

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE CITY OF LEMOORE**

&

THE LEMOORE GENERAL ASSOCIATIONS OF SERVICE EMPLOYMENT UNIT

JULY 1, 2017 – JUNE 30, 2020

The Representatives of the City of Lemoore, hereinafter the CITY, and the Representatives of the Lemoore General Association of Service Employees, hereinafter GASE, having met and conferred in good faith, hereby mutually agree to recommend to the City Council of the City of Lemoore and the General Membership of the GASE group, that the following Memorandum of Understanding (MOU) be adopted and that the wages, hours, and other terms and conditions herein be implemented.

1. **RECOGNITION**

Under the terms of the Personnel System Guidelines, the City of Lemoore formally recognizes the General Association of Service Employees as the exclusive recognized employee organization for the General Service Unit.

2. **PURPOSE**

It is the purpose of this MOU to promote and provide for harmonious relations, cooperation and understanding between the City and the Employees covered herein and to provide an orderly and equitable means of resolving any misunderstanding or differences which may arise regarding wages, hours, and other terms and conditions of employment.

3. **NON-DISCRIMINATION**

Both the City and the Union agree that they shall not discriminate against any employee on the basis of age, race, gender, creed, color, national origin, sexual orientation or ancestry. Neither the City nor the Union shall interfere with, intimidate, restrain, coerce or discriminate against any employee because of the exercise of the rights to engage or not engage in lawful Union activity.

4. **DUES DEDUCTION**

Prior to the crafting of this MOU, the GASE Unit membership voted to enact an "Agency Shop." To that end, it is mutually agreed that the City will, during the term of this MOU, deduct without charge, dues from the pay of all GASE-covered employees in the amounts determined by the GASE Unit. The GASE Unit agrees not to discriminate against those employees who choose, under Agency Shop, to have their deductions diverted away from the Union. There shall be no more than one deduction per payday period and the City shall remit the total of such monthly deductions to the Union.

5. **SALARIES**

From November 1, 2017 - January 1, 2018 classes represented by Lemoore General Association of Service Employees Unit shall be paid in accordance with the salary schedule attached as Appendix 1 Table 1.

Effective January 1, 2018, the bi-weekly salary range for classes represented by the Lemoore General Association of Service Employees shall be paid in accordance with the salary schedule attached as Appendix 1 Table 2.

Effective January 1, 2018, class members will be paid bi-weekly. Each pay period shall cover two weeks, beginning with a Monday and ending on a Sunday. Pay for the pay period will normally be issued on the Friday following the end of the pay period.

A. **Certificate Pay:**

City provides premium pay for possession of the following certificates and/or licenses, effective July 1, 2008:

1.	California Class B Driver's License	3%
2.	California Contractor's License	5%
3.	Completion of Apprenticeship in "union trades" (max. of 2 from this group)	
	a. Electrician	2%
	b. Plumber	2%
	c. HVAC	2%
	d. Carpenter	2%
4.	State Certificate for Insecticide/Pesticide application	2%
5.	Water Backflow Certificate	2%
6.	Water Treatment Certification	
	Level I	2.5%
	Level II	2.5%
	Level III	2.5%

Water Treatment Certification pay shall be cumulative for a total of 5% for Level II and 7.5% for Level III. In no case shall Water Treatment Certification Pay exceed 7.5%. The City shall limit the number of employees eligible for Water Treatment Certification Pay to the number of employees required by the City to be Water Treatment certified.

7.	Microsoft Office Certificate	1%
8.	Microsoft Certificate Engineer (Hardware and Software)	4%
9.	ASE Certified Mechanic	5%
10.	Fluency in Spanish	1.5%

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In order to receive the certificate pay listed above, which will be calculated on the base pay schedule and before any educational incentive is applied, the following conditions must be met:

1. The City will cease paying for any of the training or testing, or travel expenses, except where the training may be reimbursable through the *Tuition Reimbursement Program* in effect as per the Personnel Guidelines.
2. Training and testing required to maintain Water Treatment Certification will be paid by the City, in which the City will be responsible for making all funding arrangements. Employees will be required to attend educational opportunities as directed by the City, and pass all tests. Retesting for any reason will be the sole financial responsibility of the employee.
3. Any combination of Certificate Pay (items 1 through 11 above) may not exceed 10%. However, College Degree Incentives described in section 16.B will be paid in addition to certificate pay, regardless of total. Both will be calculated on the base pay and not cumulative.
4. The Certificate/License must be applicable to the current job/assignment of the employee. For example, the City will not compensate an Account Clerk for a Class B license, and likewise will not compensate a maintenance worker in the refuse department for a Microsoft Certification.
5. The Certificate/License must be valid. If the license/certificate lapses, the premium pay will terminate until the certificate or license is renewed/reactivated, and evidence of the renewal is provided to the City.
6. The Certificate/License (or official proof thereof) must be in the possession of the employee and a copy provided to the City to keep on record before the premium can be paid.
7. Spanish Language Fluency will be tested and/or verified in a manner to be determined by the City.
8. Additional Premium Pay Certificates may only be added to the list by formal amendment to the Memorandum of Understanding.

B. Out-of-Class Pay:

An employee who is temporarily assigned to perform the majority of the functions of a position in a different classification for more than 10 consecutive business days shall receive out-of-class pay as follows:

1. Rate of pay will be the greater of 5% above the employee's regular pay rate or the minimum (Step A) of the higher position's pay range.
2. Employees working out-of-class must be assigned to do so by their supervisor with the approval of the department head.
3. Personnel Action Forms are required in advance to document change in pay rate for the duration of the assignment.

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4. Out-of-class assignments are limited to situations where the department head has a documented need to fill in temporarily.
5. Under this provision, out of class pay will be paid retroactively beginning day 1, so long as II or more consecutive business days are worked.

C. **Salary Step Increase – Merit:**

It is understood and agreed that salary movement throughout the 6-step salary range is dependent upon merit. This is consistent with the rules for administration of the City's compensation plan and means that employees must not only complete the necessary amount of time at a given step but must also be performing satisfactorily at the time of the required performance review.

6. **RETIREMENT**

- A. Classic Members - Employees hired prior to January 1, 2013, or those hired on or after that date that are not designated as "new members" to CalPERS by the Pension Reform Act of 2013, are eligible to participate in the CalPERS retirement system under the conditions set forth by the 2% at 55 Miscellaneous Plan. The City will continue to pay, for the terms of this MOU, 100% of the employer and employee contributions.
- B. New Members Employees hired on or after January 1, 2013 and designated as "new members" to CalPERS are eligible to participate in the CalPERS retirement system under the conditions set forth by the 2% at 62 Miscellaneous Plan. These employees pay the entire employee contribution rate reviewed and set annually by CalPERS, currently at 6.25% of salary.

