

CITY OF SANGER

AND

SANGER MIDDLE MANAGEMENT ORGANIZATION

07/01/2018 THROUGH 06/30/2020

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This Memorandum of Understanding is made and entered into by and between the City of Sanger, a municipal corporation of the State of California, hereinafter referred to as "City", and the Sanger City Employees Middle Management Organization, hereinafter referred to as "Mid Management" or "Employees" pursuant to California Government Code Sections 3500 et. seq. and the Sanger Employer-Employee Relations Ordinance, Sanger City Code Sections 46-9 et. seq. The parties agree as follows:

1. RECOGNITION.

A. Mid Management is the exclusively recognized employee organization for the unit of Management (M), Supervisory (S), Professional (P) and Confidential (C) full-time employees of the City of Sanger. All Employees are members of the competitive service.

City and Mid Management agree that a FLSA test will be conducted to determine the classifications of unit members.

B. City agrees to meet, confer, consult and otherwise deal exclusively with Mid Management on all matters within the scope of representation, as provided in City's Employer-Employee Relations Ordinance.

C. Mid Management recognizes that its members comprise the mid level management, supervisory and confidential employees of the City of Sanger, and that they are a part of the City Management Team. Mid Management employees shall endeavor to cooperate with and assist Senior Executive Staff in all matters affecting City business, and they shall willingly accept temporary assignments and hours in the event of unusual or emergency situations.

D. The Mid Management Unit was restructured to include only Supervisory (S), Management (M), Professional (P) and Confidential (C) employees.

2. CITY RIGHTS. The rights of the City include, but are not limited to, the right to determine the mission of its constituent departments, commissions and boards; to set standards of service; to determine employment standards; to direct its employees; to take appropriate disciplinary action against employees in conformity with law; to relieve employees from duty because of lack of work or for other non-disciplinary reasons; to maintain the efficiency of its governmental operations; to transfer employees to equivalent positions in different departments; to organize and reorganize its departmental structures and the duties of each department; to determine the methods, means and personnel by which city operations are to be conducted; to establish an employee classification plan; to take all actions during emergencies which are necessary to carry out its mission; and to exercise complete control and discretion over its organization and the technology of performing its work.
3. EMPLOYEE RIGHTS. Employees have the right to form, join and participate in the activities of employee organizations of their own choosing for the purpose of representation on all matters of employer-employee relations, including but not limited to wages, hours, and other terms and conditions of employment. Employees also have the right to represent themselves individually in their employment relations with the City, provided that in the event City enters into an MOU with an exclusively recognized employee organization, such as the within MOU, Employees are deemed to have delegated to their exclusively recognized employee organization their right to represent

themselves individually in their employee relations with the City, and City is not obligated to meet and confer or otherwise deal with any individual employee within Mid Management with respect to matters within the scope of this MOU. No employee shall be interfered with, intimidated, restrained, coerced or discriminated against by City or by Mid Management because of his/her exercise of any of these rights.

4. SOLE AGREEMENT.

A. The terms and conditions of this Memorandum of Understanding (MOU) constitute the primary wages, hours, and working conditions applicable to the Employee Unit. To the extent that any other agreement, or City policy, rule, resolution or ordinance is in direct conflict with this MOU, this MOU shall prevail. Nothing in this MOU, however, shall be construed to abrogate, diminish, or render ineffective any City employment policy, rule, resolution, ordinance, program, or agreement not in direct conflict with this MOU.

B. If, during the term of this MOU, the parties hereto should mutually agree to modify, amend or alter the provisions to this MOU in any respect, such change(s) shall be effective only if and when reduced to writing and executed by the authorized representatives of City and Mid Management. Any such changes validly made shall become part of this Memorandum of Understanding.

C. Nothing herein shall be construed to prevent or preclude either party from initiating meet and confer or meet and consult on matters not included in this MOU.

5. PROVISIONS NOT SEVERABLE. In the event that any of the terms or conditions in this Memorandum of Understanding should be declared by a court of competent

jurisdiction to be unenforceable or illegal, such determination shall not invalidate any of the remaining terms and conditions of this Memorandum of Understanding.

