

**CITY OF MERCED  
COMPENSATION PLAN  
FOR  
MANAGEMENT EMPLOYEES**

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**July 1, 2021  
Through  
June 30, 2024**

## **ARTICLE I** **GENERAL**

**SECTION 1.01. PURPOSE OF PLAN.** The management compensation plan is established to:

1. Compensate management personnel on the basis of merit and skill by a combination of fixed steps and variable amounts.
2. Encourage creative and decisive performance.
3. Recognize and distinguish management personnel differently from members of employee organizations.
4. Promote efficiency and economy.
5. Improve the City's ability to attract and retain outstanding management personnel.

**SECTION 1.02. SCOPE.** The management compensation plan covers positions in the classified and unclassified service in the job classes as set forth in Exhibit A, incorporated in and made a part of this document.

## **ARTICLE II** **MANAGEMENT EMPLOYEES**

**SECTION 2.01. GENERAL.**

1. The provisions of this Article applies to employees in the confidential, supervisory, middle and executive categories of the City's management team, hereinafter referred to as management employees.
2. The management compensation plan consists of a salary plan and certain benefits specific to the six different groups of management employees.
3. The City Council has adopted a management salary plan that consists of a salary range of five specific steps.
4. The City Manager is authorized to recommend changes for all classes in the compensation plan from time to time.
5. Salary adjustments for management employees are based on merit and fitness, and emphasize performance demands.

6. For purposes of this compensation plan, non-exempt employees pursuant to the Fair Labor Standards Act are in the non-exempt confidential and non-exempt supervisory categories. Exempt employees pursuant to the Fair Labor Standards Act are in the exempt confidential, exempt supervisory, middle management, and executive management categories.

## **SECTION 2.02. SPECIFIC COMPENSATION.**

1. The City Manager, as Chief Executive Officer, administers the management compensation plan.
2. Department Heads are responsible for recommending to the City Manager meritorious performance adjustments, and exceptional contribution adjustments for management employees within their respective departments.
3. The City Manager is authorized to review compensation and to approve or order increases or decreases thereto for management positions except the City Manager, the Finance Officer, and the City Attorney. The City Manager may not approve or order any salary decrease below Step One or approve or order any salary increase above the maximum established by the salary range.
4. The City Council, by resolution, shall establish the salary plan for all management employees.

## **ARTICLE III HOURS AND WORKING CONDITIONS**

### **SECTION 3.01. WORKDAY, WORKWEEK, WORK PERIOD NON-EXEMPT EMPLOYEES (CONFIDENTIAL AND SUPERVISORY MANAGEMENT CLASSIFICATIONS). SECTION 3.01 SHALL APPLY TO NON-EXEMPT CONFIDENTIAL AND NON-EXEMPT SUPERVISORY EMPLOYEES, UNLESS OTHERWISE STATED.**

- A. For non-exempt employees, the normal work day shall be eight (8) hours; the normal workweek shall be forty (40) hours; the normal work period shall be eighty (80) hours during each fourteen (14)-calendar days unless an employee has requested and received written permission from their department head and the City Manager authorizing an alternate work schedule. Approval shall be on a case by case basis.

Notwithstanding the above, non-exempt Fire Department personnel shall be assigned to either a 40-hour work week or a 56-hour work week. The following special provisions shall apply to such personnel when assigned to a 56-hour work week.

1. Work Shift – The normal work shift shall consist of 24 consecutive hours. The normal work shift shall begin at 8:00 am, except that:
    - a. Departments and divisions, with approval of the department head and authorization of the City Manager, may modify operational hours and the workday and/or workweek when needed to serve the public or to continue the efficient operations of City service during an emergency.
    - b. Departments and divisions, with approval of the department head and authorization of the City Manager, may modify operational hours, the workday and/or the workweek for reasons other than an emergency.
  2. Work Week – The normal work week shall average approximately 56 hours for non-exempt shift employees.
  3. Work Period – The basic work period shall be established to comply with the Fair Labor Standards Act, with the work period identified as twenty-four (24) calendar days under the 207(k) exemption.
- B. LONGER/SHORTER HOURS. These provisions do not restrict the extension of a regular work day or work week when such is necessary to carry on the business of the City, nor shall they be deemed to bar the City from establishing a work day of less than eight (8) hours, or a work week of less than forty (40) hours, or a work period of less than eighty (80) hours for all or any non-exempt employees.
- C. WORKWEEK SCHEDULE. Non-exempt Employees shall work a basic work week according to the schedule prepared by the Department Head.
- D. REST PERIODS. All non-exempt employees shall be granted a rest period limited to fifteen (15) minutes during each four (4) hours of regular work. Rest periods shall not be scheduled within one (1) hour of the beginning or the ending of a work shift or lunch period. The department may make reasonable rules concerning rest period scheduling. No wage deduction shall be made and no time off shall be charged against employees taking authorized rest periods. Rest periods shall be considered hours worked and employees may be required to perform duties, if necessary. Rest periods not taken shall be waived and employees shall not accrue any rights or overtime for rest periods not taken.
- E. MEAL PERIODS. All non-exempt employees normally shall be allowed a meal period of not less than thirty (30) minutes nor more than one (1) hour which shall be scheduled generally in the middle of the work shift. The department may make reasonable rules concerning meal period

scheduling. Employees are not authorized to work through a meal period to make up for previous absences, to accrue overtime, to gain entitlement to an earlier quitting time, or for any other reason, unless the employees' assigned or mandated duties require otherwise.

- F. **WORK SCHEDULE CHANGES.** Within the basic categories of work day, work week, work period, rest period and meal period, the department head, with the approval of the City Manager, shall have the discretion to modify work schedules to meet the needs of the City. When changes in schedules are anticipated, or immediately necessitated by emergency conditions, the department head shall give employees as much advance notice as is reasonably possible. For purposes of this plan, emergency conditions are conditions involving real or potential loss of service or property or personal danger as determined by the management of the City.
- G. **OVERTIME – DEFINITION.** Overtime is defined, paid, and calculated pursuant to the Fair Labor Standards Act (FLSA) as actual hours worked beyond the established forty (40) hours in a seven (7) day work week. For non-exempt employees assigned to a 56-hour work week, overtime is defined, paid and calculated pursuant to the Fair Labor Standards Act (FLSA) under the 207(K) exemption designated work period, as actual hours worked in excess of the established number of hours in a work period.
- H. **OVERTIME COMPUTED.** For purposes of computing the number of hours worked, pursuant to the FLSA, actual hours worked and time excused from work because of a holiday, vacation, sick leave and authorized compensatory time off (CTO) shall be considered as time worked by the employee.
- I. **OVERTIME – REGULAR RATE OF PAY.** Except as otherwise provided in this plan, compensation for assigned and authorized overtime work in excess of forty (40) hours in a work week for non-exempt employees shall be at a rate equivalent to one and one-half times the regular rate of pay.
- J. **CALL-BACK – DEFINITION.** Call-back work is defined as work required of a non-exempt employee when such employee is not on his/her regular shift during the period that begins one (1) hour after the employee has left work and ends one (1) hour before the employee is scheduled to begin the next regular shift.
- K. **CALL-BACK PAY.** Employees called back to work by the department head or his/her representative during this period shall be paid in accordance with Section 3.01 I. Fire Battalion Chiefs hired for Emergency

Recall (call-back) overtime shall be paid at time and one-half the regular rate of pay.

- L. **STANDBY OR ON-CALL.** Except as otherwise provided in this document, non-exempt employees, exempt confidential, exempt supervisory, and middle management employees assigned by the department head or his/her representative to standby or be on-call outside the regular duty schedule shall receive a standby or on-call allowance as follows:
  - 1. Employees assigned to standby or on-call on weekdays (i.e., a 16-consecutive hour period commencing with the end of the regularly-scheduled work shift) shall receive a standby allowance of two (2) hours' pay at the employee's regular straight time regular rate of pay for each weekday night of standby or on-call required.
  - 2. Employees assigned to standby or on-call on regularly scheduled days off (i.e., a 24-consecutive hour period commencing at 8:00 a.m.) shall receive a standby or on-call allowance of three (3) hours pay at the employee's regular straight time regular rate of pay for each of said days of standby or on call required.
  - 3. Employees assigned to standby or on-call on holidays shall receive a standby allowance of four (4) hours pay at the employee's regular straight time regular rate of pay for each day of eligible holiday required on standby or on-call.
- M. **COMPENSATORY TIME OFF (CTO).** Non-exempt employees who work over forty (40) hours in a seven (7) day workweek may be given compensatory time off (CTO) in lieu of cash payment for overtime at the discretion of the department head. The time at which compensatory time off (CTO) may be taken will be determined by the department head based on the needs of the City service but after considering the preferences of the employee.
- N. **CTO RATE.** When CTO is authorized in lieu of cash payment for overtime, it shall be allowed and taken at the same regular rate of pay that overtime is computed in accordance with the overtime sections of this plan.
- O. **CTO – MAXIMUM ACCRUAL.** The maximum accrual of CTO hours is eighty (80) hours. Above the maximum accrual, all overtime worked shall be paid at the rate of time and one-half of the regular rate of pay. The City shall be in compliance with the Fair Labor Standards Act.

- P. CTO – PAYMENT. Prior to resignation, termination, retirement, status change, or promotion, into an exempt classification, a non-exempt employee shall be permitted to utilize accumulated CTO, or shall be paid the cash equivalent of the accumulated CTO, prior to the effective date of the resignation, termination, retirement, or promotion into an exempt classification. Non-exempt employees may, once per quarter, elect to cash out up to forty (40) hours of CTO. Payment shall be made by separate check/direct deposit.
- Q. GENERAL AUTHORIZATION. The amount of overtime work, call-back work, standby, or on-call, and the method of reimbursement for such work, such as cash, time off, or a combination thereof, shall be determined through general policy of the City Manager except as specifically abridged in this plan. No non-exempt employee shall perform overtime work, call-back work, standby or on-call unless such work is authorized and directed by the department head or his/her representative, and no employee shall be paid for such overtime, call-back, standby, or on-call unless the same shall be approved by the department head on the payroll sheet submitted at the end of the pay period in which the work was performed.

**SECTION 3.02. WORK DAY, WORK WEEK, WORK PERIOD EXEMPT EMPLOYEES (MIDDLE, EXECUTIVE MANAGEMENT, EXEMPT CONFIDENTIAL, AND EXEMPT SUPERVISORY CLASSIFICATIONS).**

Management employees who are classified as exempt employees under the Fair Labor Standards Act (FLSA) are expected to work the hours necessary to accomplish the job requirements, including working alternate shifts, irregular hours, attending evening meetings, and travel to attend classes, meetings, and/or seminars as required. Exempt employees are generally expected to be available during regular hours of the normal workdays, except as required to meet other job requirements.

- A. ADMINISTRATIVE LEAVE DAYS – Exempt employees are eligible for administrative leave days. In addition to any and all leave, time off, vacation, or other authorized absence from the job, exempt employees shall earn the following number of administrative leave days, based on an eight (8) hour day, each calendar year.
1. Exempt Confidential and Exempt Supervisory – All confidential and supervisory exempt employees shall earn forty (40) hours of administrative leave each calendar year.
  2. Middle Management – Employees in the positions of Police Captain, Police Lieutenant and Fire Deputy Chief shall earn sixty-four (64) hours of administrative leave each calendar year. All other unrepresented middle management employees shall earn sixty (60) hours of administrative leave each calendar year.

When a middle management employee is assigned to a 56-hour workweek the calculation for administrative leave days equals 89.6 hours of administrative leave per calendar year.

3. Executive Management – All executive management employees shall earn eighty (80) hours of administrative leave each calendar year.

The administrative leave days for all new hire exempt employees shall be prorated based on their hire date during the initial calendar year of their employment.

Upon promotion of an employee from one management category to another, the employee will receive a prorated amount of administrative leave of their new category, added to their remaining balance of administrative leave, not to exceed the annual accrual amount of their promotional category.

The administrative leave days for all exempt employees shall be taken as time off and shall be used during the calendar year earned or by January 31 of the succeeding year. No more than a maximum of 40 hours of administrative leave is eligible to be cashed out no earlier than the first pay period in December but before January 31 of the succeeding year. Any such administrative leave not taken or cashed out by January 31 shall be forfeited and not reimbursed to the employee.

When an exempt employee separates from City service through resignation, termination, or retirement, said employee shall be entitled to receive the annual accrual or remaining balance of annual paid administrative leave. At no time will the employee have to reimburse the City for administrative leave.

For the City Manager, Finance Officer and the City Attorney, administrative leave shall be as set forth above unless their respective employment agreement provides otherwise.

**SECTION 3.03. HOLIDAYS.** Holidays shall be paid in increments of 8 hours, unless designated otherwise. The following holidays are recognized as City holidays for pay purposes:

New Year's Day	January 1 <sup>st</sup>
Martin Luther King Jr. Day	3 <sup>rd</sup> Monday in January
President's Day	3 <sup>rd</sup> Monday in February
Cesar Chavez Day	March 31 <sup>st</sup>
Memorial Day	Last Monday in May
Juneteenth	June 19 <sup>th</sup>
Independence Day	July 4 <sup>th</sup>
Labor Day	1 <sup>st</sup> Monday in September



Veteran's Day  
Thanksgiving Holiday  
Christmas Holiday

November 11<sup>th</sup>  
4<sup>th</sup> Thursday & Friday in November  
December 25<sup>th</sup>

Either Christmas Eve or New Year's Eve: As long as the department is adequately staffed as determined by the department head.

If staffing and scheduling makes it such that employees can get neither day off, an alternate day can be selected with approval of the department head if request is made prior to December 1st. (Payment authorized for working only when deemed to be an emergency.)

One Floating Holiday: To be taken when requested by the Employee and with the approval of the department head. Available to be taken up to December 31 of each calendar year. Floating Holiday will be paid at time of separation if not previously taken for that calendar year. Management employees hired after the second Monday in October would not be eligible for Floating Holiday in that calendar year.

When any day recognized as a holiday by the City falls on a Sunday, the following Monday shall be considered the holiday. When any day recognized as a holiday by the City falls on a Saturday, the preceding Friday shall be considered the holiday.

Newly Created Holidays: The City Manager shall have the authority to implement newly created federal and state holidays.

**SECTION 3.04. MODIFICATION OF HOLIDAY SCHEDULE.** It is understood that employees do not report to work on recognized City holidays unless otherwise directed by the Department Head. Subject to regulation and control of the City Manager, the Department Head may require any management employee to work on any or all said holidays.

**SECTION 3.05. HOLIDAY PAY – DAY WORKED NON-EXEMPT EMPLOYEES.** Non-exempt employees eligible for holiday benefits who are required to work on a day designated as a holiday herein shall be paid at the rate of time and one-half for each hour worked during the first eight (8) hours of work on such holiday and, in addition, shall receive pay equal to and in lieu of time off at the straight time regular rate of pay for said holiday. The compensation provided for in this subsection shall be inclusive of any overtime compensation or other benefits to which such employees may be entitled under the provisions of any ordinance or resolution of the City or other applicable law, and not in addition thereto.

