

**CITY OF PLEASANTON**

**And**

**AFSCME LOCAL 955**  
(Pleasanton City Employees Association)

**MEMORANDUM OF UNDERSTANDING**

**April 1, 2025 – March 31, 2028**

**PCEA/AFSCME Local 955 MOU**

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## **MEMORANDUM OF UNDERSTANDING**

Pleasanton City Employees Association, AFSCME, Local 955, AFL-CIO, and representatives of the City of Pleasanton, have met and conferred in good faith regarding wages, hours and other terms and conditions of employment of employees in the representation unit specified in Section 1, have exchanged freely information, opinions and proposals and have endeavored to reach agreement on all matters relating to the employment conditions and employer-employee relations of such employees.

This Memorandum of Understanding is entered into pursuant to the Meyers-Miliias-Brown Act (Government Code Section 3500, et seq.) and has been jointly prepared by the parties.

This Memorandum of Understanding shall be presented to the City Council and members of AFSCME as the joint recommendations of the undersigned for salary and employee benefit adjustments for the period commencing April 1, 2025 and ending March 31, 2028.

### **Section 1. Recognition**

Pleasanton City Employees Association, AFSCME, Local 955, AFL-CIO, hereinafter referred to as the "PCEA/AFSCME LOCAL 955," the Union, is the formally recognized employee organization for the general employees unit comprised of the classifications listed in the attached salary schedule and certified pursuant to the Employer-Employee Relations procedures and Resolution No. 71- 75, adopted by the City of Pleasanton City Council on April 5, 1971.

### **Section 2. Union Security**

#### **2.1 Dues Deduction**

- A. The Union shall regularly provide the City in a manner that has been mutually agreed upon, with the names of employees who have voluntarily consented to or authorized dues deductions be initiated, changed, or discontinued pursuant to this section. The Union will timely submit a spreadsheet in an agreed upon format to Human Resources via email. Requests for dues deductions received by the close of business at least five (5) business days prior to the end of the pay period will be implemented in the following pay period. The Union certifies that it will only send requests to initiate dues deductions for employees who have voluntarily consented to or authorized the deductions.
  
- B. Requests to authorize dues/other deduction(s), or requests to change status regarding such deductions, shall be directed to the Union rather than the City. The City shall rely on the Union's explanations in a certified list, submitted by a representative of the Union who has authority to bind the Union, regarding whether an authorization change in deduction(s) has been requested by the employee. The Union is responsible for providing the City with timely information regarding changes to employees' dues and any other lawful Union-related payroll deduction.

C. The Union is only required to provide the City a copy of the employee's authorization where a dispute arises about the existence or terms of the authorization.

D. P.E.O.P.L.E.

Employees in classifications represented by the PCEA/AFSCME Local 955 Bargaining Unit may make a voluntary, monetary monthly contribution to P.E.O.P.L.E., said contributions to be deducted from employees' pay by the City and remitted to AFSCME, P.E.O.P.L.E. (Public Employees Organized to Promote Legislative Equality).

E. The Union shall indemnify, defend, and save the City harmless against any and all claims, demands, suits, orders, or judgments, or other forms of liability that arise out of or by reason of this union security section, or action taken or not taken by the City under this Section. This includes, but is not limited to, the City's Attorneys' fees and costs. The provisions of this subsection shall not be subject to the Grievance Procedure.

## **2.2 Maintenance of Membership**

All employees in units represented by the Union who are currently paying dues to the Union and all employees in such units who hereafter become members of the Union shall pay dues to the Union for the duration of this MOU and each year thereafter so long as the Union continues to represent the position to which the employee is assigned, unless the employee has exercised the option to cease paying dues in accordance with Section 2.4.

## **2.3 Union Dues Form**

Employees may voluntarily elect to complete a Union dues authorization card provided by the Union and to have deducted from their paychecks the membership dues of the Union. Each such dues authorization form referenced above shall include a statement that such authorization may be revoked as provided in Section 2.4 below.

## **2.4 Rescission of Dues Authorization**

Employees who wish to voluntarily rescind their membership shall notify the Union in writing in accordance with the AFSCME membership application.

## **2.5 Communicating With Employees**

The Union shall be allowed to use designated portions of bulletin boards or display areas in public portions of City buildings or in public portions of offices in which there are employees represented by the Union. Representatives of the Union, not on City time, shall be permitted to place a supply of employee literature in City buildings. Said representatives may distribute employee organization literature in work areas if the nature of the literature and the proposed method of distribution are compatible with the work

environment and work in progress. Such placement and/or distribution shall not be performed by on-duty employees.

The Union shall be allowed access to work locations in which it represents employees for the following purposes:

- a. to post literature on bulletin boards;
- b. to arrange for use of a meeting room;
- c. to leave and/or distribute a supply of literature as indicated above;
- d. to represent an employee on a grievance, and/or to contact a union officer on a matter within the scope of representation.

In the application of this provision, it is agreed and understood that in each such instance advance arrangements, including disclosure of which of the above purposes is the reason for the visit, will be made with the departmental representative in charge of the work area, and the visit will not interfere with City services.

## **2.6 Use of City Buildings**

The Union may request permission from the City to use City buildings during regular work hours for purposes of contract ratification meetings and union officer elections when:

- a. Such space is available and its use by the Union is scheduled.
- b. There is no additional cost to the City;
- c. It does not interfere with normal City operations;
- d. Employees in attendance are not on duty and not scheduled for duty;
- e. The meetings are on matters within the scope of representation.

The Union shall maintain proper order at the meeting and see that the space is left in a clean and orderly condition.

## **2.7 Advance Notice**

The Union shall, except in cases of emergency, have the right to reasonable notice of any ordinance, rule, resolution or regulation directly relating to matters within the scope of representation proposed to be adopted by the City Council, and to meet with the body considering the matter.

The listing of an item on a public agenda, or the mailing of a copy of a proposal at least seventy-two (72) hours before the item will be heard, or the delivery of a copy of the proposal at least twenty-four (24) hours before the item will be heard, shall constitute notice.

In cases of emergency when the City Council determines it must act immediately without such notice or meeting, it shall give notice and opportunity to meet as soon as practical after its action.

## **2.8 New Employee Orientation**

Each newly-hired employee will be permitted to attend, without loss in compensation, a thirty (30) minute new employee orientation, conducted by the Union. The Union representative shall also be permitted to conduct the thirty (30) minute session without loss in compensation.

In the event that the City provides less than ten (10) calendar days' notice or no notice, and the Union is unable to attend the orientation because of the short notice or no notice, the Union may request to meet with new employees entering the PCEA/AFSCME LOCAL 955 bargaining unit.

The City will work to arrange a meeting within seven (7) working days of the Union's request for up to thirty (30) minutes (the city has the discretion to allow additional time if available), during regular working hours without loss in compensation. The make-up session is mandatory for the employee and shall be arranged in coordination with the City and conducted by the Union.

The new employee orientation notice provided to the Union will include the date, time, and location of the orientation. Also, the full name, classification, and department of all new employees shall be provided.

Representatives of the Union shall be permitted to make a presentation of up to thirty (30) minutes (the City has the discretion to allow additional time if available), and present written materials, during a portion of the orientation for which attendance is mandatory. No representative of management shall be present during the Union's presentation.

The Union may use the City's facilities to conduct the new employee orientation sessions and make-up orientation meetings with newly hired employees in the bargaining unit.

A bargaining unit member attending orientation as a Union representative shall be given paid release time sufficient to cover the Union's presentation and travel time. The Union will provide the names of any employees who they wish to be released at least 48 hours in advance to the Human Resources Manager.

The City Human Resources Department shall monthly furnish an electronic list in a Microsoft Excel file of all new hires to the Union including: full name, job titles, department, work location, work and home telephone number, personal email addresses, and home address on file with the City. The City shall also furnish a list of all the changes in status or representation of employees.

**Compliance with the Law.** The parties agree to comply with applicable state law and agree to negotiate any changes to the law in accordance with the MMBA.

## **2.9 Strike/Work Stoppage**

During the term of this MOU, the Union, its members and representatives agree that it and they will not engage in, authorize, sanction, or support any strike, slowdown, stoppage of work, sickout, or refusal to perform customary duties. In the case of a legally declared lawful strike against a private or public sector employer which has been sanctioned and approved by the labor body or council having jurisdiction, an employee who is in danger of physical harm shall not be required to cross the picket line, provided the employee advises their supervisor as soon as possible, and provided further that an employee may be required to cross a picket line where the performance of their duties is of an emergency nature and/or failure to perform such duties might cause or aggravate a danger to public health or safety.

The City agrees that there shall be no lock-out of employees.

## **Section 3. No Discrimination**

Neither the City, the Union, nor any person employed by them shall discriminate against any employee, or applicant for employment because of race, color, religion, sex (including pregnancy, childbirth, breastfeeding, or related medical conditions), ancestry and national origin, age (40 and over), medical condition, marital status, disability (mental and physical), gender identity and gender expression, genetic information, military or veteran status, and sexual orientation. Furthermore, the City shall not discriminate against any employee because of legitimate employee organization activities.

## **Section 4. Representatives and Meetings**

### **4.1 Union Representatives**

The Union shall submit a list of the officers of the Union to the City Manager and notify the City Manager in writing at such time there are any changes in such Union officers.

Union members who are on the PCEA/AFSCME LOCAL 955 Executive Board shall be given reasonable time off with pay to attend meetings with management representatives, to be present at hearings where such matters within the scope of representation are being considered, and to prepare for meet and confer sessions both prior to and following said sessions. The use of paid time for this purpose shall be reasonable and shall not interfere with the performance of City services as determined by the City. On or about January 15

of each year the Union shall submit in writing to the Human Resources and Labor Relations Director a list of PCEA/AFSCME LOCAL 955 Executive Board members. The list of official Union representatives may be amended by the Union providing all such amendments are made in writing and submitted to the Director of Human Resources and Labor Relations.

The City will grant the Union's ten (10) member executive board reasonable time off with pay to attend meet and confers, contract negotiations, and one (1) two-hour executive board meeting per month, provided that they occur during the Union member's regularly scheduled work time.

The City will grant a reasonable number of members of the Union's executive board with reasonable time off to attend mediations, grievance hearings, *Weingarten* meetings, and *Skelly* hearings and the routinely scheduled Joint Labor Management Meetings (see Section 4.2) provided the afore-mentioned meetings occur during the employee's regularly scheduled work time.

#### **4.2 Joint Labor Management Meetings**

The City and the Union agree to discuss ongoing labor and management issues. The Committee consists of Union and City representatives and may involve subject matter experts as needed.

Meetings will be scheduled every other month or as mutually agreed upon. Agendas will be submitted in advance to the other party.

Issues to be discussed in this setting may include but are not limited to clarification of City practices and benefits; improvement of communications between the parties; budgetary updates; impact of State or Federal legislation and safety issues including joint training suggestions. Specific project priorities and timelines will be jointly established by the committee.

Matters not appropriate for Committee discussion are grievances and disciplinary matters or matters subject to meet and confer pursuant to the Meyers Miliias Brown Act.

During the term of this MOU (April 1, 2025 – March 31, 2028), the parties agree to confer the Joint-Labor Management Committee to discuss comparable agencies and benchmark classifications to be surveyed. The meeting shall take place not less than six months prior to expiration of the 2025-2028 MOU. Certain criteria shall include agencies of similar size, similar budget, similar sources of revenue and similar scope of operations.

#### **Section 5. City Rights**

The rights of the City include, but are not limited to, the exclusive right to determine the mission of its constituent departments, commissions and boards; set standards of service; determine the procedures and standards of selection for employment and promotion; direct its employees, take disciplinary action for just cause, relieve its employees from duty because of lack of work (per Section 25, Resignation, Reinstatement, and Layoff) or

for other legitimate reasons; maintain the efficiency of governmental operations; determine the methods, means and personnel by which government operations are to be conducted; determine the content of job classifications; take all necessary actions to carry out its mission in emergencies; to exercise complete control and discretion over its organization and the technology of performing its work. The City acknowledges that it must meet and confer with the Union before implementing management rights that have an impact on mandatory subjects of bargaining.

## **Section 6. Salaries**

### **6.1 Salary**

Salary Schedules are attached as Appendix C.

- Effective the first full pay period on or after April 1, 2026 (April 11, 2026), the salary ranges shall be increased by three percent (3%).
- Effective the first full pay period on or after April 1, 2027 (April 10, 2027), the salary ranges shall be increased by three percent (3%).

These ranges represent for each classification the standard rate of pay for full employment and represent the total compensation due employees except for overtime compensation and other benefits specifically provided by the City.

### **6.2 Entrance Salary**

The entrance salary for a new employee entering the City service shall be the minimum salary for the class to which he/she is appointed. The Appointing Authority may, however, authorize original appointment or reinstatement at a rate higher than the minimum rate when the qualifications of the candidate including but not limited to education, experience and training and/or needs of the service warrant.

### **6.3 Conversion of Pay Rates**

Any monthly rate of pay may be converted into any equivalent rate of pay or to any other time basis when, in the judgment of the City Manager, such a conversion is advisable.

### **6.4 Salary Advancements**

Full time regular employees serving in a regularly established position and part-time regular employees serving in classifications represented by the Union shall be advanced from the "A" step to the "B" step in their respective classifications after completion of twelve (12) months' full time satisfactory service, in each of the salary steps for the classification until the top of the range is reached. No salary advance shall be made so as to exceed any maximum rate established in the pay plan for the class to which the advanced employee's position is allocated. Advancements shall not be automatic but shall depend upon increased service value of an employee to the City as determined by his/her Department Head. These include length of service, performance record, special training undertaken, or other pertinent evidence. Upon the approval of the City Manager,

an employee who demonstrates exceptional performance based upon the criteria in the preceding sentence may be advanced two salary steps. An employee shall not normally be eligible for advancement in pay until they have successfully completed their probationary period or any extension thereof, as provided in Section 21.

A change in an employee's salary because of promotion or demotion establishes a new salary anniversary date for that employee. Salary range adjustments for a classification will not establish a new salary anniversary date for employees serving in that classification.

**6.5 Salary Step When Salary Range is Increased**

Whenever the monthly schedule of compensation for a class is revised, each incumbent in a position to which the revised schedule applies shall be entitled to the step in the revised range which corresponds to the step held by the employee in the previous range.

**6.6 Salary Step After Promotion or Demotion**

When an employee is promoted from a position in one class to a position in a higher class, they shall receive the minimum rate for the higher class; provided, however, that such rate is at least five percent (5%) above their current wage rate. When an employee is demoted, whether such demotion is voluntary or otherwise, that employee's compensation shall be adjusted to the salary prescribed for the class to which they are demoted. The specific rate of pay within the range shall be determined by the City Manager, whose decision shall be final; provided, however, that the employee's rate of pay shall not be set at a lower rate than they would have received had the employee remained in the lower class.

**6.7 Certification Pay**

Effective the first full pay period after City Council ratification of a new MOU, employees serving in the classifications of Utilities Systems Operator I, Utilities Systems Operator II, Lead Utilities Systems Operator, Utilities Systems Maintenance Supervisor – Collections, and Chief Utilities Systems Operator who obtain and maintain a State of California Grade 2 Water Distribution License will receive 2.5% Certification Pay.

Effective the first full pay period after City Council ratification of a new MOU, employees serving in the classifications of Utilities Systems Operator I, Utilities Systems Operator II, Lead Utilities Systems Operator, Utilities Systems Maintenance Supervisor – Collections, and Chief Utilities Systems Operator who obtain and maintain a State of California Grade 3 Water Distribution License or above will receive an additional 2.5% Certification Pay.

Certification Pay will not exceed a total of 5%.

Effective the first full pay period after City Council ratification of a new MOU, Police Dispatchers and Police Dispatch Supervisors who obtain an intermediate Police Officer Standard Training (POST) certificate shall be paid 2.5% certification pay.

Effective the first full pay period after City Council ratification of a new MOU, Police Dispatchers and Police Dispatch Supervisors who obtain an advanced Police Officer Standard Training (POST) certificate shall be paid 2.5% certification pay.

Certification Pay will not exceed a total of 5%.

## **6.8 Longevity**

Effective the first full pay period on or after April 1, 2026 (April 11, 2026), bargaining unit employees who have completed ten (10) consecutive years of service with the City shall receive longevity pay in the amount of one-thousand dollars (\$1,000.00) (paid biweekly at \$38.46 per pay period) on an annual basis.

Effective the first full pay period on or after April 1, 2027 (April 10, 2027), bargaining unit employees who have completed ten (10) consecutive years of service with the City shall receive longevity pay in the amount of one-thousand one-hundred dollars (\$1,100.00) (paid biweekly at \$42.31 per pay period) on an annual basis.

## **Section 7. Hours of Work**

### **7.1 Standard Workweek**

The standard workweek for all full time employees shall consist of five (5) consecutive eight (8) hour work days.

### **7.2 Alternative Workweek**

- A. Alternate workday or workweek periods may be authorized by the Department Head or City Manager to accommodate temporary business needs such as special scheduled events or projects, or work-related certification testing, that may require work on a weekend or different hours than the standard workweek (see section 7.1 for definition of standard workweek).
- B. Alternative workweeks may also be established by mutual agreement between a Department Head and Employee for a more regular and ongoing basis, subject to City Manager approval. Alternative work schedules may only be used when the Department Head decides that public service and access to city services are not negatively impacted, staffing remains cost effective, no extra overtime costs are created, and the employee's performance is meeting or exceeding expectations.
- C. Represented employees may initiate requests to work alternate work schedules, including staggered work schedules, subject to the approval of the Department Head and City Manager.
- D. Approved schedule changes will begin coinciding with the beginning of a pay period and must conform with appropriate schedules as required by the Fair Labor Standards Act (FLSA) and any applicable laws.
- E. Departments requiring employees to work a non-voluntary alternative schedule shall first solicit volunteers. In the event no volunteers are found, the department shall equally distribute or rotate the assignment among qualified employees.

- F. Notification of non-voluntary schedule changes shall be given to the employee with no less than twenty-one (21) calendar days of notice of such change.

Examples of Alternative Schedules include:

- Altering the workweek to include a workday on Saturday and/or Sunday. In this instance, the employee's alternate day(s) off shall be scheduled at the beginning or end of the employee's remaining workweek, except under circumstances of unusual scheduling, workload, or by mutual agreement with the Department Head, when the day(s) off may be midweek.
- A 9/80 schedule, where an employee works eight (8) 9-hour days and one (1) 8-hour day, and gets an additional day off every other week.
- A 4/10 schedule, where an employee works four (4) 10-hour days each week.
- **For Police Dispatchers and Police Dispatch Supervisors only:** Elongating the workday to 9, 10, or 12 hours, and shortening the workweek. When working a 12-hour workday, Police Dispatchers and Police Dispatch Supervisors shall receive two 30-minute meal breaks.

### 7.3 **Rest Periods**

Employees shall be entitled to take a rest period of fifteen (15) minutes for each half of a full work shift. The City may schedule the time of the rest period to reduce impact on work operations.

## **Section 8. Overtime**

### 8.1 **Overtime Rate**

Full time employees who are assigned by their supervisor to work after completion of their work day shall be entitled to overtime compensation for all hours so worked, provided, however, that the overtime rate shall be computed at one and one-half (1-1/2) times the employee's regular rate of pay as calculated to the nearest one-tenth (1/10) of an hour.

### 8.2 **Call Back**

Effective the first full pay period after City Council ratification of a new MOU, an employee who has departed from the employee's work location and is called back to work shall be entitled to a minimum of four (4) hours work or, if no work is performed, a minimum of four (4) hours pay. Such four (4) hour entitlement of pay, and any time worked in excess of four (4) hours per call back assignment, shall be compensated at time and one-half the employee's regular hourly rate of pay. This minimum entitlement does not apply to employees who are called back to work within two (2) hours of their regular starting time. The four-hour minimum overtime payment shall not apply to subsequent call outs occurring within any two hour period.

### **8.3 After Hours Telephone Response**

An employee shall be compensated for responding to City phone calls or texts on work related matters from authorized City personnel after normal work hours. For calls or texting that last up to fifteen (15) minutes, the employee shall be paid fifteen (15) minutes pay. For calls that last fifteen (15) to thirty (30) minutes, the employee shall be paid thirty (30) minutes pay. For calls or texting that last longer than thirty (30) minutes, the employee shall be paid for all time worked calculated to the nearest one-tenth (1/10) of an hour.

Employees in the Information Technology Department may be requested to perform work remotely and after regular work hours rather than be called back to work in accordance with Section 8.2. In such cases, said employees will be paid one (1) hour of pay or actual time worked, whichever is greater.

All compensation shall be paid at the appropriate rate.

### **8.4 Compensatory Time Off (CTO)**

Employees may be compensated for overtime worked either by monetary payment or by compensatory time off, at the option of the employee. Compensatory time shall accrue at the rate of one and one-half (1-1/2) times the overtime hours worked. Compensatory time off maximum annual accrual is one hundred (100) hours. After the annual limit is reached any additional overtime hours worked during the year are paid out at one and one-half times (1-1/2) for actual hours worked. All monetary payments for overtime must be paid not later than the next biweekly payroll following the pay period in which the overtime was worked. Utilization of compensatory time off shall be by mutual agreement between the Department Head and the employee. Upon termination, the employee shall be paid for their unused compensatory time. Overtime shall not be assigned on the basis of employee's choice of monetary payment or compensatory time off.

Employees will not be permitted to cash out accrued and unused compensatory time until separation of employment with the City.

### **8.5 Bilingual Pay**

The City agrees to pay a premium of fifty dollars (\$50.00) per pay period to employees with bilingual skills, who occupy positions where the City has determined said skills are necessary or desired to serve the Pleasanton community.

Effective the first full pay period on or after April 1, 2026 (April 11, 2026), the amount of bilingual pay will be increased from fifty dollars (\$50.00) to one-hundred dollars (\$100.00) per pay period.

Qualifying languages for bilingual assignment include:

- Spanish
- Mandarin
- Any foreign language as determined by the City
- American Sign Language (ASL)

Upon written recommendation of the Department Head, Human Resources may approve a bilingual assignment once the employee has undergone appropriate testing and been certified as bilingual. The City reserves the right to terminate a bilingual assignment when it is determined that the need for such assignment no longer exists.

### **Section 9. Standby Time**

Standby time is that amount of specific and predetermined time that an employee is required to be on call in addition to the normal work day and shall be compensated at a rate of pay equal to twenty (20) hours of pay for each seven (7) day period spent on standby. Effective the first full pay period after City Council ratification of a new MOU, the 20 hours of pay will be increased to twenty-five (25) hours. The hours of daily standby duty for water division employees and sanitary sewer division employees shall be 3:30 p.m. to 7:00 a.m. The requirement that employees in the classification of Utilities Systems Operator I and Utilities Systems Operator II work standby shall be set forth in the job descriptions of such classifications.

Response time for emergency call outs for the classifications of Utilities Systems Operator I and Utilities Systems Operator II shall be 45 minutes or less.

### **Section 10. Training Pay: Police Dispatcher/Community Service Officer/Police Records Clerk**

Police Dispatchers assigned to train new Police Dispatchers as part of a formal departmental training program shall be paid an additional five percent (5%) of their regular hourly rate of pay for each hour of assigned training.

Community Service Officers assigned responsibility to train new Community Service Officers as part of a formal departmental training program shall be paid five percent (5%) of their regular hourly rate of pay for each hour of assigned training.

Police Records Clerks assigned responsibility to train new Police Records Clerks as part of a formal departmental training program shall be paid five percent (5%) of their regular hourly rate of pay for each hour of assigned training.

## **Section 11. Holidays**

### **11.1 Observed Holidays**

The holidays to be observed are as follows:

- a. January 1
- b. The third Monday in January known as "Martin Luther King Day"
- c. The third Monday in February, known as "Washington Day"
- d. The last Monday in May known as "Memorial Day"
- e. July 4
- f. The first Monday in September known as "Labor Day"
- g. The eleventh day of the eleventh month, known as "Veterans Day"
- h. Thanksgiving Day
- i. The Friday following Thanksgiving Day
- j. Christmas Eve Day
- k. December 25

In addition, the Library operation will be closed on Easter Sunday and employees will be given time off as a non-paid holiday. Employees may use available paid leave for time off, or record this day without pay for time off. The City reserves the right to modify this decision in the future to accommodate community and/or organizational concerns, with advance notice to the Union.

### **11.2 Floating Holidays**

Each Bargaining Unit employee shall be credited with the following amount of floating holiday hours on January 1<sup>st</sup> of each year:

Forty (40) hours of floating holidays shall be credited to each employee to be observed on a date mutually agreed to by the individual employee and the Department Head or the Department Head's designee.

Such floating holidays shall be scheduled in advance of the observance of such floating holiday and once scheduled may not be changed unless mutually agreed to by the employee and the Department Head or their designee. Floating holidays shall be taken in the calendar year in which they are credited and may be taken in less than full day increments.

Police Dispatchers and Police Dispatch Supervisors shall be credited with forty (40) hours of Paid Time Off (PTO).

Persons who become full time employees after January 1 but prior to July 1 of any calendar year, shall be credited with two (2) floating holidays/Paid Time Off subject to the scheduling, approval and observance processes outlined above.

### **11.3 Holiday Observance Regular Part-Time Employees**

Regular part-time employees shall receive time off with pay for holiday observances as follows:

Regular part-time employees including job share employees averaging between twenty (20) and twenty-nine (29) hours per week, four (4) hours pay for each fixed holiday observed by full time employees in the same or similar classification. In addition floating holidays shall be credited to each regular part-time employee including job share employees each year at half (1/2) the annual rate of a full-time employee. Scheduling and observance of said floating holidays shall be in accordance with those procedures established for full time employees. Such floating holidays shall be observed in the calendar year in which they are credited.

Regular part-time employees including job share employees averaging between thirty (30) through thirty-nine (39) hours per week, six (6) hours pay for each fixed holiday observed by full time employees in the same or similar classification. In addition, floating holidays shall be credited to each regular part-time employee including job share employees each year at three-quarters (3/4) the annual rate of a full-time employee. Scheduling and observance of said floating holidays shall be in accordance with those procedures established for full time employees. Such floating holidays shall be observed in the calendar year in which they are credited.

The change in crediting of floating holidays for regular part time employees shall occur consistent with the conversion procedures established for full time employees.

### **11.4 Work on a Holiday**

If in the opinion of the Department Head, the employee's services are needed and required in the interest of the public health, safety or general welfare, the employee shall be compensated at a rate of pay twice that established for regular time for holiday hours worked.

### **11.5 Holidays Falling on Saturday, Sunday, Scheduled Day Off**

When a holiday falls on a Sunday, the following Monday shall be observed; when a holiday falls on a Saturday, the preceding Friday shall be observed; except that if Christmas Eve Day falls on a Saturday or Sunday the preceding Friday shall be observed. If a holiday falls on an employee's scheduled time off, compensatory time off shall be granted, or, at the option of the employee, compensation at a rate of pay equal to their regular rate of pay for the holiday period shall be granted.

### **11.6 Holiday in Lieu**

Employees in the classifications of police dispatcher, senior police dispatcher and supervising police dispatcher shall be compensated each year for working holidays through receipt of holiday in lieu pay. Said holiday in lieu pay shall be equal to seven and one-half percent (7-1/2%) of the employee's annual salary exclusive of any overtime and

shall be in addition to the employee's regular monthly salary. Holiday in lieu pay shall be paid on a bi-weekly basis. Employees in the classification of police dispatcher, senior police dispatcher and supervising police dispatcher shall receive prorated holiday pay upon termination.

**Section 12. Vacations**

**12.1 Vacation Eligibility**

All employees in the competitive service shall be entitled to annual vacation leave with pay except for the following:

- 1) Employees who have served less than six (6) months in the service of the City.
- 2) Employees who work on a provisional or temporary basis and all non-regular part-time employees.

**12.2 Vacation Allowance**

Each eligible employee shall accrue vacation as follows:

<u>Years of Continuous Service</u>	<u>Monthly Accrual Rate</u>
First through fourth	6.667
Fifth through ninth	10.000
Tenth through fourteenth	13.334
Fifteenth	14.000
Sixteenth	14.667
Seventeenth	15.334
Eighteenth	16.000
Nineteenth and above	16.667

Any employee, except a probationary, or regular part-time employee, may be allowed to incur a forty (40) hour deficit beyond the vacation leave credited to their account on the employee's anniversary date. A probationary employee may incur a forty (40) hour deficit in vacation after six (6) months full-time satisfactory service.

Once an employee reaches a deficit of forty (40) hours of vacation leave, the employee will not be permitted to use any additional vacation leave until they have accumulated a positive balance of vacation leave.

**12.3 Vacation Allowance Regular Part-time Employees**

Regular part-time employees including job share employees provided they average between twenty (20) and twenty-nine (29) hours per week, shall accrue vacation with pay as follows:

<u>Years of Continuous Service</u>	<u>Monthly Accrual Rate</u>
First through fourth	3.334
Fifth through ninth	5.000
Tenth through fourteenth	6.667
Fifteenth	7.000
Sixteenth	7.334
Seventeenth	7.667
Eighteenth	8.000
Nineteenth and above	8.335

Regular part-time employees including job share employees provided they average between thirty (30) through thirty-nine (39) hours per week, shall accrue vacation with pay as follows:

<u>Years of Continuous Service</u>	<u>Monthly Accrual Rate</u>
First through fourth	5.000
Fifth through ninth	7.500
Tenth through fourteenth	10.000
Fifteenth	10.500
Sixteenth	11.000
Seventeenth	11.500
Eighteenth	12.000
Nineteenth and above	12.500

#### **12.4 Vacation Cap**

The vacation cap is established at four hundred (400) hours. Thereafter, at any time an employee reaches four hundred (400) hours, the employee will cease accruing vacation until such time as the balance falls below the cap. No employee will be allowed to accrue vacation hours above the cap.

In the event an employee has requested to take vacation but been denied or there were other circumstances that prevented the employee from taking vacation, the employee may submit a written request to the City Manager, or Director of Human Resources and Labor Relations, for special consideration.

#### **12.5 Vacation Bank**

Effective July 1, 2011, accrued vacation in excess of four hundred (400) hours was placed in a separate Vacation Bank for each affected employee. Employees shall be entitled to use or sell the hours in the Bank for vacation or for extended leave in the same manner as regular vacation hours. The hours shall be paid out at the pay rate of the employee when utilized. No additional hours will be added to this separate account.

## **12.6 Vacation Sell Back**

Employees may request to sell back up to one hundred twenty (120) hours of accrued vacation leave or the maximum annual amount of vacation leave that the employee can accrue in a calendar year, whichever is less. Employees may sell accrued time in one (1) hour increments with a minimum of eight (8) hours on the first pay day in June and December of each year. An employee's election with regard to vacation sell back shall be irrevocable except in the event of an unforeseeable emergency, as defined by IRS rules and regulations, as in effect on September 17, 2024. The definition of "unforeseeable emergency" is included in Appendix A for reference. In the event of such unforeseeable emergency, an employee may apply to the Director of Human Resources and Labor Relations to receive vacation sell back in an amount that is reasonably necessary to satisfy the emergency need, up to one hundred twenty (120) hours of accrued vacation leave, including any amounts that may be necessary to pay any federal, state, or local income taxes or penalties reasonably anticipated as a result of the vacation sell back. An employee must make an election by December 31st of the preceding calendar year if the employee wishes to sell vacation that is accrued during the following calendar year. Elections will not carry over from one calendar year to the next calendar year. An employee who fails to elect by December 31st of the preceding calendar year to sell vacation for the following year will be deemed to have elected not to participate, and they will be prohibited from receiving any vacation sell back during that year. No vacation will be paid out until the total amount requested is accrued in the following year.

## **12.7 Vacation Schedule**

The times during a calendar year at which an employee may take their vacation shall be determined by the Department Head or his/her designee with due regard for the wishes of the employee and particular regard for the needs of the service. Vacations may not be taken, however, in connection with an employee leaving City employment.

If the requirements of the service are such that an employee cannot take part or all of their annual vacation in a particular calendar year, such vacation shall be taken during the following calendar year.

## **12.8 Vacation Pay at Termination**

An employee shall be paid for all accrued vacation leave earned prior to the effective date of termination. Such compensation for earned vacation shall be paid to the employee in one lump sum in a final check.

In the event an employee has a negative vacation accrual balance at the time of separation, the amount owed shall be deducted from the employee's final pay.

## **Section 13. Sick Leave**

### **13.1 Sick Leave Accrual**

All new full time employees shall accrue sick leave at the rate of eight (8.0) hours for each month of service.

Employees may accumulate an unlimited number of sick leave hours; except, however, hours accumulated in excess of one thousand four hundred and forty (1440) may be used only to apply toward additional years of retirement service credit under the current PERS "Credit for Unused Sick Leave," Section 20862.8. An employee may be allowed a sick leave deficit of twenty-four (24) hours beyond that actually earned. Employees on leave of absence with pay in lieu of temporary disability payments pursuant to Section 4850 of the Labor Code shall accumulate sick leave during said leave of absence, in accordance with the provisions of this section.

Once an employee reaches a deficit of twenty-four (24) hours of sick leave, the employee will not be permitted to use any additional sick leave until they have accumulated a positive balance of sick leave.

### **13.2 Sick Leave Accrual Regular Part-time Employee**

Regular part-time employees including job share employees provided that they average between twenty (20) and twenty-nine (29) hours per week, shall accrue four (4) hours of sick leave per month to a maximum accrual of seven hundred and twenty (720) hours.

Regular part-time employee including job share employees provided that they average between thirty (30) through thirty-nine (39) hours per week, shall accrue six (6) hours of sick leave per month to a maximum accrual of one thousand and eighty (1,080.0) hours.

### **13.3 Sick Leave Usage**

Sick leave with pay shall be granted to all probationary and regular part-time including job share employees, and probationary and regular full time employees within the competitive service. Sick leave shall not be considered a right which an employee may use at their discretion but shall be allowed only as follows:

- 1) In cases of necessity and actual personal sickness or disability of the employee;
- 2) For medical and dental appointments of the employee, at the discretion of the immediate supervisor;
- 3) For the care of or attendance upon the sickness, routine medical and dental appointments or disability of members of the employee's immediate family. A maximum of eighty (80) hours per calendar year of family sick leave may be used for this purpose. The immediate family shall consist of the spouse, domestic partner, children, children of a domestic partner, parents, parents-in-law, brothers, sisters,

grandparent, grandchild, or other individual whose relationship to the employee is that of a dependent.

