

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE CITY OF COACHELLA
AND SAN BERNARDINO PUBLIC EMPLOYEES ASSOCIATION
CONFIDENTIAL MID-MANAGEMENT EMPLOYEES**

JULY 1, 2014 TO JUNE 30, 2017

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ARTICLE 1 – PREAMBLE

SECTION 1. INTENT.

It is the intent and purpose of the City of Coachella and the San Bernardino Public Employees Association, representing the employees of the Confidential Mid-Management group, that this Memorandum of Understanding (“Agreement”) shall set forth rules of pay, hours of work, and other terms and conditions of employment to be observed by both parties. This Agreement has been developed in the interest of promoting and improving employee relations between the City of Coachella, California, hereinafter referred to as the City, and the San Bernardino Public Employees Association, hereinafter referred to as “SBPEA”. Each section of this Agreement shall be considered in its entirety and subsections shall be considered only in the context of sections as a whole.

SECTION 2. RECOGNITION OF UNION

The City of Coachella acknowledges the San Bernardino Public Employees Association (“SBPEA”) as the sole and exclusive bargaining representative for the following unit:

1. INCLUDED: All permanent full-time employees in the classified service of the City, including but not limited to those classifications listed in Appendix A to this Memorandum of Understanding (“MOU”) as well as all permanent full-time employees who are not within the classified service performing work within the scope of the job descriptions of employees in the classified service of the City.
2. EXCLUDED: All temporary employees as defined in and limited by Article 10 of this Agreement, part-time employees, probationary, and all management personnel.
3. When the City creates a new job classification, the City shall give written notice (letter, email, FAX) to SBPEA of the bargaining unit assignment, if any, of such classification and the pay range of the classification. The SBPEA shall have ten (10) calendar days after mailing of such notice to contest the City’s assignment of the newly created classification to another bargaining unit or to non-bargaining unit status. If the SBPEA timely contests the assignment of the newly created classification, the parties shall meet to make an effort to reach agreement within ten (10) calendar days on the bargaining unit assignment for the classification. If

no agreement within the prescribed timeframe, the City's determination will be final.

ARTICLE 2 – MANAGEMENT RIGHTS

SBPEA recognizes that the City has the authority to manage and direct, on behalf of the public, all operations and activities of the City to the full extent authorized by law.

1. The City retains the exclusive right to manage and direct City services, the performance of and the work force performing such services. The City retains all of its exclusive management rights, which include, but are not limited to:
 - a. determine the mission of its constituent departments, commission, boards and issues of public policy;
 - b. set standards and levels of service;
 - c. determine the procedures and standards of selection for employment and promotions;
 - d. direct its employees;
 - e. establish and enforce dress and grooming standards;
 - f. determine the methods and means to relieve its employees from duty because of lack of work or other lawful reasons;
 - g. maintain the efficiency of governmental operations;
 - h. determine the methods, means and numbers of kinds of personnel by which government operations are to be conducted;
 - i. determine the content and intent of job classifications;
 - j. determine methods of financing;
 - k. determine style and/or type of City-issued wearing apparel, equipment or technology to be used;
 - l. determine and/or change the facilities, methods, technology, means, organization structure and site and composition of the work force and allocate and assign work by which the City operations are to be conducted;
 - m. determine and change the number of locations, relocations and types of operations, processes and materials to be used in carrying out all City

- functions including, but not limited to, the right to contract for or subcontract any work or operations of the City;
- n. assign work to and schedule employees in accordance with requirements as determined by the City and to establish and change work schedules and assignments upon reasonable notice;
 - o. establish and modify productivity and performance programs and standards;
 - p. for good cause, to discharge, suspend, demote, reprimand, withhold salary and benefits or otherwise discipline employees in accordance with applicable law;
 - q. establish employee performance standards including, but not limited to, quality and quantity standards and to require compliance therewith; take all necessary actions to carry out its mission in emergencies;
 - r. exercise complete control and discretion over its organization and the technology or performing its work; and
 - s. establish reasonable work and safety rules and regulations in order to maintain the efficiency of City services.
- 2. The exercise by the City through its Council and management representatives, City Manager, Department Directors and Executives, of its management rights shall not in any way, directly or indirectly, be subject to the grievance procedure.
 - 3. Nothing herein precludes bargaining unit employees or SBPEA to challenge a disciplinary action pursuant to Article 6 Section 2.

ARTICLE 3 – SALARIES

SECTION 1. BASE SALARY AND CLASS TITLES.

The pay for employees covered by this Agreement for the period of July 1, 2014 to December 31, 2014 is set forth in Appendix A. Appendix B identifies pay for employees from January 1, 2015 to June 30, 2015, which reflects a two percent (2%) cost of living increase retroactive to January 1, 2015. Appendix C reflects a two percent (2%) cost of living adjustment effective July 1, 2015 and Appendix D reflects a three percent (3%) cost of living adjustment effective July 1, 2016.

SECTION 2. SALARY ADVANCEMENTS WITHIN BASE PAY RANGE.

Salary ranges are established to provide fair compensation to each position covered by this Agreement. Initial appointments shall be made at the minimum step within the approved pay range. The City Manager may approve a higher starting step if the best interests of the City so require.

SECTION 3. STEP ADVANCEMENT.

- A. Salary advancement within each class shall not be automatic, but shall be based upon merit and fitness. All salary increases shall be recommended by the Department Head and approved by the City Manager. Merit increases shall be effective on the employee's anniversary date.
- B. Upon successful and satisfactory completion of six (6) months of service, an eligible employee may be advanced one step within his/her range and yearly thereafter until the maximum pay rate within the range is reached.
- C. Merit increases will be provided for eligible employees based on performance evaluation conducted on employee's service anniversary date and as outlined in this MOU.
- D. Effective January 1, 2012 the City shall implement a performance step recognizing outstanding performance. An employee's advancement to the performance step will be based on his/her achievement, over the course of the performance appraisal period following his/her anniversary date, of the goals and objectives established and agreed upon between the employee and his/her supervisor and approved by the Director and City Manager. By April 1, 2012 the Labor/Management Committee shall adopt the appraisal tool criteria for what constitutes outstanding service and goals and objectives in order to be eligible for the performance step. Such criteria shall include consideration of the employee's most recent performance evaluation on or after January 1, 2012.

This does not change cash out provision contained in 2007-09 MOU; they remain in effect.

SECTION 4. PROMOTION.

- A. An employee who is promoted to a position in a class with a higher salary rate shall be entitled to be placed on the lowest step in the new range which exceeds the employee's present rate of pay by at least five percent (5.0%);

- B. Upon successful completion of six months of service in the new class, an employee placed in Step A of the salary schedule may be advanced one step within his/her range and yearly thereafter until the maximum pay rate within range is reached.
- C. Any employee appointed by the City Manager or department head to an acting higher position on a temporary or interim basis shall receive pay pursuant to Section 4A of this Article.

SECTION 5. RECLASSIFICATION.

An employee who is reclassified to a position in a class with a higher salary range shall be entitled to the lowest step in the higher salary range which exceeds the employee's present rate of pay.

SECTION 6. DEMOTION.

When an employee is demoted, the employee's base pay rate shall be set at the step in the lower pay range which provides the smallest decrease in pay if the action is not for cause. If the demotion is for cause the employee's pay rate shall be set at any appropriate step rate in the lower range that is less than the employee's existing salary as determined by the City Manager.

SECTION 7. METHODS OF COMPENSATION.

Compensation shall be determined on a monthly basis. Employees shall be paid on a biweekly basis unless otherwise specified in the Coachella Municipal Code.

SECTION 8. PROBATIONARY PERIOD.

All new employees and promoted employees shall serve a six (6) month probationary period. Probationary employees may be terminated without notice or cause. The City, at its discretion, may extend a promotional probationary period for an additional six (6) months. The City will notify SBPEA within five (5) working days of any extension of a probationary period.

ARTICLE 4 – MISCELLANEOUS PROVISIONS

SECTION 1. ADMINISTRATIVE LEAVE.

- A. Employees shall be granted ten (10) days administrative leave per year on July 1. Employees hired between July 2 – June 30 of any fiscal year shall accrue 1.54

hours bi-weekly of administrative leave for the fiscal year they were hired. Use of administrative leave is subject to department head and/or City Manager approval. Unused administrative leave may be accrued up to a maximum of two hundred fifty (250) hours. Upon request, employees shall be paid for up to one half (1/2) of their annual accrued administrative leave. Payment for accrued administrative leave shall be made once a year. Payment shall be made at the employee's regular rate of pay at the time the accrued administrative leave is redeemed.

- B. For the fiscal years July 1, 2014 to June 30, 2017, the amount of administrative leave shall be ten days. There shall be no increase in the amount of leave which may be cashed out.

SECTION 2. EMERGENCY SERVICES COORDINATOR.

