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

PUBLIC WORKS EMPLOYEES

July 1, 2015 through and including June 30, 2016

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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, 2015 through June 30, 2016 salaries shall be increased by 1% as shown in Exhibit B of the City's Global Range and Step Matrix.

C Longevity:
When an employee has been at Step E for two years, he/she may, according to merit, be moved to Sept 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. 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 and goes to Step F for two years, then is eligible to move to Step G. Longevity ends at Step G.

D 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

The City shall continue to make all of City share and all of Employee share of contributions to the Public Employees' Retirement System for each eligible employee sufficient to maintain the 3% at 60, single-highest year. 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 C.

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 $100 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 for 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 cash or compensating time off.

D No employee subject to the terms of the MOU shall accrue more than 240 hours of compensatory time off. Employee may elect to receive lump sum cash out for compensatory time between September 1 and December 1 of each year of this MOU. Lump sum cash out may not exceed 40 hours in any one fiscal year.

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 the 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.

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 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.

27 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.

28 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.

29 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.

30 TERM OF THE MEMORANDUM OF UNDERSTANDING

This MOU shall remain in effect for the period of July 1, 2015 through and including June 30, 2016 or until a successor agreement is rendered, unless a specific provision provides for a different commencement and/or termination date.

Dated this _____ day of _____, 2015

31 AUTHORIZED SIGNATURES

CITY OF SUSANVILLE

Brian R. Wilson, Mayor

OPERATING ENGINEERS LOCAL UNION NO. 3, PUBLIC WORKS EMPLOYEES

Russ Burns, Business Manager

Jared G. Hancock, City Administrator

Dan Reding
esident

ATTEST:

Gwenna MacDonald, City Clerk

Jim Sullivan, Rec/Corr Secretary

APPROVED AS TO FORM:

Jessica Ryan, City Attorney

Rick Davis, Director of Public Employees

Art Frolli, Business Representative

Reuben Downing, Employee Representative

Robert Godman, Employee Representative

EXHIBIT A
PUBLIC WORKS UNIT
SALARY RANGES
FY 2015/2016

POSITION	RANGE
Maintenance Worker I Meter Reader	121
Maintenance Worker II	125
Gas Technician II Mechanic II Streets maintenance Operator II Water System Operator II Water/Gas Technician II	130
Gas Technician III Mechanic III Streets Maintenance Operator III Water System Operator III	135
Fleet Maintenance Supervisor Gas Utility Supervisor Parks/Facilities Maintenance Supervisor Streets Maintenance Supervisor Water Utility Supervisor	140