7. **HEALTH INSURANCE**

- A. The City's contribution to the employees' health benefits covered by the City's health insurance plan will equal up to \$1350.00 monthly for each employee. Any health benefit coverage the employee chooses from the health insurance plan which the City's contribution does not cover will be the employee's responsibility. The employee may use his or her Flexible Spending benefits, if she or he has elected such benefits, to pay for any premium cost above the City's contribution. If the employee elects health benefit coverage that costs less than the City's maximum contribution, the City will not pay the difference between the employee's premium costs and the City's maximum contribution. Health insurance costs will be deducted bi-weekly from the employee's gross paycheck.
- B. Employees who take PERS retirement within 120 days of retiring from the City of Lemoore may continue to be covered by the same health insurance program and provisions as active employees. Premiums will be paid 100% by the retired employee. This coverage shall cease when either the retired employee reaches age 65 or stops making premium payments, whichever comes first.
- C. **Health and Benefits Committee:**
 1. The City and the Union agree to continue using the Health Benefits Committee for the review of benefits plans and to formulate recommendations regarding changes in those programs.

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2. The City agrees that the Union may designate one committee member to represent the interests of the Union.
3. The Union representative will be responsible for notifying the City and the Health Benefits Committee, in the event the Union does not agree with a committee recommendation.
4. Unless the Union representative notifies the City of a disagreement, per section 3 above, the parties agree that the Committee process will fulfill all meet and confer obligations.

D. **Cash in Lieu of Benefits:**

The City no longer provide cash in lieu of health benefits to new employees or to those who do not currently receive cash in lieu. Currently, will be defined as those employees receiving cash in lieu benefits as of October 15, 2017. Employees who currently receive cash in lieu, can continue to receive it until they are no longer employed by the City or if they choose to receive health insurance. Cash in lieu payments shall remain at the same rate of \$359.52, regardless of increase in health insurance benefits or contributions by the City for health insurance.

8. **STATE DISABILITY INSURANCE (SDI)**

The City agrees to continue to pay the SDI premium on behalf of the employee.

9. **HOLIDAYS**

- A. Designated Holidays for general employees are as follows:

Two (2) Floating Holidays	
New Year's Day	Martin Luther King, Jr. Day
Presidents' Day	Memorial Day
Independence Day	Labor Day
Veteran's Day	Thanksgiving Day
Day After Thanksgiving Day	Christmas Eve Day
Christmas Day	New Year's Eve Day

Floating Holiday are explained further in section 9.C.

B. **Holiday Pay**

Any employee required to work on any of the Holidays identified in Section 9.A above, excluding Floating Holidays, will receive Holiday Pay. Holiday Pay is defined as a premium pay computed at the rate of 1 1/2 hours pay for every hour worked in addition to regular pay received.

C. **Floating Holidays**

- a. The Floating Holiday will be accrued by all regular employees as of the first day of each Fiscal Year.

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- b. The Floating Holidays cannot be used the day before or the day after an existing holiday.
- c. The Floating Holidays must be used within the Fiscal Year in which they are accrued. Employees hired after July 1, but before December 31 will be given credit for one Floating Holiday, effective January 1. Employees hired after January 1 in a fiscal year will receive no Floating Holiday for that fiscal year, but will be credited with two (2) Floating Holidays on July 1 of the following fiscal year.
- d. Authorization for use of the Floating Holidays will be subject to the approval of the employee's supervisor.
- e. If the Floating Holidays have not been taken by the end of the fiscal year in which they were accrued, they will be forfeited back to the City; in other words, Floating Holidays are built upon a "use it or lose it" basis.

10. **SICK LEAVE**

- A. Full-time employees paid on a monthly or annual basis shall accrue paid sick leave at the rate of one day for each full calendar month of the employee's service, starting on the date of hire.
- B. An employee may accumulate an unlimited number of sick leave credit days.
- C. Use of sick leave is governed by the City's Personnel System Guidelines.

11. **VACATION DONATION PLAN FOR CATASTROPHIC LEAVE**

- A. Catastrophic leave benefits have been established for City employees governed by this MOU who have exhausted all accumulated vacation, sick leave and compensatory time off. The purpose of this benefit is to provide a portion or all of an employee's pay to the injured or ill employee during the time the employee would otherwise be on medical leave of absence without pay pursuant to the City's Personnel System Guidelines. Catastrophic leave benefits are contingent on the receipt of donated vacation time in the manner described below.
- B. Catastrophic leave shall conform to the rules for leave of absence without pay set forth in the City's Personnel System Guidelines except that, during that portion of the leave of absence that is also catastrophic leave, the employee will be paid. Although employees on catastrophic leave will receive catastrophic pay, for all other purposes, except as indicated below, such employees will be considered on leave of absence without pay pursuant to the City's Personnel System Guidelines and they shall not accrue any leave rights while on catastrophic leave.
- C. In no event, may an employee take more than six (6) months of catastrophic leave during any twelve (12) month period. Catastrophic leave and leaves of absence without pay shall run concurrently.
- D. An employee is eligible for catastrophic leave when the employee faces injury or prolonged illness (based on medical evidence) of the employee or employee's spouse, parent or child and the employee is absent from work caring for himself or herself or family members.

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- E. Any City employee may donate vacation time to any employee covered by this MOU who meets the conditions described above. Employees may not, however, donate sick leave or CTO.
- F. Employees (or their designees) requesting establishment of a catastrophic leave bank must submit a written request to the office of the City Manager. The request must provide sufficient information to enable the City Manager to determine whether the reason for the leave qualifies as catastrophic. This information will be maintained confidentially to the extent required by law. Catastrophic leave requests for injury/illness must include supporting medical verification from a licensed physician. Leave requests must include the estimated date of return to work.
- G. It is the responsibility of the employee or co-workers to canvass other employees for the donation of leave credits. However, donations are voluntary; coercion of fellow employees is strictly prohibited. Donations must be made on the City-approved authorization form. All donations are irrevocable. Donations are taxable on the part of the recipient, in accordance with IRS regulations, and are subject to withholding as required by law.
- H. In the event the employee is requesting time to care for a sick family member, but has not exhausted his or her personal sick leave bank due to the limitations of Family Sick Leave (see Personnel System Guidelines Section 15.2.C), is in all other ways eligible, and the City Manager has determined such leave qualifies as catastrophic and determined that Paid Family Leave (a State Disability Insurance benefit) is likely to be granted from the State, the employee may exhaust personal sick leave under the following limited conditions:
 - 1. The employee must first qualify for Paid Family Leave, or completed the application for Paid Family Leave with the reasonable assumption of qualification. Personal sick leave may be used to make up the difference between the Paid Family Leave insurance benefit and the employee's full wage. Family Leave benefits that are awarded retroactively to the employee will be reimbursed to the employee's sick leave bank if personal sick leave was used in the interim.
 - 2. Once the employee has exhausted the six-week Paid Family Leave benefit, the employee may use personal sick leave for family care until accumulated sick leave is fully exhausted, subject to the limitations of Section 11.C. above limiting total leave taken (personal sick and donated vacation combined) to no more than six (6) months during any twelve (12) month period.
- I. Donations must be a minimum of four (4) hours. The City will convert the donor's vacation time hours to a dollar equivalent amount. Ninety-five percent (95%) of that dollar amount will then be converted to hours, using the recipient's hourly wage, resulting in hours applied to recipient's catastrophic pay.
- J. Health insurance coverage and retirement contributions will continue in the same manner as if the recipient employee was on sick leave. The recipient employee will not accrue sick leave or vacation benefits while using catastrophic leave.
- K. Catastrophic leave shall be terminated when one or more of the following occurs:

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1. The employee has exhausted six (6) months of catastrophic leave during any twelve (12) month period.
2. The employee has exhausted all of his or her rights under the City's Personnel System Guidelines for unpaid medical leaves of absence, whether paid in part or in full from catastrophic leave pay.
3. Donated leave credits have been exhausted.
4. Death of the ill or injured employee or subject family member.
5. The employee returns to full-time, active City employment.

12. **VACATION**

- A. Employees who have completed their probationary period and are at regular employee status are eligible to use accrued vacation time. Vacation time is accrued monthly from time of hire. Accrual schedule is shown below:

YEARS OF SERVICE	DAYS OF VACATION PER YEAR	MONTHLY ACCRUAL	MAXIMUM ACCRUAL
Up to 2 years (0 to 24 months)	11	7.33 hours	176 hours
After 2 years (25 to 48 months)	13	8.67 hours	208 hours
After 4 to 9 years (49 to 108 months)	15	10.0 hours	240 hours
After 9 to 14 years (109 to 168 months)	18	12.0 hours	288 hours
After 14 years (169 months and above)	19	12.67 hours	304 hours

The Department Head must approve use of vacation time. It is advisable that employees submit vacation requests as far in advance as possible. There will be times when vacation time requests cannot be granted due to scheduling conflicts.

- B. Use of vacation is governed by the City's Personnel System Guidelines.
- C. Vacation accrual shall be capped as provided in the City's Personnel System Guidelines. The parties agree that no employee shall be permitted to accrue additional vacation time once the cap is reached, unless said employee can demonstrate that she/he made a reasonable attempt to use accrued vacation prior to reaching the applicable cap, and was unreasonably denied time off by the City, in which case the employee shall be granted an additional three (3) months to use said vacation, and shall continue to accrue vacation during said three months. If the employee has still been unable to gain approval for the use of vacation after the additional three months, the City shall pay the employee a cash amount equal to the value of all accrued vacation hours that exceed the cap, and shall continue to pay until the employee is able to use sufficient vacation hours to bring his or her balance under the cap.

13. **OVERTIME**

- A. Overtime pay shall not be granted or paid except where specifically provided herein without prior approval of the Department Head. In lieu thereof, compensatory time off shall

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be granted to employees for all work performed in excess of their regularly scheduled workweek when such work is performed with the prior approval of their supervisor.

- B. The cap shall be ninety (90) hours.
- C. General Employees - The first ten (10) hours of overtime compensation per month shall be paid either in money or in compensatory time off, at the option of the employee.
- D. General Service employees who, in a given standard work week, will receive overtime compensation for all hours worked (or compensated for with sick leave, vacation, compensatory time, etc.) over 40 except when the claimed overtime and the paid leave time occur on the same day, and eight (8) hours or fewer were actually worked. All overtime hours worked must be approved by a supervisor.

14. **CALL BACK**

General Service Employees called back for emergency non-scheduled work after the conclusion of the regular duty periods shall receive a minimum of two hours call back paid at time and one-half (For purposes of determining whether or not callback time is paid at the overtime rate, sick leave, vacation leave and comp time off will count as time worked).

15. **STAND-BY PAY**

- A. Employees of the City assigned to make themselves available for unanticipated call back during hours outside their normal work schedule will be provided a pager and will be required to make themselves available to respond to work within a reasonable amount of time, if called.
- B. Any employee assigned stand-by duty and who does not respond if called in a reasonable amount of time or is not fit for duty if called will be subject to disciplinary action.
- C. The City agrees to compensate employees assigned to stand-by at the rate of \$1.25 for each hour so assigned. (Stand-by pay will cease if/when an employee is removed from duty and will recommence when an employee returns to stand-by status).
- D. The City will determine which employee(s) will be assigned to stand-by duty.
- E. The City agrees to provide a take home vehicle to be rotated to the employee assigned to weekend on-call duty in accordance with the City's Vehicle Use Policy.

16. **EDUCATION INCENTIVE**

- A. General Service Employees who attend courses, which will assist them in performing their City functions or which will prepare them for higher City positions in the same or closely related field shall be eligible for reimbursement of 100% of the tuition and their registration costs of such education as well as for the actual cost of books and other materials required for the course.
 - 1. Approval of tuition and other reimbursements must be made by the City Manager prior to the employee registering for the course. Actual reimbursement shall be upon successful completion of the approved course.

2. Educational programs where a degree may be sought and which have prior approval of the City Manager are subject to the following:
 - a. The maximum City reimbursement shall not exceed \$750 annually for lower division course work. A course taken by an employee with less than 60 semester units or the equivalent will be considered lower division regardless of the institution at which the course is taken.
 - b. The maximum City reimbursement shall not exceed \$1500 annually for upper division course work. A course taken by an employee with more than 60 semester units or the equivalent will be considered upper division only if taken from a four-year institution.
 - c. Employees who begin a year in lower division status and attain upper division status during the year shall be reimbursed a total annual amount not to exceed the upper division maximum of \$1500.
- B. Employees shall receive a 2.5% incentive (calculated on their base pay) per month for possessing an AA/AS Degree and a 5% incentive (calculated on their base pay) per month for possessing a BA/BS Degree in a field related to the employee's current classification.
- C. The Associate's Degree Incentive and the Bachelor's Degree Incentive are not cumulative for employees that possess both. A maximum 5% educational incentive can be added to base pay for the term of this MOU. Degree Incentives will be paid in addition to any Certificate Pay, which is capped at 10% base pay.

17. **UNIFORM ALLOWANCE**

- A. The City agrees to continue to provide \$700 annually to the non-sworn Police Department employees that are required to wear uniforms. Said allowance will be payable at the same time and in the same manner as it is paid to Police Officers of the City. Any employee covered in this paragraph and hired after the beginning of the year will not receive a Uniform Allowance until the beginning of the next year. The following non-sworn employees are required to wear uniforms:

Community Service Officers	Police Records Technician
Police Evidence Technician	

- B. The City agrees to pay \$200 per year boot/shoe allowance, payable by voucher or reimbursement upon presentation of a valid receipt for the following classifications:

Maintenance Worker I & II	Senior Maintenance Worker
Equipment Mechanic	Senior Equipment Mechanic
Building Inspector	Collection System Coordinator
Utility Operator I & II	Senior Utility Operator
Building Maintenance- Construction Coordinator	Community Service Officer
	Police Evidence Technician

- C. The City agrees to provide uniforms and the maintenance of such uniforms, up to a maximum of \$700 per year, for all of the positions listed in 178 above, except for the

position of Building Inspector. The value of such uniforms is reportable to CalPERS for classic members only.