This provision does not apply if the family sickness or disability occurs while the employee is on vacation leave.

An employee eligible for temporary disability payments may use accumulated sick leave, compensatory time or vacation in order to maintain their regular income; provided, however, that the employee shall be allowed a credit against sick leave to the extent that temporary disability payments are retained by the City.

In order to receive compensation while absent on sick leave the employee shall notify their immediate supervisor prior to the time set for beginning their daily duties or as may be specified by the Department Head. The City may require medical verification for an absence of three (3) or more consecutive working days. The department may also require medical verification for absences of less than three (3) consecutive working days for good cause if the employee had been notified in advance in writing that such verification was necessary.

In order to receive compensation while absent on sick leave the employee shall notify their immediate supervisor prior to the time set for beginning their daily duties or as may be specified by the Department Head. A physician's certificate may also be required for an absence of less than eight (8) hours when an employee is disciplined for attendance as set forth in Section 26.1.

## **Section 14. Leaves of Absence**

### **14.1 Family Leave**

Employees shall be eligible for family leave in accordance with current State and Federal Law.

### **14.2 Personal Leave**

Any regular or probationary employee may upon written request to their Department Head and the Director of Human Resources and Labor Relations, be granted by the City Manager a leave of absence without pay for unique personal reasons for a period not to exceed three (3) months. The written request must state the reasons for the leave.

Employees may request Personal Leave up to sixteen (16) calendar weeks in length in order to take college courses full-time. For purposes of this section, full-time equals 6.1 or more quarter units if on the quarter system or 6.1 or more semester units in on the semester system. These courses must be approved in advance by the employee's Department Head and the Director of Human Resources and Labor Relations and taken from an educational institution accredited by one of the Association of Schools and Colleges on the standardized list of Associations established by the Human Resources Department or otherwise already approved through the tuition reimbursement program. Employees are expected to return to work immediately following completion of courses.

In addition, the employee's leave balances shall be taken into account in the City Manager's consideration of the request. The City Manager will also consider the City's ability to get the work tasks accomplished in the employee's absence. During said leave, an employee shall not accrue vacation or sick leave benefits or be eligible for holidays, nor shall such time be considered as service time.

The Department Head may grant a regular or probationary employee leave of absence without pay for a period not to exceed one (1) calendar week. Said leaves shall be reported to the Director of Human Resources and Labor Relations.

### **14.3 Extended Medical Leave**

Any regular or probationary employee who is temporarily disabled from work due to a medical condition may, upon written request to the Department Head and the Director of Human Resources and Labor Relations, be granted by the City Manager, a leave of absence without pay for a period not to exceed six (6) months beyond the exhaustion of any accrued sick leave.

The term medical disability includes all temporary medical disabilities including pregnancy, childbirth and associated medical conditions.

Such request for medical leave will be considered only upon provision of a physician's statement attesting to said disability.

During extended medical leave, an employee shall not accrue vacation or sick leave benefits or be eligible for holidays, nor shall such time be considered as service time. Any employee returning from medical leave shall be required to provide a physician's release to return to duty.

### **14.4 Jury Leave**

Every employee of the City who is called or required to serve as a juror shall be entitled to leave from their duties with the City during the period of such service or while necessarily being present in court as a result of such call. The employee shall be paid the difference between their full salary and any payment received by him/her, except travel pay, for such duty.

### **14.5 Leaves Resulting from Subpoena**

Leave of absence with pay shall be granted to a person while going to and from court and answering a subpoena as a witness. The employee shall be paid the difference between their full salary and any payment received by him/her, except travel pay, for such duty.

### **14.6 Military Leave**

Military leave shall be granted in accordance with the provisions of the City of Pleasanton Military Leave Policy and in compliance with state and federal law.

**14.7 Failure to Return from Leave**

Failure on the part of the employee on leave to report to duty promptly upon its expiration or within a reasonable time after its expiration shall be cause for discipline.

**14.8 Bereavement Leave**

In the event of a death in the immediate family, employees may take up to five (5) days of paid bereavement leave per event. Additionally, employees may utilize other paid leaves, including paid sick leave, to extend bereavement leave, subject to approval of the Department. Sick Leave utilized for bereavement leave shall be tracked separately from Family Sick Leave as provided in 14.1. These hours will not count towards the 40-hour threshold outlined in the Attendance Management Program.

In this context only, immediate family shall be defined as: spouse, domestic partner, child, unborn child, foster child who resided with the employee at the time of his/her death, stepchild, mother, father, stepmother, stepfather, mother-in-law, father-in-law, brother, stepbrother, sister, stepsister, brother-in-law, sister-in-law, grandmother, grandfather, spouse's grandmother, spouse's grandfather, son-in-law, daughter-in-law or grandchildren.

**Section 15. Health and Welfare**

**15.1 Hospital and Medical Care - Active Employees**

**A. Contributions**

The City will continue to contribute a monthly amount for each employee no greater than the family rate of the lowest cost HMO.

All employees participating in the City's health plans will contribute one of the following two amounts, whichever is greater:

1. \$25.00 per month
2. The difference between the family rate of the lowest cost HMO and the premium of the employee's more expensive plan selection.

Effective January 2020, all employees participating in the City's health plans will contribute one of the following two amounts, whichever is greater:

1. \$25.00 per month for employee only coverage; \$25.00 per month for employee +1 coverage; or \$50.00 per month for family coverage.
2. The difference between the family rate of the lowest cost HMO and the premium of the employee's more expensive plan selection.

Contributions will be deducted from the employee's paycheck on a pre-tax and bi-weekly basis.

**B. Increases in Premiums**

The City will pay for any increase in the medical plan premiums up to a maximum of 15% of the lowest cost HMO family rate. The difference will be deducted from the employee's paycheck on a pre-tax basis.

In the event that the medical premium increase is less than 15%, the City's sole obligation is to pay the lower percentage increase.

**C. Plan Co-Pays**

The health maintenance organization (HMO) medical plans co-pays shall be ten dollars (\$10) for office visits. The prescription drug co-pays shall be ten dollars (\$10) for generic, fifteen dollars (\$15) for brand and thirty-five dollars (\$35) for non-formulary (the Kaiser HMO provides for a two-tier prescription drug plan). The Preferred Provider Organization (PPO) medical plan co-pays shall be fifteen dollars (\$15) for office visits. The prescription drug co-pays shall be ten dollars (\$10) for generic, twenty-five (\$25) for brand and thirty-five dollars (\$35) for non-formulary.

**D. Changes to Plan Designs**

During the term of this Agreement, the City reserves the right to propose changes to the plan designs and co-pay structure in order to reduce costs to the City and employees. Changes to plan design shall be by mutual agreement.

The City agrees to provide up to three (3) health plan options for employees and eligible dependents. At least two options will be HMOs and the other will be a PPO option. For the term of this agreement, the City agrees to continue to offer Kaiser as one of the HMO options.

For the purpose of providing aforesaid health care coverage to eligible regular part-time employees including job share employees who average between twenty (20) and twenty-nine (29) hours per week, the City shall contribute an amount not to exceed fifty percent (50%) of the City's monthly contribution established for full time employees as set forth in the paragraph above. For regular part-time employees including job share employees who average between thirty (30) and thirty-nine (39) hours per week, the City shall contribute an amount not to exceed seventy-five percent (75%) of the City's monthly contribution above.

**15.2 Hospital and Medical Care - Retiree**

**A. Federal or State Legislation**

The City reserves the right to meet and confer with the Union for the purposes of coordinating retired employee's hospital and medical care in the event Federal or State legislation is implemented that effects retiree's medical insurance.

**B. Spousal Continuation of Benefits**

In the case where the employee eligible for two-party coverage is deceased, the amount the City is obligated to pay shall be reduced by one half (1/2). If the spouse remarries, the obligation by the City shall terminate. Domestic partners shall be treated in the same manner as spouses for continuation of benefits.

**C. Plan Design**

**Plan Design for Employees Who Retired Before July 1, 2012**

Employees who retired before July 1, 2012, retired with the same retiree benefit co-pay and plan design as provided to retirees on June 30, 2011. Employees retired before July 1, 2012 are not subject to the 15% premium cap provisions of Section 15.1.B.

**Plan Design for Employees Who Retire On or After July 1, 2012**

Employees who retire on or after July 1, 2012, will have the same benefit co-pay and plan design as provided to active employees in accordance with Section 15.1.C and are subject to the 15% premium cap provisions of Section 15.1.B.

**D. Vesting Schedule for Employees Hired Before June 1, 2011**

**1. Service Retirement**

For all employees who retire with service from the City of Pleasanton, the City shall pay four percent (4%) for each year of service of the City's contribution toward the monthly premium for employee and one dependent.

**2. Disability Retirement**

For all employees who retire with disability, the City shall pay a percentage of the City's contribution toward the monthly premium for employee and one dependent in accordance with the schedule set forth below:

<b>Years of Service</b>	<b>City's Contribution</b>
10	20%
11	25%
12	30%
13	35%
14	40%
15	45%
16	48%
17	51%
18	54%
19	57%
20	80%
21	84%
22	88%
23	92%
24	96%
25 + years of service	100%

**3. City Contributions**

The City's contribution for retiree medical is established as the same dollar contribution paid for active employees at the employee plus one rate of the lowest cost HMO early retiree plan.

**4. Reimbursement for non-City Plans**

In the event that a retiree obtains medical coverage through a plan not offered through the City of Pleasanton, the City will reimburse the retiree up to the amount outlined in Section 15.2.D, but no more than the amount paid by the retiree. Retirees must supply proof of coverage and proof of payment in order to be reimbursed.

**5. Benefits for Medicare Eligible Retirees**

All retirees eligible for Medicare are required to apply for Medicare benefits. Upon qualifying for and receiving parts A and B of Medicare, the City shall not be obligated to contribute an amount in excess of the monthly premium for the lowest cost HMO health plan supplement to Medicare for employee and one dependent.

**E. Vesting Schedule for Employees Hired After June 1, 2011**

**1. Service Retirement**

For all employees who are hired after June 1, 2011 and retire from service, the City shall provide the following benefit:

For all employees who retire with service from the City of Pleasanton, the City shall pay for each year of service equivalent to four percent (4%) of the City’s contribution toward the monthly premium for single coverage.

**2. Disability Retirement**

For all employees who are hired after June 1, 2011 and retire with disability, the City shall pay a percentage of the City’s monthly contribution toward the premium for single coverage in accordance with the schedule set forth below:

<b>Years of Service</b>	<b>City's Contribution</b>
10	20%
11	25%
12	30%
13	35%
14	40%
15	45%
16	48%
17	51%
18	54%
19	57%
20	80%
21	84%
22	88%
23	92%
24	96%
25 + years of service	100%

**3. City Contributions**

The City’s contribution for retiree medical is established as the same dollar contribution paid for active employees at the single rate of the lowest cost HMO early retiree plan.

#### **4. Reimbursement for non-City Plans**

In the event that a retiree obtains medical coverage through a plan not offered through the City of Pleasanton, the City will reimburse the retiree up to the amount outlined in Section 15.2.D for the single rate, but no more than the amount paid by the retiree. Retirees must supply proof of coverage and proof of payment in order to be reimbursed.

#### **5. Benefits for Medicare Eligible Retirees**

Retiree health benefits will cease once the employee becomes Medicare eligible.

#### **6. Retiree Health Savings Account**

PCEA/AFSCME and the City will meet within ninety (90) days after adoption of this agreement to review and select a Retiree Health Savings Account (RHSA). For employees hired on or after June 1, 2011 and who successfully pass probation, the City will contribute thirty-five dollars (\$35) per pay period to the RHSA beginning the first pay period after the RHSA has been selected. Additionally, each employee eligible for the City contribution will have twelve dollars (\$12) per pay period deducted pre-tax as an additional employee contribution toward the RHSA. The total contribution to the RHSA will be forty-seven dollars (\$47) per pay period.

### **15.3            Dental**

The City shall contribute an amount necessary to provide dental care benefits for the individual employees and eligible dependents. The City shall provide a lifetime maximum orthodontia coverage of \$2,500 for individual employees and eligible dependents.

- The maximum contribution shall be set at \$145.00 per month.

Should the costs of the dental plan exceed \$145 per month during the term of the Agreement, the City will pay the difference.

For the purpose of providing aforesaid dental care coverage for eligible regular part-time employees including job share employees who average between twenty (20) and twenty-nine (29) hours per week, the City shall contribute an amount not to exceed fifty percent (50%) of the city's monthly contribution established for full time employees as set forth above. For regular part-time employees including job share employees who average between thirty (30) and thirty-nine (39) hours per week, the City shall contribute an amount not to exceed seventy-five percent (75%) of the City's monthly contribution established for full-time employees as set forth above.

### **15.4            Life Insurance**

The City shall contribute an amount necessary to provide \$35,000 life and \$35,000 accidental death and dismemberment insurance coverage for the individual full-time employee. The City shall contribute an amount necessary to provide \$26,250 life and \$26,250 accidental death and dismemberment insurance coverage for the individual regular part-time employee who averages between thirty (30) and thirty-nine (39) hours per week; and \$17,500 life and \$17,500 accidental death and dismemberment insurance

coverage for the individual regular part-time employee who averages between twenty (20) and twenty-nine (29) hours per week.

Employees may purchase, at the employees' own expense and within the limits set by the insurance carrier, additional amounts of life insurance under the existing policy.

### **15.5            Disability Insurance**

#### **(1) Short-Term Disability**

The City offers a short term disability plan that provides a partial salary continuation under the conditions of the plan. Monthly premiums for the short term disability plan will be paid for by the City.

#### **(2) Long-Term Disability**

The City offers a Long Term Disability Plan that provides a partial salary continuation under the conditions of the plan. Monthly premiums for the long term disability plan will be paid for by the City.

### **15.6            Vision Care**

During the term of this agreement, the City shall contribute the premium to provide for vision plan family coverage for health participants who are not covered by the medical plan. The benefits include annual eye examinations with a \$10.00 co-payment by the employee; annual lens replacement and bi-annual replacement of frames for a \$20.00 co-payment by the employee.

### **15.7            Health and Welfare Benefit Continuation**

Employees off work due to verifiable personal illness and having exhausted their accrued sick leave benefits set forth in Section 13 shall continue their eligibility for health and welfare payments in accordance with Section 14. Employees off work on leaves of absence without pay shall not be eligible for said health and welfare benefit payments.

## **Section 16. Retirement**

The City of Pleasanton provides employees defined as "Classic" members by CalPERS with the PERS 2.7% at 55 retirement formula, including the following options: "Credit for Unused Sick Leave", "1959 Survivors Third Level", "One Year Final Compensation Option" and "Military Service Credit" option.

For employees hired on or after January 1, 2013, and defined as "New" members by CalPERS, the City shall provide the retirement formulas as determined by CalPERS under the Public Employees' Pension Reform Act (PEPRA). The current formula is 2% at age 62 or older.

For all "Classic" members as defined by CalPERS, the employee shall pay the full 8% member contribution rate.

For all "New" members as defined by CalPERS, the employee shall pay a member contribution rate as determined by CalPERS under the Public Employees' Pension Reform Act (PEPRA).

## **Section 17. Uniforms**

The City shall provide all necessary safety and protective clothing, as defined by the City Manager upon the recommendation of the Department Head. The City shall provide fifty percent (50%) of the initial purchase price of uniforms for those Police and Fire Department employees required to wear a prescribed uniform.

### **17.1 City Provided Uniforms**

The City shall provide uniforms to certain classifications as set forth in the "Employee Uniform Program Policy".

### **17.2 Uniform Allowance**

The annual uniform allowance for Senior Animal Services Officer, Animal Services Officer and Community Services Officer shall be \$800 per year, paid on a bi-weekly basis.

The annual uniform allowance for Property and Evidence Technician, Police Dispatcher, Police Dispatch Supervisor and fire administrative staff shall be \$500 per year, paid on a bi-weekly basis.

### **17.3 Reimbursement for Damaged or Destroyed Personal Clothing**

Upon proper documentation the City will reimburse employees up to a maximum of fifty dollars (\$50.00) for personal watches damaged in the proper performance of assigned tasks. Except for employees enrolled in a health plan providing vision care coverage or an individual vision care plan, the City shall reimburse employees up to a maximum of seventy five dollars (\$75.00) for the repair or replacement of glasses damaged in the performance of assigned tasks except that glasses damaged as a result of an industrial injury shall be reimbursed under the City's worker's compensation insurance program.

Exclusive of normal wear and tear, the City will reimburse employees for the reasonable repair or replacement of their personal clothing seriously damaged or destroyed in the performance of assigned duties; provided, however, no such reimbursement shall be made if the article(s) of clothing damaged or destroyed is inappropriate for the work place; damaged or destroyed as a result of the improper performance of the assigned work; damaged or destroyed as a result of an industrial injury the latter reimbursable under the City's worker's compensation insurance program.

#### **17.4            Safety Boot Allowance**

The safety boot allowance is \$170.00 per year. Effective April 1, 2026, the safety boot allowance will be increased from \$170.00 per year to \$275.00 per year. The allowance shall be used for the replacement or repair of required safety boots.

In conjunction with the safety boot allowance, bargaining unit employees are required to adhere to the Safety Boot Usage Policy, which will be adopted prior to the increase of the safety boot allowance April 1, 2026.

The Operations Services Department employees may receive an additional allowance for replacement of safety boots that need replacement due to wear in order to ensure proper protection of the feet.

#### **Section 18. Credit Union**

The City shall maintain a voluntary payroll deduction option for those employees who wish to join the First United Services Credit Union for the purpose of transacting business with said credit union and shall maintain direct deposit of payroll checks for designated financial institutions.

#### **Section 19. Deferred Compensation Plan**

The City shall provide a deferred compensation plan.

The City shall contribute one-half percent (.5%) of the employee's base compensation into a 457 deferred compensation plan. The contribution is tax-deferred, and counts towards the 457 annual maximum deferral as designated by the IRS. Employees without an existing 457 account with a City sponsored provider must establish one in order to receive the City contribution, but no employee contribution to the account is required.

Effective the first full pay period on/after April 1, 2021, the City shall contribute an additional one-half percent (.5%) of the employee's base compensation, for a total contribution of one percent (1%) into a 457 deferred compensation plan.

#### **Section 20. Educational Incentive Tuition and Book Reimbursement Program**

##### **20.1            Educational Incentive [LIMITED REOPENER]**

All regular employees having reached step E of their classification's pay range are eligible for educational incentive pay for college degrees earned while employed by the City of Pleasanton provided the degree is awarded from a community college, college or university accredited by the Western Association of Schools and Colleges and is in a recognized academic or professional field as determined by the employer's Department Head and the Director of Human Resources and Labor Relations. Where a degree appears not to be in a recognized academic field the Assistant City Manager shall provide the employee an opportunity to discuss the issue with them before they make their

decision. Once made, however, the decision of the Director of Human Resources and Labor Relations shall be final.

Incentive pay shall be a percentage of monthly base salary as specified below:

Eligible Degree	Incentive Pay
AA	2.5%
BA/BS	5.0%
MS/MA	5.0%

The maximum incentive pay an employee can receive is five percent (5%). Should an employee be promoted to a position requiring the degree for which they are currently receiving incentive pay, said incentive pay shall cease.

To receive incentive pay the employee must submit a copy of their college degree and college transcripts showing their overall grade point average. Incentive pay shall be effective at the beginning of the next pay period following approval of eligibility.

All employees receiving educational incentive pay on April 30, 1992, shall continue to receive educational incentive pay. Any employee as of April 30, 1992, who obtained an eligible degree prior to being employed by the City of Pleasanton shall, upon reaching step E of their classification's salary range, receive the appropriate incentive pay percentage as cited above for said degree.

The parties mutually agree to a limited reopener on Section 20.1 Educational Incentive following the issuance of a final decision by the Public Employment Relations Board (PERB) in connection with PERB Case No. SF-CE-2144-M. The parties will promptly meet and confer in good faith to address any modifications to the Educational Incentive provision that may be necessary or appropriate to implement the final PERB decision.

## **20.2 Tuition Reimbursement**

Regular full time employees and as specified below regular part time employees shall be eligible for reimbursement of tuition expenses for college or university courses successfully completed with a grade of "C" or better, provided said courses have been approved in advance by the employee's Department Head and the Director of Human Resources and Labor Relations and are taken from an educational institution accredited by one of the Association of Schools and Colleges (standardized list of Associations established by the Human Resources Department).

Tuition shall be reimbursed in an amount up to, but not to exceed the annual registration fees levied by California State University East Bay for internal degrees in effect at the time the employee enrolled in the course(s) for which tuition reimbursement is requested.

Eligible fees shall be limited to:

University Fee  
Student Body Fee  
IRA Fee

Facility Fee  
University Union Fee  
Health Services Fee

Regular part-time employees who average between thirty (30) and thirty-nine (39) hours per week shall be reimbursed in an amount equal to seventy five percent (75%) of the above fees. Regular part-time employees who average between twenty (20) and twenty-nine (29) hours per week shall be reimbursed fifty percent (50%) of the above fees.

Requests for tuition reimbursement shall be submitted at the completion of each quarter or semester and be accompanied by an official receipt verifying the tuition amount and the tuition payment, and proof of grades.

### **20.3 Book Reimbursement**

Regular employees can be reimbursed for books required for college/university courses approved by the department head and personnel director and successfully completed with a grade of "C" or better. Upon reimbursement, the books shall become the property of the city. To the extent feasible, the books will be made accessible to employees. The maximum reimbursement for books an employee may receive shall not exceed \$300.00 per fiscal year for full time employees, \$225.00 for regular three-quarter time employees, and \$150.00 for regular one-half time employees. To be reimbursed, the employee must submit a receipt from the college or university for the book purchase and an official transcript of grades.

## **Section 21. Probationary Period**

### **21.1 Length of Probationary Period**

Original and promotional appointments shall be tentative and subject to a probationary period of twelve (12) months actual service except for entry-level Police Dispatchers who will be subject to an eighteen (18) month probationary period, but remain eligible to be considered for a salary adjustment after twelve (12) months. Lateral Police Dispatchers will be subject to a twelve (12) month probationary period.

After serving a minimum of six (6) months in a probationary status following promotion, an employee whose performance has been evaluated as exceptional based upon the performance criteria enumerated in Section 6.4 may be removed from probationary status.

### **21.2 Notification Requirements**

An employee who is not rejected prior to the completion of the prescribed probationary period shall be deemed to have passed the prescribed probation period automatically subject to the provisions of Section 21.3

**21.3            Extension of Probationary Period**

If a probationary employee is off work due to a leave of absence, sick leave or disability leave or any combination thereof for a period exceeding thirty (30) consecutive calendar days, said employee's probationary period shall be extended automatically by the length of said leave. The probationary period may be extended by the City Manager for a period not to exceed ninety (90) days, in order to further evaluate the performance of the probationary employee.

**21.4            Rejection of Probationary Employee - Original Appointment**

The City Manager may terminate a probationary employee during the probationary period upon fifteen (15) days written notice without right of appeal in any manner by the probationary employee.

**21.5            Rejection of Probationary Employee - Promotional Appointment**

Any employee rejected during the probationary period following a promotional appointment or at the conclusion of the probationary period shall be reinstated to a position in the class from which the employee was promoted and at the rate of pay the employee would have received had they remained in the former class.

**Section 22. Promotion**

Promotional or open-promotional examinations may be conducted whenever in the opinion of the Personnel Officer the needs of the service require. Only employees who meet the requirements set forth in the examination announcements may compete in promotional examinations.

Insofar as consistent with the best interests of the service all vacancies in the competitive service shall be filled by promotion from within the competitive service after a promotional examination has been given and a promotional list established.

Upon the establishment of a ranked eligibility list, the names of the persons having the highest five (5) scores on the list shall be submitted to the department head for their consideration. Should an eligibility list be established based upon the banding of test scores, the names of the persons by band shall be submitted to the department head for their consideration.

When the needs of the service so require, an employee meeting the minimum qualifications may be temporarily promoted to an authorized position on an "acting" basis. While serving in the position the employee temporarily promoted shall be paid the minimum rate of pay for the classification except that said rate of pay shall be no less than five percent (5%) above the employee's normal rate of pay.

If, in the opinion of the Director of Human Resources and Labor Relations, a vacancy in the position could be filled better by an open-competitive examination instead of

promotional examination, the Director shall arrange an open-competitive employee list consistent with the Personnel Rules.

### **Section 23. Temporary Assignment**

By mutual agreement, a Department Head or their designee may temporarily assign an employee to a higher classification for a period not to exceed twelve (12) months. Employees so assigned shall receive additional compensation ranging between five (5%) to ten (10%) percent of their hourly wage for hours worked beginning with the first (1<sup>st</sup>) work day, for assignments lasting five (5) or more working days. The Director of Human Resources and Labor Relations and the employee shall be notified in writing of said assignments.

In determining the additional pay percentage for the temporary assignment, the Department Head will give consideration to: the difference between the employee's current salary and the range into which they are placed during temporary assignment, the skill set of the employee compared with the requirements of the temporary assignment, the duration of the assignment, the criticality of the position and how important the continuity of the duties are to the operations of the City, other staffing availability to perform some of the assignments normally performed by the temporarily vacant position and other job-related factors when necessary to make decisions that are reasonable and supportable.

The Department Head will use discretion and judgment in assigning employees to temporary assignment, balancing the need for development and experience with the needs of the operation. When there are multiple qualified employees who could potentially fill the temporary assignment, equal rotation will be considered to provide opportunity for experience.

### **Section 24. Transfer**

An employee may be transferred by the Appointing Authority to a comparable position. For purposes of this section comparable position is one with the same maximum salary, involving the performance of similar duties and requiring substantially the same minimum qualifications.

If the transfer involves a change from one department to another both Department Heads must consent thereto unless the City Manager orders the transfer for purposes of economy and efficiency. Transfer shall not be used to effect discipline or a promotion or advancement.

The Union shall be notified prior to any transfer as detailed in this Section.

## **Section 25. Resignation, Reinstatement and Layoff**

### **25.1 Voluntary Resignation**

An employee may resign in good standing by submitting a written resignation to their Department Head with a copy to the Director of Human Resources and Labor Relations. The written resignation shall state the reasons for the resignation and be submitted to the Department Head and Director of Human Resources and Labor Relations at least two (2) weeks prior to the effective date of the resignation.

A statement as to the resigned employee's performance shall be forwarded to the Director of Human Resources and Labor Relations by the Department Head.

### **25.2 Reinstatement**

With the approval of the Director of Human Resources and Labor Relations, a permanent or probationary employee who has resigned in good standing may be reinstated within two (2) years, of the effective date of resignation, to a vacant position in the same or comparable class. Upon reinstatement, the employee, for all purposes, shall be considered as though they received a new appointment.

### **25.3 Layoff**

The Appointing Authority may layoff an employee in the competitive service because of material changes in duties, organization, shortage of work or funds, or because of disability as specified in Section 29.

The employee and the Union shall be notified at least sixteen (16) weeks prior to the effective date of layoff. If such notice is impractical, the employee and the Union shall be notified at the earliest possible time prior to the effective date of the layoff. The notification shall be in writing and set forth the reasons for the layoff.

### **25.4 Order of Layoff**

Layoffs shall be by position classification. In effecting layoffs, employees with the least length of service in the position classifications affected shall be laid off first.

No permanent employee will be laid off while a temporary, probationary, or limited duration employee is retained to perform the same work in the same department.

### **25.5 Length of Service**

Length of service shall be full time service in the classification in either a regular or probationary status at or above the level where layoff is to occur. When two or more employees in a classification have the same length of service, seniority shall then be determined by length of full time service with the City in a regular or probationary status, then by length of part time service in a regular or probationary status in the classification

in which the layoff is taking place, and finally by length of part-time service with the City in a regular or probationary status.

**25.6            Bumping**

Employees scheduled to be laid off may bump the least senior employee in the next lower paying classification of like work who has less seniority, or in any department in a lower classification in which the employee once had regular status. In order to bump or retreat to a former classification, employees must declare their intention to exercise this right in writing prior to layoff, otherwise, this right shall automatically terminate. To bump successfully, the employee must meet the minimum qualifications, be trained and capable of performing all work of the lower classification.

Employees returning to a former classification shall be placed at a salary step commensurate with the employee's qualifications, education and experience. In no case shall the salary be increased above that received by the employee in the class from which the employee was laid off.

**25.7            Promotional Opportunities, Transfers, Voluntary Demotions**

Regular Unit employees, who are subject to a City layoff, shall be eligible to apply for open promotional opportunities, transfers, or voluntary demotions, while they remain eligible on the reemployment list.

**25.8            Re-employment Following Layoff**

The names of permanent employees laid off shall be placed on a re-employment list in the order of total continuous accumulative time served in probationary and regular status with the City or, if laid off at different times, in the reverse order in which they were laid off. The names shall remain for a period of one year or until the laid off employee is re-employed. A name on the list may be extended for a maximum of one additional year upon the request of the laid off employee and the approval of the Appointing Authority. Persons re-employed in a lower classification or on a temporary or part-time basis shall remain on the reemployment list from which they were laid off until the expiration of the list. The names of probationary employees shall be placed on said re-employment list only if they were laid off in good standing.

**Section 26. Discipline**

**26.1            Disciplinary Action**

The continued employment of every employee shall be during good behavior and rendering of efficient service. An employee is subject to disciplinary action and may be discharged, suspended, demoted for cause, or placed on probation as provided in Section 21 and such disciplinary action shall be subject to appeal as set forth in Section 27.2(2). Any employee discharged, suspended or demoted for cause shall be furnished the reason for the employee's discharge, and the period of duration in writing.

An employee suspended from the City service shall forfeit all rights, privileges and salary while on such suspension.

Written reprimands are not subject to appeal of any kind including the grievance procedure. However, an employee may submit a rebuttal to a written reprimand within thirty (30) calendar days of receipt. The rebuttal will be kept in the employee's permanent personal file consistent with retention procedures for written reprimands.

**26.2            Causes for Dismissal, Suspension, Demotion or Placement on Probationary Period**

The following, among others, are causes which are sufficient for disciplinary action:

- (1) Absence without leave, or failure to report to work after a leave of absence has expired, or after such leave of absence has been disapproved or revoked.
- (2) Conviction of a felony criminal offense. Conviction shall mean a termination of criminal proceedings adverse to the employee upon a verdict, by plea of guilty, upon a judgment against the employee, or upon a plea of nolo contendere, without regard to subsequent disposition of the case by suspension or sentence, probation, or otherwise.
- (3) Excessive use of sick leave not protected by law, or a patterned use of sick leave not protected by law on a recurring basis.
- (4) Frequent or excessive tardiness, or absence from work, or from an employee's work area.
- (5) Dishonesty.
- (6) Unsatisfactory work performance.
- (7) Through misconduct, causing damage to public property or waste of public supplies.
- (8) At the time of employment, having concealed or misrepresented facts in their application for employment.
- (9) Insubordination, including refusal to do assigned work or refusal to perform work in the manner described by a supervisor without proper justification.
- (10) Disrespectful or discourteous conduct toward a City officer or official, another employee, or a member of the public while representing the City.
- (11) Violation of any of the provisions of the City Ordinances or Resolutions relating to the conduct of City officers and employees, or established work rule(s).
- (12) Failure to submit to a medical examination or failure to appear at the designated time and place for such examination as ordered under Section 28 Medical Exam of this MOU.

- (13) Violation of CORI Regulations or misuse of protected law enforcement information.
- (14) Use of City equipment, supplies or identification (e.g. badges) for any reason other than for official City business.

**26.3            Pre-Disciplinary Notice**

Prior to taking disciplinary action to discharge, suspend or demote an employee for reasons specified in 26.2, the City will provide the employee with a “Notice of Proposed Action”.

The “Notice of Proposed Action” shall include notice of what action is proposed to be taken, the reasons for the proposed action, copies of any rules, policy or regulations that may have been violated and documents upon which the City is relying upon as a basis for the proposed action.

Additionally, the notice will include information regarding the appeal process and timelines for responding to the notice. The employee is also entitled to representation during this process.

All written reprimands in an employee’s personnel file will be removed from the file three (3) years after date of issuance at the request of the affected employee. Written reprimands not removed after the 3 year period will be disregarded.

**26.4            Right to Representation (Weingarten Rights)**

Upon the request of the employee, the employee shall have the right to Union representation at meetings with a supervisor or manager when the employee reasonably anticipates that such meetings will involve questioning that may lead to disciplinary action. Such a request is subject to the restrictions of the Weingarten decision.

**Section 27. Grievances**

**27.1** A grievance is any dispute which involves the interpretation or application of any provision of this Memorandum of Understanding excluding, however, those provisions of this Memorandum of Understanding which specifically provide that the decision of any City official shall be final, the interpretation or application of those provisions not being subject to the grievance procedure.

The City official named in the steps of the grievance procedure may appoint a designated representative to act on their behalf with the accompanying authority to settle the grievance at the appropriate step.

**27.2            Grievance Process**

**Definition and Procedure.** A “grievance” is any dispute which involves the interpretation or application of any provision of this MOU.

Grievances filed to appeal an Order and Notice of Action must be filed at Step 3 within ten (10) calendar days after service of said order.

Grievances filed on violations of this MOU must be filed within thirty (30) calendar days of the incident or occurrence about which the grievant claims to have a grievance and shall be processed in the following manner:

Within thirty (30) calendar days after the occurrence of an event giving rise to a grievance, an employee may request a meeting to discuss the grievance with such management official as the employee's Department Head may designate. Such request shall be made in writing to the Department Head.

**Step 1:** If the grievance remains unresolved, a written grievance may be filed with the Department Head. Within ten (10) working days, the Department Head shall meet with the grievant and the Union to discuss the grievance. A decision shall be issued within ten (10) working days from the date the grievance meeting is held. For purposes of Section 27.2, "working days" shall be defined as Monday through Friday, excluding holidays.

**Step 2:** Grievances regarding interpretation or application of any provision of this MOU (non-disciplinary) that are not resolved at **Step 1** shall be filed in writing within ten (10) working days with the Director of Human Resources and Labor Relations.

