

RESOLUTION NO. 22 – 69

RESOLUTION OF THE CITY COUNCIL OF THE CITY OF EL CENTRO ESTABLISHING TERMS AND CONDITIONS OF EMPLOYMENT INCLUDING COMPENSATION FOR JANUARY 2022 THROUGH JUNE 2025

GENERAL EMPLOYEES UNIT

WHEREAS, the City Council of the City of El Centro, California (“the City Council”) has previously adopted Resolution No. 18-87 concerning terms and conditions of employment, including compensation, for employees of the General Employees Unit; and

WHEREAS, the employees are not currently represented by a recognized employee bargaining unit, as that term is defined in the Meyers-Milias Brown Act; and

WHEREAS, representatives of the City of El Centro, California (“the City”) and the employees covered by this resolution have met and conferred in good faith concerning the terms and conditions of employment addressed by this resolution; and

WHEREAS, the City Council desires to provide reasonable compensation and terms and conditions for employees, weighing the fiscal constraints imposed upon the City by uncertainties in the national, state and local economies; and

WHEREAS, the City Council finds that it is in the best interest of the City to adopt this resolution.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF EL CENTRO, CALIFORNIA, DOES HEREBY RESOLVE AS FOLLOWS:

Section 1. Repeal of Previous Resolution: Resolution No. 18-87 is hereby repealed.

Section 2. Agreement. The agreement between the City and the General Employees Unit (a copy of which is on file in the office of the City Clerk), is hereby adopted.

Section 3. Effective Dates. Except as provided by the agreement, the terms and conditions of employment, as provided by this resolution and agreement, are effective upon adoption. This resolution shall remain in full force and effective through June 30, 2025, or until a successor resolution is adopted by the City Council.

PASSED AND ADOPTED at a regular meeting of the City Council of the City of El Centro, California, held on the 5th day of July 2022.

CITY OF EL CENTRO

By 
Tomas Oliva, Mayor

ATTEST:

By 
Norma Wyles, City Clerk

APPROVED AS TO FORM:
Office of the City Attorney

By 
Elizabeth L. Martyn, City Attorney

STATE OF CALIFORNIA)
COUNTY OF IMPERIAL) ss
CITY OF EL CENTRO)

I, Norma Wyles, City Clerk of the City of El Centro, California, do hereby certify that the foregoing Resolution No. 22 - 69 was duly and regularly adopted at a regular meeting of the City Council of the City of El Centro, California, held on the 5th day of July 2022, by the following vote:

AYES:	Garcia, Viegas-Walker, Oliva, Cardenas-Singh, Marroquin
NOES:	None
ABSENT:	None
ABSTAINED:	None

By 
Norma Wyles, City Clerk

MEMORANDUM OF UNDERSTANDING
between the
THE CITY OF EL CENTRO
AND
GENERAL EMPLOYEES UNIT
January 1, 2022, through June 30, 2025

Section 1 RIGHTS OF THE CITY AND THE GENERAL EMPLOYEES UNIT

a. City Rights.

1. Exclusive Rights. The exclusive rights of the City include, but are not limited to, the right to:

- A. Determine issues of public policy;
- B. Determine the merits, necessity, and organization of any service or activity conducted by the City;
- C. Determine and change the facilities, methods, means, and personnel by which City operations are to be conducted;
- D. Expand or diminish services;
- E. Determine and change the number of locations, relocations, and types of operations and the processes and materials to be employed in carrying out all City functions, including, but not limited to, the right to subcontract any work or operations;
- F. Determine the size and composition of the work force, and to assign work to employees in accordance with requirements as determined by the City;
- G. Relieve employees from duty because of lack of work or other non-disciplinary reasons, provided such is done in accordance with the City's Personnel Rules and Regulations, as modified hereby;
- H. Discharge, suspend, or otherwise discipline employees for proper cause;
- I. Determine job classifications;
- J. Determine policies, procedures and standards for selection, training and promotion of employees;
- K. Establish employee performance standards, including, but not limited to, quality and quantity standards;
- L. Maintain the efficiency of governmental operations;
- M. Take any and all necessary actions to carry out its mission in emergencies;
- N. Exercise complete control and discretion over its organization and the technology of performing its work and services; and
- O. Establish reasonable work and safety rules and regulations in order to maintain the efficiency and economy desirable in the performance of City services.

