

**SIDE LETTER AGREEMENT AMENDING THE MEMORANDUM OF  
UNDERSTANDING BETWEEN THE CITY OF SANGER AND GENERAL  
EMPLOYEES ORGANIZATION REGARDING WAGES**

The City of Sanger (“City”) and General Employees Organization (“General Employees”) entered a Memorandum of Understanding (MOU) effective July 1, 2020 through June 30, 2022.

Article 25 of said MOU provides a reopener for each party during the term of the agreement. On November 19, 2021, General Employees representatives requested a reopener meeting to discuss wages.

Authorized representatives of the City and General Employees have met and conferred to discuss the provisions under Article 21 Compensation Plans with respect to a 3.5% salary increase effective July 1, 2021, 3.5% salary increase effective July 1, 2022, and a 3.5 % salary increase effective July 1, 2023; Article 16 Vacation and Sick Leave with respect to an increase in annual vacation leave cash outs; Article 26 Term with respect to extending the current MOU for two additional years; and Article 25 Reopener with respect to providing one reopener for each party during the extended term of the Agreement.

By executing this Side Letter Agreement, the City and General Employees agree to amend the current MOU (also referenced as “Agreement”) as follows:

**SECTION 1.** Article 16.G is amended to read as follows:

16. VACATION AND SICK LEAVE

G. Vacation Leave Cash Out. Each calendar year, employees may cash out up to a maximum of sixty (60) hours of unused vacation leave maintaining a balance of at least eighty (80) hours. A maximum of two (2) vacation leave cash outs shall be allowed per calendar year for a cumulative of the 60 hours. Vacation leave cash outs shall be paid at the employee’s base rate of pay.

**SECTION 2.** Article 21.D is amended to read as follows:

21. COMPENSATION PLANS.

D. Salary Ranges. The salary range and classifications of members of the General Employees Organization are as listed on Attachment “A”.

Effective July 1, 2021, members shall receive a 3.5% salary increase.

Effective July 1, 2022, members shall receive an additional 3.5% salary increase.

Effective July 1, 2023, members shall receive an additional 3.5% salary increase.

**SECTION 3. Article 25 is amended to read as follows:**

**25. REOPENER.** Sanger General Employees and City shall each have one (1) reopener during the extended period of the term of this Agreement as set forth in Article 26.

**SECTION 4. Article 26 is amended to read as follows:**

**26. TERM.** The term of this Agreement shall be for two (2) years commencing on July 1, 202, and ending on June 30, 2022, and the terms of this Agreement shall be effective during that period except where specifically noted otherwise. Effective January 20, 2022, the term of this Agreement shall be extended for two (2) years commencing on July 1, 2022, and ending on June 30, 2024.

**SECTION 5. Except as expressly modified in this Side Letter Agreement, the terms and conditions of the MOU and the rights, duties, and obligations of the parties thereunder are unchanged and remain in full force and effect.**


Date: 1/20/22

Date: 1/24/22

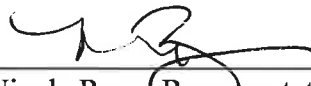
**City of Sanger:**

**General Employees Organization**

  
\_\_\_\_\_  
Tim Chapa, City Manager

  
\_\_\_\_\_  
Grace Stroup, Vice President

Approved as to Form

 1/26/22  
\_\_\_\_\_  
Nicole Ryan (Representative)

  
\_\_\_\_\_  
Hilda Cantú Montoy, City Attorney

**CITY OF SANGER**  
**GENERAL EMPLOYEES ORGANIZATION**  
**SALARY RANGES**

**Effective July 1, 2021**

<b>Grade Code</b>	<b>Position Title</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
G16	ACCOUNT CLERK I	\$ 2,701	\$ 2,836	\$ 2,978	\$ 3,127	\$ 3,283
	ADMINISTRATIVE CLERK					
G19	RECREATION SPECIALIST I	\$ 2,767	\$ 2,905	\$ 3,051	\$ 3,203	\$ 3,363
G27	SENIOR COORDINATOR	\$ 2,834	\$ 2,976	\$ 3,124	\$ 3,281	\$ 3,445
G17	ACCOUNT CLERK II	\$ 3,202	\$ 3,362	\$ 3,530	\$ 3,707	\$ 3,892
G25	ADMINISTRATIVE ASSISTANT	\$ 3,364	\$ 3,532	\$ 3,709	\$ 3,894	\$ 4,089
	HUMAN RESOURCES TECHNICIAN					
G33	PROGRAM TECHNICIAN	\$ 3,565	\$ 3,743	\$ 3,930	\$ 4,127	\$ 4,333
	SR. ADMINISTRATIVE ASSISTANT	\$ 3,991	\$ 4,191	\$ 4,400	\$ 4,620	\$ 4,851
	RECREATION SPECIALIST II	\$ 4,087	\$ 4,291	\$ 4,506	\$ 4,731	\$ 4,968
	SYSTEMS ANALYST					
	LABORATORY SUPERVISOR	\$ 4,191	\$ 4,401	\$ 4,621	\$ 4,852	\$ 5,094
G29	BUILDING INSPECTOR	\$ 4,291	\$ 4,506	\$ 4,731	\$ 4,967	\$ 5,216
	CODE ENFORCEMENT SPECIALIST					
	CONSTRUCTION INSPECTOR					
	ECONOMIC DEVELOPMENT COORD.	\$ 5,093	\$ 5,348	\$ 5,615	\$ 5,896	\$ 6,191
	PLANNER					
	ASSISTANT ENGINEER					