**SMCS Mediation by Mutual Agreement.** For grievances regarding interpretation or application of any provision of this MOU (non-disciplinary) only: the parties may, by mutual agreement, submit said grievance to the State Mediation and Conciliation Service (SMCS) for non-binding mediation. The fees of the SMCS mediator shall be shared equally by the parties. This mediation process is not available for grievances regarding discipline.

For Grievances involving demotion, suspension, dismissal of an employee shall be filed within ten (10) working days of the date the employee was notified of such action. The Director of Human Resources and Labor Relations shall have ten (10) working days from receipt of the grievance to investigate the issues and meet with the employee and the Union. A written decision shall be issued within ten (10) working days from the date that the **Step 2** grievance meeting is held.

**Step 3:** If the parties are unable to reach a resolution of the grievance at Step 2, the Union may request that the grievance be referred to an impartial arbitrator. Such request shall be submitted within twenty (20) working days of the completion of **Step 2**. Within ten (10) working days of the request for arbitration the parties shall mutually select an arbitrator who shall render a decision within thirty (30) work days from the date of final submission of the grievance including receipt of the court reporter's transcript and post-hearing briefs, if any. The fees and expenses of the arbitrator and of the Court Reporter shall be shared equally by the Union and the City. Each party, however, shall bear the costs of its own presentation, including preparation and post hearing briefs, if any.

Decisions of the arbitrators on matters properly before them shall be final and binding on the parties hereto, to the extent permitted by the Ordinance Code and Resolutions of the City.

**Grievances regarding payment or compensation shall be processed in the following manner:**

All complaints involving or concerning the payment of compensation shall be initially filed in writing with the Director of Human Resources and Labor Relations. Only complaints which allege that employees are not being compensated in accordance with the provision of this Memorandum of Understanding shall be considered as grievances. Employees are entitled to six (6) months of retroactive pay for unpaid work or underpaid wages. Any other matters of compensation are to be resolved in the meeting and conferring process and if not detailed in the Memorandum of Understanding which results from such meeting and conferring process shall be deemed withdrawn until the meeting and conferring process is next opened for such discussion.

- 27.3 The time limits previously set forth shall be considered maximums and every effort shall be made to expedite the process. The limits specified may, however, be extended by mutual agreement of the parties.
- 27.4 The provisions of this Section shall not abridge any right to which an employee may be entitled under the City Ordinance and Resolutions, nor shall it be administered in a manner which would abrogate any power which may be within the sole province and discretion of the City Council.
- 27.5 All grievances of employees in bargaining units represented by the Union shall be processed under this section.

**Section 28. Medical Examination**

In the event the Department Head or the City Manager determines there is a necessity for a medical examination, the employee shall submit to such medical examination any time during such employee's employment. Such examination shall be given by a physician selected by the City and the full cost of such medical examination shall be borne by the City as shall any additional medical examination required by the City. Medical examinations required under this section shall be scheduled to the extent possible during the employee's work day.

Consistent with the above procedures an employee may be required to undergo a psychological examination or evaluation if the physician selected by the City determines such an examination or evaluation is necessary. The employee shall be notified of the reason(s) for the examination or evaluation.

The examining psychologist shall provide the City a narrative report describing their conclusions as to the employee's fitness for duty. The specific information gathered by the psychologist upon which their conclusions are based shall not be provided to the City.

The psychologist's report shall be kept confidential according to the requirements of the state law.

### **Section 29. Physical or Mental Disability**

If an employee has a physical or mental disability which permanently or chronically disables the employee from the proper performance of the duties of the employee's classification and if the City is unable to reasonably accommodate the employee, the employee shall be laid off and the employee's name placed on a re-employment list for a period of twelve months in accordance with Section 25.7. If during the twelve (12) month period, the employee, based upon competent medical evidence, is able to resume the proper performance of the duties of the employee's former classification, the City shall offer to re-employ the employee in a vacant position occurring within said classification during the twelve (12) month period. Should the employee refuse the offer of re-employment, or should the twelve (12) month period expire, the employee's name shall be removed from the re-employment list.

### **Section 30. Outside Employment**

Employees who plan to participate in any gainful occupation other than the city service during off-duty time must secure written permission to do so from the Department Head. The City will issue a memo to remind employees that approval is necessary on an annual basis to facilitate compliance throughout the organization. The City retains the right to refuse permission to any employee for such outside employment whenever it appears to the City that such outside employment would materially interfere with the proper performance of the City's service for which the employee has been hired, or that such outside employment may place the employee in a position of conflict with the City.

In the event of illness or injury incurred by members so employed or arising out of such employment, the City will in no way be responsible for compensation or any other benefits.

Use of City equipment or City identification by signs, insignia, or dress is permitted only while working for the City.

### **Section 31. Meal Pay**

Effective the first full pay period after City Council ratification of a new MOU, any employee required to work twelve (12) consecutive hours or beyond in a given work duty period, and is directed by their supervisor to continue working without the opportunity for a dinner meal break shall be provided a meal allowance of twenty-five dollars (\$25.00), which shall be paid on the employee's regular pay check.

### **Section 32. Modified Duty**

The City may return an employee to modified duty on a temporary basis provided that a physician's release to return to modified duty has been issued, the Department Head and/or division chief has determined that suitable modified duty exists, and that the

employee can perform said work safely and not impede his/her convalescence. Modified duty shall be provided in accordance with the City of Pleasanton "Return to Work Opportunity Program".

### **Section 33. Americans with Disabilities Act**

The City and the Union recognize that the City has an obligation under law to meet with individual employees who allege a need for reasonable accommodation in the workplace because of a disability. If by reason of the aforesaid requirement, the City contemplates actions to provide reasonable accommodation to an individual employee in compliance with the ADA which are in potential conflict with any provision of this Memorandum of Understanding, the Union will be advised of any such proposed accommodation and be afforded an opportunity to discuss same prior to implementation by the City.

### **Section 34. Scope of Agreement and Separability of Provisions**

**34.1 Scope of Agreement.** Neither party shall, during the term of this MOU demand any modifications to the MOU, provided that nothing herein shall prohibit the parties from changing the terms of this MOU by mutual agreement.

**34.2 Separability of Provisions.** Should any section, clause or provision of this MOU be declared illegal, unlawful or unenforceable, by final judgment of a court of competent jurisdiction, such invalidation of such section, clause or provision shall not invalidate the remaining portions hereof, and such remaining portions shall remain in full force and effect for the duration of this MOU.

**34.3 Personnel Policies.** Where a specific provision contained in a section of this MOU conflicts with a specific provision contained in a section of the Personnel Policies the provision of this MOU shall prevail. It is recognized, however, that certain provisions of the Personnel Policies may be supplementary to the provisions of this MOU or deal with matters not within the scope of representation and as such remain in full force and effect.

### **Section 35. Miscellaneous**

#### **35.1 Printing of MOUs**

The City shall print sufficient copies of this Memorandum of Understanding in booklet form for bargaining unit members. The City and the PCEA/AFSCME LOCAL 955 shall share the cost of the printing.

#### **35.2 Exercise Facilities**

All employees covered by this Agreement shall have access to exercise facilities located in the City Police Department and Operations Services Center on an availability basis. In addition, Union members assigned to the Fire Department shall have access to exercise facilities located in the Fire Department facilities when available. Employees agree to sign a hold harmless waiver prior to utilizing any City exercise facilities. Union

members shall have access to City sports facilities on the fee and availability schedule established for City residents.

Consistent with State law, employees from departments other than Police requesting access to the exercise facility located in the Police Department will be required to undergo a comprehensive background investigation prior to receiving approval from the Police Chief to use this facility.

**35.3 Temporary Employee Practices**

If anticipated changes to the City's temporary employment policy affects Union bargaining unit work, the City will discuss said policy changes with representatives of the Union.

**35.4 Flexible Spending Accounts**

The City maintains a flexible spending account for Union employees in accordance with the provisions of IRS Code 125. Expenses included in the program shall include eligible child care and medical expenses. Any monthly administrative fee charged by the plan administrator shall be paid by the participating employee.

**35.5 Commercial Driver's License**

Employees required to possess commercial driver's licenses will be provided reasonable time off with pay to take medical and drivers examinations required to attain/maintain said license upon the approval of their supervisor. Expenses associated with the required commercial driver's bi-annual medical examination and fees charged by DMV to take the required driver's examination shall be paid by the City.

**35.6 Reimbursement for Licenses and Certificates**

The City shall reimburse employees for all regular fees incurred in obtaining licenses or certificates that are required by the City for the job classification of the employee. Employees shall be granted paid time, including reasonable travel time, to take tests which occur during the employees' regularly scheduled work shift to obtain licenses or certificates that are required by the City for the current job classification of the employee with the exception of a Class "C" Driver's license. Time spent taking tests outside the regularly scheduled work day are not considered as time worked for purposes of calculating overtime.

Additionally, the City may approve reimbursement for employees who take classes and tests to obtain certifications and licenses for higher paid positions in the same classification series such as Utility Operators. The City may also reimburse employees who may need to retake an exam. Such requests for reimbursements shall be approved in advance of taking the class or taking the test.

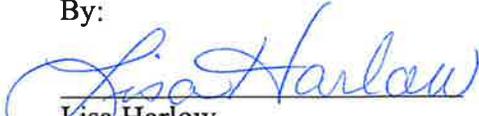
Made and entered into this 16<sup>th</sup> day of December, 2025.

**AFSCME Local 955**

**CITY OF PLEASANTON**

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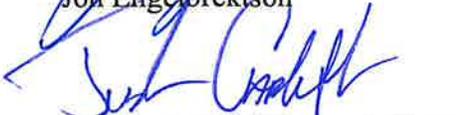
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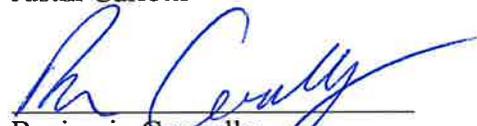
  
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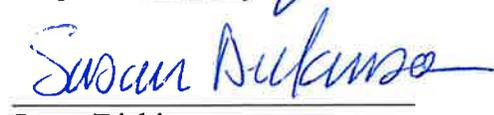
  
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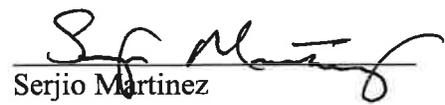
  
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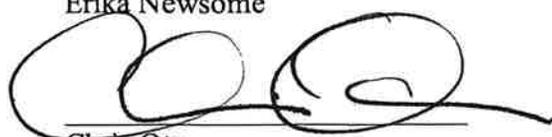
  
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Connie Martinez

  
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Serjio Martinez

  
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Tommy McCoy

  
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Erika Newsome

  
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Chris Ota

## **APPENDIX A – Definition of Unforeseeable Emergency**

For purposes of Section 12.6, the following is the definition of "unforeseeable emergency" as defined by Treasury Regulation § 1.457-6(c)(2):

An "unforeseeable emergency" is a severe financial hardship of the participant or beneficiary resulting from an illness or accident of the participant or beneficiary, the participant's or beneficiary's spouse, or the participant's or beneficiary's dependent (as defined in section 152, and, for taxable years beginning on or after January 1, 2005, without regard to section 152(b)(1), (b)(2), and (d)(1)(B)); loss of the participant's or beneficiary's property due to casualty (including the need to rebuild a home following damage to a home not otherwise covered by homeowner's insurance, such as damage that is the result of a natural disaster); or other similar extraordinary and unforeseeable circumstances arising as a result of events beyond the control of the participant or the beneficiary. For example, the imminent foreclosure of or eviction from the participant's or beneficiary's primary residence may constitute an unforeseeable emergency. In addition, the need to pay for medical expenses, including non-refundable deductibles, as well as for the cost of prescription drug medication, may constitute an unforeseeable emergency. Finally, the need to pay for the funeral expenses of a spouse or a dependent (as defined in section 152, and, for taxable years beginning on or after January 1, 2005, without regard to section 152(b)(1), (b)(2), and (d)(1)(B)) of a participant or beneficiary may also constitute an unforeseeable emergency. Except as otherwise specifically provided in this paragraph (c)(2)(i), the purchase of a home and the payment of college tuition are not unforeseeable emergencies under this paragraph (c)(2)(i).

**APPENDIX B – Survey Agencies**

**Antioch  
Concord  
Fremont  
Hayward  
Livermore  
Milpitas  
San Leandro  
Union City  
Walnut Creek**

**APPENDIX C  
SALARY SCHEDULES**

**Effective April 13, 2024**

**PCEA/AFSCME Local 955 Salary Schedule-Tyler Munis System**

<b>POSITION</b>	<b>STEP</b>	<b>HOURLY</b>	<b>BI-WEEKLY</b>	<b>MONTHLY</b>	<b>ANNUAL</b>
ACCOUNTING ASSISTANT I	1	\$ 33.09	\$ 2,647.51	\$ 5,736.27	\$ 68,835.26
	2	\$ 34.75	\$ 2,780.18	\$ 6,023.72	\$ 72,284.68
	3	\$ 36.48	\$ 2,918.61	\$ 6,323.66	\$ 75,883.86
	4	\$ 38.31	\$ 3,064.46	\$ 6,639.66	\$ 79,675.96
	5	\$ 40.23	\$ 3,218.54	\$ 6,973.50	\$ 83,682.04
ACCOUNTING ASSISTANT II	1	\$ 36.48	\$ 2,918.61	\$ 6,323.66	\$ 75,883.86
	2	\$ 38.31	\$ 3,064.46	\$ 6,639.66	\$ 79,675.96
	3	\$ 40.23	\$ 3,218.54	\$ 6,973.50	\$ 83,682.04
	4	\$ 42.23	\$ 3,378.40	\$ 7,319.87	\$ 87,838.40
	5	\$ 44.34	\$ 3,547.32	\$ 7,685.86	\$ 92,230.32
SENIOR ACCOUNTING ASSISTANT	1	\$ 38.31	\$ 3,064.46	\$ 6,639.66	\$ 79,675.96
	2	\$ 40.23	\$ 3,218.54	\$ 6,973.50	\$ 83,682.04
	3	\$ 42.23	\$ 3,378.40	\$ 7,319.87	\$ 87,838.40
	4	\$ 44.34	\$ 3,547.32	\$ 7,685.86	\$ 92,230.32
	5	\$ 46.58	\$ 3,726.13	\$ 8,073.28	\$ 96,879.38
JUNIOR ACCOUNTANT	1	\$ 52.06	\$ 4,164.50	\$ 9,023.08	\$ 108,277.00
	2	\$ 54.68	\$ 4,374.62	\$ 9,478.34	\$ 113,740.12
	3	\$ 57.39	\$ 4,591.33	\$ 9,947.88	\$ 119,374.58
	4	\$ 60.28	\$ 4,822.05	\$ 10,447.78	\$ 125,373.30
	5	\$ 63.29	\$ 5,063.48	\$ 10,970.87	\$ 131,650.48
SENIOR ACCOUNTANT	1	\$ 54.70	\$ 4,376.26	\$ 9,481.90	\$ 113,782.76
	2	\$ 57.42	\$ 4,593.80	\$ 9,953.23	\$ 119,438.80
	3	\$ 60.31	\$ 4,824.52	\$ 10,453.13	\$ 125,437.52
	4	\$ 63.31	\$ 5,065.13	\$ 10,974.45	\$ 131,693.38
	5	\$ 66.48	\$ 5,318.10	\$ 11,522.55	\$ 138,270.60
SUPERVISING SENIOR ACCOUNTANT	1	\$ 59.87	\$ 4,789.91	\$ 10,378.14	\$ 124,537.66
	2	\$ 62.89	\$ 5,031.34	\$ 10,901.24	\$ 130,814.84
	3	\$ 66.01	\$ 5,281.02	\$ 11,442.21	\$ 137,306.52
	4	\$ 69.32	\$ 5,545.52	\$ 12,015.29	\$ 144,183.52
	5	\$ 72.79	\$ 5,823.21	\$ 12,616.96	\$ 151,403.46
ADMINISTRATIVE ANALYST	1	\$ 47.68	\$ 3,814.30	\$ 8,264.32	\$ 99,171.80
	2	\$ 50.07	\$ 4,005.46	\$ 8,678.50	\$ 104,141.96
	3	\$ 52.57	\$ 4,205.70	\$ 9,112.35	\$ 109,348.20
	4	\$ 55.19	\$ 4,414.99	\$ 9,565.81	\$ 114,789.74
	5	\$ 57.98	\$ 4,638.30	\$ 10,049.65	\$ 120,595.80
ADMINISTRATIVE ASSISTANT	1	\$ 38.03	\$ 3,042.21	\$ 6,591.46	\$ 79,097.46
	2	\$ 39.92	\$ 3,193.82	\$ 6,919.94	\$ 83,039.32
	3	\$ 41.92	\$ 3,353.68	\$ 7,266.31	\$ 87,195.68
	4	\$ 44.03	\$ 3,522.60	\$ 7,632.30	\$ 91,587.60
	5	\$ 46.24	\$ 3,698.94	\$ 8,014.37	\$ 96,172.44

Effective April 13, 2024

PCEA/AFSCME Local 955 Salary Schedule-Tyler Munis System

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
ANIMAL SERVICES OFFICER	1	\$ 38.63	\$ 3,090.00	\$ 6,695.00	\$ 80,340.00
	2	\$ 40.57	\$ 3,245.74	\$ 7,032.44	\$ 84,389.24
	3	\$ 42.60	\$ 3,408.06	\$ 7,384.13	\$ 88,609.56
	4	\$ 44.72	\$ 3,577.81	\$ 7,751.92	\$ 93,023.06
	5	\$ 46.96	\$ 3,756.62	\$ 8,139.34	\$ 97,672.12
ANIMAL CONTROL OFFICER, SR	1	\$ 40.83	\$ 3,266.34	\$ 7,077.07	\$ 84,924.84
	2	\$ 42.87	\$ 3,429.49	\$ 7,430.56	\$ 89,166.74
	3	\$ 45.01	\$ 3,600.88	\$ 7,801.91	\$ 93,622.88
	4	\$ 47.27	\$ 3,781.34	\$ 8,192.90	\$ 98,314.84
	5	\$ 49.64	\$ 3,970.86	\$ 8,603.53	\$ 103,242.36
BUILDING INSPECTOR	1	\$ 56.09	\$ 4,487.50	\$ 9,722.92	\$ 116,675.00
	2	\$ 58.91	\$ 4,712.46	\$ 10,210.33	\$ 122,523.96
	3	\$ 61.85	\$ 4,948.12	\$ 10,720.93	\$ 128,651.12
	4	\$ 64.95	\$ 5,196.14	\$ 11,258.30	\$ 135,099.64
	5	\$ 68.19	\$ 5,454.88	\$ 11,818.91	\$ 141,826.88
LEAD BUILDING INSPECTOR	1	\$ 60.16	\$ 4,812.98	\$ 10,428.12	\$ 125,137.48
	2	\$ 63.19	\$ 5,055.24	\$ 10,953.02	\$ 131,436.24
	3	\$ 66.35	\$ 5,308.21	\$ 11,501.12	\$ 138,013.46
	4	\$ 69.65	\$ 5,571.89	\$ 12,072.43	\$ 144,869.14
	5	\$ 73.14	\$ 5,851.22	\$ 12,677.64	\$ 152,131.72
SENIOR BUILDING INSPECTOR	1	\$ 65.58	\$ 5,246.41	\$ 11,367.22	\$ 136,406.66
	2	\$ 68.86	\$ 5,508.44	\$ 11,934.95	\$ 143,219.44
	3	\$ 72.29	\$ 5,782.83	\$ 12,529.47	\$ 150,353.58
	4	\$ 75.92	\$ 6,073.70	\$ 13,159.68	\$ 157,916.20
	5	\$ 79.71	\$ 6,376.94	\$ 13,816.70	\$ 165,800.44
BUILDING MAINT WORKER I	1	\$ 32.99	\$ 2,639.27	\$ 5,718.42	\$ 68,621.02
	2	\$ 34.65	\$ 2,771.94	\$ 6,005.87	\$ 72,070.44
	3	\$ 36.38	\$ 2,910.37	\$ 6,305.80	\$ 75,669.62
	4	\$ 38.20	\$ 3,056.22	\$ 6,621.81	\$ 79,461.72
	5	\$ 40.11	\$ 3,208.66	\$ 6,952.10	\$ 83,425.16
BUILDING MAINTENANCE WORKER- JOURNEY LEVEL	1	\$ 42.07	\$ 3,365.22	\$ 7,291.31	\$ 87,495.72
	2	\$ 44.16	\$ 3,532.49	\$ 7,653.73	\$ 91,844.74
	3	\$ 46.36	\$ 3,708.82	\$ 8,035.78	\$ 96,429.32
	4	\$ 48.70	\$ 3,895.87	\$ 8,441.05	\$ 101,292.62
	5	\$ 51.13	\$ 4,090.34	\$ 8,862.40	\$ 106,348.84
BUSINESS LICENSE COORDINATOR	1	\$ 40.96	\$ 3,277.05	\$ 7,100.28	\$ 85,203.30
	2	\$ 43.01	\$ 3,441.02	\$ 7,455.54	\$ 89,466.52
	3	\$ 45.17	\$ 3,613.24	\$ 7,828.69	\$ 93,944.24
	4	\$ 47.41	\$ 3,792.87	\$ 8,217.89	\$ 98,614.62
	5	\$ 49.78	\$ 3,982.39	\$ 8,628.51	\$ 103,542.14

Effective April 13, 2024

PCEA/AFSCME Local 955 Salary Schedule-Tyler Munis System

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
BUSINESS LICENSE PROGRAM SPECIALIST	1	\$ 47.18	\$ 3,774.74	\$ 8,178.60	\$ 98,143.24
	2	\$ 49.56	\$ 3,965.09	\$ 8,591.03	\$ 103,092.34
	3	\$ 52.04	\$ 4,162.85	\$ 9,019.51	\$ 108,234.10
	4	\$ 54.66	\$ 4,372.97	\$ 9,474.77	\$ 113,697.22
	5	\$ 57.36	\$ 4,588.86	\$ 9,942.53	\$ 119,310.36
CENTRAL SERVICES ASSISTANT	1	\$ 32.99	\$ 2,639.27	\$ 5,718.42	\$ 68,621.02
	2	\$ 34.64	\$ 2,771.11	\$ 6,004.07	\$ 72,048.86
	3	\$ 36.38	\$ 2,910.37	\$ 6,305.80	\$ 75,669.62
	4	\$ 38.20	\$ 3,056.22	\$ 6,621.81	\$ 79,461.72
	5	\$ 40.12	\$ 3,209.48	\$ 6,953.87	\$ 83,446.48
CENTRAL SERVICES LEAD	1	\$ 36.44	\$ 2,915.31	\$ 6,316.51	\$ 75,798.06
	2	\$ 38.27	\$ 3,061.98	\$ 6,634.29	\$ 79,611.48
	3	\$ 40.19	\$ 3,215.25	\$ 6,966.38	\$ 83,596.50
	4	\$ 42.17	\$ 3,373.46	\$ 7,309.16	\$ 87,709.96
	5	\$ 44.31	\$ 3,544.85	\$ 7,680.51	\$ 92,166.10
CENTRAL SERVICES SUPERVISOR	1	\$ 43.60	\$ 3,487.99	\$ 7,557.31	\$ 90,687.74
	2	\$ 45.78	\$ 3,662.68	\$ 7,935.81	\$ 95,229.68
	3	\$ 48.07	\$ 3,845.61	\$ 8,332.16	\$ 99,985.86
	4	\$ 50.48	\$ 4,038.42	\$ 8,749.91	\$ 104,998.92
	5	\$ 53.01	\$ 4,241.13	\$ 9,189.12	\$ 110,269.38
CODE ENFORCEMENT OFFICER	1	\$ 48.00	\$ 3,839.84	\$ 8,319.65	\$ 99,835.84
	2	\$ 50.43	\$ 4,034.30	\$ 8,740.98	\$ 104,891.80
	3	\$ 52.92	\$ 4,233.71	\$ 9,173.04	\$ 110,076.46
	4	\$ 55.57	\$ 4,445.48	\$ 9,631.87	\$ 115,582.48
	5	\$ 58.36	\$ 4,668.78	\$ 10,115.69	\$ 121,388.28
SR CODE ENFORCEMENT OFFICER	1	\$ 54.22	\$ 4,337.54	\$ 9,398.00	\$ 112,776.04
	2	\$ 56.92	\$ 4,553.42	\$ 9,865.74	\$ 118,388.92
	3	\$ 59.77	\$ 4,781.67	\$ 10,360.29	\$ 124,323.42
	4	\$ 62.75	\$ 5,019.81	\$ 10,876.26	\$ 130,515.06
	5	\$ 65.91	\$ 5,272.78	\$ 11,424.36	\$ 137,092.28
COMMUNITY & PUBLIC RELATIONS COORDINATOR	1	\$ 48.95	\$ 3,915.65	\$ 8,483.91	\$ 101,806.90
	2	\$ 51.38	\$ 4,110.11	\$ 8,905.24	\$ 106,862.86
	3	\$ 53.96	\$ 4,316.94	\$ 9,353.37	\$ 112,240.44
	4	\$ 56.67	\$ 4,533.65	\$ 9,822.91	\$ 117,874.90
	5	\$ 59.49	\$ 4,759.42	\$ 10,312.08	\$ 123,744.92
COMMUNITY SERVICE OFFICER	1	\$ 38.63	\$ 3,090.00	\$ 6,695.00	\$ 80,340.00
	2	\$ 40.57	\$ 3,245.74	\$ 7,032.44	\$ 84,389.24
	3	\$ 42.60	\$ 3,408.06	\$ 7,384.13	\$ 88,609.56
	4	\$ 44.72	\$ 3,577.81	\$ 7,751.92	\$ 93,023.06
	5	\$ 46.96	\$ 3,756.62	\$ 8,139.34	\$ 97,672.12

Effective April 13, 2024

PCEA/AFSCME Local 955 Salary Schedule-Tyler Munis System

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
CONSTRUCTION INSPECTOR	1	\$ 56.09	\$ 4,487.50	\$ 9,722.92	\$ 116,675.00
	2	\$ 58.91	\$ 4,712.46	\$ 10,210.33	\$ 122,523.96
	3	\$ 61.85	\$ 4,948.12	\$ 10,720.93	\$ 128,651.12
	4	\$ 64.95	\$ 5,196.14	\$ 11,258.30	\$ 135,099.64
	5	\$ 68.19	\$ 5,454.88	\$ 11,818.91	\$ 141,826.88
CONSTRUCTION PW INSPECTION LEAD	1	\$ 60.16	\$ 4,812.98	\$ 10,428.12	\$ 125,137.48
	2	\$ 63.19	\$ 5,055.24	\$ 10,953.02	\$ 131,436.24
	3	\$ 66.35	\$ 5,308.21	\$ 11,501.12	\$ 138,013.46
	4	\$ 69.65	\$ 5,571.89	\$ 12,072.43	\$ 144,869.14
	5	\$ 73.14	\$ 5,851.22	\$ 12,677.64	\$ 152,131.72
CUSTOMER SERVICE REPRESENTATIVE	1	\$ 36.48	\$ 2,918.61	\$ 6,323.66	\$ 75,883.86
	2	\$ 38.31	\$ 3,064.46	\$ 6,639.66	\$ 79,675.96
	3	\$ 40.23	\$ 3,218.54	\$ 6,973.50	\$ 83,682.04
	4	\$ 42.23	\$ 3,378.40	\$ 7,319.87	\$ 87,838.40
	5	\$ 44.34	\$ 3,547.32	\$ 7,685.86	\$ 92,230.32
SR CUSTOMER SERVICE REPRESENTATIVE	1	\$ 40.24	\$ 3,219.37	\$ 6,975.30	\$ 83,703.62
	2	\$ 42.23	\$ 3,378.40	\$ 7,319.87	\$ 87,838.40
	3	\$ 44.34	\$ 3,547.32	\$ 7,685.86	\$ 92,230.32
	4	\$ 46.58	\$ 3,726.13	\$ 8,073.28	\$ 96,879.38
	5	\$ 48.89	\$ 3,911.53	\$ 8,474.98	\$ 101,699.78
CUSTOMER SERVICE CENTER SUPERVISOR	1	\$ 47.18	\$ 3,774.74	\$ 8,178.60	\$ 98,143.24
	2	\$ 49.56	\$ 3,965.09	\$ 8,591.03	\$ 103,092.34
	3	\$ 52.04	\$ 4,162.85	\$ 9,019.51	\$ 108,234.10
	4	\$ 54.66	\$ 4,372.97	\$ 9,474.77	\$ 113,697.22
	5	\$ 57.36	\$ 4,588.86	\$ 9,942.53	\$ 119,310.36
CRIME ANALYST	1	\$ 48.95	\$ 3,915.65	\$ 8,483.91	\$ 101,806.90
	2	\$ 51.38	\$ 4,110.11	\$ 8,905.24	\$ 106,862.86
	3	\$ 53.96	\$ 4,316.94	\$ 9,353.37	\$ 112,240.44
	4	\$ 56.67	\$ 4,533.65	\$ 9,822.91	\$ 117,874.90
	5	\$ 59.49	\$ 4,759.42	\$ 10,312.08	\$ 123,744.92
DISASTER PREPAREDNESS COORDINATOR	1	\$ 47.14	\$ 3,771.45	\$ 8,171.48	\$ 98,057.70
	2	\$ 49.49	\$ 3,959.32	\$ 8,578.53	\$ 102,942.32
	3	\$ 51.97	\$ 4,157.90	\$ 9,008.78	\$ 108,105.40
	4	\$ 54.58	\$ 4,366.38	\$ 9,460.49	\$ 113,525.88
	5	\$ 57.29	\$ 4,583.09	\$ 9,930.03	\$ 119,160.34
ASSISTANT ENGINEER I	1	\$ 54.21	\$ 4,336.71	\$ 9,396.21	\$ 112,754.46
	2	\$ 56.90	\$ 4,551.78	\$ 9,862.19	\$ 118,346.28
	3	\$ 59.75	\$ 4,780.02	\$ 10,356.71	\$ 124,280.52
	4	\$ 62.73	\$ 5,018.16	\$ 10,872.68	\$ 130,472.16
	5	\$ 65.86	\$ 5,268.66	\$ 11,415.43	\$ 136,985.16

Effective April 13, 2024

PCEA/AFSCME Local 955 Salary Schedule-Tyler Munis System

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
ASSISTANT ENGINEER II	1	\$ 59.75	\$ 4,780.02	\$ 10,356.71	\$ 124,280.52
	2	\$ 62.73	\$ 5,018.16	\$ 10,872.68	\$ 130,472.16
	3	\$ 65.87	\$ 5,269.48	\$ 11,417.21	\$ 137,006.48
	4	\$ 69.17	\$ 5,533.98	\$ 11,990.29	\$ 143,883.48
	5	\$ 72.62	\$ 5,809.20	\$ 12,586.60	\$ 151,039.20
ASSOCIATE CIVIL ENGINEER	1	\$ 65.86	\$ 5,268.66	\$ 11,415.43	\$ 136,985.16
	2	\$ 69.16	\$ 5,533.16	\$ 11,988.51	\$ 143,862.16
	3	\$ 72.60	\$ 5,808.38	\$ 12,584.82	\$ 151,017.88
	4	\$ 76.24	\$ 6,099.25	\$ 13,215.04	\$ 158,580.50
	5	\$ 80.06	\$ 6,404.95	\$ 13,877.39	\$ 166,528.70
ASSOCIATE UTILITY ENGINEER	1	\$ 65.86	\$ 5,268.66	\$ 11,415.43	\$ 136,985.16
	2	\$ 69.16	\$ 5,533.16	\$ 11,988.51	\$ 143,862.16
	3	\$ 72.60	\$ 5,808.38	\$ 12,584.82	\$ 151,017.88
	4	\$ 76.24	\$ 6,099.25	\$ 13,215.04	\$ 158,580.50
	5	\$ 80.06	\$ 6,404.95	\$ 13,877.39	\$ 166,528.70
ENGINEERING TECHNICIAN I	1	\$ 48.95	\$ 3,915.65	\$ 8,483.91	\$ 101,806.90
	2	\$ 51.38	\$ 4,110.11	\$ 8,905.24	\$ 106,862.86
	3	\$ 53.96	\$ 4,316.94	\$ 9,353.37	\$ 112,240.44
	4	\$ 56.67	\$ 4,533.65	\$ 9,822.91	\$ 117,874.90
	5	\$ 59.49	\$ 4,759.42	\$ 10,312.08	\$ 123,744.92
ENGINEERING TECHNICIAN II	1	\$ 54.21	\$ 4,336.71	\$ 9,396.21	\$ 112,754.46
	2	\$ 56.90	\$ 4,551.78	\$ 9,862.19	\$ 118,346.28
	3	\$ 59.75	\$ 4,780.02	\$ 10,356.71	\$ 124,280.52
	4	\$ 62.73	\$ 5,018.16	\$ 10,872.68	\$ 130,472.16
	5	\$ 65.86	\$ 5,268.66	\$ 11,415.43	\$ 136,985.16
ENGINEERING TECHNICIAN III	1	\$ 59.75	\$ 4,780.02	\$ 10,356.71	\$ 124,280.52
	2	\$ 62.73	\$ 5,018.16	\$ 10,872.68	\$ 130,472.16
	3	\$ 65.87	\$ 5,269.48	\$ 11,417.21	\$ 137,006.48
	4	\$ 69.17	\$ 5,533.98	\$ 11,990.29	\$ 143,883.48
	5	\$ 72.62	\$ 5,809.20	\$ 12,586.60	\$ 151,039.20
ENGINEERING TECH II TRAFFIC	1	\$ 54.21	\$ 4,336.71	\$ 9,396.21	\$ 112,754.46
	2	\$ 56.90	\$ 4,551.78	\$ 9,862.19	\$ 118,346.28
	3	\$ 59.75	\$ 4,780.02	\$ 10,356.71	\$ 124,280.52
	4	\$ 62.73	\$ 5,018.16	\$ 10,872.68	\$ 130,472.16
	5	\$ 65.86	\$ 5,268.66	\$ 11,415.43	\$ 136,985.16
ENGINEERING TECH III TRAFFIC	1	\$ 59.75	\$ 4,780.02	\$ 10,356.71	\$ 124,280.52
	2	\$ 62.73	\$ 5,018.16	\$ 10,872.68	\$ 130,472.16
	3	\$ 65.87	\$ 5,269.48	\$ 11,417.21	\$ 137,006.48
	4	\$ 69.17	\$ 5,533.98	\$ 11,990.29	\$ 143,883.48
	5	\$ 72.62	\$ 5,809.20	\$ 12,586.60	\$ 151,039.20

