



AGENDA
January 6, 2016

CITY COUNCIL MEETING
7:00 p.m.
City Council Chambers
311 Vernon Street
Roseville, California

1. CALL TO ORDER

2. ROLL CALL

Councilmember: Bonnie Gore
Vice Mayor: Susan Rohan
Councilmember: Tim Herman
Councilmember: Pauline Roccucci
Mayor: Carol Garcia

3. PLEDGE OF ALLEGIANCE

4. MEETING PROCEDURES

NOTICE TO THE PUBLIC

All Items on the agenda will be open for the public comment before final action is taken. Speakers are requested to restrict comments to the item as it appears on the agenda and stay within a five (5) - minute time limit. The Mayor has the discretion of limiting the total discussion time for an item.

5. PUBLIC COMMENTS

NOTICE TO THE PUBLIC

Persons may address the City Council on items not on this agenda. Please complete a "Speaker Information Card" and present it to the City Clerk prior to the start of the meeting. Speakers shall restrict their comments to issues that are within the subject jurisdiction of the City Council and limit their comments to three (3) minutes per person. The total time allocated for Public Comment is 25 minutes. The Brown Act, with certain exceptions, does not permit the City Council to discuss or take action on issues that are not listed on the agenda.

6. CONSENT CALENDAR

NOTICE TO THE PUBLIC

All matters listed under Consent Calendar are considered to be routine and all will be passed by one motion. There will be no discussion of these items unless members of the City Council or the public request specific items be removed from the Consent Calendar for separate discussion. Any member of the public may address the City Council on items on the Consent Calendar. Public comments on any item or items on the Consent Calendar are limited to five (5) minutes per speaker

BEGINNING OF CONSENT CALENDAR

Minutes

6.1. Minutes of Prior Meetings

Memo from City Clerk Sonia Orozco recommending Council approve the Minutes of September 22, 2015 City Council Meeting, October 21, 2015 Pride of Roseville Ceremony/Closed Session/City Council Meeting, and November 4, 2015 City Council Meeting.

CC #: 7363

File #: 0102-03

CONTACT: Sonia Orozco 774-5263 sorozco@roseville.ca.us

Bids / Purchases / Services

6.2. 911 Call Management System - Service Agreement

Memo from Department Public Information Officer Dee Dee Gunther and Police Chief Daniel Hahn recommending Council adopt RESOLUTION NO. 16-06 APPROVING A SERVICE AGREEMENT BETWEEN CITY OF ROSEVILLE AND AT&T CALIFORNIA, AND AUTHORIZING THE CITY MANAGER TO EXECUTE IT ON BEHALF OF THE CITY OF ROSEVILLE (S1604332). The Police Department has a need for a new 911 call management system. Staff has worked together with an ad-hoc committee comprised of the communications managers of all 911 centers in Placer County, and that committee recommends the purchase of a hosted, regionally networked system provided by AT&T. Each call center will own their own equipment and software, but the networked system will allow each agency to provide redundancy for the others and to assist each other during times of unusual call volume or a system failure at any of the participating call centers. Roseville's system will cost \$333,467.42. The State of California's 911 Fund will pay the vendor directly for equipment, software, installation, training and annual maintenance costs through the fifth year of the system's operation. There is no impact on the General Fund.

CC #: 7331

File #: 0323

CONTACT: Katie Braverman 774-5037 kbraverman@roseville.ca.us

6.3. Security Guard Services - Service Agreement Renewal

Memo from Buyer Babette Owens and Central Services Director Paul Diefenbach recommending Council adopt RESOLUTION NO. 16-04 APPROVING A SERVICE AGREEMENT RENEWAL BETWEEN CITY OF ROSEVILLE AND GREEN VALLEY SECURITY, INC., AND AUTHORIZING THE CITY MANAGER TO EXECUTE IT ON BEHALF OF THE CITY OF ROSEVILLE (S1603065). This is a request of Council to authorize a service agreement renewal with Green Valley Security, Inc. for security guard services utilizing RFQ 2051. The Pleasant Grove Wastewater Treatment Plant (PGWWTP), the Electric Department Yard, and Downtown Library have an ongoing requirement for security guard staffing in order to protect and safeguard assets and property, as well as report potential safety hazards and suspicious activities of unknown individuals when City staff is not on duty. The estimated annual cost of the security guard services is \$135,207.63. Funding is included in the PGWWTP, Electric Department, and Parks, Recreation and Library Department's FY2015/16 Budgets and proposed FY2016/17 Budgets.

CC #: 7358

File #: 0203-14

CONTACT: Babette Owens 774-5704 bowens@roseville.ca.us

6.4. Fiber Conversion Project - Service Agreement and Budget Adjustment

Memo from Buyer Babette Owens and Central Services Director Paul Diefenbach recommending Council adopt RESOLUTION NO. 16-02 APPROVING A SERVICE AGREEMENT (S1603414) BY AND BETWEEN THE CITY OF ROSEVILLE AND NETWORK MANAGEMENT CORPORATION, AND AUTHORIZING THE CITY MANAGER TO EXECUTE IT ON BEHALF OF THE CITY OF ROSEVILLE; and adopt ORDINANCE NO. 5607 OF THE COUNCIL OF THE CITY OF ROSEVILLE AUTHORIZING CERTAIN AMENDMENTS TO THE 2015-16 BUDGET AND DECLARING THIS ORDINANCE TO BE IMMEDIATELY EFFECTIVE AS AN APPROPRIATION MEASURE. This is a request of Council to authorize award to Network Management Corporation as the only responsive bid to RFQ 01-3058 for the Environmental Utilities Fiber Conversion Project and approve the transfer of funds from the Water Rehabilitation Fund to the Radio Telemetry Communication Fund. Two Environmental Utilities remote facilities will be converted to fiber optics to maintain stable communications due to urban and vegetative interferences. The total cost for the service agreement is \$85,505.00. During the course of a construction project, it is common to encounter unanticipated or changed conditions which necessitate additions or other changes to the project and the contract. Staff is requesting authorization to approve change order requests in an amount not to exceed 10% of the contract price due to the complexity of the project.

CC #: 7354

File #: 0203-09

CONTACT: Babette Owens 774-5704 bowens@roseville.ca.us

Resolutions

6.5. Atlantic/Eureka I-80 On-Ramp Project - Professional Design Services Agreement

Memo from Associate Engineer Hossein Naghibzadeh and Public Works Director Rhon Herndon recommending Council adopt RESOLUTION NO. 16-03 APPROVING A PROFESSIONAL DESIGN SERVICES AGREEMENT BY AND BETWEEN THE CITY OF ROSEVILLE AND QUINCY ENGINEERING, INC., AND AUTHORIZING THE CITY MANAGER TO EXECUTE IT ON BEHALF OF THE CITY OF ROSEVILLE. This is a request of Council to approve a Professional Design Services Agreement with Quincy Engineering for preliminary engineering and environmental documentation services for the Atlantic/Eureka I-80 Westbound On-Ramp Project. The not-to-exceed fee for the services is \$499,489.14 and is funded with Traffic Mitigation Funds.

CC #: 7356

File #: 0900-04-02

CONTACT: Hossein Naghibzadeh 746-1300 hnaghibzadeh@roseville.ca.us

6.6. Mark and Locate Residential Electric Service - Joint Trench Agreement

Memo from Assistant Electric Utility Director Sonny Person and Electric Utility Director Michelle Bertolino recommending Council adopt RESOLUTION NO. 16-05 APPROVING AN AGREEMENT FOR JOINT TRENCHING, BY AND BETWEEN PACIFIC GAS AND ELECTRIC COMPANY AND THE CITY OF ROSEVILLE, AUTHORIZING THE CITY MANAGER TO EXECUTE IT ON BEHALF OF THE CITY OF ROSEVILLE. This item recommends City Council authorize the Joint Trench Agreement (JTA) with the Pacific Gas and Electric Company and to delegate the authority to administer the terms of the JTA to the Electric Utility Director. Funding of approximately \$30,000.00 per year is included in Roseville Electric's proposed FY2015/16 Budget.

CC #: 7359

File #: 0800-03

CONTACT: Sonny Person 774-5640 sperson@roseville.ca.us

Ordinances (for introduction and adoption - appropriation/urgency measures)

6.7. Roseville Firefighters' Association Salary Schedule Amendment

Memo from Senior Human Resources Analyst Linda Hampton and Human Resources Director Gayle Satchwell recommending Council adopt ORDINANCE NO. 5609 OF THE COUNCIL OF THE CITY OF ROSEVILLE AMENDING ORDINANCE NO. 5370, THE SALARY ORDINANCE FOR EMPLOYEES REPRESENTED BY ROSEVILLE AREA FIREFIGHTERS, TO BE EFFECTIVE JANUARY 10, 2016, AS AN URGENCY MEASURE. In October of this year, the City Council approved a two-year agreement between the City of Roseville and the Roseville Firefighters' Association (RFF). As part of the agreement Council approved a 3% salary increase for the group effective the first full pay period in January. Staff is recommending that the City Council adopt an ordinance to approve the RFF salary schedule increasing the salary by 3% effective January 10, 2016. The fiscal impact is \$216,485.00.

CC #: 7357

File #: 0600-01

CONTACT: Linda Hampton 774-5215 lhampton@roseville.ca.us

6.8. Maidu Museum and Historic Site Consignment Sales - Budget Adjustment

Memo from Interpretive Services Supervisor Mark Murphy and Assistant City Manager Dominick Casey recommending Council adopt ORDINANCE NO. 5608 OF THE COUNCIL OF THE CITY OF ROSEVILLE AUTHORIZING CERTAIN AMENDMENTS TO THE 2015-16 BUDGET AND DECLARING THIS ORDINANCE TO BE IMMEDIATELY EFFECTIVE AS AN APPROPRIATION MEASURE. The budget adjustment of \$20,000.00 will facilitate sales of artwork, jewelry, and books from the Berkeley publisher of Heyday books, and authorize staff to approve and pay artists, jewelers, and the publisher using payment request forms. The revenue from sales of artwork, books, and jewelry will not have a negative fiscal impact. The sales will generate revenue as the City receives a commission of 30% for the artwork and jewelry, and 45% commission on sales from Heyday Books.

CC #: 7355

File #: 0201-01 & 0714-01

CONTACT: Mark Murphy 774-5935 mmurphy@roseville.ca.us

6.9. Transfer Budget Adjustment

Memo from Budget Manager Kathy Cullen and Finance Director Monty Hanks recommending Council adopt ORDINANCE NO. 5611 OF THE COUNCIL OF THE CITY OF ROSEVILLE AUTHORIZING CERTAIN AMENDMENTS TO THE 2015-16 BUDGET AND DECLARING THIS ORDINANCE TO BE IMMEDIATELY EFFECTIVE AS AN APPROPRIATION MEASURE. The budget adjustment is a correction to transfers that were submitted as part of the CIP and encumbrance carry forward budget adjustments where incorrect funding sources were used in error. The IdeaScape project transfer carry forward of \$705,646.00 was originally budgeted to be funded by General Fund, but should be funded by Wastewater. \$20,438.00 is a correction to the funding of the UEC project, which should have been funded by Electric, Water, Wastewater, and Solid Waste, however, the Electric funding was not included in the original carry forward budget adjustment.

CC #: 7367

File #: 0201 & 0201-01

CONTACT: Kathy Cullen 746-1306 kcullen@roseville.ca.us

Ordinances (for second reading and adoption)

6.10. Second Reading of Ordinance - Water and Solid Waste Rate - Municipal Code Revision

Memo from Business Services Manager Carol Margetich and Environmental Utilities Director Richard Plecker recommending Council present for second reading and adoption ORDINANCE NO. 5610 OF THE COUNCIL OF THE CITY OF ROSEVILLE AMENDING SECTION 9.12.100 OF CHAPTER 9.12 OF TITLE 9 AND AMENDING SECTION 14.08.090, 14.08.100, AND 14.08.130 OF CHAPTER 14.08 OF TITLE 14 OF THE ROSEVILLE MUNICIPAL CODE

REGARDING UTILITY RATES.

CC #: 7361

File #: 0800-02

CONTACT: Carol Margetich 746-1712 cmargetich@roseville.ca.us

Reports / Requests

6.11. Legislative and Regulatory Platform for State and Federal Advocacy - 2016

Memo from Government Relations Administrator Mark Wolinski and Public Affairs and Communications Director Megan MacPherson recommending Council adopt the Legislative and Regulatory Platform for State and Federal Advocacy for 2016. The State and Federal priorities and legislative platform are the result of the City Council's articulation of its goals and priorities during legislative updates and the City Council's Legislative Platform Workshop held November 18, 2015. The Legislative Platform conveys the Council's positions on issues that are currently, or are anticipated to be, the focus of future legislation by the State and Federal governments.

CC #: 7366

File #: 0103-32-02

CONTACT: Mark Wolinski 774-5179 mwolinski@roseville.ca.us

Ceremonial Documents

6.12. Resolution of Commendation and Appreciation to Lisa Binner

Lisa Binner be commended for her outstanding service and dedication to the City of Roseville, congratulated for her many accomplishments, and wished a long, healthy, and enjoyable retirement.

CC #: 7360

File #: 0102-10

CONTACT: Heather Blanco 774-5265 hblanco@roseville.ca.us

6.13. Resolution of Commendation and Appreciation to Michael Parker

Michael Parker be commended for his outstanding service and dedication to the City of Roseville, congratulated for his many accomplishments, and wished a long, healthy, and enjoyable retirement.

CC #: 7365

File #: 0102-10

CONTACT: Heather Blanco 774-5265 hblanco@roseville.ca.us

END OF CONSENT CALENDAR

7. MINUTES

7.1. Minutes of Prior Meetings

Memo from City Clerk Sonia Orozco recommending Council approve the Minutes of September 23, 2015 City Council FY2015-16 Goals Workshop (Herman absent), and September 29, 2015 City Council Special Closed Session (Rohan absent).

CC #: 7364

File #: 0102-03

CONTACT: Sonia Orozco 774-5263 sorozco@roseville.ca.us

8. RESOLUTIONS

8.1. 103 and 103 1/2 Lincoln Street - Acquisition and Utility Easement

Memo from Development Analyst Bill Aiken and Economic Development Director Chris Robles recommending Council adopt RESOLUTION NO. 16-01 APPROVING AN AGREEMENT FOR SALE OF REAL PROPERTY AND ESCROW INSTRUCTIONS AND AUTHORIZING THE CITY MANAGER TO EXECUTE IT ON BEHALF OF THE CITY OF ROSEVILLE. This item requests authorization for the City Manager to sign an Agreement for Sale of Real Property and Escrow Instructions. The agreement is for the fee acquisition of a privately owned parcel and a permanent easement in support of the Oak Street Parking Facility Project. Owners Douglas and Rita Wagemann have agreed to sell at the appraised price of \$101,400.00.

CC #: 7352

File #: 0401-02-02-1 & 1002

CONTACT: Bill Aiken 774-5271 baiken@roseville.ca.us

9. ORDINANCES

9.1. Memorandum of Understanding for International Brotherhood of Electrical Workers and Memorandum of Terms, Conditions, and Understandings for Management and Confidential Employees

Memo from Human Resources Director Gayle Satchwell recommending Council adopt RESOLUTION NO. 16-07 APPROVING THE MEMORANDUM OF UNDERSTANDING BETWEEN CITY OF ROSEVILLE AND THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS AND AUTHORIZING THE CITY MANAGER TO EXECUTE IT ON BEHALF OF THE CITY OF ROSEVILLE; and adopt RESOLUTION NO. 16-08 APPROVING THE MEMORANDUM OF TERMS, CONDITIONS AND UNDERSTANDINGS REGARDING MANAGEMENT AND CONFIDENTIAL EMPLOYEES; and adopt the allocation schedules; and adopt ORDINANCE NO. 5612 OF THE COUNCIL OF THE CITY OF ROSEVILLE AUTHORIZING CERTAIN AMENDMENTS TO THE 2015-16 BUDGET AND DECLARING THIS ORDINANCE TO BE IMMEDIATELY EFFECTIVE AS AN APPROPRIATION MEASURE; and adopt ORDINANCE NO. 5613 OF THE COUNCIL OF THE CITY OF ROSEVILLE AMENDING ORDINANCE NO. 5580, THE SALARY ORDINANCE FOR MANAGEMENT EMPLOYEES, AS AMENDED BY APPENDIX "A" TO BE EFFECTIVE JANUARY 9, 2016, AS AN URGENCY MEASURE; and adopt ORDINANCE NO. 5614 OF THE COUNCIL OF THE CITY OF ROSEVILLE AMENDING ORDINANCE NO.

5529, THE SALARY ORDINANCE FOR CITY COUNCIL APPOINTED POSITIONS, AS AMENDED BY APPENDIX "A" TO BE EFFECTIVE JANUARY 9, 2016, AS AN URGENCY MEASURE; and adopt ORDINANCE NO. 5615 OF THE COUNCIL OF THE CITY OF ROSEVILLE AMENDING ORDINANCE NO. 5476, THE SALARY ORDINANCE FOR CONFIDENTIAL EMPLOYEES, AS AMENDED BY APPENDIX "A" TO BE EFFECTIVE JANUARY 9, 2016, AS AN URGENCY MEASURE; and adopt ORDINANCE NO. 5616 OF THE COUNCIL OF THE CITY OF ROSEVILLE AMENDING ORDINANCE NO. 5559, THE SALARY ORDINANCE FOR ELECTRIC PERSONNEL REPRESENTED BY THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO, LOCAL NO. 1245 (IBEW-A), AS AMENDED BY APPENDIX "A" TO BE EFFECTIVE JANUARY 9, 2016, AS AN URGENCY MEASURE; and adopt ORDINANCE NO. 5617 OF THE COUNCIL OF THE CITY OF ROSEVILLE AMENDING ORDINANCE NO. 5454, THE SALARY ORDINANCE FOR ELECTRIC PERSONNEL REPRESENTED BY THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO, LOCAL NO. 1245 (IBEW-A2), AS AMENDED BY APPENDIX "A" TO BE EFFECTIVE AS AN URGENCY MEASURE.

CC #: 7368

File #: 0600-01 & 0201-01

CONTACT: Gayle Satchwell 774-5374 gsatchwell@roseville.ca.us

10. COUNCIL / STAFF / REPORTS/ COMMENTS

11. ADJOURNMENT



COUNCIL COMMUNICATION

CC #: 7363
File #: 0102-03

Title: Minutes of Prior Meetings
Contact: Sonia Orozco 774-5263 sorozco@roseville.ca.us

Meeting Date: 1/6/2016
Item #: 6.1.

RECOMMENDATION TO COUNCIL

Approve the Minutes of September 22, 2015 City Council Meeting, October 21, 2015 Pride of Roseville Ceremony/Closed Session/City Council Meeting, and November 4, 2015 City Council Meeting.

BACKGROUND

N/A

FISCAL IMPACT

N/A

ECONOMIC DEVELOPMENT / JOBS CREATED

ENVIRONMENTAL REVIEW

N/A

Respectfully Submitted,

Sonia Orozco, City Clerk



Rob Jensen, City Manager

ATTACHMENTS:

Description

September 22, 2015 City Council Meeting

October 21, 2015 Pride of Roseville/Closed Session/City Council Meeting

November 4, 2015 City Council Meeting



MINUTES

September 22, 2015

CITY COUNCIL MEETING

5:00 p.m.

City Council Chambers
311 Vernon Street
Roseville, California

1. CALL TO ORDER

The September 22, 2015 City Council Meeting was called to order by Mayor Carol Garcia at 5:00 p.m.

2. ROLL CALL

Councilmember:	Bonnie Gore	Present
Vice Mayor:	Susan Rohan	Present
Councilmember:	Tim Herman	Present
Councilmember:	Pauline Roccucci	Present
Mayor:	Carol Garcia	Present

3. PLEDGE OF ALLEGIANCE

The Pledge of Allegiance was led by Councilmember Bonnie Gore.

4. MEETING PROCEDURES

NOTICE TO THE PUBLIC

All items on the agenda will be open for public comment before final action is taken. Speakers are requested to restrict comments to the item as it appears on the agenda and stay within a five (5) – minute time limit. The Mayor has the discretion of limiting the total discussion time for an item.

City Clerk Sonia Orozco announced the procedures for addressing Council.

5. PUBLIC COMMENTS

NOTICE TO THE PUBLIC

Persons may address the City Council on items not on this agenda. Please complete a "Speaker Information Card" and present it to the City Clerk prior to the start of the meeting. Speakers shall restrict their comments to issues that are within the subject jurisdiction of the City Council and limit their comments to three (3) minutes per person. The total time allocated for Public Comment is 25 minutes. The Brown Act, with certain exceptions, does not permit the City Council to discuss or take action on issues that are not listed on the agenda.

No public comment received.

6. PUBLIC HEARINGS

NOTICE TO THE PUBLIC

City Council, when considering the matter scheduled for hearing, will take the following actions:

1. Open the Public Hearing
2. Presentation by Staff
3. Presentation by applicant or Appellant
4. Accept Public Testimony
5. Appellant or Applicant Rebuttal Period
6. Close the Public Hearing
7. City Council Comments and Questions
8. City Council Action

In the future, if you wish to challenge in court any of the matters on this agenda for which a public hearing is to be conducted, you may be limited to raising only those issues, which you, or someone else raised orally at the Public Hearing or in written correspondence received by the City at or before the hearing.

Public Hearings listed for continuance will be continued as noted and posting of this agenda serves as notice of continuation. Any matter not noted for continuance will be posted separately.

6.1 Formation of HP Campus Oaks Community Facilities District No. 1 (Public Facilities) and Annexation of Territory and Authorization to Levy Special Taxes in Community Facilities District No. 3 (Municipal Services)

Memo from Financial Analyst Vanessa Lieberman and Finance Director Monty Hanks recommending Council adopt RESOLUTION NO. 15-443 OF FORMATION OF THE CITY COUNCIL OF THE CITY OF ROSEVILLE TO FORM HP CAMPUS OAKS COMMUNITY FACILITIES DISTRICT NO. 1 (PUBLIC FACILITIES); adopt RESOLUTION NO. 15-444 DETERMINING NECESSITY TO INCUR BONDED INDEBTEDNESS FOR THE CITY OF ROSEVILLE HP CAMPUS OAKS COMMUNITY FACILITIES DISTRICT NO. 1 (PUBLIC FACILITIES); adopt RESOLUTION NO. 15-445 OF THE CITY COUNCIL OF THE CITY OF ROSEVILLE CALLING SPECIAL ELECTION REGARDING HP CAMPUS OAKS COMMUNITY FACILITIES DISTRICT NO. 1 (PUBLIC FACILITIES); adopt RESOLUTION NO. 15-446 DECLARING RESULTS OF SPECIAL ELECTION AND DIRECTING RECORDING OF NOTICE OF SPECIAL TAX LIEN REGARDING HP CAMPUS OAKS COMMUNITY FACILITIES DISTRICT NO. 1 (PUBLIC FACILITIES); adopt RESOLUTION NO. 15-447 AUTHORIZING THE ISSUANCE OF SPECIAL TAX BONDS FOR AND ON BEHALF OF THE CITY OF ROSEVILLE HP CAMPUS OAKS COMMUNITY FACILITIES DISTRICT NO. 1 (PUBLIC FACILITIES), APPROVING AND DIRECTING THE EXECUTION OF A FISCAL AGENT AGREEMENT AND APPROVING OTHER RELATED DOCUMENTS AND ACTIONS; adopt RESOLUTION NO. 15-448 OF THE CITY COUNCIL OF THE CITY OF ROSEVILLE OF ANNEXATION OF TERRITORY TO COMMUNITY FACILITIES DISTRICT AUTHORIZING THE LEVY OF A SPECIAL TAX AND SUBMITTING LEVY OF TAX TO QUALIFIED ELECTORS COMMUNITY FACILITIES DISTRICT NO. 3 (MUNICIPAL SERVICES) ANNEXATION NO. 19 HP CAMPUS OAKS; adopt RESOLUTION NO. 15-449 OF THE CITY COUNCIL OF THE CITY OF ROSEVILLE DECLARING RESULTS OF SPECIAL ANNEXATION ELECTION, DETERMINING VALIDITY OF PRIOR

PROCEEDINGS, AND DIRECTING RECORDING OF AMENDED NOTICE OF SPECIAL TAX LIEN COMMUNITY FACILITIES DISTRICT NO. 3 (MUNICIPAL SERVICES) ANNEXATION NO. 19 HP CAMPUS OAKS; and introduce for first reading ORDINANCE OF THE CITY COUNCIL OF THE CITY OF ROSEVILLE LEVYING SPECIAL TAXES WITHIN CITY OF ROSEVILLE HP CAMPUS OAKS COMMUNITY FACILITIES DISTRICT NO. 1 (PUBLIC FACILITIES). The landowner of the land proposed to be included in the public infrastructure district has requested the City form a Community Facilities District (CFD) under the Mello-Roos Community Facilities Act of 1982 to provide funding for certain authorized public facilities with the property. The landowner is also obligated by their Development Agreement to participate in a community facilities district for the provision of public safety to the property, prior to the issuance of a residential building permit within the projects. On August 19, 2015, Council approved the intention to form the HP Campus Oaks CFD No. 1 and the intention to annex territory to CFD No. 3, and set this public hearing. The formation, annexation, and administration of the CFDs will not impact the General Fund. The property owners will pay special taxes sufficient to pay the costs of the CFDs.

Council Communication No. – File 0206-03-01

CONTACT: Vanessa Lieberman 774-5189 vlieberman@roseville.ca.us

Jeannine Thrash 774-5473 jthrash@roseville.ca.us

Mayor Garcia opened the public hearing

Finance Director Monty Hanks made the presentation to Council.

City Clerk Sonia Orozco announced the ballot results for HP Campus Oaks Community Facilities District #1 as follows:

Number of Votes Yes:	163
Number of Votes No:	0
Number of Votes Eligible:	163
Percent of Votes in Favor:	100%

And declared the ballot measure passed by a majority of vote.

City Clerk Sonia Orozco announced the ballot results for Community Facilities District #3, Annexation No. 19 – HP Camus Oaks as follows:

Number of Votes Yes:	163
Number of Votes No:	0
Number of Votes Eligible:	163
Percent of Votes in Favor:	100%

And declared the ballot measure passed by a majority of vote.

Stephen Des Jardins, applicant, spoke in support.

Mayor Garcia closed the public hearing.

Motion by Herman, seconded by Roccucci, to adopt RESOLUTION NO. 15-443 OF FORMATION OF THE CITY COUNCIL OF THE CITY OF ROSEVILLE TO FORM HP CAMPUS OAKS COMMUNITY FACILITIES DISTRICT NO. 1 (PUBLIC FACILITIES);

and, adopt RESOLUTION NO. 15-444 DETERMINING NECESSITY TO INCUR BONDED INDEBTEDNESS FOR THE CITY OF ROSEVILLE HP CAMPUS OAKS COMMUNITY FACILITIES DISTRICT NO. 1 (PUBLIC FACILITIES);
and, adopt RESOLUTION NO. 15-445 OF THE CITY COUNCIL OF THE CITY OF ROSEVILLE CALLING SPECIAL ELECTION REGARDING HP CAMPUS OAKS COMMUNITY FACILITIES DISTRICT NO. 1 (PUBLIC FACILITIES);
and, adopt RESOLUTION NO. 15-446 DECLARING RESULTS OF SPECIAL ELECTION AND DIRECTING RECORDING OF NOTICE OF SPECIAL TAX LIEN REGARDING HP CAMPUS OAKS COMMUNITY FACILITIES DISTRICT NO. 1 (PUBLIC FACILITIES);
and, adopt RESOLUTION NO. 15-447 AUTHORIZING THE ISSUANCE OF SPECIAL TAX BONDS FOR AND ON BEHALF OF THE CITY OF ROSEVILLE HP CAMPUS OAKS COMMUNITY FACILITIES DISTRICT NO. 1 (PUBLIC FACILITIES), APPROVING AND DIRECTING THE EXECUTION OF A FISCAL AGENT AGREEMENT AND APPROVING OTHER RELATED DOCUMENTS AND ACTIONS;
and, adopt RESOLUTION NO. 15-448 OF THE CITY COUNCIL OF THE CITY OF ROSEVILLE OF ANNEXATION OF TERRITORY TO COMMUNITY FACILITIES DISTRICT AUTHORIZING THE LEVY OF A SPECIAL TAX AND SUBMITTING LEVY OF TAX TO QUALIFIED ELECTORS COMMUNITY FACILITIES DISTRICT NO. 3 (MUNICIPAL SERVICES) ANNEXATION NO. 19 HP CAMPUS OAKS;
and, adopt RESOLUTION NO. 15-449 OF THE CITY COUNCIL OF THE CITY OF ROSEVILLE DECLARING RESULTS OF SPECIAL ANNEXATION ELECTION, DETERMINING VALIDITY OF PRIOR PROCEEDINGS, AND DIRECTING RECORDING OF AMENDED NOTICE OF SPECIAL TAX LIEN COMMUNITY FACILITIES DISTRICT NO. 3 (MUNICIPAL SERVICES) ANNEXATION NO. 19 HP CAMPUS OAKS; and, introduce for first reading ORDINANCE OF THE CITY COUNCIL OF THE CITY OF ROSEVILLE LEVYING SPECIAL TAXES WITHIN CITY OF ROSEVILLE HP CAMPUS OAKS COMMUNITY FACILITIES DISTRICT NO. 1 (PUBLIC FACILITIES).

Roll call vote: Ayes: Gore, Rohan, Herman, Roccucci, Garcia

Noes: None

Absent: None

7. COUNCIL/STAFF/REPORTS/COMMENTS

316 Vernon Street Ground Breaking – Councilmember Roccucci announced upcoming event on September 28, 2015.

8. ADJOURNMENT

Motion by Herman, seconded by Rohan, to adjourn the meeting at 5:15 p.m.

Vote: All Ayes

CAROL GARCIA, MAYOR

SONIA OROZCO, CMC
CITY CLERK



MINUTES

October 21, 2015

PRIDE OF ROSEVILLE CEREMONY

5:45 p.m.

CLOSED SESSION

6:30 p.m.

CITY COUNCIL MEETING

7:00 p.m.

City Council Chambers
311 Vernon Street
Roseville, California

CLOSED SESSION

A. CLOSED SESSION SILENT ROLL CALL

Councilmember:	Bonnie Gore	Present
Vice Mayor:	Susan Rohan	Present
Councilmember:	Tim Herman	Present
Councilmember:	Pauline Roccucci	Present
Mayor:	Carol Garcia	Present

B. CLOSED SESSION CALL TO ORDER

The October 21, 2015 City Council Closed Session was called to order by Mayor Carol Garcia at 6:30 p.m.

C. CLOSED SESSION PUBLIC COMMENTS

John Norwood, representing the VFW, presented Mayor Garcia with a plaque in appreciation of the City Council sponsoring the Veteran's "Moving Wall" exhibit.

D. CLOSED SESSION ITEMS

1. Conference with Legal Counsel - Anticipated Litigation Pursuant to Government Code Section 54956.9(d)(4) Initiation of litigation: One potential case
CONTACT: Robert Schmitt 774-5325 rschmitt@roseville.ca.us

Closed Session Disclosure: City Attorney Robert Schmitt stated no reportable action was taken.

1. CALL TO ORDER

The October 21, 2015 City Council meeting was called to order by Mayor Carol Garcia at 7:00 p.m.

2. ROLL CALL

Councilmember:	Bonnie Gore	Present
Vice Mayor:	Susan Rohan	Present
Councilmember:	Tim Herman	Present
Councilmember:	Pauline Roccutti	Present
Mayor:	Carol Garcia	Present

3. PLEDGE OF ALLEGIANCE

The Pledge of Allegiance was led by Darleen O'brien and her guide dog Raddish.

4. MEETING PROCEDURES

City Clerk Sonia Orozco announced the procedures for addressing Council.

NOTICE TO THE PUBLIC

All items on the agenda will be open for public comment before final action is taken. Speakers are requested to restrict comments to the item as it appears on the agenda and stay within a five (5) – minute time limit. The Mayor has the discretion of limiting the total discussion time for an item.

5. PRESENTATIONS

5.1. Resolution for A Touch of Understanding

Presentation to Leslie DeDora, A Touch of Understanding Executive Director.

CONTACT: Mary Esquivel 774-5266 mesquivel@roseville.ca.us

Mayor Garcia made the presentation to A Touch of Understanding Executive Director Leslie DeDora, who responded.

6. PUBLIC COMMENTS

NOTICE TO THE PUBLIC

Persons may address the City Council on items not on this agenda. Please complete a "Speaker Information Card" and present it to the City Clerk prior to the start of the meeting. Speakers shall restrict their comments to issues that are within the subject jurisdiction of the City Council and limit their comments to three (3) minutes per person. The total time allocated for Public Comment is 25 minutes. The Brown Act, with certain exceptions, does not permit the City Council to discuss or take action on issues that are not listed on the agenda.

Tamra Sayad, Roseville, spoke in opposition to street trees cut down in Cherry Glen Neighborhood and requested Council develop tree cutting policies. Assistant City Manager Dominic Casey responded and made a brief presentation to Council.

Greg Walsh, Lincoln, spoke in support of the State of Jefferson and requested a future agenda item in order to provide a full presentation.

Karreen Denning, Rocklin, spoke in support of Council endorsing and adopting a resolution regarding form the State of Jefferson.

7. CONSENT CALENDAR

NOTICE TO THE PUBLIC

All matters listed under Consent Calendar are considered to be routine and all will be passed by one motion. There will be no discussion of these items unless members of the City Council or the public request specific items be removed from the Consent Calendar for separate discussion. Any member of the public may address the City Council on items on the Consent Calendar. Public comments on any item or items on the Consent Calendar are limited to five (5) minutes per speaker

BEGINNING OF CONSENT CALENDAR

Approval of the Consent Calendar

Removed 7.11 and 7.17 from the Consent Calendar for further discussion and approved the remaining items as recommended.

Bids / Purchases / Services

7.1. Vehicle Purchases and Budget Adjustments

Memo from Buyer Peter Brevik and Central Services Director Paul Diefenbach recommending Council adopt ORDINANCE NO. 5576 OF THE COUNCIL OF THE CITY OF ROSEVILLE AUTHORIZING CERTAIN AMENDMENTS TO THE 2015-16 BUDGET AND DECLARING THIS ORDINANCE TO BE IMMEDIATELY EFFECTIVE AS AN APPROPRIATION MEASURE; and adopt ORDINANCE NO. 5577 OF THE COUNCIL OF THE CITY OF ROSEVILLE AUTHORIZING CERTAIN AMENDMENTS TO THE 2015-16 BUDGET AND DECLARING THIS ORDINANCE TO BE IMMEDIATELY EFFECTIVE AS AN APPROPRIATION MEASURE; and approve a purchase order to Future Ford of Roseville for two Ford F150 trucks utilizing RFQ 01-3030; authorize a purchase order to Downtown Ford Sales for one F250 truck utilizing RFQ 01-3030; authorize a purchase order to Future Nissan Inc. for three Nissan Frontier trucks utilizing RFQ 01-3037; authorize a purchase order to Hanford Toyota for one Toyota Prius utilizing the State of California contract 1-14-23-10C; and adopt ORDINANCE NO. 5578 OF THE COUNCIL OF THE CITY OF ROSEVILLE AUTHORIZING CERTAIN AMENDMENTS TO THE 2015-16 BUDGET AND DECLARING THIS ORDINANCE TO BE IMMEDIATELY EFFECTIVE AS AN APPROPRIATION MEASURE; and authorize a purchase order to National Auto Fleet Group for one Chevrolet Impala utilizing NJPA contract 102811; and authorize a purchase order to Clark Equipment Group for three Bobcat utility vehicles utilizing NJPA contract 042815-CEC; and adopt ORDINANCE NO. 5579 OF THE COUNCIL OF THE CITY OF ROSEVILLE AUTHORIZING CERTAIN AMENDMENTS TO THE 2015-16 BUDGET AND DECLARING THIS ORDINANCE TO BE IMMEDIATELY EFFECTIVE AS AN APPROPRIATION MEASURE to re-appropriate funds in FY2015/16 for a truck body swap and refurbishment for an Electric Department construction maintenance vehicle. The total cost of two Ford F150 pickup trucks is \$52,266.16. The total cost of one Ford F250 pickup truck is \$28,529.47. The total cost of three Nissan Frontier pickup trucks is \$66,887.55. The total cost of one Toyota Prius is \$27,514.28. The total cost of one Chevrolet Impala is \$22,100.31. The total cost of three Bobcat utility vehicles is \$65,249.72. Funding for the vehicles is included in the FY2015/16 Auto Replacement Budget. Additionally, the total budget adjustment for the F150 trucks is \$4,500.00. The total budget adjustment for the Chevrolet Impala is \$23,000.00. The total budget adjustment for the truck body swap is \$7,500, funding is from the Auto Replacement Budget for these budget adjustments.

CC #: 7217

File #: 0203-01 & 0201-01

CONTACT: Peter Brevik 774-5724 pbrevik@roseville.ca.us

7.2. Dry Creek Wastewater Treatment Plant Digester 2 Cleaning Project (RFQ 01-3052) - Service Agreement

Memo from Buyer Babette Owens and Central Services Director Paul Diefenbach recommending Council adopt RESOLUTION NO. 15-452 APPROVING A SERVICE AGREEMENT BETWEEN THE CITY OF ROSEVILLE AND SYNAGRO-WWT, INC., AND AUTHORIZING THE CITY MANAGER TO EXECUTE IT ON BEHALF OF THE CITY OF ROSEVILLE (S1603405). As part of routine maintenance, one digester at a time is taken out of service at the Dry Creek Wastewater Treatment Plant and cleaned to remove solids buildup and to assess the condition of the structure and equipment. The total cost for the project will not exceed \$354,220.00. Funding is included in the Dry Creek Wastewater Treatment Plant FY2015/16 Operations Fund.

CC #: 7194

File #: 0900-02-02-1

CONTACT: Babette Owens 774-5704 bowens@roseville.ca.us

7.3. Traffic Signal Display Repainting (RFQ 2000) - Service Agreement Renewal

Memo from Buyer Babette Owens and Central Services Director Paul Diefenbach recommending Council adopt RESOLUTION NO. 15-466 APPROVING A SERVICE AGREEMENT RENEWAL BETWEEN CITY OF ROSEVILLE AND RIVER CITY PAINTING AND AUTHORIZING THE CITY MANAGER TO EXECUTE IT ON BEHALF OF THE CITY OF ROSEVILLE (S1603126). This is a request for Council to approve a service agreement for the repainting of various traffic signal equipment throughout the City to prevent corrosion and sun glare on metal traffic signal heads, and to repair damaged or faded paint on previously painted traffic signal or changeable message sign poles. The total estimated cost is \$30,000.00. Funding is included in the Public Works Traffic Signal Division's FY2015/16 Budget.

CC #: 7216

File #: 0203-13-02

CONTACT: Babette Owens 774-5707 bowens@roseville.ca.us

7.4. Landscape Bark and Fiber - Service Agreement Renewal

Memo from Parks Superintendent Eric Dexter and Assistant City Manager Dominick Casey recommending Council adopt RESOLUTION NO. 15-473 APPROVING A SERVICE AGREEMENT RENEWAL BETWEEN CITY OF ROSEVILLE AND APPLIED LANDSCAPE MATERIALS AND AUTHORIZING THE CITY MANAGER TO EXECUTE IT ON BEHALF OF THE CITY OF ROSEVILLE (S1604012). This item requests Council approve a service agreement renewal with Applied Landscape Materials for landscape bark and playground fiber. The estimated annual cost of the agreement is \$120,000.00. Funding is included in the Parks, Recreation, and Libraries Department's Budget. This includes General Fund, Community Facility Districts as well as Light and Landscape District budgets.

CC #: 7225

File #: 0203-10

CONTACT: Eric Dexter 746-1769 edexter@roseville.ca.us

7.5. Concrete Loader and Mixing Trailer - Sole Source Purchase

Memo from Fleet Management Technician David Dunham and Central Services Director Paul Diefenbach recommending Council approve this sole source purchase with Cart-Away Concrete Systems Inc. as the sole manufacturer and dealer of these matching pieces of equipment. The CLP200 Load Pro Loading unit is designed to work in conjunction with the CMT100 mixing trailer. The total cost of purchase will not exceed

\$37,324.76 including sales tax. Funding is included in the Public Works Department FY2015/16 Budget.

CC #: 7193

File #: 0203-01

CONTACT: David Dunham 746-1754 ddunham@roseville.ca.us

7.6. White Crystal Solar Salt (RFQ 2076) - Service Agreement Amendment

Memo from Buyer Babette Owens and Central Services Director Paul Diefenbach recommending Council adopt RESOLUTION NO. 15-468 APPROVING A FIRST AMENDMENT TO SERVICE AGREEMENT BETWEEN CITY OF ROSEVILLE AND MORTON SALT, INC., AND AUTHORIZING THE CITY MANAGER TO EXECUTE IT ON BEHALF OF THE CITY OF ROSEVILLE (S1603101). In July 2013 an RFQ was awarded to Morton Salt, Inc. for white crystal solar salt. The second renewal option with Morton Salt, Inc. was approved in July 2015. Due to electric market conditions the facility is operating at greater than expected levels. Additional salt will be needed to ensure that the water softeners are operating at optimal levels. Funding is included in the Electric Department's FY2015/16 budget and FY2016/17 proposed budget.

CC #: 7219

File #: 0203-03

CONTACT: Babette Owens 774-5704 bowens@roseville.ca.us

7.7. HVAC - Service Agreement Amendment

Memo from Building Maintenance Supervisor Dan Allen and Central Services Director Paul Diefenbach recommending Council adopt RESOLUTION NO. 15-456 APPROVING A SECOND AMENDMENT TO SERVICE AGREEMENT BETWEEN CITY OF ROSEVILLE AND EMCOR SERVICES, AND AUTHORIZING THE CITY MANAGER TO EXECUTE IT ON BEHALF OF THE CITY OF ROSEVILLE (S1304127). City facility HVAC equipment requires regularly scheduled preventive maintenance, repair, and replacement by a qualified HVAC contractor. Additional money is required on the agreement to provide for the remainder of the service contract through July 2016. The service agreement will increase by \$200,000.00, from \$540,000.00 to \$740,000.00. Funding is included in the Building Maintenance Division and Environmental Utilities Departments' FY2015/16 Budgets.

CC #: 7201

File #: 0800-01

CONTACT: Dan Allen 774-5741 dallen@roseville.ca.us

7.8. Steam Valve Service and Parts - Sole Source Service Agreement

Memo from Power Plant Engineer Jason Miller and Electric Utility Director Michelle Bertolino recommending Council adopt RESOLUTION NO. 15-464 APPROVING A SERVICE AGREEMENT RENEWAL BETWEEN CITY OF ROSEVILLE AND CONTROL COMPONENTS INC., AND AUTHORIZING THE CITY MANAGER TO EXECUTE IT ON BEHALF OF THE CITY OF ROSEVILLE (S1603176). This is a request for Council to approve a sole source agreement with Control Components, Inc., in the amount of \$74,000.00 for service and parts supply for the high pressure steam bypass valves at the Roseville Energy Park.

CC #: 7213

File #: 0800-03

CONTACT: Jason Miller 746-1665 jmiller@roseville.ca.us

7.9. Radar Trailers - Sole Source Purchase

Memo from Fleet Management Technician David Dunham and Central Services Director Paul Diefenbach recommending Council approve a sole source purchase because the Shield (TM) radar speed display, SpeedAlert (TM) radar message sign, and instALERT (TM) variable message sign are proprietary products solely engineered and manufactured by Intuitive control Systems, LLC. The radar trailers will assist with traffic congestion and to provide public safety messages to drivers. The total cost is 34,786.55. Funding is included in the Police Department's FY2015/16 budget.

CC #: 7209

File #: 0203-12

CONTACT:

David Dunham 746-1754 ddunham@roseville.ca.us

7.10. Sprinkler Parts and Related Items (RFQ 01-3055) and Open Purchase Orders - Award and Rejection of Various Bids

Memo from Buyer Joanna Oukrop and Central Services Director Paul Diefenbach recommending Council adopt RESOLUTION NO. 15-467 REJECTING ALL BIDS FOR FOUR SPECIFIC COUPLINGS THAT WERE PART OF A BID FOR SPRINKLER PARTS AND IRRIGATION RELATED ITEMS; and authorize the award of open annual purchase orders to John Deere Landscapes and Ewing Irrigation for the purchase of sprinkler parts and related items. The estimated annual cost is \$55,000.00 or up to department budgeted amounts. Funding is included in the 2015/16 Central Stores Inventory Replacement Account Budget with the cost being ultimately charged to the end using departments as the stock items are issued.

CC #: 7215

File #: 0203-10

CONTACT: Joanna Oukrop 774-5745 joukrop@roseville.ca.us

Resolutions

7.11. Homeless Voucher Program Amendment – Removed from Consent Calendar to be discussed separately

Memo from Housing Analyst Suzanne Gottier and Economic Development Director Chris Robles recommending Council adopt RESOLUTION NO. 15-455 APPROVING AN ELEVENTH AMENDMENT TO AGREEMENT TO REIMBURSE COST BETWEEN THE CITY OF ROSEVILLE AND THE SALVATION ARMY, AND AUTHORIZING THE CITY MANAGER TO EXECUTE IT ON BEHALF OF THE CITY OF ROSEVILLE. This item is a recommendation to Council to approve an amendment to the current contract with the Roseville Salvation Army for the City to provide a dollar for dollar financial match using other funding sources for program costs, with the City's financial participation capped at \$30,000.00. Funding in the amount of \$30,000.00 has been allocated in the FY2015/16 budget to fund the Roseville Homeless Voucher Program and is a General Fund expenditure under the Council administrative budget.

CC #: 7200

File #: 0709-02

CONTACT: Suzanne Gottier 774-5469 sgottier@roseville.ca.us – **Removed from the Consent Calendar**

7.12. Implementation of a Pre-Qualification Procedure for Certain Parks & Recreation Projects and Establishing an Administrative Hearing Process for Appeals

Memo from Park Planning and Development Superintendent Tara Gee and Assistant City Manager Dominick Casey recommending Council adopt RESOLUTION NO. 15-474 APPROVING THE PREQUALIFICATIONS PROCEDURE FOR CERTAIN PARKS AND RECREATION PROJECTS AND ESTABLISHING AN ADMINISTRATIVE HEARING

PROCESS FOR APPEALS. Review and approve the pre-qualification and appeals process for certain parks and recreation capital projects to be constructed during the 2016 calendar year. The processes are consistent with the Department of Industrial Relations publication for pre-qualifications of contractors. Pre-qualifications shall apply to general and sub-contractors. There is no direct fiscal impact from approving the pre-qualification and appeals process. It is expected that the adoption of this process and the resolution will result in better qualified bidders, resulting in the best value for the City.

CC #: 7226

File #: 0704

CONTACT: Tara Gee 774-5253 tgee@roseville.ca.us

7.13. Dry Creek Wastewater Treatment Plant Digester 1 & 2 Structural Assessment - Professional Services Agreement

Memo from Senior Engineer Todd Jordan and Environmental Utilities Director Richard Plecker recommending Council adopt RESOLUTION NO. 15-453 APPROVING A PROFESSIONAL SERVICES AGREEMENT BY AND BETWEEN THE CITY OF ROSEVILLE AND WATER WORKS ENGINEERS, LLC, AND AUTHORIZING THE CITY MANAGER TO EXECUTE IT ON BEHALF OF THE CITY OF ROSEVILLE. This item requests approval of a professional services agreement with Water Works Engineers, LLC. for the Dry Creek Wastewater Treatment Plant Digester 1 & 2 Structural Assessment. Total cost of the services is \$57,830.00. Funding is included in the approved FY2015/16 Wastewater Operations Budget.

CC #: 7195

File #: 0900-02-02-1

CONTACT: Todd Jordan 746-1829 tjordan@roseville.ca.us

7.14. License Agreement for Use of City Of Roseville Property

Memo from Assistant City Manager Dominick Casey recommending Council adopt RESOLUTION NO. 15-458 APPROVING A LICENSE AGREEMENT FOR THE USE OF CITY OF ROSEVILLE PROPERTY BY AND BETWEEN THE CITY OF ROSEVILLE AND WHAT WOULD JESUS DO, INC., AND AUTHORIZING THE CITY MANAGER TO EXECUTE IT ON BEHALF OF THE CITY OF ROSEVILLE. This item requests Council to approve the license agreement for City of Roseville property with What Would Jesus Do.

CC #: 7203

File #: 1000-01

CONTACT: Dominick Casey 774-5362 dcasey@roseville.ca.us

7.15. Street Closure Request - Family Fun Night - October 29, 2015

Memo from Community Relations Analyst Jamie Hazen and Parks, Recreation & Libraries Director/Assistant City Manager Dominick Casey recommending Council adopt RESOLUTION NO. 15-465 APPROVING AN AGREEMENT BY AND BETWEEN THE CITY OF ROSEVILLE AND DOWNTOWN ROSEVILLE MERCHANTS, INC., AND AUTHORIZING THE CITY MANAGER TO EXECUTE IT ON BEHALF OF THE CITY OF ROSEVILLE. This item requests approval for street closures for Family Fun Night, a co-sponsored event between the City of Roseville and Downtown Roseville Merchants. Staff requests the closure of Vernon Street between Lincoln Street and Taylor Street and South Grant Street between Oak Street and Atlantic Street on Thursday, October 29, 2015, from 2:30 p.m. - 9:00 p.m. Expenses for this event will be shared between the funding in the Parks, Recreation & Libraries Department Budget and the Downtown Roseville Merchants Association.

CC #: 7214

File #: 0109-02

CONTACT: Jamie Hazen 774-5978 jhazen@roseville.ca.us

7.16. Labor Relations - Consulting Services

Memo from Human Resources Director Gayle Satchwell recommending Council adopt RESOLUTION NO. 15-457 APPROVING A PROFESSIONAL SERVICES AGREEMENT BY AND BETWEEN THE CITY OF ROSEVILLE AND BURKE, WILLIAMS, SORENSEN, LLP, AND AUTHORIZING THE CITY MANAGER TO EXECUTE IT ON BEHALF OF THE CITY OF ROSEVILLE. This is a request for Council to approve an agreement for professional services with Burke, Williams, and Sorensen LLP in the budgeted amount of \$100,000.00. This will allow the City to continue to utilize the firm's services in the labor relations area. This amount has been included in the FY2015/16 budget.

CC #: 7202

File #: 0600

CONTACT: Susan Schinnerer 774-5204 sschinnerer@roseville.ca.us

7.17. Police Department Staffing Study - Professional Services Agreement

Memo from Senior Human Resources Analyst Linda Hampton and Human Resources Director Gayle Satchwell recommending Council adopt RESOLUTION NO. 15-472 APPROVING A PROFESSIONAL SERVICES AGREEMENT BY AND BETWEEN THE CITY OF ROSEVILLE AND MATRIX CONSULTING GROUP, LTD., AND AUTHORIZING THE CITY MANAGER TO EXECUTE IT ON BEHALF OF THE CITY OF ROSEVILLE. Matrix Consulting Group will conduct a study of the Police Department's staffing levels, and an assessment of the staffing required to meet current and future workload demands.

CC #: 7224

File #: 0323

CONTACT: Dee Dee Gunther 774-5015 ddgunther@roseville.ca.us – **Removed from the Consent Calendar**

7.18. Church Street Sidewalk Project - Notice of Completion

Memo from Assistant Engineer Noah Siviglia and Public Works Director Rhon Herndon recommending Council adopt RESOLUTION NO. 15-451 ACCEPTING THE PUBLIC WORK KNOWN AS THE CHURCH STREET SIDEWALK PROJECT, APPROVING THE "NOTICE OF COMPLETION", AND AUTHORIZING THE PUBLIC WORKS DIRECTOR TO EXECUTE SAID NOTICE ON BEHALF OF THE CITY OF ROSEVILLE. The scope of this project included the installation of all the missing segments of sidewalk and the installation of the missing curb ramps along Church Street from Atkinson Street to Washington Boulevard. This project was awarded at the June 3, 2015 City Council meeting for \$212,505.60 and the final construction cost was \$218,619.60. The project cost is greater than the project award cost by 2.8% which fits within the 10% contingency. The extra funding was required for quantity adjustments due to unforeseen conflicts with existing infrastructure within the project limits. This project was fully funded by Community Development Block Grant funds. No General Funds were used for this project.

CC #: 7192

File #: 0900-04

CONTACT: Noah Siviglia 746-1379 nsiviglia@roseville.ca.us

7.19. City Facility Fire Alarm System - Service Agreement Amendment

Memo from Building Maintenance Supervisor Dan Allen and Central Services Director Paul Diefenbach recommending Council adopt RESOLUTION NO. 15-454 APPROVING A FIRST AMENDMENT TO SERVICE AGREEMENT BETWEEN CITY OF ROSEVILLE AND INTEGRATED FIRE SYSTEMS AND AUTHORIZING THE CITY MANAGER TO

EXECUTE IT ON BEHALF OF THE CITY OF ROSEVILLE (S1405114). City facility fire alarm systems and fire sprinkler systems require regularly scheduled maintenance, repair and replacement by a licensed fire alarm contractor, per fire life safety requirements. Additional money is required on the agreement to provide for the remainder of the service contract through July 2016. The service agreement will increase by \$25,000.00, from \$192,000.00 to \$217,000.00. Funding is included in the Building Maintenance Division and Environmental Utilities Department's FY2015/16 Budgets.

