

RANCHO PALOS VERDES EMPLOYEES ASSOCIATION
Labor Negotiations

RPVEA proposals for June 29, 2015

The RPVEA reserves the right to amend/add/change/delete proposals in the future. Full contractual language on these proposals is under development. The following are set forth as a summary.

TENTATIVE AGREEMENTS:

Catastrophic Leave

Accepts the City's Catastrophic Leave counter-proposal. Correct typo in last sentence to change "done" to "donee".

Other accepted contractual language changes:

1. Page 1, Section I Term: Delete 1st paragraph prefatory language.
2. Page 1, Section IIA 5, Continuous/Employment/Seniority: Add language re. no seniority accrual after 30 days unpaid leave.
3. Page 2, Section IIA 13, Nonexempt Employee: Deletes compensatory time off from nonexempt employee definition.
4. Page 4, Section IV, Regular Compensation, Performance Evaluations: Cleans up language to state that compensation will be set forth in exhibit B to the MOU.
5. Page 5, Section IV, Regular Compensation, Performance Evaluations (cont.): Deletes language re. pool of funds set by City Council.
6. Page 8, Section VC 2, Compensatory Time: Deletes language that comp time can be taken for medical appointments.
7. Page 8, Section VC 3, Compensatory Time: Deletes comp time can be use for PDL, FMLA CFRA.
8. Page 8, Section VC 4, Compensatory Time: delete non-exempt and exempt employee language and language re. up to FLSA max.
9. Page 8, Section VI, Restricted Fringe Benefits: Delete reference to city providing state and federally mandated insurance (i.e. workers comp).
10. Page 8, Section VI A, Health Insurance: Delete language re employee' responsibility to notify City Manager's office of changes in eligibility re certain life events.

11. Page 9, Section VI A, Health Insurance: deletes “high deductible”
12. Page 9, Section VI A, Health Insurance: adds language re. insurance cash out that it must be a group plan to comply with ACA.
13. Page 9, Section VI A, Health Insurance: deletes City Council approval of the amount.
14. Page 9, Section VI B, Retirement Health Savings Account: clean up language to change the name of the section
15. Page 9, Section VI B, Retirement Health Savings Account: makes enrollment in retirement HSA mandatory.
16. Page 9, Section VI B, Retirement Health Savings Account: deletes “matching” to clarify that City pays a fixed amount.
17. Page 9, Section VI B, Retirement Health Savings Account: clarifies that the City contribution is the increased by increases in LA CPI-U and sets out the increase for FY 15-16).
18. Page 9, Section VI C, COBRA: deletes section.
19. Page 10, Section VI I, CalPERS: inserts CalPERS formulas.
20. Page 11, Section VI I, CalPERS: approve proposed clean up language.
21. Page 11, Section K (J), Deferred Comp.: approve proposed clean up language.
22. Page 12, Section VII, Incentive Program: eliminate mandatory budget for incentive program.
23. Page 12, Section VIII, A 1, Employee expenses: Adds supervisor to list of individuals who can approve mileage/parking reimbursement.
24. Page 13, Section IX C, Termination of Initial Hire Probationary Employee: Agree to clean up re. Dept. Head.
25. Page 13, Section IX D, Procedures: Regular Appointment Following Probationary Period: Agree to clean up re. Dept. Head.
26. Page 14, Section X, Leaves, replaces City Manager with supervisor or department head as person to notify re. going on a leave.
27. Page 17, Section X B 9, Sick Leave, delete section 9 (says will comply with the law).
28. Page 17, Section X D, Bereavement leave, adds registered domestic partner.
29. Page 18, Section F, Leave of Absence without Pay, adds “of the Personnel Rules.”
30. Page 18, Section F3, Leave of Absence without Pay, replaces step with pay rate.

