

**CITY OF PLEASANTON**

**And**

**AFSCME LOCAL 955**  
(Pleasanton City Employees Association)

**MEMORANDUM OF UNDERSTANDING**

**April 1, 2016 – March 31, 2019**

## AFSCME Local 955 MOU

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## **MEMORANDUM OF UNDERSTANDING**

Pleasanton City Employees Association, AFSCME, Local 955, AFL-CIO, and representatives of the City of Pleasanton, have met and conferred in good faith regarding wages, hours and other terms and conditions of employment of employees in the representation unit specified in Section 1, have exchanged freely information, opinions and proposals and have endeavored to reach agreement on all matters relating to the employment conditions and employer-employee relations of such employees.

This Memorandum of Understanding is entered into pursuant to the Meyers-Milias-Brown Act (Government Code Section 3500, et seq.) and has been jointly prepared by the parties.

This Memorandum of Understanding shall be presented to the City Council as the joint recommendations of the undersigned for salary and employee benefit adjustments for the period commencing April 1, 2016 and ending March 31, 2019.

### **Section 1. Recognition**

Pleasanton City Employees Association, AFSCME, Local 955, AFL-CIO, hereinafter referred to as the "PCEA/AFSCME LOCAL 955," the Union, is the formally recognized employee organization for the general employees unit comprised of the classifications listed in the attached salary schedule and certified pursuant to the Employer-Employee Relations procedures and Resolution No. 71- 75, adopted by the City of Pleasanton City Council on April 5, 1971.

### **Section 2. Union Security/Agency Shop/Dues Deduction**

#### **2.1 Dues Deduction**

Upon receipt of a written assignment and authorization signed by the employee on the form shown below, the City agrees to deduct from every other paycheck of such employee an amount which will total the dues uniformly required for membership in the PCEA/AFSCME LOCAL 955. The amount so deducted shall be remitted by the City to the officer designated in writing by the President of the PCEA/AFSCME LOCAL 955 as the person authorized to receive such funds.

The President of the PCEA/AFSCME LOCAL 955 shall notify the City Manager in writing as to the amount of such dues uniformly required of all members of the PCEA/AFSCME LOCAL 955.

The employee's earnings must be regularly sufficient after other legal and required deductions are made to cover the amount of the dues check-off authorized. When an employee is in a non-pay status for an entire pay period, no withholding will be made to cover that pay period from future earnings. In the case of an employee who is in a non-pay status during only part of the pay period, and the salary is not sufficient to cover the full withholding, no deduction shall be made. In this instance, all other legal and required deductions have priority over PCEA/AFSCME LOCAL 955 dues. In addition, in order to

meet certain accounting deadlines, all payroll changes connected with the deduction of said PCEA/AFSCME LOCAL 955 dues must be made by the fifteenth (15th) of the preceding month.

The PCEA/AFSCME LOCAL 955 shall indemnify, defend, and hold the City harmless against any and all claims, demands, suits, proceedings or court orders, or any other liability that may arise out of or by reason of action taken or not taken by the City for the purpose of complying with any of the provisions of this check-off agreement. In addition, the PCEA/AFSCME LOCAL 955 shall refund to the City any amounts paid to it in error upon presentation of supporting evidence.

The PCEA/AFSCME LOCAL 955 for which dues are deducted may be required to pay upon the written demand of the City a service charge of five cents (.05) per name per month for each employee paying such dues, but in no event more than five percent (5%) of the dues.

The employee's authorization request shall be in the following terms:

Date:

"You are hereby authorized and requested to deduct from wages due me (and payable on every other regular pay day) such amount as which will total the amount of my PCEA/AFSCME LOCAL 955 dues as reported to you by the President of PCEA/AFSCME LOCAL 955 and to make such deductions for each and every succeeding month unless and until I revoke this assignment in writing. You are hereby authorized and you are to pay the total amount deducted each month to PCEA/AFSCME LOCAL 955. This assignment is voluntary.

\_\_\_\_\_  
Signature

## **2.2 Maintenance of Membership**

### **2.2.1 Maintenance of Membership**

All employees in classifications listed in Section 1.0, who are members of AFSCME and who are tendering periodic dues through dues deductions from their paycheck, and all employees who become members of AFSCME and who tender periodic dues through dues deductions from their paycheck, shall continue to pay dues for the duration of this MOU and each subsequent MOU thereafter.

For a period of thirty (30) calendar days prior to the expiration of the current MOU, any employee who is a member of AFSCME shall have the right to withdraw from the Union by discontinuing dues deduction. Said withdrawal shall be communicated by the employee in writing to the President, Vice-President or Secretary/Treasurer. It will then be forwarded to the Director of Finance and processed through the payroll system. Such written communication shall be delivered by certified mail and must be postmarked

during the thirty (30) calendar day period. An employee who so withdraws from Union membership shall still be subject to the provisions of Agency Shop.

An employee who is subsequently employed in a position outside of the unit represented by the Union shall not be required to pay dues to the Union.

#### 2.2.2 Agency Shop and Eligibility/Exemptions

All employees in the classifications listed in Appendix B shall, as a condition of continued employment, become members of the PCEA/AFSCME LOCAL 955, or shall pay a service fee equal to the monthly dues of the PCEA/AFSCME LOCAL 955. This agency shop agreement shall continue for as long as PCEA/AFSCME LOCAL 955 remains the exclusive representative of the classifications in the bargaining unit listed in Appendix B.

a. Exemptions:

Any employee who is a member of a bona fide religious body or sect which has historically held conscientious objections to joining or financially supporting employee organizations shall not be required to join or financially support the Union as a condition of employment. Such employees shall be required, in lieu of periodic dues, initiation fees, or agency shop fees to pay an amount equal to the periodic dues, initiation fees or agency shop fees to a non-religious tax-exempt charity, three such organizations to be mutually agreed upon by the parties.

b. Compliance:

1. An employee in one of the classes included in Appendix B shall (and in the case of a newly hired employee, within thirty (30) calendar days of employment) execute a payroll deduction authorization form furnished by the Union, and thereby become and remain a member in good standing in the Union; or execute a payroll deduction authorization form and thereby pay to the Union a service fee equal to the monthly dues of the Union. In the case of employees who certify that they are members of a bona fide religion, body or sect which has historically held conscientious objections to joining or financially supporting public employee organizations, the employee shall pay sums equal to the service fee which is equal to the monthly dues of the Union shall execute a payroll deduction form for contributions to one of the charities identified in the paragraph above.

2. If any employee fails to authorize one of the above deductions within thirty (30) calendar days of hire into a classification covered by this Contract, the City shall deduct a service fee equal to the monthly dues of the Union from the employees' paycheck.

3. The City shall furnish, monthly, a list of all employees appointed within classifications contained in Appendix "B" of this MOU who are subject to the provisions of the agency shop agreement. The City shall furnish a list of all

newly hired employees and change in status or representation of employees to the Union's President each pay period. The City shall provide contact information in writing, regarding persons newly hired by the City into a PCEA/AFSCME LOCAL 955 represented classification, to the designated Union Official within seven (7) workdays of the employees' official date of hire.

- c. Union Dues, and Service Fee, or Optimal Union Contribution Deduction Checkoff:
1. During the period PCEA/AFSCME LOCAL 955 remains the exclusive representative of the bargaining units listed in Appendix B and to the extent the laws of the State of California permit and as provided in this Section, the City will deduct one month's current and periodic Union dues or service charge based upon a uniform dues schedule from the pay of each employee who has executed and delivered to the City a deduction authorization form or who has deductions made from salary pursuant to Section b.2.
  2. Payroll deductions shall be made only from the pay due employees on the first payday of each calendar month; provided, however, the initial deduction for any employee shall not begin unless both (1) a properly executed "Payroll Deduction Authorization for Membership Dues or Service Charge", and (2) the amount of the monthly membership dues or service charge certified by the President of the Union have been delivered to the City at least thirty (30) calendar days prior to the first payday of the calendar month. If the employee fails to properly execute the "Payroll Deduction Authorization for Membership Dues or Service Charge" within thirty (30) calendar days of hire into a classification covered by this MOU, the City will deduct the monthly membership dues or service charge automatically. Changes in the amount of the monthly membership dues or service charge also must be delivered to the City at least thirty (30) calendar days prior to the first payday of the calendar month before the change will become effective.
  3. All sums deducted by the City shall be remitted to the Union at an address given to the City by the Union, once each month by the fifteenth (15<sup>th</sup>) calendar day following the payday on which the deductions were made, together with a list of names, mailing addresses and the amount deducted for each employee for whom a deduction was made.
  4. The Union may request the City to provide an optional voluntary Union deduction for members or service fee payers of the Union. Such deduction shall be requested by the member or service fee payer in even dollar amounts. The optional Union deduction shall be made only from the pay due to employees on the first payday of each calendar month. The member or service fee payer may discontinue the optional Union deduction at any time. Such request for optional Union deduction shall be made on "Payroll Deduction Authorization for Optional Union Contribution, PCEA/AFSCME LOCAL 955". The Union and City agree that such optional Union deduction is not subject to the provisions of the agency

shop agreement between the Union and City. The Union agrees to refund to the City any amounts paid to it in error.

d. **Hold Harmless**

The City shall not be liable to the Union by reason of the requirements of this Section for the remittance or payment of any sum other than that constituting actual deductions made from the pay earned by the employee. In addition, the Union shall indemnify and hold the City harmless from any liability resulting from any and all claims, demands, suits, or any other action arising from compliance with this Section, or in reliance on any list, notice certification or authorization furnished under this Section. The Union agrees to refund to City any amounts paid to it in error.

**2.3 Communication with Employees**

Any representative of the Union shall give notice to the Department Head when contacting City employees during the duty period of the employees, provided that solicitation for membership or other internal employee organization business shall be conducted only during the off-duty hours of all employees concerned. Pre-arrangements for routine contact between the Union and the Department Head may be made, and when made shall continue until revoked.

The Union may designate to the Director of Human Resources and Labor Relations no more than two representatives to discuss grievances with their members. The Union representatives shall be allowed reasonable time at the beginning or end of an employee's normal duty period to discuss the employee's grievance. This use of duty period time by either the Union representative or the employee shall not unduly affect either person's ability to complete their assigned duties. These time limitations shall not be in effect during the conduct of formal grievance hearings.

**2.4 Bulletin Boards**

The Union may use portions of City bulletin boards under the following conditions:

(1) All materials must receive the prior approval of the Director of Human Resources and Labor Relations.

(2) All materials must be dated and must identify the organization that published them.

**2.5 Use of City Buildings**

City buildings and other facilities may be made available for use by City employees or the Union or its representatives in accordance with such administrative procedures as may be established by the City Manager or his/her designated representative.

## **2.6            Advance Notice**

Except in cases of emergency as provided below in this subsection, the Union, if affected, shall be given reasonable advance written notice of any ordinance, resolution, rule or regulation directly relating to matters within the scope of representation proposed to be adopted by the City and shall be given the opportunity to meet with the appropriate management representatives prior to adoption.

In case of emergency which the foregoing procedure is not practical or in the best public interest, the City may adopt or put into practice immediately such measures as are required.

At the earliest practicable date thereafter the Union shall be provided with the notice described in the preceding paragraph and be given an opportunity to meet with the appropriate management representatives.

## **Section 3. No Discrimination**

Neither the City, the Union, nor any person employed by them shall discriminate against any employee, or applicant for employment because of race, color, religion, sex, national origin, age, medical condition, pregnancy, marital status, disability or sexual orientation. Furthermore, the City shall not discriminate against any employee because of legitimate employee organization activities.

## **Section 4. Union Representatives**

The Union shall submit a list of the officers of the Union to the City Manager and notify the City Manager in writing at such time there are any changes in such Union officers.

Union members who are official representatives of the Union shall be given reasonable time off with pay to attend meetings with management representatives, to be present at hearings where such matters within the scope of representation are being considered, and to prepare for meet and confer sessions both prior to and following said sessions. The use of duty time for this purpose shall be reasonable and shall not interfere with the performance of City services as determined by the City. No more than three (3) Union members shall be considered official Union representatives for the purposes of this paragraph. On or about January 15 of each year the Union shall submit in writing to the Personnel Director a list of three (3) official Union representatives. The list of official Union representatives may be amended by the Union providing all such amendments are made in writing and submitted to the Director of Human Resources and Labor Relations.

The City will grant the Union's ten (10) member executive board reasonable time off with pay to attend routinely scheduled Joint Labor Management Meetings (see Addendum A) provided the Joint Labor Management Meeting occurs during the employee's regularly scheduled work time.

## **Section 5. City Rights**

The rights of the City include, but are not limited to, the exclusive right to determine the mission of its constituent departments, commissions and boards; set standards of service; determine the procedures and standards of selection for employment and promotion; direct its employees, take disciplinary action, relieve its employees from duty because of lack of work or for other legitimate reasons; maintain the efficiency of governmental operations; determine the methods, means and personnel by which government operations are to be conducted; determine the content of job classifications; take all necessary actions to carry out its mission in emergencies; to exercise complete control and discretion over its organization and the technology of performing its work.

## **Section 6. Salaries**

### **6.1 Salary**

Salary Schedules are attached as Appendix B.

- Effective April 23, 2016, the salary ranges will be increased by three percent (3%).
- Effective first full pay period on/after April 1, 2017 (April 8, 2017), the salary ranges will be increased by three percent (3%).
- Effective first full pay period on/after April 1, 2018 (April 7, 2018), the salary ranges shall be increased by three percent (3%).

These ranges represent for each classification the standard rate of pay for full employment and represent the total compensation due employees except for overtime compensation and other benefits specifically provided by the City.

Effective the first full pay period on/after July 1, 2017 (July 1, 2017), the salary for the classification of Senior Customer Service Representative will be increased by 5%.

Effective the first full pay period on/after July 1, 2017 (July 1, 2017), the salary for the classification of Police Dispatcher Supervisor will be increased by 8.3%.

Effective the first full pay period on/after July 1, 2018 (July 14, 2018), the salaries for the classifications of Utilities Systems Operator I, Utilities Systems Operator II, Lead Utilities Systems Operator and Chief Utilities Operator will be increased by 5%. Incumbents will be adjusted down one step to maintain their current pay rate the first full pay period on/after July 1, 2018 (July 14, 2018). Employees in these classifications will be eligible for a step increase in accordance with their normal scheduling and eligibility requirements. (See Section 6.4 Salary Advancements)

### **6.2 Entrance Salary**

The entrance salary for a new employee entering the City service shall be the minimum salary for the class to which he/she is appointed. The Appointing Authority may, however, authorize original appointment or reinstatement at a rate higher than the minimum rate when the qualifications of the candidate including but not limited to education, experience and training and/or needs of the service warrant.

**6.3            Conversion of Pay Rates**

Any monthly rate of pay may be converted into any equivalent rate of pay or to any other time basis when, in the judgment of the City Manager, such a conversion is advisable.

**6.4            Salary Advancements**

Full time regular employees serving in a regularly established position and part-time regular employees serving in classifications represented by the Union shall be advanced from the "A" step to the "B" step in their respective classifications after completion of twelve (12) months' full time satisfactory service, in each of the salary steps for the classification until the top of the range is reached. No salary advance shall be made so as to exceed any maximum rate established in the pay plan for the class to which the advanced employee's position is allocated. Advancements shall not be automatic but shall depend upon increased service value of an employee to the City as determined by his/her Department Head. These include length of service, performance record, special training undertaken, or other pertinent evidence. Upon the approval of the City Manager, an employee who demonstrates exceptional performance based upon the criteria in the preceding sentence may be advanced two salary steps. An employee shall not normally be eligible for advancement in pay until he/she has successfully completed his/her probationary period or any extension thereof, as provided in Section 21.

A change in an employee's salary because of promotion or demotion establishes a new salary anniversary date for that employee. Salary range adjustments for a classification will not establish a new salary anniversary date for employees serving in that classification.

**6.5            Salary Step When Salary Range is Increased**

Whenever the monthly schedule of compensation for a class is revised, each incumbent in a position to which the revised schedule applies shall be entitled to the step in the revised range which corresponds to the step held by him/her in the previous range.

**6.6            Salary Step After Promotion or Demotion**

When an employee is promoted from a position in one class to a position in a higher class, he/she shall receive the minimum rate for the higher class; provided, however, that such rate is at least five percent (5%) above his/her current wage rate. When an employee is demoted, whether such demotion is voluntary or otherwise, that employee's compensation shall be adjusted to the salary prescribed for the class to which he/she is demoted. The specific rate of pay within the range shall be determined by the City

Manager, whose decision shall be final; provided, however, that the employee's rate of pay shall not be set at a lower rate than he/she would have received had he/she remained in the lower class.

**6.7                    Certification Pay**

Effective the first full pay period on/after July 1, 2017 (July 1, 2017) employees serving in the classifications of Utilities Systems Operator I, Utilities Systems Operator II, Lead Utilities Systems Operator and Chief Utilities Systems Operator who obtain and maintain a State of California Grade 2 Water Distribution License will receive 2.5% Certification Pay.

Effective the first full pay period on/after July 1, 2017 (July 1, 2017) employees serving in the classifications of Utilities Systems Operator I, Utilities Systems Operator II, Lead Utilities Systems Operator and Chief Utilities Systems Operator who obtain and maintain a State of California Grade 3 Water Distribution License or above will receive an additional 2.5% Certification Pay.

Certification Pay will not exceed a total of 5%.

**Section 7. Hours of Work**

**7.1                    Standard Workweek**

The standard workweek for all full time employees shall consist of five (5) consecutive eight (8) hour work days.

**7.2                    Alternative Workweek**

Alternate workday or workweek periods may be authorized by the Department Head or City Manager to accommodate temporary business needs such as special scheduled events or projects, or work-related certification testing, that may require work on a weekend or different hours than the standard workweek (see section 7.1 for definition of standard workweek). Depending on the event or project, this could involve:

- Altering the workweek to include a workday on Saturday and/or Sunday. In this instance, the employee's alternate day(s) off shall be scheduled at the beginning or end of the employee's remaining workweek, except under circumstances of unusual scheduling, workload, or by mutual agreement with the Department Head, when the day(s) off may be midweek.
- Elongating the workday to 9 or 10 hours, and shortening the workweek.

Among qualified employees, who shall be afforded equal opportunity, volunteers shall be first solicited for such duty, and three (3) days shall be allowed for this solicitation. Where insufficient volunteers exist after such solicitation, such duty shall be equally

distributed among qualified employees, who shall in no case be given less than three (3) weeks' notice of such duty.

**7.3 Rest Periods**

Employees shall be entitled to take a rest period of fifteen (15) minutes for each half of a full work shift. The City may schedule the time of the rest period to reduce impact on work operations.

**Section 8. Overtime**

**8.1 Overtime Rate**

Full time employees who are assigned by their supervisor to work after completion of their work day shall be entitled to overtime compensation for all hours so worked, provided, however, that the overtime rate shall be computed at one and one-half (1-1/2) times the employee's regular rate of pay as calculated to the nearest one-tenth (1/10) of an hour.

**8.2 Call Back**

An employee who has departed from the employee's work location and is called back to work shall be entitled to a minimum of two (2) hours work or, if no work is performed, a minimum of two (2) hours pay. Such two (2) hour entitlement of pay, and any time worked in excess of two (2) hours per call back assignment, shall be compensated at time and one-half the employee's regular hourly rate of pay. This minimum entitlement does not apply to employees who are called back to work within two (2) hours of their regular starting time. The two hour minimum overtime payment shall not apply to subsequent call outs occurring within any two hour period.

**8.3 After Hours Telephone Response**

An employee shall be compensated for responding to City phone calls or texts on work related matters from authorized City personnel after normal work hours. For calls or texting that last up to fifteen (15) minutes, the employee shall be paid fifteen (15) minutes pay. For calls that last fifteen (15) to thirty (30) minutes, the employee shall be paid thirty (30) minutes pay. For calls or texting that last longer than thirty (30) minutes, the employee shall be paid for all time worked calculated to the nearest one-tenth (1/10) of an hour.

Employees in the Information Technology Department may be requested to perform work remotely and after regular work hours rather than be called back to work in accordance with Section 8.2. In such cases, said employees will be paid one (1) hour of pay or actual time worked, whichever is greater.

All compensation shall be paid at the appropriate rate.

#### **8.4 Compensatory Time Off (CTO)**

Employees may be compensated for overtime worked either by monetary payment or by compensatory time off, at the option of the employee. Compensatory time shall accrue at the rate of one and one-half (1-1/2) times the overtime hours worked. Compensatory time off which accrues in excess of eighty (80) hours must be liquidated by monetary payment. All monetary payments for overtime must be paid not later than the next biweekly payroll following the pay period in which the overtime was worked. Utilization of compensatory time off shall be by mutual agreement between the Department Head and the employee. Upon termination, the employee shall be paid for his/her unused compensatory time. Overtime shall not be assigned on the basis of employee's choice of monetary payment or compensatory time off.

Employees may, twice per year, be paid for all accrued and unused compensatory time, up to an amount not exceeding eighty (80) hours per calendar year. Said payment shall be made on the first pay day in June and on the first pay day in December. Written requests for payment must be made by the employee fifteen (15) days in advance of the first payday in June and December.

#### **8.5 Bilingual Pay**

Effective the first full pay period after July 1, 2014 (July 5, 2014), the City will establish a Bilingual Pay program. The City agrees to pay a premium of fifty dollars (\$50.00) per pay period to employees with bilingual skills, who occupy positions where the City has determined said skills are necessary or desired to serve the Pleasanton community.

Qualifying languages for bilingual assignment include:

- Spanish
- Mandarin
- Any foreign language as determined by the City
- American Sign Language (ASL)

Upon written recommendation of the Department Head, Human Resources may approve a bilingual assignment once the employee has undergone appropriate testing and been certified as bilingual. The City reserves the right to terminate a bilingual assignment when it is determined that the need for such assignment no longer exists.

#### **Section 9. Standby Time**

Standby time is that amount of specific and predetermined time that an employee is required to be on call in addition to the normal work day and shall be compensated at a rate of pay equal to twenty (20) hours of pay for each seven (7) day period spent on standby. The hours of daily standby duty for water division employees and sanitary sewer division employees shall be 3:30 p.m. to 7:00 a.m. The requirement that

employees in the classification of Utilities Systems Operator I and Utilities Systems Operator II work standby shall be set forth in the job descriptions of such classifications.

Response time for emergency call outs for the classifications of Utilities Systems Operator I and Utilities Systems Operator II shall be extended from 30 minutes or less during standby duties to 45 minutes or less during standby duties on a one year trial basis. Emergency call out information (at a minimum but not limited to: time of call, time for response and type of incident) will be gathered during the one year trial and examined by a committee of Utilities Management members and Utilities Systems Operators, including at least one union representative from Utilities, to evaluate the effectiveness and safety of the emergency call back program. The data and committee recommendations will be presented to the Director of Operations Services no later than May 31, 2017. The Director will determine if the change will be adopted as permanent, extended or terminated. The Director's written determination will be provided to the committee and the Union no later than June 30, 2017. The Director's decision will be final.

#### **Section 10. Training Pay: Police Dispatcher/Community Service Officer/Police Records Clerk**

Police Dispatchers assigned to train new Police Dispatchers as part of a formal departmental training program shall be paid an additional five percent (5%) of their regular hourly rate of pay for each hour of assigned training.

Community Service Officers assigned responsibility to train new Community Service Officers as part of a formal departmental training program shall be paid five percent (5%) of their regular hourly rate of pay for each hour of assigned training.

Police Records Clerks assigned responsibility to train new Police Records Clerks as part of a formal departmental training program shall be paid five percent (5%) of their regular hourly rate of pay for each hour of assigned training.

#### **Section 11. Holidays**

##### **11.1 Observed Holidays**

The holidays to be observed are as follows:

- a. January 1
- b. The third Monday in January known as "Martin Luther King Day"
- c. The third Monday in February, known as "Washington Day"
- d. The last Monday in May known as "Memorial Day"
- e. July 4
- f. The first Monday in September known as "Labor Day"

- g. The eleventh day of the eleventh month, known as "Veterans Day"
- h. Thanksgiving Day
- i. The Friday following Thanksgiving Day
- j. Christmas Eve Day
- k. December 25

In addition, the Library operation will be closed on Easter Sunday and employees will be given time off as a non-paid holiday. Employees may use available paid leave for time off, or record this day without pay for time off. The City reserves the right to modify this decision in the future to accommodate community and/or organizational concerns, with advance notice to the Union.

## **11.2 Floating Holidays**

Thirty-two (32) hours of floating holidays shall be credited to each employee to be observed on a date mutually agreed to by the individual employee and the Department Head or the Department Head's designee. Effective July 1, 2016, employees will be credited with an additional eight (8) hours of floating holiday for a total of forty (40) hours of floating holidays.

Such floating holidays shall be scheduled in advance of the observance of such floating holiday and once scheduled may not be changed unless mutually agreed to by the employee and the Department Head or his/her designee. Floating holidays shall be taken in the calendar year in which they are credited and may be taken in less than full day increments.

Police Dispatchers and Police Dispatch Supervisors shall be credited with thirty-two (32) hours of Paid Time Off (PTO). Effective July 1, 2016, employees will be credited with an additional eight (8) hours of PTO for a total of forty (40) hours of PTO.

Persons who become full time employees after January 1 but prior to July 1 of any calendar year, shall be credited with two (2) floating holidays/Paid Time Off subject to the scheduling, approval and observance processes outlined above.

## **11.3 Holiday Observance Regular Part-Time Employees**

Regular part-time employees shall receive time off with pay for holiday observances as follows:

Regular part-time employees including job share employees averaging between twenty (20) and twenty-nine (29) hours per week, four (4) hours pay for each fixed holiday observed by full time employees in the same or similar classification. In addition seven (7), four (4) hour floating holidays shall be credited to each regular part-time employee including job share employees each year. Scheduling and observance of said floating holidays shall be in accordance with those procedures established for full time employees. Such floating holidays shall be observed in the calendar year in which they are credited.

Regular part-time employees including job share employees averaging between thirty (30) through thirty-nine (39) hours per week, six (6) hours pay for each fixed holiday observed by full time employees in the same or similar classification. In addition, seven (7), six (6) hour floating holidays shall be credited to each regular part-time employee including job share employees each year. Scheduling and observance of said floating holidays shall be in accordance with those procedures established for full time employees. Such floating holidays shall be observed in the calendar year in which they are credited.

The change in crediting of floating holidays for regular part time employees shall occur consistent with the conversion procedures established for full time employees.

#### **11.4 Work on a Holiday**

If in the opinion of the Department Head, the employee's services are needed and required in the interest of the public health, safety or general welfare, the employee shall be compensated at a rate of pay twice that established for regular time for holiday hours worked except that employees in the classifications of police dispatcher, senior police dispatcher and supervising police dispatcher shall be compensated each year for working holidays through receipt of holiday in lieu pay. Said holiday in lieu pay shall be equal to seven and one-half percent (7-1/2%) of the employee's annual salary exclusive of any overtime and shall be in addition to the employee's regular monthly salary. Holiday in lieu pay shall be paid on the first pay day in December, and the second installment paid on the first pay day in June. Employees in the classification of police dispatcher, senior police dispatcher and supervising police dispatcher shall receive prorated holiday pay upon termination.

#### **11.5 Holidays Falling on Saturday, Sunday, Scheduled Day Off**

When a holiday falls on a Sunday, the following Monday shall be observed; when a holiday falls on a Saturday, the preceding Friday shall be observed; except that if Christmas Eve Day falls on a Saturday or Sunday the preceding Friday shall be observed. If a holiday falls on an employee's scheduled time off, compensatory time off shall be granted, or, at the option of the employee, compensation at a rate of pay equal to his regular rate of pay for the holiday period shall be granted.

### **Section 12. Vacations**

#### **12.1 Vacation Eligibility**

All employees in the competitive service shall be entitled to annual vacation leave with pay except for the following:

- 1) Employees who have served less than six (6) months in the service of the City.
- 2) Employees who work on a provisional or temporary basis and all non-regular part-time employees.

**12.2 Vacation Allowance**

Each eligible employee shall accrue vacation as follows:

<u>Years of Continuous Service</u>	<u>Monthly Accrual Rate</u>
First through fourth	6.667
Fifth through ninth	10.000
Tenth through fourteenth	13.334
Fifteenth	14.000
Sixteenth	14.667
Seventeenth	15.334
Eighteenth	16.000
Nineteenth and above	16.667

Any employee, except a probationary, or regular part-time employee, may be allowed to incur a forty (40) hour deficit beyond the vacation leave credited to his/her account on his/her anniversary date. A probationary employee may incur a forty (40) hour deficit in vacation after six (6) months full time satisfactory service.

**12.3 Vacation Allowance Regular Part-time Employees**

Regular part-time employees including job share employees provided they average between twenty (20) and twenty-nine (29) hours per week, shall accrue vacation with pay as follows:

<u>Years of Continuous Service</u>	<u>Monthly Accrual Rate</u>
First through fourth	3.334
Fifth through ninth	5.000
Tenth through fourteenth	6.667
Fifteenth	7.000
Sixteenth	7.334
Seventeenth	7.667
Eighteenth	8.000
Nineteenth and above	8.335

Regular part-time employees including job share employees provided they average between thirty (30) through thirty-nine (39) hours per week, shall accrue vacation with pay as follows:

<u>Years of Continuous Service</u>	<u>Monthly Accrual Rate</u>
First through fourth	5.000
Fifth through ninth	7.500
Tenth through fourteenth	10.000
Fifteenth	10.500

Sixteenth	11.000
Seventeenth	11.500
Eighteenth	12.000
Nineteenth and above	12.500

**12.4 Vacation Cap**

**A. Vacation Cap**

The vacation cap is established at four hundred (400) hours. Thereafter, at any time an employee reaches four hundred (400) hours, the employee will cease accruing vacation until such time as the balance falls below the cap. No employee will be allowed to accrue vacation hours above the cap.

In the event an employee has requested to take vacation but been denied or there were other circumstances that prevented the employee from taking vacation, the employee may submit a written request to the City Manager, or Director of Human Resources and Labor Relations, for special consideration.

**12.5 Vacation Bank**

Effective July 1, 2011, accrued vacation in excess of four hundred (400) hours was placed in a separate Vacation Bank for each affected employee. Employees shall be entitled to use or sell the hours in the Bank for vacation or for extended leave in the same manner as regular vacation hours. The hours shall be paid out at the pay rate of the employee when utilized. No additional hours will be added to this separate account.

**12.6 Vacation Sell Back**

Employees may request to sell back up to one hundred twenty (120) hours of accrued vacation in each calendar year. Employees may sell accrued time in one (1) hour increments with a minimum of eight (8) hours on the first pay day in June and December of each year.

**12.7 Vacation Schedule**

The times during a calendar year at which an employee may take his/her vacation shall be determined by the Department Head or his/her designee with due regard for the wishes of the employee and particular regard for the needs of the service. Vacations may not be taken, however, in connection with an employee leaving City employment.

If the requirements of the service are such that an employee cannot take part or all of his/her annual vacation in a particular calendar year, such vacation shall be taken during the following calendar year.

**12.8 Vacation Pay at Termination**

An employee shall be paid for all accrued vacation leave earned prior to the effective date of termination. Such compensation for earned vacation shall be paid to the employee in one lump sum in a final check.

### **Section 13. Sick Leave**

#### **13.1 Sick Leave Accrual**

All new full time employees shall accrue sick leave at the rate of eight (8.0) hours for each month of service.

Employees may accumulate an unlimited number of sick leave hours; except, however, hours accumulated in excess of one thousand four hundred and forty (1440) may be used only to apply toward additional years of retirement service credit under the current PERS "Credit for Unused Sick Leave," Section 20862.8. An employee may be allowed a sick leave deficit of twenty-four (24) hours beyond that actually earned. Employees on leave of absence with pay in lieu of temporary disability payments pursuant to Section 4850 of the Labor Code shall accumulate sick leave during said leave of absence, in accordance with the provisions of this section.

#### **13.2 Sick Leave Accrual Regular Part-time Employee**

Regular part-time employees including job share employees provided that they average between twenty (20) and twenty-nine (29) hours per week, shall accrue four (4) hours of sick leave per month to a maximum accrual of seven hundred and twenty (720) hours.

Regular part-time employee including job share employees provided that they average between thirty (30) through thirty-nine (39) hours per week, shall accrue six (6) hours of sick leave per month to a maximum accrual of one thousand and eighty (1,080.0) hours.

#### **13.3 Sick Leave Usage**

Sick leave with pay shall be granted to all probationary and regular part-time including job share employees, and probationary and regular full time employees within the competitive service. Sick leave shall not be considered a right which an employee may use at his/her discretion but shall be allowed only as follows:

- 1) In cases of necessity and actual personal sickness or disability of the employee;
- 2) For medical and dental appointments of the employee, at the discretion of the immediate supervisor;
- 3) For the care of or attendance upon the sickness, routine medical and dental appointments or disability of members of his/her immediate family. A maximum of eighty (80) hours per year of family sick leave may be used for this purpose. The immediate family shall consist of the spouse, domestic partner, children, children of a

domestic partner, parents, parents-in-law, brothers, sisters, grandparent, grandchild, or other individual whose relationship to the employee is that of a dependent.

This provision does not apply if the family sickness or disability occurs while the employee is on vacation leave.

An employee eligible for temporary disability payments may use accumulated sick leave, compensatory time or vacation in order to maintain his/her regular income; provided, however, that the employee shall be allowed a credit against sick leave to the extent that temporary disability payments are retained by the City.

In order to receive compensation while absent on sick leave the employee shall notify his/her immediate supervisor prior to the time set for beginning his/her daily duties or as may be specified by the Department Head. When absence is for more than eight (8) hours, the employee may be required to file a physician's certificate or a personal affidavit with their supervisor confirming the absence. A physician's certificate may also be required for an absence of less than eight (8) hours when an employee is disciplined for attendance as set forth in Section 26.1.

## **Section 14. Leaves of Absence**

### **14.1 Family Leave**

Employees shall be eligible for family leave in accordance with current State and Federal Law.

### **14.2 Personal Leave**

Any regular or probationary employee may upon written request to his/her Department Head and the Director of Human Resources and Labor Relations, be granted by the City Manager a leave of absence without pay for unique personal reasons for a period not to exceed three (3) months. The written request must state the reasons for the leave.

Employees may request Personal Leave up to sixteen (16) calendar weeks in length in order to take college courses full-time. For purposes of this section, full-time equals 6.1 or more quarter units if on the quarter system or 6.1 or more semester units in on the semester system. These courses must be approved in advance by the employee's Department Head and the Director of Human Resources and Labor Relations and taken from an educational institution accredited by one of the Association of Schools and Colleges on the standardized list of Associations established by the Human Resources Department or otherwise already approved through the tuition reimbursement program. Employees are expected to return to work immediately following completion of courses.

In addition, the employee's leave balances shall be taken into account in the City Manager's consideration of the request. The City Manager will also consider the City's ability to get the work tasks accomplished in the employee's absence. During said leave,

an employee shall not accrue vacation or sick leave benefits or be eligible for holidays, nor shall such time be considered as service time.

The Department Head may grant a regular or probationary employee leave of absence without pay for a period not to exceed one (1) calendar week. Said leaves shall be reported to the Director of Human Resources and Labor Relations.

**14.3            Extended Medical Leave**

Any regular or probationary employee who is temporarily disabled from work due to a medical condition may, upon written request to the Department Head and the Director of Human Resources and Labor Relations, be granted by the City Manager, a leave of absence without pay for a period not to exceed six (6) months beyond the exhaustion of any accrued sick leave.

The term medical disability includes all temporary medical disabilities including pregnancy, childbirth and associated medical conditions.

Such request for medical leave will be considered only upon provision of a physician's statement attesting to said disability.

During extended medical leave, an employee shall not accrue vacation or sick leave benefits or be eligible for holidays, nor shall such time be considered as service time. Any employee returning from medical leave shall be required to provide a physician's release to return to duty.

**14.4            Jury Leave**

Every employee of the City who is called or required to serve as a juror shall be entitled to leave from his/her duties with the City during the period of such service or while necessarily being present in court as a result of such call. The employee shall be paid the difference between his/her full salary and any payment received by him/her, except travel pay, for such duty.

**14.5            Leaves Resulting from Subpoena**

Leave of absence with pay shall be granted to a person while going to and from court and answering a subpoena as a witness. The employee shall be paid the difference between his/her full salary and any payment received by him/her, except travel pay, for such duty.

**14.6            Military Leave**

Military leave shall be granted in accordance with the provisions of the City of Pleasanton Military Leave Policy and in compliance with state and federal law.

**14.7**                    **Failure to Return from Leave**

Failure on the part of the employee on leave to report to duty promptly upon its expiration or within a reasonable time after its expiration shall be cause for discipline.

**14.8**                    **Bereavement Leave**

In the event of a death in the immediate family, employees may take up to five (5) days of paid bereavement leave per event. Additionally, employees may utilize other paid leaves, including paid sick leave, to extend bereavement leave, subject to approval of the Department. Sick Leave utilized for bereavement leave shall be tracked separately from Family Sick Leave as provided in 14.1. These hours will not count towards the 40-hour threshold outlined in the Attendance Management Program.

In this context only, immediate family shall be defined as: spouse, domestic partner, child, foster child who resided with the employee at the time of his/her death, stepchild, mother, father, stepmother, stepfather, mother-in-law, father-in-law, brother, stepbrother, sister, stepsister, brother-in-law, sister-in-law, grandmother, grandfather, spouse's grandmother, spouse's grandfather, son-in-law, daughter-in-law or grandchildren.

**Section 15. Health and Welfare**

**15.1**                    **Hospital and Medical Care - Active Employees**

**A.**                    **Contributions**

The City will continue to contribute a monthly amount for each employee no greater than the family rate of the lowest cost HMO.

Effective July 1, 2016, all employees participating in the City's health plans will contribute one of the following two amounts, whichever is greater:

1. \$25.00 per month
2. The difference between the family rate of the lowest cost HMO and the premium of the employee's more expensive plan selection.

Contributions will be deducted from the employee's paycheck on a pre-tax and bi-weekly basis.

**B.**                    **Increases in Premiums**

Effective July 1, 2011, the City will pay for any increase in the medical plan premiums up to a maximum of 15% of the lowest cost HMO family rate. The difference will be deducted from the employee's paycheck on a pre-tax basis.

In the event that the medical premium increase is less than 15%, the City's sole obligation is to pay the lower percentage increase.

**C. Plan Co-Pays**

Effective July 1, 2011, the health maintenance organization (HMO) medical plans co-pays shall be ten dollars (\$10) for office visits. The prescription drug co-pays shall be ten dollars (\$10) for generic, fifteen dollars (\$15) for brand and thirty-five dollars (\$35) for non-formulary (the Kaiser HMO provides for a two-tier prescription drug plan). The Preferred Provider Organization (PPO) medical plan co-pays shall be fifteen dollars (\$15) for office visits. The prescription drug co-pays shall be ten dollars (\$10) for generic, twenty-five (\$25) for brand and thirty-five dollars (\$35) for non-formulary.

**D. Changes to Plan Designs**

During the term of this Agreement, the City reserves the right to propose changes to the plan designs and co-pay structure in order to reduce costs to the City and employees. Changes to plan design shall be by mutual agreement.

The City agrees to provide up to three (3) health plan options for employees and eligible dependents. At least two options will be HMOs and the other will be a PPO option. For the term of this agreement, the City agrees to continue to offer Kaiser as one of the HMO options.

For the purpose of providing aforesaid health care coverage to eligible regular part-time employees including job share employees who average between twenty (20) and twenty-nine (29) hours per week, the City shall contribute an amount not to exceed fifty percent (50%) of the City's monthly contribution established for full time employees as set forth in the paragraph above. For regular part-time employees including job share employees who average between thirty (30) and thirty-nine (39) hours per week, the City shall contribute an amount not to exceed seventy-five percent (75%) of the City's monthly contribution above.

**15.2 Hospital and Medical Care - Retiree**

**A. Federal or State Legislation**

The City reserves the right to meet and confer with the Union for the purposes of coordinating retired employee's hospital and medical care in the event Federal or State legislation is implemented that effects retiree's medical insurance.

**B. Spousal Continuation of Benefits**

In the case where the employee eligible for two-party coverage is deceased, the amount the City is obligated to pay shall be reduced by one half (1/2). If the spouse remarries, the obligation by the City shall terminate. Domestic partners shall be treated in the same manner as spouses for continuation of benefits.

**C. Plan Design**

**Plan Design for Employees Who Retired Before July 1, 2012**

Employees who retired before July 1, 2012, retired with the same retiree benefit co-pay and plan design as provided to retirees on June 30, 2011. Employees retired before July 1, 2012 are not subject to the 15% premium cap provisions of Section 15.1.B.

**Plan Design for Employees Who Retire On or After July 1, 2012**

Employees who retire or on after July 1, 2012, will have the same benefit co-pay and plan design as provided to active employees in accordance with Section 15.1.C and are subject to the 15% premium cap provisions of Section 15.1.B.

**D. Vesting Schedule for Employees Hired Before June 1, 2011**

**1. Service Retirement**

For all employees who retire with service from the City of Pleasanton, the City shall pay four percent (4%) for each year of service of the City's contribution toward the monthly premium for employee and one dependent.

**2. Disability Retirement**

For all employees who retire with disability, the City shall pay a percentage of the City's contribution toward the monthly premium for employee and one dependent in accordance with the schedule set forth below:

<b>Years of Service</b>	<b>City's Contribution</b>
10	20%
11	25%
12	30%
13	35%
14	40%
15	45%
16	48%
17	51%
18	54%
19	57%
20	80%
21	84%
22	88%
23	92%
24	96%
25 + years of service	100%

**3. City Contributions**

The City's contribution for retiree medical is established as the same dollar contribution paid for active employees at the employee plus one rate of the lowest cost HMO early retiree plan.

**4. Reimbursement for non-City Plans**

In the event that a retiree obtains medical coverage through a plan not offered through the City of Pleasanton, the City will reimburse the retiree up to the amount outlined in Section 15.2.D, but no more than the amount paid by the retiree. Retirees must supply proof of coverage and proof of payment in order to be reimbursed.

**5. Benefits for Medicare Eligible Retirees**

All retirees eligible for Medicare are required to apply for Medicare benefits. Upon qualifying for and receiving parts A and B of Medicare, the City shall not be obligated to contribute an amount in excess of the monthly premium for the lowest cost HMO health plan supplement to Medicare for employee and one dependent.

**E. Vesting Schedule for Employees Hired After June 1, 2011**

**1. Service Retirement**

For all employees who are hired after June 1, 2011 and retire from service, the City shall provide the following benefit:

For all employees who retire with service from the City of Pleasanton, the City shall pay for each year of service equivalent to four percent (4%) of the City's contribution toward the monthly premium for single coverage.

**2. Disability Retirement**

For all employees who are hired after June 1, 2011 and retire with disability, the City shall pay a percentage of the City's monthly contribution toward the premium for single coverage in accordance with the schedule set forth below:

<b>Years of Service</b>	<b>City's Contribution</b>
10	20%
11	25%
12	30%
13	35%
14	40%
15	45%
16	48%
17	51%
18	54%
19	57%
20	80%
21	84%
22	88%
23	92%
24	96%
25 + years of service	100%

**3. City Contributions**

The City's contribution for retiree medical is established as the same dollar contribution paid for active employees at the single rate of the lowest cost HMO early retiree plan.

#### **4. Reimbursement for non-City Plans**

In the event that a retiree obtains medical coverage through a plan not offered through the City of Pleasanton, the City will reimburse the retiree up to the amount outlined in Section 15.2.D for the single rate, but no more than the amount paid by the retiree. Retirees must supply proof of coverage and proof of payment in order to be reimbursed.

#### **5. Benefits for Medicare Eligible Retirees**

Retiree health benefits will cease once the employee becomes Medicare eligible.

#### **6. Retiree Health Savings Account**

PCEA/AFSCME and the City will meet within ninety (90) days after adoption of this agreement to review and select a Retiree Health Savings Account (RHSA). For employees hired on or after June 1, 2011 and who successfully pass probation, the City will contribute thirty-five dollars (\$35) per pay period to the RHSA beginning the first pay period after the RHSA has been selected. Additionally, each employee eligible for the City contribution will have twelve dollars (\$12) per pay period deducted pre-tax as an additional employee contribution toward the RHSA. The total contribution to the RHSA will be forty-seven dollars (\$47) per pay period.

### **15.3            Dental**

The City shall contribute an amount necessary to provide dental care benefits for the individual employees and eligible dependents. The City shall provide a lifetime maximum orthodontia coverage of \$2,500 for individual employees and eligible dependents.

- The maximum contribution shall be set at \$145.00 per month.

Should the costs of the dental plan exceed \$145 per month during the term of the Agreement, the City will pay the difference.