CC #: 7197

File #: 0800-01

CONTACT: Dan Allen 774-5741 dallen@roseville.ca.us

7.20. Temporary Help - Services Agreement Amendment

Memo from Senior Human Resources Analyst Linda Hampton and Human Resources Director Gayle Satchwell recommending Council adopt RESOLUTION NO. 15-469 APPROVING A FIRST AMENDMENT TO SERVICE AGREEMENT BETWEEN THE CITY OF ROSEVILLE AND GENUENT USA, LLC, AND AUTHORIZING THE CITY MANAGER TO EXECUTE IT ON BEHALF OF THE CITY OF ROSEVILLE (S1604304). Staff is requesting that Council authorize an amendment to service agreement S1604304 with Genuent USA LLC for Temporary Help Services (THS). The Amendment modifies the total cost of service from \$125,000.00 to \$300,000.00. Temporary Help Services will be utilized on an as needed basis. Departments anticipating using these services have included funds in their FY2015/16 budgets.

CC #: 7220

File #: 0600

CONTACT: Linda Hampton 916-774-5215 lhampton@roseville.ca.us

7.21. Oak Ridge Drive Bridge Replacement Project - Adopt Mitigated Negative Declaration

Memo from Associate Engineer Hossein Naghibzadeh and Public Works Director Rhon Herndon recommending Council adopt RESOLUTION NO. 15-460 ADOPTING AN INITIAL STUDY/MITIGATED NEGATIVE DECLARATION, APPROVING THE MITIGATION MONITORING AND REPORTING PLAN, AND APPROVING THE OAK RIDGE DRIVE BRIDGE REPLACEMENT PROJECT. This item is requesting City Council to adopt the Oak Ridge Drive Bridge Replacement Project Initial Study/Mitigated Negative Declaration; approve the Mitigation, Monitoring and Reporting Plan; approve the project as described in the Initial Study; and direct staff to complete construction bid documents and obtain necessary resource agency permits pending approval of the project's encroachment permit by the Central Valley Flood Protection Board. The project is eligible for funding under the Highway Bridge Replacement and Rehabilitation Program which covers 100% of project costs.

CC #: 7205

File #: 0400-06-02 & 0900-04-01

CONTACT: Hossein Naghibzadeh 746-1300 hnaghibzadeh@roseville.ca.us

Ordinances (for introduction and first reading)

7.22. Personnel Rules and Regulations - Municipal Code Revisions

Memo from Human Resources Analyst Linda Hampton and Human Resources Director Gayle Satchwell recommending Council introduce for first reading ORDINANCE OF THE COUNCIL OF THE CITY OF ROSEVILLE AMENDING SECTION 3.12.075 OF CHAPTER 3.12 OF TITLE 3 OF THE ROSEVILLE MUNICIPAL CODE REGARDING PAID SICK LEAVE. Staff recommends that the City Council approve the first reading of ordinance reflecting edited changes to the Personnel Rules and Regulations, Municipal

Code Title 13, Chapter 3.12.075 of Chapter 3.12 related to paid sick leave. There would be an annual cost savings of approximately \$4,000.00.

CC #: 7207

File #: 0600-03

CONTACT: Linda Hampton 774-5215 lhampton@roseville.ca.us

Ordinances (for introduction and adoption - appropriation/urgency measures)

7.23. Open Contracts, Agreements, and Purchase Orders - Budget Carry Forward

Memo from Budget Analyst Brandon Ladd and Finance Director Monty Hanks recommending Council adopt ORDINANCE NO. 5571 OF THE COUNCIL OF THE CITY OF ROSEVILLE AUTHORIZING CERTAIN AMENDMENTS TO THE 2015-16 BUDGET AND DECLARING THIS ORDINANCE TO BE IMMEDIATELY EFFECTIVE AS AN APPROPRIATION MEASURE. Approval of this request will carry forward the unspent budget for approved activity from the previous fiscal year to the current fiscal year. As of June 30, 2015, the City retained multiple open contracts, agreements, and purchase orders for expenses that were originally budgeted and planned for use in FY2014/15. The goods and/or services were received during FY2014/15, but have been or will be paid in FY2015/16. There is no fiscal impact.

CC #: 7191

File #: 0201 & 0201-01

CONTACT: Brandon Ladd 774-5389 bladd@roseville.ca.us

Kathy Cullen 746-1306 kcullen@roseville.ca.us

7.24. Electric Rehab - Relay Replacement - Budget Adjustment

Memo from Power Engineer Vincent Bottoni and Electric Utilities Director Michelle Bertolino recommending Council adopt ORDINANCE NO. 5572 OF THE COUNCIL OF THE CITY OF ROSEVILLE AUTHORIZING CERTAIN AMENDMENTS TO THE 2015-16 BUDGET AND DECLARING THIS ORDINANCE TO BE IMMEDIATELY EFFECTIVE AS AN APPROPRIATION MEASURE. Staff recommends City Council approve a budget addition of \$250,000.00 in order to complete a portion of electric equipment rehab in FY2015/16. Electric staff have decided to accelerate the completion of this portion of this rehab effort thereby reducing future budget needs for this project.

CC #: 7196

File #: 0800-03

CONTACT: Vincent Bottoni: 774-5641 vbottoni@roseville.ca.us

7.25. Relocation of Fire Station No. 1 - Professional Design Services Agreement and Budget Adjustment

Memo from Senior Engineer Raul Cervantes and Public Works Director Rhon Herndon recommending Council adopt RESOLUTION NO. 15-450 APPROVING A PROFESSIONAL DESIGN SERVICES AGREEMENT BY AND BETWEEN THE CITY OF ROSEVILLE AND MFDB ARCHITECTS, INC., AND AUTHORIZING THE CITY MANAGER TO EXECUTE IT ON BEHALF OF THE CITY OF ROSEVILLE; and adopt ORDINANCE NO.5569 OF THE COUNCIL OF THE CITY OF ROSEVILLE AUTHORIZING CERTAIN AMENDMENTS TO THE 2015-16 BUDGET AND DECLARING THIS ORDINANCE TO BE IMMEDIATELY EFFECTIVE AS AN APPROPRIATION MEASURE. This item is for the design and construction management of the new Fire Station No. 1 building with a not-to-exceed amount of \$509,826.00, and approval of a budget adjustment transferring \$280,000.00 from the Fire Facilities Tax Fund to the Fire Station No. 1 Relocation Project.

CC #: 7189

File #: 0900-05

CONTACT: Raul Cervantes 746-1300 rcervantes@roseville.ca.us

7.26. Staffing Changes - Management Employees and Roseville Police Association Salary Schedule Updates and Budget Adjustments

Memo from Senior Human Resources Analyst Linda Hampton and Human Resources Director Gayle Satchwell recommending Council adopt ORDINANCE NO. 5580 OF THE COUNCIL OF THE CITY OF ROSEVILLE AMENDING ORDINANCE NO. 5530, THE SALARY ORDINANCE FOR MANAGEMENT EMPLOYEES, AS AMENDED BY APPENDIX "U" TO BE EFFECTIVE OCTOBER 31, 2015, AS AN URGENCY MEASURE; and adopt ORDINANCE NO. 5581 OF THE COUNCIL OF THE CITY OF ROSEVILLE AMENDING ORDINANCE NO. 5525 THE SALARY ORDINANCE FOR NON-SWORN EMPLOYEES REPRESENTED BY THE ROSEVILLE POLICE ASSOCIATION, AS AMENDED BY APPENDIX "P" TO BE EFFECTIVE OCTOBER 31, 2015 AS AN URGENCY MEASURE; and adopt ORDINANCE NO. 5582 OF THE COUNCIL OF THE CITY OF ROSEVILLE AUTHORIZING CERTAIN AMENDMENTS TO THE 2015-16 BUDGET AND DECLARING THIS ORDINANCE TO BE IMMEDIATELY EFFECTIVE AS AN APPROPRIATION MEASURE; and adopt ORDINANCE NO. 5583 OF THE COUNCIL OF THE CITY OF ROSEVILLE AUTHORIZING CERTAIN AMENDMENTS TO THE 2015-16 BUDGET AND DECLARING THIS ORDINANCE TO BE IMMEDIATELY EFFECTIVE AS AN APPROPRIATION MEASURE; and approve the City Manager's Office, Central Services, Public Affairs and Communications, and the Police Department allocations schedules effective October 31, 2015. Staff recommends adding Development Services Manager, Public Affairs Administrator, Facilities Manager, Police Social Services Administrator, and Public Safety Program Coordinator classifications to meet the business needs of the City. In addition staff is recommending deleting Correctional Officer I/II, Correctional Supervisor, and Public Safety Volunteer Coordinator classifications. The proposed changes will result in an annual cost to the General Fund of \$52,022.00 and a fiscal impact of \$36,015.00.

CC #: 7221

File #:0600-01

CONTACT: Linda Hampton 774-5215 lhampton@roseville.ca.us

7.27. Temporary Marketing Technician - Budget Adjustment

Memo from Government Relations Analyst Sean Bigley and Public Affairs and Communications Director Megan MacPherson recommending Council adopt ORDINANCE NO. 5570 OF THE COUNCIL OF THE CITY OF ROSEVILLE AUTHORIZING CERTAIN AMENDMENTS TO THE 2015-16 BUDGET AND DECLARING THIS ORDINANCE TO BE IMMEDIATELY EFFECTIVE AS AN APPROPRIATION MEASURE. This item requests Council approve a \$25,552.00 budget adjustment, neutral to the General Fund, to allow the Public Affairs and Communications Department to hire a temporary position of Marketing Technician that will be funded half by existing funds in the Public Affairs and Communications Department budget and half by Advantage Roseville.

CC #: 7190

File #: 0201-01 & 0600-01

CONTACT: Sean Bigley 774-5513 sbigley@roseville.ca.us

7.28. Fire Station 1 Site Grading - Budget Adjustment

Memo from Associate Engineer Hossein Naghibzadeh and Public Works Director Rhon Herndon recommending Council adopt ORDINANCE NO. 5573 OF THE COUNCIL OF THE CITY OF ROSEVILLE AUTHORIZING CERTAIN AMENDMENTS TO THE 2015-16 BUDGET AND DECLARING THIS ORDINANCE TO BE IMMEDIATELY EFFECTIVE AS AN APPROPRIATION MEASURE. A budget adjustment is requested for the Fire

Station No. 1 Site Grading and Class I Bike Trail Project in the amount of \$140,000.00 using Transportation Development Act funding from the Local Transportation Fund.

CC #: 7198

File #: 0900-05 & 0201-01

CONTACT: Hossein Naghibzadeh 746-1300 hnaghibzadeh@roseville.ca.us

7.29. Traffic Impact Studies - Professional Services Agreement Amendment and Budget Adjustment

Memo from Senior Engineer Scott Gandler and Development Services Director Kevin Payne recommending Council adopt RESOLUTION NO. 15-461 APPROVING A SECOND AMENDMENT TO PROFESSIONAL SERVICES AGREEMENT BETWEEN THE CITY OF ROSEVILLE AND FEHR & PEERS, AND AUTHORIZING THE CITY MANAGER TO EXECUTE IT ON BEHALF OF THE CITY OF ROSEVILLE; and adopt ORDINANCE NO. 5574 OF THE COUNCIL OF THE CITY OF ROSEVILLE AUTHORIZING CERTAIN AMENDMENTS TO THE 2015-16 BUDGET AND DECLARING THIS ORDINANCE TO BE IMMEDIATELY EFFECTIVE AS AN APPROPRIATION MEASURE. This item requests a contract amendment and budget adjustment with Fehr & Peers for on-call services for Traffic Impact Studies to increase the not-to-exceed amount by \$200,000.00. The actions requested as part of this item have no impact to the City's General Fund.

CC #: 7206

File #: 0201-01 & 0316-07

CONTACT: Scott Gandler 774-5439 sgandler@roseville.ca.us

7.30. Recycled Water Systems Evaluation - Professional Services Agreement Amendment and Budget Adjustment

Memo from Senior Engineer George Hanson and Environmental Utilities Director Richard Plecker recommending Council adopt RESOLUTION NO. 15-463 APPROVING A FIRST AMENDMENT TO PROFESSIONAL SERVICES AGREEMENT BETWEEN THE CITY OF ROSEVILLE AND RMC WATER AND ENVIRONMENT, AND AUTHORIZING THE CITY MANAGER TO EXECUTE IT ON BEHALF OF THE CITY OF ROSEVILLE; and adopt ORDINANCE NO. 5575 OF THE COUNCIL OF THE CITY OF ROSEVILLE AUTHORIZING CERTAIN AMENDMENTS TO THE 2015-16 BUDGET AND DECLARING THIS ORDINANCE TO BE IMMEDIATELY EFFECTIVE AS AN APPROPRIATION MEASURE. This item requests approval of the 1st Amendment to the Professional Services Agreement with RMC Water and Environment for the Recycled Water Systems Evaluation. The amendment amount requested is \$16,061.00 and brings the total project cost to \$170,906.00. A budget adjustment transferring \$16,061.00 from the available resources of the Wastewater Operations Fund to the Recycled Water Operations Fund, to fund this first amendment, is also requested.

CC #: 7211

File #: 0201-01 & 0800-02

CONTACT: George Hanson 746-1764 ghanson@roseville.ca.us

Ordinances (for second reading and adoption)

7.31. Second Reading of Ordinance - Residential Solar Permit Expediting Process - Municipal Code Amendment

ORDINANCE NO. 5567 OF THE COUNCIL OF THE CITY OF ROSEVILLE ADDING CHAPTER 19.91 OF TITLE 19 OF THE ROSEVILLE MUNICIPAL CODE REGARDING RESIDENTIAL ROOFTOP SOLAR SYSTEMS, for second reading and adoption.

CC #: 7185

File #: 0323

CONTACT: Gene Paolini 916-774-5336 gpaolini@roseville.ca.us

- 7.32. Second Reading of Ordinance - Hewlett Packard Campus Oaks Community Facilities District No. 1 (Public Facilities) - Levy of Special Taxes
ORDINANCE NO. 5568 OF THE CITY COUNCIL OF THE CITY OF ROSEVILLE LEVYING SPECIAL TAXES WITHIN CITY OF ROSEVILLE HP CAMPUS OAKS COMMUNITY FACILITIES DISTRICT NO. 1 (PUBLIC FACILITIES), for second reading and adoption.
CC #: 7186
File #: 0206-03-01
CONTACT: Vanessa Lieberman 774-5189 vlieberman@roseville.ca.us
Jeannine Thrash 774-5473 jthrash@roseville.ca.us
Monty Hanks 774-5313 mhanks@roseville.ca.us

Reports / Requests

- 7.33. On-Call General Site Services - Request to Increase Authorization
Request to increase the 2015 spending limits for the on-call general site services contract with Clearwater Landscape by \$150,000.00 for budget allocated rehabilitation projects to be implemented this Fall 2015.
CC #: 7212
File #: 0704
CONTACT: Tara Gee 774-5253 tgee@roseville.ca.us

Ceremonial Documents

- 7.34. Proclamation - Extra Mile Day
Proclaiming November 1, 2015, as Extra Mile Day and encouraging individuals in the community to take time on this day to "go the extra mile", and to acknowledge those individuals who are inspirational in their efforts and commitments to making their organizations, families, communities, and world a better place.
CC #: 7199
File #: 0102-06
CONTACT: Mary Esquivel 774-5266 mesquivel@roseville.ca.us
- 7.35. Proclamation - California Flood Preparedness Week
Proclaiming October 19-24, 2015 as California Flood Preparedness Week and encouraging all residents to know their flood threat and prepare appropriately.
CC #: 7208
File #: 0102-06
CONTACT: Mary Esquivel 774-5266 mesquivel@roseville.ca.us

Motion by Herman, seconded by Roccucci, to remove items 7.11 and 7.17 from the Consent Calendar to be discussed separately and to approve the remaining items as recommended.

Roll call vote: Ayes: Gore, Rohan, Herman, Roccucci, Garcia

Noes: None

Absent: None

REMOVED FROM CONSENT CALENDAR

- 7.11. Homeless Voucher Program Amendment
Memo from Housing Analyst Suzanne Gottier and Economic Development Director Chris Robles recommending Council adopt RESOLUTION NO. 15-455 APPROVING AN ELEVENTH AMENDMENT TO AGREEMENT TO REIMBURSE COST BETWEEN THE CITY OF ROSEVILLE AND THE SALVATION ARMY, AND AUTHORIZING THE CITY MANAGER TO EXECUTE IT ON BEHALF OF THE CITY OF ROSEVILLE. This item is a recommendation to Council to approve an amendment to the current contract with the

Roseville Salvation Army for the City to provide a dollar for dollar financial match using other funding sources for program costs, with the City's financial participation capped at \$30,000.00. Funding in the amount of \$30,000.00 has been allocated in the FY2015/16 budget to fund the Roseville Homeless Voucher Program and is a General Fund expenditure under the Council administrative budget.

CC #: 7200

File #: 0709-02

CONTACT: Suzanne Gottier 774-5469 sgottier@roseville.ca.us –

Removed by Vice Mayor Rohan who left the dais due to a potential conflict of interest.

No public comment received.

Motion by Gore, seconded by Herman, to adopt RESOLUTION NO. 15-455 APPROVING AN ELEVENTH AMENDMENT TO AGREEMENT TO REIMBURSE COST BETWEEN THE CITY OF ROSEVILLE AND THE SALVATION ARMY, AND AUTHORIZING THE CITY MANAGER TO EXECUTE IT ON BEHALF OF THE CITY OF ROSEVILLE.

Roll call vote: Ayes: Gore, Herman, Roccucci, Garcia

Noes: None

Absent: Rohan

REMOVED FROM CONSENT CALENDAR

7.17. Police Department Staffing Study - Professional Services Agreement

Memo from Senior Human Resources Analyst Linda Hampton and Human Resources Director Gayle Satchwell recommending Council adopt RESOLUTION NO. 15-472 APPROVING A PROFESSIONAL SERVICES AGREEMENT BY AND BETWEEN THE CITY OF ROSEVILLE AND MATRIX CONSULTING GROUP, LTD., AND AUTHORIZING THE CITY MANAGER TO EXECUTE IT ON BEHALF OF THE CITY OF ROSEVILLE. Matrix Consulting Group will conduct a study of the Police Department's staffing levels, and an assessment of the staffing required to meet current and future workload demands.

CC #: 7224

File #: 0323

CONTACT: Dee Dee Gunther 774-5015 ddgunther@roseville.ca.us

Removed by Richard Tepolt, Roseville, who inquired on cost of study.

Assistant Police Chief Jim Maccoun responded cost for the study would be approximately \$47,200.00.

Motion by Rohan, seconded by Herman, to adopt RESOLUTION NO. 15-472 APPROVING A PROFESSIONAL SERVICES AGREEMENT BY AND BETWEEN THE CITY OF ROSEVILLE AND MATRIX CONSULTING GROUP, LTD., AND AUTHORIZING THE CITY MANAGER TO EXECUTE IT ON BEHALF OF THE CITY OF ROSEVILLE.

Roll call vote: Ayes: Gore, Rohan, Herman, Roccucci, Garcia

Noes: None

Absent: None

END OF CONSENT CALENDAR

8. RESOLUTIONS

8.1. Resolution to Support State and Local Transportation Funding

Memo from Government Relations Administrator Mark Wolinski and Public Affairs and Communications Director Megan MacPherson recommending Council adopt RESOLUTION 15-471 URGING THE STATE TO PROVIDE NEW SUSTAINABLE FUNDING FOR STATE AND LOCAL TRANSPORTATION INFRASTRUCTURE. Staff recommends the City Council approve a Resolution urging the State to provide new sustainable funding for state and local transportation infrastructure. At present, there is a multi-billion dollar backlog of statewide needs for the maintenance and preservation of local streets, roads and the state highway system. The lack of funding for this backlog negatively impacts Roseville and the entire state. This Resolution asks the Legislature to address this issue by providing adequate funding for the state's transportation infrastructure.

CC #: 7218

File #: 0114

CONTACT: Mark Wolinski 774-5179 mwolinski@roseville.ca.us

Government Relations Administrator Mark Wolinski made the presentation to Council.

No public comment received.

Motion by Herman, seconded by Rohan, to adopt RESOLUTION 15-471 URGING THE STATE TO PROVIDE

NEW SUSTAINABLE FUNDING FOR STATE AND LOCAL TRANSPORTATION INFRASTRUCTURE.

Roll call vote: Ayes: Rohan, Herman, Roccucci, Garcia

Noes: Gore

Absent: None

8.2. Niles Avenue - Permit Parking Modification

Memo from Senior Engineer Jana Cervantes and Public Works Director Rhon Herndon recommending Council adopt RESOLUTION NO. 15-459 RELATING TO PERMIT PARKING AREAS AND REPEALING RESOLUTION NO. 12-249. This item requests Council approve modifying the existing permit parking along Niles Avenue and Stanford Avenue from the existing weekend hours of 5 p.m. Friday through 8 p.m. Sunday to 24 hours a day/7 days a week. The cost to change the signage is included in the Streets Division's Operating Budget.

CC #: 7204

File #: 0316-03

CONTACT: Jana Cervantes 774-5498 jcervantes@roseville.ca.us

Public Works Director Rhon Herndon introduced item and Senior Engineer Jana Cervantes.

Senior Engineer Jana Cervantes made the presentation to Council.

The following individuals spoke in opposition:

Carol Cadberry, Roseville

Sarah McGeorge, Roseville

David Alacon, Roseville spoke in support of permit parking.

Motion by Herman, seconded by Rohan, to adopt RESOLUTION NO. 15-459 RELATING TO PERMIT PARKING AREAS AND REPEALING RESOLUTION NO. 12-249.

Roll call vote: Ayes: Gore, Rohan, Herman, Garcia

Noes: Roccucci

Absent: None

8.3. Recycled Water for Residential/Commercial Use Fee Schedules

Memo from Senior Engineer Todd Jordan and Environmental Utilities Department Richard Plecker recommending Council adopt RESOLUTION NO. 15-462 APPROVING A RECYCLED WATER FEE SCHEDULE FOR RESIDENTIAL/COMMERCIAL USE. Staff created a permit process to administer the use of recycled water for residential and commercial hand irrigation. This item requests Council to approve the fee schedules for the Recycled Water for Residential/Commercial Use Program which will recover costs to the City in providing this recycled water service.

CC #: 7210

File #: 0215 & 0800-02

CONTACT: Todd Jordan 746-1829 tjordan@roseville.ca.us

Environmental Utilities Senior Engineer Todd Jordan made the presentation to Council.

No public comment.

Motion by Gore, seconded by Roccucci, to adopt RESOLUTION NO. 15-462 APPROVING A RECYCLED WATER FEE SCHEDULE FOR RESIDENTIAL/COMMERCIAL USE.

Roll call vote: Ayes: Gore, Rohan, Herman, Roccucci, Garcia

Noes: None

Absent: None

8.4. Roseville Firefighters, Local 1592 - Memorandum of Understanding

Memo from Human Resources Director Gayle Satchwell recommending Council adopt RESOLUTION NO. 15-470 APPROVING THE MEMORANDUM OF UNDERSTANDING REGARDING ROSEVILLE FIREFIGHTERS, LOCAL 1592 EMPLOYEES. The Roseville Firefighters current MOU expired on December 31, 2014, with negotiations for a successor labor agreement beginning in November of 2014. After numerous bargaining sessions and mediation, the parties reached a tentative agreement on September 9, 2015 which was subsequently ratified by the Roseville Firefighters membership on October 6, 2015. The significant provisions of the agreement are aligned with the pattern established for all City bargaining units in order to provide a fair and consistent compensation package for all City employees and to further the City's fiscal goal of controlling pension costs. The term of the agreement covers two years and spans two bargaining cycles for the City. The agreement is projected to have a new ongoing annual increase in costs to the General Fund of \$887,918.00 per year.

CC #: 7222

File #: 0600-01

CONTACT: Gayle Satchwell 774-5475 gsatchwell@roseville.ca.us

Finance Director Monty Hanks made the presentation to Council.

Jamie Pepin, Roseville Firefighters Local 1592, spoke on labor agreement.

Motion by Rohan, seconded by Roccucci, to adopt RESOLUTION NO. 15-470 APPROVING THE MEMORANDUM OF UNDERSTANDING REGARDING ROSEVILLE FIREFIGHTERS, LOCAL 1592 EMPLOYEES.

Roll call vote: Ayes: Gore, Rohan, Herman, Roccucci, Garcia

Noes: None

Absent: None

9. COUNCIL / STAFF / REPORTS/ COMMENTS

9.1. Greater Sacramento Area Economic Council Presentation

Presentation by Economic Development Director Chris Robles on California profitability.

CC #: 7223

File #: 0102-11

CONTACT: Chris Robles 774-5421 crobles@roseville.ca.us

Economic Development Director Chris Robles made the presentation to Council.

Water Update – Environmental Utilities Director Richard Plecker made the presentation to Council.

Army Corp of Engineers, Tom McClintock meeting, Teleplan, Walk/Bike to School Day and Council Coffee – Councilmember Roccucci announced.

10. ADJOURNMENT

Motion by Herman, seconded by Rohan, to adjourn the meeting at 8:40 p.m.

Vote: All Ayes

CAROL GARCIA, MAYOR

SONIA OROZCO, CMC
CITY CLERK



MINUTES
November 4, 2015

CITY COUNCIL MEETING

7:00 p.m.

City Council Chambers
311 Vernon Street
Roseville, California

1. CALL TO ORDER

The November 4, 2015 City Council meeting was called to order by Mayor Carol Garcia at 7:00 p.m.

2. ROLL CALL

Councilmember:	Bonnie Gore	Present
Vice Mayor:	Susan Rohan	Present
Councilmember:	Tim Herman	Present
Councilmember:	Pauline Roccucci	Present
Mayor:	Carol Garcia	Present

3. PLEDGE OF ALLEGIANCE

Mayor Garcia invited city staff members that are also veterans and have served our country as members of the United States military introduce themselves, stating their name, what city department they work in and the number of years and branch of service they served in.

Paul Diefenbach, Central Services Department, United States Army for 21 years.

Randy Delise, Utility Exploration Center, United States Navy for 8 years.

Randy Long, Roseville Electric, United States Navy for 5 years.

Mark Wolinski, Public Affairs & Communications, United States Marines for 3 years.

Lee Clay, Public Works Department, United States Navy for 4 years.

Jason Rizzi, Fire Department, United States Coast Guard for 22 years.

Lori Benitez, Retired from Roseville Police Department, United States Army for 2 years.

Ron Miller, Development Services, United States Navy for 3 years.

Megan MacPherson, Public Affairs & Communications, United States Navy for 4 years.

Glenn Hoffman, Roseville Electric, United States Air Force for 4 years.

The Pledge of Allegiance was led by City of Roseville Associate Planner Ron Miller.

4. MEETING PROCEDURES

NOTICE TO THE PUBLIC

All Items on the agenda will be open for the public comment before final action is taken. Speakers are requested to restrict comments to the item as it appears on the agenda and stay within a five (5) - minute time limit. The Mayor has the discretion of limiting the total discussion time for an item.

Assistant City Clerk Audrey Byrnes announced the procedures for addressing Council.

5. PRESENTATIONS

- 5.1. Recognizing City of Roseville Employees that Have Served in the United States Military
CONTACT: Sean Bigley 774-5513 sbigley@roseville.ca.us

Recognition was done with the Pledge of Allegiance.

6. PUBLIC COMMENTS

NOTICE TO THE PUBLIC

Persons may address the City Council on items not on this agenda. Please complete a "Speaker Information Card" and present it to the City Clerk prior to the start of the meeting. Speakers shall restrict their comments to issues that are within the subject jurisdiction of the City Council and limit their comments to three (3) minutes per person. The total time allocated for Public Comment is 25 minutes. The Brown Act, with certain exceptions, does not permit the City Council to discuss or take action on issues that are not listed on the agenda.

Steve Williams, Roseville Joint Union High School District Assistant Superintendent, presented a recognition award to Mayor Carol Garcia for her work at the Santucci Golf Tournament.

Carol Gadberry, Roseville, spoke on Resolution 15-459 regarding permit parking on Niles Avenue and Stanford Street.

7. CONSENT CALENDAR

NOTICE TO THE PUBLIC

All matters listed under Consent Calendar are considered to be routine and all will be passed by one motion. There will be no discussion of these items unless members of the City Council or the public request specific items be removed from the Consent Calendar for separate discussion. Any member of the public may address the City Council on items on the Consent Calendar. Public comments on any item or items on the Consent Calendar are limited to five (5) minutes per speaker

BEGINNING OF CONSENT CALENDAR

Approval of the Consent Calendar

Dropped item 7.20 from the agenda and approved all other items on the Consent Calendar with Councilmember Gore abstaining on item 7.4.

Bids / Purchases / Services**7.1. Vehicle Purchases and Budget Adjustments**

Memo from Buyer Peter Brevik and Central Services Director Paul Diefenbach recommending Council adopt ORDINANCE NO. 5585 OF THE COUNCIL OF THE CITY OF ROSEVILLE AUTHORIZING CERTAIN AMENDMENTS TO THE 2015-16 BUDGET AND DECLARING THIS ORDINANCE TO BE IMMEDIATELY EFFECTIVE AS AN APPROPRIATION MEASURE, and authorize a purchase order to Future Ford of Roseville for three Ford F350 trucks utilizing RFQ 01-3053; and authorize a purchase order to John Deere & Company for two utility tractors utilizing NJPA contract #070313-DAC; and adopt ORDINANCE NO. 5586 OF THE COUNCIL OF THE CITY OF ROSEVILLE AUTHORIZING CERTAIN AMENDMENTS TO THE 2015-16 BUDGET AND DECLARING THIS ORDINANCE TO BE IMMEDIATELY EFFECTIVE AS AN APPROPRIATION MEASURE, and authorize a purchase order to National Auto Fleet Group for one Ford Explorer utilizing NJPA contract #102811; and authorize a purchase order to Preferred Truck & Equipment Sales and Service for one side collection refuse truck utilizing NJPA contract #060612-ESG; and authorize a purchase order to Preferred Truck & Equipment Sales and Service for three front loader refuse trucks utilizing NJPA contract #060612-ESG; and authorize a purchase order to Downtown Ford Sales for one F250 truck utilizing RFQ 01-3030; and authorize a purchase order to Turf Star Inc. for one Toro Workman HDX utility cart. The total cost of three Ford F350 pickup trucks is \$85,842.14, a budget adjustment of \$3,433.00 from the Auto Replacement Budget will pay for internal fleet preparation costs. The total cost of two John Deere utility tractors is \$78,359.59. The total cost of one Ford Explorer is \$31,856.95, a budget adjustment of \$5,000.00 from the Auto Replacement Budget will pay for the remaining purchase price of the vehicle. The total cost of one side collection refuse truck is \$291,276.77. The total cost of three front loader refuse trucks is \$859,261.29. The total cost of one Ford F250 truck is \$33,599.84. The total cost of one Toro Workman HDX utility cart is \$23,720.90. Funding for the vehicles is included in the FY2015/16 Auto Replacement Budget.

CC #: 7235

File #: 0201-01 & 0203-01

CONTACT: Peter Brevik 774-5724 pbrevik@roseville.ca.us

7.2. Playground Equipment and Installation - Service Agreement

Memo from Buyer Peter Brevik and Central Services Director Paul Diefenbach recommending Council adopt RESOLUTION NO. 15-482 APPROVING A SERVICE AGREEMENT BY AND BETWEEN THE CITY OF ROSEVILLE AND LANDSCAPE STRUCTURES, INC., AND AUTHORIZING THE CITY MANAGER TO EXECUTE IT ON BEHALF OF THE CITY OF ROSEVILLE (S1604322). This is a service agreement with Landscape Structures, Inc. for playground equipment and installation services at Hillsborough Park. The total cost of the agreement including materials, tax, labor and freight is \$261,948.98 with authorization for the Parks, Recreation and Libraries Director or designee to approve change order requests in an amount not to exceed 10% of the

contract price. Funding is included in the Parks, Recreation & Libraries Department's FY2015/16 General Capital Improvement Project Rehabilitation Budget.

CC #: 7232

File #: 0704

CONTACT: Peter Brevik 774-5724 pbrevik@roseville.ca.us

Resolutions

7.3. Fiddymont Ranch Phase 2 Village F9-A1 - Final Map and Subdivision Agreement

Memo from Assistant Engineer Kerry Andrews and Development Services Director Kevin Payne recommending Council adopt RESOLUTION NO. 15-479 APPROVING SUBDIVISION AGREEMENT BY AND BETWEEN THE CITY OF ROSEVILLE AND JOHN MOURIER CONSTRUCTION, INC., AND AUTHORIZING THE CITY MANAGER TO EXECUTE IT ON BEHALF OF THE CITY OF ROSEVILLE, and approve the final map on file with the City Clerk and accept on behalf of the public, subject to improvement, the rights of way and easements offered thereon for dedication, but reject at this time on behalf of the public the irrevocable offer of Lot A offered thereon. There is no fiscal impact.

CC #: 7239

File #: 0400-04-09-1

CONTACT: Kerry Andrews 774-5339 kandrews@roseville.ca.us

7.4. Occupational Health Medical Services - Permanente Agreement

Memo from Risk Manager David Rawe and Human Resources Director Gayle Satchwell recommending Council adopt RESOLUTION NO. 15-487 APPROVING A PROFESSIONAL SERVICES AGREEMENT FOR OCCUPATIONAL HEALTH SERVICES, BY AND BETWEEN THE CITY OF ROSEVILLE AND THE PERMANENTE MEDICAL GROUP, INC., AND AUTHORIZING THE CITY MANAGER TO EXECUTE IT ON BEHALF OF THE CITY OF ROSEVILLE. The contracted amount is not expected to exceed \$75,000.00 for the plan year between two providers and has been budgeted in the FY2015/16 Human Resources/Risk Management Budget.

CC #: 7243

File #: 0600

CONTACT: Dave Rawe 774-5207 drawe@roseville.ca.us

7.5. Westpark Phase 4 Village W-17C - Certificate of Completion

Memo from Senior Construction Inspector John Hernandez and Development Services Director Kevin Payne recommending Council adopt RESOLUTION NO. 15-488 OF THE COUNCIL OF THE CITY OF ROSEVILLE ACCEPTING THE PUBLIC WORK KNOWN AS WESTPARK PHASE 4 VILLAGE W-17C PROJECT, APPROVING THE "CERTIFICATE OF COMPLETION", AND AUTHORIZING AND DIRECTING THE CITY ENGINEER TO EXECUTE SAID NOTICE ON BEHALF OF THE CITY OF ROSEVILLE, THEREFORE, AND ACCEPTING ALL DEDICATIONS OFFERED ON THE RECORDED MAP OF THE SUBDIVISION. The actions requested as part of this action have no impact to the City's General Fund. Construction costs were paid by the developer.

CC #: 7245

File #: 0400-04-09-1

CONTACT: John Hernandez 774-5486 jhernandez@roseville.ca.us

7.6. Westpark Phase 4 Village W-19B - Final Map and Subdivision Agreement

Memo from Assistant Engineer Kerry Andrews and Development Services Director Kevin Payne recommending Council adopt RESOLUTION NO. 15-480 APPROVING A SUBDIVISION AGREEMENT BY AND BETWEEN THE CITY OF ROSEVILLE AND PULTE HOME CORPORATION, AND AUTHORIZING THE CITY MANAGER TO EXECUTE IT ON BEHALF OF THE CITY OF ROSEVILLE and approve the final map on file with the City Clerk and accept on behalf of the public, subject to improvement, the rights of way and easements offered thereon for dedication, and approve the abandonment of the easement listed thereon. There is no fiscal impact.

CC #: 7246

File #: 0400-04-09-1 & 0400-07

CONTACT: Kerry Andrews 774-5339 kandrews@roseville.ca.us

7.7. Harding to Royer Bike Trail Segment 3 Project - Professional Services Agreement Amendment

Memo from Assistant Engineer Cathy Gosalvez and Public Works Director Rhon Herndon recommending Council adopt RESOLUTION NO. 15-481 APPROVING A FIRST AMENDMENT TO PROFESSIONAL SERVICES AGREEMENT BETWEEN THE CITY OF ROSEVILLE AND INTERWEST CONSULTING GROUP, INC., AND AUTHORIZING THE CITY MANAGER TO EXECUTE IT ON BEHALF OF THE CITY OF ROSEVILLE. This contract amendment, for acquisition and escrow coordination services for the Harding to Royer Bike Trail Segment 3 Project includes an increase of \$19,950.00 bringing the total contract amount to \$36,450.00. The project is being funded with Transportation Development Act funds and Congestion Mitigation and Air Quality funds.

CC #: 7230

File #: 0721-05

CONTACT: Cathy Gosalvez 746-1300 cgosalvez@roseville.ca.us

7.8. Street Closure Request - City Christmas Tree Installation - November 17, 2015

Memo from Community Relations Analyst Jamie Hazen and Assistant City Manager Dominick Casey recommending Council adopt RESOLUTION NO. 15-483 OF THE COUNCIL OF THE CITY OF ROSEVILLE APPROVING THE CLOSING OF CERTAIN STREETS FOR THE INSTALLATION OF THE CITY CHRISTMAS TREE. The street closure will take place on Tuesday, November 17, 2015 from 7:00 a.m. - 12 p.m. for the installation of the City's Christmas Tree. Funding for this event is included in the Parks, Recreation and Libraries FY2015/16 budget.

CC #: 7248

File #: 0109-02

CONTACT: Jamie Hazen 774-5978 jhazen@roseville.ca.us

7.9. Street Closure Request - Turkey Trot Fun Run - November 26, 2015

Memo from Community Relations Analyst Jamie Hazen and Assistant City Manager Dominick Casey recommending Council adopt RESOLUTION NO. 15-484 OF THE COUNCIL OF THE CITY OF ROSEVILLE APPROVING THE CLOSING OF CERTAIN STREETS FOR THE TURKEY TROT FUN RUN. The street closure will take place on

November 26, 2015 from 5:00 a.m. to 12:00 p.m. for the Turkey Trot Fun Run. Funding for this event is included in the Parks, Recreation & Libraries FY2015/16 Budget. Proceeds from the runners go to the SPARKS Program and scholarships for Parks Programs.

CC #: 7234

File #: 0109-02

CONTACT: Jamie Hazen 774-5978 jhazen@roseville.ca.us

7.10. Street Closure Request - 54th Annual Sylvia Besana Holiday Parade - November 21, 2015

Memo from Community Relations Analyst Jamie Hazen and Assistant City Manager Dominick Casey recommending Council adopt RESOLUTION NO. 15-485 APPROVING AN AGREEMENT BY AND BETWEEN THE CITY OF ROSEVILLE AND ROSEVILLE CHAMBER OF COMMERCE AND AUTHORIZING THE CITY MANAGER TO EXECUTE IT ON BEHALF OF THE CITY OF ROSEVILLE. The street closure will take place on November 21, 2015 from 7:00 a.m. to 12:30 p.m. for the 54th Annual Sylvia Besana Holiday Parade and is coordinated by the Roseville Chamber of Commerce. The Roseville Chamber of Commerce will reimburse the City of Roseville for costs incurred for street closures for the parade.

CC #: 7233

File #: 0109-02

CONTACT: Jamie Hazen 774-5978 jhazen@roseville.ca.us

7.11. Occupational Health Medical Services - Sutter Agreement

Memo from Risk Manager David Rawe and Human Resources Director Gayle Satchwell recommending Council adopt RESOLUTION NO. 15-478 APPROVING A PROFESSIONAL SERVICES AGREEMENT FOR OCCUPATIONAL HEALTH SERVICES, BY AND BETWEEN THE CITY OF ROSEVILLE AND SUTTER MEDICAL FOUNDATION, AND AUTHORIZING THE CITY MANAGER TO EXECUTE IT ON BEHALF OF THE CITY OF ROSEVILLE. This is an agreement with Sutter Medical Foundation to provide occupational health medical services to City employees. The contracted amount is not expected to exceed \$75,000.00 for the plan year and has been budgeted in the FY2015/16 Human Resources/Risk Management Budget.

CC #: 7244

File #: 0600

CONTACT: Dave Rawe 774-5207 drawe@oseville.ca.us

7.12. Transient Occupancy Tax Revenue Audit - Professional Services Agreement

Memo from Administrative Analyst Jeannine Thrash and Finance Director Monty Hanks recommending Council adopt RESOLUTION NO. 15-489 APPROVING A PROFESSIONAL SERVICES AGREEMENT BY AND BETWEEN THE CITY OF ROSEVILLE AND MUNISERVICES, LLC, AND AUTHORIZING THE CITY MANAGER TO EXECUTE IT ON BEHALF OF THE CITY OF ROSEVILLE. To verify that all hotel operators are complying with the Roseville Municipal Code Chapter 4.24 as it pertains to collecting, remitting, and reporting the transient occupancy tax, the City has decided to perform an independent audit. There will be no new fiscal impact from this agreement

since the cost of the audit is included in the Finance Administration Budget for FY16. The agreement allows services not exceeding \$18,100.00.

CC #: 7240

File #: 0210

CONTACT: Jeannine Thrash 774-5473 jthrash@roseville.ca.us

Monty Hanks 774-5313 mhanks@roseville.ca.us

7.13. Western Placer County Groundwater Management Plan – Year 8 Implementation - Professional Services Agreement

Memo from Assistant Environmental Utilities Director Kelye McKinney and Environmental Utilities Director Richard Plecker recommending Council adopt RESOLUTION NO. 15-475 APPROVING AN AGREEMENT BY AND BETWEEN THE CITY OF ROSEVILLE AND GEI CONSULTANTS, INC. AND AUTHORIZING THE CITY MANAGER TO EXECUTE IT ON BEHALF OF THE CITY OF ROSEVILLE. The cost for Year 8 implementation work is \$218,170.00 and will be shared by the Western Placer County Groundwater Management Plan partners. The City of Roseville, Placer County Water Agency, and City of Lincoln will each contribute \$50,000.00 towards the Groundwater Management Plan effort and California American Water Company will contribute \$25,000.00. The remaining cost of \$43,200.00 will be covered through carry-over budget available from past partner contributions to the program.

CC #: 7247

File #: 0900-02

CONTACT: Kelye McKinney 774-5552 kmckinney@roseville.ca.us

7.14. Advanced Metering Infrastructure Consulting - Professional Services Agreement

Memo from Electric Business Analyst Matt Nelson and Electric Utility Director Michelle Bertolino recommending Council adopt RESOLUTION NO. 15-477 APPROVING A PROFESSIONAL SERVICES AGREEMENT BY AND BETWEEN THE CITY OF ROSEVILLE AND UTILIWORKS CONSULTING, LLC, AND AUTHORIZING THE CITY MANAGER TO EXECUTE IT ON BEHALF OF THE CITY OF ROSEVILLE. The consulting services for assessment and procurement of advanced metering infrastructure will cost \$168,840.00. Funds are available in the Electric Operations Fund FY2015/16 Budget.

CC #: 7220

File #: 0800-03

CONTACT: Matt Nelson 774-5618 mnelson@roseville.ca.us

7.15. Residential New Construction Energy Efficiency Program Development - Professional Services Agreement

Memo from Senior Energy Services Account Representative Mark Riffey and Electric Utility Director Michelle Bertolino recommending Council adopt RESOLUTION NO. 15-490 APPROVING A PROFESSIONAL SERVICES AGREEMENT BY AND BETWEEN THE CITY OF ROSEVILLE AND TRC SOLUTIONS, INC., AND AUTHORIZING THE CITY MANAGER TO EXECUTE IT ON BEHALF OF THE CITY OF ROSEVILLE. This is a professional service agreement for the development of the residential new construction energy efficiency program. The total cost for the contract will not exceed \$40,000.00.

The funds are to be paid from the Public Benefits Fund and are currently part of the FY2015/16 Budget.

CC #: 7252

File #: 0800-03

CONTACT: Mark Riffey 746-1667 mriffey@roseville.ca.us

7.16. 316 Vernon Office Building - Design Assist Construction Agreement Amendment

Memo from Deputy City Manager Mike Isom recommending Council adopt RESOLUTION NO. 15-476 APPROVING A FIRST AMENDMENT TO DESIGN-ASSIST CONSTRUCTION AGREEMENT BETWEEN THE CITY OF ROSEVILLE AND DPR CONSTRUCTION, AND AUTHORIZING THE CITY MANAGER TO EXECUTE IT ON BEHALF OF THE CITY OF ROSEVILLE. When preparing the original agreement, staff and DPR inadvertently omitted DPR's schedule of labor rates from the list of agreement exhibits. There is no fiscal impact as a result of this contract amendment.

CC #: 7237

File #: 0401-02-02-1

CONTACT: Mike Isom 774-5527 misom@roseville.ca.us

Ordinances (for introduction and first reading)

7.17. Municipal Code Update - Fine Schedule

Memo from Department Public Information Officer Dee Dee Gunther and Police Chief Daniel Hahn recommending Council adopt RESOLUTION NO. 15-491 ADOPTING A FINE SCHEDULE FOR ADMINISTRATIVE ENFORCEMENT OF MUNICIPAL CODE VIOLATIONS, AND REPEALING RESOLUTION 15-420. On September 16, Council approved for second reading an amendment repealing and replacing Chapter 10.64 of Title 10 of the Roseville Municipal Code regarding alarm systems. The new alarm system ordinance created three new potential violations of the Municipal Code: 10.64.125B, failing to report a change of monitoring companies; 10.64.125C, an alarm company failing to submit a biannual report; and 10.64.150, failing to implement enhanced call verification. The administrative fines for those violations are \$100.00, for a first violation, \$200.00 for a second and \$500.00 for third and subsequent violations. The updated fine schedule incorporates those new violations and renumbers an existing violation, operating or maintaining a direct dial alarm, from 10.64.120 to 10.64.135. The fiscal impact of the new violation categories is expected to be insignificant.

CC #: 7250

File #: 0212

CONTACT: Dee Dee Gunther 774-5015 ddgunther@roseville.ca.us

Ordinances (for introduction and adoption - appropriation/urgency measures)

7.18. Capital Improvement Projects - Budget Adjustment

Memo from Budget Manager Kathy Cullen and Finance Director Monty Hanks recommending Council adopt ORDINANCE NO. 5584 OF THE COUNCIL OF THE CITY OF ROSEVILLE AUTHORIZING CERTAIN AMENDMENTS TO THE 2015-16 BUDGET AND DECLARING THIS ORDINANCE TO BE IMMEDIATELY EFFECTIVE AS AN APPROPRIATION MEASURE. The budget adjustment lists Capital Improvement Projects and associated transfers that were approved by the City Council prior to June 30, 2015. These projects are ongoing, requiring the unspent budget balances in the

FY2014/15 budget to be brought forward to the current fiscal year's budget. This budget adjustment has no fiscal impact.

CC #: 7236

File #: 0201-01 & 0801

CONTACT: Kathy Cullen 746-1306 kcullen@roseville.ca.us

Ordinances (for second reading and adoption)

7.19. Second Reading - Personnel Rules and Regulations - Municipal Code Revision

ORDINANCE NO. 5587 OF THE COUNCIL OF THE CITY OF ROSEVILLE AMENDING SECTION 3.12.075 OF CHAPTER 3.12 OF TITLE 3 OF THE ROSEVILLE MUNICIPAL CODE REGARDING PAID SICK LEAVE, for second reading and adoption.

CC #: 7251

File #: 0600-03

CONTACT: Linda Hampton 774-5215 hampton@roseville.ca.us

Reports / Requests

7.20. Out of State Travel Request - Fire Department

Memo from Fire Battalion Chief Rich Harlan and Interim Fire Chief Brian Kelly recommending Council approve out-of-state travel for Engineer Kevin Cullison to attend a Federal Emergency Management Agency (FEMA) sponsored Hazmat Specialist Train-the-Trainer Course in Miami, Florida, December 7-12, 2015. Total cost to the department is approximately \$1,593.00. Funds for this training are available in this fiscal year's budget. Tuition, travel, per diem, lodging, release time costs in the amount of \$4,985.00 will be covered by FEMA.

CC #: 7231

File #: 0600-02

CONTACT: Rich Harlan 746-5837 rhharlan@roseville.ca.us – **Dropped from agenda to be relisted at a later date**

Motion by Herman, seconded by Roccucci, to drop item 7.20 from the agenda, and approve all other items as recommended.

Roll call vote: Ayes: Gore, Rohan, Herman, Roccucci, Garcia

Noes: None

Absent: None

END OF CONSENT CALENDAR

8. RESOLUTIONS

8.1. Adjusting the Employer's Fixed Health Benefit Contribution under the Public Employees' Medical and Hospital Care Act

Memo from Human Resources Manager Lisa Achen and Human Resources Director Gayle Satchwell recommending Council adopt RESOLUTION NO. 15-486 ADJUSTING THE EMPLOYER'S FIXED CONTRIBUTION UNDER SECTION 22893 OF THE PUBLIC EMPLOYEE'S MEDICAL AND HOSPITAL CARE ACT TO BE EFFECTIVE JANUARY 1, 2016. This item authorizes submission of the resolution to CalPERS establishing

monthly benefit contribution increases for Tier 1 and Tier 2 retiree medical benefit contributions.

CC #: 7242

File #: 0600-04

CONTACT: Lisa Achen 774-5205 lachen@roseville.ca.us

Finance Director Monty Hanks made the presentation to Council

No public comment received.

Motion by Herman, seconded by Rohan, to adopt RESOLUTION NO. 15-486 ADJUSTING THE EMPLOYER'S FIXED CONTRIBUTION UNDER SECTION 22893 OF THE PUBLIC EMPLOYEE'S MEDICAL AND HOSPITAL CARE ACT TO BE EFFECTIVE JANUARY 1, 2016.

Roll call vote: Ayes: Gore, Rohan, Herman, Roccucci, Garcia

Noes: None

Absent: None

9. ORDINANCES

9.1. Roseville Electric Utility 2015 Rate Case

Memo from Finance and Administration Manager Philip McAvoy and Electric Utility Director Michelle Bertolino recommending Council introduce for first reading ORDINANCE OF THE COUNCIL OF THE CITY OF ROSEVILLE AMENDING SECTIONS 14.24.021, 14.24.040, 14.24.050, 14.24.051, 14.24.052 AND 14.24.055 OF CHAPTER 14.24 OF TITLE 14 OF THE ROSEVILLE MUNICIPAL CODE REGARDING ROSEVILLE ELECTRIC RATES. Every two years, Roseville Electric Utility prepares a formal electric rate case and recommends rate adjustments, if necessary, to ensure sufficient revenue and to align revenues with costs. The 2015 rate case and study concludes that total revenues are sufficient to cover expected costs for 2016 and 2017, and therefore, no overall revenue increase is necessary. However, structural rate changes are recommended to continue to better align revenues with costs. There is no net fiscal impact associated with this item.

CC #: 7238

File #: 0800-03

CONTACT: Philip McAvoy 774-5689 pmcavoy@roseville.ca.us

Electric Utility Director Michelle Bertolino made the presentation to Council.

Finance and Administration Manager Philip McAvoy continued the presentation to Council.

Electric Utility Director Michelle Bertolino concluded the presentation to Council.

No public comment received.

Motion by Rohan, seconded by Roccucci, to introduce for first reading ORINANCE OF THE COUNCIL OF THE CITY OF ROSEVILLE AMENDING SECTIONS 14.24.021, 14.24.040, 14.24.050, 14.24.051, 14.24.052 AND 14.24.055 OF CHAPTER 14.24 OF TITLE 14 OF THE ROSEVILLE MUNICIPAL CODE REGARDING ROSEVILLE ELECTRIC RATES.

Roll call vote: Ayes: Gore, Rohan, Herman, Roccucci, Garcia

Noes: None

Absent: None

10. COUNCIL/STAFF/REPORTS/COMMENTS

Fire Chief Rick Bartee – Acting City Manager Rob Jensen introduced new Fire Chief and Mayor Garcia extended welcome.

Glue Factory on Vernon and Roseville Cyclery Race – Councilmember Herman announced.

Placer County Water Agency Meeting – Councilmember Roccucci and Vice Mayor Rohan reported on attendance.

Councilmember Coffee – Councilmember Gore announced November 5th event.

Board and Commission Dinner – Mayor Garcia announced November 7th event.

Tower Theater Celebration – Mayor Garcia announced.

11. ADJOURNMENT

Motion by Roccucci, seconded by Gore, to adjourn the meeting at 7:45 p.m.

Vote: All Ayes

CAROL GARCIA, MAYOR

SONIA OROZCO, CMC
CITY CLERK



COUNCIL COMMUNICATION

CC #: 7331

File #: 0323

Title: 911 Call Management System - Service Agreement
Contact: Katie Braverman 774-5037 kbraverman@roseville.ca.us

Meeting Date: 1/6/2016

Item #: 6.2.

RECOMMENDATION TO COUNCIL

Adopt a resolution authorizing the Acting City Manager to sign the attached service agreement with AT&T for a new 9-1-1 call management system. The purchase is based upon a competitive process conducted by the State of California, resulting in their Master Purchase Agreement 5-12-58-01 with AT&T California.

BACKGROUND

The State of California provides funding to equip 9-1-1 Public Safety Answering Points (PSAPs), like Roseville's police and fire communications center, as well as the communications centers operated by the Placer County Sheriff's Office and the police departments of Auburn, Lincoln and Rocklin. The most essential equipment provided by state 9-1-1 funding is the 9-1-1 telephone system itself, which receives both 9-1-1 calls and non-emergency calls to the police department's main telephone number, provides caller identification and geographic location information on the 9-1-1 calls, and performs other call management, tracking and reporting functions.

A recent development in 9-1-1 systems is a networked solution that allows neighboring PSAPs to function as "nodes" on a regional network. Each agency owns and manages its own call-taker stations and other end-user equipment, but because they use the same vendor's system and are on the regional network, the agencies can assist each other with call-taking during large-scale emergencies, or even take all of another agency's 911 calls if there is a localized system failure or the need to evacuate a call center.