Effective July 1, 2010, additional compensation of four hundred dollars (\$400) per month will be granted to employees assigned as Emergency Services Coordinator.

SECTION 3. CITY VEHICLE.

Employees may be provided City vehicles for use in the performance of their job duties. Employees who are required to use their automobiles on official City business shall be reimbursed at the current Internal Revenue Service standard mileage rate.

SECTION 4. PERSONNEL RULES.

Employees covered by this Agreement are subject to the City's Personnel Rules and Regulations. In the event of a conflict between this Agreement and the Personnel Rules and Regulations the terms of this Agreement shall prevail.

SECTION 5. WORK SCHEDULE.

- C. The City shall convert to a 4/10 work schedule on July 1, 2012, whereby employees will work ten (10) hours per day Monday through Thursday, between the hours of 5:00 a.m. and 6:00 p.m.
- D. Beginning July 1, 2012, holidays, floating holidays and vacation hours will be computed at the rate of 10.0 hours per day.
- E. Departments may require alternative work schedules for some employees to meet the demands of operations, including weekends and evenings.

- F. Effective July 1, 2012, with the elimination of furloughs, the no lay off provision is deleted.

ARTICLE 5 – EMPLOYEE BENEFITS

SECTION 1. EMPLOYEE INSURANCE.

A. Health and Medical Insurance

1. Effective January 1, 2015, the City will pay up to the following limits toward medical coverage for employees, spouses, domestic partners and dependents: \$608.26 (single premium), \$1,019.37 for the two party premium, \$1,167.66 for the family premium. The City agrees to pay the above rates or the lowest priced insurance for each type of premium, whichever is greater.
2. Effective January 1, 2015, employees with duplicate health coverage may choose to cash in five hundred twenty-five dollars (\$525.00). An employee must submit a written request for payment and annual evidence of duplicate coverage.

B. Optical and Dental

1. The City will pay full premiums for both optical and dental benefits for employees and dependents.
2. Employees may decline vision coverage, thereby waiving such coverage and shall receive in cash the fees which would have been paid in the form of such insurance premiums.

C. Life Insurance

1. The City will provide a fifty thousand dollar (\$50,000) policy for each employee.

D. Long Term Disability Insurance

1. The City shall pay the premium to cover employees under a long term disability insurance plan.

SECTION 2. RETIREMENT.

A. PERS

Employees hired prior to July 1, 2012 are covered on the 3% @ 60 CalPERS Plan and will be on the “One Year Final Compensation” benefit plan. Employees hired

on or after July 1, 2012 will be on the 2% @ 60 CalPERS Plan, with the 36 highest paid consecutive months benefit plan.

Commencing July 1, 2012, employees agree to pay 5 of the 8% member contribution toward this plan.

Effective July 1, 2013, employees agree to pay the remaining 3 of the 8% member contribution.

The City agrees to pay two dollars (\$2.00) per month per employee for their participation in the 1959 PERS Survivor's Benefit Program (Government Code sections 21570 et seq.)

SECTION 3. SICK LEAVE.

- A. Sick leave shall be earned at the rate of ten (10) hours per month.
- B. The maximum accrual of sick leave shall be one hundred ninety-two (192) days, one thousand nine hundred twenty (1,920) hours effective January 1, 2015.
- C. Cash Out: Termination of Employment
 - 1. Retirement: fifty percent (50%) accrued sick leave
 - 2. Layoff: fifty percent (50%) accrued sick leave
 - 3. Discharged: None
- D. Cash Out: Annual

Employees have the option of accruing all of their yearly sick leave or being paid for it in accordance with the following provisions:

 - 1. Provisions for the payment of unused sick leave shall be based on a fiscal year basis (July 1 to June 30).
 - 2. Employees may cash in or convert to vacation one half (1/2) of their annual unused sick leave hours at the end of each fiscal year. If neither of these options is exercised, the unused sick leave will be accrued.
 - 3. The cash in of sick leave shall be based on an employee's rate as of June 30 except for retirement or layoff.
- E. Use of Sick Leave

Sick leave shall be used only in case of sickness or disability of an employee or for an illness in the employee's immediate family. Misuse of sick leave shall be grounds for disciplinary action.

F. Notification of Sickness

1. To receive compensation while absent on sick leave an employee must notify his/her immediate supervisor in the manner provided for in departmental rules and regulations.
2. When a sick leave absence is for more than three (3) consecutive working days, an employee's illness must be verified in a written statement from an attending physician or a personal affidavit stating the fact of the medical necessity for the absence. Employees shall furnish any other proof of sickness reasonably required by the department head or the City Manager.

G. Return From Sick Leave

Upon return from sick leave an employee may be required by his/her department head to report for an examination by a City selected medical examiner to determine his/her fitness for duty.

H. Bereavement Leave

1. In case of a death in the employee's immediate family the employee, upon submission of proper notice, may take up to three (3) consecutive work days of bereavement leave.
2. Immediate family for the purpose of this section shall be defined as spouse, mother, mother-in-law, father, father-in-law, sister, sister-in-law brother, brother-in-law, child, step child or guardian, stepfather, stepmother, registered domestic partner, grandparents or grandchildren.

I. Family Sick Leave

1. In case of illness of a member of the employee's immediate family, the employee, upon proper notice, may take off each year forty-eight (48) hours sick leave per year for family sick leave.
2. Immediate family for the purpose of this section shall be defined as spouse, mother, mother-in-law, father, father-in-law, sister, sister-in-law brother, brother-in-law, child, step child or guardian, stepfather, stepmother, registered domestic partner, grandparents or grandchildren.
3. Family sick leave shall be deducted from the employee's accumulated sick leave.

J. State Disability Insurance

Members of the Mid-Management Unit shall be covered by State Disability Insurance and the required amount shall be withheld from each employee's paychecks to pay this benefit as required by state law.

SECTION 4. HOLIDAYS.

A. The following days shall be considered holidays with pay.

1. New Year's Eve, half (1/2) Day
2. New Year's Day
3. Martin Luther King's Birthday
4. Presidents' Day
5. Cesar Chavez Holiday
6. Memorial Day
7. Independence Day
8. Labor Day
9. Veterans' Day
10. Thanksgiving Day
11. Christmas Eve, half (1/2) Day
12. Christmas Day

B. If a holiday falls on a Friday or Saturday, it will be observed on the preceding Thursday. If a holiday falls on a Sunday, it will be observed on the following Monday.

C. Floating Holidays

In lieu of three (3) former holidays (Lincoln's Birthday, Admission Day and Day After Thanksgiving), three (3) floating holidays will accrue to employees on July 1 each year. Floating holidays earned in a fiscal year and unused as of June 30 shall either be cashed out or converted to vacation and carried over to the next fiscal year at the employee's option.

D. Jury Duty

An employee who is summoned for attendance to any court for jury duty during his/her normal working hours shall be deemed to be on duty and there shall be no loss of salary, any jury fees received by an employee shall be submitted to the

Finance Department. Any employee who is called as a witness arising out of and in the course of his/her City employment shall be deemed to be on duty and there shall be no loss of salary. Any witness fees received by an employee shall be submitted to the Finance Department, together with any mileage received by the employee if he/she uses City transportation. Nothing herein shall be deemed to affect the right of the City Manager to discuss with an employee the possibility and practicability of seeking an exemption or excuse from jury duty or as a witness as may legally be available, when absence by the employee would create undue hardship for the employee or his/her department, or would materially affect required service to the public. An employee absent as a witness in a private matter shall not be entitled to be paid during such absence.

SECTION 5. VACATION.

- A. Vacation shall be earned as follows:
 - 1. 1st year through 3rd year of service – eleven (11) days per year.
 - 2. 4th year through 10th year of service – sixteen (16) days per year.
 - 3. 11th year through 15th year of service – twenty (20) days per year.
 - 4. 16th year through 20th year of service – twenty-five (25) days per year.
 - 5. Over twenty (20) years of service – thirty (30) days per year.
- B. Vacation schedules must be submitted to the Department head for approval.
- C. Vacation may be accrued up to the amount earned over the preceding twenty-four (24) months provided; however, that vacation accrued in excess of three hundred twenty (320) hours is subject to the approval of the City Manager.

Once this two year maximum amount has been accrued the employee shall accrue no further vacation until the accrued level has been reduced to below the maximum. The employee will then again begin accruing but at no time shall the employee's level of accrued vacation exceed the amount of vacation that the employee accrues in two years.
- D. Subject to filing an official request, an employee may cash in up to eighty (80) hours of vacation annually.

- E. Prior to an employee taking of vacation time, he/she may request and, upon such approval, shall receive a payroll check for the wages which normally would be earned during the duration of the employee's vacation.
- F. Notwithstanding the foregoing, an employee may retain vacation hours accrued before June 30, 2008. These accruals may be maintained until June 30, 2012, at which time they must be used or shall be cashed out subject to the approval of the City Manager or his/her designee. An employee may cash out up to 50% of such accruals during FY 08-09; up to 50% during FY 09-10; up to 25% during FY 10-11 and up to 25% during FY 11-12, subject to the approval of the City Manager or his/her designee.

