 42.47	\$ 44.59
		M \$ 6,056.18	\$ 6,358.99	\$ 6,676.94	\$ 7,010.78	\$ 7,361.32	\$ 7,729.39
		Y \$ 72,674.14	\$ 76,307.84	\$ 80,123.23	\$ 84,129.40	\$ 88,335.87	\$ 92,752.66
SENIOR ACCOUNTANT	47	H \$ 42.02	\$ 44.13	\$ 46.33	\$ 48.65	\$ 51.08	\$ 53.64
		M \$ 7,284.32	\$ 7,648.54	\$ 8,030.96	\$ 8,432.51	\$ 8,854.14	\$ 9,296.84
		Y \$ 87,411.83	\$ 91,782.42	\$ 96,371.54	\$ 101,190.12	\$ 106,249.63	\$ 111,562.11
SENIOR BUILDING INSPECTOR	45	H \$ 36.51	\$ 38.34	\$ 40.25	\$ 42.27	\$ 44.38	\$ 46.60
		M \$ 6,328.73	\$ 6,645.17	\$ 6,977.43	\$ 7,326.30	\$ 7,692.61	\$ 8,077.24
		Y \$ 75,944.79	\$ 79,742.03	\$ 83,729.13	\$ 87,915.59	\$ 92,311.37	\$ 96,926.94
SENIOR CODE ENFORCEMENT OFFICER	45	H \$ 36.51	\$ 38.34	\$ 40.25	\$ 42.27	\$ 44.38	\$ 46.60
		M \$ 6,328.73	\$ 6,645.17	\$ 6,977.43	\$ 7,326.30	\$ 7,692.61	\$ 8,077.24
		Y \$ 75,944.79	\$ 79,742.03	\$ 83,729.13	\$ 87,915.59	\$ 92,311.37	\$ 96,926.94
SENIOR COMMUNITY DEVELOPMENT TECHNICIAN	42	H \$ 32.85	\$ 34.50	\$ 36.22	\$ 38.03	\$ 39.93	\$ 41.93
		M \$ 5,694.50	\$ 5,979.22	\$ 6,278.18	\$ 6,592.09	\$ 6,921.70	\$ 7,267.78
		Y \$ 68,333.98	\$ 71,750.68	\$ 75,338.21	\$ 79,105.12	\$ 83,060.38	\$ 87,213.40
SENIOR CONSTRUCTION INSPECTOR	47	H \$ 42.02	\$ 44.13	\$ 46.33	\$ 48.65	\$ 51.08	\$ 53.64
		M \$ 7,284.32	\$ 7,648.54	\$ 8,030.96	\$ 8,432.51	\$ 8,854.14	\$ 9,296.84
		Y \$ 87,411.83	\$ 91,782.42	\$ 96,371.54	\$ 101,190.12	\$ 106,249.63	\$ 111,562.11
SENIOR ENGINEERING TECHNICIAN	42	H \$ 32.85	\$ 34.50	\$ 36.22	\$ 38.03	\$ 39.93	\$ 41.93
		M \$ 5,694.50	\$ 5,979.22	\$ 6,278.18	\$ 6,592.09	\$ 6,921.70	\$ 7,267.78
		Y \$ 68,333.98	\$ 71,750.68	\$ 75,338.21	\$ 79,105.12	\$ 83,060.38	\$ 87,213.40
SENIOR LEAD WORKER	41	H \$ 31.39	\$ 32.96	\$ 34.61	\$ 36.34	\$ 38.15	\$ 40.06
		M \$ 5,440.93	\$ 5,712.98	\$ 5,998.63	\$ 6,298.56	\$ 6,613.49	\$ 6,944.16
		Y \$ 65,291.18	\$ 68,555.74	\$ 71,983.53	\$ 75,582.70	\$ 79,361.84	\$ 83,329.93
SENIOR PLANNER	47	H \$ 42.02	\$ 44.13	\$ 46.33	\$ 48.65	\$ 51.08	\$ 53.64
		M \$ 7,284.30	\$ 7,648.52	\$ 8,030.94	\$ 8,432.49	\$ 8,854.11	\$ 9,296.82
		Y \$ 87,411.62	\$ 91,782.20	\$ 96,371.31	\$ 101,189.87	\$ 106,249.37	\$ 111,561.84
SPECIAL EVENTS COORDINATOR	36	H \$ 27.65	\$ 29.03	\$ 30.48	\$ 32.00	\$ 33.60	\$ 35.29
		M \$ 4,792.13	\$ 5,031.74	\$ 5,283.32	\$ 5,547.49	\$ 5,824.86	\$ 6,116.11
		Y \$ 57,505.54	\$ 60,380.82	\$ 63,399.86	\$ 66,569.86	\$ 69,898.35	\$ 73,393.27

CITY OF LAKE ELSINORE  
SALARY SCHEDULE  
MOU 2024 - 2025 / EXHIBIT B-5  
Effective: JULY 13, 2024 to JUNE 30, 2025

		SALARY STEPS						
TITLE	RANGE		1	2	3	4	5	6
ACCOUNT SPECIALIST II	32	H	\$ 25.33	\$ 26.59	\$ 27.92	\$ 29.32	\$ 30.78	\$ 32.32
		M	\$ 4,389.94	\$ 4,609.43	\$ 4,839.91	\$ 5,081.90	\$ 5,336.00	\$ 5,602.80
		Y	\$ 52,679.24	\$ 55,313.20	\$ 58,078.86	\$ 60,982.81	\$ 64,031.95	\$ 67,233.54
ACCOUNT SPECIALIST III	38	H	\$ 29.34	\$ 30.80	\$ 32.34	\$ 33.96	\$ 35.66	\$ 37.44
		M	\$ 5,085.07	\$ 5,339.33	\$ 5,606.29	\$ 5,886.61	\$ 6,180.94	\$ 6,489.99
		Y	\$ 61,020.89	\$ 64,071.93	\$ 67,275.53	\$ 70,639.30	\$ 74,171.27	\$ 77,879.83