In 2012, executives from the five Placer County Law Enforcement Agencies (PLEA) that operate PSAPs in Placer County—in other words, the Sheriff and the Police Chiefs of Roseville, Auburn, Lincoln and Rocklin—directed their staff to study the feasibility of such a networked, IP-based system. An ad-hoc committee, comprised of the managers from each 9-1-1 communications center, was formed and tasked with identifying the value of shared 9-1-1 resources in Placer County.

Over the next three years, the ad-hoc committee, in conjunction with their information technology

staff and systems experts and end users from each agency, made numerous site visits, attended demonstrations by 9-1-1 system vendors, and met with the State of California's 9-1-1 Office and other pertinent stakeholders. Ultimately the committee determined that it would be mutually beneficial to pursue a regionally interoperable 9-1-1 system.

Every five years, Public Safety Answering Points (PSAPs) in California are eligible to receive a fixed award for new or upgraded hardware, software, networking and ancillary equipment needed to support the 9-1-1 function. These Customer Premise Equipment (CPE) awards are based on each PSAP's 9-1-1 call volume and the resulting number of 9-1-1 dispatcher positions as determined by a state formula. The funds come from surcharges on telephone bills. All the PSAPs in Placer County have received their respective CPE awards and are able to purchase an inter-operable 9-1-1 system without impacting their individual agency budgets. While each participating agency will obtain their own stand-alone 9-1-1 equipment and software, the systems will be networked between two primary host sites, Placer County Sheriff's Office and the Roseville Police Department, and three satellite locations at the Auburn, Lincoln and Rocklin Police Departments, to provide redundant functionality in the event of a severe emergency or system failure anywhere in the network.

System selection

The State of California's Department of General Services certifies and enters into master contracts with approved 9-1-1 system vendors; local agencies can then choose the system that best meets their needs. There are three systems that are certified by the State and offer regional networking capabilities: AT&T, Intrado and Cassidian. The Placer County inter-agency ad-hoc committee evaluated the three qualified vendors according to cost, their ability to facilitate interoperability, digital communications options, user configuration and their history of good customer service. The committee recommended AT&T's VIPER 9-1-1 call management system as the one that would best meet the need.

FISCAL IMPACT

The system will cost \$119,423.14 for Roseville's nine-position Power911/Viper call handling system, \$15,593.05 for the PowerMIS (reporting and recording) module, \$75,614.02 for hosting costs and \$122,837.21 for data networking costs for a total cost of \$333,467.42. The State of California's 911 fund will pay the vendor directly for equipment, software, installation, training and maintenance through the fifth year of the system's operation. There is no impact on the General Fund.

ECONOMIC DEVELOPMENT / JOBS CREATED

Not applicable to this purchase.

ENVIRONMENTAL REVIEW

The California Environmental Quality Act (CEQA) does not apply to activities that will not result in a direct or reasonably foreseeable indirect physical change in the environment (CEQA Guidelines §15061(b)(3)). The replacement of Roseville's 911 system does not include the potential for a significant environmental effect, and therefore is not subject to CEQA.

Respectfully Submitted,

Dee Dee Gunther, Department Public Information Officer

Daniel Hahn, Police Chief



Rob Jensen, City Manager

ATTACHMENTS:

Description

Resolution No. 16-06

Service Agreement

ATT price quote

State master agreement with att

RESOLUTION NO. 16-06

APPROVING A SERVICE AGREEMENT
BETWEEN CITY OF ROSEVILLE AND AT&T CALIFORNIA, AND AUTHORIZING THE
CITY MANAGER TO EXECUTE IT ON BEHALF OF THE CITY OF ROSEVILLE

WHEREAS, a service agreement (Service Agreement No. S1604332) between City of Roseville and AT&T California, has been prepared and reviewed by the Council;

NOW, THEREFORE, BE IT RESOLVED by the Council of the City of Roseville that said service agreement is approved and that the City Manager is authorized to execute it on behalf of the City of Roseville, upon receipt and approval of signed documents, by the City Attorney's office.

PASSED AND ADOPTED by the Council of the City of Roseville this ____ day of _____, 20__, by the following vote on roll call:

AYES COUNCILMEMBERS:

NOES COUNCILMEMBERS:

ABSENT COUNCILMEMBERS:

MAYOR

ATTEST:

City Clerk



PURCHASING
CITY OF ROSEVILLE

2005 HILLTOP CIRCLE, ROSEVILLE, CA 95747
(916) 774-5720 • TDD (916) 774-5220 • FAX (916) 774-5736

SERVICE AGREEMENT

SERVICE AGREEMENT

No: **S1604332**

SERVICE LOCATION: ROSEVILLE POLICE DEPT
1051 JUNCTION BLVD
ROSEVILLE, CA 95678

REQ. NO.: R1613360 DATE: 11/16/15

SUBMIT ALL INVOICES TO:
CITY OF ROSEVILLE
Finance Department
311 Vernon Street
Roseville, CA 95678

Contractor No.: V40779
Telephone No.: (530)621-6896 Fax:
Email address: ka3169@att.com
Contractor: AT&T CALIFORNIA
C/O AT&T PUBLIC SAFETY SOLUTIONS
ATTN: KENT AMES
3707 KINGS WAY
SACRAMENTO, CA 95821

Department: POLICE

Acct. Code: 05513-6002

Buyer: PETER BREVIK
Phone: (916) 774-5724

Start Date	Terms	Completion Date	Insurance Limits	Contact
*ASAP	NET 30	UPON FINAL INVOICE	Approved by Risk Mgt.	KATIE BRAVERMAN

The contractor shall furnish all labor, equipment and materials necessary to accomplish the following:

THE PURCHASE, INSTALLATION AND MAINTENANCE OF ITEMS IDENTIFIED IN THIS SERVICE AGREEMENT SHALL COMPLY EXCLUSIVELY WITH THE TERMS AND CONDITIONS OF MASTER PURCHASE AGREEMENT (MPA)# 5-12-58-01 AND THE ATTACHED STATEMENT OF WORK VERSION 2.8 DATED 11/12/15

PLEASE CONTACT KATIE BRAVERMAN AT (916) 774-5037 FOR QUESTIONS REGARDING THIS CONTRACT
*PROPER INSURANCE MUST BE IN PLACE BEFORE SERVICE CAN BEGIN.

THE STATE OF CALIFORNIA WILL REINBURSE AT&T CALIFORNIA FOR THE VIPER POWER 911 MIS EQUIPMENT, INSTALATION AND MAINTENANCE IN THE AMOUNT OF \$333,467.42

Total Cost of Service: \$ 0.00

ATTENTION: Total cost of service not to exceed the agreement amount without prior approval of the Purchasing Office.

The Contractor named hereon by the acceptance of this order agrees to the provisions of this document titled "Service Agreement" and Attachment "A".

Business License No.: _____ Contractor License No.: _____ DIR Registration No.: _____

☐ SOLE PROPRIETOR

☐ PARTNERSHIP

☒ CORPORATION

CONTRACTOR:

SIGNATURE

PRINT NAME

TITLE

CONTRACTOR:

SIGNATURE

PRINT NAME

TITLE

By: _____
Rob Jensen, Acting City Manager
CITY OF ROSEVILLE, A MUNICIPAL CORPORATION



DATE 11/18/2015

Quote Summary

Roseville PD
VIPER-Power911-MIS
SUMMARY

Account Manager Kent Ames
Phone (530) 621-6986
Email KentAmes@att.com
Address 3707 Kings Way
Sacramento, CA 95821

Equipment	\$100,780.20
Tax	\$5,322.93
Instalation	\$13,320.00
Maintenance	\$36,512.75
Total Call Handling	\$119,423.14

Equipment	\$14,041.81
Tax	\$920.08
Instalation	\$631.16
Maintenance	\$3,916.80
Total MIS	\$15,593.05

Host Costs	\$75,614.02
Data Network	\$122,837.21

SYSTEM TOTAL	\$333,467.42
---------------------	---------------------

This Quote Valid until 3/17/2016



DATE 11/18/2015

Quote Summary

Roseville PD Viper Regional System

Account Manager **Kent Ames**
Phone (530) 621-6986
Email KentAmes@att.com

Intrado
9 Positions Viper
Tax Rate 7.500%

9 Positions Viper	Equipment	\$100,780.20
	Taxable Equipment	\$70,972.41
	Tax	\$5,322.93
	Installation	\$13,320.00
	Subtotal	\$119,423.14
\$0.00 x 48 Months Maintenance Years 2-5 <i>Year 1 included with system</i>		\$36,512.75
SYSTEM TOTAL		\$119,423.14

This Quote Valid until 3/17/2016



Quote Summary

DATE 11/18/2015

Roseville PD MIS Reporting

Account Manager **Kent Ames**

Phone (530) 621-6986

Email KentAmes@att.com

Tax Rate

7.500%

PowerMIS Upgrade with optional refresher training	Equipment	\$14,041.81
	Taxable Equipment	\$12,267.68
	Tax	\$920.08
	Installation	\$631.16
	Subtotal	\$15,593.05
	\$81.60 x 48 Months Maintenance Years 2-5 <i>Year 1 included with system</i>	\$3,916.80
	SYSTEM TOTAL	\$15,593.05

This Quote Valid until 3/17/2016

Proposed Bill of Materials

Date:	11/18/2015
Company Name	Placer County Region Project
Quote#	001-Network
Customer Contact	
Contact Info	
Email	
Acct#	
ECATs#	
Terms	

AT&T ACCOUNT TEAM:
Sales Name Contact Info
Kent Ames

Fax (530) 621-6987
SYSTEM ENGINEERING:
 SE Name Contact Info
 Robert Russo (916) 972-6355

CALNET 2

(Please reference this contract and contract number on your PO.)

[illegible]

PRICING DETAIL

SUMMARY DETAIL	PAYMENT	TOTAL
TOTAL NON RECURRING CHARGES	UPON INVOICE	\$ 28,172.00
TOTAL MONTHLY RECURRING CHARGES	MONTHLY	\$ 6,127.28
TAXES, FREIGHT	N/A	\$ -
5 YEAR GRAND TOTAL NRC		\$ 28,172.00
5 YEAR GRAND TOTAL MRC	60 MONTHS	\$ 367,636.80
5 YEAR GRAND TOTAL	60 MONTHS	\$ 395,808.80

ANALYSIS OF SOLUTION (NOT FOR PRICING PURPOSES)

TOTAL POSITIONS		29				NETWORK POSITION AVG/MTH
	YRS	INITIAL	\$	MONTHLY	\$	TOTAL
TOTAL PRICE	5	\$ 28,172.00	\$	6,127.28	\$	395,008.00
TOTAL PRICE PER POSITION - ADDITIONAL YEARS	1		0 \$	6,127.28	\$	73,527.36
						227.48
						111.29

**Proprietary Information: Not for use or disclosure
except under written consent**

Remit To Information:
Kent Ames
AT&T
281 Industrial Dr
Placerville, CA 95667
530-400-1987
530-621-6986
KentAmes@att.com

2011202-029

AGREEMENT NUMBER
5-12-58-01
REGISTRATION NUMBER

1. This Agreement is entered into between the State Agency and the Contractor named below:

STATE AGENCY'S NAME
Department of General Services

CONTRACTOR'S NAME
AT&T California

2. The term of this Agreement is: January 1, 2012, or upon DGS signature or approval through December 31, 2014 With two one-year options to extend

3. The maximum amount of this Agreement is: \$.00

4. The parties agree to comply with the terms and conditions of the following which are by this reference made a part of the Agreement.

The term of this agreement is from 01/1/2012, or upon DGS signature and approval, whichever is later, through 12/31/2014.

This contract is to provide 9-1-1 Systems and Services to State and local government agencies per RFP MPA 1104-014.

Exhibit A - Sample Statement of Work, 6 pages

Exhibit B - Budget Detail and Payment Provision, 1 page

Exhibit C - IT General Provision, 6/08/10, 10 pages

<http://www.documents.dgs.ca.gov/pd/modellang/GPIT060810.pdf>

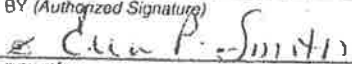
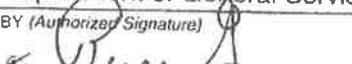
American Recovery and Reinvestment Act (ARRA) Supplemental Terms and Conditions, 08/10/09, 2 pages

<http://www.documents.dgs.ca.gov/pd/pollproc/ARRATand%20C081009/final.pdf>

Exhibit D - Price List

<http://www.ocio.ca.gov/PSCO/Services/B11/default.htm>

IN WITNESS WHEREOF, this Agreement has been executed by the parties hereto.

CONTRACTOR		California Department of General Services Use Only	
CONTRACTOR'S NAME (if other than an individual, state whether a corporation, partnership, etc.) AT&T California			
BY (Authorized Signature) 	DATE SIGNED (Do not type) 12/12/11		
PRINTED NAME AND TITLE OF PERSON SIGNING Eva P. Smith			
ADDRESS		ADDRESS	
STATE OF CALIFORNIA			
AGENCY NAME Department of General Services			
BY (Authorized Signature) 	DATE SIGNED (Do not type) 2/1/12		
PRINTED NAME AND TITLE OF PERSON SIGNING Jim Butler, Deputy Director			
ADDRESS 707 Third Street, 2 nd Floor West Sacramento, CA 95605-2811		☐ Exempt	

STANDARD AGREEMENT AMENDMENT

STD 213 A (Rev 6/03)

☐ CHECK HERE IF ADDITIONAL PAGES ARE ATTACHED

Pages

AGREEMENT NUMBER

AMENDMENT NUMBER

5-12-58-01

1

REGISTRATION NUMBER

1. This Agreement is entered into between the State Agency and Contractor named below:

STATE AGENCY'S NAME

CALIFORNIA TECHNOLOGY AGENCY

CONTRACTOR'S NAME

AT&T California

2. The term of this

Agreement is

January 1, 2012, or upon
Technology Agency
signature or approval

through

December 31, 2014
With Two one-year
options to extend term

3. The maximum amount of this \$0.00
Agreement after this amendment is:

4. The parties mutually agree to this amendment as follows. All actions noted below are by this reference made a part of the Agreement and incorporated herein:

Under Public Contract Code Section 12120, This administrative amendment hereby replaces the State Agency's Name on the STD 213 as follows:

FROM: Department of General Services

TO: California Technology Agency

All references to Department of General Services (DGS) are hereby deleted within this contract and superceded by California Technology Agency, Office of Telecommunications Procurement, 3101 Gold Camp Dr., Rancho Cordova, CA 95670.

Change STD 213 State Signature: FROM: Jim Butler TO: Russ Guarna

This amendment clarifies that RFP # 1104-014 referenced on the STD 213 and the vendors response is hereby incorporated by reference.

All other terms and conditions shall remain the same.

IN WITNESS WHEREOF, this Agreement has been executed by the parties hereto.

CONTRACTOR

CONTRACTOR'S NAME (If other than an individual, state whether a corporation, partnership, etc.)

BY (Authorized Signature)

DATE SIGNED (Do not type)

PRINTED NAME AND TITLE OF PERSON SIGNING

ADDRESS

STATE OF CALIFORNIA

AGENCY NAME

CALIFORNIA TECHNOLOGY AGENCY

BY (Authorized Signature)

DATE SIGNED (Do not type)

PRINTED NAME AND TITLE OF PERSON SIGNING

Russ Guarna, Deputy Director, Office of Telecommunications Procurement

ADDRESS

3101 Gold Camp, Rancho Cordova, CA 95670

CALIFORNIA
Department of General Services
Use Only

☐ Exempt per:

STANDARD AGREEMENT AMENDMENT

STD 213 A (Rev 6/03)

☐ CHECK HERE IF ADDITIONAL PAGES ARE ATTACHED

Pages

AGREEMENT NUMBER

AMENDMENT NUMBER

5-12-58-01

2

REGISTRATION NUMBER

1. This Agreement is entered into between the State Agency and Contractor named below:

STATE AGENCY'S NAME

California Technology Agency

CONTRACTOR'S NAME

AT&T California

2. The term of this

Agreement is

January 1, 2012, or upon

through

December 31, 2016

Technology Agency
signature or approval

3. The maximum amount of this Agreement after this amendment is:

\$0.00

4. The parties mutually agree to this amendment as follows. All actions noted below are by this reference made a part of the Agreement and incorporated herein:

Amendment Two extends the term of this Agreement for two (2) years:

Original Term: January 1, 2012 through December 31, 2014

Extended Term: January 1, 2012 through December 31, 2016

All other terms and conditions shall remain the same.

IN WITNESS WHEREOF, this Agreement has been executed by the parties hereto.

CONTRACTOR

CONTRACTOR'S NAME (If other than an individual, state whether a corporation, partnership, etc.)

AT&T California

BY (Authorized Signature)

Eva P. Smith

DATE SIGNED (Do not type)

12/6/2012

PRINTED NAME AND TITLE OF PERSON SIGNING

EVA P SMITH

ADDRESS

1936 Blue Hills DR Roanoke VA 24012

STATE OF CALIFORNIA

AGENCY NAME

California Technology Agency

BY (Authorized Signature)

Russ Guarna

DATE SIGNED (Do not type)

12/14/12

PRINTED NAME AND TITLE OF PERSON SIGNING

Russ Guarna, Deputy Director, Office of Telecommunications

ADDRESS

3101 Gold Camp, Rancho Cordova, CA 95670

CALIFORNIA
Department of General Services
Use Only

☐ Exempt per:

EXHIBIT D
WATSON MERCURY DISPATCH CONSOLES
SCOPE OF WORK



COUNCIL COMMUNICATION

CC #: 7358
File #: 0203-14

Title: Security Guard Services - Service Agreement Renewal
Contact: Babette Owens 774-5704 bowens@roseville.ca.us

Meeting Date: 1/6/2016
Item #: 6.3.

RECOMMENDATION TO COUNCIL

Authorize a renewal service agreement with Green Valley Security, Inc. for security guard services at the Pleasant Grove Wastewater Treatment Plant, the Electric Department Yard, and Downtown Library utilizing RFQ 2051. The estimated annual cost of the security guard services is \$135,207.63. Additionally, adopt a resolution authorizing the City Manager to sign the attached service agreement.

BACKGROUND

The PGWWTP has an ongoing requirement for security guard staffing at their plant from 6:00 p.m. through 6:00 a.m. seven days per week, 365 days per year in order to protect and safeguard assets and property as well as prevent injury from high voltage and automatically starting equipment during the hours when City staff are not on duty.

The Electric Department has a similar requirement for nighttime security guard staffing at the Electric Department Yard to patrol and protect assets and property during nighttime hours when City staff are not on duty.

The Downtown Library utilizes a security guard Monday through Saturday to patrol areas in and around the Downtown Library to observe and report potential safety hazards and to report suspicious activities of unknown individuals. The security guard presence also acts as a deterrent for theft and/or inappropriate behaviors.

The bid also allows each department to add additional guards for permanent, temporary, and/or special events on an as needed basis at the direction of the end using departments. Additional dollars are included on the agreement for the extra security guard staffing if needed up to department budgeted amounts.

The bid allowed for four optional renewal years at the City's discretion. The vendor has performed satisfactorily and in accordance with the terms and conditions of the bid. This will be the third of

four optional renewal years.

FISCAL IMPACT

The estimated annual cost of this agreement is \$135,207.63. Funding is included in the PGWWTP, Electric Department, and Parks, Recreation and Library Department's FY2015/16 and FY16/17 proposed budgets. Purchases in FY16/17 are contingent upon Council approval of budgets.

ECONOMIC DEVELOPMENT / JOBS CREATED

Not applicable.

ENVIRONMENTAL REVIEW

The California Environmental Quality Act (CEQA) does not apply to activities that will not result in a direct or reasonably foreseeable indirect physical change in the environment (CEQA Guidelines §15061(b)(3)). The security guard services do not include the potential for a significant environmental effect, and therefore are not subject to CEQA.

Respectfully Submitted,

Babette Owens, Buyer

Paul Diefenbach, Central Services Director



Rob Jensen, City Manager

ATTACHMENTS:

Description

Resolution No. 16-04

Signed Service Agreement

RESOLUTION NO. 16-04

APPROVING A SERVICE AGREEMENT RENEWAL
BETWEEN CITY OF ROSEVILLE AND GREEN VALLEY SECURITY, INC., AND
AUTHORIZING THE CITY MANAGER TO EXECUTE IT ON BEHALF OF THE CITY OF
ROSEVILLE

WHEREAS, a service agreement renewal (Service Agreement No. S1603065) between City of Roseville and Green Valley Security, Inc., has been prepared and reviewed by the Council;

NOW, THEREFORE, BE IT RESOLVED by the Council of the City of Roseville that said service agreement renewal is approved and that the City Manager is authorized to execute it on behalf of the City of Roseville.

PASSED AND ADOPTED by the Council of the City of Roseville this ____ day of _____, 20__, by the following vote on roll call:

AYES COUNCILMEMBERS:

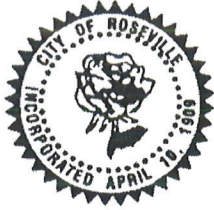
NOES COUNCILMEMBERS:

ABSENT COUNCILMEMBERS:

MAYOR

ATTEST:

City Clerk



PURCHASING
CITY OF ROSEVILLE

2005 HILLTOP CIRCLE, ROSEVILLE, CA 95747
(916) 774-5720 • TDD (916) 774-5220 • FAX (916) 774-5736

SERVICE AGREEMENT

SERVICE AGREEMENT

No: **S1603065**

SERVICE LOCATION: PGWWTP
ELECT. DEPT. YARD
DOWNTOWN LIBRARY
ROSEVILLE, CA

REQ. NO.: RENEWAL DATE: 11/24/15

SUBMIT ALL INVOICES TO:

CITY OF ROSEVILLE
Finance Department
311 Vernon Street
Roseville, CA 95678

Contractor No.: V26542
Telephone No.: (916)797-4058 Fax:
Email address: melanie1031@surewest.net
Contractor: GREEN VALLEY SECURITY, INC
ATTN: ANTHONY URBANCIC
6049 DOUGLAS BLVD., STE. 28
GRANITE BAY, CA 95746

Department: VARIOUS

Acct. Code: 08427-5100
08614-5100/686588-30
06510-5100/665000-30

Buyer: BABETTE OWENS
Phone: (916) 774-5704

Start Date	Terms	Completion Date	Insurance Limits	Contact
01/07/16	NET 30	01/06/17	Approved by Risk Mgt.	VARIOUS

The contractor shall furnish all labor, equipment and materials necessary to accomplish the following:

The vendor shall provide security guard services at the Pleasant Grove Wastewater Treatment Plant (PGWWTP), the Electric Department Inventory Yard, and the Downtown Library in accordance with the terms, conditions, specifications, and attachments of RFQ 2051. Additional funds are included on this agreement for temporary or special event services on an as needed basis at the direction of the end using departments. Foot Patrol guard rates are \$13.15/hour weekdays and weekends and \$19.73 on holidays. Vehicle Patrol rates are \$14.25/hour weekdays and weekends and \$21.38/hour on holidays. The total cost of service is an approximate value only. The City does not guarantee whatsoever the actual amount to be spent.

Contacts: Bob Lawrence at (916)746-1902 for the PGWWTP, Greg Damitz at (916)774-5665 for the Electric Department Inventory Yard, and contact Natasha Casteel at (916)774-5234 for the Downtown Library.

*PROPER INSURANCE MUST BE IN PLACE BEFORE SERVICE CAN BEGIN.

**The total amount listed is an approximation only. The City does not guarantee whatsoever the actual value of this contract.

Total Cost of Service: \$ **135,207.63**

ATTENTION: Total cost of service not to exceed the agreement amount without prior approval of the Purchasing Office.

The Contractor named hereon by the acceptance of this order agrees to the provisions of this document titled "Service Agreement" and Attachment "A".

Business License No.: 102723 Contractor License No.: 14559 ^{APP NO.} DIR Registration No.: _____

☐ SOLE PROPRIETOR

☐ PARTNERSHIP

☒ CORPORATION

CONTRACTOR: Anthony Urbancic President
SIGNATURE PRINT NAME TITLE

CONTRACTOR: _____
SIGNATURE PRINT NAME TITLE

By: _____
Rob Jensen, City Manager
CITY OF ROSEVILLE, A MUNICIPAL CORPORATION



COUNCIL COMMUNICATION

CC #: 7354
File #: 0203-09

Title: Fiber Conversion Project - Service Agreement and Budget Adjustment
Contact: Babette Owens 774-5704 bowens@roseville.ca.us

Meeting Date: 1/6/2016
Item #: 6.4.

RECOMMENDATION TO COUNCIL

Authorize a service agreement with Network Management Corporation as the only responsive bid received for RFQ 01-3058 for the Environmental Utilities Fiber Conversion Project. The total cost of service is \$85,505.00. In addition, adopt a resolution authorizing the City Manager to sign the attached service agreement; and authorize the Environmental Utilities Director or designee to approve change order requests in an amount not to exceed 10% of the contract price. Additionally, adopt an ordinance amending the budget to transfer \$110,000 from the Water Rehabilitation Fund to the Radio Telemetry Communication fund.

BACKGROUND

Environmental Utilities Department (EUD) has operated a 450MHz radio system for over 20 years. Some of the EUD remote facilities monitored by the radio system are experiencing challenges maintaining stable communications due to urban and vegetative interferences. Two water distribution sites were identified by staff to be converted from radio communications to fiber optic communications.

During the course of a construction project, it is common to encounter unanticipated or changed conditions which necessitate additions or other changes to the project and the contract. Department staff is requesting authorization to approve change order requests in an amount not to exceed 10% of the contract price due to the complexity of the project.

A formal bid was issued where vendors were asked to provide pricing for a Fiber Conversion Project for both the Dual Purpose Station and the Blue Oaks Monitoring Station locations. Only one vendor, Network Management Services responded. The contract award is based on a lump sum total of these services.

FISCAL IMPACT

The total cost of EUD Fiber Conversion Project is \$85,505.00. Staff is requesting the City Council

approve an additional \$110,000 in Water Rehabilitation funds be transferred to the Radio Telemetry Communications project 30501/963503, which will be necessary to pay the total project costs; including, execution of the service agreement, potential change orders, and City staff project management.

ECONOMIC DEVELOPMENT / JOBS CREATED

Not Applicable.

ENVIRONMENTAL REVIEW

The proposed project involves the minor alteration of an existing facility and in the condition of the land where the surface will be restored. These activities are categorically exempt from CEQA as a Class 1 and 4 Exemption (State CEQA Guidelines Section 15301 and 15304). The Exemption has been prepared and no further CEQA action is required.

Respectfully Submitted,

Babette Owens, Buyer

Paul Diefenbach, Central Services Director



Rob Jensen, City Manager

ATTACHMENTS:

Description

Resolution No. 16-02

Signed Service Agreement

Ordinance No. 5607

Budget Adjustment

RESOLUTION NO. 16-02

APPROVING A SERVICE AGREEMENT (S1603414) BY AND BETWEEN THE CITY OF ROSEVILLE AND NETWORK MANAGEMENT CORPORATION, AND AUTHORIZING THE CITY MANAGER TO EXECUTE IT ON BEHALF OF THE CITY OF ROSEVILLE

WHEREAS, a service agreement regarding the Environmental Utilities Fiber Conversion Project, by and between the City of Roseville and Network Management Corporation, has been reviewed by the City Council; and

NOW, THEREFORE, BE IT RESOLVED by the Council of the City of Roseville that said service agreement is hereby approved and that the City Manager is authorized to execute it on behalf of the City of Roseville; and

BE IT FURTHER RESOLVED that the Director of Environmental Utilities or his designee shall be authorized to approve change orders for the Project, consistent with the contract terms, provided that the net cost of all change orders shall not exceed ten percent (10%) of the contract price.

PASSED AND ADOPTED by the Council of the City of Roseville this ____ day of _____, 20__, by the following vote on roll call:

AYES COUNCILMEMBERS:

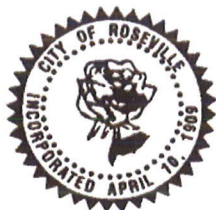
NOES COUNCILMEMBERS:

ABSENT COUNCILMEMBERS:

MAYOR

ATTEST:

City Clerk



PURCHASING
CITY OF ROSEVILLE

2005 HILLTOP CIRCLE, ROSEVILLE, CA 95747
(916) 774-5720 • TDD (916) 774-5220 • FAX (916) 774-5736

SERVICE AGREEMENT

SERVICE AGREEMENT

No: **S1603414**

SERVICE LOCATION: City of Roseville
Dual Purpose Pump Station
1401 East Roseville Parkway
Roseville, CA 95747

REQ. NO.: R1613178 DATE: 11/20/15

SUBMIT ALL INVOICES TO:

CITY OF ROSEVILLE
Finance Department
311 Vernon Street
Roseville, CA 95678

Contractor No.: V40784
Telephone No.: (916) 772-2020 x 1105 Fax:
Email address: jeremy@nmc-ip.net
Contractor: NETWORK MANAGEMENT CORPORATION
ATTN: JEREMY ROUNSVILLE
4616 ROSEVILLE ROAD, SUITE 108
NORTH HIGHLANDS, CA 95660

Department: ENVIRONMENTAL UTILITIES

Acct. Code: 08421-5330

Buyer: BABETTE OWENS
Phone: (916) 774-5704

Start Date	Terms	Completion Date	Insurance Limits	Contact
1/6/16	NET 30	UPON FINAL INVOICE	Approved by Risk Mgt.	CHARLES AYCOCK

The contractor shall furnish all labor, equipment and materials necessary to accomplish the following:
THE CONTRACTOR SHALL PROVIDE SERVICES TO COMPLETE THE EU FIBER CONVERSION PROJECT FOR THE DUAL PURPOSE PUMPING STATION AND BLUE OAKS PRS SITES IN ACCORDANCE WITH ALL TERMS, CONDITIONS, ATTACHMENTS, AND SPECIFICATIONS OF THE CITY'S RFP# 01-3058.

PLEASE CONTACT CHARLES AYCOCK AT (916) 746 1887 FOR QUESTIONS REGARDING THIS AGREEMENT.

*The total amount listed is an approximation only. The City does not guarantee whatsoever the actual value of this contract

Total Cost of Service: \$ **85,505.00**

ATTENTION: Total cost of service not to exceed the agreement amount without prior approval of the Purchasing Office.

The Contractor named hereon by the acceptance of this order agrees to the provisions of this document titled "Service Agreement" and Attachment "A".

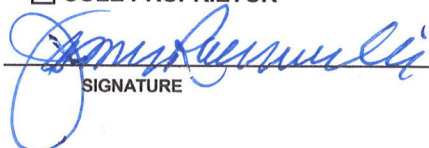
Business License No.: 00833268 Contractor License No.: 779587 DIR Registration No.: 1000002708

☐ SOLE PROPRIETOR

☐ PARTNERSHIP

☒ CORPORATION

CONTRACTOR:


SIGNATURE

JAMES ROUNSVILLE

PRINT NAME

PRESIDENT

TITLE

CONTRACTOR:

SIGNATURE

PRINT NAME

TITLE

By: _____
Rob Jensen, Acting City Manager
CITY OF ROSEVILLE, A MUNICIPAL CORPORATION

1. To the fullest extent allowed by law, Contractor shall defend, indemnify, and save and hold harmless the City, its officers, agents, employees and volunteers from any claims, suits or actions of every name, kind and description brought forth, or on account of, injuries to or death of any person (including but not limited to workers and the public), or damage to property, resulting from or arising out of Contractor's willful misconduct or negligent act or omission while engaged in the performance of obligations or exercise of rights created by this Agreement, except those matters arising from City's sole or active negligence or willful misconduct. The parties intend that this provision shall be broadly construed. Contractor's responsibility for such defense and indemnity obligations shall survive the termination or completion of this Agreement for the full period of time allowed by law. The defense and indemnity obligations of this Agreement are undertaken in addition to, and shall not in any way be limited by, the insurance obligations contained in this Agreement.
2. Contractor is an independent contractor, and shall not be considered an officer, agent or employee of the City.
3. Without the written consent of the City, this Agreement is not assignable by Contractor either in whole or in part.
4. Time is of the essence of this Agreement.
5. At any time during the term of this Agreement, the City has the right to terminate this Agreement provided Contractor is given a thirty (30) day notice.
6. This Agreement may only be amended or modified in writing. It is integrated and contains the complete understanding of the parties.
7. All equipment, supplies and services sold to the City of Roseville shall conform to the general safety orders of the State of California.
8. Unless notified to the contrary, in writing, the City assumes that the Contractor has accepted the work in accordance with the plans and specifications (if any) and agrees to do the work in compliance with this Agreement.
9. All prevailing wages and fair employment practices must be adhered to. For prevailing wage contracts over \$25,000, copies of certified payroll must be submitted with invoices. Prevailing wage rates may be obtained from the State Department of Industrial Relations and/or the following website address: <http://www.dir.ca.gov/dlsr/DPreWageDetermination.htm>.
- 10a. Unless otherwise specified, the Contractor shall maintain the policies of insurance outlined in Attachment A, incorporated herein by this reference, in full force and effect during the term of this Agreement. The City of Roseville retains sole discretion in determining the types and proper levels of insurance coverage.
- 10b. Form. Contractor shall submit a certificate evidencing such coverage for the period covered by this Agreement in a form satisfactory to Risk Management and the City Attorney, prior to undertaking any work hereunder. Any insurance written on a claims made basis is subject to the approval of Risk Management and the City Attorney.
- 10c. Additional Insureds. Contractor shall also provide a separate endorsement or section of the policy showing City, its officers, agents, employees, and volunteers as additional insureds for each type of coverage (except Workers' Compensation) and for ongoing and completed operations. Such insurance shall specifically cover the contractual liability of Contractor. The additional insured coverage under the Contractor's policy shall be primary and noncontributory, as evidenced by a separate endorsement or section of the policy, and shall not seek contribution from City's insurance or self-insurance. In addition, the additional insured coverage shall be at least as broad as the Insurance Services Office ("ISO") CG 20 01 Endorsement. Any available insurance proceeds in excess of the specified minimum insurance coverage requirements and limits shall be available to the additional insureds. Furthermore, the requirements for coverage and limits shall be: (1) the minimum coverage and limits specified in this Agreement; or (2) the full coverage and maximum limits of any insurance proceeds available to the named insureds, whichever is greater.
- 10d. Cancellation/Modification. Contractor shall provide ten (10) days written notice to City prior to cancellation or modification of any insurance required by this Agreement.
- 10e. Umbrella/Excess Insurance. The limits of insurance required in this Agreement may be satisfied by a combination of primary and excess insurance. Any excess insurance shall contain or be endorsed to contain a provision that such coverage shall also apply on a primary and noncontributory basis for the benefit of City (if agreed to in a written contract) before City's own insurance shall be called upon to protect it as a named insured.
- 10f. Subcontractors. Contractor agrees to include in its contracts with all subcontractors the same requirements and provisions of this Agreement, including the indemnity and insurance requirements, to the extent they apply to the scope of the subcontractor's work. Furthermore, Contractor shall require its subcontractors to agree to be bound to Contractor and City in the same manner and to the same extent as Contractor is bound to City under this Agreement. Additionally, Contractor shall obligate its subcontractors to comply with these same provisions with respect to any tertiary subcontractor, regardless of tier. A copy of City's indemnity and insurance provisions will be furnished to the subcontractor or tertiary subcontractor upon request.
- 10g. Self-Insured Retentions. All self-insured retentions ("SIR") must be disclosed to Risk Management for approval and shall not reduce the limits of liability. Policies containing any SIR provision shall provide or be endorsed to provide that the SIR may be satisfied by either the named insured or City. City reserves the right to obtain a full certified copy of any insurance policy and endorsements. The failure to exercise this right shall not constitute a waiver of such right.
- 10h. Waiver of Subrogation. Contractor hereby agrees to waive subrogation which any insurer of Contractor may acquire from Contractor by virtue of the payment of any loss under a Workers Compensation, Commercial General Liability or Automobile Liability policy. All Workers Compensation, Commercial General Liability and Automobile Liability policies shall be endorsed with a waiver of subrogation in favor of City, its officers, agents, employees and volunteers for all work performed by Contractor, its employees, agents and subcontractors.
- 10i. Liability/Remedies. Insurance coverage in the minimum amounts set forth herein shall not be construed to relieve Contractor of liability in excess of such coverage, nor shall it preclude City from taking such other actions as are available to it under any other provisions of this Agreement or law.
11. Contractor shall comply with all federal, state and local laws and ordinances, including but not limited to the City's storm water regulations, as may be applicable to the performance of services under this Agreement. Failure to comply with local ordinances

may result in monetary fines and cancellation of this Agreement. Refer to www.roseville.ca.us/stormwater for links to more information on the City's storm water regulations.

12. In the event that the terms of any attachment or exhibit conflict with any terms of this Service Agreement, the terms of this Service Agreement shall control.
13. This Agreement may be executed in one or more counterparts, each of which shall be deemed an original, but all of which together shall constitute one and the same instrument. In the event that any signature is delivered by facsimile transmission or by e-mail delivery of a ".pdf" format data file, such signature shall create a valid and binding obligation of the party executing (or on whose behalf such signature is executed) with the same force and effect as if such facsimile or ".pdf" signature page were an original thereof.
14. If either party commences any legal action against the other party arising out of this Agreement or the performance thereof, the prevailing party in such action shall be entitled to recover its reasonable litigation expenses, including but not limited to, court costs, expert witness fees, discovery expenses, and attorneys' fees. Any action arising out of this Agreement shall be brought in Placer County, California, regardless of where else venue may lie. This Agreement shall be governed by and construed in accordance with the laws of the State of California.
15. This Agreement shall be binding upon the heirs, successors, executors, administrators and assigns of the respective parties hereto.
16. If any of the provisions contained in this Agreement are for any reason held invalid or unenforceable, such holding shall not affect the remaining provisions or the validity and enforceability of the Agreement as a whole.
17. No contractor or subcontractor may work on a public works project unless registered with the Department of Industrial Relations pursuant to Labor Code section 1725.5. During the performance of this agreement, Contractor and its subcontractors shall have a continuing legal obligation to maintain current registration with the Department of Industrial Relations. Contractor is hereby notified that this project is subject to compliance monitoring and enforcement by the Department of Industrial Relations.

<i>City reserves the right to withhold any payments to Contractor in the event of noncompliance with insurance requirements or if required by law.</i>
--

ORDINANCE NO. 5607

ORDINANCE OF THE COUNCIL OF THE CITY OF ROSEVILLE
AUTHORIZING CERTAIN AMENDMENTS TO THE 2015-16
BUDGET AND DECLARING THIS ORDINANCE TO BE IMMEDIATELY
EFFECTIVE AS AN APPROPRIATION MEASURE

THE CITY OF ROSEVILLE ORDAINS:

SECTION 1. The City of Roseville Annual Budget, Fiscal Year 2015-16, is hereby amended by transferring appropriation to and from the activities indicated below:

Appropriate funds for the Fiber Conversion Project per request of the Environmental Utilities Department, as listed on the attached Request for Budget Adjustment in the amount of \$110,000.00.

SECTION 2. This ordinance is hereby declared to be an appropriation measure, immediately effective pursuant to the provisions of Section 5.03 of the Charter.

SECTION 3. The City Clerk is hereby authorized and directed to post a true copy of the foregoing ordinance in each of three (3) conspicuous locations in the City and she shall immediately after such posting enter in the ordinance book, under the record of the ordinance, a certificate under her hand stating the time and place of such publication by posting.

PASSED AND ADOPTED by the Council of the City of Roseville, this
_____ day of _____, 20__, by the following vote on roll call:

AYES COUNCILMEMBERS:

NOES COUNCILMEMBERS:

ABSENT COUNCILMEMBERS:

MAYOR

ATTEST:

City Clerk



REQUEST FOR BUDGET ADJUSTMENT
FINANCE DEPARTMENT

Instructions: Complete all necessary fields. Fields marked with an asterisk (*) are mandatory and required for processing. Obtain required approvals and process according to the procedure outlined in: A.R. 6.01 Budget Adjustment Policy & Procedure

REQUESTER*: Charles K. Aycock

DEPARTMENT/DIVISION*: Environmental Utilities

FISCAL YEAR/EFFECTIVE DATE*: FY2015-16

PROPOSED COUNCIL DATE (if applicable): 01/06/2016

For more detailed budget adjustment training information, including examples, please click on the following link:
Miscellaneous Budget Training Information

USE OF FUNDS*						
AMOUNT*	ACCOUNT NUMBER					Account Title/Activity Description*
	GL		FUND*	JL		
	ORG KEY*	OBJECT*		PROJECT	ACTIVITY	
110,000	30501	6120	470	963503	20	EU Fiber Project via Radio Telemetry CIP
110,000	00482	3902	470			Transfer in from Water to Wastewater
\$ 220,000	TOTAL					

SOURCE OF FUNDS*						
AMOUNT*	ACCOUNT NUMBER					Account Title/Activity Description*
	GL		FUND*	JL		
	ORG KEY	OBJECT		PROJECT	ACTIVITY	
110,000			482			Water Rehabilitation Fund
110,000	00470	8902	482			Transfer out of Water Rehab to Water
\$ 220,000	TOTAL					

FINANCE USE	Approved:	Comments:
	<i>Kathy Cullen</i> 6/10/15 BUDGET MANAGER/DISEGNEE DATE	

Justification for Budget Adjustment*:

Budget Adjustment to perform EU Fiber Project, including construction costs and City project management.

Approved:	Approved:
<i>James O. Pinner</i> 12/10/15 REQUESTING DEPARTMENT HEAD / DESIGNEE DATE	CITY MANAGER DATE



COUNCIL COMMUNICATION

CC #: 7356

File #: 0900-04-02

Title: Atlantic/Eureka I-80 On-Ramp Project - Professional Design Services Agreement

Contact: Hossein Naghibzadeh 746-1300 hnaghibzadeh@roseville.ca.us

Meeting Date: 1/6/2016

Item #: 6.5.

RECOMMENDATION TO COUNCIL

Staff recommends the City Council authorize the City Manager to execute a Professional Design Services Agreement with Quincy Engineering for the preliminary engineering and environmental documentation services for the Atlantic/Eureka I-80 Westbound On-Ramp Project. The not-to-exceed fee for the services is \$499,489.14.

BACKGROUND

Traffic congestion at the Atlantic/Eureka/I-80 westbound on-ramp has significantly increased since Caltrans activated ramp metering at that location. The single lane on-ramp is not adequate to handle the vehicle demand during the p.m. peak hour, causing traffic to back up on Atlantic/Eureka and, at times, extend beyond the Eureka/Taylor intersection.

Caltrans approached city staff with a proposal for Caltrans to pursue State Highway Operations and Protection Program (SHOPP) funds to widen this on-ramp provided the City move forward with the preliminary design and environmental documentation. We expect to find out in spring 2016 if Caltrans is successful in procuring SHOPP funds for this project. Regardless of that outcome, it makes sense to move forward with preliminary design and environmental documentation now so as to be in a better position to move forward with the project when construction funds become available. This project is in the South Placer Regional Transportation Authority (SPRTA) fee program, however, SPRTA funds are not currently available. So staff's plan is to fund the preliminary design and environmental documentation using our own Traffic Mitigation Funds (TMF), and ultimately get reimbursed for those costs from the SPRTA fee program.

Staff released a Request for Proposal (RFP) for preliminary engineering and environmental documentation services to widen this on-ramp to two mixed flow (metered) lanes plus one HOV bypass lane. Three consulting firms submitted proposals in response to the RFP. After evaluation of the three proposals, the selection committee selected Quincy Engineering to provide the requested services based on their extensive experience with freeway interchange projects. Quincy Engineering will evaluate various alternatives and will propose the best option to the City and Caltrans for consideration. Quincy Engineering will prepare the preliminary engineering and

environmental clearance for the project. It is anticipated that Caltrans will prepare the final plans and contract documentation for construction.

FISCAL IMPACT

Traffic Mitigation Funds (TMF) were approved for this phase of the project at the July 15, 2015 Council meeting (CIP account #20004/162504) and will ultimately be reimbursed from the SPRTA fee program. No General Funds are being used for this work.

ECONOMIC DEVELOPMENT / JOBS CREATED

Based on the Federal guidelines, there is one job created for every \$92,000.00 in direct government spending. Based on that figure, this project will create 5.4 jobs.

ENVIRONMENTAL REVIEW

The California Environmental Quality Act (CEQA) requires that all state and local government agencies consider the environmental consequences of projects over which they have discretionary authority before acting on those projects.

The consultant's scope of work includes the preparation of environmental documentations to satisfy both CEQA and NEPA clearance.

Respectfully Submitted,

Hossein Naghibzadeh, Associate Engineer

Rhon Herndon, Public Works Director



Rob Jensen, City Manager

ATTACHMENTS:

Description

Resolution No. 16-03

QuincyPDSA

cost breakdown

RESOLUTION NO. 16-03

APPROVING A PROFESSIONAL DESIGN SERVICES AGREEMENT BY AND BETWEEN
THE CITY OF ROSEVILLE AND QUINCY ENGINEERING, INC., AND AUTHORIZING
THE CITY MANAGER TO EXECUTE IT ON BEHALF OF THE CITY OF ROSEVILLE

WHEREAS, a professional design services agreement regarding the Atlantic/Eureka & I-80 Westbound On-ramp Realignment Project, by and between the City of Roseville and Quincy Engineering, Inc., has been reviewed by the City Council; and

NOW, THEREFORE, BE IT RESOLVED by the Council of the City of Roseville that said agreement is hereby approved and that the City Manager is authorized to execute it on behalf of the City of Roseville; and

PASSED AND ADOPTED by the Council of the City of Roseville this ____ day of _____, 20__, by the following vote on roll call:

AYES COUNCILMEMBERS:

NOES COUNCILMEMBERS:

ABSENT COUNCILMEMBERS:

MAYOR

ATTEST:

City Clerk

PROFESSIONAL DESIGN SERVICES AGREEMENT

Project: Atlantic/Eureka & I-80 Westbound On-ramp Realignment Project

THIS AGREEMENT is made and entered into this ____ day of _____, 20__,
by and between the City of Roseville, a municipal corporation ("CITY"), and Quincy
Engineering, Inc., a California corporation ("CONSULTANT"); and

W I T N E S S E T H:

WHEREAS, CITY desires professional services and professional design services
consisting of project management, engineering studies, producing a draft project report,
management of the environmental process, and producing a final project report and
environmental document concerning the Atlantic/Eureka & I-80 Westbound On-ramp
Realignment Project ("Project"); and

WHEREAS, CONSULTANT has prepared a proposal dated October 19, 2015, which
describes the scope of work to be performed by CONSULTANT, the budget for the work, and
the schedule for performance of the work; and

WHEREAS, CONSULTANT is qualified and experienced to provide such professional
services and professional design services.

NOW, THEREFORE, the parties agree as follows:

1. Services. CONSULTANT shall perform, at the direction of CITY, the scope of
services as described in EXHIBIT "A," attached hereto and incorporated herein by this

reference.

2. Compensation. For its services provided hereunder, CONSULTANT shall be compensated on a time and expense basis in accordance with the budget estimate as described in EXHIBIT "B," attached hereto and incorporated herein by this reference. Total compensation shall not exceed four hundred ninety-nine thousand, four hundred eighty-nine dollars and fourteen cents (\$499,489.14).

CONSULTANT shall submit monthly invoices for its services. Such invoices shall be delineated by task, the person performing the services, and the hourly rate, which shall be stated in time increments of not greater than one-tenth (1/10) hours. CITY shall pay invoices within thirty (30) days after receipt, if the services specified in the invoice have been satisfactorily completed.

3. Prevailing Wages. CONSULTANT shall comply with all applicable prevailing wage laws for services performed under this Agreement. Additionally, CONSULTANT shall require its subcontractors, if any, to comply with all applicable prevailing wage laws for services performed under this Agreement. In accordance with Section 1775 of the California Labor Code CONSULTANT shall forfeit as a penalty to the CITY fifty dollars (\$50.00), and/or such other penalty amounts required by statute, for each calendar day or portion thereof, for each worker paid less than the prevailing wage rates for such work or craft in which such worker is employed for any work done under this Agreement by CONSULTANT or by any subcontractor under CONSULTANT in violation of the provisions of the California Labor Code and in particular, Labor Code sections 1770 to 1780, inclusive. In addition to said penalty and pursuant to said Section 1775, the difference between such stipulated prevailing wage rates and the amount paid to each worker for each calendar day or portion thereof for which each worker was paid less than

the stipulated prevailing wage shall be paid to each worker by CONSULTANT. Moreover, CITY shall have the right to withhold payment in such amounts as directed by the Department of Industrial Relations or Labor Commissioner. Prevailing wage rates may be obtained from the State Department of Industrial Relations and/or the following website address:

<http://www.dir.ca.gov/DLSR/PWD/Northern.html>. During the performance of this Agreement, CONSULTANT and its subcontractors, if applicable, shall have a continuing legal obligation to maintain current registration with the Department of Industrial Relations pursuant to Labor Code Section 1725.5. CONSULTANT is hereby notified that this Project is subject to compliance monitoring and enforcement by the Department of Industrial Relations.

4. Indemnification. To the fullest extent allowed by law, CONSULTANT agrees to indemnify, including the cost to defend CITY, and its officers, agents, employees and volunteers from any and all claims, demands, costs or liability that arise out of, or pertain to, or relate to the negligence, recklessness, or willful misconduct of CONSULTANT and its agents in the performance of services under this contract, but this indemnity does not apply to liability for damages for death or bodily injury to persons, injury to property, or other loss, arising from the sole negligence, willful misconduct or defects in design by CITY or the agents, servants, or independent contractors who are directly responsible to CITY, or arising from the active negligence of CITY.

CONSULTANT's responsibility for such defense and indemnity obligations shall survive the termination or completion of this Agreement for the full period of time allowed by law. The defense and indemnity obligations of this Agreement are undertaken in addition to, and shall not in any way be limited by, the insurance obligations contained in this Agreement.

5. Insurance. CONSULTANT agrees to continuously maintain, in full force and effect, the following minimum policies of insurance during the term of this Agreement.

<u>COVERAGE</u>	<u>LIMITS OF LIABILITY</u>
Workers' Compensation	Statutory
Commercial General Liability	\$2,000,000 each occurrence \$4,000,000 aggregate Personal Injury: \$2,000,000 each occurrence \$4,000,000 aggregate
Automobile Liability	\$1,000,000 combined single limit
Professional Liability (errors and omissions)	\$2,000,000 per claim \$4,000,000 aggregate

a. Form. CONSULTANT shall submit a certificate evidencing such coverage for the period covered by this Agreement in a form satisfactory to Risk Management and the City Attorney, prior to undertaking any work hereunder. Any insurance written on a claims made basis is subject to the approval of Risk Management and the City Attorney.

b. Additional Insureds. CONSULTANT shall also provide a separate endorsement form or section of the policy showing CITY, its officers, agents, employees and volunteers as additional insureds for each type of coverage, except for Workers' Compensation and Professional Liability. Such insurance shall specifically cover the contractual liability of CONSULTANT. The additional insured coverage under the CONSULTANT's policy shall be primary and noncontributory, as evidenced by a separate endorsement or section of the policy, and shall not seek contribution from CITY's insurance or self-insurance. In addition, the additional insured coverage shall be at least as broad as the Insurance Services Office ("ISO")

CG 20 01 Endorsement. Any available insurance proceeds in excess of the specified minimum insurance coverage requirements and limits shall be available to the additional insureds.

Furthermore, the requirements for coverage and limits shall be: (1) the minimum coverage and limits specified in this Agreement; or (2) the full coverage and maximum limits of any insurance proceeds available to the named insureds, whichever is greater.

c. Cancellation/Modification. CONSULTANT shall provide ten (10) days written notice to CITY prior to cancellation or modification of any insurance required by this Agreement.

d. Umbrella/Excess Insurance. The limits of insurance required in this Agreement may be satisfied by a combination of primary and excess insurance. Any excess insurance shall contain or be endorsed to contain a provision that such coverage shall also apply on a primary and noncontributory basis for the benefit of CITY (if agreed to in a written contract) before CITY's own insurance shall be called upon to protect it as a named insured.

e. Subcontractors. CONSULTANT agrees to include in its contracts with all subcontractors the same requirements and provisions of this Agreement, including the indemnity and insurance requirements, to the extent they apply to the scope of the subcontractor's work. Furthermore, CONSULTANT shall require its subcontractors to agree to be bound to CONSULTANT and CITY in the same manner and to the same extent as CONSULTANT is bound to CITY under this Agreement. Additionally, CONSULTANT shall obligate its subcontractors to comply with these same provisions with respect to any tertiary subcontractor, regardless of tier. A copy of CITY's indemnity and insurance provisions will be furnished to the subcontractor or tertiary subcontractor upon request.

f. Self-Insured Retentions. All self-insured retentions ("SIR") must be disclosed to Risk Management for approval and shall not reduce the limits of liability. Policies containing any SIR provision shall provide or be endorsed to provide that the SIR may be satisfied by either the named insured or CITY. CITY reserves the right to obtain a full certified copy of any insurance policy and endorsements. The failure to exercise this right shall not constitute a waiver of such right.

g. Waiver of Subrogation. CONSULTANT hereby agrees to waive subrogation which any insurer of CONSULTANT may acquire from CONSULTANT by virtue of the payment of any loss under a Workers Compensation, Commercial General Liability or Automobile Liability policy. All Workers Compensation, Commercial General Liability and Automobile Liability policies shall be endorsed with a waiver of subrogation in favor of CITY, its officers, agents, employees and volunteers for all work performed by CONSULTANT, its employees, agents and subcontractors.

h. Liability/Remedies. Insurance coverage in the minimum amounts set forth herein shall not be construed to relieve CONSULTANT of liability in excess of such coverage, nor shall it preclude CITY from taking such other actions as are available to it under any other provisions of this Agreement or law.