SECTION 6. EDUCATION REIMBURSEMENT.

The City will reimburse employees fifty percent (50%) of tuition for continuing education in non-job related courses and one hundred percent (100%) of tuition for classes in a job related courses. Payment is predicated on an employee receiving a 2.0 grade or better. The City will also reimburse employees one hundred percent (100%) of the cost of job-related: college preparatory classes, certifications, professional licensure preparatory classes, vehicle or equipment certification and/or Class A or B license fees, and renewal fees on such certifications and/or licenses. The cost to the City for the reimbursements shall not exceed five thousand (\$5,000) per employee for a twelve (12) month period. Requests for reimbursements must be submitted and approved prior to enrolling in a course or applying for a certificate, license or renewal.

SECTION 7. SAFETY EQUIPMENT.

Employees covered by this Agreement whose duties require them to perform work which exposes their feet to potential harm or danger shall be required to wear safety shoes during working hours. The City will determine the specifications for the shoes. The City shall provide one (1) pair of shoes every July. Additionally, an annual shoe allowance of fifty dollars (\$50.00) will be paid to each employee on the first pay period in July.

SECTION 8. MEDICAL FLEX PLAN.

The City will provide and administer an "employee benefits plan" for medical expenses pursuant to section 125 of the IRS Code. Participation in the plan is voluntary. Annual deduction is limited to two thousand six hundred dollars (\$2,600.00) per year.

ARTICLE 6 – GENERAL PROVISIONS

SECTION 1. NONDISCRIMINATION AND EQUAL OPPORTUNITY.

- A. The City and SBPEA agree that both parties have a crucial role in the development and implementation of equal employment opportunities. Both parties mutually accept responsibility for carrying out these provisions.
- B. The parties agree to cooperate actively and positively supporting the concept of equal opportunity to achieve the highest potential and productivity in employment situations. The City agrees to provide encouragement and assistance opportunities so that all employees may utilize their abilities to the fullest extent.
- C. The City will exert every effort possible to encourage upward mobility of employees now at lower grade levels so that they may work at their fullest potential.
- D. The provisions of this Agreement shall be applied equally to all employees subject to the Agreement without regard to age, sex, marital status, race, color, creed, religion, national origin, union, affiliation, political affiliation, ancestry, mental disability, physical disability, sexual orientation, age (40 and above), veteran status, or medical condition (cancer or genetic characteristic).

SECTION 2. DISCIPLINARY ACTION.

- A. For purposes of this Article, “disciplinary actions” refer to demotions, reductions in pay, suspensions without pay, and terminations.
- B. Driver’s License Suspension Policy:
 - 1. The following actions will take place when an employee has his/her driver’s license suspended:
 - a. Should the California Department of Motor Vehicles issue a suspension of an employee’s driver’s license, that employee will be suspended from work, without pay, for their normally scheduled workdays for up to a 30-day period which will coincide with the start of the DMV’s suspension.
 - b. An employee who does not have a valid driver’s license on the first day after their City suspension has ended, will be terminated.

- c. An employee who has their license suspended due to medical reasons will be considered for an accommodation in accordance with the American with Disabilities Act.
 - d. An employee who subsequently has their Drivers License suspended for a second time, will be terminated.
- C. Disciplinary actions may be imposed upon an employee for good cause only as follows:
- 1. The Department Head shall give written notice (“Notice of Proposed Discipline”) to the employee and the Human Resources Manager of the cause or causes for such disciplinary action, together with a narrative written statement of the facts relied upon to establish the basis for the proposed disciplinary action. Any documents relied upon by the Department Head in establishing cause shall be provided to the employee and the Human Resources Manager with the “Notice of Proposed Discipline.”
 - 2. The Department Head may not impose the disciplinary action proposed in the “Notice of Proposed Discipline” before conducting a formal (“Skelly”) meeting with the employee, if the employee and/or SBPEA request such a meeting. The employee and SBPEA shall have five (5) calendar days from receipt of the “Notice of Proposed Discipline” to request a meeting with the Department Head.
 - 3. If the employee or SBPEA request a meeting within the timeframe outlined in paragraph (2) above, the Department Head shall schedule a meeting and shall give at least ten (10) calendar days written notice of such meeting to the employee and the SBPEA.
 - 4. At the meeting referred to in the preceding paragraph, the employee and/or SBPEA shall be permitted to present any competent and relevant evidence tending to prove or disprove the facts upon which the disciplinary action is based. The Department Head may be accompanied or otherwise assisted in disciplinary matters by staff and/or legal counsel. Based on his/her review of the evidence following the meeting, the Department Head may affirm, modify or rescind the proposed disciplinary action. Within five (5) calendar days following the meeting, the Department Head shall give

written notice of his/her determination and “Order of Discipline” to the employee and the Human Resources Manager.

- D. The decision of the department head is final and not subject to further appeal except for terminations, suspensions without pay, demotions and pay reductions for disciplinary purposes as also subject to the hearing process set forth therein, which may be appealed as follows:
1. Within ten (10) calendar days of receiving the Order of Discipline, the employee or SBEPA shall submit a written appeal to the Human Resources Manager.
 2. A Hearing Panel composed of three people will hear the appeal. One member of the Hearing Panel shall be appointed by the employee, and one member of the Hearing Panel shall be appointed by the Human Resources Manager . The third member of the Hearing Panel, who shall act as chair, shall be mutually selected by the employee and the Human Resources Manager from a list of arbitrators to be obtained from the California State Mediation and Conciliation Service, which list shall be requested within five (5) working days from the date of the appeal. After the selection of the arbitrator, Human Resources Manager shall schedule an evidentiary hearing before the Hearing Panel within twenty (20) calendar days from the date of the appeal, or as soon as possible depending upon the availability of the arbitrator. Each side shall bear the cost of their individually selected panel member, and the cost of the mutually selected panel member shall be borne equally by the City and SBPEA.
 3. Within ten (10) working days of the close of said hearing, the Hearing Panel shall provide a written statement of its recommendation, including any findings, to the Human Resources Manager and the employee.
 4. Within five (5) working days after their respective receipt thereof, the Human Resources Manager shall forward the Hearing Panel’s written statement of recommendation to the City Manager for his consideration.
 5. The City Manager shall review and consider the record of the proceedings before the hearing panel, and shall accept, reject or modify the recommendation and/or findings. Written notice of the decision and any

required findings by the City Manager shall be delivered to the employee within ten (10) calendar days of the City Manager's receipt of the Hearing Panel's statement of recommendation. The decision of the City Manager shall be final and not subject to any further appeal.

SECTION 3. LAYOFFS & REDUCTIONS IN FORCE.

A. Purpose for Layoffs

For reasons of economy, efficiency, or in the interest or mandate of the public, reductions of City services may be required. Whenever, in the judgment of the City Council, it becomes necessary, the City Council may eliminate positions, and the employees holding such positions may be laid off.

B. Seniority and Order of Layoff

1. Seniority shall be by date of first employment in the employee's current classification. Layoffs shall be in reverse seniority order in the affected classification, with junior employees being laid off before senior employees. No full-time permanent employee may be laid off while any temporary, probationary or part-time employees, or any employees with less seniority are retained in the affected classification. A senior employee who is to be laid off shall have the right to bump a junior employee in a lower paying classification provided that the senior employee shall have previously established permanent status in the position into which she/he wishes to bump.
2. If an employee exercises bumping rights to a lower classification, said employee shall have the right to be the next person promoted to the classification from which he or she was laid off for a period of 24 months from the effective date of the lay-off action.

C. The duties performed by an employee laid off may be reassigned to other employees already working who hold positions in appropriate classes.

D. Reinstatement List and Recall Rights

1. Full-time permanent employees of the City who are laid off from the competitive service in good standing shall have their names placed on a recall list for a period not to exceed two (2) years from date of layoff, and shall be eligible for recall for any vacancies within the same position

classification held by the employee, provided that the employee meets the minimum qualification and is able to perform the duties of the job. Laid off employees applying for vacancies in other position classifications shall be given preference provided they meet the minimum qualifications for the position and are able to perform the duties of the job.

2. Once recalled, reinstated employees will be restored to the same seniority rights and benefits in effect for the employee at time of layoff, unless subsequent changes in the MOU have been made in the intervening time regarding a particular benefit, in which case the newer MOU language regarding benefit entitlement will take precedent.
3. After expiration of the two year recall list, laid off employees will be treated the same as internal candidates for employment recruitment purposes only in accordance with the "Recruiting, Hiring and Promotions of Classified Employees" policy for a period of twelve (12) months after approval of this MOU.