ACCOUNTANT I	44	H	\$ 35.29	\$ 37.05	\$ 38.91	\$ 40.85	\$ 42.89	\$ 45.04
		M	\$ 6,116.74	\$ 6,422.58	\$ 6,743.71	\$ 7,080.89	\$ 7,434.94	\$ 7,806.68
		Y	\$ 73,400.90	\$ 77,070.95	\$ 80,924.49	\$ 84,970.72	\$ 89,219.25	\$ 93,680.22
ADMINISTRATIVE ASSISTANT	34	H	\$ 26.23	\$ 27.54	\$ 28.92	\$ 30.36	\$ 31.88	\$ 33.47
		M	\$ 4,546.13	\$ 4,773.44	\$ 5,012.11	\$ 5,262.72	\$ 5,525.85	\$ 5,802.14
		Y	\$ 54,553.57	\$ 57,281.25	\$ 60,145.32	\$ 63,152.58	\$ 66,310.21	\$ 69,625.72
ASSISTANT ENGINEER	44	H	\$ 35.29	\$ 37.05	\$ 38.91	\$ 40.85	\$ 42.89	\$ 45.04
		M	\$ 6,116.74	\$ 6,422.58	\$ 6,743.71	\$ 7,080.89	\$ 7,434.94	\$ 7,806.68
		Y	\$ 73,400.90	\$ 77,070.95	\$ 80,924.49	\$ 84,970.72	\$ 89,219.25	\$ 93,680.22
ASSISTANT PLANNER	43	H	\$ 33.92	\$ 35.62	\$ 37.40	\$ 39.27	\$ 41.23	\$ 43.29
		M	\$ 5,879.51	\$ 6,173.48	\$ 6,482.16	\$ 6,806.27	\$ 7,146.58	\$ 7,503.91
		Y	\$ 70,554.11	\$ 74,081.81	\$ 77,785.90	\$ 81,675.20	\$ 85,758.96	\$ 90,046.91
ASSOCIATE CIVIL ENGINEER	47	H	\$ 42.45	\$ 44.57	\$ 46.80	\$ 49.14	\$ 51.59	\$ 54.17
		M	\$ 7,357.16	\$ 7,725.02	\$ 8,111.27	\$ 8,516.83	\$ 8,942.67	\$ 9,389.81
		Y	\$ 88,285.91	\$ 92,700.21	\$ 97,335.22	\$ 102,201.98	\$ 107,312.08	\$ 112,677.68
ASSOCIATE PLANNER	45	H	\$ 36.88	\$ 38.72	\$ 40.66	\$ 42.69	\$ 44.82	\$ 47.07
		M	\$ 6,392.02	\$ 6,711.62	\$ 7,047.20	\$ 7,399.56	\$ 7,769.54	\$ 8,158.01
		Y	\$ 76,704.20	\$ 80,539.41	\$ 84,566.38	\$ 88,794.70	\$ 93,234.43	\$ 97,896.16
BUILDING INSPECTOR	40	H	\$ 30.97	\$ 32.51	\$ 34.14	\$ 35.85	\$ 37.64	\$ 39.52
		M	\$ 5,367.28	\$ 5,635.65	\$ 5,917.43	\$ 6,213.30	\$ 6,523.96	\$ 6,850.16
		Y	\$ 64,407.38	\$ 67,627.75	\$ 71,009.13	\$ 74,559.59	\$ 78,287.57	\$ 82,201.95
CIP SPECIALIST	45	H	\$ 36.88	\$ 38.72	\$ 40.66	\$ 42.69	\$ 44.82	\$ 47.07
		M	\$ 6,392.02	\$ 6,711.62	\$ 7,047.20	\$ 7,399.56	\$ 7,769.54	\$ 8,158.01
		Y	\$ 76,704.20	\$ 80,539.41	\$ 84,566.38	\$ 88,794.70	\$ 93,234.43	\$ 97,896.16
CODE ENFORCEMENT OFFICER I	34	H	\$ 26.23	\$ 27.54	\$ 28.92	\$ 30.36	\$ 31.88	\$ 33.47
		M	\$ 4,546.13	\$ 4,773.44	\$ 5,012.11	\$ 5,262.72	\$ 5,525.85	\$ 5,802.14
		Y	\$ 54,553.57	\$ 57,281.25	\$ 60,145.32	\$ 63,152.58	\$ 66,310.21	\$ 69,625.72
CODE ENFORCEMENT OFFICER II	38	H	\$ 29.34	\$ 30.80	\$ 32.34	\$ 33.96	\$ 35.66	\$ 37.44
		M	\$ 5,085.06	\$ 5,339.31	\$ 5,606.27	\$ 5,886.59	\$ 6,180.92	\$ 6,489.96
		Y	\$ 61,020.68	\$ 64,071.71	\$ 67,275.30	\$ 70,639.06	\$ 74,171.01	\$ 77,879.57
CODE ENFORCEMENT SUPERVISOR	45	H	\$ 36.88	\$ 38.72	\$ 40.66	\$ 42.69	\$ 44.82	\$ 47.07
		M	\$ 6,392.02	\$ 6,711.62	\$ 7,047.20	\$ 7,399.56	\$ 7,769.54	\$ 8,158.01
		Y	\$ 76,704.20	\$ 80,539.41	\$ 84,566.38	\$ 88,794.70	\$ 93,234.43	\$ 97,896.16
COMMUNITY DEVELOPMENT TECHNICIAN	34	H	\$ 26.23	\$ 27.54	\$ 28.92	\$ 30.36	\$ 31.88	\$ 33.47
		M	\$ 4,546.13	\$ 4,773.44	\$ 5,012.11	\$ 5,262.72	\$ 5,525.85	\$ 5,802.14
		Y	\$ 54,553.57	\$ 57,281.25	\$ 60,145.32	\$ 63,152.58	\$ 66,310.21	\$ 69,625.72
COMMUNITY DEVELOPMENT TECHNICIAN II	39	H	\$ 29.50	\$ 30.98	\$ 32.53	\$ 34.15	\$ 35.86	\$ 37.65