2. No Discrimination. The City, in exercising these rights and functions, will not discriminate against any employee or employee organization.

b. Employee Rights. Employees shall have the right to form, join, and participate in the activities of

employee organizations of their own choosing for the purposes of representation of all matters of employee relations, including but not limited to wages, hours, and other terms and conditions of employment. Employees shall also have the right to refuse to join or participate in the activities of employee organizations and shall have the right to represent themselves individually in their employment relations with the City. No employee shall be interfered with, intimidated, restrained, coerced, or discriminated against by the City or by any employee organization because of his/her exercise of these rights.

Section 2 CLASSIFICATIONS AND GRADES

The classifications and grades of the employees covered by this Memorandum of Understanding ("MOU") are set forth in Appendix A, attached and incorporated as if fully set forth herein.

Section 3 SALARY AND PERFORMANCE INCREASES

- a. Pay Range. No employee shall be paid less than Step 1 or more than Step 11. Effective as of the first full period in July 2022, or the first full pay period following City Council approval of this MOU, whichever is later, no employee shall be paid less than Step 1 or more than Step 6.
- b. Step Collapse/Replacement. Effective as of the first full pay period in July 2022, or the first full pay period following City Council approval of this MOU, whichever is later, the City shall collapse the current 11-step salary schedule to 6 steps and implement a 2% cost of living adjustment ("COLA") as follows:

1. Step Collapse:

- A. Step 6: Step 11 will receive a 2% COLA and shall become the new Step 6.
- B. Step 5: Step 10 will receive a 2% COLA and will become the new Step 5.
- C. Step 4: Step 4 will equal 95% of Step 5.
- D. Step 3: Step 3 will equal 90% of Step 5.
- E. Step 2: Step 2 will equal 85% of Step 5.
- F. Step 1: Step 1 will equal 80% of Step 5.

2. Step Placement:

- A. Step 6: Employees at current Step 11 will be at the new Step 6.
- B. Step 5: Employees currently at Step 10 will be at the new Step 5.
- C. Step 1-4: All other employees will be placed in the new Step (1-5) that is closest to their current salary (after receiving a 2% salary increase on current pay) without suffering a pay reduction.

- c. Fiscal Year 2023/2024 COLA. Effective as of the first full pay period for July 2023, for fiscal

year 2023/2024, employees will receive a COLA of 2% of their base salary as of June 30, 2023.

d. Fiscal Year 2024/2025 COLA. Effective as of the first full pay period for July 2024, for fiscal year 2024/2025, employees will receive a COLA of 2% of their base salary as of June 30, 2024.

e. Merit Increases.

1. Eligibility: From January 1, 2022, to June 30, 2025, employees will be eligible for a step increase on their anniversary date (as defined below), conditioned upon the employee's evaluation rating his/her performance satisfactory or better.

2. Timing: It is expected that the annual evaluation shall occur on an employee's anniversary date. If the evaluation occurs after the anniversary date and the evaluation rates the performance at satisfactory or better, the step increase will be retroactive to the anniversary date.

3. Future Increases: Except for Step 11 (Step 6 after the first full pay period in July 2022), future step increases beyond termination of this on June 30, 2025, must be approved by the Parties in a successor MOU.

f. Step Ranges. Separate salary schedules showing the salary step ranges are shown in Appendix A attached and herein incorporated by reference.