6. Access to Records. Duly authorized representatives of CITY shall have right of access during normal business hours to CONSULTANT's files and records relating to the services performed hereunder, and may review the files and records at appropriate stages during performance of the services.

7. Time is of the Essence. Time is of the essence of this Agreement.

8. Compliance with Laws. CONSULTANT shall comply with all federal, state and

local laws, ordinances and policies as may be applicable to the performance of services under this Agreement.

9. Ability to Perform. CONSULTANT agrees and represents that it has the time, ability and professional expertise to perform the services required under this Agreement.

10. Governing Agreement. In the event of any conflict between this Agreement and its EXHIBITS, the provisions of this Agreement shall govern. In the event of any conflict between any of the EXHIBITS, the provisions of the first in order of attachment shall govern.

11. Assignment. CONSULTANT is employed to perform unique personal services. CONSULTANT shall not assign this Agreement without the prior written consent of City. CONSULTANT shall not employ or otherwise incur any obligation to pay other specialists or experts for services in connection with this Agreement, without prior written consent of CITY.

12. Independent Contractor. CONSULTANT shall act as an independent contractor, and covenants and agrees that it will conduct itself consistent with such status, that it will neither hold itself out as, nor claim to be, an officer or employee of CITY by reason of this Agreement.

13. Representation and Warranties. CONSULTANT warrants that it has not employed or retained any company or person, other than a bona fide employee working for CONSULTANT, to solicit or secure this Agreement, and that it has not paid or agreed to pay any company or person, other than a bona fide employee, any fee, commission, percentage, brokerage fee, gift or any other consideration, contingent upon or resulting from the award or making of this Agreement. For breach or violation of this warranty, CITY shall have the right to terminate as void this Agreement, without liability, or, in its discretion, to deduct from the Agreement price or consideration, or otherwise recover, the full amount of such fee, commission, percentage, brokerage fee, gift or contingent fee.

14. Successors in Interest. This Agreement shall be binding upon the heirs, successors, executors, administrators and assigns of the respective parties hereto.

15. Copyright, Ownership and Use of Materials. All tangible materials ("Material") created or delivered pursuant to this Agreement is considered a work made for hire under the Copyright Act. To the extent such Material does not qualify as a work made for hire, CONSULTANT hereby assigns to CITY all right, title, and interest, including but not limited to all copyrights, in all Material created by CONSULTANT in its performance under this Agreement. Material constitutes the scope of work outlined in Exhibit A and attached hereto, and all written and other tangible expressions, including but not limited to, drawings, papers, documents, reports, surveys, renderings, exhibits, sketches, maps, models, prints, paintings or photographs, in any and all media or formats in which such materials have been created or are maintained. All Material furnished by CONSULTANT is, and shall remain, the property of CITY.

CONSULTANT shall execute any documents necessary to effectuate such assignment. In the event that CONSULTANT uses, employs, designates, or retains any person or entity who is not an employee of CONSULTANT, to perform any work required of it pursuant to this Agreement, CONSULTANT shall require said person or entity to execute an agreement containing the preceding paragraph.

16. Termination of Agreement. The City may terminate this Agreement without cause by giving CONSULTANT ten (10) days advance written notice from the City Manager. CONSULTANT may terminate this Agreement without cause by giving CITY thirty (30) days advance written notice. In the event of termination through no fault of CONSULTANT, CITY shall compensate CONSULTANT for services performed as of the date of termination, upon the

release to CITY of all Material hereunder, in any and all media or formats in which such materials have been created or are maintained. CITY retains the right to receive and use any Material, notwithstanding any termination or any dispute regarding the amount to be paid.

17. Attorney's Fees; Venue; Governing Law. If either party commences any legal action against the other party arising out of this Agreement or the performance thereof, the prevailing party in such action shall be entitled to recover its reasonable litigation expenses, including but not limited to, court costs, expert witness fees, discovery expenses, and attorneys' fees. Any action arising out of this Agreement shall be brought in Placer County, California, regardless of where else venue may lie. This Agreement shall be governed by and construed in accordance with the laws of the State of California.

18. Modification. This Agreement and each provision contained herein may be waived, amended, supplemented or eliminated only by mutual written agreement of the parties.

19. Severability. If any of the provisions contained in this Agreement is for any reason held invalid or unenforceable, such holding shall not affect the remaining provisions or the validity and enforceability of the Agreement as a whole.

20. Notices. Any notices to parties required by this Agreement shall be delivered personally or mailed, U.S. first class postage prepaid, addressed as follows:

CITY OF ROSEVILLE

Rhon Herndon,
Public Works Director
311 Vernon Street
Roseville, CA 95678

CONSULTANT

Quincy Engineering, Inc.
3400 3477 Douglas Boulevard, Suite 190
Roseville, CA 95661

Either party may amend its address for notice by giving notice to the other party in writing.

21. Integrated Agreement. This is an integrated agreement and contains all of the terms, considerations, understanding and promises of the parties. It shall be read as a whole.

IN WITNESS WHEREOF, the City of Roseville, a municipal corporation, has authorized the execution of this Agreement in duplicate by its City Manager and attested to by its City Clerk under the authority of Resolution No. _____, adopted by the Council of the City of Roseville on the ____ day of _____, 20____, and CONSULTANT has caused this Agreement to be executed.

CITY OF ROSEVILLE, a
municipal corporation

QUINCY ENGINEERING, INC., a
California corporation

BY: _____
ROB JENSEN
Acting City Manager

BY:  _____
its: President

and

ATTEST:

BY: _____
its: _____

BY: _____
SONIA OROZCO
City Clerk

APPROVED AS TO FORM:

BY: _____
ROBERT R. SCHMITT
City Attorney

APPROVED AS TO SUBSTANCE:

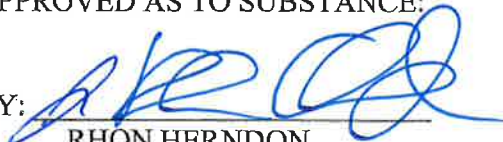
BY:  _____
RHON HERNDON
Public Works Director

EXHIBIT "A"

Scope of Work

City of Roseville – Atlantic / Eureka & I-80 Westbound On-ramp Realignment Project

This Scope of Work (SOW) is based on the information provided by the City of Roseville (CITY) in the Request for Qualifications and Request for Proposal; from our site visits; from our preliminary evaluation and assessment of the project; from our coordination with the City; and from our experience on very similar projects; and from the Scoping meeting between the CITY and QUINCY Engineering (QUINCY) on October 28, 2015, we have established the following detailed Scope of Work (SOW).

Scope Assumptions

1. Up to two Design Exceptions will be required – Side Slope Standards; and Cross Sections for Road Under Other Jurisdictions
2. Project duration through PA&ED is 14 months.
3. PS&E and Construction Support would be provided under separate contract should Caltrans not take over.
4. Title reports would be provided by City.
5. Full traffic signal design is not required; only partial signal design for modified turning movements onto ramp.
6. Stage Construction will be utilized and an offsite detour will not be required.
7. Right of way acquisition is not required, but one TCE will be prepared.
8. Public outreach is not required and there is no need for a formal outreach program.
9. Potholing will not be performed in this PA&ED phase.
10. A CE will fulfill the proposed project's NEPA requirements.
11. No cultural resources will require recording, either archaeological or architectural assumed to be a negative ASR.
12. An Initial Study/Mitigated Negative Declaration (IS/MND) will suffice for CEQA documentation.
13. CITY will file the Notice of Determination with the State Clearinghouse and City Clerk.
14. A Nationwide permit (NWP) 14 – Linear Transportation Projects will be used.
15. CITY will purchase credits at a regional mitigation bank to mitigate loss of wetlands. Consequently, no restoration plan will be required.
16. All application fees required by resource agencies are the responsibility of the CITY.
17. No separate Biological Assessment for NMFS will be required, only concurrence request letter.
18. No federally-listed special-status species present and a Section 7 Consultation is not required.
19. No significant archaeological deposits (e.g., human remains) will be identified during survey of exposed ground surface, and that no subsurface testing for formal evaluation of archaeological resources will be required.
20. No borings are required. Thus no clearing and grubbing for engineering studies or associated permitting is necessary. Existing boring data and geotechnical reports will suffice.
21. A site specific seismic fault study or fault trenching is not required.
22. Bridge aesthetic treatment is not included.
23. No retaining walls are anticipated.
24. Coordination with and project approval by FHWA is not necessary.
25. A Transportation Management Plan (TMP) checklist will suffice and a formal report is not required.
26. The actual costs may differ from task to task from that proposed in the fee, but the overall fee will not be exceeded unless additional work is requested and approved by the CITY, and fee for any such additional work will be negotiated prior to work being performed.

Scope of Work

CITY of Roseville – Atlantic / Eureka & I-80 Westbound On-ramp Realignment Project

PHASE 1 - PROJECT MANAGEMENT

This Project Management Phase will be performed by QUINCY with subconsultant involvement and consists of generally defining the project through initial project development involving agency coordination and managing the project through PA&ED. The project will be initiated in this phase with project control procedures implemented to maintain project schedule, quality, and budget.

Task 1.1 – Project Development

TASK 1.1.1 - DEFINE PROJECT

Data Collection and Review Project Documents

Perform a site review and a review of existing records, reports, as-builts and bridge inspection reports.

Meet With Agency

Coordinate a meeting with the CITY's Project Manager to more clearly define the details and specifics of the project to establish the CITY's overall goals and objectives, and to ensure these goals and objectives are met throughout the duration of the project.

Establish Project Development Team (PDT), and stakeholder list

Establish the Project Development Team (PDT) and develop a matrix with the PDT members. In addition QUINCY and AIM will compile a Stakeholders list which will include all parties involved with or affected by the project.

Field Visit

Coordinate an initial field review with the CITY's Project Manager and Caltrans Special Funded Projects Project Manager to review the proposed project and to highlight and record significant project features. QUINCY will conduct a visual on-site field investigation to identify existing conditions and establish preliminary design assumptions and parameters. QUINCY will review any as-built information on file. QUINCY will also confer with Caltrans Division of Structures as necessary to confirm project assumptions and physical project limits for consistency with the funding source, which is anticipated to be State Highway Operation and Protection Program (SHOPP) funds.

Obtain pertinent existing information from local, state, and federal agencies related to this project. The CITY will deliver any additional project information available to QUINCY at the kick-off meeting.

Prepare Final Scope of Work

Prepare the final scope of work to ensure all CITY goals and objectives for the project are met. In addition, the scope will reflect any new information gathered through the scoping meeting and field visit processes.

TASK 1.1.1 - CONDUCT KICK OFF/FIELD REVIEW MEETING

Coordinate a kick-off meeting with the CITY, Caltrans, and QUINCY team members that may be appropriate to thoroughly discuss the project background, verify scope, concepts, schedule, and management approach. Of particular focus will be alignment ideas, identify potential issues and opportunities for project enhancements, and to discuss potential solutions. This meeting will result in an understanding amongst the project stakeholders as to the project scope and schedule, and key factors that must be considered with the development of this project.

TASK 1.1.2 - COORDINATION WITH CALTRANS / OTHER AGENCIES

Coordinate Caltrans and PCTPA throughout as necessary to obtain project approval.

Task 1.2 – Project Management

Task 1.2.1 - Quality Control / Quality Assurance Plan

Scope of Work

CITY of Roseville – Atlantic / Eureka & I-80 Westbound On-ramp Realignment Project

Utilize a quality control plan/process whereby deliverables are reviewed for uniformity, compatibility and constructability as well as general conformance with Caltrans and City requirements. Senior level roadway and bridge reviews will be implemented prior to each submittal.

Task 1.2.2 - PDT Meetings

Meet with the CITY and others as necessary to manage and deliver this project. Project Development Team (PDT) Meetings are anticipated to be held approximately every other month with occasionally foregoing meetings when not advantageous. This scope assumes 5 PDT meetings.

TASK 1.2.3 - COUNCIL AND TRANSPORTATION COMMISSION MEETINGS

Attend up to two (2) Council and Transportation Commission meetings to present the project with the City. Up to two (12) total meetings are anticipated.

TASK 1.2.4 - INVOICING AND PROGRESS REPORTING

Prepare and submit Progress Reports to the CITY each month. The progress summary reports will identify work completed to date, work anticipated for the next month, and action items necessary to keep the project on track and moving forward, in bullet point format. The Progress Report will include any problems encountered requiring City assistance. This will include Problem Identification, Evaluation, and Recommendation for resolution.

Project Schedule

Maintain the schedule to forecast workload on the project including design, environmental, right-of-way and permitting activities. A revised schedule will be prepared and submitted at each PDT meeting. QUINCY will provide internal quality control on products submitted to the CITY. Quality control checkpoints will be shown on the project schedule.

Action Items Log

Create and maintain an "action items log" for the project, which will include actions encountered that require a decision, the responsible decision-maker for that issue, and the date the decision was made. This log will be updated regularly and transmitted to the City with the Progress Reports.

Deliverables Log

Create and maintain a deliverables log (included at end of this scope) as a record of all project deliverables at a glance for tracking deliverables throughout the project. This log will be updated regularly and transmitted to the City with the Progress Reports.

Deliverables – Task 1.2

- Basis of Design Document
- Invoices with Monthly Progress Summary Reports with action items and deliverable logs
- Regularly Updated Project Schedule
- Meeting Agendas and Notes

PHASE 2 - ENGINEERING STUDIES

This Engineering Study Phase involves studies and preliminary design plans preparation as necessary to support the environmental studies and project approval documentation. This Phase begins the detailed definition of the project which is based on traffic analyses (if required), field topographical surveys, environmental studies, stream hydraulic studies, and geotechnical investigations. These studies are required before any effective engineering can take place. Project alternative alignments (assuming two are necessary), and bridge types (assuming two) will be studied and defined, culminating in an Approval Document for the selection of one final ramp alignment alternative and bridge type. This phase also involves right of way needs identification and initial utility coordination. This Engineering Studies Phase will conclude with the development of approximately 30% construction documents to support the environmental approval process.

Scope of Work

CITY of Roseville – Atlantic / Eureka & I-80 Westbound On-ramp Realignment Project

Task 2.1 – Surveys/Basemap/Aerial LiDAR

QUINCY will perform the surveying, basemaping and aerial LiDAR surveying tasks. We will also provide services for creek cross section surveying as needed, supplemental design level surveys and legal descriptions as may be needed.

Task 2.1.1 - Caltrans Coordination – ABC Mapping

Since this project is a Caltrans facility and lies within Caltrans right way, Caltrans surveying and mapping process will be required. The Office of Photogrammetry reviews Consultant mapping to ensure that Department standards have been met. Review of various mapping products will occur at each of these three critical milestones:

- A) Before the flight
- B) After Aerotriangulation
- C) After map compilation

After materials have been submitted at each milestone, we will not be required to wait for Caltrans approval before proceeding with the project. So project schedule should not be compromised with this process. However, to ensure this, we'll coordinate proactively to obtain approval as we continue with project development beyond this mapping. Quincy will produce mapping to Caltrans requirements and coordinate with Caltrans for concurrence on the process and products.

Task 2.1.2 & TASK 2.1.3 – Lidar and R/W Control

All horizontal and vertical survey data for the project will be based on available published control monuments utilizing either GPS or conventional survey methods. Horizontal control will be based on the California Coordinate System of 1983, U.S. foot units. Vertical control will be referenced NAVD 88 datum based on available local benchmarks.

TASK 2.1.4 – SURVEY BASEMAPPING

Perform field surveying and mapping services to support all design efforts. Surveying limits will be determined prior to mobilization with input from the project engineer. Data will be collected 100 feet beyond the project limits to ensure adequate coverage. Basemapping will be compiled utilizing airborne LiDAR supplemented with standard field survey methods. Sufficient survey points will be included to develop a digital terrain model with 1-foot contour interval and 1"=20' mapping. Coordination with Caltrans will be regularly conducted throughout the data collection phase to ensure all mapping is completed in accordance with current mapping standards.

The basemap will incorporate the following topographic information as compiled data into survey the basemap:

- Street & Roadway improvements, including curb, gutter, lip, centerline, lane line striping, and catch points of proposed cuts and fills
- Visible utility features within the mapping limits to include power poles, manholes, valve covers, drainage inlets, drain spillways, wells, pumps, pipe inverts, etc.
- Trees, roadways, sidewalks, driveways, buildings, and other structures and improvements
- Existing drainage features and patterns including 6 creek cross sections (2 upstream and 4 downstream) for hydraulic analysis if needed

Scope of Work

CITY of Roseville – Atlantic / Eureka & I-80 Westbound On-ramp Realignment Project

TASK 2.1.5 – RETRACEMENTS SURVEYS AND TEMPORARY CONSTRUCTION EASEMENTS

Utilize research including record mapping and Caltrans Right of Way Mapping to show right of way boundary lines and adjoining owners on the survey base map. Field observations and measurements will be taken and boundary evidence will be observed. Based upon all evidence a boundary determination will be made. The boundary and retracement surveys will be integrated into the survey basemapping to correctly illustrate boundary lines which will be a constraint on the ramp realignment.

Deliverables – Task 2.1

- Survey Base Mapping
- Aerial Based LIDAR DTM
- Retracement Surveys/Right of Way Base Map
- 'A' Submittal to Caltrans
 - Aerial Camera Calibration Report
 - Flight Plan
 - Control Layout Diagram
- 'B' Submittal to Caltrans
 - District Approval of Control Survey
 - Aerotriangulation data
- 'C' Submittal to Caltrans
 - Film
 - Digital Map Files
 - Photo Reproduction Print

Task 2.2 – Traffic Operational Analysis

Should it be determined that traffic operational analysis is necessary, Fehr and Peers will participate in project development team meetings, conduct field observations to document current (2015) conditions, and review previous studies (for example, I-80/SR-65 Interchange, Amoruso Specific Plan Traffic Study, etc.) to determine most recent traffic counts and forecasts.

This task would involve analyses of intersection and freeway operations under existing, construction year, and design year conditions (for future years, analyze the No Build and Build Alternatives). Additionally, ramp meter storage requirements would be determined based on design year forecasts.

A transportation analysis report would then be prepared that documents the traffic analysis.

Deliverables – Task 2.2

- Draft Transportation Analysis Report
- Final Transportation Analysis Report

Task 2.3 – Hydraulic Analyses

Civil Engineering Solutions will perform the hydraulic analyses services. The project is not expected to have any significant impacts to the Floodplain Hydraulics or Hydrology of Miners Ravine/Dry Creek. However, the project will need to produce several documents and analysis to demonstrate these results to CALTRANS satisfaction. The tasks include:

Scope of Work

CITY of Roseville – Atlantic / Eureka & I-80 Westbound On-ramp Realignment Project

Task 2.3.1 - Research and Review Available Data

Research available hydrology and hydraulic analysis for the project site, and assemble available information

TASK 2.3.2 - STORM WATER DATA REPORT

Provide supplemental budget for updating the Storm Water Data report to comply with Caltrans requirements for a Project Report level document.

TASK 2.3.3 - BRIDGE LOCATION AND DESIGN HYDRAULIC STUDY

Provide supplemental budget for estimating the difference in velocity at downstream cross sections to determine potential increase in erosive forces at downstream properties. Scour analysis for potential effects at the bridge abutment and piers will be performed. Assumptions are the velocity from HEC-RAS adequately addresses potential erosive effects. Adaptation of existing models to CALTRANS methodologies is expected.

TASK 2.3.4 - RIVERINE HYDRAULIC MODELING OF SELECTED BRIDGE ALTERNATIVE

Riverine modeling will be modified for the proposed project components. The model will meet the criteria outlined in 44 CFR Part 65.6(a)(2).

TASK 2.3.5 - NO RISE CERTIFICATION

The project proposes construction within the FEMA designated Floodway. A certification will be provided to the City of Roseville demonstrating no rise per their requirements.

Deliverables – Task 2.3

- Storm Water Data Report (PA&ED Submittal)
- Hydraulic Study Letter Report with Analyses Documentation

Task 2.4 – Right of Way Data Sheet

QUINCY will prepare preliminary layout plans for each viable alternative showing anticipated limits of right-of-way impacts. While acquisition is not anticipated, TCE could be needed. We will develop Right-of-Way Data Sheets to estimate private property impacts costs and the anticipated right-of-way elements schedule for inclusion in the Project Report.

Deliverables – Task 2.4

- Draft Right of Way Data Sheet
- Final Right of Way Data Sheet

Task 2.5 – Utility Coordination

Chapter 14 "Utility Relocations" of the Caltrans LAPM requires the CITY to comply with similar procedures as the Caltrans Right of Way Manual for projects off of the State Highway System that are financed with federal funds. This includes the preparation of a Report of Investigation (ROI) document that identifies the CITY's liability for relocations costs. Once the owner concurs with the liability listed in the ROI, the CITY will then issue a Notice to Owner (NTO) that clearly defines the impacted facility, owner's conflict resolution plan, estimated completion date, and liability. If the CITY is liable for any portion of the relocations, a Utility Agreement (UA) will also need to be prepared and sent to the owner along with the NTO. Essentially, the former three step process for 'A', 'B', and 'C' Letters has been replaced with:

1. Verification Letter to Owner
2. Letter to Owner Requesting Positive Location
3. Notice to Owner Transmittal Letter

For any project where the CITY is liable for a portion of the relocations, the ROI, NTO, and UA will need to be sent to the Caltrans District Utility Coordinator for review and approval, prior to sending the documents to the owner. Based on recent changes to the state law (AB 2987, Digital Infrastructure and Video Competition Act) regarding franchise

Scope of Work

CITY of Roseville – Atlantic / Eureka & I-80 Westbound On-ramp Realignment Project

agreements with communication providers, the CITY's existing Franchise Agreements may have been superseded. Therefore, QUINCY Engineering will prepare the necessary utility documents for Caltrans review and approval.

QUINCY will coordinate with the utility agencies, schedule meetings, and request information through Utility 'A' Letters regarding the locations of existing and proposed utilities. We will spot verify and incorporate utility as-built information into project base mapping.

This PA&ED Phase only requires the first step in this process by issuing the Verification Letter to Owners to verify utilities within the area and the approximate location of utilities. QUINCY will prepare the letters for the CITY to place on CITY letter head and mail to the various agencies.

Deliverables – Task 2.5

- Utility Verification Letter to Owner ('A' Plans and Letters)
- Utility Certification

Task 2.6 – Geotechnical Investigations

WRECO will be responsible for the Initial Site Assessment, Preliminary Materials Report, Preliminary Geotechnical Report, and Preliminary Foundations Report. WRECO will attend the Project Kickoff meeting and attend two (2) coordination meetings and will also participate in four (4) conference calls with the City and Project Team staff.

TASK 2.6.1 - DATA REVIEW

Review available data, including previous studies provided by the City of Roseville (City) and the Project Team.

TASK 2.6.2 - FIELD RECONNAISSANCE

Conduct a field reconnaissance to assess the existing conditions in the vicinity of the Project site.

TASK 2.6.3 - PRELIMINARY FOUNDATION REPORT

Prepare the Preliminary Bridge Foundation Report in general accordance with the 2009 Caltrans Foundation Report Preparation for Bridges to provide design and construction recommendations for the bridge replacement. The report will include the following:

- A project summary and description of the proposed improvements.
- An overview of the literature search regarding the published geology, seismicity, and foundation information in the near vicinity of the site.
- An overview of the field investigation performed as part of this study.
- A summary of the laboratory testing performed as part of this study.
- A discussion of the regional and site geology as it pertains to the proposed improvements.
- A discussion of the predicted scour and the impacts on the proposed foundations.
- A preliminary discussion of the regional seismology and assumed preliminary seismic design parameters for the proposed Project site in accordance with the Caltrans 2009 ARS Online Design Tool and the Caltrans Seismic Design Criteria, Version 1.6, November 2010.
- A summary and discussion of available as-built information as it pertains to the proposed foundation selection.
- A discussion of the preliminary foundation recommendations for the proposed bridge taking into account the preliminary loading demands, site soil and rock conditions, environmental constraints, scour, and cost.
- A discussion of any additional field work and laboratory testing which would be required to complete final design.

Prepare the Preliminary Bridge Foundation Report for submittal to Quincy and the City for review and use for type selection.

TASK 2.6.4 - PRELIMINARY GEOTECHNICAL DESIGN REPORT

Scope of Work

CITY of Roseville – Atlantic / Eureka & I-80 Westbound On-ramp Realignment Project

Prepare a Preliminary Geotechnical Design Report in accordance with the 2006 Caltrans Geotechnical Design Report Guidelines to provide preliminary site grading, Standard Plan foundation recommendations, and general cut and fill recommendations for use in cost estimations to be included in the Project Report.

- Overall project description.
- Scope of work performed for this study.
- A discussion of the regional and local geology from using the readily available published geology and As-built soils information for the project.
- A discussion of the existing interchange and roadway cuts and fills with regard to existing slope and cut stability from a visual observation perspective.
- A discussion of any steepening or widening of existing cut or fill slopes with regard to stability and erosion.
- A discussion of the types of foundations which are applicable for the site soils based upon As-built soils data for any Standard Plan structures.
- A discussion of trench excavation support and the suitability of site soils to be used as trench backfill based upon As-built soils data.

TASK 2.6.5 - PRELIMINARY MATERIALS REPORT

Prepare a Preliminary Materials Report in accordance with the Caltrans Test Method 130 Materials Report Guidelines to provide preliminary structural pavement sections, corrosive potential recommendations, and pipe materials recommendations for use in cost estimations to be included in the Project Report.

- Overall project description.
- Scope of work performed for this study.
- A preliminary discussion of the regional and local geology from using the readily available published geology and As-built soils information for the project.
- A preliminary discussion of the existing structural pavement sections and preliminary new pavement sections for the ramp pavements
- A preliminary discussion of the corrosive potential testing and minimum pipe thicknesses and PCC types.
- A preliminary discussion of the material sources which may provide construction materials for the project.
- A preliminary discussion of trench excavation support and the suitability of site soils to be used as trench backfill based upon As-built soils data.

TASK 2.6.5 - INITIAL SITE ASSESSMENT (ISA)

Prepare an ISA in accordance with the latest Caltrans and ASTM requirements. As part of this study, a site visit will occur to visually observe any potential areas of hazardous waste which are readily visible. Discuss the potential for hazardous waste, such as Aerially Deposited Lead (ADL), creosote and metals in the wooden girders and guard railing, lead-based paint in the yellow roadway striping, and asbestos in the concrete aggregate and bearing pads. Obtain an environmental data search report for the Project site to determine if there are any documented hazardous waste generators or sites within or near the Project site.

Scope of Work

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TASK 2.6.6 - LIMITED PHASE 2 ENVIRONMENTAL SITE ASSESSMENT (ESA) AND AERIALY DEPOSITED LEAD (ADL) STUDY

Prepare an Limited Phase 2 ESA in accordance with the latest Caltrans and ASTM requirements to better characterize and determine if hazardous constituents regarding lead (in paint and thermosripe), and aerially deposited lead in the soils. As part of this study, a site visit will be performed to take samples of the lead paint and yellow thermosripping for laboratory testing to determine if lead is present and in what concentrations if it is found to be present. Samples will be taken every 250 to 300 feet on center in the earth shoulder areas along the ramp alignment using hand auger equipment obtaining samples at 6", 12" and 24" depths in accordance with the requirements for performing ADL Studies. All of the samples obtained will be quick method tested for lead and ten percent (10%) will have extraction testing using the acid extraction method. Based upon the results of the testing, the soils will be classified per the Caltrans ADL soil types for determination of reuse and/or offsite disposal.

Deliverables – Task 2.6

- Draft Preliminary Foundation Report
- Final Preliminary Foundation Report
- Draft Preliminary Geotechnical Design Report
- Final Preliminary Geotechnical Design Report
- Draft Preliminary Materials Design Report
- Final Preliminary Materials Design Report
- Draft Initial Site Assessment Report
- Final Initial Site Assessment Report
- Draft ADL Report and Phase 2 ESA Report
- Final ADL Report and Phase 2 ESA Report

Task 2.7 – Bridge Advanced Planning Studies

QUINCY will perform the preliminary bridge design task as noted below.

TASK 2.7.1 - ANALYSIS OF EXISTING STRUCTURE

Analyze the existing structure. This will include checking the structural capacity of the existing structure with placement of an additional concrete overlay to modify the roadway profile.

TASK 2.7.2 - BRIDGE GENERAL PLANS

Prepare up to two Bridge General Plans, one for a replacement alternative and another for a widening alternative.

TASK 2.7.3 - TYPE SELECTION REPORT

Prepare a Type Selection Report, which will contain a General Plan and General Plan Estimate for each alternative along with our alternative recommendation. The report will also summarize geotechnical, hydraulics, aesthetics, traffic, right-of-way impacts, environmental constraints, construction access and costs.

TASK 2.7.4 - TYPE SELECTION MEETING

Present the structure at a Caltrans Type Selection Meeting. Upon completion of the meeting, Quincy will prepare meeting minutes and modify the Bridge General Plan for the selected alternative.

Deliverables – Task 2.7

- Bridge General Plans
- Type Selection Report

Scope of Work

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Task 2.8 – Geometric Approval Drawings

QUINCY will perform the preliminary roadway design task as noted below. This project will be coordinated with current and future projects to determine if one project could influence another.

TASK 2.8.1 - GADs FOR RAMP ALTERNATIVES

The City's and Caltrans' goal is to create queueing storage on the on-ramp to relieve the congestion on Atlantic St. and Eureka Rd. and thereby restore a LOS to more acceptable conditions – preferably pre-ramp meter conditions or better. Two alternatives to analyze have been proposed for accommodating ramp widening and are described as follows.

Alignment Alternative 1 – Uniform Ramp Widening

This alternative will consider widening the existing ramp on its current alignment and is constrained by the existing gore location on the mainline. Exhibit 1 illustrates this approach. This approach limits the amount of ramp vehicular storage to approximately two 460-foot long queue lengths – 920 feet total storage length. This length is limited from the required location of the “inlet nose” of the ramp, which is the “6-foot point” between mainline right ETW and ramp left ETW where the ramp lane enters the mainline of I-80. From this point the stop bar for the ramp meter is located based on the taper of the lane merge. This taper is most desired to be 50:1 but a 30:1 is permitted and is necessary to obtain the largest storage length for this approach. This alternative results in a uniform widening of the bridge over Miners Ravine.

With this approach, the stop bar for the ramp meter is relocated back up the ramp by nearly 100 feet from its current location.

Alignment Alternative 2 – Ramp Realignment

This alternative considers relocating the gore down the mainline but is limited by one constraint – right of way. Exhibit 2 illustrates this approach. This relocated gore results in a ramp realignment due to a relocated ramp horizontal curve that is then nonconcentric with the existing curve. When realigning the ramp to maximize the queue storage length and avoiding right of way acquisition, the resulting queue storage length is 790 feet in each of two lanes – 1,580 feet of total storage length, which is 71% more storage than Alternative 1.

With this approach, the stop bar for the ramp meter is relocated down the ramp approximately 330 feet where it is located on the bridge. From the relocated “inlet nose” in the gore, the stop bar for the ramp meter is located based on the taper of the lane merge. This taper is also assumed to be 30:1 to obtain the greatest amount of storage length. This alternative requires a variable width widening of the bridge over Miners Ravine, which will be a little more costly than the uniform widening in Alternative 1 to design and construct. The additional cost results in measurable queue storage.

Upon developing a base map with rectified right of way, the alignment may be located closer to this right of way constraint point by extending the entrance nose even further down the mainline of I-80, resulting in greater storage on the ramp. Preliminary measurements suggest that nearly 250 total feet of additional ramp storage is possible for a total of 1,830 feet of total storage length, or 99% more storage than Alternative 1.

Traffic Handling / Stage Construction

Traffic handling and stage construction will be established alternative and is anticipated to be the same for each alternative.

TASK 2.8.2 - GADs FOR ATLANTIC STREET & INTERSECTIONS

Atlantic Street/Westbound On-ramp intersection improvements are necessary with either alternative. However, there are intersection improvement options to consider with either alternative. These options are described below and are illustrated in Exhibits 3 and 4. Adding an HOV bypass lane on the ramp while maintaining the location of the ramp entrance lanes would result in widening on both sides of the ramp, including the bridge. This is an inefficient and more expensive approach to improving this ramp, and thus is an alternative that will not be considered. With room available on the west side of the ramp to provide all improvements, widening will occur only toward the west to simplify the design and construction. Given this approach, the intersection improvement options include:

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Intersection Option 1 – Maintaining Dual Left-Turns

Dual left-turn lanes will be considered to be maintained from westbound Eureka Rd. onto the ramp. This will result in relocation of the signal pole in the southwest corner. The larger signal poles with mast arms located elsewhere could likely be maintained. See Exhibit 3 for this option.

Intersection Option 2 – Triple Left-Turns

Triple left-turns will be considered from westbound Eureka Rd. onto the ramp. This will accommodate an HOV bypass entrance lane off of Eureka Rd. This approach will also result in relocation of the signal pole in the southwest corner and the larger signal poles with mast arms located elsewhere could also likely be maintained. Creating a third left-turn lane can be accomplished from reducing the following features:

- Five 12-ft thru lanes to 11 feet (5 ft. created)
- Two 12-ft left-turn lanes to 11 feet (2 ft. created)
- One 12-ft ramp aux lane to 11 feet (1 ft. created)
- One 4-ft "striped" median to 2 feet (2 ft. created)
- Two 6-ft shoulders to 5 feet (2 feet created)

This results in 12-feet of created space for a 12-foot, third left-turn lane. This 12-foot left-turn lane would serve as the outside (#3) turn-lane for trucks. See Exhibit 4 for this option.

Intersection Option 1A or 2A – Free Eastbound Right-Turn Lane

A free eastbound right-turn lane will be considered from Atlantic St. is an added feature to create additional storage for this movement. It has been reported that this queue does extend back into the eastbound through movement on Atlantic St. Currently, the queue storage for this movement is confined to the turn pocket on Atlantic St. Creating a separate right-turn lane with equal queue length on the ramp will double the storage for this movement. See Exhibit 3 and 4 for this feature to Options 1 and 2.

TASK 2.8.3 - COST ESTIMATES FOR ALTERNATIVES

QUINCY and Fehr and Peers will provide the preliminary construction cost estimate. Unit prices will be applied to each contract item resulting in the Engineer's Construction Cost Estimate. Prices used will be based on the latest available data from the CITY and Caltrans, reflecting the location of the project and the quantity of each item. Twenty (20) percent of the total estimate will be added for contingencies.

Deliverables – Task 2.8

- GADs for two (2) ramp alternatives
- GADs for two intersection options
- Cost estimates for each alternative and intersection options

PHASE 3 – DRAFT PROJECT REPORT

Quincy will produce the Draft Project Report and will coordinate with the subconsultant team for necessary support, data and documentation.

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Task 3.1 – Preliminary Transportation Management Plan (TMP)

A preliminary TMP will be required by Caltrans. In order to prevent unreasonable traffic delays resulting from construction, this TMP will be developed in order to maintain acceptable levels of service and safety during construction. A list of likely TMP elements to consider is as follows:

Contingency plans	Expected vehicle delay (from data sheet)
Lane closure policies and procedures	Public/media exposure
TMC coordination	Political or environmental sensitivity
Multi-jurisdictional communication and buy-in	Business impacts and affected activity centers
CHP and local law enforcement involvement	% trucks
Emergency closures	Potential increase in accidents
Duration of construction (months)	Permit issues
Length of project (miles)	Conflicting construction projects
Number of major construction phases	% reduction in vehicle capacity
Urbanization (urban, suburban, or rural)	Viability of alternative routes
Traffic volumes	Impact on safety & mobility of bicycles & pedestrians

The extent of a TMP is determined by the District Traffic Manager during the preliminary studies. Typically, TMP reports are necessary for large project. A TMP checklist with a brief discussion of the TMP requirements and elements provided in the Project Report is typically suffice for smaller projects. This scope assumes a TMP checklist with a discussion in the Project Report will suffice.

Deliverables – Task 3.1

- TMP Checklist

Task 3.2 – Fact Sheet for Exceptions to Design Standards

Design Exceptions may be necessary for this project when limiting impacts from width of footprint with side slopes on fill prism and lane widths. The design exceptions that are anticipated include:

- Advisory Standard – 304.1 Side Slope Standards which requires 4:1 slopes on fill prisms.
- Mandatory Standard – 308 Cross Sections for Road Under Other Jurisdictions which requires the outside lane of local roadways connecting to interchange to be 12 feet wide.

Deliverables – Task 3.2

- Design Exception Fact Sheets

Task 3.3 – Draft Project Report

Upon the CITY's and Caltrans' review and comment of the Alternative alignments, QUINCY will update the alignments and assemble the results of the alternatives analyses into a Draft Project Report which will summarize the studies made during this phase and will include a ramp and bridge type alternative recommendation with the basis for the recommendation. This draft project report will be the basis by which the CITY and Caltrans will selection an alternative. It is anticipated that this report will be submitted initially in a draft form to the CITY for comment and then to Caltrans for comment. While in draft form, the QUINCY Team will present the project to City and Caltrans staff.

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In summary, the report will likely include the following:

Project Description	Preliminary construction staging & detour requirements
Purpose and Need Statement	Bridge APS drawings and costs
Design Criteria	Bridge Type Selection Memorandum
APE Map	Summary of environmental studies
Design Hydraulic Study	Identification of long lead items
Preliminary Geotechnical Report	Construction cost estimates
Preliminary alignment drawings	Alignment and bridge type selection recommendation
Preliminary right-of-way information	Schedule to complete final design & construction
Utility relocation/protection information	Geometric Approval Drawings (30% +/-)

Deliverables – Task 3.3

- Draft Project Report

PHASE 4 - ENVIRONMENTAL STUDIES & DRAFT ENVIRONMENTAL DOC

Quincy's Environmental Coordinator will manage the environmental process, including development of the CEQA and NEPA documents as well as be responsible for the preparation of some of the technical studies. Quincy is supported by Area West and Quad Knopf for the development of other technical studies. The scope described on the following pages includes preliminary literature searches and field surveys; submittal of technical reports to Caltrans; preparation of the CEQA document (assumed as an Initial Study/Mitigated Negative Declaration) for the City (CEQA Lead Agency), public meetings and notices; and permit acquisition support to the City. Consistent with our recent experience on similar federal-aid transportation projects, Quincy assumes that preparation of the NEPA Categorical Exclusion will be completed by Caltrans District 3 Local Assistance staff (consistent with FHWA NEPA delegation requirements), with preparation of the supporting NEPA technical studies by Quincy team members.

Task 4.1 – Project Description/PES/APE/Meetings

Working with the City and Caltrans, Quincy will initiate the environmental phase by accomplishing the following activities:

- Kick-off meeting
- Review background reports
- Define purpose and need
- Develop project description/Area of Potential Effect (APE) map
- Prepare Preliminary Environmental Study (PES) Form
- Field visit with Caltrans staff

Quincy will prepare and submit a draft PES form and APE (Footprint Map) map to the City and Caltrans. The project description will identify the project purpose and need, project objectives, major project elements, project location, and timing. Quincy will also assist the City in scheduling a Field Review (site visit) with Caltrans staff to confirm the assumptions outlined in the draft PES form and finalize the scope of NEPA technical studies required for the project.

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Upon completion of the site visit, Quincy will revise the draft PES and APE as appropriate and resubmit the final form/map to the City and Caltrans staff. If necessary, Quincy will discuss any required changes (additional technical studies requested by Caltrans) to this preliminary scope of work and prepare a final scope of work/cost estimate for City approval prior to commencing the remaining tasks identified under this work program.

Our scope assumes participation in three (3) project team meetings and one (1) public workshop. As part of this task, Quincy will also ensure environmental team coordination and prepare progress reports. QA/QC procedures will be implemented throughout the life of the project as part of this task.

Deliverables – Task 4.1

- Draft and final project description (and supporting graphics)
- Draft and final PES Form and APE Map

Task 4.2 – Technical Studies

Technical studies will be prepared to ensure consistency with Caltrans' Standard Environmental Reference and Environmental Handbooks. After revising the studies based on City and Caltrans comments, the reports will be included as appendices to the environmental document. Electronic copies of all final reports will be provided to the City in an acceptable format (e.g. MS Word and/or Adobe Acrobat).

TASK 4.2.1 - NATURAL ENVIRONMENT STUDY

Based on the site conditions, AWE will prepare a Natural Environment Study (NES) for the project. In preparing the NES, AWE will obtain pertinent existing information from the City, Caltrans, and other state and federal agencies. This will include a review of records from the CDFW California Natural Diversity Database (CNDDB), USFWS, and NMFS species lists for the Project region, California Native Plant Society's (CNPS) Inventory of Rare and Endangered Plants, and previously completed environmental documents prepared for projects in close proximity.

AWE will conduct reconnaissance-level field surveys within the Biological Study Area (BSA) and obtain sufficient data to support preparation of an NES. The purpose of the field surveys is to:

- Characterize biological communities,
- Identify and map potential waters of the U.S.,
- Identify and map any suitable habitat for special-status plant and wildlife species that have the potential to occur in the project region, and
- Identify and map noxious weed infestations.

Prior to conducting the field survey, AWE will work with Quincy and Caltrans to develop boundaries for the BSA based on anticipated species, habitats present, and input from the City and local resource agencies. The BSA is anticipated to encompass the boundaries of the project, plus an approximately 100-foot buffer for special-status plants and wildlife species that may be directly or indirectly affected by the project during and after construction. For some species, such as nesting birds, a larger buffer may be required. Foot surveys within the BSA will only be conducted within properties where access has been granted. For all other properties within the BSA, reconnaissance surveys would be conducted from public roads and right of way, and we will use aerial photo interpretation and extrapolate habitat coverage from available sites.

The NES will follow the NES template provided on Caltrans SER website, dated June 30, 2014, or as amended prior to commencing the NES. The NES will reach a conclusion about the effect on species using USFWS consultation language (i.e., no effect, not likely to adversely affect, etc.) and will reach a clear conclusion about the presence of habitat for any federally listed species.

AWE will coordinate with state and federal resource agencies. A copy of all correspondence with other agencies will be provided to the City and a summary of all correspondence will be documented in the NES.

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Wildlife and Fisheries Habitat Assessment

In support of the NES, AWE biologists will conduct a general habitat assessment to determine the potential presence or use of the BSA by special-status and other wildlife species, including fish. The wildlife surveys will determine if the BSA contains habitat to support special-status species. This scope of work includes habitat assessments and one-time survey for wildlife species. The scope does not include protocol-level presence/absence surveys for wildlife species. Those surveys often require multiple surveys over longer periods of time, and sometimes, multiple year surveys. For purposes of impact assessment, permit applications, and Endangered Species Act consultation with resource agencies, we have assumed that a habitat assessment will be adequate. If the habitat assessment determines that special-status species habitat is present, we assume that the City will implement species avoidance and minimization measures, and assume presence rather than conduct protocol-level surveys.

In support of the NES, AWE biologist will complete a fisheries suitability assessment of Miner's Ravine in the project area. The assessment will include a description of creek substrate, flow, and channel features (e.g., pools, riffles, glides). AWE will incorporate information from previous studies, including the California Department of Water Resource's Miners Ravine Habitat Assessment.

The NES will also address migratory birds and roosting bats. AWE biologists will conduct a nest search and visual survey for nesting birds and raptors within a 0.25-radius from the project boundaries. Additionally, biologists will conduct a visual survey of the existing Miner's Ravine Bridge and any trees proposed for removal to determine if they provide suitable bat roosting habitat and to look for evidence of bat use, including the presence of guano or urine staining. If the reconnaissance-level bat survey identifies a potential bat roost, AWE will coordinate with CDFW and Caltrans to determine what additional bat surveys would be needed to document the number and species of bats using the bridge or adjacent trees. Those surveys would be completed under separate scope and cost.

Botanical Surveys

An AWE botanist will identify potential habitat for special-status plant species during the habitat survey. If identified, our botanist will conduct botanical surveys per CNPS, CDFW, and USFWS protocols. Generally two botanical surveys are sufficient to cover the identification periods of most special-status plants with potential to occur in the Project vicinity; however, botanical survey timing and frequency will be confirmed after completion of the habitat survey. Additionally, the botanist will identify any noxious weed infestations in the project area. AWE will document all plant species observed within the BSA in the NES and will report any special-status species to CNPS and CDFW.

TASK 4.2.2 - WETLAND DELINEATION REPORT

Concurrent with biological surveys described for preparation of the NES, AWE will conduct a delineation of waters of the U.S. (wetland delineation) to map wetlands and waterbodies in the BSA. AWE will survey the limits of any waters located within the BSA, including wetlands, and will display these features on a map. Each wetland will be classified by habitat type and data will be collected using Corps data sheets. AWE will prepare a preliminary jurisdictional determination report for transmittal to the Corps. AWE will prepare the wetlands delineation map per Corps standards. Results of the delineation will be included in the NES.

TASK 4.2.3 - BIOLOGICAL ASSESSMENT REPORT (BA)

If results of the NES conclude that the project could have an adverse effect on federally listed threatened or endangered species or critical habitat adopted for a listed species, AWE will prepare a BA for the project. AWE will incorporate results of the wildlife habitat assessment and botanical surveys into the BA and make conclusions about the presence or absence of potential habitat for federally listed species within the BSA. AWE will evaluate all federally listed species with the potential to be directly or indirectly affected by the proposed project. The BA will include avoidance, minimization, and compensation measures (if necessary) to mitigate for potential direct and indirect effects on federally listed species.

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TASK 4.2.4 - CULTURAL RESOURCE STUDIES: HISTORIC PROPERTY SURVEY REPORT (HPSR) AND ARCHAEOLOGICAL SURVEY REPORT (ASR)

AWE will conduct archaeological resource studies to comply with Section 106 of the NHPA and CEQA. AWE will conduct background research and a field inventory of the APE for the project. Work will begin by establishing the archaeological and architectural APE. Quincy will coordinate with the City and Caltrans to prepare the APE map, and AWE will provide input. Archival research will include an archival records search at the North Central Information Center, Sacramento State University and Native American coordination including providing assistance to the City in meeting their requirements under AB 52, CEQA's newly enacted Native American consultation requirements implemented in July 2015. AWE will complete a pedestrian survey of the project area to identify any cultural resources within the APE. Results of this work will be provided in an archaeological survey report (ASR) and historic property survey report (HPSR) following Caltrans SER guidance. This scope assumes that a historic resource evaluation report (HRER) would not be required for the project. The existing bridge over Miners Ravine is not eligible for listing and no other structures would be affected by the project. If Caltrans determines that a detailed assessment of nearby buildings or other structures is warranted, AWE can complete an HRER under separate scope and cost. While subsurface archaeological investigation is not anticipated, the project's location within a potentially sensitive archaeological area (Miner's Ravine Creek) may require some level of subsurface testing depending on the final placement of individual project features (including bridge piers, etc.). Should some level of subsurface investigation be required, Quincy can modify the project scope as necessary.

TASK 4.2.5 - WATER QUALITY ASSESSMENT REPORT (WQAR)

Quincy will evaluate the potential impacts to water quality as part of a Water Quality Assessment Report (WQAR). The scope of the study will follow the *Water Quality Assessment Report Content and Recommended Format (June 2012)* and the *Revised Scoping Questionnaire for Water Quality Issues (February 2010)*. It is anticipated that the entire scope of the WQAR template will not be necessary for this project and only relevant sections will be included in the report. Construction-related and long-term water quality impacts will be qualitatively evaluated for the proposed project. Both direct and cumulative impacts in the proposed area will also be described. The report will also address regulatory compliance, including conformance with the Caltrans Statewide National Pollutant Discharge Elimination System (NPDES) Storm Water Permit (Order No. 99-06-DWQ, NPDES No. CAS000003), and identify applicable regulatory water quality objectives and best management practices for the proposed project. If significant impacts are identified, mitigation measures will be recommended within the WQAR.

TASK 4.2.6 - CONSTRUCTION NOISE TECHNICAL MEMORANDUM OR NOISE STUDY REPORT

Based on our initial review of the project study area, a very limited number of sensitive receptors/land uses (i.e., residential, schools, etc.) have been identified within the immediate vicinity of the project site. Should the final APE encroach on residential areas to the west of the project site, Caltrans may require the preparation of a construction noise technical memorandum. Quincy will prepare and submit the required technical memorandum or a noise study (addressing both construction and vehicle traffic noise) depending on the final APE developed for the proposed project. Should pile driving activities be required within Miner's Ravine as a result of the bridge widening component of the project, a NOAA-Fisheries pile driving hydroacoustic analysis using the Caltrans hydroacoustic compendium may also be required as part of the construction noise memo. However, the project team will work with the City to minimize these impacts during the design phase of the project by recommending a variety of de-watering techniques or work windows to minimize fish presence or impacts in the vicinity of the project site. Area West will be available to meet with representatives of NOAA-Fisheries and California Department of Fish and Wildlife (CDFW) to respond to questions and/or conduct a site visit, if necessary.

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TASK 4.2.7 - SECTION 4(F) REPORT

Because construction of the onramp improvements may temporarily affect the Miners Ravine Bike Trail, compliance with Section 4(f) of the U.S. Department of Transportation (DOT) Act of 1966 is required. The Act stipulates that the Federal Highway Administration and other DOT agencies cannot approve the use of land from publicly owned parks, recreational area, wildlife and waterfowl refuges, or public and private historical sites unless the following conditions apply:

- There is no feasible and prudent alternative to the use of land.
- The action includes all possible planning to minimize harm to the property resulting from use.

Revisions to Section 4(f) in 2005 simplified the process and approval of projects that have only de minimis impacts on Section 4(f) lands. Based on review of the project, a de minimis finding under Section 4(f) will likely apply. To confirm this finding, AWE will prepare a technical memorandum to document the de minimis impact finding consistent with Caltrans SER guidance. The document will include:

- Applicability of Section 4(f) to the recreation property proposed to be used by the project,
- A description of the use of the 4(f) property,
- An explanation of why the use is de minimis,
- Records of public involvement,
- Any avoidance, minimization, and /or mitigation measures , and
- Results of coordination with the officials with jurisdiction, including written concurrence.

AWE will coordinate with the City's Parks and Recreation Department, the agency with jurisdiction over the park, to confirm in writing that the transportation use of the property results in a de minimis impact on that property. The Caltrans District 3 Senior Environmental Planner will review and approve the de minimis finding. This scope of work assumes a de minimis finding would be sufficient for 4(f) compliance and that City staff will complete public noticing and opportunity for review and comment on the Section 4(f) determination, as instructed by Caltrans Local Assistance. Also, we assume no other Section 4(f) properties, including historic resources, would be affected by the project.

TASK 4.2.8 - ARBORIST REPORT

Acorn Arboricultural Services will work with the project team to determine the final APE for the proposed project and will inventory all proposed tree removals requiring for documentation.

TASK 4.2.9 - AIR QUALITY TECHNICAL REPORT

Although not currently anticipated, a Caltrans Air Quality/Greenhouse Gas Study will be performed and a report prepared should the results of the traffic study indicate reduced levels of service at intersection or roadway segments affected by the project improvements. Preparation of this study is contingent on the results of the traffic study and the final APE developed for the proposed project.

TASK 4.2.10 - VISUAL IMPACT ASSESSMENT

In the event that the proposed project design is significantly different than the existing structure, Caltrans may require preparation of a minor level visual impact assessment report (minor level or memorandum). If required, a visual impact assessment preparation of this study will be performed and a report prepared. Preparation of this study is contingent on the final project design and APE.

Deliverables – Task 4.2

- Draft and final reports for City review (and supporting graphics): paper copies and one (1) PDF/Word version file.
- Draft and final reports for agency review: paper copies.

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Task 4.3 – Prepare IS/MND for CEQA

Quincy will prepare the Initial Study/Mitigated Negative Declaration (IS/MND) (including all necessary versions – administrative draft, draft, and final IS/MND) to comply with CEQA for the project. It is the goal of the IS/MND to support adoption of a MND by the City. The draft IS/MND will include:

Project Description

This section will include a description of the project, its location, the purpose and need statement, the project alternatives, any responsible agencies who may rely upon the IS/MND, and a list of permits and other approvals required to implement the project.

Affected Environment, Environmental Consequences, and Avoidance, Minimization, and/or Mitigation Measures.

Using information from the technical studies, this section will identify the affected environment, including the regulatory setting and the baseline environmental conditions. The consequences of the proposed project will be analyzed for both the construction and operational phases. Cumulative impacts, i.e. the effects of the project in combination with other likely projects, will be assessed. Feasible mitigation measures will be identified, and the significance of the impact after incorporating mitigation measures will be discussed.

Comments and Coordination.

This section will describe the scoping process and any contacts or coordination with responsible and trustee agencies made during the preparation of the technical reports. Public comments and tribal consultation will be included here.

List of Preparers.

The List of Preparers includes all individuals, including consultants, that prepared or helped to prepare the environmental document and supporting technical studies.

As indicated above in **Task EC-2**, several technical studies will be prepared to support the NEPA and CEQA compliance process. **Table 1** identifies how the results of these technical studies will contribute directly to the preparation of the IS/MND.

TABLE 1
RELATIONSHIP BETWEEN IS/MND ISSUES AND TECHNICAL STUDIES

IS/MND Issues	NEPA Technical Studies
Hydrology and Water Quality	Floodplain/Hydraulics Study and Water Quality Assessment Report
Biological Resources	Natural Environment Study
Hazardous Materials	Initial Site Assessment
Cultural Resources	Historic Property Survey Report and Archaeological Survey Report

To ensure that the final product is acceptable to the City, an outline of the document will be submitted to the project team for review before document preparation begins. Quincy will make the needed corrections and then prepare and submit public notices in the local newspaper and other applicable or typical publications for the 30-day public comment period.