		M	\$ 5,113.73	\$ 5,369.42	\$ 5,637.89	\$ 5,919.78	\$ 6,215.77	\$ 6,526.56
		Y	\$ 61,364.79	\$ 64,433.03	\$ 67,654.68	\$ 71,037.41	\$ 74,589.28	\$ 78,318.75
COMMUNITY SERVICES COORDINATOR	36	H	\$ 27.92	\$ 29.32	\$ 30.79	\$ 32.32	\$ 33.94	\$ 35.64
		M	\$ 4,840.05	\$ 5,082.05	\$ 5,336.16	\$ 5,602.96	\$ 5,883.11	\$ 6,177.27
		Y	\$ 58,080.61	\$ 60,984.64	\$ 64,033.87	\$ 67,235.56	\$ 70,597.34	\$ 74,127.21
ENGINEERING INSPECTOR	46	H	\$ 37.07	\$ 38.92	\$ 40.87	\$ 42.91	\$ 45.06	\$ 47.31
		M	\$ 6,425.28	\$ 6,746.54	\$ 7,083.87	\$ 7,438.06	\$ 7,809.97	\$ 8,200.47
		Y	\$ 77,103.35	\$ 80,958.52	\$ 85,006.45	\$ 89,256.77	\$ 93,719.61	\$ 98,405.59
ENGINEERING TECHNICIAN I	36	H	\$ 27.92	\$ 29.32	\$ 30.79	\$ 32.32	\$ 33.94	\$ 35.64
		M	\$ 4,840.05	\$ 5,082.05	\$ 5,336.16	\$ 5,602.96	\$ 5,883.11	\$ 6,177.27
		Y	\$ 58,080.61	\$ 60,984.64	\$ 64,033.87	\$ 67,235.56	\$ 70,597.34	\$ 74,127.21
ENGINEERING TECHNICIAN II	40	H	\$ 30.97	\$ 32.51	\$ 34.14	\$ 35.85	\$ 37.64	\$ 39.52
		M	\$ 5,367.28	\$ 5,635.65	\$ 5,917.43	\$ 6,213.30	\$ 6,523.96	\$ 6,850.16
		Y	\$ 64,407.38	\$ 67,627.75	\$ 71,009.13	\$ 74,559.59	\$ 78,287.57	\$ 82,201.95
GRAFFITI TECHNICIAN	28	H	\$ 21.26	\$ 22.33	\$ 23.44	\$ 24.62	\$ 25.85	\$ 27.14
		M	\$ 3,685.68	\$ 3,869.96	\$ 4,063.46	\$ 4,266.63	\$ 4,479.97	\$ 4,703.96
		Y	\$ 44,228.14	\$ 46,439.55	\$ 48,761.53	\$ 51,199.60	\$ 53,759.58	\$ 56,447.56



CITY OF LAKE ELSINORE  
SALARY SCHEDULE  
MOU 2024 - 2025 / EXHIBIT B-5  
Effective: JULY 13, 2024 to JUNE 30, 2025

SALARY STEPS								
TITLE	RANGE		1	2	3	4	5	6
INFORMATION TECHNOLOGY ANALYST	48	H	\$ 43.64	\$ 45.82	\$ 48.11	\$ 50.52	\$ 53.04	\$ 55.70
		M	\$ 7,564.23	\$ 7,942.44	\$ 8,339.56	\$ 8,756.54	\$ 9,194.37	\$ 9,654.08
		Y	\$ 90,770.74	\$ 95,309.27	\$ 100,074.74	\$ 105,078.47	\$ 110,332.40	\$ 115,849.02
INFORMATION TECHNOLOGY TECHNICIAN I	35	H	\$ 27.80	\$ 29.19	\$ 30.65	\$ 32.18	\$ 33.79	\$ 35.48
		M	\$ 4,818.64	\$ 5,059.57	\$ 5,312.55	\$ 5,578.18	\$ 5,857.09	\$ 6,149.94
		Y	\$ 57,823.68	\$ 60,714.86	\$ 63,750.61	\$ 66,938.14	\$ 70,285.04	\$ 73,799.30
INFORMATION TECHNOLOGY TECHNICIAN II	39	H	\$ 29.50	\$ 30.98	\$ 32.53	\$ 34.15	\$ 35.86	\$ 37.65
		M	\$ 5,113.75	\$ 5,369.44	\$ 5,637.91	\$ 5,919.80	\$ 6,215.79	\$ 6,526.58
		Y	\$ 61,365.00	\$ 64,433.25	\$ 67,654.91	\$ 71,037.66	\$ 74,589.54	\$ 78,319.02
LEAD WORKER	37	H	\$ 28.92	\$ 30.36	\$ 31.88	\$ 33.47	\$ 35.15	\$ 36.91
		M	\$ 5,012.12	\$ 5,262.73	\$ 5,525.87	\$ 5,802.16	\$ 6,092.27	\$ 6,396.88
		Y	\$ 60,145.48	\$ 63,152.76	\$ 66,310.40	\$ 69,625.92	\$ 73,107.21	\$ 76,762.57
MAINTENANCE WORKER I	29	H	\$ 22.05	\$ 23.15	\$ 24.31	\$ 25.53	\$ 26.80	\$ 28.14
		M	\$ 3,822.07	\$ 4,013.18	\$ 4,213.84	\$ 4,424.53	\$ 4,645.75	\$ 4,878.04
		Y	\$ 45,864.88	\$ 48,158.12	\$ 50,566.03	\$ 53,094.33	\$ 55,749.04	\$ 58,536.50
MAINTENANCE WORKER II	32	H	\$ 25.33	\$ 26.59	\$ 27.92	\$ 29.32	\$ 30.78	\$ 32.32
		M	\$ 4,389.92	\$ 4,609.42	\$ 4,839.89	\$ 5,081.88	\$ 5,335.97	\$ 5,602.77
		Y	\$ 52,679.03	\$ 55,312.98	\$ 58,078.63	\$ 60,982.56	\$ 64,031.69	\$ 67,233.28
MAINTENANCE WORKER III	34	H	\$ 26.23	\$ 27.54	\$ 28.92	\$ 30.36	\$ 31.88	\$ 33.47