**SECTION 3.06. HOLIDAY PAY – DAY OFF NON-EXEMPT EMPLOYEES.**

When a day designated as a holiday falls on a normally assigned day off for a non-exempt employee who is eligible for holiday benefits, said employee shall receive additional pay equal to and in lieu of time off at the base rate of pay for said holiday.

**SECTION 3.07. HOLIDAY PAY – LEAVE OF ABSENCE.** A management employee shall not receive holiday pay if he/she is on an approved leave of absence.

**SECTION 3.08. HOLIDAY PAY – FIRE DEPUTY CHIEF POSITION AND FIRE BATTALION CHIEF POSITION.**

- A. Every duty day is a workday. Employees shall work their regularly assigned schedule regardless of holidays, unless directed otherwise by the management of the City.
- B. Employees working a 56-hour workweek shall receive compensation for twelve (12) hours of holiday pay at the straight time regular rate of pay for each day designated as a holiday in Section 3.03 during the pay period that said holiday occurs.

**SECTION 3.09. MUTUAL AID INCIDENTS**

Exempt employees assigned to respond to a State or Federal mutual aid incident shall receive pass through compensation at their straight time regular rate of pay for all hours assigned to the qualifying incident outside of their normal working hours provided that the inducement meets the following criteria:

- 1) Within the scope of the California Mutual Aid Plan;
- 2) A reimbursable incident which creates “pass through” funds; and
- 3) Outside the jurisdiction of the City of Merced

Fire Chief, Deputy Chief's, Battalion Chiefs, Police Lieutenants and Police Captains deployed on mutual aid reimbursable incidents shall be paid at time and one-half of the employee's regular rate of pay for all hours worked outside of the employees regularly scheduled shift. Fire Battalion Chiefs who backfill for those who are deployed on mutual aid reimbursable incidents, whether voluntarily hired or mandatorily hired, shall be paid at time and one-half of the employee's regular rate of pay for all hours worked outside of the employees regularly scheduled shift. These hours may be used to offset any overtime required under the FLSA.

## **ARTICLE IV**

### **WAGES**

**SECTION 4.01. WAGES.** The wages shown on Exhibit A attached hereto are hereby incorporated in and made a part of this plan.

Positions listed in Exhibit A shall receive up to 1% premium pay each year of this Plan from the American Rescue Plan Act funding. Premium pay shall not increase an employee's total pay above 150 percent (150%) of the greater of their residing state's average annual wage for all occupations, as defined by the Bureau of Labor Statistics' Occupational Employment and Wage Statistics, or the Merced County's average annual wage, as defined by the Bureau of Labor Statistics' Occupational Employment and Wage Statistics, whichever is higher, on an annual basis.

### **SECTION 4.02. CALIFORNIA PUBLIC EMPLOYEES' RETIREMENT SYSTEM.**

#### **A. Miscellaneous**

For Miscellaneous Management Employees the City shall maintain the 2.5% at age 55 California Public Employees' Retirement Program (CalPERS). The City shall implement a two-tiered retirement system for all Miscellaneous Management Employees, and all new employees hired on or after December 10, 2012 will be covered by the 2% at age 60 benefit formula, if they are eligible for reciprocity as defined by CalPERS. "New Members", as defined by CalPERS, shall be covered by the 2% at age 62 benefit formula.

Participation in the PERS Retirement Program requires both an employer and an employee contribution. Employees shall pay the entire employee contribution required by CalPERS.

#### **B. Public Safety – Fire**

For Public Safety Fire Management Employees the retirement plan shall be the California Public Employees' Retirement System (CalPERS) 3% at age 50 Plan. The City has implemented a two-tiered retirement system for Public Safety Fire Employees. All Public Safety Fire Management Employees hired on or after the implementation date of October 7, 2011 shall be covered in the 3% at age 55 benefit formula, if they are eligible for reciprocity as defined by CalPERS. "New Members", as defined by CalPERS, shall be covered by the 2.7% at age 57 benefit formula.

Participation in the PERS Retirement Program requires both an employer and an employee contribution. Public Safety Fire Management employees shall be required to pay the entire employee contribution required by CalPERS.

Optional Death Benefits referred to in the below Government Code Sections agreed upon in the Fire Memorandum of Understanding shall be applicable to Fire Public Safety Management. All associated costs shall be paid by employees:

Government Code 21574 – 1959 Survivor Fourth Level Optional Benefit  
Government Code 21548 – Option 2 Death Settlement

### **C. Public Safety – Police**

For Public Safety Police Management Employees the retirement plan shall be the California Public Employees' Retirement System (CalPERS) 3% at age 50 Plan. The City shall implement a two-tiered retirement system for Public Safety Police Management Employees and all new members hired on or after December 10, 2012 shall be covered in the 3% at age 55 benefit formula, if they are eligible for reciprocity as defined by CalPERS. "New Members", as defined by CalPERS, shall be covered by the 2.7% at age 57 benefit formula.

Participation in the PERS Retirement Program requires both an employer and an employee contribution. Public Safety Police Management employees shall be required to pay the entire employee contribution required by CalPERS.

Employee contributions shall be considered pre-tax contributions.

**SECTION 4.03. DEFERRED COMPENSATION.** The City shall make available a Deferred Compensation Plan for those management employees who wish to participate in said plan. No City contribution is authorized.

**SECTION 4.04. BILINGUAL PAY.** In accordance with administrative policies and procedures, management employees required to speak or write in Spanish, or other eligible languages in addition to English, and including sign language, as part of the regular duties of his/her position shall be compensated at the following bi-weekly rates in addition to the employee's regular rate of pay:

Verbal Skills Only	\$23.08
Written Skills Only	\$34.62
Verbal and Written Skills	\$46.15

Qualified employees will only receive one bilingual premium and may not compound premium payments, even if they are multilingual or provide bilingual and sign language services. The City Manager shall designate which languages shall be eligible for bilingual pay based on community needs and will determine the number of employees who will be eligible for bilingual assignments.

**SECTION 4.05. VEHICLE ALLOWANCE.** Executive Management employees who regularly use their personal vehicles for City business shall be eligible to receive a monthly vehicle allowance in lieu of using a City-provided vehicle. The amount of the monthly allowance is based upon the expected average miles

driven per month and adjusted annually by the same percentage that the Internal Revenue Service adjusts their mileage allowance used in calculating deductions for the business use of a vehicle. As a condition of receiving a vehicle allowance, Exempt Management employees must verify possession of a valid California Driver's license; verify that the vehicle is being maintained properly on a regular basis; and that coverage is in force for no less than \$100,000 per occurrence/\$300,000 per accident/\$50,000 property damage; and that coverage is being provided by a carrier "admitted in California with an AM Best rating of no less than A:VII."

Management employees who are provided personal use of a City vehicle are expected to keep accurate records to substantiate both the business and personal miles driven in employer-provided vehicles. The personal use of an employer-provided vehicle is taxable to the employee. "Personal Use" includes commuting. Clearly marked police and fire vehicles are exempted from both the record keeping and taxation requirements.

For the City Manager, the City Attorney and the Finance Officer, the vehicle allowance shall be as set forth above, unless their respective employment agreement provides otherwise.

## **ARTICLE V**

### **VACATION AND SICK LEAVE**

**SECTION 5.01. CONTINUOUS SERVICE.** For the purpose of this article, continuous service means service without any authorized break or interruption during the period for which the employee has been employed by the City. A break or interruption in continuous service shall be construed as a deliberate severance of employment initiated by either the City or the employee for periods of more than fifteen (15) calendar days.

**SECTION 5.02. VACATION ACCRUAL.** All eligible employees earn vacation benefits in accordance with their length of continuous service as follows:

**A. VACATION ACCRUAL CONFIDENTIAL, SUPERVISORY AND MIDDLE MANAGEMENT EMPLOYEES.**

During the first five (5) years of continuous service, full-time employees earn vacation benefits at the rate of 3.696 hours each biweekly pay period of continuous service. Employees who earn vacation at this rate may accumulate vacation to a maximum of 192.00 hours.

After completion of five (5) years of continuous service, full-time employees earn vacation benefits at the rate of 4.616 hours each biweekly pay period of continuous service. Employees who earn vacation at this rate may accumulate vacation to a maximum of 240.00 hours.

After completion of nine (9) years of continuous service, full-time employees earn vacation benefits at the rate of 6.160 hours each biweekly pay period of continuous service. Employees who earn vacation at this rate may accumulate vacation to a maximum of 320.00 hours.

After the completion of fifteen (15) years of continuous service, full-time employees earn vacation benefits at the rate of 6.928 hours each biweekly pay period of continuous service. Employees who earn vacation at this rate may accumulate vacation to a maximum of 360.00 hours.

After completion of twenty (20) years of continuous service, full-time employees earn vacation benefits at the rate of 7.696 hours each biweekly pay period of continuous service. Employees who earn vacation at this rate may accumulate vacation to a maximum of 400.00 hours.

After completion of twenty-five (25) years of continuous service, full-time employees earn vacation benefits at the rate of 9.232 hours each biweekly pay period of continuous service. Employees who earn vacation at this rate may accumulate vacation to a maximum of 480.00 hours.

#### B. VACATION ACCRUAL EMPLOYEES ASSIGNED TO A 56 HOUR WORK WEEK.

Employees assigned to a 56-hour workweek and who have less than five (5) years of continuous service earn vacation benefits at the rate of 4.312 hours each biweekly pay period of continuous service. Employees who earn vacation at this rate may accumulate vacation to a maximum of 224 hours.

After the completion of five (5) years of continuous service, employees assigned to a 56-hour workweek earn vacation benefits at the rate of 6.462 hours each biweekly pay period of continuous service. Employees who earn vacation at this rate may accumulate vacation to a maximum of 336 hours.

After the completion of ten (10) years of continuous service, employees assigned to a 56-hour workweek earn vacation benefits at the rate of 8.624 hours each biweekly pay period of continuous service. Employees who earn vacation at this rate may accumulate vacation to a maximum of 448 hours.

After the completion of fifteen (15) years of continuous service, employees assigned to a 56-hour workweek earn vacation benefits at the rate of 9.699 hours each biweekly pay period of continuous service. Employees who earn vacation at this rate may accumulate vacation to a maximum of 504 hours.

After the completion of twenty (20) years of continuous service, employees assigned to a 56-hour workweek earn vacation benefits at the rate of 10.774

hours each biweekly pay period of continuous service. Employees who earn vacation at this rate may accumulate vacation to a maximum of 560 hours.

After the completion of twenty-five (25) years of continuous service employees assigned to a 56-hour workweek earn vacation benefits at the rate of 12.925 hours each biweekly pay period of continuous service. Employees who earn vacation at this rate may accumulate vacation to a maximum of 672 hours.

#### C. VACATION ACCRUAL EXECUTIVE MANAGEMENT EMPLOYEES.

During the first three (3) years of continuous service, full-time employees earn vacation benefits at the rate of 3.696 hours each biweekly pay period of continuous service. Employees who earn vacation at this rate may accumulate vacation to a maximum of 192.00 hours.

After completion of three (3) years of continuous service, full-time employees earn vacation benefits at the rate of 4.616 hours each biweekly pay period of continuous service. Employees who earn vacation at this rate may accumulate vacation to a maximum of 240.00 hours.

After completion of seven (7) years of continuous service, full-time employees earn vacation benefits at the rate of 6.160 hours each biweekly pay period of continuous service. Employees who earn vacation at this rate may accumulate vacation to a maximum of 320.00 hours.

After the completion of fifteen (15) years of continuous service, full-time employees earn vacation benefits at the rate of 6.928 hours each biweekly pay period of continuous service. Employees who earn vacation at this rate may accumulate vacation to a maximum of 360.00 hours.

After completion of twenty (20) years of continuous service, full-time employees earn vacation benefits at the rate of 7.696 hours each biweekly pay period of continuous service. Employees who earn vacation at this rate may accumulate vacation to a maximum of 400.00 hours.

After completion of twenty-five (25) years of continuous service, full-time employees earn vacation benefits at the rate of 9.232 hours each biweekly pay period of continuous service. Employees who earn vacation at this rate may accumulate vacation to a maximum of 480.00 hours.

The City Manager, City Attorney and Finance Officer shall be entitled to the same cash out of vacation set forth below or as otherwise agreed to in their respective employment agreement.

**SECTION 5.03. VACATION USE.** Vacation used by a non-exempt employee shall be charged against the vacation accrued on an hour-for-hour basis, except as otherwise provided by FLSA.

**SECTION 5.04. MAXIMUM VACATION ACCRUAL.** When the maximum number of vacation hours is accumulated by an employee, vacation hours cease to accrue to that employee.

**SECTION 5.05. Vacation Cash Out.** All eligible employees will have the option to cash out up to a maximum of twenty (20) hours of accrued vacation time. Employees who elect to cash out vacation shall have a minimum balance of 100 accrued vacation hours prior to the cash out pay period and shall have completed their initial probationary period with the City of Merced. Vacation payment will take place once per year in the first pay period in December.

**SECTION 5.06. PAYMENT OF ACCRUED VACATION UPON SEPARATION.** Employees who leave City employment shall be compensated for vacation accrued but not taken up to the date of separation.

**SECTION 5.07. SICK LEAVE ACCRUAL.** All eligible employees earn sick leave benefits in accordance with their length of continuous service as follows:

- A. Full-time regular employees earn sick leave benefits from the first date of employment at the rate of 3.696 hours each biweekly pay period of continuous service. Employees may accumulate sick leave benefits to a maximum of 1056 accrued sick leave hours.
- B. Employees assigned to a 56-hour workweek earn sick leave benefits from the first date of employment at the rate of 6.003 hours each biweekly pay period of continuous service and may accumulate sick leave benefits to a maximum of 1500 hours.

**SECTION 5.08. SICK LEAVE USE.** Sick leave used by a non-exempt employee shall be charged against the sick leave accrued on an hour-for-hour basis, except as otherwise provided by FLSA.

**SECTION 5.09. PAYMENT OF EXCESS ACCRUED SICK LEAVE.** In January of each year Management employees who have accrued sick leave hours in excess of 960 hours as of the last pay period in the preceding December will be paid at their regular hourly rate for fifty percent (50%) of said hours in excess of 960 hours, but the remaining fifty percent (50%) will be forfeited. Payment will be made by separate check/direct deposit.

In January of each year, employees assigned to a 56-hour workweek, who have unused sick leave hours in excess of 1344 hours as of the last pay period in the preceding December shall be paid at their regular rate of pay (1/112 of basic



biweekly pay) for fifty percent (50%) of said hours in excess of 1344 hours but the remaining fifty percent (50%) of hours in excess of 1344 hours will be forfeited. Payment shall be made by separate check/direct deposit.

**SECTION 5.10. PAYMENT OF ACCRUED SICK LEAVE UPON RESIGNATION, TERMINATION, OR RETIREMENT.** To the extent permitted by law, an employee who resigns, is laid off, or is dismissed from City service forfeits all further eligibility to and shall not be paid for any accrued but unused sick leave. An employee who retires from City service shall be compensated at his/her current regular rate of pay for fifty (50) percent of sick leave accrued but not taken up to the date of separation and forfeits further eligibility to the remaining fifty (50) percent of accrued sick leave.