CITY OF SUSANVILLE GLOBAL RANGE AND STEP MATRIX
2015-2016 PUBLIC WORKS MOU

RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
101	614.00	644.70	676.94	710.79	746.33	783.65	822.82
102	629.35	660.83	693.87	728.56	765.00	803.23	842.18
103	644.70	676.94	710.79	746.33	783.65	822.82	863.97
104	660.83	693.87	728.56	765.00	803.23	842.18	885.56
105	676.94	710.79	746.33	783.65	822.82	863.97	907.15
106	693.87	728.56	765.00	803.23	842.18	885.56	929.84
107	710.79	746.33	783.65	822.82	863.97	907.15	952.51
108	728.56	765.00	803.23	842.18	885.56	929.84	976.32
109	746.33	783.65	822.82	863.97	907.15	952.51	1,000.13
110	765.00	803.23	842.18	885.56	929.84	976.32	1,025.13
111	783.65	822.82	863.97	907.15	952.51	1,000.13	1,050.13
112	803.23	842.18	885.56	929.84	976.32	1,025.13	1,076.39
113	822.82	863.97	907.15	952.51	1,000.13	1,050.13	1,102.64
114	843.39	885.56	929.84	976.32	1,025.13	1,076.39	1,130.22
115	863.97	907.15	952.51	1,000.13	1,050.13	1,102.64	1,157.80
116	885.56	929.84	976.32	1,025.13	1,076.39	1,130.22	1,186.75
117	907.15	952.51	1,000.13	1,050.13	1,102.64	1,157.80	1,215.69
118	929.84	976.32	1,025.13	1,076.39	1,130.22	1,186.75	1,246.08
119	952.51	1,000.13	1,050.13	1,102.64	1,157.80	1,215.69	1,276.48
120	976.32	1,025.13	1,076.39	1,130.22	1,186.75	1,246.08	1,308.39
121	1,000.13	1,050.13	1,102.64	1,157.80	1,215.69	1,276.48	1,340.30
122	1,025.13	1,076.39	1,130.22	1,186.75	1,246.08	1,308.39	1,373.80
123	1,050.13	1,102.64	1,157.80	1,215.69	1,276.48	1,340.30	1,407.30
124	1,076.39	1,130.22	1,186.75	1,246.08	1,308.39	1,373.80	1,442.49
125	1,102.64	1,157.80	1,215.69	1,276.48	1,340.30	1,407.30	1,477.67
126	1,130.22	1,186.75	1,246.08	1,308.39	1,373.80	1,442.49	1,514.62
127	1,157.80	1,215.69	1,276.48	1,340.30	1,407.30	1,477.67	1,551.55
128	1,186.75	1,246.08	1,308.39	1,373.80	1,442.49	1,514.62	1,590.35
129	1,215.69	1,276.48	1,340.30	1,407.30	1,477.67	1,551.55	1,629.13
130	1,246.08	1,308.39	1,373.80	1,442.49	1,514.62	1,590.35	1,669.87
131	1,276.48	1,340.30	1,407.30	1,477.67	1,551.55	1,629.13	1,710.59
132	1,308.39	1,373.80	1,442.49	1,514.62	1,590.35	1,669.87	1,753.36
133	1,340.30	1,407.30	1,477.67	1,551.55	1,629.13	1,710.59	1,796.13
134	1,373.80	1,442.49	1,514.62	1,590.35	1,669.87	1,753.36	1,841.04