Section 4 LONGEVITY PAY

a. Eligibility. Longevity pay for each employee in a full-time position hired before July 1, 1989 will be fixed at the rate being paid, if any, on December 31, 1989, and no further increases will be paid regardless of the number of years of continuous service to the City. Any employee in a full-time position hired before July 1, 1989, who is not being paid longevity pay on December 21, 1989, or any employee hired on or after July 1, 1989, shall not be eligible for longevity pay.

b. Placement. All employees who have been in Step 10 for five (5) continuous years, commencing on July 1, 2015, and who have received satisfactory or higher on their performance evaluations for those five (5) years shall be placed in Step 11 as of their anniversary date, subject to the step collapse in Section 3.

Section 5 TEMPORARY UPGRADING

a. Purpose. To assure the orderly performance and continuity of municipal services, the City may be required to temporarily assign employees to positions of a higher classification. For the purposes of this section, it is understood that temporary upgrading may be required for any of the following reasons:

1. Vacant authorized positions scheduled to be filled by a regular full-time employee.

2. Temporarily vacant positions due to vacation, sick leave, service injury leave, maternity leave or other approved leave of absence.

3. The City shall make every possible and reasonable effort to fill vacancies in the most expeditious manner so that the need for temporary upgrading is kept to an absolute minimum.

4. The selection of an employee for said temporary assignment shall be at the discretion of the

department head taking into consideration any applicable promotional eligibility list, the qualifications and requirements of the position to be filled, and qualifications and job performance of those employees eligible for temporary upgrading.

- b. Calculation. Employees who possess the qualifications for the temporary assignment at the time of the assignment shall receive a ten percent (10%) increase over their regular base rate of pay for each hour the employee is assigned the duties of a higher job classification, excluding the initial two (2) consecutive workweeks (fourteen (14) days). Employees assigned the duties of a lower job classification, in addition to their regular duties, for a minimum of two (2) consecutive workweeks (fourteen (14) days) shall receive a five (5) percent increase over their base rate of pay for all hours that the employee is assigned to such duties, excluding the initial two (2) consecutive workweeks (fourteen (14) days). Temporary assignment shall be initiated by written request of the supervisor to the Human Resources department.

Section 6 UNIFORMS AND SAFETY SHOES

- a. General. The City will, when possible, rent and provide uniforms to the employees covered by this Agreement, if uniforms are required by the City. When it is not possible to rent uniforms, the City will reimburse the employees for the cost of purchasing and maintaining said uniforms; provided, however, that said reimbursement shall not exceed two hundred dollars (\$200) annually.
- b. Winter Jackets. The City will provide winter jackets to employees covered under this MOU that are required to wear a uniform and work outside. Winter jackets will be replaced in even numbered years (ex. 2022, 2024, 2026, etc.).
- c. Shoes. For purposes of defraying the costs of purchasing and maintaining safety shoes, beginning July 1, 2022, employees in positions where the use of such shoes is mandated by State or Federal Regulations shall receive three hundred dollars (\$300) per year payable during the month of July.
- d. Public Works. For Public Works employees that are required by their supervisor to wear a uniform and work outside, the City will provide five (5) uniform t-shirts.
- e. In Lieu Provisions:
 - 1. Animal Control Officer, Community Service Officer, and Parking Enforcement Officer. In lieu of the provisions of paragraphs a. and b. above, for the purpose of defraying the costs of purchasing and maintaining uniforms and shoes prescribed by the City, employees occupying the positions of Animal Control Officer, Community Service Officer and Parking Enforcement Officer shall receive nine hundred dollars (\$900) per year (four hundred fifty dollars (\$450) payable during the month of July and the remainder payable in the month of January).
 - 2. Police Records Clerk: Employees occupying the position of Police Records Clerk I and II shall receive one hundred (\$100) dollars, annually, payable in the month of July, for purpose of defraying the costs of purchasing and maintaining uniforms and shoes as prescribed by the City. Employees occupying these positions shall furnish, upon request by the City, copies of the receipts for the purchase or maintenance of uniforms and shoes.
 - 3. Code Enforcement Officer. In lieu of the provisions of paragraphs a. and b. above, for the purpose of defraying the costs of purchasing and maintaining uniforms and shoes prescribed by the City, beginning July 1, 2022, employees occupying the position of Code Enforcement Officer shall receive three hundred dollars (\$300.00), annually, payable in the month of July. Employees occupying these positions shall furnish, upon request by the City, copies of the receipts for the purchase or maintenance of uniforms and shoes.