E. Payment for Accumulated Leave

The laid-off employee shall have the option of receiving payment for any accumulated vacation leave compensatory time, or "frozen" sick leave with a cash value in accordance with the provisions of the MOU and respective City policies, at any time during the layoff period. Payment shall be made in one (1) full payment. An employee electing to defer automatic payment of these leave balances by the City must notify the Human Resources Department in writing of their choice. If payment is not selected at the end of the two (2) year period the City will automatically pay the employee the amount to which he or she is entitled. Once an employee elects payment of any balances, the payment will be subject to the provisions applicable for those programs in effect at the time of reinstatement.

F. Severance Pay.

The laid-off employee will be provided four (4) weeks' severance pay.

ARTICLE 7 – SECURITY PROVISIONS

SECTION 1. DUES CHECKOFF.

SBPEA is authorized to use payroll deductions for collecting employee organizational dues on a monthly basis.

SECTION 2. MAINTENANCE OF MEMBERSHIP.

- A. Any unit member who is a member of the San Bernardino Public Employees Association (“SBPEA”) or who has applied for membership, may sign and deliver to the City an assignment authorizing deduction of membership dues, initiation fees, and general assessments in the SBPEA. Pursuant to such authorization, the City shall deduct the monthly amount certified by SBPEA to be the dues required for the employee’s membership in SBPEA from the unit member’s regular paycheck. Any unit member who is a member of SBPEA shall maintain such membership for the duration of the Collective Bargaining Agreement.
- B. Any unit member who is not a member of SBPEA or who does not make application for membership within 30 days following ratification between the parties or within 30 days from the date of commencement of assigned duties, shall become a member of SBPEA or shall pay to SBPEA a fee in an amount equal to membership dues, initiation fees, and general assessments via automatic payroll deduction by the City and in the same manner as set forth in paragraph A of this Article. There shall be no charge to SBPEA for such mandatory agency fee deduction.
 1. Any unit member who is a member of a religious body whose traditional tenets or teachings include objections to joining or financially supporting labor organizations and shall not be required to join or financially support the labor organizations and shall not be required to join or financially support SBPEA; except that such unit member shall pay, in lieu of a service fee, sums equal to such service fee to one of the following non-religious non-labor organizations, charitable funds, which are exempt from taxation under Section 501(c)(3) of Title 26 of the Internal Revenue Code:
 - a. United Way
 - b. American Cancer Society
 - c. Charity to be determined

2. Any employee claiming these exemptions shall furnish SBPEA and the City with copies of receipts from the charity selected as proof that such payments have been made or shall authorize payroll deduction of such payments. Such proof shall be presented on or before January 1 of each year.
- C. With respect to all sums deducted by the City pursuant to paragraphs A and B above, whether for membership dues or agency fee, the City agrees to remit such moneys promptly to SBPEA together with alphabetical list of employees for whom such deductions have been made, categorizing them as to member or non-members of SBPEA and indicating any changes in personnel from the list previously furnished.
- D. SBPEA agrees to furnish any information needed by the City to fulfill the provisions of this Article.
- E. SBPEA shall comply with the requirements of Government Code section 3502.5(f) and shall timely provide to both the City and to the bargaining unit members the required annual financial information.
- F. SBPEA shall indemnify and hold harmless the City, its City Council members, officers, agents, attorneys and employees from any and all claims, demands, suits or other liability and/or expense pertaining to the organizational security provisions of this agreement, the process, or decision of SBPEA, provided that SBPEA shall have the exclusive right to decide and determine whether any such action shall be compromised, resisted, defended, tried or appealed.

SECTION 3. CHANGES IN COMPENSATION AND BENEFITS.

- A. In the event any other bargaining unit or non-bargaining unit member receives any economic benefit (i.e., salary, insurance, etc.) during the term of this agreement, unit members represented by SBPEA shall receive the equivalent increase. In the event any other bargaining unit or non-bargaining unit member receives any economic benefit and the benefit does not exist in this contract, unit members shall receive the equivalent amount toward the benefit of their choice.

ARTICLE 8 – EMPLOYEE/EMPLOYER RELATIONS

SECTION 1. LABOR/MANAGEMENT COOPERATION COMMITTEE:

A Labor/Management Committee shall be established for the following purposes:

- A. To improve communication between representatives of Labor and Management;
- B. To study and explore ways of eliminating potential problems between the City and its employees;
- C. This Committee is not intended to circumvent, replace or modify the grievance procedure.
- D. The City and SBPEA agree to create a subcommittee to meet and confer as necessary on revisions to City's Personnel Rules.

SECTION 2. STEWARDS.

SBPEA may be represented by Steward and Alternative Stewards, and Alternative Stewards acting only when the Steward is not at work. SBPEA shall notify the City in writing of the employees selected to act as Stewards and Alternative Stewards. Stewards and their Alternates shall, unless performing steward duties, be and remain at their regular place of work. This provision does not include any increase in the existing number of stewards or alternates. Stewards shall be authorized to devote time during working hours to perform the following duties, for which the City will pay for reasonable periods of time to perform those duties to present a grievance, to investigate a grievance, to confer with a SBPEA Business Representative and/or Department Head and to attend grievance meetings with Department Heads and/or the City Manager.

SECTION 3. GRIEVANCES.

A grievance of a wrong, real or fancied, considered by an employee as grounds for complaint, except in a case of a personnel action arising out of position, classification, pay, demotion, suspension and dismissal. The adjustment of complaints arising there from are separately provided.

The most effective accomplishment of the work of the City requires prompt consideration and equitable adjustment of employee grievances. It is the desire of the City to adjust grievances informally, and both supervisors and employees are expected to make every effort to resolve problems as they arise. However, it is recognized that there will be grievances which will be

resolved only after a formal appeal and review. Accordingly, the following procedure is established.

SECTION 4. GRIEVANCE PROCEDURE.

A grievance must be presented to the immediate supervisor within seven (7) days of the event giving rise to the grievance or the grievance will be deemed untimely. The immediate supervisor shall make inquiry into the facts and circumstances of the complaint and shall attempt to resolve the matter promptly and fairly.

An employee, if dissatisfied with the decision of the supervisor, may submit the grievance in writing to the Department Head. The Department Head shall make a separate investigation and inform the employee in writing of his/her decision and the reason therefore within seven (7) calendar days after receipt of the employee's grievance.

If the employee is dissatisfied with the Department Head's decision, he/she may request in writing a review by the City Manager within seven (7) calendar days following the receipt of the decision of the Department Head. The City Manager shall make an investigation and conduct such hearings as he/she deems necessary and shall within fifteen (15) calendar days after the receipt of the employee's request for review inform the employee in writing of his/her findings and decision. The decision of the City Manager shall be final.

If a grievance challenges an action of the City Manager taken prior to the time it would reach her/him under this procedure, she/he shall not review the grievance as City Manager. The final step in the procedure shall be reviewed by the City Manager or equivalent official from another local agency who shall discharge the functions normally performed by the City Manager under this procedure.

The City shall make available to the employee or the employee representative a standard grievance form.

SECTION 5. COMPENSATION STUDY.

- A. City agrees to complete the Compensation Study and meet with SBPEA for the purpose to meet and confer on the results of this study no later than July 1, 2015; this meet and confer will also provide final salary schedules for any classifications that are currently being filled by members of the unit receiving acting pay.
- B. City agrees to reopen this agreement for the sole purpose of meeting and conferring regarding the results and implementation of the Koff & Associates Total Compensation Study.

ARTICLE 9 – CONTRACTING

Effective July 1, 2012, in the event the City determines a service and/or program will be contracted out, City agrees that any Request for a Proposal for contracting out a service and/or program will not displace any current employee. The City will agree to meet and confer with SBPEA and give notice as required by law.

ARTICLE 10 – TEMPORARY EMPLOYEES

The City shall have the right to hire temporary employees (casuals) at the appropriate classification as outlined in this MOU as determined by the Department Head. Such employees shall not be covered by this MOU and shall not be employed in excess of one hundred twenty (120) consecutive days within any twelve (12) calendar month period time. If an employee is employed in excess of one hundred twenty (120) consecutive days then that employee will be covered by the MOU and become a regular employee.

Effective July 1, 2012, a temporary employee may hold a position for one hundred twenty (120) working days in any twelve (12) month period. If an employee is employed in excess of one hundred twenty (120) working days then that employee will be covered by the MOU and become a regular employee.

ARTICLE 11 – EFFECTIVE DATES

SECTION 1. EFFECTIVE DATE.

The provisions of this Agreement shall be effective commencing July 1, 2014, except as otherwise specified in this Agreement and shall remain in effect until June 30, 2017, or until superseded by another Agreement.

SECTION 2. SEPARABILITY.

one or more sections, subsections, sentences, clauses or phrases be declared invalid or unconstitutional.