135	1,407.30	1,477.67	1,551.55	1,629.13	1,710.59	1,796.13	1,885.94
136	1,442.49	1,514.62	1,590.35	1,669.87	1,753.36	1,841.04	1,933.09
137	1,477.67	1,551.55	1,629.13	1,710.59	1,796.13	1,885.94	1,980.23
138	1,514.62	1,590.35	1,669.87	1,753.36	1,841.04	1,933.09	2,029.74
139	1,551.55	1,629.13	1,710.59	1,796.13	1,885.94	1,980.23	2,079.25
140	1,590.35	1,669.87	1,753.36	1,841.04	1,933.09	2,029.74	2,131.23
141	1,629.13	1,710.59	1,796.13	1,885.94	1,980.23	2,079.25	2,183.21
142	1,669.87	1,753.36	1,841.04	1,933.09	2,029.74	2,131.23	2,237.80
143	1,710.59	1,796.13	1,885.94	1,980.23	2,079.25	2,183.21	2,292.38
144	1,753.36	1,841.04	1,933.09	2,029.74	2,131.23	2,237.80	2,349.69
145	1,796.13	1,885.94	1,980.23	2,079.25	2,183.21	2,292.38	2,406.99
146	1,841.04	1,933.09	2,029.74	2,131.23	2,237.80	2,349.69	2,467.17
147	1,885.94	1,980.23	2,079.25	2,183.21	2,292.38	2,406.99	2,527.34
148	1,933.09	2,029.74	2,131.23	2,237.80	2,349.69	2,467.17	2,590.52
149	1,980.23	2,079.25	2,183.21	2,292.38	2,406.99	2,527.34	2,653.71
150	2,029.74	2,131.23	2,237.80	2,349.69	2,467.17	2,590.52	2,720.04
151	2,079.25	2,183.21	2,292.38	2,406.99	2,527.34	2,653.71	2,786.38
152	2,131.23	2,237.80	2,349.69	2,467.17	2,590.52	2,720.04	2,856.05
153	2,183.21	2,292.38	2,406.99	2,527.34	2,653.71	2,786.38	2,925.70
154	2,237.80	2,349.69	2,467.17	2,590.52	2,720.04	2,856.05	2,998.85
155	2,292.38	2,406.99	2,527.34	2,653.71	2,786.38	2,925.70	3,071.99
156	2,349.69	2,467.17	2,590.52	2,720.04	2,856.05	2,998.85	3,148.79
157	2,406.99	2,527.34	2,653.71	2,786.38	2,925.70	3,071.99	3,225.59
158	2,467.17	2,590.52	2,720.04	2,856.05	2,998.85	3,148.79	3,306.23
159	2,527.34	2,653.71	2,786.38	2,925.70	3,071.99	3,225.59	3,386.87
160	2,590.52	2,720.04	2,856.05	2,998.85	3,148.79	3,306.23	3,471.54
161	2,653.71	2,786.38	2,925.70	3,071.99	3,225.59	3,386.87	3,556.22
162	2,720.04	2,856.05	2,998.85	3,148.79	3,306.23	3,471.54	3,645.13
163	2,786.38	2,925.70	3,071.99	3,225.59	3,386.87	3,556.22	3,734.02
164	2,856.05	2,998.85	3,148.79	3,306.23	3,471.54	3,645.13	3,827.39
165	2,925.70	3,071.99	3,225.59	3,386.87	3,556.22	3,734.02	3,920.74
166	2,998.85	3,148.79	3,306.23	3,471.54	3,645.13	3,827.39	4,018.75
167	3,071.99	3,225.59	3,386.87	3,556.22	3,734.02	3,920.74	4,116.77