6. WAIVERS. Failure to insist on the timely performance of any term or condition of this Memorandum of Understanding by either party shall not constitute a waiver or precedent to the future enforcement of such term or condition.
7. BULLETIN BOARDS. Mid Management shall have access to bulletin boards located in all areas where members of the Employee Unit have work stations.
8. MEMBERSHIP MEETINGS. City agrees to allow eight (8) hours a year during regularly scheduled workdays for Employee Unit membership meetings. The date and time for such meetings may be preempted by City depending upon workload demands, upon twenty-four (24) hours advance notice to Mid Management. Meet and confer sessions shall not be considered membership meetings.
9. PAYROLL DEDUCTIONS FOR MEMBERSHIP FEES. City agrees to deduct an amount from the payroll of each employee who requests in writing that City make such deduction for the purpose of Mid Management membership fees and transmit such amount to Mid Management or deposit such amount into a bank account designated by Mid Management.
10. DEFINITIONS.

“Anniversary date” means each employee’s date of hire except in the event an employee is promoted or reclassified, the date of promotion or reclassification shall become the new anniversary date for purposes of performance evaluations and merit salary

increases. Employees promoted, reclassified, demoted or transferred shall not have their years of service changed as a result of such actions.

“Confidential employees”, as defined in the Sanger City Code, means an employee who, in the course of his duties, has access to information relating to the city’s administration of employer-employee relations.

“Hours Worked” For purposes of computing overtime eligibility for a particular pay period, annual leave, vacation leave, sick leave, compensatory time, administrative leave taken and holidays which fall during such period shall be considered as hours worked.

“Management employee”, as defined in the Sanger City Code, means an employee having responsibility for formulating, administering or managing the implementation of city policies and programs.

“Professional Employee” means an exempt professional whose primary duty is the performance of work requiring advanced knowledge in a field of science or learning customarily acquired by a prolonged course of specialized intellectual instruction. Professional employees include the Economic & Redevelopment Manager, Information Technology Manager, Accountant, City Planner, Senior Accountant and Planning Manager.

“Provisional Appointment” means an official appointment to a higher classification for a period not less than thirty (30) days.

“Supervisory employee”, as defined in the Sanger City Code, means any employee having authority, in the interest of the city, to hire, transfer, suspend, lay off recall,

promote, discharge, assign, reward or discipline other employees, or responsibility to direct them, or to address their grievances, or effectively to recommend such action if, in connection with the foregoing, the exercise of such authority is not of a merely routine, or clerical nature, but requires the use of independent judgment.

“Workday” means eight (8) consecutive hours, excluding mealtime, within a twenty-four (24) hour period. Flex time schedules which provide for lesser or greater number of work hours in a 24 hour period may be agreed upon by the employee and the Department Head. Whenever there is a change in the regular workweek, work hours or work schedule, the City will advise the effected employee(s) of the reasons therefore. Nothing herein shall be construed as providing or implying additional compensation or benefits for work other than on a normal workweek, workday or work schedule.

“Workweek” means five (5) consecutive workdays with two (2) days off.

11. UNIFORMS. City shall provide and maintain such uniforms and protective clothing, including safety boots, as it deems to be adequate for employees who are required to wear uniforms or protective clothing. City shall consult Mid Management with respect to such determinations. Five (5) changes per week shall be provided for all uniformed members of the Employee Unit based on a five (5) day, eight (8) hours/day work week and four (4) changes for uniformed members based on a four (4) day, ten (10) hours/day work week except for Public Safety Personnel. The City shall provide an annual uniform allowance to Public Safety Personnel in the amount of \$1,000.00, payment to be in the second pay

period of July. City will replace, at no cost to the employee, any uniform damaged on duty while on an emergency call or in the performance of emergency duties.