18. WORK SCHEDULES

- A. Schedule changes will only be instituted due to operational changes, such as seasonal workload/safety concerns, etc. Temporary operational issues may require nonstandard shifts of limited frequency.
- B. Except in case of an emergency, the City will provide a minimum of 30 days written notice to CASE and all affected employees of any proposed change in work schedules, including shift changes. The parties agree to meet and confer prior to altering schedules or shifts.
- C. New standard schedules will be in effect for a minimum of four months.
- D. If rotational, all affected employees will be part of the rotation. If shifts vary within the division, choice of shift will be given by seniority (based on time in division), subject to minimum operational requirements.
- E. Standard schedule will be limited to the following options:

8 Hour Day Schedule

Days	Sat	Sun	Mon	Tue	Wed	Thu	Fri
Hours – Option 1	8	8	8	8	8		
Hours – Option 2		8	8	8	8	8	
Hours – Option 3			8	8	8	8	8

4 – 10 Hour Day Schedule

Days	Sat	Sun	Mon	Tue	Wed	Thu	Fri
Hours – Option 1	10	10	10	10			
Hours – Option 2		10	10	10	10		
Hours – Option 3			10	10	10	10	
Hours – Option 4				10	10	10	10

9 & 4 Hour Day Schedule

Days	Sat	Sun	Mon	Tue	Wed	Thu	Fri
Hours – Option 1	9	9	9	9	4		
Hours – Option 2	4	9	9	9	9		
Hours – Option 3		9	9	9	9	4	
Hours – Option 4		4	9	9	9	9	
Hours – Option 5			9	9	9	9	4
Hours – Option 6			4	9	9	9	9

8 – 4 Hour Day Schedule

Days	Sat	Sun	Mon	Tue	Wed	Thu	Fri
Hours – Option 1	8	8	8	8	4	4	
Hours – Option 2	4	4	8	8	8	8	
Hours – Option 3		8	8	8	8	4	4
Hours – Option 4		4	4	8	8	8	8

19. **GRIEVANCE PROCEDURES**

The grievance procedures are stated in Rule 1 I of the City's Personnel System Guidelines.

20. **DISCIPLINARY ACTION: DEFINITION**

The disciplinary procedures are stated in Rule 10 of the City's Personnel System Guidelines.

21. **FUTURE BARGAINING**

It is understood and agreed by the parties that all future bargaining shall be undertaken with due consideration to total compensation of employees.

22. **ACCUMULATION/VESTING**

The City and the Union agree that nothing contained in this MOU shall be interpreted as to imply or permit the accumulation or vesting of any written or unwritten employee rights beyond the termination date of this MOU.

23. **MAINTENANCE OF OPERATION – CONCERTED ACTIVITY**

It is agreed that the continued and uninterrupted provision of service to the public is of paramount importance. Therefore, the Union agrees that as of 12:01 of the first calendar day immediately following the legal ratification of this MOU by the City Council, through June 30, 2017 and inclusive of meeting and conferring on a successor agreement to this MOU, neither the Union, nor any combination thereof, shall cause, authorize, engage in, encourage, or sanction a work stoppage, slow down or picketing against the City, or the concerted failure to report for duty, or abstinence from the full and faithful performance of the duties of employment, including compliance with the request of another labor organization or bargaining unit to engage in such activity.

If the City determines to its satisfaction that an employee is, or has engaged in any activity prohibited by Paragraph I of this Article, the City may withhold that employee's wages and other City-paid benefits and/or take whatever other action it deems appropriate.

The Union recognizes the duty and obligations of its representatives and members to comply with the provisions of this MOU and to make every effort toward inducing all employees to fully and faithfully perform their duties. In the event of any activity prohibited by Paragraph I of this Article, the Union agrees to exercise its full resources and abilities to assure compliance with this MOU.

24. **CONCLUSIVENESS**

It is understood and agreed that all documents, including but not limited to Ordinances, Resolutions, Policies and Procedures, Employee Rules and Guidelines, which relate to employee wages, hours and other terms and conditions of employment which are presently in effect, become part of this MOU by reference.

It is further agreed that for the term of this MOU, neither party may be compelled to meet and confer with the other concerning any matter, specifically the subject of any clause of this Agreement; except that the City may change a written practice or policy incorporated into this MOU by reference or an unwritten practice by giving written notice to the Union of its desire to do

so. If the Union responds within ten (10) calendar days of the date of mailing or service of written notice that it wishes to meet and confer on the matter, the City and the Union shall do so forthwith.

25. **MANAGEMENT RIGHTS**

- A. The Union recognizes that the rights of the City derive from the Constitution of the State of California and the Government Code.
- B. The Union recognizes and agrees that the exercise of the express and implied powers, rights, duties and responsibilities by the City, such as, the adoption of Policies, Rules, Regulations and Practices, and the use of judgment and discretion in connection therewith shall be limited only by the specific and express terms of this MOU.
- C. The Union recognizes that the City has and will continue to retain, whether exercised or not, the unilateral and exclusive right to operate, administer and manage its municipal services and work force performing these services limited only by the specific and express terms of this MOU.
- D. The exclusive rights of the City shall include but not be limited to, the right to:
 - 1. Determine the organization of City Government and the mission of its constituent agencies;
 - 2. Determine the nature, quantity and quality of services to be offered to the public and to determine the means of operations, the materials and personnel to be used, and the right to introduce new or improved methods or facilities and to change or alter personnel, methods, means, materials and facilities;
 - 3. Exercise control and discretion over its organization and operation through its managerial employees;
 - 4. Establish and effect Rules and Guidelines consistent with the applicable law and the specific and express provisions of this MOU;
 - 5. Establish and implement standards of selecting City Personnel and standards for continued employment with the City;
 - 6. Direct the work force by determining the work to be performed, the personnel who shall perform the work, assigning overtime and scheduling the work; to take disciplinary action;
 - 7. Relieve its employees from duty because of lack of work, funds or for other reasons;
 - 8. Determine whether goods or services shall be made, purchased or contracted for; and,
 - 9. Otherwise act in the interest of efficient service to the Community.
- E. The Union recognizes and agrees that the City retains its rights to take whatever action it deems appropriate during an emergency, including suspension of the terms of this MOU.