When termination is caused by the death of the employee, such pay for fifty (50) percent of sick leave accrued but not taken up to the date of death shall be made to the beneficiary the employee has designated and all further eligibility to the remaining fifty (50) percent of accrued sick leave shall be forfeited.

Should an employee be re-hired by the City of Merced within a 12-month period, the employee will be entitled to the reinstatement of up to three (3) days, but no more than twenty-four (24) hours of unused sick leave accrued during the previous employment.

**SECTION 5.11. FAMILY AND MEDICAL LEAVE ACT.** In accordance with administrative policies and procedures, management employees will be entitled to family and medical leave required by federal and state law.

**SECTION 5.12. CATASTROPHIC LEAVE BANK.** In accordance with administrative policies and procedures, management employees will be entitled to assist other City employees who face extended leaves without pay due to a catastrophic non-industrial occurrence in their lives and be a recipient of the catastrophic leave bank policy. For the purpose of this plan, a catastrophic occurrence is defined as a serious non-industrial injury or a prolonged illness to themselves, and the affected employee has exhausted all accrued leaves. Both the donor and the recipient must be regular full-time employees, having passed initial probation. Catastrophic leave determinations are non-grievable.

## **ARTICLE VI**

### **HEALTH AND WELFARE**

**SECTION 6.01. BENEFITS PROVIDED AND REQUIRED.** City shall provide a "cafeteria" plan. Each employee shall be required to participate in the following five benefits to a level that provides for the employee:

- Hospital/medical care benefit,
- Dental care benefit,

- Vision care benefit,
- Disability insurance benefit
- Life insurance benefit.

Employees may request a waiver for medical, dental, or vision coverage from the Support Services Department. Such waiver may be granted only if the employee shows proof of other coverage through the employee's spouse or registered domestic partner as defined in the City of Merced Administrative Policy P-27. Should an employee who has obtained a waiver to this provision lose such alternative coverage, the employee shall provide proof to the Support Services Department within five (5) business days and enroll in a City-provided insurance program. If waiver of coverage is granted the allowances as outlined in Section 6.03 will be adjusted accordingly.

Participation for the employee's dependents, and participation in other coverages offered, is optional.

#### **SECTION 6.02. PLAN SELECTION AND EMPLOYEE BENEFIT COMMITTEE.**

The City shall provide a selection of employee health and welfare benefits for eligible employees and retirees, including but not limited to at least two options each for hospital/medical care plan, dental care plan, vision care plan, life insurance plan, and disability insurance plan. The plan shall be selected solely by the City following review of proposals by the Employee Benefits Committee. For the purpose of this section, it is understood that the role of the Employee Benefits Committee is advisory to the City Council. The Committee shall be comprised of representatives of each of the City's bargaining units and management.

**SECTION 6.03. SCHEDULE OF ALLOWANCES PER PAY PERIOD.** The City shall contribute an amount per bi-weekly pay period (based on twenty-six pay periods annually) as the Cafeteria Allowance Per Pay Period.

Effective July 1, 2021 the per pay period allowances are as follows:

##### **Medical**

Employee only	\$247.52
Employee plus one	\$506.88
Employee plus two or more	\$745.25

##### **Dental, Vision, Disability and Life**

Employee only	\$30.67
Employee plus one	\$44.02
Employee plus two or more	\$63.67

Any increase in the sum of core premiums necessary to purchase the above listed coverages will be shared (55/45) between the City and the employee with

the City paying 55% of the increase and the employee paying 45% of the increase. The City's portion shall reflect an increase in the Cafeteria Per Pay Period.

"Core" is defined as the basic offerings in the Cafeteria Plan listed in 6.01.

The employee shall be responsible for the balance of the premiums, if any, beyond the Cafeteria Allowance Per Pay Period. This applies for all insurance coverages selected, whether those coverages are part of the five basic offerings in the cafeteria, or other selections. In order to avoid issues of adverse selection and recognizing the interest of the City in avoiding escalation of insurance premium expenses, no employee shall receive cash back, except that an employee who is married and whose spouse or registered domestic partner is also a current City of Merced employee, accepted for waiver of medical coverage, shall receive cash back equal to twenty-five percent (25%) of the core medical premium for a single individual.

Employee contributions may be made on a pretax basis if the employee elects to participate in a Section 125 plan.

#### **SECTION 6.04. MEDICAL/HEALTH, DENTAL AND VISION CARE COVERAGE AFTER RETIREMENT.**

A. In accordance with Administrative Policy and Procedure No. P-17, the City shall provide a hospital/medical care plan for eligible retirees and their spouse or registered domestic partner. The spouse or registered domestic partner of an eligible retiree may remain on the plan until the retiree is deceased. The spouse or registered domestic partner and retiree shall be responsible for payment of the premium for coverage of spouse or registered domestic partner. The hospital/medical care plan shall be selected solely by the City and shall provide essentially the same benefits to retirees as are provided to full-time employees. An employee shall be considered a retiree of the City if the employee retires in the California Public Employees' Retirement System and his/her last active place of full-time employment within the system was with the City. All retirees are eligible except as provided below and shall receive hospital/medical care coverage under the following conditions:

1. The retiree is age 50 or over with at least ten (10) years of service with the City; or
2. Retiree is retired because of a service-connected disability; or
3. Retiree is retired because of a non-service connected disability with at least ten (10) years of service.

B. City Contribution.

1. For those retirees in retirement status prior to January 1, 2008 (January 1, 2009 in the case of executive management) the City agrees to contribute the amount necessary to provide a comparable hospital/medical plan for each eligible retiree.

2. For those active employees in confidential, supervisory and middle management categories who retire on or after January 1, 2008, and for employees in the executive management category who retire on or after January 1, 2009, the City agrees to contribute the monthly premium for each eligible retiree capped at the following amounts: \$390.55 monthly for Retirees over 65, and \$546.51 monthly for Retirees under 65. The Retiree shall pay any amount over the capped premium.

3. Management employees initially hired by the City on or after July 5, 2006 may enroll in the City's retiree health/medical plan(s) when they retire. The premiums shall be the responsibility of the retired employee.

C. City's Retiree Health/Medical Plan(s) Secondary to other Coverage at Age 65. If an employee retires on or after January 1, 1999, and enrolls in the City's retiree health/medical plan(s) as provided in this Section, said retired employee and his/her spouse or registered domestic partner and/or other dependents shall continue to be covered under the City's medical plan until both persons reach age 65. The City shall pay the premium for the retired employee, and the dependent(s) premium shall be the responsibility of the retired employee. At the age of 65, the City's medical plan shall be secondary to Medicare medical coverage or any other benefit coverage available to the retired employee and eligible spouse or registered domestic partner.

D. Dental and Vision Coverage for Employees who Retire on or after August 2, 1998. An eligible employee who retires after August 1, 1998, and his/her spouse and/or dependents shall be eligible to continue coverage under the City's dental and vision plans. The premiums shall be the responsibility of the retired employee. The City's dental and vision plans will no longer be available to a retired employee and his/her eligible spouse or registered domestic partner and/or dependents if the retired employee discontinues coverage. The City's dental and vision plans will also no longer be available to a retired employee's eligible spouse or registered domestic partner and/or dependents upon the death of the retired employee.

## **ARTICLE VII**

### **LEAVES OF ABSENCE**

**SECTION 7.01. BEREAVEMENT LEAVE.** In the event of a death in the immediate family, an employee, upon request, shall be granted up to twenty-four (24) hours bereavement leave with pay without charge to accumulated sick leave or vacation. An additional twenty-four (24) hours bereavement leave shall be granted upon request of the employee, if enough accrued hours are available, where extensive travel is required to attend the funeral, or where other extenuating circumstances require the attendance of the employee for additional time. Such additional bereavement leave shall be charged against the employee's accumulated sick leave.

For purposes of this subsection, the immediate family is defined as father, mother, spouse, domestic partner, child as defined by law, brother, sister, mother-in-law, father-in-law, grandparents, and grandchildren related by blood, marriage or adoption.

**SECTION 7.02. OTHER FUNERAL LEAVE.** In the event of the death of a person not immediately related to an employee, as defined above, upon request, the City Manager may grant additional hours of bereavement leave which shall be charged against the employee's sick leave credits.

**SECTION 7.03. ARMED FORCES LEAVE.** Leaves of absences for armed forces service shall be granted to employees in accordance with State and Federal law.

**SECTION 7.04. ABSENCE WITHOUT OFFICIAL LEAVE (AWOL).** Failure to report for duty or failure to report for duty after a leave of absence request has been disapproved, revoked or cancelled, or at the expiration of a leave, shall be considered an absence without official leave.

**SECTION 7.05. VOLUNTARY RESIGNATION.** Any employee covered under this Plan absent without official leave for two (2) or more consecutive days or absent an aggregate of sixteen (16) hours in any calendar month without a satisfactory explanation shall be deemed to have voluntarily resigned from the City of Merced. In addition, such employee shall also be absent without leave as set forth in Section 7.04 above. However, final payment for services rendered to the City shall be made as required by law.

## **ARTICLE VIII**

### **UNIFORMS**

#### **SECTION 8.01. UNIFORMS.**

- A. UNIFORMS.** The City shall provide uniforms for employees who are required as a condition of employment to wear uniforms. The City Manager will determine the classes of positions for which uniforms will be provided and the types of uniforms that will be furnished. The City reserves the right to eliminate uniforms in any of the classes of positions. Uniform allowance is pro-rated based upon hire date

UNIFORMS FOR FIRE DEPARTMENT AND POLICE DEPARTMENT MANAGEMENT EMPLOYEES. Uniform allowance shall be paid at a bi-weekly amount of \$40.38 for each management fire and police employee required to wear a uniform.

All applicable deductions will be subtracted from payments for uniform allowance and paid by employee.

UNIFORMS FOR NON-SWORN EMPLOYEES. The Police Chief shall have the discretion to determine which Police Department non-sworn employees are required to wear a uniform. For those employees required as condition of employment to wear a uniform, the City shall provide the required uniforms and footwear. Cleaning of uniform shall be the responsibility of the employee. Replacement and/or repair of uniform and footwear shall be the responsibility of the City and shall not be unreasonably denied. The Uniform is not a requirement to perform the duties of the job. However, if the City provides uniforms and footwear, and the employee accepts the uniforms and footwear, then the employee is required to wear the uniforms and footwear when performing his/her duties with the City. Applicable deductions will be subtracted from the employee's bi-weekly pay.

When a management employee separates from City service through resignation, termination, or retirement, said employee shall not be required to reimburse the City for uniform maintenance allowance.

## **ARTICLE IX**

### **DURATION OF COMPENSATION PLAN**

#### **SECTION 9.01. DURATION OF COMPENSATION PLAN.**

- A.** Except as otherwise set forth in this Plan, the specific provisions of this Plan shall take full force and effect upon adoption of a resolution

approving this Compensation Plan by the City Council, and shall remain in effect through June 30, 2024. Solely to avoid a gap in term dates of Compensation Plans, term date will reflect as July 1, 2021 through June 30, 2024.

- B. This document supersedes all previous documents which relate to management employees except as specifically referred to in this document and except as specifically authorized by ordinance, resolution, administrative directive issued by the City Manager through Administrative Policies and Procedures, the Personnel Rules and Regulations, or separate written agreement with the City.

## **ARTICLE X** **LAYOFF**

### **SECTION 10.01. LAYOFF.**

- A. In lieu of being laid off, an employee may elect demotion (“bumping”) to:
  - 1. Any class in the same class series with a lower maximum salary;
  - 2. A class in the same line of work (as determined by the City) as the class of layoff, but of lesser responsibility, and with substantially the same or a lower maximum salary.
- B. In order to bump to a new classification, the employee must have more seniority than the employee that will be displaced.
- C. The employee bumping to a new classification must have held that classification at some time in his/her career with the City of Merced.
- D. Seniority is determined by the total continuous years in the City. The following provisions apply in computing total continuous service:
  - 1. Time spent on military leave shall count as service in the event the leave was taken subsequent to employment;
  - 2. Time worked in a regular and/or probationary status shall count as service;
  - 3. Time worked in an extra help, seasonal, provisional, temporary, grant, or other limited term status, shall not count as service.
- E. To be considered for demotion in lieu of layoff, an employee must notify the Director of Support Services within seven (7) calendar days of receipt of the notice of layoff.

- F. In cases where there are two or more employees in a class from which the layoff is to be made, such employees shall be laid off in inverse order of seniority.
- G. Employees bumping to a lower or similar class shall be placed at the salary step representing the least loss of pay, without exceeding the employee's current regular rate of pay.
- H. The names of persons laid off or demoted in accordance with this policy shall be entered upon a re-employment list in the order of layoff. Such list shall be used by the City Manager when a vacancy arises in the same or lower class.
- I. Names of persons laid off shall be carried on a re-employment list for two (2) years, except that persons appointed to regular positions of the same or higher level shall be dropped from the list upon such appointment. Persons re-employed in a lower class, or on a temporary basis, shall be continued on the list for the higher position for the two (2) years.
- J. Refusal of a person to accept the first offer of re-employment within the same classification or a classification at the same or higher range shall cause the name of the person to be dropped from the re-employment list. Failure of a person to respond within seven (7) work days to the offer of re-employment shall be considered a refusal.
- K. An employee may not demote to a frozen position or a position that is being eliminated as part of the layoff, and an employee electing demotion must meet the minimum qualifications for the new classification.

## **ARTICLE XI**

### **TOBACCO PRODUCT USE**

**SECTION 11.01. TOBACCO PRODUCT USE.** The City of Merced declares a hiring policy which disqualifies habitual users of tobacco products from eligibility for employment. Employees hired for positions in one of the management categories after July 1, 2006 (including promotion, transfer, or reclassification from a position in one management category to another) shall not be permitted to use tobacco products, consistent with this policy. Failure to follow this policy will lead to disciplinary action, up to and including dismissal.

Employees hired into a management category prior to June 30, 2006 will be permitted to use tobacco products in a manner consistent with any restrictions established by State law, administrative policy and this agreement.



Under no circumstances shall any tobacco product be used at any time inside a City building or vehicle or on City owned property.

**ARTICLE XII**  
**EDUCATIONAL REIMBURSEMENT**

**SECTION 12.01. EDUCATIONAL REIMBURSEMENT.** Under Administrative Policy P-6, unrepresented employees may be eligible for reimbursement for graduate and post-graduate work if a proposal is filed in writing with the Department Head (or City Manager) outlining benefits to the City from such training. Said benefits to the City should be beyond those normally required within the applicable class specification.

