

**DUPLICATE
ORIGINAL**

**MEMORANDUM OF UNDERSTANDING
BETWEEN AND FOR THE
CITY OF SUSANVILLE
AND
THE OPERATING ENGINEERS LOCAL UNION NO. 3
PUBLIC WORKS EMPLOYEES**

July 1, 2018 through and including June 30, 2021

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1 **INTRODUCTION**

The representatives of the City of Susanville, hereinafter called the CITY, and the representatives of the Public Works Unit, hereinafter called the UNIT, having met and conferred in good faith, have mutually agreed that the following Memorandum of Understanding (MOU) be adopted and that the wages, hours and other terms and conditions of employment in this exclusive agreement be implemented.

The purpose of the MOU is to promote harmonious relations between the CITY and the employees covered herein so as to promote employer-employee relations by providing a written document enumerating the entire agreement between the employer and employees pursuant to the purpose and intent of California Government Code §3500.

2 **EMPLOYEE RIGHTS**

Employees of the CITY have the right to form, join and participate in the activities of employee organizations of their own choosing for the purpose of representation on all matters of employer-employee relations within the scope of representation. Employees of the CITY shall also have the right to represent themselves individually in their employment relations with the CITY.

3 **CITY RIGHTS**

A The CITY retains the right, subject to and in accordance with applicable laws and the provisions of the MOU, to:

- 1 Direct employees in the performance of their duties;
- 2 Hire, promote, transfer, assign and discipline employees;
- 3 Dismiss employees because of lack of work, or in accordance with personnel rules and regulations;
- 4 Determine the mission of its divisions and departments, and its budget, organization, number of employees, and the numbers, types, classifications, descriptions and grades of positions or employees assigned to an organizational unit, work project shift or tour of duty, and the methods and technology of performing its work; and
- 5 Take whatever action may be appropriate to carry out its mission in situations of emergency.

B In addition, the CITY specifically retains all the rights, subject to the provisions of this MOU, to take whatever actions and set whatever policies it deems necessary, with appropriate notification to UNIT employees.

C This section will not operate to deny any employee rights guaranteed by applicable law, including the Myers-Milias-Brown Act.

4 **NON-DISCRIMINATION**

The CITY and UNIT agree not to discriminate against any employees in accordance with applicable laws. Also, it is recognized that whenever the masculine gender is referred to in this MOU, it shall include the female gender and *vice versa*.

5 **UNIT RECOGNITION**

A Acknowledgment:

The CITY agrees to acknowledge the Operating Engineers Local Union No. 3 as the only recognized employee organization representing the non-management employees itemized in Exhibit A of this MOU.

B Payroll Deduction/Dues:

For those unit full-time, regular employees itemized in Exhibit A, the CITY will deduct from their wages the regular monthly dues. Such dues shall be deducted and transmitted to the Union upon voluntary, revocable, written authorization of the UNIT employees in a manner complying with legal requirements. Written authorization forms will be provided by the CITY unless submitted by the Union. The Union agrees to hold harmless and indemnify the CITY for any liability the CITY should incur from any mistakes, negligence, or intentional wrong sustained as a result of this service; provided, however, that the proper amount as specified by the Union has been deducted and paid over.

6 **UNIT DESCRIPTION**

This UNIT shall consist of all full-time, regular or probationary employees of the CITY of Susanville Public Works UNIT listed in Exhibit A of this MOU.

7 **SALARY SCALE, MERIT STEP, CAREER DEVELOPMENT and PAY PERIOD**

A Pay Period:

Pay period will conform to 26 pay periods within a full year with pay day occurring every other Friday.

B Salaries:

For the period from July 1, 2018 through June 30, 2019 salaries shall be increased by 1% as shown in Exhibit C.

For the period from July 1, 2019 through June 30, 2020 salaries shall be increased by 1% as shown in Exhibit D.

For the period from July 1, 2020 through June 30, 2021 salaries shall be increased by 1% as shown in Exhibit E.

C Longevity:

When an employee has been at Step E for two years, he/she may, according to merit, be moved to Step F where Step F is five percent higher than the current range and step. If the employee remains in Step F for two additional years, he/she may, according to merit, go to Step G. If the employee remains in Step G for two additional years, he/she may, according to merit, go to Step H. Merit increases will not be automatic and will be based upon merit as evidenced by a performance evaluation. Merit increases will be limited to one per fiscal year. Longevity begins after an employee has been at Step E for two years, goes to Step F for two years, Step G for two years, then is eligible to move to Step H. Longevity ends at Step H.

D Incentive Pay:

Effective July 1, 2018, employees who have acquired and maintain any of the certificates, licenses, or degrees indicated in Exhibit B, will be eligible to move to the next higher pay range in the Public Works Unit pay scale up to three ranges higher. Each incentive level achieved will be indicated in the employee's job title as Level I, II, and III. For example, a Gas Technician III, (Base) would remain at range 135, a Gas Technician III, (Level II) would be at a range 137. Any combination of up to three items listed is eligible to obtain level III and some certifications may count for two levels. An employee whose job description already requires a particular certification or license is not eligible to receive an incentive level increase for that certification or license.

Generally, the employee will use personal leave time to attend qualifying classes. However, in cases where the City believes it is in their best interest, the City may elect to allow the employee to attend while on paid City time.

E SDI:

The CITY will pay the State Disability Insurance (SDI) for the employees of this unit.

8 IRS SECTION 125 PLAN, DEFERRED COMPENSATION

A The CITY agrees to establish an IRS Section 125 Plan for employees' use.

B The CITY will contribute \$25 per pay period as a contribution to an employee's Section 125 plan; or

C The CITY will match on a dollar-for-dollar basis contributions to a deferred compensation plan with a maximum contribution of \$25 per pay period.

9 RETIREMENT

- a) For Legacy Employees as defined by the California Public Employee's Pension Reform Act (PEPRA) of 2013, the CITY shall pay the employer's share and the employee shall pay the employee's share (currently 8%) of the existing retirement program of 3% at 60, single highest year, with California Public Employees Retirement System for Legacy Employees.
- b) New Employees as defined by the CalPERS hired after January 1, 2013 will be subject to the mandatory provisions of AB340 / PEPRA.

10 WORK SCHEDULE

A Work Period:

If a standard eight-hour/10-day pay period is worked, the work period for this UNIT shall begin at midnight Saturday and end at midnight the following Friday. Employees shall normally be scheduled for two consecutive days off.

B Work Week:

A 40-hour work week shall constitute a regular work schedule for this UNIT unless the needs of the CITY require an alteration of the schedule because of emergencies, snow removal, budgetary reasons, or in order to accommodate temporary schedule adjustments.

Normally, the work week for Public Works employees shall be Monday through Friday, 7:00 a.m. to 3:30 p.m. with a 30-minute lunch break. The needs of the CITY will be paramount when making assignments under the 40-hour work week.

The CITY may assign employees to a 4-10 work week with the concurrence of the affected employees.

- C The CITY may assign employees to an alternative work week pursuant to Labor Code §500-558, incorporated herein by reference and further defined by, "The Sample Schedule for 9/80 Work Week" attached hereto as Exhibit G.**

11 HOLIDAYS

- A The holidays listed in the Employee Manual will be recognized as eight-hour holidays.**

- B Full-time, regular employees required to work on any of these holidays shall be entitled to paid overtime or receive compensatory time off for such work at 1.5 times their regular salary, in addition to receiving holiday pay.**

12 UNIFORM ALLOWANCE

The CITY will provide each UNIT employee with laundered uniform shirt and pants (five sets per week) in colors and style mutually agreed to by the UNIT and the City

Administrator. A \$200 boot allowance for the purchase of footwear appropriate for job classification will be paid annually in the first payroll of the fiscal year.