31. Page 22, Section Re-Employment List: moved to section regarding layoffs.
32. Page 23, Section XII B2, Attendance: Deletes 1st paragraph of section language re importance of attendance as unnecessary.
33. Page 26, Section XIV A6 Causes for discipline: deletes “or lying or a supervisor or superior.”
34. Page 29, Section XIVC1d, Disciplinary Procedures: Adds provision for Skelly mtg.
35. Page 29, Section XIVF1, Hearing Procedure: Grammatical change that to who.
36. Page 30, Section XIVF1, Hearing Procedure: Grammatical change – deletes “then”.
37. Page 30, Section XIVF11, Hearing Procedure: changes language to clarify that if CM rejects or modifies discipline then \$\$ can be restored.
38. Page 31, Section XVC, Re-Employment List: Moves the reemployment list to layoff section.
39. Page 35, Section XXII, Internet Use and Electronic Mail: Deletes “Rancho Palos Verdes” after City.
40. Page 35, Section XXII, Internet Use and Electronic Mail: Adds employees have no expectation of privacy in information contained in City computers.”

ACTIVE PROPOSALS:

Term

July 1, 2014 through June 30, 2018 – dependent upon reaching acceptable terms on a total agreement

Wages

Effective July 1, 2015 a 3.25% wage increase

Effective July 1, 2016 a 3.25% wage increase

Effective July 1, 2017 a 3.25% wage increase

Merit Adjustment Within a Range

Merit adjustment within a range shall be based upon each employee’s annual performance evaluation rating as follows:

Satisfactory: (1%-2%)

Good: (2-3%)

Excellent: (3%-5%)

The City Manager shall have the discretion to set the range for the employee merit adjustments within each category on an annual basis. The percentage salary increase within a range will be the same for all employees who fall receive the same performance review rating.

Merit Bonus for Employee's at Top of Range

Employees at the top of their range shall receive an annual lump sum merit bonus that equals a percentage of the employee's base salary, based upon each employee's annual performance evaluation rating as follows:

Satisfactory: (1%-2%)

Good: (2-3%)

Excellent: (3%-5%)

The City Manager shall have the discretion to set the range for the employee merit bonuses within each category on an annual basis. The merit bonus will be the same salary percentage for all employees who receive the same performance review rating.

Compensatory Time

Increase maximum accrual from 40 hours to 80 hours

Clarify in MOU that employees are paid for all comp. time (reject insertion of "per the FLSA language" in paragraph 4.

Section 125 Plan

Page 10, Section VI D, Section 125 Plan, Clarify that some money may be forfeited *per IRS regulations*.

Deferred Compensation

City will match up to 1% of employees' salary invested in section 457 plan.

Tuition Reimbursement

Increase tuition reimbursement from \$500 to \$2,000.

Vacation Cash-Out

Allow employees at their discretion to cash out up to 1/2 of their annual allotment of vacation leave.

Sick Leave

Allow all of employee's sick leave, not just first three days, to be used for all family members and other purposes permitted in AB 1522.

Allow sick leave to be taken in increments of 15 minutes or more.

Bereavement Leave

Expand eligibility for bereavement leave to include loss by death of persons related by blood, marriage, domestic partner, adoption, or persons living in your home.

Add travel for more than 500 miles as an additional basis for being provided with 2 additional working days of bereavement leave.

Leave of Absence Without Pay

Seniority accrual will stop after 30 days on unpaid leave of absence.

Attendance

Delete last paragraph in Section XII B, Attendance, re. voluntary resignation.

Grievance Procedure

Add an additional item: Alleged Violations of this MOU to list of grievable items.

Discipline Procedure

Add binding arbitration as an employee option for resolution of termination cases.

Standby Pay

When an employee is required to be on standby during the weekend, holiday, or other non-scheduled workday, the employee shall be paid the equivalent of 4 hours regular hourly pay for each day. When an employee is required to be on standby on scheduled workdays, the employee shall be paid a minimum equivalent of 2 hours regular pay for each day.

In addition, employees who answer work-related telephone calls, emails or texts, shall be compensated in six (6) minute increments and shall also be considered to be on standby.

Call-Out Pay

Employees who are called back to work during their normal non-working hours shall be paid at the appropriate overtime rate with a minimum of two (2) hours at a time and one half of their regular hourly rate.

Release Time to Conduct Association Business

The City shall grant RPVEA Officers (and/or their designees) up to a cumulative total of 40 hours per year of paid release time to conduct union business that is not covered under Government Code Section 3505.3.

Classification and Compensation Study

The parties will meet and confer regarding implementation of the Class and Comp Study.

WITHDRAWN PROPOSALS:

Pay for Performance Compensation System

The parties agree to meet and confer during the term of the MOU regarding the establishment of a pay for performance compensation system.