**ATTACHMENT A**  
**MANAGEMENT WAGE SUMMARY**  
**Effective PP17 - 8/9/2021**

<b>CLASS</b>	<b>GRADE</b>	<b>TITLE</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>		
MC / MC Exempt	755	SOFTWARE ANALYST I	\$ 4,856	\$ 5,098	\$ 5,353	\$ 5,621	\$ 5,902	Monthly	
			\$ 583	\$ 612	\$ 642	\$ 675	\$ 708	Annual Prem	
MC / MC Exempt	771	SOFTWARE ANALYST II	\$ 5,353	\$ 5,621	\$ 5,902	\$ 6,197	\$ 6,507	Monthly	
			\$ 642	\$ 675	\$ 708	\$ 744	\$ 781	Annual Prem	
MC / MC Exempt	774	SOFTWARE ANALYST III	\$ 6,197	\$ 6,507	\$ 6,832	\$ 7,174	\$ 7,532	Monthly	
			\$ 744	\$ 781	\$ 820	\$ 861	\$ 904	Annual Prem	
MC	710	EXECUTIVE ASSISTANT	\$ 4,429	\$ 4,650	\$ 4,883	\$ 5,127	\$ 5,384	Monthly	
			\$ 531	\$ 558	\$ 586	\$ 615	\$ 646	Annual Prem	
MC	700	HUMAN RESOURCES TECHNICIAN I	\$ 3,576	\$ 3,755	\$ 3,943	\$ 4,140	\$ 4,347	Monthly	
			\$ 429	\$ 451	\$ 473	\$ 497	\$ 522	Annual Prem	
MC	702	HUMAN RESOURCES TECHNICIAN II	\$ 3,943	\$ 4,140	\$ 4,347	\$ 4,564	\$ 4,792	Monthly	
			\$ 473	\$ 497	\$ 522	\$ 548	\$ 575	Annual Prem	
MC	728	HUMAN RESOURCES TECHNICIAN III	\$ 4,564	\$ 4,792	\$ 5,032	\$ 5,283	\$ 5,548	Monthly	
			\$ 548	\$ 575	\$ 604	\$ 634	\$ 666	Annual Prem	
MC	709	LEGAL ADMINISTRATIVE ASSISTANT	\$ 4,017	\$ 4,218	\$ 4,429	\$ 4,650	\$ 4,883	Monthly	
			\$ 482	\$ 506	\$ 531	\$ 558	\$ 586	Annual Prem	
MC	698	PAYROLL TECHNICIAN I	\$ 4,368	\$ 4,587	\$ 4,816	\$ 5,057	\$ 5,310	Monthly	
			\$ 524	\$ 550	\$ 578	\$ 607	\$ 637	Annual Prem	
MC	716	PAYROLL TECHNICIAN II	\$ 4,816	\$ 5,057	\$ 5,310	\$ 5,575	\$ 5,854	Monthly	
			\$ 578	\$ 607	\$ 637	\$ 669	\$ 702	Annual Prem	
MC	771	SYSTEMS ENGINEER I	\$ 5,353	\$ 5,621	\$ 5,902	\$ 6,197	\$ 6,507	Monthly	
			\$ 642	\$ 675	\$ 708	\$ 744	\$ 781	Annual Prem	
MC	774	SYSTEMS ENGINEER II	\$ 6,197	\$ 6,507	\$ 6,832	\$ 7,174	\$ 7,532	Monthly	
			\$ 744	\$ 781	\$ 820	\$ 861	\$ 904	Annual Prem	
MS / MS Non Exempt	747	FIRE BATTALION CHIEF - 40	\$ 8,364	\$ 8,782	\$ 9,221	\$ 9,682	\$ 10,166	Monthly	
			\$ 1,004	\$ 1,054	\$ 1,107	\$ 1,162	\$ 1,220	Annual Prem	
MS / MS Non Exempt	746	FIRE BATTALION CHIEF - 56	\$ 8,364	\$ 8,782	\$ 9,221	\$ 9,682	\$ 10,166	Monthly	
			\$ 1,004	\$ 1,054	\$ 1,107	\$ 1,162	\$ 1,220	Annual Prem	
MS	776	ASSOCIATE ENGINEER	\$ 6,641	\$ 6,973	\$ 7,322	\$ 7,688	\$ 8,072	Monthly	
			\$ 797	\$ 837	\$ 879	\$ 923	\$ 969	Annual Prem	
MS	764	ASSOCIATE PLANNER	\$ 5,422	\$ 5,693	\$ 5,977	\$ 6,276	\$ 6,590	Monthly	
			\$ 651	\$ 683	\$ 717	\$ 753	\$ 791	Annual Prem	
MS	788	COMMUNICATIONS SYSTEMS SUPERVISOR	\$ 5,142	\$ 5,399	\$ 5,669	\$ 5,952	\$ 6,250	Monthly	
			\$ 617	\$ 648	\$ 680	\$ 714	\$ 750	Annual Prem	
MS	729	CRIME ANALYST	\$ 5,470	\$ 5,744	\$ 6,031	\$ 6,333	\$ 6,649	Monthly	
			\$ 656	\$ 689	\$ 724	\$ 760	\$ 798	Annual Prem	
MS	762	ECONOMIC DEVELOPMENT ASSOCIATE	\$ 4,885	\$ 5,129	\$ 5,386	\$ 5,655	\$ 5,938	Monthly	
			\$ 586	\$ 616	\$ 646	\$ 679	\$ 713	Annual Prem	
MS	802	HOUSING PROGRAM SUPERVISOR	\$ 6,116	\$ 6,422	\$ 6,743	\$ 7,080	\$ 7,434	Monthly	
			\$ 734	\$ 771	\$ 809	\$ 850	\$ 892	Annual Prem	
MS	732	HUMAN RESOURCES ANALYST	\$ 5,571	\$ 5,850	\$ 6,143	\$ 6,450	\$ 6,772	Monthly	
			\$ 669	\$ 702	\$ 737	\$ 774	\$ 813	Annual Prem	
MS	729	MANAGEMENT ANALYST	\$ 5,577	\$ 5,856	\$ 6,148	\$ 6,456	\$ 6,779	Monthly	
			\$ 669	\$ 703	\$ 738	\$ 775	\$ 813	Annual Prem	
MS	703	PARALEGAL OFFICE ADMINISTRATOR	\$ 5,921	\$ 6,218	\$ 6,528	\$ 6,855	\$ 7,198	Monthly	
			\$ 711	\$ 746	\$ 783	\$ 823	\$ 864	Annual Prem	
MS	758	PAYROLL SUPERVISOR	\$ 6,454	\$ 6,777	\$ 7,116	\$ 7,471	\$ 7,845	Monthly	
			\$ 774	\$ 813	\$ 854	\$ 897	\$ 941	Annual Prem	
MS	699	POLICE RECORDS SUPERVISOR	\$ 5,128	\$ 5,384	\$ 5,654	\$ 5,936	\$ 6,233	Monthly	
			\$ 615	\$ 646	\$ 678	\$ 712	\$ 748	Annual Prem	
MS	760	PURCHASING SUPERVISOR	\$ 5,066	\$ 5,319	\$ 5,585	\$ 5,865	\$ 6,158	Monthly	
			\$ 608	\$ 638	\$ 670	\$ 704	\$ 739	Annual Prem	
MS	773	PWS - ENVIRONMENTAL COMPLIANCE	\$ 6,093	\$ 6,397	\$ 6,717	\$ 7,053	\$ 7,406	Monthly	
			\$ 731	\$ 768	\$ 806	\$ 846	\$ 889	Annual Prem	
MS	735	PWS - FACILITIES	\$ 4,765	\$ 5,004	\$ 5,254	\$ 5,516	\$ 5,792	Monthly	
			\$ 572	\$ 600	\$ 630	\$ 662	\$ 695	Annual Prem	
MS	756	PWS - FLEET	\$ 5,660	\$ 5,943	\$ 6,240	\$ 6,552	\$ 6,879	Monthly	
			\$ 679	\$ 713	\$ 749	\$ 786	\$ 826	Annual Prem	
MS	773	PWS - LABORATORY	\$ 6,093	\$ 6,397	\$ 6,717	\$ 7,053	\$ 7,406	Monthly	
			\$ 731	\$ 768	\$ 806	\$ 846	\$ 889	Annual Prem	
MS	737	PWS - PARKS/TREES	\$ 4,783	\$ 5,023	\$ 5,274	\$ 5,537	\$ 5,814	Monthly	
			\$ 574	\$ 603	\$ 633	\$ 664	\$ 698	Annual Prem	
MS	748	PWS - SEWERS/STORM DRAINS	\$ 5,169	\$ 5,427	\$ 5,699	\$ 5,984	\$ 6,283	Monthly	
			\$ 620	\$ 651	\$ 684	\$ 718	\$ 754	Annual Prem	
MS	738	PWS - SOLID WASTE	\$ 4,846	\$ 5,088	\$ 5,343	\$ 5,610	\$ 5,890	Monthly	
			\$ 582	\$ 611	\$ 641	\$ 673	\$ 707	Annual Prem	
MS	739	PWS - STREETS	\$ 5,095	\$ 5,350	\$ 5,618	\$ 5,898	\$ 6,193	Monthly	
			\$ 611	\$ 642	\$ 674	\$ 708	\$ 743	Annual Prem	
MS	756	PWS - WATER	\$ 5,660	\$ 5,943	\$ 6,240	\$ 6,552	\$ 6,879	Monthly	
			\$ 679	\$ 713	\$ 749	\$ 786	\$ 826	Annual Prem	
MS	742	RECREATION SUPERVISOR	\$ 5,244	\$ 5,506	\$ 5,782	\$ 6,071	\$ 6,374	Monthly	
			\$ 629	\$ 661	\$ 694	\$ 728	\$ 765	Annual Prem	
MS	729	REVENUE AND CUSTOMER SERVICE SUPERVISOR	\$ 5,470	\$ 5,744	\$ 6,031	\$ 6,333	\$ 6,649	Monthly	
			\$ 656	\$ 689	\$ 724	\$ 760	\$ 798	Annual Prem	

MS	732	RISK ANALYST	\$ 5,571	\$ 5,850	\$ 6,143	\$ 6,450	\$ 6,772	Monthly
			\$ 669	\$ 702	\$ 737	\$ 774	\$ 813	Annual Prem
MS	714	SAFETY COORDINATOR	\$ 3,934	\$ 4,131	\$ 4,338	\$ 4,554	\$ 4,782	Monthly
			\$ 472	\$ 496	\$ 521	\$ 547	\$ 574	Annual Prem
MS	758	SENIOR ACCOUNTANT	\$ 6,454	\$ 6,777	\$ 7,116	\$ 7,471	\$ 7,845	Monthly
			\$ 774	\$ 813	\$ 854	\$ 897	\$ 941	Annual Prem
MS	782	SYSTEMS ENGINEER III	\$ 6,631	\$ 6,962	\$ 7,310	\$ 7,676	\$ 8,060	Monthly
			\$ 796	\$ 835	\$ 877	\$ 921	\$ 967	Annual Prem
MS	756	WWTP MAINTENANCE SUPERVISOR	\$ 5,660	\$ 5,943	\$ 6,240	\$ 6,552	\$ 6,879	Monthly
			\$ 679	\$ 713	\$ 749	\$ 786	\$ 826	Annual Prem
MS	756	WWTP OPERATIONS SUPERVISOR	\$ 5,769	\$ 6,058	\$ 6,361	\$ 6,679	\$ 7,013	Monthly
			\$ 692	\$ 727	\$ 763	\$ 801	\$ 842	Annual Prem
MM	790	AIRPORT MANAGER	\$ 7,434	\$ 7,805	\$ 8,196	\$ 8,605	\$ 9,036	Monthly
			\$ 892	\$ 937	\$ 983	\$ 1,033	\$ 1,084	Annual Prem
MM	803	ASSISTANT CITY CLERK	\$ 6,167	\$ 6,476	\$ 6,799	\$ 7,139	\$ 7,496	Monthly
			\$ 740	\$ 777	\$ 816	\$ 857	\$ 900	Annual Prem
MM	818	CITY SURVEYOR	\$ 7,687	\$ 8,072	\$ 8,475	\$ 8,899	\$ 9,344	Monthly
			\$ 922	\$ 969	\$ 1,017	\$ 1,068	\$ 1,121	Annual Prem
MM	808	DEPUTY CITY ATTORNEY	\$ 7,069	\$ 7,422	\$ 7,793	\$ 8,183	\$ 8,592	Monthly
			\$ 848	\$ 891	\$ 935	\$ 982	\$ 1,031	Annual Prem
MM	834	DEPUTY FINANCE OFFICER	\$ 7,967	\$ 8,365	\$ 8,784	\$ 9,223	\$ 9,684	Monthly
			\$ 956	\$ 1,004	\$ 1,054	\$ 1,107	\$ 1,162	Annual Prem
MM	878	DEPUTY PUBLIC WORKS DIRECTOR	\$ 9,280	\$ 9,744	\$ 10,231	\$ 10,743	\$ 11,280	Monthly
			\$ 1,114	\$ 1,169	\$ 1,228	\$ 1,289	\$ 1,354	Annual Prem
MM	818	ENGINEERING PROJECT MANAGER	\$ 7,687	\$ 8,072	\$ 8,475	\$ 8,899	\$ 9,344	Monthly
			\$ 922	\$ 969	\$ 1,017	\$ 1,068	\$ 1,121	Annual Prem
MM	850	FIRE DEPUTY CHIEF	\$ 10,014	\$ 10,515	\$ 11,041	\$ 11,593	\$ 12,173	Monthly
			\$ 1,202	\$ 1,262	\$ 1,325	\$ 1,391	\$ 1,461	Annual Prem
MM	498	FIRE MARSHAL	\$ 6,447	\$ 6,769	\$ 7,108	\$ 7,463	\$ 7,836	Monthly
			\$ 774	\$ 812	\$ 853	\$ 896	\$ 940	Annual Prem
MM	832	GIS COORDINATOR	\$ 5,813	\$ 6,104	\$ 6,409	\$ 6,730	\$ 7,066	Monthly
			\$ 698	\$ 732	\$ 769	\$ 808	\$ 848	Annual Prem
MM	814	INFORMATION TECHNOLOGY MANAGER	\$ 7,313	\$ 7,679	\$ 8,063	\$ 8,466	\$ 8,889	Monthly
			\$ 878	\$ 921	\$ 968	\$ 1,016	\$ 1,067	Annual Prem
MM	836	PLANNING MANAGER	\$ 8,010	\$ 8,411	\$ 8,831	\$ 9,273	\$ 9,736	Monthly
			\$ 961	\$ 1,009	\$ 1,060	\$ 1,113	\$ 1,168	Annual Prem
MM	848	POLICE CAPTAIN	\$ 9,605	\$ 10,086	\$ 10,590	\$ 11,120	\$ 11,676	Monthly
			\$ 1,153	\$ 1,210	\$ 1,271	\$ 1,334	\$ 1,401	Annual Prem
MM	825	POLICE LIEUTENANT	\$ 8,712	\$ 9,148	\$ 9,605	\$ 10,086	\$ 10,590	Monthly
			\$ 1,045	\$ 1,098	\$ 1,153	\$ 1,210	\$ 1,271	Annual Prem
MM	833	PRINCIPAL PLANNER	\$ 7,629	\$ 8,010	\$ 8,411	\$ 8,831	\$ 9,273	Monthly
			\$ 915	\$ 961	\$ 1,009	\$ 1,060	\$ 1,113	Annual Prem
MM	805	PWM - OPERATIONS	\$ 7,021	\$ 7,372	\$ 7,741	\$ 8,128	\$ 8,534	Monthly
			\$ 843	\$ 885	\$ 929	\$ 975	\$ 1,024	Annual Prem
MM	805	PWM - TAX SERVICES	\$ 7,021	\$ 7,372	\$ 7,741	\$ 8,128	\$ 8,534	Monthly
			\$ 843	\$ 885	\$ 929	\$ 975	\$ 1,024	Annual Prem
MM	866	PWM - WASTEWATER	\$ 8,398	\$ 8,818	\$ 9,259	\$ 9,722	\$ 10,208	Monthly
			\$ 1,008	\$ 1,058	\$ 1,111	\$ 1,167	\$ 1,225	Annual Prem
MM	835	PWM - WATER	\$ 7,443	\$ 7,816	\$ 8,206	\$ 8,617	\$ 9,048	Monthly
			\$ 893	\$ 938	\$ 985	\$ 1,034	\$ 1,086	Annual Prem
MM	876	SENIOR DEPUTY CITY ATTORNEY	\$ 8,476	\$ 8,900	\$ 9,345	\$ 9,812	\$ 10,303	Monthly
			\$ 1,017	\$ 1,068	\$ 1,121	\$ 1,177	\$ 1,236	Annual Prem
MM	824	SENIOR MANAGEMENT ANALYST	\$ 6,778	\$ 7,117	\$ 7,473	\$ 7,846	\$ 8,239	Monthly
			\$ 813	\$ 854	\$ 897	\$ 942	\$ 989	Annual Prem
MX	891	CHIEF BLDG/CONSTRUCTION PROJECT OFFICIAL	\$ 9,337	\$ 9,804	\$ 10,295	\$ 10,809	\$ 11,350	Monthly
			\$ 1,120	\$ 1,177	\$ 1,235	\$ 1,297	\$ 1,362	Annual Prem
MX	890	CITY ENGINEER	\$ 9,352	\$ 9,820	\$ 10,311	\$ 10,826	\$ 11,368	Monthly
			\$ 1,122	\$ 1,178	\$ 1,237	\$ 1,299	\$ 1,364	Annual Prem
MX	912	DEPUTY CITY MANAGER	\$ 12,843	\$ 13,485	\$ 14,159	\$ 14,867	\$ 15,611	Monthly
			\$ 1,541	\$ 1,618	\$ 1,699	\$ 1,784	\$ 1,873	Annual Prem
MX	892	DIR OF DEVELOPMENT SERVICES	\$ 10,889	\$ 11,434	\$ 12,005	\$ 12,606	\$ 13,236	Monthly
			\$ 1,307	\$ 1,372	\$ 1,441	\$ 1,513	\$ 1,588	Annual Prem
MX	900	DIR OF ECONOMIC DEVELOPMENT	\$ 10,391	\$ 10,911	\$ 11,457	\$ 12,029	\$ 12,631	Monthly
			\$ 1,247	\$ 1,309	\$ 1,375	\$ 1,444	\$ 1,516	Annual Prem
MX	870	DIR OF HUMAN RESOURCES	\$ 9,651	\$ 10,134	\$ 10,641	\$ 11,173	\$ 11,731	Monthly
			\$ 1,158	\$ 1,216	\$ 1,277	\$ 1,341	\$ 1,408	Annual Prem
MX	891	DIR OF INFORMATION TECHNOLOGY	\$ 9,519	\$ 9,995	\$ 10,494	\$ 11,019	\$ 11,570	Monthly
			\$ 1,142	\$ 1,199	\$ 1,259	\$ 1,322	\$ 1,388	Annual Prem
MX	890	DIR OF PARKS & COMMUNITY SERVICES	\$ 9,534	\$ 10,010	\$ 10,511	\$ 11,037	\$ 11,588	Monthly
			\$ 1,144	\$ 1,201	\$ 1,261	\$ 1,324	\$ 1,391	Annual Prem
MX	875	DIR OF PUBLIC WORKS	\$ 10,764	\$ 11,302	\$ 11,867	\$ 12,461	\$ 13,084	Monthly
			\$ 1,292	\$ 1,356	\$ 1,424	\$ 1,495	\$ 1,570	Annual Prem
MX	892	FIRE CHIEF	\$ 10,889	\$ 11,434	\$ 12,005	\$ 12,606	\$ 13,236	Monthly
			\$ 1,307	\$ 1,372	\$ 1,441	\$ 1,513	\$ 1,588	Annual Prem
MX	904	POLICE CHIEF	\$ 11,675	\$ 12,259	\$ 12,872	\$ 13,516	\$ 14,192	Monthly
			\$ 1,401	\$ 1,471	\$ 1,545	\$ 1,622	\$ 1,703	Annual Prem