		M	\$ 4,546.13	\$ 4,773.44	\$ 5,012.11	\$ 5,262.72	\$ 5,525.85	\$ 5,802.14
		Y	\$ 54,553.57	\$ 57,281.25	\$ 60,145.32	\$ 63,152.58	\$ 66,310.21	\$ 69,625.72
MECHANIC	33	H	\$ 25.36	\$ 26.63	\$ 27.96	\$ 29.36	\$ 30.82	\$ 32.36
		M	\$ 4,395.43	\$ 4,615.21	\$ 4,845.97	\$ 5,088.26	\$ 5,342.68	\$ 5,609.81
		Y	\$ 52,745.21	\$ 55,382.47	\$ 58,151.59	\$ 61,059.17	\$ 64,112.13	\$ 67,317.73
OFFICE SPECIALIST II	25	H	\$ 17.79	\$ 18.68	\$ 19.61	\$ 20.59	\$ 21.62	\$ 22.70
		M	\$ 3,083.50	\$ 3,237.68	\$ 3,399.56	\$ 3,569.54	\$ 3,748.02	\$ 3,935.42
		Y	\$ 37,002.02	\$ 38,852.12	\$ 40,794.73	\$ 42,834.46	\$ 44,976.19	\$ 47,225.00
OFFICE SPECIALIST III	30	H	\$ 23.00	\$ 24.15	\$ 25.36	\$ 26.63	\$ 27.96	\$ 29.36
		M	\$ 3,986.76	\$ 4,186.10	\$ 4,395.40	\$ 4,615.17	\$ 4,845.93	\$ 5,088.23
		Y	\$ 47,841.10	\$ 50,233.15	\$ 52,744.81	\$ 55,382.05	\$ 58,151.15	\$ 61,058.71
PUBLIC WORKS INSPECTOR	40	H	\$ 30.97	\$ 32.51	\$ 34.14	\$ 35.85	\$ 37.64	\$ 39.52
		M	\$ 5,367.28	\$ 5,635.65	\$ 5,917.43	\$ 6,213.30	\$ 6,523.96	\$ 6,850.16
		Y	\$ 64,407.38	\$ 67,627.75	\$ 71,009.13	\$ 74,559.59	\$ 78,287.57	\$ 82,201.95
PUBLIC WORKS SUPERVISOR	45	H	\$ 36.88	\$ 38.72	\$ 40.66	\$ 42.69	\$ 44.82	\$ 47.07
		M	\$ 6,392.02	\$ 6,711.62	\$ 7,047.20	\$ 7,399.56	\$ 7,769.54	\$ 8,158.01
		Y	\$ 76,704.20	\$ 80,539.41	\$ 84,566.38	\$ 88,794.70	\$ 93,234.43	\$ 97,896.16
RECREATION SUPERVISOR	44	H	\$ 35.29	\$ 37.05	\$ 38.91	\$ 40.85	\$ 42.89	\$ 45.04
		M	\$ 6,116.74	\$ 6,422.58	\$ 6,743.71	\$ 7,080.89	\$ 7,434.94	\$ 7,806.68
		Y	\$ 73,400.90	\$ 77,070.95	\$ 80,924.49	\$ 84,970.72	\$ 89,219.25	\$ 93,680.22
SENIOR ACCOUNTANT	47	H	\$ 42.45	\$ 44.57	\$ 46.80	\$ 49.14	\$ 51.59	\$ 54.17
		M	\$ 7,357.16	\$ 7,725.02	\$ 8,111.27	\$ 8,516.83	\$ 8,942.67	\$ 9,389.81
		Y	\$ 88,285.91	\$ 92,700.21	\$ 97,335.22	\$ 102,201.98	\$ 107,312.08	\$ 112,677.68
SENIOR BUILDING INSPECTOR	45	H	\$ 36.88	\$ 38.72	\$ 40.66	\$ 42.69	\$ 44.82	\$ 47.07
		M	\$ 6,392.02	\$ 6,711.62	\$ 7,047.20	\$ 7,399.56	\$ 7,769.54	\$ 8,158.01
		Y	\$ 76,704.20	\$ 80,539.41	\$ 84,566.38	\$ 88,794.70	\$ 93,234.43	\$ 97,896.16
SENIOR CODE ENFORCEMENT OFFICER	45	H	\$ 36.88	\$ 38.72	\$ 40.66	\$ 42.69	\$ 44.82	\$ 47.07
		M	\$ 6,392.02	\$ 6,711.62	\$ 7,047.20	\$ 7,399.56	\$ 7,769.54	\$ 8,158.01
		Y	\$ 76,704.20	\$ 80,539.41	\$ 84,566.38	\$ 88,794.70	\$ 93,234.43	\$ 97,896.16
SENIOR COMMUNITY DEVELOPMENT TECHNICIAN	42	H	\$ 33.18	\$ 34.84	\$ 36.58	\$ 38.41	\$ 40.33	\$ 42.35
		M	\$ 5,751.45	\$ 6,039.02	\$ 6,340.97	\$ 6,658.02	\$ 6,990.92	\$ 7,340.47
		Y	\$ 69,017.37	\$ 72,468.24	\$ 76,091.65	\$ 79,896.24	\$ 83,891.05	\$ 88,085.60
SENIOR CONSTRUCTION INSPECTOR	47	H	\$ 42.45	\$ 44.57	\$ 46.80	\$ 49.14	\$ 51.59	\$ 54.17
		M	\$ 7,357.16	\$ 7,725.02	\$ 8,111.27	\$ 8,516.83	\$ 8,942.67	\$ 9,389.81
		Y	\$ 88,285.91	\$ 92,700.21	\$ 97,335.22	\$ 102,201.98	\$ 107,312.08	\$ 112,677.68
SENIOR ENGINEERING TECHNICIAN	42	H	\$ 33.18	\$ 34.84	\$ 36.58	\$ 38.41	\$ 40.33	\$ 42.35
		M	\$ 5,751.45	\$ 6,039.02	\$ 6,340.97	\$ 6,658.02	\$ 6,990.92	\$ 7,340.47