13 OVERTIME

- A The assignment of overtime will be at the CITY'S sole discretion and scheduled by supervisory personnel. However, the CITY shall endeavor to select among those employees who are qualified, those individuals who wish to work overtime, and when reasonably possible, to schedule such overtime work in advance.
- B The CITY shall have the right to require employees to work whenever necessary.
- C The City shall grant either pay or overtime, pursuant to Section 13.A of this MOU, or compensatory time off at the rate of 1.5 times the number of overtime hours worked. It shall be the employee's option to select monetary compensation or compensating time off, except in circumstances where the City will be reimbursed for the employee's overtime only if the employee receives monetary compensation for the overtime hours worked. In these circumstances the employee will receive monetary compensation.
- D No employee shall accrue more than 200 hours of compensatory time off. Employees with more than 200 hours at the time of this change shall be allowed to keep those hours in this time bank until they fall below 200 hours, at which time they could not bank hours over the 200-hour limit. Employee may request a monetary compensation payment of up to 40 hours twice a year for a total of 80 hours per fiscal year to be issued by separate check. Such check(s) may only be issue within the months of December and June with a minimum increment of ten (10) hours compensatory time accrued.
- E An employee who is called in to work one hour or more following conclusion of the work shift, or a previous call in, shall receive a minimum of two hours at 1.5 times the regular rate of pay.
- F An employee who works more than ten consecutive hours shall receive a meal allowance of \$15.00.
- G When warranted, and in the interest of CITY operations, Department Heads, or their designee, may assign employees to "on-call" status. "On-call" duty is an assigned duty outside the normal work-week assignment during which an employee must remain where he can be contacted by telephone, or other device, and he is ready for immediate call-back to his department to perform an essential service. An employee assigned on-call duty shall be compensated at the rate of 20% of employee's base hourly wage per hour for each hour of such duty.
- H If an employee is required to work at one or more of the following City special events (Lassen County Fair Parade, Main Cruise, Veterans' Parade, Christmas

Parade or Halloween festivities), he shall receive two times his regular salary rate for the hours worked.

- I The CITY agrees that all hours worked in excess of forty (40) hours per week, or normal assigned shift hours (8 or 9) hours per day, including vacation time and sick leave time, or hours worked on a holiday designated in the employee manual, will be counted as hours worked, and shall be compensated for at a rate of 1.5 times the regular rate of pay.

14 HEALTH, DENTAL and VISION INSURANCE

- A Effective July 1, 2013 the City shall pay the cost of health, dental and vision insurance premium for each unit member covered under this MOU. Each unit member shall contribute \$30 per month towards the current plan premium. City will continue to research options for the best cost-effective coverage, at its discretion. The City reserves the right to select, change, administer and shall have the right to select any carrier or other method providing coverage to fund the benefits and may adjust the amount the City shall pay for such benefits. If the insurance provider is changed and the cost is less than \$952 per month per employee, the City shall cap the amount of its contribution to an amount not less than 100 percent of the cost of the new plan.
- B Health insurance will be made available to retirees with no minimum vesting, if allowed under the current plan. A credit of 50 percent of accumulated sick leave at time of retirement, capped at \$15,000, will be paid out per month towards 50 percent of the premium. This amount is subject to CalPERS regulations.

15 GROUP LIFE INSURANCE

The CITY will provide \$25,000 of group life insurance for each employee at no cost to the employee.

16 HEARING TEST

The CITY shall provide, at no expense to the employee, an annual hearing test to non-office workers. Where necessary, protective hearing devices and equipment modifications will be required at CITY cost to prevent hearing loss.

17 EMPLOYEE SICK LEAVE

- A Employees within this UNIT will accrue four hours of sick or accident leave per pay period.
- B Benefits shall be administered according to the provisions of the Employee Manual.

- C Under the Public Employees' Retirement System, credit for unused sick leave (Government Code '20965) shall be a benefit provided to each employee of this UNIT upon retirement and in accordance with the rules and regulations of CalPERS.
- D Upon retirement from the City, unused sick leave may be capitalized at 50 percent of current hourly salary. This fund may be used to pay 50 percent of monthly health insurance premiums, capped at \$15,000, subject to CalPERS regulations.

18 MILITARY LEAVE

Military leave shall be granted in accordance with the provisions of state law. All employees entitled to military leave shall give the City Administrator, and/or the City Administrator's authorized representative, an opportunity, within the limits of military regulations, to determine when such leave shall be taken.

19 JURY DUTY

While serving on jury duty, employees will still be paid by the CITY on the basis of a 40-hour week, at their normal rate of pay, on condition that any compensation (in excess of mileage expenses) received from the court be turned over to the CITY.

20 VACATION

- A Employees in this UNIT shall earn vacation credit as outlined in Section 20F of this MOU as taken from the 2001 Employee Manual.
- B In order that employees obtain the maximum benefit for themselves, each vacation should be taken in a single period, if possible. It is desirable that vacations not be split to less than one calendar week. It is recognized by the CITY that employees may want to save a few vacation days to be taken at their discretion throughout the year.
- C Vacation schedules will be arranged to avoid the necessity of work stoppage, slowing down of work or need for additional help.
- D The time at which the employee shall be granted a vacation is at the sole discretion of the Department Head. The employee's preference will be taken into account as far as possible. The predominant factor to be considered will be the CITY's needs.
- E Subject to the provisions of Section 20.D above, vacation will be taken in accordance with departmental seniority regardless of classification or job assignment.
- F VACATION LEAVE:

Vacation time off with pay is available to eligible employees to provide opportunities for rest, relaxation, and personal pursuits. Employees in the following employment classification(s) are eligible to earn and use vacation time as described in this policy:

*Regular full-time employees

Introductory employees will accrue vacation time off from date of hire but will not be eligible to use same until they become regular full-time employees.

The amount of paid vacation time employees receive each year increases with the length of their employment and accrues per pay period as shown in the following schedule for 40 hour a week employees:

Year 1	3.07 hours per pay period; 80 hours annually
After Year 1	3.69 hours per pay period; 96 hours annually
After Year 5	4.61 hours per pay period; 120 hours annually
After year 10	5.23 hours per pay period; 136 hours annually
After year 15	6.15 hours per pay period; 160 hours annually
After year 20	7.69 hours per pay period; 200 hours annually
After year 25	9.23 hours per pay period; 240 hours annually

Once employees enter an eligible employment classification, they begin to earn paid vacation time according to the schedule. However, before vacation time can be used, a waiting period of 180 calendar days must be completed. After that time, employees may request use of earned vacation time including that accrued during the waiting period. The City Administrator may grant exceptions to this policy.

Paid vacation time can be used in minimum increments of one hour. To take vacation, employees should request advance approval from their supervisors. Requests will be reviewed based on a number of factors, including business needs and staffing requirements.

Vacation time off is paid at the employee's base pay rate at the time of vacation. It does not include overtime or any special forms of compensation such as incentives, commissions, bonuses, or shift differentials.

As stated above, employees are encouraged to use available paid vacation time for rest, relaxation, and personal pursuits. In the event that available vacation is not

used by the end of the benefit year, employees may carry unused time forward to the next benefit year. If the total amount of unused vacation time reaches a "cap" of 240 hours further vacation accrual will stop. When the employee uses paid vacation time and brings the available amount below the cap, vacation accrual will begin again.

Upon termination of employment, employees will be paid for unused vacation time (but not to exceed 240 hours) that has been earned through the last day of work. Employees who are terminated prior to completion of introductory period have no vesting in accrued vacation time.

21 FAMILY ILLNESS LEAVE

Family illness leave is available per guidelines set out in the Employee Manual.

22 BEREAVEMENT LEAVE

Bereavement leave is available per guidelines set out in the Employee Manual.

23 LAYOFF POLICY

A Purpose:

It is recognized by the UNIT that when, due to fiscal, operational or organizational reasons, it is necessary to reduce CITY employment, such action and its implementation, except as qualified herein, shall be at the sole discretion of the CITY. When it is deemed necessary to reduce CITY employment by layoff of employees, the layoff procedure shall protect the right of the CITY to retain the most qualified employees while also recognizing the relative seniority of affected employees. The following layoff policy is adopted to accomplish this purpose.

B The order of layoff of employees within a class, or classes, subject to layoff, shall be as follows:

- 1 Provisional or temporary employees
- 2 Part-time employees
- 3 Probationary employees
- 4 Full-time regular employees

Within each of the first three categories, the order of layoff shall be at the discretion of the appointing authority. Order of layoff of regular employees shall be according to the following procedure established in this Section.