For the purpose of providing aforesaid dental care coverage for eligible regular part-time employees including job share employees who average between twenty (20) and twenty-nine (29) hours per week, the City shall contribute an amount not to exceed fifty percent (50%) of the city's monthly contribution established for full time employees as set forth above. For regular part-time employees including job share employees who average between thirty (30) and thirty-nine (39) hours per week, the City shall contribute an amount not to exceed seventy-five percent (75%) of the City's monthly contribution established for full-time employees as set forth above.

### **15.4            Life Insurance**

The City shall contribute an amount necessary to provide \$35,000 life and \$35,000 accidental death and dismemberment insurance coverage for the individual full-time employee. The City shall contribute an amount necessary to provide \$26,250 life and

\$26,250 accidental death and dismemberment insurance coverage for the individual regular part-time employee who averages between thirty (30) and thirty-nine (39) hours per week; and \$17,500 life and \$17,500 accidental death and dismemberment insurance coverage for the individual regular part-time employee who averages between twenty (20) and twenty-nine (29) hours per week.

Employees may purchase, at the employees' own expense and within the limits set by the insurance carrier, additional amounts of life insurance under the existing policy.

#### **15.5            Disability Insurance**

##### **(1) Short-Term Disability**

The City offers a short term disability plan that provides a partial salary continuation under the conditions of the plan. Monthly premiums for the short term disability plan will be paid for by the City.

##### **(2) Long-Term Disability**

The City offers a Long Term Disability Plan that provides a partial salary continuation under the conditions of the plan. Monthly premiums for the long term disability plan will be paid for by the City.

#### **15.6            Vision Care**

During the term of this agreement, the City shall contribute the premium to provide for vision plan family coverage for health participants who are not covered by the medical plan. The benefits include annual eye examinations with a \$10.00 co-payment by the employee; annual lens replacement and bi-annual replacement of frames for a \$20.00 co-payment by the employee.

#### **15.7            Health and Welfare Benefit Continuation**

Employees off work due to verifiable personal illness and having exhausted their accrued sick leave benefits set forth in Section 13 shall continue their eligibility for health and welfare payments in accordance with Section 14. Employees off work on leaves of absence without pay shall not be eligible for said health and welfare benefit payments.

### **Section 16. Retirement**

The City of Pleasanton provides employees defined as "Classic" members by CalPERS with the PERS 2.7% at 55 retirement formula, including the following options: "Credit for Unused Sick Leave", "1959 Survivors Third Level", "One Year Final Compensation Option" and "Military Service Credit" option.

For employees hired on or after January 1, 2013, and defined as "New" members by CalPERS, the City shall provide the retirement formulas as determined by CalPERS

under the Public Employees' Pension Reform Act (PEPRA). The current formula is 2% at age 62 or older.

For all "Classic" members as defined by CalPERS, the employee shall pay the full 8% member contribution rate.

For all "New" members as defined by CalPERS, the employee shall pay a member contribution rate as determined by CalPERS under the Public Employees' Pension Reform Act (PEPRA).

## **Section 17. Uniforms**

The City shall provide all necessary safety and protective clothing, as defined by the City Manager upon the recommendation of the Department Head. The City shall provide fifty percent (50%) of the initial purchase price of uniforms for those Police and Fire Department employees required to wear a prescribed uniform.

### **17.1 City Provided Uniforms**

The City shall provide uniforms to certain classifications as set forth in the "Employee Uniform Program Policy".

### **17.2 Uniform Allowance**

The annual uniform allowance for Senior Animal Services Officer, Animal Services Officer and Community Services Officer shall be increased from \$500 to \$600 per year. The allowance shall be paid in one payment on the first payday in April.

The annual uniform allowance for Property and Evidence Technician, Police Dispatcher, Police Dispatch Supervisor and fire administrative staff shall be increased from \$450 to \$500 per year. The allowance shall be paid in one payment on the first payday in April.

Effective April 1, 2016 the annual uniform allowance for Senior Animal Services Officer, Animal Services Officer and Community Services Officer shall be increased from \$600 to \$700 per year. The allowance shall be paid in one payment on the first payday in April.

Effective April 1, 2017 the annual uniform allowance for Senior Animal Services Officer, Animal Services Officer and Community Services Officer shall be increased from \$700 to \$750 per year. The allowance shall be paid in one payment on the first payday in April.

Effective April 1, 2018 the annual uniform allowance for Senior Animal Services Officer, Animal Services Officer and Community Services Officer shall be increased from \$750 to \$800 per year. The allowance shall be paid in one payment on the first payday in April.

### **17.3 Reimbursement for Damaged or Destroyed Personal Clothing**

Upon proper documentation the City will reimburse employees up to a maximum of fifty dollars (\$50.00) for personal watches damaged in the proper performance of assigned tasks. Except for employees enrolled in a health plan providing vision care coverage or an individual vision care plan, the City shall reimburse employees up to a maximum of seventy five dollars (\$75.00) for the repair or replacement of glasses damaged in the performance of assigned tasks except that glasses damaged as a result of an industrial injury shall be reimbursed under the City's worker's compensation insurance program.

Exclusive of normal wear and tear, the City will reimburse employees for the reasonable repair or replacement of their personal clothing seriously damaged or destroyed in the performance of assigned duties; provided, however, no such reimbursement shall be made if the article(s) of clothing damaged or destroyed is inappropriate for the work place; damaged or destroyed as a result of the improper performance of the assigned work; damaged or destroyed as a result of an industrial injury the latter reimbursable under the City's worker's compensation insurance program.

#### **17.4            Safety Boot Allowance**

The safety boot allowance is \$170.00 per year. The allowance shall be used for the replacement or repair of required safety boots.

The Operations Services Department employees may receive an additional allowance for replacement of safety boots that need replacement due to wear in order to insure proper protection of the feet.

### **Section 18. Credit Union**

The City shall maintain a voluntary payroll deduction option for those employees who wish to join the First United Services Credit Union for the purpose of transacting business with said credit union and shall maintain direct deposit of payroll checks for designated financial institutions.

### **Section 19. Deferred Compensation Plan**

The City shall provide a deferred compensation plan.

Effective the first full pay period on/after July 1, 2017 (July 1, 2017) the City shall contribute one-half percent (.5%) of the employee's base compensation into a 457 deferred compensation plan. The contribution is tax-deferred, and counts towards the 457 annual maximum deferral as designated by the IRS. Employees without an existing 457 account with a City sponsored provider must establish one in order to receive the City contribution, but no employee contribution to the account is required.

### **Section 20. Educational Incentive Tuition and Book Reimbursement Program**

#### **20.1            Educational Incentive**

All regular employees having reached step E of their classification's pay range are eligible for educational incentive pay for college degrees earned while employed by the City of Pleasanton provided the degree is awarded from a community college, college or university accredited by the Western Union of Schools and Colleges and is in a recognized academic or professional field as determined by the employer's Department Head and the Director of Human Resources and Labor Relations. Where a degree appears not to be in a recognized academic field the Assistant City Manager shall provide the employee an opportunity to discuss the issue with them before they make their decision. Once made, however, the decision of the Director of Human Resources and Labor Relations shall be final.

Incentive pay shall be a percentage of monthly base salary as specified below:

Eligible Degree	Incentive Pay
AA	2.5%
BA/BS	5.0%
MS/MA	5.0%

The maximum incentive pay an employee can receive is five percent (5%). Should an employee be promoted to a position requiring the degree for which he/she is currently receiving incentive pay, said incentive pay shall cease.

To receive incentive pay the employee must submit a copy of his/her college degree and college transcripts showing his/her overall grade point average. Incentive pay shall be effective at the beginning of the next pay period following approval of eligibility.

All employees receiving educational incentive pay on April 30, 1992, shall continue to receive educational incentive pay. Any employee as of April 30, 1992, who obtained an eligible degree prior to being employed by the City of Pleasanton shall, upon reaching step E of his/her classification's salary range, receive the appropriate incentive pay percentage as cited above for said degree.

**20.2            Tuition Reimbursement**

Regular full time employees and as specified below regular part time employees shall be eligible for reimbursement of tuition expenses for college or university courses successfully completed with a grade of "C" or better, provided said courses have been approved in advance by the employee's Department Head and the Director of Human Resources and Labor Relations and are taken from an educational institution accredited by the Western Union of Schools and Colleges.

Tuition shall be reimbursed in an amount up to, but not to exceed the registration fees per college quarter levied by California State University East Bay for internal degrees in effect at the time the employee enrolled in the course(s) for which tuition reimbursement is requested.

Eligible fees shall be limited to:

University Fee  
Student Body Fee  
IRA Fee

Facility Fee  
University Union Fee  
Health Services Fee

Regular part-time employees who average between thirty (30) and thirty-nine (39) hours per week shall be reimbursed in an amount equal to seventy five percent (75%) of the above fees. Regular part-time employees who average between twenty (20) and twenty-nine (29) hours per week shall be reimbursed fifty percent (50%) of the above fees.

Requests for tuition reimbursement shall be submitted at the completion of each quarter or semester and be accompanied by an official receipt verifying the tuition amount and the tuition payment, and an official transcript of grades.

### **20.3 Book Reimbursement**

Regular employees can be reimbursed for books required for college/university courses approved by the department head and personnel director and successfully completed with a grade of "C" or better. Upon reimbursement, the books shall become the property of the city. To the extent feasible, the books will be made accessible to employees. The maximum reimbursement for books an employee may receive shall not exceed \$300.00 per fiscal year for full time employees, \$225.00 for regular three-quarter time employees, and \$150.00 for regular one-half time employees. To be reimbursed, the employee must submit a receipt from the college or university for the book purchase and an official transcript of grades.

## **Section 21. Probationary Period**

### **21.1 Length of Probationary Period**

Original and promotional appointments shall be tentative and subject to a probationary period of twelve (12) months actual service except for Police Dispatchers who will be subject to an eighteen (18) month probationary period, but remain eligible to be considered for a salary adjustment after twelve (12) months.

After serving a minimum of six (6) months in a probationary status following promotion, an employee whose performance has been evaluated as exceptional based upon the performance criteria enumerated in Section 6.4 may be removed from probationary status.

### **21.2 Notification Requirements**

An employee who is not rejected prior to the completion of the prescribed probationary period shall be deemed to have passed the prescribed probation period automatically subject to the provisions of Section 21.3

**21.3                    Extension of Probationary Period**

If a probationary employee is off work due to a leave of absence, sick leave or disability leave or any combination thereof for a period exceeding thirty (30) consecutive calendar days, said employee's probationary period shall be extended automatically by the length of said leave. The probationary period may be extended by the City Manager for a period not to exceed ninety (90) days, in order to further evaluate the performance of the probationary employee.

**21.4                    Rejection of Probationary Employee - Original Appointment**

The City Manager may terminate a probationary employee during the probationary period upon fifteen (15) days written notice without right of appeal in any manner by the probationary employee.

**21.5                    Rejection of Probationary Employee - Promotional Appointment**

Any employee rejected during the probationary period following a promotional appointment or at the conclusion of the probationary period shall be reinstated to a position in the class from which he/she was promoted and at the rate of pay the employee would have received had he/she remained in the former class.

**Section 22. Promotion**

Promotional or open-promotional examinations may be conducted whenever in the opinion of the Personnel Officer the needs of the service require. Only employees who meet the requirements set forth in the examination announcements may compete in promotional examinations.

Insofar as consistent with the best interests of the service all vacancies in the competitive service shall be filled by promotion from within the competitive service after a promotional examination has been given and a promotional list established.

Upon the establishment of a ranked eligibility list, the names of the persons having the highest five (5) scores on the list shall be submitted to the department head for his/her consideration. Should an eligibility list be established based upon the banding of test scores, the names of the persons by band shall be submitted to the department head for his/her consideration.

When the needs of the service so require, an employee meeting the minimum qualifications may be temporarily promoted to an authorized position on an "acting" basis. While serving in the position the employee temporarily promoted shall be paid the minimum rate of pay for the classification except that said rate of pay shall be no less than five percent (5%) above the employee's normal rate of pay.

If, in the opinion of the Director of Human Resources and Labor Relations, a vacancy in the position could be filled better by an open-competitive examination instead of

promotional examination, he/she shall arrange an open-competitive employee list consistent with the Personnel Rules.

### **Section 23. Temporary Assignment**

A Department Head or his/her designee may temporarily assign an employee to a higher classification for a period not to exceed ninety (90) days. Employees so assigned shall receive additional compensation ranging between five (5%) to ten (10%) percent of their hourly wage for hours worked beginning with the first (1<sup>st</sup>) work day, for assignments lasting five (5) or more working days. The Director of Human Resources and Labor Relations and the employee shall be notified in writing of said assignments.

In determining the additional pay percentage for the temporary assignment, the Department Head will give consideration to: the difference between the employee's current salary and the range into which they are placed during temporary assignment, the skill set of the employee compared with the requirements of the temporary assignment, the duration of the assignment, the criticality of the position and how important the continuity of the duties are to the operations of the City, other staffing availability to perform some of the assignments normally performed by the temporarily vacant position and other job-related factors when necessary to make decisions that are reasonable and supportable.

The Department Head will use discretion and judgment in assigning employees to temporary assignment, balancing the need for development and experience with the needs of the operation. When there are multiple qualified employees who could potentially fill the temporary assignment, equal rotation will be considered to provide opportunity for experience.

### **Section 24. Transfer**

An employee may be transferred by the Appointing Authority to a comparable position. For purposes of this section comparable position is one with the same maximum salary, involving the performance of similar duties and requiring substantially the same minimum qualifications.

If the transfer involves a change from one department to another both Department Heads must consent thereto unless the City Manager orders the transfer for purposes of economy and efficiency. Transfer shall not be used to effect discipline or a promotion or advancement.

The Union shall be notified prior to any transfer as detailed in this Section.

### **Section 25. Resignation, Reinstatement and Layoff**

#### **25.1 Voluntary Resignation**

An employee may resign in good standing by submitting a written resignation to his/her Department Head with a copy to the Director of Human Resources and Labor Relations. The written resignation shall state the reasons for the resignation and be submitted to the Department Head and Director of Human Resources and Labor Relations at least two (2) weeks prior to the effective date of the resignation.

A statement as to the resigned employee's performance shall be forwarded to the Director of Human Resources and Labor Relations by the Department Head.

#### **25.2            Reinstatement**

With the approval of the Director of Human Resources and Labor Relations, a permanent or probationary employee who has resigned in good standing may be reinstated within two (2) years, of the effective date of resignation, to a vacant position in the same or comparable class. Upon reinstatement, the employee, for all purposes, shall be considered as though he/she received a new appointment.

#### **25.3            Layoff**

The Appointing Authority may layoff an employee in the competitive service because of material changes in duties, organization, shortage of work or funds, or because of disability as specified in Section 29.

The employee and the Union shall be notified at least sixteen (16) weeks prior to the effective date of layoff. If such notice is impractical, the employee and the Union shall be notified at the earliest possible time prior to the effective date of the layoff. The notification shall be in writing and set forth the reasons for the layoff.

#### **25.4            Order of Layoff**

Layoffs shall be by position classification. In effecting layoffs, employees with the least length of service in the position classifications affected shall be laid off first.

#### **25.5            Length of Service**

Length of service shall be full time service in the classification in either a regular or probationary status. When two or more employees in a classification have the same length of service, seniority shall then be determined by length of full time service with the City in a regular or probationary status, then by length of part time service in a regular or probationary status in the classification in which the layoff is taking place, and finally by length of part-time service with the City in a regular or probationary status.

#### **25.6            Bumping**

Employees scheduled to be laid off may bump the least senior employee in the next lower paying classification of like work who has less seniority. Employees must declare their intention to exercise this right in writing prior to layoff, otherwise, this right shall

automatically terminate. To bump successfully, the employee must be qualified, trained, and capable of performing all work of the new classification.

**25.7 Re-employment Following Layoff**

The names of permanent employees laid off shall be placed on a re-employment list in the order of total continuous accumulative time served in probationary and regular status or, if laid off at different times, in the reverse order in which they were laid off. Such names shall remain thereon for a period of one year unless such persons are sooner re-employed. A name on the list may be extended for a maximum of one additional year upon the request of the laid off employee and the approval of the Appointing Authority. The names of probationary employees shall be placed on said re-employment list only if they were laid off in good standing.

**Section 26. Discipline**

**26.1 Disciplinary Action**

The continued employment of every employee shall be during good behavior and rendering of efficient service. An employee is subject to disciplinary action and may be discharged, suspended, demoted for cause, or placed on probation as provided in Section 21 and such disciplinary action shall be subject to appeal as set forth in Section 27.2(2). Any employee discharged, suspended or demoted for cause shall be furnished the reason for his/her discharge, and the period of duration in writing.

An employee suspended from the City service shall forfeit all rights, privileges and salary or other fringe benefits while on such suspension.

**26.2 Causes for Dismissal, Suspension, Demotion or Placement on Probationary Period**

The following, among others, are causes which are sufficient for disciplinary action:

- (1) Absence without leave, or failure to report to work after a leave of absence has expired, or after such leave of absence has been disapproved or revoked.
- (2) Conviction of a felony criminal offense. Conviction shall mean a termination of criminal proceedings adverse to the employee upon a verdict, by plea of guilty, upon a judgment against the employee, or upon a plea of nolo contendere, without regard to subsequent disposition of the case by suspension or sentence, probation, or otherwise.
- (3) Excessive use of sick leave, or a patterned use of sick leave on a recurring basis.
- (4) Frequent or excessive tardiness, or absence from work, or from an employee's work area.
- (5) Dishonesty.

- (6) Unsatisfactory work performance.
- (7) Through misconduct, causing damage to public property or waste of public supplies.
- (8) At the time of employment, having concealed or misrepresented facts in his/her application for employment.
- (9) Insubordination, including refusal to do assigned work or refusal to perform work in the manner described by a supervisor without proper justification.
- (10) Disrespectful or discourteous conduct toward a City officer or official, another employee, or a member of the public while representing the City.
- (11) Violation of any of the provisions of the City Ordinances or Resolutions relating to the conduct of City officers and employees, or established work rule(s).
- (12) Failure to submit to a medical examination or failure to appear at the designated time and place for such examination.
- (13) Violation of CORI Regulations.
- (14) Use of City equipment, supplies or identification (e.g. badges) for any reason other than for official City business.

### **26.3 Pre-Disciplinary Notice**

Prior to taking disciplinary action to discharge, suspend or demote an employee for reasons specified in 26.2, the City will provide the employee with a "Notice of Proposed Action".

The "Notice of Proposed Action" shall include notice of what action is proposed to be taken, the reasons for the proposed action, copies of any rules, policy or regulations that may have been violated and documents upon which the City is relying upon as a basis for the proposed action.

Additionally, the notice will include information regarding the appeal process and timelines for responding to the notice. The employee is also entitled to representation during this process.

All written reprimands in an employee's personnel file will be removed from the file three (3) years after date of issuance at the request of the affected employee. Letters of reprimand not removed after the 3 year period will be disregarded.

### **26.4 Right to Representation (Weingarten Rights)**

Upon the request of the employee, the employee shall have the right to Union representation at meetings with a supervisor or manager when the employee reasonably

anticipates that such meetings will involve questioning that may lead to disciplinary action. Such a request is subject to the restrictions of the Weingarten decision.

## **Section 27. Grievances**

- 27.1** A grievance is any dispute which involves the interpretation or application of any provision of this Memorandum of Understanding excluding, however, those provisions of this Memorandum of Understanding which specifically provide that the decision of any City official shall be final, the interpretation or application of those provisions not being subject to the grievance procedure.
- 27.2** Grievances shall be processed in the following manner:
- (1) Within thirty (30) calendar days after the occurrence of an event giving rise to a grievance, an employee may request a meeting to discuss the grievance with such management official as the employee's Department Head may designate. Such request shall be made in writing to the Department Head.
  - (2) If the grievance remains unresolved, the written grievance may be filed with the Department Head who shall investigate the grievance and render a decision within ten (10) working days from the date the grievance is received. For purposes of Section 27.2, "working days" shall be defined as Monday through Friday, excluding holidays.
  - (3a) Non Discipline Grievances: Within ten (10) working days from receipt of the Department Head's decision in Step 2 above, the employee or official of the Union may notify the Director of Human Resources and Labor Relations in writing that a grievance exists, stating the particulars of the grievance, citing the specific section of this Memorandum of Understanding he/she believes to have been violated, and, if possible, the nature of the determination desired. The Director of Human Resources and Labor Relations shall have ten (10) working days from receipt of notification in which to investigate the issues, meet with the complainant and attempt to reach a satisfactory resolution of the problem. No grievance may be processed under paragraph (4) below, which has not first been filed and investigated in accordance with this paragraph (3a).
  - (3b) Discipline Grievances: Grievances involving demotion, reduction in pay, suspension, dismissal of an employee shall be filed in writing with the Director of Human Resources and Labor Relations within seven (7) working days of the date the employee was notified of such action. The Director of Human Resources and Labor Relations shall have ten (10) working days from receipt of the grievance to investigate the issues, meet with the employee and attempt to reach a satisfactory resolution of the appeal.
  - (4) If the parties are unable to reach a mutually satisfactory accord on any grievance which arises and is presented during the term of this Memorandum of Understanding, the employee shall, within ten (10) working days of receipt of the

decision of the Director of Human Resources and Labor Relations, submit such grievance to the City Manager for consideration by a Review Board. The Review Board shall be comprised of two (2) members of the Union and two (2) City management representatives appointed by the City Manager.

The Review Board shall be convened within fifteen (15) working days from the day the grievance was submitted to said Board. The Board shall render its findings and recommendations in writing to the City Manager within ten (10) calendar days from the date it completed its review of the grievance.

- (5) The City Manager shall within ten (10) working days of receipt of the Review Board's written findings and recommendations review the findings and recommendations and render a written decision on the grievance.
  - (6) The Union may appeal the decision of the City Manager by requesting that the grievance be referred to an impartial arbitrator. The Union's decision to refer the grievance to arbitration shall be made within ten (10) working days of the notification of the City Manager's decision. The arbitrator shall be designated by mutual agreement between the Union and the City Manager. The fees and expenses of the arbitrator and court reporter shall be shared equally between the City and the Union. Each party, however, shall bear the cost of its own presentation, including preparation and post hearing briefs, if any.
  - 7) Decisions of the arbitrators on matters properly before them shall be final and binding on the parties hereto, to the extent permitted by the Ordinance Code and Resolutions of the City.
- 27.3** The time limits previously set forth shall be considered maximums and every effort shall be made to expedite the process. The limits specified may, however, be extended by mutual agreement of the parties.
- 27.4** No Review Board and no arbitrator shall entertain, or hear, any dispute unless such dispute involves a position in the unit represented by the Union and unless such dispute falls within the definition of a grievance as set forth in Subsection 27.1.
- 27.5** Proposals to add to or change this Memorandum of Understanding or written agreements or addenda supplementary hereto, shall not be arbitrable and no proposal to modify, amend or terminate this Memorandum of Understanding, nor any matter or subject arising out of or in connection with such proposal, may be referred to arbitration under this Section. Neither any Review Board nor any arbitrator shall have the power to amend or modify this Memorandum of Understanding or written agreement or addenda supplementary hereto or to establish any new terms or conditions of employment.
- 27.6** If the Director of Human Resources and Labor Relations in pursuance of the procedures outlined in subsection 27.2(3) above, resolves any grievance which involves suspension or discharge, the Director of Human Resources and Labor Relations may agree to payment for lost time or to reinstatement with or without payment for lost time.

- 27.7 All complaints involving or concerning the payment of compensation shall be initially filed in writing with the Director of Human Resources and Labor Relations. Only complaints which allege that employees are not being compensated in accordance with the provision of this Memorandum of Understanding shall be considered as grievances. No adjustment shall be retroactive for more than thirty (30) working days from the date upon which the complaint was filed. Any other matters of compensation are to be resolved in the meeting and conferring process and if not detailed in the Memorandum of Understanding which results from such meeting and conferring process shall be deemed withdrawn until the meeting and conferring process is next opened for such discussion.
- 27.8 No changes in this Memorandum of Understanding or interpretations thereof (except interpretations resulting from arbitration proceedings hereunder), will be recognized unless agreed to by the City Manager and the Union.
- 27.9 The Union, its members, and representatives, agree that it and they will not engage in, authorize, sanction, or support any strike against the City of Pleasanton. The Union, its members, and representatives, further agree that it and they will not engage in, authorize, sanction, or support any strike, slowdown, stoppage of work, curtailment of production, concerted refusal of overtime work, refusal to operate designated equipment (provided such equipment is safe and sound) to perform customary duties. Further neither the Union nor any representative thereof shall engage in any job action for the purpose of effecting changes in the directives or decisions of management of the City, nor to effect a change of personnel or operations of management or of employees not covered by the Memorandum of Understanding.

The City agrees that there shall be no lock-out of employees.

- 27.10 (1) The provisions of this Section shall not abridge any right to which an employee may be entitled under the City Ordinance and Resolutions, nor shall it be administered in a manner which would abrogate any power which may be within the sole province and discretion of the City Council.
- (2) All grievances of employees in bargaining units represented by the Union shall be processed under this section.

#### **Section 28. Medical Examination**

In the event the Department Head or the City Manager determines there is a necessity for a medical examination, the employee shall submit to such medical examination any time during such employee's employment. Such examination shall be given by a physician selected by the City and the full cost of such medical examination shall be borne by the City as shall any additional medical examination required by the City. Medical examinations required under this section shall be scheduled to the extent possible during the employee's work day.

Consistent with the above procedures an employee may be required to undergo a psychological examination or evaluation if the physician selected by the City determines such an examination or evaluation is necessary. The employee shall be notified of the reason(s) for the examination or evaluation.

The examining psychologist shall provide the City a narrative report describing his/her conclusions as to the employee's fitness for duty. The specific information gathered by the psychologist upon which his/her conclusions are based shall not be provided to the City. The psychologist's report shall be kept confidential according to the requirements of the state law.

### **Section 29. Physical or Mental Disability**

If an employee has a physical or mental disability which permanently or chronically disables the employee from the proper performance of the duties of the employee's classification and if the City is unable to reasonably accommodate the employee, the employee shall be laid off and the employee's name placed on a re-employment list for a period of twelve months in accordance with Section 25.7. If during the twelve (12) month period, the employee, based upon competent medical evidence, is able to resume the proper performance of the duties of the employee's former classification, the City shall offer to re-employ the employee in a vacant position occurring within said classification during the twelve (12) month period. Should the employee refuse the offer of re-employment, or should the twelve (12) month period expire, the employee's name shall be removed from the re-employment list.

### **Section 30. Outside Employment**

Employees who plan to participate in any gainful occupation other than the city service during off-duty time must secure written permission to do so from the Department Head. The City will issue a memo to remind employees that approval is necessary on an annual basis to facilitate compliance throughout the organization. The City retains the right to refuse permission to any employee for such outside employment whenever it appears to the City that such outside employment would materially interfere with the proper performance of the City's service for which the employee has been hired, or that such outside employment may place the employee in a position of conflict with the City.

In the event of illness or injury incurred by members so employed or arising out of such employment, the City will in no way be responsible for compensation or any other benefits.

Use of City equipment or City identification by signs, insignia, or dress is permitted only while working for the City.

### **Section 31. Meal Pay**

Any employee required to work twelve (12) consecutive hours or beyond in a given work duty period without the opportunity for a dinner meal break shall be provided a meal

allowance of seventeen dollars (\$17.00), which shall be paid on the employee's regular pay check.

### **Section 32. Modified Duty**

The City may return an employee to modified duty on a temporary basis provided that a physician's release to return to modified duty has been issued, the Department Head and/or division chief has determined that suitable modified duty exists, and that the employee can perform said work safely and not impede his/her convalescence. Modified duty shall be provided in accordance with the City of Pleasanton "Return to Work Opportunity Program".

### **Section 33. Americans with Disabilities Act**

The City and the Union recognize that the City has an obligation under law to meet with individual employees who allege a need for reasonable accommodation in the workplace because of a disability. If by reason of the aforesaid requirement, the City contemplates actions to provide reasonable accommodation to an individual employee in compliance with the ADA which are in potential conflict with any provision of this Memorandum of Understanding, the Union will be advised of any such proposed accommodation and be afforded an opportunity to discuss same prior to implementation by the City.

### **Section 34. Separability of Provisions**

In the event that any provision of this Memorandum of Understanding is declared by a court of competent jurisdiction to be illegal or unenforceable, that provision of the Memorandum of Understanding shall be null and void, but such nullification shall not affect any other provisions of this Memorandum of Understanding, all of which other provisions shall remain in full force and effect.

### **Section 35. Past Practices and Existing Memorandum of Understanding**

- 35.1 Continuance of working conditions and practices not specifically authorized by ordinance or by resolution of the City Council is not guaranteed by this Memorandum of Understanding.
- 35.2 This Memorandum of Understanding shall supersede all existing Memoranda of Understanding between the City and the Union.
- 35.3 This Memorandum of Understanding represents a complete and final understanding and agreement on all issues negotiated between the city representatives and the Union's representatives.

### **Section 36. Miscellaneous**

- 36.1 **Printing of MOUs**

The City shall print sufficient copies of this Memorandum of Understanding in booklet form for bargaining unit members. The City and the PCEA/AFSCME LOCAL 955 shall share the cost of the printing.

**36.2            Exercise Facilities**

All employees covered by this Agreement shall have access to exercise facilities located in the City Police Department and Operations Services Center on an availability basis. In addition, Union members assigned to the Fire Department shall have access to exercise facilities located in the Fire Department facilities when available. Employees agree to sign a hold harmless waiver prior to utilizing any City exercise facilities. Union members shall have access to City sports facilities on the fee and availability schedule established for City residents.

Consistent with State law, employees from departments other than Police requesting access to the exercise facility located in the Police Department will be required to undergo a comprehensive background investigation prior to receiving approval from the Police Chief to use this facility.

**36.3            Temporary Employee Practices**

If anticipated changes to the City's temporary employment policy affects Union bargaining unit work, the City will discuss said policy changes with representatives of the Union.

**36.4            Flexible Spending Accounts**

The City maintains a flexible spending account for Union employees in accordance with the provisions of IRS Code 125. Expenses included in the program shall include eligible child care and medical expenses. Any monthly administrative fee charged by the plan administrator shall be paid by the participating employee.

**36.5            Commercial Drivers License**

Employees required to possess commercial drivers licenses will be provided reasonable time off with pay to take medical and drivers examinations required to attain/maintain said license upon the approval of their supervisor. Expenses associated with the required commercial driver's bi-annual medical examination and fees charged by DMV to take the required driver's examination shall be paid by the City.

**36.6            Reimbursement for Licenses and Certificates**

The City shall reimburse employees for all regular fees incurred in obtaining licenses or certificates that are required by the City for the job classification of the employee. Employees shall be granted paid time, including reasonable travel time, to take tests which occur during the employees' regularly scheduled work shift to obtain licenses or certificates that are required by the City for the current job classification of the employee.

with the exception of a Class "C" Driver's license. Time spent taking tests outside the regularly scheduled work day are not considered as time worked for purposes of calculating overtime.

Additionally, the City may approve reimbursement for employees who take classes and tests to obtain certifications and licenses for higher paid positions in the same classification series such as Utility Operators. The City may also reimburse employees who may need to retake an exam. Such requests for reimbursements shall be approved in advance of taking the class or taking the test.

Made and entered into this 8<sup>th</sup> day of August, 2016

**AFSCME Local 955**

**CITY OF PLEASANTON**

By:

Sharon McAleavey  
Sharon McAleavey

By:

Nelson Fialho  
Nelson Fialho

Alda Nash  
Alda Nash

Debra Gill  
Debra Gill

Natalie Amos  
Natalie Amos

Jennifer Miller  
Jennifer Miller

Lori Bailey  
Lori Bailey

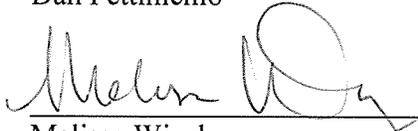
Mark Gwin  
Mark Gwin

Daniel McVey  
Daniel McVey

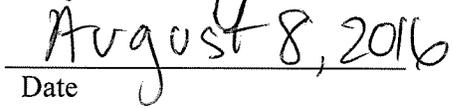
August 8, 2016  
Date

Rebecca Perry  
Rebecca Perry

  
\_\_\_\_\_  
Dan Pettinichio

  
\_\_\_\_\_  
Melissa Winsby

  
\_\_\_\_\_  
Jesse Yamada

  
\_\_\_\_\_  
Date

**APPENDIX A**

**Survey Agencies**

**Antioch  
Concord  
Fremont  
Hayward  
Livermore  
Milpitas  
San Leandro  
Union City  
Walnut Creek**



**APPENDIX B  
SALARY SCHEDULES**

**April 23, 2016**

**PCEA/AFSCME LOCAL 955 SALARY SCHEDULE-TYLER MUNIS SYSTEM**

<b>POSITION</b>	<b>STEP</b>	<b>HOURLY</b>	<b>BI-WEEKLY</b>	<b>MONTHLY</b>	<b>ANNUAL</b>
ACCT ASSIST I	A \$	25.81 \$	2,064.94 \$	4,474 \$	53,688
	B \$	27.10 \$	2,167.94 \$	4,697 \$	56,366
	C \$	28.46 \$	2,276.71 \$	4,933 \$	59,194
	D \$	29.88 \$	2,390.42 \$	5,179 \$	62,151
	E \$	31.37 \$	2,509.90 \$	5,438 \$	65,257
ACCT ASSIST II	A \$	28.46 \$	2,276.71 \$	4,933 \$	59,194
	B \$	29.88 \$	2,390.42 \$	5,179 \$	62,151
	C \$	31.37 \$	2,509.90 \$	5,438 \$	65,257
	D \$	32.94 \$	2,635.15 \$	5,709 \$	68,514
	E \$	34.59 \$	2,766.99 \$	5,995 \$	71,942
ACCT ASSIST,SR	A \$	29.88 \$	2,390.42 \$	5,179 \$	62,151
	B \$	31.37 \$	2,509.90 \$	5,438 \$	65,257
	C \$	32.94 \$	2,635.15 \$	5,709 \$	68,514
	D \$	34.59 \$	2,766.99 \$	5,995 \$	71,942
	E \$	36.32 \$	2,905.42 \$	6,295 \$	75,541
ACCOUNTANT,JR	A \$	40.61 \$	3,249.03 \$	7,040 \$	84,475
	B \$	42.64 \$	3,411.36 \$	7,391 \$	88,695
	C \$	44.77 \$	3,581.93 \$	7,761 \$	93,130
	D \$	47.01 \$	3,760.74 \$	8,148 \$	97,779
	E \$	49.36 \$	3,948.61 \$	8,555 \$	102,664
ACCOUNTANT,SR	A \$	42.66 \$	3,413.01 \$	7,395 \$	88,738
	B \$	44.79 \$	3,583.58 \$	7,764 \$	93,173
	C \$	47.03 \$	3,762.38 \$	8,152 \$	97,822
	D \$	49.38 \$	3,950.26 \$	8,559 \$	102,707
	E \$	51.85 \$	4,148.02 \$	8,987 \$	107,849
ADMIN ANALYST	A \$	37.18 \$	2,974.64 \$	6,445 \$	77,341
	B \$	39.05 \$	3,123.78 \$	6,768 \$	81,218
	C \$	41.00 \$	3,280.34 \$	7,107 \$	85,289
	D \$	43.05 \$	3,444.32 \$	7,463 \$	89,552
	E \$	45.21 \$	3,616.54 \$	7,836 \$	94,030
ADMIN ASST	A \$	29.66 \$	2,373.12 \$	5,142 \$	61,701
	B \$	31.15 \$	2,491.78 \$	5,399 \$	64,786
	C \$	32.70 \$	2,616.20 \$	5,668 \$	68,021
	D \$	34.34 \$	2,747.22 \$	5,952 \$	71,428
	E \$	36.06 \$	2,884.82 \$	6,250 \$	75,005

April 23, 2016

PCEA/AFSCME LOCAL 955 SALARY SCHEDULE-TYLER MUNIS SYSTEM

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
ANIMAL SVCS OFF	A	\$ 30.13	\$ 2,410.20	\$ 5,222	\$ 62,665
	B	\$ 31.63	\$ 2,530.50	\$ 5,483	\$ 65,793
	C	\$ 33.22	\$ 2,657.40	\$ 5,758	\$ 69,092
	D	\$ 34.88	\$ 2,790.06	\$ 6,045	\$ 72,542
	E	\$ 36.62	\$ 2,929.32	\$ 6,347	\$ 76,162
AML CRL OFF,SR	A	\$ 31.85	\$ 2,547.81	\$ 5,520	\$ 66,243
	B	\$ 33.44	\$ 2,675.53	\$ 5,797	\$ 69,564
	C	\$ 35.11	\$ 2,809.02	\$ 6,086	\$ 73,035
	D	\$ 36.86	\$ 2,949.10	\$ 6,390	\$ 76,677
	E	\$ 38.71	\$ 3,096.59	\$ 6,709	\$ 80,511
BDG MANT WKR I	A	\$ 25.70	\$ 2,055.88	\$ 4,454	\$ 53,453
	B	\$ 26.99	\$ 2,158.88	\$ 4,678	\$ 56,131
	C	\$ 28.34	\$ 2,266.82	\$ 4,911	\$ 58,937
	D	\$ 29.76	\$ 2,380.54	\$ 5,158	\$ 61,894
	E	\$ 31.24	\$ 2,499.19	\$ 5,415	\$ 64,979
BDG MANT WKR II	A	\$ 32.81	\$ 2,624.44	\$ 5,686	\$ 68,235
	B	\$ 34.44	\$ 2,755.46	\$ 5,970	\$ 71,642
	C	\$ 36.16	\$ 2,893.06	\$ 6,268	\$ 75,220
	D	\$ 37.98	\$ 3,038.09	\$ 6,583	\$ 78,990
	E	\$ 39.87	\$ 3,189.70	\$ 6,911	\$ 82,932
BLDG INSP	A	\$ 43.75	\$ 3,500.35	\$ 7,584	\$ 91,009
	B	\$ 45.94	\$ 3,675.04	\$ 7,963	\$ 95,551
	C	\$ 48.23	\$ 3,858.79	\$ 8,361	\$ 100,329
	D	\$ 50.65	\$ 4,051.61	\$ 8,778	\$ 105,342
	E	\$ 53.18	\$ 4,254.31	\$ 9,218	\$ 110,612
BLDG INSP,LD	A	\$ 46.93	\$ 3,754.14	\$ 8,134	\$ 97,608
	B	\$ 49.28	\$ 3,942.02	\$ 8,541	\$ 102,493
	C	\$ 51.74	\$ 4,138.95	\$ 8,968	\$ 107,613
	D	\$ 54.32	\$ 4,345.78	\$ 9,416	\$ 112,990
	E	\$ 57.04	\$ 4,563.31	\$ 9,887	\$ 118,646
BLDG INSP,SR	A	\$ 51.15	\$ 4,091.98	\$ 8,866	\$ 106,391
	B	\$ 53.70	\$ 4,296.34	\$ 9,309	\$ 111,705
	C	\$ 56.39	\$ 4,511.40	\$ 9,775	\$ 117,296
	D	\$ 59.21	\$ 4,737.18	\$ 10,264	\$ 123,167
	E	\$ 62.17	\$ 4,973.66	\$ 10,776	\$ 129,315

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PCEA/AFSCME LOCAL 955 SALARY SCHEDULE-TYLER MUNIS SYSTEM

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
BUS LIC COORD	A	\$ 31.94	\$ 2,555.22	\$ 5,536	\$ 66,436
	B	\$ 33.54	\$ 2,682.94	\$ 5,813	\$ 69,756
	C	\$ 35.22	\$ 2,817.26	\$ 6,104	\$ 73,249
	D	\$ 36.98	\$ 2,958.16	\$ 6,409	\$ 76,912
	E	\$ 38.83	\$ 3,106.48	\$ 6,731	\$ 80,768
BUS LIC PRG SPC	A	\$ 36.81	\$ 2,944.98	\$ 6,381	\$ 76,569
	B	\$ 38.66	\$ 3,092.47	\$ 6,700	\$ 80,404
	C	\$ 40.59	\$ 3,247.38	\$ 7,036	\$ 84,432
	D	\$ 42.62	\$ 3,409.71	\$ 7,388	\$ 88,652
	E	\$ 44.75	\$ 3,580.28	\$ 7,757	\$ 93,087
CENT SVCS ASST	A	\$ 25.73	\$ 2,058.35	\$ 4,460	\$ 53,517
	B	\$ 27.02	\$ 2,161.35	\$ 4,683	\$ 56,195
	C	\$ 28.37	\$ 2,269.30	\$ 4,917	\$ 59,002
	D	\$ 29.79	\$ 2,383.01	\$ 5,163	\$ 61,958
	E	\$ 31.28	\$ 2,502.49	\$ 5,422	\$ 65,065
CENT SVCS LD	A	\$ 28.43	\$ 2,274.24	\$ 4,928	\$ 59,130
	B	\$ 29.85	\$ 2,387.95	\$ 5,174	\$ 62,087
	C	\$ 31.34	\$ 2,507.43	\$ 5,433	\$ 65,193
	D	\$ 32.88	\$ 2,630.21	\$ 5,699	\$ 68,385
	E	\$ 34.56	\$ 2,764.52	\$ 5,990	\$ 71,878
CENT SVCS SUPV	A	\$ 34.01	\$ 2,720.85	\$ 5,895	\$ 70,742
	B	\$ 35.71	\$ 2,856.81	\$ 6,190	\$ 74,277
	C	\$ 37.49	\$ 2,999.36	\$ 6,499	\$ 77,983
	D	\$ 39.37	\$ 3,149.33	\$ 6,824	\$ 81,883
	E	\$ 41.33	\$ 3,306.71	\$ 7,165	\$ 85,974
CODE ENF OFF	A	\$ 37.44	\$ 2,995.24	\$ 6,490	\$ 77,876
	B	\$ 39.32	\$ 3,145.21	\$ 6,815	\$ 81,775
	C	\$ 41.28	\$ 3,302.59	\$ 7,156	\$ 85,867
	D	\$ 43.34	\$ 3,467.39	\$ 7,513	\$ 90,152
	E	\$ 45.51	\$ 3,640.43	\$ 7,888	\$ 94,651
CODE ENF OFF,SR	A	\$ 42.28	\$ 3,382.52	\$ 7,329	\$ 87,946
	B	\$ 44.39	\$ 3,551.44	\$ 7,695	\$ 92,337
	C	\$ 46.62	\$ 3,729.42	\$ 8,080	\$ 96,965
	D	\$ 48.95	\$ 3,915.65	\$ 8,484	\$ 101,807
	E	\$ 51.40	\$ 4,111.76	\$ 8,909	\$ 106,906

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PCEA/AFSCME LOCAL 955 SALARY SCHEDULE-TYLER MUNIS SYSTEM

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
COMM SVC OFF	A	\$ 30.13	\$ 2,410.20	\$ 5,222	\$ 62,665
	B	\$ 31.63	\$ 2,530.50	\$ 5,483	\$ 65,793
	C	\$ 33.22	\$ 2,657.40	\$ 5,758	\$ 69,092
	D	\$ 34.88	\$ 2,790.06	\$ 6,045	\$ 72,542
	E	\$ 36.62	\$ 2,929.32	\$ 6,347	\$ 76,162
CONS/PW INSP	A	\$ 43.75	\$ 3,500.35	\$ 7,584	\$ 91,009
	B	\$ 45.94	\$ 3,675.04	\$ 7,963	\$ 95,551
	C	\$ 48.23	\$ 3,858.79	\$ 8,361	\$ 100,329
	D	\$ 50.65	\$ 4,051.61	\$ 8,778	\$ 105,342
	E	\$ 53.18	\$ 4,254.31	\$ 9,218	\$ 110,612
CONS/PW INSP,LD	A	\$ 46.93	\$ 3,754.14	\$ 8,134	\$ 97,608
	B	\$ 49.28	\$ 3,942.02	\$ 8,541	\$ 102,493
	C	\$ 51.74	\$ 4,138.95	\$ 8,968	\$ 107,613
	D	\$ 54.32	\$ 4,345.78	\$ 9,416	\$ 112,990
	E	\$ 57.04	\$ 4,563.31	\$ 9,887	\$ 118,646
CUST SVC REP	A	\$ 28.46	\$ 2,276.71	\$ 4,933	\$ 59,194
	B	\$ 29.88	\$ 2,390.42	\$ 5,179	\$ 62,151
	C	\$ 31.37	\$ 2,509.90	\$ 5,438	\$ 65,257
	D	\$ 32.94	\$ 2,635.15	\$ 5,709	\$ 68,514
	E	\$ 34.59	\$ 2,766.99	\$ 5,995	\$ 71,942
CUST SVC REP,SR	A	\$ 29.88	\$ 2,390.42	\$ 5,179	\$ 62,151
	B	\$ 31.37	\$ 2,509.90	\$ 5,438	\$ 65,257
	C	\$ 32.94	\$ 2,635.15	\$ 5,709	\$ 68,514
	D	\$ 34.59	\$ 2,766.99	\$ 5,995	\$ 71,942
	E	\$ 36.32	\$ 2,905.42	\$ 6,295	\$ 75,541
CUSTSVC CTR SPV	A	\$ 36.81	\$ 2,944.98	\$ 6,381	\$ 76,569
	B	\$ 38.66	\$ 3,092.47	\$ 6,700	\$ 80,404
	C	\$ 40.59	\$ 3,247.38	\$ 7,036	\$ 84,432
	D	\$ 42.62	\$ 3,409.71	\$ 7,388	\$ 88,652
	E	\$ 44.75	\$ 3,580.28	\$ 7,757	\$ 93,087
CRIME ANALYST	A	\$ 38.17	\$ 3,053.74	\$ 6,616	\$ 79,397
	B	\$ 40.08	\$ 3,206.18	\$ 6,947	\$ 83,361
	C	\$ 42.09	\$ 3,366.86	\$ 7,295	\$ 87,538
	D	\$ 44.19	\$ 3,534.96	\$ 7,659	\$ 91,909
	E	\$ 46.40	\$ 3,712.12	\$ 8,043	\$ 96,515