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PCEA/AFSCME Local 955 Salary Schedule-Tyler Munis System

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
ENVIRONMENTAL COMPLIANCE SUPERVISOR	1	\$ 54.61	\$ 4,368.85	\$ 9,465.84	\$ 113,590.10
	2	\$ 57.32	\$ 4,585.56	\$ 9,935.38	\$ 119,224.56
	3	\$ 60.19	\$ 4,815.46	\$ 10,433.50	\$ 125,201.96
	4	\$ 63.21	\$ 5,056.89	\$ 10,956.60	\$ 131,479.14
	5	\$ 66.37	\$ 5,309.86	\$ 11,504.70	\$ 138,056.36
ENVIRONMENTAL SERVICES SPECIALIST	1	\$ 46.42	\$ 3,713.77	\$ 8,046.50	\$ 96,558.02
	2	\$ 48.76	\$ 3,900.82	\$ 8,451.78	\$ 101,421.32
	3	\$ 51.21	\$ 4,096.93	\$ 8,876.68	\$ 106,520.18
	4	\$ 53.77	\$ 4,301.28	\$ 9,319.44	\$ 111,833.28
	5	\$ 56.45	\$ 4,516.34	\$ 9,785.40	\$ 117,424.84
EQUIPMENT MECHANIC	1	\$ 45.54	\$ 3,642.90	\$ 7,892.95	\$ 94,715.40
	2	\$ 47.81	\$ 3,825.01	\$ 8,287.52	\$ 99,450.26
	3	\$ 50.19	\$ 4,015.35	\$ 8,699.93	\$ 104,399.10
	4	\$ 52.72	\$ 4,217.23	\$ 9,137.33	\$ 109,647.98
	5	\$ 55.36	\$ 4,429.00	\$ 9,596.17	\$ 115,154.00
EQUIPMENT MECHANIC ASSISTANT	1	\$ 36.36	\$ 2,908.72	\$ 6,302.23	\$ 75,626.72
	2	\$ 38.18	\$ 3,054.57	\$ 6,618.24	\$ 79,418.82
	3	\$ 40.10	\$ 3,207.83	\$ 6,950.30	\$ 83,403.58
	4	\$ 42.09	\$ 3,366.86	\$ 7,294.86	\$ 87,538.36
	5	\$ 44.18	\$ 3,534.14	\$ 7,657.30	\$ 91,887.64
LEAD EQUIPMENT MECHANIC	1	\$ 51.37	\$ 4,109.29	\$ 8,903.46	\$ 106,841.54
	2	\$ 53.95	\$ 4,316.11	\$ 9,351.57	\$ 112,218.86
	3	\$ 56.66	\$ 4,532.82	\$ 9,821.11	\$ 117,853.32
	4	\$ 59.47	\$ 4,757.78	\$ 10,308.52	\$ 123,702.28
	5	\$ 62.44	\$ 4,995.09	\$ 10,822.70	\$ 129,872.34
ERP COORDINATOR-FINANCE	1	\$ 46.46	\$ 3,717.06	\$ 8,053.63	\$ 96,643.56
	2	\$ 48.78	\$ 3,902.46	\$ 8,455.33	\$ 101,463.96
	3	\$ 51.22	\$ 4,097.75	\$ 8,878.46	\$ 106,541.50
	4	\$ 53.81	\$ 4,304.58	\$ 9,326.59	\$ 111,919.08
	5	\$ 56.47	\$ 4,517.99	\$ 9,788.98	\$ 117,467.74
FIRE PREVENTION TECHNICIAN	1	\$ 43.01	\$ 3,441.02	\$ 7,455.54	\$ 89,466.52
	2	\$ 45.17	\$ 3,613.24	\$ 7,828.69	\$ 93,944.24
	3	\$ 47.41	\$ 3,792.87	\$ 8,217.89	\$ 98,614.62
	4	\$ 49.78	\$ 3,982.39	\$ 8,628.51	\$ 103,542.14
	5	\$ 52.29	\$ 4,183.45	\$ 9,064.14	\$ 108,769.70
GIS TECHNICIAN I	1	\$ 49.29	\$ 3,942.84	\$ 8,542.82	\$ 102,513.84
	2	\$ 51.77	\$ 4,141.42	\$ 8,973.08	\$ 107,676.92
	3	\$ 54.35	\$ 4,348.25	\$ 9,421.21	\$ 113,054.50
	4	\$ 57.08	\$ 4,566.61	\$ 9,894.32	\$ 118,731.86
	5	\$ 59.92	\$ 4,793.21	\$ 10,385.29	\$ 124,623.46

Effective April 13, 2024

PCEA/AFSCME Local 955 Salary Schedule-Tyler Munis System

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
GIS TECHNICIAN II	1	\$ 57.06	\$ 4,564.96	\$ 9,890.75	\$ 118,688.96
	2	\$ 59.89	\$ 4,791.56	\$ 10,381.71	\$ 124,580.56
	3	\$ 62.91	\$ 5,032.99	\$ 10,904.81	\$ 130,857.74
	4	\$ 66.05	\$ 5,284.31	\$ 11,449.34	\$ 137,392.06
	5	\$ 69.34	\$ 5,547.17	\$ 12,018.87	\$ 144,226.42
GEOGRAPHIC INFO SYSTEM COORDINATOR	1	\$ 65.86	\$ 5,268.66	\$ 11,415.43	\$ 136,985.16
	2	\$ 69.16	\$ 5,533.16	\$ 11,988.51	\$ 143,862.16
	3	\$ 72.60	\$ 5,808.38	\$ 12,584.82	\$ 151,017.88
	4	\$ 76.24	\$ 6,099.25	\$ 13,215.04	\$ 158,580.50
	5	\$ 80.06	\$ 6,404.95	\$ 13,877.39	\$ 166,528.70
GRAPHICS SPECIALIST	1	\$ 38.03	\$ 3,042.21	\$ 6,591.46	\$ 79,097.46
	2	\$ 39.92	\$ 3,193.82	\$ 6,919.94	\$ 83,039.32
	3	\$ 41.92	\$ 3,353.68	\$ 7,266.31	\$ 87,195.68
	4	\$ 44.03	\$ 3,522.60	\$ 7,632.30	\$ 91,587.60
	5	\$ 46.24	\$ 3,698.94	\$ 8,014.37	\$ 96,172.44
HOUSING SPECIALIST	1	\$ 65.86	\$ 5,268.66	\$ 11,415.43	\$ 136,985.16
	2	\$ 69.16	\$ 5,533.16	\$ 11,988.51	\$ 143,862.16
	3	\$ 72.60	\$ 5,808.38	\$ 12,584.82	\$ 151,017.88
	4	\$ 76.24	\$ 6,099.25	\$ 13,215.04	\$ 158,580.50
	5	\$ 80.06	\$ 6,404.95	\$ 13,877.39	\$ 166,528.70
INFO TECH COORDINATOR I	1	\$ 49.29	\$ 3,942.84	\$ 8,542.82	\$ 102,513.84
	2	\$ 51.77	\$ 4,141.42	\$ 8,973.08	\$ 107,676.92
	3	\$ 54.35	\$ 4,348.25	\$ 9,421.21	\$ 113,054.50
	4	\$ 57.08	\$ 4,566.61	\$ 9,894.32	\$ 118,731.86
	5	\$ 59.92	\$ 4,793.21	\$ 10,385.29	\$ 124,623.46
INFO TECH COORDINATOR II	1	\$ 57.06	\$ 4,564.96	\$ 9,890.75	\$ 118,688.96
	2	\$ 59.89	\$ 4,791.56	\$ 10,381.71	\$ 124,580.56
	3	\$ 62.91	\$ 5,032.99	\$ 10,904.81	\$ 130,857.74
	4	\$ 66.05	\$ 5,284.31	\$ 11,449.34	\$ 137,392.06
	5	\$ 69.34	\$ 5,547.17	\$ 12,018.87	\$ 144,226.42
LABORATORY SERVICES SPECIALIST	1	\$ 52.81	\$ 4,224.65	\$ 9,153.41	\$ 109,840.90
	2	\$ 55.47	\$ 4,437.24	\$ 9,614.02	\$ 115,368.24
	3	\$ 58.23	\$ 4,658.07	\$ 10,092.49	\$ 121,109.82
	4	\$ 61.13	\$ 4,890.44	\$ 10,595.95	\$ 127,151.44
	5	\$ 64.19	\$ 5,135.17	\$ 11,126.20	\$ 133,514.42
LANDSCAPE ARCHITECT	1	\$ 62.11	\$ 4,968.72	\$ 10,765.56	\$ 129,186.72
	2	\$ 65.21	\$ 5,216.74	\$ 11,302.94	\$ 135,635.24
	3	\$ 68.46	\$ 5,477.13	\$ 11,867.12	\$ 142,405.38
	4	\$ 71.86	\$ 5,749.05	\$ 12,456.28	\$ 149,475.30
	5	\$ 75.47	\$ 6,037.45	\$ 13,081.14	\$ 156,973.70

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PCEA/AFSCME Local 955 Salary Schedule-Tyler Munis System

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
LANDSCAPE ARCHITECT ASSISTANT	1	\$ 54.12	\$ 4,329.30	\$ 9,380.15	\$ 112,561.80
	2	\$ 56.83	\$ 4,546.01	\$ 9,849.69	\$ 118,196.26
	3	\$ 59.68	\$ 4,774.26	\$ 10,344.23	\$ 124,130.76
	4	\$ 62.65	\$ 5,012.39	\$ 10,860.18	\$ 130,322.14
	5	\$ 65.78	\$ 5,262.06	\$ 11,401.13	\$ 136,813.56
LIBRARIAN	1	\$ 44.28	\$ 3,542.38	\$ 7,675.16	\$ 92,101.88
	2	\$ 46.48	\$ 3,718.71	\$ 8,057.21	\$ 96,686.46
	3	\$ 48.82	\$ 3,905.76	\$ 8,462.48	\$ 101,549.76
	4	\$ 51.25	\$ 4,100.22	\$ 8,883.81	\$ 106,605.72
	5	\$ 53.83	\$ 4,306.22	\$ 9,330.14	\$ 111,961.72
SENIOR LIBRARIAN	1	\$ 51.19	\$ 4,095.28	\$ 8,873.11	\$ 106,477.28
	2	\$ 53.76	\$ 4,300.46	\$ 9,317.66	\$ 111,811.96
	3	\$ 56.43	\$ 4,514.70	\$ 9,781.85	\$ 117,382.20
	4	\$ 59.28	\$ 4,742.12	\$ 10,274.59	\$ 123,295.12
	5	\$ 62.21	\$ 4,976.96	\$ 10,783.41	\$ 129,400.96
LIBRARY ASSISTANT	1	\$ 36.34	\$ 2,907.07	\$ 6,298.65	\$ 75,583.82
	2	\$ 38.15	\$ 3,052.10	\$ 6,612.88	\$ 79,354.60
	3	\$ 40.04	\$ 3,202.89	\$ 6,939.60	\$ 83,275.14
	4	\$ 42.04	\$ 3,363.57	\$ 7,287.74	\$ 87,452.82
	5	\$ 44.15	\$ 3,531.66	\$ 7,651.93	\$ 91,823.16
LIBRARY CLERK	1	\$ 31.50	\$ 2,519.79	\$ 5,459.55	\$ 65,514.54
	2	\$ 33.05	\$ 2,644.22	\$ 5,729.14	\$ 68,749.72
	3	\$ 34.70	\$ 2,776.06	\$ 6,014.80	\$ 72,177.56
	4	\$ 36.43	\$ 2,914.49	\$ 6,314.73	\$ 75,776.74
	5	\$ 38.26	\$ 3,061.16	\$ 6,632.51	\$ 79,590.16
LEAD LIBRARY CLERK	1	\$ 34.59	\$ 2,766.99	\$ 5,995.15	\$ 71,941.74
	2	\$ 36.34	\$ 2,907.07	\$ 6,298.65	\$ 75,583.82
	3	\$ 38.15	\$ 3,052.10	\$ 6,612.88	\$ 79,354.60
	4	\$ 40.04	\$ 3,202.89	\$ 6,939.60	\$ 83,275.14
	5	\$ 42.04	\$ 3,363.57	\$ 7,287.74	\$ 87,452.82
SUPERVISING LIBRARY CLERK	1	\$ 39.91	\$ 3,193.00	\$ 6,918.17	\$ 83,018.00
	2	\$ 41.91	\$ 3,352.86	\$ 7,264.53	\$ 87,174.36
	3	\$ 44.01	\$ 3,520.95	\$ 7,628.73	\$ 91,544.70
	4	\$ 46.23	\$ 3,698.11	\$ 8,012.57	\$ 96,150.86
	5	\$ 48.52	\$ 3,881.86	\$ 8,410.70	\$ 100,928.36
MAINTENANCE ASSISTANT	1	\$ 30.68	\$ 2,454.70	\$ 5,318.52	\$ 63,822.20
	2	\$ 32.21	\$ 2,576.65	\$ 5,582.74	\$ 66,992.90
	3	\$ 33.83	\$ 2,706.02	\$ 5,863.04	\$ 70,356.52
	4	\$ 35.52	\$ 2,841.98	\$ 6,157.62	\$ 73,891.48
	5	\$ 37.28	\$ 2,982.06	\$ 6,461.13	\$ 77,533.56

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PCEA/AFSCME Local 955 Salary Schedule-Tyler Munis System

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
OFFICE ASSISTANT	1	\$ 31.51	\$ 2,520.62	\$ 5,461.34	\$ 65,536.12
	2	\$ 33.07	\$ 2,645.86	\$ 5,732.70	\$ 68,792.36
	3	\$ 34.71	\$ 2,776.88	\$ 6,016.57	\$ 72,198.88
	4	\$ 36.44	\$ 2,915.31	\$ 6,316.51	\$ 75,798.06
	5	\$ 38.27	\$ 3,061.98	\$ 6,634.29	\$ 79,611.48
SENIOR OFFICE ASSISTANT	1	\$ 34.72	\$ 2,777.70	\$ 6,018.35	\$ 72,220.20
	2	\$ 36.46	\$ 2,916.96	\$ 6,320.08	\$ 75,840.96
	3	\$ 38.29	\$ 3,062.81	\$ 6,636.09	\$ 79,633.06
	4	\$ 40.20	\$ 3,216.07	\$ 6,968.15	\$ 83,617.82
	5	\$ 42.21	\$ 3,376.75	\$ 7,316.29	\$ 87,795.50
OFFICE MANAGER	1	\$ 42.17	\$ 3,373.46	\$ 7,309.16	\$ 87,709.96
	2	\$ 44.28	\$ 3,542.38	\$ 7,675.16	\$ 92,101.88
	3	\$ 46.48	\$ 3,718.71	\$ 8,057.21	\$ 96,686.46
	4	\$ 48.82	\$ 3,905.76	\$ 8,462.48	\$ 101,549.76
	5	\$ 51.25	\$ 4,100.22	\$ 8,883.81	\$ 106,605.72
OPERATIONS SERVICES MAINT WORKER	1	\$ 33.00	\$ 2,640.10	\$ 5,720.22	\$ 68,642.60
	2	\$ 34.66	\$ 2,772.76	\$ 6,007.65	\$ 72,091.76
	3	\$ 36.39	\$ 2,911.19	\$ 6,307.58	\$ 75,690.94
	4	\$ 38.21	\$ 3,057.04	\$ 6,623.59	\$ 79,483.04
	5	\$ 40.13	\$ 3,210.30	\$ 6,955.65	\$ 83,467.80
	6	\$ 42.15	\$ 3,371.81	\$ 7,305.59	\$ 87,667.06
	7	\$ 44.22	\$ 3,537.43	\$ 7,664.43	\$ 91,973.18
	8	\$ 46.42	\$ 3,713.77	\$ 8,046.50	\$ 96,558.02
	9	\$ 48.76	\$ 3,900.82	\$ 8,451.78	\$ 101,421.32
	10	\$ 51.20	\$ 4,096.10	\$ 8,874.88	\$ 106,498.60
OPERATIONS SVCS MAINT LEAD WORKER	1	\$ 47.46	\$ 3,796.99	\$ 8,226.81	\$ 98,721.74
	2	\$ 49.85	\$ 3,988.16	\$ 8,641.01	\$ 103,692.16
	3	\$ 52.34	\$ 4,187.57	\$ 9,073.07	\$ 108,876.82
	4	\$ 54.96	\$ 4,396.86	\$ 9,526.53	\$ 114,318.36
	5	\$ 57.71	\$ 4,616.87	\$ 10,003.22	\$ 120,038.62
OPERATIONS SVCS MAINT SUPERVISOR	1	\$ 54.61	\$ 4,368.85	\$ 9,465.84	\$ 113,590.10
	2	\$ 57.32	\$ 4,585.56	\$ 9,935.38	\$ 119,224.56
	3	\$ 60.19	\$ 4,815.46	\$ 10,433.50	\$ 125,201.96
	4	\$ 63.21	\$ 5,056.89	\$ 10,956.60	\$ 131,479.14
	5	\$ 66.37	\$ 5,309.86	\$ 11,504.70	\$ 138,056.36
PARATRANSIT SERVICES DISPATCH	1	\$ 31.06	\$ 2,485.18	\$ 5,384.56	\$ 64,614.68
	2	\$ 32.61	\$ 2,608.78	\$ 5,652.36	\$ 67,828.28
	3	\$ 34.27	\$ 2,741.45	\$ 5,939.81	\$ 71,277.70
	4	\$ 35.98	\$ 2,878.23	\$ 6,236.17	\$ 74,833.98
	5	\$ 37.77	\$ 3,021.61	\$ 6,546.82	\$ 78,561.86

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PCEA/AFSCME Local 955 Salary Schedule-Tyler Munis System

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
PARKS MAINTENANCE COORDINATOR	1	\$ 51.09	\$ 4,087.04	\$ 8,855.25	\$ 106,263.04
	2	\$ 53.62	\$ 4,289.74	\$ 9,294.44	\$ 111,533.24
	3	\$ 56.31	\$ 4,504.81	\$ 9,760.42	\$ 117,125.06
	4	\$ 59.11	\$ 4,728.94	\$ 10,246.04	\$ 122,952.44
	5	\$ 62.10	\$ 4,967.90	\$ 10,763.78	\$ 129,165.40
PARKS LANDSCAPE MAINTENANCE WORKER I	1	\$ 32.99	\$ 2,639.27	\$ 5,718.42	\$ 68,621.02
	2	\$ 34.65	\$ 2,771.94	\$ 6,005.87	\$ 72,070.44
	3	\$ 36.38	\$ 2,910.37	\$ 6,305.80	\$ 75,669.62
	4	\$ 38.20	\$ 3,056.22	\$ 6,621.81	\$ 79,461.72
	5	\$ 40.11	\$ 3,208.66	\$ 6,952.10	\$ 83,425.16
PARKS LANDSCAPE MAINTENANCE WORKER II	1	\$ 42.07	\$ 3,365.22	\$ 7,291.31	\$ 87,495.72
	2	\$ 44.16	\$ 3,532.49	\$ 7,653.73	\$ 91,844.74
	3	\$ 46.36	\$ 3,708.82	\$ 8,035.78	\$ 96,429.32
	4	\$ 48.70	\$ 3,895.87	\$ 8,441.05	\$ 101,292.62
	5	\$ 51.13	\$ 4,090.34	\$ 8,862.40	\$ 106,348.84
LEAD PARK LANDSCAPE MAINTENANCE WORKER	1	\$ 47.41	\$ 3,792.87	\$ 8,217.89	\$ 98,614.62
	2	\$ 49.85	\$ 3,988.16	\$ 8,641.01	\$ 103,692.16
	3	\$ 52.34	\$ 4,187.57	\$ 9,073.07	\$ 108,876.82
	4	\$ 54.96	\$ 4,396.86	\$ 9,526.53	\$ 114,318.36
	5	\$ 57.71	\$ 4,616.87	\$ 10,003.22	\$ 120,038.62
PARK MAINTENANCE SUPERVISOR	1	\$ 54.61	\$ 4,368.85	\$ 9,465.84	\$ 113,590.10
	2	\$ 57.32	\$ 4,585.56	\$ 9,935.38	\$ 119,224.56
	3	\$ 60.19	\$ 4,815.46	\$ 10,433.50	\$ 125,201.96
	4	\$ 63.21	\$ 5,056.89	\$ 10,956.60	\$ 131,479.14
	5	\$ 66.37	\$ 5,309.86	\$ 11,504.70	\$ 138,056.36
PARKING ENFORCEMENT OFFICER	1	\$ 32.03	\$ 2,562.64	\$ 5,552.39	\$ 66,628.64
	2	\$ 33.62	\$ 2,689.54	\$ 5,827.34	\$ 69,928.04
	3	\$ 35.31	\$ 2,824.67	\$ 6,120.12	\$ 73,441.42
	4	\$ 37.07	\$ 2,965.58	\$ 6,425.42	\$ 77,105.08
	5	\$ 38.93	\$ 3,114.72	\$ 6,748.56	\$ 80,982.72
PERMITS TECHNICIAN	1	\$ 44.85	\$ 3,587.70	\$ 7,773.35	\$ 93,280.20
	2	\$ 47.08	\$ 3,766.50	\$ 8,160.75	\$ 97,929.00
	3	\$ 49.44	\$ 3,955.20	\$ 8,569.60	\$ 102,835.20
	4	\$ 51.92	\$ 4,153.78	\$ 8,999.86	\$ 107,998.28
	5	\$ 54.51	\$ 4,360.61	\$ 9,447.99	\$ 113,375.86
PLAN CHECKER ENGINEER	1	\$ 65.58	\$ 5,246.41	\$ 11,367.22	\$ 136,406.66
	2	\$ 68.86	\$ 5,508.44	\$ 11,934.95	\$ 143,219.44
	3	\$ 72.29	\$ 5,782.83	\$ 12,529.47	\$ 150,353.58
	4	\$ 75.92	\$ 6,073.70	\$ 13,159.68	\$ 157,916.20
	5	\$ 79.71	\$ 6,376.94	\$ 13,816.70	\$ 165,800.44

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PCEA/AFSCME Local 955 Salary Schedule-Tyler Munis System

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
PLAN CHECKER	1	\$ 60.16	\$ 4,812.98	\$ 10,428.12	\$ 125,137.48
	2	\$ 63.19	\$ 5,055.24	\$ 10,953.02	\$ 131,436.24
	3	\$ 66.35	\$ 5,308.21	\$ 11,501.12	\$ 138,013.46
	4	\$ 69.65	\$ 5,571.89	\$ 12,072.43	\$ 144,869.14
	5	\$ 73.14	\$ 5,851.22	\$ 12,677.64	\$ 152,131.72
ASSISTANT PLANNER	1	\$ 54.21	\$ 4,336.71	\$ 9,396.21	\$ 112,754.46
	2	\$ 56.90	\$ 4,551.78	\$ 9,862.19	\$ 118,346.28
	3	\$ 59.75	\$ 4,780.02	\$ 10,356.71	\$ 124,280.52
	4	\$ 62.73	\$ 5,018.16	\$ 10,872.68	\$ 130,472.16
	5	\$ 65.86	\$ 5,268.66	\$ 11,415.43	\$ 136,985.16
ASSOCIATE PLANNER	1	\$ 62.35	\$ 4,987.67	\$ 10,806.62	\$ 129,679.42
	2	\$ 65.47	\$ 5,237.34	\$ 11,347.57	\$ 136,170.84
	3	\$ 68.74	\$ 5,499.38	\$ 11,915.32	\$ 142,983.88
	4	\$ 72.17	\$ 5,773.77	\$ 12,509.84	\$ 150,118.02
	5	\$ 75.78	\$ 6,062.17	\$ 13,134.70	\$ 157,616.42
ASSOCIATE PLANNER-TRANSPORTATION	1	\$ 65.86	\$ 5,268.66	\$ 11,415.43	\$ 136,985.16
	2	\$ 69.16	\$ 5,533.16	\$ 11,988.51	\$ 143,862.16
	3	\$ 72.60	\$ 5,808.38	\$ 12,584.82	\$ 151,017.88
	4	\$ 76.24	\$ 6,099.25	\$ 13,215.04	\$ 158,580.50
	5	\$ 80.06	\$ 6,404.95	\$ 13,877.39	\$ 166,528.70
SENIOR PLANNER	1	\$ 67.02	\$ 5,361.77	\$ 11,617.17	\$ 139,406.02
	2	\$ 70.38	\$ 5,630.39	\$ 12,199.18	\$ 146,390.14
	3	\$ 73.89	\$ 5,911.38	\$ 12,807.99	\$ 153,695.88
	4	\$ 77.58	\$ 6,206.37	\$ 13,447.14	\$ 161,365.62
	5	\$ 81.46	\$ 6,517.02	\$ 14,120.21	\$ 169,442.52
POLICE DISPATCHER	1	\$ 44.00	\$ 3,520.13	\$ 7,626.95	\$ 91,523.38
	2	\$ 46.22	\$ 3,697.29	\$ 8,010.80	\$ 96,129.54
	3	\$ 48.51	\$ 3,881.04	\$ 8,408.92	\$ 100,907.04
	4	\$ 50.94	\$ 4,075.50	\$ 8,830.25	\$ 105,963.00
	5	\$ 53.51	\$ 4,280.68	\$ 9,274.81	\$ 111,297.68
POLICE DISPATCH SUPERVISOR	1	\$ 50.94	\$ 4,075.50	\$ 8,830.25	\$ 105,963.00
	2	\$ 53.50	\$ 4,279.86	\$ 9,273.03	\$ 111,276.36
	3	\$ 56.17	\$ 4,493.27	\$ 9,735.42	\$ 116,825.02
	4	\$ 58.97	\$ 4,717.40	\$ 10,221.03	\$ 122,652.40
	5	\$ 61.91	\$ 4,953.06	\$ 10,731.63	\$ 128,779.56
POLICE RECORDS CLERK	1	\$ 35.41	\$ 2,832.91	\$ 6,137.97	\$ 73,655.66
	2	\$ 37.18	\$ 2,974.64	\$ 6,445.05	\$ 77,340.64
	3	\$ 39.05	\$ 3,123.78	\$ 6,768.19	\$ 81,218.28
	4	\$ 41.01	\$ 3,281.17	\$ 7,109.20	\$ 85,310.42
	5	\$ 43.05	\$ 3,444.32	\$ 7,462.69	\$ 89,552.32

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PCEA/AFSCME Local 955 Salary Schedule-Tyler Munis System

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
POLICE INVESTIGATOR II	1	\$ 43.64	\$ 3,491.29	\$ 7,564.46	\$ 90,773.54
	2	\$ 45.82	\$ 3,665.98	\$ 7,942.96	\$ 95,315.48
	3	\$ 48.11	\$ 3,848.90	\$ 8,339.28	\$ 100,071.40
	4	\$ 50.51	\$ 4,040.90	\$ 8,755.28	\$ 105,063.40
	5	\$ 53.05	\$ 4,243.60	\$ 9,194.47	\$ 110,333.60
PRESCHOOL SPECIALIST	1	\$ 32.62	\$ 2,609.61	\$ 5,654.16	\$ 67,849.86
	2	\$ 34.28	\$ 2,742.27	\$ 5,941.59	\$ 71,299.02
	3	\$ 35.99	\$ 2,879.06	\$ 6,237.96	\$ 74,855.56
	4	\$ 37.79	\$ 3,023.26	\$ 6,550.40	\$ 78,604.76
	5	\$ 39.66	\$ 3,172.40	\$ 6,873.53	\$ 82,482.40
PROPERTY/EVIDENCE TECHNICIAN	1	\$ 38.63	\$ 3,090.00	\$ 6,695.00	\$ 80,340.00
	2	\$ 40.57	\$ 3,245.74	\$ 7,032.44	\$ 84,389.24
	3	\$ 42.60	\$ 3,408.06	\$ 7,384.13	\$ 88,609.56
	4	\$ 44.72	\$ 3,577.81	\$ 7,751.92	\$ 93,023.06
	5	\$ 46.96	\$ 3,756.62	\$ 8,139.34	\$ 97,672.12
RECORDS COORDINATOR	1	\$ 29.94	\$ 2,395.37	\$ 5,189.97	\$ 62,279.62
	2	\$ 31.44	\$ 2,514.85	\$ 5,448.84	\$ 65,386.10
	3	\$ 33.00	\$ 2,640.10	\$ 5,720.22	\$ 68,642.60
	4	\$ 34.66	\$ 2,772.76	\$ 6,007.65	\$ 72,091.76
	5	\$ 36.39	\$ 2,911.19	\$ 6,307.58	\$ 75,690.94
RECORDS PROGRAM COORDINATOR	1	\$ 39.81	\$ 3,184.76	\$ 6,900.31	\$ 82,803.76
	2	\$ 41.81	\$ 3,344.62	\$ 7,246.68	\$ 86,960.12
	3	\$ 43.90	\$ 3,511.89	\$ 7,609.10	\$ 91,309.14
	4	\$ 46.07	\$ 3,685.75	\$ 7,985.79	\$ 95,829.50
	5	\$ 48.38	\$ 3,870.33	\$ 8,385.72	\$ 100,628.58
LIBRARY AND RECREATION COORDINATOR	1	\$ 41.17	\$ 3,293.53	\$ 7,135.98	\$ 85,631.78
	2	\$ 43.24	\$ 3,459.15	\$ 7,494.83	\$ 89,937.90
	3	\$ 45.41	\$ 3,633.02	\$ 7,871.54	\$ 94,458.52
	4	\$ 47.69	\$ 3,815.12	\$ 8,266.09	\$ 99,193.12
	5	\$ 50.08	\$ 4,006.29	\$ 8,680.30	\$ 104,163.54
SENIOR RECREATION PROGRAM SPECIALIST	1	\$ 32.62	\$ 2,609.61	\$ 5,654.16	\$ 67,849.86
	2	\$ 34.28	\$ 2,742.27	\$ 5,941.59	\$ 71,299.02
	3	\$ 35.99	\$ 2,879.06	\$ 6,237.96	\$ 74,855.56
	4	\$ 37.79	\$ 3,023.26	\$ 6,550.40	\$ 78,604.76
	5	\$ 39.66	\$ 3,172.40	\$ 6,873.53	\$ 82,482.40
RECREATION SUPERVISOR	1	\$ 47.18	\$ 3,774.74	\$ 8,178.60	\$ 98,143.24
	2	\$ 49.56	\$ 3,965.09	\$ 8,591.03	\$ 103,092.34
	3	\$ 52.04	\$ 4,162.85	\$ 9,019.51	\$ 108,234.10
	4	\$ 54.66	\$ 4,372.97	\$ 9,474.77	\$ 113,697.22
	5	\$ 57.36	\$ 4,588.86	\$ 9,942.53	\$ 119,310.36

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PCEA/AFSCME Local 955 Salary Schedule-Tyler Munis System

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
SENIOR PLAN CHECKER	1	\$ 65.58	\$ 5,246.41	\$ 11,367.22	\$ 136,406.66
	2	\$ 68.86	\$ 5,508.44	\$ 11,934.95	\$ 143,219.44
	3	\$ 72.29	\$ 5,782.83	\$ 12,529.47	\$ 150,353.58
	4	\$ 75.92	\$ 6,073.70	\$ 13,159.68	\$ 157,916.20
	5	\$ 79.71	\$ 6,376.94	\$ 13,816.70	\$ 165,800.44
SENIOR TRANSPORTATION DRIVER	1	\$ 25.81	\$ 2,064.94	\$ 4,474.04	\$ 53,688.44
	2	\$ 27.10	\$ 2,167.94	\$ 4,697.20	\$ 56,366.44
	3	\$ 28.49	\$ 2,279.18	\$ 4,938.22	\$ 59,258.68
	4	\$ 29.90	\$ 2,392.07	\$ 5,182.82	\$ 62,193.82
	5	\$ 31.39	\$ 2,511.55	\$ 5,441.69	\$ 65,300.30
SOURCE CONTROL INSPECTOR	1	\$ 47.41	\$ 3,792.87	\$ 8,217.89	\$ 98,614.62
	2	\$ 49.77	\$ 3,981.57	\$ 8,626.74	\$ 103,520.82
	3	\$ 52.27	\$ 4,181.80	\$ 9,060.57	\$ 108,726.80
	4	\$ 54.86	\$ 4,388.62	\$ 9,508.68	\$ 114,104.12
	5	\$ 57.62	\$ 4,609.46	\$ 9,987.16	\$ 119,845.96
STREET MAINTENANCE WORKER I	1	\$ 32.99	\$ 2,639.27	\$ 5,718.42	\$ 68,621.02
	2	\$ 34.65	\$ 2,771.94	\$ 6,005.87	\$ 72,070.44
	3	\$ 36.38	\$ 2,910.37	\$ 6,305.80	\$ 75,669.62
	4	\$ 38.20	\$ 3,056.22	\$ 6,621.81	\$ 79,461.72
	5	\$ 40.11	\$ 3,208.66	\$ 6,952.10	\$ 83,425.16
STREET MAINTENANCE WORKER II	1	\$ 42.07	\$ 3,365.22	\$ 7,291.31	\$ 87,495.72
	2	\$ 44.16	\$ 3,532.49	\$ 7,653.73	\$ 91,844.74
	3	\$ 46.36	\$ 3,708.82	\$ 8,035.78	\$ 96,429.32
	4	\$ 48.70	\$ 3,895.87	\$ 8,441.05	\$ 101,292.62
	5	\$ 51.13	\$ 4,090.34	\$ 8,862.40	\$ 106,348.84
LEAD STREET MAINTENANCE WORKER	1	\$ 47.46	\$ 3,796.99	\$ 8,226.81	\$ 98,721.74
	2	\$ 49.85	\$ 3,988.16	\$ 8,641.01	\$ 103,692.16
	3	\$ 52.34	\$ 4,187.57	\$ 9,073.07	\$ 108,876.82
	4	\$ 54.96	\$ 4,396.86	\$ 9,526.53	\$ 114,318.36
	5	\$ 57.71	\$ 4,616.87	\$ 10,003.22	\$ 120,038.62
STREETS SUPERVISOR	1	\$ 54.61	\$ 4,368.85	\$ 9,465.84	\$ 113,590.10
	2	\$ 57.32	\$ 4,585.56	\$ 9,935.38	\$ 119,224.56
	3	\$ 60.19	\$ 4,815.46	\$ 10,433.50	\$ 125,201.96
	4	\$ 63.21	\$ 5,056.89	\$ 10,956.60	\$ 131,479.14
	5	\$ 66.37	\$ 5,309.86	\$ 11,504.70	\$ 138,056.36
SUPPORT SERVICES LEAD WORKER	1	\$ 47.46	\$ 3,796.99	\$ 8,226.81	\$ 98,721.74
	2	\$ 49.85	\$ 3,988.16	\$ 8,641.01	\$ 103,692.16
	3	\$ 52.34	\$ 4,187.57	\$ 9,073.07	\$ 108,876.82
	4	\$ 54.96	\$ 4,396.86	\$ 9,526.53	\$ 114,318.36
	5	\$ 57.71	\$ 4,616.87	\$ 10,003.22	\$ 120,038.62