		Y	\$ 69,017.37	\$ 72,468.24	\$ 76,091.65	\$ 79,896.24	\$ 83,891.05	\$ 88,085.60
SENIOR LEAD WORKER	41	H	\$ 31.70	\$ 33.29	\$ 34.95	\$ 36.70	\$ 38.54	\$ 40.46
		M	\$ 5,495.34	\$ 5,770.11	\$ 6,058.62	\$ 6,361.55	\$ 6,679.62	\$ 7,013.60
		Y	\$ 65,944.11	\$ 69,241.32	\$ 72,703.38	\$ 76,338.55	\$ 80,155.48	\$ 84,163.25
SENIOR PLANNER	47	H	\$ 42.45	\$ 44.57	\$ 46.80	\$ 49.14	\$ 51.59	\$ 54.17
		M	\$ 7,357.14	\$ 7,725.00	\$ 8,111.25	\$ 8,516.81	\$ 8,942.65	\$ 9,389.78
		Y	\$ 88,285.70	\$ 92,699.98	\$ 97,334.98	\$ 102,201.73	\$ 107,311.82	\$ 112,677.41
SPECIAL EVENTS COORDINATOR	36	H	\$ 27.92	\$ 29.32	\$ 30.79	\$ 32.32	\$ 33.94	\$ 35.64
		M	\$ 4,840.05	\$ 5,082.05	\$ 5,336.16	\$ 5,602.96	\$ 5,883.11	\$ 6,177.27
		Y	\$ 58,080.61	\$ 60,984.64	\$ 64,033.87	\$ 67,235.56	\$ 70,597.34	\$ 74,127.21

CITY OF LAKE ELSINORE  
SALARY SCHEDULE  
MOU 2025 - 2026 / EXHIBIT B-6  
Effective: JULY 12, 2024 to JUNE 30, 2025

		SALARY STEPS						
TITLE	RANGE		1	2	3	4	5	6
ACCOUNT SPECIALIST II	32	H	\$ 25.83	\$ 27.12	\$ 28.48	\$ 29.90	\$ 31.40	\$ 32.97
		M	\$ 4,477.73	\$ 4,701.61	\$ 4,936.69	\$ 5,183.53	\$ 5,442.70	\$ 5,714.84
		Y	\$ 53,732.70	\$ 56,419.34	\$ 59,240.30	\$ 62,202.32	\$ 65,312.44	\$ 68,578.06
ACCOUNT SPECIALIST III	38	H	\$ 29.92	\$ 31.42	\$ 32.99	\$ 34.64	\$ 36.37	\$ 38.19
		M	\$ 5,186.76	\$ 5,446.10	\$ 5,718.41	\$ 6,004.33	\$ 6,304.54	\$ 6,619.77
		Y	\$ 62,241.17	\$ 65,353.23	\$ 68,620.89	\$ 72,051.93	\$ 75,654.53	\$ 79,437.25
ACCOUNTANT I	44	H	\$ 35.99	\$ 37.79	\$ 39.68	\$ 41.67	\$ 43.75	\$ 45.94
		M	\$ 6,239.06	\$ 6,551.01	\$ 6,878.56	\$ 7,222.49	\$ 7,583.62	\$ 7,962.80
		Y	\$ 74,868.72	\$ 78,612.15	\$ 82,542.76	\$ 86,669.90	\$ 91,003.39	\$ 95,553.56
ADMINISTRATIVE ASSISTANT	34	H	\$ 26.75	\$ 28.09	\$ 29.49	\$ 30.97	\$ 32.52	\$ 34.14
		M	\$ 4,637.04	\$ 4,868.89	\$ 5,112.34	\$ 5,367.95	\$ 5,636.35	\$ 5,918.17
		Y	\$ 55,644.48	\$ 58,426.70	\$ 61,348.03	\$ 64,415.44	\$ 67,636.21	\$ 71,018.02
ASSISTANT ENGINEER	44	H	\$ 35.99	\$ 37.79	\$ 39.68	\$ 41.67	\$ 43.75	\$ 45.94
		M	\$ 6,239.06	\$ 6,551.01	\$ 6,878.56	\$ 7,222.49	\$ 7,583.62	\$ 7,962.80
		Y	\$ 74,868.72	\$ 78,612.15	\$ 82,542.76	\$ 86,669.90	\$ 91,003.39	\$ 95,553.56
ASSISTANT PLANNER	43	H	\$ 34.60	\$ 36.33	\$ 38.14	\$ 40.05	\$ 42.05	\$ 44.16
		M	\$ 5,997.09	\$ 6,296.95	\$ 6,611.79	\$ 6,942.38	\$ 7,289.50	\$ 7,653.98
		Y	\$ 71,965.10	\$ 75,563.35	\$ 79,341.52	\$ 83,308.59	\$ 87,474.02	\$ 91,847.73
ASSOCIATE CIVIL ENGINEER	47	H	\$ 43.29	\$ 45.46	\$ 47.73	\$ 50.12	\$ 52.62	\$ 55.26
		M	\$ 7,504.29	\$ 7,879.51	\$ 8,273.48	\$ 8,687.16	\$ 9,121.52	\$ 9,577.59
		Y	\$ 90,051.52	\$ 94,554.10	\$ 99,281.81	\$ 104,245.90	\$ 109,458.19	\$ 114,931.10
ASSOCIATE PLANNER	45	H	\$ 37.61	\$ 39.50	\$ 41.47	\$ 43.54	\$ 45.72	\$ 48.01
		M	\$ 6,519.85	\$ 6,845.85	\$ 7,188.14	\$ 7,547.55	\$ 7,924.92	\$ 8,321.17
		Y	\$ 78,238.24	\$ 82,150.16	\$ 86,257.66	\$ 90,570.55	\$ 95,099.07	\$ 99,854.03
BUILDING INSPECTOR	40	H	\$ 31.58	\$ 33.16	\$ 34.82	\$ 36.56	\$ 38.39	\$ 40.31
		M	\$ 5,474.61	\$ 5,748.34	\$ 6,035.76	\$ 6,337.55	\$ 6,654.43	\$ 6,987.15