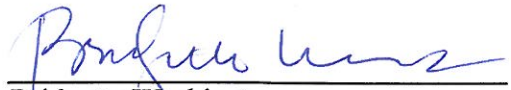
Signed this 4th day of may, 2015.

CITY OF COACHELLA

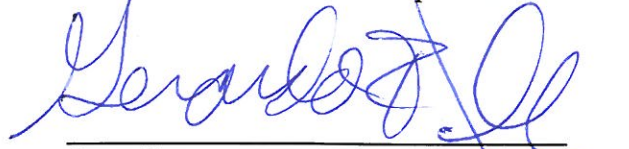
SAN BERNARDINO PUBLIC
EMPLOYEES ASSOCIATION




David R. Garcia
City Manager



Bridgette Washington
SBPEA Labor Relations Representative



Jerry Jimenez
Employee Representative



Hector Molina
Employee Representative

**City of Coachella - Salary Schedule
Confidential Mid-Management Employees
July 1, 2013 - June 30, 2014**

Position Title	Step	A	B	C	D	E	Performance "0" Step (5%)
Accounting Manager	h	42.39	44.51	46.73	49.06	51.51	54.09
	m	7,347.60	7,715.07	8,099.87	8,503.73	8,928.40	9,374.82
	a	88,171.20	92,580.80	97,198.40	102,044.80	107,140.80	112,497.84
<i>Grade 25</i>							
Administrative Assistant	h	25.96	27.26	28.63	30.05	31.56	33.14
	m	4,499.73	4,725.07	4,962.53	5,208.67	5,470.40	5,743.92
	a	53,996.80	56,700.80	59,550.40	62,504.00	65,644.80	68,927.04
<i>Grade 10</i>							
Associate Planner	h	31.72	33.30	34.96	36.71	38.54	40.47
	m	5,498.13	5,772.00	6,059.73	6,363.07	6,680.27	7,014.28
	a	65,977.60	69,264.00	72,716.80	76,356.80	80,163.20	84,171.36
<i>Grade 21</i>							
Assistant to the City Manager	h	39.15	41.11	43.16	45.33	47.59	49.97
	a	6,786.00	7,125.73	7,481.07	7,857.20	8,248.93	8,661.38
	m	81,432.00	85,508.80	89,772.80	94,286.40	98,987.20	103,936.56
<i>Grade 24</i>							
Building Official	h	42.39	44.51	46.73	49.06	51.51	54.09
	m	7,347.60	7,715.07	8,099.87	8,503.73	8,928.40	9,374.82
	a	88,171.20	92,580.80	97,198.40	102,044.80	107,140.80	112,497.84
<i>Grade 25</i>							
Civil Engineering Associate	h	31.72	33.30	34.96	36.71	38.54	40.47
	m	5,498.13	5,772.00	6,059.73	6,363.07	6,680.27	7,014.28
	a	65,977.60	69,264.00	72,716.80	76,356.80	80,163.20	84,171.36
<i>Grade 21</i>							
Code Compliance Manager	h	42.39	44.51	46.73	49.06	51.51	54.09
	m	7,347.60	7,715.07	8,099.87	8,503.73	8,928.40	9,374.82
	a	88,171.20	92,580.80	97,198.40	102,044.80	107,140.80	112,497.84
<i>Grade 25</i>							
Community Services Coordinator	h	25.96	27.26	28.63	30.05	31.56	33.14
	m	4,499.73	4,725.07	4,962.53	5,208.67	5,470.40	5,743.92
	a	53,996.80	56,700.80	59,550.40	62,504.00	65,644.80	68,927.04
<i>Grade 10</i>							
Deputy City Clerk	h	32.32	33.94	35.63	37.41	39.29	41.25
	m	5,602.13	5,882.93	6,175.87	6,484.40	6,810.27	7,150.78
	a	67,225.60	70,595.20	74,110.40	77,812.80	81,723.20	85,809.36
<i>Grade 22</i>							
Economic Development Manager	h	42.39	44.51	46.73	49.06	51.51	54.09
	m	7,347.60	7,715.07	8,099.87	8,503.73	8,928.40	9,374.82
	a	88,171.20	92,580.80	97,198.40	102,044.80	107,140.80	112,497.84
<i>Grade 25</i>							
Environmental/Regulatory Programs Manager	h	31.72	33.30	34.96	36.71	38.54	40.47
	m	5,498.13	5,772.00	6,059.73	6,363.07	6,680.27	7,014.28
	a	65,977.60	69,264.00	72,716.80	76,356.80	80,163.20	84,171.36
<i>Grade 21</i>							

**City of Coachella - Salary Schedule
Confidential Mid-Management Employees
July 1, 2013 - June 30, 2014**

Position Title	Step	A	B	C	D	E	Performance "0" Step (5%)
Executive Assistant	h	28.65	30.09	31.59	33.16	34.83	36.57
	m	4,966.00	5,215.60	5,475.60	5,747.73	6,037.20	6,339.06
	a	59,592.00	62,587.20	65,707.20	68,972.80	72,446.40	76,068.72
<i>Grade 17</i>							
Finance Services Supervisor	h	32.32	33.94	35.63	37.41	39.29	41.25
	m	5,602.13	5,882.93	6,175.87	6,484.40	6,810.27	7,150.78
	a	67,225.60	70,595.20	74,110.40	77,812.80	81,723.20	85,809.36
<i>Grade 22</i>							
Information Technology Manager	h	42.39	44.51	46.73	49.06	51.51	54.09
	m	7,347.60	7,715.07	8,099.87	8,503.73	8,928.40	9,374.82
	a	88,171.20	92,580.80	97,198.40	102,044.80	107,140.80	112,497.84
<i>Grade 25</i>							
Parks and Recreation Services Manager	h	39.15	41.11	43.16	45.33	47.59	49.97
	m	6,786.00	7,125.73	7,481.07	7,857.20	8,248.93	8,661.38
	a	81,432.00	85,508.80	89,772.80	94,286.40	98,987.20	103,936.56
<i>Grade 24</i>							
Parks Supervisor	h	28.16	29.56	31.04	32.60	34.23	35.94
	m	4,881.07	5,123.73	5,380.27	5,650.67	5,933.20	6,229.86
	a	58,572.80	61,484.80	64,563.20	67,808.00	71,198.40	74,758.32
<i>Grade 16</i>							
Permit Technician	h	26.58	27.91	29.31	30.78	32.32	33.94
	m	4,607.20	4,837.73	5,080.40	5,335.20	5,602.13	5,882.24
	a	55,286.40	58,052.80	60,964.80	64,022.40	67,225.60	70,586.88
<i>Grade 12</i>							
Planning Manager	h	51.51	54.09	56.80	59.64	62.62	65.75
	m	8,928.40	9,375.60	9,845.33	10,337.60	10,854.13	11,396.84
	a	107,140.80	112,507.20	118,144.00	124,051.20	130,249.60	136,762.08
<i>Grade 25</i>							
Principal Planner	h	42.39	44.51	46.73	49.06	51.51	54.09
	m	7,347.60	7,715.07	8,099.87	8,503.73	8,928.40	9,374.82
	a	88,171.20	92,580.80	97,198.40	102,044.80	107,140.80	112,497.84
<i>Grade 25</i>							
Sanitary Superintendent	h	39.15	41.11	43.16	45.33	47.59	49.97
	m	6,786.00	7,125.73	7,481.07	7,857.20	8,248.93	8,661.38
	a	81,432.00	85,508.80	89,772.80	94,286.40	98,987.20	103,936.56
<i>Grade 24</i>							
Senior Civil Engineer	h	42.39	44.51	46.73	49.06	51.51	54.09
	m	7,347.60	7,715.07	8,099.87	8,503.73	8,928.40	9,374.82
	a	88,171.20	92,580.80	97,198.40	102,044.80	107,140.80	112,497.84
<i>Grade 25</i>							
Senior Management Analyst	h	39.15	41.11	43.16	45.33	47.59	49.97
	m	6,786.00	7,125.73	7,481.07	7,857.20	8,248.93	8,661.38
	a	81,432.00	85,508.80	89,772.80	94,286.40	98,987.20	103,936.56
<i>Grade 24</i>							

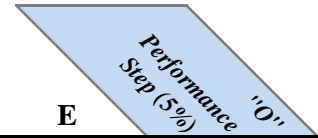
City of Coachella - Salary Schedule
Confidential Mid-Management Employees
July 1, 2013 - June 30, 2014