In the case of layoffs for full-time regular employees, the following factors shall be considered in the following order:

- 1 Knowledge, training, ability, skill, adaptability, attitude and efficiency
- 2 Physical fitness required for the job
- 3 Seniority

C Seniority Determination:

Seniority will be established by department and within a class. Among employees with equal seniority, the order of layoff shall be determined by the appointing authority.

Procedure:

Each department is considered separately when layoff occurs. Employees shall first exhaust demotion rights within a department and class in which the employee had prior regular status provided the demotee has higher seniority than an employee working in that classification. Employees demoting to a lower classification in which they held prior regular status shall be subject to Factors 1 and 2 in Section 23.B above.

D Re-employment:

Employees laid off, or demoted in lieu of layoff, shall have a priority right of return to their prior class. This right shall remain effective for one year from the date of demotion or separation from the service.

24 PAST PRACTICES

Nothing contained in this MOU shall be interpreted as to imply or permit the invocation of past practice, or tradition, or accumulation, or vesting of any employee rights or privileges other than those expressly stated herein.

The CITY and UNIT agree that only those past practices, standards, obligations and/or other commitments of the CITY to its employees which are expressly stated herein shall be in full force and effect during the term of this MOU.

25 GRIEVANCE/DISCIPLINE PROCEDURES

The parties agree that the CITY will review its grievance and discipline procedures. The UNIT will be invited to provide recommendations during that review and will be provided draft copies of any proposed changes for the purpose of review and comment.

26 RESIDENCY POLICY

The CITY and Unit agree that the Residency Policy is applicable to all Unit Members hired after January 1, 2018, as shown in Exhibit F. Google Maps will be used as the mapping system to determine drive time for employee to their department.

27 **SOLE AGREEMENT**

- A The policies that are collected in the MOU constitute the entirety of the policies which are subject to the meet and confer obligation as agreed to by the parties. To the extent that any other agreement should be in conflict with these policies, these policies shall prevail.

- B If, during its term, the parties hereto should mutually agree to modify, amend or alter the provisions of the MOU in any respect, any such change shall be effective only if and when reduced to writing and executed by the authorized representatives for the CITY and the UNIT. Any such changes, validly made, shall become a part of this MOU and subject to its terms.

- C The waiver of any breach of condition of this MOU, by either party, shall not constitute a precedent in the future enforcement of all terms and conditions herein.

28 **SAVINGS CLAUSE**

In the event that any of the policies contained in this MOU should be declared by a court of competent jurisdiction to be unenforceable or illegal, that policy, or set of policies, shall be declared void.

However, this action shall in no way invalidate the remaining policies contained in this MOU.

Should a policy within the MOU become void as outlined above, either the CITY or the UNIT may institute the meet and confer process in regard to instituting a substitute item.

29 **SPECIAL LICENSES**

The CITY shall pay all costs associated with members of UNIT obtaining and maintaining special vehicle operator licenses required by the CITY. The implementation of the Class A and Class B license requirements for employees, as of July 1, 1992 of the CITY will not result in job discrimination (i.e., loss of promotional or transfer opportunities, etc. not requiring such licenses) or adverse action if the employee is physically unable to maintain the required license. In such instances, the CITY will make reasonable accommodation for the employee.

30 **WORKERS' COMPENSATION BONUS**

An annual \$100 cash bonus will be paid to employees of this UNIT who do not lose (at a minimum) an eight-hour work day due to Workers' Compensation claim during the fiscal year. Bonus will be paid during the first payroll session of July in the year following the previous fiscal year in which there were no claims. This provision took effect July 1, 2004.

31 **TERM OF THE MEMORANDUM OF UNDERSTANDING**

This MOU shall remain in effect for the period of July 1, 2018 through and including June 30, 2021 or until a successor agreement is rendered, unless a specific provision provides for a different commencement and/or termination date.

Dated this 17th day of October, 2018.

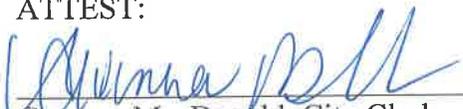
32 AUTHORIZED SIGNATURES

CITY OF SUSANVILLE


Kevin Stafford, Mayor


Dan Newton, Interim City Administrator

ATTEST:


Gwenna MacDonald, City Clerk

APPROVED AS TO FORM:


Jessica Ryan, City Attorney

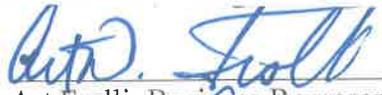
OPERATING ENGINEERS LOCAL UNION
NO. 3, PUBLIC WORKS EMPLOYEES


Russ Burns, Business Manager


Dan Reding, President


Jim Sullivan, Rec/Corr Secretary


Tim Neep, Director of Public Employees


Art Frolli, Business Representative


Reuben Downing, Employee Representative


Robert Godman, Employee Representative

**EXHIBIT A
PUBLIC WORKS UNIT
SALARY RANGES
FY 2018/2021**

<u>POSITION</u>	<u>RANGE</u>
Maintenance Worker I	Base - 121 Level 1 - 122 Level 2 - 123 Level 3 - 124
Maintenance Worker II	Base - 125 Level 1 - 126 Level 2 - 127 Level 3 - 128
Utility Services Technician	Base - 125 Level 1 - 126 Level 2 - 127 Level 3 - 128
Gas Technician II	Base - 130 Level 1 - 131 Level 2 - 132 Level 3 - 133
Mechanic II	Base - 130 Level 1 - 131 Level 2 - 132 Level 3 - 133
Streets maintenance Operator II	Base - 130 Level 1 - 131 Level 2 - 132 Level 3 - 133
Water System Operator II	Base - 130 Level 1 - 131 Level 2 - 132 Level 3 - 133
Gas Technician III	Base - 135 Level 1 - 136 Level 2 - 137 Level 3 - 138
Mechanic III	Base - 135

	Level 1 - 136 Level 2 - 137 Level 3 - 138
Streets Maintenance Operator III	Base - 135 Level 1 - 136 Level 2 - 137 Level 3 - 138
Water System Operator III	Base - 135 Level 1 - 136 Level 2 - 137 Level 3 - 138
Fleet Maintenance Supervisor	Base - 140 Level 1 - 141 Level 2 - 142 Level 3 - 143
Gas Utility Supervisor	Base - 140 Level 1 - 141 Level 2 - 142 Level 3 - 143
Parks/Facilities Maintenance Supervisor	Base - 140 Level 1 - 141 Level 2 - 142 Level 3 - 143
Streets Maintenance Supervisor	Base - 140 Level 1 - 141 Level 2 - 142 Level 3 - 143
Water Utility Supervisor	Base - 140 Level 1 - 141 Level 2 - 142 Level 3 - 143

EXHIBIT B
Public Works Employee Incentive Program

Incentive License / Certifications / Degrees

- 1) Water Operator Distribution II
- 2) Water Operator Distribution III (eligible for one level if not combined with any other water distribution license)
- 3) Water Operator Distribution IV (eligible for two levels if not combined with any other water distribution license)
- 4) Water Operator Distribution V (eligible for three levels)
- 5) Water Operator Treatment II
- 6) Water Operator Treatment III (eligible for one level if not combined with any other water treatment license)
- 7) Water Operator Treatment IV (eligible for two levels if not combined with any other water treatment license)
- 8) Water Operator Treatment V (eligible for three levels)
- 9) Gas Technology Institute – Distribution and PE Pipe
- 10) Gas Technology Institute – Transmission
- 11) Caterpillar (or equivalent) – Backhoe Loader Operator III, Motor Grader Operator III, and Caterpillar Grader Operator III
- 12) DMV testing Program Coordinator
- 13) Certified Electronics Technician
- 14) Certified Play Ground Equipment Inspector, Licensed Pesticide Applicator, Certified Irrigation Technician
- 15) Associates Degree from accredited college
- 16) Baccalaureate Degree from accredited college (eligible for two level increase if not combined with associate degree incentive.
- 17) Professional Landscape Architect (eligible for three levels)
- 18) Engineer in Training or Land Surveyor in Training
- 19) Professional Engineer (eligible for three levels)
- 20) NACE Coating Inspector
- 21) NACE Cathodic Protection
- 22) NACE Pipeline
- 23) NACE Specialty