168	3,148.79	3,306.23	3,471.54	3,645.13	3,827.39	4,018.75	4,219.69
169	3,225.59	3,386.87	3,556.22	3,734.02	3,920.74	4,116.77	4,322.60
170	3,306.23	3,471.54	3,645.13	3,827.39	4,018.75	4,219.69	4,430.66
171	3,386.87	3,556.22	3,734.02	3,920.74	4,116.77	4,322.60	4,538.72
172	3,471.54	3,645.13	3,827.39	4,018.75	4,219.69	4,430.66	4,652.19
173	3,556.22	3,734.02	3,920.74	4,116.77	4,322.60	4,538.72	4,765.66
174	3,645.13	3,827.39	4,018.75	4,219.69	4,430.66	4,652.19	4,884.81
175	3,734.02	3,920.74	4,116.77	4,322.60	4,538.72	4,765.66	5,003.94
176	3,827.39	4,018.75	4,219.69	4,430.66	4,652.19	4,884.81	5,129.04
177	3,920.74	4,116.77	4,322.60	4,538.72	4,765.66	5,003.94	5,254.14
178	4,018.75	4,219.69	4,430.66	4,652.19	4,884.81	5,129.04	5,385.50
179	4,116.77	4,322.60	4,538.72	4,765.66	5,003.94	5,254.14	5,516.85
180	4,219.69	4,430.66	4,652.19	4,884.81	5,129.04	5,385.50	5,654.77
181	4,322.60	4,538.72	4,765.66	5,003.94	5,254.14	5,516.85	5,792.69
182	4,430.66	4,652.19	4,884.81	5,129.04	5,385.50	5,654.77	5,937.50
183	4,538.72	4,765.66	5,003.94	5,254.14	5,516.85	5,792.69	6,082.32
184	4,652.19	4,884.81	5,129.04	5,385.50	5,654.77	5,937.50	6,234.39
185	4,765.66	5,003.94	5,254.14	5,516.85	5,792.69	6,082.32	6,386.45
186	4,884.81	5,129.04	5,385.50	5,654.77	5,937.50	6,234.39	6,546.10
187	5,003.94	5,254.14	5,516.85	5,792.69	6,082.32	6,386.45	6,705.76
188	5,129.04	5,385.50	5,654.77	5,937.50	6,234.39	6,546.10	6,873.40
189	5,254.14	5,516.85	5,792.69	6,082.32	6,386.45	6,705.76	7,041.04
190	5,385.50	5,654.77	5,937.50	6,234.39	6,546.10	6,873.40	7,217.07
191	5,516.85	5,792.69	6,082.32	6,386.45	6,705.76	7,041.04	7,393.10
192	5,654.77	5,937.50	6,234.39	6,546.10	6,873.40	7,217.07	7,577.93
193	5,792.69	6,082.32	6,386.45	6,705.76	7,041.04	7,393.10	7,762.75
194	5,937.50	6,234.39	6,546.10	6,873.40	7,217.07	7,577.93	7,956.82
195	6,082.32	6,386.45	6,705.76	7,041.04	7,393.10	7,762.75	8,150.89
196	6,234.39	6,546.10	6,873.40	7,217.07	7,577.93	7,956.82	8,354.66
197	6,386.45	6,705.76	7,041.04	7,393.10	7,762.75	8,150.89	8,558.43
198	6,546.10	6,873.40	7,217.07	7,577.93	7,956.82	8,354.66	8,772.40
199	6,705.76	7,041.04	7,393.10	7,762.75	8,150.89	8,558.43	8,966.35
200	6,873.40	7,217.07	7,577.93	7,956.82	8,354.66	8,772.40	9,211.02