The Association reserves the right to add to or otherwise modify this proposal through the meet and confer process until such time that it is mutually agreed the no further modifications will be made.

CITY OF RANCHO PALOS VERDES, CALIFORNIA

**Independent Accountants' Report on
Agreed-Upon Procedures Performed with
Respect to the Fiscal Impact Analysis of the
the Rancho Palos Verdes Employees Association Proposal
Dated June 29, 2015**



**INDEPENDENT ACCOUNTANTS' REPORT ON APPLYING AGREED-UPON PROCEDURES
PERFORMED WITH RESPECT TO THE FISCAL IMPACT ANALYSIS OF THE
RANCHO PALOS VERDES
EMPLOYEES ASSOCIATION PROPOSAL DATED JUNE 29, 2015**

Ms. Kathryn Downs
Deputy Director of Finance
of the City of Rancho Palos Verdes
Rancho Palos Verdes, California

We have performed the procedures enumerated below, which were agreed to by the City of Rancho Palos Verdes, California (City) solely to assist you with respect to your evaluation of selected provisions of the Fiscal Impact Analysis of the Rancho Palos Verdes Employees Association (RPVEA) proposal dated June 29, 2015. Management is responsible for the analysis and for the assumptions used in the analysis. This agreed-upon procedures engagement was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants. The sufficiency of these procedures is solely the responsibility of the City. Consequently, we make no representation regarding the sufficiency of the procedures described below, either for the purpose for which this report has been requested, or for any other purpose.

The scope of this engagement was limited to performing the agreed-upon procedures as set forth below. Included as Attachment A is the City's Fiscal Impact Analysis (analysis) of the Rancho Palos Verdes Employees Association (RPVEA) proposal dated June 29, 2015.

The procedures performed and the results of those procedures were as follows:

1. Compare the salary rate, hire date, title, and PERS tier listed on the analysis to the payroll system.

Result: We obtained the analysis from the City listing 45 employees. For each employee, we traced the salary rate and hire date to the ADP Master Control Report. We traced the position codes on the ADP Master Control Report to the ADP Job Title Export. We traced the PERS employee contribution amount (8%, 7%, 6.25%) on the ADP Master Control Report to the PERS tiers (Tier 1, Tier 2, Tier 3) on the analysis. No exceptions were noted.

2. Compare the premium calculation for Accidental Death and Dismemberment, Life & Long Term Disability illustrated on the analysis to a sample invoice from the insurance carriers

Result: We obtained an invoice paid by the City for insurance for April 2015. We compared the rates listed on the analysis to the rates on the invoice. No exceptions were noted.

3. Trace the positions listed on the analysis to reports from the RPVEA showing which positions are members.

Result: We obtained Resolution 2014-09 adopting the Memorandum of Understanding (MOU) between the City and the RPVEA that expired June 30, 2014. Exhibit A of the MOU lists the positions that are included in the RPVEA. We compared the positions listed on the analysis to the positions listed in Exhibit A of the MOU. No exceptions were noted.

4. Test the mathematical accuracy of the analysis based on the City's assumptions.

Result: We obtained the RPVEA proposal. We also obtained the assumptions used by the City in performing the analysis. We compared the proposal to the inputs used in the analysis. We compared the City's assumptions to the formulas used in the analysis. For each position, we recalculated the estimated costs based on the proposal and the City's assumptions. No exceptions were noted.

We were not engaged to, and did not conduct an audit, the objective of which would be the expression of an opinion on the provisions of the Fiscal Impact Analysis of the Rancho Palos Verdes Employees Association proposal. Accordingly, we do not express such an opinion. Had we performed additional procedures, other matters might have come to our attention that would have been reported to you.

This report is intended solely for the information and use of the management of the City and is not intended to be, and should not be, used by anyone other than those specified parties.