The determination of whether an emergency is to be declared is solely within the discretion of the City and is expressly excluded from the provisions of any grievance procedure. When an emergency is declared, the City shall immediately notify the Union. The Union agrees it will abide by such emergency decision of the City during the time of the declared emergency. The City and the Union agree to meet and confer on related matters at the call of either party as soon thereafter as practicable.

26. **HOME BUYER'S PROGRAM**

Permanent Full-Time Employees are eligible to apply for and receive a loan in the amount of ten thousand dollars (\$10,000.00) to be used for the purchase of a home within the City limits. The home purchased must be the employee's primary residence. Any change in residence by the employee occurs or the employee sales the home the loan, or the pro-rata portion of the loan owed at the time, must be repaid to the City within 30 days from the change in residence or at the close of escrow, whichever occurs first.

Employee agrees a lien will be placed on the property in the amount of the loan. For each year of employment with the City following the date of the loan, \$1,000.00 will be forgiven.

After 10 years of employment with the City, the loan will be forgiven in total. If employment ceases, either because of termination, resignation, layoff or for any other reason, prior to the completion of 10 years of service, the amount owed at the time of cessation of employment must be repaid immediately. In order to ensure the City receives the funds owed should employment cease, the employee and the association agree that the amounts owed will be deducted automatically from the employee's last paycheck as outlined in the promissory note a copy of which is attached as Appendix 2. After 10 years or any time after the amount has been repaid to the City, the employee may be eligible for a second loan in the same amount for a new home within City limits under the same restrictions and terms as outlined above.

Upon satisfaction of the term, the City Manager will release the public safety employee from responsibility of the loan, unless there is a conflict of interest between the City Manager and the employee pursuant to Government Code section 1090.

27. **SAVINGS CLAUSE**

If any or Section of this MOU or an Addendum thereto should be held invalid by operation of law or by a tribunal of competent jurisdiction, or if compliance or enforcement of any Article or Section should be restrained by such tribunal or the enactment of superseding rules, regulations, law or order by a governmental authority other than the City, such Article or Provision shall be immediately suspended and be of no force and effect, and the parties shall immediately begin the meet and confer process for the purpose of arriving at a mutually satisfactory replacement for such Article or Section. Invalidation of a part or portion of this MOU shall not invalidate any remaining portions and those remaining portions shall remain in full force and effect unless those remaining portions were contingent upon the operations of the invalidated Section.

28. **TERM AND REOPENING OF MEMORANDUM**

The term of this MOU shall be three fiscal years from July 1, 2017, through June 30, 2020. This MOU shall apply to employees within job classifications covered by this MOU and in the City's active employment on the effective date of this Agreement and thereafter. In January 2019, either

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City of Lemoore & the Lemoore General Association of Service Employees

party can reopen this Agreement for good faith negotiations with respect to salary, CalPERS contributions, and benefits in the event of revenue increase or decrease.

One Hundred and Twenty (120) days prior to the termination of this MOU, the Union or City shall notify the other party in writing if it wishes to modify the MOU. In the event that such notice is given, negotiations shall begin as soon as possible after the notice but not later than March 1, 2020. This Agreement shall remain in full force and be effective during the period of negotiations and until written notice of impasse or termination of this Agreement is provided to the other party.

RATIFICATION SIGNATURES

***Original on File**

CITY OF LEMOORE

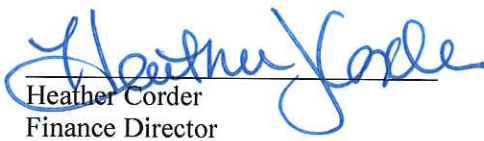
GENERAL ASSOCIATION OF SERVICE
EMPLOYEES



Jenell Van Bindsbergen,
Agency Negotiator



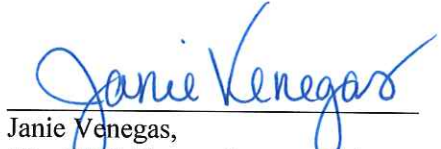
Soledad Perez
Bargaining Unit Negotiator



Heather Corder
Finance Director



Debbie Santos
Bargaining Unit Negotiator



Janie Venegas,
City Clerk/Human Resource Manager



Irene Ford
Bargaining Unit Negotiator

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Appendix 1

PAY STEPS Salary Schedule Table 1

TITLE	RANGE		1	2	3	4	5	6
ACCOUNT CLERK	15	MONTHLY	2638	2770	2908	3054	3207	3367
		YEARLY	31,657	33,239	34,901	36,646	38,479	40,403
ACCOUNT CLERK II	25	MONTHLY	2914	3060	3213	3373	3542	3719
		YEARLY	34,968	36,717	38,553	40,480	42,504	44,630
ACCOUNT TECHNICIAN	44	MONTHLY	3520	3697	3881	4075	4279	4493
		YEARLY	42,246	44,358	46,576	48,905	51,350	53,917
ACCOUNTANT	61	MONTHLY	4169	4378	4597	4827	5068	5321
		YEARLY	50,032	52,533	55,160	57,918	60,814	63,855
ADMINISTRATIVE ASSISTANT I	23	MONTHLY	2857	2999	3149	3307	3472	3646
		YEARLY	34,279	35,993	37,793	39,683	41,667	43,750
ADMINISTRATIVE ASSISTANT II	28	MONTHLY	3002	3152	3310	3476	3649	3832
		YEARLY	36,028	37,829	39,721	41,707	43,792	45,982
ASSISTANT CITY MANAGER	123	MONTHLY	7727	8113	8519	8945	9392	9861
		YEARLY	92,720	97,356	102,223	107,335	112,701	118,336
BUILDING INSPECTOR	49	MONTHLY	3700	3885	4079	4283	4497	4722
		YEARLY	44,401	46,621	48,952	51,399	53,969	56,668
BUILDING PERMIT TECHNICIAN	24	MONTHLY	2885	3029	3181	3340	3507	3682
		YEARLY	34,622	36,353	38,171	40,080	42,084	44,188
CITY CLERK / HR MANAGER	104	MONTHLY	6396	6715	7051	7404	7774	8163
		YEARLY	76,748	80,585	84,614	88,845	93,287	97,952
CITY MANAGER	142	MONTHLY	9335	9801	10291	10806	11346	11914
		YEARLY	112,015	117,616	123,497	129,672	136,155	142,963
COMMUNITY DEVELOPMENT DIRECTOR	114	MONTHLY	7065	7418	7789	8178	8587	9017
		YEARLY	84,777	89,016	93,467	98,140	103,047	108,200
COMMUNITY SERVICES OFFICER	25	MONTHLY	2914	3060	3213	3373	3542	3719
		YEARLY	34,968	36,717	38,553	40,480	42,504	44,630
EVIDENCE TECHNICIAN	24	MONTHLY	2885	3029	3181	3340	3507	3682
		YEARLY	34,622	36,353	38,171	40,080	42,084	44,188
EXECUTIVE ASSISTANT	67	MONTHLY	4426	4647	4879	5123	5380	5649
		YEARLY	53,110	55,765	58,554	61,481	64,555	67,783
FINANCE DIRECTOR / CFO	122	MONTHLY	7650	8033	8434	8856	9299	9764
		YEARLY	91,802	96,392	101,211	106,272	111,585	117,165
JUNIOR ACCOUNTANT	51	MONTHLY	3774	3963	4161	4369	4588	4817
		YEARLY	45,293	47,558	49,936	52,432	55,054	57,807
MAINTENANCE COORDINATOR	50	MONTHLY	3737	3924	4120	4326	4542	4770
		YEARLY	44,845	47,087	49,441	51,913	54,509	57,234
MAINTENANCE WORKER I	11	MONTHLY	2535	2662	2795	2935	3081	3236
		YEARLY	30,421	31,942	33,539	35,216	36,977	38,826
MAINTENANCE WORKER II	21	MONTHLY	2800	2940	3087	3242	3404	3574
		YEARLY	33,604	35,284	37,048	38,901	40,846	42,888
MANAGEMENT ANALYST	75	MONTHLY	4793	5032	5284	5548	5825	6117
		YEARLY	57,510	60,386	63,405	66,575	69,904	73,399
MECHANIC I	36	MONTHLY	3251	3414	3584	3764	3952	4149
		YEARLY	39,013	40,964	43,012	45,163	47,421	49,792