		Y	\$ 65,695.34	\$ 68,980.11	\$ 72,429.12	\$ 76,050.57	\$ 79,853.10	\$ 83,845.76
CIP SPECIALIST	45	H	\$ 37.61	\$ 39.50	\$ 41.47	\$ 43.54	\$ 45.72	\$ 48.01
		M	\$ 6,519.85	\$ 6,845.85	\$ 7,188.14	\$ 7,547.55	\$ 7,924.92	\$ 8,321.17
		Y	\$ 78,238.24	\$ 82,150.16	\$ 86,257.66	\$ 90,570.55	\$ 95,099.07	\$ 99,854.03
CODE ENFORCEMENT OFFICER I	34	H	\$ 26.75	\$ 28.09	\$ 29.49	\$ 30.97	\$ 32.52	\$ 34.14
		M	\$ 4,637.04	\$ 4,868.89	\$ 5,112.34	\$ 5,367.95	\$ 5,636.35	\$ 5,918.17
		Y	\$ 55,644.48	\$ 58,426.70	\$ 61,348.03	\$ 64,415.44	\$ 67,636.21	\$ 71,018.02
CODE ENFORCEMENT OFFICER II	38	H	\$ 29.92	\$ 31.42	\$ 32.99	\$ 34.64	\$ 36.37	\$ 38.19
		M	\$ 5,186.75	\$ 5,446.08	\$ 5,718.39	\$ 6,004.31	\$ 6,304.52	\$ 6,619.75
		Y	\$ 62,240.95	\$ 65,353.00	\$ 68,620.65	\$ 72,051.69	\$ 75,654.27	\$ 79,436.98
CODE ENFORCEMENT SUPERVISOR	45	H	\$ 37.61	\$ 39.50	\$ 41.47	\$ 43.54	\$ 45.72	\$ 48.01
		M	\$ 6,519.85	\$ 6,845.85	\$ 7,188.14	\$ 7,547.55	\$ 7,924.92	\$ 8,321.17
		Y	\$ 78,238.24	\$ 82,150.16	\$ 86,257.66	\$ 90,570.55	\$ 95,099.07	\$ 99,854.03
COMMUNITY DEVELOPMENT TECHNICIAN	34	H	\$ 26.75	\$ 28.09	\$ 29.49	\$ 30.97	\$ 32.52	\$ 34.14
		M	\$ 4,637.04	\$ 4,868.89	\$ 5,112.34	\$ 5,367.95	\$ 5,636.35	\$ 5,918.17
		Y	\$ 55,644.48	\$ 58,426.70	\$ 61,348.03	\$ 64,415.44	\$ 67,636.21	\$ 71,018.02
COMMUNITY DEVELOPMENT TECHNICIAN II	39	H	\$ 30.09	\$ 31.60	\$ 33.18	\$ 34.84	\$ 36.58	\$ 38.41
		M	\$ 5,216.01	\$ 5,476.81	\$ 5,750.65	\$ 6,038.18	\$ 6,340.09	\$ 6,657.09
		Y	\$ 62,592.08	\$ 65,721.68	\$ 69,007.77	\$ 72,458.16	\$ 76,081.06	\$ 79,885.12
COMMUNITY SERVICES COORDINATOR	36	H	\$ 28.48	\$ 29.91	\$ 31.40	\$ 32.97	\$ 34.62	\$ 36.35
		M	\$ 4,936.84	\$ 5,183.68	\$ 5,442.87	\$ 5,715.01	\$ 6,000.76	\$ 6,300.80
		Y	\$ 59,242.07	\$ 62,204.18	\$ 65,314.39	\$ 68,580.11	\$ 72,009.11	\$ 75,609.57
ENGINEERING INSPECTOR	46	H	\$ 37.81	\$ 39.70	\$ 41.69	\$ 43.77	\$ 45.96	\$ 48.26
		M	\$ 6,553.78	\$ 6,881.47	\$ 7,225.54	\$ 7,586.82	\$ 7,966.16	\$ 8,364.47
		Y	\$ 78,645.38	\$ 82,577.65	\$ 86,706.53	\$ 91,041.86	\$ 95,593.95	\$ 100,373.65
ENGINEERING TECHNICIAN I	36	H	\$ 28.48	\$ 29.91	\$ 31.40	\$ 32.97	\$ 34.62	\$ 36.35
		M	\$ 4,936.84	\$ 5,183.68	\$ 5,442.87	\$ 5,715.01	\$ 6,000.76	\$ 6,300.80
		Y	\$ 59,242.07	\$ 62,204.18	\$ 65,314.39	\$ 68,580.11	\$ 72,009.11	\$ 75,609.57
ENGINEERING TECHNICIAN II	40	H	\$ 31.58	\$ 33.16	\$ 34.82	\$ 36.56	\$ 38.39	\$ 40.31
		M	\$ 5,474.61	\$ 5,748.34	\$ 6,035.76	\$ 6,337.55	\$ 6,654.43	\$ 6,987.15
		Y	\$ 65,695.34	\$ 68,980.11	\$ 72,429.12	\$ 76,050.57	\$ 79,853.10	\$ 83,845.76
GRAFFITI TECHNICIAN	28	H	\$ 21.69	\$ 22.77	\$ 23.91	\$ 25.11	\$ 26.36	\$ 27.68
		M	\$ 3,759.39	\$ 3,947.36	\$ 4,144.72	\$ 4,351.96	\$ 4,569.56	\$ 4,798.04
		Y	\$ 45,112.64	\$ 47,368.27	\$ 49,736.69	\$ 52,223.52	\$ 54,834.70	\$ 57,576.43



**CITY OF LAKE ELSINORE**  
**SALARY SCHEDULE**  
**MOU 2025 - 2026 / EXHIBIT B-6**  
**Effective: JULY 12, 2024 to JUNE 30, 2025**

SALARY STEPS								
TITLE	RANGE		1	2	3	4	5	6
INFORMATION TECHNOLOGY ANALYST	48	H	\$ 44.51	\$ 46.74	\$ 49.08	\$ 51.53	\$ 54.11	\$ 56.81