12. OVERTIME.

A. Eligibility. Members of Employee Unit designated as non-exempt employees, shall be entitled to receive overtime pay as follows:

B. Amount. Eligible employees shall be paid overtime in accordance with paragraphs C, D, E, and F at the rate of time and one-half (1 ½) their regular rates of pay, as defined in the Fair Labor Standards Act (FLSA).

C. Hours. Overtime shall be recorded and paid on the basis of fifteen (15) minute increments, such that for each full or partial period over 7 ½ minutes in a 15 minute work period, the employee shall be compensated for one-quarter (1/4) hour of overtime.

D. Compensatory Time. Notwithstanding the provisions of this section, employees may be granted compensatory time off for overtime credit at the discretion of the supervisor with due regard for the wishes of the employee and upon reasonable notice. Employees may elect to cash out their compensatory time at their regular rate of pay, provided that the compensatory time was credited to the employee at the rate of time and one half for overtime hours. Employees may bank compensatory time up to a maximum of 240 hours pursuant to the Fair Labor and Standards Act.

E. Callback. A minimum of two (2) hours pay at the rate of time and one-half (1/2) shall be paid for each incident of callback overtime. Callback overtime is time

worked after a call to return to work, as distinguished from an early start or an extended day.

F. **Standby Pay.** The Wastewater Plant Manager and/or the Public Works Supervisor may be assigned standby duty on a rotating basis at the discretion of the Department Director. An employee assigned standby duty will be required to carry a cell phone and shall refrain from consuming alcohol or taking any substance which may impair the employee's ability to perform all required duties. Employees on standby duty are required to respond, and shall report to the work site within one hour of being contacted by cell phone. Employee on standby duty shall be paid \$1.25 per hour for each hour on standby, which shall be in addition to any other salary entitlements. For employees on a five (5) day work week, this rate is equivalent to \$20.00 per weekday, \$30.00 per weekend day/holiday or \$160.00 per week. For employees on a four (4) day work week, this rate is equivalent to \$17.50 per weekday, \$30 per non-work day and weekend day/holiday or \$160 per week.

G. All work required by City to be performed during a holiday shall be in accordance with Section 20 D.

H. **Meeting Attendance.** Attendance at City Council, Planning Commission, Economic Development Committee, Parks & Community Services Committee and any other committee meetings shall not be eligible for overtime pay unless such attendance is required by the Department Head.

I. Clean-Up. Not more than fifteen (15) minutes paid time shall be allowed for clean-up following overtime work. Clean-up time is not automatic and must be based on necessity.

J. Administrative Leave. Mid Management Employees classified as “exempt employees” shall receive seventy-two (72) hours of administrative leave at the beginning of each fiscal year in order to help compensate such employees for extra time put in during council meetings, commission meetings, trips, special meetings, or other events conducted other than during the customary work week. The dates when such leave may be taken shall be at the discretion of the Department Head. Unused Administrative Leave at the end of the fiscal year is lost; it shall not be accumulated, purchased, or converted to any other form of compensation or leave.

Newly hired “exempt employees” shall receive a pro-rated number of hours based on date of hire.

13. OUT OF CLASS PAY. Employees appointed to an upgraded position or higher classification in a vacant position for a limited duration shall be paid five (5%) percent more than their regular rate of pay, or the beginning of the salary range of the position to which they are provisionally appointed, whichever is greater, beginning on the first day of the out-of-class appointment. Out of class appointments will only be authorized when a person filling a budgeted position is absent due to a leave of absence or during the recruitment of a vacant position for a permanent appointment. In accordance with Government Code Section 20480, provisional appointments to a vacant position shall not exceed a total of 960 hours in each fiscal year.

14. HEALTH CARE.

A. City shall provide a Health Care Plan for Employees and their dependents. The Health Care Plan shall include medical and prescriptions, vision plan, dental plan, and a Life Insurance Policy of \$50,000 for each employee.

B. City shall pay the entire premium for the life insurance plan, vision plan and dental plan costs. Employees shall pay \$34.6154 per pay period (\$75.00 per month) toward the premium with the City paying the balance of the premium for the medical and prescription plan for dependent coverage only.