CITY OF SUSANVILLE GLOBAL RANGE AND STEP MATRIX
2018-2019 PUBLIC WORKS MOU

RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H
101	676.45	710.28	745.79	783.09	822.24	863.35	906.51	951.84
102	693.36	728.04	764.44	802.66	842.80	884.93	927.84	975.63
103	710.28	745.79	783.09	822.24	863.35	906.51	951.84	999.42
104	728.04	764.44	802.66	842.80	884.93	927.84	975.63	1,024.41
105	745.79	783.09	822.24	863.35	906.51	951.84	999.42	1,049.39
106	764.44	802.66	842.80	884.93	927.84	975.63	1,024.41	1,075.62
107	783.09	822.24	863.35	906.51	951.84	999.42	1,049.39	1,101.85
108	802.66	842.80	884.93	927.84	975.63	1,024.41	1,075.62	1,129.39
109	822.24	863.35	906.51	951.84	999.42	1,049.39	1,101.85	1,156.94
110	842.80	884.93	927.84	975.63	1,024.41	1,075.62	1,129.39	1,185.87
111	863.35	906.51	951.84	999.42	1,049.39	1,101.85	1,156.94	1,214.79
112	884.93	927.84	975.63	1,024.41	1,075.62	1,129.39	1,185.87	1,245.17
113	906.51	951.84	999.42	1,049.39	1,101.85	1,156.94	1,214.79	1,275.55
114	929.17	975.63	1,024.41	1,075.62	1,129.39	1,185.87	1,245.17	1,307.45
115	951.84	999.42	1,049.39	1,101.85	1,156.94	1,214.79	1,275.55	1,339.33
116	975.63	1,024.41	1,075.62	1,129.39	1,185.87	1,245.17	1,307.45	1,372.82
117	999.42	1,049.39	1,101.85	1,156.94	1,214.79	1,275.55	1,339.33	1,406.30
118	1,024.41	1,075.62	1,129.39	1,185.87	1,245.17	1,307.45	1,372.82	1,441.47
119	1,049.39	1,101.85	1,156.94	1,214.79	1,275.55	1,339.33	1,406.30	1,476.61
120	1,075.62	1,129.39	1,185.87	1,245.17	1,307.45	1,372.82	1,441.47	1,513.53
121	1,101.85	1,156.94	1,214.79	1,275.55	1,339.33	1,406.30	1,476.61	1,550.44
122	1,129.39	1,185.87	1,245.17	1,307.45	1,372.82	1,441.47	1,513.53	1,589.20
123	1,156.94	1,214.79	1,275.55	1,339.33	1,406.30	1,476.61	1,550.44	1,627.97
124	1,185.87	1,245.17	1,307.45	1,372.82	1,441.47	1,513.53	1,589.20	1,668.67
125	1,214.79	1,275.55	1,339.33	1,406.30	1,476.61	1,550.44	1,627.97	1,709.36
126	1,245.17	1,307.45	1,372.82	1,441.47	1,513.53	1,589.20	1,668.67	1,752.10
127	1,275.55	1,339.33	1,406.30	1,476.61	1,550.44	1,627.97	1,709.36	1,794.83
128	1,307.45	1,372.82	1,441.47	1,513.53	1,589.20	1,668.67	1,752.10	1,839.71
129	1,339.33	1,406.30	1,476.61	1,550.44	1,627.97	1,709.36	1,794.83	1,884.57
130	1,372.82	1,441.47	1,513.53	1,589.20	1,668.67	1,752.10	1,839.71	1,931.69
131	1,406.30	1,476.61	1,550.44	1,627.97	1,709.36	1,794.83	1,884.57	1,978.81
132	1,441.47	1,513.53	1,589.20	1,668.67	1,752.10	1,839.71	1,931.69	2,028.28
133	1,476.61	1,550.44	1,627.97	1,709.36	1,794.83	1,884.57	1,978.81	2,077.75
134	1,513.53	1,589.20	1,668.67	1,752.10	1,839.71	1,931.69	2,028.28	2,129.70
135	1,550.44	1,627.97	1,709.36	1,794.83	1,884.57	1,978.81	2,077.75	2,181.64
136	1,589.20	1,668.67	1,752.10	1,839.71	1,931.69	2,028.28	2,129.70	2,236.19
137	1,627.97	1,709.36	1,794.83	1,884.57	1,978.81	2,077.75	2,181.64	2,290.72
138	1,668.67	1,752.10	1,839.71	1,931.69	2,028.28	2,129.70	2,236.19	2,348.00
139	1,709.36	1,794.83	1,884.57	1,978.81	2,077.75	2,181.64	2,290.72	2,405.26
140	1,752.10	1,839.71	1,931.69	2,028.28	2,129.70	2,236.19	2,348.00	2,465.40
141	1,794.83	1,884.57	1,978.81	2,077.75	2,181.64	2,290.72	2,405.26	2,525.53
142	1,839.71	1,931.69	2,028.28	2,129.70	2,236.19	2,348.00	2,465.40	2,588.67
143	1,884.57	1,978.81	2,077.75	2,181.64	2,290.72	2,405.26	2,525.53	2,651.80
144	1,931.69	2,028.28	2,129.70	2,236.19	2,348.00	2,465.40	2,588.67	2,718.10
145	1,978.81	2,077.75	2,181.64	2,290.72	2,405.26	2,525.53	2,651.80	2,784.39
146	2,028.28	2,129.70	2,236.19	2,348.00	2,465.40	2,588.67	2,718.10	2,854.00
147	2,077.75	2,181.64	2,290.72	2,405.26	2,525.53	2,651.80	2,784.39	2,923.61
148	2,129.70	2,236.19	2,348.00	2,465.40	2,588.67	2,718.10	2,854.00	2,996.69
149	2,181.64	2,290.72	2,405.26	2,525.53	2,651.80	2,784.39	2,923.61	3,069.78
150	2,236.19	2,348.00	2,465.40	2,588.67	2,718.10	2,854.00	2,996.69	3,146.53
151	2,290.72	2,405.26	2,525.53	2,651.80	2,784.39	2,923.61	3,069.78	3,223.27
152	2,348.00	2,465.40	2,588.67	2,718.10	2,854.00	2,996.69	3,146.53	3,303.86
153	2,405.26	2,525.53	2,651.80	2,784.39	2,923.61	3,069.78	3,223.27	3,384.44
154	2,465.40	2,588.67	2,718.10	2,854.00	2,996.69	3,146.53	3,303.86	3,489.05
155	2,525.53	2,651.80	2,784.39	2,923.61	3,069.78	3,223.27	3,384.44	3,553.85
156	2,588.67	2,718.10	2,854.00	2,996.69	3,146.53	3,303.86	3,489.05	3,642.50
157	2,651.80	2,784.39	2,923.61	3,069.78	3,223.27	3,384.44	3,553.85	3,731.34
158	2,718.10	2,854.00	2,996.69	3,146.53	3,303.86	3,489.05	3,642.50	3,824.62
159	2,784.39	2,923.61	3,069.78	3,223.27	3,384.44	3,553.85	3,731.34	3,917.91
160	2,854.00	2,996.69	3,146.53	3,303.86	3,489.05	3,642.50	3,824.62	4,015.86
161	2,923.61	3,069.78	3,223.27	3,384.44	3,553.85	3,731.34	3,917.91	4,113.81
162	2,996.69	3,146.53	3,303.86	3,489.05	3,642.50	3,824.62	4,015.86	4,216.66
163	3,069.78	3,223.27	3,384.44	3,553.85	3,731.34	3,917.91	4,113.81	4,319.51
164	3,146.53	3,303.86	3,469.05	3,642.50	3,824.62	4,015.86	4,216.66	4,427.49
165	3,223.27	3,384.44	3,553.85	3,731.34	3,917.91	4,113.81	4,319.51	4,535.48
166	3,303.86	3,469.05	3,642.50	3,824.62	4,015.86	4,216.66	4,427.49	4,648.86
167	3,384.44	3,553.85	3,731.34	3,917.91	4,113.81	4,319.51	4,535.48	4,762.24
168	3,469.05	3,642.50	3,824.62	4,015.86	4,216.66	4,427.49	4,648.86	4,881.29
169	3,553.85	3,731.34	3,917.91	4,113.81	4,319.51	4,535.48	4,762.24	5,000.35
170	3,642.50	3,824.62	4,015.86	4,216.66	4,427.49	4,648.86	4,881.29	5,125.36
171	3,731.34	3,917.91	4,113.81	4,319.51	4,535.48	4,762.24	5,000.35	5,250.37
172	3,824.62	4,015.86	4,216.66	4,427.49	4,648.86	4,881.29	5,125.36	5,381.63
173	3,917.91	4,113.81	4,319.51	4,535.48	4,762.24	5,000.35	5,250.37	5,512.88
174	4,015.86	4,216.66	4,427.49	4,648.86	4,881.29	5,125.36	5,381.63	5,650.71
175	4,113.81	4,319.51	4,535.48	4,762.24	5,000.35	5,250.37	5,512.88	5,788.53
176	4,216.66	4,427.49	4,648.86	4,881.29	5,125.36	5,381.63	5,650.71	5,933.25
177	4,319.51	4,535.48	4,762.24	5,000.35	5,250.37	5,512.88	5,788.53	6,077.96
178	4,427.49	4,648.86	4,881.29	5,125.36	5,381.63	5,650.71	5,933.25	6,229.91
179	4,535.48	4,762.24	5,000.35	5,250.37	5,512.88	5,788.53	6,077.96	6,381.85
180	4,648.86	4,881.29	5,125.36	5,381.63	5,650.71	5,933.25	6,229.91	6,541.39
181	4,762.24	5,000.35	5,250.37	5,512.88	5,788.53	6,077.96	6,381.85	6,700.94
182	4,881.29	5,125.36	5,381.63	5,650.71	5,933.25	6,229.91	6,541.39	6,868.47
183	5,000.35	5,250.37	5,512.88	5,788.53	6,077.96	6,381.85	6,700.94	7,036.00
184	5,125.36	5,381.63	5,650.71	5,933.25	6,229.91	6,541.39	6,868.47	7,211.89
185	5,250.37	5,512.88	5,788.53	6,077.96	6,381.85	6,700.94	7,036.00	7,387.79
186	5,381.63	5,650.71	5,933.25	6,229.91	6,541.39	6,868.47	7,211.89	7,572.48
187	5,512.88	5,788.53	6,077.96	6,381.85	6,700.94	7,036.00	7,387.79	7,757.17
188	5,650.71	5,933.25	6,229.91	6,541.39	6,868.47	7,211.89	7,572.48	7,951.11
189	5,788.53	6,077.96	6,381.85	6,700.94	7,036.00	7,387.79	7,757.17	8,145.03
190	5,933.25	6,229.91	6,541.39	6,868.47	7,211.89	7,572.48	7,951.11	8,348.66
191	6,077.96	6,381.85	6,700.94	7,036.00	7,387.79	7,757.17	8,145.03	8,552.28
192	6,229.91	6,541.39	6,868.47	7,211.89	7,572.48	7,951.11	8,348.66	8,766.10
193	6,381.85	6,700.94	7,036.00	7,387.79	7,757.17	8,145.03	8,552.28	8,979.90
194	6,541.39	6,868.47	7,211.89	7,572.48	7,951.11	8,348.66	8,766.10	9,204.40
195	6,700.94	7,036.00	7,387.79	7,757.17	8,145.03	8,552.28	8,979.90	9,428.89
196	6,868.47	7,211.89	7,572.48	7,951.11	8,348.66	8,766.10	9,204.40	9,664.62
197	7,036.00	7,387.79	7,757.17	8,145.03	8,552.28	8,979.90	9,428.89	9,900.34
198	7,211.89	7,572.48	7,951.11	8,348.66	8,766.10	9,204.40	9,664.62	10,147.85
199	7,387.79	7,757.17	8,145.03	8,552.28	8,979.90	9,428.89	9,900.34	10,395.35
200	7,572.48	7,951.11	8,348.66	8,766.10	9,204.40	9,664.62	10,147.85	10,655.24