		M	\$ 7,715.50	\$ 8,101.27	\$ 8,506.34	\$ 8,931.65	\$ 9,378.24	\$ 9,847.15
		Y	\$ 92,585.99	\$ 97,215.29	\$ 102,076.05	\$ 107,179.85	\$ 112,538.85	\$ 118,165.79
INFORMATION TECHNOLOGY TECHNICIAN I	35	H	\$ 28.36	\$ 29.77	\$ 31.26	\$ 32.83	\$ 34.47	\$ 36.19
		M	\$ 4,915.00	\$ 5,160.75	\$ 5,418.79	\$ 5,689.73	\$ 5,974.22	\$ 6,272.93
		Y	\$ 58,980.06	\$ 61,929.06	\$ 65,025.51	\$ 68,276.79	\$ 71,690.63	\$ 75,275.16
INFORMATION TECHNOLOGY TECHNICIAN II	39	H	\$ 30.09	\$ 31.60	\$ 33.18	\$ 34.84	\$ 36.58	\$ 38.41
		M	\$ 5,216.02	\$ 5,476.83	\$ 5,750.67	\$ 6,038.20	\$ 6,340.11	\$ 6,657.12
		Y	\$ 62,592.29	\$ 65,721.91	\$ 69,008.00	\$ 72,458.40	\$ 76,081.32	\$ 79,885.39
LEAD WORKER	37	H	\$ 29.49	\$ 30.97	\$ 32.52	\$ 34.14	\$ 35.85	\$ 37.64
		M	\$ 5,112.35	\$ 5,367.97	\$ 5,636.36	\$ 5,918.18	\$ 6,214.09	\$ 6,524.80
		Y	\$ 61,348.19	\$ 64,415.59	\$ 67,636.37	\$ 71,018.19	\$ 74,569.10	\$ 78,297.56
MAINTENANCE WORKER I	29	H	\$ 22.49	\$ 23.62	\$ 24.80	\$ 26.04	\$ 27.34	\$ 28.71
		M	\$ 3,898.51	\$ 4,093.44	\$ 4,298.11	\$ 4,513.01	\$ 4,738.66	\$ 4,975.60
		Y	\$ 46,782.13	\$ 49,121.24	\$ 51,577.30	\$ 54,156.16	\$ 56,863.97	\$ 59,707.17
MAINTENANCE WORKER II	32	H	\$ 25.83	\$ 27.12	\$ 28.48	\$ 29.90	\$ 31.40	\$ 32.97
		M	\$ 4,477.71	\$ 4,701.59	\$ 4,936.67	\$ 5,183.51	\$ 5,442.68	\$ 5,714.82
		Y	\$ 53,732.49	\$ 56,419.11	\$ 59,240.07	\$ 62,202.07	\$ 65,312.18	\$ 68,577.79
MAINTENANCE WORKER III	34	H	\$ 26.75	\$ 28.09	\$ 29.49	\$ 30.97	\$ 32.52	\$ 34.14
		M	\$ 4,637.04	\$ 4,868.89	\$ 5,112.34	\$ 5,367.95	\$ 5,636.35	\$ 5,918.17
		Y	\$ 55,644.48	\$ 58,426.70	\$ 61,348.03	\$ 64,415.44	\$ 67,636.21	\$ 71,018.02
MECHANIC	33	H	\$ 25.87	\$ 27.16	\$ 28.52	\$ 29.94	\$ 31.44	\$ 33.01
		M	\$ 4,483.33	\$ 4,707.50	\$ 4,942.87	\$ 5,190.01	\$ 5,449.52	\$ 5,721.99
		Y	\$ 53,799.96	\$ 56,489.95	\$ 59,314.45	\$ 62,280.18	\$ 65,394.18	\$ 68,663.89
OFFICE SPECIALIST II	25	H	\$ 18.15	\$ 19.05	\$ 20.01	\$ 21.01	\$ 22.06	\$ 23.16
		M	\$ 3,145.17	\$ 3,302.42	\$ 3,467.55	\$ 3,640.92	\$ 3,822.97	\$ 4,014.12
		Y	\$ 37,741.99	\$ 39,629.09	\$ 41,610.55	\$ 43,691.07	\$ 45,875.63	\$ 48,169.41
OFFICE SPECIALIST III	30	H	\$ 23.46	\$ 24.63	\$ 25.87	\$ 27.16	\$ 28.52	\$ 29.94
		M	\$ 4,066.49	\$ 4,269.81	\$ 4,483.30	\$ 4,707.47	\$ 4,942.84	\$ 5,189.98
		Y	\$ 48,797.86	\$ 51,237.75	\$ 53,799.64	\$ 56,489.62	\$ 59,314.10	\$ 62,279.81
PUBLIC WORKS INSPECTOR	40	H	\$ 31.58	\$ 33.16	\$ 34.82	\$ 36.56	\$ 38.39	\$ 40.31
		M	\$ 5,474.61	\$ 5,748.34	\$ 6,035.76	\$ 6,337.55	\$ 6,654.43	\$ 6,987.15
		Y	\$ 65,695.34	\$ 68,980.11	\$ 72,429.12	\$ 76,050.57	\$ 79,853.10	\$ 83,845.76
PUBLIC WORKS SUPERVISOR	45	H	\$ 37.61	\$ 39.50	\$ 41.47	\$ 43.54	\$ 45.72	\$ 48.01
		M	\$ 6,519.85	\$ 6,845.85	\$ 7,188.14	\$ 7,547.55	\$ 7,924.92	\$ 8,321.17
		Y	\$ 78,238.24	\$ 82,150.16	\$ 86,257.66	\$ 90,570.55	\$ 95,099.07	\$ 99,854.03
RECREATION SUPERVISOR	44	H	\$ 35.99	\$ 37.79	\$ 39.68	\$ 41.67	\$ 43.75	\$ 45.94
		M	\$ 6,239.06	\$ 6,551.01	\$ 6,878.56	\$ 7,222.49	\$ 7,583.62	\$ 7,962.80