Position Title	Step	A	B	C	D	E	Performance "O" Step (5%)
Senior Planner	h	36.72	38.55	40.48	42.50	44.63	46.86
	m	6,364.80	6,682.00	7,016.53	7,366.67	7,735.87	8,122.66
	a	76,377.60	80,184.00	84,198.40	88,400.00	92,830.40	97,471.92
<i>Grade 23</i>							
Streets Supervisor	h	28.16	29.56	31.04	32.60	34.23	35.94
	m	4,881.07	5,123.73	5,380.27	5,650.67	5,933.20	6,229.86
	a	58,572.80	61,484.80	64,563.20	67,808.00	71,198.40	74,758.32
<i>Grade 16</i>							
Water Superintendent	h	39.15	41.11	43.16	45.33	47.59	49.97
	m	6,786.00	7,125.73	7,481.07	7,857.20	8,248.93	8,661.38
	a	81,432.00	85,508.80	89,772.80	94,286.40	98,987.20	103,936.56
<i>Grade 24</i>							

City of Coachella - Salary Schedule
Confidential Mid-Management Employees
July 1, 2014 - June 30, 2015
2% COLA Effective January 1, 2015

Position Title	Step	A	B	C	D	E	Performance "O"
							Step (5%)
Accounting Manager	h	43.24	45.40	47.66	50.04	52.54	55.16721
	m	7,494.55	7,869.37	8,261.86	8,673.81	9,106.97	9,562.32
	a	89,934.62	94,432.42	99,142.37	104,085.70	109,283.62	114,747.80
<i>Grade 25</i>							
Administrative Assistant	h	26.48	27.81	29.20	30.65	32.19	33.80
	m	4,589.73	4,819.57	5,061.78	5,312.84	5,579.81	5,858.80
	a	55,076.74	57,834.82	60,741.41	63,754.08	66,957.70	70,305.58
<i>Grade 10</i>							
Associate Planner	h	32.35	33.97	35.66	37.44	39.31	41.28
	m	5,608.10	5,887.44	6,180.93	6,490.33	6,813.87	7,154.57
	a	67,297.15	70,649.28	74,171.14	77,883.94	81,766.46	85,854.79
<i>Grade 21</i>							
Assistant to the City Manager	h	39.93	41.93	44.02	46.24	48.54	50.97
	a	6,921.72	7,268.25	7,630.69	8,014.34	8,413.91	8,834.61
	m	83,060.64	87,218.98	91,568.26	96,172.13	100,966.94	106,015.29
<i>Grade 24</i>							
Building Official	h	43.24	45.40	47.66	50.04	52.54	55.17
	m	7,494.55	7,869.37	8,261.86	8,673.81	9,106.97	9,562.32
	a	89,934.62	94,432.42	99,142.37	104,085.70	109,283.62	114,747.80
<i>Grade 25</i>							
Civil Engineering Associate	h	32.35	33.97	35.66	37.44	39.31	41.28
	m	5,608.10	5,887.44	6,180.93	6,490.33	6,813.87	7,154.57
	a	67,297.15	70,649.28	74,171.14	77,883.94	81,766.46	85,854.79
<i>Grade 21</i>							
Code Compliance Manager	h	43.24	45.40	47.66	50.04	52.54	55.17
	m	7,494.55	7,869.37	8,261.86	8,673.81	9,106.97	9,562.32
	a	89,934.62	94,432.42	99,142.37	104,085.70	109,283.62	114,747.80
<i>Grade 25</i>							
Community Services Coordinator	h	26.48	27.81	29.20	30.65	32.19	33.80
	m	4,589.73	4,819.57	5,061.78	5,312.84	5,579.81	5,858.80
	a	55,076.74	57,834.82	60,741.41	63,754.08	66,957.70	70,305.58
<i>Grade 10</i>							
Deputy City Clerk	h	32.97	34.62	36.34	38.16	40.08	42.08
	m	5,714.18	6,000.59	6,299.38	6,614.09	6,946.47	7,293.80
	a	68,570.11	72,007.10	75,592.61	79,369.06	83,357.66	87,525.55
<i>Grade 22</i>							
Economic Development Manager	h	43.24	45.40	47.66	50.04	52.54	55.17
	m	7,494.55	7,869.37	8,261.86	8,673.81	9,106.97	9,562.32
	a	89,934.62	94,432.42	99,142.37	104,085.70	109,283.62	114,747.80
<i>Grade 25</i>							
Environmental/Regulatory Programs Manager	h	32.35	33.97	35.66	37.44	39.31	41.28
	m	5,608.10	5,887.44	6,180.93	6,490.33	6,813.87	7,154.57
	a	67,297.15	70,649.28	74,171.14	77,883.94	81,766.46	85,854.79
<i>Grade 21</i>							

City of Coachella - Salary Schedule
Confidential Mid-Management Employees
July 1, 2014 - June 30, 2015
2% COLA Effective January 1, 2015



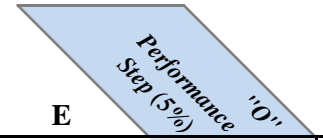
Position Title	Step	A	B	C	D	E	Performance Step (5%) "O"
Executive Assistant <i>Grade 17</i>	h	29.22	30.69	32.22	33.82	35.53	37.30
	m	5,065.32	5,319.91	5,585.11	5,862.69	6,157.94	6,465.84
	a	60,783.84	63,838.94	67,021.34	70,352.26	73,895.33	77,590.09
Finance Services Supervisor <i>Grade 22</i>	h	32.97	34.62	36.34	38.16	40.08	42.08
	m	5,714.18	6,000.59	6,299.38	6,614.09	6,946.47	7,293.80
	a	68,570.11	72,007.10	75,592.61	79,369.06	83,357.66	87,525.55
Information Technology Manager <i>Grade 25</i>	h	43.24	45.40	47.66	50.04	52.54	55.17
	m	7,494.55	7,869.37	8,261.86	8,673.81	9,106.97	9,562.32
	a	89,934.62	94,432.42	99,142.37	104,085.70	109,283.62	114,747.80
Parks and Recreation Services Manager <i>Grade 24</i>	h	39.93	41.93	44.02	46.24	48.54	50.97
	m	6,921.72	7,268.25	7,630.69	8,014.34	8,413.91	8,834.61
	a	83,060.64	87,218.98	91,568.26	96,172.13	100,966.94	106,015.29
Parks Supervisor <i>Grade 16</i>	h	28.72	30.15	31.66	33.25	34.91	36.66
	m	4,978.69	5,226.21	5,487.87	5,763.68	6,051.86	6,354.46
	a	59,744.26	62,714.50	65,854.46	69,164.16	72,622.37	76,253.49
Permit Technician <i>Grade 12</i>	h	27.11	28.47	29.90	31.40	32.97	34.61
	m	4,699.34	4,934.49	5,182.01	5,441.90	5,714.18	5,999.88
	a	56,392.13	59,213.86	62,184.10	65,302.85	68,570.11	71,998.62
Planning Manager <i>Grade 25</i>	h	52.54	55.17	57.94	60.83	63.87	67.07
	m	9,106.97	9,563.11	10,042.24	10,544.35	11,071.22	11,624.78
	a	109,283.62	114,757.34	120,506.88	126,532.22	132,854.59	139,497.32
Principal Planner <i>Grade 25</i>	h	43.24	45.40	47.66	50.04	52.54	55.17
	m	7,494.55	7,869.37	8,261.86	8,673.81	9,106.97	9,562.32
	a	89,934.62	94,432.42	99,142.37	104,085.70	109,283.62	114,747.80
Sanitary Superintendent <i>Grade 24</i>	h	39.93	41.93	44.02	46.24	48.54	50.97
	m	6,921.72	7,268.25	7,630.69	8,014.34	8,413.91	8,834.61
	a	83,060.64	87,218.98	91,568.26	96,172.13	100,966.94	106,015.29
Senior Civil Engineer <i>Grade 25</i>	h	43.24	45.40	47.66	50.04	52.54	55.17
	m	7,494.55	7,869.37	8,261.86	8,673.81	9,106.97	9,562.32
	a	89,934.62	94,432.42	99,142.37	104,085.70	109,283.62	114,747.80
Senior Management Analyst <i>Grade 24</i>	h	39.93	41.93	44.02	46.24	48.54	50.97
	m	6,921.72	7,268.25	7,630.69	8,014.34	8,413.91	8,834.61
	a	83,060.64	87,218.98	91,568.26	96,172.13	100,966.94	106,015.29

City of Coachella - Salary Schedule
Confidential Mid-Management Employees
July 1, 2014 - June 30, 2015
2% COLA Effective January 1, 2015