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CITY OF SUSANVILLE GLOBAL RANGE AND STEP MATRIX
2019-2020 PUBLIC WORKS MOU

RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H
101	683.22	717.98	753.24	790.02	830.46	871.99	915.57	961.36
102	700.30	735.52	772.08	810.69	851.23	893.78	937.11	985.38
103	717.38	753.24	790.92	830.46	871.99	915.57	961.36	1,009.41
104	735.32	772.08	810.69	851.23	893.78	937.11	985.38	1,034.68
105	753.24	790.92	830.46	871.99	915.57	961.36	1,009.41	1,059.88
106	772.08	810.69	851.23	893.78	937.11	985.38	1,034.66	1,086.38
107	790.92	830.46	871.99	915.57	961.36	1,009.41	1,059.88	1,112.87
108	810.69	851.23	893.78	937.11	985.38	1,034.66	1,086.38	1,140.69
109	830.46	871.99	915.57	961.36	1,009.41	1,059.88	1,112.87	1,169.51
110	851.23	893.78	937.11	985.38	1,034.66	1,086.38	1,140.69	1,197.73
111	871.99	915.57	961.36	1,009.41	1,059.88	1,112.87	1,168.51	1,226.94
112	893.78	937.11	985.38	1,034.66	1,086.38	1,140.69	1,197.73	1,257.62
113	915.57	961.36	1,009.41	1,059.88	1,112.87	1,168.51	1,226.94	1,288.31
114	938.46	985.38	1,034.66	1,086.38	1,140.69	1,197.73	1,257.62	1,320.53
115	961.36	1,009.41	1,059.88	1,112.87	1,168.51	1,226.94	1,288.31	1,352.73
116	985.38	1,034.66	1,086.38	1,140.69	1,197.73	1,257.62	1,320.53	1,386.55
117	1,009.41	1,059.88	1,112.87	1,168.51	1,226.94	1,288.31	1,352.73	1,420.37
118	1,034.66	1,086.38	1,140.69	1,197.73	1,257.62	1,320.53	1,386.55	1,455.88
119	1,059.88	1,112.87	1,168.51	1,226.94	1,288.31	1,352.73	1,420.37	1,491.38
120	1,086.38	1,140.69	1,197.73	1,257.62	1,320.53	1,386.55	1,455.88	1,528.66
121	1,112.87	1,168.51	1,226.94	1,288.31	1,352.73	1,420.37	1,491.38	1,565.94
122	1,140.69	1,197.73	1,257.62	1,320.53	1,386.55	1,455.88	1,528.66	1,605.09
123	1,168.51	1,226.94	1,288.31	1,352.73	1,420.37	1,491.38	1,565.94	1,644.24
124	1,197.73	1,257.62	1,320.53	1,386.55	1,455.88	1,528.66	1,605.09	1,685.35
125	1,226.94	1,288.31	1,352.73	1,420.37	1,491.38	1,565.94	1,644.24	1,726.45
126	1,257.62	1,320.53	1,386.55	1,455.88	1,528.66	1,605.09	1,685.35	1,769.62
127	1,288.31	1,352.73	1,420.37	1,491.38	1,565.94	1,644.24	1,726.45	1,812.78
128	1,320.53	1,386.55	1,455.88	1,528.66	1,605.09	1,685.35	1,769.62	1,858.10
129	1,352.73	1,420.37	1,491.38	1,565.94	1,644.24	1,726.45	1,812.78	1,903.42
130	1,386.55	1,455.88	1,528.66	1,605.09	1,685.35	1,769.62	1,858.10	1,951.01
131	1,420.37	1,491.38	1,565.94	1,644.24	1,726.45	1,812.78	1,903.42	1,998.60
132	1,455.88	1,528.66	1,605.09	1,685.35	1,769.62	1,858.10	1,951.01	2,048.57
133	1,491.38	1,565.94	1,644.24	1,726.45	1,812.78	1,903.42	1,998.60	2,098.53
134	1,528.66	1,605.09	1,685.35	1,769.62	1,858.10	1,951.01	2,048.57	2,151.00
135	1,565.94	1,644.24	1,726.45	1,812.78	1,903.42	1,998.60	2,098.53	2,203.45
136	1,605.09	1,685.35	1,769.62	1,858.10	1,951.01	2,048.57	2,151.00	2,258.55
137	1,644.24	1,726.45	1,812.78	1,903.42	1,998.60	2,098.53	2,203.45	2,313.63
138	1,685.35	1,769.62	1,858.10	1,951.01	2,048.57	2,151.00	2,258.55	2,371.48
139	1,726.45	1,812.78	1,903.42	1,998.60	2,098.53	2,203.45	2,313.63	2,429.31
140	1,769.62	1,858.10	1,951.01	2,048.57	2,151.00	2,258.55	2,371.48	2,490.06
141	1,812.78	1,903.42	1,998.60	2,098.53	2,203.45	2,313.63	2,429.31	2,550.78
142	1,858.10	1,951.01	2,048.57	2,151.00	2,258.55	2,371.48	2,490.06	2,614.56
143	1,903.42	1,998.60	2,098.53	2,203.45	2,313.63	2,429.31	2,550.78	2,678.32
144	1,951.01	2,048.57	2,151.00	2,258.55	2,371.48	2,490.06	2,614.56	2,745.28
145	1,998.60	2,098.53	2,203.45	2,313.63	2,429.31	2,550.78	2,678.32	2,812.23
146	2,048.57	2,151.00	2,258.55	2,371.48	2,490.06	2,614.56	2,745.28	2,882.54
147	2,098.53	2,203.45	2,313.63	2,429.31	2,550.78	2,678.32	2,812.23	2,952.84
148	2,151.00	2,258.55	2,371.48	2,490.06	2,614.56	2,745.28	2,882.54	3,026.60
149	2,203.45	2,313.63	2,429.31	2,550.78	2,678.32	2,812.23	2,952.84	3,100.48
150	2,258.55	2,371.48	2,490.06	2,614.56	2,745.28	2,882.54	3,026.60	3,178.00
151	2,313.63	2,429.31	2,550.78	2,678.32	2,812.23	2,952.84	3,100.48	3,255.50
152	2,371.48	2,490.06	2,614.56	2,745.28	2,882.54	3,026.60	3,178.00	3,336.90
153	2,429.31	2,550.78	2,678.32	2,812.23	2,952.84	3,100.48	3,255.50	3,418.29
154	2,490.06	2,614.56	2,745.28	2,882.54	3,026.60	3,178.00	3,336.90	3,503.74
155	2,550.78	2,678.32	2,812.23	2,952.84	3,100.48	3,255.50	3,418.29	3,599.19
156	2,614.56	2,745.28	2,882.54	3,026.60	3,178.00	3,336.90	3,503.74	3,678.93
157	2,678.32	2,812.23	2,952.84	3,100.48	3,255.50	3,418.29	3,599.19	3,769.65
158	2,745.28	2,882.54	3,026.60	3,178.00	3,336.90	3,503.74	3,678.93	3,862.87
159	2,812.23	2,952.84	3,100.48	3,255.50	3,418.29	3,599.19	3,769.65	3,957.09
160	2,882.54	3,026.60	3,178.00	3,336.90	3,503.74	3,678.93	3,862.87	4,056.02
161	2,952.84	3,100.48	3,255.50	3,418.29	3,599.19	3,769.65	3,957.09	4,154.94
162	3,026.60	3,178.00	3,336.90	3,503.74	3,678.93	3,862.87	4,056.02	4,258.83
163	3,100.48	3,255.50	3,418.29	3,599.19	3,769.65	3,957.09	4,154.94	4,362.70
164	3,178.00	3,336.90	3,503.74	3,678.93	3,862.87	4,056.02	4,258.83	4,471.76
165	3,255.50	3,418.29	3,599.19	3,769.65	3,957.09	4,154.94	4,362.70	4,580.83
166	3,336.90	3,503.74	3,678.93	3,862.87	4,056.02	4,258.83	4,471.76	4,695.35
167	3,418.29	3,599.19	3,769.65	3,957.09	4,154.94	4,362.70	4,580.83	4,809.86
168	3,503.74	3,678.93	3,862.87	4,056.02	4,258.83	4,471.76	4,695.35	4,930.11
169	3,589.19	3,769.65	3,957.09	4,154.94	4,362.70	4,580.83	4,809.86	5,050.35
170	3,678.93	3,862.87	4,056.02	4,258.83	4,471.76	4,695.35	4,930.11	5,176.61
171	3,769.65	3,957.09	4,154.94	4,362.70	4,580.83	4,809.86	5,050.35	5,302.87
172	3,862.87	4,056.02	4,258.83	4,471.76	4,695.35	4,930.11	5,176.61	5,435.45
173	3,957.09	4,154.94	4,362.70	4,580.83	4,809.86	5,050.35	5,302.87	5,568.01
174	4,056.02	4,258.83	4,471.76	4,695.35	4,930.11	5,176.61	5,435.45	5,701.22
175	4,154.94	4,362.70	4,580.83	4,809.86	5,050.35	5,302.87	5,568.01	5,846.41
176	4,258.83	4,471.76	4,695.35	4,930.11	5,176.61	5,435.45	5,701.22	5,992.58
177	4,362.70	4,580.83	4,809.86	5,050.35	5,302.87	5,568.01	5,846.41	6,138.74
178	4,471.76	4,695.35	4,930.11	5,176.61	5,435.45	5,701.22	5,992.58	6,292.21
179	4,580.83	4,809.86	5,050.35	5,302.87	5,568.01	5,846.41	6,138.74	6,445.67
180	4,695.35	4,930.11	5,176.61	5,435.45	5,701.22	5,992.58	6,292.21	6,606.81
181	4,809.86	5,050.35	5,302.87	5,568.01	5,846.41	6,138.74	6,445.67	6,767.95
182	4,930.11	5,176.61	5,435.45	5,701.22	5,992.58	6,292.21	6,606.81	6,931.16
183	5,050.35	5,302.87	5,568.01	5,846.41	6,138.74	6,445.67	6,767.95	7,106.36
184	5,176.61	5,435.45	5,701.22	5,992.58	6,292.21	6,606.81	6,931.16	7,284.01
185	5,302.87	5,568.01	5,846.41	6,138.74	6,445.67	6,767.95	7,106.36	7,461.66
186	5,435.45	5,701.22	5,992.58	6,292.21	6,606.81	6,931.16	7,284.01	7,648.21
187	5,568.01	5,846.41	6,138.74	6,445.67	6,767.95	7,106.36	7,461.66	7,834.75
188	5,701.22	5,992.58	6,292.21	6,606.81	6,931.16	7,284.01	7,648.21	8,030.62
189	5,846.41	6,138.74	6,445.67	6,767.95	7,106.36	7,461.66	7,834.75	8,226.48
190	5,992.58	6,292.21	6,606.81	6,931.16	7,284.01	7,648.21	8,030.62	8,432.15
191	6,138.74	6,445.67	6,767.95	7,106.36	7,461.66	7,834.75	8,226.48	8,637.81
192	6,292.21	6,606.81	6,931.16	7,284.01	7,648.21	8,030.62	8,432.15	8,853.70
193	6,445.67	6,767.95	7,106.36	7,461.66	7,834.75	8,226.48	8,637.81	9,069.70
194	6,606.81	6,931.16	7,284.01	7,648.21	8,030.62	8,432.15	8,853.70	9,296.44
195	6,767.95	7,106.36	7,461.66	7,834.75	8,226.48	8,637.81	9,069.70	9,523.18
196	6,931.16	7,284.01	7,648.21	8,030.62	8,432.15	8,853.70	9,296.44	9,761.27
197	7,106.36	7,461.66	7,834.75	8,226.48	8,637.81	9,069.70	9,523.18	9,999.34
198	7,284.01	7,648.21	8,030.62	8,432.15	8,853.70	9,296.44	9,761.27	10,249.33
199	7,461.66	7,834.75	8,226.48	8,637.81	9,069.70	9,523.18	9,999.34	10,499.31
200	7,648.21	8,030.62	8,432.15	8,853.70	9,296.44	9,761.27	10,249.33	10,761.80