Section 7 RETIREMENT

Employees hired prior to January 1, 2013 and covered by this Agreement shall be placed in the California Public Employees Retirement System ("CalPERS") two percent (2%) at fifty-five (55) retirement plan. The City will contribute one hundred percent (100%) of the employer contribution amount as determined by CalPERS. Effective June 26, 2012, the employee shall pay the full employee portion of seven percent (7%). Employee contributions will be paid pre-tax under IRS §414(h)(2).

New employees hired by the City on or after January 1, 2013 that are not members of CalPERS shall be placed in the CalPERS two percent (2%) at sixty-two (62) retirement plan. The City will contribute one hundred percent (100%) of the employer contribution amount as determined by CalPERS. Employee's required contribution amount shall be as determined by CalPERS.

Section 8 INSURANCE

- a. Health Insurance/Eligibility. Each employee filling a full-time position and in a pay status for at least thirty (30) hours per week shall have the opportunity to participate in the City's comprehensive major medical, dental, life, and vision care insurance program. The employees covered by this agreement may obtain coverage for their legal dependents under the same comprehensive major medical, dental, life, and vision care insurance program.
 1. 2022 Contribution. For calendar year 2022, the City will contribute on behalf of the employee the following amounts to the health insurance premiums:

Employee Only:	Up to \$754.56 per month
Spouse:	Up to \$1,155.19 per month
Child(ren):	Up to \$1,094.45 per month
Spouse & Children:	Up to \$1,475.52 per month

2. Future Contributions. Effective beginning calendar year 2023, the City will either maintain the 2022 contribution for lowest cost plan only (Limited Plan) or contribute a dollar amount on behalf of the employee equal to 80%, by enrollment category, of the insurance premium for the lowest cost plan (Limited Plan) whichever is greater. The employee shall be responsible for the difference between the City contribution and the actual premium for the plan selected by the employee.

An employee on an approved leave of absence without pay from the City may continue to carry the City's comprehensive insurance by making full payments to the City for the costs of such insurance, in accordance with the City's Personnel Rules and Regulations.

3. Retired Employees. Employees hired prior to January 1, 2022 who retire from the City after the approval of this agreement will receive three hundred nine dollars and fifty-one cents (\$309.51) per month towards retiree only insurance coverage under the City's health insurance program provided said retiree had two hundred forty (240) months (twenty (20) years) of service with the City of El Centro.
- b. Disability. The City shall provide short and long-term disability insurance coverage for employees covered by this resolution.
- c. Life Insurance. The City shall provide term life insurance and accidental death and

dismemberment coverage in the amount of fifty thousand dollars (\$50,000) each for all employees covered by this resolution.

Section 9 SICK LEAVE

- a. Accrual. All permanent and probationary employees covered by this agreement who have completed the equivalent of one month of service shall be eligible for sick leave. Sick leave shall be accrued and credited bi-weekly for all eligible employees who are on pay status for fifty percent (50%) or more of that biweekly period. The accrual rate for said employees shall be three and sixty-nine one hundredths (3.69) hours bi-weekly. Permanent part-time employees working a minimum of twenty (20) hours per week, shall be eligible for vacation leave in proportion to the number of hours worked each week as opposed to the standard forty (40) hour work week.
- b. Conversion. An employee whose retirement date is within four months of separation from employment may, in accordance with Government Code Section 20965, convert all unused sick leave to additional service credit at the rate of four thousandths (0.004) for each day of sick leave (two hundred fifty (250) sick leave days = one (1) additional year of service credit).