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 City of Lemoore & the Lemoore General Association of Service Employees

PAY STEPS Salary Schedule Table 1

TITLE	RANGE		1	2	3	4	5	6
MECHANIC II	48	MONTHLY	3663	3847	4039	4241	4453	4676
		YEARLY	43,961	46,159	48,467	50,890	53,435	56,107
OFFICE ASSISTANT I	2	MONTHLY	2318	2434	2556	2683	2817	2958
		YEARLY	27,815	29,206	30,666	32,200	33,810	35,500
OFFICE ASSISTANT II	14	MONTHLY	2612	2743	2880	3024	3175	3334
		YEARLY	31,343	32,910	34,556	36,284	38,098	40,003
PARKS & RECREATION DIRECTOR	108	MONTHLY	6655	6988	7338	7704	8090	8494
		YEARLY	79,864	83,857	88,050	92,453	97,075	101,929
PAYROLL TECHNICIAN	49	MONTHLY	3700	3885	4079	4283	4497	4722
		YEARLY	44,401	46,621	48,952	51,399	53,969	56,668
PLANNING TECHNICIAN	24	MONTHLY	2885	3029	3181	3340	3507	3682
		YEARLY	34,622	36,353	38,171	40,080	42,084	44,188
POLICE CHIEF	133	MONTHLY	8535	8962	9410	9880	10374	10893
		YEARLY	102,420	107,541	112,918	118,564	124,492	130,717
POLICE COMMANDER B/A	111	MONTHLY	6857	7200	7560	7938	8335	8751
		YEARLY	82,284	86,398	90,718	95,254	100,017	105,017
POLICE CORPORAL	72	MONTHLY	4652	4884	5128	5385	5654	5937
		YEARLY	55,819	58,610	61,540	64,617	67,848	71,241
POLICE CORPORAL AA	77	MONTHLY	4889	5133	5390	5659	5942	6240
		YEARLY	58,666	61,600	64,680	67,914	71,309	74,875
POLICE CORPORAL BA	82	MONTHLY	5138	5395	5665	5948	6246	6558
		YEARLY	61,659	64,742	67,979	71,378	74,947	78,694
POLICE OFFICER	57	MONTHLY	4007	4207	4417	4638	4870	5114
		YEARLY	48,080	50,484	53,008	55,658	58,441	61,363
POLICE OFFICER AA	62	MONTHLY	4211	4422	4643	4875	5119	5374
		YEARLY	50,532	53,059	55,712	58,497	61,422	64,493
POLICE OFFICER BA	67	MONTHLY	4426	4647	4879	5123	5380	5649
		YEARLY	53,110	55,765	58,554	61,481	64,555	67,783
POLICE RECORDS SUPERVISOR	48	MONTHLY	3663	3847	4039	4241	4453	4676
		YEARLY	43,961	46,159	48,467	50,890	53,435	56,107
POLICE RECORDS TECHNICIAN I	11	MONTHLY	2535	2662	2795	2935	3081	3236
		YEARLY	30,421	31,942	33,539	35,216	36,977	38,826
POLICE RECORDS TECHNICIAN II	16	MONTHLY	2664	2798	2938	3084	3239	3401
		YEARLY	31,973	33,572	35,250	37,013	38,863	40,807
POLICE SERGEANT	87	MONTHLY	5400	5670	5954	6252	6564	6892
		YEARLY	64,804	68,044	71,446	75,019	78,770	82,708
POLICE SERGEANT AA	92	MONTHLY	5676	5960	6258	6570	6899	7244
		YEARLY	68,110	71,515	75,091	78,845	82,788	86,927
POLICE SERGEANT BA	97	MONTHLY	5965	6264	6577	6906	7251	7613
		YEARLY	71,584	75,163	78,921	82,867	87,011	91,361
PUBLIC WORKS DIRECTOR	114	MONTHLY	7065	7418	7789	8178	8587	9017
		YEARLY	84,777	89,016	93,467	98,140	103,047	108,200
RECREATION COORDINATOR	36	MONTHLY	3251	3414	3584	3764	3952	4149
		YEARLY	39,013	40,964	43,012	45,163	47,421	49,792
RECREATION SPECIALIST	23	MONTHLY	2857	2999	3149	3307	3472	3646

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PAY STEPS Salary Schedule Table 1

TITLE	RANGE		1	2	3	4	5	6
		YEARLY	34,279	35,993	37,793	39,683	41,667	43,750
SENIOR MAINTENANCE WORKER	34	MONTHLY	3187	3346	3514	3689	3874	4068
		YEARLY	38,245	40,157	42,165	44,273	46,486	48,811
SENIOR WASTEWATER UTILITY OPERATOR	45	MONTHLY	3556	3733	3920	4116	4322	4538
		YEARLY	42,668	44,802	47,042	49,394	51,863	54,457
SENIOR WATER UTILITY OPERATOR	45	MONTHLY	3556	3733	3920	4116	4322	4538
		YEARLY	42,668	44,802	47,042	49,394	51,863	54,457
SUPERINTENDENT	75	MONTHLY	4793	5032	5284	5548	5825	6117
		YEARLY	57,510	60,386	63,405	66,575	69,904	73,399
UTILITES MANAGER	96	MONTHLY	5906	6202	6512	6837	7179	7538
		YEARLY	70,875	74,419	78,140	82,047	86,149	90,457
WASTEWATER UTILITY OPERATOR I	24	MONTHLY	2885	3029	3181	3340	3507	3682
		YEARLY	34,622	36,353	38,171	40,080	42,084	44,188
WASTEWATER UTILITY OPERATOR II	34	MONTHLY	3187	3346	3514	3689	3874	4068
		YEARLY	38,245	40,157	42,165	44,273	46,486	48,811
WASTEWATER UTILITY OPERATOR III	39	MONTHLY	3350	3517	3693	3878	4071	4275
		YEARLY	40,195	42,205	44,315	46,531	48,858	51,301
WATER UTILITY OPERATOR I	24	MONTHLY	2885	3029	3181	3340	3507	3682
		YEARLY	34,622	36,353	38,171	40,080	42,084	44,188
WATER UTILITY OPERATOR II	34	MONTHLY	3187	3346	3514	3689	3874	4068
		YEARLY	38,245	40,157	42,165	44,273	46,486	48,811
WATER UTILITY OPERATOR III	39	MONTHLY	3350	3517	3693	3878	4071	4275
		YEARLY	40,195	42,205	44,315	46,531	48,858	51,301