Effective April 13, 2024

PCEA/AFSCME Local 955 Salary Schedule-Tyler Munis System

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
SUPPORT SERVICES SUPERVISOR	1	\$ 54.61	\$ 4,368.85	\$ 9,465.84	\$ 113,590.10
	2	\$ 57.32	\$ 4,585.56	\$ 9,935.38	\$ 119,224.56
	3	\$ 60.19	\$ 4,815.46	\$ 10,433.50	\$ 125,201.96
	4	\$ 62.83	\$ 5,026.40	\$ 10,890.53	\$ 130,686.40
	5	\$ 66.37	\$ 5,309.86	\$ 11,504.70	\$ 138,056.36
THEATRE TECHNICIAN	1	\$ 42.07	\$ 3,365.22	\$ 7,291.31	\$ 87,495.72
	2	\$ 44.16	\$ 3,532.49	\$ 7,653.73	\$ 91,844.74
	3	\$ 46.36	\$ 3,708.82	\$ 8,035.78	\$ 96,429.32
	4	\$ 48.70	\$ 3,895.87	\$ 8,441.05	\$ 101,292.62
	5	\$ 51.13	\$ 4,090.34	\$ 8,862.40	\$ 106,348.84
UTILITY ASSISTANT I	1	\$ 33.09	\$ 2,647.51	\$ 5,736.27	\$ 68,835.26
	2	\$ 34.75	\$ 2,780.18	\$ 6,023.72	\$ 72,284.68
	3	\$ 36.48	\$ 2,918.61	\$ 6,323.66	\$ 75,883.86
	4	\$ 38.31	\$ 3,064.46	\$ 6,639.66	\$ 79,675.96
	5	\$ 40.23	\$ 3,218.54	\$ 6,973.50	\$ 83,682.04
UTILITY ASSISTANT II	1	\$ 36.48	\$ 2,918.61	\$ 6,323.66	\$ 75,883.86
	2	\$ 38.31	\$ 3,064.46	\$ 6,639.66	\$ 79,675.96
	3	\$ 40.23	\$ 3,218.54	\$ 6,973.50	\$ 83,682.04
	4	\$ 42.23	\$ 3,378.40	\$ 7,319.87	\$ 87,838.40
	5	\$ 44.34	\$ 3,547.32	\$ 7,685.86	\$ 92,230.32
SENIOR UTILITY ASSISTANT	1	\$ 38.31	\$ 3,064.46	\$ 6,639.66	\$ 79,675.96
	2	\$ 40.23	\$ 3,218.54	\$ 6,973.50	\$ 83,682.04
	3	\$ 41.46	\$ 3,316.60	\$ 7,185.97	\$ 86,231.60
	4	\$ 44.34	\$ 3,547.32	\$ 7,685.86	\$ 92,230.32
	5	\$ 46.58	\$ 3,726.13	\$ 8,073.28	\$ 96,879.38
UTILITY BILLING ASSISTANT	1	\$ 36.48	\$ 2,918.61	\$ 6,323.66	\$ 75,883.86
	2	\$ 38.31	\$ 3,064.46	\$ 6,639.66	\$ 79,675.96
	3	\$ 40.23	\$ 3,218.54	\$ 6,973.50	\$ 83,682.04
	4	\$ 42.23	\$ 3,378.40	\$ 7,319.87	\$ 87,838.40
	5	\$ 44.34	\$ 3,547.32	\$ 7,685.86	\$ 92,230.32
UTILITY BILLING SUPERVISOR	1	\$ 47.18	\$ 3,774.74	\$ 8,178.60	\$ 98,143.24
	2	\$ 49.56	\$ 3,965.09	\$ 8,591.03	\$ 103,092.34
	3	\$ 52.04	\$ 4,162.85	\$ 9,019.51	\$ 108,234.10
	4	\$ 54.66	\$ 4,372.97	\$ 9,474.77	\$ 113,697.22
	5	\$ 57.36	\$ 4,588.86	\$ 9,942.53	\$ 119,310.36
UTILITIES MAINTENANCE WORKER	1	\$ 32.99	\$ 2,639.27	\$ 5,718.42	\$ 68,621.02
	2	\$ 34.65	\$ 2,771.94	\$ 6,005.87	\$ 72,070.44
	3	\$ 36.38	\$ 2,910.37	\$ 6,305.80	\$ 75,669.62
	4	\$ 38.20	\$ 3,056.22	\$ 6,621.81	\$ 79,461.72
	5	\$ 40.11	\$ 3,208.66	\$ 6,952.10	\$ 83,425.16

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PCEA/AFSCME Local 955 Salary Schedule-Tyler Munis System

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
UTILITIES SYSTEMS MAINTENANCE SUPERVISOR	1	\$ 63.43	\$ 5,074.19	\$ 10,994.08	\$ 131,928.94
	2	\$ 66.59	\$ 5,327.16	\$ 11,542.18	\$ 138,506.16
	3	\$ 69.96	\$ 5,596.61	\$ 12,125.99	\$ 145,511.86
	4	\$ 73.44	\$ 5,875.12	\$ 12,729.43	\$ 152,753.12
	5	\$ 77.11	\$ 6,168.46	\$ 13,365.00	\$ 160,379.96
UTILITIES SYSTEM OPERATOR I	1	\$ 40.12	\$ 3,209.48	\$ 6,953.87	\$ 83,446.48
	2	\$ 42.14	\$ 3,370.98	\$ 7,303.79	\$ 87,645.48
	3	\$ 44.25	\$ 3,539.90	\$ 7,669.78	\$ 92,037.40
	4	\$ 46.46	\$ 3,717.06	\$ 8,053.63	\$ 96,643.56
	5	\$ 48.77	\$ 3,901.64	\$ 8,453.55	\$ 101,442.64
UTILITIES SYSTEM OPERATOR II	1	\$ 48.12	\$ 3,849.73	\$ 8,341.08	\$ 100,092.98
	2	\$ 50.53	\$ 4,042.54	\$ 8,758.84	\$ 105,106.04
	3	\$ 53.08	\$ 4,246.07	\$ 9,199.82	\$ 110,397.82
	4	\$ 55.72	\$ 4,457.84	\$ 9,658.65	\$ 115,903.84
	5	\$ 58.50	\$ 4,680.32	\$ 10,140.69	\$ 121,688.32
LEAD UTILITIES SYSTEM OPERATOR	1	\$ 54.34	\$ 4,347.42	\$ 9,419.41	\$ 113,032.92
	2	\$ 57.04	\$ 4,563.31	\$ 9,887.17	\$ 118,646.06
	3	\$ 59.92	\$ 4,793.21	\$ 10,385.29	\$ 124,623.46
	4	\$ 62.90	\$ 5,032.17	\$ 10,903.04	\$ 130,836.42
	5	\$ 66.05	\$ 5,284.31	\$ 11,449.34	\$ 137,392.06
CHIEF UTILITIES SYSTEM OPERATOR	1	\$ 63.43	\$ 5,074.19	\$ 10,994.08	\$ 131,928.94
	2	\$ 66.59	\$ 5,327.16	\$ 11,542.18	\$ 138,506.16
	3	\$ 69.96	\$ 5,596.61	\$ 12,125.99	\$ 145,511.86
	4	\$ 73.44	\$ 5,875.12	\$ 12,729.43	\$ 152,753.12
	5	\$ 77.11	\$ 6,168.46	\$ 13,365.00	\$ 160,379.96
WATER CONSERVATION TECHNICIAN	1	\$ 44.22	\$ 3,537.43	\$ 7,664.43	\$ 91,973.18
	2	\$ 46.42	\$ 3,713.77	\$ 8,046.50	\$ 96,558.02
	3	\$ 48.76	\$ 3,900.82	\$ 8,451.78	\$ 101,421.32
	4	\$ 51.20	\$ 4,096.10	\$ 8,874.88	\$ 106,498.60
	5	\$ 53.77	\$ 4,301.28	\$ 9,319.44	\$ 111,833.28
WATER QUALITY TECHNICIAN	1	\$ 52.81	\$ 4,224.80	\$ 9,153.73	\$ 109,844.80
	2	\$ 55.47	\$ 4,437.60	\$ 9,614.80	\$ 115,377.60
	3	\$ 58.23	\$ 4,658.40	\$ 10,093.20	\$ 121,118.40
	4	\$ 61.13	\$ 4,890.40	\$ 10,595.87	\$ 127,150.40
	5	\$ 64.19	\$ 5,135.20	\$ 11,126.27	\$ 133,515.20

## SALARY SCHEDULES

Effective April 11, 2026

PCEA/AFSCME Local 955 Salary Schedule-Tyler Munis System

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
ACCOUNTING ASSISTANT I	1	\$ 34.08	\$ 2726.40	\$ 5907.20	\$ 70886.40
	2	\$ 35.79	\$ 2863.20	\$ 6203.60	\$ 74443.20
	3	\$ 37.57	\$ 3005.60	\$ 6512.13	\$ 78145.60
	4	\$ 39.46	\$ 3156.80	\$ 6839.73	\$ 82076.80
	5	\$ 41.44	\$ 3315.20	\$ 7182.93	\$ 86195.20
ACCOUNTING ASSISTANT II	1	\$ 37.57	\$ 3005.60	\$ 6512.13	\$ 78145.60
	2	\$ 39.46	\$ 3156.80	\$ 6839.73	\$ 82076.80
	3	\$ 41.44	\$ 3315.20	\$ 7182.93	\$ 86195.20
	4	\$ 43.51	\$ 3480.80	\$ 7541.73	\$ 90500.80
	5	\$ 45.67	\$ 3653.60	\$ 7916.13	\$ 94993.60
SENIOR ACCOUNTING ASSISTANT	1	\$ 39.46	\$ 3156.80	\$ 6839.73	\$ 82076.80
	2	\$ 41.44	\$ 3315.20	\$ 7182.93	\$ 86195.20
	3	\$ 43.51	\$ 3480.80	\$ 7541.73	\$ 90500.80
	4	\$ 45.69	\$ 3655.20	\$ 7919.60	\$ 95035.20
	5	\$ 47.98	\$ 3838.40	\$ 8316.53	\$ 99798.40
JUNIOR ACCOUNTANT	1	\$ 53.62	\$ 4289.60	\$ 9294.13	\$ 111529.60
	2	\$ 56.32	\$ 4505.60	\$ 9762.13	\$ 117145.60
	3	\$ 59.11	\$ 4728.80	\$ 10245.73	\$ 122948.80
	4	\$ 62.09	\$ 4967.20	\$ 10762.27	\$ 129147.20
	5	\$ 65.19	\$ 5215.20	\$ 11299.60	\$ 135595.20
SENIOR ACCOUNTANT	1	\$ 56.34	\$ 4507.20	\$ 9765.60	\$ 117187.20
	2	\$ 59.16	\$ 4732.80	\$ 10254.40	\$ 123052.80
	3	\$ 62.12	\$ 4969.60	\$ 10767.47	\$ 129209.60
	4	\$ 65.23	\$ 5218.40	\$ 11306.53	\$ 135678.40
	5	\$ 68.50	\$ 5480.00	\$ 11873.33	\$ 142480.00
SUPERVISING SENIOR ACCOUNTANT	1	\$ 61.67	\$ 4933.60	\$ 10689.47	\$ 128273.60
	2	\$ 64.78	\$ 5182.40	\$ 11228.53	\$ 134742.40
	3	\$ 67.99	\$ 5439.20	\$ 11784.93	\$ 141419.20
	4	\$ 71.40	\$ 5712.00	\$ 12376.00	\$ 148512.00
	5	\$ 74.97	\$ 5997.60	\$ 12994.80	\$ 155937.60
ADMINISTRATIVE ANALYST	1	\$ 49.11	\$ 3928.80	\$ 8512.40	\$ 102148.80
	2	\$ 51.57	\$ 4125.60	\$ 8938.80	\$ 107265.60
	3	\$ 54.15	\$ 4332.00	\$ 9386.00	\$ 112632.00
	4	\$ 56.85	\$ 4548.00	\$ 9854.00	\$ 118248.00
	5	\$ 59.72	\$ 4777.60	\$ 10351.47	\$ 124217.60

**Effective April 11, 2026**

**PCEA/AFSCME Local 955 Salary Schedule-Tyler Munis System**

<b>POSITION</b>	<b>STEP</b>	<b>HOURLY</b>	<b>BI-WEEKLY</b>	<b>MONTHLY</b>	<b>ANNUAL</b>
ADMINISTRATIVE ASSISTANT	1	\$ 39.17	\$ 3133.60	\$ 6789.47	\$ 81473.60
	2	\$ 41.13	\$ 3290.40	\$ 7129.20	\$ 85550.40
	3	\$ 43.19	\$ 3455.20	\$ 7486.27	\$ 89835.20
	4	\$ 45.35	\$ 3628.00	\$ 7860.67	\$ 94328.00
	5	\$ 47.63	\$ 3810.40	\$ 8255.87	\$ 99070.40
ANIMAL SERVICES OFFICER	1	\$ 39.79	\$ 3183.20	\$ 6896.93	\$ 82763.20
	2	\$ 41.79	\$ 3343.20	\$ 7243.60	\$ 86923.20
	3	\$ 43.88	\$ 3510.40	\$ 7605.87	\$ 91270.40
	4	\$ 46.06	\$ 3684.80	\$ 7983.73	\$ 95804.80
	5	\$ 48.37	\$ 3869.60	\$ 8384.13	\$ 100609.60
ANIMAL CONTROL OFFICER, SR	1	\$ 42.05	\$ 3364.00	\$ 7288.67	\$ 87464.00
	2	\$ 44.16	\$ 3532.80	\$ 7654.40	\$ 91852.80
	3	\$ 46.36	\$ 3708.80	\$ 8035.73	\$ 96428.80
	4	\$ 48.69	\$ 3895.20	\$ 8439.60	\$ 101275.20
	5	\$ 51.13	\$ 4090.40	\$ 8862.53	\$ 106350.40
BUILDING INSPECTOR	1	\$ 57.77	\$ 4621.60	\$ 10013.47	\$ 120161.60
	2	\$ 60.68	\$ 4854.40	\$ 10517.87	\$ 126214.40
	3	\$ 63.71	\$ 5096.80	\$ 11043.07	\$ 132516.80
	4	\$ 66.90	\$ 5352.00	\$ 11596.00	\$ 139152.00
	5	\$ 70.24	\$ 5619.20	\$ 12174.93	\$ 146099.20
LEAD BUILDING INSPECTOR	1	\$ 61.96	\$ 4956.80	\$ 10739.73	\$ 128876.80
	2	\$ 65.09	\$ 5207.20	\$ 11282.27	\$ 135387.20
	3	\$ 68.34	\$ 5467.20	\$ 11845.60	\$ 142147.20
	4	\$ 71.74	\$ 5739.20	\$ 12434.93	\$ 149219.20
	5	\$ 75.33	\$ 6026.40	\$ 13057.20	\$ 156686.40
SENIOR BUILDING INSPECTOR	1	\$ 67.55	\$ 5404.00	\$ 11708.67	\$ 140504.00
	2	\$ 70.93	\$ 5674.40	\$ 12294.53	\$ 147534.40
	3	\$ 74.47	\$ 5957.60	\$ 12908.13	\$ 154897.60
	4	\$ 78.20	\$ 6256.00	\$ 13554.67	\$ 162656.00
	5	\$ 82.11	\$ 6568.80	\$ 14232.40	\$ 170788.80
BUILDING MAINT WORKER I	1	\$ 33.98	\$ 2718.40	\$ 5889.87	\$ 70678.40
	2	\$ 35.69	\$ 2855.20	\$ 6186.27	\$ 74235.20
	3	\$ 37.47	\$ 2997.60	\$ 6494.80	\$ 77937.60
	4	\$ 39.35	\$ 3148.00	\$ 6820.67	\$ 81848.00
	5	\$ 41.31	\$ 3304.80	\$ 7160.40	\$ 85924.80

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PCEA/AFSCME Local 955 Salary Schedule-Tyler Munis System

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
BUILDING MAINTENANCE WORKER- JOURNEY LEVEL	1	\$ 43.38	\$ 3470.40	\$ 7519.20	\$ 90230.40
	2	\$ 45.56	\$ 3644.80	\$ 7897.07	\$ 94764.80
	3	\$ 47.83	\$ 3826.40	\$ 8290.53	\$ 99486.40
	4	\$ 50.22	\$ 4017.60	\$ 8704.80	\$ 104457.60
	5	\$ 52.74	\$ 4219.20	\$ 9141.60	\$ 109699.20
BUSINESS LICENSE COORDINATOR	1	\$ 42.19	\$ 3375.20	\$ 7312.93	\$ 87755.20
	2	\$ 44.30	\$ 3544.00	\$ 7678.67	\$ 92144.00
	3	\$ 46.53	\$ 3722.40	\$ 8065.20	\$ 96782.40
	4	\$ 48.84	\$ 3907.20	\$ 8465.60	\$ 101587.20
	5	\$ 51.28	\$ 4102.40	\$ 8888.53	\$ 106662.40
BUSINESS LICENSE PROGRAM SPECIALIST	1	\$ 48.60	\$ 3888.00	\$ 8424.00	\$ 101088.00
	2	\$ 51.05	\$ 4084.00	\$ 8848.67	\$ 106184.00
	3	\$ 53.60	\$ 4288.00	\$ 9290.67	\$ 111488.00
	4	\$ 56.30	\$ 4504.00	\$ 9758.67	\$ 117104.00
	5	\$ 59.08	\$ 4726.40	\$ 10240.53	\$ 122886.40
CENTRAL SERVICES ASSISTANT	1	\$ 33.98	\$ 2718.40	\$ 5889.87	\$ 70678.40
	2	\$ 35.68	\$ 2854.40	\$ 6184.53	\$ 74214.40
	3	\$ 37.47	\$ 2997.60	\$ 6494.80	\$ 77937.60
	4	\$ 39.35	\$ 3148.00	\$ 6820.67	\$ 81848.00
	5	\$ 41.32	\$ 3305.60	\$ 7162.13	\$ 85945.60
CENTRAL SERVICES LEAD	1	\$ 37.53	\$ 3002.40	\$ 6505.20	\$ 78062.40
	2	\$ 39.42	\$ 3153.60	\$ 6832.80	\$ 81993.60
	3	\$ 41.40	\$ 3312.00	\$ 7176.00	\$ 86112.00
	4	\$ 43.45	\$ 3476.00	\$ 7531.33	\$ 90376.00
	5	\$ 45.64	\$ 3651.20	\$ 7910.93	\$ 94931.20
CENTRAL SERVICES SUPERVISOR	1	\$ 44.91	\$ 3592.80	\$ 7784.40	\$ 93412.80
	2	\$ 47.15	\$ 3772.00	\$ 8172.67	\$ 98072.00
	3	\$ 49.51	\$ 3960.80	\$ 8581.73	\$ 102980.80
	4	\$ 51.99	\$ 4159.20	\$ 9011.60	\$ 108139.20
	5	\$ 54.60	\$ 4368.00	\$ 9464.00	\$ 113568.00
CODE ENFORCEMENT OFFICER	1	\$ 49.44	\$ 3955.20	\$ 8569.60	\$ 102835.20
	2	\$ 51.94	\$ 4155.20	\$ 9002.93	\$ 108035.20
	3	\$ 54.51	\$ 4360.80	\$ 9448.40	\$ 113380.80
	4	\$ 57.24	\$ 4579.20	\$ 9921.60	\$ 119059.20
	5	\$ 60.11	\$ 4808.80	\$ 10419.07	\$ 125028.80

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POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
SR CODE ENFORCEMENT OFFICER	1	\$ 55.85	\$ 4468.00	\$ 9680.67	\$ 116168.00
	2	\$ 58.64	\$ 4691.20	\$ 10164.27	\$ 121971.20
	3	\$ 61.57	\$ 4925.60	\$ 10672.13	\$ 128065.60
	4	\$ 64.65	\$ 5172.00	\$ 11206.00	\$ 134472.00
	5	\$ 67.89	\$ 5431.20	\$ 11767.60	\$ 141211.20
COMMUNICATIONS SPECIALIST	1	\$ 50.42	\$ 4033.60	\$ 8739.47	\$ 104873.60
	2	\$ 52.94	\$ 4235.20	\$ 9176.27	\$ 110115.20
	3	\$ 55.59	\$ 4447.20	\$ 9635.60	\$ 115627.20
	4	\$ 58.37	\$ 4669.60	\$ 10117.47	\$ 121409.60
	5	\$ 61.29	\$ 4903.20	\$ 10623.60	\$ 127483.20
COMMUNITY SERVICE OFFICER	1	\$ 39.79	\$ 3183.20	\$ 6896.93	\$ 82763.20
	2	\$ 41.79	\$ 3343.20	\$ 7243.60	\$ 86923.20
	3	\$ 43.88	\$ 3510.40	\$ 7605.87	\$ 91270.40
	4	\$ 46.06	\$ 3684.80	\$ 7983.73	\$ 95804.80
	5	\$ 48.37	\$ 3869.60	\$ 8384.13	\$ 100609.60
CONSTRUCTION INSPECTOR	1	\$ 57.77	\$ 4621.60	\$ 10013.47	\$ 120161.60
	2	\$ 60.68	\$ 4854.40	\$ 10517.87	\$ 126214.40
	3	\$ 63.71	\$ 5096.80	\$ 11043.07	\$ 132516.80
	4	\$ 66.90	\$ 5352.00	\$ 11596.00	\$ 139152.00
	5	\$ 70.24	\$ 5619.20	\$ 12174.93	\$ 146099.20
CONSTRUCTION PW INSPECTION LEAD	1	\$ 61.96	\$ 4956.80	\$ 10739.73	\$ 128876.80
	2	\$ 65.09	\$ 5207.20	\$ 11282.27	\$ 135387.20
	3	\$ 68.34	\$ 5467.20	\$ 11845.60	\$ 142147.20
	4	\$ 71.74	\$ 5739.20	\$ 12434.93	\$ 149219.20
	5	\$ 75.33	\$ 6026.40	\$ 13057.20	\$ 156686.40
CUSTOMER SERVICE REPRESENTATIVE	1	\$ 37.57	\$ 3005.60	\$ 6512.13	\$ 78145.60
	2	\$ 39.46	\$ 3156.80	\$ 6839.73	\$ 82076.80
	3	\$ 41.44	\$ 3315.20	\$ 7182.93	\$ 86195.20
	4	\$ 43.50	\$ 3480.00	\$ 7540.00	\$ 90480.00
	5	\$ 45.67	\$ 3653.60	\$ 7916.13	\$ 94993.60
SR CUSTOMER SERVICE REPRESENTATIVE	1	\$ 41.45	\$ 3316.00	\$ 7184.67	\$ 86216.00
	2	\$ 43.52	\$ 3481.60	\$ 7543.47	\$ 90521.60
	3	\$ 45.69	\$ 3655.20	\$ 7919.60	\$ 95035.20
	4	\$ 47.98	\$ 3838.40	\$ 8316.53	\$ 99798.40
	5	\$ 50.38	\$ 4030.40	\$ 8732.53	\$ 104790.40

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POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
CUSTOMER SERVICE CENTER SUPERVISOR	1	\$ 48.60	\$ 3888.00	\$ 8424.00	\$ 101088.00
	2	\$ 51.05	\$ 4084.00	\$ 8848.67	\$ 106184.00
	3	\$ 53.60	\$ 4288.00	\$ 9290.67	\$ 111488.00
	4	\$ 56.30	\$ 4504.00	\$ 9758.67	\$ 117104.00
	5	\$ 59.08	\$ 4726.40	\$ 10240.53	\$ 122886.40
CRIME & INTELLIGENCE ANALYST	1	\$ 50.42	\$ 4033.60	\$ 8739.47	\$ 104873.60
	2	\$ 52.94	\$ 4235.20	\$ 9176.27	\$ 110115.20
	3	\$ 55.59	\$ 4447.20	\$ 9635.60	\$ 115627.20
	4	\$ 58.37	\$ 4669.60	\$ 10117.47	\$ 121409.60
	5	\$ 61.29	\$ 4903.20	\$ 10623.60	\$ 127483.20
DISASTER PREPAREDNESS COORDINATOR	1	\$ 48.55	\$ 3884.00	\$ 8415.33	\$ 100984.00
	2	\$ 50.99	\$ 4079.20	\$ 8838.27	\$ 106059.20
	3	\$ 53.54	\$ 4283.20	\$ 9280.27	\$ 111363.20
	4	\$ 56.22	\$ 4497.60	\$ 9744.80	\$ 116937.60
	5	\$ 59.03	\$ 4722.40	\$ 10231.87	\$ 122782.40
ASSISTANT ENGINEER I	1	\$ 55.84	\$ 4467.20	\$ 9678.93	\$ 116147.20
	2	\$ 58.63	\$ 4690.40	\$ 10162.53	\$ 121950.40
	3	\$ 61.56	\$ 4924.80	\$ 10670.40	\$ 128044.80
	4	\$ 64.64	\$ 5171.20	\$ 11204.27	\$ 134451.20
	5	\$ 67.88	\$ 5430.40	\$ 11765.87	\$ 141190.40
ASSISTANT ENGINEER II	1	\$ 61.56	\$ 4924.80	\$ 10670.40	\$ 128044.80
	2	\$ 64.64	\$ 5171.20	\$ 11204.27	\$ 134451.20
	3	\$ 67.88	\$ 5430.40	\$ 11765.87	\$ 141190.40
	4	\$ 71.27	\$ 5701.60	\$ 12353.47	\$ 148241.60
	5	\$ 74.81	\$ 5984.80	\$ 12967.07	\$ 155604.80
ASSOCIATE CIVIL ENGINEER	1	\$ 67.88	\$ 5430.40	\$ 11765.87	\$ 141190.40
	2	\$ 71.27	\$ 5701.60	\$ 12353.47	\$ 148241.60
	3	\$ 74.83	\$ 5986.40	\$ 12970.53	\$ 155646.40
	4	\$ 78.53	\$ 6282.40	\$ 13611.87	\$ 163342.40
	5	\$ 82.46	\$ 6596.80	\$ 14293.07	\$ 171516.80
ASSOCIATE UTILITY ENGINEER	1	\$ 67.88	\$ 5430.40	\$ 11765.87	\$ 141190.40
	2	\$ 71.27	\$ 5701.60	\$ 12353.47	\$ 148241.60
	3	\$ 74.83	\$ 5986.40	\$ 12970.53	\$ 155646.40
	4	\$ 78.53	\$ 6282.40	\$ 13611.87	\$ 163342.40
	5	\$ 82.46	\$ 6596.80	\$ 14293.07	\$ 171516.80

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PCEA/AFSCME Local 955 Salary Schedule-Tyler Munis System

<b>POSITION</b>	<b>STEP</b>	<b>HOURLY</b>	<b>BI-WEEKLY</b>	<b>MONTHLY</b>	<b>ANNUAL</b>
ENGINEERING TECHNICIAN I	1	\$ 50.42	\$ 4033.60	\$ 8739.47	\$ 104873.60
	2	\$ 52.94	\$ 4235.20	\$ 9176.27	\$ 110115.20
	3	\$ 55.59	\$ 4447.20	\$ 9635.60	\$ 115627.20
	4	\$ 58.37	\$ 4669.60	\$ 10117.47	\$ 121409.60
	5	\$ 61.29	\$ 4903.20	\$ 10623.60	\$ 127483.20
ENGINEERING TECHNICIAN II	1	\$ 55.84	\$ 4467.20	\$ 9678.93	\$ 116147.20
	2	\$ 58.63	\$ 4690.40	\$ 10162.53	\$ 121950.40
	3	\$ 61.56	\$ 4924.80	\$ 10670.40	\$ 128044.80
	4	\$ 64.64	\$ 5171.20	\$ 11204.27	\$ 134451.20
	5	\$ 67.88	\$ 5430.40	\$ 11765.87	\$ 141190.40
ENGINEERING TECHNICIAN III	1	\$ 61.56	\$ 4924.80	\$ 10670.40	\$ 128044.80
	2	\$ 64.64	\$ 5171.20	\$ 11204.27	\$ 134451.20
	3	\$ 67.88	\$ 5430.40	\$ 11765.87	\$ 141190.40
	4	\$ 71.27	\$ 5701.60	\$ 12353.47	\$ 148241.60
	5	\$ 74.81	\$ 5984.80	\$ 12967.07	\$ 155604.80
ENGINEERING TECH II TRAFFIC	1	\$ 55.84	\$ 4467.20	\$ 9678.93	\$ 116147.20
	2	\$ 58.63	\$ 4690.40	\$ 10162.53	\$ 121950.40
	3	\$ 61.56	\$ 4924.80	\$ 10670.40	\$ 128044.80
	4	\$ 64.64	\$ 5171.20	\$ 11204.27	\$ 134451.20
	5	\$ 67.88	\$ 5430.40	\$ 11765.87	\$ 141190.40
ENGINEERING TECH III TRAFFIC	1	\$ 61.56	\$ 4924.80	\$ 10670.40	\$ 128044.80
	2	\$ 64.64	\$ 5171.20	\$ 11204.27	\$ 134451.20
	3	\$ 67.88	\$ 5430.40	\$ 11765.87	\$ 141190.40
	4	\$ 71.27	\$ 5701.60	\$ 12353.47	\$ 148241.60
	5	\$ 74.81	\$ 5984.80	\$ 12967.07	\$ 155604.80
ENVIRONMENTAL COMPLIANCE SUPERVISOR	1	\$ 56.25	\$ 4500.00	\$ 9750.00	\$ 117000.00
	2	\$ 59.06	\$ 4724.80	\$ 10237.07	\$ 122844.80
	3	\$ 62.02	\$ 4961.60	\$ 10750.13	\$ 129001.60
	4	\$ 65.12	\$ 5209.60	\$ 11287.47	\$ 135449.60
	5	\$ 68.37	\$ 5469.60	\$ 11850.80	\$ 142209.60
ENVIRONMENTAL SERVICES SPECIALIST	1	\$ 47.81	\$ 3824.80	\$ 8287.07	\$ 99444.80
	2	\$ 50.22	\$ 4017.60	\$ 8704.80	\$ 104457.60
	3	\$ 52.75	\$ 4220.00	\$ 9143.33	\$ 109720.00
	4	\$ 55.38	\$ 4430.40	\$ 9599.20	\$ 115190.40
	5	\$ 58.14	\$ 4651.20	\$ 10077.60	\$ 120931.20

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PCEA/AFSCME Local 955 Salary Schedule-Tyler Munis System

<b>POSITION</b>	<b>STEP</b>	<b>HOURLY</b>	<b>BI-WEEKLY</b>	<b>MONTHLY</b>	<b>ANNUAL</b>
RECYCLING COORDINATOR	1	\$ 44.30	\$ 3544.00	\$ 7678.67	\$ 92144.00
	2	\$ 46.53	\$ 3722.40	\$ 8065.20	\$ 96782.40
	3	\$ 48.84	\$ 3907.20	\$ 8465.60	\$ 101587.20
	4	\$ 51.28	\$ 4102.40	\$ 8888.53	\$ 106662.40
	5	\$ 53.86	\$ 4308.80	\$ 9335.73	\$ 112028.80
EQUIPMENT MECHANIC	1	\$ 46.91	\$ 3752.80	\$ 8131.07	\$ 97572.80
	2	\$ 49.25	\$ 3940.00	\$ 8536.67	\$ 102440.00
	3	\$ 51.72	\$ 4137.60	\$ 8964.80	\$ 107577.60
	4	\$ 54.30	\$ 4344.00	\$ 9412.00	\$ 112944.00
	5	\$ 57.02	\$ 4561.60	\$ 9883.47	\$ 118601.60
EQUIPMENT MECHANIC ASSISTANT	1	\$ 37.45	\$ 2996.00	\$ 6491.33	\$ 77896.00
	2	\$ 39.33	\$ 3146.40	\$ 6817.20	\$ 81806.40
	3	\$ 41.30	\$ 3304.00	\$ 7158.67	\$ 85904.00
	4	\$ 43.35	\$ 3468.00	\$ 7514.00	\$ 90168.00
	5	\$ 45.52	\$ 3641.60	\$ 7890.13	\$ 94681.60
LEAD EQUIPMENT MECHANIC	1	\$ 52.91	\$ 4232.80	\$ 9171.07	\$ 110052.80
	2	\$ 55.57	\$ 4445.60	\$ 9632.13	\$ 115585.60
	3	\$ 58.36	\$ 4668.80	\$ 10115.73	\$ 121388.80
	4	\$ 61.25	\$ 4900.00	\$ 10616.67	\$ 127400.00
	5	\$ 64.31	\$ 5144.80	\$ 11147.07	\$ 133764.80
FLEET SUPERVISOR	1	\$ 60.95	\$ 4876.00	\$ 10564.67	\$ 126776.00
	2	\$ 64.15	\$ 5132.00	\$ 11119.33	\$ 133432.00
	3	\$ 67.53	\$ 5402.40	\$ 11705.20	\$ 140462.40
	4	\$ 70.74	\$ 5659.20	\$ 12261.60	\$ 147139.20
	5	\$ 73.96	\$ 5916.80	\$ 12819.73	\$ 153836.80
ERP COORDINATOR-FINANCE	1	\$ 47.85	\$ 3828.00	\$ 8294.00	\$ 99528.00
	2	\$ 50.24	\$ 4019.20	\$ 8708.27	\$ 104499.20
	3	\$ 52.76	\$ 4220.80	\$ 9145.07	\$ 109740.80
	4	\$ 55.42	\$ 4433.60	\$ 9606.13	\$ 115273.60
	5	\$ 58.16	\$ 4652.80	\$ 10081.07	\$ 120972.80
FIRE PREVENTION TECHNICIAN	1	\$ 44.30	\$ 3544.00	\$ 7678.67	\$ 92144.00
	2	\$ 46.53	\$ 3722.40	\$ 8065.20	\$ 96782.40
	3	\$ 48.84	\$ 3907.20	\$ 8465.60	\$ 101587.20
	4	\$ 51.28	\$ 4102.40	\$ 8888.53	\$ 106662.40
	5	\$ 53.86	\$ 4308.80	\$ 9335.73	\$ 112028.80