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CITY OF SUSANVILLE GLOBAL RANGE AND STEP MATRIX
2020-2021 PUBLIC WORKS MOU

RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H
101	690.05	724.55	760.78	798.83	838.77	880.71	924.73	970.97
102	707.30	742.67	779.80	818.80	859.74	902.72	946.49	995.24
103	724.55	760.78	798.83	838.77	880.71	924.73	970.97	1,019.51
104	742.67	779.80	818.80	859.74	902.72	946.49	995.24	1,045.00
105	760.78	798.83	838.77	880.71	924.73	970.97	1,019.51	1,070.48
106	779.80	818.80	859.74	902.72	946.49	995.24	1,045.00	1,097.24
107	798.83	838.77	880.71	924.73	970.97	1,019.51	1,070.48	1,124.00
108	818.80	859.74	902.72	946.49	995.24	1,045.00	1,097.24	1,152.09
109	838.77	880.71	924.73	970.97	1,019.51	1,070.48	1,124.00	1,180.19
110	859.74	902.72	946.49	995.24	1,045.00	1,097.24	1,152.09	1,209.71
111	880.71	924.73	970.97	1,019.51	1,070.48	1,124.00	1,180.19	1,239.21
112	902.72	946.49	995.24	1,045.00	1,097.24	1,152.09	1,209.71	1,270.20
113	924.73	970.97	1,019.51	1,070.48	1,124.00	1,180.19	1,239.21	1,301.19
114	947.85	995.24	1,045.00	1,097.24	1,152.09	1,209.71	1,270.20	1,333.73
115	970.97	1,019.51	1,070.48	1,124.00	1,180.19	1,239.21	1,301.19	1,368.25
116	995.24	1,045.00	1,097.24	1,152.09	1,209.71	1,270.20	1,333.73	1,400.41
117	1,019.51	1,070.48	1,124.00	1,180.19	1,239.21	1,301.19	1,368.25	1,434.57
118	1,045.00	1,097.24	1,152.09	1,209.71	1,270.20	1,333.73	1,400.41	1,470.44
119	1,070.48	1,124.00	1,180.19	1,239.21	1,301.19	1,368.25	1,434.57	1,506.29
120	1,097.24	1,152.09	1,209.71	1,270.20	1,333.73	1,400.41	1,470.44	1,543.95
121	1,124.00	1,180.19	1,239.21	1,301.19	1,368.25	1,434.57	1,506.29	1,581.60
122	1,152.09	1,209.71	1,270.20	1,333.73	1,400.41	1,470.44	1,543.95	1,621.15
123	1,180.19	1,239.21	1,301.19	1,368.25	1,434.57	1,506.29	1,581.60	1,660.89
124	1,209.71	1,270.20	1,333.73	1,400.41	1,470.44	1,543.95	1,621.15	1,702.21
125	1,239.21	1,301.19	1,368.25	1,434.57	1,506.29	1,581.60	1,660.89	1,743.72
126	1,270.20	1,333.73	1,400.41	1,470.44	1,543.95	1,621.15	1,702.21	1,787.32
127	1,301.19	1,368.25	1,434.57	1,506.29	1,581.60	1,660.89	1,743.72	1,830.90
128	1,333.73	1,400.41	1,470.44	1,543.95	1,621.15	1,702.21	1,787.32	1,876.69
129	1,366.25	1,434.57	1,506.29	1,581.60	1,660.89	1,743.72	1,830.90	1,922.45
130	1,400.41	1,470.44	1,543.95	1,621.15	1,702.21	1,787.32	1,876.69	1,970.52
131	1,434.57	1,506.29	1,581.60	1,660.89	1,743.72	1,830.90	1,922.45	2,018.59
132	1,470.44	1,543.95	1,621.15	1,702.21	1,787.32	1,876.69	1,970.52	2,069.05
133	1,506.29	1,581.60	1,660.89	1,743.72	1,830.90	1,922.45	2,018.59	2,119.52
134	1,543.95	1,621.15	1,702.21	1,787.32	1,876.69	1,970.52	2,069.05	2,172.51
135	1,581.60	1,660.89	1,743.72	1,830.90	1,922.45	2,018.59	2,119.52	2,225.49
136	1,621.15	1,702.21	1,787.32	1,876.69	1,970.52	2,069.05	2,172.51	2,281.13
137	1,660.89	1,743.72	1,830.90	1,922.45	2,018.59	2,119.52	2,225.49	2,336.77
138	1,702.21	1,787.32	1,876.69	1,970.52	2,069.05	2,172.51	2,281.13	2,395.19
139	1,743.72	1,830.90	1,922.45	2,018.59	2,119.52	2,225.49	2,336.77	2,453.61
140	1,787.32	1,876.69	1,970.52	2,069.05	2,172.51	2,281.13	2,395.19	2,514.96
141	1,830.90	1,922.45	2,018.59	2,119.52	2,225.49	2,336.77	2,453.61	2,576.29
142	1,876.69	1,970.52	2,069.05	2,172.51	2,281.13	2,395.19	2,514.96	2,640.70
143	1,922.45	2,018.59	2,119.52	2,225.49	2,336.77	2,453.61	2,576.29	2,705.10
144	1,970.52	2,069.05	2,172.51	2,281.13	2,395.19	2,514.96	2,640.70	2,772.73
145	2,018.59	2,119.52	2,225.49	2,336.77	2,453.61	2,576.29	2,705.10	2,840.36
146	2,069.05	2,172.51	2,281.13	2,395.19	2,514.96	2,640.70	2,772.73	2,911.36
147	2,119.52	2,225.49	2,336.77	2,453.61	2,576.29	2,705.10	2,840.36	2,982.37
148	2,172.51	2,281.13	2,395.19	2,514.96	2,640.70	2,772.73	2,911.36	3,056.93
149	2,225.49	2,336.77	2,453.61	2,576.29	2,705.10	2,840.36	2,982.37	3,131.48
150	2,281.13	2,395.19	2,514.96	2,640.70	2,772.73	2,911.36	3,056.93	3,209.78