Section 10 VACATION LEAVE

- a. Accrual. Employees shall accrue vacation leave as indicated in the City's Personnel Rules and Regulations. No vacation leave will be accrued above the maximum of one and one-half (1 ½) times the annual accrual rate at any time or for any reason.
- b. Cash Out. For the fiscal year beginning July 1, 2022, or following Council approval, whichever occurs later, an employee shall be allowed to cash out only the amount of the denied vacation leave hours, up to the maximum of eighty (80) hours when:
 1. He/she has taken a minimum of one (1) week of vacation leave during the current fiscal year;
 2. He/she thereafter is denied a request to take additional vacation leave in that fiscal year because of department or City workload or reasons beyond the control of either party to this MOU; and
 3. He/she for such reason is unable to take said vacation leave by the end of that fiscal year without triggering overtime which would be paid by the City.
- c. One-Time Payment. Such a cash out shall be a one-time payment that is not compensable under PERS and is not part of the regular rate of pay.
- d. Hardship. Effective July 1, 2022, or upon approval of the City Council, whichever occurs later, employees may cash-out vacation leave only in the event of a financial emergency where: (i) the employee can demonstrate that they have a real financial emergency caused by an event beyond their control, (ii) it would result in serious financial hardship if the cash payment were not made, and (iii) the amount of the cash payment is limited to the amount necessary to meet the emergency. The City Manager or designee will determine, at their sole discretion, whether an emergency exists and the extent of the financial need.

Section 11 BEREAVEMENT LEAVE

- a. Eligibility. In the event of a death in an employee's immediate family, said employee shall be eligible for a leave of absence for up to three (3) regularly scheduled days. If required travel exceeds five hundred (500) miles each way, the employee may be granted an additional day (eight hours)

of bereavement leave. During such leave, the employee shall be paid his/her regular salary; provided, however, that prior written approval for the use of such leave is obtained from the employee's supervisor.

- b. Immediate Family. The employee's immediate family shall be defined as: spouse, child, mother, father, mother-in-law, father-in-law, brother, sister, brother-in-law, sister-in-law, son-in-law, daughter-in-law, grandmother, grandfather or grandchild.
- c. Documentation. Documentation of the date and location of the funeral and the date of burial or memorial service shall be furnished by the employee upon request of the City.

Section 12 PERSONAL NECESSITY LEAVE

- a. General. Each employee covered by this agreement shall be granted the equivalent of two (2) days of paid leave as outlined below during a fiscal year to attend to personal business. Employees shall request use of such leave on forms provided by the City, subject to the same scheduling requirements provided under the City's Personnel Rules and Regulations. Any hours of personal necessity leave not taken prior to June 30 of a fiscal year shall be forfeited.
- b. Hours Granted.
 - 1. Employees that work twelve (12) hour days shall be granted twenty-four (24) hours of leave during a fiscal year;
 - 2. Employees that work nine (9) hour days shall be granted eighteen (18) hours of leave during a fiscal year; and
 - 3. Employees that work eight (8) hour days shall be granted sixteen (16) hours of leave during a fiscal year.

Section 13 REPAIR OR REPLACEMENT OF EMPLOYEES' PROPERTY

- a. Repair/Replacement. The City shall reimburse an employee for the repair or replacement of personal property damaged in the performance of his/her duties, except where said repair or replacement is the result of negligence on the part of the employee. Personal property includes such items as eyeglasses, hearing aids, dentures, watches, personal equipment, and articles of clothing. Personal electronics (cell phones, iPads, etc.) are not eligible for reimbursement.
- b. Assignment. The employee assigns the right of action against anyone from loss or damage to personal property up to the amount paid by the City, and will allow any suit to be brought in his/her name by the City, at City's expense. Prior to the City commencing any civil action to recover City monies expended pursuant to this section, City shall notify the affected employee of said fact.