Deliverables – Task 4.3

- Administrative Draft IS/MND
- Screen Check Draft IS/MND
- Public Draft IS/MND.
- Administrative Final IS/MND and MMRP

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RWQCB, Section 401 Water Quality Certification

Projects requiring a Section 404 permit from the ACOE must also obtain a water quality certification per Section 401 of the Clean Water Act. AWE will prepare a water quality certification application per Section 401 of the Clean Water Act. The City will be responsible for submitting the application to the Central Valley Regional Water Quality Board (Board) and AWE will serve as the City's permitting agent. AWE will respond to RWQCB comments regarding the processing of this application. The City will pay any required fees to the State Water Resources Control Board.

Section 1602 Streambed Alteration Agreement

Pursuant to the California Fish and Game Code, a public entity proposing an activity that will substantially divert or obstruct the natural flow or substantially change the bed, channel, or bank of any river, stream, or lake designated by the CDFW must receive a discretionary Streambed Alteration Agreement. AWE will prepare the application for the Streambed Alteration Agreement for the project per Section 1602 of the California Fish and Game Code. The application package will include a Riparian Restoration Plan that meets the requirements of CDFW.

The City will submit the application to the CDFW and AWE will serve as the City's designated representative to address any agency concerns. AWE will respond, to CDFW comments regarding the processing of this application. The City will be responsible for pay all permit application fees required by the CDFW.

PHASE 5 - FINAL PROJECT REPORT & FINAL ENVIRONMENTAL DOC

Following Caltrans' and the City's selection of a ramp alternative alignment and bridge type, the final Project Report and Environmental Document will be utilized by CITY Staff for presentation to the CITY Council of the selected ramp alternative alignment and bridge type for Council approval of the project. Caltrans will utilize the final Project Report and Environmental Document for presentation to Caltrans District project approval. The approved project as documented in the Project Report will be the basis for final design and construction. This will conclude the Project Approval and Environmental Document phase (PA&ED).

Potholing will be performed as needed in the Final Design Phase by with will likely occur by Caltrans.

Task 5.1 – Final Project Report

This task involves collecting final comments on engineering reports conducted during Phase 2 and on environmental reports during Phase 4 and finalizing the reports for proper project development and approval documentation. Final comments from Caltrans and the CITY will be responded to and a final report will be distributed to the City and Caltrans to prepare for the Final Engineering and Construction Phases.

TASK 5.1.1 - 30% ONRAMP PLANS

Upon CITY and Caltrans selection of a roadway alternative and preferred bridge type, the Bridge Type Selection study will be prepared as described in Task 2.7. Upon approval of the GAD's and the bridge type selection, the Bridge General Plan will be prepared along with a Bridge General Plan Estimate that will be combined with the roadway estimate to produce an updated project estimate of construction cost. The roadway and bridge design will be performed by QUINCY and Fehr & Peers as noted below.

TASK 5.1.2 - 30% ATLANTIC STREET & INTERSECTION PLANS

Upon CITY and Caltrans selection of any Intersection Options, these options will be incorporated into the roadway plans. The following roadway design will be performed by QUINCY:.

Roadway

The roadway design will proceed based on the selected alternative, and will be further developed as needed to support the environmental process.

Scope of Work

CITY of Roseville – Atlantic / Eureka & I-80 Westbound On-ramp Realignment Project

The Title Sheet will include the appropriate CITY and federal funding project identification, as well as a sheet schedule, a vicinity map, the project legend, general notes, and the project control points.

The roadway Typical Section Sheet will include the roadway structural section as designed, based on a Caltrans supplied Traffic Index (TI) and the recommendations of the Geotechnical Report indicating the R-value.

Plan and Profile sheets will be produced. The plan view will delineate the general roadway improvements and pavement dimensions. Geometric information, tied to the project control points will be shown to sufficiently describe both the horizontal and vertical alignments.

Necessary approach roadway Construction Details such as intersection details will be initiated at appropriate scales. Utility locations, grading limits and geometric details will be shown. Specific improvement details may also be shown on any Construction Details.

Traffic Handling and Stage Construction plans with necessary details will be prepared. The plan will show route signage to be used during construction.

A signing, striping, and pavement marking plan will be developed utilizing CITY standard details and current Caltrans traffic manuals, sign specifications, and Standard Plans, as applicable. Existing as well as new sign locations will be shown. Sign panels will be shown for new nonstandard signs. Standard signs will be designated by appropriate Caltrans standard sign numbers. Temporary signing and striping, portable delineators, temporary crash cushion arrays and temporary railing (Type K) will be shown, as necessary, on this plan.

Bridge

Bridge design will be in accordance with the LRFD Specifications with Caltrans amendments and applicable sections of the Caltrans Bridge Memo to Designers and Bridge Design Aids manuals. The design will meet CITY, Caltrans and FHWA standards in effect as of the date of Notice to Proceed. Seismic design will be performed in accordance with latest edition of the Caltrans Seismic Design Criteria.

Detailing of plans will be in accordance with Caltrans Bridge Design Details Manual. Both the design and detailing will be based on the use of the latest CITY Standards and Caltrans Standard Plans and Standard Specifications. The 30% submittal will include the Bridge General Plan.

Traffic Signal Modification Design

Fehr & Peers will prepare the design of 30% traffic signal modification plans for the I-80 westbound on-ramp intersection on Atlantic Street to accommodate widening of the ramp. The design will identify existing equipment that can be maintained, existing equipment that will be replaced, and new equipment to be installed.

Ramp Metering Design

Fehr & Peers will prepare 30% ramp metering plans for the I-80 westbound on-ramp at Atlantic Street/Eureka Road. The design will include supporting queue and count loops. We will develop a 30% cost estimate based on these plans.

Highway Lighting Design

Fehr & Peers will prepare 30% highway lighting plans for the PS&E for the I-80 westbound on-ramp at Atlantic Street/Eureka Road to accommodate the ramp widening. We will establish electrolier placement based on Caltrans requirements and the site conditions. We will develop a 30% cost estimate based on these plans.

Constructability Review

At the completion of the 30% Submittal, a constructability review will be performed by a qualified QUINCY construction specialist with expertise in similar projects. Comments from this review will be used to refine the plans for the submittal. We will perform this review at this stage as Constructability Reviews are more effective early in the plans development to avoid potential redesign work.

TASK 5.1.3 - CONSTRUCTION COST ESTIMATE

QUINCY and Fehr and Peers will update the preliminary construction cost estimate. Unit prices will be applied to each contract item resulting in the Engineer's Construction Cost Estimate. Prices used will be based on the latest available data from the CITY and Caltrans, reflecting the location of the project and the quantity of each item. The estimate will be

Scope of Work

CITY of Roseville – Atlantic / Eureka & I-80 Westbound On-ramp Realignment Project

segregated into two categories: roadway and bridge. Twenty (15) percent of the total estimate will be added for contingencies.

QUINCY team members will meet with Caltrans and the CITY to present the 30% design. The submittal will be accompanied by a cover letter outlining the key needs for Caltrans and the CITY responses to prepare the design to advance toward final design (final design not part of this scope). QUINCY will perform an independent QA/QC review of the 30% plans and incorporate appropriate revisions prior to submittal to Caltrans and the CITY.

Deliverables – Task 5.1

- Final Project Report
- 30% Plans
- Construction Cost Estimate

Task 5.2 – Final Environmental Document

At the conclusion of the 30-day public comment period, we will meet with the City to discuss the comments received and the preparation of the final document. CEQA does not require preparation of a “final mitigated negative declaration” but the City must consider the comments received and any substantial environmental issues raised before adopting the MND. Comments and responses will be included in Chapter 3 of the Final IS/MND. Minor changes made as a result of comments received will be made to the document. Depending on the volume and nature of the comments, the hours allocated and budget may be reassessed at that time. This scope of work assumes that all substantial environmental comments can be adequately responded to without performing additional analyses.

In addition, a Mitigation Monitoring and Reporting Program (MMRP) for CEQA will be prepared as part of the final document.

Deliverables – Task 5.2

- Final IS/MND and MMRP
- CEQA Compliance Notices (i.e., Notice of Completion, etc.)
- State Clearinghouse Receipt

Scope of Work

CITY of Roseville – Atlantic / Eureka & I-80 Westbound On-ramp Realignment Project

Table 1 – Probable Plan Sheet & Services List

DWG No. / Task	Sheet Title / Service	Plans Phases				Firm Responsibilities					
		30%	75%	90%	Final	QEI	W	QK	CESI	AW	F&P
PLANS DEVELOPMENT											
T-1	Title	X				⊙					
X-1, 2	Typical Sections (2 alts)	X				○					
H-1	Horizontal Control	X				○					
L-1 thru 4	Layouts (2 alts)	X				○					
P-1, 2	Profile & Super (2 alts)	X				○					
C-1 thru 2	Constr. Details	X				○					
D-1, 2	Drainage	X				○			○		
U-1 thru 4	Utility	X				○					
TH/SC-1-3	Trf. Han/Stg Con. (2 alts)	X				○					
PD-1, 2	Signing and Striping	X				○					
E-1, 2, 3	Electrical	X									○
S-1 thru 18	Bridge Plans - GP	X				○	○				
S-1	General Plan	X				○					
S-2	Log of Test Borings	X					○				
PRIMARY SERVICES											
1.1 & 1.2	Project Management					○					
2.1	Surveying/ROS					○					
2.2	Traffic Analysis										○
2.3	Hydraulics								○		
2.6	Geotechnical/ISA						○				
4.1, 4.2, 4.3, 5.2	Environmental					○		○		○	
2.4, 2.5, 2.8, 3.1, 3.2, 3.3, 5.1	Roadway Design					○					
2.7	Bridge Design					○					
5.1	Traffic Engineering										○

The above list summarizes anticipated plan sheets. For the agreement, a more detailed list will be prepared indicating the title of each anticipated plan sheet and service as agreed following the scoping process.

Scope of Work

CITY of Roseville – Atlantic / Eureka & I-80 Westbound On-ramp Realignment Project

Table 2 – List of Deliverables

Task No	Description	Delivery Format	Firm Responsible for Deliverable					
			QEI	W	QK	CESI	AW	F&P
1.2	Basis of Design	5 Sets 8.5"x11"	X					
1.2	Invoices	8.5"x11"	X					
1.2	Schedule Updates	11"x17"	X					
1.2	Mtg Agendas/Notes	Email	X					
2.1	Basemap/ROS	5 Sets 11"x17"	X					
2.1	Plats & Legals	3 Sets 8.5"x11"	X					
2.2	Trans Analysis Report	5 Sets 8.5"x11"						X
2.3	Hydraulic Letter Report	5 Sets 8.5"x11"				X		
2.3	SWDR	5 Sets 8.5"x11"				X		
2.4	R/W Data Sheet	5 Sets 8.5"x11"	X					
2.5	Utility A Letters	5 Sets 11"x17"						
2.5	Utility Certification	5 Sets 11"x17"						
2.6	Foundation Report	5 Sets 8.5"x11"		X				
2.6	Geot Design Report	5 Sets 8.5"x11"		X				
2.6	Materials Design Rept	5 Sets 8.5"x11"		X				
2.6	ISA	5 Sets 8.5"x11"		X				
2.6	ADL & Phase 2 ESA Report	5 Sets 8.5"x11"		X				
2.7	Bridge General Plans	5 Sets 11"x17"	X					
2.7	Bridge Type Selection Report	5 Sets 8.5"x11"	X					
2.8	GADs	5 Sets 11"x17"	X					
2.8	Cost Estimate	5 Sets 8.5"x11"	X					
3.1	TMP Checklist	5 Sets 8.5"x11"	X					
3.2	DE Fact Sheets	5 Sets 8.5"x11"	X					
3.3	Draft PR	5 Sets 8.5"x11"	X					
4.1	PD/PES/APE	5 Sets 8.5"x11"	X				X	
4.2	Dr/Final Tech Studies	5 Sets 8.5"x11"	X				X	
4.3	Admin IS/MND	5 Set 8.5"x11"	X					
4.3	Screen Chk Dr IS/MND	5 Set 8.5"x11"	X					
4.3	Public Draft IS/MND	45 Set 8.5"x11"						
4.3	Ad Fnl IS/MND & MMRP	3 Set 8.5"x11"	X					
5.1	Final Project Report	5 Sets 8.5"x11"	X					
5.1	30% Plans	5 Sets 11"x17"	X					
5.1	Construction Cost Estimate	5 Sets 8.5"x11"	X					
5.2	Fin IS/MND & MMRP	5 Set 8.5"x11"	X					
5.2	CEQA Compliance Notices	5 Sets 8.5"x11"	X					
5.2	State Clearinghouse Receipt	5 Sets 8.5"x11"	X					

Table 3 –CITY Provided Information

Item No.	Description
1	Reports from other projects: Geotechnical Reports, Maintenance Reports, Hydraulic Reports, Utility Reports, etc
2	As-built drawings for all improvements including, roadways, site development, utilities, signals etc.
3	Initial Site Assessment for other projects
4	Traffic Studies/Counts from other projects
5	Environmental Studies and Documents for other projects
6	Title reports (if needed)
7	Boiler Plate Specifications

EXHIBIT “B”

ATLANTIC / EUREKA I-80 WESTBOUND ONRAMP PA/ED PROJECT

Fee Proposal Summary

Date: 11/17/2015

Quincy Engineering, Inc.

Direct Labor:	\$90,686.31
Escalation for Multi-Year Project (2.0%):	\$1,813.73
Subtotal	\$92,500.04
Overhead (1.639):	\$151,607.56

A. Labor Subtotal **\$244,107.60**

Subconsultant Costs:

Quad Knopf	\$8,000.00
Area West Engineers, Inc.	\$52,248.89
Area West Engineers, Inc.	\$20,000.00
Wreco	\$53,530.00
Civil Engineering Sol	\$24,720.00
Fehr & Peers (Traffic Analyses)	\$19,410.00
Fehr & Peers (30% Elec Design)	\$16,525.00
Acorn - arborist	\$5,000.00

B. Subconsultant Subtotal **\$199,433.89**

Other Direct Costs:

Travel	400 miles @	\$0.575	\$230.00
Pier Diem/ Hotel	0 days @	\$150.00	\$0.00
Delivery	2 @	\$50.00	\$100.00
Vendor Reproduction			
	Vellum	@	\$0.00
	8 1/2 X 11 Reproduction	@	\$0.00
	11 X 17 Reproduction	@	\$0.00
	Mounting Boards for Presentations	@	\$0.00
	Newsletters (Translation and printing)	@	\$0.00
	Subtotal Vendor Reproduction		\$0.00

LIDAR Survey	\$13,000.00
Traffic Control	\$3,000.00
IS/MND Production	\$3,000.00

Prevailing Wage Differential \$2,235.20

C. Other Direct Cost Subtotal: **\$21,565.20**

Labor Subtotal A. =	\$244,107.60
Fixed Fee (10.0%):	\$24,410.76
Subconsultant Subtotal B. =	\$199,433.89
Fixed Fee (5.0%):	\$9,971.69
Other Direct Cost Subtotal: C. =	\$21,565.20
Fixed Fee (0.0%):	\$0.00

TOTAL = **\$499,489.14**

Note: Invoices will be based upon actual QEI hourly rates plus overhead at 163.9% plus prorated portion of fixed fee. Subconsultant and Direct Costs will be billed at actual cost + 5% markup.

Corporate Resolution to Authorize Contract Signee

Upon motion made and seconded, it was:

Resolved, that effective August 24, 2004, John S. Quincy, President is the one person authorized and empowered on behalf of and in the name of this Corporation to execute Contracts (Agreements) and that the signature set forth below is his true and genuine signature.

John S. Quincy, President Signature: John S Quincy

Be it further resolved, in the event that John S. Quincy is physically unavailable or otherwise incapacitated, and the remaining Board of Directors determines that time is of the essence for a specific Contract (or Contracts) to be executed, that Steve L. Mellon, Vice President is then authorized and empowered on behalf of and in the name of this Corporation to execute Contracts (Agreements) and that the signature set forth below is his true and genuine signature.

Steve L. Mellon, Vice President Signature: Steve L Mellon

Be it further resolved, in the event that John S. Quincy and Steve L. Mellon is physically unavailable or otherwise incapacitated, and the remaining Board of Directors determines that time is of the essence for a specific Contract (or Contracts) to be executed, that Jeff W. Olson, Chief Financial Officer is then authorized and empowered on behalf of and in the name of this Corporation to execute Contracts (Agreements) and that the signature set forth below is his true and genuine signature.

Jeff W. Olson, Chief Financial Officer Signature: Jeff W Olson

Be it further resolved, in the event that a specific contract requires a second signature from a Corporate Officer that Alan P. Glen, Secretary is then authorized and empowered on behalf of and in the name of this Corporation to execute said Contracts (Agreements) and that the signature set forth below is his true and genuine signature. Other Officers authorized above may also be second signee on said contracts.

Alan P. Glen, Secretary Signature: Alan P Glen

John S Quincy 8/24/04
John S. Quincy Date

Jeff W Olson 8/24/04
Jeff W. Olson Date

Steve L Mellon 8/24/04
Steve L. Mellon Date

Alan P Glen 8/24/04
Alan P. Glen Date

Project Number:		Project Name: City of Roseville Structures Estimate														
TASKS		Principal Eng.	Senior PM	Senior PM	Assoc Eng.	Assist Eng.	Drafter	Senior Eng Tech	Assist Eng.	Principal Eng.	Survey Mgr	Survey Tech	Environmental Mgr.	PM Asst	Admin Asst	
		BL	HM	Lsch	RF	JCr	BM	CP	CA	JQ	JW	AD	RW	ER	PJ	
No.	Initial Hourly Rate	\$76.15	\$65.18	\$69.16	\$48.18	\$28.16	\$43.48	\$45.00	\$49.00	\$76.15	\$54.40	\$32.00	\$58.68	\$30.51	\$32.10	
Phase 1 Project Management																
1.1	Project Development															
1.1.1	Kick-off Meeting	2	4	4	4				8				4			
1.1.2	Coordination w/ Caltrans/Other Agencies	8	8	4										4		
1.2	Project Management															
1.2.1	QC/QA Plan	1	2	2			2			8						
1.2.2	PDT Meetings (10 tot)		10	10					20				10			
1.2.3	Council and Trans, Comm. Mtgs (2 tot)		6	2					6							
1.2.4	Invoicing & Progress Reporting		12											24		
Phase 2 Engineering Studies																
2.1	Surveys/Basemap/LIDAR															
2.1.1	Caltrans Coord - ABC Mapping		2								20	20				
2.1.2	Lidar Control										44	24				
2.1.3	R/W Control										40	52				
2.1.4	Survey Basemapping								2		10	40				
2.1.5	Retracement Surveys								1		20	40				
2.2	Traffic Ops Analysis		1						4							
2.3	Hydraulic Analysis		1	1					2							
2.4	Right of Way Data Sheet		1						2							
2.5	Utility Coordination		1						4							
2.6	Geotechnical Investigations		1	2					2							
2.7	Bridge Advanced Planning Studies															
2.7.1	General Plans (3 tot)		1	6	8	28	40		4							
2.7.2	Type Selection Report		1	8	20	28									2	
2.7.3	Type Selection Meeting		1	8	8	8	8								4	
2.7.4	Exist Bridge Analysis			8	24	48				2						
2.8	Geometric Approval Drawings (GADs)															
2.8.1	GADs for Ramp Alternatives (2 Alts)	4	20				52	32	108							
2.8.2	GADs for Atlantic St & Intx	1	4					8	28							
2.8.3	Cost Estimates for Alternatives	1	4					16	32							
Phase 3 Draft Project Report																
3.1	Prelim Tran Mngmnt Plan	1	4				8		32					4		
3.2	Fact Sht - Exceptions to Design Stds	1	4				4		20							
3.3	Draft Project Report	2	12	2	4		12		56					8		
Phase 4 Env Studies & Draft Environmental Document																
4.1	Project Description/PES/APE/Meetings								4				90	8		
4.2	Technical Studies															
4.2.1	Natural Environment Study												2			
4.2.2	Wetland Delineation Report												2			
4.2.3	Biological Assessment												2			
4.2.4	Cultural Resource Studies (HPSR & ASR)												2			
4.2.5	Water Quality Assessment Report												40	4		
4.2.6	Noise Memo												2	2		
4.2.7	Section 4(f) Report												1			
4.2.8	Arborist Report												1			
4.3	IS/MND (Ad Drft, Draft, Noticing)												120	12		
Phase 5 Final Project Report & Final Environmental Document																
5.1	Final Project Report	2	4	1	4		4		16					8		
5.1.1	30% Onramp Plans (1 Alt)	2	12				40	60	56							
5.1.2	30% Atlantic St & Intx Plns		4				24		24							
5.1.3	Construction Cost Estimates		1				6		8							
5.2	Final Environmental Document	2	4						4				24	16		
	Subtotal- Hours	27	125	58	72	112	200	116	443	10	134	176	300	90		
	Other Direct Costs															
	Total Cost	\$2,056	\$8,148	\$4,011	\$3,469	\$3,154	\$8,696	\$5,220	\$21,707	\$762	\$7,290	\$5,632	\$17,604	\$2,746	\$19	

ATLANTIC / EUREKA I-80 WESTBOUND ONRAMP PA/ED PROJECT
Fee Proposal Breakdown

Project Number:		Project Name: City of Roseville Structures Estimate																															
		Principal Eng.		Senior PM	Senior PM	Assoc Eng.	Assist Eng.	Drafter	Senior Eng Tech	Assist Eng.	Principal Eng.	Survey Mgr	Survey Tech	Environmental Mgr.	PM Asst	Admin Asst	Quincy Total Hours	Quincy Total Labor Dollars	Quincy Total Labor Dollars	Quincy Labor	Quincy Profit	Quincy NLF Budget	Area West Engineers, Inc.	Wreco	Civil Engineering Sol	Fehr & Peers (30% Elec Design)	Quad Knopf	Fehr & Peers (Traffic Analyses)	Area West Engineers, Inc.	Acorn - arborist	Subconsultant Subtotal		
TASKS		BL	HM	Lsch	RF	JCr	BM	CP	CA	JO	JW	AD	RW	ER	PJ		Direct Labor	Escalation Multiplier	Labor+OH Multiplier	Profit Multiplier	Actual Labor Multiplier												
No.	Initial Hourly Rate	\$76.15	\$65.16	\$69.16	\$48.16	\$28.16	\$43.48	\$45.00	\$49.00	\$76.15	\$54.40	\$32.00	\$58.66	\$30.51	\$32.10			2.0%	2.639	10%	2.903												
Phase 1 Project Management																	Phase 1 Quincy Subtotal					\$27,618					Phase 1 Subconsultant Subtotal					\$0	
1.1	Project Development																																
1.1.1	Kick-off Meeting	2	4	4	4				8				4			26	\$1,509	\$1,539	\$4,062	\$406.22	\$4,468										\$0		
1.1.2	Coordination w/ Caltrans/Other Agencies	8	8	4										4		24	\$1,529	\$1,560	\$4,117	\$411.66	\$4,528										\$0		
1.2	Project Management																																
1.2.1	QC/QA Plan	1	2	2			2			8						15	\$1,041	\$1,062	\$2,802	\$280.21	\$3,082										\$0		
1.2.2	PDT Meetings (10 tot)		10	10					20				10			50	\$2,910	\$2,968	\$7,834	\$783.36	\$8,617										\$0		
1.2.3	Council and Trans. Comm. Mtgs (2 tot)		6	2					6							14	\$823	\$840	\$2,216	\$221.64	\$2,438										\$0		
1.2.4	Invoicing & Progress Reporting		12											24		36	\$1,514	\$1,545	\$4,076	\$407.64	\$4,484										\$0		
Phase 2 Engineering Studies																	Phase 2 Quincy Subtotal					\$120,361					Phase 2 Subconsultant Subtotal					\$97,660	
2.1	Surveys/Basemap/LIDAR																																
2.1.1	Caltrans Coord - ABC Mapping		2								20	20				42	\$1,858	\$1,896	\$5,002	\$500.23	\$5,503										\$0		
2.1.2	Lidar Control										44	24				68	\$3,162	\$3,225	\$8,510	\$851.03	\$9,361										\$0		
2.1.3	R/W Control										40	52				92	\$3,840	\$3,917	\$10,336	\$1,033.64	\$11,370										\$0		
2.1.4	Survey Basemapping								2		10	40				52	\$1,922	\$1,960	\$5,174	\$517.36	\$5,691										\$0		
2.1.5	Retracement Surveys								1		20	40				61	\$2,417	\$2,465	\$6,506	\$650.60	\$7,157										\$0		
2.2	Traffic Ops Analysis		1						4							5	\$261	\$266	\$703	\$70.30	\$773							\$19,410			\$19,410		
2.3	Hydraulic Analysis		1	1					2							4	\$232	\$237	\$625	\$62.54	\$688			\$24,720							\$24,720		
2.4	Right of Way Data Sheet		1						2							3	\$163	\$166	\$439	\$43.92	\$483										\$0		
2.5	Utility Coordination		1						4							5	\$261	\$266	\$703	\$70.30	\$773										\$0		
2.6	Geotechnical Investigations		1	2					2							5	\$302	\$308	\$812	\$81.16	\$893			\$53,530							\$53,530		
2.7	Bridge Advanced Planning Studies																																
2.7.1	General Plans (3 tot)		1	6	8	28	40		4							87	\$3,589	\$3,661	\$9,661	\$966.15	\$10,628										\$0		
2.7.2	Type Selection Report		1	8	20	28									2	59	\$2,435	\$2,483	\$6,554	\$655.38	\$7,209										\$0		
2.7.3	Type Selection Meeting		1	8	8	8	8								4	37	\$1,705	\$1,740	\$4,591	\$459.06	\$5,050										\$0		
2.7.4	Exist Bridge Analysis			8	24	48				2						82	\$3,214	\$3,278	\$8,650	\$865.03	\$9,515										\$0		
2.8	Geometric Approval Drawings (GADs)																																
2.8.1	GADs for Ramp Alternatives (2 Alts)	4	20				52	32	108							216	\$10,601	\$10,813	\$28,536	\$2,853.60	\$31,390										\$0		
2.8.2	GADs for Atlantic St & Intx	1	4					8	28							41	\$2,069	\$2,110	\$5,569	\$556.89	\$6,126										\$0		
2.8.3	Cost Estimates for Alternatives	1	4					16	32							53	\$2,625	\$2,677	\$7,066	\$706.56	\$7,772										\$0		
Phase 3 Draft Project Report																	Phase 3 Quincy Subtotal					\$25,585					Phase 3 Subconsultant Subtotal					\$0	
3.1	Prelim Tran Mngmnt Plan	1	4				8		32					4		49	\$2,375	\$2,422	\$6,392	\$639.23	\$7,032										\$0		
3.2	Fact Sht - Exceptions to Design Stds	1	4				4		20							29	\$1,491	\$1,521	\$4,013	\$401.29	\$4,414										\$0		
3.3	Draft Project Report	2	12	2	4		12		56					8		96	\$4,775	\$4,871	\$12,854	\$1,285.42	\$14,140										\$0		
Phase 4 Env Studies & Draft Environmental Document																	Phase 4 Quincy Subtotal					\$48,451					Phase 4 Subconsultant Subtotal					\$85,249	
4.1	Project Description/PES/APE/Meetings								4				90	8		102	\$5,721	\$5,836	\$15,400	\$1,540.04	\$16,940	\$6,503									\$6,503		
4.2	Technical Studies																																
4.2.1	Natural Environment Study											2				2	\$117	\$120	\$316	\$31.59	\$347	\$19,505									\$19,505		
4.2.2	Wetland Delineation Report											2				2	\$117	\$120	\$316	\$31.59	\$347	\$5,906									\$5,906		
4.2.3	Biological Assessment											2				2	\$117	\$120	\$316	\$31.59	\$347	\$9,410									\$9,410		
4.2.4	Cultural Resource Studies (HPSR & ASR)											2				2	\$117	\$120	\$316	\$31.59	\$347	\$10,925									\$10,925		
4.2.5	Water Quality Assessment Report										40	4				44	\$2,469	\$2,519	\$6,647	\$664.67	\$7,311										\$0		
4.2.6	Noise Memo										2	2				4	\$178	\$182	\$480	\$48.02	\$528					\$8,000		\$15,000			\$23,000		
4.2.7	Section 4(f) Report										1					1	\$59	\$60	\$158	\$15.80	\$174							\$5,000			\$5,000		
4.2.8	Arborist Report										1					1	\$59	\$60	\$158	\$15.80	\$174								\$5,000		\$5,000		
4.3	IS/MND (Ad Drft, Draft, Noticing)											120	12			132	\$7,408	\$7,556	\$19,940	\$1,994.00	\$21,934										\$0		
Phase 5 Final Project Report & Final Environmental Document																	Phase 5 Quincy Subtotal					\$46,482					Phase 5 Subconsultant Subtotal					\$16,525	
5.1	Final Project Report	2	4	1	4		4		16					8		39	\$1,877	\$1,914	\$5,052	\$505.22	\$5,557										\$0		
5.1.1	30% Onramp Plans (1 Alt)	2	12				40	60	56							170	\$8,118	\$8,280	\$21,851	\$2,185.10	\$24,036				\$16,525						\$16,525		
5.1.2	30% Atlantic St & Intx Plns		4				24		24							52	\$2,480	\$2,530	\$6,676	\$667.63	\$7,344										\$0		
5.1.3	Construction Cost Estimates		1				6		8							15	\$718	\$732	\$1,933	\$193.29	\$2,126										\$0		
5.2	Final Environmental Document	2	4						4				24	16		50	\$2,506	\$2,556	\$6,744	\$674.43	\$7,419										\$0		
	Subtotal- Hours	27	125	58	72	112	200	116	443	10	134	176	300	90	6	1869						\$21,565									0		
	Other Direct Costs															4000															0		
	Total Cost	\$2,056	\$8,148	\$4,011	\$3,469	\$3,154	\$8,696	\$5,220	\$21,707	\$762	\$7,290	\$5,632	\$17,604	\$2,746	\$193	\$90,686	\$90,686	\$92,500	\$244,108	\$24,411	\$290,084	\$52,249	\$53,530	\$24,720	\$16,525	\$8,000	\$19,4						



COUNCIL COMMUNICATION

CC #: 7359
File #: 0800-03

Title: Mark and Locate Residential Electric Service - Joint Trench Agreement
Contact: Sonny Person 774-5640 sperson@roseville.ca.us

Meeting Date: 1/6/2016
Item #: 6.6.

RECOMMENDATION TO COUNCIL

Staff recommends the City Council adopt a Resolution to authorize the City Manager to execute the attached Joint Trench Agreement (JTA) with the Pacific Gas and Electric Company (PG&E) to facilitate the mark and locate process associated with the installation of electric and gas utilities in the same underground trench for residential customer services, from the secondary service box to the customer's service panel and authorize the City Manager to delegate the authority to administer the terms of the JTA to the Electric Utility Director.

BACKGROUND

In May, 2015, PG&E informed Roseville Electric Utility (RE) that PG&E had changed its business practices and would no longer inspect and approve service trenches that contained both gas and electric services. The reason for the change was because the electric services, installed by residential developers, are considered non-utility facilities by PG&E and they would no longer jointly locate gas service in trenches with non-utility services. The electric services installed by developers are considered non-utility services since the customers do not belong to a regional one-call notification system. The one call system alerts the utility of the need to go out to mark and locate the underground utility before any digging occurs in that area. PG&E cited safety concerns as the reason for not locating gas services in joint trenches with what they determined to be non-utility services, not participating in the one-call notification system.

PG&E's new requirements for jointly located services may result in increase costs for new development, due to the need for two trenches instead of one and the potential need for additional space to construct two trenches on residential lots.

In response to PG&E's decision to not approve locating gas and electric services in the same trench, after careful review, Roseville Electric Utility changed its work processes and adopted a policy whereby the RE would perform the mark and locate of residential underground services so that gas and electric service can be jointly located in the same trench under PG&E's new procedures and guidelines. PG&E was notified of the change.

Since May, PG&E, RE staff and the City Attorney's office have met on numerous occasions to achieve final resolution to the issue. Both agencies agreed that a formal written agreement was needed to formalize the new work procedures. In November, PG&E's legal counsel completed a draft Joint Trenching Agreement. RE staff and the City Attorney's Office reviewed the draft agreement and after further discussions, the City and PG&E reached agreement.

The attached agreement allows Roseville Electric Utility to perform the mark and locate for all underground residential services within the City of Roseville. The agreement may be cancelled by either party with 90 days notification, for any residential projects going forward after the date of notification.

In the past, the City Council adopted similar Resolutions to authorize the City Manager to execute agreements with other utilities. By adopting the attached Resolution, the City Council grants the City Manager authority to execute the Joint Trenching Agreement and delegate authority to implement the terms of the JTA to the Electric Utility Director without further City Council action.

FISCAL IMPACT

The fiscal impact of the operational changes associated with the JTA is expected to be approximately \$30,000 per year. Utility staff are already on-site to mark and locate electric utility owned services and would mark and locate the customer owned underground service at the same time. The cost increase results from the additional time required to locate both services. Funding is available in the current operating budget and will be included in future budget requests.

ECONOMIC DEVELOPMENT / JOBS CREATED

Not applicable

ENVIRONMENTAL REVIEW

The JTA is not considered a project as defined by the California Environmental Quality Act (CEQA) (CEQA Guidelines §15378). Consequently, no CEQA action is required.

Respectfully Submitted,

Sonny Person, Assistant Electric Utility Director

Michelle Bertolino, Electric Utility Director



ATTACHMENTS:

~~Description~~

Rob Jensen, City Manager

Resolution No. 16-05

Joint Trench Agreement

RESOLUTION NO. 16-05

APPROVING AN AGREEMENT FOR JOINT TRENCHING, BY AND BETWEEN PACIFIC GAS AND ELECTRIC COMPANY AND THE CITY OF ROSEVILLE, AUTHORIZING THE CITY MANAGER TO EXECUTE IT ON BEHALF OF THE CITY OF ROSEVILLE

WHEREAS, an Agreement for Joint Trenching, by and between Pacific Gas and Electric Company and the City of Roseville, has been reviewed by the City Council; and

NOW, THEREFORE, BE IT RESOLVED by the Council of the City of Roseville that said agreement is hereby approved and that the City Manager is authorized to execute it on behalf of the City of Roseville; and

BE IT FURTHER RESOLVED, that the City Manager may delegate the authority to administer the terms of the Joint Trenching Agreement to the Electric Utility Director.

PASSED AND ADOPTED by the Council of the City of Roseville this ____ day of _____, 20__, by the following vote on roll call:

AYES COUNCILMEMBERS:

NOES COUNCILMEMBERS:

ABSENT COUNCILMEMBERS:

MAYOR

ATTEST:

City Clerk

AGREEMENT FOR JOINT TRENCHING

This AGREEMENT FOR JOINT TRENCHING ("Agreement") is entered into as of _____, 2016, by and between PACIFIC GAS AND ELECTRIC COMPANY, a California corporation ("PG&E"), and THE CITY OF ROSEVILLE, CALIFORNIA, a municipal corporation, which owns and operates a municipally-owned electric utility commonly known as Roseville Electric ("Roseville Electric").

WHEREAS, PG&E's Utility Operations Standard S5453 ("UO S5453") defines "Non-Utility Facilities" as "Subsurface facilities not owned by any person, corporation, partnership, business, trust, or public agency belonging to a regional one-call notification system."

WHEREAS, Attachment 1 to UO S5453 provides that "The Company [PG&E] will not install its facilities (distribution or service) in a joint trench with...non-utility facilities.... Non-utility facilities are not permitted in joint trench installations with Company facilities. Non-utility facility owner installations pose an operational risk to Company facilities."

WHEREAS, Roseville Electric owns and operates electric facilities and belongs to a regional one-call 811 notification system. 811 is a three-digit calling code that has been mandated by the Federal Communications Commission. It is the national "call before you dig" number that is used to request an underground locate before any excavation activity.

WHEREAS, PG&E owns and operates gas transmission, distribution and service facilities in Roseville Electric's service territory.

WHEREAS, in certain locations ("Applicable Properties") Roseville Electric's residential customers own the electric service conduit and conductor from the Roseville Electric point of connection (typically the property line) to the customer's meter, and these customer-owned facilities are considered "Non-Utility Facilities" under UO S5453 ("Non-Utility Facilities") because the customer does not belong to a regional one-call notification system.

WHEREAS, residential builders within Roseville Electric's service territory have requested that PG&E allow PG&E's gas service facilities at the Applicable Properties to be located in a joint service trench rather than PG&E requiring that PG&E's gas service facilities be installed in separate trenches from Non-Utility Facilities.

NOW, THEREFORE, in consideration of the foregoing recitals and the mutual covenants and promises set forth herein, PG&E and Roseville Electric hereby agree as follows:

1. Roseville Electric's Locate and Mark Undertaking.

Roseville Electric previously has adopted a voluntary policy (REU-P-GD-01-00) that it will locate and mark all residential customer-owned electric secondary service lines in its service territory. Roseville Electric hereby agrees with PG&E, subject to Section 2 below, apart from its voluntary policy, that it will in perpetuity locate and mark all residential customer-owned electric secondary service facilities on Applicable Properties as if they were owned by Roseville Electric.

Because it is not always possible to know whether a particular trench contains a PG&E gas service facility in the same trench as a Non-Utility Facility, the foregoing covenant applies to all Applicable Properties regardless of whether records indicate, or Roseville Electric believes, or doesn't believe, that an Applicable Property has a joint trench with PG&E's gas service facilities and a Non-Utility Facility. Roseville Electric acknowledges that PG&E is permitting joint trenching of its gas service facilities with Non-Utility Facilities on the Applicable Properties in reliance on Roseville Electric's undertaking in this Section.

2. Roseville Electric's Right to Discontinue Prospectively.

Notwithstanding the foregoing in Section 1, Roseville Electric may at any time, effective from the date (the "Prospective Termination Date") which is ninety (90) days following PG&E's receipt of written notice from Roseville Electric as described in the next sentence, terminate Roseville Electric's obligation to locate and mark for any new joint trench (each, a "Prospective Joint Trench") created after the Prospective Termination Date. Such notice shall state: "We refer to the Agreement for Joint Trenching entered into as of _____, 2016, between Pacific Gas and Electric Company ("PG&E") and the City of Roseville, California (the "Agreement"). This is a notice given pursuant to Section 2 of the Agreement, with the effect under the Agreement described in such Section 2. The Prospective Termination Date, as defined in such Section 2, will be ninety (90) days from PG&E's receipt of this notice." Such notice shall have no effect on Roseville Electric's obligations under this Agreement other than as to Prospective Joint Trenches as described in this Section 2. Roseville Electric understands and acknowledges that from and after the Prospective Termination Date, PG&E will cease permitting joint trenches with PG&E's gas service facilities and a Non-Utility Facility in Roseville Electric's service territory.

3. Joint Trenching.

PG&E agrees to permit joint trenching of electric service facilities which are Non-Utility Facilities owned by Roseville Electric's residential customers, with gas service facilities of PG&E on the Applicable Properties. PG&E's agreement in the first sentence in this Section 3 applies to all existing and future joint service trenches on Applicable Properties (a) except that in the event PG&E is ever prohibited by applicable law, codes or order or directive from the California Public Utilities Commission from allowing these joint service trenches, and upon ninety (90) days prior written notice to Roseville Electric, then PG&E's agreement in the first sentence of this Section 3 would only apply to then-existing joint service trenches on Applicable Properties and (b) other than, if applicable, with respect to Prospective Joint Trenches from and after the Prospective Termination Date as described in Section 2.

4. Other Obligations Not Affected.

Nothing in this Agreement (a) alters or affects in any way the required separation and other required configuration of facilities within joint service trenches on the Applicable Properties, or the customary and required procedures followed by installers and joint trench occupants when installing or maintaining facilities within the service trench, or (b) applies to any properties other than Applicable Properties (e.g., without limitation, commercial properties).

5. Indemnification.

To the fullest extent permitted by law, Roseville Electric will defend (with counsel acceptable to PG&E), indemnify and hold PG&E and its officers, board members, agents, directors, partners, members, employees, affiliates, parents and subsidiaries harmless from and against any and all Claims, demands, causes of action, damages, costs, expenses (including legal, expert witness, and consulting fees and costs), losses or liabilities, in law or equity, only to the extent actually caused by the actual acts or omissions in the performance of this Agreement by, or misrepresentations in this Agreement of, Roseville Electric, its employees, engineers, consultants, subcontractors (inclusive of all tiers), suppliers, or anyone for whom any of them may be liable. The obligations set forth in this Section will not be limited in any way by the amount or type of damages, compensation, or benefits payable by or for Roseville Electric under the Workers' Compensation Acts, disability benefit acts, or other employee benefit acts. For purposes of this Section, a "Claim" means a claim for payment, personal injury or property damage, or violation of applicable federal, state and local law, rule, regulation, ordinance, building code or other codes.

6. Representations of Roseville Electric.

Roseville Electric represents and warrants to PG&E that this Agreement is the valid and binding agreement of the City of Roseville, California and its municipal-owned electric utility doing business as Roseville Electric, enforceable in accordance with its terms.

7. Underground Service Alert.

Roseville Electric agrees that it will notify the one-call 811 notification system of its willingness to locate and mark all residential electric service facilities in Roseville Electric's service territory, and will provide written confirmation of this notification to PG&E within five days of executing this Agreement.

8. Notices.

Any notices required by this agreement shall be delivered personally or mailed, U.S. first class postage prepaid, addressed as follows:

CITY OF ROSEVILLE

Roseville Electric
2090 Hilltop Circle
Roseville, CA, 95747
Attn: Electric Utility Director

PG&E

Pacific Gas and Electric Company
6111 Bollinger Canyon Rd.
San Ramon, CA 94583
Attn: Lane Miller, Mail Code Y-4
Director, Codes, Standards and Training

Either party may amend its address for notice by giving notice to the other party in writing.

9. Miscellaneous.

(a) No action or failure to act by PG&E or Roseville Electric will constitute a waiver of any right afforded them hereunder, nor will such action or failure to act constitute approval of or acquiescence in a breach hereunder, unless specifically agreed to in writing.

(b) This Agreement constitutes the entire integrated contract between the parties and supersedes all prior oral and written negotiations, representations, or agreements by the parties with respect to the subject of this Agreement.

IN WITNESS WHEREOF, the parties have caused this Agreement for Joint Trenching to be executed by their duly authorized representatives as of the last date written below.

Dated _____, 2016

CITY OF ROSEVILLE,
a municipal corporation

BY: _____
ROB JENSEN,
Its City Manager

And

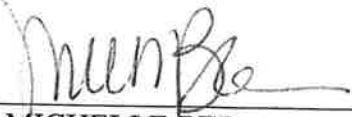
ATTEST:

BY: _____
SONIA OROZCO,
Its City Clerk

APPROVED AS TO FORM:

BY: _____
ROBERT R. SCHMITT,
City Attorney

APPROVED AS TO SUBSTANCE:

BY:  _____
MICHELLE BERTOLINO,
Electric Utility Director

PACIFIC GAS AND ELECTRIC COMPANY

By: Michael Falk

Name: Michael Falk

Title: Director, Compliance

Dated: 12/17, 2016



COUNCIL COMMUNICATION

CC #: 7357
File #: 0600-01

Title: Roseville Firefighters' Association Salary Schedule Amendment
Contact: Linda Hampton 774-5215 lhampton@roseville.ca.us

Meeting Date: 1/6/2016
Item #: 6.7.

RECOMMENDATION TO COUNCIL

It is recommended that the City Council adopt an ordinance to approve the attached Roseville Firefighters' Association (RFF) salary schedule (Appendix A) increasing the salary by 3% effective January 10, 2016.

BACKGROUND

In October of this year, the City Council approved a two-year agreement between the City of Roseville and the Roseville Firefighters' Association (RFF). As part of the agreement Council approved a 3% salary increase for the group effective January 10, 2016. The attached salary schedule includes the negotiated and approved salary increase for employees in the RFF.

FISCAL IMPACT

The scheduled salary increase will result in a fiscal cost of \$216,485. The cost was included in the budget adjustments taken to council on December 16, 2015.

ECONOMIC DEVELOPMENT / JOBS CREATED

No new jobs will be created by this action.

ENVIRONMENTAL REVIEW

Salary changes are not considered a "project" as defined by the California Environmental Quality Act (CEQA) (CEQA Guidelines 15378). Consequently no CEQA action is required.

Respectfully Submitted,

Linda Hampton, Senior Human Resources Analyst

Gayle Satchwell, Human Resources Director



Rob Jensen, City Manager

ATTACHMENTS:

Description

Ordinance No. 5609

RFF January 2016 Salary Schedule

ORDINANCE NO. 5609

ORDINANCE OF THE COUNCIL OF THE CITY OF ROSEVILLE AMENDING
ORDINANCE NO. 5370, THE SALARY ORDINANCE FOR EMPLOYEES REPRESENTED
BY ROSEVILLE AREA FIREFIGHTERS, TO BE EFFECTIVE JANUARY 10, 2016, AS AN
URGENCY MEASURE

THE CITY OF ROSEVILLE ORDAINS:

SECTION 1. Title and Purpose.

Ordinance No. 5370, the Salary Ordinance for Roseville Area Firefighters, is hereby amended as shown on Appendix "A" attached hereto

SECTION 2. Classification Salary Plan.

A Salary Schedule as to the classifications for the Employees represented by the Roseville Area Firefighters as shown by the attached Appendix "A", incorporated herein by this reference, is hereby adopted.

SECTION 3. Salary Plan Effective Date.

A Classification Salary Plan adopted by this Ordinance shall be effective January 10, 2016, as an urgency measure.

SECTION 4 Urgency Ordinance.

This ordinance is hereby declared to be an urgency measure, immediately necessary for the public peace, health and safety and shall take effect January 10, 2016. A statement of urgency is as follows:

It is necessary to amend the Salary Ordinance and the Classification Salary Plan thereof to comply with recently approved changes for the orderly and necessary continuance of operations of the City.

SECTION 5. Posting.

The City Clerk is hereby authorized and directed to post a true copy of the foregoing ordinance in each of three (3) conspicuous locations in the City and she shall immediately after such posting enter in the Ordinance Book under the record of the ordinance a certificate under her hand stating the time and place of said publication by posting.

PASSED AND ADOPTED by the Council of the City of Roseville this ____ day of _____, 20____, by the following vote on roll call:

AYES COUNCILMEMBERS:

NOES COUNCILMEMBERS:

ABSENT COUNCILMEMBERS:

MAYOR

ATTEST:

City Clerk

CITY OF ROSEVILLE

SALARY SCHEDULE

Appendix: A
Percentage: 1.030

Effective Date: 01/10/2016

RFF ROSEVILLE FIREFIGHTERS

Job Code	Title	Step	Hourly	Bi-weekly	Monthly	Annual
3375	FIRE & ENVIR SAFETY INSPEC I	STEP A	29.3455	2,347.64	5,086.55	61,038.64
		STEP B	30.8130	2,465.04	5,340.92	64,091.04
		STEP C	32.3535	2,588.28	5,607.94	67,295.28
		STEP D	33.9713	2,717.70	5,888.35	70,660.30
		STEP E	35.6697	2,853.57	6,182.74	74,192.97
		STEP F	37.4533	2,996.26	6,491.90	77,902.86
		STEP G	39.3259	3,146.07	6,816.48	81,797.87
		STEP H	41.2923	3,303.38	7,157.33	85,887.98
3377	FIRE & ENVIR SAFETY INSPEC II	STEP A	32.2799	2,582.39	5,595.18	67,142.19
		STEP B	33.8940	2,711.52	5,874.96	70,499.52
		STEP C	35.5888	2,847.10	6,168.72	74,024.70
		STEP D	37.3682	2,989.45	6,477.15	77,725.85
		STEP E	39.2365	3,138.92	6,800.99	81,611.92
		STEP F	41.1982	3,295.85	7,141.02	85,692.25
		STEP G	43.2581	3,460.64	7,498.07	89,976.84
		STEP H	45.4215	3,633.72	7,873.06	94,476.72
3320	FIRE CAPTAIN	STEP A	26.8013	3,001.74	6,503.78	78,045.44
		STEP B	28.1413	3,151.83	6,828.96	81,947.61
		STEP C	29.5485	3,309.43	7,170.44	86,045.33
		STEP D	31.0258	3,474.89	7,528.94	90,347.32
		STEP E	32.5773	3,648.66	7,905.43	94,865.25
		STEP F	34.2060	3,831.08	8,300.67	99,608.14
		STEP G	35.9164	4,022.63	8,715.71	104,588.58
		STEP H	37.7123	4,223.77	9,151.52	109,818.26
F320	FIRE CAPTAIN 8HOUR	STEP A	37.5219	3,001.75	6,503.79	78,045.55
		STEP B	39.3979	3,151.83	6,828.96	81,947.63
		STEP C	41.3680	3,309.44	7,170.45	86,045.44
		STEP D	43.4362	3,474.89	7,528.94	90,347.29
		STEP E	45.6083	3,648.66	7,905.43	94,865.26
		STEP F	47.8885	3,831.08	8,300.67	99,608.08
		STEP G	50.2830	4,022.64	8,715.72	104,588.64
		STEP H	52.7973	4,223.78	9,151.53	109,818.38

CITY OF ROSEVILLE

SALARY SCHEDULE

Appendix: A
Percentage: 1.030

Effective Date: 01/10/2016

RFF ROSEVILLE FIREFIGHTERS

Job Code	Title	Step	Hourly	Bi-weekly	Monthly	Annual
3340	FIRE ENGINEER	STEP A	23.0570	2,582.39	5,595.18	67,142.17
		STEP B	24.2100	2,711.52	5,874.97	70,499.65
		STEP C	25.4205	2,847.09	6,168.70	74,024.50
		STEP D	26.6915	2,989.45	6,477.14	77,725.71
		STEP E	28.0260	3,138.92	6,801.00	81,611.98
		STEP F	29.4273	3,295.85	7,141.02	85,692.31
		STEP G	30.8986	3,460.65	7,498.07	89,976.90
		STEP H	32.4438	3,633.71	7,873.04	94,476.54
3382	FIRE INSPECTION SUPERVISOR	STEP A	37.5219	3,001.75	6,503.79	78,045.55
		STEP B	39.3979	3,151.83	6,828.96	81,947.63
		STEP C	41.3680	3,309.44	7,170.45	86,045.44
		STEP D	43.4362	3,474.89	7,528.94	90,347.29
		STEP E	45.6082	3,648.65	7,905.42	94,865.05
		STEP F	47.8884	3,831.07	8,300.65	99,607.87
		STEP G	50.2830	4,022.64	8,715.72	104,588.64
		STEP H	52.7973	4,223.78	9,151.53	109,818.38
3380	FIRE INSPECTOR I	STEP A	29.3455	2,347.64	5,086.55	61,038.64
		STEP B	30.8130	2,465.04	5,340.92	64,091.04
		STEP C	32.3535	2,588.28	5,607.94	67,295.28
		STEP D	33.9713	2,717.70	5,888.35	70,660.30
		STEP E	35.6697	2,853.57	6,182.74	74,192.97
		STEP F	37.4533	2,996.26	6,491.90	77,902.86
		STEP G	39.3259	3,146.07	6,816.48	81,797.87
		STEP H	41.2923	3,303.38	7,157.33	85,887.98
3385	FIRE INSPECTOR II	STEP A	32.2799	2,582.39	5,595.18	67,142.19
		STEP B	33.8940	2,711.52	5,874.96	70,499.52
		STEP C	35.5888	2,847.10	6,168.72	74,024.70
		STEP D	37.3682	2,989.45	6,477.15	77,725.85
		STEP E	39.2365	3,138.92	6,800.99	81,611.92
		STEP F	41.1982	3,295.85	7,141.02	85,692.25
		STEP G	43.2581	3,460.64	7,498.07	89,976.84
		STEP H	45.4215	3,633.72	7,873.06	94,476.72

CITY OF ROSEVILLE

SALARY SCHEDULE

Appendix: A
Percentage: 1.030

Effective Date: 01/10/2016

RFF ROSEVILLE FIREFIGHTERS

Job Code	Title	Step	Hourly	Bi-weekly	Monthly	Annual
3350	FIREFIGHTER-EMT I					
		STEP A	20.6902	2,317.30	5,020.82	60,249.94
		STEP B	21.7247	2,433.17	5,271.87	63,262.50
		STEP C	22.8109	2,554.83	5,535.46	66,425.62
		STEP D	23.9516	2,682.58	5,812.25	69,747.11
		STEP E	25.1494	2,816.73	6,102.92	73,235.07
		STEP F	26.4066	2,957.54	6,408.00	76,896.09
		STEP G	27.7271	3,105.44	6,728.46	80,741.57
		STEP H	29.1134	3,260.70	7,064.86	84,778.41
3355	FIREFIGHTER-PARAMEDIC					
		STEP A	23.0570	2,582.39	5,595.18	67,142.17
		STEP B	24.2100	2,711.52	5,874.97	70,499.65
		STEP C	25.4205	2,847.09	6,168.70	74,024.50
		STEP D	26.6915	2,989.45	6,477.14	77,725.71
		STEP E	28.0260	3,138.92	6,801.00	81,611.98
		STEP F	29.4273	3,295.85	7,141.02	85,692.31
		STEP G	30.8986	3,460.65	7,498.07	89,976.90
		STEP H	32.4438	3,633.71	7,873.04	94,476.54
3454	HAZARDOUS MATERIALS INSPECTOR					
		STEP A	37.5221	3,001.76	6,503.83	78,045.96
		STEP B	39.3982	3,151.85	6,829.02	81,948.25
		STEP C	41.3682	3,309.45	7,170.48	86,045.85
		STEP D	43.4364	3,474.91	7,528.97	90,347.71
		STEP E	45.6084	3,648.67	7,905.45	94,865.47
		STEP F	47.8886	3,831.08	8,300.69	99,608.28
		STEP G	50.2808	4,022.46	8,715.33	104,584.06
		STEP H	52.7974	4,223.79	9,151.54	109,818.59
3354	RECRUIT FIREFIGHTER-PARAMEDIC					
		STEP A	32.2800	2,582.40	5,595.20	67,142.40

Appendix: A
Percentage: 1.030

RFF ROSEVILLE FIREFIGHTERS

Job Code	Title	Step	Hourly	Bi-weekly	Monthly	Annual
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COUNCIL COMMUNICATION

CC #: 7355

File #: 0201-01 & 0714-01

Title: Maidu Museum and Historic Site Consignment Sales - Budget Adjustment

Contact: Mark Murphy 774-5935 mmurphy@roseville.ca.us

Meeting Date: 1/6/2016

Item #: 6.8.