CITY OF SUSANVILLE GLOBAL RANGE AND STEP MATRIX
2015-2016 PUBLIC WORKS MOU

RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
101	614.00	644.70	676.94	710.79	746.33	783.65	822.82
102	629.35	660.83	693.87	728.56	765.00	803.23	842.18
103	644.70	676.94	710.79	746.33	783.65	822.82	863.97
104	660.83	693.87	728.56	765.00	803.23	842.18	885.56
105	676.94	710.79	746.33	783.65	822.82	863.97	907.15
106	693.87	728.56	765.00	803.23	842.18	885.56	929.84
107	710.79	746.33	783.65	822.82	863.97	907.15	952.51
108	728.56	765.00	803.23	842.18	885.56	929.84	976.32
109	746.33	783.65	822.82	863.97	907.15	952.51	1,000.13
110	765.00	803.23	842.18	885.56	929.84	976.32	1,025.13
111	783.65	822.82	863.97	907.15	952.51	1,000.13	1,050.13
112	803.23	842.18	885.56	929.84	976.32	1,025.13	1,076.39
113	822.82	863.97	907.15	952.51	1,000.13	1,050.13	1,102.64
114	843.39	885.56	929.84	976.32	1,025.13	1,076.39	1,130.22
115	863.97	907.15	952.51	1,000.13	1,050.13	1,102.64	1,157.80
116	885.56	929.84	976.32	1,025.13	1,076.39	1,130.22	1,186.75
117	907.15	952.51	1,000.13	1,050.13	1,102.64	1,157.80	1,215.69
118	929.84	976.32	1,025.13	1,076.39	1,130.22	1,186.75	1,246.08
119	952.51	1,000.13	1,050.13	1,102.64	1,157.80	1,215.69	1,276.48
120	976.32	1,025.13	1,076.39	1,130.22	1,186.75	1,246.08	1,308.39
121	1,000.13	1,050.13	1,102.64	1,157.80	1,215.69	1,276.48	1,340.30
122	1,025.13	1,076.39	1,130.22	1,186.75	1,246.08	1,308.39	1,373.80
123	1,050.13	1,102.64	1,157.80	1,215.69	1,276.48	1,340.30	1,407.30
124	1,076.39	1,130.22	1,186.75	1,246.08	1,308.39	1,373.80	1,442.49
125	1,102.64	1,157.80	1,215.69	1,276.48	1,340.30	1,407.30	1,477.67
126	1,130.22	1,186.75	1,246.08	1,308.39	1,373.80	1,442.49	1,514.62
127	1,157.80	1,215.69	1,276.48	1,340.30	1,407.30	1,477.67	1,551.55
128	1,186.75	1,246.08	1,308.39	1,373.80	1,442.49	1,514.62	1,590.35
129	1,215.69	1,276.48	1,340.30	1,407.30	1,477.67	1,551.55	1,629.13
130	1,246.08	1,308.39	1,373.80	1,442.49	1,514.62	1,590.35	1,669.87
131	1,276.48	1,340.30	1,407.30	1,477.67	1,551.55	1,629.13	1,710.59
132	1,308.39	1,373.80	1,442.49	1,514.62	1,590.35	1,669.87	1,753.36
133	1,340.30	1,407.30	1,477.67	1,551.55	1,629.13	1,710.59	1,796.13
134	1,373.80	1,442.49	1,514.62	1,590.35	1,669.87	1,753.36	1,841.04
135	1,407.30	1,477.67	1,551.55	1,629.13	1,710.59	1,796.13	1,885.94
136	1,442.49	1,514.62	1,590.35	1,669.87	1,753.36	1,841.04	1,933.09
137	1,477.67	1,551.55	1,629.13	1,710.59	1,796.13	1,885.94	1,980.23
138	1,514.62	1,590.35	1,669.87	1,753.36	1,841.04	1,933.09	2,029.74
139	1,551.55	1,629.13	1,710.59	1,796.13	1,885.94	1,980.23	2,079.25
140	1,590.35	1,669.87	1,753.36	1,841.04	1,933.09	2,029.74	2,131.23
141	1,629.13	1,710.59	1,796.13	1,885.94	1,980.23	2,079.25	2,183.21
142	1,669.87	1,753.36	1,841.04	1,933.09	2,029.74	2,131.23	2,237.80
143	1,710.59	1,796.13	1,885.94	1,980.23	2,079.25	2,183.21	2,292.38
144	1,753.36	1,841.04	1,933.09	2,029.74	2,131.23	2,237.80	2,349.69
145	1,796.13	1,885.94	1,980.23	2,079.25	2,183.21	2,292.38	2,406.99
146	1,841.04	1,933.09	2,029.74	2,131.23	2,237.80	2,349.69	2,467.17
147	1,885.94	1,980.23	2,079.25	2,183.21	2,292.38	2,406.99	2,527.34
148	1,933.09	2,029.74	2,131.23	2,237.80	2,349.69	2,467.17	2,590.52
149	1,980.23	2,079.25	2,183.21	2,292.38	2,406.99	2,527.34	2,653.71
150	2,029.74	2,131.23	2,237.80	2,349.69	2,467.17	2,590.52	2,720.04