All numbers have been rounded to the nearest \$1

Premium Pay pursuant to the American Rescue Plan Act shall not increase an employee's total pay above 150% of the greater of their residing state's average annual wage, as defined by the Bureau of Labor Statistics' Occupational Employment and Wage Statistics, or the Merced County's average annual wage, as defined by the Bureau of Labor Statistics' Occupational Employment and Wage Statistics, on an annual basis

**ATTACHMENT A**  
**MANAGEMENT WAGE SUMMARY**  
**Effective PP14 - 6/27/2022**

<b>CLASS</b>	<b>GRADE</b>	<b>TITLE</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>		
MC / MC Exempt	755	SOFTWARE ANALYST I	\$ 5,001	\$ 5,251	\$ 5,514	\$ 5,790	\$ 6,079	Monthly	
			\$ 1,200	\$ 1,260	\$ 1,323	\$ 1,389	\$ 1,459	Annual Prem	
MC / MC Exempt	771	SOFTWARE ANALYST II	\$ 5,514	\$ 5,790	\$ 6,079	\$ 6,383	\$ 6,702	Monthly	
			\$ 1,323	\$ 1,389	\$ 1,459	\$ 1,532	\$ 1,609	Annual Prem	
MC / MC Exempt	774	SOFTWARE ANALYST III	\$ 6,383	\$ 6,702	\$ 7,037	\$ 7,389	\$ 7,758	Monthly	
			\$ 1,532	\$ 1,608	\$ 1,689	\$ 1,773	\$ 1,862	Annual Prem	
MC	710	EXECUTIVE ASSISTANT	\$ 4,562	\$ 4,790	\$ 5,029	\$ 5,281	\$ 5,545	Monthly	
			\$ 1,095	\$ 1,150	\$ 1,207	\$ 1,267	\$ 1,331	Annual Prem	
MC	700	HUMAN RESOURCES TECHNICIAN I	\$ 3,683	\$ 3,867	\$ 4,061	\$ 4,264	\$ 4,477	Monthly	
			\$ 884	\$ 928	\$ 975	\$ 1,023	\$ 1,075	Annual Prem	
MC	702	HUMAN RESOURCES TECHNICIAN II	\$ 4,061	\$ 4,264	\$ 4,477	\$ 4,701	\$ 4,936	Monthly	
			\$ 975	\$ 1,023	\$ 1,075	\$ 1,128	\$ 1,185	Annual Prem	
MC	728	HUMAN RESOURCES TECHNICIAN III	\$ 4,701	\$ 4,936	\$ 5,183	\$ 5,442	\$ 5,714	Monthly	
			\$ 1,128	\$ 1,185	\$ 1,244	\$ 1,306	\$ 1,371	Annual Prem	
MC	709	LEGAL ADMINISTRATIVE ASSISTANT	\$ 4,138	\$ 4,345	\$ 4,562	\$ 4,790	\$ 5,029	Monthly	
			\$ 993	\$ 1,043	\$ 1,095	\$ 1,150	\$ 1,207	Annual Prem	
MC	698	PAYROLL TECHNICIAN I	\$ 4,499	\$ 4,724	\$ 4,960	\$ 5,208	\$ 5,469	Monthly	
			\$ 1,080	\$ 1,134	\$ 1,191	\$ 1,250	\$ 1,313	Annual Prem	
MC	716	PAYROLL TECHNICIAN II	\$ 4,960	\$ 5,208	\$ 5,469	\$ 5,742	\$ 6,029	Monthly	
			\$ 1,190	\$ 1,250	\$ 1,313	\$ 1,378	\$ 1,447	Annual Prem	
MC	771	SYSTEMS ENGINEER I	\$ 5,514	\$ 5,790	\$ 6,079	\$ 6,383	\$ 6,702	Monthly	
			\$ 1,323	\$ 1,389	\$ 1,459	\$ 1,532	\$ 1,609	Annual Prem	
MC	774	SYSTEMS ENGINEER II	\$ 6,383	\$ 6,702	\$ 7,037	\$ 7,389	\$ 7,758	Monthly	
			\$ 1,532	\$ 1,608	\$ 1,689	\$ 1,773	\$ 1,862	Annual Prem	
MS / MS Non Exempt	747	FIRE BATTALION CHIEF - 40	\$ 8,782	\$ 9,221	\$ 9,682	\$ 10,166	\$ 10,674	Monthly	
			\$ 2,108	\$ 2,213	\$ 2,324	\$ 2,440	\$ 2,562	Annual Prem	
MS / MS Non Exempt	746	FIRE BATTALION CHIEF - 56	\$ 8,782	\$ 9,221	\$ 9,682	\$ 10,166	\$ 10,674	Monthly	
			\$ 2,108	\$ 2,213	\$ 2,324	\$ 2,440	\$ 2,562	Annual Prem	
MS	776	ASSOCIATE ENGINEER	\$ 6,840	\$ 7,182	\$ 7,542	\$ 7,919	\$ 8,315	Monthly	
			\$ 1,642	\$ 1,724	\$ 1,810	\$ 1,900	\$ 1,996	Annual Prem	
MS	764	ASSOCIATE PLANNER	\$ 5,584	\$ 5,863	\$ 6,157	\$ 6,464	\$ 6,788	Monthly	
			\$ 1,340	\$ 1,407	\$ 1,478	\$ 1,551	\$ 1,629	Annual Prem	
MS	788	COMMUNICATIONS SYSTEMS SUPERVISOR	\$ 5,399	\$ 5,669	\$ 5,952	\$ 6,250	\$ 6,562	Monthly	
			\$ 1,296	\$ 1,361	\$ 1,429	\$ 1,500	\$ 1,575	Annual Prem	
MS	729	CRIME ANALYST	\$ 5,635	\$ 5,916	\$ 6,212	\$ 6,523	\$ 6,849	Monthly	
			\$ 1,352	\$ 1,420	\$ 1,491	\$ 1,565	\$ 1,644	Annual Prem	
MS	762	ECONOMIC DEVELOPMENT ASSOCIATE	\$ 5,129	\$ 5,386	\$ 5,655	\$ 5,938	\$ 6,235	Monthly	
			\$ 1,231	\$ 1,293	\$ 1,357	\$ 1,425	\$ 1,496	Annual Prem	
MS	802	HOUSING PROGRAM SUPERVISOR	\$ 6,299	\$ 6,614	\$ 6,945	\$ 7,292	\$ 7,657	Monthly	
			\$ 1,512	\$ 1,587	\$ 1,667	\$ 1,750	\$ 1,838	Annual Prem	
MS	732	HUMAN RESOURCES ANALYST	\$ 5,739	\$ 6,026	\$ 6,327	\$ 6,643	\$ 6,975	Monthly	
			\$ 1,377	\$ 1,446	\$ 1,518	\$ 1,594	\$ 1,674	Annual Prem	
MS	729	MANAGEMENT ANALYST	\$ 5,856	\$ 6,148	\$ 6,456	\$ 6,779	\$ 7,117	Monthly	
			\$ 1,405	\$ 1,476	\$ 1,549	\$ 1,627	\$ 1,708	Annual Prem	
MS	703	PARALEGAL OFFICE ADMINISTRATOR	\$ 6,099	\$ 6,404	\$ 6,724	\$ 7,060	\$ 7,414	Monthly	
			\$ 1,464	\$ 1,537	\$ 1,614	\$ 1,695	\$ 1,779	Annual Prem	
MS	758	PAYROLL SUPERVISOR	\$ 6,648	\$ 6,980	\$ 7,329	\$ 7,695	\$ 8,080	Monthly	
			\$ 1,595	\$ 1,675	\$ 1,759	\$ 1,847	\$ 1,939	Annual Prem	
MS	699	POLICE RECORDS SUPERVISOR	\$ 5,282	\$ 5,546	\$ 5,823	\$ 6,114	\$ 6,420	Monthly	
			\$ 1,268	\$ 1,331	\$ 1,398	\$ 1,467	\$ 1,541	Annual Prem	
MS	760	PURCHASING SUPERVISOR	\$ 5,218	\$ 5,479	\$ 5,753	\$ 6,041	\$ 6,343	Monthly	
			\$ 1,252	\$ 1,315	\$ 1,381	\$ 1,450	\$ 1,522	Annual Prem	
MS	773	PWS - ENVIRONMENTAL COMPLIANCE	\$ 6,275	\$ 6,589	\$ 6,919	\$ 7,265	\$ 7,628	Monthly	
			\$ 1,506	\$ 1,581	\$ 1,660	\$ 1,744	\$ 1,831	Annual Prem	
MS	735	PWS - FACILITIES	\$ 4,908	\$ 5,154	\$ 5,411	\$ 5,682	\$ 5,966	Monthly	
			\$ 1,178	\$ 1,237	\$ 1,299	\$ 1,364	\$ 1,432	Annual Prem	
MS	756	PWS - FLEET	\$ 5,829	\$ 6,121	\$ 6,427	\$ 6,748	\$ 7,086	Monthly	
			\$ 1,399	\$ 1,469	\$ 1,542	\$ 1,620	\$ 1,701	Annual Prem	
MS	773	PWS - LABORATORY	\$ 6,275	\$ 6,589	\$ 6,919	\$ 7,265	\$ 7,628	Monthly	
			\$ 1,506	\$ 1,581	\$ 1,660	\$ 1,744	\$ 1,831	Annual Prem	
MS	737	PWS - PARKS/TREES	\$ 4,927	\$ 5,173	\$ 5,432	\$ 5,704	\$ 5,989	Monthly	
			\$ 1,182	\$ 1,242	\$ 1,304	\$ 1,369	\$ 1,437	Annual Prem	
MS	748	PWS - SEWERS/STORM DRAINS	\$ 5,324	\$ 5,590	\$ 5,870	\$ 6,163	\$ 6,471	Monthly	
			\$ 1,278	\$ 1,342	\$ 1,409	\$ 1,479	\$ 1,553	Annual Prem	
MS	738	PWS - SOLID WASTE	\$ 5,088	\$ 5,343	\$ 5,610	\$ 5,890	\$ 6,185	Monthly	
			\$ 1,221	\$ 1,282	\$ 1,346	\$ 1,414	\$ 1,484	Annual Prem	
MS	739	PWS - STREETS	\$ 5,248	\$ 5,511	\$ 5,786	\$ 6,075	\$ 6,379	Monthly	
			\$ 1,260	\$ 1,323	\$ 1,389	\$ 1,458	\$ 1,531	Annual Prem	
MS	756	PWS - WATER	\$ 5,829	\$ 6,121	\$ 6,427	\$ 6,748	\$ 7,086	Monthly	
			\$ 1,399	\$ 1,469	\$ 1,542	\$ 1,620	\$ 1,701	Annual Prem	
MS	742	RECREATION SUPERVISOR	\$ 5,401	\$ 5,671	\$ 5,955	\$ 6,253	\$ 6,565	Monthly	
			\$ 1,296	\$ 1,361	\$ 1,429	\$ 1,501	\$ 1,576	Annual Prem	
MS	729	REVENUE AND CUSTOMER SERVICE SUPERVISOR	\$ 5,635	\$ 5,916	\$ 6,212	\$ 6,523	\$ 6,849	Monthly	
			\$ 1,352	\$ 1,420	\$ 1,491	\$ 1,565	\$ 1,644	Annual Prem	