C. The City agrees to reimburse employees a fixed amount, as shown below, if the employee's dependents opt-out of the City's HMO or PPO plan:

Employee & Spouse	\$197.24 per month
Employee & Child(ren)	\$149.17 per month
Employee & Family	\$338.12 per month

To receive the above reimbursement, the employee must show proof that the dependents are covered on a non-City plan. Employees will be required to show proof on an annual basis.

C. Employees retiring from City service in good standing under a PERS service retirement (non-disability) may elect to continue coverage under the City's Health Plan at the retiring employee's cost, including dependent coverage. Said coverage shall continue until such retired employee becomes eligible for MEDICARE benefits.

E. City shall pay that portion of the cost of a routine biannual (every two years) physical examination which is not paid for by the health care plan.

F. A representative of Sanger Mid Management will be afforded the opportunity to participate on a Health Benefit Committee.

15. VACATION AND SICK LEAVE.

A. **Vacation Leave Accrual Computation.** Employees shall accrue vacation leave credit at the rates set forth below for each pay period, up to a maximum of 240 hours per year. Employees shall be eligible to use vacation leave upon accrual, subject to prior approval by their supervisor.

B. **Vacation and Sick Leave Accrual.** Vacation Leave Accrual Rates based upon 26 pay periods per year:

<u>Years of Service</u>	<u>Vacation Leave Accrual Rate</u>	<u>Vacation Leave Accrual</u>
0 through 2 years:	2.4615 hrs/pp	63.9990 hours/year
More than 2 years, up to 5 years:	4.3076 hrs/pp	111.9976 hours/year
More than 5 years, up to 10 years:	6.1538 hrs/pp	159.9988 hours/year
More than 10 years, up to 15 years:	7.0769 hrs/pp	183.9994 hours /year
More than 15 years:	8.0000 hrs/pp	208.0000 hours/year

Sick Leave shall accrue at 3.6924 hours per pay period.

C. **Accrual for Prior City Service.** Employees who reenter city service after layoff or military service shall be credited with service time accumulated prior to their

separation for the limited purpose of determining their appropriate vacation and sick leave accrual rates.

D. Use of Vacation Leave. Vacation Leave may be taken only upon prior approval of the employee's supervisor. Vacation Leave shall be taken in units of not less than one (1) hour. Paid holidays that fall during an employee's vacation leave will not be charged to the employee as vacation leave.

E. Use of Sick Leave. Sick leave may be used for:

1. The diagnosis, care or treatment of an existing health condition of, or preventive care for an employee;
2. The diagnosis, care or treatment of an existing health condition of, or preventive care for an employee's family member. Family member includes:
 - a. Children (biological, adopted, or foster child, step child, legal ward or a child to whom the employee assumes parental duties without adoption) regardless of the age or dependency status of the child
 - b. Biological, adopted or foster parent, step parent or legal guardian of the employee or the employee's spouse or registered domestic partner or a person who assumed the parental duties without adoption of the employee when the employee was a minor child
 - c. Spouse
 - d. Registered domestic partner
 - e. Grandparent
 - f. Grandchild
 - g. Sibling

The amount of time an employee may take to care for a family member is 49 hours (one half of the employee's annual sick leave accrual);

3. If the employee or employee's child is a victim of domestic violence, sexual assault, or stalking, to obtain or attempt to obtain relief, including, but not limited to, a temporary restraining order, restraining order, or other injunctive relief, to help ensure the health, safety or welfare of the employee or their child;
4. For any purpose required by state and federal law.

A written report from the employee's physician may be required by management after two (2) consecutive days use of sick leave for reasons of illness or injury of the employee (pursuant to Section E.1).

F. Donation of Vacation Leave. Employees may donate vacation leave to other City employees who are ill or injured or otherwise unable to work and who have exhausted all accumulated leaves. Such donations will be strictly voluntary and will be on an equal dollar for dollar basis.

G. Vacation Leave Cash Out. Each calendar year, employees may cash out up to forty (40) hours of unused vacation leave maintaining a balance of at least eighty (80) hours.