RECOMMENDATION TO COUNCIL

Recommend Council approve the budget adjustment of \$20,000.00 to fund consignment sales Native Californian Artwork, books and jewelry. Recommend Council approve \$20,000.00 to be re-directed to supplement the current budget of \$12,500.00 for Gift Shop Purchases.

BACKGROUND

The Maidu Museum & Historic Site has been showcasing contemporary Native American art, jewelry and books since we opened the new museum facility in 2010. The museum sold books and jewelry for many years in our temporary building, now the Maidu Activity Center. The last two years our reputation for selling quality Native Californian contemporary artwork has increased. We have also been selling some jewelry on consignment, with prices ranging from \$100.00 per item to \$400.00. Two years ago, we partnered with Heyday Books to sell more than 40 titles on consignment. We have had \$6,965.00 in book sales since January 2015. For our July Night Out at the Museum event reception, we partnered with Heyday Books, Friends of the Roseville Library, and California Native Photographic Artist Dugan Aguilar to publish the book, "She Sang Me a Good Luck Song". We sold 98 books at the opening reception and book signing in one night at \$35.00 each.

Our current budget for gift shop items is \$12,500.00. We purchase items that include, snacks, books, minerals, jewelry, posters, postcards, games and products related to the Native Community. When we sell any consignment items, it comes out of the budget to purchase the items to stock the gift shop.

Since January 2015, the interest to purchase artwork has increased, the museum sold 13 original drawings from just one show. We sold several pieces from the Great Basin Art Exhibit, and the current show at the museum, Coyote III, we have sold two pieces so far. Total sales from artwork, jewelry, and Heyday Books, since January is \$10,479.00. We want to purchase more items for the gift shop into the New Year, and, therefore, will not be able to have money in the current budget to do so with more consignment sales.

FISCAL IMPACT

The department is requesting a budget adjustment for an additional \$20,000.00 in budget authority to continue gift shop purchases and sales in FY2015-16. Enough sales revenue is generated to fully offset the \$14,000.00 in associated program expenses for merchandise and artwork purchases, so there is a net zero impact to the General Fund. The department is also requesting to appropriate \$6,000.00 in excess sales revenue to support miscellaneous program needs, including training and demonstrations.

The funds will be used to pay artists for the sales of artwork and jewelry. 30% of the sales will go back to the general fund or designated account, and 45% of Heyday Book sales. No fiscal impact is anticipated as revenue will be generated from the sales of, artwork, jewelry and Heyday Books.

ECONOMIC DEVELOPMENT / JOBS CREATED

This budget adjustment will not create a specific job. It will enable artists from the Native Community to be paid for their artwork, and jewelry, plus help sales of Native books authored by Native California writers. This budget adjustment will enable us to sell more artwork, books, and take more jewelry on consignment.

ENVIRONMENTAL REVIEW

This budget adjustment will not require or effect any environmental review.

Respectfully Submitted,

Mark Murphy, Interpretive Services Supervisor

Dominick Casey, Assistant City Manager



Rob Jensen, City Manager

ATTACHMENTS:

Description

Ordinance No. 5608

Request for Budget Adjustment

ORDINANCE NO. 5608

ORDINANCE OF THE COUNCIL OF THE CITY OF ROSEVILLE
AUTHORIZING CERTAIN AMENDMENTS TO THE 2015-16
BUDGET AND DECLARING THIS ORDINANCE TO BE IMMEDIATELY
EFFECTIVE AS AN APPROPRIATION MEASURE

THE CITY OF ROSEVILLE ORDAINS:

SECTION 1. The City of Roseville Annual Budget, Fiscal Year 2015-16, is hereby amended by transferring appropriation to and from the activities indicated below:

Appropriate funds for Maidu Museum & Historic Site Consignment Sales per request of the Parks, Recreation & Libraries Department, as listed on the attached Request for Budget Adjustment in the amount of \$20,000.00.

SECTION 2. This ordinance is hereby declared to be an appropriation measure, immediately effective pursuant to the provisions of Section 5.03 of the Charter.

SECTION 3. The City Clerk is hereby authorized and directed to post a true copy of the foregoing ordinance in each of three (3) conspicuous locations in the City and she shall immediately after such posting enter in the ordinance book, under the record of the ordinance, a certificate under her hand stating the time and place of such publication by posting.

PASSED AND ADOPTED by the Council of the City of Roseville, this
_____ day of _____, 20__, by the following vote on roll call:

AYES COUNCILMEMBERS:

NOES COUNCILMEMBERS:

ABSENT COUNCILMEMBERS:

MAYOR

ATTEST:

City Clerk



REQUEST FOR BUDGET ADJUSTMENT
FINANCE DEPARTMENT

Instructions: Complete all necessary fields. Fields marked with an asterisk (*) are mandatory and required for processing. Obtain required approvals and process according to the procedure outlined in:
[A.R. 6.01 Budget Adjustment Policy & Procedure.](#)

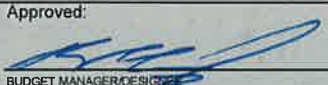
REQUESTER*: Dominick Casey/Mark Murphy/Genna Martin

DEPARTMENT/DIVISION*: Parks, Recreation, & Libraries

FISCAL YEAR/EFFECTIVE DATE*: FY2015-16

PROPOSED COUNCIL DATE (if applicable): 12/16/2015

For more detailed budget adjustment training information, including examples, please click on the following link:
[Miscellaneous Budget Training Information.](#)

USE OF FUNDS*						
AMOUNT*	ACCOUNT NUMBER					Account Title/Activity Description*
	GL			JL		
	ORG KEY*	OBJECT*	FUND*	PROJECT	ACTIVITY	
14,000	08521	5041	100			Gift Shop/Boutique Purchases
6,000	08521	5998	100			Miscellaneous - 3rd Saturday Program Support
\$ 20,000	TOTAL					
SOURCE OF FUNDS*						
AMOUNT*	ACCOUNT NUMBER					Account Title/Activity Description*
	GL			JL		
	ORG KEY	OBJECT	FUND*	PROJECT	ACTIVITY	
20,000	08521	3505	100			Recreation Program Revenue - Consignment Sales
\$ 20,000	TOTAL					
FINANCE USE  Approved: _____ BUDGET MANAGER/DESIGNEE 11/24/15 DATE Comments: _____						

Justification for Budget Adjustment*:

The PR&L Department purchases and sells gift shop merchandise and artwork at the Maidu Museum & Historic Site. PR&L was appropriated \$12,500 for these gift shop purchases/sales in the FY2015-16 Approved Annual Budget (Maidu Museum & Historic Site Division/Org Key 08521). Due to high sales volume and demand, this funding is nearly exhausted (98% expended). PR&L is requesting an additional \$20,000 in budget authority to continue gift shop purchases/sales in FY2015-16. Enough sales revenue is generated to fully offset the \$14,000 in associated program expenses for merchandise & artwork purchases, so there is a net zero impact to the General Fund. PR&L is also requesting to appropriate \$6,000 in excess sales revenue to support miscellaneous 3rd Saturday Program needs, including training & demonstrations.

Approved:  REQUESTING DEPARTMENT HEAD / DESIGNEE	Approved: _____ CITY MANAGER
DATE	DATE



COUNCIL COMMUNICATION

CC #: 7367

File #: 0201 & 0201-01

Title: Transfer Budget Adjustment

Contact: Kathy Cullen 746-1306 kcullen@roseville.ca.us

Meeting Date: 1/6/2016

Item #: 6.9.

RECOMMENDATION TO COUNCIL

Approve the attached budget adjustment that includes corrections to budgeted transfers previously submitted as part of the encumbrance and CIP carry forward transfer budget adjustments.

BACKGROUND

Earlier this year, various transfers were submitted as part of the CIP and encumbrance carry forward budget adjustments. Since that time it was noticed that two of transfers identified an incorrect funding source. Specifically, the IdeaScape project transfer carry forward of \$705,646 was originally budgeted as being funded by the General Fund, but should have been funded by Wastewater. The second dollar amount, \$20,438, is a correction to the funding of the UEC project, which should have been funded by Electric, Water, Wastewater, and Solid Waste, however, the Electric funding was not included in the original carry forward budget adjustment.

FISCAL IMPACT

The following funds are impacted by the transfer corrections:

General Fund +\$706,646

WasteWater <\$699,834>

Electric <\$20,438>

Solid Waste +\$6,813

Water +\$6,813

ECONOMIC DEVELOPMENT / JOBS CREATED

No new jobs will be created by this action.

ENVIRONMENTAL REVIEW

The budget adjustment is not considered a “project” as defined by the California Environmental Quality Act (CEQA) (CEQA Guidelines 15378). Consequently, no CEQA action is required.

Respectfully Submitted,

Kathy Cullen, Budget Manager

Monty Hanks, Finance Director



Rob Jensen, City Manager

ATTACHMENTS:

Description

Ordinance No. 5611

Transfer correcting budget adjustment

ORDINANCE NO. 5611

ORDINANCE OF THE COUNCIL OF THE CITY OF ROSEVILLE
AUTHORIZING CERTAIN AMENDMENTS TO THE 2015-16
BUDGET AND DECLARING THIS ORDINANCE TO BE IMMEDIATELY
EFFECTIVE AS AN APPROPRIATION MEASURE

THE CITY OF ROSEVILLE ORDAINS:

SECTION 1. The City of Roseville Annual Budget, Fiscal Year 2015-16, is hereby amended by transferring appropriation to and from the activities indicated below:

Appropriate funds for the correction to transfers per request of the Finance Department, as listed on the attached Request for Budget Adjustment in the amount of \$726,084.00.

SECTION 2. This ordinance is hereby declared to be an appropriation measure, immediately effective pursuant to the provisions of Section 5.03 of the Charter.

SECTION 3. The City Clerk is hereby authorized and directed to post a true copy of the foregoing ordinance in each of three (3) conspicuous locations in the City and she shall immediately after such posting enter in the ordinance book, under the record of the ordinance, a certificate under her hand stating the time and place of such publication by posting.

PASSED AND ADOPTED by the Council of the City of Roseville, this
_____ day of _____, 20__, by the following vote on roll call:

AYES COUNCILMEMBERS:

NOES COUNCILMEMBERS:

ABSENT COUNCILMEMBERS:

MAYOR

ATTEST:

City Clerk



REQUEST FOR BUDGET ADJUSTMENT

FINANCE DEPARTMENT

Instructions: Complete all necessary fields. Fields marked with an asterisk (*) are mandatory and required for processing. Obtain required approvals and process according to the procedure outlined in:

[A.R. 6.01 Budget Adjustment Policy & Procedure.](#)

For more detailed budget adjustment training information, including examples, please click on the following link:

[Miscellaneous Budget Training Information.](#)

REQUESTER*: Kathy Cullen

DEPARTMENT/DIVISION*: Finance/Budget

FISCAL YEAR/EFFECTIVE DATE*: FY2015-16

PROPOSED COUNCIL DATE (if applicable): 01/06/2016

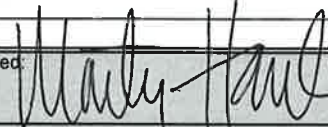
USE OF FUNDS*						
AMOUNT*	ACCOUNT NUMBER					Account Title/Activity Description*
	GL		FUND*	JL		
	ORG KEY*	OBJECT*		PROJECT	ACTIVITY	
705,646	00470	8902	470	113901		Transfer from WW to Solid Waste for UEC IdeaScape
20,438	00490	8900	490			correction to Enc Carry forward transfers for 08527
\$ 726,084	TOTAL					

SOURCE OF FUNDS*						
AMOUNT*	ACCOUNT NUMBER					Account Title/Activity Description*
	GL			JL		
	ORG KEY	OBJECT	FUND*	PROJECT	ACTIVITY	
705,646	00100	8902	100	113901		REDUCE the transfer out from GF for 113901
6,813	00480	8900	480			REDUCTION to Enc Carry forward transfer for 08527
6,813	00460	8900	460			REDUCTION to Enc Carry forward transfer for 08527
6,812	00470	8900	470			REDUCTION to Enc Carry forward transfer for 08527
\$ 726,084	TOTAL					

FINANCE USE	Approved: 	Comments:
	BUDGET MANAGER/DESIGNEE	DATE 12/4/15

Justification for Budget Adjustment*:

There was an error in the CIP carry forward budget adjustment in FY2015-16 . The line items for \$705,646 corrects the transfer for the UEC IdeaScape project to move it from GF to Wastewater. The \$20,438 correction is due to an error in the encumbrance carry forward transfers. The UEC expenditure was funded only by EU funds and should have been funded by Electric as well.

Approved: 	Approved:
REQUESTING DEPARTMENT HEAD / DESIGNEE	CITY MANAGER
DATE	DATE



COUNCIL COMMUNICATION

CC #: 7361
File #: 0800-02

Title: Second Reading of Ordinance - Water and Solid Waste Rate - Municipal Code Revision
Contact: Carol Margetich 746-1712 cmargetich@roseville.ca.us

Meeting Date: 1/6/2016
Item #: 6.10.

RECOMMENDATION TO COUNCIL

Recommending Council present for second reading and adoption ORDINANCE NO. 5610 OF THE COUNCIL OF THE CITY OF ROSEVILLE AMENDING SECTION 9.12.100 OF CHAPTER 9.12 OF TITLE 9 AND AMENDING SECTION 14.08.090, 14.08.100, AND 14.08.130 OF CHAPTER 14.08 OF TITLE 14 OF THE ROSEVILLE MUNICIPAL CODE REGARDING UTILITY RATES.

BACKGROUND

N/A

FISCAL IMPACT

N/A

ECONOMIC DEVELOPMENT / JOBS CREATED

N/A

ENVIRONMENTAL REVIEW

N/A

Respectfully Submitted,

Carol Margetich, Business Services Manager

Richard Plecker, Environmental Utilities Director



Rob Jensen, City Manager

ATTACHMENTS:

Description

Ordinance No. 5610

ORDINANCE NO. 5610

ORDINANCE OF THE COUNCIL OF THE CITY OF ROSEVILLE
AMENDING SECTION 9.12.100 OF CHAPTER 9.12 OF TITLE 9 AND AMENDING
SECTIONS 14.08.090, 14.08.100, AND 14.08.130 OF CHAPTER 14.08 OF TITLE 14 OF THE
ROSEVILLE MUNICIPAL CODE REGARDING UTILITY RATES

THE CITY OF ROSEVILLE ORDAINS:

SECTION 1. Section 9.12.100 of Chapter 9.12 of Title 9 of the Roseville Municipal Code is hereby amended as follows:

9.12.100 Charges for collection.

A. Residential.

1. Each and every householder or tenant occupying any dwelling, house, or residence, shall pay to the city, or its authorized agent, a fixed minimum charge as set forth in this section as a refuse fee. Such fixed minimum is based upon service of one call per week, irrespective of whether there is any refuse to remove from any premises.

2. Ninety-Gallon Automated Container Service. For each premises assigned a city-owned 90-gallon container and serviced by automated collection, all normal household trash, garbage, and yard clippings for collection must be contained within the 90-gallon container with the lid closed and must fall freely from container when dumped. Each such premises shall be provided weekly collection.

3. Refuse service may be discontinued upon written request for a period of no less than two months when a dwelling, house, or residence will be unoccupied. The minimum time of discontinuing service will be two months. A service charge equal to two months' refuse charge will be charged to the utility user for the removal and redelivery of the assigned automated container when service has been temporarily discontinued. This service charge will be paid at the time service is discontinued. Upon occupancy of a dwelling, house or residence, the utility user must contact the city to restart service. If the occupant of a dwelling, house, or residence does not contact the city to restart service, the city may bill back to the discontinuance of service all monthly charges.

4. For collection of additional containers beyond those covered by the fixed minimum charges established in this chapter, the collection charge shall be the same for each additional garbage container as the fixed fee for the first container.

5. An additional or special pickup may be requested beyond the minimum service required by this chapter. Each such additional or special pickup shall be subject to a fixed fee.

6. Rates for Residential Collection. Effective July 1, 2015, the residential rates on billings shall be as follows:

Residential Refuse Service	Effective 7/1/2015
Fixed refuse monthly charge	\$23.40
Each refuse 60- or 90-gallon container service	\$23.40
Additional empty of a 60- or 90-gallon container	\$15.30
Temporary removal of a residential service	\$46.80
Move-in box pick-up	\$82.75
Each additional green waste container	\$8.50
Each additional 90-gallon refuse container	\$16.00
Additional empty of a green waste container	\$11.25
Refuse 60- or 90-gallon replacement charge	\$68.37
Fixed fee for the return of a confiscated green waste container due to contamination	\$109.30
Temporary dumpster delivery and removal charge	\$57.10
Temporary dumpster per yard charge	\$9.60

B. Commercial.

1. A landlord, property owner, or property manager or management company of each and every store, shop, apartment, house, rooming house, factory or other nonresidential use that has a commercial dumpster shall pay to the city, or its authorized agent, a fixed minimum charge as set forth by the city council as a refuse fee. Such fixed minimum is based upon service of one call per week, irrespective of whether there is any refuse to remove from any premises.

A landlord, property owner, property manager or management company with multiple tenants who must share a commercial dumpster shall be responsible for the refuse utility bill of the tenants.

2. Commercial Dumpster, Roll-On, and Additional Services. The environmental utilities director may approve the placing of garbage or rubbish in containers other than 30-gallon cans or 90-gallon automated cans (such as dumpsters or roll-on containers) as provided in Section 9.12.060. The fixed fee and additional service charges are established by subsections (A)(6) and (B)(4). In such cases, the environmental utilities director shall cause a study of the service to be made, and charges will be established based on the cost of performing the service. Such charge shall include all costs to the city, including, but not limited to, labor, equipment operation, maintenance and depreciation, administrative overhead, recycling, landfill closure and landfill operation costs. Standard commercial charges for basic hand-pickup dumpsters and roll-on containers may be established by the environmental utilities director subject to the approval of the city council.

3. An additional or special pickup may be requested beyond the minimum service required by this chapter. Each such additional or special pickup shall be subject to a fixed fee.

4. Rates for Commercial Collection. Effective August 1, 2011, July 1, 2012 and July 1, 2015, the commercial rates on billings shall be as follows:

Frontloader and Rearloader Commercial Services*	Effective 8/1/2011	Effective 7/1/2012
Frontloader and rearloader commercial dumpster and sidewalk can per yard charge	\$9.45	\$9.60
Frontloader and rearloader compactor per yard charge	\$17.05	\$17.30
Frontloader and rearloader dumpster extra pick-up per yard charge	\$9.45	\$9.60
Frontloader cardboard dumpster and compactor per yard charge	\$12.55	\$12.75
Frontloader cardboard dumpster and compactor extra pick-up per yard charge	\$2.90	\$2.95

Roll-Off Commercial Open Top and Compactor Services*	Effective 7/1/2013
Minimum charge per haul (base rate) without tonnage* All sizes	\$286.00
Roll-off 100% recycling bin	\$156.60

* Tonnage charges (tipping fees) vary by material type, and are determined by the Western Placer Waste Management Authority. With City Department Head approval, some entities may pay tonnage charges directly to Western Placer Waste Management Authority.

Temporary Frontloader, Rearloader and Roll-Off Charges*	Effective 7/1/2012	Effective 7/1/2013
Frontloader and rearloader temporary dumpster delivery and removal charge	\$57.10	\$57.10
Frontloader and rearloader temporary dumpster per yard charge	\$9.60	\$9.60
Frontloader and rearloader temporary dumpster rental fee per week	\$54.45	\$54.45
Roll-off temporary dumpster minimum charge per haul (base rate)	\$300.15	\$286.00
Tonnage (per ton charge)*		
Roll-off temporary dumpster rental fee per week	\$98.70	\$98.70

* Tonnage charges (tipping fees) vary by material type, and are determined by the Western Placer Waste Management Authority.

Additional Commercial Service Rates*	Effective 8/1/2011	Effective 7/1/2012
Standby service charge per occurrence	\$46.60	\$47.30
Emergency after hours call out service charge per occurrence	\$145.60	\$147.80
Fixed monthly commercial charge	\$25.85	\$26.25
60- or 90-gallon automated container monthly charge	\$23.05	\$23.40
Commercial bin assistance charge per occurrence	\$40.75	\$41.35
Fixed fee for additional pick-up of a city owned 60- or 90-gallon automated container	\$15.00	\$15.25
Compactor Cleaning	Minimum 2.5 Hours Labor Cost	
Compactor Lock Replacement	.5 Hours Labor Cost plus \$8 lock replacement	

* The amounts billed to commercial customers will vary with the types of service and the number of pickups in a billing period.

C. Shared Compactor Rates. Shared compactor rates are applicable to the City of Roseville downtown specific plan area. Exact rates are determined on a site-specific basis based on the following criteria:

Tier 1: \$5.48 per 1,000 square feet of building area or per dwelling unit	Tier 1 includes business types that are determined low use by the environmental utilities director. Typical examples of low use are retail and office establishments and small apartment units.
Tier 2: \$22.12 per 1,000 square feet of building area	Tier 2 includes business types that are determined medium use by the environmental utilities director. Typical examples of medium use are relatively smaller establishments such as bars and grills, coffee shops and delis; selling or serving food but not considered a full-service restaurant.
Tier 3: \$46.72 per 1,000 square feet of building area	Tier 3 includes business types that are determined high use by the environmental utilities director. A typical example of high use is full-service restaurants, restaurant/ bakeries, and similar establishments. Full-service restaurants are defined as primarily dine-in establishments with established menus, and a minimum of two meals per day (e.g., lunch and dinner).

SECTION 2. Section 14.08.090 of Chapter 14.08 of Title 14 of the Roseville Municipal Code is hereby amended as follows:

14.08.090 Service charges for metered service.

There shall be due and payable the following monthly charges, upon submission of the bill by the city to the owner of the property supplied with service, for all treated water measured by meters for residential, commercial, industrial and manufacturing or other purposes:

A. Monthly Quantity Rates. Effective February 8, 2016 and July 1, 2016, the monthly quantity rates on billings shall be as follows:

		Inside City Service Area (per 100 cu. ft.)*	
		Effective 2/8/2016	Effective 7/1/2016
1.	Potable water usage (per 100 cubic feet)	\$0.97	\$1.09
2.	Recycled water usage (per 100 cubic feet)	\$0.49	\$0.55

* Charges for water service delivered outside the City of Roseville water service area are set forth in Section 14.08.091. B. Monthly Service Charges. Effective February 8, 2016 and July 1, 2016, the monthly service charges on billings shall be as follows:

Meter Size (inches)	Peak Flow Rate (gallons per minute)	Inside City Service Area*	
		Effective 2/8/2016	Effective 7/1/2016
Up to 3/4	30	\$20.69	\$23.17
1	50	\$32.96	\$36.92
1-1/2	100	\$63.36	\$70.96
2		\$99.99	\$111.99
3		\$185.51	\$207.77
4		\$307.66	\$344.58
6		\$612.75	\$686.28
8		\$979.02	\$1,096.50
10		\$1,406.44	\$1,575.21

Charges for water service delivered outside the City of Roseville water service area are set forth in Section 14.08.091.

C. The total amount due and payable shall be the sum of the monthly service charge plus the quantity rate. The monthly service charge is due and payable regardless of whether water has been consumed. The service charge shall be the greater of the charge based on the meter size or flow rate, with the following exceptions.

1. No service charge shall be made for fire service that has backflow prevention with detector check devices approved by the environmental utilities director.

2. No service charge shall be made for recycled water utility back-up systems that are required for reliability only and have backflow prevention and metering approved by the environmental utilities director. This exclusion does not extend to systems that are regularly required as part of normal operation. The recycled water operation shall be responsible for water volumetric charges for these services and any costs associated with meter maintenance.

D. For purposes of charging for treated water measured by meters:

1. A residential account is defined as a single metered water service which serves three or less dwelling units.

2. A nonresidential account is defined as a single metered water service which serves more than three dwelling units, or serves commercial, industrial, manufacturing, irrigation or other nonresidential land uses.

E. For single-family residential services that require automatic fire protection systems pursuant to Section 16.16.120, the increased meter size will not be assessed an additional charge associated with the fire protection system requirement. Service charges shall be based on the required service size as determined by the Uniform Plumbing Code without consideration for any fire protection system required by Section 16.16.120.

SECTION 3. Section 14.08.100 of Chapter 14.08 of Title 14 of the Roseville Municipal Code is hereby amended as follows:

14.08.100 Flat water rates.

The following service charges shall apply to flat rate consumers that the environmental utilities director determines are not cost effective to assign metered rates. The environmental utilities director shall conduct a water use study for consumers whom he or she determines may not be reasonably metered, and the director shall assign such consumers to an appropriate service rate level as set forth in this section. Water service rates for flat rate residential consumers shall be due and payable on a monthly basis according to the appropriate grouping set out in this section.

Effective July 1, 2016, the flat rates on billings shall be as follows:

Nonmetered or Flat Service Charges	Inside City Service Area		
	Effective 7/1/2013	Effective 7/1/2014	Effective 7/1/2016
Single-family lots under 4,900 square feet; each mobile home unit not within a park maintaining its own distribution system and service; each dwelling unit of duplexes, triplexes, fourplexes, unmetered apartments and other multiple living units; other detached living units; and offices and stores with less than peak use of 250 gallons per day	\$23.10	\$23.70	\$ 26.55
Single-family lots 4,901 to 8,900 square feet	\$30.25	\$31.00	\$ 34.70
Single-family lots 8,901 to 12,000 square feet	\$37.70	\$38.65	\$ 43.30
Single-family lots 12,001 to 15,000 square feet	\$44.85	\$45.95	\$ 51.45
Single-family lots existing before July 1, 1977, which are in excess of 15,000 square feet	\$44.25	\$45.35	\$ 50.80
For each 1,000 square feet or portion over 15,000 square feet	\$2.36	\$2.42	\$ 2.70
Mobile home parks, per living unit	\$21.40	\$21.95	\$ 24.60
All those single-family lots over 15,000 square feet, created on or after July 1, 1977, shall be metered pursuant to Section 14.08.105			

* Charges for water service delivered outside the City of Roseville water service area are set forth in Section 14.08.091.

SECTION 4. Section 14.08.130 of Chapter 14.08 of Title 14 of the Roseville Municipal Code is hereby amended as follows:

14.08.130 Use of water for construction purposes.

It is unlawful for any person to use the water service of another for construction purposes without first obtaining a permit from the environmental utilities director and the consent of the

other person. All water service for construction purposes shall be metered as provided by Section 14.08.090, unless the environmental utilities director approves alternate measuring methods. All persons doing work on the public streets, public easements or rights-of-way, existing or proposed, shall apply for and be issued a permit prior to drawing water or obtaining service for construction purposes such as for the settling of earth, rock, gravel or dust. Service for such purposes shall be charged per rates identified in Section 14.08.090, per 100 cubic feet of water and for a connection charge of \$100.00 per connection to a fire hydrant. Each temporary connection shall be protected against potential cross connection and resulting contamination of the water distribution system. Water meters and backflow preventors are available from the water/sewer division with a \$500.00 deposit and \$50.00 per month rental charge. The environmental utilities director, in the director's discretion, may establish related requirements for the use of all construction water and service.

SECTION 5. This ordinance shall be effective at the expiration of thirty (30) days from the date of adoption.

SECTION 6. The City Clerk is hereby directed to cause this ordinance to be published in full at least once within fourteen (14) days after it is adopted in a newspaper of general circulation in the City, or shall within fourteen (14) days after its adoption cause this ordinance to be posted in full in at least three (3) public places in the City and enter in the Ordinance Book a certificate stating the time and place of said publication by posting.

PASSED AND ADOPTED by the Council of the City of Roseville this ____ day of _____, 20__, by the following vote on roll call:

AYES COUNCILMEMBERS:

NOES COUNCILMEMBERS:

ABSENT COUNCILMEMBERS:

MAYOR

ATTEST:

City Clerk



COUNCIL COMMUNICATION

CC #: 7366

File #: 0103-32-02

Title: Legislative and Regulatory Platform for State and Federal Advocacy - 2016

Contact: Mark Wolinski 774-5179 mwolinski@roseville.ca.us

Meeting Date: 1/6/2016

Item #: 6.11.

RECOMMENDATION TO COUNCIL

Adopt the attached Legislative Platform, which includes a set of priorities, legislative principles and platforms to guide the City's State and Federal legislative and judicial advocacy programs through 2016. (Attachment A)

BACKGROUND

The State and Federal priorities and legislative platform defined within the document are the result of the City Council's articulation of its goals and priorities during legislative updates and the City Council's Legislative Platform Workshop held November 18, 2015. The Legislative Platform conveys the Council's positions on issues that are currently, or are anticipated to be, the focus of future legislation by the State and Federal governments.

Council's adoption of these priorities authorizes the City's active participation to influence State and Federal decision-making on legislative, administrative, regulatory and funding issues and to support judicial advocacy consistent with the City's priorities. Using this document as a guide, the City will adopt positions on specific legislation, regulations and budget proposals, and respond to requests for amicus curiae support when the outcome of a pending lawsuit is likely to significantly affect a priority concern of the City. The Mayor will sign letters based on the City's identified interests; the Mayor and other Council Members will advance City interests through individual and regional advocacy efforts; and the Mayor will act on requests from the City Attorney to join in friend-of-the-court briefs.

Staff recommends that the Legislative Platform be updated annually to be responsive to changes to the State and Federal legislative and regulatory environments and to reflect the interests unique to Roseville and interests that may also be common to cities throughout the State.

Effective Platform Implementation

An assortment of internal and external resources is used to effectively administer the City's legislative platform, they include:

- The City Council Law and Regulation Committee is a standing, advisory committee of the City Council with review and recommendation authority. The Committee provides a forum to introduce, discuss and more thoroughly analyze selected proposed State and Federal legislation, policies and regulations that have the potential to impact City departments, the community and the region.
- City staff works collaboratively with the City's Federal and State lobbyists to understand and develop strategies for influencing legislation. The City's Federal lobbyist also works closely with staff to help identify funding resources for departmental projects and will review grant applications before they are submitted.
- In addition to the City's lobbyists, city staff interacts and participates with organizations such as The League of California Cities, Sacramento Area Council of Governments, North State Water Alliance, Northern California Power Agency, California Municipal Utilities Association and the Roseville Chamber of Commerce to advocate on issues that are important to the City.
- Internally, government relations staff works with staff from each department on legislation, regulations, and project funding opportunities that are important to their departments. During the course of the legislative year staff monitors introduced legislation, develops priority lists of legislation for each department and makes recommendations on letters of support/opposition as the bills progress through the legislative process.
- Government relations staff works closely with the staff of the City's State and Federal representatives to ensure the City's position on legislation is clearly understood by Roseville's representatives. The development of this relationship and exchange of information with the City's representatives is an effort that continues throughout the entire year.

Working collaboratively with the Council's Law and Regulation Committee and the City's internal and external partners ensures that the City's advocacy strategy has the greatest ability to influence legislation and policies that are crucial to the City. The City has successfully demonstrated the ability to work with this process and to develop coalitions that take positions on legislation in a manner that is beneficial and supportive of the adopted platform.

Platform Modifications

Modifications were made throughout the 2016 platform to ensure the City is well positioned to effectively advocate for or against legislation, policies and regulations introduced during the 2016 legislative and congressional sessions. These modifications were reviewed and discussed with the City Council during the Council's November Legislative Platform workshop. Changes were also made to the platform that ensure the City is positioned successfully to compete for funding that may become available in 2016 through opportunities provided by the State.

During the Council's Legislative Platform Workshop an item of particular attention for the City Council was the following addition to the "Critical Concerns for Upcoming Legislative/Congressional Sessions" section of the platform:

Changing Economy – The City has a focused interest in being actively engaged in discussions regarding local tax systems, leakage from internet sales and the fundamental shift from purchasing taxable commodities to purchasing non-taxable services and the impacts these have on the City's ability to fund basic services.

The City Council expressed concern about the difficulty of developing an advocacy statement that could adequately anticipate the broad range of possibilities that could emerge related to sales tax

proposals in the Legislature. For this reason, staff will bring any proposed legislation that falls outside the scope of the following policy statement, such as changing the allocation of sales tax revenue and changing what is being taxed, to the full City Council for its consideration and policy direction. The following proposed advocacy statement focuses on protecting and maintaining the City's current sales tax revenues and would allow staff to continue its vigilance in preventing erosion of current sales tax revenues.

Support legislation that protects and maintains City sales tax revenue and oppose legislation that erodes this revenue. Any advocacy on sales tax legislation beyond these guidelines will be brought to the full Council for consideration and direction.

The addition of this statement provides a precise direction to staff regarding how sales tax legislation is to be handled by the legislative advocacy process. This is similar to the statement and direction that was added to the 2015 Legislative Platform regarding state bond issues.

FISCAL IMPACT

The costs to implement the legislative advocacy program are included in the City's approved budget. The Legislative Platform has no direct fiscal impact to the City's budget; the platform provides policy direction only.

ECONOMIC DEVELOPMENT / JOBS CREATED

N/A

ENVIRONMENTAL REVIEW

The California Environmental Quality Act (CEQA) does not apply to activities that will not result in a direct or reasonably foreseeable indirect physical change in the environment (CEQA Guidelines §1 5061 (b) (3)). Stating policy priorities does not include the potential for a significant environmental effect, and therefore is not subject to CEQA.

Respectfully Submitted,

Mark Wolinski, Government Relations Administrator

Megan MacPherson, Public Affairs & Communications Director



Rob Jensen, City Manager

ATTACHMENTS:

Description

City's Legislative Platform



City of Roseville

2016 Legislative and Regulatory Platform for State and Federal Advocacy



Roseville City Council



*Back row from left: Pauline Roccucci, Tim Herman, Mayor Carol Garcia
Front row from left: Bonnie Gore, Vice-Mayor Susan Rohan*

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BACKGROUND

The state and federal priorities defined within this legislative and regulatory platform reflect the City Council's goals and priorities as well as its position on issues that are currently, or are anticipated to be, the focus of future legislation and regulation at the state and federal levels. Council's adoption of this platform authorizes the City's active participation to influence state and federal decision-making on legislative, administrative, regulatory and funding issues and to support judicial advocacy consistent with the City's priorities.

Using this document as a guide, the City will adopt positions on specific legislation, regulations and budget proposals, and respond to requests for amicus curiae support when the outcome of a pending lawsuit is likely to significantly affect a priority concern of the City. The Mayor will sign letters of support or opposition based on the City's identified interests; the Mayor and other Council Members will advance City interests through individual and regional advocacy efforts; and the Mayor will act on requests from the City Attorney to join in friend-of-the-court briefs.

Staff recommends that the Legislative Platform be updated annually to be responsive to changes to the state and federal legislative and regulatory environments and to reflect the interests unique to Roseville and interests that may also be common to cities throughout the State.

STRATEGIES FOR EFFECTIVE PLATFORM IMPLEMENTATION

Internal and external resources and processes are used to effectively administer the City's legislative platform they include the following:

- City staff works collaboratively with our federal and state lobbyists to understand and develop strategies to influence legislation. The City's federal lobbyist also works closely with staff to help identify funding resources for departmental projects and will review grant applications before they are submitted. Staff will scrutinize grant requirements for matching funds, environmental review or otherwise unrequired activities to ensure they have a reasonable correlation to the value of the funding and the benefit being derived from the grant.
- City staff participates in organizations such as The League of California Cities, Sacramento Area Council of Governments (SACOG), North State Water Alliance, Northern California Power Agency (NCPA), California Municipal Utilities Association (CMUA), and the Roseville Chamber of Commerce to advocate on issues that are important to the City. This allows the City to have a stronger voice on issues and a greater potential to influence key policy and legislative matters.
- Government relations staff works with staff from each department on legislation, regulations, and project funding opportunities that are important to City departments. During the course of the legislative year, staff monitors legislation, develops priority lists of legislation for each department, and makes recommendations on letters of support/opposition as the bills progress through the legislative process.
- Government Relations staff strategizes and coordinates with other jurisdictions, special districts and organizations on key issues of common interest to ensure a stronger voice on legislation, regulatory and policy matters.
- City advocacy letters are signed by the Mayor. In the event the Mayor is not available to sign an advocacy letter the responsibility will reside with the Vice-Mayor.
- Government relations staff works closely with legislative staff at the state and federal levels to ensure the City's position on legislation and critical concerns is clearly understood by Roseville's elected representatives. The development of this relationship and exchange of information with the City's representatives continues throughout the year.
- Proposed City advocacy positions on bills that would result in the issuance or a vote for a new state bond will be brought to the full Council for its consideration and direction.

Working collaboratively with the Council's Law and Regulation Committee and the City's internal and external partners ensures that the City has the greatest ability to influence legislation and policies that are crucial to the City. The City has successfully used this process of proactive advocacy and coalition development to take positions on legislation in a manner that is effective in advancing the legislative platform.

PRIORITIES FOR 2016:

Citywide Legislative Principles

1. The City of Roseville believes in local control and the ability of the City Council to make decisions that address the needs of residents and businesses within the local jurisdiction they directly serve. In general, the City of Roseville will oppose legislation that erodes local control and will support legislation that increases control at the local level.
2. The City of Roseville also believes in fiscal responsibility and requires financial flexibility to carry out its mission and objectives for the community. The City will oppose legislation that hinders financial flexibility and will support legislation that encourages financial flexibility.
3. Oppose legislation that requires the City to provide a service or benefit without appropriate and full funding.
4. Oppose legislation that would negatively impact City revenues including but not limited to General Fund, Enterprise Fund, sales tax, and/or property taxes.
5. Support legislation that protects and maintains City sales tax revenue and oppose legislation that erodes this revenue. Any advocacy on sales tax legislation beyond these guidelines will be brought to the full Council for consideration and direction.

Federal Funding Requests

Projects:

1. Washington Andora Widening Project
2. Advanced Metering Infrastructure (AMI)
3. Emerging Energy Technologies
4. Expansion of the City's recycled water system to Central Roseville and Roseville Galleria areas.
5. Water supply reliability improvements such as increased interconnections, expanded conjunctive use capacity, better access to water supplies.
6. Passive groundwater recharge infrastructure at the Reason Farms retention basin.

Initiatives: Promoting economic stimulus and infrastructure investment

- a. Projects that provide jobs especially in the areas of energy, water, transportation, public safety and community development.
- b. Assistance for business expansion and formation.

PRIORITIES FOR 2016:

City's Federal and State Legislative platform

1. Oppose state and federal actions that produce incompatible consequences and/or have an adverse impact on the City's ability to comply with state and federal regulations and/or legislation. The City will inform the community when these situations occur.
2. Support legislation that would further the stated missions of the City's departments and oppose legislation that would impede the ability of each department to effectively meet their operational objectives.
3. Support legislation and regulations that preserve City assets, infrastructure and projects.
4. Support legislation and policies that protect our residents and businesses from inconsistent, unnecessary and costly special district, state and federal regulations, mitigation requirements and permits.
5. Oppose legislation and regulations that would negatively impact or divert any City revenues to the state or any other entity.
6. Support legislation that would require the state to pay for mandates that are unfunded.
7. Oppose legislation that would impose significant compliance costs to the City and where a public benefit has not been identified to justify the costs.

PRIORITIES FOR 2016:

Administrative Services Goal:

To protect the ability of the City to make decisions unencumbered by onerous policies and regulations that are costly and/or restrictive in how they must be implemented regarding areas of finance, human resources, city clerk, information technology and central services. Ensure the City positions regarding pension reform are clearly articulated by providing input and expertise in response to future legislative efforts.

We take the following approaches to accomplish this:

Administrative Services Platform:

1. Support legislation and measures that protect the City's rights in the collective bargaining process.
2. Support legislation, policies and regulations that simplify administration of public records, election code and Brown Act provisions and provide full cost recovery.
3. Oppose legislation that diminishes enacted workers' compensation reforms and cost controls.
4. Support legislation that reforms unemployment insurance.
5. Support efforts that engage and include local government participation in future pension reform discussions and legislation.
6. Oppose legislation and regulations that place new environmental requirements on local agencies that would inhibit the City's ability to fulfill its mission and are not accompanied by funding necessary for implementation.
7. Support legislation, policies and regulations that simplify public procurement and contracting.
8. Oppose legislation that restricts or diminishes the City's ability to procure goods and services efficiently and effectively.

Information Technology Platform:

1. Support legislation and regulations that ensure emergency communication capabilities and interoperability for information technology and public safety departments and agencies.
2. Support legislation that promotes and provides funding for; increased ability to manage technology, assistance in adhering to regulatory compliance requirements and reducing the risk of cyber-attacks.
3. Support legislation and policies that encourage streamlining of business processes for responding to open records requests and that provide funding for these activities.
4. Support legislation and cost effective Environmental Technology initiatives.
5. Oppose legislation that would restrict procurement practices or impact vendor interaction.
6. Support legislation that includes operational expenses as an acceptable use of public, educational, government access (PEG) funds, collected from cable franchise fees per the Federal Communications Commission, for government access stations.

PRIORITIES FOR 2016:

Community Development Goal:

The intent of our General Plan policies is to create an attractive, vibrant, well-planned city, demonstrated by balanced land uses with desirable neighborhoods, prosperous businesses, excellent schools, convenient public services and open space and recreation amenities all linked by superior transportation systems that include well maintained streets, sidewalks, bike paths and transit in a cost effective and financially sustainable manner. To monitor and act on legislation that would effect General Plan policies and/or restrict local control or impose new regulations that require increased costs and greater demands on the City's general fund.

We take the following approaches to accomplish this:

Public Works and Transportation Platform

1. Support reauthorization of the nation's highway and transit laws.
2. Oppose legislation that reduces or eliminates transportation revenues for transportation purposes.
3. Support legislation that provides additional funding for local roadway maintenance, transportation and infrastructure.
4. Support measures that ensure reasonable and fiscally responsible accessibility of all public and private transportation services.
5. Oppose legislation that reduces the ability to use high-occupancy vehicle (HOV) lanes by transit, para-transit and other high occupancy use vehicles.
6. Support legislation, policies and regulations that allow the use of Medi-Cal funds for transportation purposes and support Medi-Cal policies that promote the use of transit/Para transit as Medicaid providers.
7. Support legislation that provides tax incentives for people who use public transit and other alternative forms of travel to a personal vehicle.
8. Support legislation that provides funding for cities to comply with state-mandated flood protection levels.

Development Services Platform

1. Support legislation that strengthens local control in the areas of transportation and land-use policies and assists local governments in integrating new growth.
2. Support legislation, policies and regulations that ensure local governments maintain local land use control and maintain the ability to address local constituents' concerns.
3. Support legislation that ensures local control and flexibility in determining reduction measures for greenhouse gas requirements.
4. Support legislation and regulations that streamline permitting processes and require agencies to consider the economic impacts and equities of mitigation measures regarding permits for water supply, flood control, air quality, water quality and sustainability. (This list is representative and not intended to be exhaustive.)

PRIORITIES FOR 2016:

5. Oppose legislation for new wetlands regulations that duplicates similar requirements at the federal level.
6. Support Water Resources Development Act (WRDA) Section 214 permanence and the ability to process public/private projects through WRDA.
7. Support legislation for California Environmental Quality Act (CEQA) reform that streamlines the environmental review process and reduces opportunities for "green mail" lawsuits.
8. Support legislation that would purge laws and regulations that are redundant and/or no longer applicable or necessary.

Parks, Recreation & Libraries

1. Support legislation and measures that fund recreation, fitness and wellness and prevention programs for youth and adults.
2. Support legislation that protects funding for the State Library Fund.
3. Support legislation and new measures for park, recreation and library programs and services and special events.
4. Support new initiatives that provide funding for park and public facilities development, rehabilitation and operations.
5. Support full funding of state parks, recreation, bike trails, open space and library grants, including, but not limited to, the Land and Water Conservation Fund.
6. Support legislation and budgets that fund development of capital park and open space improvements or rehabilitation.
7. Support legislation that funds on-going operational values for recreation and library programming including, fitness, wellness, enrichment, maintenance and books/technology for youth and adults.
8. Support legislation that would further fair and appropriate access to park and library resources for all persons, including but not limited to homeless persons.
9. Support legislation that defines appropriate penalties for incidents of vandalism and property theft.

Building Inspection Platform

1. Promote public health and safety in building construction through responsible legislation that adopts Building Codes through the regulatory process and allows for local control of enforcement.
2. Support legislation that enhances Code Enforcement through a uniform approach at the State Level with input from the local authority by going through the regulatory process.
3. Oppose legislation that mandates specific enforcement requirements through the legislation process.
4. Protect ability to adopt local amendments to fire and building codes.
5. Oppose legislation that places additional burdens of enforcement on local officials but is not directly related to issues of health and life safety.

PRIORITIES FOR 2016:

Public Safety Goal:

To protect and enhance the safety and quality of life of our residents, businesses, customers and partners by providing effective responses to all service requests, promoting programs that minimize risk and maximize the safety for our entire community and by delivering community risk reduction programs and exceptional solutions as a cohesive team and in a collaborative manner.

We take the following approaches to accomplish this:

1. Oppose legislation that would decrease state and federal funding for programs and services including Homeland Security.
2. Support legislation that ensures flexibility for and local control of all grant resources and funding for public safety technology and mandatory reporting systems.
3. Protect ability to adopt local amendments to fire and building codes.
4. Oppose legislation that would reduce or eliminate funding for disaster mitigation.
5. Oppose reductions to the levels of state and federal funding opportunities for public safety programs and/or services.
6. Oppose regulatory policies that negatively affect either the police or fire departments.
7. Oppose legislation that reduces or eliminates local law enforcement flexibility or otherwise enacts broad sentencing reforms that reduce sentences for non-violent crimes in a general fashion.
8. Support legislation that provides municipalities with local control to provide para-transport, community para-medicine services and illness prevention practices and programs.
9. Support legislation that provides adequate funding to cities for realignment services and oppose legislation that reduces or eliminates funding for those services.
10. Support legislation that results in regionalization of public safety functions and local control of regionalization of fire services.

PRIORITIES FOR 2016:

Economic Development Goal:

To create a vibrant business and community environment that enhances the quality of life for our residents and provides outstanding potential for our businesses and partners to flourish. To provide exceptional facilities, programs, services and affordable housing opportunities in a safe environment by maintaining neighborhoods and commercial districts. To create a vibrant economic development environment by forming effective partnerships for the purposes of supporting legislation that encourages and assists with the development of businesses and manufacturing and to maximize social and economic opportunities.

We take the following approaches to accomplish this:

Housing and Community Investment Platform

1. Support legislation that fully funds the federal Housing Choice Voucher (Section 8), Home Investment Partnerships (HOME) and Community Development Block Grant (CDBG) Programs.
2. Support legislation and measures that create new state incentives for affordable housing and infill development.
3. Support legislation that increases flexibility in the state housing element process and streamlines environmental statutes.
4. Support appropriation of adequate funding for housing programs including CDBG and HOME.
5. Support streamlining of the requirements for the types of projects that can be funded with state and federal funding.

Economic Development Platform

1. Oppose legislation and measures that create competitive disadvantages for local businesses.
2. Support legislation and measures that allow the City to grow the current economic base by providing the tools and resource needed for businesses to expand and flourish.
3. Support legislation, funding and policies that promote ROP, trade schools, investment in Research and Development technology and tax incentives for manufacturing.
4. Support legislation, policies and regulations that require economic analysis and/or scientific validation of changes to state policies or regulations before modifications can be enacted.
5. Support legislation that promotes the state as an economically viable and strong destination for businesses to locate.
6. Oppose legislation that negatively impacts the City as it relates to the dissolution and wind down of the Redevelopment Agency.

PRIORITIES FOR 2016:

Electric and Environmental Utilities Goal:

To protect local control over how utilities provide service to their customers; protect our customers from state and federal legislation, policies and regulations that have no clear benefit relative to cost; and, to oppose legislation, policies and regulations that create unfunded mandates and compliance requirements that negatively impact the utility's ability to provide their services and products in the most safe, reliable and cost effective manner.

Electric Utility Legislative & Regulatory Platform

Roseville Electric Utility's mission is to improve the quality of life to our community and customers with reliable electricity, competitive prices, exceptional service and a culture of safety. With the ever increasing technological advancements in the electric utility industry, as well as, increased legislative and regulatory mandates, the electric utility will continue to transform its business model to best serve its customers in the most efficient, reliable and cost-effective way possible.

Along with our mission statement (or "Mission, Vision and Values") and aligning with the City Council's multi-year priorities, the 2016 legislative and regulatory platform continues to remain a key document as staff navigates its way with the various legislative activities that come before the department.

We take the following approaches to accomplish this:

1. Support legislation, policies and regulations that ensure utility regulation and new environmental laws protect local authority and the ability to serve customers and consider cost/rate impacts.
2. Support legislation that develops cost-effective renewable energy resources.
3. Support legislation and regulations that streamline permitting for new generating facilities.
4. Support legislation that provides for multiple approaches to meet energy peak usage.
5. Support newly formed joint-power action groups and new municipal power entities.
6. Oppose legislation that establishes market-based rates for users of federal hydro-electric power.
7. Support legislation that preserves public tax-exempt financing.
8. Oppose legislation that would reduce funding for energy programs.
9. Support legislation that streamlines the regulatory requirements at all levels regarding federal reliability standards and state environmental regulations.
10. Support legislation that would improve the process used for evaluating reliability compliance including; refocusing the process on issues that pose the greatest risks to reliability of the grid; and, reduces regulatory burdens on users, owners and operators.
11. Oppose legislation that makes changes to renewable energy regulations without comprehensive analysis, including a cost/benefit analysis, and stakeholder input before enactment.

PRIORITIES FOR 2016:

12. Support legislation and efforts that ensure future changes to transmission system improvements and/or requirements include allocations of the costs for those activities to the parties that impact the systems and/or stand to benefit from those improvements. (The Beneficiary Pays Principle)
13. Support legislation and reform efforts that require a comprehensive cost/benefit analysis for meeting new environmental regulations.
14. Oppose legislation that mandates power purchases from specific projects and/or specific resources, if other cost-effective opportunities are available.
15. Support legislation that would provide for greater flexibility to meet the Renewable Portfolio Standards (RPS).
16. Support legislation that allows Publicly Owned Utilities (POUs) flexibility to set energy procurement targets for cost-effective new emerging technologies.
17. Work collaboratively with neighboring utilities on legislative issues that impact the electric utility industry as a whole.
18. Support legislation that is aimed at meeting current or future Greenhouse Gas (GHG) reduction targets in the most cost-effective manner possible.

As part of the legislative and regulatory platform Roseville Electric Utility also takes advocacy positions to promote the City's position before the applicable regulatory agencies. In support and in continuation of the legislative activities, Roseville Electric Utility engages with the following local, regional, and national regulatory agencies as needed:

- Federal Energy Regulatory Commission (FERC)
- North American Electric Reliability Corporation (NERC)
- Western Electricity Coordinating Council (WECC)
- California Energy Commission (CEC)
- California Air Resources Board (CARB)
- California Public Utilities Commission (CPUC)
- Placer County Air Pollution Control District (PCAPCD)
- Environmental Protection Agency (EPA)

Environmental Utilities Legislative and Regulatory Platform

Roseville's Environmental Utilities (EU) Department provides water, wastewater, solid waste, stormwater, and recycled water utility services to Roseville's residents and businesses. EU's mission is to enhance community value by delivering quality environmental utility services. There are many external factors that influence how EU operates how much services cost and the quality of service EU provides to its customers are critical success factors.

PRIORITIES FOR 2016:

A significant portion of the external influence comes from state and federally-generated laws and regulations. It is EU's obligation, in light of the department's mission, to actively monitor, act upon and proactively advocate for policy positions that protect or enhance the integrity of the department's operation and ability to serve EU's rate-paying customers.

This 2016 Legislative Platform is consistent with broad Council priorities and may be adjusted as further direction from Council is provided

POLICY POSITIONS

Solid Waste Management:

Goal: Ensure timely, cost-effective, and continuous performance improvements in all facets of the City's solid waste operation. Maximize the efficient use of resources to minimize costs and increase customer service. Maintain awareness of operational technology development to continuously optimize the city's solid waste operation.

We take the following approaches to accomplish this:

1. Support efforts to enact a comprehensive statewide Extended Producer Responsibility (EPR) law that allocates end of life disposal costs with the producer of the product consistent with Council direction as outlined in Resolution 10-278.
2. Support product-by-product EPR laws, as a second alternative to a statewide comprehensive EPR law consistent with Council direction as outlined in Resolution 10-278.
3. Oppose efforts to increase recycling diversion rates if determined to not be cost effective, relative to the benefits that could be achieved.
4. Support recycling market development by the state and federal government for recyclables, green waste, food waste, sewage sludge and other organics. Oppose mandated material disposal bans or restrictions in circumstances where there is an insufficient capacity within the private recycling market to handle these materials in a more beneficial way besides landfilling.
5. Support efforts to streamline the permitting and construction of facilities that allow the City to transform usable waste into energy/beneficial byproducts; and efforts to provide state and federal funding for any potential City waste to energy projects.
6. Support efforts to reuse waste in a beneficial way if cost effective relative to benefits.
7. Support efforts that protect solid waste worker safety.
8. Oppose efforts to increase statewide tipping fees where there is no clear benefit back to Environmental Utilities ratepayers.