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SALARY SCHEDULE
 Effective January 1, 2018

Salary Schedule Table 2

TITLE	RANGE		1	2	3	4	5	6
ACCOUNT CLERK I	23	BI-WEEKLY	1,318	1,384	1,454	1,526	1,603	1,683
		YEARLY	34,279	35,993	37,793	39,683	41,667	43,750
ACCOUNT CLERK II	33	BI-WEEKLY	1,456	1,529	1,606	1,686	1,770	1,859
		YEARLY	37,866	39,759	41,747	43,834	46,026	48,328
ACCOUNT TECHNICIAN	52	BI-WEEKLY	1,759	1,847	1,940	2,037	2,139	2,246
		YEARLY	45,746	48,033	50,435	52,957	55,605	58,385
ACCOUNTANT	69	BI-WEEKLY	2,084	2,188	2,297	2,412	2,533	2,659
		YEARLY	54,177	56,886	59,730	62,717	65,853	69,145
ADMINISTRATIVE ASSISTANT I	31	BI-WEEKLY	1,428	1,499	1,574	1,653	1,735	1,822
		YEARLY	37,120	38,976	40,925	42,971	45,119	47,375
ADMINISTRATIVE ASSISTANT II	36	BI-WEEKLY	1,501	1,576	1,654	1,737	1,824	1,915
		YEARLY	39,013	40,964	43,012	45,163	47,421	49,792
ASSISTANT CITY MANAGER	131	BI-WEEKLY	3,862	4,055	4,257	4,470	4,694	4,929
		YEARLY	100,402	105,422	110,693	116,228	122,039	128,141
BUILDING INSPECTOR	57	BI-WEEKLY	1,849	1,942	2,039	2,141	2,248	2,360
		YEARLY	48,080	50,484	53,008	55,658	58,441	61,363
BUILDING PERMIT TECHNICIAN	32	BI-WEEKLY	1,442	1,514	1,590	1,669	1,753	1,840
		YEARLY	37,491	39,366	41,334	43,400	45,570	47,849
CITY CLERK / HR MANAGER	112	BI-WEEKLY	3,196	3,356	3,524	3,700	3,885	4,080
		YEARLY	83,107	87,262	91,625	96,206	101,017	106,068
CITY MANAGER	150	BI-WEEKLY	4,665	4,899	5,143	5,401	5,671	5,954
		YEARLY	121,297	127,361	133,730	140,416	147,437	154,809
COMMUNITY DEVELOPMENT DIRECTOR	122	BI-WEEKLY	3,531	3,707	3,893	4,087	4,292	4,506
		YEARLY	91,802	96,392	101,211	106,272	111,585	117,165
COMMUNITY SERVICES OFFICER	33	BI-WEEKLY	1,456	1,529	1,606	1,686	1,770	1,859
		YEARLY	37,866	39,759	41,747	43,834	46,026	48,328
EVIDENCE TECHNICIAN	32	BI-WEEKLY	1,442	1,514	1,590	1,669	1,753	1,840
		YEARLY	37,491	39,366	41,334	43,400	45,570	47,849
EXECUTIVE ASSISTANT	75	BI-WEEKLY	2,212	2,323	2,439	2,561	2,689	2,823
		YEARLY	57,510	60,386	63,405	66,575	69,904	73,399
FINANCE DIRECTOR / CFO	130	BI-WEEKLY	3,823	4,015	4,215	4,426	4,647	4,880
		YEARLY	99,408	104,378	109,597	115,077	120,831	126,873
JUNIOR ACCOUNTANT	59	BI-WEEKLY	1,886	1,981	2,080	2,184	2,293	2,408
		YEARLY	49,046	51,498	54,073	56,777	59,616	62,597
MAINTENANCE COORDINATOR	58	BI-WEEKLY	1,868	1,961	2,059	2,162	2,270	2,384
		YEARLY	48,560	50,988	53,538	56,215	59,025	61,977
MAINTENANCE WORKER I	19	BI-WEEKLY	1,267	1,330	1,397	1,467	1,540	1,617
		YEARLY	32,942	34,589	36,318	38,134	40,041	42,043
MAINTENANCE WORKER II	29	BI-WEEKLY	1,400	1,470	1,543	1,620	1,701	1,786
		YEARLY	36,388	38,208	40,118	42,124	44,230	46,442
MANAGEMENT ANALYST	83	BI-WEEKLY	2,395	2,515	2,641	2,773	2,911	3,057
		YEARLY	62,275	65,389	68,659	72,092	75,696	79,481
MECHANIC I	44	BI-WEEKLY	1,625	1,706	1,791	1,881	1,975	2,074
		YEARLY	42,246	44,358	46,576	48,905	51,350	53,917
MECHANIC II	56	BI-WEEKLY	1,831	1,922	2,019	2,120	2,225	2,337
		YEARLY	47,604	49,984	52,483	55,107	57,862	60,756