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PCEA/AFSCME LOCAL 955 SALARY SCHEDULE-TYLER MUNIS SYSTEM

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
DISPRP/COM ED C	A	\$ 36.77	\$ 2,941.68	\$ 6,374	\$ 76,484
	B	\$ 38.60	\$ 3,088.35	\$ 6,691	\$ 80,297
	C	\$ 40.53	\$ 3,242.44	\$ 7,025	\$ 84,303
	D	\$ 42.56	\$ 3,404.77	\$ 7,377	\$ 88,524
	E	\$ 44.69	\$ 3,575.34	\$ 7,747	\$ 92,959
ENGR ASST I	A	\$ 42.27	\$ 3,381.70	\$ 7,327	\$ 87,924
	B	\$ 44.38	\$ 3,550.62	\$ 7,693	\$ 92,316
	C	\$ 46.60	\$ 3,727.78	\$ 8,077	\$ 96,922
	D	\$ 48.93	\$ 3,914.00	\$ 8,480	\$ 101,764
	E	\$ 51.37	\$ 4,109.29	\$ 8,903	\$ 106,842
ENGR ASST II	A	\$ 46.60	\$ 3,727.78	\$ 8,077	\$ 96,922
	B	\$ 48.93	\$ 3,914.00	\$ 8,480	\$ 101,764
	C	\$ 51.38	\$ 4,110.11	\$ 8,905	\$ 106,863
	D	\$ 53.94	\$ 4,315.29	\$ 9,350	\$ 112,198
	E	\$ 56.64	\$ 4,531.18	\$ 9,818	\$ 117,811
ENGR,ASSOC CIVL	A	\$ 51.37	\$ 4,109.29	\$ 8,903	\$ 106,842
	B	\$ 53.93	\$ 4,314.46	\$ 9,348	\$ 112,176
	C	\$ 56.63	\$ 4,530.35	\$ 9,816	\$ 117,789
	D	\$ 59.46	\$ 4,756.95	\$ 10,307	\$ 123,681
	E	\$ 62.44	\$ 4,995.09	\$ 10,823	\$ 129,872
ENGR,ASSOC UTIL	A	\$ 51.37	\$ 4,109.29	\$ 8,903	\$ 106,842
	B	\$ 53.93	\$ 4,314.46	\$ 9,348	\$ 112,176
	C	\$ 56.63	\$ 4,530.35	\$ 9,816	\$ 117,789
	D	\$ 59.46	\$ 4,756.95	\$ 10,307	\$ 123,681
	E	\$ 62.44	\$ 4,995.09	\$ 10,823	\$ 129,872
ENGR TECH I	A	\$ 38.17	\$ 3,053.74	\$ 6,616	\$ 79,397
	B	\$ 40.08	\$ 3,206.18	\$ 6,947	\$ 83,361
	C	\$ 42.09	\$ 3,366.86	\$ 7,295	\$ 87,538
	D	\$ 44.19	\$ 3,534.96	\$ 7,659	\$ 91,909
	E	\$ 46.40	\$ 3,712.12	\$ 8,043	\$ 96,515
ENGR TECH II	A	\$ 42.27	\$ 3,381.70	\$ 7,327	\$ 87,924
	B	\$ 44.38	\$ 3,550.62	\$ 7,693	\$ 92,316
	C	\$ 46.60	\$ 3,727.78	\$ 8,077	\$ 96,922
	D	\$ 48.93	\$ 3,914.00	\$ 8,480	\$ 101,764
	E	\$ 51.37	\$ 4,109.29	\$ 8,903	\$ 106,842

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PCEA/AFSCME LOCAL 955 SALARY SCHEDULE-TYLER MUNIS SYSTEM

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
ENGR TECH III	A	\$ 46.60	\$ 3,727.78	\$ 8,077	\$ 96,922
	B	\$ 48.93	\$ 3,914.00	\$ 8,480	\$ 101,764
	C	\$ 51.38	\$ 4,110.11	\$ 8,905	\$ 106,863
	D	\$ 53.94	\$ 4,315.29	\$ 9,350	\$ 112,198
	E	\$ 56.64	\$ 4,531.18	\$ 9,818	\$ 117,811
ENG TEC II,TRF	A	\$ 42.27	\$ 3,381.70	\$ 7,327	\$ 87,924
	B	\$ 44.38	\$ 3,550.62	\$ 7,693	\$ 92,316
	C	\$ 46.60	\$ 3,727.78	\$ 8,077	\$ 96,922
	D	\$ 48.93	\$ 3,914.00	\$ 8,480	\$ 101,764
	E	\$ 51.37	\$ 4,109.29	\$ 8,903	\$ 106,842
ENG TEC III,TRF	A	\$ 46.60	\$ 3,727.78	\$ 8,077	\$ 96,922
	B	\$ 48.93	\$ 3,914.00	\$ 8,480	\$ 101,764
	C	\$ 51.38	\$ 4,110.11	\$ 8,905	\$ 106,863
	D	\$ 53.94	\$ 4,315.29	\$ 9,350	\$ 112,198
	E	\$ 56.64	\$ 4,531.18	\$ 9,818	\$ 117,811
ENV COMPL SUPV	A	\$ 42.58	\$ 3,406.42	\$ 7,381	\$ 88,567
	B	\$ 44.71	\$ 3,576.98	\$ 7,750	\$ 93,001
	C	\$ 46.95	\$ 3,755.79	\$ 8,138	\$ 97,651
	D	\$ 49.30	\$ 3,943.66	\$ 8,545	\$ 102,535
	E	\$ 51.76	\$ 4,140.60	\$ 8,971	\$ 107,656
EQUIP MECH	A	\$ 35.51	\$ 2,841.15	\$ 6,156	\$ 73,870
	B	\$ 37.29	\$ 2,982.88	\$ 6,463	\$ 77,555
	C	\$ 39.15	\$ 3,132.02	\$ 6,786	\$ 81,433
	D	\$ 41.11	\$ 3,288.58	\$ 7,125	\$ 85,503
	E	\$ 43.17	\$ 3,453.38	\$ 7,482	\$ 89,788
EQUIP MECH,ASST	A	\$ 28.35	\$ 2,267.65	\$ 4,913	\$ 58,959
	B	\$ 29.77	\$ 2,381.36	\$ 5,160	\$ 61,915
	C	\$ 31.26	\$ 2,500.84	\$ 5,418	\$ 65,022
	D	\$ 32.83	\$ 2,626.09	\$ 5,690	\$ 68,278
	E	\$ 34.46	\$ 2,757.10	\$ 5,974	\$ 71,685
EQUIP MECH,LD	A	\$ 40.07	\$ 3,205.36	\$ 6,945	\$ 83,339
	B	\$ 42.08	\$ 3,366.04	\$ 7,293	\$ 87,517
	C	\$ 44.18	\$ 3,534.14	\$ 7,657	\$ 91,888
	D	\$ 46.38	\$ 3,710.47	\$ 8,039	\$ 96,472
	E	\$ 48.70	\$ 3,895.87	\$ 8,441	\$ 101,293

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PCEA/AFSCME LOCAL 955 SALARY SCHEDULE-TYLER MUNIS SYSTEM

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
FIRE PREV TECH	A	\$ 33.54	\$ 2,682.94	\$ 5,813	\$ 69,756
	B	\$ 35.22	\$ 2,817.26	\$ 6,104	\$ 73,249
	C	\$ 36.98	\$ 2,958.16	\$ 6,409	\$ 76,912
	D	\$ 38.83	\$ 3,106.48	\$ 6,731	\$ 80,768
	E	\$ 40.78	\$ 3,262.22	\$ 7,068	\$ 84,818
GIS TECH I	A	\$ 38.45	\$ 3,075.99	\$ 6,665	\$ 79,976
	B	\$ 40.38	\$ 3,230.08	\$ 6,999	\$ 83,982
	C	\$ 42.39	\$ 3,391.58	\$ 7,348	\$ 88,181
	D	\$ 44.52	\$ 3,561.33	\$ 7,716	\$ 92,595
	E	\$ 46.74	\$ 3,739.31	\$ 8,102	\$ 97,222
GIS TECH II	A	\$ 44.50	\$ 3,559.68	\$ 7,713	\$ 92,552
	B	\$ 46.72	\$ 3,737.66	\$ 8,098	\$ 97,179
	C	\$ 49.06	\$ 3,924.71	\$ 8,504	\$ 102,042
	D	\$ 51.51	\$ 4,120.82	\$ 8,928	\$ 107,141
	E	\$ 54.09	\$ 4,326.82	\$ 9,375	\$ 112,497
GIS COORDINATOR	A	\$ 51.37	\$ 4,109.29	\$ 8,903	\$ 106,842
	B	\$ 53.93	\$ 4,314.46	\$ 9,348	\$ 112,176
	C	\$ 56.63	\$ 4,530.35	\$ 9,816	\$ 117,789
	D	\$ 59.46	\$ 4,756.95	\$ 10,307	\$ 123,681
	E	\$ 62.44	\$ 4,995.09	\$ 10,823	\$ 129,872
GRAPHICS SPEC	A	\$ 29.66	\$ 2,373.12	\$ 5,142	\$ 61,701
	B	\$ 31.15	\$ 2,491.78	\$ 5,399	\$ 64,786
	C	\$ 32.70	\$ 2,616.20	\$ 5,668	\$ 68,021
	D	\$ 34.34	\$ 2,747.22	\$ 5,952	\$ 71,428
	E	\$ 36.06	\$ 2,884.82	\$ 6,250	\$ 75,005
HOUSING SPEC	A	\$ 51.37	\$ 4,109.29	\$ 8,903	\$ 106,842
	B	\$ 53.93	\$ 4,314.46	\$ 9,348	\$ 112,176
	C	\$ 56.63	\$ 4,530.35	\$ 9,816	\$ 117,789
	D	\$ 59.46	\$ 4,756.95	\$ 10,307	\$ 123,681
	E	\$ 62.44	\$ 4,995.09	\$ 10,823	\$ 129,872
INF SVC CORD I	A	\$ 38.45	\$ 3,075.99	\$ 6,665	\$ 79,976
	B	\$ 40.38	\$ 3,230.08	\$ 6,999	\$ 83,982
	C	\$ 42.39	\$ 3,391.58	\$ 7,348	\$ 88,181
	D	\$ 44.52	\$ 3,561.33	\$ 7,716	\$ 92,595
	E	\$ 46.74	\$ 3,739.31	\$ 8,102	\$ 97,222

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PCEA/AFSCME LOCAL 955 SALARY SCHEDULE-TYLER MUNIS SYSTEM

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
INF SVC CORD II	A	\$ 44.50	\$ 3,559.68	\$ 7,713	\$ 92,552
	B	\$ 46.72	\$ 3,737.66	\$ 8,098	\$ 97,179
	C	\$ 49.06	\$ 3,924.71	\$ 8,504	\$ 102,042
	D	\$ 51.51	\$ 4,120.82	\$ 8,928	\$ 107,141
	E	\$ 54.09	\$ 4,326.82	\$ 9,375	\$ 112,497
LNDSCP ARCHT	A	\$ 48.43	\$ 3,874.45	\$ 8,395	\$ 100,736
	B	\$ 50.85	\$ 4,068.09	\$ 8,814	\$ 105,770
	C	\$ 53.40	\$ 4,271.62	\$ 9,255	\$ 111,062
	D	\$ 56.06	\$ 4,485.03	\$ 9,718	\$ 116,611
	E	\$ 58.86	\$ 4,709.16	\$ 10,203	\$ 122,438
LNDSCP ARC ASST	A	\$ 42.21	\$ 3,376.75	\$ 7,316	\$ 87,796
	B	\$ 44.32	\$ 3,545.67	\$ 7,682	\$ 92,187
	C	\$ 46.54	\$ 3,722.83	\$ 8,066	\$ 96,794
	D	\$ 48.86	\$ 3,909.06	\$ 8,470	\$ 101,636
	E	\$ 51.30	\$ 4,104.34	\$ 8,893	\$ 106,713
LIBRARIAN	A	\$ 34.53	\$ 2,762.05	\$ 5,984	\$ 71,813
	B	\$ 36.26	\$ 2,900.48	\$ 6,284	\$ 75,412
	C	\$ 38.07	\$ 3,045.50	\$ 6,599	\$ 79,183
	D	\$ 39.97	\$ 3,197.94	\$ 6,929	\$ 83,146
	E	\$ 41.97	\$ 3,357.80	\$ 7,275	\$ 87,303
LIBRARIAN, SR	A	\$ 39.92	\$ 3,193.82	\$ 6,920	\$ 83,039
	B	\$ 41.92	\$ 3,353.68	\$ 7,266	\$ 87,196
	C	\$ 44.01	\$ 3,520.95	\$ 7,629	\$ 91,545
	D	\$ 46.22	\$ 3,697.29	\$ 8,011	\$ 96,130
	E	\$ 48.52	\$ 3,881.86	\$ 8,411	\$ 100,928
LIBRARY ASST	A	\$ 28.33	\$ 2,266.00	\$ 4,910	\$ 58,916
	B	\$ 29.75	\$ 2,379.71	\$ 5,156	\$ 61,872
	C	\$ 31.23	\$ 2,498.37	\$ 5,413	\$ 64,958
	D	\$ 32.80	\$ 2,623.62	\$ 5,685	\$ 68,214
	E	\$ 34.43	\$ 2,754.63	\$ 5,968	\$ 71,620
LIBRARY CLERK	A	\$ 24.56	\$ 1,964.42	\$ 4,256	\$ 51,075
	B	\$ 25.78	\$ 2,062.47	\$ 4,469	\$ 53,624
	C	\$ 27.07	\$ 2,165.47	\$ 4,692	\$ 56,302
	D	\$ 28.42	\$ 2,273.42	\$ 4,926	\$ 59,109
	E	\$ 29.84	\$ 2,387.13	\$ 5,172	\$ 62,065

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PCEA/AFSCME LOCAL 955 SALARY SCHEDULE-TYLER MUNIS SYSTEM

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
LIBRY CLRK,LEAD	A \$	26.98 \$	2,158.06 \$	4,676 \$	56,110
	B \$	28.33 \$	2,266.00 \$	4,910 \$	58,916
	C \$	29.75 \$	2,379.71 \$	5,156 \$	61,872
	D \$	31.23 \$	2,498.37 \$	5,413 \$	64,958
	E \$	32.80 \$	2,623.62 \$	5,685 \$	68,214
LIBRY CLRK,SUPV	A \$	31.14 \$	2,490.95 \$	5,397 \$	64,765
	B \$	32.69 \$	2,615.38 \$	5,667 \$	68,000
	C \$	34.33 \$	2,746.39 \$	5,951 \$	71,406
	D \$	36.05 \$	2,884.00 \$	6,249 \$	74,984
	E \$	37.85 \$	3,028.20 \$	6,561 \$	78,733
MAINT ASSISTANT	A \$	23.93 \$	1,914.15 \$	4,147 \$	49,768
	B \$	25.12 \$	2,009.74 \$	4,354 \$	52,253
	C \$	26.38 \$	2,110.26 \$	4,572 \$	54,867
	D \$	27.70 \$	2,215.74 \$	4,801 \$	57,609
	E \$	29.08 \$	2,326.15 \$	5,040 \$	60,480
OFFICE ASST	A \$	24.57 \$	1,965.24 \$	4,258 \$	51,096
	B \$	25.79 \$	2,063.30 \$	4,470 \$	53,646
	C \$	27.08 \$	2,166.30 \$	4,694 \$	56,324
	D \$	28.43 \$	2,274.24 \$	4,928 \$	59,130
	E \$	29.85 \$	2,387.95 \$	5,174 \$	62,087
OFFICE ASST,SR	A \$	27.09 \$	2,167.12 \$	4,695 \$	56,345
	B \$	28.44 \$	2,275.06 \$	4,929 \$	59,152
	C \$	29.86 \$	2,388.78 \$	5,176 \$	62,108
	D \$	31.35 \$	2,508.26 \$	5,435 \$	65,215
	E \$	32.92 \$	2,633.50 \$	5,706 \$	68,471
OFFICE MANAGER	A \$	32.88 \$	2,630.21 \$	5,699 \$	68,385
	B \$	34.53 \$	2,762.05 \$	5,984 \$	71,813
	C \$	36.26 \$	2,900.48 \$	6,284 \$	75,412
	D \$	38.07 \$	3,045.50 \$	6,599 \$	79,183
	E \$	39.97 \$	3,197.94 \$	6,929 \$	83,146
OPS MAINT WKR	A \$	25.74 \$	2,059.18 \$	4,462 \$	53,539
	B \$	27.03 \$	2,162.18 \$	4,685 \$	56,217
	C \$	28.38 \$	2,270.12 \$	4,919 \$	59,023
	D \$	29.80 \$	2,383.83 \$	5,165 \$	61,980
	E \$	31.29 \$	2,503.31 \$	5,424 \$	65,086
	F \$	32.86 \$	2,628.56 \$	5,695 \$	68,343
	G \$	34.49 \$	2,759.58 \$	5,979 \$	71,749
	H \$	36.21 \$	2,897.18 \$	6,277 \$	75,327
	I \$	38.03 \$	3,042.21 \$	6,591 \$	79,097

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PCEA/AFSCME LOCAL 955 SALARY SCHEDULE-TYLER MUNIS SYSTEM

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
	J	\$ 39.93	\$ 3,194.65	\$ 6,922	\$ 83,061
OPS MANT WKR,LD	A	\$ 37.03	\$ 2,962.28	\$ 6,418	\$ 77,019
	B	\$ 38.88	\$ 3,110.60	\$ 6,740	\$ 80,876
	C	\$ 40.83	\$ 3,266.34	\$ 7,077	\$ 84,925
	D	\$ 42.87	\$ 3,429.49	\$ 7,431	\$ 89,167
	E	\$ 45.01	\$ 3,600.88	\$ 7,802	\$ 93,623
OPS MAINT SUPV	A	\$ 42.58	\$ 3,406.42	\$ 7,381	\$ 88,567
	B	\$ 44.71	\$ 3,576.98	\$ 7,750	\$ 93,001
	C	\$ 46.95	\$ 3,755.79	\$ 8,138	\$ 97,651
	D	\$ 49.30	\$ 3,943.66	\$ 8,545	\$ 102,535
	E	\$ 51.76	\$ 4,140.60	\$ 8,971	\$ 107,656
PTS SVCS DISP	A	\$ 24.23	\$ 1,938.05	\$ 4,199	\$ 50,389
	B	\$ 25.44	\$ 2,035.28	\$ 4,410	\$ 52,917
	C	\$ 26.72	\$ 2,137.46	\$ 4,631	\$ 55,574
	D	\$ 28.06	\$ 2,244.58	\$ 4,863	\$ 58,359
	E	\$ 29.46	\$ 2,356.64	\$ 5,106	\$ 61,273
PARK MANT COORD	A	\$ 39.84	\$ 3,187.23	\$ 6,906	\$ 82,868
	B	\$ 41.83	\$ 3,346.26	\$ 7,250	\$ 87,003
	C	\$ 43.92	\$ 3,513.54	\$ 7,613	\$ 91,352
	D	\$ 46.11	\$ 3,689.05	\$ 7,993	\$ 95,915
	E	\$ 48.42	\$ 3,873.62	\$ 8,393	\$ 100,714
PRK MANT WRK I	C	\$ 28.37	\$ 2,269.30	\$ 4,917	\$ 59,002
	D	\$ 29.79	\$ 2,383.01	\$ 5,163	\$ 61,958
PRK MANT WRK II	A	\$ 32.81	\$ 2,624.44	\$ 5,686	\$ 68,235
	B	\$ 34.44	\$ 2,755.46	\$ 5,970	\$ 71,642
	C	\$ 36.16	\$ 2,893.06	\$ 6,268	\$ 75,220
	D	\$ 37.98	\$ 3,038.09	\$ 6,583	\$ 78,990
	E	\$ 39.87	\$ 3,189.70	\$ 6,911	\$ 82,932
PRK MNT WRK,LD	A	\$ 36.98	\$ 2,958.16	\$ 6,409	\$ 76,912
	B	\$ 38.88	\$ 3,110.60	\$ 6,740	\$ 80,876
	C	\$ 40.83	\$ 3,266.34	\$ 7,077	\$ 84,925
	D	\$ 42.87	\$ 3,429.49	\$ 7,431	\$ 89,167
	E	\$ 45.01	\$ 3,600.88	\$ 7,802	\$ 93,623
PRK MANT SUPV	A	\$ 42.58	\$ 3,406.42	\$ 7,381	\$ 88,567
	B	\$ 44.71	\$ 3,576.98	\$ 7,750	\$ 93,001
	C	\$ 46.95	\$ 3,755.79	\$ 8,138	\$ 97,651
	D	\$ 49.30	\$ 3,943.66	\$ 8,545	\$ 102,535
	E	\$ 51.76	\$ 4,140.60	\$ 8,971	\$ 107,656

April 23, 2016

PCEA/AFSCME LOCAL 955 SALARY SCHEDULE-TYLER MUNIS SYSTEM

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
PRKNG ENF OFCR	A	\$ 24.98	\$ 1,998.20	\$ 4,329	\$ 51,953
	B	\$ 26.22	\$ 2,097.90	\$ 4,545	\$ 54,545
	C	\$ 27.53	\$ 2,202.55	\$ 4,772	\$ 57,266
	D	\$ 28.91	\$ 2,312.97	\$ 5,011	\$ 60,137
	E	\$ 30.35	\$ 2,428.33	\$ 5,261	\$ 63,137
PERMITS TECH	A	\$ 34.98	\$ 2,798.30	\$ 6,063	\$ 72,756
	B	\$ 36.73	\$ 2,938.38	\$ 6,366	\$ 76,398
	C	\$ 38.56	\$ 3,085.06	\$ 6,684	\$ 80,212
	D	\$ 40.49	\$ 3,239.14	\$ 7,018	\$ 84,218
	E	\$ 42.52	\$ 3,401.47	\$ 7,370	\$ 88,438
PLAN CK ENGR	A	\$ 51.15	\$ 4,091.98	\$ 8,866	\$ 106,391
	B	\$ 53.70	\$ 4,296.34	\$ 9,309	\$ 111,705
	C	\$ 56.39	\$ 4,511.40	\$ 9,775	\$ 117,296
	D	\$ 59.21	\$ 4,737.18	\$ 10,264	\$ 123,167
	E	\$ 62.17	\$ 4,973.66	\$ 10,776	\$ 129,315
PLAN CHECKER	A	\$ 46.93	\$ 3,754.14	\$ 8,134	\$ 97,608
	B	\$ 49.28	\$ 3,942.02	\$ 8,541	\$ 102,493
	C	\$ 51.74	\$ 4,138.95	\$ 8,968	\$ 107,613
	D	\$ 54.32	\$ 4,345.78	\$ 9,416	\$ 112,990
	E	\$ 57.04	\$ 4,563.31	\$ 9,887	\$ 118,646
PLANNER,ASST	A	\$ 42.27	\$ 3,381.70	\$ 7,327	\$ 87,924
	B	\$ 44.38	\$ 3,550.62	\$ 7,693	\$ 92,316
	C	\$ 46.60	\$ 3,727.78	\$ 8,077	\$ 96,922
	D	\$ 48.93	\$ 3,914.00	\$ 8,480	\$ 101,764
	E	\$ 51.37	\$ 4,109.29	\$ 8,903	\$ 106,842
PLANNER,ASSOC	A	\$ 48.63	\$ 3,890.10	\$ 8,429	\$ 101,143
	B	\$ 51.06	\$ 4,084.57	\$ 8,850	\$ 106,199
	C	\$ 53.61	\$ 4,288.92	\$ 9,293	\$ 111,512
	D	\$ 56.29	\$ 4,503.16	\$ 9,757	\$ 117,082
	E	\$ 59.10	\$ 4,728.11	\$ 10,244	\$ 122,931
PLNR,ASSC TRNSP	A	\$ 51.37	\$ 4,109.29	\$ 8,903	\$ 106,842
	B	\$ 53.93	\$ 4,314.46	\$ 9,348	\$ 112,176
	C	\$ 56.63	\$ 4,530.35	\$ 9,816	\$ 117,789
	D	\$ 59.46	\$ 4,756.95	\$ 10,307	\$ 123,681
	E	\$ 62.44	\$ 4,995.09	\$ 10,823	\$ 129,872

April 23, 2016

PCEA/AFSCME LOCAL 955 SALARY SCHEDULE-TYLER MUNIS SYSTEM

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
PLANNER, SR	A	\$ 52.27	\$ 4,181.80	\$ 9,061	\$ 108,727
	B	\$ 54.89	\$ 4,391.10	\$ 9,514	\$ 114,169
	C	\$ 57.63	\$ 4,610.28	\$ 9,989	\$ 119,867
	D	\$ 60.51	\$ 4,841.00	\$ 10,489	\$ 125,866
	E	\$ 63.54	\$ 5,083.26	\$ 11,014	\$ 132,165
POLICE DISPTCHR	A	\$ 34.32	\$ 2,745.57	\$ 5,949	\$ 71,385
	B	\$ 36.04	\$ 2,883.18	\$ 6,247	\$ 74,963
	C	\$ 37.84	\$ 3,027.38	\$ 6,559	\$ 78,712
	D	\$ 39.74	\$ 3,178.99	\$ 6,888	\$ 82,654
	E	\$ 41.73	\$ 3,338.02	\$ 7,232	\$ 86,789
POLCE DISP SUPV	A	\$ 36.69	\$ 2,935.09	\$ 6,359	\$ 76,312
	B	\$ 38.52	\$ 3,081.76	\$ 6,677	\$ 80,126
	C	\$ 40.45	\$ 3,235.85	\$ 7,011	\$ 84,132
	D	\$ 42.47	\$ 3,397.35	\$ 7,361	\$ 88,331
	E	\$ 44.59	\$ 3,567.10	\$ 7,729	\$ 92,745
POLCE RCRDS CLK	A	\$ 27.62	\$ 2,209.97	\$ 4,788	\$ 57,459
	B	\$ 29.00	\$ 2,320.38	\$ 5,027	\$ 60,330
	C	\$ 30.46	\$ 2,436.57	\$ 5,279	\$ 63,351
	D	\$ 31.98	\$ 2,558.52	\$ 5,543	\$ 66,522
	E	\$ 33.58	\$ 2,686.24	\$ 5,820	\$ 69,842
POLCE IVSTGR II	A	\$ 34.04	\$ 2,723.32	\$ 5,901	\$ 70,806
	B	\$ 35.74	\$ 2,859.28	\$ 6,195	\$ 74,341
	C	\$ 37.52	\$ 3,001.83	\$ 6,504	\$ 78,048
	D	\$ 39.40	\$ 3,151.80	\$ 6,829	\$ 81,947
	E	\$ 41.36	\$ 3,309.18	\$ 7,170	\$ 86,039
PRESCHL SPEC	A	\$ 25.45	\$ 2,036.10	\$ 4,412	\$ 52,939
	B	\$ 26.73	\$ 2,138.28	\$ 4,633	\$ 55,595
	C	\$ 28.07	\$ 2,245.40	\$ 4,865	\$ 58,380
	D	\$ 29.47	\$ 2,357.46	\$ 5,108	\$ 61,294
	E	\$ 30.94	\$ 2,475.30	\$ 5,363	\$ 64,358
PROP & EVID TEC	A	\$ 30.13	\$ 2,410.20	\$ 5,222	\$ 62,665
	B	\$ 31.63	\$ 2,530.50	\$ 5,483	\$ 65,793
	C	\$ 33.22	\$ 2,657.40	\$ 5,758	\$ 69,092
	D	\$ 34.88	\$ 2,790.06	\$ 6,045	\$ 72,542
	E	\$ 36.62	\$ 2,929.32	\$ 6,347	\$ 76,162

April 23, 2016

PCEA/AFSCME LOCAL 955 SALARY SCHEDULE-TYLER MUNIS SYSTEM

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
RECRD COOR	A	\$ 23.35	\$ 1,868.01	\$ 4,047	\$ 48,568
	B	\$ 24.51	\$ 1,961.12	\$ 4,249	\$ 50,989
	C	\$ 25.74	\$ 2,059.18	\$ 4,462	\$ 53,539
	D	\$ 27.03	\$ 2,162.18	\$ 4,685	\$ 56,217
	E	\$ 28.38	\$ 2,270.12	\$ 4,919	\$ 59,023
RECRD PROG CORD	A	\$ 31.04	\$ 2,483.54	\$ 5,381	\$ 64,572
	B	\$ 32.60	\$ 2,607.96	\$ 5,651	\$ 67,807
	C	\$ 34.23	\$ 2,738.15	\$ 5,933	\$ 71,192
	D	\$ 35.94	\$ 2,874.94	\$ 6,229	\$ 74,748
	E	\$ 37.73	\$ 3,018.31	\$ 6,540	\$ 78,476
REC COORD	A	\$ 32.13	\$ 2,570.06	\$ 5,568	\$ 66,822
	B	\$ 33.73	\$ 2,698.60	\$ 5,847	\$ 70,164
	C	\$ 35.42	\$ 2,833.74	\$ 6,140	\$ 73,677
	D	\$ 37.19	\$ 2,975.46	\$ 6,447	\$ 77,362
	E	\$ 39.06	\$ 3,124.61	\$ 6,770	\$ 81,240
REC PROG SPL SR	A	\$ 25.45	\$ 2,036.10	\$ 4,412	\$ 52,939
	B	\$ 26.73	\$ 2,138.28	\$ 4,633	\$ 55,595
	C	\$ 28.07	\$ 2,245.40	\$ 4,865	\$ 58,380
	D	\$ 29.47	\$ 2,357.46	\$ 5,108	\$ 61,294
	E	\$ 30.94	\$ 2,475.30	\$ 5,363	\$ 64,358
RECREATION SUPV	A	\$ 36.81	\$ 2,944.98	\$ 6,381	\$ 76,569
	B	\$ 38.66	\$ 3,092.47	\$ 6,700	\$ 80,404
	C	\$ 40.59	\$ 3,247.38	\$ 7,036	\$ 84,432
	D	\$ 42.62	\$ 3,409.71	\$ 7,388	\$ 88,652
	E	\$ 44.75	\$ 3,580.28	\$ 7,757	\$ 93,087
SR PLAN CHKR	A	\$ 51.15	\$ 4,091.98	\$ 8,866	\$ 106,391
	B	\$ 53.70	\$ 4,296.34	\$ 9,309	\$ 111,705
	C	\$ 56.39	\$ 4,511.40	\$ 9,775	\$ 117,296
	D	\$ 59.21	\$ 4,737.18	\$ 10,264	\$ 123,167
	E	\$ 62.17	\$ 4,973.66	\$ 10,776	\$ 129,315
SR TRANSP DRVR	A	\$ 20.14	\$ 1,610.92	\$ 3,490	\$ 41,884
	B	\$ 21.15	\$ 1,691.67	\$ 3,665	\$ 43,983
	C	\$ 22.21	\$ 1,776.54	\$ 3,849	\$ 46,190
	D	\$ 23.32	\$ 1,865.54	\$ 4,042	\$ 48,504
	E	\$ 24.48	\$ 1,958.65	\$ 4,244	\$ 50,925

April 23, 2016

PCEA/AFSCME LOCAL 955 SALARY SCHEDULE-TYLER MUNIS SYSTEM

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
SOURC CNTR INSP	A	\$ 36.98	\$ 2,958.16	\$ 6,409	\$ 76,912
	B	\$ 38.82	\$ 3,105.66	\$ 6,729	\$ 80,747
	C	\$ 40.76	\$ 3,260.57	\$ 7,065	\$ 84,775
	D	\$ 42.80	\$ 3,423.72	\$ 7,418	\$ 89,017
	E	\$ 44.94	\$ 3,595.11	\$ 7,789	\$ 93,473
STR MAIN WRK I	C	\$ 28.37	\$ 2,269.30	\$ 4,917	\$ 59,002
	D	\$ 29.79	\$ 2,383.01	\$ 5,163	\$ 61,958
STR MAIN WRK II	A	\$ 32.81	\$ 2,624.44	\$ 5,686	\$ 68,235
	B	\$ 34.44	\$ 2,755.46	\$ 5,970	\$ 71,642
	C	\$ 36.16	\$ 2,893.06	\$ 6,268	\$ 75,220
	D	\$ 37.98	\$ 3,038.09	\$ 6,583	\$ 78,990
	E	\$ 39.87	\$ 3,189.70	\$ 6,911	\$ 82,932
STR MAIN WRK LD	A	\$ 37.03	\$ 2,962.28	\$ 6,418	\$ 77,019
	B	\$ 38.88	\$ 3,110.60	\$ 6,740	\$ 80,876
	C	\$ 40.83	\$ 3,266.34	\$ 7,077	\$ 84,925
	D	\$ 42.87	\$ 3,429.49	\$ 7,431	\$ 89,167
	E	\$ 45.01	\$ 3,600.88	\$ 7,802	\$ 93,623
STREETS SUPRV	A	\$ 42.58	\$ 3,406.42	\$ 7,381	\$ 88,567
	B	\$ 44.71	\$ 3,576.98	\$ 7,750	\$ 93,001
	C	\$ 46.95	\$ 3,755.79	\$ 8,138	\$ 97,651
	D	\$ 49.30	\$ 3,943.66	\$ 8,545	\$ 102,535
	E	\$ 51.76	\$ 4,140.60	\$ 8,971	\$ 107,656
SUP SVCS LD WRK	A	\$ 37.03	\$ 2,962.28	\$ 6,418	\$ 77,019
	B	\$ 38.88	\$ 3,110.60	\$ 6,740	\$ 80,876
	C	\$ 40.83	\$ 3,266.34	\$ 7,077	\$ 84,925
	D	\$ 42.87	\$ 3,429.49	\$ 7,431	\$ 89,167
	E	\$ 45.01	\$ 3,600.88	\$ 7,802	\$ 93,623
SUP SVCS SUPVR	A	\$ 42.58	\$ 3,406.42	\$ 7,381	\$ 88,567
	B	\$ 44.71	\$ 3,576.98	\$ 7,750	\$ 93,001
	C	\$ 46.95	\$ 3,755.79	\$ 8,138	\$ 97,651
	D	\$ 49.01	\$ 3,920.59	\$ 8,495	\$ 101,935
	E	\$ 51.76	\$ 4,140.60	\$ 8,971	\$ 107,656
THEATRE TECHN	A	\$ 32.81	\$ 2,624.44	\$ 5,686	\$ 68,235
	B	\$ 34.44	\$ 2,755.46	\$ 5,970	\$ 71,642
	C	\$ 36.16	\$ 2,893.06	\$ 6,268	\$ 75,220
	D	\$ 37.98	\$ 3,038.09	\$ 6,583	\$ 78,990
	E	\$ 39.87	\$ 3,189.70	\$ 6,911	\$ 82,932

April 23, 2016

PCEA/AFSCME LOCAL 955 SALARY SCHEDULE-TYLER MUNIS SYSTEM

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
UTIL ASST I	A	\$ 25.81	\$ 2,064.94	\$ 4,474	\$ 53,688
	B	\$ 27.10	\$ 2,167.94	\$ 4,697	\$ 56,366
	C	\$ 28.46	\$ 2,276.71	\$ 4,933	\$ 59,194
	D	\$ 29.88	\$ 2,390.42	\$ 5,179	\$ 62,151
	E	\$ 31.37	\$ 2,509.90	\$ 5,438	\$ 65,257
UTIL ASST II	A	\$ 28.46	\$ 2,276.71	\$ 4,933	\$ 59,194
	B	\$ 29.88	\$ 2,390.42	\$ 5,179	\$ 62,151
	C	\$ 31.37	\$ 2,509.90	\$ 5,438	\$ 65,257
	D	\$ 32.94	\$ 2,635.15	\$ 5,709	\$ 68,514
	E	\$ 34.59	\$ 2,766.99	\$ 5,995	\$ 71,942
UTIL ASST, SR	A	\$ 29.88	\$ 2,390.42	\$ 5,179	\$ 62,151
	B	\$ 31.37	\$ 2,509.90	\$ 5,438	\$ 65,257
	C	\$ 32.34	\$ 2,587.19	\$ 5,606	\$ 67,267
	D	\$ 34.59	\$ 2,766.99	\$ 5,995	\$ 71,942
	E	\$ 36.32	\$ 2,905.42	\$ 6,295	\$ 75,541
UTIL BILL ASST	A	\$ 28.46	\$ 2,276.74	\$ 4,933	\$ 59,195
	B	\$ 29.88	\$ 2,390.42	\$ 5,179	\$ 62,151
	C	\$ 31.37	\$ 2,509.90	\$ 5,438	\$ 65,257
	D	\$ 32.94	\$ 2,635.15	\$ 5,709	\$ 68,514
	E	\$ 34.59	\$ 2,766.99	\$ 5,995	\$ 71,942
UTIL BILL SUPVR	A	\$ 36.81	\$ 2,944.98	\$ 6,381	\$ 76,569
	B	\$ 38.66	\$ 3,092.47	\$ 6,700	\$ 80,404
	C	\$ 40.59	\$ 3,247.38	\$ 7,036	\$ 84,432
	D	\$ 42.62	\$ 3,409.71	\$ 7,388	\$ 88,652
	E	\$ 44.75	\$ 3,580.28	\$ 7,757	\$ 93,087
UTIL SYS OP I	A	\$ 29.80	\$ 2,383.83	\$ 5,165	\$ 61,980
	B	\$ 31.29	\$ 2,503.31	\$ 5,424	\$ 65,086
	C	\$ 32.86	\$ 2,628.56	\$ 5,695	\$ 68,343
	D	\$ 34.51	\$ 2,760.40	\$ 5,981	\$ 71,770
	E	\$ 36.23	\$ 2,898.01	\$ 6,279	\$ 75,348
UTIL SYS OP II	A	\$ 35.75	\$ 2,860.10	\$ 6,197	\$ 74,363
	B	\$ 37.54	\$ 3,003.48	\$ 6,508	\$ 78,090
	C	\$ 39.42	\$ 3,153.45	\$ 6,832	\$ 81,990
	D	\$ 41.39	\$ 3,310.83	\$ 7,173	\$ 86,082
	E	\$ 43.46	\$ 3,476.46	\$ 7,532	\$ 90,388

April 23, 2016

PCEA/AFSCME LOCAL 955 SALARY SCHEDULE-TYLER MUNIS SYSTEM

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
UTIL SYS OP, LD	A	\$ 40.36	\$ 3,228.43	\$ 6,995	\$ 83,939
	B	\$ 42.37	\$ 3,389.94	\$ 7,345	\$ 88,138
	C	\$ 44.50	\$ 3,559.68	\$ 7,713	\$ 92,552
	D	\$ 46.72	\$ 3,737.66	\$ 8,098	\$ 97,179
	E	\$ 49.06	\$ 3,924.71	\$ 8,504	\$ 102,042
UTIL SYS OP, CH	A	\$ 47.12	\$ 3,769.80	\$ 8,168	\$ 98,015
	B	\$ 49.48	\$ 3,958.50	\$ 8,577	\$ 102,921
	C	\$ 51.95	\$ 4,156.26	\$ 9,005	\$ 108,063
	D	\$ 54.55	\$ 4,363.90	\$ 9,455	\$ 113,461
	E	\$ 57.28	\$ 4,582.26	\$ 9,928	\$ 119,139
WATER CONS TECH	A	\$ 34.49	\$ 2,759.58	\$ 5,979	\$ 71,749
	B	\$ 36.21	\$ 2,897.18	\$ 6,277	\$ 75,327
	C	\$ 38.03	\$ 3,042.21	\$ 6,591	\$ 79,097
	D	\$ 39.93	\$ 3,194.65	\$ 6,922	\$ 83,061
	E	\$ 41.93	\$ 3,354.50	\$ 7,268	\$ 87,217
WATER QUAL TECH	A	\$ 41.19	\$ 3,295.18	\$ 7,140	\$ 85,675
	B	\$ 43.25	\$ 3,459.98	\$ 7,497	\$ 89,959
	C	\$ 45.41	\$ 3,633.02	\$ 7,872	\$ 94,459
	D	\$ 47.68	\$ 3,814.30	\$ 8,264	\$ 99,172
	E	\$ 50.06	\$ 4,004.64	\$ 8,677	\$ 104,121

April 8, 2017

PCEA/AFSCME LOCAL 955 SALARY SCHEDULE-TYLER MUNIS SYSTEM

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
ACCT ASSIST I	A	\$ 26.58	\$ 2,126.40	\$ 4,607	\$ 55,286
	B	\$ 27.91	\$ 2,232.80	\$ 4,838	\$ 58,053
	C	\$ 29.31	\$ 2,344.80	\$ 5,080	\$ 60,965
	D	\$ 30.78	\$ 2,462.40	\$ 5,335	\$ 64,022
	E	\$ 32.31	\$ 2,584.80	\$ 5,600	\$ 67,205
ACCT ASSIST II	A	\$ 29.31	\$ 2,344.80	\$ 5,080	\$ 60,965
	B	\$ 30.78	\$ 2,462.40	\$ 5,335	\$ 64,022
	C	\$ 32.31	\$ 2,584.80	\$ 5,600	\$ 67,205
	D	\$ 33.93	\$ 2,714.40	\$ 5,881	\$ 70,574
	E	\$ 35.63	\$ 2,850.40	\$ 6,176	\$ 74,110
ACCT ASSIST,SR	A	\$ 30.78	\$ 2,462.40	\$ 5,335	\$ 64,022
	B	\$ 32.31	\$ 2,584.80	\$ 5,600	\$ 67,205
	C	\$ 33.93	\$ 2,714.40	\$ 5,881	\$ 70,574
	D	\$ 35.63	\$ 2,850.40	\$ 6,176	\$ 74,110
	E	\$ 37.41	\$ 2,992.80	\$ 6,484	\$ 77,813
ACCOUNTANT,JR	A	\$ 41.83	\$ 3,346.40	\$ 7,251	\$ 87,006
	B	\$ 43.92	\$ 3,513.60	\$ 7,613	\$ 91,354
	C	\$ 46.11	\$ 3,688.80	\$ 7,992	\$ 95,909
	D	\$ 48.42	\$ 3,873.60	\$ 8,393	\$ 100,714
	E	\$ 50.84	\$ 4,067.20	\$ 8,812	\$ 105,747
ACCOUNTANT,SR	A	\$ 43.94	\$ 3,515.20	\$ 7,616	\$ 91,395
	B	\$ 46.13	\$ 3,690.40	\$ 7,996	\$ 95,950
	C	\$ 48.44	\$ 3,875.20	\$ 8,396	\$ 100,755
	D	\$ 50.86	\$ 4,068.80	\$ 8,816	\$ 105,789
	E	\$ 53.41	\$ 4,272.80	\$ 9,258	\$ 111,093
ADMIN ANALYST	A	\$ 38.30	\$ 3,064.00	\$ 6,639	\$ 79,664
	B	\$ 40.22	\$ 3,217.60	\$ 6,971	\$ 83,658
	C	\$ 42.23	\$ 3,378.40	\$ 7,320	\$ 87,838
	D	\$ 44.34	\$ 3,547.20	\$ 7,686	\$ 92,227
	E	\$ 46.57	\$ 3,725.60	\$ 8,072	\$ 96,866
ADMIN ASST	A	\$ 30.55	\$ 2,444.00	\$ 5,295	\$ 63,544
	B	\$ 32.08	\$ 2,566.40	\$ 5,561	\$ 66,726
	C	\$ 33.68	\$ 2,694.40	\$ 5,838	\$ 70,054
	D	\$ 35.37	\$ 2,829.60	\$ 6,131	\$ 73,570
	E	\$ 37.14	\$ 2,971.20	\$ 6,438	\$ 77,251
ANIMAL SVCS OFF	A	\$ 31.03	\$ 2,482.40	\$ 5,379	\$ 64,542
	B	\$ 32.58	\$ 2,606.40	\$ 5,647	\$ 67,766