PRIORITIES FOR 2016:

Water Supply and Delivery:

Goal: To protect local water reliability, allocate costs appropriately statewide for water infrastructure improvements and protect ratepayers from state and federally mandated efforts that have no clear local benefit relative to cost. To monitor and act on legislation that would be detrimental to running a financially sustainable water utility or affect quality of service provided. Proactively develop policy recommendations that help Roseville increase its water supply reliability.

We take the following approaches to accomplish this:

1. Safeguard Roseville's water supply contracts from outside interests.
2. Support efforts that allocate the costs for Delta and statewide water infrastructure improvements to the parties that either impact the Delta and/or stand to benefit from those improvements; known as the 'Beneficiary Pays Principle'.
3. Support Delta and statewide solutions that utilize sound science.
4. Encourage proactive and participatory approaches to developing Delta and statewide solutions.
5. Support efforts that help local governments maintain water efficiency programs that meet state objectives, are cost effective, and make sense for the local conditions.
6. Support state and federal efforts to increase water efficiency ratings for common consumer products that use water.
7. Engage in discussions regarding water regulatory requirements that would add cost to the operation without a corresponding perceived benefit.
8. Protect Roseville's and the region's ability to locally manage groundwater resources.
9. Protect the City's land use authority and its right to make land use decisions with respect to water supply.
10. Ensure adherence to longstanding water supply agreements. Oppose efforts to impose a Water Public Goods Charge where revenue is collected from local ratepayers and monies collected are allocated for statewide projects that have no direct benefit to Roseville's ratepayers.
11. Staunchly oppose efforts by the State of California to impose altruistic water efficiency targets as "the new normal" for urban water use.
12. Oppose conservation targets that do not consider climate, land use and other region-specific attributes; and that fail to recognize previous water supply reliability and conservation investments by the region and local community.

PRIORITIES FOR 2016:

Water Quality:

Goal: To protect and improve the environmental integrity of local waterways in a cost effective manner.

We take the following approaches to accomplish this:

1. Oppose efforts to impose additional state mandated stormwater program requirements without commensurate funding for those programs.
2. Monitor and engage in the new statewide trash and bio-objectives policies.
3. Support efforts to evaluate cost of compliance and ways to reduce costs to dischargers.
4. Support legislative efforts to reduce potential of third party lawsuits pertaining to water quality issues.
5. Support legislation that revises the State Constitution to allow for stormwater programs to establish a funding mechanism that is similar to that of the utilities under the Proposition 218 reforms.
6. Support efforts to require pesticide manufacturers to produce products that are less harmful to the environment.
7. Support efforts to implement statewide Extended Producer Responsibility (EPR) principles so that manufacturers design their products in a way that has less of an environmental impact upon local waterways (example: car brake pads).
8. Oppose efforts to increase whole effluent toxicity testing for recycled water, stormwater and wastewater when it is not cost effective, has no clear benefit and/or is not based on sound science.
9. Oppose efforts to add contaminants of emerging concern for regulation and testing for recycled water, stormwater and wastewater when it is not cost effective, has no clear health benefit and/or is not based on sound science.
10. Actively track, comment and advocate for proposed changes in NPDES Permits and Waste Discharge Requirements (WDR's) from the State Water Board and Regional Water Boards.
11. Participate in the Basin Plan Amendments to address proposed changes in the requirements.

PRIORITIES FOR 2016:

Greenhouse Gas (GHG) and Sustainability:

Goal: To protect the environment within our community, balancing benefits with cost to our utility ratepayers.

We take the following approaches to accomplish this:

1. Support efforts that reduce greenhouse gas emissions for the City's utilities where the benefits of the GHG reduction measures are balanced with cost.
2. Support efforts that allow local governments to develop practical local solutions to reduce and manage locally generated GHG emissions.
3. Oppose statewide or federal greenhouse gas emission estimating, monitoring and reporting mandates affecting City utilities unless there is a clear need that provides demonstrated benefits to the environment.

Regulations and Permits:

Goal: To protect our ratepayers from redundant and costly state and federal regulations and permits.

We take the following approaches to accomplish this:

1. Support legislative reform efforts that require a cost benefit analysis for new regulations.
2. Support legislative reform efforts that require a cost benefit analysis be completed as part of any permit writing process.

Develop Outside Funding Opportunities:

Goal: To develop outside state and federal funding opportunities for Roseville projects and programs.

We take the following approach to accomplish this:

1. Develop relationships and funding opportunities through actively promoting Roseville projects that provide a mutual benefit for our funding partners.

CRITICAL CONCERNS FOR UPCOMING LEGISLATIVE/ CONGRESSIONAL SESSION

- Cal Water Fix (Formerly known as the Bay Delta Conservation Plan) – Cal Water Fix would have significant implications to the City’s water supply and could interfere with future residential and commercial development undermining the city’s ability to move forward with future land use decisions.
- Water Public Goods Charge – The City has increased concerns regarding the legislatures interest to impose a Water Public Goods Charge (SB 20) that would collect revenue from local ratepayers and monies collected would be allocated for statewide projects that have no direct benefit to Roseville’s ratepayers.
- Possible Extension of the State’s Emergency Drought Regulations – The City is very concerned that the state will extend conservation targets that do not consider climate, land use and other region-specific attributes; that fail to recognize previous water supply reliability and conservation investments by the region and local community; and, that do not account for potential relief from positive weather outcomes.
- Cost Effective Utilities - The ability to provide reliable and cost effective utilities to the residents and businesses of Roseville continues to be a central concern for the City as new state and federal mandates are proposed that would increase the cost of operating the utilities.
- Federal and State Funding for Infrastructure & Transportation Projects – Maintaining or increasing funding for these types of projects and improvements are critical for the City’s ability to upgrade and maintain roadways and meet future infrastructure and transportation demands.
- Cybersecurity – Future state and federal laws regarding cybersecurity will continue to have implications for the City and the community. Costs for implementing new cybersecurity requirements will add significant costs to the operation of the City’s information technology systems.
- Changes to Tax-Exempt Status of Municipal Tax Bonds - The City has significant concerns regarding the effects of proposals to alter the tax treatment of municipal bonds, including proposals to cap the exclusion for such interest, will have on local governments. The impacts of such a change would have a damaging impact to Roseville’s budget, its utility customers and the community at large.
- Modifications to Government-Operated Mortgage Programs – The City will remain active in understanding the changes being considered at the federal level to modify government operated mortgage programs, tax-deductions and to write new banking regulations regarding mortgage related lending programs. These all have the potential to impact the fragile housing recovery throughout the region and the state.

- Challenges with State and Federal Permitting Processes – The City has concerns with various permitting processes at both the state and federal level that impact the ability of development projects to gain approval within a reasonable amount of time.
- Changing Economy – The City has a focused interest in being actively engaged in discussions regarding local tax systems, leakage from internet sales and the fundamental shift from purchasing taxable commodities to purchasing non-taxable services and the impacts these have on the City's ability to fund basic services.
- Homelessness – The City will remain active in addressing the needs of the City's homeless population with a primary focus of reducing the population of chronically homeless by providing solutions that address the fundamental causes of homelessness and by supporting solutions that provide permanent housing.



COUNCIL COMMUNICATION

CC #: 7360
File #: 0102-10

Title: Resolution of Commendation and Appreciation to Lisa Binner
Contact: Heather Blanco 774-5265 hblanco@roseville.ca.us

Meeting Date: 1/6/2016
Item #: 6.12.

RECOMMENDATION TO COUNCIL

Recommending Lisa Binner be commended for her outstanding service and dedication to the City of Roseville, congratulated for her many accomplishments, and wished a long, healthy, and enjoyable retirement.

BACKGROUND

n/a

FISCAL IMPACT

n/a

ECONOMIC DEVELOPMENT / JOBS CREATED

n/a

ENVIRONMENTAL REVIEW

n/a

Respectfully Submitted,

Heather Blanco, Deputy City Clerk

Sonia Orozco, City Clerk



Rob Jensen, City Manager

ATTACHMENTS:

Description

Resolution of Commendation

City of Roseville RESOLUTION

of

COMMENDATION AND APPRECIATION

WHEREAS, Lisa Binner began her distinguished career with the City of Roseville on November 8, 1995 as Account Clerk I, for the Accounts Payable section of Finance Department, and promoted to Account Clerk II in 1996, promoted to Utility Billing Specialist I in 2000, promoted to Utility Billing Specialist II in 2001, promoted to Accountant I in 2004, promoted to Accountant II in 2006, and promoted to Financial Analyst II in 2008; and

WHEREAS, Lisa administered the City's Community Facility Districts and Landscape and Lighting Districts, thereby working as lead analyst with land developers to form new districts, review bond documents, and participate in new or refunded bond deals, delinquency management, and preparation of levy budgets; and

WHEREAS, Lisa displayed leadership and expertise when working with the Electric Department and the City auditors to prepare financial statements to meet the Governmental Accounting Standards Board and the Federal Energy Regulatory Commission standards; and

WHEREAS, Lisa has been a member of the California Society of Municipal Financial Officers since 2008 continuously attending membership meetings and conferences to further her education in the governmental and financial sectors; and

WHEREAS, Lisa has proven her dedication and commitment by providing excellent customer service to internal and external customers, vendors, and members of the community; and

WHEREAS, Lisa deservingly received the Pride of Roseville Award for Distinguished Service in 2014 for her hard work and commitment, and for demonstrating the qualities of drive and dedication which has garnered the respect of her peers and colleagues.

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF ROSEVILLE, CALIFORNIA, that LISA BINNER be commended for her outstanding service and dedication to the City of Roseville, congratulated for her many accomplishments, and wished a long, healthy, and enjoyable retirement.

SIGNED AND APPROVED this 6th day of January, 2016.

CAROL GARCIA, MAYOR

ATTEST:

SONIA OROZCO, CITY CLERK
CITY OF ROSEVILLE, CALIFORNIA





COUNCIL COMMUNICATION

CC #: 7365
File #: 0102-10

Title: Resolution of Commendation and Appreciation to Michael Parker
Contact: Heather Blanco 774-5265 hblanco@roseville.ca.us

Meeting Date: 1/6/2016
Item #: 6.13.

RECOMMENDATION TO COUNCIL

Recommending Michael Parker be commended for his outstanding service and dedication to the City of Roseville, congratulated for his many accomplishments, and wished a long, healthy, and enjoyable retirement.

BACKGROUND

n/a

FISCAL IMPACT

n/a

ECONOMIC DEVELOPMENT / JOBS CREATED

n/a

ENVIRONMENTAL REVIEW

n/a

Respectfully Submitted,

Heather Blanco, Deputy City Clerk

Sonia Orozco, City Clerk



Rob Jensen, City Manager

ATTACHMENTS:

Description

Resolution of Commendation

City of Roseville RESOLUTION

of

COMMENDATION AND APPRECIATION

WHEREAS, Michael Parker, began his distinguished career with the City of Roseville on November 13, 1984, and has chosen to retire after 31 years of dedicated service; and

WHEREAS, Mike was hired as an Electronics Technician I, and assisted with the Residential Air Conditioner Load Management Program, Environmental Utility projects, and Traffic Signal maintenance; and

WHEREAS, Mike promoted to Electronics Technician II in November 1987, and coordinated the building of the Foothill Substation, and the emergency replacement of the Vernon Street Substation Transformer after a destructive lightning strike; and

WHEREAS, Mike promoted to Senior Electronics Technician over Metering in July 1991 and was instrumental in creating and designing the first computerized metering database; and

WHEREAS, Mike promoted to Senior Electric System Dispatcher and was entrusted with the responsibilities of the Roseville Electric Dispatch Center in November 1998, where he encouraged the safe and reliable operation of the Roseville electrical system through new policies, procedures, training, and installation, development, and operation of the Electric Department's Supervisory Control and Data Acquisition system; and

WHEREAS, Mike deservingly received six Pride of Roseville Awards including the Pride of Roseville Emergency Response Top Team Award in 2001 for handling the extra workload, stress, and rolling blackouts during the California Energy Crisis, and in 2005 for the prompt power restoration of 22,643 customers during the infamous Super-Bowl Sunday outages; and

WHEREAS, Mike is retiring after over 31 years of honorable service to the citizens of Roseville and Roseville Electric, and he will be greatly missed and remembered by all of his friends and coworkers.

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF ROSEVILLE, CALIFORNIA, that MICHAEL PARKER be commended for his outstanding service and dedication to the City of Roseville, congratulated for his many accomplishments, and wished a long, healthy, and enjoyable retirement.

SIGNED AND APPROVED this 6th day of January, 2016.

CAROL GARCIA, MAYOR

ATTEST:

SONIA OROZCO, CITY CLERK
CITY OF ROSEVILLE, CALIFORNIA





COUNCIL COMMUNICATION

CC #: 7364
File #: 0102-03

Title: Minutes of Prior Meetings
Contact: Sonia Orozco 774-5263 sorozco@roseville.ca.us

Meeting Date: 1/6/2016
Item #: 7.1.

RECOMMENDATION TO COUNCIL

Approve the Minutes of the September 23, 2015 City Council FY2015-16 Goals Workshop, and September 29, 2015 City Council Special Closed Session.

BACKGROUND

N/A

FISCAL IMPACT

N/A

ECONOMIC DEVELOPMENT / JOBS CREATED

N/A

ENVIRONMENTAL REVIEW

N/A

Respectfully Submitted,

Sonia Orozco, City Clerk



Rob Jensen, City Manager

ATTACHMENTS:

Description

September 23, 2015 City Council FY2015-16 Goals Workshop

September 29, 2015 City Council Special Closed Session



MINUTES SEPTEMBER 23, 2015

ROSEVILLE CITY COUNCIL FY2015-16 GOALS WORKSHOP

5:30 p.m.

Martha Riley Library
1501 Pleasant Grove Boulevard
Roseville, California

1. CALL TO ORDER

The Roseville City Council fy2015-16 Goals Workshop was called to order by Mayor Carol Garcia at 5:30 p.m.

2. SILENT ROLL CALL

Councilmember:	Bonnie Gore	Present
Vice Mayor:	Susan Rohan	Present
Councilmember:	Tim Herman	Absent
Councilmember:	Pauline Roccucci	Present
Mayor:	Carol Garcia	Present

NOTICE TO THE PUBLIC

Persons may address the City Council on items not on this agenda. Please complete a "Speaker Information Card" and present it to the City Clerk prior to the start of the meeting. Speakers shall restrict their comments to issues that are within the subject jurisdiction of the City Council and limit their comments to three (3) minutes per person. The total time allocated for Public Comment is 25 minutes. The Brown Act, with certain exceptions, does not permit the City Council to discuss or take action on issues that are not listed on the agenda.

3. PUBLIC COMMENTS

No public comment received.

4. COUNCIL GOALS WORKSHOP

- City Manager Overview (*Acting City Manager Rob Jensen*)
Acting City Manager Rob Jensen made the presentation to Council.

- Financial Forecast and Trends (*Chief Financial Officer Jay Panzica*)
Chief Financial Officer Jay Panzica made the presentation to Council.

Funds Being Covered in presentation:

- General Fund
- Economic Reserve
- Strategic Investment Fund (SIF)
- Public Facilities Fee (PFF)
- Fire Facilities Fee (FFF)
- Downtown Fee

General Fund:

Continued Budget Goals for FY17

- Maintain fiscal responsibility
 - Implement council priorities
 - Live within our means
 - Provide core services
 - Reduce/eliminate use of fund balance
 - Rebuilding of reserves
 - Adding to fund balance
 - Ongoing MOU negotiations
 - Other Post Employee Benefits (OPEB)
 - Capital Improvement Project Rehabilitation (CIP)
 - Internal Service Funds
 - Workers Compensation
 - General Liability
 - Auto Replacement
 - Staffing
- General Fund 5 Year Forecast
 - FY2016 General Fund Expenditures Overviewed:
 - Impacts on the 5 year forecast
 - MOU agreements (-)
 - Salary/Benefit increases
 - Increased staffing levels (-)
 - Slowing growth of sales taxes (-)
 - Continuing development activity (+)
 - Increasing public expectations (-)
 - Property tax growth (+)

Economic (Emergency) Reserve:

- Currently accounted for as part of the General Fund
- In FY 2017 it will be shown as a separate fund
- FY 2016 budgeted balance
 - \$13.3 M or 5 weeks
 - Industry target 90 days

Strategic Improvement Fund:

Revenue Sources

1. Community Benefit Fee
 - An impact fee built into Development Agreements
2. Transfers from General Fund
 - \$3.5M transferred from FY14 operations
 - FY2015 not closed yet, may have funds available

Allowable Expenditures

- Support Council approved strategies related to land acquisition
 - Post Office Site
 - Washington Blvd. Site
- Strategic capital improvement projects
- Support projects that would eventually generate revenue for the General Fund
- Funded Infrastructure projects
 - Historic Old Town
 - Riverside Project
 - Town Square and Downtown Infrastructure
- Funded
 - Loans to past Redevelopment Agency efforts
 - SPCA

Public Facilities Fund:

Revenue Sources

1. Impact fees at the time a building permit is pulled based on a nexus study

Revenue Forecast

- Does not include Amoruso Ranch because they are not expected to pull permits for several years
- Growth in revenue slows due to Sierra Vista and Creekview's ability to defer fees as per the Development Agreements
- Expect between \$2.0 and \$2.5M per year

Allowable Expenditures

- New development obligations to construct public facilities serving residents and employees in the City of Roseville

Example Project List:

- Civic Center
- Vernon Street Town Square
- Downtown Pedestrian Bridge
- Oak Street Parking Garage
- 316 Vernon Street
- Public Safety Building Expansion

- Animal Control Facility
- IT Facility Infrastructure
- East Site Communication Tower
- Citywide Park and Community Facilities
- Sports Complex

Expense Forecast

- \$400K per year to pay back \$4M loan to SIF (\$316 Vernon)
- No additional commitments at this time

Fire Facilities Fee:

Revenue Sources

- Fee applies to new growth areas and replaces the Fire Service Facilities Tax that expired in 2009

Allowable Expenditures

- Funding for capital fire facilities and related equipment

Revenue Forecast

- \$800K to \$1.4M per year

Expense Forecast

- Paybacks \$3.5M loan to SIF
- Assume \$1.3M, \$1.4M, \$1.4M for \$3.5M loan

Downtown Benefit Fund:

Revenue Sources

- Fiddymont Ranch Specific Plan (SPA3)

Allowable Expenditures

- Infrastructure, housing, etc. related to the Downtown area

Revenue Forecast

- Revenue has not begun
- Will begin when permits are pulled for SPA3
- Assume \$800K per year beginning FY2017-18

Cumulative Net Revenue Available

	FY 2016	FY 2017	FY 2018	FY 2019
SIF*	\$1.8M	\$1.9M	\$2.3M	\$2.7M
PFF	\$1.1M	\$1.6M	\$1.3M	\$1.7M
FFF**	\$0.0M	\$0.0M	\$0.00	\$0.00
Downtown	\$0.0M	\$0.0M	\$800K	\$800K

*Does not reflect RDA payments

**Assumes a 3 year payback to SIF (\$1.3, \$1.4, \$1.4M)

Discussion on financial overview:

- Council consensus to change name of “economic reserves” to “emergency reserves”
- How many cities have a 90-day reserve and what does it get us?
- Grow it to place where we’re comfortable as the economy takes a turn
- Council consensus not to use the label “available resources” in the budget
- Community Benefit Fee – established when market was strong
- Goals and Priorities Exercise and Discussion (*Acting City Manager Rob Jensen and Assistant City Manager Dominick Casey*)

Dominic Casey outlined the following:

- Bulk of work we do is running the city/ “keeping the lights on”
- Big initiatives underway: Garage, 316 Vernon, Fire Station, Water supply reliability

Outcomes of discussion:

1. Report out on Library Funding levels
2. CIP Investment (Funding Levels Adequate)
3. Increased Code Enforcement/Westside Policing
 - a. Removing Signs and weekend coverage
 - b. Reduce response time and span of control
4. Same look and feel throughout Roseville (LLD’s and CFD’s), crime prevention & safety
5. Additional Maintenance positions for Westward expansion

New Initiatives:

1. Building Inventory (5 year plan and strategy)
2. Strategy for Conference Center
3. Strategy for Additional Resources in Economic Development
4. Future Downtown Programming Strategy
5. Enhance City Entrance Landscapes

5. ADJOURNMENT

Motion by Roccucci, seconded by Rohan, to adjourn the workshop at 7:30 p.m.

Vote: All Ayes

CAROL GARCIA, MAYOR

SONIA OROZCO, CMC
CITY CLERK



MINUTES SEPTEMBER 29, 2015

CITY COUNCIL SPECIAL CLOSED SESSION

4:30 p.m.

Hutchison Conference Room
311 Vernon Street
Roseville, California

1. CALL TO ORDER

The September 29, 2015 City Council Special Closed Session was called to order by Mayor Carol Garcia at 4:30 p.m.

2. SILENT ROLL CALL

Councilmember:	Bonnie Gore	Present
Vice Mayor:	Susan Rohan	Absent
Councilmember:	Tim Herman	Present
Councilmember:	Pauline Roccucci	Present
Mayor:	Carol Garcia	Present

3. CLOSED SESSION PUBLIC COMMENTS

No public comment received.

4. CLOSED SESSION

4.1 Conference with Labor Negotiators

Pursuant to California Government Code Section 54957.6

Agency designated representatives: Gayle Satchwell and Tim Davis

Employee Organizations: Roseville Police Officers Association; Roseville Police

Association; IBEW, Local 1245; Stationary Engineers, Local 39; and

Management/Confidential Employees.

CONTACT: Gayle Satchwell 774-5374 gsatchwell@roseville.ca.us

Closed Session Disclosure: No reportable action taken.

5. ADJOURNMENT

The meeting adjourned.

Vote: All Ayes

CAROL GARCIA, MAYOR

SONIA OROZCO, CMC
CITY CLERK



COUNCIL COMMUNICATION

CC #: 7352

File #: 0401-02-02-1 & 1002

Title: 103 and 103 1/2 Lincoln Street - Acquisition and Utility Easement

Contact: Bill Aiken 774-5271 baiken@roseville.ca.us

Meeting Date: 1/6/2016

Item #: 8.1.

RECOMMENDATION TO COUNCIL

Adopt a resolution authorizing the City Manager to execute an agreement for the fee acquisition of real property (APN #013-093-008-000) and a permanent easement over a portion of the adjacent parcel (APN #013-093-001-000) from Douglas and Rita Wagemann, located at 103 and 103-1/2 Lincoln Street, in the amount of \$101,400. (Exhibit A)

BACKGROUND

On September 2, 2015, the City Council approved the design concept for the construction of a new 7-story, 460+ space parking facility in Downtown Roseville. As identified in the Downtown Specific Plan, the parking garage will be located between the 200 block of Vernon Street and Oak Street behind the Roseville Theater (Exhibit B). Walker Parking Consultants, the project's lead design firm, has developed a footprint that maximizes the efficiency of the parking structure. Although the majority of the footprint falls on city controlled property, the design does require the acquisition of a neighboring parcel. Additionally, a water main line will need to be diverted across a second parcel which is adjacent to the property being acquired. Both parcels are owned by Douglas and Rita Wagemann and currently utilized as a private parking lot for the Cochrane and Wagemann Funeral Home at 103 Lincoln Street.

In an effort to ensure that all of the city's obligations associated with the acquisition of the private property were met, a consultant was hired that specializes in real estate and right of way services. Overland, Pacific & Cutler, Inc. (OPC) provided management of the acquisition process which included a certified appraisal via sub-consultant Sierra West Valuation, negotiations with the property owner, and title clearance and escrow coordination.

The required right of way was appraised at \$101,400. OPC presented an offer to the Wagemanns, they accepted, and no further negotiations were required. Pending Council's authorization of the City Manager's signature on the agreement for sale, OPC will begin and complete the escrow process. This will secure the property in time for the pending construction of the parking facility.

The next steps in the process for the Oak Street Parking Facility is to complete the request for proposal process for construction contracts, finalize the design and scope of site improvements and finalize the funding for the facility. These three steps are scheduled for City council consideration in February 2016.

FISCAL IMPACT

The source of the funds will be the existing Oak Street Parking Facility CIP account. Purchase price is \$101,400.

ECONOMIC DEVELOPMENT / JOBS CREATED

Acquisition of the right of way is an element of the Oak Street Parking Facility Project. The construction of a new parking garage in Downtown Roseville will be another in a series of improvements designed to further the goals of the Downtown Specific Plan. Economic benefits include the jobs created during the design and construction of the parking facilities as well as the long-term support provided to businesses located in the Downtown through an increased inventory of available parking spaces. The Oak Street Parking Facility is viewed as essential infrastructure needed to support the long term growth and vitality of the Downtown.

ENVIRONMENTAL REVIEW

The California Environmental Quality Act (CEQA) does not apply to activities that will not result in a direct or reasonably foreseeable indirect change in the environment (CEQA Guidelines Section 15061 (b)(3)). The acquisition of the parcel and the utility easement does not include the potential for a significant environmental effect, and therefore is not subject to CEQA. The environmental impacts of redeveloping this parcel consistent with the Downtown Specific Plan have been previously disclosed in the Downtown Specific Plan Final EIR. Any project proposed on the parcel not consistent with existing zoning and Downtown Specific Plan land use designations would require separate project level environmental review consistent with CEQA.

Respectfully Submitted,

Bill Aiken, Development Analyst

Chris Robles, Economic Development Director



Rob Jensen, City Manager

ATTACHMENTS:

Description

Resolution No. 16-01

Exhibit A: Agreement for Sale

Exhibit B: Project Area Map

RESOLUTION NO. 16-01

APPROVING AN AGREEMENT FOR SALE OF REAL PROPERTY AND ESCROW
INSTRUCTIONS AND AUTHORIZING THE CITY MANAGER
TO EXECUTE IT ON BEHALF OF THE CITY OF ROSEVILLE

WHEREAS, an Agreement for Sale of Real Property and Escrow Instructions regarding 4,150 square feet of a portion of property (APN 013-093-008) and 1,000 square feet of a permanent easement (APN 013-093-001) between the City of Roseville and the Douglas G. Wagemann and Rita V. Wagemann, as Trustees of The Wagemann Family Trust, has been reviewed by the Council;

NOW, THEREFORE, BE IT RESOLVED by the Council of the City of Roseville that said agreement is approved and that the City Manager is authorized to execute it on behalf of the City of Roseville upon receipt and approval of all signed documents by the City Attorney.

PASSED AND ADOPTED by the Council of the City of Roseville this ____ day of _____, 20__, by the following vote on roll call:

AYES COUNCILMEMBERS:

NOES COUNCILMEMBERS:

ABSENT COUNCILMEMBERS:

MAYOR

ATTEST:

City Clerk

AGREEMENT FOR SALE OF REAL PROPERTY AND ESCROW INSTRUCTIONS

THIS AGREEMENT, made and entered into this _____ day of _____, 20____, by and between the City of Roseville, a municipal corporation, as grantee ("CITY") and Douglas G. Wagemann and Rita V. Wagemann, as Trustees of The Wagemann Family Trust, Established July 24, 2014, as grantor ("GRANTOR").

W I T N E S S E T H:

WHEREAS, GRANTOR is the owner of certain real property located at 103 & 103 ½ Lincoln Street in the City of Roseville, County of Placer, more particularly described in Exhibits "A" and "B", which are attached hereto and incorporated herein by this reference; and

WHEREAS, said real property, including a fee acquisition of approximately 4,150 sf or 0.10 acres +/- (APN: 013-093-008) and a 1,000 sf or 0.02 acres +/- permanent easement (APN: 013-093-001), is referred to collectively in this Agreement as "the Subject Property"; and

WHEREAS, CITY desires to acquire the Subject Property for the purpose of constructing improvements for the Downtown Roseville Oak Street Parking Facility ("the Project") and GRANTOR is willing to sell the Subject Property to CITY upon the terms and conditions specified in this Agreement.

NOW, THEREFORE, the parties agree as follows:

1. Purchase Price. GRANTOR agrees to sell, and CITY agrees to buy, the

Subject Property for the sum of ONE HUNDRED ONE THOUSAND FOUR HUNDRED AND NO/100 DOLLARS (\$101,400).

2. Conveyance. GRANTOR has executed or will execute a Grant Deed and an Easement Deed in a form satisfactory to the City Attorney of CITY, conveying the Subject Property to CITY.

3. Escrow. CITY shall open an escrow for this transaction with Placer Title Company ("the Title Company"). GRANTOR shall deliver the Grant Deed and Easement Deed to the Title Company. CITY shall deposit with the Title Company the sum of ONE HUNDRED ONE THOUSAND FOUR HUNDRED AND NO/100 DOLLARS (\$101,400) for the account of GRANTOR, conditioned upon the Subject Property vesting in CITY free and clear of all liens, leases, encumbrances, assessments, easements, bonds, judgments and debts secured by Deeds of Trust or mortgages except:

A. County taxes for the fiscal year in which this escrow closes, including possible personal property taxes, which have become a lien but are not yet due or payable, shall be prorated on the basis of the latest tax statement. The taxes for the fiscal year in which this escrow closes shall be cleared and paid for from the money payable to GRANTOR, in the manner required by § 4986 of the Revenue and Taxation Code.

B. From the money payable to GRANTOR, the Title Company shall pay any delinquent taxes, together with penalties and interest due thereon.

C. The access easement reserved to John H. Berry and Ethel H. Berry recorded in Placer County on May 23, 1961 as Book 877, Page 288).

4. Conditions to CITY's Performance. All duties of CITY to purchase the Subject Property shall be expressly conditioned upon the satisfaction of each of the conditions set forth below on or before the date set forth with regard to each condition. CITY SHALL NOTIFY GRANTOR, IN WRITING, OF CITY'S REMOVAL OR WAIVER OF EACH CONDITION SET FORTH BELOW WITHIN THE SPECIFIED TIME PERIOD OR THIS CONTRACT SHALL BE TERMINATED AND ALL DEPOSITS, WITH INTEREST, IF ANY, SHALL BE RETURNED TO CITY WITHOUT PENALTY.

A. Title Approval:

CITY shall have twenty (20) days from the receipt of the preliminary title report within which to notify GRANTOR, in writing, of CITY's disapproval of any exception shown in the title report or the legal description. If CITY does not give written notice of such disapproval within such period, the title report shall be deemed approved. If CITY disapproves of any exception in writing as described above, GRANTOR shall have ten (10) working days from the date of GRANTOR's receipt of written notice of the disapproval to give written notice to CITY that GRANTOR shall remove the disapproved exception(s) prior to Escrow Closing. GRANTOR's failure to deliver the notice shall mean GRANTOR will not remove the exception. If GRANTOR elects not to remove any disapproved exception, CITY shall have five (5) working days either (i) to terminate this Agreement or (ii) to waive its disapproval of such exception and agree to purchase the Subject Property subject to the disapproved exception. If CITY fails to so notify GRANTOR, in writing, within five (5) working days of its election pursuant to this paragraph, CITY shall be deemed to have elected to

terminate this Agreement. In the event of a termination hereunder, the parties shall have no obligations hereunder and CITY's deposit shall be returned to CITY and CITY shall pay any fees incurred by title company in preparation of preliminary title report. Any exception which CITY has approved hereunder, either by CITY's approval, CITY's failure to disapprove such exception, or by CITY's waiver of a disapproval, shall be deemed a "Permitted Exception."

5. Discharge of Obligations. The Title Company may expend any and all money payable to GRANTOR under this Agreement to discharge any obligations (except those shown in Paragraph 3) which are liens upon the Subject Property, including but not limited to, those arising from judgments, assessments, delinquent taxes (other than for the fiscal year referred to in Paragraph 3A), or debts secured by deeds of trust or mortgages, or to defray any other incidental costs other than those specified in this Paragraph 5 to be borne by CITY. Any money made payable pursuant to a deed of trust shall be made payable to the beneficiary entitled to the money pursuant to the deed of trust; provided, however, that the beneficiary shall first furnish GRANTOR and the Title Company with a good and sufficient receipt showing the money to be credited against the indebtedness secured by the deed of trust.

6. Escrow Costs. CITY shall pay all escrow fees, recording fees and title insurance charges incurred in this transaction.

7. Date of Possession. The right of possession and use of the Subject Property by the CITY, including the right to remove and dispose of improvements, shall commence upon execution of this Agreement or the close of escrow, whichever occurs first, and the amount shown in Paragraph 1 of this Agreement includes, but is not limited to, full payment for such possession and use, including damages, if any, from said date.

8. Title and Escrow Closing. Title to the Subject Property shall pass immediately upon close of escrow. Escrow shall close not later than sixty (60) days after the date of this Agreement.

9. Escrow Instructions. A copy of this Agreement shall be delivered to the Title Company by CITY and shall serve as escrow instructions. The issuance of any additional escrow instructions shall be the sole responsibility of CITY, but must be signed by GRANTOR to be valid and enforceable and approved by the City Attorney.

10. Time. Time is of the essence of this Agreement.

11. No Existing Tenancy. GRANTOR shall deliver possession of the Subject Property to CITY on the Closing Date free of all tenants and shall defend, indemnify, and save and hold CITY harmless from the claims of any tenants claiming a right to possession arising before the Closing Date. If a tenant remains in possession on the Closing Date, CITY may terminate this Agreement without liability on CITY's part and receive back its deposit.

12. Dismissal of Eminent Domain Proceedings. GRANTOR hereby agrees and consents to the dismissal of any eminent domain action filed by CITY in the Superior Court relating to the Subject Property. GRANTOR waives any and all claims for any money that may have been deposited by CITY with the State Treasurer in any such action and waives any and all claims arising by virtue of the abandonment of the action pursuant to § 1268.710 and § 1268.720 of the Code of Civil Procedure or any other provision of law. GRANTOR hereby stipulates and agrees that CITY may withdraw any money deposited with the State Treasurer required by any order of Court entered in any such eminent domain action.

13. Project. GRANTOR understands that the acquisition of the Subject Property is in connection with the construction, operation and maintenance by CITY of the Project, and

that the payment of the money provided by this Agreement constitutes the entire consideration for the sale. GRANTOR hereby waives and releases CITY from any obligation, claim or damage on account of the grant of the Subject Property to CITY or on account of the location or construction of the Project.

14. Hazardous Substance. Except as disclosed in Exhibit "C", which is attached hereto and is incorporated herein by this reference: (1) neither GRANTOR, nor to the best of GRANTOR's knowledge, any third party, has engaged in the generation, use, manufacture, storage, treatment, transportation, or disposal of any "hazardous substance" on the Subject Property; and (2) neither GRANTOR, nor to the best of GRANTOR's knowledge, any third party, has received any form of notice of violation of any "applicable environmental law" with respect to the Subject Property, including any groundwater.

For purposes of this Agreement, the term "hazardous substance" means either any petroleum product or any substance, chemical, or waste that is listed as hazardous, toxic, or dangerous under any applicable environmental law.

For purposes of this Agreement, the term "applicable environmental law" means the Comprehensive Environmental Response Compensation and Liability Act ("CERCLA"), 42 USC §9601 et seq.; the Resource Conservation and Recovery Act ("RCRA"), 42 USC 6901 et seq.; the federal Water Pollution Control Act, 33 USC §1251 et seq.; the Clean Air Act, 42 USC §7401 et seq.; the Hazardous Materials Transportation Act, 49 USC §5101 et seq.; the Toxic Substances Control Act, 15 USC §§2601-2629; and the Safe Drinking Water Act, 42 USC §300f-300j; as each has been amended from time to time; or any similar state and local laws or ordinances or regulations implementing such statutes.

15. Flood Control Act. GRANTOR discloses that the property is not located in a “flood zone,” as set forth on H.U.D. “Special Flood Zone Area Maps.” As a condition to obtaining financing on most properties located in “flood zones,” some banks, savings and loan associations and insurance lenders require that H.U.D. flood insurance be carried where such properties are security for the loan. This requirement is mandated by the H.U.D. National Flood Insurance Program and became effective March 1, 1975. CITY acknowledges that CITY has not received or relied upon any representations from either GRANTOR or Broker(s) regarding the legal effect, interpretation or economic consequences of the National Flood Insurance Program and related legislation.

16. Special Studies Zone Act. GRANTOR discloses that the property is not situated in a Special Study Zone as designated under the Alquist-Priolo Special Studies Zone Act, Sections 2621-2630, inclusive, of the California Public Resources Code, or otherwise in an area of the high geologic hazard (“Geologic Zone”). If the Subject Property is in a Geologic Zone, the construction or development on the Subject Property of any structure for human occupancy may be subject to the findings of a geologic report prepared by a geologist registered in the State of California.

17. Testing. CITY may prior to close of escrow and at all reasonable times enter upon the Subject Property and conduct tests, take soil or water samples or soil borings to determine if hazardous substances exist. If, in CITY's good faith estimate, the cost of remediating any such conditions which may be found is equal to or greater than CITY's acquisition budget, CITY may, at its sole option, rescind this Agreement and cancel the escrow.

18. GRANTOR's Warranties. GRANTOR hereby represents and warrants to
CITY:

A. Contracts:

That there are no service contracts or other contractual obligations (except leases which GRANTOR has disclosed to CITY) upon which GRANTOR is obligated pertaining to the Subject Property, except those which can be terminated upon not more than thirty (30) days' notice.

B. Documents Delivered:

That all documents delivered to GRANTOR by CITY pursuant to the terms of this Agreement are complete and as of their respective dates true and correct.

C. Special Assessments or Condemnation:

That there are not presently pending any special assessments or condemnation actions against the Subject Property, or any part thereof, nor has GRANTOR received any notice of any special assessments or condemnation actions being contemplated.

D. Leasing Commissions:

That there are no outstanding leasing commissions payable for any of the Leases and there are no obligations to pay any leasing commission for any renewal of the tenancy of any of the tenants or for any new lease negotiated prior to close of escrow.

E. Title:

1) Encumbrances:

That to GRANTOR's best knowledge, the Subject Property is free and clear of all liens, encumbrances, claims, rights, demands, easements, leases, agreements, covenants, conditions, and restrictions of any kind, except for the Permitted Exceptions.

2) Encroachments:

That to GRANTOR's best knowledge, there are no encroachments on the Subject Property from adjoining property, and the Subject Property does not encroach on any adjoining property, easements, or streets.

3) Streets:

That to GRANTOR's best knowledge, there is no existing, proposed, or contemplated plan to widen, modify, or realign any street or highway.

F. Litigation:

That GRANTOR is not involved in or aware of any pending or threatened litigation which does or will affect the Subject Property. There are no actions or proceedings pending or threatened against GRANTOR before any court or administrative agency in any way connected with or relating to the Subject Property, or affecting GRANTOR's ability to fulfill all of its obligations under this Agreement.

G. Payment of All Obligations:

That as of close of escrow, there shall be no outstanding contracts made by GRANTOR for any improvements to the Subject Property, which have not been fully paid for, and GRANTOR shall cause to be discharged all mechanics' and

materialmen's liens arising from any labor and material finished prior to close of escrow or shall cause a bond or be posted to secure payment of the mechanics' and materialmen's liens from a surety company and in an amount approved in advance, in writing, by CITY. In the event that there are undischarged mechanics' and/or materialmen's liens affecting the Subject Property as of close of escrow, and GRANTOR has not posted bonds securing payment of the liens pursuant to this subsection, CITY shall have the option to assume or take the Subject Property subject to the undischarged liens and deduct the amount claimed under such liens (including interest and attorneys' fees) from the cash payable to GRANTOR at close of escrow and to pay such liens in full.

H. Indemnification:

That GRANTOR, to the fullest extent allowed by law, shall defend, indemnify, and save and hold CITY harmless from any liability, loss or claim for damages, including reasonable costs and attorneys' fees, arising from the leases and accruing prior to escrow closing; arising out of any theft, damage, or injury to tenants or their personal property, and accruing prior to close of escrow; or arising out of the breach by GRANTOR of the covenants or any warranties or the falsity of any of the representations set forth in this paragraph. The parties intend that this provision shall be broadly construed.

I. Survival.

That CITY's representations, warranties and covenants contained in this paragraph shall survive close of escrow and the recordation of the Grant Deed and Easement Deed.

19. Integrated Agreement. This is an integrated Agreement, and it contains all of the terms, considerations, understandings and promises of the parties. It shall be read as a whole. This Agreement may be modified, changed or rescinded only by an instrument in writing, executed by the parties.

20. Attorney's Fees; Venue; Governing Law. If either party commences any legal action against the other party arising out of this Agreement or the performance hereof, the prevailing party in such action shall be entitled to recover its reasonable litigation expenses, including but not limited to, court costs, expert witness fees, discovery expenses, and attorney's fees. Any action arising out of this Agreement shall be brought in Placer County, California, regardless of where else venue may lie. This Agreement shall be governed by and construed in accordance with the laws of the State of California.

21. Severability. If any of the provisions contained in this Agreement are for any reason held invalid or unenforceable, such holding shall not affect the remaining provisions or the validity and enforceability of the Agreement as a whole.

22. Binding Agreement. This Agreement shall be binding upon the heirs, successors, executors, administrators and assigns of the parties.

23. Joint Effort. This Agreement is the result of the joint efforts and negotiations of parties hereto, and no single party is the author or drafter of it. The parties agree that this Agreement shall be interpreted as though each of the parties participated equally in the composition of this Agreement and each and every part of it.

24. Notice. Any notices to parties required by this Agreement shall be delivered or mailed, U.S. first class, postage prepaid, addressed as follows:

CITY OF ROSEVILLE

Chris Robles
Economic Development Director
City of Roseville
311 Vernon Street
Roseville, CA 95678

GRANTOR

Douglas G. Wagemann
Rita V. Wagemann
103 Lincoln Street
Roseville, CA 95678

Either party may amend its address for notice by notifying the other party in writing.

25. Waiver of Claims. GRANTOR acknowledges that the acquisition of the Subject Property by CITY is for a public purpose, and therefore, the Subject Property is otherwise subject to taking by the power of eminent domain. GRANTOR acknowledges that this transaction is a negotiated settlement in lieu of condemnation and agrees that the Purchase Price to be paid herein shall constitute full and fair compensation and consideration for any and all claims that GRANTOR may have against CITY by reason of the acquisition, improvement, possession, use and/or occupancy of the Subject Property, and GRANTOR hereby waives any and all claims, including, but not limited to, claims for attorney's fees, pre-condemnation damages, severance damages, business goodwill, relocation assistance, or any other claim.

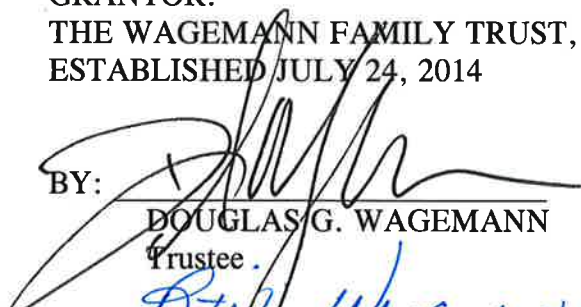
IN WITNESS WHEREOF, the City of Roseville, a municipal corporation, has caused this Agreement to be executed in duplicate by its City Manager and attested to by its City Clerk under the authority of Resolution No. _____, adopted by the Council of the City of Roseville on the ____ day of _____, 20__, and GRANTOR has caused this Agreement to be duly executed.

[Signatures Next Page]

GRANTEE:
CITY OF ROSEVILLE, a
municipal corporation

BY: _____
ROB JENSEN
Acting City Manager

GRANTOR:
THE WAGEMANN FAMILY TRUST,
ESTABLISHED JULY 24, 2014

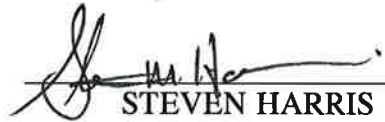
BY:  _____
DOUGLAS G. WAGEMANN
Trustee

BY:  _____
RITA V. WAGEMANN
Trustee

ATTEST:

BY: _____
SONIA OROZCO
City Clerk

RECOMMENDED FOR APPROVAL:

 _____
STEVEN HARRIS
Overland, Pacific & Cutler, Inc.
Right-of-Way Agent

APPROVED AS TO FORM:

BY: _____
ROBERT R. SCHMITT
City Attorney

APPROVED AS TO SUBSTANCE:

BY: _____
CHRIS ROBLES
Economic Development Director

Exhibits:

- A: Description and Map of Subject Property (Fee)
- B: Description and Map of Subject Property (Permanent Easement)
- C: Hazardous Substances List

EXHIBIT “A”

LEGAL DESCRIPTION

APN: 013-093-008

All that property situate in Placer County, State of California, being a portion of Lot 5, Block Number 14, as shown on "MAP OF A RESURVEY OF A PART OF THE ORIGINAL PLAT OF ROSEVILLE, CAL 1907" filed in Book C of Maps, Page 33, and as described in the QUITCLAIM DEED to the WAGEMANN FAMILY TRUST, recorded on July 30, 2014 as DOC-2014-0051517-00, Official Records of Placer County, more particularly described as follows:

All that portion of Lot 5 lying within said QUITCLAIM DEED.

Containing 4,150 square feet or 0.10 acres, more or less.

This real property description has been prepared at Mark Thomas & Company, Inc., by me, or under my direction, in conformance with the Professional Land Surveyors Act.


Brandon Benton, LS 8679

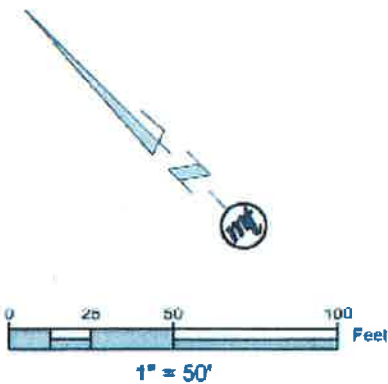


October 28, 2015
Date

SECTION 2,
TION, R6E M.D.M.



[Signature]
October 19, 2015



0.10 Ac
4,150± sf

ALLEY

EX. "C" OF MAPS PG. 33

DOUGLASS & RITA WAGEMANN
APN: 013-093-001 & 008
DOC. 2014-0051517 O.R.P.C

NORTHEASTERLY
LINE LOT 5 PER
MAP C, PAGE 33

SOUTHWESTERLY LINE
DOC. 2014-0051517

CITY OF ROSEVILLE
APN: 013-093-009
VOL. 77 PG. 288 O.R.P.C

OAK ST.

LEGEND

O.R.P.C. OFFICIAL RECORDS PLACER COUNTY

SHEET 1 OF 1



Scale: 1" = 50'
Date Sep. 2015
Drawn By ETS
Checked By BGB

APN 013-093-001 & 008
PLAT TO ACCOMPANY LEGAL DESCRIPTION
IN THE CITY OF ROSEVILLE
PLACER COUNTY, CALIFORNIA



EXHIBIT “B”

LEGAL DESCRIPTION

APN: 013-093-001

All that property situate in Placer County, State of California, being a portion of Lot 6, Block Number 14, as shown on "MAP OF A RESURVEY OF A PART OF THE ORIGINAL PLAT OF ROSEVILLE, CAL 1907" filed in Book C of Maps, Page 33, and as described in the QUITCLAIM DEED to the WAGEMANN FAMILY TRUST, recorded on July 30, 2014 as DOC-2014-0051517-00, Official Records of Placer County, more particularly described as follows:

The southwesterly 10.00 feet of said Lot 6.

Containing 1,000 square feet or 0.02 acres, more or less.

This real property description has been prepared at Mark Thomas & Company, Inc., by me, or under my direction, in conformance with the Professional Land Surveyors Act.



Brandon Benton, LS 8679



October 28, 2015
Date

SECTION 2,
TION, R6E M.D.M.

LINCOLN ST.



[Signature]
October 19, 2015

0.02 Ac.
1000± sf

ALLEY

BK. "C" OF MAPS PG. 33

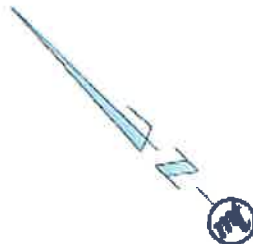
DOUGLASS & RITA WAGEMANN
APN: 013-093-001 & 008
DOC. 2014-0051517 O.R.P.C.

OAK ST.

10'

SOUTHWESTERLY
LINE LOT 6

CITY OF ROSEVILLE
APN: 013-093-009
VOL. 877 PG. 288 O.R.P.C.



0 25 50 100 Feet
1" = 50'

LEGEND

O.R.P.C. OFFICIAL RECORDS PLACER COUNTY

SHEET 1 OF 1



Scale: 1" = 50'
Date Oct. 2015
Drawn By ETS
Checked By BGB

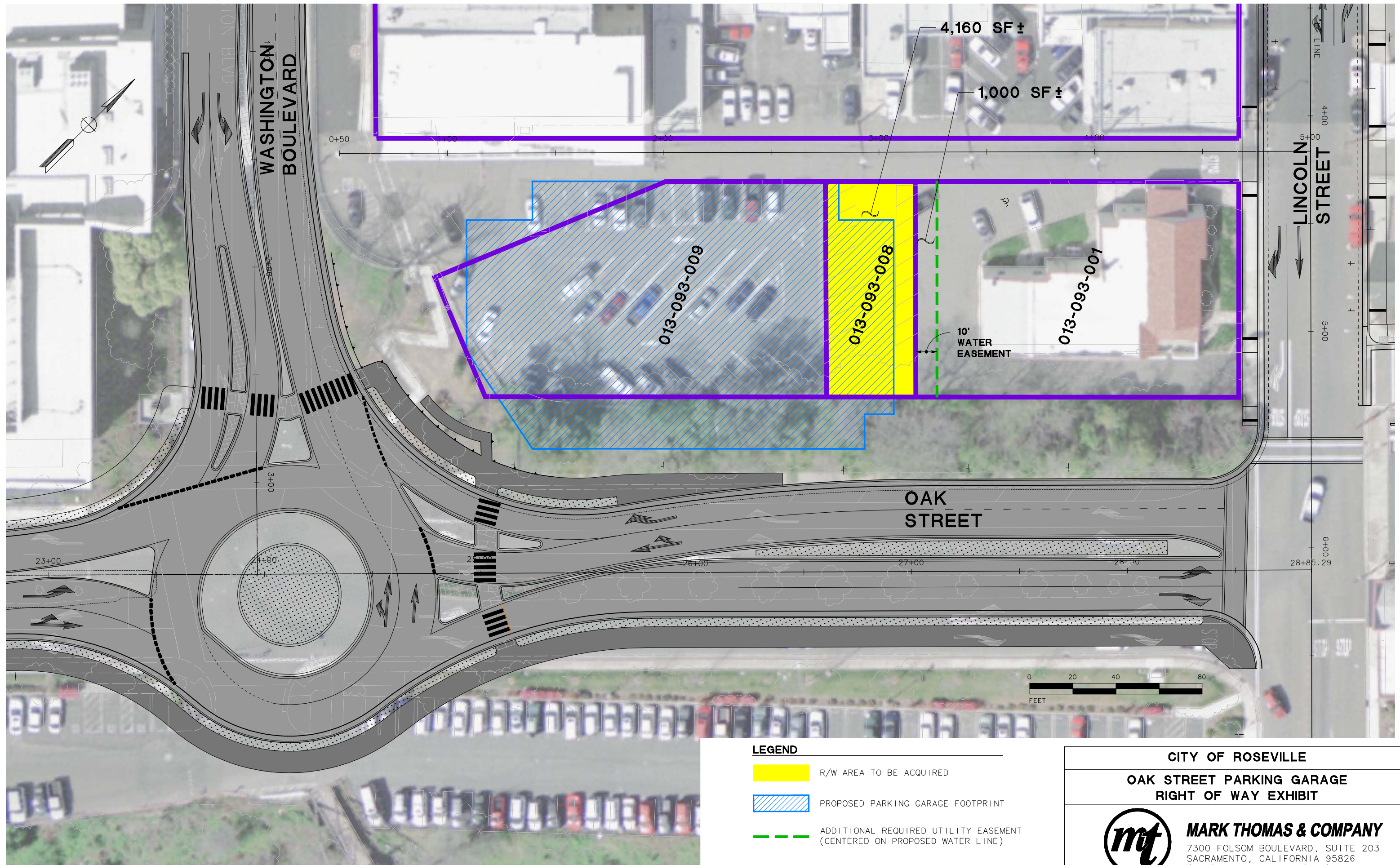
APN 013-093-001 & 008
PLAT TO ACCOMPANY LEGAL DESCRIPTION
IN THE CITY OF ROSEVILLE
PLACER COUNTY, CALIFORNIA



EXHIBIT "C"

HAZARDOUS SUBSTANCES LIST

A handwritten signature in black ink, consisting of a large, stylized 'S' or 'Z' shape with a horizontal line extending to the right.



LEGEND

-  R/W AREA TO BE ACQUIRED
-  PROPOSED PARKING GARAGE FOOTPRINT
-  ADDITIONAL REQUIRED UTILITY EASEMENT (CENTERED ON PROPOSED WATER LINE)
-  EXISTING R/W AND P/L

CITY OF ROSEVILLE

OAK STREET PARKING GARAGE
RIGHT OF WAY EXHIBIT



MARK THOMAS & COMPANY

7300 FOLSOM BOULEVARD, SUITE 203
SACRAMENTO, CALIFORNIA 95826
(916) 381-9100 FAX: (916) 381-9180

DATE: JUNE 2015

SCALE: 1" = 40'



COUNCIL COMMUNICATION

CC #: 7368

File #: 0600-01 & 0201-01

Title: Memorandum of Understanding for International Brotherhood of Electrical Workers and Memorandum of Terms, Conditions, and Understandings for Management and Confidential Employees

Contact: Gayle Satchwell 774-5374 gsatchwell@roseville.ca.us

Meeting Date: 1/6/2016

Item #: 9.1.