MS	732	RISK ANALYST	\$ 5,739	\$ 6,026	\$ 6,327	\$ 6,643	\$ 6,975	Monthly
			\$ 1,377	\$ 1,446	\$ 1,518	\$ 1,594	\$ 1,674	Annual Prem
MS	714	SAFETY COORDINATOR	\$ 4,052	\$ 4,255	\$ 4,468	\$ 4,691	\$ 4,926	Monthly
			\$ 973	\$ 1,021	\$ 1,072	\$ 1,126	\$ 1,182	Annual Prem
MS	758	SENIOR ACCOUNTANT	\$ 6,648	\$ 6,980	\$ 7,329	\$ 7,695	\$ 8,080	Monthly
			\$ 1,595	\$ 1,675	\$ 1,759	\$ 1,847	\$ 1,939	Annual Prem
MS	782	SYSTEMS ENGINEER III	\$ 6,830	\$ 7,171	\$ 7,530	\$ 7,906	\$ 8,301	Monthly
			\$ 1,639	\$ 1,721	\$ 1,807	\$ 1,897	\$ 1,992	Annual Prem
MS	756	WWTP MAINTENANCE SUPERVISOR	\$ 5,829	\$ 6,121	\$ 6,427	\$ 6,748	\$ 7,086	Monthly
			\$ 1,399	\$ 1,469	\$ 1,542	\$ 1,620	\$ 1,701	Annual Prem
MS	756	WWTP OPERATIONS SUPERVISOR	\$ 6,058	\$ 6,361	\$ 6,679	\$ 7,013	\$ 7,363	Monthly
			\$ 1,454	\$ 1,527	\$ 1,603	\$ 1,683	\$ 1,767	Annual Prem
MM	790	AIRPORT MANAGER	\$ 7,657	\$ 8,040	\$ 8,442	\$ 8,864	\$ 9,307	Monthly
			\$ 1,838	\$ 1,929	\$ 2,026	\$ 2,127	\$ 2,234	Annual Prem
MM	803	ASSISTANT CITY CLERK	\$ 6,352	\$ 6,670	\$ 7,003	\$ 7,354	\$ 7,721	Monthly
			\$ 1,525	\$ 1,601	\$ 1,681	\$ 1,765	\$ 1,853	Annual Prem
MM	818	CITY SURVEYOR	\$ 7,918	\$ 8,314	\$ 8,729	\$ 9,166	\$ 9,624	Monthly
			\$ 1,900	\$ 1,995	\$ 2,095	\$ 2,200	\$ 2,310	Annual Prem
MM	808	DEPUTY CITY ATTORNEY	\$ 7,422	\$ 7,793	\$ 8,183	\$ 8,592	\$ 9,022	Monthly
			\$ 1,781	\$ 1,870	\$ 1,964	\$ 2,062	\$ 2,165	Annual Prem
MM	834	DEPUTY FINANCE OFFICER	\$ 8,206	\$ 8,616	\$ 9,047	\$ 9,499	\$ 9,974	Monthly
			\$ 1,969	\$ 2,068	\$ 2,171	\$ 2,280	\$ 2,394	Annual Prem
MM	878	DEPUTY PUBLIC WORKS DIRECTOR	\$ 9,558	\$ 10,036	\$ 10,538	\$ 11,065	\$ 11,618	Monthly
			\$ 2,294	\$ 2,409	\$ 2,529	\$ 2,656	\$ 2,788	Annual Prem
MM	818	ENGINEERING PROJECT MANAGER	\$ 7,918	\$ 8,314	\$ 8,729	\$ 9,166	\$ 9,624	Monthly
			\$ 1,900	\$ 1,995	\$ 2,095	\$ 2,200	\$ 2,310	Annual Prem
MM	850	FIRE DEPUTY CHIEF	\$ 10,315	\$ 10,831	\$ 11,372	\$ 11,941	\$ 12,538	Monthly
			\$ 2,476	\$ 2,599	\$ 2,729	\$ 2,866	\$ 3,009	Annual Prem
MM	498	FIRE MARSHAL	\$ 6,640	\$ 6,972	\$ 7,321	\$ 7,687	\$ 8,071	Monthly
			\$ 1,594	\$ 1,673	\$ 1,757	\$ 1,845	\$ 1,937	Annual Prem
MM	832	GIS COORDINATOR	\$ 5,988	\$ 6,287	\$ 6,602	\$ 6,932	\$ 7,278	Monthly
			\$ 1,437	\$ 1,509	\$ 1,584	\$ 1,664	\$ 1,747	Annual Prem
MM	814	INFORMATION TECHNOLOGY MANAGER	\$ 7,679	\$ 8,063	\$ 8,466	\$ 8,889	\$ 9,333	Monthly
			\$ 1,843	\$ 1,935	\$ 2,032	\$ 2,133	\$ 2,240	Annual Prem
MM	836	PLANNING MANAGER	\$ 8,250	\$ 8,663	\$ 9,096	\$ 9,551	\$ 10,028	Monthly
			\$ 1,980	\$ 2,079	\$ 2,183	\$ 2,292	\$ 2,407	Annual Prem
MM	848	POLICE CAPTAIN	\$ 9,894	\$ 10,388	\$ 10,908	\$ 11,453	\$ 12,026	Monthly
			\$ 2,374	\$ 2,493	\$ 2,618	\$ 2,749	\$ 2,886	Annual Prem
MM	825	POLICE LIEUTENANT	\$ 8,974	\$ 9,423	\$ 9,894	\$ 10,388	\$ 10,908	Monthly
			\$ 2,154	\$ 2,261	\$ 2,374	\$ 2,493	\$ 2,618	Annual Prem
MM	833	PRINCIPAL PLANNER	\$ 7,857	\$ 8,250	\$ 8,663	\$ 9,096	\$ 9,551	Monthly
			\$ 1,886	\$ 1,980	\$ 2,079	\$ 2,183	\$ 2,292	Annual Prem
MM	805	PWM - OPERATIONS	\$ 7,372	\$ 7,741	\$ 8,128	\$ 8,534	\$ 8,961	Monthly
			\$ 1,769	\$ 1,858	\$ 1,951	\$ 2,048	\$ 2,151	Annual Prem
MM	805	PWM - TAX SERVICES	\$ 7,372	\$ 7,741	\$ 8,128	\$ 8,534	\$ 8,961	Monthly
			\$ 1,769	\$ 1,858	\$ 1,951	\$ 2,048	\$ 2,151	Annual Prem
MM	866	PWM - WASTEWATER	\$ 8,650	\$ 9,083	\$ 9,537	\$ 10,013	\$ 10,514	Monthly
			\$ 2,076	\$ 2,180	\$ 2,289	\$ 2,403	\$ 2,523	Annual Prem
MM	835	PWM - WATER	\$ 7,816	\$ 8,206	\$ 8,617	\$ 9,048	\$ 9,500	Monthly
			\$ 1,876	\$ 1,970	\$ 2,068	\$ 2,171	\$ 2,280	Annual Prem
MM	876	SENIOR DEPUTY CITY ATTORNEY	\$ 8,730	\$ 9,167	\$ 9,625	\$ 10,107	\$ 10,612	Monthly
			\$ 2,095	\$ 2,200	\$ 2,310	\$ 2,426	\$ 2,547	Annual Prem
MM	824	SENIOR MANAGEMENT ANALYST	\$ 6,981	\$ 7,330	\$ 7,697	\$ 8,082	\$ 8,486	Monthly
			\$ 1,676	\$ 1,759	\$ 1,847	\$ 1,940	\$ 2,037	Annual Prem
MX	891	CHIEF BLDG/CONSTRUCTION PROJECT OFFICIAL	\$ 9,618	\$ 10,098	\$ 10,603	\$ 11,134	\$ 11,690	Monthly
			\$ 2,308	\$ 2,424	\$ 2,545	\$ 2,672	\$ 2,806	Annual Prem
MX	890	CITY ENGINEER	\$ 9,633	\$ 10,114	\$ 10,620	\$ 11,151	\$ 11,709	Monthly
			\$ 2,312	\$ 2,427	\$ 2,549	\$ 2,676	\$ 2,810	Annual Prem
MX	912	DEPUTY CITY MANAGER	\$ 13,228	\$ 13,890	\$ 14,584	\$ 15,313	\$ 16,079	Monthly
			\$ 3,175	\$ 3,334	\$ 3,500	\$ 3,675	\$ 3,859	Annual Prem
MX	892	DIR OF DEVELOPMENT SERVICES	\$ 11,216	\$ 11,777	\$ 12,366	\$ 12,984	\$ 13,633	Monthly
			\$ 2,692	\$ 2,826	\$ 2,968	\$ 3,116	\$ 3,272	Annual Prem
MX	900	DIR OF ECONOMIC DEVELOPMENT	\$ 10,703	\$ 11,238	\$ 11,800	\$ 12,390	\$ 13,010	Monthly
			\$ 2,569	\$ 2,697	\$ 2,832	\$ 2,974	\$ 3,122	Annual Prem
MX	870	DIR OF HUMAN RESOURCES	\$ 9,941	\$ 10,438	\$ 10,960	\$ 11,508	\$ 12,083	Monthly
			\$ 2,386	\$ 2,505	\$ 2,630	\$ 2,762	\$ 2,900	Annual Prem
MX	891	DIR OF INFORMATION TECHNOLOGY	\$ 9,995	\$ 10,494	\$ 11,019	\$ 11,570	\$ 12,149	Monthly
			\$ 2,399	\$ 2,519	\$ 2,645	\$ 2,777	\$ 2,916	Annual Prem
MX	890	DIR OF PARKS & COMMUNITY SERVICES	\$ 10,010	\$ 10,511	\$ 11,037	\$ 11,588	\$ 12,168	Monthly
			\$ 2,403	\$ 2,523	\$ 2,649	\$ 2,781	\$ 2,920	Annual Prem
MX	875	DIR OF PUBLIC WORKS	\$ 11,087	\$ 11,641	\$ 12,223	\$ 12,834	\$ 13,476	Monthly
			\$ 2,661	\$ 2,794	\$ 2,934	\$ 3,080	\$ 3,234	Annual Prem
MX	892	FIRE CHIEF	\$ 11,216	\$ 11,777	\$ 12,366	\$ 12,984	\$ 13,633	Monthly
			\$ 2,692	\$ 2,826	\$ 2,968	\$ 3,116	\$ 3,272	Annual Prem
MX	904	POLICE CHIEF	\$ 12,026	\$ 12,627	\$ 13,258	\$ 13,921	\$ 14,617	Monthly
			\$ 2,886	\$ 3,030	\$ 3,182	\$ 3,341	\$ 3,508	Annual Prem

All numbers have been rounded to the nearest \$1

Premium Pay pursuant to the American Rescue Plan Act shall not increase an employee's total pay above 150% of the greater of their residing state's average annual wage, as defined by the Bureau of Labor Statistics' Occupational Employment and Wage Statistics, or the Merced County's average annual wage, as defined by the Bureau of Labor Statistics' Occupational Employment and Wage Statistics, on an annual basis