April 8, 2017

PCEA/AFSCME LOCAL 955 SALARY SCHEDULE-TYLER MUNIS SYSTEM

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
	C	\$ 34.22	\$ 2,737.60	\$ 5,931	\$ 71,178
	D	\$ 35.93	\$ 2,874.40	\$ 6,228	\$ 74,734
	E	\$ 37.72	\$ 3,017.60	\$ 6,538	\$ 78,458
AML CRL OFF,SR	A	\$ 32.81	\$ 2,624.80	\$ 5,687	\$ 68,245
	B	\$ 34.44	\$ 2,755.20	\$ 5,970	\$ 71,635
	C	\$ 36.16	\$ 2,892.80	\$ 6,268	\$ 75,213
	D	\$ 37.97	\$ 3,037.60	\$ 6,581	\$ 78,978
	E	\$ 39.87	\$ 3,189.60	\$ 6,911	\$ 82,930
BDG MANT WKR I	A	\$ 26.47	\$ 2,117.60	\$ 4,588	\$ 55,058
	B	\$ 27.80	\$ 2,224.00	\$ 4,819	\$ 57,824
	C	\$ 29.19	\$ 2,335.20	\$ 5,060	\$ 60,715
	D	\$ 30.65	\$ 2,452.00	\$ 5,313	\$ 63,752
	E	\$ 32.18	\$ 2,574.40	\$ 5,578	\$ 66,934
BDG MANT WKR II	A	\$ 33.79	\$ 2,703.20	\$ 5,857	\$ 70,283
	B	\$ 35.47	\$ 2,837.60	\$ 6,148	\$ 73,778
	C	\$ 37.24	\$ 2,979.20	\$ 6,455	\$ 77,459
	D	\$ 39.12	\$ 3,129.60	\$ 6,781	\$ 81,370
	E	\$ 41.07	\$ 3,285.60	\$ 7,119	\$ 85,426
BLDG INSPECTOR	A	\$ 45.06	\$ 3,604.80	\$ 7,810	\$ 93,725
	B	\$ 47.32	\$ 3,785.60	\$ 8,202	\$ 98,426
	C	\$ 49.68	\$ 3,974.40	\$ 8,611	\$ 103,334
	D	\$ 52.17	\$ 4,173.60	\$ 9,043	\$ 108,514
	E	\$ 54.78	\$ 4,382.40	\$ 9,495	\$ 113,942
BLDG INSP,LD	A	\$ 48.34	\$ 3,867.20	\$ 8,379	\$ 100,547
	B	\$ 50.76	\$ 4,060.80	\$ 8,798	\$ 105,581
	C	\$ 53.29	\$ 4,263.20	\$ 9,237	\$ 110,843
	D	\$ 55.95	\$ 4,476.00	\$ 9,698	\$ 116,376
	E	\$ 58.75	\$ 4,700.00	\$ 10,183	\$ 122,200
BLDG INSP,SR	A	\$ 52.68	\$ 4,214.40	\$ 9,131	\$ 109,574
	B	\$ 55.31	\$ 4,424.80	\$ 9,587	\$ 115,045
	C	\$ 58.08	\$ 4,646.40	\$ 10,067	\$ 120,806
	D	\$ 60.99	\$ 4,879.20	\$ 10,572	\$ 126,859
	E	\$ 64.04	\$ 5,123.20	\$ 11,100	\$ 133,203
BUS LIC COORD	A	\$ 32.90	\$ 2,632.00	\$ 5,703	\$ 68,432
	B	\$ 34.55	\$ 2,764.00	\$ 5,989	\$ 71,864
	C	\$ 36.28	\$ 2,902.40	\$ 6,289	\$ 75,462
	D	\$ 38.09	\$ 3,047.20	\$ 6,602	\$ 79,227
	E	\$ 39.99	\$ 3,199.20	\$ 6,932	\$ 83,179

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PCEA/AFSCME LOCAL 955 SALARY SCHEDULE-TYLER MUNIS SYSTEM

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
BUS LIC PRG SPC	A	\$ 37.91	\$ 3,032.80	\$ 6,571	\$ 78,853
	B	\$ 39.82	\$ 3,185.60	\$ 6,902	\$ 82,826
	C	\$ 41.81	\$ 3,344.80	\$ 7,247	\$ 86,965
	D	\$ 43.90	\$ 3,512.00	\$ 7,609	\$ 91,312
	E	\$ 46.09	\$ 3,687.20	\$ 7,989	\$ 95,867
CENT SVCS ASST	A	\$ 26.50	\$ 2,120.00	\$ 4,593	\$ 55,120
	B	\$ 27.83	\$ 2,226.40	\$ 4,824	\$ 57,886
	C	\$ 29.22	\$ 2,337.60	\$ 5,065	\$ 60,778
	D	\$ 30.68	\$ 2,454.40	\$ 5,318	\$ 63,814
	E	\$ 32.22	\$ 2,577.60	\$ 5,585	\$ 67,018
CENT SVCS LD	A	\$ 29.28	\$ 2,342.40	\$ 5,075	\$ 60,902
	B	\$ 30.75	\$ 2,460.00	\$ 5,330	\$ 63,960
	C	\$ 32.28	\$ 2,582.40	\$ 5,595	\$ 67,142
	D	\$ 33.87	\$ 2,709.60	\$ 5,871	\$ 70,450
	E	\$ 35.60	\$ 2,848.00	\$ 6,171	\$ 74,048
CENT SVCS SUPV	A	\$ 35.03	\$ 2,802.40	\$ 6,072	\$ 72,862
	B	\$ 36.78	\$ 2,942.40	\$ 6,375	\$ 76,502
	C	\$ 38.61	\$ 3,088.80	\$ 6,692	\$ 80,309
	D	\$ 40.55	\$ 3,244.00	\$ 7,029	\$ 84,344
	E	\$ 42.57	\$ 3,405.60	\$ 7,379	\$ 88,546
CODE ENF OFF	A	\$ 38.56	\$ 3,084.80	\$ 6,684	\$ 80,205
	B	\$ 40.50	\$ 3,240.00	\$ 7,020	\$ 84,240
	C	\$ 42.52	\$ 3,401.60	\$ 7,370	\$ 88,442
	D	\$ 44.64	\$ 3,571.20	\$ 7,738	\$ 92,851
	E	\$ 46.88	\$ 3,750.40	\$ 8,126	\$ 97,510
CODE ENF OFF,SR	A	\$ 43.55	\$ 3,484.00	\$ 7,549	\$ 90,584
	B	\$ 45.72	\$ 3,657.60	\$ 7,925	\$ 95,098
	C	\$ 48.02	\$ 3,841.60	\$ 8,323	\$ 99,882
	D	\$ 50.42	\$ 4,033.60	\$ 8,739	\$ 104,874
	E	\$ 52.94	\$ 4,235.20	\$ 9,176	\$ 110,115
COMM SVC OFF	A	\$ 31.03	\$ 2,482.40	\$ 5,379	\$ 64,542
	B	\$ 32.58	\$ 2,606.40	\$ 5,647	\$ 67,766
	C	\$ 34.22	\$ 2,737.60	\$ 5,931	\$ 71,178
	D	\$ 35.93	\$ 2,874.40	\$ 6,228	\$ 74,734
	E	\$ 37.72	\$ 3,017.60	\$ 6,538	\$ 78,458
CONS/PW INSP	A	\$ 45.06	\$ 3,604.80	\$ 7,810	\$ 93,725
	B	\$ 47.32	\$ 3,785.60	\$ 8,202	\$ 98,426

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PCEA/AFSCME LOCAL 955 SALARY SCHEDULE-TYLER MUNIS SYSTEM

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
	C	\$ 49.68	\$ 3,974.40	\$ 8,611	\$ 103,334
	D	\$ 52.17	\$ 4,173.60	\$ 9,043	\$ 108,514
	E	\$ 54.78	\$ 4,382.40	\$ 9,495	\$ 113,942
CONS/PW INSP,LD	A	\$ 48.34	\$ 3,867.20	\$ 8,379	\$ 100,547
	B	\$ 50.76	\$ 4,060.80	\$ 8,798	\$ 105,581
	C	\$ 53.29	\$ 4,263.20	\$ 9,237	\$ 110,843
	D	\$ 55.95	\$ 4,476.00	\$ 9,698	\$ 116,376
	E	\$ 58.75	\$ 4,700.00	\$ 10,183	\$ 122,200
CUST SVC REP	A	\$ 29.31	\$ 2,344.80	\$ 5,080	\$ 60,965
	B	\$ 30.78	\$ 2,462.40	\$ 5,335	\$ 64,022
	C	\$ 32.31	\$ 2,584.80	\$ 5,600	\$ 67,205
	D	\$ 33.93	\$ 2,714.40	\$ 5,881	\$ 70,574
	E	\$ 35.63	\$ 2,850.40	\$ 6,176	\$ 74,110
CUST SVC REP,SR	A	\$ 30.78	\$ 2,462.40	\$ 5,335	\$ 64,022
	B	\$ 32.31	\$ 2,584.80	\$ 5,600	\$ 67,205
	C	\$ 33.93	\$ 2,714.40	\$ 5,881	\$ 70,574
	D	\$ 35.63	\$ 2,850.40	\$ 6,176	\$ 74,110
	E	\$ 37.41	\$ 2,992.80	\$ 6,484	\$ 77,813
CUSTSVC CTR SPV	A	\$ 37.91	\$ 3,032.80	\$ 6,571	\$ 78,853
	B	\$ 39.82	\$ 3,185.60	\$ 6,902	\$ 82,826
	C	\$ 41.81	\$ 3,344.80	\$ 7,247	\$ 86,965
	D	\$ 43.90	\$ 3,512.00	\$ 7,609	\$ 91,312
	E	\$ 46.09	\$ 3,687.20	\$ 7,989	\$ 95,867
CRIME ANALYST	A	\$ 39.32	\$ 3,145.60	\$ 6,815	\$ 81,786
	B	\$ 41.28	\$ 3,302.40	\$ 7,155	\$ 85,862
	C	\$ 43.35	\$ 3,468.00	\$ 7,514	\$ 90,168
	D	\$ 45.52	\$ 3,641.60	\$ 7,890	\$ 94,682
	E	\$ 47.79	\$ 3,823.20	\$ 8,284	\$ 99,403
DISPRP/COM ED C	A	\$ 37.87	\$ 3,029.60	\$ 6,564	\$ 78,770
	B	\$ 39.76	\$ 3,180.80	\$ 6,892	\$ 82,701
	C	\$ 41.75	\$ 3,340.00	\$ 7,237	\$ 86,840
	D	\$ 43.84	\$ 3,507.20	\$ 7,599	\$ 91,187
	E	\$ 46.03	\$ 3,682.40	\$ 7,979	\$ 95,742
ENGR ASST I	A	\$ 43.54	\$ 3,483.20	\$ 7,547	\$ 90,563
	B	\$ 45.71	\$ 3,656.80	\$ 7,923	\$ 95,077
	C	\$ 48.00	\$ 3,840.00	\$ 8,320	\$ 99,840
	D	\$ 50.40	\$ 4,032.00	\$ 8,736	\$ 104,832
	E	\$ 52.91	\$ 4,232.80	\$ 9,171	\$ 110,053

April 8, 2017

PCEA/AFSCME LOCAL 955 SALARY SCHEDULE-TYLER MUNIS SYSTEM

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
ENGR ASST II	A	\$ 48.00	\$ 3,840.00	\$ 8,320	\$ 99,840
	B	\$ 50.40	\$ 4,032.00	\$ 8,736	\$ 104,832
	C	\$ 52.92	\$ 4,233.60	\$ 9,173	\$ 110,074
	D	\$ 55.56	\$ 4,444.80	\$ 9,630	\$ 115,565
	E	\$ 58.34	\$ 4,667.20	\$ 10,112	\$ 121,347
ENGR,ASSOC CIVL	A	\$ 52.91	\$ 4,232.80	\$ 9,171	\$ 110,053
	B	\$ 55.55	\$ 4,444.00	\$ 9,629	\$ 115,544
	C	\$ 58.33	\$ 4,666.40	\$ 10,111	\$ 121,326
	D	\$ 61.24	\$ 4,899.20	\$ 10,615	\$ 127,379
	E	\$ 64.31	\$ 5,144.80	\$ 11,147	\$ 133,765
ENGR,ASSOC UTIL	A	\$ 52.91	\$ 4,232.80	\$ 9,171	\$ 110,053
	B	\$ 55.55	\$ 4,444.00	\$ 9,629	\$ 115,544
	C	\$ 58.33	\$ 4,666.40	\$ 10,111	\$ 121,326
	D	\$ 61.24	\$ 4,899.20	\$ 10,615	\$ 127,379
	E	\$ 64.31	\$ 5,144.80	\$ 11,147	\$ 133,765
ENGR TECH I	A	\$ 39.32	\$ 3,145.60	\$ 6,815	\$ 81,786
	B	\$ 41.28	\$ 3,302.40	\$ 7,155	\$ 85,862
	C	\$ 43.35	\$ 3,468.00	\$ 7,514	\$ 90,168
	D	\$ 45.52	\$ 3,641.60	\$ 7,890	\$ 94,682
	E	\$ 47.79	\$ 3,823.20	\$ 8,284	\$ 99,403
ENGR TECH II	A	\$ 43.54	\$ 3,483.20	\$ 7,547	\$ 90,563
	B	\$ 45.71	\$ 3,656.80	\$ 7,923	\$ 95,077
	C	\$ 48.00	\$ 3,840.00	\$ 8,320	\$ 99,840
	D	\$ 50.40	\$ 4,032.00	\$ 8,736	\$ 104,832
	E	\$ 52.91	\$ 4,232.80	\$ 9,171	\$ 110,053
ENGR TECH III	A	\$ 48.00	\$ 3,840.00	\$ 8,320	\$ 99,840
	B	\$ 50.40	\$ 4,032.00	\$ 8,736	\$ 104,832
	C	\$ 52.92	\$ 4,233.60	\$ 9,173	\$ 110,074
	D	\$ 55.56	\$ 4,444.80	\$ 9,630	\$ 115,565
	E	\$ 58.34	\$ 4,667.20	\$ 10,112	\$ 121,347
ENG TEC II,TRF	A	\$ 43.54	\$ 3,483.20	\$ 7,547	\$ 90,563
	B	\$ 45.71	\$ 3,656.80	\$ 7,923	\$ 95,077
	C	\$ 48.00	\$ 3,840.00	\$ 8,320	\$ 99,840
	D	\$ 50.40	\$ 4,032.00	\$ 8,736	\$ 104,832
	E	\$ 52.91	\$ 4,232.80	\$ 9,171	\$ 110,053
ENG TEC III,TRF	A	\$ 48.00	\$ 3,840.00	\$ 8,320	\$ 99,840
	B	\$ 50.40	\$ 4,032.00	\$ 8,736	\$ 104,832

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PCEA/AFSCME LOCAL 955 SALARY SCHEDULE-TYLER MUNIS SYSTEM

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
	C	\$ 52.92	\$ 4,233.60	\$ 9,173	\$ 110,074
	D	\$ 55.56	\$ 4,444.80	\$ 9,630	\$ 115,565
	E	\$ 58.34	\$ 4,667.20	\$ 10,112	\$ 121,347
ENV COMPL SUPV	A	\$ 43.86	\$ 3,508.80	\$ 7,602	\$ 91,229
	B	\$ 46.05	\$ 3,684.00	\$ 7,982	\$ 95,784
	C	\$ 48.36	\$ 3,868.80	\$ 8,382	\$ 100,589
	D	\$ 50.78	\$ 4,062.40	\$ 8,802	\$ 105,622
	E	\$ 53.31	\$ 4,264.80	\$ 9,240	\$ 110,885
EQUIP MECH	A	\$ 36.58	\$ 2,926.40	\$ 6,341	\$ 76,086
	B	\$ 38.41	\$ 3,072.80	\$ 6,658	\$ 79,893
	C	\$ 40.32	\$ 3,225.60	\$ 6,989	\$ 83,866
	D	\$ 42.34	\$ 3,387.20	\$ 7,339	\$ 88,067
	E	\$ 44.47	\$ 3,557.60	\$ 7,708	\$ 92,498
EQUIP MECH,ASST	A	\$ 29.20	\$ 2,336.00	\$ 5,061	\$ 60,736
	B	\$ 30.66	\$ 2,452.80	\$ 5,314	\$ 63,773
	C	\$ 32.20	\$ 2,576.00	\$ 5,581	\$ 66,976
	D	\$ 33.81	\$ 2,704.80	\$ 5,860	\$ 70,325
	E	\$ 35.49	\$ 2,839.20	\$ 6,152	\$ 73,819
EQUIP MECH,LD	A	\$ 41.27	\$ 3,301.60	\$ 7,153	\$ 85,842
	B	\$ 43.34	\$ 3,467.20	\$ 7,512	\$ 90,147
	C	\$ 45.51	\$ 3,640.80	\$ 7,888	\$ 94,661
	D	\$ 47.77	\$ 3,821.60	\$ 8,280	\$ 99,362
	E	\$ 50.16	\$ 4,012.80	\$ 8,694	\$ 104,333
FIRE PREV TECH	A	\$ 34.55	\$ 2,764.00	\$ 5,989	\$ 71,864
	B	\$ 36.28	\$ 2,902.40	\$ 6,289	\$ 75,462
	C	\$ 38.09	\$ 3,047.20	\$ 6,602	\$ 79,227
	D	\$ 39.99	\$ 3,199.20	\$ 6,932	\$ 83,179
	E	\$ 42.00	\$ 3,360.00	\$ 7,280	\$ 87,360
GIS TECH I	A	\$ 39.60	\$ 3,168.00	\$ 6,864	\$ 82,368
	B	\$ 41.59	\$ 3,327.20	\$ 7,209	\$ 86,507
	C	\$ 43.66	\$ 3,492.80	\$ 7,568	\$ 90,813
	D	\$ 45.86	\$ 3,668.80	\$ 7,949	\$ 95,389
	E	\$ 48.14	\$ 3,851.20	\$ 8,344	\$ 100,131
GIS TECH II	A	\$ 45.84	\$ 3,667.20	\$ 7,946	\$ 95,347
	B	\$ 48.12	\$ 3,849.60	\$ 8,341	\$ 100,090
	C	\$ 50.53	\$ 4,042.40	\$ 8,759	\$ 105,102
	D	\$ 53.06	\$ 4,244.80	\$ 9,197	\$ 110,365
	E	\$ 55.71	\$ 4,456.80	\$ 9,656	\$ 115,877

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PCEA/AFSCME LOCAL 955 SALARY SCHEDULE-TYLER MUNIS SYSTEM

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
GIS COORDINATOR	A \$	52.91 \$	4,232.80 \$	9,171 \$	110,053
	B \$	55.55 \$	4,444.00 \$	9,629 \$	115,544
	C \$	58.33 \$	4,666.40 \$	10,111 \$	121,326
	D \$	61.24 \$	4,899.20 \$	10,615 \$	127,379
	E \$	64.31 \$	5,144.80 \$	11,147 \$	133,765
GRAPHICS SPEC	A \$	30.55 \$	2,444.00 \$	5,295 \$	63,544
	B \$	32.08 \$	2,566.40 \$	5,561 \$	66,726
	C \$	33.68 \$	2,694.40 \$	5,838 \$	70,054
	D \$	35.37 \$	2,829.60 \$	6,131 \$	73,570
	E \$	37.14 \$	2,971.20 \$	6,438 \$	77,251
HOUSING SPEC	A \$	52.91 \$	4,232.80 \$	9,171 \$	110,053
	B \$	55.55 \$	4,444.00 \$	9,629 \$	115,544
	C \$	58.33 \$	4,666.40 \$	10,111 \$	121,326
	D \$	61.24 \$	4,899.20 \$	10,615 \$	127,379
	E \$	64.31 \$	5,144.80 \$	11,147 \$	133,765
INF SVC CORD I	A \$	39.60 \$	3,168.00 \$	6,864 \$	82,368
	B \$	41.59 \$	3,327.20 \$	7,209 \$	86,507
	C \$	43.66 \$	3,492.80 \$	7,568 \$	90,813
	D \$	45.86 \$	3,668.80 \$	7,949 \$	95,389
	E \$	48.14 \$	3,851.20 \$	8,344 \$	100,131
INF SVC CORD II	A \$	45.84 \$	3,667.20 \$	7,946 \$	95,347
	B \$	48.12 \$	3,849.60 \$	8,341 \$	100,090
	C \$	50.53 \$	4,042.40 \$	8,759 \$	105,102
	D \$	53.06 \$	4,244.80 \$	9,197 \$	110,365
	E \$	55.71 \$	4,456.80 \$	9,656 \$	115,877
LNDS CP ARCHT	A \$	49.88 \$	3,990.40 \$	8,646 \$	103,750
	B \$	52.38 \$	4,190.40 \$	9,079 \$	108,950
	C \$	55.00 \$	4,400.00 \$	9,533 \$	114,400
	D \$	57.74 \$	4,619.20 \$	10,008 \$	120,099
	E \$	60.63 \$	4,850.40 \$	10,509 \$	126,110
LNDS CP ARC ASST	A \$	43.48 \$	3,478.40 \$	7,537 \$	90,438
	B \$	45.65 \$	3,652.00 \$	7,913 \$	94,952
	C \$	47.94 \$	3,835.20 \$	8,310 \$	99,715
	D \$	50.33 \$	4,026.40 \$	8,724 \$	104,686
	E \$	52.84 \$	4,227.20 \$	9,159 \$	109,907
LIBRARIAN	A \$	35.57 \$	2,845.60 \$	6,165 \$	73,986
	B \$	37.35 \$	2,988.00 \$	6,474 \$	77,688

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PCEA/AFSCME LOCAL 955 SALARY SCHEDULE-TYLER MUNIS SYSTEM

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
	C	\$ 39.21	\$ 3,136.80	\$ 6,796	\$ 81,557
	D	\$ 41.17	\$ 3,293.60	\$ 7,136	\$ 85,634
	E	\$ 43.23	\$ 3,458.40	\$ 7,493	\$ 89,918
LIBRARIAN, SR	A	\$ 41.12	\$ 3,289.60	\$ 7,127	\$ 85,530
	B	\$ 43.18	\$ 3,454.40	\$ 7,485	\$ 89,814
	C	\$ 45.33	\$ 3,626.40	\$ 7,857	\$ 94,286
	D	\$ 47.61	\$ 3,808.80	\$ 8,252	\$ 99,029
	E	\$ 49.98	\$ 3,998.40	\$ 8,663	\$ 103,958
LIBRARY ASST	A	\$ 29.18	\$ 2,334.40	\$ 5,058	\$ 60,694
	B	\$ 30.64	\$ 2,451.20	\$ 5,311	\$ 63,731
	C	\$ 32.17	\$ 2,573.60	\$ 5,576	\$ 66,914
	D	\$ 33.78	\$ 2,702.40	\$ 5,855	\$ 70,262
	E	\$ 35.46	\$ 2,836.80	\$ 6,146	\$ 73,757
LIBRARY CLERK	A	\$ 25.30	\$ 2,024.00	\$ 4,385	\$ 52,624
	B	\$ 26.55	\$ 2,124.00	\$ 4,602	\$ 55,224
	C	\$ 27.88	\$ 2,230.40	\$ 4,833	\$ 57,990
	D	\$ 29.27	\$ 2,341.60	\$ 5,073	\$ 60,882
	E	\$ 30.74	\$ 2,459.20	\$ 5,328	\$ 63,939
LIBRY CLRK,LEAD	A	\$ 27.79	\$ 2,223.20	\$ 4,817	\$ 57,803
	B	\$ 29.18	\$ 2,334.40	\$ 5,058	\$ 60,694
	C	\$ 30.64	\$ 2,451.20	\$ 5,311	\$ 63,731
	D	\$ 32.17	\$ 2,573.60	\$ 5,576	\$ 66,914
	E	\$ 33.78	\$ 2,702.40	\$ 5,855	\$ 70,262
LIBRY CLRK,SUPV	A	\$ 32.07	\$ 2,565.60	\$ 5,559	\$ 66,706
	B	\$ 33.67	\$ 2,693.60	\$ 5,836	\$ 70,034
	C	\$ 35.36	\$ 2,828.80	\$ 6,129	\$ 73,549
	D	\$ 37.13	\$ 2,970.40	\$ 6,436	\$ 77,230
	E	\$ 38.99	\$ 3,119.20	\$ 6,758	\$ 81,099
MAINT ASSISTANT	A	\$ 24.65	\$ 1,972.00	\$ 4,273	\$ 51,272
	B	\$ 25.87	\$ 2,069.60	\$ 4,484	\$ 53,810
	C	\$ 27.17	\$ 2,173.60	\$ 4,709	\$ 56,514
	D	\$ 28.53	\$ 2,282.40	\$ 4,945	\$ 59,342
	E	\$ 29.95	\$ 2,396.00	\$ 5,191	\$ 62,296
OFFICE ASST	A	\$ 25.31	\$ 2,024.80	\$ 4,387	\$ 52,645
	B	\$ 26.56	\$ 2,124.80	\$ 4,604	\$ 55,245
	C	\$ 27.89	\$ 2,231.20	\$ 4,834	\$ 58,011
	D	\$ 29.28	\$ 2,342.40	\$ 5,075	\$ 60,902
	E	\$ 30.75	\$ 2,460.00	\$ 5,330	\$ 63,960

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PCEA/AFSCME LOCAL 955 SALARY SCHEDULE-TYLER MUNIS SYSTEM

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
OFFICE ASST,SR	A	\$ 27.90	\$ 2,232.00	\$ 4,836	\$ 58,032
	B	\$ 29.29	\$ 2,343.20	\$ 5,077	\$ 60,923
	C	\$ 30.76	\$ 2,460.80	\$ 5,332	\$ 63,981
	D	\$ 32.29	\$ 2,583.20	\$ 5,597	\$ 67,163
	E	\$ 33.91	\$ 2,712.80	\$ 5,878	\$ 70,533
OFFICE MANAGER	A	\$ 33.87	\$ 2,709.60	\$ 5,871	\$ 70,450
	B	\$ 35.57	\$ 2,845.60	\$ 6,165	\$ 73,986
	C	\$ 37.35	\$ 2,988.00	\$ 6,474	\$ 77,688
	D	\$ 39.21	\$ 3,136.80	\$ 6,796	\$ 81,557
	E	\$ 41.17	\$ 3,293.60	\$ 7,136	\$ 85,634
OPS MAINT WKR	A	\$ 26.51	\$ 2,120.80	\$ 4,595	\$ 55,141
	B	\$ 27.84	\$ 2,227.20	\$ 4,826	\$ 57,907
	C	\$ 29.23	\$ 2,338.40	\$ 5,067	\$ 60,798
	D	\$ 30.69	\$ 2,455.20	\$ 5,320	\$ 63,835
	E	\$ 32.23	\$ 2,578.40	\$ 5,587	\$ 67,038
	F	\$ 33.85	\$ 2,708.00	\$ 5,867	\$ 70,408
	G	\$ 35.52	\$ 2,841.60	\$ 6,157	\$ 73,882
	H	\$ 37.30	\$ 2,984.00	\$ 6,465	\$ 77,584
	I	\$ 39.17	\$ 3,133.60	\$ 6,789	\$ 81,474
	J	\$ 41.13	\$ 3,290.40	\$ 7,129	\$ 85,550
OPS MANT WKR,LD	A	\$ 38.14	\$ 3,051.20	\$ 6,611	\$ 79,331
	B	\$ 40.05	\$ 3,204.00	\$ 6,942	\$ 83,304
	C	\$ 42.05	\$ 3,364.00	\$ 7,289	\$ 87,464
	D	\$ 44.16	\$ 3,532.80	\$ 7,654	\$ 91,853
	E	\$ 46.36	\$ 3,708.80	\$ 8,036	\$ 96,429
OPS MAINT SUPV	A	\$ 43.86	\$ 3,508.80	\$ 7,602	\$ 91,229
	B	\$ 46.05	\$ 3,684.00	\$ 7,982	\$ 95,784
	C	\$ 48.36	\$ 3,868.80	\$ 8,382	\$ 100,589
	D	\$ 50.78	\$ 4,062.40	\$ 8,802	\$ 105,622
	E	\$ 53.31	\$ 4,264.80	\$ 9,240	\$ 110,885
PTS SVCS DISP	A	\$ 24.96	\$ 1,996.80	\$ 4,326	\$ 51,917
	B	\$ 26.20	\$ 2,096.00	\$ 4,541	\$ 54,496
	C	\$ 27.52	\$ 2,201.60	\$ 4,770	\$ 57,242
	D	\$ 28.90	\$ 2,312.00	\$ 5,009	\$ 60,112
	E	\$ 30.34	\$ 2,427.20	\$ 5,259	\$ 63,107
PARK MANT COORD	A	\$ 41.04	\$ 3,283.20	\$ 7,114	\$ 85,363
	B	\$ 43.08	\$ 3,446.40	\$ 7,467	\$ 89,606
	C	\$ 45.24	\$ 3,619.20	\$ 7,842	\$ 94,099

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PCEA/AFSCME LOCAL 955 SALARY SCHEDULE-TYLER MUNIS SYSTEM

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
	D	\$ 47.49	\$ 3,799.20	\$ 8,232	\$ 98,779
	E	\$ 49.87	\$ 3,989.60	\$ 8,644	\$ 103,730
PRK MANT WRK I	C	\$ 29.22	\$ 2,337.60	\$ 5,065	\$ 60,778
	D	\$ 30.68	\$ 2,454.40	\$ 5,318	\$ 63,814
PRK MANT WRK II	A	\$ 33.79	\$ 2,703.20	\$ 5,857	\$ 70,283
	B	\$ 35.47	\$ 2,837.60	\$ 6,148	\$ 73,778
PRK MANT WRK II	C	\$ 37.24	\$ 2,979.20	\$ 6,455	\$ 77,459
	D	\$ 39.12	\$ 3,129.60	\$ 6,781	\$ 81,370
	E	\$ 41.07	\$ 3,285.60	\$ 7,119	\$ 85,426
PRK MNT WRK,LD	A	\$ 38.09	\$ 3,047.20	\$ 6,602	\$ 79,227
	B	\$ 40.05	\$ 3,204.00	\$ 6,942	\$ 83,304
	C	\$ 42.05	\$ 3,364.00	\$ 7,289	\$ 87,464
	D	\$ 44.16	\$ 3,532.80	\$ 7,654	\$ 91,853
	E	\$ 46.36	\$ 3,708.80	\$ 8,036	\$ 96,429
PRK MANT SUPV	A	\$ 43.86	\$ 3,508.80	\$ 7,602	\$ 91,229
	B	\$ 46.05	\$ 3,684.00	\$ 7,982	\$ 95,784
	C	\$ 48.36	\$ 3,868.80	\$ 8,382	\$ 100,589
	D	\$ 50.78	\$ 4,062.40	\$ 8,802	\$ 105,622
	E	\$ 53.31	\$ 4,264.80	\$ 9,240	\$ 110,885
PRKNG ENF OFCR	A	\$ 25.73	\$ 2,058.40	\$ 4,460	\$ 53,518
	B	\$ 27.01	\$ 2,160.80	\$ 4,682	\$ 56,181
	C	\$ 28.36	\$ 2,268.80	\$ 4,916	\$ 58,989
	D	\$ 29.78	\$ 2,382.40	\$ 5,162	\$ 61,942
	E	\$ 31.26	\$ 2,500.80	\$ 5,418	\$ 65,021
PERMITS TECH	A	\$ 36.03	\$ 2,882.40	\$ 6,245	\$ 74,942
	B	\$ 37.83	\$ 3,026.40	\$ 6,557	\$ 78,686
	C	\$ 39.72	\$ 3,177.60	\$ 6,885	\$ 82,618
	D	\$ 41.70	\$ 3,336.00	\$ 7,228	\$ 86,736
	E	\$ 43.80	\$ 3,504.00	\$ 7,592	\$ 91,104
PLAN CK ENGR	A	\$ 52.68	\$ 4,214.40	\$ 9,131	\$ 109,574
	B	\$ 55.31	\$ 4,424.80	\$ 9,587	\$ 115,045
	C	\$ 58.08	\$ 4,646.40	\$ 10,067	\$ 120,806
	D	\$ 60.99	\$ 4,879.20	\$ 10,572	\$ 126,859
	E	\$ 64.04	\$ 5,123.20	\$ 11,100	\$ 133,203
PLAN CHECKER	A	\$ 48.34	\$ 3,867.20	\$ 8,379	\$ 100,547
	B	\$ 50.76	\$ 4,060.80	\$ 8,798	\$ 105,581
	C	\$ 53.29	\$ 4,263.20	\$ 9,237	\$ 110,843

April 8, 2017

PCEA/AFSCME LOCAL 955 SALARY SCHEDULE-TYLER MUNIS SYSTEM

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
	D	\$ 55.95	\$ 4,476.00	\$ 9,698	\$ 116,376
	E	\$ 58.75	\$ 4,700.00	\$ 10,183	\$ 122,200
PLANNER,ASST	A	\$ 43.54	\$ 3,483.20	\$ 7,547	\$ 90,563
	B	\$ 45.71	\$ 3,656.80	\$ 7,923	\$ 95,077
	C	\$ 48.00	\$ 3,840.00	\$ 8,320	\$ 99,840
	D	\$ 50.40	\$ 4,032.00	\$ 8,736	\$ 104,832
	E	\$ 52.91	\$ 4,232.80	\$ 9,171	\$ 110,053
PLANNER,ASSOC	A	\$ 50.09	\$ 4,007.20	\$ 8,682	\$ 104,187
	B	\$ 52.59	\$ 4,207.20	\$ 9,116	\$ 109,387
	C	\$ 55.22	\$ 4,417.60	\$ 9,571	\$ 114,858
	D	\$ 57.98	\$ 4,638.40	\$ 10,050	\$ 120,598
	E	\$ 60.87	\$ 4,869.60	\$ 10,551	\$ 126,610
PLNR,ASSC TRNSP	A	\$ 52.91	\$ 4,232.80	\$ 9,171	\$ 110,053
	B	\$ 55.55	\$ 4,444.00	\$ 9,629	\$ 115,544
	C	\$ 58.33	\$ 4,666.40	\$ 10,111	\$ 121,326
	D	\$ 61.24	\$ 4,899.20	\$ 10,615	\$ 127,379
	E	\$ 64.31	\$ 5,144.80	\$ 11,147	\$ 133,765
PLANNER, SR	A	\$ 53.84	\$ 4,307.20	\$ 9,332	\$ 111,987
	B	\$ 56.54	\$ 4,523.20	\$ 9,800	\$ 117,603
	C	\$ 59.36	\$ 4,748.80	\$ 10,289	\$ 123,469
	D	\$ 62.33	\$ 4,986.40	\$ 10,804	\$ 129,646
	E	\$ 65.45	\$ 5,236.00	\$ 11,345	\$ 136,136
POLICE DISPTCHR	A	\$ 35.35	\$ 2,828.00	\$ 6,127	\$ 73,528
	B	\$ 37.12	\$ 2,969.60	\$ 6,434	\$ 77,210
	C	\$ 38.98	\$ 3,118.40	\$ 6,757	\$ 81,078
	D	\$ 40.93	\$ 3,274.40	\$ 7,095	\$ 85,134
	E	\$ 42.98	\$ 3,438.40	\$ 7,450	\$ 89,398
POLCE DISP SUPV	A	\$ 37.79	\$ 3,023.20	\$ 6,550	\$ 78,603
	B	\$ 39.68	\$ 3,174.40	\$ 6,878	\$ 82,534
	C	\$ 41.66	\$ 3,332.80	\$ 7,221	\$ 86,653
	D	\$ 43.74	\$ 3,499.20	\$ 7,582	\$ 90,979
	E	\$ 45.93	\$ 3,674.40	\$ 7,961	\$ 95,534
POLCE RCRDS CLK	A	\$ 28.45	\$ 2,276.00	\$ 4,931	\$ 59,176
	B	\$ 29.87	\$ 2,389.60	\$ 5,177	\$ 62,130
	C	\$ 31.37	\$ 2,509.60	\$ 5,437	\$ 65,250
	D	\$ 32.94	\$ 2,635.20	\$ 5,710	\$ 68,515
	E	\$ 34.59	\$ 2,767.20	\$ 5,996	\$ 71,947

April 8, 2017

PCEA/AFSCME LOCAL 955 SALARY SCHEDULE-TYLER MUNIS SYSTEM

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
POLCE IVSTGR II	A	\$ 35.06	\$ 2,804.80	\$ 6,077	\$ 72,925
	B	\$ 36.81	\$ 2,944.80	\$ 6,380	\$ 76,565
	C	\$ 38.65	\$ 3,092.00	\$ 6,699	\$ 80,392
	D	\$ 40.58	\$ 3,246.40	\$ 7,034	\$ 84,406
	E	\$ 42.60	\$ 3,408.00	\$ 7,384	\$ 88,608
PRESCHL SPEC	A	\$ 26.21	\$ 2,096.80	\$ 4,543	\$ 54,517
	B	\$ 27.53	\$ 2,202.40	\$ 4,772	\$ 57,262
	C	\$ 28.91	\$ 2,312.80	\$ 5,011	\$ 60,133
	D	\$ 30.35	\$ 2,428.00	\$ 5,261	\$ 63,128
	E	\$ 31.87	\$ 2,549.60	\$ 5,524	\$ 66,290
PROP & EVID TEC	A	\$ 31.03	\$ 2,482.40	\$ 5,379	\$ 64,542
	B	\$ 32.58	\$ 2,606.40	\$ 5,647	\$ 67,766
	C	\$ 34.22	\$ 2,737.60	\$ 5,931	\$ 71,178
	D	\$ 35.93	\$ 2,874.40	\$ 6,228	\$ 74,734
	E	\$ 37.72	\$ 3,017.60	\$ 6,538	\$ 78,458
RECRD COOR	A	\$ 24.05	\$ 1,924.00	\$ 4,169	\$ 50,024
	B	\$ 25.25	\$ 2,020.00	\$ 4,377	\$ 52,520
	C	\$ 26.51	\$ 2,120.80	\$ 4,595	\$ 55,141
	D	\$ 27.84	\$ 2,227.20	\$ 4,826	\$ 57,907
	E	\$ 29.23	\$ 2,338.40	\$ 5,067	\$ 60,798
RECRD PROG CORD	A	\$ 31.97	\$ 2,557.60	\$ 5,541	\$ 66,498
	B	\$ 33.58	\$ 2,686.40	\$ 5,821	\$ 69,846
	C	\$ 35.26	\$ 2,820.80	\$ 6,112	\$ 73,341
	D	\$ 37.02	\$ 2,961.60	\$ 6,417	\$ 77,002
	E	\$ 38.86	\$ 3,108.80	\$ 6,736	\$ 80,829
REC COORD	A	\$ 33.09	\$ 2,647.20	\$ 5,736	\$ 68,827
	B	\$ 34.74	\$ 2,779.20	\$ 6,022	\$ 72,259
	C	\$ 36.48	\$ 2,918.40	\$ 6,323	\$ 75,878
	D	\$ 38.31	\$ 3,064.80	\$ 6,640	\$ 79,685
	E	\$ 40.23	\$ 3,218.40	\$ 6,973	\$ 83,678
REC PROG SPL SR	A	\$ 26.21	\$ 2,096.80	\$ 4,543	\$ 54,517
	B	\$ 27.53	\$ 2,202.40	\$ 4,772	\$ 57,262
	C	\$ 28.91	\$ 2,312.80	\$ 5,011	\$ 60,133
	D	\$ 30.35	\$ 2,428.00	\$ 5,261	\$ 63,128
	E	\$ 31.87	\$ 2,549.60	\$ 5,524	\$ 66,290
RECREATION SUPV	A	\$ 37.91	\$ 3,032.80	\$ 6,571	\$ 78,853
	B	\$ 39.82	\$ 3,185.60	\$ 6,902	\$ 82,826
	C	\$ 41.81	\$ 3,344.80	\$ 7,247	\$ 86,965

April 8, 2017

PCEA/AFSCME LOCAL 955 SALARY SCHEDULE-TYLER MUNIS SYSTEM

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
	D	\$ 43.90	\$ 3,512.00	\$ 7,609	\$ 91,312
	E	\$ 46.09	\$ 3,687.20	\$ 7,989	\$ 95,867
SR PLAN CHKR	A	\$ 52.68	\$ 4,214.40	\$ 9,131	\$ 109,574
	B	\$ 55.31	\$ 4,424.80	\$ 9,587	\$ 115,045
	C	\$ 58.08	\$ 4,646.40	\$ 10,067	\$ 120,806
	D	\$ 60.99	\$ 4,879.20	\$ 10,572	\$ 126,859
	E	\$ 64.04	\$ 5,123.20	\$ 11,100	\$ 133,203
SR TRANSP DRVR	A	\$ 20.74	\$ 1,659.20	\$ 3,595	\$ 43,139
	B	\$ 21.78	\$ 1,742.40	\$ 3,775	\$ 45,302
	C	\$ 22.88	\$ 1,830.40	\$ 3,966	\$ 47,590
	D	\$ 24.02	\$ 1,921.60	\$ 4,163	\$ 49,962
	E	\$ 25.21	\$ 2,016.80	\$ 4,370	\$ 52,437
SOURC CNTR INSP	A	\$ 38.09	\$ 3,047.20	\$ 6,602	\$ 79,227
	B	\$ 39.98	\$ 3,198.40	\$ 6,930	\$ 83,158
	C	\$ 41.98	\$ 3,358.40	\$ 7,277	\$ 87,318
	D	\$ 44.08	\$ 3,526.40	\$ 7,641	\$ 91,686
	E	\$ 46.29	\$ 3,703.20	\$ 8,024	\$ 96,283
STR MAIN WRK I	C	\$ 29.22	\$ 2,337.60	\$ 5,065	\$ 60,778
	D	\$ 30.68	\$ 2,454.40	\$ 5,318	\$ 63,814
STR MAIN WRK II	A	\$ 33.79	\$ 2,703.20	\$ 5,857	\$ 70,283
	B	\$ 35.47	\$ 2,837.60	\$ 6,148	\$ 73,778
	C	\$ 37.24	\$ 2,979.20	\$ 6,455	\$ 77,459
	D	\$ 39.12	\$ 3,129.60	\$ 6,781	\$ 81,370
	E	\$ 41.07	\$ 3,285.60	\$ 7,119	\$ 85,426
STR MAIN WRK LD	A	\$ 38.14	\$ 3,051.20	\$ 6,611	\$ 79,331
	B	\$ 40.05	\$ 3,204.00	\$ 6,942	\$ 83,304
	C	\$ 42.05	\$ 3,364.00	\$ 7,289	\$ 87,464
	D	\$ 44.16	\$ 3,532.80	\$ 7,654	\$ 91,853
	E	\$ 46.36	\$ 3,708.80	\$ 8,036	\$ 96,429
STREETS SUPRV	A	\$ 43.86	\$ 3,508.80	\$ 7,602	\$ 91,229
	B	\$ 46.05	\$ 3,684.00	\$ 7,982	\$ 95,784
	C	\$ 48.36	\$ 3,868.80	\$ 8,382	\$ 100,589
	D	\$ 50.78	\$ 4,062.40	\$ 8,802	\$ 105,622
	E	\$ 53.31	\$ 4,264.80	\$ 9,240	\$ 110,885
SUP SVCS LD WRK	A	\$ 38.14	\$ 3,051.20	\$ 6,611	\$ 79,331
	B	\$ 40.05	\$ 3,204.00	\$ 6,942	\$ 83,304
	C	\$ 42.05	\$ 3,364.00	\$ 7,289	\$ 87,464