Section 14 EDUCATIONAL INCENTIVE PAY

Effective the first full pay period following July 1, 2022, or following City Council approval, whichever is later, an employee covered by this agreement who has attained or who attains a higher level of education than is required for his/her position, as certified by the Director of Human Resources, shall receive educational incentive pay pursuant to this section. An employee with an associate of arts or sciences degree shall be eligible to receive fifty dollars (\$50) per pay period, an employee with a bachelor of arts or sciences degree shall be eligible for seventy-five dollars (\$75) per pay period, and an employee with a master's

degree shall be eligible for one hundred dollars (\$100) per pay period. All degrees must be from an accredited university/college and approved by the Human Resources Department. For purposes of this section, an employee hired prior to January 1, 1995 shall be deemed to qualify for educational incentive pay if his/her job description was subsequently amended to require an associate or bachelors degree in arts or sciences, as certified by the Director of Human Resources. The educational incentive pay increases will be effective upon successful completion of the probationary period.

Section 15 CALL-BACK PAY

Any employee who has been released from work and is called back to duty shall be paid for the time actually worked or three (3) hours, whichever is greater, at one and one-half (1.5) times the employee's regular rate of pay. Scheduled overtime shall not result in call-back pay. Whenever an employee is called out multiple times within a three (3) hour period, the additional call outs within those three (3) hours will count as one (1) call out for "call-back" pay purposes.

Section 16 ON-CALL PAY

In order to ensure prompt responses to emergency situations, the City may place employees on an on-call status. Such employees must be available for work and be able to report for work in less than one (1) hour. An employee placed on on-call status shall be paid for (10) hours on-call pay for each week or fraction thereof that the employee is on-call at the employee's regular rate of pay. An employee who is unable to report to work or cannot be located shall forfeit on-call pay and will be removed from on-call status for the week in question.

Section 17 SPECIALTY CERTIFICATION PAY

- a. Pool Operator or Playground Inspector Certification. An employee who holds a Pool Operator or Playground Inspector certification shall receive thirty dollars (\$30) per pay period as of the effective date of this MOU or thereafter upon receiving such certification and providing a copy of it to the Human Resources Director.
- b. Equipment Mechanic.
 1. Increase: For the position of Equipment Mechanic, an employee shall be eligible to receive a fifty cent (\$.50) per hour increase of base salary if three (3) of the following certifications are held:
 - A. National Institute for Automotive Service Excellence ("ASE") for heavy trucks,
 - B. ASE for automobiles, and
 - C. AWS for welding or AC Refrigerant Recovery and Recycling.
 2. Additional Increase: The position of Equipment Mechanic will also be eligible for twenty dollars (\$20) per pay period if employee holds the Hybrid and/or CNG certification. Certification must be approved by Supervisor and Department Head to be eligible for the Hybrid and/or CNG certification.
 3. Allowance: Effective December 9, 2014, for the positions of Equipment Mechanic I and Chief Mechanic, the City will pay an allowance of fifty (\$50) dollars per month for the purpose of defraying the cost of hand tools.

- c. Building Maintenance Mechanic. For the positions of Building Maintenance Mechanic I and II, employees will be eligible for the following:

Air Conditioning Certification – thirty (\$30) per pay period
Electrical Certification – thirty dollars (\$30) per pay period

Certifications must be approved by the Supervisor and Department Head to be eligible for the above certification pay.

- d. Underground Utilities and Utility Field Representatives. An employee within the unit of Underground Utilities and Utility Field Representative shall be paid two percent (2%) of base salary for obtaining a Grade III water distribution certification and will be effective upon attainment of such certification.