*Performance
Step (5%)
"O"*

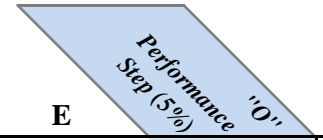
Position Title	Step	A	B	C	D	E	Performance "O"
Senior Planner	h	37.45	39.32	41.29	43.35	45.52	47.80
	m	6,492.10	6,815.64	7,156.86	7,514.00	7,890.58	8,285.11
	a	77,905.15	81,787.68	85,882.37	90,168.00	94,687.01	99,421.36
<i>Grade 23</i>							
Streets Supervisor	h	28.72	30.15	31.66	33.25	34.91	36.66
	m	4,978.69	5,226.21	5,487.87	5,763.68	6,051.86	6,354.46
	a	59,744.26	62,714.50	65,854.46	69,164.16	72,622.37	76,253.49
<i>Grade 16</i>							
Water Superintendent	h	39.93	41.93	44.02	46.24	48.54	50.97
	m	6,921.72	7,268.25	7,630.69	8,014.34	8,413.91	8,834.61
	a	83,060.64	87,218.98	91,568.26	96,172.13	100,966.94	106,015.29
<i>Grade 24</i>							

City of Coachella - Salary Schedule
Confidential Mid-Management Employees
July 1, 2015 - June 30, 2016
2% COLA Effective July 1, 2015



Position Title	Step	A	B	C	D	E	Performance Step (5%) "0"
Accounting Manager	h	44.10	46.31	48.62	51.04	53.59	56.2705542
	m	7,644.44	8,026.76	8,427.10	8,847.28	9,289.11	9,753.56
	a	91,733.32	96,321.06	101,125.22	106,167.41	111,469.29	117,042.75
<i>Grade 25</i>							
Administrative Assistant	h	27.01	28.36	29.79	31.26	32.84	34.48
	m	4,681.52	4,915.96	5,163.02	5,419.10	5,691.40	5,975.97
	a	56,178.27	58,991.51	61,956.24	65,029.16	68,296.85	71,711.69
<i>Grade 10</i>							
Associate Planner	h	33.00	34.65	36.37	38.19	40.10	42.10
	m	5,720.26	6,005.19	6,304.55	6,620.13	6,950.15	7,297.66
	a	68,643.10	72,062.27	75,654.56	79,441.61	83,401.79	87,571.88
<i>Grade 21</i>							
Assistant to the City Manager	h	40.73	42.77	44.90	47.16	49.51	51.99
	a	7,060.15	7,413.61	7,783.30	8,174.63	8,582.19	9,011.30
	m	84,721.85	88,963.36	93,399.62	98,095.57	102,986.28	108,135.60
<i>Grade 24</i>							
Building Official	h	44.10	46.31	48.62	51.04	53.59	56.27
	m	7,644.44	8,026.76	8,427.10	8,847.28	9,289.11	9,753.56
	a	91,733.32	96,321.06	101,125.22	106,167.41	111,469.29	117,042.75
<i>Grade 25</i>							
Civil Engineering Associate	h	33.00	34.65	36.37	38.19	40.10	42.10
	m	5,720.26	6,005.19	6,304.55	6,620.13	6,950.15	7,297.66
	a	68,643.10	72,062.27	75,654.56	79,441.61	83,401.79	87,571.88
<i>Grade 21</i>							
Code Compliance Manager	h	44.10	46.31	48.62	51.04	53.59	56.27
	m	7,644.44	8,026.76	8,427.10	8,847.28	9,289.11	9,753.56
	a	91,733.32	96,321.06	101,125.22	106,167.41	111,469.29	117,042.75
<i>Grade 25</i>							
Community Services Coordinator	h	27.01	28.36	29.79	31.26	32.84	34.48
	m	4,681.52	4,915.96	5,163.02	5,419.10	5,691.40	5,975.97
	a	56,178.27	58,991.51	61,956.24	65,029.16	68,296.85	71,711.69
<i>Grade 10</i>							
Deputy City Clerk	h	33.63	35.31	37.07	38.92	40.88	42.92
	m	5,828.46	6,120.60	6,425.37	6,746.37	7,085.40	7,439.67
	a	69,941.51	73,447.25	77,104.46	80,956.44	85,024.82	89,276.06
<i>Grade 22</i>							
Economic Development Manager	h	44.10	46.31	48.62	51.04	53.59	56.27
	m	7,644.44	8,026.76	8,427.10	8,847.28	9,289.11	9,753.56
	a	91,733.32	96,321.06	101,125.22	106,167.41	111,469.29	117,042.75
<i>Grade 25</i>							
Environmental/Regulatory Programs Manager	h	33.00	34.65	36.37	38.19	40.10	42.10
	m	5,720.26	6,005.19	6,304.55	6,620.13	6,950.15	7,297.66
	a	68,643.10	72,062.27	75,654.56	79,441.61	83,401.79	87,571.88
<i>Grade 21</i>							

City of Coachella - Salary Schedule
Confidential Mid-Management Employees
July 1, 2015 - June 30, 2016
2% COLA Effective July 1, 2015



Position Title	Step	A	B	C	D	E	Performance Step (5%) "0"
Executive Assistant <i>Grade 17</i>	h	29.81	31.31	32.87	34.50	36.24	38.05
	m	5,166.63	5,426.31	5,696.81	5,979.94	6,281.10	6,595.16
	a	61,999.52	65,115.72	68,361.77	71,759.30	75,373.23	79,141.90
Finance Services Supervisor <i>Grade 22</i>	h	33.63	35.31	37.07	38.92	40.88	42.92
	m	5,828.46	6,120.60	6,425.37	6,746.37	7,085.40	7,439.67
	a	69,941.51	73,447.25	77,104.46	80,956.44	85,024.82	89,276.06
Information Technology Manager <i>Grade 25</i>	h	44.10	46.31	48.62	51.04	53.59	56.27
	m	7,644.44	8,026.76	8,427.10	8,847.28	9,289.11	9,753.56
	a	91,733.32	96,321.06	101,125.22	106,167.41	111,469.29	117,042.75
Parks and Recreation Services Manager <i>Grade 24</i>	h	40.73	42.77	44.90	47.16	49.51	51.99
	m	7,060.15	7,413.61	7,783.30	8,174.63	8,582.19	9,011.30
	a	84,721.85	88,963.36	93,399.62	98,095.57	102,986.28	108,135.60
Parks Supervisor <i>Grade 16</i>	h	29.30	30.75	32.29	33.92	35.61	37.39
	m	5,078.26	5,330.73	5,597.63	5,878.95	6,172.90	6,481.55
	a	60,939.14	63,968.79	67,171.55	70,547.44	74,074.82	77,778.56
Permit Technician <i>Grade 12</i>	h	27.65	29.04	30.49	32.02	33.63	35.31
	m	4,793.33	5,033.18	5,285.65	5,550.74	5,828.46	6,119.88
	a	57,519.97	60,398.13	63,427.78	66,608.90	69,941.51	73,438.59
Planning Manager <i>Grade 25</i>	h	53.59	56.28	59.09	62.05	65.15	68.41
	m	9,289.11	9,754.37	10,243.08	10,755.24	11,292.64	11,857.27
	a	111,469.29	117,052.49	122,917.02	129,062.87	135,511.68	142,287.27
Principal Planner <i>Grade 25</i>	h	44.10	46.31	48.62	51.04	53.59	56.27
	m	7,644.44	8,026.76	8,427.10	8,847.28	9,289.11	9,753.56
	a	91,733.32	96,321.06	101,125.22	106,167.41	111,469.29	117,042.75
Sanitary Superintendent <i>Grade 24</i>	h	40.73	42.77	44.90	47.16	49.51	51.99
	m	7,060.15	7,413.61	7,783.30	8,174.63	8,582.19	9,011.30
	a	84,721.85	88,963.36	93,399.62	98,095.57	102,986.28	108,135.60
Senior Civil Engineer <i>Grade 25</i>	h	44.10	46.31	48.62	51.04	53.59	56.27
	m	7,644.44	8,026.76	8,427.10	8,847.28	9,289.11	9,753.56
	a	91,733.32	96,321.06	101,125.22	106,167.41	111,469.29	117,042.75
Senior Management Analyst <i>Grade 24</i>	h	40.73	42.77	44.90	47.16	49.51	51.99
	m	7,060.15	7,413.61	7,783.30	8,174.63	8,582.19	9,011.30
	a	84,721.85	88,963.36	93,399.62	98,095.57	102,986.28	108,135.60

City of Coachella - Salary Schedule
Confidential Mid-Management Employees
July 1, 2015 - June 30, 2016
2% COLA Effective July 1, 2015

*Performance
Step (5%)
"O"*

Position Title	Step	A	B	C	D	E	<i>Performance Step (5%) "O"</i>
Senior Planner	h	38.20	40.11	42.12	44.22	46.43	48.75
	m	6,621.94	6,951.95	7,300.00	7,664.28	8,048.40	8,450.82
	a	79,463.26	83,423.43	87,600.02	91,971.36	96,580.75	101,409.79
<i>Grade 23</i>							
Streets Supervisor	h	29.30	30.75	32.29	33.92	35.61	37.39
	m	5,078.26	5,330.73	5,597.63	5,878.95	6,172.90	6,481.55
	a	60,939.14	63,968.79	67,171.55	70,547.44	74,074.82	77,778.56
<i>Grade 16</i>							
Water Superintendent	h	40.73	42.77	44.90	47.16	49.51	51.99
	m	7,060.15	7,413.61	7,783.30	8,174.63	8,582.19	9,011.30
	a	84,721.85	88,963.36	93,399.62	98,095.57	102,986.28	108,135.60
<i>Grade 24</i>							