**ATTACHMENT A**  
**MANAGEMENT WAGE SUMMARY**  
**Effective PP14 - 6/26/2023**

<b>CLASS</b>	<b>GRADE</b>	<b>TITLE</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	
MC / MC Exempt	755	SOFTWARE ANALYST I	\$ 5,151	\$ 5,409	\$ 5,679	\$ 5,963	\$ 6,261	Monthly
			\$ 1,854	\$ 1,947	\$ 2,045	\$ 2,147	\$ 2,254	Annual Prem
MC / MC Exempt	771	SOFTWARE ANALYST II	\$ 5,679	\$ 5,963	\$ 6,261	\$ 6,574	\$ 6,903	Monthly
			\$ 2,045	\$ 2,147	\$ 2,254	\$ 2,367	\$ 2,485	Annual Prem
MC / MC Exempt	774	SOFTWARE ANALYST III	\$ 6,574	\$ 6,903	\$ 7,248	\$ 7,611	\$ 7,991	Monthly
			\$ 2,367	\$ 2,485	\$ 2,609	\$ 2,740	\$ 2,877	Annual Prem
MC	710	EXECUTIVE ASSISTANT	\$ 4,699	\$ 4,934	\$ 5,180	\$ 5,439	\$ 5,711	Monthly
			\$ 1,692	\$ 1,776	\$ 1,865	\$ 1,958	\$ 2,056	Annual Prem
MC	700	HUMAN RESOURCES TECHNICIAN I	\$ 3,794	\$ 3,984	\$ 4,183	\$ 4,392	\$ 4,611	Monthly
			\$ 1,366	\$ 1,434	\$ 1,506	\$ 1,581	\$ 1,660	Annual Prem
MC	702	HUMAN RESOURCES TECHNICIAN II	\$ 4,183	\$ 4,392	\$ 4,611	\$ 4,842	\$ 5,084	Monthly
			\$ 1,506	\$ 1,581	\$ 1,660	\$ 1,743	\$ 1,830	Annual Prem
MC	728	HUMAN RESOURCES TECHNICIAN III	\$ 4,842	\$ 5,084	\$ 5,338	\$ 5,605	\$ 5,885	Monthly
			\$ 1,743	\$ 1,830	\$ 1,922	\$ 2,018	\$ 2,119	Annual Prem
MC	709	LEGAL ADMINISTRATIVE ASSISTANT	\$ 4,262	\$ 4,475	\$ 4,699	\$ 4,934	\$ 5,180	Monthly
			\$ 1,534	\$ 1,611	\$ 1,692	\$ 1,776	\$ 1,865	Annual Prem
MC	698	PAYROLL TECHNICIAN I	\$ 4,634	\$ 4,866	\$ 5,109	\$ 5,365	\$ 5,633	Monthly
			\$ 1,668	\$ 1,752	\$ 1,839	\$ 1,931	\$ 2,028	Annual Prem
MC	716	PAYROLL TECHNICIAN II	\$ 5,109	\$ 5,365	\$ 5,633	\$ 5,915	\$ 6,210	Monthly
			\$ 1,839	\$ 1,931	\$ 2,028	\$ 2,129	\$ 2,236	Annual Prem
MC	771	SYSTEMS ENGINEER I	\$ 5,679	\$ 5,963	\$ 6,261	\$ 6,574	\$ 6,903	Monthly
			\$ 2,045	\$ 2,147	\$ 2,254	\$ 2,367	\$ 2,485	Annual Prem
MC	774	SYSTEMS ENGINEER II	\$ 6,574	\$ 6,903	\$ 7,248	\$ 7,611	\$ 7,991	Monthly
			\$ 2,367	\$ 2,485	\$ 2,609	\$ 2,740	\$ 2,877	Annual Prem
MS / MS Non Exempt	747	FIRE BATTALION CHIEF - 40	\$ 9,045	\$ 9,497	\$ 9,972	\$ 10,471	\$ 10,995	Monthly
			\$ 3,256	\$ 3,419	\$ 3,590	\$ 3,770	\$ 3,958	Annual Prem
MS / MS Non Exempt	746	FIRE BATTALION CHIEF - 56	\$ 9,045	\$ 9,497	\$ 9,972	\$ 10,471	\$ 10,995	Monthly
			\$ 3,256	\$ 3,419	\$ 3,590	\$ 3,770	\$ 3,958	Annual Prem
MS	776	ASSOCIATE ENGINEER	\$ 7,046	\$ 7,398	\$ 7,768	\$ 8,156	\$ 8,564	Monthly
			\$ 2,536	\$ 2,663	\$ 2,796	\$ 2,936	\$ 3,083	Annual Prem
MS	764	ASSOCIATE PLANNER	\$ 5,752	\$ 6,039	\$ 6,341	\$ 6,658	\$ 6,991	Monthly
			\$ 2,071	\$ 2,174	\$ 2,283	\$ 2,397	\$ 2,517	Annual Prem
MS	788	COMMUNICATIONS SYSTEMS SUPERVISOR	\$ 5,561	\$ 5,839	\$ 6,131	\$ 6,437	\$ 6,759	Monthly
			\$ 2,002	\$ 2,102	\$ 2,207	\$ 2,317	\$ 2,433	Annual Prem
MS	729	CRIME ANALYST	\$ 5,804	\$ 6,094	\$ 6,398	\$ 6,718	\$ 7,054	Monthly
			\$ 2,089	\$ 2,194	\$ 2,303	\$ 2,419	\$ 2,540	Annual Prem
MS	762	ECONOMIC DEVELOPMENT ASSOCIATE	\$ 5,283	\$ 5,547	\$ 5,825	\$ 6,116	\$ 6,422	Monthly
			\$ 1,902	\$ 1,997	\$ 2,097	\$ 2,202	\$ 2,312	Annual Prem
MS	802	HOUSING PROGRAM SUPERVISOR	\$ 6,488	\$ 6,813	\$ 7,154	\$ 7,511	\$ 7,887	Monthly
			\$ 2,336	\$ 2,453	\$ 2,575	\$ 2,704	\$ 2,839	Annual Prem
MS	732	HUMAN RESOURCES ANALYST	\$ 5,911	\$ 6,206	\$ 6,517	\$ 6,842	\$ 7,185	Monthly
			\$ 2,128	\$ 2,234	\$ 2,346	\$ 2,463	\$ 2,586	Annual Prem
MS	729	MANAGEMENT ANALYST	\$ 6,031	\$ 6,333	\$ 6,649	\$ 6,982	\$ 7,331	Monthly
			\$ 2,171	\$ 2,280	\$ 2,394	\$ 2,513	\$ 2,639	Annual Prem
MS	703	PARALEGAL OFFICE ADMINISTRATOR	\$ 6,282	\$ 6,596	\$ 6,926	\$ 7,272	\$ 7,636	Monthly
			\$ 2,262	\$ 2,375	\$ 2,493	\$ 2,618	\$ 2,749	Annual Prem
MS	758	PAYROLL SUPERVISOR	\$ 6,847	\$ 7,189	\$ 7,549	\$ 7,926	\$ 8,323	Monthly
			\$ 2,465	\$ 2,588	\$ 2,718	\$ 2,853	\$ 2,996	Annual Prem
MS	699	POLICE RECORDS SUPERVISOR	\$ 5,440	\$ 5,712	\$ 5,998	\$ 6,298	\$ 6,613	Monthly
			\$ 1,959	\$ 2,056	\$ 2,159	\$ 2,267	\$ 2,381	Annual Prem
MS	760	PURCHASING SUPERVISOR	\$ 5,375	\$ 5,643	\$ 5,926	\$ 6,222	\$ 6,533	Monthly
			\$ 1,935	\$ 2,032	\$ 2,133	\$ 2,240	\$ 2,352	Annual Prem
MS	773	PWS - ENVIRONMENTAL COMPLIANCE	\$ 6,464	\$ 6,787	\$ 7,126	\$ 7,483	\$ 7,857	Monthly
			\$ 2,327	\$ 2,443	\$ 2,565	\$ 2,694	\$ 2,828	Annual Prem
MS	735	PWS - FACILITIES	\$ 5,056	\$ 5,308	\$ 5,574	\$ 5,852	\$ 6,145	Monthly
			\$ 1,820	\$ 1,911	\$ 2,007	\$ 2,107	\$ 2,212	Annual Prem
MS	756	PWS - FLEET	\$ 6,004	\$ 6,304	\$ 6,620	\$ 6,951	\$ 7,298	Monthly
			\$ 2,162	\$ 2,270	\$ 2,383	\$ 2,502	\$ 2,627	Annual Prem
MS	773	PWS - LABORATORY	\$ 6,464	\$ 6,787	\$ 7,126	\$ 7,483	\$ 7,857	Monthly
			\$ 2,327	\$ 2,443	\$ 2,565	\$ 2,694	\$ 2,828	Annual Prem
MS	737	PWS - PARKS/TREES	\$ 5,075	\$ 5,328	\$ 5,595	\$ 5,875	\$ 6,168	Monthly
			\$ 1,827	\$ 1,918	\$ 2,014	\$ 2,115	\$ 2,221	Annual Prem
MS	748	PWS - SEWERS/STORM DRAINS	\$ 5,484	\$ 5,758	\$ 6,046	\$ 6,348	\$ 6,665	Monthly
			\$ 1,974	\$ 2,073	\$ 2,176	\$ 2,285	\$ 2,400	Annual Prem
MS	738	PWS - SOLID WASTE	\$ 5,241	\$ 5,503	\$ 5,778	\$ 6,067	\$ 6,370	Monthly
			\$ 1,887	\$ 1,981	\$ 2,080	\$ 2,184	\$ 2,293	Annual Prem
MS	739	PWS - STREETS	\$ 5,406	\$ 5,676	\$ 5,960	\$ 6,258	\$ 6,571	Monthly
			\$ 1,946	\$ 2,043	\$ 2,145	\$ 2,253	\$ 2,365	Annual Prem
MS	756	PWS - WATER	\$ 6,004	\$ 6,304	\$ 6,620	\$ 6,951	\$ 7,298	Monthly
			\$ 2,162	\$ 2,270	\$ 2,383	\$ 2,502	\$ 2,627	Annual Prem
MS	742	RECREATION SUPERVISOR	\$ 5,563	\$ 5,842	\$ 6,134	\$ 6,440	\$ 6,762	Monthly
			\$ 2,003	\$ 2,103	\$ 2,208	\$ 2,319	\$ 2,434	Annual Prem
MS	729	REVENUE AND CUSTOMER SERVICE SUPERVISOR	\$ 5,804	\$ 6,094	\$ 6,398	\$ 6,718	\$ 7,054	Monthly
			\$ 2,089	\$ 2,194	\$ 2,303	\$ 2,419	\$ 2,540	Annual Prem

MS	732	RISK ANALYST	\$ 5,911	\$ 6,206	\$ 6,517	\$ 6,842	\$ 7,185	Monthly
			\$ 2,128	\$ 2,234	\$ 2,346	\$ 2,463	\$ 2,586	Annual Prem
MS	714	SAFETY COORDINATOR	\$ 4,174	\$ 4,383	\$ 4,602	\$ 4,832	\$ 5,073	Monthly
			\$ 1,503	\$ 1,578	\$ 1,657	\$ 1,739	\$ 1,826	Annual Prem
MS	758	SENIOR ACCOUNTANT	\$ 6,847	\$ 7,189	\$ 7,549	\$ 7,926	\$ 8,323	Monthly
			\$ 2,465	\$ 2,588	\$ 2,718	\$ 2,853	\$ 2,996	Annual Prem
MS	782	SYSTEMS ENGINEER III	\$ 7,035	\$ 7,386	\$ 7,756	\$ 8,143	\$ 8,551	Monthly
			\$ 2,532	\$ 2,659	\$ 2,792	\$ 2,932	\$ 3,078	Annual Prem
MS	756	WWTP MAINTENANCE SUPERVISOR	\$ 6,004	\$ 6,304	\$ 6,620	\$ 6,951	\$ 7,298	Monthly
			\$ 2,162	\$ 2,270	\$ 2,383	\$ 2,502	\$ 2,627	Annual Prem
MS	756	WWTP OPERATIONS SUPERVISOR	\$ 6,240	\$ 6,552	\$ 6,879	\$ 7,223	\$ 7,584	Monthly
			\$ 2,246	\$ 2,359	\$ 2,477	\$ 2,600	\$ 2,730	Annual Prem
MM	790	AIRPORT MANAGER	\$ 7,886	\$ 8,281	\$ 8,695	\$ 9,130	\$ 9,586	Monthly
			\$ 2,839	\$ 2,981	\$ 3,130	\$ 3,287	\$ 3,451	Annual Prem
MM	803	ASSISTANT CITY CLERK	\$ 6,543	\$ 6,870	\$ 7,213	\$ 7,574	\$ 7,953	Monthly
			\$ 2,355	\$ 2,473	\$ 2,597	\$ 2,727	\$ 2,863	Annual Prem
MM	818	CITY SURVEYOR	\$ 8,155	\$ 8,563	\$ 8,991	\$ 9,441	\$ 9,913	Monthly
			\$ 2,936	\$ 3,083	\$ 3,237	\$ 3,399	\$ 3,569	Annual Prem
MM	808	DEPUTY CITY ATTORNEY	\$ 7,645	\$ 8,027	\$ 8,428	\$ 8,850	\$ 9,292	Monthly
			\$ 2,752	\$ 2,890	\$ 3,034	\$ 3,186	\$ 3,345	Annual Prem
MM	834	DEPUTY FINANCE OFFICER	\$ 8,452	\$ 8,875	\$ 9,318	\$ 9,784	\$ 10,274	Monthly
			\$ 3,043	\$ 3,195	\$ 3,355	\$ 3,522	\$ 3,699	Annual Prem
MM	878	DEPUTY PUBLIC WORKS DIRECTOR	\$ 9,845	\$ 10,337	\$ 10,854	\$ 11,397	\$ 11,967	Monthly
			\$ 3,544	\$ 3,721	\$ 3,908	\$ 4,103	\$ 4,308	Annual Prem
MM	818	ENGINEERING PROJECT MANAGER	\$ 8,155	\$ 8,563	\$ 8,991	\$ 9,441	\$ 9,913	Monthly
			\$ 2,936	\$ 3,083	\$ 3,237	\$ 3,399	\$ 3,569	Annual Prem
MM	850	FIRE DEPUTY CHIEF	\$ 10,624	\$ 11,155	\$ 11,713	\$ 12,299	\$ 12,914	Monthly
			\$ 3,825	\$ 4,016	\$ 4,217	\$ 4,428	\$ 4,649	Annual Prem
MM	498	FIRE MARSHAL	\$ 6,840	\$ 7,182	\$ 7,541	\$ 7,918	\$ 8,314	Monthly
			\$ 2,462	\$ 2,585	\$ 2,715	\$ 2,850	\$ 2,993	Annual Prem
MM	832	GIS COORDINATOR	\$ 6,167	\$ 6,476	\$ 6,800	\$ 7,140	\$ 7,497	Monthly
			\$ 2,220	\$ 2,331	\$ 2,448	\$ 2,570	\$ 2,699	Annual Prem
MM	814	INFORMATION TECHNOLOGY MANAGER	\$ 7,909	\$ 8,304	\$ 8,720	\$ 9,156	\$ 9,613	Monthly
			\$ 2,847	\$ 2,990	\$ 3,139	\$ 3,296	\$ 3,461	Annual Prem
MM	836	PLANNING MANAGER	\$ 8,498	\$ 8,923	\$ 9,369	\$ 9,837	\$ 10,329	Monthly
			\$ 3,059	\$ 3,212	\$ 3,373	\$ 3,541	\$ 3,718	Annual Prem
MM	848	POLICE CAPTAIN	\$ 10,190	\$ 10,700	\$ 11,235	\$ 11,797	\$ 12,387	Monthly
			\$ 3,669	\$ 3,852	\$ 4,045	\$ 4,247	\$ 4,459	Annual Prem
MM	825	POLICE LIEUTENANT	\$ 9,243	\$ 9,705	\$ 10,190	\$ 10,700	\$ 11,235	Monthly
			\$ 3,327	\$ 3,494	\$ 3,669	\$ 3,852	\$ 4,045	Annual Prem
MM	833	PRINCIPAL PLANNER	\$ 8,093	\$ 8,498	\$ 8,923	\$ 9,369	\$ 9,837	Monthly
			\$ 2,914	\$ 3,059	\$ 3,212	\$ 3,373	\$ 3,541	Annual Prem
MM	805	PWM - OPERATIONS	\$ 7,593	\$ 7,973	\$ 8,372	\$ 8,790	\$ 9,230	Monthly
			\$ 2,734	\$ 2,870	\$ 3,014	\$ 3,165	\$ 3,323	Annual Prem
MM	805	PWM - TAX SERVICES	\$ 7,593	\$ 7,973	\$ 8,372	\$ 8,790	\$ 9,230	Monthly
			\$ 2,734	\$ 2,870	\$ 3,014	\$ 3,165	\$ 3,323	Annual Prem
MM	866	PWM - WASTEWATER	\$ 8,910	\$ 9,355	\$ 9,823	\$ 10,314	\$ 10,830	Monthly
			\$ 3,207	\$ 3,368	\$ 3,536	\$ 3,713	\$ 3,899	Annual Prem
MM	835	PWM - WATER	\$ 8,050	\$ 8,453	\$ 8,875	\$ 9,319	\$ 9,785	Monthly
			\$ 2,898	\$ 3,043	\$ 3,195	\$ 3,355	\$ 3,523	Annual Prem
MM	876	SENIOR DEPUTY CITY ATTORNEY	\$ 8,992	\$ 9,442	\$ 9,914	\$ 10,410	\$ 10,930	Monthly
			\$ 3,237	\$ 3,399	\$ 3,569	\$ 3,748	\$ 3,935	Annual Prem
MM	824	SENIOR MANAGEMENT ANALYST	\$ 7,191	\$ 7,550	\$ 7,928	\$ 8,324	\$ 8,740	Monthly
			\$ 2,589	\$ 2,718	\$ 2,854	\$ 2,997	\$ 3,147	Annual Prem
MX	891	CHIEF BLDG/CONSTRUCTION PROJECT OFFICIAL	\$ 9,906	\$ 10,401	\$ 10,921	\$ 11,468	\$ 12,041	Monthly
			\$ 3,566	\$ 3,744	\$ 3,932	\$ 4,128	\$ 4,335	Annual Prem
MX	890	CITY ENGINEER	\$ 9,922	\$ 10,418	\$ 10,939	\$ 11,486	\$ 12,060	Monthly
			\$ 3,572	\$ 3,750	\$ 3,938	\$ 4,135	\$ 4,342	Annual Prem
MX	912	DEPUTY CITY MANAGER	\$ 13,625	\$ 14,306	\$ 15,022	\$ 15,773	\$ 16,561	Monthly
			\$ 4,905	\$ 5,150	\$ 5,408	\$ 5,678	\$ 5,962	Annual Prem
MX	892	DIR OF DEVELOPMENT SERVICES	\$ 11,552	\$ 12,130	\$ 12,737	\$ 13,373	\$ 14,042	Monthly
			\$ 4,159	\$ 4,367	\$ 4,585	\$ 4,814	\$ 5,055	Annual Prem
MX	900	DIR OF ECONOMIC DEVELOPMENT	\$ 11,024	\$ 11,575	\$ 12,154	\$ 12,762	\$ 13,400	Monthly
			\$ 3,969	\$ 4,167	\$ 4,376	\$ 4,594	\$ 4,824	Annual Prem
MX	870	DIR OF HUMAN RESOURCES	\$ 10,239	\$ 10,751	\$ 11,289	\$ 11,853	\$ 12,446	Monthly
			\$ 3,686	\$ 3,870	\$ 4,064	\$ 4,267	\$ 4,481	Annual Prem
MX	891	DIR OF INFORMATION TECHNOLOGY	\$ 10,295	\$ 10,809	\$ 11,350	\$ 11,917	\$ 12,513	Monthly
			\$ 3,706	\$ 3,891	\$ 4,086	\$ 4,290	\$ 4,505	Annual Prem
MX	890	DIR OF PARKS & COMMUNITY SERVICES	\$ 10,311	\$ 10,826	\$ 11,368	\$ 11,936	\$ 12,533	Monthly
			\$ 3,712	\$ 3,897	\$ 4,092	\$ 4,297	\$ 4,512	Annual Prem
MX	875	DIR OF PUBLIC WORKS	\$ 11,419	\$ 11,990	\$ 12,590	\$ 13,219	\$ 13,880	Monthly
			\$ 4,111	\$ 4,317	\$ 4,532	\$ 4,759	\$ 4,997	Annual Prem
MX	892	FIRE CHIEF	\$ 11,552	\$ 12,130	\$ 12,737	\$ 13,373	\$ 14,042	Monthly
			\$ 4,159	\$ 4,367	\$ 4,585	\$ 4,814	\$ 5,055	Annual Prem
MX	904	POLICE CHIEF	\$ 12,387	\$ 13,006	\$ 13,656	\$ 14,339	\$ 15,056	Monthly
			\$ 4,459	\$ 4,682	\$ 4,916	\$ 5,162	\$ 5,420	Annual Prem