Vannick, Trine, Day & Co. LLP

Rancho Cucamonga, California

July 14, 2015

**CITY OF RANCHO PALOS VERDES
FISCAL IMPACT ANALYSIS OF THE RANCHO PALOS VERDES EMPLOYEES ASSOCIATION
PROPOSAL DATED JUNE 29, 2015**

Title	Current Salary Rate	FY15-16 Comp Budget	Bottom of Current Range	Top of Current Range	Position in Range	FY15-16 Budgeted OT Hours	PERS Tier	Hire Date	7/1/2015 Service Years	FY15-16 Vacation Accrual	7/1/2016 Service Years	FY16-17 Vacation Accrual	7/1/2017 Service Years	FY17-18 Vacation Accrual	3.25% COLA 7/1/2015	New FY15-16 Range Top	3.00% Merit 7/1/2015	Monthly Rate 7/1/2015	New Standby Pay	FY15-16 Pension Cost	Vaca Cash Out	Life Insurance Cost	ADD Insurance Cost	LTD Insurance Cost	
Senior Planner	8,498	11,845	6,543	8,498	100%	-	1	2/22/2005	10.4	10.0	11.4	10.0	12.4	10.0	276	8,774	0	8,774	27	253	11	1	0	1	
Account Clerk	4,583	6,355	3,776	4,902	72%	80	2	1/29/2014	1.4	6.7	2.4	8.0	3.4	8.0	149	5,061	142	4,874	20	94	6	1	0	1	
Maintenance Worker II	4,178	7,294	3,127	4,615	71%	100	1	10/13/2003	11.7	10.0	12.7	10.0	13.7	10.0	136	4,765	129	4,443	248	26	128	10	1	0	1
Senior Administrative Analyst	7,589	11,654	6,330	8,223	67%	-	1	10/25/2010	4.7	8.0	5.7	8.0	6.7	10.0	247	8,490	235	8,071	47	186	10	2	1	2	
Executive Staff Assistant	6,299	8,993	4,979	6,468	89%	-	1	7/30/2007	7.9	10.0	8.9	10.0	9.9	10.0	205	6,678	175	6,678	37	193	11	1	0	2	
Assistant Planner	5,167	6,733	5,141	6,677	2%	15	3	7/8/2014	1.0	6.7	2.0	8.0	3.0	8.0	168	6,894	160	5,495	20	106	6	1	0	2	
Assistant Engineer	6,133	7,857	6,133	7,965	0%	30	3	10/11/2010	4.7	8.0	5.7	8.0	6.7	10.0	199	8,223	190	6,522	24	151	8	1	0	2	
Administrative Analyst II	6,410	9,751	4,887	7,341	62%	-	1	11/15/2010	4.6	8.0	5.6	8.0	6.6	10.0	208	7,579	199	6,817	39	157	8	1	0	2	
Senior Engineer	9,180	11,649	7,633	9,912	68%	-	1	2/16/2009	6.4	10.0	7.4	10.0	8.4	10.0	298	10,234	284	9,762	56	282	13	2	1	3	
Building Inspector II	6,154	8,907	5,552	7,211	36%	20	1	7/13/2009	6.0	10.0	7.0	10.0	8.0	10.0	200	7,445	191	6,544	38	189	8	1	0	2	
Recreation Program Supervisor II	6,814	9,616	5,247	6,814	100%	-	1	4/30/2001	14.2	10.0	15.2	10.0	16.2	10.7	221	7,035	0	7,035	21	203	9	1	0	1	
Senior Administrative Analyst	7,588	11,179	6,330	8,223	66%	-	1	7/16/1996	19.0	12.7	20.0	13.3	21.0	13.3	247	8,490	235	8,069	47	295	11	2	1	2	