**CITY OF SANGER**  
**GENERAL EMPLOYEES ORGANIZATION**  
**SALARY RANGES**

**Effective July 1, 2022**

Grade Code	Position Title	Step 1	Step 2	Step 3	Step 4	Step 5
G16	ACCOUNT CLERK I	\$ 2,796	\$ 2,936	\$ 3,083	\$ 3,237	\$ 3,399
	ADMINISTRATIVE CLERK					
G19	RECREATION SPECIALIST I	\$ 2,864	\$ 3,007	\$ 3,158	\$ 3,315	\$ 3,481
G27	SENIOR COORDINATOR	\$ 2,933	\$ 3,080	\$ 3,234	\$ 3,395	\$ 3,565
G17	ACCOUNT CLERK II	\$ 3,314	\$ 3,480	\$ 3,654	\$ 3,836	\$ 4,028
G25	ADMINISTRATIVE ASSISTANT HUMAN RESOURCES TECHNICIAN	\$ 3,482	\$ 3,656	\$ 3,839	\$ 4,031	\$ 4,232
G33	PROGRAM TECHNICIAN	\$ 3,690	\$ 3,875	\$ 4,068	\$ 4,272	\$ 4,485
	SR. ADMINISTRATIVE ASSISTANT	\$ 4,131	\$ 4,338	\$ 4,554	\$ 4,782	\$ 5,021
	RECREATION SPECIALIST II SYSTEMS ANALYST	\$ 4,230	\$ 4,442	\$ 4,664	\$ 4,897	\$ 5,142
	LABORATORY SUPERVISOR	\$ 4,338	\$ 4,555	\$ 4,783	\$ 5,022	\$ 5,273
G29	BUILDING INSPECTOR CODE ENFORCEMENT SPECIALIST CONSTRUCTION INSPECTOR	\$ 4,442	\$ 4,664	\$ 4,897	\$ 5,142	\$ 5,399
	ECONOMIC DEVELOPMENT COORD. PLANNER	\$ 5,271	\$ 5,535	\$ 5,811	\$ 6,102	\$ 6,407
	ASSISTANT ENGINEER					

**CITY OF SANGER  
GENERAL EMPLOYEES ORGANIZATION  
SALARY RANGES**

**Effective July 1, 2023**

<b>Grade Code</b>	<b>Position Title</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
G16	ACCOUNT CLERK I	\$ 2,894	\$ 3,039	\$ 3,191	\$ 3,350	\$ 3,518
	ADMINISTRATIVE CLERK					
G19	RECREATION SPECIALIST I	\$ 2,964	\$ 3,112	\$ 3,268	\$ 3,431	\$ 3,603
G27	SENIOR COORDINATOR	\$ 3,036	\$ 3,188	\$ 3,347	\$ 3,515	\$ 3,690
G17	ACCOUNT CLERK II	\$ 3,430	\$ 3,602	\$ 3,782	\$ 3,971	\$ 4,169
G25	ADMINISTRATIVE ASSISTANT	\$ 3,604	\$ 3,784	\$ 3,973	\$ 4,172	\$ 4,381
	HUMAN RESOURCES TECHNICIAN					
G33	PROGRAM TECHNICIAN	\$ 3,819	\$ 4,010	\$ 4,210	\$ 4,421	\$ 4,642
	SR. ADMINISTRATIVE ASSISTANT	\$ 4,276	\$ 4,490	\$ 4,714	\$ 4,950	\$ 5,198
	RECREATION SPECIALIST II	\$ 4,378	\$ 4,597	\$ 4,827	\$ 5,068	\$ 5,321
	SYSTEMS ANALYST					
	LABORATORY SUPERVISOR	\$ 4,490	\$ 4,715	\$ 4,950	\$ 5,198	\$ 5,458
G29	BUILDING INSPECTOR	\$ 4,597	\$ 4,827	\$ 5,068	\$ 5,322	\$ 5,588
	CODE ENFORCEMENT SPECIALIST					
	CONSTRUCTION INSPECTOR					
	ECONOMIC DEVELOPMENT COORD. PLANNER	\$ 5,455	\$ 5,728	\$ 6,014	\$ 6,315	\$ 6,631
	ASSISTANT ENGINEER					