H. Payment Upon Separation. Employees who separate from City service shall receive a lump sum payment for accrued vacation leave at the employee's current base rate of pay at the time of separation.

16. LEAVE FOR CHILD-RELATED ACTIVITIES. An employee who is a parent of school-age children (kindergarten to grade 12) may take up to forty (40) hours leave per year (not to exceed eight (8) hours per calendar month) to find, enroll, reenroll the employee's child in a school or with a licensed child care provider, or to participate in the school activities of the school or licensed child care provider provided if the employee, prior to taking the time off, gives reasonable notice to his/her supervisor of the planned absence. The employee shall utilize existing vacation leave, administrative leave or compensatory time off for these planned absences. An employee may utilize time off without pay for this purpose to the extent made available by the employee's supervisor.

17. WORKERS COMPENSATION LEAVE.

Employees who are injured in the course and scope of employment are placed on workers' compensation leave and receive wage benefits to which they are entitled under

California workers' compensation laws (Labor Code section 3200 et seq.). Employees may request to receive prorated sick and/or vacation leave pay (to the extent that it is accrued on the books) to supplement their workers' compensation payments in an amount such that the sum of workers' compensation benefits and use of accrued leaves is equal to the employee's regular rate of pay.

18. BEREAVEMENT LEAVE. Unit member shall be entitled to bereavement leave without loss of pay or charge against any other paid leave benefit to the extent necessary for the employee to attend funeral services, up to a maximum of forty (40) working hours for each nonconcurring death in the immediate family; provided that such leave with pay shall not be authorized for time expended in business or estate matters. Immediate family means spouse, father, mother, step-parent, son, daughter, step-children, sister, brother, father-in-law, mother-in-law, daughter-in-law, son-in-law, sister-in-law, brother-in-law, grandparent, grandchild, aunt, uncle, niece, nephew, registered domestic partner, guardian, or ward.

19. COURT ORDERED APPEARANCES.

A. Matters Related to City Service. Employees called as a trial juror or subpoenaed to court on matters relating to City service shall be entitled to be absent during the period of such service or while present in court as a result of such call. Under such circumstances, the employee shall demand and turn over to the City all payments received by him/her for such service, except travel pay. Such time off from City service shall not be deducted from the employee's accrued vacation leave. City shall allow unit

members one (1) hour for clean-up time and travel to the court and one (1) hour for clean-up and travel back to work.

B. Matters Not Related to City Service. Employees who are subpoenaed to court for matters unrelated to City service shall be entitled to absent themselves from their duties for the times during which they are required to be present in court. Such time off from City service shall be deducted from the employee's accrued vacation leave.

20. PAID HOLIDAYS.

A. The dates listed below which fall within the normal Monday through Friday workweek shall be paid holidays and shall be observed:

New Year's Day (January 1), Martin Luther King Day (Third Monday in January), Caesar Chavez Day (March 31), President's Day (Third Monday in February), Memorial Day (Last Monday in May), July 4th, Labor Day (First Monday in September), Veteran's Day (November 11), Thanksgiving Day (Fourth Thursday in November), the day *after* Thanksgiving, Christmas Day (December 25), one (1) floating holiday, and any day proclaimed by the President, Governor or Mayor as a public holiday.

B. When a paid holiday falls on a Sunday, the following Monday shall be observed. When a paid holiday falls on a Saturday, the preceding Friday shall be observed.

C. If a paid holiday falls during a time that an employee is absent from work on an approved vacation leave or sick leave, that holiday shall not be charged against the employee's accrued leave.

D. Employees may be required to be on duty on holidays (or at other times) when the public health, safety or welfare, as determined by the City Manager, require that the employee be on duty. In such event, the employee shall be compensated at a rate of time and one half (1 1/2) of the employee's regular rate of pay and the holiday shall also be accrued or, at the option of the employee, employee may elect to receive compensation at the rate of 2.5 times the employees' regular rate of pay. If exempt employees are required to work a holiday, the holiday shall be accrued and the exempt employee shall take another day off.