Lead Worker	4,583	7,549	4,085	5,306	41%	100	3	5/7/2014	1.2	6.7	2.2	8.0	3.2	8.0	149	5,479	142	4,874	18	94	10	1	0	1	
Administrative Staff Assistant	4,748	7,226	4,220	5,479	42%	5	1	11/29/2011	3.6	8.0	4.6	8.0	5.6	8.0	154	5,657	147	5,050	29	117	6	1	0	2	
Senior Administrative Analyst	7,750	9,518	6,330	8,223	75%	-	2	6/24/2013	2.0	8.0	3.0	8.0	4.0	8.0	252	8,490	240	8,242	33	190	10	2	1	2	
Administrative Staff Assistant	4,748	5,990	4,220	5,479	42%	25	3	5/13/2013	2.1	8.0	3.1	8.0	4.1	8.0	154	5,657	147	5,050	19	117	6	1	0	2	
Permit Technician	4,854	7,243	4,227	5,488	50%	-	1	1/8/2007	8.5	10.0	9.5	10.0	10.5	10.0	158	5,667	150	5,162	30	149	7	1	0	2	
Building Inspector I	5,200	7,713	4,958	6,437	16%	20	3	8/31/2011	3.8	8.0	4.8	8.0	5.8	8.0	169	6,646	161	5,530	21	128	7	1	0	2	
Senior Administrative Analyst	7,333	9,368	6,330	8,223	53%	-	2	5/19/2014	1.1	6.7	2.1	8.0	3.1	8.0	238	8,490	227	7,799	31	150	9	2	1	2	
Senior Planner	6,672	10,309	6,543	8,498	7%	-	1	8/29/2005	9.8	10.0	10.8	10.0	11.8	10.0	217	8,774	207	7,095	41	205	9	1	0	2	
Maintenance Superintendent	7,750	9,914	6,685	8,682	53%	-	3	12/1/2014	0.6	6.7	1.6	6.7	2.6	8.0	252	8,964	240	8,242	460	31	159	16	2	1	2
Accountant	7,096	10,389	5,521	7,171	95%	80	1	4/30/2001	14.2	10.0	15.2	10.0	16.2	10.7	231	7,404	78	7,404	30	214	11	1	0	2	
Administrative Analyst II	6,639	9,061	4,887	7,341	71%	25	1	1/14/2008	7.5	10.0	8.5	10.0	9.5	10.0	216	7,579	206	7,060	41	204	9	1	0	2	
Planning Technician	4,583	6,015	3,678	4,774	83%	5	3	9/23/2014	0.8	6.7	1.8	6.7	2.8	8.0	149	4,929	142	4,874	18	94	6	1	0	1	
Permit Technician	5,198	7,660	4,227	5,488	77%	-	1	9/1/1983	31.9	13.3	32.9	13.3	33.9	13.3	169	5,667	161	5,528	32	213	8	1	0	2	
Associate Planner	6,293	9,170	5,842	7,588	26%	40	1	3/20/2006	9.3	10.0	10.3	10.0	11.3	10.0	205	7,834	195	6,692	39	193	9	1	0	2	
Administrative Staff Assistant	4,756	7,110	4,220	5,479	43%	-	1	2/5/2001	14.4	10.0	15.4	10.0	16.4	10.7	155	5,657	147	5,058	29	146	6	1	0	2	
Permit Technician	4,375	6,077	4,227	5,488	12%	-	3	7/1/2014	1.0	6.7	2.0	8.0	3.0	8.0	142	5,667	136	4,653	17	90	5	1	0	1	
Code Enforcement Officer	5,737	8,398	4,925	6,396	55%	20	1	5/1/1989	26.2	13.3	27.2	13.3	28.2	13.3	186	6,604	178	6,101	35	235	9	1	0	2	
Code Enforcement Officer	5,549	8,086	4,925	6,396	42%	-	1	11/19/2007	7.6	10.0	8.6	10.0	9.6	10.0	180	6,604	172	5,902	34	170	8	1	0	2	