April 8, 2017

PCEA/AFSCME LOCAL 955 SALARY SCHEDULE-TYLER MUNIS SYSTEM

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
	D	\$ 44.16	\$ 3,532.80	\$ 7,654	\$ 91,853
	E	\$ 46.36	\$ 3,708.80	\$ 8,036	\$ 96,429
SUP SVCS SUPVR	A	\$ 43.86	\$ 3,508.80	\$ 7,602	\$ 91,229
	B	\$ 46.05	\$ 3,684.00	\$ 7,982	\$ 95,784
	C	\$ 48.36	\$ 3,868.80	\$ 8,382	\$ 100,589
	D	\$ 50.48	\$ 4,038.40	\$ 8,750	\$ 104,998
	E	\$ 53.31	\$ 4,264.80	\$ 9,240	\$ 110,885
THEATRE TECHN	A	\$ 33.79	\$ 2,703.20	\$ 5,857	\$ 70,283
	B	\$ 35.47	\$ 2,837.60	\$ 6,148	\$ 73,778
	C	\$ 37.24	\$ 2,979.20	\$ 6,455	\$ 77,459
	D	\$ 39.12	\$ 3,129.60	\$ 6,781	\$ 81,370
	E	\$ 41.07	\$ 3,285.60	\$ 7,119	\$ 85,426
UTIL ASST I	A	\$ 26.58	\$ 2,126.40	\$ 4,607	\$ 55,286
	B	\$ 27.91	\$ 2,232.80	\$ 4,838	\$ 58,053
	C	\$ 29.31	\$ 2,344.80	\$ 5,080	\$ 60,965
	D	\$ 30.78	\$ 2,462.40	\$ 5,335	\$ 64,022
	E	\$ 32.31	\$ 2,584.80	\$ 5,600	\$ 67,205
UTIL ASST II	A	\$ 29.31	\$ 2,344.80	\$ 5,080	\$ 60,965
	B	\$ 30.78	\$ 2,462.40	\$ 5,335	\$ 64,022
	C	\$ 32.31	\$ 2,584.80	\$ 5,600	\$ 67,205
	D	\$ 33.93	\$ 2,714.40	\$ 5,881	\$ 70,574
	E	\$ 35.63	\$ 2,850.40	\$ 6,176	\$ 74,110
UTIL ASST, SR	A	\$ 30.78	\$ 2,462.40	\$ 5,335	\$ 64,022
	B	\$ 32.31	\$ 2,584.80	\$ 5,600	\$ 67,205
	C	\$ 33.31	\$ 2,664.80	\$ 5,774	\$ 69,285
	D	\$ 35.63	\$ 2,850.40	\$ 6,176	\$ 74,110
	E	\$ 37.41	\$ 2,992.80	\$ 6,484	\$ 77,813
UTIL BILL ASST	A	\$ 29.31	\$ 2,344.80	\$ 5,080	\$ 60,965
	B	\$ 30.78	\$ 2,462.40	\$ 5,335	\$ 64,022
	C	\$ 32.31	\$ 2,584.80	\$ 5,600	\$ 67,205
	D	\$ 33.93	\$ 2,714.40	\$ 5,881	\$ 70,574
	E	\$ 35.63	\$ 2,850.40	\$ 6,176	\$ 74,110
UTIL BILL SUPVR	A	\$ 37.91	\$ 3,032.80	\$ 6,571	\$ 78,853
	B	\$ 39.82	\$ 3,185.60	\$ 6,902	\$ 82,826
	C	\$ 41.81	\$ 3,344.80	\$ 7,247	\$ 86,965
	D	\$ 43.90	\$ 3,512.00	\$ 7,609	\$ 91,312
	E	\$ 46.09	\$ 3,687.20	\$ 7,989	\$ 95,867

April 8, 2017

PCEA/AFSCME LOCAL 955 SALARY SCHEDULE-TYLER MUNIS SYSTEM

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
UTIL SYS OP I	A	\$ 30.69	\$ 2,455.20	\$ 5,320	\$ 63,835
	B	\$ 32.23	\$ 2,578.40	\$ 5,587	\$ 67,038
	C	\$ 33.85	\$ 2,708.00	\$ 5,867	\$ 70,408
	D	\$ 35.55	\$ 2,844.00	\$ 6,162	\$ 73,944
	E	\$ 37.32	\$ 2,985.60	\$ 6,469	\$ 77,626
UTIL SYS OP II	A	\$ 36.82	\$ 2,945.60	\$ 6,382	\$ 76,586
	B	\$ 38.67	\$ 3,093.60	\$ 6,703	\$ 80,434
	C	\$ 40.60	\$ 3,248.00	\$ 7,037	\$ 84,448
	D	\$ 42.63	\$ 3,410.40	\$ 7,389	\$ 88,670
	E	\$ 44.76	\$ 3,580.80	\$ 7,758	\$ 93,101
UTIL SYS OP, LD	A	\$ 41.57	\$ 3,325.60	\$ 7,205	\$ 86,466
	B	\$ 43.64	\$ 3,491.20	\$ 7,564	\$ 90,771
	C	\$ 45.84	\$ 3,667.20	\$ 7,946	\$ 95,347
	D	\$ 48.12	\$ 3,849.60	\$ 8,341	\$ 100,090
	E	\$ 50.53	\$ 4,042.40	\$ 8,759	\$ 105,102
UTIL SYS OP, CH	A	\$ 48.53	\$ 3,882.40	\$ 8,412	\$ 100,942
	B	\$ 50.96	\$ 4,076.80	\$ 8,833	\$ 105,997
	C	\$ 53.51	\$ 4,280.80	\$ 9,275	\$ 111,301
	D	\$ 56.19	\$ 4,495.20	\$ 9,740	\$ 116,875
	E	\$ 59.00	\$ 4,720.00	\$ 10,227	\$ 122,720
WATER CONS TECH	A	\$ 35.52	\$ 2,841.60	\$ 6,157	\$ 73,882
	B	\$ 37.30	\$ 2,984.00	\$ 6,465	\$ 77,584
	C	\$ 39.17	\$ 3,133.60	\$ 6,789	\$ 81,474
	D	\$ 41.13	\$ 3,290.40	\$ 7,129	\$ 85,550
	E	\$ 43.19	\$ 3,455.20	\$ 7,486	\$ 89,835
WATER QUAL TECH	A	\$ 42.43	\$ 3,394.40	\$ 7,355	\$ 88,254
	B	\$ 44.55	\$ 3,564.00	\$ 7,722	\$ 92,664
	C	\$ 46.77	\$ 3,741.60	\$ 8,107	\$ 97,282
	D	\$ 49.11	\$ 3,928.80	\$ 8,512	\$ 102,149
	E	\$ 51.56	\$ 4,124.80	\$ 8,937	\$ 107,245

July 1, 2017

PCEA/AFSCME LOCAL 955 SALARY SCHEDULE-TYLER MUNIS SYSTEM

\* SALARY INCREASE PER MOU SECTION 6.1 FOR THE FOLLOWING POSITIONS ONLY:

-SENIOR CUSTOMER SERVICE REPRESENTATIVE

-POLICE DISPATCHER SUPERVISOR

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
ACCT ASSIST I	A	\$ 26.58	\$ 2,126.40	\$ 4,607	\$ 55,286
	B	\$ 27.91	\$ 2,232.80	\$ 4,838	\$ 58,053
	C	\$ 29.31	\$ 2,344.80	\$ 5,080	\$ 60,965
	D	\$ 30.78	\$ 2,462.40	\$ 5,335	\$ 64,022
	E	\$ 32.31	\$ 2,584.80	\$ 5,600	\$ 67,205
ACCT ASSIST II	A	\$ 29.31	\$ 2,344.80	\$ 5,080	\$ 60,965
	B	\$ 30.78	\$ 2,462.40	\$ 5,335	\$ 64,022
	C	\$ 32.31	\$ 2,584.80	\$ 5,600	\$ 67,205
	D	\$ 33.93	\$ 2,714.40	\$ 5,881	\$ 70,574
	E	\$ 35.63	\$ 2,850.40	\$ 6,176	\$ 74,110
ACCT ASSIST,SR	A	\$ 30.78	\$ 2,462.40	\$ 5,335	\$ 64,022
	B	\$ 32.31	\$ 2,584.80	\$ 5,600	\$ 67,205
	C	\$ 33.93	\$ 2,714.40	\$ 5,881	\$ 70,574
	D	\$ 35.63	\$ 2,850.40	\$ 6,176	\$ 74,110
	E	\$ 37.41	\$ 2,992.80	\$ 6,484	\$ 77,813
ACCOUNTANT,JR	A	\$ 41.83	\$ 3,346.40	\$ 7,251	\$ 87,006
	B	\$ 43.92	\$ 3,513.60	\$ 7,613	\$ 91,354
	C	\$ 46.11	\$ 3,688.80	\$ 7,992	\$ 95,909
	D	\$ 48.42	\$ 3,873.60	\$ 8,393	\$ 100,714
	E	\$ 50.84	\$ 4,067.20	\$ 8,812	\$ 105,747
ACCOUNTANT,SR	A	\$ 43.94	\$ 3,515.20	\$ 7,616	\$ 91,395
	B	\$ 46.13	\$ 3,690.40	\$ 7,996	\$ 95,950
	C	\$ 48.44	\$ 3,875.20	\$ 8,396	\$ 100,755
	D	\$ 50.86	\$ 4,068.80	\$ 8,816	\$ 105,789
	E	\$ 53.41	\$ 4,272.80	\$ 9,258	\$ 111,093
ADMIN ANALYST	A	\$ 38.30	\$ 3,064.00	\$ 6,639	\$ 79,664
	B	\$ 40.22	\$ 3,217.60	\$ 6,971	\$ 83,658
	C	\$ 42.23	\$ 3,378.40	\$ 7,320	\$ 87,838
	D	\$ 44.34	\$ 3,547.20	\$ 7,686	\$ 92,227
	E	\$ 46.57	\$ 3,725.60	\$ 8,072	\$ 96,866
ADMIN ASST	A	\$ 30.55	\$ 2,444.00	\$ 5,295	\$ 63,544
	B	\$ 32.08	\$ 2,566.40	\$ 5,561	\$ 66,726
	C	\$ 33.68	\$ 2,694.40	\$ 5,838	\$ 70,054

July 1, 2017

PCEA/AFSCME LOCAL 955 SALARY SCHEDULE-TYLER MUNIS SYSTEM

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
	D	\$ 35.37	\$ 2,829.60	\$ 6,131	\$ 73,570
	E	\$ 37.14	\$ 2,971.20	\$ 6,438	\$ 77,251
ANIMAL SVCS OFF	A	\$ 31.03	\$ 2,482.40	\$ 5,379	\$ 64,542
	B	\$ 32.58	\$ 2,606.40	\$ 5,647	\$ 67,766
	C	\$ 34.22	\$ 2,737.60	\$ 5,931	\$ 71,178
	D	\$ 35.93	\$ 2,874.40	\$ 6,228	\$ 74,734
	E	\$ 37.72	\$ 3,017.60	\$ 6,538	\$ 78,458
AML CRL OFF,SR	A	\$ 32.81	\$ 2,624.80	\$ 5,687	\$ 68,245
	B	\$ 34.44	\$ 2,755.20	\$ 5,970	\$ 71,635
	C	\$ 36.16	\$ 2,892.80	\$ 6,268	\$ 75,213
	D	\$ 37.97	\$ 3,037.60	\$ 6,581	\$ 78,978
	E	\$ 39.87	\$ 3,189.60	\$ 6,911	\$ 82,930
BDG MANT WKR I	A	\$ 26.47	\$ 2,117.60	\$ 4,588	\$ 55,058
	B	\$ 27.80	\$ 2,224.00	\$ 4,819	\$ 57,824
	C	\$ 29.19	\$ 2,335.20	\$ 5,060	\$ 60,715
	D	\$ 30.65	\$ 2,452.00	\$ 5,313	\$ 63,752
	E	\$ 32.18	\$ 2,574.40	\$ 5,578	\$ 66,934
BDG MANT WKR II	A	\$ 33.79	\$ 2,703.20	\$ 5,857	\$ 70,283
	B	\$ 35.47	\$ 2,837.60	\$ 6,148	\$ 73,778
	C	\$ 37.24	\$ 2,979.20	\$ 6,455	\$ 77,459
	D	\$ 39.12	\$ 3,129.60	\$ 6,781	\$ 81,370
	E	\$ 41.07	\$ 3,285.60	\$ 7,119	\$ 85,426
BLDG INSPECTOR	A	\$ 45.06	\$ 3,604.80	\$ 7,810	\$ 93,725
	B	\$ 47.32	\$ 3,785.60	\$ 8,202	\$ 98,426
	C	\$ 49.68	\$ 3,974.40	\$ 8,611	\$ 103,334
	D	\$ 52.17	\$ 4,173.60	\$ 9,043	\$ 108,514
	E	\$ 54.78	\$ 4,382.40	\$ 9,495	\$ 113,942
BLDG INSP,LD	A	\$ 48.34	\$ 3,867.20	\$ 8,379	\$ 100,547
	B	\$ 50.76	\$ 4,060.80	\$ 8,798	\$ 105,581
	C	\$ 53.29	\$ 4,263.20	\$ 9,237	\$ 110,843
	D	\$ 55.95	\$ 4,476.00	\$ 9,698	\$ 116,376
	E	\$ 58.75	\$ 4,700.00	\$ 10,183	\$ 122,200
BLDG INSP,SR	A	\$ 52.68	\$ 4,214.40	\$ 9,131	\$ 109,574
	B	\$ 55.31	\$ 4,424.80	\$ 9,587	\$ 115,045
	C	\$ 58.08	\$ 4,646.40	\$ 10,067	\$ 120,806
	D	\$ 60.99	\$ 4,879.20	\$ 10,572	\$ 126,859

July 1, 2017

PCEA/AFSCME LOCAL 955 SALARY SCHEDULE-TYLER MUNIS SYSTEM

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
	E	\$ 64.04	\$ 5,123.20	\$ 11,100	\$ 133,203
BUS LIC COORD	A	\$ 32.90	\$ 2,632.00	\$ 5,703	\$ 68,432
	B	\$ 34.55	\$ 2,764.00	\$ 5,989	\$ 71,864
	C	\$ 36.28	\$ 2,902.40	\$ 6,289	\$ 75,462
	D	\$ 38.09	\$ 3,047.20	\$ 6,602	\$ 79,227
	E	\$ 39.99	\$ 3,199.20	\$ 6,932	\$ 83,179
BUS LIC PRG SPC	A	\$ 37.91	\$ 3,032.80	\$ 6,571	\$ 78,853
	B	\$ 39.82	\$ 3,185.60	\$ 6,902	\$ 82,826
	C	\$ 41.81	\$ 3,344.80	\$ 7,247	\$ 86,965
	D	\$ 43.90	\$ 3,512.00	\$ 7,609	\$ 91,312
	E	\$ 46.09	\$ 3,687.20	\$ 7,989	\$ 95,867
CENT SVCS ASST	A	\$ 26.50	\$ 2,120.00	\$ 4,593	\$ 55,120
	B	\$ 27.83	\$ 2,226.40	\$ 4,824	\$ 57,886
	C	\$ 29.22	\$ 2,337.60	\$ 5,065	\$ 60,778
	D	\$ 30.68	\$ 2,454.40	\$ 5,318	\$ 63,814
	E	\$ 32.22	\$ 2,577.60	\$ 5,585	\$ 67,018
CENT SVCS LD	A	\$ 29.28	\$ 2,342.40	\$ 5,075	\$ 60,902
	B	\$ 30.75	\$ 2,460.00	\$ 5,330	\$ 63,960
	C	\$ 32.28	\$ 2,582.40	\$ 5,595	\$ 67,142
	D	\$ 33.87	\$ 2,709.60	\$ 5,871	\$ 70,450
	E	\$ 35.60	\$ 2,848.00	\$ 6,171	\$ 74,048
CENT SVCS SUPV	A	\$ 35.03	\$ 2,802.40	\$ 6,072	\$ 72,862
	B	\$ 36.78	\$ 2,942.40	\$ 6,375	\$ 76,502
	C	\$ 38.61	\$ 3,088.80	\$ 6,692	\$ 80,309
	D	\$ 40.55	\$ 3,244.00	\$ 7,029	\$ 84,344
	E	\$ 42.57	\$ 3,405.60	\$ 7,379	\$ 88,546
CODE ENF OFF	A	\$ 38.56	\$ 3,084.80	\$ 6,684	\$ 80,205
	B	\$ 40.50	\$ 3,240.00	\$ 7,020	\$ 84,240
	C	\$ 42.52	\$ 3,401.60	\$ 7,370	\$ 88,442
	D	\$ 44.64	\$ 3,571.20	\$ 7,738	\$ 92,851
	E	\$ 46.88	\$ 3,750.40	\$ 8,126	\$ 97,510
CODE ENF OFF,SR	A	\$ 43.55	\$ 3,484.00	\$ 7,549	\$ 90,584
	B	\$ 45.72	\$ 3,657.60	\$ 7,925	\$ 95,098
	C	\$ 48.02	\$ 3,841.60	\$ 8,323	\$ 99,882
	D	\$ 50.42	\$ 4,033.60	\$ 8,739	\$ 104,874
	E	\$ 52.94	\$ 4,235.20	\$ 9,176	\$ 110,115

July 1, 2017

PCEA/AFSCME LOCAL 955 SALARY SCHEDULE-TYLER MUNIS SYSTEM

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
COMM SVC OFF	A	\$ 31.03	\$ 2,482.40	\$ 5,379	\$ 64,542
	B	\$ 32.58	\$ 2,606.40	\$ 5,647	\$ 67,766
	C	\$ 34.22	\$ 2,737.60	\$ 5,931	\$ 71,178
	D	\$ 35.93	\$ 2,874.40	\$ 6,228	\$ 74,734
	E	\$ 37.72	\$ 3,017.60	\$ 6,538	\$ 78,458
CONS/PW INSP	A	\$ 45.06	\$ 3,604.80	\$ 7,810	\$ 93,725
	B	\$ 47.32	\$ 3,785.60	\$ 8,202	\$ 98,426
	C	\$ 49.68	\$ 3,974.40	\$ 8,611	\$ 103,334
	D	\$ 52.17	\$ 4,173.60	\$ 9,043	\$ 108,514
	E	\$ 54.78	\$ 4,382.40	\$ 9,495	\$ 113,942
CONS/PW INSP,LD	A	\$ 48.34	\$ 3,867.20	\$ 8,379	\$ 100,547
	B	\$ 50.76	\$ 4,060.80	\$ 8,798	\$ 105,581
	C	\$ 53.29	\$ 4,263.20	\$ 9,237	\$ 110,843
	D	\$ 55.95	\$ 4,476.00	\$ 9,698	\$ 116,376
	E	\$ 58.75	\$ 4,700.00	\$ 10,183	\$ 122,200
CUST SVC REP	A	\$ 29.31	\$ 2,344.80	\$ 5,080	\$ 60,965
	B	\$ 30.78	\$ 2,462.40	\$ 5,335	\$ 64,022
	C	\$ 32.31	\$ 2,584.80	\$ 5,600	\$ 67,205
	D	\$ 33.93	\$ 2,714.40	\$ 5,881	\$ 70,574
	E	\$ 35.63	\$ 2,850.40	\$ 6,176	\$ 74,110
CUST SVC REP,SR Per MOU Section 6.1	A	\$ 32.32	\$ 2,585.60	\$ 5,602	\$ 67,226
	B	\$ 33.93	\$ 2,714.40	\$ 5,881	\$ 70,574
	C	\$ 35.63	\$ 2,850.40	\$ 6,176	\$ 74,110
	D	\$ 37.41	\$ 2,992.80	\$ 6,484	\$ 77,813
	E	\$ 39.28	\$ 3,142.40	\$ 6,809	\$ 81,702
CUSTSVC CTR SPV	A	\$ 37.91	\$ 3,032.80	\$ 6,571	\$ 78,853
	B	\$ 39.82	\$ 3,185.60	\$ 6,902	\$ 82,826
	C	\$ 41.81	\$ 3,344.80	\$ 7,247	\$ 86,965
	D	\$ 43.90	\$ 3,512.00	\$ 7,609	\$ 91,312
	E	\$ 46.09	\$ 3,687.20	\$ 7,989	\$ 95,867
CRIME ANALYST	A	\$ 39.32	\$ 3,145.60	\$ 6,815	\$ 81,786
	B	\$ 41.28	\$ 3,302.40	\$ 7,155	\$ 85,862
	C	\$ 43.35	\$ 3,468.00	\$ 7,514	\$ 90,168
	D	\$ 45.52	\$ 3,641.60	\$ 7,890	\$ 94,682
	E	\$ 47.79	\$ 3,823.20	\$ 8,284	\$ 99,403

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PCEA/AFSCME LOCAL 955 SALARY SCHEDULE-TYLER MUNIS SYSTEM

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
DISPRP/COM ED C	A	\$ 37.87	\$ 3,029.60	\$ 6,564	\$ 78,770
	B	\$ 39.76	\$ 3,180.80	\$ 6,892	\$ 82,701
	C	\$ 41.75	\$ 3,340.00	\$ 7,237	\$ 86,840
	D	\$ 43.84	\$ 3,507.20	\$ 7,599	\$ 91,187
	E	\$ 46.03	\$ 3,682.40	\$ 7,979	\$ 95,742
ENGR ASST I	A	\$ 43.54	\$ 3,483.20	\$ 7,547	\$ 90,563
	B	\$ 45.71	\$ 3,656.80	\$ 7,923	\$ 95,077
	C	\$ 48.00	\$ 3,840.00	\$ 8,320	\$ 99,840
	D	\$ 50.40	\$ 4,032.00	\$ 8,736	\$ 104,832
	E	\$ 52.91	\$ 4,232.80	\$ 9,171	\$ 110,053
ENGR ASST II	A	\$ 48.00	\$ 3,840.00	\$ 8,320	\$ 99,840
	B	\$ 50.40	\$ 4,032.00	\$ 8,736	\$ 104,832
	C	\$ 52.92	\$ 4,233.60	\$ 9,173	\$ 110,074
	D	\$ 55.56	\$ 4,444.80	\$ 9,630	\$ 115,565
	E	\$ 58.34	\$ 4,667.20	\$ 10,112	\$ 121,347
ENGR,ASSOC CIVL	A	\$ 52.91	\$ 4,232.80	\$ 9,171	\$ 110,053
	B	\$ 55.55	\$ 4,444.00	\$ 9,629	\$ 115,544
	C	\$ 58.33	\$ 4,666.40	\$ 10,111	\$ 121,326
	D	\$ 61.24	\$ 4,899.20	\$ 10,615	\$ 127,379
	E	\$ 64.31	\$ 5,144.80	\$ 11,147	\$ 133,765
ENGR,ASSOC UTIL	A	\$ 52.91	\$ 4,232.80	\$ 9,171	\$ 110,053
	B	\$ 55.55	\$ 4,444.00	\$ 9,629	\$ 115,544
	C	\$ 58.33	\$ 4,666.40	\$ 10,111	\$ 121,326
	D	\$ 61.24	\$ 4,899.20	\$ 10,615	\$ 127,379
	E	\$ 64.31	\$ 5,144.80	\$ 11,147	\$ 133,765
ENGR TECH I	A	\$ 39.32	\$ 3,145.60	\$ 6,815	\$ 81,786
	B	\$ 41.28	\$ 3,302.40	\$ 7,155	\$ 85,862
	C	\$ 43.35	\$ 3,468.00	\$ 7,514	\$ 90,168
	D	\$ 45.52	\$ 3,641.60	\$ 7,890	\$ 94,682
	E	\$ 47.79	\$ 3,823.20	\$ 8,284	\$ 99,403
ENGR TECH II	A	\$ 43.54	\$ 3,483.20	\$ 7,547	\$ 90,563
	B	\$ 45.71	\$ 3,656.80	\$ 7,923	\$ 95,077
	C	\$ 48.00	\$ 3,840.00	\$ 8,320	\$ 99,840
	D	\$ 50.40	\$ 4,032.00	\$ 8,736	\$ 104,832
	E	\$ 52.91	\$ 4,232.80	\$ 9,171	\$ 110,053
ENGR TECH III	A	\$ 48.00	\$ 3,840.00	\$ 8,320	\$ 99,840

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PCEA/AFSCME LOCAL 955 SALARY SCHEDULE-TYLER MUNIS SYSTEM

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
	B	\$ 50.40	\$ 4,032.00	\$ 8,736	\$ 104,832
	C	\$ 52.92	\$ 4,233.60	\$ 9,173	\$ 110,074
	D	\$ 55.56	\$ 4,444.80	\$ 9,630	\$ 115,565
	E	\$ 58.34	\$ 4,667.20	\$ 10,112	\$ 121,347
ENG TEC II,TRF	A	\$ 43.54	\$ 3,483.20	\$ 7,547	\$ 90,563
	B	\$ 45.71	\$ 3,656.80	\$ 7,923	\$ 95,077
	C	\$ 48.00	\$ 3,840.00	\$ 8,320	\$ 99,840
	D	\$ 50.40	\$ 4,032.00	\$ 8,736	\$ 104,832
	E	\$ 52.91	\$ 4,232.80	\$ 9,171	\$ 110,053
ENG TEC III,TRF	A	\$ 48.00	\$ 3,840.00	\$ 8,320	\$ 99,840
	B	\$ 50.40	\$ 4,032.00	\$ 8,736	\$ 104,832
	C	\$ 52.92	\$ 4,233.60	\$ 9,173	\$ 110,074
	D	\$ 55.56	\$ 4,444.80	\$ 9,630	\$ 115,565
	E	\$ 58.34	\$ 4,667.20	\$ 10,112	\$ 121,347
ENV COMPL SUPV	A	\$ 43.86	\$ 3,508.80	\$ 7,602	\$ 91,229
	B	\$ 46.05	\$ 3,684.00	\$ 7,982	\$ 95,784
	C	\$ 48.36	\$ 3,868.80	\$ 8,382	\$ 100,589
	D	\$ 50.78	\$ 4,062.40	\$ 8,802	\$ 105,622
	E	\$ 53.31	\$ 4,264.80	\$ 9,240	\$ 110,885
EQUIP MECH	A	\$ 36.58	\$ 2,926.40	\$ 6,341	\$ 76,086
	B	\$ 38.41	\$ 3,072.80	\$ 6,658	\$ 79,893
	C	\$ 40.32	\$ 3,225.60	\$ 6,989	\$ 83,866
	D	\$ 42.34	\$ 3,387.20	\$ 7,339	\$ 88,067
	E	\$ 44.47	\$ 3,557.60	\$ 7,708	\$ 92,498
EQUIP MECH,ASST	A	\$ 29.20	\$ 2,336.00	\$ 5,061	\$ 60,736
	B	\$ 30.66	\$ 2,452.80	\$ 5,314	\$ 63,773
	C	\$ 32.20	\$ 2,576.00	\$ 5,581	\$ 66,976
	D	\$ 33.81	\$ 2,704.80	\$ 5,860	\$ 70,325
	E	\$ 35.49	\$ 2,839.20	\$ 6,152	\$ 73,819
EQUIP MECH,LD	A	\$ 41.27	\$ 3,301.60	\$ 7,153	\$ 85,842
	B	\$ 43.34	\$ 3,467.20	\$ 7,512	\$ 90,147
	C	\$ 45.51	\$ 3,640.80	\$ 7,888	\$ 94,661
	D	\$ 47.77	\$ 3,821.60	\$ 8,280	\$ 99,362
	E	\$ 50.16	\$ 4,012.80	\$ 8,694	\$ 104,333
FIRE PREV TECH	A	\$ 34.55	\$ 2,764.00	\$ 5,989	\$ 71,864
	B	\$ 36.28	\$ 2,902.40	\$ 6,289	\$ 75,462

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PCEA/AFSCME LOCAL 955 SALARY SCHEDULE-TYLER MUNIS SYSTEM

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
	C	\$ 38.09	\$ 3,047.20	\$ 6,602	\$ 79,227
	D	\$ 39.99	\$ 3,199.20	\$ 6,932	\$ 83,179
	E	\$ 42.00	\$ 3,360.00	\$ 7,280	\$ 87,360
GIS TECH I	A	\$ 39.60	\$ 3,168.00	\$ 6,864	\$ 82,368
	B	\$ 41.59	\$ 3,327.20	\$ 7,209	\$ 86,507
	C	\$ 43.66	\$ 3,492.80	\$ 7,568	\$ 90,813
	D	\$ 45.86	\$ 3,668.80	\$ 7,949	\$ 95,389
	E	\$ 48.14	\$ 3,851.20	\$ 8,344	\$ 100,131
GIS TECH II	A	\$ 45.84	\$ 3,667.20	\$ 7,946	\$ 95,347
	B	\$ 48.12	\$ 3,849.60	\$ 8,341	\$ 100,090
	C	\$ 50.53	\$ 4,042.40	\$ 8,759	\$ 105,102
	D	\$ 53.06	\$ 4,244.80	\$ 9,197	\$ 110,365
	E	\$ 55.71	\$ 4,456.80	\$ 9,656	\$ 115,877
GIS COORDINATOR	A	\$ 52.91	\$ 4,232.80	\$ 9,171	\$ 110,053
	B	\$ 55.55	\$ 4,444.00	\$ 9,629	\$ 115,544
	C	\$ 58.33	\$ 4,666.40	\$ 10,111	\$ 121,326
	D	\$ 61.24	\$ 4,899.20	\$ 10,615	\$ 127,379
	E	\$ 64.31	\$ 5,144.80	\$ 11,147	\$ 133,765
GRAPHICS SPEC	A	\$ 30.55	\$ 2,444.00	\$ 5,295	\$ 63,544
	B	\$ 32.08	\$ 2,566.40	\$ 5,561	\$ 66,726
	C	\$ 33.68	\$ 2,694.40	\$ 5,838	\$ 70,054
	D	\$ 35.37	\$ 2,829.60	\$ 6,131	\$ 73,570
	E	\$ 37.14	\$ 2,971.20	\$ 6,438	\$ 77,251
HOUSING SPEC	A	\$ 52.91	\$ 4,232.80	\$ 9,171	\$ 110,053
	B	\$ 55.55	\$ 4,444.00	\$ 9,629	\$ 115,544
	C	\$ 58.33	\$ 4,666.40	\$ 10,111	\$ 121,326
	D	\$ 61.24	\$ 4,899.20	\$ 10,615	\$ 127,379
	E	\$ 64.31	\$ 5,144.80	\$ 11,147	\$ 133,765
INF SVC CORD I	A	\$ 39.60	\$ 3,168.00	\$ 6,864	\$ 82,368
	B	\$ 41.59	\$ 3,327.20	\$ 7,209	\$ 86,507
	C	\$ 43.66	\$ 3,492.80	\$ 7,568	\$ 90,813
	D	\$ 45.86	\$ 3,668.80	\$ 7,949	\$ 95,389
	E	\$ 48.14	\$ 3,851.20	\$ 8,344	\$ 100,131
INF SVC CORD II	A	\$ 45.84	\$ 3,667.20	\$ 7,946	\$ 95,347
	B	\$ 48.12	\$ 3,849.60	\$ 8,341	\$ 100,090
	C	\$ 50.53	\$ 4,042.40	\$ 8,759	\$ 105,102
	D	\$ 53.06	\$ 4,244.80	\$ 9,197	\$ 110,365

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PCEA/AFSCME LOCAL 955 SALARY SCHEDULE-TYLER MUNIS SYSTEM

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
	E	\$ 55.71	\$ 4,456.80	\$ 9,656	\$ 115,877
LNDSCP ARCHT	A	\$ 49.88	\$ 3,990.40	\$ 8,646	\$ 103,750
	B	\$ 52.38	\$ 4,190.40	\$ 9,079	\$ 108,950
	C	\$ 55.00	\$ 4,400.00	\$ 9,533	\$ 114,400
	D	\$ 57.74	\$ 4,619.20	\$ 10,008	\$ 120,099
	E	\$ 60.63	\$ 4,850.40	\$ 10,509	\$ 126,110
LNDSCP ARC ASST	A	\$ 43.48	\$ 3,478.40	\$ 7,537	\$ 90,438
	B	\$ 45.65	\$ 3,652.00	\$ 7,913	\$ 94,952
	C	\$ 47.94	\$ 3,835.20	\$ 8,310	\$ 99,715
	D	\$ 50.33	\$ 4,026.40	\$ 8,724	\$ 104,686
	E	\$ 52.84	\$ 4,227.20	\$ 9,159	\$ 109,907
LIBRARIAN	A	\$ 35.57	\$ 2,845.60	\$ 6,165	\$ 73,986
	B	\$ 37.35	\$ 2,988.00	\$ 6,474	\$ 77,688
	C	\$ 39.21	\$ 3,136.80	\$ 6,796	\$ 81,557
	D	\$ 41.17	\$ 3,293.60	\$ 7,136	\$ 85,634
	E	\$ 43.23	\$ 3,458.40	\$ 7,493	\$ 89,918
LIBRARIAN, SR	A	\$ 41.12	\$ 3,289.60	\$ 7,127	\$ 85,530
	B	\$ 43.18	\$ 3,454.40	\$ 7,485	\$ 89,814
	C	\$ 45.33	\$ 3,626.40	\$ 7,857	\$ 94,286
	D	\$ 47.61	\$ 3,808.80	\$ 8,252	\$ 99,029
	E	\$ 49.98	\$ 3,998.40	\$ 8,663	\$ 103,958
LIBRARY ASST	A	\$ 29.18	\$ 2,334.40	\$ 5,058	\$ 60,694
	B	\$ 30.64	\$ 2,451.20	\$ 5,311	\$ 63,731
	C	\$ 32.17	\$ 2,573.60	\$ 5,576	\$ 66,914
	D	\$ 33.78	\$ 2,702.40	\$ 5,855	\$ 70,262
	E	\$ 35.46	\$ 2,836.80	\$ 6,146	\$ 73,757
LIBRARY CLERK	A	\$ 25.30	\$ 2,024.00	\$ 4,385	\$ 52,624
	B	\$ 26.55	\$ 2,124.00	\$ 4,602	\$ 55,224
	C	\$ 27.88	\$ 2,230.40	\$ 4,833	\$ 57,990
	D	\$ 29.27	\$ 2,341.60	\$ 5,073	\$ 60,882
	E	\$ 30.74	\$ 2,459.20	\$ 5,328	\$ 63,939
LIBRY CLRK,LEAD	A	\$ 27.79	\$ 2,223.20	\$ 4,817	\$ 57,803
	B	\$ 29.18	\$ 2,334.40	\$ 5,058	\$ 60,694
	C	\$ 30.64	\$ 2,451.20	\$ 5,311	\$ 63,731
	D	\$ 32.17	\$ 2,573.60	\$ 5,576	\$ 66,914
	E	\$ 33.78	\$ 2,702.40	\$ 5,855	\$ 70,262

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PCEA/AFSCME LOCAL 955 SALARY SCHEDULE-TYLER MUNIS SYSTEM

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
LIBRY CLRK,SUPV	A	\$ 32.07	\$ 2,565.60	\$ 5,559	\$ 66,706
	B	\$ 33.67	\$ 2,693.60	\$ 5,836	\$ 70,034
	C	\$ 35.36	\$ 2,828.80	\$ 6,129	\$ 73,549
	D	\$ 37.13	\$ 2,970.40	\$ 6,436	\$ 77,230
	E	\$ 38.99	\$ 3,119.20	\$ 6,758	\$ 81,099
MAINT ASSISTANT	A	\$ 24.65	\$ 1,972.00	\$ 4,273	\$ 51,272
	B	\$ 25.87	\$ 2,069.60	\$ 4,484	\$ 53,810
	C	\$ 27.17	\$ 2,173.60	\$ 4,709	\$ 56,514
	D	\$ 28.53	\$ 2,282.40	\$ 4,945	\$ 59,342
	E	\$ 29.95	\$ 2,396.00	\$ 5,191	\$ 62,296
OFFICE ASST	A	\$ 25.31	\$ 2,024.80	\$ 4,387	\$ 52,645
	B	\$ 26.56	\$ 2,124.80	\$ 4,604	\$ 55,245
	C	\$ 27.89	\$ 2,231.20	\$ 4,834	\$ 58,011
	D	\$ 29.28	\$ 2,342.40	\$ 5,075	\$ 60,902
	E	\$ 30.75	\$ 2,460.00	\$ 5,330	\$ 63,960
OFFICE ASST,SR	A	\$ 27.90	\$ 2,232.00	\$ 4,836	\$ 58,032
	B	\$ 29.29	\$ 2,343.20	\$ 5,077	\$ 60,923
	C	\$ 30.76	\$ 2,460.80	\$ 5,332	\$ 63,981
	D	\$ 32.29	\$ 2,583.20	\$ 5,597	\$ 67,163
	E	\$ 33.91	\$ 2,712.80	\$ 5,878	\$ 70,533
OFFICE MANAGER	A	\$ 33.87	\$ 2,709.60	\$ 5,871	\$ 70,450
	B	\$ 35.57	\$ 2,845.60	\$ 6,165	\$ 73,986
	C	\$ 37.35	\$ 2,988.00	\$ 6,474	\$ 77,688
	D	\$ 39.21	\$ 3,136.80	\$ 6,796	\$ 81,557
	E	\$ 41.17	\$ 3,293.60	\$ 7,136	\$ 85,634
OPS MAINT WKR	A	\$ 26.51	\$ 2,120.80	\$ 4,595	\$ 55,141
	B	\$ 27.84	\$ 2,227.20	\$ 4,826	\$ 57,907
	C	\$ 29.23	\$ 2,338.40	\$ 5,067	\$ 60,798
	D	\$ 30.69	\$ 2,455.20	\$ 5,320	\$ 63,835
	E	\$ 32.23	\$ 2,578.40	\$ 5,587	\$ 67,038
	F	\$ 33.85	\$ 2,708.00	\$ 5,867	\$ 70,408
	G	\$ 35.52	\$ 2,841.60	\$ 6,157	\$ 73,882
	H	\$ 37.30	\$ 2,984.00	\$ 6,465	\$ 77,584
	I	\$ 39.17	\$ 3,133.60	\$ 6,789	\$ 81,474
	J	\$ 41.13	\$ 3,290.40	\$ 7,129	\$ 85,550
OPS MANT WKR,LD	A	\$ 38.14	\$ 3,051.20	\$ 6,611	\$ 79,331

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PCEA/AFSCME LOCAL 955 SALARY SCHEDULE-TYLER MUNIS SYSTEM

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
	B	\$ 40.05	\$ 3,204.00	\$ 6,942	\$ 83,304
	C	\$ 42.05	\$ 3,364.00	\$ 7,289	\$ 87,464
	D	\$ 44.16	\$ 3,532.80	\$ 7,654	\$ 91,853
	E	\$ 46.36	\$ 3,708.80	\$ 8,036	\$ 96,429
OPS MAINT SUPV	A	\$ 43.86	\$ 3,508.80	\$ 7,602	\$ 91,229
	B	\$ 46.05	\$ 3,684.00	\$ 7,982	\$ 95,784
	C	\$ 48.36	\$ 3,868.80	\$ 8,382	\$ 100,589
	D	\$ 50.78	\$ 4,062.40	\$ 8,802	\$ 105,622
	E	\$ 53.31	\$ 4,264.80	\$ 9,240	\$ 110,885
PTS SVCS DISP	A	\$ 24.96	\$ 1,996.80	\$ 4,326	\$ 51,917
	B	\$ 26.20	\$ 2,096.00	\$ 4,541	\$ 54,496
	C	\$ 27.52	\$ 2,201.60	\$ 4,770	\$ 57,242
	D	\$ 28.90	\$ 2,312.00	\$ 5,009	\$ 60,112
	E	\$ 30.34	\$ 2,427.20	\$ 5,259	\$ 63,107
PARK MANT COORD	A	\$ 41.04	\$ 3,283.20	\$ 7,114	\$ 85,363
	B	\$ 43.08	\$ 3,446.40	\$ 7,467	\$ 89,606
	C	\$ 45.24	\$ 3,619.20	\$ 7,842	\$ 94,099
	D	\$ 47.49	\$ 3,799.20	\$ 8,232	\$ 98,779
	E	\$ 49.87	\$ 3,989.60	\$ 8,644	\$ 103,730
PRK MANT WRK I	C	\$ 29.22	\$ 2,337.60	\$ 5,065	\$ 60,778
	D	\$ 30.68	\$ 2,454.40	\$ 5,318	\$ 63,814
PRK MANT WRK II	A	\$ 33.79	\$ 2,703.20	\$ 5,857	\$ 70,283
	B	\$ 35.47	\$ 2,837.60	\$ 6,148	\$ 73,778
PRK MANT WRK II	C	\$ 37.24	\$ 2,979.20	\$ 6,455	\$ 77,459
	D	\$ 39.12	\$ 3,129.60	\$ 6,781	\$ 81,370
	E	\$ 41.07	\$ 3,285.60	\$ 7,119	\$ 85,426
PRK MNT WRK,LD	A	\$ 38.09	\$ 3,047.20	\$ 6,602	\$ 79,227
	B	\$ 40.05	\$ 3,204.00	\$ 6,942	\$ 83,304
	C	\$ 42.05	\$ 3,364.00	\$ 7,289	\$ 87,464
	D	\$ 44.16	\$ 3,532.80	\$ 7,654	\$ 91,853
	E	\$ 46.36	\$ 3,708.80	\$ 8,036	\$ 96,429
PRK MANT SUPV	A	\$ 43.86	\$ 3,508.80	\$ 7,602	\$ 91,229
	B	\$ 46.05	\$ 3,684.00	\$ 7,982	\$ 95,784
	C	\$ 48.36	\$ 3,868.80	\$ 8,382	\$ 100,589
	D	\$ 50.78	\$ 4,062.40	\$ 8,802	\$ 105,622
	E	\$ 53.31	\$ 4,264.80	\$ 9,240	\$ 110,885

July 1, 2017

PCEA/AFSCME LOCAL 955 SALARY SCHEDULE-TYLER MUNIS SYSTEM

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
PRKNG ENF OFCR	A	\$ 25.73	\$ 2,058.40	\$ 4,460	\$ 53,518
	B	\$ 27.01	\$ 2,160.80	\$ 4,682	\$ 56,181
	C	\$ 28.36	\$ 2,268.80	\$ 4,916	\$ 58,989
	D	\$ 29.78	\$ 2,382.40	\$ 5,162	\$ 61,942
	E	\$ 31.26	\$ 2,500.80	\$ 5,418	\$ 65,021
PERMITS TECH	A	\$ 36.03	\$ 2,882.40	\$ 6,245	\$ 74,942
	B	\$ 37.83	\$ 3,026.40	\$ 6,557	\$ 78,686
	C	\$ 39.72	\$ 3,177.60	\$ 6,885	\$ 82,618
	D	\$ 41.70	\$ 3,336.00	\$ 7,228	\$ 86,736
	E	\$ 43.80	\$ 3,504.00	\$ 7,592	\$ 91,104
PLAN CK ENGR	A	\$ 52.68	\$ 4,214.40	\$ 9,131	\$ 109,574
	B	\$ 55.31	\$ 4,424.80	\$ 9,587	\$ 115,045
	C	\$ 58.08	\$ 4,646.40	\$ 10,067	\$ 120,806
	D	\$ 60.99	\$ 4,879.20	\$ 10,572	\$ 126,859
	E	\$ 64.04	\$ 5,123.20	\$ 11,100	\$ 133,203
PLAN CHECKER	A	\$ 48.34	\$ 3,867.20	\$ 8,379	\$ 100,547
	B	\$ 50.76	\$ 4,060.80	\$ 8,798	\$ 105,581
	C	\$ 53.29	\$ 4,263.20	\$ 9,237	\$ 110,843
	D	\$ 55.95	\$ 4,476.00	\$ 9,698	\$ 116,376
	E	\$ 58.75	\$ 4,700.00	\$ 10,183	\$ 122,200
PLANNER,ASST	A	\$ 43.54	\$ 3,483.20	\$ 7,547	\$ 90,563
	B	\$ 45.71	\$ 3,656.80	\$ 7,923	\$ 95,077
	C	\$ 48.00	\$ 3,840.00	\$ 8,320	\$ 99,840
	D	\$ 50.40	\$ 4,032.00	\$ 8,736	\$ 104,832
	E	\$ 52.91	\$ 4,232.80	\$ 9,171	\$ 110,053
PLANNER,ASSOC	A	\$ 50.09	\$ 4,007.20	\$ 8,682	\$ 104,187
	B	\$ 52.59	\$ 4,207.20	\$ 9,116	\$ 109,387
	C	\$ 55.22	\$ 4,417.60	\$ 9,571	\$ 114,858
	D	\$ 57.98	\$ 4,638.40	\$ 10,050	\$ 120,598
	E	\$ 60.87	\$ 4,869.60	\$ 10,551	\$ 126,610
PLNR,ASSC TRNSP	A	\$ 52.91	\$ 4,232.80	\$ 9,171	\$ 110,053
	B	\$ 55.55	\$ 4,444.00	\$ 9,629	\$ 115,544
	C	\$ 58.33	\$ 4,666.40	\$ 10,111	\$ 121,326
	D	\$ 61.24	\$ 4,899.20	\$ 10,615	\$ 127,379
	E	\$ 64.31	\$ 5,144.80	\$ 11,147	\$ 133,765