21. COMPENSATION PLANS.

A. Retirement System. The City is a member of the California Public Employees' Retirement System (CalPERS) and provides the 2.5% at 55 plan for miscellaneous employees, provides the 2% at 50 plan for Police Department personnel and provides the 3% at 55 plan for Fire Department personnel.

Miscellaneous employees shall pay the full 8% employee's share of CalPERS. The employee's share shall be paid on a pretax basis.

Police Department personnel shall pay the full 9% employee's share of CalPERS. The employee's share shall be paid on a pretax basis.

Fire Department personnel shall pay the full 9% employee's share of CalPERS. The employee's share shall be paid on a pretax basis.

Miscellaneous employees hired after January 1, 2013 who are New Members as defined by CalPERS shall be enrolled in the 2% at 62 CalPERS benefit formula. In accordance with PEPR and CalPERS, the employee member contribution shall be the full employee's share of CalPERS, which is 50% of the normal cost rate, currently at 6.25% of reportable compensation.

Public Safety Employees – Police hired after January 1, 2013 who are New Members as defined by CalPERS shall be enrolled in the 2.7% at 57 CalPERS benefit formula. In accordance with PEPR and CalPERS, the employee member contribution shall be the full employee's share of CalPERS, which is 50% of the normal cost rate, currently at 11.50% of reportable compensation.

Public Safety Employees – Fire hired after January 1, 2013 who are New Members as defined by CalPERS shall be enrolled in the 2.7% at 57 CalPERS benefit formula. In accordance with PEPR and CalPERS, the employee member contribution shall be the full employee's share of CalPERS, which is 50% of the normal cost rate, currently at 11.50% of reportable compensation.

B. Disability Insurance. City shall provide a long-term disability insurance plan that provides coverage 90 days after an employee has been absent from work due to illness or injury. City shall provide a short-term disability insurance plan that provides coverage 30 days after an employee has been absent from work due to illness or injury.

C. Salary Ranges. The salary range and classifications of Mid Management Employees are as listed on Attachment "A" for Mid Management Employees hired after July 1, 2010. For Mid Management Employees hired prior to July 1, 2010, the Mid Management compensation paid as salary has been converted into a "base salary" as

shown below. The “new monthly base salary” shall be “Y-rated” and shall remain the same, and Mid Management Employees shall not receive any increase in his/her “new base salary,” until such time as the base salary for the position in Attachment “A”, step 5 catches up to the Mid Management Employees “new base salary” as shown below. The “Y-rated” salaries shall survive as shown below the term of this MOU, and shall remain in effect until the separation of the remaining Mid Management Employees.

<u>Title</u>	<u>New Monthly Base Salary</u>
Plant Manager	\$7,080
Public Works Supervisor—Streets	\$6,263

D. Step Increase. Employees shall receive 5% step increases after their first six (6) months, and annually on their anniversary dates until they reach the maximum amount authorized for the position.

E. Employees promoted to a higher position shall be paid (5%) more than their regular base rate of pay, or the beginning step of the salary range of the position to which they are promoted, whichever is greater.

F. Merit Increase. Upon ratification of this Agreement, Employees who have reached the top step of their salary range shall be granted merit increase based on their annual (overall) performance evaluation as follows:

Unsatisfactory	0%
Needs Improvement	0%
Meets Expectations	0%
Exceeds Expectations	3%
Outstanding	5%

A merit increase may cause the Employee's pay rate to exceed the top step or maximum salary for the position, but only for the period that the evaluation remains in effect.