Senior Administrative Analyst	8,219	12,190	6,330	8,223	100%	-	1	7/8/1996	19.0	12.7	20.0	13.3	21.0	13.3	267	8,490	3	8,490	26	310	12	1	0	1	
Associate Engineer	8,750	11,537	6,815	8,849	95%	-	2	3/31/2015	0.3	6.7	1.3	6.7	2.3	8.0	284	9,137	103	9,137	26	176	12	1	0	2	
Associate Planner	7,588	11,258	5,842	7,588	100%	20	1	4/14/2008	7.2	10.0	8.2	10.0	9.2	10.0	247	7,834	0	7,834	24	226	10	1	0	1	
Associate Planner	6,500	8,727	5,842	7,588	38%	-	2	10/20/2014	0.7	6.7	1.7	6.7	2.7	8.0	211	7,834	201	6,913	28	133	8	1	0	2	
Recreation Program Supervisor II	6,814	9,593	5,247	6,814	100%	-	1	11/1/1985	29.7	13.3	30.7	13.3	31.7	13.3	221	7,035	0	7,035	21	271	10	1	0	1	
Deputy City Clerk	5,950	9,594	4,985	6,476	65%	35	1	1/5/1998	17.5	11.3	18.5	12.0	19.5	12.7	193	6,686	184	6,327	37	207	9	1	0	2	
Recreation Services Manager	7,417	9,647	6,148	7,982	69%	-	2	3/31/2014	1.3	6.7	2.3	8.0	3.3	8.0	241	8,242	230	7,887	32	152	9	2	1	2	
Associate Engineer	8,750	11,147	6,815	8,849	95%	-	2	8/1/2015	-	6.7	0.9	6.7	1.9	6.7	█	9,137	█	8,750	-	168	2	-	-	-	
Senior Planner	8,497	11,708	6,543	8,498	100%	-	2	9/1/2015	-	6.7	0.8	6.7	1.8	6.7	█	8,774	█	8,497	-	163	2	-	-	-	
Senior Accountant	7,833	10,536	6,073	7,888	97%	-	2	8/15/2015	-	6.7	0.9	6.7	1.9	6.7	█	8,144	█	7,833	-	151	2	-	-	-	
Associate Engineer	7,832	9,911	6,815	8,849	50%	-	2	8/1/2015	-	6.7	0.9	6.7	1.9	6.7	█	9,137	█	7,832	-	151	2	-	-	-	
Maintenance Worker	4,167	5,535	3,127	4,615	70%	100	3	7/1/2014	1.0	6.7	2.0	8.0	3.0	8.0	135	4,765	129	4,431	247	16	85	9	1	0	1
Staff Assistant II / Full Time	4,361	7,270	3,674	4,772	63%	-	1	3/31/1997	18.3	12.0	19.3	12.7	20.3	13.3	142	4,927	135	4,637	27	161	6	1	0	1	
Senior Administrative Analyst	8,188	10,646	6,330	8,223	98%	-	1	7/1/1991	24.0	13.3	25.0	13.3	26.0	13.3	266	8,490	36	8,490	29	327	13	1	0	2	
Senior Engineer	8,846	11,458	7,633	9,912	53%	-	1	3/22/2010	5.3	8.0	6.3	10.0	7.3	10.0	287	10,234	274	9,408	54	217	11	2	1	3	
Senior Account Technician	5,830	9,036	4,787	6,218	73%	80	1	1/12/1998	17.5	11.3	18.5	12.0	19.5	12.7	189	6,420	181	6,200	36	203	9	1	0	2	
Staff Assistant II / Full Time	4,311	6,545	3,674	4,772	58%	-	1	2/15/2010	5.4	8.0	6.4	10.0	7.4	10.0	140	4,927	134	4,584	26	106	6	1	0	1	
Monthly Totals	302,307	424,965													8,755		6,625	1,226	1,311	8,305	395	54	17	77	
Annualized	3,627,686	5,099,581													105,064		79,499	14,716	15,732	99,658	4,736	642	204	923	