July 1, 2017

PCEA/AFSCME LOCAL 955 SALARY SCHEDULE-TYLER MUNIS SYSTEM

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
PLANNER, SR	A	\$ 53.84	\$ 4,307.20	\$ 9,332	\$ 111,987
	B	\$ 56.54	\$ 4,523.20	\$ 9,800	\$ 117,603
	C	\$ 59.36	\$ 4,748.80	\$ 10,289	\$ 123,469
	D	\$ 62.33	\$ 4,986.40	\$ 10,804	\$ 129,646
	E	\$ 65.45	\$ 5,236.00	\$ 11,345	\$ 136,136
POLICE DISPTCHR	A	\$ 35.35	\$ 2,828.00	\$ 6,127	\$ 73,528
	B	\$ 37.12	\$ 2,969.60	\$ 6,434	\$ 77,210
	C	\$ 38.98	\$ 3,118.40	\$ 6,757	\$ 81,078
	D	\$ 40.93	\$ 3,274.40	\$ 7,095	\$ 85,134
	E	\$ 42.98	\$ 3,438.40	\$ 7,450	\$ 89,398
POLCE DISP SUPV Per MOU Section 6.1	A	\$ 40.93	\$ 3,274.40	\$ 7,095	\$ 85,134
	B	\$ 42.97	\$ 3,437.60	\$ 7,448	\$ 89,378
	C	\$ 45.12	\$ 3,609.60	\$ 7,821	\$ 93,850
	D	\$ 47.37	\$ 3,789.60	\$ 8,211	\$ 98,530
	E	\$ 49.74	\$ 3,979.20	\$ 8,622	\$ 103,459
POLCE RCRDS CLK	A	\$ 28.45	\$ 2,276.00	\$ 4,931	\$ 59,176
	B	\$ 29.87	\$ 2,389.60	\$ 5,177	\$ 62,130
	C	\$ 31.37	\$ 2,509.60	\$ 5,437	\$ 65,250
	D	\$ 32.94	\$ 2,635.20	\$ 5,710	\$ 68,515
	E	\$ 34.59	\$ 2,767.20	\$ 5,996	\$ 71,947
POLCE IVSTGR II	A	\$ 35.06	\$ 2,804.80	\$ 6,077	\$ 72,925
	B	\$ 36.81	\$ 2,944.80	\$ 6,380	\$ 76,565
	C	\$ 38.65	\$ 3,092.00	\$ 6,699	\$ 80,392
	D	\$ 40.58	\$ 3,246.40	\$ 7,034	\$ 84,406
	E	\$ 42.60	\$ 3,408.00	\$ 7,384	\$ 88,608
PRESCHL SPEC	A	\$ 26.21	\$ 2,096.80	\$ 4,543	\$ 54,517
	B	\$ 27.53	\$ 2,202.40	\$ 4,772	\$ 57,262
	C	\$ 28.91	\$ 2,312.80	\$ 5,011	\$ 60,133
	D	\$ 30.35	\$ 2,428.00	\$ 5,261	\$ 63,128
	E	\$ 31.87	\$ 2,549.60	\$ 5,524	\$ 66,290
PROP & EVID TEC	A	\$ 31.03	\$ 2,482.40	\$ 5,379	\$ 64,542
	B	\$ 32.58	\$ 2,606.40	\$ 5,647	\$ 67,766
	C	\$ 34.22	\$ 2,737.60	\$ 5,931	\$ 71,178
	D	\$ 35.93	\$ 2,874.40	\$ 6,228	\$ 74,734
	E	\$ 37.72	\$ 3,017.60	\$ 6,538	\$ 78,458
RECRD COOR	A	\$ 24.05	\$ 1,924.00	\$ 4,169	\$ 50,024

July 1, 2017

PCEA/AFSCME LOCAL 955 SALARY SCHEDULE-TYLER MUNIS SYSTEM

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
	B	\$ 25.25	\$ 2,020.00	\$ 4,377	\$ 52,520
	C	\$ 26.51	\$ 2,120.80	\$ 4,595	\$ 55,141
	D	\$ 27.84	\$ 2,227.20	\$ 4,826	\$ 57,907
	E	\$ 29.23	\$ 2,338.40	\$ 5,067	\$ 60,798
RECRD PROG CORD	A	\$ 31.97	\$ 2,557.60	\$ 5,541	\$ 66,498
	B	\$ 33.58	\$ 2,686.40	\$ 5,821	\$ 69,846
	C	\$ 35.26	\$ 2,820.80	\$ 6,112	\$ 73,341
	D	\$ 37.02	\$ 2,961.60	\$ 6,417	\$ 77,002
	E	\$ 38.86	\$ 3,108.80	\$ 6,736	\$ 80,829
REC COORD	A	\$ 33.09	\$ 2,647.20	\$ 5,736	\$ 68,827
	B	\$ 34.74	\$ 2,779.20	\$ 6,022	\$ 72,259
	C	\$ 36.48	\$ 2,918.40	\$ 6,323	\$ 75,878
	D	\$ 38.31	\$ 3,064.80	\$ 6,640	\$ 79,685
	E	\$ 40.23	\$ 3,218.40	\$ 6,973	\$ 83,678
REC PROG SPL SR	A	\$ 26.21	\$ 2,096.80	\$ 4,543	\$ 54,517
	B	\$ 27.53	\$ 2,202.40	\$ 4,772	\$ 57,262
	C	\$ 28.91	\$ 2,312.80	\$ 5,011	\$ 60,133
	D	\$ 30.35	\$ 2,428.00	\$ 5,261	\$ 63,128
	E	\$ 31.87	\$ 2,549.60	\$ 5,524	\$ 66,290
RECREATION SUPV	A	\$ 37.91	\$ 3,032.80	\$ 6,571	\$ 78,853
	B	\$ 39.82	\$ 3,185.60	\$ 6,902	\$ 82,826
	C	\$ 41.81	\$ 3,344.80	\$ 7,247	\$ 86,965
	D	\$ 43.90	\$ 3,512.00	\$ 7,609	\$ 91,312
	E	\$ 46.09	\$ 3,687.20	\$ 7,989	\$ 95,867
SR PLAN CHKR	A	\$ 52.68	\$ 4,214.40	\$ 9,131	\$ 109,574
	B	\$ 55.31	\$ 4,424.80	\$ 9,587	\$ 115,045
	C	\$ 58.08	\$ 4,646.40	\$ 10,067	\$ 120,806
	D	\$ 60.99	\$ 4,879.20	\$ 10,572	\$ 126,859
	E	\$ 64.04	\$ 5,123.20	\$ 11,100	\$ 133,203
SR TRANSP DRVR	A	\$ 20.74	\$ 1,659.20	\$ 3,595	\$ 43,139
	B	\$ 21.78	\$ 1,742.40	\$ 3,775	\$ 45,302
	C	\$ 22.88	\$ 1,830.40	\$ 3,966	\$ 47,590
	D	\$ 24.02	\$ 1,921.60	\$ 4,163	\$ 49,962
	E	\$ 25.21	\$ 2,016.80	\$ 4,370	\$ 52,437
SOURC CNTR INSP	A	\$ 38.09	\$ 3,047.20	\$ 6,602	\$ 79,227
	B	\$ 39.98	\$ 3,198.40	\$ 6,930	\$ 83,158

July 1, 2017

PCEA/AFSCME LOCAL 955 SALARY SCHEDULE-TYLER MUNIS SYSTEM

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
	C	\$ 41.98	\$ 3,358.40	\$ 7,277	\$ 87,318
	D	\$ 44.08	\$ 3,526.40	\$ 7,641	\$ 91,686
	E	\$ 46.29	\$ 3,703.20	\$ 8,024	\$ 96,283
STR MAIN WRK I	C	\$ 29.22	\$ 2,337.60	\$ 5,065	\$ 60,778
	D	\$ 30.68	\$ 2,454.40	\$ 5,318	\$ 63,814
STR MAIN WRK II	A	\$ 33.79	\$ 2,703.20	\$ 5,857	\$ 70,283
	B	\$ 35.47	\$ 2,837.60	\$ 6,148	\$ 73,778
	C	\$ 37.24	\$ 2,979.20	\$ 6,455	\$ 77,459
	D	\$ 39.12	\$ 3,129.60	\$ 6,781	\$ 81,370
	E	\$ 41.07	\$ 3,285.60	\$ 7,119	\$ 85,426
STR MAIN WRK LD	A	\$ 38.14	\$ 3,051.20	\$ 6,611	\$ 79,331
	B	\$ 40.05	\$ 3,204.00	\$ 6,942	\$ 83,304
	C	\$ 42.05	\$ 3,364.00	\$ 7,289	\$ 87,464
	D	\$ 44.16	\$ 3,532.80	\$ 7,654	\$ 91,853
	E	\$ 46.36	\$ 3,708.80	\$ 8,036	\$ 96,429
STREETS SUPRV	A	\$ 43.86	\$ 3,508.80	\$ 7,602	\$ 91,229
	B	\$ 46.05	\$ 3,684.00	\$ 7,982	\$ 95,784
	C	\$ 48.36	\$ 3,868.80	\$ 8,382	\$ 100,589
	D	\$ 50.78	\$ 4,062.40	\$ 8,802	\$ 105,622
	E	\$ 53.31	\$ 4,264.80	\$ 9,240	\$ 110,885
SUP SVCS LD WRK	A	\$ 38.14	\$ 3,051.20	\$ 6,611	\$ 79,331
	B	\$ 40.05	\$ 3,204.00	\$ 6,942	\$ 83,304
	C	\$ 42.05	\$ 3,364.00	\$ 7,289	\$ 87,464
	D	\$ 44.16	\$ 3,532.80	\$ 7,654	\$ 91,853
	E	\$ 46.36	\$ 3,708.80	\$ 8,036	\$ 96,429
SUP SVCS SUPVR	A	\$ 43.86	\$ 3,508.80	\$ 7,602	\$ 91,229
	B	\$ 46.05	\$ 3,684.00	\$ 7,982	\$ 95,784
	C	\$ 48.36	\$ 3,868.80	\$ 8,382	\$ 100,589
	D	\$ 50.48	\$ 4,038.40	\$ 8,750	\$ 104,998
	E	\$ 53.31	\$ 4,264.80	\$ 9,240	\$ 110,885
THEATRE TECHN	A	\$ 33.79	\$ 2,703.20	\$ 5,857	\$ 70,283
	B	\$ 35.47	\$ 2,837.60	\$ 6,148	\$ 73,778
	C	\$ 37.24	\$ 2,979.20	\$ 6,455	\$ 77,459
	D	\$ 39.12	\$ 3,129.60	\$ 6,781	\$ 81,370
	E	\$ 41.07	\$ 3,285.60	\$ 7,119	\$ 85,426

July 1, 2017

PCEA/AFSCME LOCAL 955 SALARY SCHEDULE-TYLER MUNIS SYSTEM

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
UTIL ASST I	A	\$ 26.58	\$ 2,126.40	\$ 4,607	\$ 55,286
	B	\$ 27.91	\$ 2,232.80	\$ 4,838	\$ 58,053
	C	\$ 29.31	\$ 2,344.80	\$ 5,080	\$ 60,965
	D	\$ 30.78	\$ 2,462.40	\$ 5,335	\$ 64,022
	E	\$ 32.31	\$ 2,584.80	\$ 5,600	\$ 67,205
UTIL ASST II	A	\$ 29.31	\$ 2,344.80	\$ 5,080	\$ 60,965
	B	\$ 30.78	\$ 2,462.40	\$ 5,335	\$ 64,022
	C	\$ 32.31	\$ 2,584.80	\$ 5,600	\$ 67,205
	D	\$ 33.93	\$ 2,714.40	\$ 5,881	\$ 70,574
	E	\$ 35.63	\$ 2,850.40	\$ 6,176	\$ 74,110
UTIL ASST, SR	A	\$ 30.78	\$ 2,462.40	\$ 5,335	\$ 64,022
	B	\$ 32.31	\$ 2,584.80	\$ 5,600	\$ 67,205
	C	\$ 33.31	\$ 2,664.80	\$ 5,774	\$ 69,285
	D	\$ 35.63	\$ 2,850.40	\$ 6,176	\$ 74,110
	E	\$ 37.41	\$ 2,992.80	\$ 6,484	\$ 77,813
UTIL BILL ASST	A	\$ 29.31	\$ 2,344.80	\$ 5,080	\$ 60,965
	B	\$ 30.78	\$ 2,462.40	\$ 5,335	\$ 64,022
	C	\$ 32.31	\$ 2,584.80	\$ 5,600	\$ 67,205
	D	\$ 33.93	\$ 2,714.40	\$ 5,881	\$ 70,574
	E	\$ 35.63	\$ 2,850.40	\$ 6,176	\$ 74,110
UTIL BILL SUPVR	A	\$ 37.91	\$ 3,032.80	\$ 6,571	\$ 78,853
	B	\$ 39.82	\$ 3,185.60	\$ 6,902	\$ 82,826
	C	\$ 41.81	\$ 3,344.80	\$ 7,247	\$ 86,965
	D	\$ 43.90	\$ 3,512.00	\$ 7,609	\$ 91,312
	E	\$ 46.09	\$ 3,687.20	\$ 7,989	\$ 95,867
UTIL SYS OP I	A	\$ 30.69	\$ 2,455.20	\$ 5,320	\$ 63,835
	B	\$ 32.23	\$ 2,578.40	\$ 5,587	\$ 67,038
	C	\$ 33.85	\$ 2,708.00	\$ 5,867	\$ 70,408
	D	\$ 35.55	\$ 2,844.00	\$ 6,162	\$ 73,944
	E	\$ 37.32	\$ 2,985.60	\$ 6,469	\$ 77,626
UTIL SYS OP II	A	\$ 36.82	\$ 2,945.60	\$ 6,382	\$ 76,586
	B	\$ 38.67	\$ 3,093.60	\$ 6,703	\$ 80,434
	C	\$ 40.60	\$ 3,248.00	\$ 7,037	\$ 84,448
	D	\$ 42.63	\$ 3,410.40	\$ 7,389	\$ 88,670
	E	\$ 44.76	\$ 3,580.80	\$ 7,758	\$ 93,101
UTIL SYS OP, LD	A	\$ 41.57	\$ 3,325.60	\$ 7,205	\$ 86,466

July 1, 2017

PCEA/AFSCME LOCAL 955 SALARY SCHEDULE-TYLER MUNIS SYSTEM

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
	B	\$ 43.64	\$ 3,491.20	\$ 7,564	\$ 90,771
	C	\$ 45.84	\$ 3,667.20	\$ 7,946	\$ 95,347
	D	\$ 48.12	\$ 3,849.60	\$ 8,341	\$ 100,090
	E	\$ 50.53	\$ 4,042.40	\$ 8,759	\$ 105,102
UTIL SYS OP, CH	A	\$ 48.53	\$ 3,882.40	\$ 8,412	\$ 100,942
	B	\$ 50.96	\$ 4,076.80	\$ 8,833	\$ 105,997
	C	\$ 53.51	\$ 4,280.80	\$ 9,275	\$ 111,301
	D	\$ 56.19	\$ 4,495.20	\$ 9,740	\$ 116,875
	E	\$ 59.00	\$ 4,720.00	\$ 10,227	\$ 122,720
WATER CONS TECH	A	\$ 35.52	\$ 2,841.60	\$ 6,157	\$ 73,882
	B	\$ 37.30	\$ 2,984.00	\$ 6,465	\$ 77,584
	C	\$ 39.17	\$ 3,133.60	\$ 6,789	\$ 81,474
	D	\$ 41.13	\$ 3,290.40	\$ 7,129	\$ 85,550
	E	\$ 43.19	\$ 3,455.20	\$ 7,486	\$ 89,835
WATER QUAL TECH	A	\$ 42.43	\$ 3,394.40	\$ 7,355	\$ 88,254
	B	\$ 44.55	\$ 3,564.00	\$ 7,722	\$ 92,664
	C	\$ 46.77	\$ 3,741.60	\$ 8,107	\$ 97,282
	D	\$ 49.11	\$ 3,928.80	\$ 8,512	\$ 102,149
	E	\$ 51.56	\$ 4,124.80	\$ 8,937	\$ 107,245

April 7, 2018

PCEA/AFSCME LOCAL 955 SALARY SCHEDULE-TYLER MUNIS SYSTEM

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
ACCT ASSIST I	A	\$ 27.38	\$ 2,190.40	\$ 4,745.87	\$ 56,950
	B	\$ 28.75	\$ 2,300.00	\$ 4,983.33	\$ 59,800
	C	\$ 30.19	\$ 2,415.20	\$ 5,232.93	\$ 62,795
	D	\$ 31.70	\$ 2,536.00	\$ 5,494.67	\$ 65,936
	E	\$ 33.28	\$ 2,662.40	\$ 5,768.53	\$ 69,222
ACCT ASSIST II	A	\$ 30.19	\$ 2,415.20	\$ 5,232.93	\$ 62,795
	B	\$ 31.70	\$ 2,536.00	\$ 5,494.67	\$ 65,936
	C	\$ 33.28	\$ 2,662.40	\$ 5,768.53	\$ 69,222
	D	\$ 34.95	\$ 2,796.00	\$ 6,058.00	\$ 72,696
	E	\$ 36.70	\$ 2,936.00	\$ 6,361.33	\$ 76,336
ACCT ASSIST,SR	A	\$ 31.70	\$ 2,536.00	\$ 5,494.67	\$ 65,936
	B	\$ 33.28	\$ 2,662.40	\$ 5,768.53	\$ 69,222
	C	\$ 34.95	\$ 2,796.00	\$ 6,058.00	\$ 72,696
	D	\$ 36.70	\$ 2,936.00	\$ 6,361.33	\$ 76,336
	E	\$ 38.53	\$ 3,082.40	\$ 6,678.53	\$ 80,142
ACCOUNTANT, JR	A	\$ 43.08	\$ 3,446.40	\$ 7,467.20	\$ 89,606
	B	\$ 45.24	\$ 3,619.20	\$ 7,841.60	\$ 94,099
	C	\$ 47.49	\$ 3,799.20	\$ 8,231.60	\$ 98,779
	D	\$ 49.87	\$ 3,989.60	\$ 8,644.13	\$ 103,730
	E	\$ 52.37	\$ 4,189.60	\$ 9,077.47	\$ 108,930
ACCOUNTANT, SR	A	\$ 45.26	\$ 3,620.80	\$ 7,845.07	\$ 94,141
	B	\$ 47.51	\$ 3,800.80	\$ 8,235.07	\$ 98,821
	C	\$ 49.89	\$ 3,991.20	\$ 8,647.60	\$ 103,771
	D	\$ 52.39	\$ 4,191.20	\$ 9,080.93	\$ 108,971
	E	\$ 55.01	\$ 4,400.80	\$ 9,535.07	\$ 114,421
ADMIN ANALYST	A	\$ 39.45	\$ 3,156.00	\$ 6,838.00	\$ 82,056
	B	\$ 41.43	\$ 3,314.40	\$ 7,181.20	\$ 86,174
	C	\$ 43.50	\$ 3,480.00	\$ 7,540.00	\$ 90,480
	D	\$ 45.67	\$ 3,653.60	\$ 7,916.13	\$ 94,994
	E	\$ 47.97	\$ 3,837.60	\$ 8,314.80	\$ 99,778
ADMIN ASST	A	\$ 31.47	\$ 2,517.60	\$ 5,454.80	\$ 65,458
	B	\$ 33.04	\$ 2,643.20	\$ 5,726.93	\$ 68,723
	C	\$ 34.69	\$ 2,775.20	\$ 6,012.93	\$ 72,155
	D	\$ 36.43	\$ 2,914.40	\$ 6,314.53	\$ 75,774
	E	\$ 38.25	\$ 3,060.00	\$ 6,630.00	\$ 79,560
ANIMAL SVCS OFF	A	\$ 31.96	\$ 2,556.80	\$ 5,539.73	\$ 66,477
	B	\$ 33.56	\$ 2,684.80	\$ 5,817.07	\$ 69,805
	C	\$ 35.25	\$ 2,820.00	\$ 6,110.00	\$ 73,320

April 7, 2018

PCEA/AFSCME LOCAL 955 SALARY SCHEDULE-TYLER MUNIS SYSTEM

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
	D	\$ 37.01	\$ 2,960.80	\$ 6,415.07	\$ 76,981
	E	\$ 38.85	\$ 3,108.00	\$ 6,734.00	\$ 80,808
AML CRL OFF,SR	A	\$ 33.79	\$ 2,703.20	\$ 5,856.93	\$ 70,283
	B	\$ 35.47	\$ 2,837.60	\$ 6,148.13	\$ 73,778
	C	\$ 37.24	\$ 2,979.20	\$ 6,454.93	\$ 77,459
	D	\$ 39.11	\$ 3,128.80	\$ 6,779.07	\$ 81,349
	E	\$ 41.07	\$ 3,285.60	\$ 7,118.80	\$ 85,426
BDG MANT WKR I	A	\$ 27.26	\$ 2,180.80	\$ 4,725.07	\$ 56,701
	B	\$ 28.63	\$ 2,290.40	\$ 4,962.53	\$ 59,550
	C	\$ 30.07	\$ 2,405.60	\$ 5,212.13	\$ 62,546
	D	\$ 31.57	\$ 2,525.60	\$ 5,472.13	\$ 65,666
	E	\$ 33.15	\$ 2,652.00	\$ 5,746.00	\$ 68,952
BDG MANT WKR II	A	\$ 34.80	\$ 2,784.00	\$ 6,032.00	\$ 72,384
	B	\$ 36.53	\$ 2,922.40	\$ 6,331.87	\$ 75,982
	C	\$ 38.36	\$ 3,068.80	\$ 6,649.07	\$ 79,789
	D	\$ 40.29	\$ 3,223.20	\$ 6,983.60	\$ 83,803
	E	\$ 42.30	\$ 3,384.00	\$ 7,332.00	\$ 87,984
BLDG INSP	A	\$ 46.41	\$ 3,712.80	\$ 8,044.40	\$ 96,533
	B	\$ 48.74	\$ 3,899.20	\$ 8,448.27	\$ 101,379
	C	\$ 51.17	\$ 4,093.60	\$ 8,869.47	\$ 106,434
	D	\$ 53.74	\$ 4,299.20	\$ 9,314.93	\$ 111,779
	E	\$ 56.42	\$ 4,513.60	\$ 9,779.47	\$ 117,354
BLDG INSP,LD	A	\$ 49.79	\$ 3,983.20	\$ 8,630.27	\$ 103,563
	B	\$ 52.28	\$ 4,182.40	\$ 9,061.87	\$ 108,742
	C	\$ 54.89	\$ 4,391.20	\$ 9,514.27	\$ 114,171
	D	\$ 57.63	\$ 4,610.40	\$ 9,989.20	\$ 119,870
	E	\$ 60.51	\$ 4,840.80	\$ 10,488.40	\$ 125,861
BLDG INSP,SR	A	\$ 54.26	\$ 4,340.80	\$ 9,405.07	\$ 112,861
	B	\$ 56.97	\$ 4,557.60	\$ 9,874.80	\$ 118,498
	C	\$ 59.82	\$ 4,785.60	\$ 10,368.80	\$ 124,426
	D	\$ 62.82	\$ 5,025.60	\$ 10,888.80	\$ 130,666
	E	\$ 65.96	\$ 5,276.80	\$ 11,433.07	\$ 137,197
BUS LIC COORD	A	\$ 33.89	\$ 2,711.20	\$ 5,874.27	\$ 70,491
	B	\$ 35.59	\$ 2,847.20	\$ 6,168.93	\$ 74,027
	C	\$ 37.37	\$ 2,989.60	\$ 6,477.47	\$ 77,730
	D	\$ 39.23	\$ 3,138.40	\$ 6,799.87	\$ 81,598
	E	\$ 41.19	\$ 3,295.20	\$ 7,139.60	\$ 85,675

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PCEA/AFSCME LOCAL 955 SALARY SCHEDULE-TYLER MUNIS SYSTEM

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
BUS LIC PRG SPC	A	\$ 39.05	\$ 3,124.00	\$ 6,768.67	\$ 81,224
	B	\$ 41.01	\$ 3,280.80	\$ 7,108.40	\$ 85,301
	C	\$ 43.06	\$ 3,444.80	\$ 7,463.73	\$ 89,565
	D	\$ 45.22	\$ 3,617.60	\$ 7,838.13	\$ 94,058
	E	\$ 47.47	\$ 3,797.60	\$ 8,228.13	\$ 98,738
CENT SVCS ASST	A	\$ 27.30	\$ 2,184.00	\$ 4,732.00	\$ 56,784
	B	\$ 28.66	\$ 2,292.80	\$ 4,967.73	\$ 59,613
	C	\$ 30.10	\$ 2,408.00	\$ 5,217.33	\$ 62,608
	D	\$ 31.60	\$ 2,528.00	\$ 5,477.33	\$ 65,728
	E	\$ 33.19	\$ 2,655.20	\$ 5,752.93	\$ 69,035
CENT SVCS LD	A	\$ 30.16	\$ 2,412.80	\$ 5,227.73	\$ 62,733
	B	\$ 31.67	\$ 2,533.60	\$ 5,489.47	\$ 65,874
	C	\$ 33.25	\$ 2,660.00	\$ 5,763.33	\$ 69,160
	D	\$ 34.89	\$ 2,791.20	\$ 6,047.60	\$ 72,571
	E	\$ 36.67	\$ 2,933.60	\$ 6,356.13	\$ 76,274
CENT SVCS SUPV	A	\$ 36.08	\$ 2,886.40	\$ 6,253.87	\$ 75,046
	B	\$ 37.88	\$ 3,030.40	\$ 6,565.87	\$ 78,790
	C	\$ 39.77	\$ 3,181.60	\$ 6,893.47	\$ 82,722
	D	\$ 41.77	\$ 3,341.60	\$ 7,240.13	\$ 86,882
	E	\$ 43.85	\$ 3,508.00	\$ 7,600.67	\$ 91,208
CODE ENF OFF	A	\$ 39.72	\$ 3,177.60	\$ 6,884.80	\$ 82,618
	B	\$ 41.72	\$ 3,337.60	\$ 7,231.47	\$ 86,778
	C	\$ 43.80	\$ 3,504.00	\$ 7,592.00	\$ 91,104
	D	\$ 45.98	\$ 3,678.40	\$ 7,969.87	\$ 95,638
	E	\$ 48.29	\$ 3,863.20	\$ 8,370.27	\$ 100,443
CODE ENF OFF,SR	A	\$ 44.86	\$ 3,588.80	\$ 7,775.73	\$ 93,309
	B	\$ 47.09	\$ 3,767.20	\$ 8,162.27	\$ 97,947
	C	\$ 49.46	\$ 3,956.80	\$ 8,573.07	\$ 102,877
	D	\$ 51.93	\$ 4,154.40	\$ 9,001.20	\$ 108,014
	E	\$ 54.53	\$ 4,362.40	\$ 9,451.87	\$ 113,422
COMM SVC OFF	A	\$ 31.96	\$ 2,556.80	\$ 5,539.73	\$ 66,477
	B	\$ 33.56	\$ 2,684.80	\$ 5,817.07	\$ 69,805
	C	\$ 35.25	\$ 2,820.00	\$ 6,110.00	\$ 73,320
	D	\$ 37.01	\$ 2,960.80	\$ 6,415.07	\$ 76,981
	E	\$ 38.85	\$ 3,108.00	\$ 6,734.00	\$ 80,808
CONS/PW INSP	A	\$ 46.41	\$ 3,712.80	\$ 8,044.40	\$ 96,533
	B	\$ 48.74	\$ 3,899.20	\$ 8,448.27	\$ 101,379

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PCEA/AFSCME LOCAL 955 SALARY SCHEDULE-TYLER MUNIS SYSTEM

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
	C	\$ 51.17	\$ 4,093.60	\$ 8,869.47	\$ 106,434
	D	\$ 53.74	\$ 4,299.20	\$ 9,314.93	\$ 111,779
	E	\$ 56.42	\$ 4,513.60	\$ 9,779.47	\$ 117,354
CONS/PW INSP,LD	A	\$ 49.79	\$ 3,983.20	\$ 8,630.27	\$ 103,563
	B	\$ 52.28	\$ 4,182.40	\$ 9,061.87	\$ 108,742
	C	\$ 54.89	\$ 4,391.20	\$ 9,514.27	\$ 114,171
	D	\$ 57.63	\$ 4,610.40	\$ 9,989.20	\$ 119,870
	E	\$ 60.51	\$ 4,840.80	\$ 10,488.40	\$ 125,861
CUST SVC REP	A	\$ 30.19	\$ 2,415.20	\$ 5,232.93	\$ 62,795
	B	\$ 31.70	\$ 2,536.00	\$ 5,494.67	\$ 65,936
	C	\$ 33.28	\$ 2,662.40	\$ 5,768.53	\$ 69,222
	D	\$ 34.95	\$ 2,796.00	\$ 6,058.00	\$ 72,696
	E	\$ 36.70	\$ 2,936.00	\$ 6,361.33	\$ 76,336
CUST SVC REP,SR	A	\$ 31.70	\$ 2,536.00	\$ 5,494.67	\$ 65,936
	B	\$ 33.28	\$ 2,662.40	\$ 5,768.53	\$ 69,222
	C	\$ 34.95	\$ 2,796.00	\$ 6,058.00	\$ 72,696
	D	\$ 36.70	\$ 2,936.00	\$ 6,361.33	\$ 76,336
	E	\$ 38.53	\$ 3,082.40	\$ 6,678.53	\$ 80,142
CUSTSVC CTR SPV	A	\$ 39.05	\$ 3,124.00	\$ 6,768.67	\$ 81,224
	B	\$ 41.01	\$ 3,280.80	\$ 7,108.40	\$ 85,301
	C	\$ 43.06	\$ 3,444.80	\$ 7,463.73	\$ 89,565
	D	\$ 45.22	\$ 3,617.60	\$ 7,838.13	\$ 94,058
	E	\$ 47.47	\$ 3,797.60	\$ 8,228.13	\$ 98,738
CRIME ANALYST	A	\$ 40.50	\$ 3,240.00	\$ 7,020.00	\$ 84,240
	B	\$ 42.52	\$ 3,401.60	\$ 7,370.13	\$ 88,442
	C	\$ 44.65	\$ 3,572.00	\$ 7,739.33	\$ 92,872
	D	\$ 46.89	\$ 3,751.20	\$ 8,127.60	\$ 97,531
	E	\$ 49.22	\$ 3,937.60	\$ 8,531.47	\$ 102,378
DISPRP/COM ED C	A	\$ 39.01	\$ 3,120.80	\$ 6,761.73	\$ 81,141
	B	\$ 40.95	\$ 3,276.00	\$ 7,098.00	\$ 85,176
	C	\$ 43.00	\$ 3,440.00	\$ 7,453.33	\$ 89,440
	D	\$ 45.16	\$ 3,612.80	\$ 7,827.73	\$ 93,933
	E	\$ 47.41	\$ 3,792.80	\$ 8,217.73	\$ 98,613
ENGR ASST I	A	\$ 44.85	\$ 3,588.00	\$ 7,774.00	\$ 93,288
	B	\$ 47.08	\$ 3,766.40	\$ 8,160.53	\$ 97,926
	C	\$ 49.44	\$ 3,955.20	\$ 8,569.60	\$ 102,835
	D	\$ 51.91	\$ 4,152.80	\$ 8,997.73	\$ 107,973
	E	\$ 54.50	\$ 4,360.00	\$ 9,446.67	\$ 113,360

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PCEA/AFSCME LOCAL 955 SALARY SCHEDULE-TYLER MUNIS SYSTEM

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
ENGR ASST II	A	\$ 49.44	\$ 3,955.20	\$ 8,569.60	\$ 102,835
	B	\$ 51.91	\$ 4,152.80	\$ 8,997.73	\$ 107,973
	C	\$ 54.51	\$ 4,360.80	\$ 9,448.40	\$ 113,381
	D	\$ 57.23	\$ 4,578.40	\$ 9,919.87	\$ 119,038
	E	\$ 60.09	\$ 4,807.20	\$ 10,415.60	\$ 124,987
ENGR,ASSOC CIVL	A	\$ 54.50	\$ 4,360.00	\$ 9,446.67	\$ 113,360
	B	\$ 57.22	\$ 4,577.60	\$ 9,918.13	\$ 119,018
	C	\$ 60.08	\$ 4,806.40	\$ 10,413.87	\$ 124,966
	D	\$ 63.08	\$ 5,046.40	\$ 10,933.87	\$ 131,206
	E	\$ 66.24	\$ 5,299.20	\$ 11,481.60	\$ 137,779
ENGR,ASSOC UTIL	A	\$ 54.50	\$ 4,360.00	\$ 9,446.67	\$ 113,360
	B	\$ 57.22	\$ 4,577.60	\$ 9,918.13	\$ 119,018
	C	\$ 60.08	\$ 4,806.40	\$ 10,413.87	\$ 124,966
	D	\$ 63.08	\$ 5,046.40	\$ 10,933.87	\$ 131,206
	E	\$ 66.24	\$ 5,299.20	\$ 11,481.60	\$ 137,779
ENGR TECH I	A	\$ 40.50	\$ 3,240.00	\$ 7,020.00	\$ 84,240
	B	\$ 42.52	\$ 3,401.60	\$ 7,370.13	\$ 88,442
	C	\$ 44.65	\$ 3,572.00	\$ 7,739.33	\$ 92,872
	D	\$ 46.89	\$ 3,751.20	\$ 8,127.60	\$ 97,531
	E	\$ 49.22	\$ 3,937.60	\$ 8,531.47	\$ 102,378
ENGR TECH II	A	\$ 44.85	\$ 3,588.00	\$ 7,774.00	\$ 93,288
	B	\$ 47.08	\$ 3,766.40	\$ 8,160.53	\$ 97,926
	C	\$ 49.44	\$ 3,955.20	\$ 8,569.60	\$ 102,835
	D	\$ 51.91	\$ 4,152.80	\$ 8,997.73	\$ 107,973
	E	\$ 54.50	\$ 4,360.00	\$ 9,446.67	\$ 113,360
ENGR TECH III	A	\$ 49.44	\$ 3,955.20	\$ 8,569.60	\$ 102,835
	B	\$ 51.91	\$ 4,152.80	\$ 8,997.73	\$ 107,973
	C	\$ 54.51	\$ 4,360.80	\$ 9,448.40	\$ 113,381
	D	\$ 57.23	\$ 4,578.40	\$ 9,919.87	\$ 119,038
	E	\$ 60.09	\$ 4,807.20	\$ 10,415.60	\$ 124,987
ENG TEC II,TRF	A	\$ 44.85	\$ 3,588.00	\$ 7,774.00	\$ 93,288
	B	\$ 47.08	\$ 3,766.40	\$ 8,160.53	\$ 97,926
	C	\$ 49.44	\$ 3,955.20	\$ 8,569.60	\$ 102,835
	D	\$ 51.91	\$ 4,152.80	\$ 8,997.73	\$ 107,973
	E	\$ 54.50	\$ 4,360.00	\$ 9,446.67	\$ 113,360
ENG TEC III,TRF	A	\$ 49.44	\$ 3,955.20	\$ 8,569.60	\$ 102,835
	B	\$ 51.91	\$ 4,152.80	\$ 8,997.73	\$ 107,973

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PCEA/AFSCME LOCAL 955 SALARY SCHEDULE-TYLER MUNIS SYSTEM

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
	C	\$ 54.51	\$ 4,360.80	\$ 9,448.40	\$ 113,381
	D	\$ 57.23	\$ 4,578.40	\$ 9,919.87	\$ 119,038
	E	\$ 60.09	\$ 4,807.20	\$ 10,415.60	\$ 124,987
ENV COMPL SUPV	A	\$ 45.18	\$ 3,614.40	\$ 7,831.20	\$ 93,974
	B	\$ 47.43	\$ 3,794.40	\$ 8,221.20	\$ 98,654
	C	\$ 49.81	\$ 3,984.80	\$ 8,633.73	\$ 103,605
	D	\$ 52.30	\$ 4,184.00	\$ 9,065.33	\$ 108,784
	E	\$ 54.91	\$ 4,392.80	\$ 9,517.73	\$ 114,213
EQUIP MECH	A	\$ 37.68	\$ 3,014.40	\$ 6,531.20	\$ 78,374
	B	\$ 39.56	\$ 3,164.80	\$ 6,857.07	\$ 82,285
	C	\$ 41.53	\$ 3,322.40	\$ 7,198.53	\$ 86,382
	D	\$ 43.61	\$ 3,488.80	\$ 7,559.07	\$ 90,709
	E	\$ 45.80	\$ 3,664.00	\$ 7,938.67	\$ 95,264
EQUIP MECH,ASST	A	\$ 30.08	\$ 2,406.40	\$ 5,213.87	\$ 62,566
	B	\$ 31.58	\$ 2,526.40	\$ 5,473.87	\$ 65,686
	C	\$ 33.17	\$ 2,653.60	\$ 5,749.47	\$ 68,994
	D	\$ 34.82	\$ 2,785.60	\$ 6,035.47	\$ 72,426
	E	\$ 36.55	\$ 2,924.00	\$ 6,335.33	\$ 76,024
EQUIP MECH,LD	A	\$ 42.51	\$ 3,400.80	\$ 7,368.40	\$ 88,421
	B	\$ 44.64	\$ 3,571.20	\$ 7,737.60	\$ 92,851
	C	\$ 46.88	\$ 3,750.40	\$ 8,125.87	\$ 97,510
	D	\$ 49.20	\$ 3,936.00	\$ 8,528.00	\$ 102,336
	E	\$ 51.66	\$ 4,132.80	\$ 8,954.40	\$ 107,453
FIRE PREV TECH	A	\$ 35.59	\$ 2,847.20	\$ 6,168.93	\$ 74,027
	B	\$ 37.37	\$ 2,989.60	\$ 6,477.47	\$ 77,730
	C	\$ 39.23	\$ 3,138.40	\$ 6,799.87	\$ 81,598
	D	\$ 41.19	\$ 3,295.20	\$ 7,139.60	\$ 85,675
	E	\$ 43.26	\$ 3,460.80	\$ 7,498.40	\$ 89,981
GIS TECH I	A	\$ 40.79	\$ 3,263.20	\$ 7,070.27	\$ 84,843
	B	\$ 42.84	\$ 3,427.20	\$ 7,425.60	\$ 89,107
	C	\$ 44.97	\$ 3,597.60	\$ 7,794.80	\$ 93,538
	D	\$ 47.24	\$ 3,779.20	\$ 8,188.27	\$ 98,259
	E	\$ 49.58	\$ 3,966.40	\$ 8,593.87	\$ 103,126
GIS TECH II	A	\$ 47.22	\$ 3,777.60	\$ 8,184.80	\$ 98,218
	B	\$ 49.56	\$ 3,964.80	\$ 8,590.40	\$ 103,085
	C	\$ 52.05	\$ 4,164.00	\$ 9,022.00	\$ 108,264
	D	\$ 54.65	\$ 4,372.00	\$ 9,472.67	\$ 113,672
	E	\$ 57.38	\$ 4,590.40	\$ 9,945.87	\$ 119,350

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PCEA/AFSCME LOCAL 955 SALARY SCHEDULE-TYLER MUNIS SYSTEM

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
GIS COORDINATOR	A	\$ 54.50	\$ 4,360.00	\$ 9,446.67	\$ 113,360
	B	\$ 57.22	\$ 4,577.60	\$ 9,918.13	\$ 119,018
	C	\$ 60.08	\$ 4,806.40	\$ 10,413.87	\$ 124,966
	D	\$ 63.08	\$ 5,046.40	\$ 10,933.87	\$ 131,206
	E	\$ 66.24	\$ 5,299.20	\$ 11,481.60	\$ 137,779
GRAPHICS SPEC	A	\$ 31.47	\$ 2,517.60	\$ 5,454.80	\$ 65,458
	B	\$ 33.04	\$ 2,643.20	\$ 5,726.93	\$ 68,723
	C	\$ 34.69	\$ 2,775.20	\$ 6,012.93	\$ 72,155
	D	\$ 36.43	\$ 2,914.40	\$ 6,314.53	\$ 75,774
	E	\$ 38.25	\$ 3,060.00	\$ 6,630.00	\$ 79,560
HOUSING SPEC	A	\$ 54.50	\$ 4,360.00	\$ 9,446.67	\$ 113,360
	B	\$ 57.22	\$ 4,577.60	\$ 9,918.13	\$ 119,018
	C	\$ 60.08	\$ 4,806.40	\$ 10,413.87	\$ 124,966
	D	\$ 63.08	\$ 5,046.40	\$ 10,933.87	\$ 131,206
	E	\$ 66.24	\$ 5,299.20	\$ 11,481.60	\$ 137,779
INF SVC CORD I	A	\$ 40.79	\$ 3,263.20	\$ 7,070.27	\$ 84,843
	B	\$ 42.84	\$ 3,427.20	\$ 7,425.60	\$ 89,107
	C	\$ 44.97	\$ 3,597.60	\$ 7,794.80	\$ 93,538
	D	\$ 47.24	\$ 3,779.20	\$ 8,188.27	\$ 98,259
	E	\$ 49.58	\$ 3,966.40	\$ 8,593.87	\$ 103,126
INF SVC CORD II	A	\$ 47.22	\$ 3,777.60	\$ 8,184.80	\$ 98,218
	B	\$ 49.56	\$ 3,964.80	\$ 8,590.40	\$ 103,085
	C	\$ 52.05	\$ 4,164.00	\$ 9,022.00	\$ 108,264
	D	\$ 54.65	\$ 4,372.00	\$ 9,472.67	\$ 113,672
	E	\$ 57.38	\$ 4,590.40	\$ 9,945.87	\$ 119,350
LNDSCP ARCHT	A	\$ 51.38	\$ 4,110.40	\$ 8,905.87	\$ 106,870
	B	\$ 53.95	\$ 4,316.00	\$ 9,351.33	\$ 112,216
	C	\$ 56.65	\$ 4,532.00	\$ 9,819.33	\$ 117,832
	D	\$ 59.47	\$ 4,757.60	\$ 10,308.13	\$ 123,698
	E	\$ 62.45	\$ 4,996.00	\$ 10,824.67	\$ 129,896
LNDSCP ARC ASST	A	\$ 44.78	\$ 3,582.40	\$ 7,761.87	\$ 93,142
	B	\$ 47.02	\$ 3,761.60	\$ 8,150.13	\$ 97,802
	C	\$ 49.38	\$ 3,950.40	\$ 8,559.20	\$ 102,710
	D	\$ 51.84	\$ 4,147.20	\$ 8,985.60	\$ 107,827
	E	\$ 54.43	\$ 4,354.40	\$ 9,434.53	\$ 113,214
LIBRARIAN	O	\$ -	\$ -	\$ -	\$ -
	A	\$ 36.64	\$ 2,931.20	\$ 6,350.93	\$ 76,211
	B	\$ 38.47	\$ 3,077.60	\$ 6,668.13	\$ 80,018

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PCEA/AFSCME LOCAL 955 SALARY SCHEDULE-TYLER MUNIS SYSTEM

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
	C	\$ 40.39	\$ 3,231.20	\$ 7,000.93	\$ 84,011
	D	\$ 42.41	\$ 3,392.80	\$ 7,351.07	\$ 88,213
	E	\$ 44.53	\$ 3,562.40	\$ 7,718.53	\$ 92,622
LIBRARIAN, SR	A	\$ 42.35	\$ 3,388.00	\$ 7,340.67	\$ 88,088
	B	\$ 44.48	\$ 3,558.40	\$ 7,709.87	\$ 92,518
	C	\$ 46.69	\$ 3,735.20	\$ 8,092.93	\$ 97,115
	D	\$ 49.04	\$ 3,923.20	\$ 8,500.27	\$ 102,003
	E	\$ 51.48	\$ 4,118.40	\$ 8,923.20	\$ 107,078
LIBRARY ASST	O	\$ -	\$ -	\$ -	\$ -
	A	\$ 30.06	\$ 2,404.80	\$ 5,210.40	\$ 62,525
	B	\$ 31.56	\$ 2,524.80	\$ 5,470.40	\$ 65,645
	C	\$ 33.14	\$ 2,651.20	\$ 5,744.27	\$ 68,931
	D	\$ 34.79	\$ 2,783.20	\$ 6,030.27	\$ 72,363
	E	\$ 36.52	\$ 2,921.60	\$ 6,330.13	\$ 75,962
LIBRARY CLERK	A	\$ 26.06	\$ 2,084.80	\$ 4,517.07	\$ 54,205
	B	\$ 27.35	\$ 2,188.00	\$ 4,740.67	\$ 56,888
	C	\$ 28.72	\$ 2,297.60	\$ 4,978.13	\$ 59,738
	D	\$ 30.15	\$ 2,412.00	\$ 5,226.00	\$ 62,712
	E	\$ 31.66	\$ 2,532.80	\$ 5,487.73	\$ 65,853
LIBRY CLRK,LEAD	A	\$ 28.62	\$ 2,289.60	\$ 4,960.80	\$ 59,530
	B	\$ 30.06	\$ 2,404.80	\$ 5,210.40	\$ 62,525
	C	\$ 31.56	\$ 2,524.80	\$ 5,470.40	\$ 65,645
	D	\$ 33.14	\$ 2,651.20	\$ 5,744.27	\$ 68,931
	E	\$ 34.79	\$ 2,783.20	\$ 6,030.27	\$ 72,363
LIBRY CLRK,SUPV	A	\$ 33.03	\$ 2,642.40	\$ 5,725.20	\$ 68,702
	B	\$ 34.68	\$ 2,774.40	\$ 6,011.20	\$ 72,134
	C	\$ 36.42	\$ 2,913.60	\$ 6,312.80	\$ 75,754
	D	\$ 38.24	\$ 3,059.20	\$ 6,628.27	\$ 79,539
	E	\$ 40.16	\$ 3,212.80	\$ 6,961.07	\$ 83,533
MAINT ASSISTANT	A	\$ 25.39	\$ 2,031.20	\$ 4,400.93	\$ 52,811
	B	\$ 26.65	\$ 2,132.00	\$ 4,619.33	\$ 55,432
	C	\$ 27.99	\$ 2,239.20	\$ 4,851.60	\$ 58,219
	D	\$ 29.39	\$ 2,351.20	\$ 5,094.27	\$ 61,131
	E	\$ 30.85	\$ 2,468.00	\$ 5,347.33	\$ 64,168
OFFICE ASST	A	\$ 26.07	\$ 2,085.60	\$ 4,518.80	\$ 54,226
	B	\$ 27.36	\$ 2,188.80	\$ 4,742.40	\$ 56,909
	C	\$ 28.73	\$ 2,298.40	\$ 4,979.87	\$ 59,758
	D	\$ 30.16	\$ 2,412.80	\$ 5,227.73	\$ 62,733
	E	\$ 31.67	\$ 2,533.60	\$ 5,489.47	\$ 65,874