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Effective January 1, 2018

Salary Schedule Table 2

TITLE	RANGE		1	2	3	4	5	6
OFFICE ASSISTANT I	10	BI-WEEKLY YEARLY	1,158 30,120	1,216 31,626	1,277 33,207	1,341 34,868	1,408 36,611	1,479 38,442
OFFICE ASSISTANT II	22	BI-WEEKLY YEARLY	1,305 33,940	1,371 35,637	1,439 37,419	1,511 39,290	1,587 41,254	1,666 43,317
PARKS & RECREATION DIRECTOR	116	BI-WEEKLY YEARLY	3,326 86,481	3,493 90,805	3,667 95,346	3,850 100,113	4,043 105,118	4,245 110,374
PAYROLL TECHNICIAN	57	BI-WEEKLY YEARLY	1,849 48,080	1,942 50,484	2,039 53,008	2,141 55,658	2,248 58,441	2,360 61,363
PLANNING TECHNICIAN	32	BI-WEEKLY YEARLY	1,442 37,491	1,514 39,366	1,590 41,334	1,669 43,400	1,753 45,570	1,840 47,849
POLICE CHIEF	141	BI-WEEKLY YEARLY	4,266 110,906	4,479 116,452	4,703 122,274	4,938 128,388	5,185 134,807	5,444 141,548
POLICE COMMANDER B/A	119	BI-WEEKLY YEARLY	3,427 89,102	3,598 93,557	3,778 98,235	3,967 103,146	4,166 108,304	4,374 113,719
POLICE CORPORAL	80	BI-WEEKLY YEARLY	2,325 60,444	2,441 63,466	2,563 66,639	2,691 69,971	2,826 73,470	2,967 77,143
POLICE CORPORAL AA	85	BI-WEEKLY YEARLY	2,443 63,527	2,566 66,704	2,694 70,039	2,828 73,541	2,970 77,218	3,118 81,079
POLICE CORPORAL BA	90	BI-WEEKLY YEARLY	2,568 66,768	2,696 70,106	2,831 73,611	2,973 77,292	3,121 81,157	3,277 85,214
POLICE OFFICER	65	BI-WEEKLY YEARLY	2,002 52,063	2,103 54,666	2,208 57,400	2,318 60,270	2,434 63,283	2,556 66,447
POLICE OFFICER AA	70	BI-WEEKLY YEARLY	2,105 54,719	2,210 57,455	2,320 60,328	2,436 63,344	2,558 66,511	2,686 69,837
POLICE OFFICER BA	75	BI-WEEKLY YEARLY	2,212 57,510	2,323 60,386	2,439 63,405	2,561 66,575	2,689 69,904	2,823 73,399
POLICE RECORDS SUPERVISOR	56	BI-WEEKLY YEARLY	1,831 47,604	1,922 49,984	2,019 52,483	2,120 55,107	2,225 57,862	2,337 60,756
POLICE RECORDS TECHNICIAN I	19	BI-WEEKLY YEARLY	1,267 32,942	1,330 34,589	1,397 36,318	1,467 38,134	1,540 40,041	1,617 42,043
POLICE RECORDS TECHNICIAN II	29	BI-WEEKLY YEARLY	1,400 36,388	1,470 38,208	1,543 40,118	1,620 42,124	1,701 44,230	1,786 46,442
POLICE SERGEANT	95	BI-WEEKLY YEARLY	2,699 70,173	2,834 73,682	2,976 77,366	3,124 81,235	3,281 85,296	3,445 89,561
POLICE SERGEANT AA	100	BI-WEEKLY YEARLY	2,837 73,753	2,978 77,441	3,127 81,313	3,284 85,378	3,448 89,647	3,620 94,130
POLICE SERGEANT BA	105	BI-WEEKLY YEARLY	2,981 77,515	3,130 81,391	3,287 85,460	3,451 89,734	3,624 94,220	3,805 98,931
PUBLIC WORKS DIRECTOR	122	BI-WEEKLY YEARLY	3,531 91,802	3,707 96,392	3,893 101,211	4,087 106,272	4,292 111,585	4,506 117,165
RECREATION COORDINATOR	44	BI-WEEKLY YEARLY	1,625 42,246	1,706 44,358	1,791 46,576	1,881 48,905	1,975 51,350	2,074 53,917
RECREATION SPECIALIST	31	BI-WEEKLY YEARLY	1,428 37,120	1,499 38,976	1,574 40,925	1,653 42,971	1,735 45,119	1,822 47,375
SENIOR MAINTENANCE WORKER	42	BI-WEEKLY YEARLY	1,593 41,413	1,672 43,484	1,756 45,658	1,844 47,941	1,936 50,338	2,033 52,855
SENIOR WASTEWATER UTILITY OPERATOR	53	BI-WEEKLY	1,777	1,866	1,959	2,057	2,160	2,268

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 City of Lemoore & the Lemoore General Association of Service Employees

Effective January 1, 2018

Salary Schedule Table 2

TITLE	RANGE		1	2	3	4	5	6
		YEARLY	46,204	48,514	50,939	53,486	56,161	58,969
SENIOR WATER UTILITY OPERATOR	53	BI-WEEKLY	1,777	1,866	1,959	2,057	2,160	2,268
		YEARLY	46,204	48,514	50,939	53,486	56,161	58,969
SUPERINTENDENT	83	BI-WEEKLY	2,395	2,515	2,641	2,773	2,911	3,057
		YEARLY	62,275	65,389	68,659	72,092	75,696	79,481
UTILITES MANAGER	104	BI-WEEKLY	2,952	3,099	3,254	3,417	3,588	3,767
		YEARLY	76,748	80,585	84,614	88,845	93,287	97,952
WASTEWATER UTILITY OPERATOR I	32	BI-WEEKLY	1,442	1,514	1,590	1,669	1,753	1,840
		YEARLY	37,491	39,366	41,334	43,400	45,570	47,849
WASTEWATER UTILITY OPERATOR II	42	BI-WEEKLY	1,593	1,672	1,756	1,844	1,936	2,033
		YEARLY	41,413	43,484	45,658	47,941	50,338	52,855
WASTEWATER UTILITY OPERATOR III	47	BI-WEEKLY	1,674	1,758	1,846	1,938	2,035	2,137
		YEARLY	43,526	45,702	47,987	50,387	52,906	55,551
WATER UTILITY OPERATOR I	32	BI-WEEKLY	1,442	1,514	1,590	1,669	1,753	1,840
		YEARLY	37,491	39,366	41,334	43,400	45,570	47,849
WATER UTILITY OPERATOR II	42	BI-WEEKLY	1,593	1,672	1,756	1,844	1,936	2,033
		YEARLY	41,413	43,484	45,658	47,941	50,338	52,855
WATER UTILITY OPERATOR III	47	BI-WEEKLY	1,674	1,758	1,846	1,938	2,035	2,137
		YEARLY	43,526	45,702	47,987	50,387	52,906	55,551

Appendix 2

Home Buyer's Program Promissory Note

PROMISSORY NOTE

Principal Amount: \$10,000.00

Date:

I, **XXXXXXXXXX** SSN: **XXXX** do hereby promise to pay the City of Lemoore the loan amount above. I understand that should the home I purchase cease to be my primary residence prior to _____, the pro-rata balance as defined in the Memorandum of Understanding between the City and the General Association of Service Employees shall immediately become due and payable. I understand that if I terminate, resign, or cease to be employed by the City, the pro-rata balance as defined in the Memorandum of Understanding between the City and the General Association of Service Employees shall become immediately due and payable and said balance will be deducted from my final compensation unless other arrangements have been made. Should a suit be commenced or an attorney be employed to enforce the payment of this note, I agree to pay such additional sum as the court may adjudge reasonable as attorney's fees in said suit. Principal is payable in lawful money of the United States.

XXXXXXXXXX

Date

For the City

Date