Section 18 HOLIDAY PAY

- a. Rate of Pay. An employee who is required to work an official holiday shall be paid at one and one-half (1.5) times his/her regular rate of pay for all hours worked on a holiday, in addition to receiving holiday pay.
- b. List of Holidays. Effective upon Council approval of this agreement, employees covered by this MOU shall be granted the following paid holidays:
1. The first (1st) day of January – New Year's Day;
 2. The third (3rd) Monday in January – Martin Luther King, Jr. Day;
 3. The third (3rd) Monday of February – President's Day;
 4. One-half (.5) day on the afternoon of the Friday before Easter – Good Friday;
 5. The last Monday of May – Memorial Day;
 6. The nineteenth (19th) of June – Juneteenth;
 7. The fourth (4th) day of July – Independence Day;
 8. The first (1st) Monday in September – Labor Day;
 9. The eleventh (11th) day of November – Veteran's Day;
 10. The fourth (4th) Thursday in November – Thanksgiving Day;
 11. The day following the fourth (4th) Thursday in November, known as the day after Thanksgiving;
 12. The twenty-fifth (25th) day of December – Christmas Day;
 13. The anniversary of the birth of the employee;
 14. One-half (.5) day on the afternoon of December 24th; and

15. One-half (.5) day on the afternoon of December 31st.

When the twenty-fourth (24th) day and the thirty-first (31st) day of December falls on either a Saturday or Sunday, each half day holiday shall be taken on the Friday preceding December 24th and December 31st.

Section 19 BILINGUAL PAY

Employees covered under this agreement are eligible for Bilingual Pay in accordance with the City Personnel Rules and Regulations, Section 8.5, Bilingual Pay.

Section 20 CLASSIFICATION STUDY

Before the end of the term of this agreement, the City shall complete and provide to the City Council for adoption the results of an internal classification study consisting of review of the current job descriptions for each City position by directors, department heads, and their designees for a review of the responsibilities, qualifications and requirements of each position.

Section 21 PERSONNEL RULES

- a. Conflict. Should any conflict or inconsistency exist between these terms and conditions of employment and anything contained in Division 2 of Article 3 of Chapter II of the City Code (commencing with Section 2-51) or in the City's Personnel Rules and Regulations, the provisions of the terms and conditions of employment set forth in this MOU shall prevail.
- b. Layoff. Should an employee be terminated due to layoff, then on the effective date of such termination, the provisions of this agreement as they pertain to such employee shall be rendered null and void. Thereafter, the employee shall have only those rights and prerogatives regarding layoff and retention, which are prescribed in the Personnel Rules and Regulations.

Section 22 EMPLOYER-EMPLOYEE RELATIONS RESOLUTION

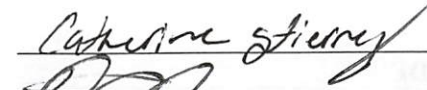
There is an existing Employer-Employee Relations Resolution (Resolution 02-71, adopted July 3, 2002), revised under Resolution 21-83, adopted October 19, 2021. The City agrees to review said resolution and, if modifications are to be made, the City shall, prior to adoption, review the proposed changes with the General Employees Unit. The employees agree that the time for an employee group to file a request for certification, decertification or modification of a unit as set out in that Resolution shall be June 30 rather than March 30 of any year.

Section 23 EFFECTIVE DATES

Except as otherwise provided herein, the terms of this agreement are effective upon adoption of this agreement by the City Council by resolution. This agreement shall remain in full force and effective from January 1, 2022, through June 30, 2025, or until a successor resolution is adopted by the City Council.

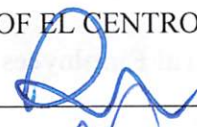
Agreed to by:

GENERAL EMPLOYEES UNIT



Date _____

CITY OF EL CENTRO



Date 7/27/22

APPENDIX A- General Employees Unit

CLASSIFICATION	GRADE
ACCOUNTANT	G13
ACCOUNTING ASSISTANT	G8
ACCOUNTING SPECIALIST	G9
ADULT CENTER COORDINATOR	G6
ANIMAL CONTROL OFFICER	G7
ASSISTANT PLANNER	G11
AUTO CAD TECHNICIAN	G12
AQUATICS MAINTENANCE TECHNICIAN	G9
BUILDING INSPECTOR	G10
BUILDING MAINTENANCE MECHANIC I	G7
BUILDING MAINTENANCE MECHANIC II	G9
CHIEF MECHANIC	G11
CLERICAL ASSISTANT	G4
CODE ENFORCEMENT OFFICER I	G8
CODE ENFORCEMENT OFFICER II	G10
COMMUNITY DEVELOPMENT INSPECTOR	G11
COMMUNITY DEVELOPMENT SPECIALIST I	G11
COMMUNITY DEVELOPMENT SPECIALIST II	G13
COMMUNITY SERVICE OFFICER	G7
COMPLIANCE SPECIALIST WASTEWATER/STORMWATER	G8
COMPUTER SUPPORT TECH	G11
COMPUTER SYSTEM SPECIALIST	G12
CUSTODIAN I	G4
CUSTODIAN II	G6
CUSTOMER SERVICE REPRESENTATIVE	G6
ENGINEERING TECHNICIAN	G12
ENVIRONMENTAL COMPLIANCE SPECIALIST	G13
EQUIPMENT MECHANIC I	G7
EQUIPMENT MECHANIC II	G9
EQUIPMENT OPERATOR	G8
FACILITY MAINTENANCE MECHANIC I	U3
FINANCIAL/UB ASSISTANT	G8
FIRE SAFETY COORDINATOR	G7
LIBRARY ASSISTANT	G4
PARK MAINTENANCE LEAD WORKER	G9
PARK MAINTENANCE WORKER I	G5
PARK MAINTENANCE WORKER II	G7
PARKING ENFORCEMENT OFFICER	G5
PERMIT CENTER TECHNICIAN	G9
PERMIT COORDINATOR	G7

POLICE RECORDS CLERK I	G5
POLICE RECORDS CLERK II	G7
PUBLIC WORKS ANALYST I	G13
RECREATION & SPORTS COORDINATOR	G10
SECRETARIAL ASSISTANT	G6
STAFF ASSISTANT	G8
STREET MAINTENANCE LEAD WORKER	G10
STREET MAINTENANCE WORKER I	G5
STREET MAINTENANCE WORKER II	G7
TRAFFIC SIGNAL TECHNICIAN I	G7
TRAFFIC SIGNAL TECHNICIAN II	G9

Effective first full pay period for July 2022

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
G4	2692	2860	3028	3197	3365	3533
G5	2914	3096	3278	3460	3642	3825
G6	3148	3345	3542	3738	3935	4132
G7	3398	3610	3823	4035	4247	4459
G8	3636	3863	4091	4318	4545	4773
G9	3891	4134	4377	4620	4863	5107
G10	4167	4428	4688	4949	5209	5470
G11	4455	4734	5012	5291	5569	5848
G12	4747	5044	5341	5638	5934	6231
G13	5102	5420	5739	6058	6377	6696
U3	3274	3479	3684	3888	4093	4298

Effective first full pay period for July 2023

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
G4	2746	2917	3089	3261	3432	3604
G5	2972	3158	3344	3530	3715	3902
G6	3211	3412	3612	3813	4014	4215
G7	3466	3682	3899	4116	4332	4549
G8	3709	3941	4172	4404	4636	4868
G9	3969	4217	4465	4713	4961	5209
G10	4251	4516	4782	5048	5313	5580
G11	4544	4828	5113	5397	5681	5965
G12	4842	5145	5448	5750	6053	6356
G13	5204	5529	5854	6179	6505	6830
U3	3339	3549	3758	3966	4175	4384

Effective first full pay period for July 2024

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
G4	2801	2976	3151	3326	3501	3676
G5	3032	3221	3411	3600	3790	3980
G6	3275	3480	3685	3889	4094	4299
G7	3535	3756	3977	4198	4419	4640
G8	3783	4019	4256	4492	4729	4965
G9	4048	4301	4554	4807	5060	5313
G10	4336	4607	4878	5149	5420	5691
G11	4635	4925	5215	5504	5794	6084
G12	4939	5248	5557	5865	6174	6483
G13	5308	5639	5971	6303	6635	6967
U3	3406	3620	3833	4045	4258	4472