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PCEA/AFSCME LOCAL 955 SALARY SCHEDULE-TYLER MUNIS SYSTEM

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
OFFICE ASST,SR	A	\$ 28.74	\$ 2,299.20	\$ 4,981.60	\$ 59,779
	B	\$ 30.17	\$ 2,413.60	\$ 5,229.47	\$ 62,754
	C	\$ 31.68	\$ 2,534.40	\$ 5,491.20	\$ 65,894
	D	\$ 33.26	\$ 2,660.80	\$ 5,765.07	\$ 69,181
	E	\$ 34.93	\$ 2,794.40	\$ 6,054.53	\$ 72,654
OFFICE MANAGER	A	\$ 34.89	\$ 2,791.20	\$ 6,047.60	\$ 72,571
	B	\$ 36.64	\$ 2,931.20	\$ 6,350.93	\$ 76,211
	C	\$ 38.47	\$ 3,077.60	\$ 6,668.13	\$ 80,018
	D	\$ 40.39	\$ 3,231.20	\$ 7,000.93	\$ 84,011
	E	\$ 42.41	\$ 3,392.80	\$ 7,351.07	\$ 88,213
OPS MAINT WKR	A	\$ 27.31	\$ 2,184.80	\$ 4,733.73	\$ 56,805
	B	\$ 28.68	\$ 2,294.40	\$ 4,971.20	\$ 59,654
	C	\$ 30.11	\$ 2,408.80	\$ 5,219.07	\$ 62,629
	D	\$ 31.61	\$ 2,528.80	\$ 5,479.07	\$ 65,749
	E	\$ 33.20	\$ 2,656.00	\$ 5,754.67	\$ 69,056
	F	\$ 34.87	\$ 2,789.60	\$ 6,044.13	\$ 72,530
	G	\$ 36.59	\$ 2,927.20	\$ 6,342.27	\$ 76,107
	H	\$ 38.42	\$ 3,073.60	\$ 6,659.47	\$ 79,914
	I	\$ 40.35	\$ 3,228.00	\$ 6,994.00	\$ 83,928
	J	\$ 42.36	\$ 3,388.80	\$ 7,342.40	\$ 88,109
OPS MANT WKR,LD	A	\$ 39.28	\$ 3,142.40	\$ 6,808.53	\$ 81,702
	B	\$ 41.25	\$ 3,300.00	\$ 7,150.00	\$ 85,800
	C	\$ 43.31	\$ 3,464.80	\$ 7,507.07	\$ 90,085
	D	\$ 45.48	\$ 3,638.40	\$ 7,883.20	\$ 94,598
	E	\$ 47.75	\$ 3,820.00	\$ 8,276.67	\$ 99,320
OPS MAINT SUPV	A	\$ 45.18	\$ 3,614.40	\$ 7,831.20	\$ 93,974
	B	\$ 47.43	\$ 3,794.40	\$ 8,221.20	\$ 98,654
	C	\$ 49.81	\$ 3,984.80	\$ 8,633.73	\$ 103,605
	D	\$ 52.30	\$ 4,184.00	\$ 9,065.33	\$ 108,784
	E	\$ 54.91	\$ 4,392.80	\$ 9,517.73	\$ 114,213
PTS SVCS DISP	A	\$ 25.71	\$ 2,056.80	\$ 4,456.40	\$ 53,477
	B	\$ 26.99	\$ 2,159.20	\$ 4,678.27	\$ 56,139
	C	\$ 28.35	\$ 2,268.00	\$ 4,914.00	\$ 58,968
	D	\$ 29.77	\$ 2,381.60	\$ 5,160.13	\$ 61,922
	E	\$ 31.25	\$ 2,500.00	\$ 5,416.67	\$ 65,000
PARK MANT COORD	A	\$ 42.27	\$ 3,381.60	\$ 7,326.80	\$ 87,922
	B	\$ 44.37	\$ 3,549.60	\$ 7,690.80	\$ 92,290
	C	\$ 46.60	\$ 3,728.00	\$ 8,077.33	\$ 96,928

April 7, 2018

PCEA/AFSCME LOCAL 955 SALARY SCHEDULE-TYLER MUNIS SYSTEM

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
	D	\$ 48.91	\$ 3,912.80	\$ 8,477.73	\$ 101,733
	E	\$ 51.37	\$ 4,109.60	\$ 8,904.13	\$ 106,850
PRK MANT WRK I	C	\$ 30.10	\$ 2,408.00	\$ 5,217.33	\$ 62,608
	D	\$ 31.60	\$ 2,528.00	\$ 5,477.33	\$ 65,728
			\$ -		
PRK MANT WRK II	A	\$ 34.80	\$ 2,784.00	\$ 6,032.00	\$ 72,384
	B	\$ 36.53	\$ 2,922.40	\$ 6,331.87	\$ 75,982
	C	\$ 38.36	\$ 3,068.80	\$ 6,649.07	\$ 79,789
	D	\$ 40.29	\$ 3,223.20	\$ 6,983.60	\$ 83,803
	E	\$ 42.30	\$ 3,384.00	\$ 7,332.00	\$ 87,984
PRK MNT WRK,LD	A	\$ 39.23	\$ 3,138.40	\$ 6,799.87	\$ 81,598
	B	\$ 41.25	\$ 3,300.00	\$ 7,150.00	\$ 85,800
	C	\$ 43.31	\$ 3,464.80	\$ 7,507.07	\$ 90,085
	D	\$ 45.48	\$ 3,638.40	\$ 7,883.20	\$ 94,598
	E	\$ 47.75	\$ 3,820.00	\$ 8,276.67	\$ 99,320
PRK MANT SUPV	A	\$ 45.18	\$ 3,614.40	\$ 7,831.20	\$ 93,974
	B	\$ 47.43	\$ 3,794.40	\$ 8,221.20	\$ 98,654
	C	\$ 49.81	\$ 3,984.80	\$ 8,633.73	\$ 103,605
	D	\$ 52.30	\$ 4,184.00	\$ 9,065.33	\$ 108,784
	E	\$ 54.91	\$ 4,392.80	\$ 9,517.73	\$ 114,213
PRKNG ENF OFCR	A	\$ 26.50	\$ 2,120.00	\$ 4,593.33	\$ 55,120
	B	\$ 27.82	\$ 2,225.60	\$ 4,822.13	\$ 57,866
	C	\$ 29.21	\$ 2,336.80	\$ 5,063.07	\$ 60,757
	D	\$ 30.67	\$ 2,453.60	\$ 5,316.13	\$ 63,794
	E	\$ 32.20	\$ 2,576.00	\$ 5,581.33	\$ 66,976
PERMITS TECH	A	\$ 37.11	\$ 2,968.80	\$ 6,432.40	\$ 77,189
	B	\$ 38.96	\$ 3,116.80	\$ 6,753.07	\$ 81,037
	C	\$ 40.91	\$ 3,272.80	\$ 7,091.07	\$ 85,093
	D	\$ 42.95	\$ 3,436.00	\$ 7,444.67	\$ 89,336
	E	\$ 45.11	\$ 3,608.80	\$ 7,819.07	\$ 93,829
PLAN CK ENGR	A	\$ 54.26	\$ 4,340.80	\$ 9,405.07	\$ 112,861
	B	\$ 56.97	\$ 4,557.60	\$ 9,874.80	\$ 118,498
	C	\$ 59.82	\$ 4,785.60	\$ 10,368.80	\$ 124,426
	D	\$ 62.82	\$ 5,025.60	\$ 10,888.80	\$ 130,666
	E	\$ 65.96	\$ 5,276.80	\$ 11,433.07	\$ 137,197
PLAN CHECKER	A	\$ 49.79	\$ 3,983.20	\$ 8,630.27	\$ 103,563
	B	\$ 52.28	\$ 4,182.40	\$ 9,061.87	\$ 108,742
	C	\$ 54.89	\$ 4,391.20	\$ 9,514.27	\$ 114,171

April 7, 2018

PCEA/AFSCME LOCAL 955 SALARY SCHEDULE-TYLER MUNIS SYSTEM

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
	D	\$ 57.63	\$ 4,610.40	\$ 9,989.20	\$ 119,870
	E	\$ 60.51	\$ 4,840.80	\$ 10,488.40	\$ 125,861
PLANNER,ASST	A	\$ 44.85	\$ 3,588.00	\$ 7,774.00	\$ 93,288
	B	\$ 47.08	\$ 3,766.40	\$ 8,160.53	\$ 97,926
	C	\$ 49.44	\$ 3,955.20	\$ 8,569.60	\$ 102,835
	D	\$ 51.91	\$ 4,152.80	\$ 8,997.73	\$ 107,973
	E	\$ 54.50	\$ 4,360.00	\$ 9,446.67	\$ 113,360
PLANNER,ASSOC	A	\$ 51.59	\$ 4,127.20	\$ 8,942.27	\$ 107,307
	B	\$ 54.17	\$ 4,333.60	\$ 9,389.47	\$ 112,674
	C	\$ 56.88	\$ 4,550.40	\$ 9,859.20	\$ 118,310
	D	\$ 59.72	\$ 4,777.60	\$ 10,351.47	\$ 124,218
	E	\$ 62.70	\$ 5,016.00	\$ 10,868.00	\$ 130,416
PLNR,ASSC TRNSP	A	\$ 54.50	\$ 4,360.00	\$ 9,446.67	\$ 113,360
	B	\$ 57.22	\$ 4,577.60	\$ 9,918.13	\$ 119,018
	C	\$ 60.08	\$ 4,806.40	\$ 10,413.87	\$ 124,966
	D	\$ 63.08	\$ 5,046.40	\$ 10,933.87	\$ 131,206
	E	\$ 66.24	\$ 5,299.20	\$ 11,481.60	\$ 137,779
PLANNER, SR	A	\$ 55.46	\$ 4,436.80	\$ 9,613.07	\$ 115,357
	B	\$ 58.24	\$ 4,659.20	\$ 10,094.93	\$ 121,139
	C	\$ 61.14	\$ 4,891.20	\$ 10,597.60	\$ 127,171
	D	\$ 64.20	\$ 5,136.00	\$ 11,128.00	\$ 133,536
	E	\$ 67.41	\$ 5,392.80	\$ 11,684.40	\$ 140,213
POLICE DISPTCHR	A	\$ 36.41	\$ 2,912.80	\$ 6,311.07	\$ 75,733
	B	\$ 38.23	\$ 3,058.40	\$ 6,626.53	\$ 79,518
	C	\$ 40.15	\$ 3,212.00	\$ 6,959.33	\$ 83,512
	D	\$ 42.16	\$ 3,372.80	\$ 7,307.73	\$ 87,693
	E	\$ 44.27	\$ 3,541.60	\$ 7,673.47	\$ 92,082
POLCE DISP SUPV	A	\$ 38.92	\$ 3,113.60	\$ 6,746.13	\$ 80,954
	B	\$ 40.87	\$ 3,269.60	\$ 7,084.13	\$ 85,010
	C	\$ 42.91	\$ 3,432.80	\$ 7,437.73	\$ 89,253
	D	\$ 45.05	\$ 3,604.00	\$ 7,808.67	\$ 93,704
	E	\$ 47.31	\$ 3,784.80	\$ 8,200.40	\$ 98,405
POLCE RCRDS CLK	A	\$ 29.30	\$ 2,344.00	\$ 5,078.67	\$ 60,944
	B	\$ 30.77	\$ 2,461.60	\$ 5,333.47	\$ 64,002
	C	\$ 32.31	\$ 2,584.80	\$ 5,600.40	\$ 67,205
	D	\$ 33.93	\$ 2,714.40	\$ 5,881.20	\$ 70,574
	E	\$ 35.63	\$ 2,850.40	\$ 6,175.87	\$ 74,110

April 7, 2018

PCEA/AFSCME LOCAL 955 SALARY SCHEDULE-TYLER MUNIS SYSTEM

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
POLCE IVSTGR II	A	\$ 36.11	\$ 2,888.80	\$ 6,259.07	\$ 75,109
	B	\$ 37.91	\$ 3,032.80	\$ 6,571.07	\$ 78,853
	C	\$ 39.81	\$ 3,184.80	\$ 6,900.40	\$ 82,805
	D	\$ 41.80	\$ 3,344.00	\$ 7,245.33	\$ 86,944
	E	\$ 43.88	\$ 3,510.40	\$ 7,605.87	\$ 91,270
PRESCHL SPEC	A	\$ 27.00	\$ 2,160.00	\$ 4,680.00	\$ 56,160
	B	\$ 28.36	\$ 2,268.80	\$ 4,915.73	\$ 58,989
	C	\$ 29.78	\$ 2,382.40	\$ 5,161.87	\$ 61,942
	D	\$ 31.26	\$ 2,500.80	\$ 5,418.40	\$ 65,021
	E	\$ 32.83	\$ 2,626.40	\$ 5,690.53	\$ 68,286
PROP & EVID TEC	A	\$ 31.96	\$ 2,556.80	\$ 5,539.73	\$ 66,477
	B	\$ 33.56	\$ 2,684.80	\$ 5,817.07	\$ 69,805
	C	\$ 35.25	\$ 2,820.00	\$ 6,110.00	\$ 73,320
	D	\$ 37.01	\$ 2,960.80	\$ 6,415.07	\$ 76,981
	E	\$ 38.85	\$ 3,108.00	\$ 6,734.00	\$ 80,808
RECRD COOR	A	\$ 24.77	\$ 1,981.60	\$ 4,293.47	\$ 51,522
	B	\$ 26.01	\$ 2,080.80	\$ 4,508.40	\$ 54,101
	C	\$ 27.31	\$ 2,184.80	\$ 4,733.73	\$ 56,805
	D	\$ 28.68	\$ 2,294.40	\$ 4,971.20	\$ 59,654
	E	\$ 30.11	\$ 2,408.80	\$ 5,219.07	\$ 62,629
RECRD PROG CORD	A	\$ 32.93	\$ 2,634.40	\$ 5,707.87	\$ 68,494
	B	\$ 34.59	\$ 2,767.20	\$ 5,995.60	\$ 71,947
	C	\$ 36.32	\$ 2,905.60	\$ 6,295.47	\$ 75,546
	D	\$ 38.13	\$ 3,050.40	\$ 6,609.20	\$ 79,310
	E	\$ 40.03	\$ 3,202.40	\$ 6,938.53	\$ 83,262
REC COORD	A	\$ 34.08	\$ 2,726.40	\$ 5,907.20	\$ 70,886
	B	\$ 35.78	\$ 2,862.40	\$ 6,201.87	\$ 74,422
	C	\$ 37.57	\$ 3,005.60	\$ 6,512.13	\$ 78,146
	D	\$ 39.46	\$ 3,156.80	\$ 6,839.73	\$ 82,077
	E	\$ 41.44	\$ 3,315.20	\$ 7,182.93	\$ 86,195
REC PROG SPL SR	A	\$ 27.00	\$ 2,160.00	\$ 4,680.00	\$ 56,160
	B	\$ 28.36	\$ 2,268.80	\$ 4,915.73	\$ 58,989
	C	\$ 29.78	\$ 2,382.40	\$ 5,161.87	\$ 61,942
	D	\$ 31.26	\$ 2,500.80	\$ 5,418.40	\$ 65,021
	E	\$ 32.83	\$ 2,626.40	\$ 5,690.53	\$ 68,286
RECREATION SUPV	A	\$ 39.05	\$ 3,124.00	\$ 6,768.67	\$ 81,224
	B	\$ 41.01	\$ 3,280.80	\$ 7,108.40	\$ 85,301
	C	\$ 43.06	\$ 3,444.80	\$ 7,463.73	\$ 89,565

April 7, 2018

PCEA/AFSCME LOCAL 955 SALARY SCHEDULE-TYLER MUNIS SYSTEM

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
	D	\$ 45.22	\$ 3,617.60	\$ 7,838.13	\$ 94,058
	E	\$ 47.47	\$ 3,797.60	\$ 8,228.13	\$ 98,738
SR PLAN CHKR	A	\$ 54.26	\$ 4,340.80	\$ 9,405.07	\$ 112,861
	B	\$ 56.97	\$ 4,557.60	\$ 9,874.80	\$ 118,498
	C	\$ 59.82	\$ 4,785.60	\$ 10,368.80	\$ 124,426
	D	\$ 62.82	\$ 5,025.60	\$ 10,888.80	\$ 130,666
	E	\$ 65.96	\$ 5,276.80	\$ 11,433.07	\$ 137,197
SR TRANSP DRVR	A	\$ 21.36	\$ 1,708.80	\$ 3,702.40	\$ 44,429
	B	\$ 22.43	\$ 1,794.40	\$ 3,887.87	\$ 46,654
	C	\$ 23.57	\$ 1,885.60	\$ 4,085.47	\$ 49,026
	D	\$ 24.74	\$ 1,979.20	\$ 4,288.27	\$ 51,459
	E	\$ 25.97	\$ 2,077.60	\$ 4,501.47	\$ 54,018
SOURC CNTR INSP	A	\$ 39.23	\$ 3,138.40	\$ 6,799.87	\$ 81,598
	B	\$ 41.18	\$ 3,294.40	\$ 7,137.87	\$ 85,654
	C	\$ 43.24	\$ 3,459.20	\$ 7,494.93	\$ 89,939
	D	\$ 45.40	\$ 3,632.00	\$ 7,869.33	\$ 94,432
	E	\$ 47.68	\$ 3,814.40	\$ 8,264.53	\$ 99,174
STR MAIN WRK I	C	\$ 30.10	\$ 2,408.00	\$ 5,217.33	\$ 62,608
	D	\$ 31.60	\$ 2,528.00	\$ 5,477.33	\$ 65,728
STR MAIN WRK II	A	\$ 34.80	\$ 2,784.00	\$ 6,032.00	\$ 72,384
	B	\$ 36.53	\$ 2,922.40	\$ 6,331.87	\$ 75,982
	C	\$ 38.36	\$ 3,068.80	\$ 6,649.07	\$ 79,789
	D	\$ 40.29	\$ 3,223.20	\$ 6,983.60	\$ 83,803
	E	\$ 42.30	\$ 3,384.00	\$ 7,332.00	\$ 87,984
STR MAIN WRK LD	A	\$ 39.28	\$ 3,142.40	\$ 6,808.53	\$ 81,702
	B	\$ 41.25	\$ 3,300.00	\$ 7,150.00	\$ 85,800
	C	\$ 43.31	\$ 3,464.80	\$ 7,507.07	\$ 90,085
	D	\$ 45.48	\$ 3,638.40	\$ 7,883.20	\$ 94,598
	E	\$ 47.75	\$ 3,820.00	\$ 8,276.67	\$ 99,320
STREETS SUPRV	A	\$ 45.18	\$ 3,614.40	\$ 7,831.20	\$ 93,974
	B	\$ 47.43	\$ 3,794.40	\$ 8,221.20	\$ 98,654
	C	\$ 49.81	\$ 3,984.80	\$ 8,633.73	\$ 103,605
	D	\$ 52.30	\$ 4,184.00	\$ 9,065.33	\$ 108,784
	E	\$ 54.91	\$ 4,392.80	\$ 9,517.73	\$ 114,213
SUP SVCS LD WRK	A	\$ 39.28	\$ 3,142.40	\$ 6,808.53	\$ 81,702
	B	\$ 41.25	\$ 3,300.00	\$ 7,150.00	\$ 85,800
	C	\$ 43.31	\$ 3,464.80	\$ 7,507.07	\$ 90,085

April 7, 2018

PCEA/AFSCME LOCAL 955 SALARY SCHEDULE-TYLER MUNIS SYSTEM

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
	D	\$ 45.48	\$ 3,638.40	\$ 7,883.20	\$ 94,598
	E	\$ 47.75	\$ 3,820.00	\$ 8,276.67	\$ 99,320
SUP SVCS SUPVR	A	\$ 45.18	\$ 3,614.40	\$ 7,831.20	\$ 93,974
	B	\$ 47.43	\$ 3,794.40	\$ 8,221.20	\$ 98,654
	C	\$ 49.81	\$ 3,984.80	\$ 8,633.73	\$ 103,605
	D	\$ 51.99	\$ 4,159.20	\$ 9,011.60	\$ 108,139
	E	\$ 54.91	\$ 4,392.80	\$ 9,517.73	\$ 114,213
THEATRE TECHN	A	\$ 34.80	\$ 2,784.00	\$ 6,032.00	\$ 72,384
	B	\$ 36.53	\$ 2,922.40	\$ 6,331.87	\$ 75,982
	C	\$ 38.36	\$ 3,068.80	\$ 6,649.07	\$ 79,789
	D	\$ 40.29	\$ 3,223.20	\$ 6,983.60	\$ 83,803
	E	\$ 42.30	\$ 3,384.00	\$ 7,332.00	\$ 87,984
UTIL ASST I	A	\$ 27.38	\$ 2,190.40	\$ 4,745.87	\$ 56,950
	B	\$ 28.75	\$ 2,300.00	\$ 4,983.33	\$ 59,800
	C	\$ 30.19	\$ 2,415.20	\$ 5,232.93	\$ 62,795
	D	\$ 31.70	\$ 2,536.00	\$ 5,494.67	\$ 65,936
	E	\$ 33.28	\$ 2,662.40	\$ 5,768.53	\$ 69,222
UTIL ASST II	A	\$ 30.19	\$ 2,415.20	\$ 5,232.93	\$ 62,795
	B	\$ 31.70	\$ 2,536.00	\$ 5,494.67	\$ 65,936
	C	\$ 33.28	\$ 2,662.40	\$ 5,768.53	\$ 69,222
	D	\$ 34.95	\$ 2,796.00	\$ 6,058.00	\$ 72,696
	E	\$ 36.70	\$ 2,936.00	\$ 6,361.33	\$ 76,336
UTIL ASST, SR	A	\$ 31.70	\$ 2,536.00	\$ 5,494.67	\$ 65,936
	B	\$ 33.28	\$ 2,662.40	\$ 5,768.53	\$ 69,222
	C	\$ 34.31	\$ 2,744.80	\$ 5,947.07	\$ 71,365
	D	\$ 36.70	\$ 2,936.00	\$ 6,361.33	\$ 76,336
	E	\$ 38.53	\$ 3,082.40	\$ 6,678.53	\$ 80,142
UTIL BILL ASST	A	\$ 30.19	\$ 2,415.20	\$ 5,232.93	\$ 62,795
	B	\$ 31.70	\$ 2,536.00	\$ 5,494.67	\$ 65,936
	C	\$ 33.28	\$ 2,662.40	\$ 5,768.53	\$ 69,222
	D	\$ 34.95	\$ 2,796.00	\$ 6,058.00	\$ 72,696
	E	\$ 36.70	\$ 2,936.00	\$ 6,361.33	\$ 76,336
UTIL BILL SUPVR	A	\$ 39.05	\$ 3,124.00	\$ 6,768.67	\$ 81,224
	B	\$ 41.01	\$ 3,280.80	\$ 7,108.40	\$ 85,301
	C	\$ 43.06	\$ 3,444.80	\$ 7,463.73	\$ 89,565
	D	\$ 45.22	\$ 3,617.60	\$ 7,838.13	\$ 94,058
	E	\$ 47.47	\$ 3,797.60	\$ 8,228.13	\$ 98,738

April 7, 2018

PCEA/AFSCME LOCAL 955 SALARY SCHEDULE-TYLER MUNIS SYSTEM

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
UTIL SYS OP I	A	\$ 31.61	\$ 2,528.80	\$ 5,479.07	\$ 65,748.80
	B	\$ 33.20	\$ 2,656.00	\$ 5,754.67	\$ 69,056.00
	C	\$ 34.87	\$ 2,789.60	\$ 6,044.13	\$ 72,529.60
	D	\$ 36.62	\$ 2,929.60	\$ 6,347.47	\$ 76,169.60
	E	\$ 38.44	\$ 3,075.20	\$ 6,662.93	\$ 79,955.20
UTIL SYS OP II	A	\$ 37.92	\$ 3,033.60	\$ 6,572.80	\$ 78,873.60
	B	\$ 39.83	\$ 3,186.40	\$ 6,903.87	\$ 82,846.40
	C	\$ 41.82	\$ 3,345.60	\$ 7,248.80	\$ 86,985.60
	D	\$ 43.91	\$ 3,512.80	\$ 7,611.07	\$ 91,332.80
	E	\$ 46.10	\$ 3,688.00	\$ 7,990.67	\$ 95,888.00
UTIL SYS OP, LD	A	\$ 42.82	\$ 3,425.60	\$ 7,422.13	\$ 89,065.60
	B	\$ 44.95	\$ 3,596.00	\$ 7,791.33	\$ 93,496.00
	C	\$ 47.22	\$ 3,777.60	\$ 8,184.80	\$ 98,217.60
	D	\$ 49.56	\$ 3,964.80	\$ 8,590.40	\$ 103,084.80
	E	\$ 52.05	\$ 4,164.00	\$ 9,022.00	\$ 108,264.00
UTIL SYS OP, CH	A	\$ 49.99	\$ 3,999.20	\$ 8,664.93	\$ 103,979.20
	B	\$ 52.49	\$ 4,199.20	\$ 9,098.27	\$ 109,179.20
	C	\$ 55.12	\$ 4,409.60	\$ 9,554.13	\$ 114,649.60
	D	\$ 57.88	\$ 4,630.40	\$ 10,032.53	\$ 120,390.40
	E	\$ 60.77	\$ 4,861.60	\$ 10,533.47	\$ 126,401.60
UTIL SYS OP I	A	\$ 33.19	\$ 2,655.20	\$ 5,752.93	\$ 69,035
	B	\$ 34.86	\$ 2,788.80	\$ 6,042.40	\$ 72,509
	C	\$ 36.61	\$ 2,928.80	\$ 6,345.73	\$ 76,149
	D	\$ 38.45	\$ 3,076.00	\$ 6,664.67	\$ 79,976
	E	\$ 40.36	\$ 3,228.80	\$ 6,995.73	\$ 83,949
UTIL SYS OP II	A	\$ 39.82	\$ 3,185.60	\$ 6,902.13	\$ 82,826
	B	\$ 41.82	\$ 3,345.60	\$ 7,248.80	\$ 86,986
	C	\$ 43.91	\$ 3,512.80	\$ 7,611.07	\$ 91,333
	D	\$ 46.11	\$ 3,688.80	\$ 7,992.40	\$ 95,909
	E	\$ 48.41	\$ 3,872.80	\$ 8,391.07	\$ 100,693
UTIL SYS OP, LD	A	\$ 44.96	\$ 3,596.80	\$ 7,793.07	\$ 93,517
	B	\$ 47.20	\$ 3,776.00	\$ 8,181.33	\$ 98,176
	C	\$ 49.58	\$ 3,966.40	\$ 8,593.87	\$ 103,126
	D	\$ 52.04	\$ 4,163.20	\$ 9,020.27	\$ 108,243
	E	\$ 54.65	\$ 4,372.00	\$ 9,472.67	\$ 113,672
UTIL SYS OP, CH	A	\$ 52.49	\$ 4,199.20	\$ 9,098.27	\$ 109,179
	B	\$ 55.11	\$ 4,408.80	\$ 9,552.40	\$ 114,629
	C	\$ 57.88	\$ 4,630.40	\$ 10,032.53	\$ 120,390

April 7, 2018

PCEA/AFSCME LOCAL 955 SALARY SCHEDULE-TYLER MUNIS SYSTEM

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
	D	\$ 60.77	\$ 4,861.60	\$ 10,533.47	\$ 126,402
	E	\$ 63.81	\$ 5,104.80	\$ 11,060.40	\$ 132,725
WATER CONS TECH	A	\$ 36.59	\$ 2,927.20	\$ 6,342.27	\$ 76,107
	B	\$ 38.42	\$ 3,073.60	\$ 6,659.47	\$ 79,914
	C	\$ 40.35	\$ 3,228.00	\$ 6,994.00	\$ 83,928
	D	\$ 42.36	\$ 3,388.80	\$ 7,342.40	\$ 88,109
	E	\$ 44.49	\$ 3,559.20	\$ 7,711.60	\$ 92,539
WATER QUAL TECH	A	\$ 43.70	\$ 3,496.00	\$ 7,574.67	\$ 90,896
	B	\$ 45.89	\$ 3,671.20	\$ 7,954.27	\$ 95,451
	C	\$ 48.17	\$ 3,853.60	\$ 8,349.47	\$ 100,194
	D	\$ 50.58	\$ 4,046.40	\$ 8,767.20	\$ 105,206
	E	\$ 53.11	\$ 4,248.80	\$ 9,205.73	\$ 110,469

July 14, 2018

PCEA/AFSCME LOCAL 955 SALARY SCHEDULE-TYLER MUNIS SYSTEM

\* SALARY INCREASE PER MOU SECTION 6.1 FOR THE FOLLOWING POSITIONS ONLY:

- UTILITIES SYSTEMS OPERATOR I AND II
- LEAD UTILITIES SYSTEMS OPERATOR
- CHIEF UTILITIES SYSTEMS OPERATOR

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
ACCT ASSIST I	A	\$ 27.38	\$ 2,190.40	\$ 4,745.87	\$ 56,950
	B	\$ 28.75	\$ 2,300.00	\$ 4,983.33	\$ 59,800
	C	\$ 30.19	\$ 2,415.20	\$ 5,232.93	\$ 62,795
	D	\$ 31.70	\$ 2,536.00	\$ 5,494.67	\$ 65,936
	E	\$ 33.28	\$ 2,662.40	\$ 5,768.53	\$ 69,222
ACCT ASSIST II	A	\$ 30.19	\$ 2,415.20	\$ 5,232.93	\$ 62,795
	B	\$ 31.70	\$ 2,536.00	\$ 5,494.67	\$ 65,936
	C	\$ 33.28	\$ 2,662.40	\$ 5,768.53	\$ 69,222
	D	\$ 34.95	\$ 2,796.00	\$ 6,058.00	\$ 72,696
	E	\$ 36.70	\$ 2,936.00	\$ 6,361.33	\$ 76,336
ACCT ASSIST,SR	A	\$ 31.70	\$ 2,536.00	\$ 5,494.67	\$ 65,936
	B	\$ 33.28	\$ 2,662.40	\$ 5,768.53	\$ 69,222
	C	\$ 34.95	\$ 2,796.00	\$ 6,058.00	\$ 72,696
	D	\$ 36.70	\$ 2,936.00	\$ 6,361.33	\$ 76,336
	E	\$ 38.53	\$ 3,082.40	\$ 6,678.53	\$ 80,142
ACCOUNTANT,JR	A	\$ 43.08	\$ 3,446.40	\$ 7,467.20	\$ 89,606
	B	\$ 45.24	\$ 3,619.20	\$ 7,841.60	\$ 94,099
	C	\$ 47.49	\$ 3,799.20	\$ 8,231.60	\$ 98,779
	D	\$ 49.87	\$ 3,989.60	\$ 8,644.13	\$ 103,730
	E	\$ 52.37	\$ 4,189.60	\$ 9,077.47	\$ 108,930
ACCOUNTANT,SR	A	\$ 45.26	\$ 3,620.80	\$ 7,845.07	\$ 94,141
	B	\$ 47.51	\$ 3,800.80	\$ 8,235.07	\$ 98,821
	C	\$ 49.89	\$ 3,991.20	\$ 8,647.60	\$ 103,771
	D	\$ 52.39	\$ 4,191.20	\$ 9,080.93	\$ 108,971
	E	\$ 55.01	\$ 4,400.80	\$ 9,535.07	\$ 114,421
ADMIN ANALYST	A	\$ 39.45	\$ 3,156.00	\$ 6,838.00	\$ 82,056
	B	\$ 41.43	\$ 3,314.40	\$ 7,181.20	\$ 86,174
	C	\$ 43.50	\$ 3,480.00	\$ 7,540.00	\$ 90,480
	D	\$ 45.67	\$ 3,653.60	\$ 7,916.13	\$ 94,994
	E	\$ 47.97	\$ 3,837.60	\$ 8,314.80	\$ 99,778
ADMIN ASST	A	\$ 31.47	\$ 2,517.60	\$ 5,454.80	\$ 65,458
	B	\$ 33.04	\$ 2,643.20	\$ 5,726.93	\$ 68,723
	C	\$ 34.69	\$ 2,775.20	\$ 6,012.93	\$ 72,155
	D	\$ 36.43	\$ 2,914.40	\$ 6,314.53	\$ 75,774

July 14, 2018

PCEA/AFSCME LOCAL 955 SALARY SCHEDULE-TYLER MUNIS SYSTEM

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
	E	\$ 38.25	\$ 3,060.00	\$ 6,630.00	\$ 79,560
ANIMAL SVCS OFF	A	\$ 31.96	\$ 2,556.80	\$ 5,539.73	\$ 66,477
	B	\$ 33.56	\$ 2,684.80	\$ 5,817.07	\$ 69,805
	C	\$ 35.25	\$ 2,820.00	\$ 6,110.00	\$ 73,320
	D	\$ 37.01	\$ 2,960.80	\$ 6,415.07	\$ 76,981
	E	\$ 38.85	\$ 3,108.00	\$ 6,734.00	\$ 80,808
AML CRL OFF,SR	A	\$ 33.79	\$ 2,703.20	\$ 5,856.93	\$ 70,283
	B	\$ 35.47	\$ 2,837.60	\$ 6,148.13	\$ 73,778
	C	\$ 37.24	\$ 2,979.20	\$ 6,454.93	\$ 77,459
	D	\$ 39.11	\$ 3,128.80	\$ 6,779.07	\$ 81,349
	E	\$ 41.07	\$ 3,285.60	\$ 7,118.80	\$ 85,426
BDG MANT WKR I	A	\$ 27.26	\$ 2,180.80	\$ 4,725.07	\$ 56,701
	B	\$ 28.63	\$ 2,290.40	\$ 4,962.53	\$ 59,550
	C	\$ 30.07	\$ 2,405.60	\$ 5,212.13	\$ 62,546
	D	\$ 31.57	\$ 2,525.60	\$ 5,472.13	\$ 65,666
	E	\$ 33.15	\$ 2,652.00	\$ 5,746.00	\$ 68,952
BDG MANT WKR II	A	\$ 34.80	\$ 2,784.00	\$ 6,032.00	\$ 72,384
	B	\$ 36.53	\$ 2,922.40	\$ 6,331.87	\$ 75,982
	C	\$ 38.36	\$ 3,068.80	\$ 6,649.07	\$ 79,789
	D	\$ 40.29	\$ 3,223.20	\$ 6,983.60	\$ 83,803
	E	\$ 42.30	\$ 3,384.00	\$ 7,332.00	\$ 87,984
BLDG INSP	A	\$ 46.41	\$ 3,712.80	\$ 8,044.40	\$ 96,533
	B	\$ 48.74	\$ 3,899.20	\$ 8,448.27	\$ 101,379
	C	\$ 51.17	\$ 4,093.60	\$ 8,869.47	\$ 106,434
	D	\$ 53.74	\$ 4,299.20	\$ 9,314.93	\$ 111,779
	E	\$ 56.42	\$ 4,513.60	\$ 9,779.47	\$ 117,354
BLDG INSP,LD	A	\$ 49.79	\$ 3,983.20	\$ 8,630.27	\$ 103,563
	B	\$ 52.28	\$ 4,182.40	\$ 9,061.87	\$ 108,742
	C	\$ 54.89	\$ 4,391.20	\$ 9,514.27	\$ 114,171
	D	\$ 57.63	\$ 4,610.40	\$ 9,989.20	\$ 119,870
	E	\$ 60.51	\$ 4,840.80	\$ 10,488.40	\$ 125,861
BLDG INSP,SR	A	\$ 54.26	\$ 4,340.80	\$ 9,405.07	\$ 112,861
	B	\$ 56.97	\$ 4,557.60	\$ 9,874.80	\$ 118,498
	C	\$ 59.82	\$ 4,785.60	\$ 10,368.80	\$ 124,426
	D	\$ 62.82	\$ 5,025.60	\$ 10,888.80	\$ 130,666
	E	\$ 65.96	\$ 5,276.80	\$ 11,433.07	\$ 137,197

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PCEA/AFSCME LOCAL 955 SALARY SCHEDULE-TYLER MUNIS SYSTEM

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
BUS LIC COORD	A	\$ 33.89	\$ 2,711.20	\$ 5,874.27	\$ 70,491
	B	\$ 35.59	\$ 2,847.20	\$ 6,168.93	\$ 74,027
	C	\$ 37.37	\$ 2,989.60	\$ 6,477.47	\$ 77,730
	D	\$ 39.23	\$ 3,138.40	\$ 6,799.87	\$ 81,598
	E	\$ 41.19	\$ 3,295.20	\$ 7,139.60	\$ 85,675
BUS LIC PRG SPC	A	\$ 39.05	\$ 3,124.00	\$ 6,768.67	\$ 81,224
	B	\$ 41.01	\$ 3,280.80	\$ 7,108.40	\$ 85,301
	C	\$ 43.06	\$ 3,444.80	\$ 7,463.73	\$ 89,565
	D	\$ 45.22	\$ 3,617.60	\$ 7,838.13	\$ 94,058
	E	\$ 47.47	\$ 3,797.60	\$ 8,228.13	\$ 98,738
CENT SVCS ASST	A	\$ 27.30	\$ 2,184.00	\$ 4,732.00	\$ 56,784
	B	\$ 28.66	\$ 2,292.80	\$ 4,967.73	\$ 59,613
	C	\$ 30.10	\$ 2,408.00	\$ 5,217.33	\$ 62,608
	D	\$ 31.60	\$ 2,528.00	\$ 5,477.33	\$ 65,728
	E	\$ 33.19	\$ 2,655.20	\$ 5,752.93	\$ 69,035
CENT SVCS LD	A	\$ 30.16	\$ 2,412.80	\$ 5,227.73	\$ 62,733
	B	\$ 31.67	\$ 2,533.60	\$ 5,489.47	\$ 65,874
	C	\$ 33.25	\$ 2,660.00	\$ 5,763.33	\$ 69,160
	D	\$ 34.89	\$ 2,791.20	\$ 6,047.60	\$ 72,571
	E	\$ 36.67	\$ 2,933.60	\$ 6,356.13	\$ 76,274
CENT SVCS SUPV	A	\$ 36.08	\$ 2,886.40	\$ 6,253.87	\$ 75,046
	B	\$ 37.88	\$ 3,030.40	\$ 6,565.87	\$ 78,790
	C	\$ 39.77	\$ 3,181.60	\$ 6,893.47	\$ 82,722
	D	\$ 41.77	\$ 3,341.60	\$ 7,240.13	\$ 86,882
	E	\$ 43.85	\$ 3,508.00	\$ 7,600.67	\$ 91,208
CODE ENF OFF	A	\$ 39.72	\$ 3,177.60	\$ 6,884.80	\$ 82,618
	B	\$ 41.72	\$ 3,337.60	\$ 7,231.47	\$ 86,778
	C	\$ 43.80	\$ 3,504.00	\$ 7,592.00	\$ 91,104
	D	\$ 45.98	\$ 3,678.40	\$ 7,969.87	\$ 95,638
	E	\$ 48.29	\$ 3,863.20	\$ 8,370.27	\$ 100,443
CODE ENF OFF,SR	A	\$ 44.86	\$ 3,588.80	\$ 7,775.73	\$ 93,309
	B	\$ 47.09	\$ 3,767.20	\$ 8,162.27	\$ 97,947
	C	\$ 49.46	\$ 3,956.80	\$ 8,573.07	\$ 102,877
	D	\$ 51.93	\$ 4,154.40	\$ 9,001.20	\$ 108,014
	E	\$ 54.53	\$ 4,362.40	\$ 9,451.87	\$ 113,422
COMM SVC OFF	A	\$ 31.96	\$ 2,556.80	\$ 5,539.73	\$ 66,477
	B	\$ 33.56	\$ 2,684.80	\$ 5,817.07	\$ 69,805
	C	\$ 35.25	\$ 2,820.00	\$ 6,110.00	\$ 73,320

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PCEA/AFSCME LOCAL 955 SALARY SCHEDULE-TYLER MUNIS SYSTEM

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
	D	\$ 37.01	\$ 2,960.80	\$ 6,415.07	\$ 76,981
	E	\$ 38.85	\$ 3,108.00	\$ 6,734.00	\$ 80,808
CONS/PW INSP	A	\$ 46.41	\$ 3,712.80	\$ 8,044.40	\$ 96,533
	B	\$ 48.74	\$ 3,899.20	\$ 8,448.27	\$ 101,379
	C	\$ 51.17	\$ 4,093.60	\$ 8,869.47	\$ 106,434
	D	\$ 53.74	\$ 4,299.20	\$ 9,314.93	\$ 111,779
	E	\$ 56.42	\$ 4,513.60	\$ 9,779.47	\$ 117,354
CONS/PW INSP,LD	A	\$ 49.79	\$ 3,983.20	\$ 8,630.27	\$ 103,563
	B	\$ 52.28	\$ 4,182.40	\$ 9,061.87	\$ 108,742
	C	\$ 54.89	\$ 4,391.20	\$ 9,514.27	\$ 114,171
	D	\$ 57.63	\$ 4,610.40	\$ 9,989.20	\$ 119,870
	E	\$ 60.51	\$ 4,840.80	\$ 10,488.40	\$ 125,861
CUST SVC REP	A	\$ 30.19	\$ 2,415.20	\$ 5,232.93	\$ 62,795
	B	\$ 31.70	\$ 2,536.00	\$ 5,494.67	\$ 65,936
	C	\$ 33.28	\$ 2,662.40	\$ 5,768.53	\$ 69,222
	D	\$ 34.95	\$ 2,796.00	\$ 6,058.00	\$ 72,696
	E	\$ 36.70	\$ 2,936.00	\$ 6,361.33	\$ 76,336
CUST SVC REP,SR	A	\$ 31.70	\$ 2,536.00	\$ 5,494.67	\$ 65,936
	B	\$ 33.28	\$ 2,662.40	\$ 5,768.53	\$ 69,222
	C	\$ 34.95	\$ 2,796.00	\$ 6,058.00	\$ 72,696
	D	\$ 36.70	\$ 2,936.00	\$ 6,361.33	\$ 76,336
	E	\$ 38.53	\$ 3,082.40	\$ 6,678.53	\$ 80,142
CUSTSVC CTR SPV	A	\$ 39.05	\$ 3,124.00	\$ 6,768.67	\$ 81,224
	B	\$ 41.01	\$ 3,280.80	\$ 7,108.40	\$ 85,301
	C	\$ 43.06	\$ 3,444.80	\$ 7,463.73	\$ 89,565
	D	\$ 45.22	\$ 3,617.60	\$ 7,838.13	\$ 94,058
	E	\$ 47.47	\$ 3,797.60	\$ 8,228.13	\$ 98,738
CRIME ANALYST	A	\$ 40.50	\$ 3,240.00	\$ 7,020.00	\$ 84,240
	B	\$ 42.52	\$ 3,401.60	\$ 7,370.13	\$ 88,442
	C	\$ 44.65	\$ 3,572.00	\$ 7,739.33	\$ 92,872
	D	\$ 46.89	\$ 3,751.20	\$ 8,127.60	\$ 97,531
	E	\$ 49.22	\$ 3,937.60	\$ 8,531.47	\$ 102,378
DISPRP/COM ED C	A	\$ 39.01	\$ 3,120.80	\$ 6,761.73	\$ 81,141
	B	\$ 40.95	\$ 3,276.00	\$ 7,098.00	\$ 85,176
	C	\$ 43.00	\$ 3,440.00	\$ 7,453.33	\$ 89,440
	D	\$ 45.16	\$ 3,612.80	\$ 7,827.73	\$ 93,933
	E	\$ 47.41	\$ 3,792.80	\$ 8,217.73	\$ 98,613