151	2,336.77	2,453.61	2,576.29	2,705.10	2,840.36	2,982.37	3,131.48	3,288.06
152	2,395.19	2,514.96	2,640.70	2,772.73	2,911.36	3,056.93	3,209.78	3,370.27
153	2,453.61	2,576.29	2,705.10	2,840.36	2,982.37	3,131.48	3,288.06	3,452.47
154	2,514.96	2,640.70	2,772.73	2,911.36	3,056.93	3,209.78	3,370.27	3,538.78
155	2,576.29	2,705.10	2,840.36	2,982.37	3,131.48	3,288.06	3,452.47	3,625.08
156	2,640.70	2,772.73	2,911.36	3,056.93	3,209.78	3,370.27	3,538.78	3,715.72
157	2,705.10	2,840.36	2,982.37	3,131.48	3,288.06	3,452.47	3,625.08	3,806.34
158	2,772.73	2,911.36	3,056.93	3,209.78	3,370.27	3,538.78	3,715.72	3,901.50
159	2,840.36	2,982.37	3,131.48	3,288.06	3,452.47	3,625.08	3,806.34	3,996.66
160	2,911.36	3,056.93	3,209.78	3,370.27	3,538.78	3,715.72	3,901.50	4,096.58
161	2,982.37	3,131.48	3,288.06	3,452.47	3,625.08	3,806.34	3,996.66	4,196.49
162	3,056.93	3,209.78	3,370.27	3,538.78	3,715.72	3,901.50	4,096.58	4,301.42
163	3,131.48	3,288.06	3,452.47	3,625.08	3,806.34	3,996.66	4,196.49	4,406.33
164	3,209.78	3,370.27	3,538.78	3,715.72	3,901.50	4,096.58	4,301.42	4,516.48
165	3,288.06	3,452.47	3,625.08	3,806.34	3,996.66	4,196.49	4,406.33	4,626.64
166	3,370.27	3,538.78	3,715.72	3,901.50	4,096.58	4,301.42	4,516.48	4,742.31
167	3,452.47	3,625.08	3,806.34	3,996.66	4,196.49	4,406.33	4,626.64	4,857.96
168	3,538.78	3,715.72	3,901.50	4,096.58	4,301.42	4,516.48	4,742.31	4,979.41
169	3,625.08	3,806.34	3,996.66	4,196.49	4,406.33	4,626.64	4,857.96	5,100.86
170	3,715.72	3,901.50	4,096.58	4,301.42	4,516.48	4,742.31	4,979.41	5,228.39
171	3,806.34	3,996.66	4,196.49	4,406.33	4,626.64	4,857.96	5,100.86	5,355.90
172	3,901.50	4,096.58	4,301.42	4,516.48	4,742.31	4,979.41	5,228.39	5,489.80
173	3,996.66	4,196.49	4,406.33	4,626.64	4,857.96	5,100.86	5,355.90	5,623.69
174	4,096.58	4,301.42	4,516.48	4,742.31	4,979.41	5,228.39	5,489.80	5,764.29
175	4,196.49	4,406.33	4,626.64	4,857.96	5,100.86	5,355.90	5,623.69	5,904.88
176	4,301.42	4,516.48	4,742.31	4,979.41	5,228.39	5,489.80	5,764.29	6,052.51
177	4,406.33	4,626.64	4,857.96	5,100.86	5,355.90	5,623.69	5,904.88	6,200.12
178	4,516.48	4,742.31	4,979.41	5,228.39	5,489.80	5,764.29	6,052.51	6,351.12
179	4,626.64	4,857.96	5,100.86	5,355.90	5,623.69	5,904.88	6,200.12	6,510.12
180	4,742.31	4,979.41	5,228.39	5,489.80	5,764.29	6,052.51	6,351.12	6,672.87
181	4,857.96	5,100.86	5,355.90	5,623.69	5,904.88	6,200.12	6,510.12	6,835.63
182	4,979.41	5,228.39	5,489.80	5,764.29	6,052.51	6,351.12	6,672.87	7,006.53
183	5,100.86	5,355.90	5,623.69	5,904.88	6,200.12	6,510.12	6,835.63	7,177.42
184	5,228.39	5,489.80	5,764.29	6,052.51	6,351.12	6,672.87	7,006.53	7,356.85
185	5,355.90	5,623.69	5,904.88	6,200.12	6,510.12	6,835.63	7,177.42	7,536.28
186	5,489.80	5,764.29	6,052.51	6,351.12	6,672.87	7,006.53	7,356.85	7,724.69
187	5,623.69	5,904.88	6,200.12	6,510.12	6,835.63	7,177.42	7,536.28	7,913.09
188	5,764.29	6,052.51	6,351.12	6,672.87	7,006.53	7,356.85	7,724.69	8,110.93
189	5,904.88	6,200.12	6,510.12	6,835.63	7,177.42	7,536.28	7,913.09	8,308.75
190	6,052.51	6,351.12	6,672.87	7,006.53	7,356.85	7,724.69	8,110.92	8,516.47
191	6,200.12	6,510.12	6,835.63	7,177.42	7,536.28	7,913.09	8,308.75	8,724.19
192	6,351.12	6,672.87	7,006.53	7,356.85	7,724.69	8,110.92	8,516.47	8,942.29
193	6,510.12	6,835.63	7,177.42	7,536.28	7,913.09	8,308.75	8,724.19	9,160.39
194	6,672.87	7,006.53	7,356.85	7,724.69	8,110.92	8,516.47	8,942.29	9,389.41
195	6,835.63	7,177.42	7,536.28	7,913.09	8,308.75	8,724.19	9,160.39	9,618.41
196	7,006.53	7,356.85	7,724.69	8,110.92	8,516.47	8,942.29	9,389.41	9,858.88
197	7,177.42	7,536.28	7,913.09	8,308.75	8,724.19	9,160.39	9,618.41	10,093.34
198	7,356.85	7,724.69	8,110.92	8,516.47	8,942.29	9,389.41	9,858.88	10,351.82
199	7,536.28	7,913.09	8,308.75	8,724.19	9,160.39	9,618.41	10,093.34	10,604.30
200	7,724.69	8,110.92	8,516.47	8,942.29	9,389.41	9,858.88	10,351.82	10,869.41