**CITY OF RANCHO PALOS VERDES
FISCAL IMPACT ANALYSIS OF THE RANCHO PALOS VERDES EMPLOYEES ASSOCIATION
PROPOSAL DATED JUNE 29, 2015, CONTINUED**

Title	3.25%	3.00%	New	3.00%	FY16-17	1%	Vaca	Life	ADD	LTD	Total	3.25%	New	3.00%	Monthly	New	3.00%	FY17-18	1%	Vaca	Life	ADD	LTD	Total				
	COLA	Merit	Increased	Standby	Merit Cash	Pension	Cost	Cost	Cost	Cost	Cost	COLA	FY17-18	Merit	Rate	Increased	Standby	Merit Cash	Pension	Cost	Cost	Cost	Cost	Cost				
	7/1/2016	7/1/2016	Overtime	Pay	7/1/2016	Cost	Match	Out	Cost	Cost	Cost	7/1/2017	Range Top	7/1/2017	Overtime	Pay	7/1/2017	Cost	Match	Out	Cost	Cost	Cost	Cost				
Senior Planner	285	-	-	-	272	29	91	261	12	1	0	1	952	294	9,354	-	9,354	-	281	30	94	270	12	1	0	1	983	
Account Clerk	158	151	18	-	-	22	52	120	6	1	0	2	530	168	5,396	43	5,396	12	162	15	54	125	7	1	0	1	589	
Maintenance Worker II	144	138	20	263	-	28	47	136	10	1	0	1	791	154	5,080	146	5,025	22	280	-	30	50	145	11	1	0	1	841
Senior Administrative Analyst	262	250	-	-	-	52	86	198	10	2	1	3	863	279	9,051	188	9,051	-	272	47	91	261	14	2	1	2	1,156	
Executive Staff Assistant	217	-	-	-	207	22	69	199	9	1	0	1	725	224	7,119	-	7,119	-	214	23	71	205	9	1	0	1	748	
Assistant Planner	179	170	4	-	-	24	58	135	7	1	0	2	580	190	7,350	181	6,214	4	-	25	62	143	8	1	0	2	617	
Assistant Engineer	212	202	9	-	-	28	69	160	8	1	0	2	693	225	8,767	215	7,376	10	-	30	74	213	10	2	0	2	780	
Administrative Analyst II	222	211	-	-	-	44	72	167	9	2	0	2	729	236	8,080	225	7,709	-	-	46	77	222	10	2	1	2	820	
Senior Engineer	317	302	-	-	-	63	104	299	13	2	1	3	1,105	337	10,910	191	10,910	-	327	53	109	315	17	2	1	3	1,354	
Building Inspector II	213	203	6	-	-	42	70	201	9	1	0	2	747	226	7,937	216	7,401	6	-	45	74	213	10	2	0	2	794	
Recreation Program Supervisor II	229	-	-	-	218	23	73	210	10	1	0	1	764	236	7,500	-	7,500	-	225	24	75	231	10	1	0	1	803	
Senior Administrative Analyst	262	250	-	-	-	52	86	330	12	2	1	3	997	279	9,051	190	9,051	-	272	47	91	348	16	2	1	2	1,247	
Lead Worker	158	151	22	289	-	21	52	120	11	1	0	2	827	168	5,841	161	5,513	24	307	-	22	55	127	11	1	0	2	879
Administrative Staff Assistant	164	156	1	-	-	32	54	124	6	1	0	2	541	175	6,031	166	5,711	1	-	34	57	132	7	1	0	2	576	
Senior Administrative Analyst	268	255	-	-	263	37	88	202	14	2	1	3	1,133	285	9,051	1	9,051	-	272	20	91	209	11	1	0	1	891	
Administrative Staff Assistant	164	156	6	-	-	22	54	124	7	1	0	2	535	175	6,031	166	5,711	6	-	23	57	132	7	1	0	2	569	
Permit Technician	168	160	-	-	-	33	55	158	7	1	0	2	584	178	6,041	170	5,838	-	-	35	58	168	7	1	0	2	621	
Building Inspector I	180	171	5	-	-	24	59	136	7	1	0	2	585	191	7,085	182	6,254	5	-	25	63	144	8	1	0	2	622	
Senior Administrative Analyst	253	242	-	-	-	35	83	191	10	2	1	2	819	270	9,051	257	8,820	-	-	37	88	204	11	2	1	3	871	
Senior Planner	231	220	-	-	-	45	75	218	10	2	0	2	803	245	9,354	234	8,025	-	-	48	80	231	10	2	1	2	854	
Maintenance Superintendent	268	255	-	489	-	36	88	169	17	2	1	3	1,326	285	9,556	271	9,321	-	520	-	38	93	215	19	2	1	3	1,446
Accountant	241	-	14	-	229	24	76	221	10	1	0	1	818	248	7,893	-	7,893	14	-	237	25	79	243	11	1	0	1	860