All numbers have been rounded to the nearest \$1

Premium Pay pursuant to the American Rescue Plan Act shall not increase an employee's total pay above 150% of the greater of their residing state's average annual wage, as defined by the Bureau of Labor Statistics' Occupational Employment and Wage Statistics, or the Merced County's average annual wage, as defined by the Bureau of Labor Statistics' Occupational Employment and Wage Statistics, on an annual basis

**ATTACHMENT A**  
**MANAGEMENT WAGE SUMMARY**  
**Effective PP14 - 6/24/2024**

<u>CLASS</u>	<u>GRADE</u>	<u>TITLE</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
MC / MC Exempt	755	SOFTWARE ANALYST I	\$ 5,151	\$ 5,409	\$ 5,679	\$ 5,963	\$ 6,261
MC / MC Exempt	771	SOFTWARE ANALYST II	\$ 5,679	\$ 5,963	\$ 6,261	\$ 6,574	\$ 6,903
MC / MC Exempt	774	SOFTWARE ANALYST III	\$ 6,574	\$ 6,903	\$ 7,248	\$ 7,611	\$ 7,991
MC	710	EXECUTIVE ASSISTANT	\$ 4,699	\$ 4,934	\$ 5,180	\$ 5,439	\$ 5,711
MC	700	HUMAN RESOURCES TECHNICIAN I	\$ 3,794	\$ 3,984	\$ 4,183	\$ 4,392	\$ 4,611
MC	702	HUMAN RESOURCES TECHNICIAN II	\$ 4,183	\$ 4,392	\$ 4,611	\$ 4,842	\$ 5,084
MC	728	HUMAN RESOURCES TECHNICIAN III	\$ 4,842	\$ 5,084	\$ 5,338	\$ 5,605	\$ 5,885
MC	709	LEGAL ADMINISTRATIVE ASSISTANT	\$ 4,262	\$ 4,475	\$ 4,699	\$ 4,934	\$ 5,180
MC	698	PAYROLL TECHNICIAN I	\$ 4,634	\$ 4,866	\$ 5,109	\$ 5,365	\$ 5,633
MC	716	PAYROLL TECHNICIAN II	\$ 5,109	\$ 5,365	\$ 5,633	\$ 5,915	\$ 6,210
MC	771	SYSTEMS ENGINEER I	\$ 5,679	\$ 5,963	\$ 6,261	\$ 6,574	\$ 6,903
MC	774	SYSTEMS ENGINEER II	\$ 6,574	\$ 6,903	\$ 7,248	\$ 7,611	\$ 7,991
MS / MS Non Exempt	747	FIRE BATTALION CHIEF - 40	\$ 9,045	\$ 9,497	\$ 9,972	\$ 10,471	\$ 10,995
MS / MS Non Exempt	746	FIRE BATTALION CHIEF - 56	\$ 9,045	\$ 9,497	\$ 9,972	\$ 10,471	\$ 10,995
MS	776	ASSOCIATE ENGINEER	\$ 7,046	\$ 7,398	\$ 7,768	\$ 8,156	\$ 8,564
MS	764	ASSOCIATE PLANNER	\$ 5,752	\$ 6,039	\$ 6,341	\$ 6,658	\$ 6,991
MS	788	COMMUNICATIONS SYSTEMS SUPERVISOR	\$ 5,561	\$ 5,839	\$ 6,131	\$ 6,437	\$ 6,759
MS	729	CRIME ANALYST	\$ 5,804	\$ 6,094	\$ 6,398	\$ 6,718	\$ 7,054
MS	762	ECONOMIC DEVELOPMENT ASSOCIATE	\$ 5,283	\$ 5,547	\$ 5,825	\$ 6,116	\$ 6,422
MS	802	HOUSING PROGRAM SUPERVISOR	\$ 6,488	\$ 6,813	\$ 7,154	\$ 7,511	\$ 7,887
MS	732	HUMAN RESOURCES ANALYST	\$ 5,911	\$ 6,206	\$ 6,517	\$ 6,842	\$ 7,185
MS	729	MANAGEMENT ANALYST	\$ 6,031	\$ 6,333	\$ 6,649	\$ 6,982	\$ 7,331
MS	703	PARALEGAL OFFICE ADMINISTRATOR	\$ 6,282	\$ 6,596	\$ 6,926	\$ 7,272	\$ 7,636
MS	758	PAYROLL SUPERVISOR	\$ 6,847	\$ 7,189	\$ 7,549	\$ 7,926	\$ 8,323
MS	699	POLICE RECORDS SUPERVISOR	\$ 5,440	\$ 5,712	\$ 5,998	\$ 6,298	\$ 6,613
MS	760	PURCHASING SUPERVISOR	\$ 5,375	\$ 5,643	\$ 5,926	\$ 6,222	\$ 6,533
MS	773	PWS - ENVIRONMENTAL COMPLIANCE	\$ 6,464	\$ 6,787	\$ 7,126	\$ 7,483	\$ 7,857
MS	735	PWS - FACILITIES	\$ 5,056	\$ 5,308	\$ 5,574	\$ 5,852	\$ 6,145
MS	756	PWS - FLEET	\$ 6,004	\$ 6,304	\$ 6,620	\$ 6,951	\$ 7,298
MS	773	PWS - LABORATORY	\$ 6,464	\$ 6,787	\$ 7,126	\$ 7,483	\$ 7,857
MS	737	PWS - PARKS/TREES	\$ 5,075	\$ 5,328	\$ 5,595	\$ 5,875	\$ 6,168
MS	748	PWS - SEWERS/STORM DRAINS	\$ 5,484	\$ 5,758	\$ 6,046	\$ 6,348	\$ 6,665
MS	738	PWS - SOLID WASTE	\$ 5,241	\$ 5,503	\$ 5,778	\$ 6,067	\$ 6,370
MS	739	PWS - STREETS	\$ 5,406	\$ 5,676	\$ 5,960	\$ 6,258	\$ 6,571
MS	756	PWS - WATER	\$ 6,004	\$ 6,304	\$ 6,620	\$ 6,951	\$ 7,298
MS	742	RECREATION SUPERVISOR	\$ 5,563	\$ 5,842	\$ 6,134	\$ 6,440	\$ 6,762
MS	729	REVENUE AND CUSTOMER SERVICE SUPERVISOR	\$ 5,804	\$ 6,094	\$ 6,398	\$ 6,718	\$ 7,054
MS	732	RISK ANALYST	\$ 5,911	\$ 6,206	\$ 6,517	\$ 6,842	\$ 7,185
MS	714	SAFETY COORDINATOR	\$ 4,174	\$ 4,383	\$ 4,602	\$ 4,832	\$ 5,073
MS	758	SENIOR ACCOUNTANT	\$ 6,847	\$ 7,189	\$ 7,549	\$ 7,926	\$ 8,323
MS	782	SYSTEMS ENGINEER III	\$ 7,035	\$ 7,386	\$ 7,756	\$ 8,143	\$ 8,551
MS	756	WWTP MAINTENANCE SUPERVISOR	\$ 6,004	\$ 6,304	\$ 6,620	\$ 6,951	\$ 7,298
MS	756	WWTP OPERATIONS SUPERVISOR	\$ 6,240	\$ 6,552	\$ 6,879	\$ 7,223	\$ 7,584
MM	790	AIRPORT MANAGER	\$ 7,886	\$ 8,281	\$ 8,695	\$ 9,130	\$ 9,586
MM	803	ASSISTANT CITY CLERK	\$ 6,543	\$ 6,870	\$ 7,213	\$ 7,574	\$ 7,953
MM	818	CITY SURVEYOR	\$ 8,155	\$ 8,563	\$ 8,991	\$ 9,441	\$ 9,913
MM	808	DEPUTY CITY ATTORNEY	\$ 7,645	\$ 8,027	\$ 8,428	\$ 8,850	\$ 9,292
MM	834	DEPUTY FINANCE OFFICER	\$ 8,452	\$ 8,875	\$ 9,318	\$ 9,784	\$ 10,274
MM	878	DEPUTY PUBLIC WORKS DIRECTOR	\$ 9,845	\$ 10,337	\$ 10,854	\$ 11,397	\$ 11,967
MM	818	ENGINEERING PROJECT MANAGER	\$ 8,155	\$ 8,563	\$ 8,991	\$ 9,441	\$ 9,913
MM	850	FIRE DEPUTY CHIEF	\$ 10,624	\$ 11,155	\$ 11,713	\$ 12,299	\$ 12,914
MM	498	FIRE MARSHAL	\$ 6,840	\$ 7,182	\$ 7,541	\$ 7,918	\$ 8,314
MM	832	GIS COORDINATOR	\$ 6,167	\$ 6,476	\$ 6,800	\$ 7,140	\$ 7,497
MM	814	INFORMATION TECHNOLOGY MANAGER	\$ 7,909	\$ 8,304	\$ 8,720	\$ 9,156	\$ 9,613
MM	836	PLANNING MANAGER	\$ 8,498	\$ 8,923	\$ 9,369	\$ 9,837	\$ 10,329
MM	848	POLICE CAPTAIN	\$ 10,190	\$ 10,700	\$ 11,235	\$ 11,797	\$ 12,387
MM	825	POLICE LIEUTENANT	\$ 9,243	\$ 9,705	\$ 10,190	\$ 10,700	\$ 11,235
MM	833	PRINCIPAL PLANNER	\$ 8,093	\$ 8,498	\$ 8,923	\$ 9,369	\$ 9,837
MM	805	PWM - OPERATIONS	\$ 7,593	\$ 7,973	\$ 8,372	\$ 8,790	\$ 9,230
MM	805	PWM - TAX SERVICES	\$ 7,593	\$ 7,973	\$ 8,372	\$ 8,790	\$ 9,230
MM	866	PWM - WASTEWATER	\$ 8,910	\$ 9,355	\$ 9,823	\$ 10,314	\$ 10,830
MM	835	PWM - WATER	\$ 8,050	\$ 8,453	\$ 8,875	\$ 9,319	\$ 9,785
MM	876	SENIOR DEPUTY CITY ATTORNEY	\$ 8,992	\$ 9,442	\$ 9,914	\$ 10,410	\$ 10,930
MM	824	SENIOR MANAGEMENT ANALYST	\$ 7,191	\$ 7,550	\$ 7,928	\$ 8,324	\$ 8,740
MX	891	CHIEF BLDING/CONSTRUCTION PROJECT OFFICIAL	\$ 9,906	\$ 10,401	\$ 10,921	\$ 11,468	\$ 12,041



MX	890	CITY ENGINEER	\$	9,922	\$	10,418	\$	10,939	\$	11,486	\$	12,060
MX	912	DEPUTY CITY MANAGER	\$	13,625	\$	14,306	\$	15,022	\$	15,773	\$	16,561
MX	892	DIR OF DEVELOPMENT SERVICES	\$	11,552	\$	12,130	\$	12,737	\$	13,373	\$	14,042
MX	900	DIR OF ECONOMIC DEVELOPMENT	\$	11,024	\$	11,575	\$	12,154	\$	12,762	\$	13,400
MX	870	DIR OF HUMAN RESOURCES	\$	10,239	\$	10,751	\$	11,289	\$	11,853	\$	12,446
MX	891	DIR OF INFORMATION TECHNOLOGY	\$	10,295	\$	10,809	\$	11,350	\$	11,917	\$	12,513
MX	890	DIR OF PARKS & COMMUNITY SERVICES	\$	10,311	\$	10,826	\$	11,368	\$	11,936	\$	12,533
MX	875	DIR OF PUBLIC WORKS	\$	11,419	\$	11,990	\$	12,590	\$	13,219	\$	13,880
MX	892	FIRE CHIEF	\$	11,552	\$	12,130	\$	12,737	\$	13,373	\$	14,042
MX	904	POLICE CHIEF	\$	12,387	\$	13,006	\$	13,656	\$	14,339	\$	15,056

All numbers have been rounded to the nearest \$1