CITY OF SUSANVILLE

Residency Policy for Employees with Emergency/Urgent Response Duties

Adopted _____, Last Updated _____

1. Introduction

This policy establishes a requirement for all employees in the below-mentioned job categories to reside within a reasonable proximity to their place of employment to allow them to respond within the timeframes set forth below. This policy applies to employees in the below-mentioned job categories hired by the City of Susanville after this policy takes effect and to current employees of the City of Susanville in the below-mentioned job categories if the current employee changes his or her residence after this policy takes effect.

The job categories for which this policy applies are:

- A. All sworn officers working for the City of Susanville Police Department. This includes but is not limited to: full-time sworn officers (including supervisors), part-time sworn officers and reserve officers.
- B. All City of Susanville Fire Department personnel (including supervisors).
- C. All City of Susanville Public Works personnel (including supervisors).

2. Requirements

The following requirements apply to each employee hired after January 1, 2018 by the City of Susanville in the above-mentioned job categories.

- A. For purposes of this policy, RESIDENCE means the house or other fixed abode where the employee lives full time, the address of which the employee must have on file with the City.
- B. The RESIDENCE of the employee must be within a 35-minute drive of the department office applicable to the employee's employment with the City. For example, public works employees' department office will be the public works department office.
- C. The drive time of the employee will be determined by entering the address of the employee residence and the location of his or her respective department office in the City of Susanville into an internet based mapping system selected at the sole discretion of the City, such as Google Maps assuming fair-whether driving conditions. A copy of the printout of the mapping system showing drive time from the department office to the residence will be kept by the City.
- D. When instructed by his or her employer or supervisor, each employee must respond to an emergency or urgent situation connected to his or her employment with the City of

Susanville. An exception to this requirement is when the employee is on a previously authorized vacation or other approved leave, or has traveled outside of a 100-mile radius of the department office applicable to that City employee.

- E. Employees will be compensated as currently outlined in their respective Memorandum of Understanding and Employee Handbook and will not be eligible for any additional compensation as a result of these requirements.

3. Purpose

The above-mentioned job categories include critical job functions that require the employees who perform the jobs to respond to emergency or urgent situations connected to their employment with the City of Susanville. From time to time, emergency or urgent situations arise and additional employees must be called to assist with the urgent or emergency situation. The City of Susanville is located in the high desert and weather conditions such as rain, snow, ice and wind cause road closures, making it difficult for employees to report to their place of employment at various times throughout the year if the location of the employee's RESIDENCE requires too much time to arrive at the worksite. Varied road types including but not limited to mountain passes, unmaintained dirt roads and steep windy roads surrounding the City of Susanville make it necessary for the proximity of the employee to his or her place of employment or the city limits to be measured in drive time and not miles. To protect the health, safety and welfare of the people and property within the City of Susanville during emergencies or urgent situations, employees with the above-mentioned job descriptions must be able to respond to an emergency or urgent situation within a reasonable time. Requiring future employees or current employees who change their residence after this policy takes effect to live within a 35-minute drive of his or her place of employment best serves the legitimate interests of the City.

4. Violation of Policy

Violation of this policy will result in a notice to cure the violation within 30 days. Failure to cure the violation within 30 days will result in termination of employment within 14 days of the deadline to cure the violation.

5. Administrative Exception/Override

In the event an employee can prove a hardship due to this requirement, the City Administrator shall have the authority to waive this residency requirement. The employee shall provide, in writing, a statement regarding the hardship, including evidence supporting said hardship, for the Administrator's review and consideration. The Administrator will have 15 days to determine whether or not a hardship exists and will notify the employee, in writing, of his/her response.