Administrative Analyst II	229	219	8	-	-	45	75	217	10	2	0	2	807	244	8,080	233	7,985	9	-	48	80	230	10	2	1	2	858	
Planning Technician	158	57	1	-	153	15	51	98	7	1	0	1	541	165	5,255	-	5,255	1	158	11	53	121	6	1	0	1	517	
Permit Technician	180	143	-	-	176	33	59	225	10	1	0	2	828	190	6,041	-	6,041	-	181	19	60	232	9	1	0	1	694	
Associate Planner	217	207	12	-	-	43	71	205	9	1	0	2	770	231	8,352	220	7,568	13	-	46	76	218	10	2	0	2	819	
Administrative Staff Assistant	164	157	-	-	-	32	54	155	7	1	0	2	572	175	6,031	167	5,720	-	-	34	57	176	8	1	0	2	620	
Permit Technician	151	144	-	-	-	20	49	114	6	1	0	1	488	161	6,041	153	5,262	-	-	21	53	121	6	1	0	2	519	
Code Enforcement Officer	198	189	6	-	-	39	65	250	9	1	0	2	759	211	7,040	201	6,900	6	-	42	69	265	10	1	0	2	808	
Code Enforcement Officer	192	183	-	-	-	38	63	181	8	1	0	2	668	204	7,040	194	6,675	-	-	40	67	193	9	1	0	2	710	
Senior Administrative Analyst	276	-	-	-	263	28	88	337	13	1	0	1	1,007	285	9,051	-	9,051	-	272	29	91	348	13	1	0	1	1,040	
Associate Engineer	297	-	-	-	283	21	94	182	11	1	0	1	891	307	9,741	-	9,741	-	292	22	97	225	12	1	0	2	958	
Associate Planner	255	-	4	-	243	26	81	233	11	1	0	1	854	263	8,352	-	8,352	4	251	27	84	241	11	1	0	1	882	
Associate Planner	225	214	-	-	-	31	74	141	8	2	0	2	698	239	8,352	228	7,818	-	-	33	78	180	9	2	1	2	772	
Recreation Program Supervisor II	229	-	-	-	218	23	73	279	11	1	0	1	834	236	7,500	-	7,500	-	225	24	75	288	11	1	0	1	862	
Deputy City Clerk	206	196	10	-	-	41	67	233	9	1	0	2	766	219	7,128	180	7,128	10	214	40	71	260	13	1	0	2	1,011	
Recreation Services Manager	256	244	-	-	-	36	84	194	10	2	1	3	829	273	8,786	125	8,786	-	264	28	88	203	13	1	0	2	997	
Associate Engineer	284	271	-	-	-	39	93	179	11	2	1	3	883	302	9,741	133	9,741	-	292	31	97	187	13	2	0	2	1,061	
Senior Planner	276	263	-	-	-	38	90	174	10	2	1	3	857	294	9,354	23	9,354	-	281	23	94	180	11	1	0	2	908	
Senior Accountant	255	243	-	-	-	35	83	160	10	2	1	2	790	271	8,882	81	8,882	-	260	25	87	167	11	1	0	2	906	
Associate Engineer	255	243	-	-	-	35	83	160	10	2	1	2	790	271	9,741	258	8,858	-	-	38	89	170	10	2	1	3	840	
Maintenance Worker	144	137	20	263	-	19	47	109	10	1	0	1	752	153	5,080	146	5,012	22	279	-	20	50	116	10	1	0	1	800
Staff Assistant II / Full Time	151	144	-	-	-	30	49	180	7	1	0	1	563	160	5,252	153	5,245	-	-	32	52	202	7	1	0	2	609	
Senior Administrative Analyst	276	-	-	-	263	28	88	337	13	1	0	1	1,007	285	9,051	-	9,051	-	272	29	91	348	13	1	0	1	1,040	
Senior Engineer	306	291	-	-	-	60	100	289	13	2	1	3	1,065	325	10,910	310	10,840	-	-	64	106	307	14	2	1	3	1,132	
Senior Account Technician	201	192	23	-	-	40	66	228	9	1	0	2	763	214	6,845	37	6,845	14	205	25	68	250	10	1	0	1	828	
Staff Assistant II / Full Time	149	142	-	-	-	29	49	141	6	1	0	1	519	158	5,252	151	5,185	-	-	31	52	150	7	1	0	2	552	
Monthly Totals	10,325	7,522	189	1,304	2,787	1,562	3,355	9,079	452	62	20	89	36,747	10,905	6,196	183	1,387	5,425	1,507	3,526	9,877	493	60	19	86	39,664		
Annualized	123,898	90,268	2,263	15,651	33,439	18,744	40,264	108,953	5,430	745	236	1,071	440,963	130,858	74,356	2,192	16,644	65,105	18,086	42,316	118,526	5,911	714	227	1,026	475,963		