151	2,079.25	2,183.21	2,292.38	2,406.99	2,527.34	2,653.71	2,786.38
152	2,131.23	2,237.80	2,349.69	2,467.17	2,590.52	2,720.04	2,856.05
153	2,183.21	2,292.38	2,406.99	2,527.34	2,653.71	2,786.38	2,925.70
154	2,237.80	2,349.69	2,467.17	2,590.52	2,720.04	2,856.05	2,998.85
155	2,292.38	2,406.99	2,527.34	2,653.71	2,786.38	2,925.70	3,071.99
156	2,349.69	2,467.17	2,590.52	2,720.04	2,856.05	2,998.85	3,148.79
157	2,406.99	2,527.34	2,653.71	2,786.38	2,925.70	3,071.99	3,225.59
158	2,467.17	2,590.52	2,720.04	2,856.05	2,998.85	3,148.79	3,306.23
159	2,527.34	2,653.71	2,786.38	2,925.70	3,071.99	3,225.59	3,386.87
160	2,590.52	2,720.04	2,856.05	2,998.85	3,148.79	3,306.23	3,471.54
161	2,653.71	2,786.38	2,925.70	3,071.99	3,225.59	3,386.87	3,556.22
162	2,720.04	2,856.05	2,998.85	3,148.79	3,306.23	3,471.54	3,645.13
163	2,786.38	2,925.70	3,071.99	3,225.59	3,386.87	3,556.22	3,734.02
164	2,856.05	2,998.85	3,148.79	3,306.23	3,471.54	3,645.13	3,827.39
165	2,925.70	3,071.99	3,225.59	3,386.87	3,556.22	3,734.02	3,920.74
166	2,998.85	3,148.79	3,306.23	3,471.54	3,645.13	3,827.39	4,018.75
167	3,071.99	3,225.59	3,386.87	3,556.22	3,734.02	3,920.74	4,116.77
168	3,148.79	3,306.23	3,471.54	3,645.13	3,827.39	4,018.75	4,219.69
169	3,225.59	3,386.87	3,556.22	3,734.02	3,920.74	4,116.77	4,322.60
170	3,306.23	3,471.54	3,645.13	3,827.39	4,018.75	4,219.69	4,430.66
171	3,386.87	3,556.22	3,734.02	3,920.74	4,116.77	4,322.60	4,538.72
172	3,471.54	3,645.13	3,827.39	4,018.75	4,219.69	4,430.66	4,652.19
173	3,556.22	3,734.02	3,920.74	4,116.77	4,322.60	4,538.72	4,765.66
174	3,645.13	3,827.39	4,018.75	4,219.69	4,430.66	4,652.19	4,884.81
175	3,734.02	3,920.74	4,116.77	4,322.60	4,538.72	4,765.66	5,003.94
176	3,827.39	4,018.75	4,219.69	4,430.66	4,652.19	4,884.81	5,129.04
177	3,920.74	4,116.77	4,322.60	4,538.72	4,765.66	5,003.94	5,254.14
178	4,018.75	4,219.69	4,430.66	4,652.19	4,884.81	5,129.04	5,385.50
179	4,116.77	4,322.60	4,538.72	4,765.66	5,003.94	5,254.14	5,516.85
180	4,219.69	4,430.66	4,652.19	4,884.81	5,129.04	5,385.50	5,654.77
181	4,322.60	4,538.72	4,765.66	5,003.94	5,254.14	5,516.85	5,792.69
182	4,430.66	4,652.19	4,884.81	5,129.04	5,385.50	5,654.77	5,937.50
183	4,538.72	4,765.66	5,003.94	5,254.14	5,516.85	5,792.69	6,082.32
184	4,652.19	4,884.81	5,129.04	5,385.50	5,654.77	5,937.50	6,234.39
185	4,765.66	5,003.94	5,254.14	5,516.85	5,792.69	6,082.32	6,386.45
186	4,884.81	5,129.04	5,385.50	5,654.77	5,937.50	6,234.39	6,546.10
187	5,003.94	5,254.14	5,516.85	5,792.69	6,082.32	6,386.45	6,705.76
188	5,129.04	5,385.50	5,654.77	5,937.50	6,234.39	6,546.10	6,873.40
189	5,254.14	5,516.85	5,792.69	6,082.32	6,386.45	6,705.76	7,041.04
190	5,385.50	5,654.77	5,937.50	6,234.39	6,546.10	6,873.40	7,217.07
191	5,516.85	5,792.69	6,082.32	6,386.45	6,705.76	7,041.04	7,393.10
192	5,654.77	5,937.50	6,234.39	6,546.10	6,873.40	7,217.07	7,577.93
193	5,792.69	6,082.32	6,386.45	6,705.76	7,041.04	7,393.10	7,762.75
194	5,937.50	6,234.39	6,546.10	6,873.40	7,217.07	7,577.93	7,956.82
195	6,082.32	6,386.45	6,705.76	7,041.04	7,393.10	7,762.75	8,150.89
196	6,234.39	6,546.10	6,873.40	7,217.07	7,577.93	7,956.82	8,354.66
197	6,386.45	6,705.76	7,041.04	7,393.10	7,762.75	8,150.89	8,558.43
198	6,546.10	6,873.40	7,217.07	7,577.93	7,956.82	8,354.66	8,772.40
199	6,705.76	7,041.04	7,393.10	7,762.75	8,150.89	8,558.43	8,986.35
200	6,873.40	7,217.07	7,577.93	7,956.82	8,354.66	8,772.40	9,211.02