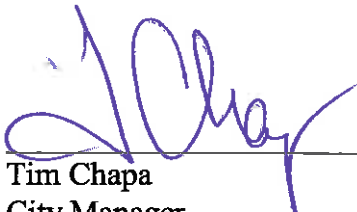
Thereafter, the employee's salary shall revert to the top step or maximum salary range of the position unless a new merit increase based on performance is granted for the next period. Performance reviews shall be completed within a 45-day window before or after the anniversary date and it shall be the responsibility of the employee to schedule their evaluation with their respective department head. If an evaluation is conducted after the 45-day window and overall performance evaluation rating is higher than the previous rating, the employee shall receive any merit increase retroactive to the employee's anniversary date. If an evaluation is conducted after the 45-day window and the overall performance evaluation rating is lower than the previous rating, any merit pay will be removed effective the following pay period.

G. Bilingual Pay. Employees hired after July 1, 2010 that have passed a test showing that they are proficient in speaking Spanish shall be entitled to additional compensation at the rate of 5% of their regular base pay. Employees receiving 2.5% bilingual pay as of June 30, 2018, shall receive 5% bilingual pay upon ratification of this Agreement.


22. TUITION REIMBURSEMENT PROGRAM. Employees shall be entitled to reimbursements in accordance with the City's Employee Educational Reimbursement Policy.
23. NO STRIKE CLAUSE. No member of employee Unit shall engage in any strike, work stoppage, "blue-flu", work slow-down or similar job action during the term of this MOU or any extension thereof.

24. BUMPING RIGHTS. An employee affected by a layoff shall have the right to displace (“bump”) an employee in any City department who has less seniority in the same classification or in a lower classification in which the affected employee previously had permanent status. Seniority includes all periods of full time employment with the City at or above the classification where the layoff is to occur.
25. TERM. The term of this agreement shall be for two years commencing on July 1, 2018, and ending on June 30, 2020, and the terms of this agreement shall be effective during that period except where specifically noted otherwise.
26. REOPENER.
- A. Mid Management Employee Organization shall have one (1) reopener during the term of this Agreement.
- B. City shall have one (1) reopener during the term of this Agreement.

CITY OF SANGER:




Tim Chapa
City Manager




Hilda Cantu Montoy
City Attorney

Date: November 19, 2018

SANGER MIDDLE MANAGEMENT ORGANIZATION:



Daniel Galvez
President



Rolinda Hernandez
Representative

Date: 11-19-2018

ATTACHMENT A

**CITY OF SANGER
MIDDLE MANAGEMENT ORGANIZATION
SALARY RANGES**

Position Title	Step 1	Step 2	Step 3	Step 4	Step 5
ADMINISTRATIVE SECRETARY	\$ 3,280	\$ 3,444	\$ 3,616	\$ 3,797	\$ 3,987
ACCOUNTANT	\$ 3,987	\$ 4,187	\$ 4,396	\$ 4,616	\$ 4,847
BUILDING OFFICIAL	\$ 4,617	\$ 4,847	\$ 5,090	\$ 5,344	\$ 5,611
RECORDS/COMMUNICATIONS SUPV					
SENIOR ACCOUNTANT					
EXECUTIVE ASSISTANT TO THE CITY MANAGER					
PUBLIC WORKS SUPERVISOR	\$ 4,846	\$ 5,089	\$ 5,343	\$ 5,610	\$ 5,891
PLANT MANAGER					
RECREATION SUPERVISOR					
MANAGEMENT ANALYST					
INFORMATION TECH. MANAGER	\$ 5,089	\$ 5,343	\$ 5,610	\$ 5,891	\$ 6,185
CHIEF BUILDING OFFICIAL					
BATTALION CHIEF	\$ 5,344	\$ 5,611	\$ 5,891	\$ 6,186	\$ 6,495
CITY PLANNER	\$ 5,478	\$ 5,752	\$ 6,039	\$ 6,341	\$ 6,658
POLICE CAPTAIN	\$ 5,610	\$ 5,890	\$ 6,185	\$ 6,494	\$ 6,819
FIRE DIVISION CHIEF					
DEPUTY PUBLIC WORKS DIRECTOR	\$ 5,751	\$ 6,039	\$ 6,341	\$ 6,658	\$ 6,991
PLANNING MANAGER					
ECONOMIC & REDEVELOPMENT MANAGER					
DEPUTY FIRE CHIEF					