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PCEA/AFSCME LOCAL 955 SALARY SCHEDULE-TYLER MUNIS SYSTEM

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
ENGR ASST I	A	\$ 44.85	\$ 3,588.00	\$ 7,774.00	\$ 93,288
	B	\$ 47.08	\$ 3,766.40	\$ 8,160.53	\$ 97,926
	C	\$ 49.44	\$ 3,955.20	\$ 8,569.60	\$ 102,835
	D	\$ 51.91	\$ 4,152.80	\$ 8,997.73	\$ 107,973
	E	\$ 54.50	\$ 4,360.00	\$ 9,446.67	\$ 113,360
ENGR ASST II	A	\$ 49.44	\$ 3,955.20	\$ 8,569.60	\$ 102,835
	B	\$ 51.91	\$ 4,152.80	\$ 8,997.73	\$ 107,973
	C	\$ 54.51	\$ 4,360.80	\$ 9,448.40	\$ 113,381
	D	\$ 57.23	\$ 4,578.40	\$ 9,919.87	\$ 119,038
	E	\$ 60.09	\$ 4,807.20	\$ 10,415.60	\$ 124,987
ENGR,ASSOC CIVL	A	\$ 54.50	\$ 4,360.00	\$ 9,446.67	\$ 113,360
	B	\$ 57.22	\$ 4,577.60	\$ 9,918.13	\$ 119,018
	C	\$ 60.08	\$ 4,806.40	\$ 10,413.87	\$ 124,966
	D	\$ 63.08	\$ 5,046.40	\$ 10,933.87	\$ 131,206
	E	\$ 66.24	\$ 5,299.20	\$ 11,481.60	\$ 137,779
ENGR,ASSOC UTIL	A	\$ 54.50	\$ 4,360.00	\$ 9,446.67	\$ 113,360
	B	\$ 57.22	\$ 4,577.60	\$ 9,918.13	\$ 119,018
	C	\$ 60.08	\$ 4,806.40	\$ 10,413.87	\$ 124,966
	D	\$ 63.08	\$ 5,046.40	\$ 10,933.87	\$ 131,206
	E	\$ 66.24	\$ 5,299.20	\$ 11,481.60	\$ 137,779
ENGR TECH I	A	\$ 40.50	\$ 3,240.00	\$ 7,020.00	\$ 84,240
	B	\$ 42.52	\$ 3,401.60	\$ 7,370.13	\$ 88,442
	C	\$ 44.65	\$ 3,572.00	\$ 7,739.33	\$ 92,872
	D	\$ 46.89	\$ 3,751.20	\$ 8,127.60	\$ 97,531
	E	\$ 49.22	\$ 3,937.60	\$ 8,531.47	\$ 102,378
ENGR TECH II	A	\$ 44.85	\$ 3,588.00	\$ 7,774.00	\$ 93,288
	B	\$ 47.08	\$ 3,766.40	\$ 8,160.53	\$ 97,926
	C	\$ 49.44	\$ 3,955.20	\$ 8,569.60	\$ 102,835
	D	\$ 51.91	\$ 4,152.80	\$ 8,997.73	\$ 107,973
	E	\$ 54.50	\$ 4,360.00	\$ 9,446.67	\$ 113,360
ENGR TECH III	A	\$ 49.44	\$ 3,955.20	\$ 8,569.60	\$ 102,835
	B	\$ 51.91	\$ 4,152.80	\$ 8,997.73	\$ 107,973
	C	\$ 54.51	\$ 4,360.80	\$ 9,448.40	\$ 113,381
	D	\$ 57.23	\$ 4,578.40	\$ 9,919.87	\$ 119,038
	E	\$ 60.09	\$ 4,807.20	\$ 10,415.60	\$ 124,987
ENG TEC II,TRF	A	\$ 44.85	\$ 3,588.00	\$ 7,774.00	\$ 93,288
	B	\$ 47.08	\$ 3,766.40	\$ 8,160.53	\$ 97,926
	C	\$ 49.44	\$ 3,955.20	\$ 8,569.60	\$ 102,835

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PCEA/AFSCME LOCAL 955 SALARY SCHEDULE-TYLER MUNIS SYSTEM

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
	D	\$ 51.91	\$ 4,152.80	\$ 8,997.73	\$ 107,973
	E	\$ 54.50	\$ 4,360.00	\$ 9,446.67	\$ 113,360
ENG TEC III,TRF	A	\$ 49.44	\$ 3,955.20	\$ 8,569.60	\$ 102,835
	B	\$ 51.91	\$ 4,152.80	\$ 8,997.73	\$ 107,973
	C	\$ 54.51	\$ 4,360.80	\$ 9,448.40	\$ 113,381
	D	\$ 57.23	\$ 4,578.40	\$ 9,919.87	\$ 119,038
	E	\$ 60.09	\$ 4,807.20	\$ 10,415.60	\$ 124,987
ENV COMPL SUPV	A	\$ 45.18	\$ 3,614.40	\$ 7,831.20	\$ 93,974
	B	\$ 47.43	\$ 3,794.40	\$ 8,221.20	\$ 98,654
	C	\$ 49.81	\$ 3,984.80	\$ 8,633.73	\$ 103,605
	D	\$ 52.30	\$ 4,184.00	\$ 9,065.33	\$ 108,784
	E	\$ 54.91	\$ 4,392.80	\$ 9,517.73	\$ 114,213
EQUIP MECH	A	\$ 37.68	\$ 3,014.40	\$ 6,531.20	\$ 78,374
	B	\$ 39.56	\$ 3,164.80	\$ 6,857.07	\$ 82,285
	C	\$ 41.53	\$ 3,322.40	\$ 7,198.53	\$ 86,382
	D	\$ 43.61	\$ 3,488.80	\$ 7,559.07	\$ 90,709
	E	\$ 45.80	\$ 3,664.00	\$ 7,938.67	\$ 95,264
EQUIP MECH,ASST	A	\$ 30.08	\$ 2,406.40	\$ 5,213.87	\$ 62,566
	B	\$ 31.58	\$ 2,526.40	\$ 5,473.87	\$ 65,686
	C	\$ 33.17	\$ 2,653.60	\$ 5,749.47	\$ 68,994
	D	\$ 34.82	\$ 2,785.60	\$ 6,035.47	\$ 72,426
	E	\$ 36.55	\$ 2,924.00	\$ 6,335.33	\$ 76,024
EQUIP MECH,LD	A	\$ 42.51	\$ 3,400.80	\$ 7,368.40	\$ 88,421
	B	\$ 44.64	\$ 3,571.20	\$ 7,737.60	\$ 92,851
	C	\$ 46.88	\$ 3,750.40	\$ 8,125.87	\$ 97,510
	D	\$ 49.20	\$ 3,936.00	\$ 8,528.00	\$ 102,336
	E	\$ 51.66	\$ 4,132.80	\$ 8,954.40	\$ 107,453
FIRE PREV TECH	A	\$ 35.59	\$ 2,847.20	\$ 6,168.93	\$ 74,027
	B	\$ 37.37	\$ 2,989.60	\$ 6,477.47	\$ 77,730
	C	\$ 39.23	\$ 3,138.40	\$ 6,799.87	\$ 81,598
	D	\$ 41.19	\$ 3,295.20	\$ 7,139.60	\$ 85,675
	E	\$ 43.26	\$ 3,460.80	\$ 7,498.40	\$ 89,981
GIS TECH I	A	\$ 40.79	\$ 3,263.20	\$ 7,070.27	\$ 84,843
	B	\$ 42.84	\$ 3,427.20	\$ 7,425.60	\$ 89,107
	C	\$ 44.97	\$ 3,597.60	\$ 7,794.80	\$ 93,538
	D	\$ 47.24	\$ 3,779.20	\$ 8,188.27	\$ 98,259
	E	\$ 49.58	\$ 3,966.40	\$ 8,593.87	\$ 103,126

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POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
GIS TECH II	A	\$ 47.22	\$ 3,777.60	\$ 8,184.80	\$ 98,218
	B	\$ 49.56	\$ 3,964.80	\$ 8,590.40	\$ 103,085
	C	\$ 52.05	\$ 4,164.00	\$ 9,022.00	\$ 108,264
	D	\$ 54.65	\$ 4,372.00	\$ 9,472.67	\$ 113,672
	E	\$ 57.38	\$ 4,590.40	\$ 9,945.87	\$ 119,350
GIS COORDINATOR	A	\$ 54.50	\$ 4,360.00	\$ 9,446.67	\$ 113,360
	B	\$ 57.22	\$ 4,577.60	\$ 9,918.13	\$ 119,018
	C	\$ 60.08	\$ 4,806.40	\$ 10,413.87	\$ 124,966
	D	\$ 63.08	\$ 5,046.40	\$ 10,933.87	\$ 131,206
	E	\$ 66.24	\$ 5,299.20	\$ 11,481.60	\$ 137,779
GRAPHICS SPEC	A	\$ 31.47	\$ 2,517.60	\$ 5,454.80	\$ 65,458
	B	\$ 33.04	\$ 2,643.20	\$ 5,726.93	\$ 68,723
	C	\$ 34.69	\$ 2,775.20	\$ 6,012.93	\$ 72,155
	D	\$ 36.43	\$ 2,914.40	\$ 6,314.53	\$ 75,774
	E	\$ 38.25	\$ 3,060.00	\$ 6,630.00	\$ 79,560
HOUSING SPEC	A	\$ 54.50	\$ 4,360.00	\$ 9,446.67	\$ 113,360
	B	\$ 57.22	\$ 4,577.60	\$ 9,918.13	\$ 119,018
	C	\$ 60.08	\$ 4,806.40	\$ 10,413.87	\$ 124,966
	D	\$ 63.08	\$ 5,046.40	\$ 10,933.87	\$ 131,206
	E	\$ 66.24	\$ 5,299.20	\$ 11,481.60	\$ 137,779
INF SVC CORD I	A	\$ 40.79	\$ 3,263.20	\$ 7,070.27	\$ 84,843
	B	\$ 42.84	\$ 3,427.20	\$ 7,425.60	\$ 89,107
	C	\$ 44.97	\$ 3,597.60	\$ 7,794.80	\$ 93,538
	D	\$ 47.24	\$ 3,779.20	\$ 8,188.27	\$ 98,259
	E	\$ 49.58	\$ 3,966.40	\$ 8,593.87	\$ 103,126
INF SVC CORD II	A	\$ 47.22	\$ 3,777.60	\$ 8,184.80	\$ 98,218
	B	\$ 49.56	\$ 3,964.80	\$ 8,590.40	\$ 103,085
	C	\$ 52.05	\$ 4,164.00	\$ 9,022.00	\$ 108,264
	D	\$ 54.65	\$ 4,372.00	\$ 9,472.67	\$ 113,672
	E	\$ 57.38	\$ 4,590.40	\$ 9,945.87	\$ 119,350
LNDSCP ARCHT	A	\$ 51.38	\$ 4,110.40	\$ 8,905.87	\$ 106,870
	B	\$ 53.95	\$ 4,316.00	\$ 9,351.33	\$ 112,216
	C	\$ 56.65	\$ 4,532.00	\$ 9,819.33	\$ 117,832
	D	\$ 59.47	\$ 4,757.60	\$ 10,308.13	\$ 123,698
	E	\$ 62.45	\$ 4,996.00	\$ 10,824.67	\$ 129,896
LNDSCP ARC ASST	A	\$ 44.78	\$ 3,582.40	\$ 7,761.87	\$ 93,142
	B	\$ 47.02	\$ 3,761.60	\$ 8,150.13	\$ 97,802
	C	\$ 49.38	\$ 3,950.40	\$ 8,559.20	\$ 102,710

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PCEA/AFSCME LOCAL 955 SALARY SCHEDULE-TYLER MUNIS SYSTEM

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
	D	\$ 51.84	\$ 4,147.20	\$ 8,985.60	\$ 107,827
	E	\$ 54.43	\$ 4,354.40	\$ 9,434.53	\$ 113,214
LIBRARIAN	A	\$ 36.64	\$ 2,931.20	\$ 6,350.93	\$ 76,211
	B	\$ 38.47	\$ 3,077.60	\$ 6,668.13	\$ 80,018
	C	\$ 40.39	\$ 3,231.20	\$ 7,000.93	\$ 84,011
	D	\$ 42.41	\$ 3,392.80	\$ 7,351.07	\$ 88,213
	E	\$ 44.53	\$ 3,562.40	\$ 7,718.53	\$ 92,622
LIBRARIAN, SR	A	\$ 42.35	\$ 3,388.00	\$ 7,340.67	\$ 88,088
	B	\$ 44.48	\$ 3,558.40	\$ 7,709.87	\$ 92,518
	C	\$ 46.69	\$ 3,735.20	\$ 8,092.93	\$ 97,115
	D	\$ 49.04	\$ 3,923.20	\$ 8,500.27	\$ 102,003
	E	\$ 51.48	\$ 4,118.40	\$ 8,923.20	\$ 107,078
LIBRARY ASST	O	\$ -	\$ -	\$ -	\$ -
	A	\$ 30.06	\$ 2,404.80	\$ 5,210.40	\$ 62,525
	B	\$ 31.56	\$ 2,524.80	\$ 5,470.40	\$ 65,645
	C	\$ 33.14	\$ 2,651.20	\$ 5,744.27	\$ 68,931
	D	\$ 34.79	\$ 2,783.20	\$ 6,030.27	\$ 72,363
	E	\$ 36.52	\$ 2,921.60	\$ 6,330.13	\$ 75,962
LIBRARY CLERK	A	\$ 26.06	\$ 2,084.80	\$ 4,517.07	\$ 54,205
	B	\$ 27.35	\$ 2,188.00	\$ 4,740.67	\$ 56,888
	C	\$ 28.72	\$ 2,297.60	\$ 4,978.13	\$ 59,738
	D	\$ 30.15	\$ 2,412.00	\$ 5,226.00	\$ 62,712
	E	\$ 31.66	\$ 2,532.80	\$ 5,487.73	\$ 65,853
LIBRY CLRK, LEAD	A	\$ 28.62	\$ 2,289.60	\$ 4,960.80	\$ 59,530
	B	\$ 30.06	\$ 2,404.80	\$ 5,210.40	\$ 62,525
	C	\$ 31.56	\$ 2,524.80	\$ 5,470.40	\$ 65,645
	D	\$ 33.14	\$ 2,651.20	\$ 5,744.27	\$ 68,931
	E	\$ 34.79	\$ 2,783.20	\$ 6,030.27	\$ 72,363
LIBRY CLRK, SUPV	A	\$ 33.03	\$ 2,642.40	\$ 5,725.20	\$ 68,702
	B	\$ 34.68	\$ 2,774.40	\$ 6,011.20	\$ 72,134
	C	\$ 36.42	\$ 2,913.60	\$ 6,312.80	\$ 75,754
	D	\$ 38.24	\$ 3,059.20	\$ 6,628.27	\$ 79,539
	E	\$ 40.16	\$ 3,212.80	\$ 6,961.07	\$ 83,533
MAINT ASSISTANT	A	\$ 25.39	\$ 2,031.20	\$ 4,400.93	\$ 52,811
	B	\$ 26.65	\$ 2,132.00	\$ 4,619.33	\$ 55,432
	C	\$ 27.99	\$ 2,239.20	\$ 4,851.60	\$ 58,219
	D	\$ 29.39	\$ 2,351.20	\$ 5,094.27	\$ 61,131
	E	\$ 30.85	\$ 2,468.00	\$ 5,347.33	\$ 64,168

July 14, 2018

PCEA/AFSCME LOCAL 955 SALARY SCHEDULE-TYLER MUNIS SYSTEM

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
OFFICE ASST	A	\$ 26.07	\$ 2,085.60	\$ 4,518.80	\$ 54,226
	B	\$ 27.36	\$ 2,188.80	\$ 4,742.40	\$ 56,909
	C	\$ 28.73	\$ 2,298.40	\$ 4,979.87	\$ 59,758
	D	\$ 30.16	\$ 2,412.80	\$ 5,227.73	\$ 62,733
	E	\$ 31.67	\$ 2,533.60	\$ 5,489.47	\$ 65,874
OFFICE ASST,SR	A	\$ 28.74	\$ 2,299.20	\$ 4,981.60	\$ 59,779
	B	\$ 30.17	\$ 2,413.60	\$ 5,229.47	\$ 62,754
	C	\$ 31.68	\$ 2,534.40	\$ 5,491.20	\$ 65,894
	D	\$ 33.26	\$ 2,660.80	\$ 5,765.07	\$ 69,181
	E	\$ 34.93	\$ 2,794.40	\$ 6,054.53	\$ 72,654
OFFICE MANAGER	A	\$ 34.89	\$ 2,791.20	\$ 6,047.60	\$ 72,571
	B	\$ 36.64	\$ 2,931.20	\$ 6,350.93	\$ 76,211
	C	\$ 38.47	\$ 3,077.60	\$ 6,668.13	\$ 80,018
	D	\$ 40.39	\$ 3,231.20	\$ 7,000.93	\$ 84,011
	E	\$ 42.41	\$ 3,392.80	\$ 7,351.07	\$ 88,213
OPS MAINT WKR	A	\$ 27.31	\$ 2,184.80	\$ 4,733.73	\$ 56,805
	B	\$ 28.68	\$ 2,294.40	\$ 4,971.20	\$ 59,654
	C	\$ 30.11	\$ 2,408.80	\$ 5,219.07	\$ 62,629
	D	\$ 31.61	\$ 2,528.80	\$ 5,479.07	\$ 65,749
	E	\$ 33.20	\$ 2,656.00	\$ 5,754.67	\$ 69,056
	F	\$ 34.87	\$ 2,789.60	\$ 6,044.13	\$ 72,530
	G	\$ 36.59	\$ 2,927.20	\$ 6,342.27	\$ 76,107
	H	\$ 38.42	\$ 3,073.60	\$ 6,659.47	\$ 79,914
	I	\$ 40.35	\$ 3,228.00	\$ 6,994.00	\$ 83,928
	J	\$ 42.36	\$ 3,388.80	\$ 7,342.40	\$ 88,109
OPS MANT WKR,LD	A	\$ 39.28	\$ 3,142.40	\$ 6,808.53	\$ 81,702
	B	\$ 41.25	\$ 3,300.00	\$ 7,150.00	\$ 85,800
	C	\$ 43.31	\$ 3,464.80	\$ 7,507.07	\$ 90,085
	D	\$ 45.48	\$ 3,638.40	\$ 7,883.20	\$ 94,598
	E	\$ 47.75	\$ 3,820.00	\$ 8,276.67	\$ 99,320
OPS MAINT SUPV	A	\$ 45.18	\$ 3,614.40	\$ 7,831.20	\$ 93,974
	B	\$ 47.43	\$ 3,794.40	\$ 8,221.20	\$ 98,654
	C	\$ 49.81	\$ 3,984.80	\$ 8,633.73	\$ 103,605
	D	\$ 52.30	\$ 4,184.00	\$ 9,065.33	\$ 108,784
	E	\$ 54.91	\$ 4,392.80	\$ 9,517.73	\$ 114,213
PTS SVCS DISP	A	\$ 25.71	\$ 2,056.80	\$ 4,456.40	\$ 53,477
	B	\$ 26.99	\$ 2,159.20	\$ 4,678.27	\$ 56,139
	C	\$ 28.35	\$ 2,268.00	\$ 4,914.00	\$ 58,968
	D	\$ 29.77	\$ 2,381.60	\$ 5,160.13	\$ 61,922

July 14, 2018

PCEA/AFSCME LOCAL 955 SALARY SCHEDULE-TYLER MUNIS SYSTEM

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
	E	\$ 31.25	\$ 2,500.00	\$ 5,416.67	\$ 65,000
PARK MANT COORD	A	\$ 42.27	\$ 3,381.60	\$ 7,326.80	\$ 87,922
	B	\$ 44.37	\$ 3,549.60	\$ 7,690.80	\$ 92,290
	C	\$ 46.60	\$ 3,728.00	\$ 8,077.33	\$ 96,928
	D	\$ 48.91	\$ 3,912.80	\$ 8,477.73	\$ 101,733
	E	\$ 51.37	\$ 4,109.60	\$ 8,904.13	\$ 106,850
PRK MANT WRK I	C	\$ 30.10	\$ 2,408.00	\$ 5,217.33	\$ 62,608
	D	\$ 31.60	\$ 2,528.00	\$ 5,477.33	\$ 65,728
			\$ -		
PRK MANT WRK II	A	\$ 34.80	\$ 2,784.00	\$ 6,032.00	\$ 72,384
	B	\$ 36.53	\$ 2,922.40	\$ 6,331.87	\$ 75,982
	C	\$ 38.36	\$ 3,068.80	\$ 6,649.07	\$ 79,789
	D	\$ 40.29	\$ 3,223.20	\$ 6,983.60	\$ 83,803
	E	\$ 42.30	\$ 3,384.00	\$ 7,332.00	\$ 87,984
PRK MNT WRK,LD	A	\$ 39.23	\$ 3,138.40	\$ 6,799.87	\$ 81,598
	B	\$ 41.25	\$ 3,300.00	\$ 7,150.00	\$ 85,800
	C	\$ 43.31	\$ 3,464.80	\$ 7,507.07	\$ 90,085
	D	\$ 45.48	\$ 3,638.40	\$ 7,883.20	\$ 94,598
	E	\$ 47.75	\$ 3,820.00	\$ 8,276.67	\$ 99,320
PRK MANT SUPV	A	\$ 45.18	\$ 3,614.40	\$ 7,831.20	\$ 93,974
	B	\$ 47.43	\$ 3,794.40	\$ 8,221.20	\$ 98,654
	C	\$ 49.81	\$ 3,984.80	\$ 8,633.73	\$ 103,605
	D	\$ 52.30	\$ 4,184.00	\$ 9,065.33	\$ 108,784
	E	\$ 54.91	\$ 4,392.80	\$ 9,517.73	\$ 114,213
PRKNG ENF OFCR	A	\$ 26.50	\$ 2,120.00	\$ 4,593.33	\$ 55,120
	B	\$ 27.82	\$ 2,225.60	\$ 4,822.13	\$ 57,866
	C	\$ 29.21	\$ 2,336.80	\$ 5,063.07	\$ 60,757
	D	\$ 30.67	\$ 2,453.60	\$ 5,316.13	\$ 63,794
	E	\$ 32.20	\$ 2,576.00	\$ 5,581.33	\$ 66,976
PERMITS TECH	A	\$ 37.11	\$ 2,968.80	\$ 6,432.40	\$ 77,189
	B	\$ 38.96	\$ 3,116.80	\$ 6,753.07	\$ 81,037
	C	\$ 40.91	\$ 3,272.80	\$ 7,091.07	\$ 85,093
	D	\$ 42.95	\$ 3,436.00	\$ 7,444.67	\$ 89,336
	E	\$ 45.11	\$ 3,608.80	\$ 7,819.07	\$ 93,829
PLAN CK ENGR	A	\$ 54.26	\$ 4,340.80	\$ 9,405.07	\$ 112,861
	B	\$ 56.97	\$ 4,557.60	\$ 9,874.80	\$ 118,498
	C	\$ 59.82	\$ 4,785.60	\$ 10,368.80	\$ 124,426
	D	\$ 62.82	\$ 5,025.60	\$ 10,888.80	\$ 130,666

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PCEA/AFSCME LOCAL 955 SALARY SCHEDULE-TYLER MUNIS SYSTEM

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
	E	\$ 65.96	\$ 5,276.80	\$ 11,433.07	\$ 137,197
PLAN CHECKER	A	\$ 49.79	\$ 3,983.20	\$ 8,630.27	\$ 103,563
	B	\$ 52.28	\$ 4,182.40	\$ 9,061.87	\$ 108,742
	C	\$ 54.89	\$ 4,391.20	\$ 9,514.27	\$ 114,171
	D	\$ 57.63	\$ 4,610.40	\$ 9,989.20	\$ 119,870
	E	\$ 60.51	\$ 4,840.80	\$ 10,488.40	\$ 125,861
PLANNER,ASST	A	\$ 44.85	\$ 3,588.00	\$ 7,774.00	\$ 93,288
	B	\$ 47.08	\$ 3,766.40	\$ 8,160.53	\$ 97,926
	C	\$ 49.44	\$ 3,955.20	\$ 8,569.60	\$ 102,835
	D	\$ 51.91	\$ 4,152.80	\$ 8,997.73	\$ 107,973
	E	\$ 54.50	\$ 4,360.00	\$ 9,446.67	\$ 113,360
PLANNER,ASSOC	A	\$ 51.59	\$ 4,127.20	\$ 8,942.27	\$ 107,307
	B	\$ 54.17	\$ 4,333.60	\$ 9,389.47	\$ 112,674
	C	\$ 56.88	\$ 4,550.40	\$ 9,859.20	\$ 118,310
	D	\$ 59.72	\$ 4,777.60	\$ 10,351.47	\$ 124,218
	E	\$ 62.70	\$ 5,016.00	\$ 10,868.00	\$ 130,416
PLNR,ASSC TRNSP	A	\$ 54.50	\$ 4,360.00	\$ 9,446.67	\$ 113,360
	B	\$ 57.22	\$ 4,577.60	\$ 9,918.13	\$ 119,018
	C	\$ 60.08	\$ 4,806.40	\$ 10,413.87	\$ 124,966
	D	\$ 63.08	\$ 5,046.40	\$ 10,933.87	\$ 131,206
	E	\$ 66.24	\$ 5,299.20	\$ 11,481.60	\$ 137,779
PLANNER, SR	A	\$ 55.46	\$ 4,436.80	\$ 9,613.07	\$ 115,357
	B	\$ 58.24	\$ 4,659.20	\$ 10,094.93	\$ 121,139
	C	\$ 61.14	\$ 4,891.20	\$ 10,597.60	\$ 127,171
	D	\$ 64.20	\$ 5,136.00	\$ 11,128.00	\$ 133,536
	E	\$ 67.41	\$ 5,392.80	\$ 11,684.40	\$ 140,213
POLICE DISPTCHR	A	\$ 36.41	\$ 2,912.80	\$ 6,311.07	\$ 75,733
	B	\$ 38.23	\$ 3,058.40	\$ 6,626.53	\$ 79,518
	C	\$ 40.15	\$ 3,212.00	\$ 6,959.33	\$ 83,512
	D	\$ 42.16	\$ 3,372.80	\$ 7,307.73	\$ 87,693
	E	\$ 44.27	\$ 3,541.60	\$ 7,673.47	\$ 92,082
POLCE DISP SUPV	A	\$ 38.92	\$ 3,113.60	\$ 6,746.13	\$ 80,954
	B	\$ 40.87	\$ 3,269.60	\$ 7,084.13	\$ 85,010
	C	\$ 42.91	\$ 3,432.80	\$ 7,437.73	\$ 89,253
	D	\$ 45.05	\$ 3,604.00	\$ 7,808.67	\$ 93,704
	E	\$ 47.31	\$ 3,784.80	\$ 8,200.40	\$ 98,405
POLCE RCRDS CLK	A	\$ 29.30	\$ 2,344.00	\$ 5,078.67	\$ 60,944

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PCEA/AFSCME LOCAL 955 SALARY SCHEDULE-TYLER MUNIS SYSTEM

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
	B	\$ 30.77	\$ 2,461.60	\$ 5,333.47	\$ 64,002
	C	\$ 32.31	\$ 2,584.80	\$ 5,600.40	\$ 67,205
	D	\$ 33.93	\$ 2,714.40	\$ 5,881.20	\$ 70,574
	E	\$ 35.63	\$ 2,850.40	\$ 6,175.87	\$ 74,110
POLCE IVSTGR II	A	\$ 36.11	\$ 2,888.80	\$ 6,259.07	\$ 75,109
	B	\$ 37.91	\$ 3,032.80	\$ 6,571.07	\$ 78,853
	C	\$ 39.81	\$ 3,184.80	\$ 6,900.40	\$ 82,805
	D	\$ 41.80	\$ 3,344.00	\$ 7,245.33	\$ 86,944
	E	\$ 43.88	\$ 3,510.40	\$ 7,605.87	\$ 91,270
PRESCHL SPEC	A	\$ 27.00	\$ 2,160.00	\$ 4,680.00	\$ 56,160
	B	\$ 28.36	\$ 2,268.80	\$ 4,915.73	\$ 58,989
	C	\$ 29.78	\$ 2,382.40	\$ 5,161.87	\$ 61,942
	D	\$ 31.26	\$ 2,500.80	\$ 5,418.40	\$ 65,021
	E	\$ 32.83	\$ 2,626.40	\$ 5,690.53	\$ 68,286
PROP & EVID TEC	A	\$ 31.96	\$ 2,556.80	\$ 5,539.73	\$ 66,477
	B	\$ 33.56	\$ 2,684.80	\$ 5,817.07	\$ 69,805
	C	\$ 35.25	\$ 2,820.00	\$ 6,110.00	\$ 73,320
	D	\$ 37.01	\$ 2,960.80	\$ 6,415.07	\$ 76,981
	E	\$ 38.85	\$ 3,108.00	\$ 6,734.00	\$ 80,808
RECRD COOR	A	\$ 24.77	\$ 1,981.60	\$ 4,293.47	\$ 51,522
	B	\$ 26.01	\$ 2,080.80	\$ 4,508.40	\$ 54,101
	C	\$ 27.31	\$ 2,184.80	\$ 4,733.73	\$ 56,805
	D	\$ 28.68	\$ 2,294.40	\$ 4,971.20	\$ 59,654
	E	\$ 30.11	\$ 2,408.80	\$ 5,219.07	\$ 62,629
RECRD PROG CORD	A	\$ 32.93	\$ 2,634.40	\$ 5,707.87	\$ 68,494
	B	\$ 34.59	\$ 2,767.20	\$ 5,995.60	\$ 71,947
	C	\$ 36.32	\$ 2,905.60	\$ 6,295.47	\$ 75,546
	D	\$ 38.13	\$ 3,050.40	\$ 6,609.20	\$ 79,310
	E	\$ 40.03	\$ 3,202.40	\$ 6,938.53	\$ 83,262
REC COORD	A	\$ 34.08	\$ 2,726.40	\$ 5,907.20	\$ 70,886
	B	\$ 35.78	\$ 2,862.40	\$ 6,201.87	\$ 74,422
	C	\$ 37.57	\$ 3,005.60	\$ 6,512.13	\$ 78,146
	D	\$ 39.46	\$ 3,156.80	\$ 6,839.73	\$ 82,077
	E	\$ 41.44	\$ 3,315.20	\$ 7,182.93	\$ 86,195
REC PROG SPL SR	A	\$ 27.00	\$ 2,160.00	\$ 4,680.00	\$ 56,160
	B	\$ 28.36	\$ 2,268.80	\$ 4,915.73	\$ 58,989
	C	\$ 29.78	\$ 2,382.40	\$ 5,161.87	\$ 61,942
	D	\$ 31.26	\$ 2,500.80	\$ 5,418.40	\$ 65,021

July 14, 2018

PCEA/AFSCME LOCAL 955 SALARY SCHEDULE-TYLER MUNIS SYSTEM

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
	E	\$ 32.83	\$ 2,626.40	\$ 5,690.53	\$ 68,286
RECREATION SUPV	A	\$ 39.05	\$ 3,124.00	\$ 6,768.67	\$ 81,224
	B	\$ 41.01	\$ 3,280.80	\$ 7,108.40	\$ 85,301
	C	\$ 43.06	\$ 3,444.80	\$ 7,463.73	\$ 89,565
	D	\$ 45.22	\$ 3,617.60	\$ 7,838.13	\$ 94,058
	E	\$ 47.47	\$ 3,797.60	\$ 8,228.13	\$ 98,738
SR PLAN CHKR	A	\$ 54.26	\$ 4,340.80	\$ 9,405.07	\$ 112,861
	B	\$ 56.97	\$ 4,557.60	\$ 9,874.80	\$ 118,498
	C	\$ 59.82	\$ 4,785.60	\$ 10,368.80	\$ 124,426
	D	\$ 62.82	\$ 5,025.60	\$ 10,888.80	\$ 130,666
	E	\$ 65.96	\$ 5,276.80	\$ 11,433.07	\$ 137,197
SR TRANSP DRVR	A	\$ 21.36	\$ 1,708.80	\$ 3,702.40	\$ 44,429
	B	\$ 22.43	\$ 1,794.40	\$ 3,887.87	\$ 46,654
	C	\$ 23.57	\$ 1,885.60	\$ 4,085.47	\$ 49,026
	D	\$ 24.74	\$ 1,979.20	\$ 4,288.27	\$ 51,459
	E	\$ 25.97	\$ 2,077.60	\$ 4,501.47	\$ 54,018
SOURC CNTR INSP	A	\$ 39.23	\$ 3,138.40	\$ 6,799.87	\$ 81,598
	B	\$ 41.18	\$ 3,294.40	\$ 7,137.87	\$ 85,654
	C	\$ 43.24	\$ 3,459.20	\$ 7,494.93	\$ 89,939
	D	\$ 45.40	\$ 3,632.00	\$ 7,869.33	\$ 94,432
	E	\$ 47.68	\$ 3,814.40	\$ 8,264.53	\$ 99,174
STR MAIN WRK I	C	\$ 30.10	\$ 2,408.00	\$ 5,217.33	\$ 62,608
	D	\$ 31.60	\$ 2,528.00	\$ 5,477.33	\$ 65,728
STR MAIN WRK II	A	\$ 34.80	\$ 2,784.00	\$ 6,032.00	\$ 72,384
	B	\$ 36.53	\$ 2,922.40	\$ 6,331.87	\$ 75,982
	C	\$ 38.36	\$ 3,068.80	\$ 6,649.07	\$ 79,789
	D	\$ 40.29	\$ 3,223.20	\$ 6,983.60	\$ 83,803
	E	\$ 42.30	\$ 3,384.00	\$ 7,332.00	\$ 87,984
STR MAIN WRK LD	A	\$ 39.28	\$ 3,142.40	\$ 6,808.53	\$ 81,702
	B	\$ 41.25	\$ 3,300.00	\$ 7,150.00	\$ 85,800
	C	\$ 43.31	\$ 3,464.80	\$ 7,507.07	\$ 90,085
	D	\$ 45.48	\$ 3,638.40	\$ 7,883.20	\$ 94,598
	E	\$ 47.75	\$ 3,820.00	\$ 8,276.67	\$ 99,320
STREETS SUPRV	A	\$ 45.18	\$ 3,614.40	\$ 7,831.20	\$ 93,974
	B	\$ 47.43	\$ 3,794.40	\$ 8,221.20	\$ 98,654
	C	\$ 49.81	\$ 3,984.80	\$ 8,633.73	\$ 103,605
	D	\$ 52.30	\$ 4,184.00	\$ 9,065.33	\$ 108,784

July 14, 2018

PCEA/AFSCME LOCAL 955 SALARY SCHEDULE-TYLER MUNIS SYSTEM

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
	E	\$ 54.91	\$ 4,392.80	\$ 9,517.73	\$ 114,213
SUP SVCS LD WRK	A	\$ 39.28	\$ 3,142.40	\$ 6,808.53	\$ 81,702
	B	\$ 41.25	\$ 3,300.00	\$ 7,150.00	\$ 85,800
	C	\$ 43.31	\$ 3,464.80	\$ 7,507.07	\$ 90,085
	D	\$ 45.48	\$ 3,638.40	\$ 7,883.20	\$ 94,598
	E	\$ 47.75	\$ 3,820.00	\$ 8,276.67	\$ 99,320
SUP SVCS SUPVR	A	\$ 45.18	\$ 3,614.40	\$ 7,831.20	\$ 93,974
	B	\$ 47.43	\$ 3,794.40	\$ 8,221.20	\$ 98,654
	C	\$ 49.81	\$ 3,984.80	\$ 8,633.73	\$ 103,605
	D	\$ 51.99	\$ 4,159.20	\$ 9,011.60	\$ 108,139
	E	\$ 54.91	\$ 4,392.80	\$ 9,517.73	\$ 114,213
THEATRE TECHN	A	\$ 34.80	\$ 2,784.00	\$ 6,032.00	\$ 72,384
	B	\$ 36.53	\$ 2,922.40	\$ 6,331.87	\$ 75,982
	C	\$ 38.36	\$ 3,068.80	\$ 6,649.07	\$ 79,789
	D	\$ 40.29	\$ 3,223.20	\$ 6,983.60	\$ 83,803
	E	\$ 42.30	\$ 3,384.00	\$ 7,332.00	\$ 87,984
UTIL ASST I	A	\$ 27.38	\$ 2,190.40	\$ 4,745.87	\$ 56,950
	B	\$ 28.75	\$ 2,300.00	\$ 4,983.33	\$ 59,800
	C	\$ 30.19	\$ 2,415.20	\$ 5,232.93	\$ 62,795
	D	\$ 31.70	\$ 2,536.00	\$ 5,494.67	\$ 65,936
	E	\$ 33.28	\$ 2,662.40	\$ 5,768.53	\$ 69,222
UTIL ASST II	A	\$ 30.19	\$ 2,415.20	\$ 5,232.93	\$ 62,795
	B	\$ 31.70	\$ 2,536.00	\$ 5,494.67	\$ 65,936
	C	\$ 33.28	\$ 2,662.40	\$ 5,768.53	\$ 69,222
	D	\$ 34.95	\$ 2,796.00	\$ 6,058.00	\$ 72,696
	E	\$ 36.70	\$ 2,936.00	\$ 6,361.33	\$ 76,336
UTIL ASST, SR	A	\$ 31.70	\$ 2,536.00	\$ 5,494.67	\$ 65,936
	B	\$ 33.28	\$ 2,662.40	\$ 5,768.53	\$ 69,222
	C	\$ 34.31	\$ 2,744.80	\$ 5,947.07	\$ 71,365
	D	\$ 36.70	\$ 2,936.00	\$ 6,361.33	\$ 76,336
	E	\$ 38.53	\$ 3,082.40	\$ 6,678.53	\$ 80,142
UTIL BILL ASST	A	\$ 30.19	\$ 2,415.20	\$ 5,232.93	\$ 62,795
	B	\$ 31.70	\$ 2,536.00	\$ 5,494.67	\$ 65,936
	C	\$ 33.28	\$ 2,662.40	\$ 5,768.53	\$ 69,222
	D	\$ 34.95	\$ 2,796.00	\$ 6,058.00	\$ 72,696
	E	\$ 36.70	\$ 2,936.00	\$ 6,361.33	\$ 76,336
UTIL BILL SUPVR	A	\$ 39.05	\$ 3,124.00	\$ 6,768.67	\$ 81,224

July 14, 2018

PCEA/AFSCME LOCAL 955 SALARY SCHEDULE-TYLER MUNIS SYSTEM

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
	B	\$ 41.01	\$ 3,280.80	\$ 7,108.40	\$ 85,301
	C	\$ 43.06	\$ 3,444.80	\$ 7,463.73	\$ 89,565
	D	\$ 45.22	\$ 3,617.60	\$ 7,838.13	\$ 94,058
	E	\$ 47.47	\$ 3,797.60	\$ 8,228.13	\$ 98,738
UTIL SYS OP I	A	\$ 31.61	\$ 2,528.80	\$ 5,479.07	\$ 65,748.80
	B	\$ 33.20	\$ 2,656.00	\$ 5,754.67	\$ 69,056.00
	C	\$ 34.87	\$ 2,789.60	\$ 6,044.13	\$ 72,529.60
	D	\$ 36.62	\$ 2,929.60	\$ 6,347.47	\$ 76,169.60
	E	\$ 38.44	\$ 3,075.20	\$ 6,662.93	\$ 79,955.20
UTIL SYS OP I	A	\$ 33.19	\$ 2,655.20	\$ 5,752.93	\$ 69,035
Effective 7/14/2018	B	\$ 34.86	\$ 2,788.80	\$ 6,042.40	\$ 72,509
MOU Section 6.1	C	\$ 36.61	\$ 2,928.80	\$ 6,345.73	\$ 76,149
	D	\$ 38.45	\$ 3,076.00	\$ 6,664.67	\$ 79,976
	E	\$ 40.36	\$ 3,228.80	\$ 6,995.73	\$ 83,949
UTIL SYS OP II	A	\$ 37.92	\$ 3,033.60	\$ 6,572.80	\$ 78,873.60
	B	\$ 39.83	\$ 3,186.40	\$ 6,903.87	\$ 82,846.40
	C	\$ 41.82	\$ 3,345.60	\$ 7,248.80	\$ 86,985.60
	D	\$ 43.91	\$ 3,512.80	\$ 7,611.07	\$ 91,332.80
	E	\$ 46.10	\$ 3,688.00	\$ 7,990.67	\$ 95,888.00
UTIL SYS OP II	A	\$ 39.82	\$ 3,185.60	\$ 6,902.13	\$ 82,826
Effective 7/14/2018	B	\$ 41.82	\$ 3,345.60	\$ 7,248.80	\$ 86,986
MOU Section 6.1	C	\$ 43.91	\$ 3,512.80	\$ 7,611.07	\$ 91,333
	D	\$ 46.11	\$ 3,688.80	\$ 7,992.40	\$ 95,909
	E	\$ 48.41	\$ 3,872.80	\$ 8,391.07	\$ 100,693
UTIL SYS OP, LD	A	\$ 42.82	\$ 3,425.60	\$ 7,422.13	\$ 89,065.60
	B	\$ 44.95	\$ 3,596.00	\$ 7,791.33	\$ 93,496.00
	C	\$ 47.22	\$ 3,777.60	\$ 8,184.80	\$ 98,217.60
	D	\$ 49.56	\$ 3,964.80	\$ 8,590.40	\$ 103,084.80
	E	\$ 52.05	\$ 4,164.00	\$ 9,022.00	\$ 108,264.00
UTIL SYS OP, LD	A	\$ 44.96	\$ 3,596.80	\$ 7,793.07	\$ 93,517
Effective 7/14/2018	B	\$ 47.20	\$ 3,776.00	\$ 8,181.33	\$ 98,176
MOU Section 6.1	C	\$ 49.58	\$ 3,966.40	\$ 8,593.87	\$ 103,126
	D	\$ 52.04	\$ 4,163.20	\$ 9,020.27	\$ 108,243
	E	\$ 54.65	\$ 4,372.00	\$ 9,472.67	\$ 113,672
UTIL SYS OP, CH	A	\$ 49.99	\$ 3,999.20	\$ 8,664.93	\$ 103,979.20
	B	\$ 52.49	\$ 4,199.20	\$ 9,098.27	\$ 109,179.20
	C	\$ 55.12	\$ 4,409.60	\$ 9,554.13	\$ 114,649.60
	D	\$ 57.88	\$ 4,630.40	\$ 10,032.53	\$ 120,390.40

July 14, 2018

PCEA/AFSCME LOCAL 955 SALARY SCHEDULE-TYLER MUNIS SYSTEM

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
	E	\$ 60.77	\$ 4,861.60	\$ 10,533.47	\$ 126,401.60
UTIL SYS OP, CH	A	\$ 52.49	\$ 4,199.20	\$ 9,098.27	\$ 109,179
Effective 7/14/2018	B	\$ 55.11	\$ 4,408.80	\$ 9,552.40	\$ 114,629
MOU Section 6.1	C	\$ 57.88	\$ 4,630.40	\$ 10,032.53	\$ 120,390
	D	\$ 60.77	\$ 4,861.60	\$ 10,533.47	\$ 126,402
	E	\$ 63.81	\$ 5,104.80	\$ 11,060.40	\$ 132,725
WATER CONS TECH	A	\$ 36.59	\$ 2,927.20	\$ 6,342.27	\$ 76,107
	B	\$ 38.42	\$ 3,073.60	\$ 6,659.47	\$ 79,914
	C	\$ 40.35	\$ 3,228.00	\$ 6,994.00	\$ 83,928
	D	\$ 42.36	\$ 3,388.80	\$ 7,342.40	\$ 88,109
	E	\$ 44.49	\$ 3,559.20	\$ 7,711.60	\$ 92,539
WATER QUAL TECH	A	\$ 43.70	\$ 3,496.00	\$ 7,574.67	\$ 90,896
	B	\$ 45.89	\$ 3,671.20	\$ 7,954.27	\$ 95,451
	C	\$ 48.17	\$ 3,853.60	\$ 8,349.47	\$ 100,194
	D	\$ 50.58	\$ 4,046.40	\$ 8,767.20	\$ 105,206
	E	\$ 53.11	\$ 4,248.80	\$ 9,205.73	\$ 110,469



**Addendum A**  
Joint Labor Management Meetings

The City and the Union agree to discuss ongoing labor and management issues. The Committee consists of Union and City representatives and may involve subject matter experts as needed.

Meetings will be scheduled every other month or as mutually agreed upon. Agendas will be submitted in advance to the other party.

Issues to be discussed in this setting may include but are not limited to clarification of City practices and benefits; improvement of communications between the parties; budgetary updates; impact of State or Federal legislation and safety issues including joint training suggestions. Specific project priorities and timelines will be jointly established by the committee.

Matters not appropriate for Committee discussion are grievances and disciplinary matters or matters subject to meet and confer pursuant to the Meyers Milius Brown Act.

During the term of this MOU (April 1, 2016 – March 31, 2019), the parties agree to confer the Joint-Labor Management Committee to discuss comparable agencies and benchmark classifications to be surveyed. The meeting shall take place not less than six months prior to expiration of the 2016-2019 MOU. Criteria shall include agencies of similar size, similar budget, similar sources of revenue and similar scope of operations.