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PCEA/AFSCME Local 955 Salary Schedule-Tyler Munis System

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
GIS TECHNICIAN I	1	\$ 50.77	\$ 4061.60	\$ 8800.13	\$ 105601.60
	2	\$ 53.32	\$ 4265.60	\$ 9242.13	\$ 110905.60
	3	\$ 55.98	\$ 4478.40	\$ 9703.20	\$ 116438.40
	4	\$ 58.79	\$ 4703.20	\$ 10190.27	\$ 122283.20
	5	\$ 61.72	\$ 4937.60	\$ 10698.13	\$ 128377.60
GIS TECHNICIAN II	1	\$ 58.79	\$ 4703.20	\$ 10190.27	\$ 122283.20
	2	\$ 61.73	\$ 4938.40	\$ 10699.87	\$ 128398.40
	3	\$ 64.82	\$ 5185.60	\$ 11235.47	\$ 134825.60
	4	\$ 68.04	\$ 5443.20	\$ 11793.60	\$ 141523.20
	5	\$ 71.44	\$ 5715.20	\$ 12382.93	\$ 148595.20
GEOGRAPHIC INFO SYSTEM COORDINATOR	1	\$ 67.84	\$ 5427.20	\$ 11758.93	\$ 141107.20
	2	\$ 71.23	\$ 5698.40	\$ 12346.53	\$ 148158.40
	3	\$ 74.79	\$ 5983.20	\$ 12963.60	\$ 155563.20
	4	\$ 78.53	\$ 6282.40	\$ 13611.87	\$ 163342.40
	5	\$ 82.46	\$ 6596.80	\$ 14293.07	\$ 171516.80
GRAPHICS SPECIALIST	1	\$ 39.17	\$ 3133.60	\$ 6789.47	\$ 81473.60
	2	\$ 41.13	\$ 3290.40	\$ 7129.20	\$ 85550.40
	3	\$ 43.19	\$ 3455.20	\$ 7486.27	\$ 89835.20
	4	\$ 45.35	\$ 3628.00	\$ 7860.67	\$ 94328.00
	5	\$ 47.63	\$ 3810.40	\$ 8255.87	\$ 99070.40
HOUSING SPECIALIST	1	\$ 67.84	\$ 5427.20	\$ 11758.93	\$ 141107.20
	2	\$ 71.23	\$ 5698.40	\$ 12346.53	\$ 148158.40
	3	\$ 74.79	\$ 5983.20	\$ 12963.60	\$ 155563.20
	4	\$ 78.53	\$ 6282.40	\$ 13611.87	\$ 163342.40
	5	\$ 82.46	\$ 6596.80	\$ 14293.07	\$ 171516.80
INFO TECH COORDINATOR I	1	\$ 50.77	\$ 4061.60	\$ 8800.13	\$ 105601.60
	2	\$ 53.32	\$ 4265.60	\$ 9242.13	\$ 110905.60
	3	\$ 55.98	\$ 4478.40	\$ 9703.20	\$ 116438.40
	4	\$ 58.79	\$ 4703.20	\$ 10190.27	\$ 122283.20
	5	\$ 61.72	\$ 4937.60	\$ 10698.13	\$ 128377.60
INFO TECH COORDINATOR II	1	\$ 58.79	\$ 4703.20	\$ 10190.27	\$ 122283.20
	2	\$ 61.73	\$ 4938.40	\$ 10699.87	\$ 128398.40
	3	\$ 64.82	\$ 5185.60	\$ 11235.47	\$ 134825.60
	4	\$ 68.04	\$ 5443.20	\$ 11793.60	\$ 141523.20
	5	\$ 71.44	\$ 5715.20	\$ 12382.93	\$ 148595.20

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PCEA/AFSCME Local 955 Salary Schedule-Tyler Munis System

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
LABORATORY SERVICES SPECIALIST	1	\$ 54.39	\$ 4351.20	\$ 9427.60	\$ 113131.20
	2	\$ 57.11	\$ 4568.80	\$ 9899.07	\$ 118788.80
	3	\$ 59.97	\$ 4797.60	\$ 10394.80	\$ 124737.60
	4	\$ 62.96	\$ 5036.80	\$ 10913.07	\$ 130956.80
	5	\$ 66.12	\$ 5289.60	\$ 11460.80	\$ 137529.60
LANDSCAPE ARCHITECT	1	\$ 63.97	\$ 5117.60	\$ 11088.13	\$ 133057.60
	2	\$ 67.18	\$ 5374.40	\$ 11644.53	\$ 139734.40
	3	\$ 70.53	\$ 5642.40	\$ 12225.20	\$ 146702.40
	4	\$ 74.06	\$ 5924.80	\$ 12837.07	\$ 154044.80
	5	\$ 77.77	\$ 6221.60	\$ 13480.13	\$ 161761.60
LANDSCAPE ARCHITECT ASSISTANT	1	\$ 55.74	\$ 4459.20	\$ 9661.60	\$ 115939.20
	2	\$ 58.53	\$ 4682.40	\$ 10145.20	\$ 121742.40
	3	\$ 61.47	\$ 4917.60	\$ 10654.80	\$ 127857.60
	4	\$ 64.53	\$ 5162.40	\$ 11185.20	\$ 134222.40
	5	\$ 67.75	\$ 5420.00	\$ 11743.33	\$ 140920.00
LIBRARIAN	1	\$ 45.61	\$ 3648.80	\$ 7905.73	\$ 94868.80
	2	\$ 47.88	\$ 3830.40	\$ 8299.20	\$ 99590.40
	3	\$ 50.28	\$ 4022.40	\$ 8715.20	\$ 104582.40
	4	\$ 52.79	\$ 4223.20	\$ 9150.27	\$ 109803.20
	5	\$ 55.44	\$ 4435.20	\$ 9609.60	\$ 115315.20
SENIOR LIBRARIAN	1	\$ 52.73	\$ 4218.40	\$ 9139.87	\$ 109678.40
	2	\$ 55.37	\$ 4429.60	\$ 9597.47	\$ 115169.60
	3	\$ 58.12	\$ 4649.60	\$ 10074.13	\$ 120889.60
	4	\$ 61.06	\$ 4884.80	\$ 10583.73	\$ 127004.80
	5	\$ 64.10	\$ 5128.00	\$ 11110.67	\$ 133328.00
LIBRARY ASSISTANT	1	\$ 37.43	\$ 2994.40	\$ 6487.87	\$ 77854.40
	2	\$ 39.30	\$ 3144.00	\$ 6812.00	\$ 81744.00
	3	\$ 41.27	\$ 3301.60	\$ 7153.47	\$ 85841.60
	4	\$ 43.33	\$ 3466.40	\$ 7510.53	\$ 90126.40
	5	\$ 45.50	\$ 3640.00	\$ 7886.67	\$ 94640.00
LIBRARY CLERK	1	\$ 32.45	\$ 2596.00	\$ 5624.67	\$ 67496.00
	2	\$ 34.07	\$ 2725.60	\$ 5905.47	\$ 70865.60
	3	\$ 35.77	\$ 2861.60	\$ 6200.13	\$ 74401.60
	4	\$ 37.56	\$ 3004.80	\$ 6510.40	\$ 78124.80
	5	\$ 39.44	\$ 3155.20	\$ 6836.27	\$ 82035.20

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**PCEA/AFSCME Local 955 Salary Schedule-Tyler Munis System**

<b>POSITION</b>	<b>STEP</b>	<b>HOURLY</b>	<b>BI-WEEKLY</b>	<b>MONTHLY</b>	<b>ANNUAL</b>
LEAD LIBRARY CLERK	1	\$ 35.63	\$ 2850.40	\$ 6175.87	\$ 74110.40
	2	\$ 37.43	\$ 2994.40	\$ 6487.87	\$ 77854.40
	3	\$ 39.29	\$ 3143.20	\$ 6810.27	\$ 81723.20
	4	\$ 41.25	\$ 3300.00	\$ 7150.00	\$ 85800.00
	5	\$ 43.31	\$ 3464.80	\$ 7507.07	\$ 90084.80
SUPERVISING LIBRARY CLERK	1	\$ 41.11	\$ 3288.80	\$ 7125.73	\$ 85508.80
	2	\$ 43.17	\$ 3453.60	\$ 7482.80	\$ 89793.60
	3	\$ 45.33	\$ 3626.40	\$ 7857.20	\$ 94286.40
	4	\$ 47.62	\$ 3809.60	\$ 8254.13	\$ 99049.60
	5	\$ 49.98	\$ 3998.40	\$ 8663.20	\$ 103958.40
MAINTENANCE ASSISTANT	1	\$ 31.60	\$ 2528.00	\$ 5477.33	\$ 65728.00
	2	\$ 33.18	\$ 2654.40	\$ 5751.20	\$ 69014.40
	3	\$ 34.84	\$ 2787.20	\$ 6038.93	\$ 72467.20
	4	\$ 36.59	\$ 2927.20	\$ 6342.27	\$ 76107.20
	5	\$ 38.41	\$ 3072.80	\$ 6657.73	\$ 79892.80
OFFICE ASSISTANT	1	\$ 32.46	\$ 2596.80	\$ 5626.40	\$ 67516.80
	2	\$ 34.08	\$ 2726.40	\$ 5907.20	\$ 70886.40
	3	\$ 35.78	\$ 2862.40	\$ 6201.87	\$ 74422.40
	4	\$ 37.57	\$ 3005.60	\$ 6512.13	\$ 78145.60
	5	\$ 39.45	\$ 3156.00	\$ 6838.00	\$ 82056.00
SENIOR OFFICE ASSISTANT	1	\$ 35.78	\$ 2862.40	\$ 6201.87	\$ 74422.40
	2	\$ 37.57	\$ 3005.60	\$ 6512.13	\$ 78145.60
	3	\$ 39.45	\$ 3156.00	\$ 6838.00	\$ 82056.00
	4	\$ 41.42	\$ 3313.60	\$ 7179.47	\$ 86153.60
	5	\$ 43.48	\$ 3478.40	\$ 7536.53	\$ 90438.40
OFFICE MANAGER	1	\$ 43.44	\$ 3475.20	\$ 7529.60	\$ 90355.20
	2	\$ 45.61	\$ 3648.80	\$ 7905.73	\$ 94868.80
	3	\$ 47.88	\$ 3830.40	\$ 8299.20	\$ 99590.40
	4	\$ 50.28	\$ 4022.40	\$ 8715.20	\$ 104582.40
	5	\$ 52.80	\$ 4224.00	\$ 9152.00	\$ 109824.00

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PCEA/AFSCME Local 955 Salary Schedule-Tyler Munis System

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
OPERATIONS SERVICES MAINT WORKER	1	\$ 33.99	\$ 2719.20	\$ 5891.60	\$ 70699.20
	2	\$ 35.70	\$ 2856.00	\$ 6188.00	\$ 74256.00
	3	\$ 37.48	\$ 2998.40	\$ 6496.53	\$ 77958.40
	4	\$ 39.36	\$ 3148.80	\$ 6822.40	\$ 81868.80
	5	\$ 41.33	\$ 3306.40	\$ 7163.87	\$ 85966.40
	6	\$ 43.41	\$ 3472.80	\$ 7524.40	\$ 90292.80
	7	\$ 45.56	\$ 3644.80	\$ 7897.07	\$ 94764.80
	8	\$ 47.83	\$ 3826.40	\$ 8290.53	\$ 99486.40
	9	\$ 50.22	\$ 4017.60	\$ 8704.80	\$ 104457.60
	10	\$ 52.74	\$ 4219.20	\$ 9141.60	\$ 109699.20
OPERATIONS SVCS MAINT LEAD WORKER	1	\$ 48.88	\$ 3910.40	\$ 8472.53	\$ 101670.40
	2	\$ 51.35	\$ 4108.00	\$ 8900.67	\$ 106808.00
	3	\$ 53.91	\$ 4312.80	\$ 9344.40	\$ 112132.80
	4	\$ 56.61	\$ 4528.80	\$ 9812.40	\$ 117748.80
	5	\$ 59.44	\$ 4755.20	\$ 10302.93	\$ 123635.20
OPERATIONS SVCS MAINT SUPERVISOR	1	\$ 56.25	\$ 4500.00	\$ 9750.00	\$ 117000.00
	2	\$ 59.06	\$ 4724.80	\$ 10237.07	\$ 122844.80
	3	\$ 62.02	\$ 4961.60	\$ 10750.13	\$ 129001.60
	4	\$ 65.12	\$ 5209.60	\$ 11287.47	\$ 135449.60
	5	\$ 68.37	\$ 5469.60	\$ 11850.80	\$ 142209.60
PARATRANSIT SERVICES DISPATCH	1	\$ 31.99	\$ 2559.20	\$ 5544.93	\$ 66539.20
	2	\$ 33.59	\$ 2687.20	\$ 5822.27	\$ 69867.20
	3	\$ 35.30	\$ 2824.00	\$ 6118.67	\$ 73424.00
	4	\$ 37.06	\$ 2964.80	\$ 6423.73	\$ 77084.80
	5	\$ 38.90	\$ 3112.00	\$ 6742.67	\$ 80912.00
PARKS MAINTENANCE COORDINATOR	1	\$ 52.62	\$ 4209.60	\$ 9120.80	\$ 109449.60
	2	\$ 55.25	\$ 4420.00	\$ 9576.67	\$ 114920.00
	3	\$ 58.01	\$ 4640.80	\$ 10055.07	\$ 120660.80
	4	\$ 60.91	\$ 4872.80	\$ 10557.73	\$ 126692.80
	5	\$ 63.96	\$ 5116.80	\$ 11086.40	\$ 133036.80
PARKS LANDSCAPE MAINTENANCE WORKER I	1	\$ 33.98	\$ 2718.40	\$ 5889.87	\$ 70678.40
	2	\$ 35.69	\$ 2855.20	\$ 6186.27	\$ 74235.20
	3	\$ 37.47	\$ 2997.60	\$ 6494.80	\$ 77937.60
	4	\$ 39.35	\$ 3148.00	\$ 6820.67	\$ 81848.00
	5	\$ 41.31	\$ 3304.80	\$ 7160.40	\$ 85924.80

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**PCEA/AFSCME Local 955 Salary Schedule-Tyler Munis System**

<b>POSITION</b>	<b>STEP</b>	<b>HOURLY</b>	<b>BI-WEEKLY</b>	<b>MONTHLY</b>	<b>ANNUAL</b>
PARKS LANDSCAPE MAINTENANCE WORKER II	1	\$ 43.38	\$ 3470.40	\$ 7519.20	\$ 90230.40
	2	\$ 45.56	\$ 3644.80	\$ 7897.07	\$ 94764.80
	3	\$ 47.83	\$ 3826.40	\$ 8290.53	\$ 99486.40
	4	\$ 50.22	\$ 4017.60	\$ 8704.80	\$ 104457.60
	5	\$ 52.74	\$ 4219.20	\$ 9141.60	\$ 109699.20
LEAD PARK LANDSCAPE MAINTENANCE WORKER	1	\$ 48.83	\$ 3906.40	\$ 8463.87	\$ 101566.40
	2	\$ 51.35	\$ 4108.00	\$ 8900.67	\$ 106808.00
	3	\$ 53.91	\$ 4312.80	\$ 9344.40	\$ 112132.80
	4	\$ 56.61	\$ 4528.80	\$ 9812.40	\$ 117748.80
	5	\$ 59.44	\$ 4755.20	\$ 10302.93	\$ 123635.20
PARK MAINTENANCE SUPERVISOR	1	\$ 56.25	\$ 4500.00	\$ 9750.00	\$ 117000.00
	2	\$ 59.06	\$ 4724.80	\$ 10237.07	\$ 122844.80
	3	\$ 62.02	\$ 4961.60	\$ 10750.13	\$ 129001.60
	4	\$ 65.12	\$ 5209.60	\$ 11287.47	\$ 135449.60
	5	\$ 68.37	\$ 5469.60	\$ 11850.80	\$ 142209.60
PARKING ENFORCEMENT OFFICER	1	\$ 32.99	\$ 2639.20	\$ 5718.27	\$ 68619.20
	2	\$ 34.64	\$ 2771.20	\$ 6004.27	\$ 72051.20
	3	\$ 36.37	\$ 2909.60	\$ 6304.13	\$ 75649.60
	4	\$ 38.19	\$ 3055.20	\$ 6619.60	\$ 79435.20
	5	\$ 40.10	\$ 3208.00	\$ 6950.67	\$ 83408.00
PERMITS TECHNICIAN	1	\$ 46.20	\$ 3696.00	\$ 8008.00	\$ 96096.00
	2	\$ 48.50	\$ 3880.00	\$ 8406.67	\$ 100880.00
	3	\$ 50.92	\$ 4073.60	\$ 8826.13	\$ 105913.60
	4	\$ 53.48	\$ 4278.40	\$ 9269.87	\$ 111238.40
	5	\$ 56.15	\$ 4492.00	\$ 9732.67	\$ 116792.00
PLAN CHECKER ENGINEER	1	\$ 67.55	\$ 5404.00	\$ 11708.67	\$ 140504.00
	2	\$ 70.93	\$ 5674.40	\$ 12294.53	\$ 147534.40
	3	\$ 74.47	\$ 5957.60	\$ 12908.13	\$ 154897.60
	4	\$ 78.20	\$ 6256.00	\$ 13554.67	\$ 162656.00
	5	\$ 82.11	\$ 6568.80	\$ 14232.40	\$ 170788.80
PLAN CHECKER	1	\$ 61.96	\$ 4956.80	\$ 10739.73	\$ 128876.80
	2	\$ 65.09	\$ 5207.20	\$ 11282.27	\$ 135387.20
	3	\$ 68.34	\$ 5467.20	\$ 11845.60	\$ 142147.20
	4	\$ 71.74	\$ 5739.20	\$ 12434.93	\$ 149219.20
	5	\$ 75.33	\$ 6026.40	\$ 13057.20	\$ 156686.40

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PCEA/AFSCME Local 955 Salary Schedule-Tyler Munis System

<b>POSITION</b>	<b>STEP</b>	<b>HOURLY</b>	<b>BI-WEEKLY</b>	<b>MONTHLY</b>	<b>ANNUAL</b>
SENIOR PLAN CHECKER	1	\$ 67.55	\$ 5404.00	\$ 11708.67	\$ 140504.00
	2	\$ 70.93	\$ 5674.40	\$ 12294.53	\$ 147534.40
	3	\$ 74.47	\$ 5957.60	\$ 12908.13	\$ 154897.60
	4	\$ 78.20	\$ 6256.00	\$ 13554.67	\$ 162656.00
	5	\$ 82.11	\$ 6568.80	\$ 14232.40	\$ 170788.80
ASSISTANT PLANNER	1	\$ 55.84	\$ 4467.20	\$ 9678.93	\$ 116147.20
	2	\$ 58.63	\$ 4690.40	\$ 10162.53	\$ 121950.40
	3	\$ 61.56	\$ 4924.80	\$ 10670.40	\$ 128044.80
	4	\$ 64.64	\$ 5171.20	\$ 11204.27	\$ 134451.20
	5	\$ 67.88	\$ 5430.40	\$ 11765.87	\$ 141190.40
ASSOCIATE PLANNER	1	\$ 64.22	\$ 5137.60	\$ 11131.47	\$ 133577.60
	2	\$ 67.43	\$ 5394.40	\$ 11687.87	\$ 140254.40
	3	\$ 70.80	\$ 5664.00	\$ 12272.00	\$ 147264.00
	4	\$ 74.35	\$ 5948.00	\$ 12887.33	\$ 154648.00
	5	\$ 78.06	\$ 6244.80	\$ 13530.40	\$ 162364.80
ASSOCIATE PLANNER- TRANSPORTATION	1	\$ 67.84	\$ 5427.20	\$ 11758.93	\$ 141107.20
	2	\$ 71.23	\$ 5698.40	\$ 12346.53	\$ 148158.40
	3	\$ 74.79	\$ 5983.20	\$ 12963.60	\$ 155563.20
	4	\$ 78.53	\$ 6282.40	\$ 13611.87	\$ 163342.40
	5	\$ 82.46	\$ 6596.80	\$ 14293.07	\$ 171516.80
SENIOR PLANNER	1	\$ 69.03	\$ 5522.40	\$ 11965.20	\$ 143582.40
	2	\$ 72.49	\$ 5799.20	\$ 12564.93	\$ 150779.20
	3	\$ 76.11	\$ 6088.80	\$ 13192.40	\$ 158308.80
	4	\$ 79.91	\$ 6392.80	\$ 13851.07	\$ 166212.80
	5	\$ 83.90	\$ 6712.00	\$ 14542.67	\$ 174512.00
PLANNING & SUSTAINABILITY SPECIALIST	1	\$ 70.65	\$ 5652.00	\$ 12246.00	\$ 146952.00
	2	\$ 74.18	\$ 5934.40	\$ 12857.87	\$ 154294.40
	3	\$ 77.88	\$ 6230.40	\$ 13499.20	\$ 161990.40
	4	\$ 81.78	\$ 6542.40	\$ 14175.20	\$ 170102.40
	5	\$ 85.87	\$ 6869.60	\$ 14884.13	\$ 178609.60
POLICE DISPATCHER	1	\$ 45.32	\$ 3625.60	\$ 7855.47	\$ 94265.60
	2	\$ 47.61	\$ 3808.80	\$ 8252.40	\$ 99028.80
	3	\$ 49.97	\$ 3997.60	\$ 8661.47	\$ 103937.60
	4	\$ 52.47	\$ 4197.60	\$ 9094.80	\$ 109137.60
	5	\$ 55.12	\$ 4409.60	\$ 9554.13	\$ 114649.60

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PCEA/AFSCME Local 955 Salary Schedule-Tyler Munis System

<b>POSITION</b>	<b>STEP</b>	<b>HOURLY</b>	<b>BI-WEEKLY</b>	<b>MONTHLY</b>	<b>ANNUAL</b>
POLICE DISPATCH SUPERVISOR	1	\$ 52.47	\$ 4197.60	\$ 9094.80	\$ 109137.60
	2	\$ 55.11	\$ 4408.80	\$ 9552.40	\$ 114628.80
	3	\$ 57.86	\$ 4628.80	\$ 10029.07	\$ 120348.80
	4	\$ 60.74	\$ 4859.20	\$ 10528.27	\$ 126339.20
	5	\$ 63.78	\$ 5102.40	\$ 11055.20	\$ 132662.40
POLICE RECORDS CLERK	1	\$ 36.47	\$ 2917.60	\$ 6321.47	\$ 75857.60
	2	\$ 38.30	\$ 3064.00	\$ 6638.67	\$ 79664.00
	3	\$ 40.22	\$ 3217.60	\$ 6971.47	\$ 83657.60
	4	\$ 42.24	\$ 3379.20	\$ 7321.60	\$ 87859.20
	5	\$ 44.34	\$ 3547.20	\$ 7685.60	\$ 92227.20
POLICE INVESTIGATOR II	1	\$ 44.95	\$ 3596.00	\$ 7791.33	\$ 93496.00
	2	\$ 47.19	\$ 3775.20	\$ 8179.60	\$ 98155.20
	3	\$ 49.55	\$ 3964.00	\$ 8588.67	\$ 103064.00
	4	\$ 52.04	\$ 4163.20	\$ 9020.27	\$ 108243.20
	5	\$ 54.64	\$ 4371.20	\$ 9470.93	\$ 113651.20
PRESCHOOL SPECIALIST	1	\$ 33.60	\$ 2688.00	\$ 5824.00	\$ 69888.00
	2	\$ 35.31	\$ 2824.80	\$ 6120.40	\$ 73444.80
	3	\$ 37.07	\$ 2965.60	\$ 6425.47	\$ 77105.60
	4	\$ 38.92	\$ 3113.60	\$ 6746.13	\$ 80953.60
	5	\$ 40.85	\$ 3268.00	\$ 7080.67	\$ 84968.00
PROPERTY/EVIDENCE TECHNICIAN	1	\$ 39.79	\$ 3183.20	\$ 6896.93	\$ 82763.20
	2	\$ 41.79	\$ 3343.20	\$ 7243.60	\$ 86923.20
	3	\$ 43.88	\$ 3510.40	\$ 7605.87	\$ 91270.40
	4	\$ 46.06	\$ 3684.80	\$ 7983.73	\$ 95804.80
	5	\$ 48.37	\$ 3869.60	\$ 8384.13	\$ 100609.60
RECORDS COORDINATOR	1	\$ 30.84	\$ 2467.20	\$ 5345.60	\$ 64147.20
	2	\$ 32.38	\$ 2590.40	\$ 5612.53	\$ 67350.40
	3	\$ 34.00	\$ 2720.00	\$ 5893.33	\$ 70720.00
	4	\$ 35.70	\$ 2856.00	\$ 6188.00	\$ 74256.00
	5	\$ 37.48	\$ 2998.40	\$ 6496.53	\$ 77958.40

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PCEA/AFSCME Local 955 Salary Schedule-Tyler Munis System

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
RECORDS PROGRAM COORDINATOR	1	\$ 41.00	\$ 3280.00	\$ 7106.67	\$ 85280.00
	2	\$ 43.06	\$ 3444.80	\$ 7463.73	\$ 89564.80
	3	\$ 45.22	\$ 3617.60	\$ 7838.13	\$ 94057.60
	4	\$ 47.46	\$ 3796.80	\$ 8226.40	\$ 98716.80
	5	\$ 49.83	\$ 3986.40	\$ 8637.20	\$ 103646.40
LIBRARY AND RECREATION COORDINATOR	1	\$ 42.41	\$ 3392.80	\$ 7351.07	\$ 88212.80
	2	\$ 44.54	\$ 3563.20	\$ 7720.27	\$ 92643.20
	3	\$ 46.77	\$ 3741.60	\$ 8106.80	\$ 97281.60
	4	\$ 49.12	\$ 3929.60	\$ 8514.13	\$ 102169.60
	5	\$ 51.58	\$ 4126.40	\$ 8940.53	\$ 107286.40
SENIOR RECREATION PROGRAM SPECIALIST	1	\$ 33.60	\$ 2688.00	\$ 5824.00	\$ 69888.00
	2	\$ 35.31	\$ 2824.80	\$ 6120.40	\$ 73444.80
	3	\$ 37.07	\$ 2965.60	\$ 6425.47	\$ 77105.60
	4	\$ 38.92	\$ 3113.60	\$ 6746.13	\$ 80953.60
	5	\$ 40.85	\$ 3268.00	\$ 7080.67	\$ 84968.00
RECREATION SUPERVISOR	1	\$ 48.60	\$ 3888.00	\$ 8424.00	\$ 101088.00
	2	\$ 51.05	\$ 4084.00	\$ 8848.67	\$ 106184.00
	3	\$ 53.60	\$ 4288.00	\$ 9290.67	\$ 111488.00
	4	\$ 56.30	\$ 4504.00	\$ 9758.67	\$ 117104.00
	5	\$ 59.08	\$ 4726.40	\$ 10240.53	\$ 122886.40
SENIOR TRANSPORTATION DRIVER	1	\$ 26.58	\$ 2126.40	\$ 4607.20	\$ 55286.40
	2	\$ 27.91	\$ 2232.80	\$ 4837.73	\$ 58052.80
	3	\$ 29.34	\$ 2347.20	\$ 5085.60	\$ 61027.20
	4	\$ 30.80	\$ 2464.00	\$ 5338.67	\$ 64064.00
	5	\$ 32.33	\$ 2586.40	\$ 5603.87	\$ 67246.40
SOURCE CONTROL INSPECTOR	1	\$ 48.83	\$ 3906.40	\$ 8463.87	\$ 101566.40
	2	\$ 51.27	\$ 4101.60	\$ 8886.80	\$ 106641.60
	3	\$ 53.84	\$ 4307.20	\$ 9332.27	\$ 111987.20
	4	\$ 56.53	\$ 4522.40	\$ 9798.53	\$ 117582.40
	5	\$ 59.35	\$ 4748.00	\$ 10287.33	\$ 123448.00
STREET MAINTENANCE WORKER I	1	\$ 33.98	\$ 2718.40	\$ 5889.87	\$ 70678.40
	2	\$ 35.69	\$ 2855.20	\$ 6186.27	\$ 74235.20
	3	\$ 37.47	\$ 2997.60	\$ 6494.80	\$ 77937.60
	4	\$ 39.35	\$ 3148.00	\$ 6820.67	\$ 81848.00
	5	\$ 41.31	\$ 3304.80	\$ 7160.40	\$ 85924.80

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PCEA/AFSCME Local 955 Salary Schedule-Tyler Munis System

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
STREET MAINTENANCE WORKER II	1	\$ 43.38	\$ 3470.40	\$ 7519.20	\$ 90230.40
	2	\$ 45.56	\$ 3644.80	\$ 7897.07	\$ 94764.80
	3	\$ 47.83	\$ 3826.40	\$ 8290.53	\$ 99486.40
	4	\$ 50.22	\$ 4017.60	\$ 8704.80	\$ 104457.60
	5	\$ 52.74	\$ 4219.20	\$ 9141.60	\$ 109699.20
LEAD STREET MAINTENANCE WORKER	1	\$ 48.88	\$ 3910.40	\$ 8472.53	\$ 101670.40
	2	\$ 51.35	\$ 4108.00	\$ 8900.67	\$ 106808.00
	3	\$ 53.91	\$ 4312.80	\$ 9344.40	\$ 112132.80
	4	\$ 56.61	\$ 4528.80	\$ 9812.40	\$ 117748.80
	5	\$ 59.44	\$ 4755.20	\$ 10302.93	\$ 123635.20
STREETS SUPERVISOR	1	\$ 56.25	\$ 4500.00	\$ 9750.00	\$ 117000.00
	2	\$ 59.06	\$ 4724.80	\$ 10237.07	\$ 122844.80
	3	\$ 62.02	\$ 4961.60	\$ 10750.13	\$ 129001.60
	4	\$ 65.12	\$ 5209.60	\$ 11287.47	\$ 135449.60
	5	\$ 68.37	\$ 5469.60	\$ 11850.80	\$ 142209.60
SUPPORT SERVICES LEAD WORKER	1	\$ 48.88	\$ 3910.40	\$ 8472.53	\$ 101670.40
	2	\$ 51.35	\$ 4108.00	\$ 8900.67	\$ 106808.00
	3	\$ 53.91	\$ 4312.80	\$ 9344.40	\$ 112132.80
	4	\$ 56.61	\$ 4528.80	\$ 9812.40	\$ 117748.80
	5	\$ 59.44	\$ 4755.20	\$ 10302.93	\$ 123635.20
SUPPORT SERVICES SUPERVISOR	1	\$ 56.25	\$ 4500.00	\$ 9750.00	\$ 117000.00
	2	\$ 59.06	\$ 4724.80	\$ 10237.07	\$ 122844.80
	3	\$ 62.02	\$ 4961.60	\$ 10750.13	\$ 129001.60
	4	\$ 65.12	\$ 5209.60	\$ 11287.47	\$ 135449.60
	5	\$ 68.37	\$ 5469.60	\$ 11850.80	\$ 142209.60
THEATRE TECHNICIAN	1	\$ 43.33	\$ 3466.40	\$ 7510.53	\$ 90126.40
	2	\$ 45.50	\$ 3640.00	\$ 7886.67	\$ 94640.00
	3	\$ 47.77	\$ 3821.60	\$ 8280.13	\$ 99361.60
	4	\$ 50.16	\$ 4012.80	\$ 8694.40	\$ 104332.80
	5	\$ 52.67	\$ 4213.60	\$ 9129.47	\$ 109553.60
UTILITY ASSISTANT I	1	\$ 34.08	\$ 2726.40	\$ 5907.20	\$ 70886.40
	2	\$ 35.79	\$ 2863.20	\$ 6203.60	\$ 74443.20
	3	\$ 37.57	\$ 3005.60	\$ 6512.13	\$ 78145.60
	4	\$ 39.46	\$ 3156.80	\$ 6839.73	\$ 82076.80
	5	\$ 41.44	\$ 3315.20	\$ 7182.93	\$ 86195.20

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PCEA/AFSCME Local 955 Salary Schedule-Tyler Munis System