		Y	\$ 74,868.72	\$ 78,612.15	\$ 82,542.76	\$ 86,669.90	\$ 91,003.39	\$ 95,553.56
SENIOR ACCOUNTANT	47	H	\$ 43.29	\$ 45.46	\$ 47.73	\$ 50.12	\$ 52.62	\$ 55.26
		M	\$ 7,504.29	\$ 7,879.51	\$ 8,273.48	\$ 8,687.16	\$ 9,121.52	\$ 9,577.59
		Y	\$ 90,051.52	\$ 94,554.10	\$ 99,281.81	\$ 104,245.90	\$ 109,458.19	\$ 114,931.10
SENIOR BUILDING INSPECTOR	45	H	\$ 37.61	\$ 39.50	\$ 41.47	\$ 43.54	\$ 45.72	\$ 48.01
		M	\$ 6,519.85	\$ 6,845.85	\$ 7,188.14	\$ 7,547.55	\$ 7,924.92	\$ 8,321.17
		Y	\$ 78,238.24	\$ 82,150.16	\$ 86,257.66	\$ 90,570.55	\$ 95,099.07	\$ 99,854.03
SENIOR CODE ENFORCEMENT OFFICER	45	H	\$ 37.61	\$ 39.50	\$ 41.47	\$ 43.54	\$ 45.72	\$ 48.01
		M	\$ 6,519.85	\$ 6,845.85	\$ 7,188.14	\$ 7,547.55	\$ 7,924.92	\$ 8,321.17
		Y	\$ 78,238.24	\$ 82,150.16	\$ 86,257.66	\$ 90,570.55	\$ 95,099.07	\$ 99,854.03
SENIOR COMMUNITY DEVELOPMENT TECHNICIAN	42	H	\$ 33.85	\$ 35.54	\$ 37.31	\$ 39.18	\$ 41.14	\$ 43.20
		M	\$ 5,866.47	\$ 6,159.80	\$ 6,467.78	\$ 6,791.17	\$ 7,130.73	\$ 7,487.27
		Y	\$ 70,397.66	\$ 73,917.54	\$ 77,613.42	\$ 81,494.09	\$ 85,568.79	\$ 89,847.23
SENIOR CONSTRUCTION INSPECTOR	47	H	\$ 43.29	\$ 45.46	\$ 47.73	\$ 50.12	\$ 52.62	\$ 55.26
		M	\$ 7,504.29	\$ 7,879.51	\$ 8,273.48	\$ 8,687.16	\$ 9,121.52	\$ 9,577.59
		Y	\$ 90,051.52	\$ 94,554.10	\$ 99,281.81	\$ 104,245.90	\$ 109,458.19	\$ 114,931.10
SENIOR ENGINEERING TECHNICIAN	42	H	\$ 33.85	\$ 35.54	\$ 37.31	\$ 39.18	\$ 41.14	\$ 43.20
		M	\$ 5,866.47	\$ 6,159.80	\$ 6,467.78	\$ 6,791.17	\$ 7,130.73	\$ 7,487.27
		Y	\$ 70,397.66	\$ 73,917.54	\$ 77,613.42	\$ 81,494.09	\$ 85,568.79	\$ 89,847.23
SENIOR LEAD WORKER	41	H	\$ 32.34	\$ 33.95	\$ 35.65	\$ 37.44	\$ 39.31	\$ 41.27
		M	\$ 5,605.25	\$ 5,885.51	\$ 6,179.79	\$ 6,488.78	\$ 6,813.22	\$ 7,153.88
		Y	\$ 67,262.99	\$ 70,626.14	\$ 74,157.45	\$ 77,865.32	\$ 81,758.59	\$ 85,846.52
SENIOR PLANNER	47	H	\$ 43.29	\$ 45.46	\$ 47.73	\$ 50.12	\$ 52.62	\$ 55.26
		M	\$ 7,504.28	\$ 7,879.49	\$ 8,273.46	\$ 8,687.14	\$ 9,121.49	\$ 9,577.57
		Y	\$ 90,051.31	\$ 94,553.88	\$ 99,281.57	\$ 104,245.65	\$ 109,457.93	\$ 114,930.83
SPECIAL EVENTS COORDINATOR	36	H	\$ 28.48	\$ 29.91	\$ 31.40	\$ 32.97	\$ 34.62	\$ 36.35
		M	\$ 4,936.84	\$ 5,183.68	\$ 5,442.87	\$ 5,715.01	\$ 6,000.76	\$ 6,300.80
		Y	\$ 59,242.07	\$ 62,204.18	\$ 65,314.39	\$ 68,580.11	\$ 72,009.11	\$ 75,609.57

**CITY OF LAKE ELSINORE MOU 2021-2026 / EXHIBIT C****LIST OF POSITIONS AND NEW RANGES**

<b>POSITION</b>	<b>OLD RANGE</b>	<b>NEW RANGE</b>
Account Specialist II	29	32
Account Specialist III	33	38
Accountant I	37	44
Assistant Planner	40	43
Associate Civil Engineer	46	47
Associate Planner	44	45
Building Inspector	39	40
CIP Specialist	N/A	45
Code Enforcement Officer I	32	34
Code Enforcement Supervisor	44	45
Engineering Technician I	34	36
Engineering Technician II	39	40
Information Technology Technician I	34	35
Lead Worker	35	37
Maintenance Worker I	27	29
Maintenance Worker II	31	32
Mechanic	31	33
Public Works Inspector	39	40
Public Works Supervisor	44	45
Senior Accountant	43	47
Senior Code Enforcement Officer	41	45
Senior Construction Inspector	N/A	47