City of Coachella - Salary Schedule
Confidential Mid-Management Employees
July 1, 2016 - June 30, 2017
3% COLA Effective July 1, 2016

Position Title	Step	A	B	C	D	E	Performance "O" Step (5%)
Accounting Manager	h	45.43	47.70	50.08	52.57	55.20	57.95867083
	m	7,873.78	8,267.56	8,679.91	9,112.70	9,567.78	10,046.17
	a	94,485.32	99,210.70	104,158.97	109,352.43	114,813.37	120,554.04
<i>Grade 25</i>							
Administrative Assistant	h	27.82	29.21	30.68	32.20	33.82	35.51
	m	4,821.97	5,063.44	5,317.91	5,581.67	5,862.15	6,155.25
	a	57,863.62	60,761.26	63,814.92	66,980.04	70,345.76	73,863.04
<i>Grade 10</i>							
Associate Planner	h	33.99	35.68	37.46	39.34	41.30	43.36
	m	5,891.87	6,185.34	6,493.68	6,818.74	7,158.65	7,516.59
	a	70,702.39	74,224.13	77,924.20	81,824.86	85,903.85	90,199.04
<i>Grade 21</i>							
Assistant to the City Manager	h	41.95	44.05	46.25	48.58	51.00	53.55
	a	7,271.96	7,636.02	8,016.80	8,419.87	8,839.66	9,281.64
	m	87,263.51	91,632.26	96,201.61	101,038.44	106,075.87	111,379.66
<i>Grade 24</i>							
Building Official	h	45.43	47.70	50.08	52.57	55.20	57.96
	m	7,873.78	8,267.56	8,679.91	9,112.70	9,567.78	10,046.17
	a	94,485.32	99,210.70	104,158.97	109,352.43	114,813.37	120,554.04
<i>Grade 25</i>							
Civil Engineering Associate	h	33.99	35.68	37.46	39.34	41.30	43.36
	m	5,891.87	6,185.34	6,493.68	6,818.74	7,158.65	7,516.59
	a	70,702.39	74,224.13	77,924.20	81,824.86	85,903.85	90,199.04
<i>Grade 21</i>							
Code Compliance Manager	h	45.43	47.70	50.08	52.57	55.20	57.96
	m	7,873.78	8,267.56	8,679.91	9,112.70	9,567.78	10,046.17
	a	94,485.32	99,210.70	104,158.97	109,352.43	114,813.37	120,554.04
<i>Grade 25</i>							
Community Services Coordinator	h	27.82	29.21	30.68	32.20	33.82	35.51
	m	4,821.97	5,063.44	5,317.91	5,581.67	5,862.15	6,155.25
	a	57,863.62	60,761.26	63,814.92	66,980.04	70,345.76	73,863.04
<i>Grade 10</i>							
Deputy City Clerk	h	34.63	36.37	38.18	40.09	42.10	44.21
	m	6,003.31	6,304.22	6,618.13	6,948.76	7,297.96	7,662.86
	a	72,039.76	75,650.66	79,417.59	83,385.13	87,575.56	91,954.34
<i>Grade 22</i>							
Economic Development Manager	h	45.43	47.70	50.08	52.57	55.20	57.96
	m	7,873.78	8,267.56	8,679.91	9,112.70	9,567.78	10,046.17
	a	94,485.32	99,210.70	104,158.97	109,352.43	114,813.37	120,554.04
<i>Grade 25</i>							
Environmental/Regulatory Programs Manager	h	33.99	35.68	37.46	39.34	41.30	43.36
	m	5,891.87	6,185.34	6,493.68	6,818.74	7,158.65	7,516.59
	a	70,702.39	74,224.13	77,924.20	81,824.86	85,903.85	90,199.04
<i>Grade 21</i>							

City of Coachella - Salary Schedule
Confidential Mid-Management Employees
July 1, 2016 - June 30, 2017
3% COLA Effective July 1, 2016

Position Title	Step	A	B	C	D	E	Performance "O" Step (5%)
Executive Assistant <i>Grade 17</i>	h	30.70	32.24	33.85	35.53	37.32	39.19
	m	5,321.63	5,589.10	5,867.72	6,159.34	6,469.54	6,793.01
	a	63,859.50	67,069.19	70,412.62	73,912.08	77,634.43	81,516.15
Finance Services Supervisor <i>Grade 22</i>	h	34.63	36.37	38.18	40.09	42.10	44.21
	m	6,003.31	6,304.22	6,618.13	6,948.76	7,297.96	7,662.86
	a	72,039.76	75,650.66	79,417.59	83,385.13	87,575.56	91,954.34
Information Technology Manager <i>Grade 25</i>	h	45.43	47.70	50.08	52.57	55.20	57.96
	m	7,873.78	8,267.56	8,679.91	9,112.70	9,567.78	10,046.17
	a	94,485.32	99,210.70	104,158.97	109,352.43	114,813.37	120,554.04
Parks and Recreation Services Manager <i>Grade 24</i>	h	41.95	44.05	46.25	48.58	51.00	53.55
	m	7,271.96	7,636.02	8,016.80	8,419.87	8,839.66	9,281.64
	a	87,263.51	91,632.26	96,201.61	101,038.44	106,075.87	111,379.66
Parks Supervisor <i>Grade 16</i>	h	30.18	31.68	33.26	34.93	36.68	38.52
	m	5,230.61	5,490.65	5,765.56	6,055.32	6,358.09	6,675.99
	a	62,767.32	65,887.85	69,186.70	72,663.87	76,297.06	80,111.91
Permit Technician <i>Grade 12</i>	h	28.48	29.91	31.41	32.98	34.63	36.37
	m	4,937.13	5,184.17	5,444.22	5,717.26	6,003.31	6,303.48
	a	59,245.57	62,210.08	65,330.61	68,607.17	72,039.76	75,641.75
Planning Manager <i>Grade 25</i>	h	55.20	57.96	60.87	63.91	67.10	70.46
	m	9,567.78	10,047.01	10,550.38	11,077.90	11,631.42	12,212.99
	a	114,813.37	120,564.07	126,604.53	132,934.75	139,577.03	146,555.89
Principal Planner <i>Grade 25</i>	h	45.43	47.70	50.08	52.57	55.20	57.96
	m	7,873.78	8,267.56	8,679.91	9,112.70	9,567.78	10,046.17
	a	94,485.32	99,210.70	104,158.97	109,352.43	114,813.37	120,554.04
Sanitary Superintendent <i>Grade 24</i>	h	41.95	44.05	46.25	48.58	51.00	53.55
	m	7,271.96	7,636.02	8,016.80	8,419.87	8,839.66	9,281.64
	a	87,263.51	91,632.26	96,201.61	101,038.44	106,075.87	111,379.66
Senior Civil Engineer <i>Grade 25</i>	h	45.43	47.70	50.08	52.57	55.20	57.96
	m	7,873.78	8,267.56	8,679.91	9,112.70	9,567.78	10,046.17
	a	94,485.32	99,210.70	104,158.97	109,352.43	114,813.37	120,554.04
Senior Management Analyst <i>Grade 24</i>	h	41.95	44.05	46.25	48.58	51.00	53.55
	m	7,271.96	7,636.02	8,016.80	8,419.87	8,839.66	9,281.64
	a	87,263.51	91,632.26	96,201.61	101,038.44	106,075.87	111,379.66

City of Coachella - Salary Schedule
Confidential Mid-Management Employees
July 1, 2016 - June 30, 2017
3% COLA Effective July 1, 2016

Position Title	Step	A	B	C	D	E	Performance "O" Step (5%)
Senior Planner	h	39.35	41.31	43.38	45.54	47.83	50.22
	m	6,820.60	7,160.51	7,519.00	7,894.21	8,289.85	8,704.34
	a	81,847.15	85,926.14	90,228.02	94,730.50	99,478.17	104,452.08
<i>Grade 23</i>							
Streets Supervisor	h	30.18	31.68	33.26	34.93	36.68	38.52
	m	5,230.61	5,490.65	5,765.56	6,055.32	6,358.09	6,675.99
	a	62,767.32	65,887.85	69,186.70	72,663.87	76,297.06	80,111.91
<i>Grade 16</i>							
Water Superintendent	h	41.95	44.05	46.25	48.58	51.00	53.55
	m	7,271.96	7,636.02	8,016.80	8,419.87	8,839.66	9,281.64
	a	87,263.51	91,632.26	96,201.61	101,038.44	106,075.87	111,379.66
<i>Grade 24</i>							