<b>POSITION</b>	<b>STEP</b>	<b>HOURLY</b>	<b>BI-WEEKLY</b>	<b>MONTHLY</b>	<b>ANNUAL</b>
UTILITY ASSISTANT II	1	\$ 37.57	\$ 3005.60	\$ 6512.13	\$ 78145.60
	2	\$ 39.46	\$ 3156.80	\$ 6839.73	\$ 82076.80
	3	\$ 41.44	\$ 3315.20	\$ 7182.93	\$ 86195.20
	4	\$ 43.50	\$ 3480.00	\$ 7540.00	\$ 90480.00
	5	\$ 45.67	\$ 3653.60	\$ 7916.13	\$ 94993.60
SENIOR UTILITY ASSISTANT	1	\$ 39.46	\$ 3156.80	\$ 6839.73	\$ 82076.80
	2	\$ 41.44	\$ 3315.20	\$ 7182.93	\$ 86195.20
	3	\$ 43.51	\$ 3480.80	\$ 7541.73	\$ 90500.80
	4	\$ 45.68	\$ 3654.40	\$ 7917.87	\$ 95014.40
	5	\$ 47.98	\$ 3838.40	\$ 8316.53	\$ 99798.40
UTILITY BILLING ASSISTANT	1	\$ 37.57	\$ 3005.60	\$ 6512.13	\$ 78145.60
	2	\$ 39.46	\$ 3156.80	\$ 6839.73	\$ 82076.80
	3	\$ 41.44	\$ 3315.20	\$ 7182.93	\$ 86195.20
	4	\$ 43.50	\$ 3480.00	\$ 7540.00	\$ 90480.00
	5	\$ 45.67	\$ 3653.60	\$ 7916.13	\$ 94993.60
UTILITY BILLING SUPERVISOR	1	\$ 48.60	\$ 3888.00	\$ 8424.00	\$ 101088.00
	2	\$ 51.05	\$ 4084.00	\$ 8848.67	\$ 106184.00
	3	\$ 53.60	\$ 4288.00	\$ 9290.67	\$ 111488.00
	4	\$ 56.30	\$ 4504.00	\$ 9758.67	\$ 117104.00
	5	\$ 59.08	\$ 4726.40	\$ 10240.53	\$ 122886.40
UTILITIES MAINTENANCE WORKER	1	\$ 33.98	\$ 2718.40	\$ 5889.87	\$ 70678.40
	2	\$ 35.69	\$ 2855.20	\$ 6186.27	\$ 74235.20
	3	\$ 37.47	\$ 2997.60	\$ 6494.80	\$ 77937.60
	4	\$ 39.35	\$ 3148.00	\$ 6820.67	\$ 81848.00
	5	\$ 41.31	\$ 3304.80	\$ 7160.40	\$ 85924.80
UTILITIES SYSTEMS MAINTENANCE SUPERVISOR	1	\$ 65.33	\$ 5226.40	\$ 11323.87	\$ 135886.40
	2	\$ 68.60	\$ 5488.00	\$ 11890.67	\$ 142688.00
	3	\$ 72.06	\$ 5764.80	\$ 12490.40	\$ 149884.80
	4	\$ 75.64	\$ 6051.20	\$ 13110.93	\$ 157331.20
	5	\$ 79.42	\$ 6353.60	\$ 13766.13	\$ 165193.60
UTILITIES SYSTEM OPERATOR I	1	\$ 41.32	\$ 3305.60	\$ 7162.13	\$ 85945.60
	2	\$ 43.40	\$ 3472.00	\$ 7522.67	\$ 90272.00
	3	\$ 45.58	\$ 3646.40	\$ 7900.53	\$ 94806.40
	4	\$ 47.85	\$ 3828.00	\$ 8294.00	\$ 99528.00
	5	\$ 50.23	\$ 4018.40	\$ 8706.53	\$ 104478.40

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PCEA/AFSCME Local 955 Salary Schedule-Tyler Munis System

<b>POSITION</b>	<b>STEP</b>	<b>HOURLY</b>	<b>BI-WEEKLY</b>	<b>MONTHLY</b>	<b>ANNUAL</b>
UTILITIES SYSTEM OPERATOR II	1	\$ 49.56	\$ 3964.80	\$ 8590.40	\$ 103084.80
	2	\$ 52.05	\$ 4164.00	\$ 9022.00	\$ 108264.00
	3	\$ 54.67	\$ 4373.60	\$ 9476.13	\$ 113713.60
	4	\$ 57.39	\$ 4591.20	\$ 9947.60	\$ 119371.20
	5	\$ 60.26	\$ 4820.80	\$ 10445.07	\$ 125340.80
LEAD UTILITIES SYSTEM OPERATOR	1	\$ 55.97	\$ 4477.60	\$ 9701.47	\$ 116417.60
	2	\$ 58.77	\$ 4701.60	\$ 10186.80	\$ 122241.60
	3	\$ 61.72	\$ 4937.60	\$ 10698.13	\$ 128377.60
	4	\$ 64.80	\$ 5184.00	\$ 11232.00	\$ 134784.00
	5	\$ 68.04	\$ 5443.20	\$ 11793.60	\$ 141523.20
CHIEF UTILITIES SYSTEM OPERATOR	1	\$ 65.33	\$ 5226.40	\$ 11323.87	\$ 135886.40
	2	\$ 68.60	\$ 5488.00	\$ 11890.67	\$ 142688.00
	3	\$ 72.06	\$ 5764.80	\$ 12490.40	\$ 149884.80
	4	\$ 75.64	\$ 6051.20	\$ 13110.93	\$ 157331.20
	5	\$ 79.42	\$ 6353.60	\$ 13766.13	\$ 165193.60
WATER CONSERVATION TECHNICIAN	1	\$ 45.55	\$ 3644.00	\$ 7895.33	\$ 94744.00
	2	\$ 47.82	\$ 3825.60	\$ 8288.80	\$ 99465.60
	3	\$ 50.22	\$ 4017.60	\$ 8704.80	\$ 104457.60
	4	\$ 52.74	\$ 4219.20	\$ 9141.60	\$ 109699.20
	5	\$ 55.38	\$ 4430.40	\$ 9599.20	\$ 115190.40
WATER QUALITY TECHNICIAN	1	\$ 54.39	\$ 4351.20	\$ 9427.60	\$ 113131.20
	2	\$ 57.13	\$ 4570.40	\$ 9902.53	\$ 118830.40
	3	\$ 59.98	\$ 4798.40	\$ 10396.53	\$ 124758.40
	4	\$ 62.96	\$ 5036.80	\$ 10913.07	\$ 130956.80
	5	\$ 66.12	\$ 5289.60	\$ 11460.80	\$ 137529.60

## SALARY SCHEDULES

Effective April 10, 2027

PCEA/AFSCME Local 955 Salary Schedule-Tyler Munis System

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
ACCOUNTING ASSISTANT I	1	\$ 35.10	\$ 2808.19	\$ 6084.42	\$ 73012.99
	2	\$ 36.86	\$ 2949.10	\$ 6389.71	\$ 76676.50
	3	\$ 38.70	\$ 3095.77	\$ 6707.50	\$ 80489.97
	4	\$ 40.64	\$ 3251.50	\$ 7044.93	\$ 84539.10
	5	\$ 42.68	\$ 3414.66	\$ 7398.42	\$ 88781.06
ACCOUNTING ASSISTANT II	1	\$ 38.70	\$ 3095.77	\$ 6707.50	\$ 80489.97
	2	\$ 40.64	\$ 3251.50	\$ 7044.93	\$ 84539.10
	3	\$ 42.68	\$ 3414.66	\$ 7398.42	\$ 88781.06
	4	\$ 44.81	\$ 3584.40	\$ 7766.20	\$ 93194.40
	5	\$ 47.04	\$ 3763.21	\$ 8153.62	\$ 97843.41
SENIOR ACCOUNTING ASSISTANT	1	\$ 40.64	\$ 3251.50	\$ 7044.93	\$ 84539.10
	2	\$ 42.68	\$ 3414.66	\$ 7398.42	\$ 88781.06
	3	\$ 44.82	\$ 3585.22	\$ 7767.99	\$ 93215.82
	4	\$ 47.06	\$ 3764.80	\$ 8157.07	\$ 97884.80
	5	\$ 49.42	\$ 3953.55	\$ 8566.03	\$ 102792.35
JUNIOR ACCOUNTANT	1	\$ 55.23	\$ 4418.29	\$ 9572.96	\$ 114875.49
	2	\$ 58.01	\$ 4640.77	\$ 10055.00	\$ 120659.97
	3	\$ 60.88	\$ 4870.66	\$ 10553.11	\$ 126637.26
	4	\$ 63.95	\$ 5116.22	\$ 11085.13	\$ 133021.62
	5	\$ 67.15	\$ 5371.66	\$ 11638.59	\$ 139663.06
SENIOR ACCOUNTANT	1	\$ 58.03	\$ 4642.42	\$ 10058.57	\$ 120702.82
	2	\$ 60.93	\$ 4874.78	\$ 10562.03	\$ 126744.38
	3	\$ 63.98	\$ 5118.69	\$ 11090.49	\$ 133085.89
	4	\$ 67.19	\$ 5374.95	\$ 11645.73	\$ 139748.75
	5	\$ 70.56	\$ 5644.40	\$ 12229.53	\$ 146754.40
SUPERVISING SENIOR ACCOUNTANT	1	\$ 63.52	\$ 5081.61	\$ 11010.15	\$ 132121.81
	2	\$ 66.72	\$ 5337.87	\$ 11565.39	\$ 138784.67
	3	\$ 70.03	\$ 5602.38	\$ 12138.48	\$ 145661.78
	4	\$ 73.54	\$ 5883.36	\$ 12747.28	\$ 152967.36
	5	\$ 77.22	\$ 6177.53	\$ 13384.64	\$ 160615.73
ADMINISTRATIVE ANALYST	1	\$ 50.58	\$ 4046.66	\$ 8767.77	\$ 105213.26
	2	\$ 53.12	\$ 4249.37	\$ 9206.96	\$ 110483.57
	3	\$ 55.77	\$ 4461.96	\$ 9667.58	\$ 116010.96
	4	\$ 58.56	\$ 4684.44	\$ 10149.62	\$ 121795.44
	5	\$ 61.51	\$ 4920.93	\$ 10662.01	\$ 127944.13

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POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
ADMINISTRATIVE ASSISTANT	1	\$ 40.35	\$ 3227.61	\$ 6993.15	\$ 83917.81
	2	\$ 42.36	\$ 3389.11	\$ 7343.08	\$ 88116.91
	3	\$ 44.49	\$ 3558.86	\$ 7710.85	\$ 92530.26
	4	\$ 46.71	\$ 3736.84	\$ 8096.49	\$ 97157.84
	5	\$ 49.06	\$ 3924.71	\$ 8503.54	\$ 102042.51
ANIMAL SERVICES OFFICER	1	\$ 40.98	\$ 3278.70	\$ 7103.84	\$ 85246.10
	2	\$ 43.04	\$ 3443.50	\$ 7460.91	\$ 89530.90
	3	\$ 45.20	\$ 3615.71	\$ 7834.04	\$ 94008.51
	4	\$ 47.44	\$ 3795.34	\$ 8223.25	\$ 98678.94
	5	\$ 49.82	\$ 3985.69	\$ 8635.66	\$ 103627.89
ANIMAL CONTROL OFFICER, SR	1	\$ 43.31	\$ 3464.92	\$ 7507.33	\$ 90087.92
	2	\$ 45.48	\$ 3638.78	\$ 7884.03	\$ 94608.38
	3	\$ 47.75	\$ 3820.06	\$ 8276.81	\$ 99321.66
	4	\$ 50.15	\$ 4012.06	\$ 8692.79	\$ 104313.46
	5	\$ 52.66	\$ 4213.11	\$ 9128.41	\$ 109540.91
BUILDING INSPECTOR	1	\$ 59.50	\$ 4760.25	\$ 10313.87	\$ 123766.45
	2	\$ 62.50	\$ 5000.03	\$ 10833.40	\$ 130000.83
	3	\$ 65.62	\$ 5249.70	\$ 11374.36	\$ 136492.30
	4	\$ 68.91	\$ 5512.56	\$ 11943.88	\$ 143326.56
	5	\$ 72.35	\$ 5787.78	\$ 12540.18	\$ 150482.18
LEAD BUILDING INSPECTOR	1	\$ 63.82	\$ 5105.50	\$ 11061.93	\$ 132743.10
	2	\$ 67.04	\$ 5363.42	\$ 11620.73	\$ 139448.82
	3	\$ 70.39	\$ 5631.22	\$ 12200.97	\$ 146411.62
	4	\$ 73.89	\$ 5911.38	\$ 12807.98	\$ 153695.78
	5	\$ 77.59	\$ 6207.19	\$ 13448.92	\$ 161386.99
SENIOR BUILDING INSPECTOR	1	\$ 69.58	\$ 5566.12	\$ 12059.93	\$ 144719.12
	2	\$ 73.06	\$ 5844.63	\$ 12663.37	\$ 151960.43
	3	\$ 76.70	\$ 6136.33	\$ 13295.38	\$ 159544.53
	4	\$ 80.55	\$ 6443.68	\$ 13961.31	\$ 167535.68
	5	\$ 84.57	\$ 6765.86	\$ 14659.37	\$ 175912.46
BUILDING MAINT WORKER I	1	\$ 35.00	\$ 2799.95	\$ 6066.56	\$ 72798.75
	2	\$ 36.76	\$ 2940.86	\$ 6371.85	\$ 76462.26
	3	\$ 38.59	\$ 3087.53	\$ 6689.64	\$ 80275.73
	4	\$ 40.53	\$ 3242.44	\$ 7025.29	\$ 84303.44
	5	\$ 42.55	\$ 3403.94	\$ 7375.21	\$ 88502.54

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POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
BUILDING MAINTENANCE WORKER- JOURNEY LEVEL	1	\$ 44.63	\$ 3570.39	\$ 7735.85	\$ 92830.19
	2	\$ 46.87	\$ 3749.20	\$ 8123.27	\$ 97479.20
	3	\$ 49.20	\$ 3936.25	\$ 8528.54	\$ 102342.45
	4	\$ 51.66	\$ 4133.18	\$ 8955.23	\$ 107462.78
	5	\$ 54.25	\$ 4340.01	\$ 9403.35	\$ 112840.21
BUSINESS LICENSE COORDINATOR	1	\$ 43.46	\$ 3476.46	\$ 7532.32	\$ 90387.86
	2	\$ 45.63	\$ 3650.32	\$ 7909.03	\$ 94908.32
	3	\$ 47.93	\$ 3834.07	\$ 8307.16	\$ 99685.87
	4	\$ 50.31	\$ 4024.42	\$ 8719.57	\$ 104634.82
	5	\$ 52.82	\$ 4225.47	\$ 9155.19	\$ 109862.27
BUSINESS LICENSE PROGRAM SPECIALIST	1	\$ 50.06	\$ 4004.64	\$ 8676.72	\$ 104120.64
	2	\$ 52.58	\$ 4206.52	\$ 9114.13	\$ 109369.52
	3	\$ 55.21	\$ 4416.64	\$ 9569.39	\$ 114832.64
	4	\$ 57.99	\$ 4639.12	\$ 10051.43	\$ 120617.12
	5	\$ 60.85	\$ 4868.19	\$ 10547.75	\$ 126572.99
CENTRAL SERVICES ASSISTANT	1	\$ 35.00	\$ 2799.95	\$ 6066.56	\$ 72798.75
	2	\$ 36.75	\$ 2940.03	\$ 6370.07	\$ 76440.83
	3	\$ 38.59	\$ 3087.53	\$ 6689.64	\$ 80275.73
	4	\$ 40.53	\$ 3242.44	\$ 7025.29	\$ 84303.44
	5	\$ 42.56	\$ 3404.77	\$ 7377.00	\$ 88523.97
CENTRAL SERVICES LEAD	1	\$ 38.66	\$ 3092.47	\$ 6700.36	\$ 80404.27
	2	\$ 40.60	\$ 3248.21	\$ 7037.78	\$ 84453.41
	3	\$ 42.64	\$ 3411.36	\$ 7391.28	\$ 88695.36
	4	\$ 44.75	\$ 3580.28	\$ 7757.27	\$ 93087.28
	5	\$ 47.01	\$ 3760.74	\$ 8148.26	\$ 97779.14
CENTRAL SERVICES SUPERVISOR	1	\$ 46.26	\$ 3700.58	\$ 8017.93	\$ 96215.18
	2	\$ 48.56	\$ 3885.16	\$ 8417.85	\$ 101014.16
	3	\$ 51.00	\$ 4079.62	\$ 8839.19	\$ 106070.22
	4	\$ 53.55	\$ 4283.98	\$ 9281.95	\$ 111383.38
	5	\$ 56.24	\$ 4499.04	\$ 9747.92	\$ 116975.04
CODE ENFORCEMENT OFFICER	1	\$ 50.92	\$ 4073.86	\$ 8826.69	\$ 105920.26
	2	\$ 53.50	\$ 4279.86	\$ 9273.02	\$ 111276.26
	3	\$ 56.15	\$ 4491.62	\$ 9731.85	\$ 116782.22
	4	\$ 58.96	\$ 4716.58	\$ 10219.25	\$ 122630.98
	5	\$ 61.91	\$ 4953.06	\$ 10731.64	\$ 128779.66

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PCEA/AFSCME Local 955 Salary Schedule-Tyler Munis System

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
SR CODE ENFORCEMENT OFFICER	1	\$ 57.53	\$ 4602.04	\$ 9971.09	\$ 119653.04
	2	\$ 60.40	\$ 4831.94	\$ 10469.19	\$ 125630.34
	3	\$ 63.42	\$ 5073.37	\$ 10992.30	\$ 131907.57
	4	\$ 66.59	\$ 5327.16	\$ 11542.18	\$ 138506.16
	5	\$ 69.93	\$ 5594.14	\$ 12120.63	\$ 145447.54
COMMUNICATIONS SPECIALIST	1	\$ 51.93	\$ 4154.61	\$ 9001.65	\$ 108019.81
	2	\$ 54.53	\$ 4362.26	\$ 9451.55	\$ 113418.66
	3	\$ 57.26	\$ 4580.62	\$ 9924.67	\$ 119096.02
	4	\$ 60.12	\$ 4809.69	\$ 10420.99	\$ 125051.89
	5	\$ 63.13	\$ 5050.30	\$ 10942.31	\$ 131307.70
COMMUNITY SERVICE OFFICER	1	\$ 40.98	\$ 3278.70	\$ 7103.84	\$ 85246.10
	2	\$ 43.04	\$ 3443.50	\$ 7460.91	\$ 89530.90
	3	\$ 45.20	\$ 3615.71	\$ 7834.04	\$ 94008.51
	4	\$ 47.44	\$ 3795.34	\$ 8223.25	\$ 98678.94
	5	\$ 49.82	\$ 3985.69	\$ 8635.66	\$ 103627.89
CONSTRUCTION INSPECTOR	1	\$ 59.50	\$ 4760.25	\$ 10313.87	\$ 123766.45
	2	\$ 62.50	\$ 5000.03	\$ 10833.40	\$ 130000.83
	3	\$ 65.62	\$ 5249.70	\$ 11374.36	\$ 136492.30
	4	\$ 68.91	\$ 5512.56	\$ 11943.88	\$ 143326.56
	5	\$ 72.35	\$ 5787.78	\$ 12540.18	\$ 150482.18
CONSTRUCTION PW INSPECTION LEAD	1	\$ 63.82	\$ 5105.50	\$ 11061.93	\$ 132743.10
	2	\$ 67.04	\$ 5363.42	\$ 11620.73	\$ 139448.82
	3	\$ 70.39	\$ 5631.22	\$ 12200.97	\$ 146411.62
	4	\$ 73.89	\$ 5911.38	\$ 12807.98	\$ 153695.78
	5	\$ 77.59	\$ 6207.19	\$ 13448.92	\$ 161386.99
CUSTOMER SERVICE REPRESENTATIVE	1	\$ 38.70	\$ 3095.77	\$ 6707.50	\$ 80489.97
	2	\$ 40.64	\$ 3251.50	\$ 7044.93	\$ 84539.10
	3	\$ 42.68	\$ 3414.66	\$ 7398.42	\$ 88781.06
	4	\$ 44.81	\$ 3584.40	\$ 7766.20	\$ 93194.40
	5	\$ 47.04	\$ 3763.21	\$ 8153.62	\$ 97843.41
SR CUSTOMER SERVICE REPRESENTATIVE	1	\$ 42.69	\$ 3415.48	\$ 7400.21	\$ 88802.48
	2	\$ 44.83	\$ 3586.05	\$ 7769.77	\$ 93237.25
	3	\$ 47.06	\$ 3764.86	\$ 8157.19	\$ 97886.26
	4	\$ 49.42	\$ 3953.55	\$ 8566.03	\$ 102792.35
	5	\$ 51.89	\$ 4151.31	\$ 8994.51	\$ 107934.11

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POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
CUSTOMER SERVICE CENTER SUPERVISOR	1	\$ 50.06	\$ 4004.64	\$ 8676.72	\$ 104120.64
	2	\$ 52.58	\$ 4206.52	\$ 9114.13	\$ 109369.52
	3	\$ 55.21	\$ 4416.64	\$ 9569.39	\$ 114832.64
	4	\$ 57.99	\$ 4639.12	\$ 10051.43	\$ 120617.12
	5	\$ 60.85	\$ 4868.19	\$ 10547.75	\$ 126572.99
CRIME & INTELLIGENCE ANALYST	1	\$ 51.93	\$ 4154.61	\$ 9001.65	\$ 108019.81
	2	\$ 54.53	\$ 4362.26	\$ 9451.55	\$ 113418.66
	3	\$ 57.26	\$ 4580.62	\$ 9924.67	\$ 119096.02
	4	\$ 60.12	\$ 4809.69	\$ 10420.99	\$ 125051.89
	5	\$ 63.13	\$ 5050.30	\$ 10942.31	\$ 131307.70
DISASTER PREPAREDNESS COORDINATOR	1	\$ 50.01	\$ 4000.52	\$ 8667.79	\$ 104013.52
	2	\$ 52.52	\$ 4201.58	\$ 9103.41	\$ 109240.98
	3	\$ 55.15	\$ 4411.70	\$ 9558.67	\$ 114704.10
	4	\$ 57.91	\$ 4632.53	\$ 10037.14	\$ 120445.73
	5	\$ 60.80	\$ 4864.07	\$ 10538.82	\$ 126465.87
ASSISTANT ENGINEER I	1	\$ 57.52	\$ 4601.22	\$ 9969.30	\$ 119631.62
	2	\$ 60.39	\$ 4831.11	\$ 10467.41	\$ 125608.91
	3	\$ 63.41	\$ 5072.54	\$ 10990.51	\$ 131886.14
	4	\$ 66.58	\$ 5326.34	\$ 11540.39	\$ 138484.74
	5	\$ 69.92	\$ 5593.31	\$ 12118.84	\$ 145426.11
ASSISTANT ENGINEER II	1	\$ 63.41	\$ 5072.80	\$ 10991.07	\$ 131892.80
	2	\$ 66.58	\$ 5326.40	\$ 11540.53	\$ 138486.40
	3	\$ 69.92	\$ 5593.60	\$ 12119.47	\$ 145433.60
	4	\$ 73.42	\$ 5873.60	\$ 12726.13	\$ 152713.60
	5	\$ 77.05	\$ 6164.34	\$ 13356.08	\$ 160272.94
ASSOCIATE CIVIL ENGINEER	1	\$ 69.92	\$ 5593.60	\$ 12119.47	\$ 145433.60
	2	\$ 73.42	\$ 5873.60	\$ 12726.13	\$ 152713.60
	3	\$ 77.10	\$ 6168.00	\$ 13364.00	\$ 160368.00
	4	\$ 80.90	\$ 6472.00	\$ 14022.67	\$ 168272.00
	5	\$ 84.93	\$ 6794.70	\$ 14721.86	\$ 176662.30
ASSOCIATE UTILITY ENGINEER	1	\$ 69.92	\$ 5593.60	\$ 12119.47	\$ 145433.60
	2	\$ 73.42	\$ 5873.60	\$ 12726.13	\$ 152713.60
	3	\$ 77.10	\$ 6168.00	\$ 13364.00	\$ 160368.00
	4	\$ 80.90	\$ 6472.00	\$ 14022.67	\$ 168272.00
	5	\$ 84.93	\$ 6794.70	\$ 14721.86	\$ 176662.30

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PCEA/AFSCME Local 955 Salary Schedule-Tyler Munis System

<b>POSITION</b>	<b>STEP</b>	<b>HOURLY</b>	<b>BI-WEEKLY</b>	<b>MONTHLY</b>	<b>ANNUAL</b>
ENGINEERING TECHNICIAN I	1	\$ 51.93	\$ 4154.61	\$ 9001.65	\$ 108019.81
	2	\$ 54.53	\$ 4362.26	\$ 9451.55	\$ 113418.66
	3	\$ 57.26	\$ 4580.62	\$ 9924.67	\$ 119096.02
	4	\$ 60.12	\$ 4809.69	\$ 10420.99	\$ 125051.89
	5	\$ 63.13	\$ 5050.30	\$ 10942.31	\$ 131307.70
ENGINEERING TECHNICIAN II	1	\$ 57.52	\$ 4601.22	\$ 9969.30	\$ 119631.62
	2	\$ 60.39	\$ 4831.11	\$ 10467.41	\$ 125608.91
	3	\$ 63.41	\$ 5072.54	\$ 10990.51	\$ 131886.14
	4	\$ 66.58	\$ 5326.34	\$ 11540.39	\$ 138484.74
	5	\$ 69.92	\$ 5593.31	\$ 12118.84	\$ 145426.11
ENGINEERING TECHNICIAN III	1	\$ 63.41	\$ 5072.80	\$ 10991.07	\$ 131892.80
	2	\$ 66.58	\$ 5326.40	\$ 11540.53	\$ 138486.40
	3	\$ 69.92	\$ 5593.60	\$ 12119.47	\$ 145433.60
	4	\$ 73.41	\$ 5872.80	\$ 12724.40	\$ 152692.80
	5	\$ 77.05	\$ 6164.34	\$ 13356.08	\$ 160272.94
ENGINEERING TECH II TRAFFIC	1	\$ 57.52	\$ 4601.22	\$ 9969.30	\$ 119631.62
	2	\$ 60.39	\$ 4831.11	\$ 10467.41	\$ 125608.91
	3	\$ 63.41	\$ 5072.54	\$ 10990.51	\$ 131886.14
	4	\$ 66.58	\$ 5326.34	\$ 11540.39	\$ 138484.74
	5	\$ 69.92	\$ 5593.31	\$ 12118.84	\$ 145426.11
ENGINEERING TECH III TRAFFIC	1	\$ 63.41	\$ 5072.80	\$ 10991.07	\$ 131892.80
	2	\$ 66.58	\$ 5326.40	\$ 11540.53	\$ 138486.40
	3	\$ 69.92	\$ 5593.60	\$ 12119.47	\$ 145433.60
	4	\$ 73.41	\$ 5872.80	\$ 12724.40	\$ 152692.80
	5	\$ 77.05	\$ 6164.34	\$ 13356.08	\$ 160272.94
ENVIRONMENTAL COMPLIANCE SUPERVISOR	1	\$ 57.94	\$ 4635.00	\$ 10042.50	\$ 120510.00
	2	\$ 60.83	\$ 4866.54	\$ 10544.18	\$ 126530.14
	3	\$ 63.88	\$ 5110.45	\$ 11072.64	\$ 132871.65
	4	\$ 67.07	\$ 5365.89	\$ 11626.09	\$ 139513.09
	5	\$ 70.42	\$ 5633.69	\$ 12206.32	\$ 146475.89
ENVIRONMENTAL SERVICES SPECIALIST	1	\$ 49.24	\$ 3939.54	\$ 8535.68	\$ 102428.14
	2	\$ 51.73	\$ 4138.13	\$ 8965.94	\$ 107591.33
	3	\$ 54.33	\$ 4346.60	\$ 9417.63	\$ 113011.60
	4	\$ 57.04	\$ 4563.31	\$ 9887.18	\$ 118646.11
	5	\$ 59.88	\$ 4790.74	\$ 10379.93	\$ 124559.14

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<b>POSITION</b>	<b>STEP</b>	<b>HOURLY</b>	<b>BI-WEEKLY</b>	<b>MONTHLY</b>	<b>ANNUAL</b>
RECYCLING COORDINATOR	1	\$ 45.63	\$ 3650.32	\$ 7909.03	\$ 94908.32
	2	\$ 47.93	\$ 3834.07	\$ 8307.16	\$ 99685.87
	3	\$ 50.31	\$ 4024.42	\$ 8719.57	\$ 104634.82
	4	\$ 52.82	\$ 4225.47	\$ 9155.19	\$ 109862.27
	5	\$ 55.48	\$ 4438.06	\$ 9615.81	\$ 115389.66
EQUIPMENT MECHANIC	1	\$ 48.32	\$ 3865.38	\$ 8375.00	\$ 100499.98
	2	\$ 50.73	\$ 4058.20	\$ 8792.77	\$ 105513.20
	3	\$ 53.27	\$ 4261.73	\$ 9233.74	\$ 110804.93
	4	\$ 55.93	\$ 4474.32	\$ 9694.36	\$ 116332.32
	5	\$ 58.73	\$ 4698.45	\$ 10179.97	\$ 122159.65
EQUIPMENT MECHANIC ASSISTANT	1	\$ 38.57	\$ 3085.88	\$ 6686.07	\$ 80232.88
	2	\$ 40.51	\$ 3240.79	\$ 7021.72	\$ 84260.59
	3	\$ 42.54	\$ 3403.12	\$ 7373.43	\$ 88481.12
	4	\$ 44.65	\$ 3572.04	\$ 7739.42	\$ 92873.04
	5	\$ 46.89	\$ 3750.85	\$ 8126.84	\$ 97522.05
LEAD EQUIPMENT MECHANIC	1	\$ 54.50	\$ 4359.78	\$ 9446.20	\$ 113354.38
	2	\$ 57.24	\$ 4578.97	\$ 9921.10	\$ 119053.17
	3	\$ 60.11	\$ 4808.86	\$ 10419.21	\$ 125030.46
	4	\$ 63.09	\$ 5047.00	\$ 10935.17	\$ 131222.00
	5	\$ 66.24	\$ 5299.14	\$ 11481.48	\$ 137777.74
FLEET SUPERVISOR	1	\$ 62.78	\$ 5022.28	\$ 10881.61	\$ 130579.28
	2	\$ 66.07	\$ 5285.96	\$ 11452.91	\$ 137434.96
	3	\$ 69.56	\$ 5564.47	\$ 12056.36	\$ 144676.27
	4	\$ 72.86	\$ 5828.98	\$ 12629.45	\$ 151553.38
	5	\$ 76.18	\$ 6094.30	\$ 13204.33	\$ 158451.90
ERP COORDINATOR-FINANCE	1	\$ 49.29	\$ 3942.84	\$ 8542.82	\$ 102513.84
	2	\$ 51.75	\$ 4139.78	\$ 8969.51	\$ 107634.18
	3	\$ 54.34	\$ 4347.42	\$ 9419.42	\$ 113033.02
	4	\$ 57.08	\$ 4566.61	\$ 9894.32	\$ 118731.81
	5	\$ 59.90	\$ 4792.38	\$ 10383.50	\$ 124601.98
FIRE PREVENTION TECHNICIAN	1	\$ 45.63	\$ 3650.32	\$ 7909.03	\$ 94908.32
	2	\$ 47.93	\$ 3834.07	\$ 8307.16	\$ 99685.87
	3	\$ 50.31	\$ 4024.42	\$ 8719.57	\$ 104634.82
	4	\$ 52.82	\$ 4225.47	\$ 9155.19	\$ 109862.27
	5	\$ 55.48	\$ 4438.06	\$ 9615.81	\$ 115389.66

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POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
GIS TECHNICIAN I	1	\$ 52.29	\$ 4183.45	\$ 9064.14	\$ 108769.65
	2	\$ 54.92	\$ 4393.57	\$ 9519.40	\$ 114232.77
	3	\$ 57.66	\$ 4612.75	\$ 9994.30	\$ 119931.55
	4	\$ 60.55	\$ 4844.30	\$ 10495.97	\$ 125951.70
	5	\$ 63.57	\$ 5085.73	\$ 11019.08	\$ 132228.93
GIS TECHNICIAN II	1	\$ 60.55	\$ 4844.00	\$ 10495.33	\$ 125944.00
	2	\$ 63.58	\$ 5086.40	\$ 11020.53	\$ 132246.40
	3	\$ 66.76	\$ 5340.80	\$ 11571.73	\$ 138860.80
	4	\$ 70.08	\$ 5606.50	\$ 12147.41	\$ 145768.90
	5	\$ 73.58	\$ 5886.66	\$ 12754.42	\$ 153053.06
GEOGRAPHIC INFO SYSTEM COORDINATOR	1	\$ 69.88	\$ 5590.02	\$ 12111.70	\$ 145340.42
	2	\$ 73.37	\$ 5869.35	\$ 12716.93	\$ 152603.15
	3	\$ 77.03	\$ 6162.70	\$ 13352.51	\$ 160230.10
	4	\$ 80.89	\$ 6470.87	\$ 14020.22	\$ 168242.67
	5	\$ 84.93	\$ 6794.70	\$ 14721.86	\$ 176662.30
GRAPHICS SPECIALIST	1	\$ 40.35	\$ 3227.61	\$ 6993.15	\$ 83917.81
	2	\$ 42.36	\$ 3389.11	\$ 7343.08	\$ 88116.91
	3	\$ 44.49	\$ 3558.86	\$ 7710.85	\$ 92530.26
	4	\$ 46.71	\$ 3736.84	\$ 8096.49	\$ 97157.84
	5	\$ 49.06	\$ 3924.71	\$ 8503.54	\$ 102042.51
HOUSING SPECIALIST	1	\$ 69.88	\$ 5590.02	\$ 12111.70	\$ 145340.42
	2	\$ 73.37	\$ 5869.35	\$ 12716.93	\$ 152603.15
	3	\$ 77.03	\$ 6162.70	\$ 13352.51	\$ 160230.10
	4	\$ 80.89	\$ 6470.87	\$ 14020.22	\$ 168242.67
	5	\$ 84.93	\$ 6794.70	\$ 14721.86	\$ 176662.30
INFO TECH COORDINATOR I	1	\$ 52.29	\$ 4183.45	\$ 9064.14	\$ 108769.65
	2	\$ 54.92	\$ 4393.57	\$ 9519.40	\$ 114232.77
	3	\$ 57.66	\$ 4612.75	\$ 9994.30	\$ 119931.55
	4	\$ 60.55	\$ 4844.30	\$ 10495.97	\$ 125951.70
	5	\$ 63.57	\$ 5085.73	\$ 11019.08	\$ 132228.93
INFO TECH COORDINATOR II	1	\$ 60.55	\$ 4844.00	\$ 10495.33	\$ 125944.00
	2	\$ 63.58	\$ 5086.40	\$ 11020.53	\$ 132246.40
	3	\$ 66.76	\$ 5340.80	\$ 11571.73	\$ 138860.80
	4	\$ 70.08	\$ 5606.50	\$ 12147.41	\$ 145768.90
	5	\$ 73.58	\$ 5886.66	\$ 12754.42	\$ 153053.06

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POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
LABORATORY SERVICES SPECIALIST	1	\$ 56.02	\$ 4481.60	\$ 9710.13	\$ 116521.60
	2	\$ 58.82	\$ 4705.60	\$ 10195.47	\$ 122345.60
	3	\$ 61.77	\$ 4941.60	\$ 10706.80	\$ 128481.60
	4	\$ 64.85	\$ 5188.00	\$ 11240.67	\$ 134888.00
	5	\$ 68.10	\$ 5448.00	\$ 11804.00	\$ 141648.00
LANDSCAPE ARCHITECT	1	\$ 65.89	\$ 5271.13	\$ 11420.78	\$ 137049.33
	2	\$ 69.20	\$ 5535.63	\$ 11993.87	\$ 143926.43
	3	\$ 72.65	\$ 5811.67	\$ 12591.96	\$ 151103.47
	4	\$ 76.28	\$ 6102.54	\$ 13222.18	\$ 158666.14
	5	\$ 80.10	\$ 6408.25	\$ 13884.54	\$ 166614.45
LANDSCAPE ARCHITECT ASSISTANT	1	\$ 57.41	\$ 4592.98	\$ 9951.45	\$ 119417.38
	2	\$ 60.29	\$ 4822.87	\$ 10449.56	\$ 125394.67
	3	\$ 63.31	\$ 5065.13	\$ 10974.44	\$ 131693.33
	4	\$ 66.47	\$ 5317.27	\$ 11520.76	\$ 138249.07
	5	\$ 69.78	\$ 5582.60	\$ 12095.63	\$ 145147.60
LIBRARIAN	1	\$ 46.98	\$ 3758.26	\$ 8142.91	\$ 97714.86
	2	\$ 49.32	\$ 3945.31	\$ 8548.18	\$ 102578.11
	3	\$ 51.79	\$ 4143.07	\$ 8976.66	\$ 107719.87
	4	\$ 54.37	\$ 4349.90	\$ 9424.77	\$ 113097.30
	5	\$ 57.10	\$ 4568.26	\$ 9897.89	\$ 118774.66
SENIOR LIBRARIAN	1	\$ 54.31	\$ 4344.95	\$ 9414.06	\$ 112968.75
	2	\$ 57.03	\$ 4562.49	\$ 9885.39	\$ 118624.69
	3	\$ 59.86	\$ 4789.09	\$ 10376.36	\$ 124516.29
	4	\$ 62.89	\$ 5031.34	\$ 10901.25	\$ 130814.94
	5	\$ 66.02	\$ 5281.84	\$ 11443.99	\$ 137327.84
LIBRARY ASSISTANT	1	\$ 38.55	\$ 3084.23	\$ 6682.50	\$ 80190.03
	2	\$ 40.48	\$ 3238.32	\$ 7016.36	\$ 84196.32
	3	\$ 42.51	\$ 3400.65	\$ 7368.07	\$ 88416.85
	4	\$ 44.63	\$ 3570.39	\$ 7735.85	\$ 92830.19
	5	\$ 46.87	\$ 3749.20	\$ 8123.27	\$ 97479.20
LIBRARY CLERK	1	\$ 33.42	\$ 2673.88	\$ 5793.41	\$ 69520.88
	2	\$ 35.09	\$ 2807.37	\$ 6082.63	\$ 72991.57
	3	\$ 36.84	\$ 2947.45	\$ 6386.14	\$ 76633.65
	4	\$ 38.69	\$ 3094.94	\$ 6705.71	\$ 80468.54
	5	\$ 40.62	\$ 3249.86	\$ 7041.35	\$ 84496.26

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PCEA/AFSCME Local 955 Salary Schedule-Tyler Munis System

<b>POSITION</b>	<b>STEP</b>	<b>HOURLY</b>	<b>BI-WEEKLY</b>	<b>MONTHLY</b>	<b>ANNUAL</b>
LEAD LIBRARY CLERK	1	\$ 36.70	\$ 2935.91	\$ 6361.14	\$ 76333.71
	2	\$ 38.55	\$ 3084.23	\$ 6682.50	\$ 80190.03
	3	\$ 40.47	\$ 3237.50	\$ 7014.57	\$ 84174.90
	4	\$ 42.49	\$ 3399.00	\$ 7364.50	\$ 88374.00
	5	\$ 44.61	\$ 3568.74	\$ 7732.28	\$ 92787.34
SUPERVISING LIBRARY CLERK	1	\$ 42.34	\$ 3387.46	\$ 7339.51	\$ 88074.06
	2	\$ 44.47	\$ 3557.21	\$ 7707.28	\$ 92487.41
	3	\$ 46.69	\$ 3735.19	\$ 8092.92	\$ 97114.99
	4	\$ 49.05	\$ 3923.89	\$ 8501.76	\$ 102021.09
	5	\$ 51.48	\$ 4118.35	\$ 8923.10	\$ 107077.15
MAINTENANCE ASSISTANT	1	\$ 32.55	\$ 2603.84	\$ 5641.65	\$ 67699.84
	2	\$ 34.18	\$ 2734.03	\$ 5923.74	\$ 71084.83
	3	\$ 35.89	\$ 2870.82	\$ 6220.10	\$ 74641.22
	4	\$ 37.69	\$ 3015.02	\$ 6532.53	\$ 78390.42
	5	\$ 39.56	\$ 3164.98	\$ 6857.47	\$ 82289.58
OFFICE ASSISTANT	1	\$ 33.43	\$ 2674.70	\$ 5795.19	\$ 69542.30
	2	\$ 35.10	\$ 2808.19	\$ 6084.42	\$ 73012.99
	3	\$ 36.85	\$ 2948.27	\$ 6387.92	\$ 76655.07
	4	\$ 38.70	\$ 3095.77	\$ 6707.50	\$ 80489.97
	5	\$ 40.63	\$ 3250.68	\$ 7043.14	\$ 84517.68
SENIOR OFFICE ASSISTANT	1	\$ 36.86	\$ 2948.80	\$ 6389.07	\$ 76668.80
	2	\$ 38.70	\$ 3096.00	\$ 6708.00	\$ 80496.00
	3	\$ 40.64	\$ 3251.20	\$ 7044.27	\$ 84531.20
	4	\$ 42.67	\$ 3413.60	\$ 7396.13	\$ 88753.60
	5	\$ 44.78	\$ 3582.75	\$ 7762.63	\$ 93151.55
OFFICE MANAGER	1	\$ 44.74	\$ 3579.46	\$ 7755.49	\$ 93065.86
	2	\$ 46.98	\$ 3758.26	\$ 8142.91	\$ 97714.86
	3	\$ 49.32	\$ 3945.31	\$ 8548.18	\$ 102578.11
	4	\$ 51.79	\$ 4143.07	\$ 8976.66	\$ 107719.87
	5	\$ 54.38	\$ 4350.72	\$ 9426.56	\$ 113118.72

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PCEA/AFSCME Local 955 Salary Schedule-Tyler Munis System

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
OPERATIONS SERVICES MAINT WORKER	1	\$ 35.01	\$ 2800.78	\$ 6068.35	\$ 72820.18
	2	\$ 36.77	\$ 2941.68	\$ 6373.64	\$ 76483.68
	3	\$ 38.60	\$ 3088.35	\$ 6691.43	\$ 80297.15
	4	\$ 40.54	\$ 3243.26	\$ 7027.07	\$ 84324.86
	5	\$ 42.57	\$ 3405.59	\$ 7378.78	\$ 88545.39
	6	\$ 44.71	\$ 3576.98	\$ 7750.13	\$ 93001.58
	7	\$ 46.93	\$ 3754.14	\$ 8133.98	\$ 97607.74
	8	\$ 49.26	\$ 3941.19	\$ 8539.25	\$ 102470.99
	9	\$ 51.73	\$ 4138.13	\$ 8965.94	\$ 107591.33
	10	\$ 54.32	\$ 4345.78	\$ 9415.85	\$ 112990.18
OPERATIONS SVCS MAINT LEAD WORKER	1	\$ 50.35	\$ 4027.71	\$ 8726.71	\$ 104720.51
	2	\$ 52.89	\$ 4231.24	\$ 9167.69	\$ 110012.24
	3	\$ 55.53	\$ 4442.18	\$ 9624.73	\$ 115496.78
	4	\$ 58.31	\$ 4664.66	\$ 10106.77	\$ 121281.26
	5	\$ 61.22	\$ 4897.86	\$ 10612.02	\$ 127344.26
OPERATIONS SVCS MAINT SUPERVISOR	1	\$ 57.94	\$ 4635.00	\$ 10042.50	\$ 120510.00
	2	\$ 60.83	\$ 4866.54	\$ 10544.18	\$ 126530.14
	3	\$ 63.88	\$ 5110.45	\$ 11072.64	\$ 132871.65
	4	\$ 67.07	\$ 5365.89	\$ 11626.09	\$ 139513.09
	5	\$ 70.42	\$ 5633.69	\$ 12206.32	\$ 146475.89
PARATRANSIT SERVICES DISPATCH	1	\$ 32.95	\$ 2635.98	\$ 5711.28	\$ 68535.38
	2	\$ 34.60	\$ 2767.82	\$ 5996.93	\$ 71963.22
	3	\$ 36.36	\$ 2908.72	\$ 6302.23	\$ 75626.72
	4	\$ 38.17	\$ 3053.74	\$ 6616.45	\$ 79397.34
	5	\$ 40.07	\$ 3205.36	\$ 6944.95	\$ 83339.36
PARKS MAINTENANCE COORDINATOR	1	\$ 54.20	\$ 4335.89	\$ 9394.42	\$ 112733.09
	2	\$ 56.91	\$ 4552.60	\$ 9863.97	\$ 118367.60
	3	\$ 59.75	\$ 4780.02	\$ 10356.72	\$ 124280.62
	4	\$ 62.74	\$ 5018.98	\$ 10874.47	\$ 130493.58
	5	\$ 65.88	\$ 5270.30	\$ 11418.99	\$ 137027.90
PARKS LANDSCAPE MAINTENANCE WORKER I	1	\$ 35.00	\$ 2799.95	\$ 6066.56	\$ 72798.75
	2	\$ 36.76	\$ 2940.86	\$ 6371.85	\$ 76462.26
	3	\$ 38.59	\$ 3087.53	\$ 6689.64	\$ 80275.73
	4	\$ 40.53	\$ 3242.44	\$ 7025.29	\$ 84303.44
	5	\$ 42.55	\$ 3403.94	\$ 7375.21	\$ 88502.54

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POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
PARKS LANDSCAPE MAINTENANCE WORKER II	1	\$ 44.63	\$ 3570.39	\$ 7735.85	\$ 92830.19
	2	\$ 46.87	\$ 3749.20	\$ 8123.27	\$ 97479.20
	3	\$ 49.20	\$ 3936.25	\$ 8528.54	\$ 102342.45
	4	\$ 51.66	\$ 4133.18	\$ 8955.23	\$ 107462.78
	5	\$ 54.25	\$ 4340.01	\$ 9403.35	\$ 112840.21
LEAD PARK LANDSCAPE MAINTENANCE WORKER	1	\$ 50.29	\$ 4023.59	\$ 8717.78	\$ 104613.39
	2	\$ 52.89	\$ 4231.24	\$ 9167.69	\$ 110012.24
	3	\$ 55.53	\$ 4442.18	\$ 9624.73	\$ 115496.78
	4	\$ 58.31	\$ 4664.66	\$ 10106.77	\$ 121281.26
	5	\$ 61.22	\$ 4897.86	\$ 10612.02	\$ 127344.26
PARK MAINTENANCE SUPERVISOR	1	\$ 57.94	\$ 4635.00	\$ 10042.50	\$ 120510.00
	2	\$ 60.83	\$ 4866.54	\$ 10544.18	\$ 126530.14
	3	\$ 63.88	\$ 5110.45	\$ 11072.64	\$ 132871.65
	4	\$ 67.07	\$ 5365.89	\$ 11626.09	\$ 139513.09
	5	\$ 70.42	\$ 5633.69	\$ 12206.32	\$ 146475.89
PARKING ENFORCEMENT OFFICER	1	\$ 33.98	\$ 2718.38	\$ 5889.81	\$ 70677.78
	2	\$ 35.68	\$ 2854.34	\$ 6184.39	\$ 74212.74
	3	\$ 37.46	\$ 2996.89	\$ 6493.26	\$ 77919.09
	4	\$ 39.34	\$ 3146.86	\$ 6818.19	\$ 81818.26
	5	\$ 41.30	\$ 3304.24	\$ 7159.19	\$ 85910.24
PERMITS TECHNICIAN	1	\$ 47.59	\$ 3806.88	\$ 8248.24	\$ 98978.88
	2	\$ 49.96	\$ 3996.40	\$ 8658.87	\$ 103906.40
	3	\$ 52.45	\$ 4195.81	\$ 9090.92	\$ 109091.01
	4	\$ 55.08	\$ 4406.75	\$ 9547.96	\$ 114575.55
	5	\$ 57.83	\$ 4626.76	\$ 10024.65	\$ 120295.76
PLAN CHECKER ENGINEER	1	\$ 69.58	\$ 5566.12	\$ 12059.93	\$ 144719.12
	2	\$ 73.06	\$ 5844.63	\$ 12663.37	\$ 151960.43
	3	\$ 76.70	\$ 6136.33	\$ 13295.38	\$ 159544.53
	4	\$ 80.55	\$ 6443.68	\$ 13961.31	\$ 167535.68
	5	\$ 84.57	\$ 6765.86	\$ 14659.37	\$ 175912.46
PLAN CHECKER	1	\$ 63.82	\$ 5105.50	\$ 11061.93	\$ 132743.10
	2	\$ 67.04	\$ 5363.42	\$ 11620.73	\$ 139448.82
	3	\$ 70.39	\$ 5631.22	\$ 12200.97	\$ 146411.62
	4	\$ 73.89	\$ 5911.38	\$ 12807.98	\$ 153695.78
	5	\$ 77.59	\$ 6207.19	\$ 13448.92	\$ 161386.99

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PCEA/AFSCME Local 955 Salary Schedule-Tyler Munis System

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
SENIOR PLAN CHECKER	1	\$ 69.58	\$ 5566.12	\$ 12059.93	\$ 144719.12
	2	\$ 73.06	\$ 5844.63	\$ 12663.37	\$ 151960.43
	3	\$ 76.70	\$ 6136.33	\$ 13295.38	\$ 159544.53
	4	\$ 80.55	\$ 6443.68	\$ 13961.31	\$ 167535.68
	5	\$ 84.57	\$ 6765.86	\$ 14659.37	\$ 175912.46
ASSISTANT PLANNER	1	\$ 57.52	\$ 4601.22	\$ 9969.30	\$ 119631.62
	2	\$ 60.39	\$ 4831.11	\$ 10467.41	\$ 125608.91
	3	\$ 63.41	\$ 5072.54	\$ 10990.51	\$ 131886.14
	4	\$ 66.58	\$ 5326.34	\$ 11540.39	\$ 138484.74
	5	\$ 69.92	\$ 5593.31	\$ 12118.84	\$ 145426.11
ASSOCIATE PLANNER	1	\$ 66.15	\$ 5291.73	\$ 11465.41	\$ 137584.93
	2	\$ 69.45	\$ 5556.23	\$ 12038.50	\$ 144462.03
	3	\$ 72.92	\$ 5833.92	\$ 12640.16	\$ 151681.92
	4	\$ 76.58	\$ 6126.44	\$ 13273.95	\$ 159287.44
	5	\$ 80.40	\$ 6432.14	\$ 13936.31	\$ 167235.74
ASSOCIATE PLANNER- TRANSPORTATION	1	\$ 69.88	\$ 5590.02	\$ 12111.70	\$ 145340.42
	2	\$ 73.37	\$ 5869.35	\$ 12716.93	\$ 152603.15
	3	\$ 77.03	\$ 6162.70	\$ 13352.51	\$ 160230.10
	4	\$ 80.89	\$ 6470.87	\$ 14020.22	\$ 168242.67
	5	\$ 84.93	\$ 6794.70	\$ 14721.86	\$ 176662.30
SENIOR PLANNER	1	\$ 71.10	\$ 5688.07	\$ 12324.16	\$ 147889.87
	2	\$ 74.66	\$ 5973.18	\$ 12941.88	\$ 155302.58
	3	\$ 78.39	\$ 6271.46	\$ 13588.17	\$ 163058.06
	4	\$ 82.31	\$ 6584.58	\$ 14266.60	\$ 171199.18
	5	\$ 86.42	\$ 6913.36	\$ 14978.95	\$ 179747.36
PLANNING & SUSTAINABILITY SPECIALIST	1	\$ 72.77	\$ 5821.60	\$ 12613.47	\$ 151361.60
	2	\$ 76.41	\$ 6112.80	\$ 13244.40	\$ 158932.80
	3	\$ 80.22	\$ 6417.60	\$ 13904.80	\$ 166857.60
	4	\$ 84.23	\$ 6738.40	\$ 14599.87	\$ 175198.40
	5	\$ 88.45	\$ 7076.00	\$ 15331.33	\$ 183976.00
POLICE DISPATCHER	1	\$ 46.68	\$ 3734.37	\$ 8091.13	\$ 97093.57
	2	\$ 49.04	\$ 3923.06	\$ 8499.97	\$ 101999.66
	3	\$ 51.47	\$ 4117.53	\$ 8921.31	\$ 107055.73
	4	\$ 54.04	\$ 4323.53	\$ 9367.64	\$ 112411.73
	5	\$ 56.77	\$ 4541.89	\$ 9840.76	\$ 118089.09

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PCEA/AFSCME Local 955 Salary Schedule-Tyler Munis System

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
POLICE DISPATCH SUPERVISOR	1	\$ 54.04	\$ 4323.53	\$ 9367.64	\$ 112411.73
	2	\$ 56.76	\$ 4541.06	\$ 9838.97	\$ 118067.66
	3	\$ 59.60	\$ 4767.66	\$ 10329.94	\$ 123959.26
	4	\$ 62.56	\$ 5004.98	\$ 10844.11	\$ 130129.38
	5	\$ 65.69	\$ 5255.47	\$ 11386.86	\$ 136642.27
POLICE RECORDS CLERK	1	\$ 37.56	\$ 3005.13	\$ 6511.11	\$ 78133.33
	2	\$ 39.45	\$ 3155.92	\$ 6837.83	\$ 82053.92
	3	\$ 41.43	\$ 3314.13	\$ 7180.61	\$ 86167.33
	4	\$ 43.51	\$ 3480.58	\$ 7541.25	\$ 90494.98
	5	\$ 45.67	\$ 3653.62	\$ 7916.17	\$ 94994.02
POLICE INVESTIGATOR II	1	\$ 46.30	\$ 3703.88	\$ 8025.07	\$ 96300.88
	2	\$ 48.61	\$ 3888.46	\$ 8424.99	\$ 101099.86
	3	\$ 51.04	\$ 4082.92	\$ 8846.33	\$ 106155.92
	4	\$ 53.60	\$ 4288.10	\$ 9290.87	\$ 111490.50
	5	\$ 56.28	\$ 4502.34	\$ 9755.06	\$ 117060.74
PRESCHOOL SPECIALIST	1	\$ 34.61	\$ 2768.64	\$ 5998.72	\$ 71984.64
	2	\$ 36.37	\$ 2909.54	\$ 6304.01	\$ 75648.14
	3	\$ 38.18	\$ 3054.57	\$ 6618.23	\$ 79418.77
	4	\$ 40.09	\$ 3207.01	\$ 6948.52	\$ 83382.21
	5	\$ 42.08	\$ 3366.04	\$ 7293.09	\$ 87517.04
PROPERTY/EVIDENCE TECHNICIAN	1	\$ 40.98	\$ 3278.70	\$ 7103.84	\$ 85246.10
	2	\$ 43.04	\$ 3443.50	\$ 7460.91	\$ 89530.90
	3	\$ 45.20	\$ 3615.71	\$ 7834.04	\$ 94008.51
	4	\$ 47.44	\$ 3795.34	\$ 8223.25	\$ 98678.94
	5	\$ 49.82	\$ 3985.69	\$ 8635.66	\$ 103627.89
RECORDS COORDINATOR	1	\$ 31.77	\$ 2541.22	\$ 5505.97	\$ 66071.62
	2	\$ 33.35	\$ 2668.11	\$ 5780.91	\$ 69370.91
	3	\$ 35.02	\$ 2801.60	\$ 6070.13	\$ 72841.60
	4	\$ 36.77	\$ 2941.68	\$ 6373.64	\$ 76483.68
	5	\$ 38.60	\$ 3088.35	\$ 6691.43	\$ 80297.15
RECORDS PROGRAM COORDINATOR	1	\$ 42.23	\$ 3378.40	\$ 7319.87	\$ 87838.40
	2	\$ 44.35	\$ 3548.14	\$ 7687.65	\$ 92251.74
	3	\$ 46.58	\$ 3726.13	\$ 8073.28	\$ 96879.33
	4	\$ 48.88	\$ 3910.70	\$ 8473.19	\$ 101678.30
	5	\$ 51.32	\$ 4105.99	\$ 8896.32	\$ 106755.79

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PCEA/AFSCME Local 955 Salary Schedule-Tyler Munis System

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
LIBRARY AND RECREATION COORDINATOR	1	\$ 43.68	\$ 3494.58	\$ 7571.60	\$ 90859.18
	2	\$ 45.88	\$ 3670.10	\$ 7951.87	\$ 95422.50
	3	\$ 48.17	\$ 3853.85	\$ 8350.00	\$ 100200.05
	4	\$ 50.59	\$ 4047.49	\$ 8769.56	\$ 105234.69
	5	\$ 53.13	\$ 4250.19	\$ 9208.75	\$ 110504.99
SENIOR RECREATION PROGRAM SPECIALIST	1	\$ 34.61	\$ 2768.64	\$ 5998.72	\$ 71984.64
	2	\$ 36.37	\$ 2909.54	\$ 6304.01	\$ 75648.14
	3	\$ 38.18	\$ 3054.57	\$ 6618.23	\$ 79418.77
	4	\$ 40.09	\$ 3207.01	\$ 6948.52	\$ 83382.21
	5	\$ 42.08	\$ 3366.04	\$ 7293.09	\$ 87517.04
RECREATION SUPERVISOR	1	\$ 50.06	\$ 4004.64	\$ 8676.72	\$ 104120.64
	2	\$ 52.58	\$ 4206.52	\$ 9114.13	\$ 109369.52
	3	\$ 55.21	\$ 4416.64	\$ 9569.39	\$ 114832.64
	4	\$ 57.99	\$ 4639.12	\$ 10051.43	\$ 120617.12
	5	\$ 60.85	\$ 4868.19	\$ 10547.75	\$ 126572.99
SENIOR TRANSPORTATION DRIVER	1	\$ 27.38	\$ 2190.19	\$ 4745.42	\$ 56944.99
	2	\$ 28.75	\$ 2299.78	\$ 4982.87	\$ 59794.38
	3	\$ 30.22	\$ 2417.62	\$ 5238.17	\$ 62858.02
	4	\$ 31.72	\$ 2537.92	\$ 5498.83	\$ 65985.92
	5	\$ 33.30	\$ 2663.99	\$ 5771.98	\$ 69263.79
SOURCE CONTROL INSPECTOR	1	\$ 50.29	\$ 4023.59	\$ 8717.78	\$ 104613.39
	2	\$ 52.81	\$ 4224.65	\$ 9153.40	\$ 109840.85
	3	\$ 55.46	\$ 4436.42	\$ 9612.23	\$ 115346.82
	4	\$ 58.23	\$ 4658.07	\$ 10092.49	\$ 121109.87
	5	\$ 61.13	\$ 4890.44	\$ 10595.95	\$ 127151.44
STREET MAINTENANCE WORKER I	1	\$ 35.00	\$ 2799.95	\$ 6066.56	\$ 72798.75
	2	\$ 36.76	\$ 2940.86	\$ 6371.85	\$ 76462.26
	3	\$ 38.59	\$ 3087.53	\$ 6689.64	\$ 80275.73
	4	\$ 40.53	\$ 3242.44	\$ 7025.29	\$ 84303.44
	5	\$ 42.55	\$ 3403.94	\$ 7375.21	\$ 88502.54
STREET MAINTENANCE WORKER II	1	\$ 44.68	\$ 3574.51	\$ 7744.78	\$ 92937.31
	2	\$ 46.93	\$ 3754.14	\$ 8133.98	\$ 97607.74
	3	\$ 49.26	\$ 3941.19	\$ 8539.25	\$ 102470.99
	4	\$ 51.73	\$ 4138.13	\$ 8965.94	\$ 107591.33
	5	\$ 54.32	\$ 4345.78	\$ 9415.85	\$ 112990.18

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PCEA/AFSCME Local 955 Salary Schedule-Tyler Munis System

<b>POSITION</b>	<b>STEP</b>	<b>HOURLY</b>	<b>BI-WEEKLY</b>	<b>MONTHLY</b>	<b>ANNUAL</b>
LEAD STREET MAINTENANCE WORKER	1	\$ 50.35	\$ 4027.71	\$ 8726.71	\$ 104720.51
	2	\$ 52.89	\$ 4231.24	\$ 9167.69	\$ 110012.24
	3	\$ 55.53	\$ 4442.18	\$ 9624.73	\$ 115496.78
	4	\$ 58.31	\$ 4664.66	\$ 10106.77	\$ 121281.26
	5	\$ 61.22	\$ 4897.86	\$ 10612.02	\$ 127344.26
STREETS SUPERVISOR	1	\$ 57.94	\$ 4635.00	\$ 10042.50	\$ 120510.00
	2	\$ 60.83	\$ 4866.54	\$ 10544.18	\$ 126530.14
	3	\$ 63.88	\$ 5110.45	\$ 11072.64	\$ 132871.65
	4	\$ 67.07	\$ 5365.89	\$ 11626.09	\$ 139513.09
	5	\$ 70.42	\$ 5633.69	\$ 12206.32	\$ 146475.89
SUPPORT SERVICES LEAD WORKER	1	\$ 50.35	\$ 4027.71	\$ 8726.71	\$ 104720.51
	2	\$ 52.89	\$ 4231.24	\$ 9167.69	\$ 110012.24
	3	\$ 55.53	\$ 4442.18	\$ 9624.73	\$ 115496.78
	4	\$ 58.31	\$ 4664.66	\$ 10106.77	\$ 121281.26
	5	\$ 61.22	\$ 4897.86	\$ 10612.02	\$ 127344.26
SUPPORT SERVICES SUPERVISOR	1	\$ 57.94	\$ 4635.00	\$ 10042.50	\$ 120510.00
	2	\$ 60.83	\$ 4866.54	\$ 10544.18	\$ 126530.14
	3	\$ 63.88	\$ 5110.45	\$ 11072.64	\$ 132871.65
	4	\$ 67.07	\$ 5365.89	\$ 11626.09	\$ 139513.09
	5	\$ 70.42	\$ 5633.69	\$ 12206.32	\$ 146475.89
THEATRE TECHNICIAN	1	\$ 44.63	\$ 3570.39	\$ 7735.85	\$ 92830.19
	2	\$ 46.87	\$ 3749.20	\$ 8123.27	\$ 97479.20
	3	\$ 49.20	\$ 3936.25	\$ 8528.54	\$ 102342.45
	4	\$ 51.66	\$ 4133.18	\$ 8955.23	\$ 107462.78
	5	\$ 54.25	\$ 4340.01	\$ 9403.35	\$ 112840.21
UTILITY ASSISTANT I	1	\$ 35.10	\$ 2808.19	\$ 6084.42	\$ 73012.99
	2	\$ 36.86	\$ 2949.10	\$ 6389.71	\$ 76676.50
	3	\$ 38.70	\$ 3095.77	\$ 6707.50	\$ 80489.97
	4	\$ 40.64	\$ 3251.50	\$ 7044.93	\$ 84539.10
	5	\$ 42.68	\$ 3414.66	\$ 7398.42	\$ 88781.06
UTILITY ASSISTANT II	1	\$ 38.70	\$ 3095.77	\$ 6707.50	\$ 80489.97
	2	\$ 40.64	\$ 3251.50	\$ 7044.93	\$ 84539.10
	3	\$ 42.68	\$ 3414.66	\$ 7398.42	\$ 88781.06
	4	\$ 44.81	\$ 3584.40	\$ 7766.20	\$ 93194.40
	5	\$ 47.04	\$ 3763.21	\$ 8153.62	\$ 97843.41

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PCEA/AFSCME Local 955 Salary Schedule-Tyler Munis System

<b>POSITION</b>	<b>STEP</b>	<b>HOURLY</b>	<b>BI-WEEKLY</b>	<b>MONTHLY</b>	<b>ANNUAL</b>
SENIOR UTILITY ASSISTANT	1	\$ 40.64	\$ 3251.50	\$ 7044.93	\$ 84539.10
	2	\$ 42.68	\$ 3414.66	\$ 7398.42	\$ 88781.06
	3	\$ 44.82	\$ 3585.22	\$ 7767.99	\$ 93215.82
	4	\$ 47.05	\$ 3764.03	\$ 8155.40	\$ 97864.83
	5	\$ 49.42	\$ 3953.55	\$ 8566.03	\$ 102792.35
UTILITY BILLING ASSISTANT	1	\$ 38.70	\$ 3095.77	\$ 6707.50	\$ 80489.97
	2	\$ 40.64	\$ 3251.50	\$ 7044.93	\$ 84539.10
	3	\$ 42.68	\$ 3414.66	\$ 7398.42	\$ 88781.06
	4	\$ 44.81	\$ 3584.40	\$ 7766.20	\$ 93194.40
	5	\$ 47.04	\$ 3763.21	\$ 8153.62	\$ 97843.41
UTILITY BILLING SUPERVISOR	1	\$ 50.06	\$ 4004.64	\$ 8676.72	\$ 104120.64
	2	\$ 52.58	\$ 4206.52	\$ 9114.13	\$ 109369.52
	3	\$ 55.21	\$ 4416.64	\$ 9569.39	\$ 114832.64
	4	\$ 57.99	\$ 4639.12	\$ 10051.43	\$ 120617.12
	5	\$ 60.85	\$ 4868.19	\$ 10547.75	\$ 126572.99
UTILITIES MAINTENANCE WORKER	1	\$ 35.00	\$ 2799.95	\$ 6066.56	\$ 72798.75
	2	\$ 36.76	\$ 2940.86	\$ 6371.85	\$ 76462.26
	3	\$ 38.59	\$ 3087.53	\$ 6689.64	\$ 80275.73
	4	\$ 40.53	\$ 3242.44	\$ 7025.29	\$ 84303.44
	5	\$ 42.55	\$ 3403.94	\$ 7375.21	\$ 88502.54
UTILITIES SYSTEMS MAINTENANCE SUPERVISOR	1	\$ 67.29	\$ 5383.19	\$ 11663.58	\$ 139962.99
	2	\$ 70.66	\$ 5652.64	\$ 12247.39	\$ 146968.64
	3	\$ 74.22	\$ 5937.74	\$ 12865.11	\$ 154381.34
	4	\$ 77.91	\$ 6232.74	\$ 13504.26	\$ 162051.14
	5	\$ 81.80	\$ 6544.21	\$ 14179.12	\$ 170149.41
UTILITIES SYSTEM OPERATOR I	1	\$ 42.56	\$ 3404.77	\$ 7377.00	\$ 88523.97
	2	\$ 44.70	\$ 3576.16	\$ 7748.35	\$ 92980.16
	3	\$ 46.95	\$ 3755.79	\$ 8137.55	\$ 97650.59
	4	\$ 49.29	\$ 3942.84	\$ 8542.82	\$ 102513.84
	5	\$ 51.74	\$ 4138.95	\$ 8967.73	\$ 107612.75
UTILITIES SYSTEM OPERATOR II	1	\$ 51.05	\$ 4083.74	\$ 8848.11	\$ 106177.34
	2	\$ 53.61	\$ 4288.92	\$ 9292.66	\$ 111511.92
	3	\$ 56.31	\$ 4504.81	\$ 9760.42	\$ 117125.01
	4	\$ 59.11	\$ 4728.94	\$ 10246.03	\$ 122952.34
	5	\$ 62.07	\$ 4965.42	\$ 10758.42	\$ 129101.02

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PCEA/AFSCME Local 955 Salary Schedule-Tyler Munis System

<b>POSITION</b>	<b>STEP</b>	<b>HOURLY</b>	<b>BI-WEEKLY</b>	<b>MONTHLY</b>	<b>ANNUAL</b>
LEAD UTILITIES SYSTEM OPERATOR	1	\$ 57.65	\$ 4611.93	\$ 9992.51	\$ 119910.13
	2	\$ 60.53	\$ 4842.65	\$ 10492.40	\$ 125908.85
	3	\$ 63.57	\$ 5085.73	\$ 11019.08	\$ 132228.93
	4	\$ 66.74	\$ 5339.52	\$ 11568.96	\$ 138827.52
	5	\$ 70.08	\$ 5606.50	\$ 12147.41	\$ 145768.90
CHIEF UTILITIES SYSTEM OPERATOR	1	\$ 67.29	\$ 5383.19	\$ 11663.58	\$ 139962.99
	2	\$ 70.66	\$ 5652.64	\$ 12247.39	\$ 146968.64
	3	\$ 74.22	\$ 5937.74	\$ 12865.11	\$ 154381.34
	4	\$ 77.91	\$ 6232.74	\$ 13504.26	\$ 162051.14
	5	\$ 81.80	\$ 6544.21	\$ 14179.12	\$ 170149.41
WATER CONSERVATION TECHNICIAN	1	\$ 46.92	\$ 3753.32	\$ 8132.19	\$ 97586.32
	2	\$ 49.25	\$ 3940.37	\$ 8537.46	\$ 102449.57
	3	\$ 51.73	\$ 4138.13	\$ 8965.94	\$ 107591.33
	4	\$ 54.32	\$ 4345.78	\$ 9415.85	\$ 112990.18
	5	\$ 57.04	\$ 4563.31	\$ 9887.18	\$ 118646.11
WATER QUALITY TECHNICIAN	1	\$ 56.02	\$ 4481.74	\$ 9710.43	\$ 116525.14
	2	\$ 58.84	\$ 4707.51	\$ 10199.61	\$ 122395.31
	3	\$ 61.78	\$ 4942.35	\$ 10708.43	\$ 128501.15
	4	\$ 64.85	\$ 5187.90	\$ 11240.46	\$ 134885.50
	5	\$ 68.10	\$ 5448.29	\$ 11804.62	\$ 141655.49