RECOMMENDATION TO COUNCIL

It is recommended that the City Council take the following actions:

1. Adopt a resolution approving the attached International Brotherhood of Electrical Workers (IBEW) Memorandum of Understanding.
2. Adopt a resolution approving the attached Management and Confidential Employees Terms, Conditions and Understanding.
3. Adopt an ordinance approving the attached budget adjustments to provide funding for the Management/Confidential and IBEW Unit salary adjustments.
4. Adopt the Electric Department allocation schedule effective January 9, 2016 deleting 1.00 Assistant Utility Director (0395) allocation and adding 1.00 Assistant Utility Director – Resources & Planning (8553) allocation.
5. Adopt an ordinance to approve the attached Management Salary Schedule-A (Appendix A) reflecting labor market adjustments, a general salary increase, the addition of Management Salary Schedule-B (Appendix A) and the addition of Assistant Electric Utility Director – Resources & Planning (8553) effective January 9, 2016.
6. Adopt an ordinance to approve the attached City Council Appointed Positions Salary Schedule (Appendix A) reflecting labor market adjustments.
7. Adopt an ordinance to approve the attached Confidential Salary Schedule-A (Appendix A) reflecting labor market adjustments, a general salary increase and the addition of Confidential Salary Schedule-B (Appendix A).
8. Adopt an ordinance to approve the attached IBEW-A Salary Schedule-A (Appendix A) reflecting labor market adjustments, a general salary increase and the addition of IBEW-A Salary Schedule-B (Appendix A).
9. Adopt an ordinance to approve the attached IBEW-A2 Salary Schedule-A (Appendix A) reflecting labor market adjustments, a general salary increase and the addition of IBEW-A2 Salary Schedule-B (Appendix A).

BACKGROUND

The successor Memorandum of Understanding (MOU) for IBEW, and the Management/ Confidential Unit, Terms, Conditions and Understanding resolution, will expire at the end of the current calendar year on December 31, 2015. During the negotiations in the last and current cycle with City of Roseville employee bargaining units, the City's goal has been to ensure it is competitive in the marketplace on recruitment and retention among comparable cities while maintaining fiscal responsibility. An important aspect of the City's policy on negotiations is to move towards consistency, wherever appropriate and practicable. In particular, the City has strived to achieve internal equity among the employee group's medical benefits for current employees, deferred compensation, salary relationships on individual classifications to the median among comparable agencies while taking into account recruitment and retention, general salary increases, retiree health benefits, retiree COLAs on retirement benefits and strategies to contain pension costs.

DISCUSSION

IBEW

After numerous bargaining sessions, the City and the IBEW bargaining teams reached a tentative agreement on December 17, 2015. The tentative agreement was subsequently ratified by the IBEW membership on December 29, 2015. The significant provisions of the agreement are aligned with the pattern established for all City bargaining units in order to provide a fair and consistent compensation package for all City employees and to further the City's fiscal goal of reducing pension costs.

Management/Confidential Unit

Meetings were held throughout the City with all members of the Management/Confidential Unit in an effort to gain a better understanding of the issues and needs of this group of employees. The result of these discussions identified a prioritized list of preferences which substantially falls in line with this recommended resolution.

The proposed successor MOU with IBEW and the Management/Confidential resolution include the following significant provisions:

Term

- *The term of the agreement covers three years, January 1, 2016 through December 31, 2018.*

Salaries

Adjustments to the salaries fall in two categories: those that address general salary increases and those that address the labor market.

The proposed general salary increases are in line with the pattern that the city has presented to all bargaining units and are as follows:

IBEW

January 2016

- 2.0% salary increase

Mgmt/Confidential

January 2016-

- 2.0% salary increase

January 2018

-2.0% salary increase

January 2018

- 2.0% salary increase

The proposed labor market adjustments are the result of a comprehensive compensation study that was performed with our comparator jurisdictions and are in line with the pattern that the City has presented to all bargaining units. The labor market adjustments are being recommended for implementation in year one for critical recruitment and retention classifications, and spread out over three years for the remainder of the adjustments.

IBEW

Implementation:

- *All in Year one*

Mgmt/Confidential

- *Varied*

Deferred Compensation

The provision of deferred compensation varies among the various bargaining units. The IBEW unit currently receives 3% of salary plus \$100/month while the Mgmt/Confidential Unit members currently do not have this benefit. In line with the goal to bring consistency among the bargaining units, a Deferred Compensation contribution for Mgmt/Confidential employees with 5 or more years of continuous service is being proposed.

IBEW
No Change

Mgmt. /Confidential
January 2016
1%
January 2017
1%
January 2018
1%

Health and Welfare

In December 2015, all bargaining units received a \$24 per month increase in the City medical contribution, bringing the total contribution to \$1272 per month. In line with the goal to bring consistency among the bargaining units for medical benefits of current employees, this contract provides a monthly increase in future years that is consistent with all units.

IBEW
December 2016
\$24/mo., \$1296/yr.

Mgmt/Confidential
December 2016
\$24/mo., \$1296/yr.

December 2017
\$25/mo., \$1321/yr.
December 2018
\$26/mo., \$1347/yr.

December 2017
\$25/mo., \$1321/yr.
December 2018
\$26/mo., \$1347/yr.

Leaves

Personal leave time (PLT) is offered to all bargaining units except for the Roseville Firefighter's unit (RFF) and management, which has a slightly different category, and thus will be discussed separately.

IBEW

Currently, RPA and RPOA receive 45 hours, Local 39 receives 40 hours and IBEW receives 80 hours of PLT. In line with the goal to bring consistency among the bargaining units, it is recommended that the PLT for IBEW be reduced to 45 hours. In exchange for this, a 2.6% adjustment will be rolled into base salary in January of 2017.

Management/Confidential

Confidential employees receive 40 hours of leave time, and management employees receive various amounts of management leave time. No changes to the hours earned for either group of employees are being proposed. The cash out levels are being proposed to increase from 40 to 50 hours for managers and from 40 to 100 hours for department heads. This change is recommended to be effective January 2016.

New Hires

Several changes are being proposed for employees hired after January 1, 2016. These changes are identical for both IBEW and the Mgmt/Confidential units.

Lower Salary Schedule B

As mentioned earlier, a comprehensive compensation survey was performed for all City employees. As a result, a new lower salary schedule is being proposed for those classifications that were identified to be at least 5% or more above the labor market. This new schedule will be implemented for all employees hired into the affected classifications after January 1, 2016.

Increased Number of Steps in Salary Schedule

Currently, employees are eligible for annual step increases of 5% of their salary based on merit. For the

IBEW unit there are 8 steps over 6.5 years with annual increases of approximately 5%, and for Mgmt/Confidential there are 7 steps over 5.5 years with annual increases of approximately 5%. It is being proposed that the number of steps double from the IBEW's current 8 steps to 15 steps and Mgmt/Confidential's current 7 steps to 13 steps. These new steps will be effective January 9, 2016.

Service Term Bonus

All bargaining units currently have some sort of Service Term bonus provision, except for IBEW and the majority of the classifications in Management. Public Safety Management and Confidential employees are the only management group that has Service Term bonuses. For employees hired after January 1, 2016, in the Safety Management and confidential classifications, the bonus is being transitioned to a non-PERSable annual lump sum amount.

Consistency

The proposed revisions to the compensation terms and conditions are consistent with what has currently been offered to all of the City's bargaining groups. The changes are intended to adjust salaries to be competitive in the labor market while slowing the growth of the City's pension costs. As a result of the new salary schedule B for IBEW, Management and Confidential, the following job codes have been added:

Confidential

B100 ADMINISTRATIVE ASSISTANT (C)
B101 EXECUTIVE ASST TO THE CITY MGR
B102 HUMAN RESOURCES TECH (C)
B103 INSURANCE & CONTRACT TECH
B104 LEGAL CLERK I (C)
B105 LEGAL CLERK II (C)
B106 MANAGEMENT ASSISTANT I
B107 MANAGEMENT ASSISTANT II
B108 OFFICE ASSISTANT I (C)
B109 OFFICE ASSISTANT II (C)
B110 PARALEGAL (C)
B111 PAYROLL CLERK I
B112 PAYROLL CLERK II (C)
B113 PAYROLL TECHNICIAN I
B114 PAYROLL TECHNICIAN II
B115 SR HUMAN RESOURCES TECH (C)
B116 SR PAYROLL TECHNICIAN

IBEW

B200 ELECTRIC APPRENTICE LINE TECH
B201 ELECTRIC DRAFTING TECH I
B202 ELECTRIC DRAFTING TECH II
B203 ELECTRIC ENGINEERING TECH I
B204 ELECTRIC ENGINEERING TECH II
B205 ELECTRIC LINE TECH
B206 ELECTRIC LINE TROUBLESHOOTER
B207 ELECTRIC MATERIALS TECH I
B208 ELECTRIC MATERIALS TECH II
B209 ELECTRIC PRE-APPRENTICE
B210 ELECTRIC PREV DATA SYSTEM TECH
B211 ELECTRIC SYSTEM DISPATCHER
B212 ELECTRIC TECHNOLOGY SYSTS TECH
B213 ELECTRIC UTILITY TECHNICIAN I

B214 ELECTRIC UTILITY TECHNICIAN II
B215 ELECTRONICS TECHNICIAN I
B216 ELECTRONICS TECHNICIAN II
B217 INSTRUMENT & CONTROL TECH
B218 MATERIALS TECHNICIAN
B219 PLANT & EQUIPMENT MAINT WOR II
B220 PLANT & EQUIPMENT MAINT WORK I
B221 PLANT & EQUIPMENT MECHANIC I
B222 PLANT & EQUIPMENT MECHANIC II
B223 PREDICTIVE MAINTENANCE TECH I
B224 PREDICTIVE MAINTENANCE TECH II
B225 PREVENTATIVE MAINT TECH I
B226 PREVENTATIVE MAINT TECH II
B227 PREVENTATIVE MAINTENANCE COORD
B228 PWR ENGINEER I
B229 PWR ENGINEER II
B230 PWR PLANT ENGINEER I
B231 PWR PLANT ENGINEER II
B232 PWR PLNT MECHANIC
B233 PWR PLNT OPERATOR TECH I
B234 PWR PLNT OPERATOR TECH II
B235 SCADA SYSTEM TECHNICIAN
B236 SR ELECTRIC LINE TECHNICIAN
B237 SR ELECTRIC MATERIALS TECH
B238 SR ELECTRIC METERING TECH
B239 SR ELECTRIC SUBSTATION TECH
B240 SR ELECTRIC SYSTEM DISPATCHER
B241 SR ELECTRONIC TECHNICIAN
B242 SR PLANT & EQUIPMENT MECHANIC
B243 SR POWER PLANT OPERATOR/TECH
B244 SR PREVENTATIVE MAINT TECH
B245 SR WATER DISTRIBUTION WORKER
B246 SR WSTWTR UTILITY MAINT WKR
B247 TRAFFIC SIGNAL MAINT WKR I
B248 TRAFFIC SIGNAL MAINT WKR II
B249 WATER CONSERVATION SPECIALIST
B250 WATER CONSERVATION WORKER I
B251 WATER CONSERVATION WORKER II
B252 WATER DISTRIBUTION WORKER I
B253 WATER DISTRIBUTION WORKER II
B254 WSTWTR UTILITY MAINT WKR I
B255 WSTWTR UTILITY MAINT WKR II

Management

B700 ACCOUNTING MANAGER
B701 ACCOUNTING SUPERVISOR
B702 ADMINISTRATIVE ANALYST I
B703 ADMINISTRATIVE ANALYST II
B704 ALTERNATIVE TRANSP ANALYST I
B705 ALTERNATIVE TRANSP ANALYST II

B706 ALTERNATIVE TRANSP MGR
B707 ASSISTANT CITY MANAGER
B708 ASSISTANT ELECTRIC UTILITY DIR
B940 ASSISTANT ELECTRIC UTILITY DIR- RESOURCES
B709 ASSISTANT EU DIRECTOR
B710 ASSISTANT POLICE CHIEF
B711 ASST CITY ATTORNEY
B712 ASST CITY CLERK
B713 ASST FIRE CHIEF
B714 BILLING SERVICES MANAGER
B715 BLDG INSPECTION SUPERVISOR
B716 BLDG MAINTENANCE SUPERVISOR
B717 BLDG OFFICIAL
B718 BUDGET ANALYST I
B719 BUDGET ANALYST II
B720 BUDGET MANAGER
B721 BUSINESS SVCS ADMINISTRATOR
B722 CENTRAL SERVICES DIRECTOR
B723 CHIEF FINANCIAL OFFICER
B724 CHIEF INFORMATION OFFICER
B725 CITY CLERK
B726 CITY LIBRARIAN
B727 COMMUNICATIONS MANAGER
B728 DEPT PUBLIC INFO OFFICER
B729 DEPUTY CITY ATTORNEY I
B730 DEPUTY CITY ATTORNEY II
B731 DEPUTY CITY MANAGER
B732 DEVELOPMENT ANALYST I
B733 DEVELOPMENT ANALYST II
B734 DEVELOPMENT SERVICES DIRECTOR
B735 DEVELOPMENT SERVICES MANAGER
B736 ECONOMIC DEVELOPMENT DIRECTOR
B737 ECONOMIC DEVELOPMENT MANAGER
B738 ELECTRIC BUSINESS ANALYST I
B739 ELECTRIC BUSINESS ANALYST II
B740 ELECTRIC COMPLIANCE ANALYST
B741 ELECTRIC ENGINEERING TECH SUPV
B742 ELECTRIC LINE CONST SUPERVISOR
B743 ELECTRIC OPERATIONS MANAGER
B744 ELECTRIC RATES & FINANCIAL ADM
B745 ELECTRIC REGULATORY COMPL ADMN
B746 ELECTRIC RESOURCES ANALYST I
B747 ELECTRIC RESOURCES ANALYST II
B748 ELECTRIC RETAIL SERVICES SUPV
B749 ELECTRIC RISK MGMT ADMINISTRAT
B750 ELECTRIC SAFETY COORDINATOR
B751 ELECTRIC SUBSTATION SUPERVISOR
B752 ELECTRIC TECHNOLOGY SYST SUPV
B753 ELECTRIC UTILITY DIRECTOR

B754 ELECTRONIC MAINT COORDINATOR
B755 EMS QUAL ASSURANCE COORDINATOR
B756 ENERGY SERVICES ACCOUNT REP II
B757 ENGINEERING MANAGER
B758 ENVIRONMENTAL COORDINATOR
B759 ENVIRONMENTAL UTIL DIRECTOR
B760 EQUIPMENT MAINT. SUPERVISOR
B761 EU COMPLIANCE ADMINISTRATOR
B762 FACILITIES MANAGER
B763 FINANCE DIRECTOR
B764 FINANCE MANAGER
B765 FINANCE SUPERVISOR
B766 FIRE BATALLION CHIEF (8HR)
B767 FIRE BATTALION CHIEF
B768 FIRE CHIEF
B769 FIRE DIVISION CHIEF
B770 FLEET MANAGER
B771 GOVERNMENT RELATIONS ADMISTRAT
B772 HOUSING SUPERVISOR
B773 HUMAN RESOURCES ANALYST I
B774 HUMAN RESOURCES ANALYST II
B775 HUMAN RESOURCES DIRECTOR
B776 HUMAN RESOURCES MANAGER
B777 INFO SECURITY ADMINISTRATOR
B778 INTERPRETIVE SRVCS SUPERVISOR
B779 IT DIVISION MANAGER
B780 IT PLANNING & POLICY SUPERVISO
B781 IT PROGRAM MANAGER
B782 KEY ACCOUNTS REPRESENTATIVE
B783 LIBRARY SUPERVISOR
B784 MANAGEMENT ANALYST
B785 MAPPING SUPERVISOR
B786 METER SERVICES SUPERVISOR
B787 OPEN SPACE SUPERINTENDENT
B788 PARK DEVELOPMENT ANALYST I
B789 PARK DEVELOPMENT ANALYST II
B790 PARK PLANNING & DEV SUPERINTEN
B791 PARKS SUPERINTENDENT
B792 PARKS SUPERVISOR
B793 PARKS,REC & LIB BUS ADMINISTR
B794 PARKS,REC &LIBRARIES DIRECTOR
B795 PLANNING MANAGER
B796 POLICE CAPTAIN
B797 POLICE CHIEF
B798 POLICE LIEUTENANT
B799 POLICE SERVICES ADMINISTRATOR
B800 POLICE SOCIAL SVCS ADMINSTR
B801 POWER ENGINEERING MANAGER
B802 POWER GENERATION SUPERINTENDEN

B803 POWER PLANT OPS & MAINT SUPVS
B804 POWER SUPPLY & PORTFOLIO ADMST
B805 PREVENTATIVE MAINT SUPERVISOR
B806 PRINCIPAL ENGINEER
B807 PRINCIPAL PLANNER
B808 PUB AFFAIRS&COMMUNICATN ADMNST
B809 PUBLIC AFFAIRS-COMMUNIC DIRECT
B810 PUBLIC INFORMATION OFFICER
B811 PUBLIC WORKS DIRECTOR
B812 PURCHASING & WAREHOUSE MANAGER
B813 RECREATION MANAGER
B814 RECREATION SUPERINTENDENT
B815 RECREATION SUPERVISOR
B816 REFUSE SUPERINTENDENT
B817 REFUSE SUPERVISOR
B818 REFUSE UTILITY MANAGER
B819 RISK MANAGER
B820 SAFETY COORDINATOR
B821 SR BUSINESS SYSTEMS ANALYST
B822 SR DATABASE ANALYST
B823 SR DEPUTY CITY ATTORNEY
B824 SR ELECTRIC BUSINESS ANALYST
B825 SR ENERGY SERVICES ACCOUNT REP
B826 SR ENGINEER
B827 SR HUMAN RESOURCES ANALYST
B828 SR IT ANALYST
B829 SR PLANNER
B830 SR POWER ENGINEER
B831 SR POWER PLANT ENGINEER
B832 STREET MAINTENANCE SUPERVISOR
B833 STREET MAINTENANCE SUPT
B834 URBAN FORESTER
B835 WATER CONSERVATION ADMINSTR
B836 WATER DISTRIBUTION SUPERVISOR
B837 WATER QUALITY LAB SUPERVISOR
B838 WATER TRMT PLT CHIEF OPERATOR
B839 WATER UTILITY MANAGER
B840 WSTWTR COLLECTION SUPT
B841 WSTWTR COLLECTION SUPV
B842 WSTWTR TRMT PLT CHIEF OPERATOR
B843 WSTWTR UTILITY MANAGER

FISCAL IMPACT

The cost of the approved Management/Confidential Terms and Agreement through the end of the current fiscal year on 6/30/2016 is \$1,013,478 of which \$472,534 is General Fund and \$540,944 is Enterprise Funds. This will be funded by the unrestricted ending fund balance in the City's General Fund and related Enterprise Funds. The cost to the current fiscal year will be added to the FY2015-16

budget via the attached budget adjustment. These amounts will be partially offset by savings or reductions in payroll costs stemming from future retirements and the new Schedule B salary structure included in this request.

	FY16	FY17	FY18	Ongoing
General Fund	\$472,534	\$997,973	\$1,519,401	\$1,909,407
Enterprise Funds	\$540,944	\$1,084,721	\$1,358,381	\$1,576,895
Total	\$1,013,478	\$2,082,694	\$2,877,782	\$3,486,302

The cost of the approved IBEW Memorandum of Understanding through the end of the current fiscal year on 6/30/2016 is \$1,040,773. This will be funded by the unrestricted ending fund balance in the applicable Enterprise Funds. The cost to the current fiscal year will be added to the FY2015-16 budget via the attached budget adjustment.

	FY16	FY17	FY18	Ongoing
General Fund	\$0	\$0	\$0	\$0
Enterprise Funds	\$1,040,773	\$2,405,389	\$2,984,013	\$3,244,304
Total	\$1,040,773	\$2,405,389	\$2,984,013	\$3,244,304

ECONOMIC DEVELOPMENT / JOBS CREATED

No new jobs will be created by this action.

ENVIRONMENTAL REVIEW

The IBEW Memorandum of Understanding and the Management and Confidential Terms, Conditions and Understanding are not considered a "project" as defined by the California Environmental Quality Act (CEQA) (CEQA Guidelines 15378). Consequently, no CEQA action is required.

Respectfully Submitted,

Gayle Satchwell, Human Resources Director



Rob Jensen, City Manager

ATTACHMENTS:

Description

Resolution No. 16-07

IBEW 2016-2018 MOU

Resolution No. 16-08

Mgt/Conf Terms and Conditions Resolution

Ordinance No. 5612

Budget Adjustment - Mgt/Conf/IBEW

Allocation Schedule - Electric

Ordinance No. 5613

MGMT Salary Sched

MGTB Salary Sched

Ordinance No. 5614

CCAP Salary Sched

Ordinance No. 5615

CONF Salary Sched

CONB Salary Sched

Ordinance No. 5616

IBEW - A Salary Sched

IBWB Salary Sched

Ordinance No. 5617

IBEW - A2 Salary Sched

RESOLUTION NO. 16-07

APPROVING THE MEMORANDUM OF UNDERSTANDING
BETWEEN CITY OF ROSEVILLE AND THE INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS AND AUTHORIZING THE CITY MANAGER TO EXECUTE IT
ON BEHALF OF THE CITY OF ROSEVILLE

WHEREAS, a memorandum of understanding, between the City of Roseville and the International Brotherhood of Electrical Workers, has been reviewed by the City Council;

NOW, THEREFORE, BE IT RESOLVED by the Council of the City of Roseville that said agreement is hereby approved and the City Manager is authorized to execute it on behalf of the City of Roseville.

PASSED AND ADOPTED by the Council of the City of Roseville this ____ day of _____, 20__, by the following vote on roll call:

AYES COUNCILMEMBERS:

NOES COUNCILMEMBERS:

ABSENT COUNCILMEMBERS:

MAYOR

ATTEST:

City Clerk

Master Memorandum of Understanding

International Brotherhood of Electrical Workers



Term of Agreement:
January 9, 2016 -- December 31, 2018

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MASTER MEMORANDUM OF UNDERSTANDING

CHAPTER 1. ADMINISTRATIVE

ARTICLE I. PARTIES TO UNDERSTANDING

This Memorandum of Understanding (MOU), also referred to as the Agreement, relates to issues within the scope of representation existing between the CITY OF ROSEVILLE, CALIFORNIA, (hereinafter referred to as "CITY"), and the INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL #1245 (hereinafter referred to as "UNION "), and those employees occupying the classes listed in Appendix "A" and "A2", attached hereto and incorporated herein by this reference.

ARTICLE II. RECOGNITION

Pursuant to the Meyers-Milias-Brown Act, the City recognizes the International Brotherhood of Electrical Workers, Local #1245 as the exclusive representative for all employees in the bargaining unit as provided by Chapter 3.17 of the Roseville Municipal Code (also known as the City's Personnel Rules).

ARTICLE III. STATE LAW COMPLIANCE

This Memorandum of Understanding complies with the provisions of Section 3500 et seq. of the Government Code of the State of California in that the Employer-Employee representatives noted herein did meet and confer in good faith and did reach agreement on those matters within the scope of representation as specified herein.

ARTICLE IV. CITY COUNCIL APPROVAL

It is the mutual understanding of the parties hereto that this Memorandum of Understanding is of no force or effect in regard to matters within the authority of the City Council until such matters are submitted to, and accepted by, the City Council.

ARTICLE V. CONTINUATION OF BENEFITS

Except as otherwise provided herein, this Memorandum of Understanding does not modify existing benefits contained in the current salary ordinance and other compensation benefits or in the Personnel Ordinance (Municipal Code Title 3 also referred to as Personnel Rules). Such benefits shall remain unmodified and shall continue in full force and effect throughout the term of this MOU.

ARTICLE VI. SEVERABILITY OF AGREEMENT

This MOU is severable. Should any article, section, or portion thereof of this Agreement be held unlawful and unenforceable by any court of competent jurisdiction, such decision of the court shall only apply to the specific article, section, or portion thereof directly specified in the decision, and the remainder of this Agreement shall not be affected thereby.

ARTICLE VII. TERM OF UNDERSTANDING

This Memorandum of Understanding incorporates all modifications regarding wages, hours and other terms and conditions of employment. This Memorandum of Understanding shall be effective as of the first full pay period after City Council approval and shall expire on December 31, 2018. All existing benefits shall continue in full force until a subsequent agreement is reached. Should either party desire to commence the Meet and Confer process for the next subsequent Memorandum of Understanding, they shall notify the other in writing no earlier than one hundred twenty (120) days prior to the expiration date of this Agreement. With the parties' mutual agreement, the notification and Meet and Confer process may begin earlier than one hundred twenty (120) days prior to the expiration date of this Agreement.

CHAPTER 2. COMPENSATION

ARTICLE I. SALARIES

A. SALARY

1. Effective the first full pay period in January 2016 and upon approval by the City Council, all employees assigned to the classifications listed in Appendix "A" and "A2" shall receive a base salary increase of 2%.
2. Effective the first full pay period in January 2018, all employees assigned to the classifications listed in Appendix "A" and "A2" shall receive a base salary increase of 2%.
3. Electric Engineering Technician Salary Schedule Alignment – effective the first full pay period in January 2016 and upon approval by the City Council, the salary schedule for Electric Engineering Technician I and II shall be increased by 1.2%. All employees assigned to these classifications shall be moved to the new salary schedule with no reduction in compensation.
4. Labor Market Adjustments – Effective the first full pay period in January 2016 and upon approval of the City Council, the following salary increases shall be implemented for employees in the classifications listed below:

Job Title	First full Pay Period January 2016 and upon approval of the City Council (%)
Electric Apprentice Line Technician	15.00
Electric Drafting Technician I	0.14
Electric Drafting Technician II	0.12
Electric Line Technician	15.00
Electric Line Troubleshooter	15.00
Electric Materials Technician I	7.88
Electric Materials Technician II	7.88
Electric Preapprentice	7.88
Electric Preventive Data Systems Technician	7.88
Electric Systems Dispatcher	15.00
Electric Technology Systems Technician	11.07
Electric Utility Technician I	15.00
Electric Utility Technician II	15.00
Instrument & Control Technician	11.08
Materials Technician	5.68
Plant and Equipment Maintenance Worker I	15.00
Plant and Equipment Maintenance Worker II	5.44
Plant and Equipment Mechanic I	7.52
Plant and Equipment Mechanic II	7.52
Power Engineer I	11.34
Power Engineer II	11.34
Power Plant Engineer I	11.34
Power Plant Engineer II	11.34
Power Plant Mechanic	15.00

Power Plant Operator/Technician I	15.00
Power Plant Operator/Technician II	15.00
Senior Electric Line Technician	15.00
Senior Electric Materials Technician	7.88
Senior Electric Metering Technician	15.00
Senior Electric Substation Technician	15.00
Senior Electric System Dispatcher	15.00
Senior Plant and Equipment Mechanic	7.51
Senior Power Plant Operator/Technician	15.00

5. Salary – All Employees Hired On/After the first full pay period in January of 2016

Effective the first full pay period in January 2016 and upon approval of the City Council, for any current classification in the bargaining unit where the total compensation was 5% or more above the median total compensation for bench marked classifications in the surveyed jurisdictions, the new top for all such classifications in the new salary schedule B will be reduced as listed below. All other classifications' top step in the new salary schedule B will remain unchanged.

Job Title	January 2016 (% reduction)
Electronics Technician I	10.09
Electronics Technician II	10.10
Predictive Maintenance Technician I	10.09
Predictive Maintenance Technician II	10.10
Preventive Maintenance Technician I	10.10
Preventive Maintenance Technician II	10.09
SCADA System Technician	10.10
Senior Electronics Technician	10.10
Senior Preventive Maintenance Technician	10.36

Annual Merit Step Increases

6. Effective the first full pay period in January 2016 and upon approval by the Council, all employees hired before January 1, 2016 will remain on the current salary schedule (A) for all listed classifications in the bargaining unit. All such employees will continue on this salary schedule when promoted or transferred to other classifications within the bargaining unit.

7. Effective the first full pay period in January 2016 and upon approval by the Council, the City will create a second salary schedule (B) which will apply to new hires for all listed classifications in the bargaining unit. The salary steps for the new salary schedule will be approximately 2.5% for each classification in the bargaining unit. For purposes of this provision, any employee who was initially hired before January 1, 2016 that had a break in City service and was rehired after January 1, 2016 will be deemed a newly hired employee under this provision.

B. REGISTRATION AND CERTIFICATION PAY

1. A five percent (5%) differential will be paid to employees in the classifications of Power Engineer I/II who possess a California Professional Engineer Certificate (PE).
2. Employees in the classifications of Electric System Dispatcher and Senior Electric System Dispatcher who possess a NERC certificate as of July 20, 2011 will have the ability to earn three percent (3%) certification pay for maintaining their certification.

3. Management staff will designate a maximum of five (5) Electric and three (3) Environmental Utilities maintenance staff to obtain and maintain a crane certification. The designated employees will be compensated at a rate of two and one-half percent (2.5%) higher than their existing pay range.
4. Represented employees in the Environmental Utilities Department will have the ability to earn a maximum of four percent (4%) in certification pay. Management staff in the Environmental Utilities Department will designate a maximum of eight (8) staff from Water Distribution and a maximum eight (8) staff from Wastewater Collection to maintain their Class A driver's license and operate Class A vehicles/equipment as needed. Once certified, the designated employees will be compensated at a rate of two and one-half percent (2.5%) higher than their existing pay range. Employees also have the opportunity to earn certification pay in the following areas:

	Water Distribution	%	Wastewater Collection	%
Senior	Cross Connection Control Specialist	1%	CWEA Grade 3 or Grade 4 (cumulative)	1%
	Backflow Tester Certification	1%	Collection System Maintenance	1%
	Distribution Operator Grade 4 or Grade 5 (DPH)(cumulative)	1%	Environmental Compliance Inspection	1%
	Treatment Operator Grade 1, 2, 3, 4, or 5 (DPH) (non cumulative)	1%	Crane Certification (max six staff in series to be appointed by EU management staff)	2.5%
	Crane Certification (max six staff in series to be appointed by EU management staff)	2.5%		
Worker II	Cross Connection Control Specialist	1%	CWEA Grade 2, Grade 3 or Grade 4 (cumulative)	1%
	Backflow Tester Certification	1%	Collection System Maintenance	1%
	Conservation Certification	1%	Environmental Compliance Inspection	1%
	Distribution Operator, Grade 3, 4 or 5 (DPH) (cumulative)	1%	Crane Certification (max six staff in series to be appointed by EU management staff)	2.5%
	Treatment Operator Grade 1, 2, 3, 4, or 5 (non cumulative)	1%		
	Crane Certification (max six staff in series to be appointed by EU management staff)	2.5%		

	<u>Water Efficiency</u>	<u>%</u>
<u>Water Conservation Worker II</u>	<u>Water Use Efficiency Practitioner Grade 1, 2, 3 (AWWA) (cumulative)</u>	<u>1%</u>
	<u>Distribution Operator Grade 2 (DPH)</u>	<u>1%</u>
<u>Water Conservation Worker I</u>	<u>Water Use Efficiency Practitioner Grade 1, 2 (AWWA) (non-cumulative)</u>	<u>1%</u>

	<u>Distribution Operator Grade 1,2 (DPH) (non-cumulative)</u>	<u>1%</u>
	<u>Certified Landscape Irrigation Auditor (CLIA)</u>	<u>1%</u>
<u>Water Conservation Specialist</u>	<u>Water Use Efficiency Practitioner Grade 2, 3 (AWWA) (cumulative)</u>	<u>1%</u>
	<u>Distribution Operator Grade 2 (DPH)</u>	<u>1%</u>

C. SPANISH SPEAKING PAY DIFFERENTIAL

City shall compensate employees who are certified by the Human Resources Department as Spanish speaking at the rate of \$46.15 bi-weekly (\$100.00 per month).

D. FUTURE SALARY INCREASES

The parties agree to continue to meet during the term of the MOU to determine revenue increase thresholds that would lead to future salary increases.

ARTICLE II. OVERTIME

Pursuant to Section 3.11.070 of the City's Personnel Rules, the following section shall govern overtime provisions of this Agreement:

- A. Overtime work may be required of any employees in order to meet special or unusual needs of service beneficial to the City and community. Overtime is defined as the number of hours worked in excess, and as an extension, of the normal schedule of work hours as illustrated below:

	EMPLOYEE WORK SCHEDULE	OVERTIME
1.	Eight hours per day, five days per week (5/8 Plan)	Over eight hours per day and forty hours per week
2.	Ten hours per day, four days per week (4/10 Plan)	Over ten hours per day and forty hours per week
3.	A flex-time schedule approved by the City Manager	Over the prescribed number of hours per day in writing.

For purposes of this section, holidays, sick leave, vacation, Personal Leave Time (PLT) compensatory time off (CTO), and floating holidays are time worked for purposes of computing overtime. The following leave hours are not to be considered to be hours worked for purposes of computing overtime: Workers' Compensation, leave without pay requested by the employee, suspension or disciplinary action and a short work week worked by a new employee.

No employee shall be required to work overtime during any scheduled workweek in which the employee is on an unpaid status as a result of disciplinary action.

- B. Incidental overtime, defined here as less than eight (8) minutes nonrecurring extension of the workday/shift, is not compensable in any form.
- C. Overtime shall be compensable in increments of fifteen (15) minutes.
- D. Overtime shall be compensable at the rate of one and one-half (1 ½) the employee's base hourly rate except as noted in Subsection F or G of this section.
- E. Shift Extension. If an employee is called to work early or is worked beyond their normal work shift, compensation for overtime shall be calculated in accordance with Subsection C of this section.
- F. Emergency Overtime. Regular employees in the Department shall be compensated at double the employee's normal hourly rate when working between the hours of 10:00 p.m. to 6:00 a.m. Overtime hours worked before or after the hours noted above will be paid in accordance with Subsection D.
- G. An employee shall be compensated at double the employee's normal hourly rate when called to work on a scheduled holiday in an emergency capacity. Prescheduled holiday work shall be compensated in accordance with Subsection D.
- H. An employee responding to an overtime call for assistance from an outside agency (Mutual Aid Agreement) shall be compensated at the going overtime rate (i.e. 1.5 x, 2 x hourly rate, etc.) for the agency being assisted up to the Mutual Aid Agreement's reimbursed amount. The compensation for overtime will not be less than the City's current MOU allows.

ARTICLE III. CALL BACK

- A. All callbacks shall be for a minimum of two (2) hours and will be compensated in accordance with ARTICLE II OVERTIME. Subsequent calls that occur during a two-hour callback and extend past the original two-hour call shall be compensated for actual time worked.
- B. When the two (2) hours of a call back overlap a regularly scheduled shift the employee will be compensated at the overtime rate up to the start of his/her regularly scheduled work shift.
- C. If an employee's work shift has not ended and the employee must respond to a call requiring immediate action that extends beyond the end of the employee's shift, it is considered a continuation of the shift and is subject to pay based on the actual time. If the employee's shift has ended and the employee has to return to work to address a call requiring immediate action, the employee is entitled to a two (2) hour minimum period of overtime at the appropriate rate.
- D. Standby Employees, as defined in Chapter 2, Article VI, will receive one half (1/2) hour compensation at the appropriate rate of pay when needed assistance can be appropriately handled over the phone and the employee is not required to physically respond to work.
- E. Non-Standby employees will receive one (1) hour compensation at the appropriate rate of pay when needed assistance can be appropriately handled over the phone and the employee is not required to physically respond to work.

ARTICLE IV. SERVICE TERM BONUS

- A. The City agrees to provide the following service term bonus for employees hired prior to May 5, 2012:

<u>SERVICE TERM</u>	<u>ANNUAL BONUS AMOUNT</u>
Beginning of the 10th year and every year thereafter	2.5% of base salary
Beginning of the 15th year and every year thereafter	2.5% of base salary

- B. Such service term bonus shall be included in each eligible employee's bi-weekly payroll.
- C. Employees hired after May 5, 2012 will not be eligible for the service term bonus.

ARTICLE V. PROMOTION

Any employee who is promoted to a position in a class with a higher salary range shall be placed in the step in the new higher range, which is at least a ten percent (10%) increase over the employee's current salary step. In the event that the top step in the new range is less than ten percent (10%), the employee will then be assigned to the top step on the new salary range.

ARTICLE VI. STANDBY

The City agrees to the following standby provision concerning represented employees. The number of available employees assigned to serve the standby needs of the department determines the application of provision A below.

- A. Employees assigned to standby duty shall be compensated per the following schedule:

Monday-Friday Standby	1 ½ hours straight time rate per day
Saturday, Sunday & Holiday Standby	3 hours straight time rate per day
Weekly Standby	13.5 hours straight time rate per week

Employees shall not be assigned standby on their flex day, unless such employee volunteers.

- B. Employees will be provided a cell phone when assigned to standby.
- C. The department shall make standby assignments voluntary whenever practical.
- D. The City reserves the right to schedule standby as needed.
- E. Such payment shall be in addition to the overtime payments, which may be payable for call backs, pursuant to City Personnel Rules and Regulations. An employee on standby may be authorized to take a City vehicle home, provided the employee lives within the area bounded by heavy black lines on the attached map (Appendix "X").

ARTICLE VII. WORKING OUT OF CLASS (Refer to Personnel Rules Section 3.07.080)

The principle for paying employees for performing higher level job responsibilities due to operational necessity is based on such considerations as: the employee's ability and qualifications to perform at a higher level, whether the employee would be required to perform only routine or a significant range of the higher job responsibilities, whether the lower level position is in direct line and job scope of the higher class, and the length of time necessary for an employee to perform in a higher class.

The purpose of compensating employees for performing work in a higher class is to establish a system by which employees will continuously receive a pay rate comparable to those job factors that establish pay for each class of work in City service. Authorization for an assignment to work in a higher class must be given by the employee's supervisor and, except under emergency circumstances, requires advance approval of the department head, Human Resources Director and City Manager. The following conditions shall prevail as the definition and standards of compensation:

- A. Employees are required to work at least four (4) hours in the higher class to receive the higher class pay, except in classifications where employees are required to operate heavy equipment that is paid at a higher level; in such cases employees will be eligible for higher class pay after one (1) hour of continuous work.
- B. In the event that an employee is required to work in the higher class due to a call back, the employee shall receive out of class pay on an hour-for-hour basis with no minimum amount of time required to serve in the higher class.
- C. Compensation in excess of an employee's regular base salary rate shall not be authorized for work in a higher class unless such employee is in all respects qualified to perform in the higher class and required to perform at least a substantial range of the more essential tasks of the higher class. Additionally, if an employee is temporarily assigned to perform work that is generally within the scope of their current class, but the work assignment is normally performed by a higher class due to the nature or scope of such work, then the temporarily assigned employee shall not receive additional compensation for performance of their normal and customary duties as prescribed by their regular classification.
- D. Employees assigned to work in a higher class, who are both qualified and required to perform at least a substantial range of the higher tasks, shall be compensated for the actual number of hours worked in the higher class as follows:
 - 1. Compensation shall be five percent (5%) more than the employee's current salary rate in the lower class unless the difference between classifications is less than five percent (5%). In the event that the top step in the higher range is less than five percent (5%), the employee will be compensated at the top step in the higher class.

EXCEPTION: Employees assigned as a Senior Electric Line Technician, senior water distribution worker or senior wastewater utility maintenance worker classification shall be compensated ten percent (10%) more than the employee's current salary rate in the lower class.
 - 2. For employees assigned to management classifications the compensation shall be ten percent (10%) more than the employee's current salary rate in the lower class. In the

event that the top step in the higher range is less than ten percent (10%), the employee will be compensated at the top step in the higher class.

3. Work periods in higher class assignments shall not apply toward seniority or time-in-class considerations for layoff purposes as regards the higher class.

4. Temporary Acting Pay

An employee temporarily assigned in writing to an acting position in a classification with a higher salary range shall be compensated for the duration of the acting assignment by the payment of ten percent (10%) of the regular salary the employee received prior to the acting assignment, or the salary provided for in Step A of the higher classification, whichever is greater, but not to exceed top step of the higher classification for all time worked and any leave time paid. The higher classified position must be temporarily vacant due to a long-term absence of the incumbent or pending the filling of a vacant position. The temporary acting pay assignment shall be for a minimum of two full-time pay periods and limited to one year. Authorization for a temporary acting assignment must be given by the employee's supervisor and requires advance approval of the Department Head, Human Resources Director and City Manager.

CHAPTER 3. LEAVES

ARTICLE I. VACATION LEAVE

The purpose of vacation leave is to provide eligible employees the opportunity to take paid time off from their job responsibilities in order to maintain a high standard of mental, emotional and physical conditioning.

A. Eligibility: All regular, full-time and part-time employees in the classified service shall be entitled to annual vacation leave with pay. Each employee will earn and accrue vacation hours pursuant to the accrual schedule as noted in subsection B. Exceptions to this provision shall only be granted in unusual circumstances substantiated by the department head in a recommendation to the City Manager who may approve or disapprove such variances.

B. Accrual: Each regular classified employee shall earn and accrue vacation leave with pay as follows:

Service Category	Biweekly Accrual	Days/Year Equivalent	Max.Hrs. Accrual
New employee to completion of 4th year	3.693 hr.	12 days	240
Start of 5th year to completion of 9th year	4.307 hr.	14 days	280
Start of 10th year to completion of 14th year	4.923 hr.	16 days	320
Start of 15th year to completion of 19th year	5.538 hr.	18 days	360
Start of 20th year and succeeding years	6.153 hr.	20 days	400

1. As noted in Subsection A, new employees shall earn vacation at the bi-weekly rate shown above from the hire date. Eligible employees shall advance to the next higher rate of accrual upon completion of the maximum number of years at the lower accrual rate, and shall begin to accrue at the higher rate at the start of their qualifying year. Part-time employees shall receive a pro-rated accrual.
2. Except as provided in Section B, an employee's maximum accrual of vacation hours may not exceed two and a half (2 1/2) the employee's annual accrual rate as specified above, and an employee will stop earning and accruing vacation hours while the employee's accrual remains at the maximum allowed under this Section B. One (1) month prior to the employee's anniversary date, the department head shall review the number of hours accrued by the employee.
3. If the amount exceeds specified limits, the employee shall take the excess number of vacation hours up to a maximum of twenty (20) hours prior to the anniversary date or, if

operational necessity will not permit taking such time, the employee may be paid the straight time hourly equivalent. Additionally, the maximum vacation hours an employee may accrue will be extended when an employee is on disability leave, jury duty, or military leave as provided in these rules. The employee shall be allowed to liquidate such excess accrual within thirty (30) calendar days following return to duty, by means of taking such time up to a maximum of twenty (20) hours or receiving the straight time hourly equivalent in compensation.

- C. Use: Per Section 3.12.060(C) of the Roseville Municipal Code, an employee may elect to take all or part of earned vacation, or may carry over to the next service year all or part of earned vacation as approved by the department head and consistent with the provisions of Subsection B. However, the dates and amount of vacation selected by the employee shall be subject to approval of the department head. Vacation leave shall generally be taken in minimum increments of one (1) full work day/work shift, except that unusual, emergency, necessary, and infrequent use of vacation leave may be granted in one (1) hour increments.

Employees must request the vacation at least ten (10) workdays prior to the desired start of vacation leave. Under unusual or personal emergency circumstances, employees may request, and department heads may consider the approval of, vacation leave with fewer than ten (10) working days' notice. In the event it becomes necessary to call an employee back to work from a scheduled vacation, the employee shall be credited with the unused vacation hours and shall have the opportunity to take such remaining vacation leave at a time of the employee's choosing and the department head's approval.

- D. Holidays Within Vacation Leave: Holidays that occur during a scheduled vacation period shall be counted as a holiday. Employees may request in advance that they extend their vacation leave by the number of holidays occurring within their scheduled leave, or they may request fewer vacation hours which, together with the holiday(s), will comprise the total time period of their scheduled leave.

ARTICLE II. HOLIDAYS

Pursuant to Section 3.12.140 of the City's Personnel Rules, the following shall constitute the City's practice regarding holidays:

- A. The following holidays shall be observed by the City with respect to all employees. City offices shall be closed on these days except as otherwise provided herein.
1. January 1 (New Year's Day).
 2. The third Monday in January (Martin Luther King's Birthday).
 3. The third Monday in February (Washington's Birthday).
 4. The last Monday in May (Memorial Day).
 5. July 4 (Independence Day).
 6. The first Monday in September (Labor Day).
 7. The second Monday in October (Columbus Day).
 8. November 11 (Veteran's Day).
 9. The day in November appointed by the President of the United States as Thanksgiving Day.
 10. The day immediately following Thanksgiving Day.
 11. December 25 (Christmas).
 12. Eight (8) hours (floating Holiday) to be taken any time during the calendar year by employees who have completed at least six (6) months prior service (pro-rated for modified

schedule employee). The employee and the employee's supervisor shall jointly determine a convenient date. Upon separation from service, if an employee has taken more holidays in advance than have been earned during the fiscal year, the City shall deduct an equivalent amount of pay for the holidays taken in advance from the employee's final paycheck, or such amount shall otherwise be owed to the City by the employee.

- B. The following non-reoccurring holidays shall be observed in any year in which they occur:

Every day appointed by the President of the United States or the Governor of the State of California for a public fast, thanksgiving, or holiday (except Admission Day).

- C. If January 1, July 4, November 11, or December 25 falls on a Saturday, the preceding Friday shall be a holiday; if any such day falls on a Sunday, then the following Monday shall be a holiday.

If a holiday occurs on the employee's first normal day off, the employee shall take the preceding day as the holiday; however, if the holiday occurs on the employee's second consecutive normal day off, the employee shall take the following day as the holiday. This policy shall be adhered to where practical and may be modified only by written consent to other conditions by the department head.

ARTICLE III. SICK LEAVE

Refer to Section 3.12.070 of the Personnel Rules.

ARTICLE IV. CATASTROPHIC LEAVE

Employees may voluntarily donate accrued vacation, compensatory time off (CTO), and/or floating holiday hours for credit to another regular employee who suffers a non-industrial related catastrophic illness, injury or for the extended care of an employee's immediate family member (as defined in Section 3.00.420 of the City of Roseville Personnel Rules and Regulations). Such donations shall be made in accordance with the following:

- A. The recipient employee must be off work for a minimum of thirty (30) consecutive days and must have exhausted all accrued leave (vacation, holiday, sick leave, compensatory time, etc.) prior to receiving donated leave. This waiting period only applies to the first occurrence of any such illness or injury. An employee is not required to be off an additional thirty (30) days for a reoccurrence/exacerbation of an existing condition.
- B. A donor employee may voluntarily donate up to a maximum of forty (40) hours of vacation, compensatory time, and/or floating holiday time in any calendar year. All donations are irrevocable. Donations shall be made in four (4) hour increments. All unused hours shall remain with the recipient employee.
- C. A maximum of sixty (60) days can be donated to any one regular employee in any one calendar year.
- D. A recipient employee shall be eligible for health benefits while on catastrophic leave with donated time for a maximum of sixty (60) days; however a recipient employee shall not accrue vacation or sick leave during this period.
- E. Employee must provide medical certification for care of an immediate family member. The certification must state that the family member is in need of extended care from the Employee, as

well as an estimated amount of time required to attend to the immediate family member. Extended care of an immediate family member must be used continuously and not on an intermittent basis. Requests shall be evaluated the Department Head and the Human Resources Director to determine the amount of catastrophic leave to be requested in each instance. Requests for catastrophic leave for immediate family care will first start with department members before being requested of other city employees.

- F. An employee donating accrued leave or an employee receiving donated leave shall waive all tax liability of the City through the establishment of the catastrophic sick leave program.

ARTICLE V. DISABILITY LEAVE

Pursuant to Section 3.12.100 of the City's Personnel Rules, the following shall constitute the City's practice regarding disability leave:

Employees may be granted paid disability leave based on the following circumstances, terms, and conditions. The purpose of providing these programs of paid disability leave is to insure that regular employees have reasonable and equitable provisions concerning their job and economic security.

Work Related Temporary Disability:

- A. If a regular employee is temporarily disabled by injury or illness arising out of and in the course of performing assigned job duties, the employee shall become entitled, regardless of length of service, to a leave of absence while so disabled without loss of salary, less workers' compensation disability payments, for up to seventy-five (75) calendar days, commencing upon the third (3rd) calendar day after the injured employee leaves work as a result of the injury. However, if the disability necessitates hospitalization or the disability continues more than three (3) calendar days, the aforesaid seventy-five (75) day leave of absence shall commence from the first day the injured employee leaves work or is hospitalized as a result of the injury. Employees injured on the job who are absent from work due to such disability for less than three (3) calendar days may utilize accrued sick leave during such absence.
- B. Following the initial seventy-five (75) day period of temporary disability, an eligible employee may elect to receive either workers' compensation disability payments, or full salary by supplementing their workers' compensation disability payment by use of accrued vacation, compensatory time off (CTO), or sick leave on a one-half (1/2) hour sick leave for one (1) hour pay basis. Upon utilization of all accrued leave credits, the employee injured in the performance of assigned duties and who is entitled to compensation under the Workers' Compensation Insurance Act shall be continued on the rolls of the City without pay until workers' compensation is discontinued, or the employee reaches a permanent and stationary status, provided that the disability was not the result of the employee's willful violation of safety rules or negligent behavior.

ARTICLE VI. MILITARY LEAVE

- A. Classified employees obligated to serve involuntary periods of active military duty shall be compensated for normal work hours and days or shifts during such absence from work, up to a maximum of thirty (30) calendar days in any calendar year.
- B. Employees exercising this provision of military leave will be required to submit properly documented evidence of their call to active duty within ten (10) calendar days prior to such military duty. Such documentation must be submitted through the department head to the Human Resources Director.

ARTICLE VII. JURY DUTY LEAVE

- A. Classified employees who have been summoned or subsequently selected to serve on a jury shall receive their regular rate of compensation by the City for normal work hours and days or shifts during such absence from work.
- B. Employees will be allowed to retain any mileage compensation granted to them by the respective court jurisdiction to which they were summoned or selected for jury duty.
- C. Employees summoned to jury duty must provide evidence of such summons and subsequent jury duty days away from work through their respective department heads to the Human Resources Director.
- D. If an employee normally assigned to any shift except days is summoned to jury duty and ordered to report, the employee's shift shall be changed to days until the jury obligation has been fulfilled provided there is a period of 12 hours preceding the employee's normally assigned shift. Any day that the employee is released from service having served fewer hours than normally scheduled, the employee shall report to work for the remainder of the shift.

ARTICLE VIII. COMPENSATORY TIME

Compensatory time shall be governed as follows:

- A. An employee may use up to eighty (80) hours per calendar year of accrued compensatory time on conditions the same as those for the use of vacation. Approval by the employee's superintendent or first-line manager is sufficient for use.
- B. Superintendents and first-line managers will grant an employee, at the employee's request, accrual of overtime as compensatory time, until a balance of eighty (80) hours has accrued. Once a balance of eighty (80) hours has accrued, the employee will be granted additional accrual at the employee's request up to half of overtime worked in the pay period, until the accrual limit of two hundred and forty (240) hours is reached. Any overtime not accrued as compensatory time will be paid at the employee's overtime rate of pay.
- C. The eighty (80) hour figures above for use and accrual may be further relaxed by the Department Director, as appropriate.
- D. Employee requests to use CTO will either be (1) granted within a reasonable time period or (2) at employee option, be paid off if use of CTO hours cannot be accommodated by the department.
- D. The use of CTO must be a mutual agreement between the employee and the City.

ARTICLE IX. PERSONAL LEAVE TIME

Effective the first pay period of January 2014, each full-time employee who has completed his/her initial six months of employment with the City shall be provided a bank of eighty (80) hours of Personal Leave Time (PLT). Thereafter, employees shall be provided a bank of eighty (80) hours of PLT on the first pay period of each calendar year. Part-time employees shall receive a pro-rated bank.

Use of PLT time shall be subject to the following:

- A. PLT may be used by employees for time off on an hour-for-hour basis until the employee has exhausted the bank.
 - 1. Use of PLT shall be subject to the operating needs of the City. The City may deny an employee time off on PLT if such release time will adversely impact the operating or staffing needs of a City department.
- B. PLT shall have cash value and may be cashed out by the employee on an hour-for-hour basis at the employee's regular straight-time hourly rate of pay. Employees may cash out unused PLT in any regular pay period pursuant to procedures established by the City Human Resources Department. Pursuant to Chapter 5, Article II, item A of this memorandum of understanding, employees may defer some or all cashed out PLT into the City's deferred compensation plan.
- C. Any PLT time remaining in an employee's PLT bank on the last pay period of the calendar year shall not roll over into the next calendar year. Such PLT time shall be cashed out by the City on an hour-for-hour basis at the employee's regular straight-time hourly rate of pay.
- D. Employees who terminate employment with the City or leave the bargaining unit shall be cashed out at the rate of 1.5385 hours per week up to the balance of the employee's PLT bank. If an employee terminates and has taken more PLT in advance than 1.5385 hours per week, the City shall deduct an equivalent amount of pay for the PLT. Any time cashed out will be paid on an hour-for-hour basis at the employee's regular straight-time hourly rate of pay. For example, if an employee terminates employment on March 31, the employee shall receive payment for thirteen (13) weeks of PLT, or 20.0005 hours of PLT time. Part-time employees will receive a pro-rated cash out of their bank.
- E. Any employee hired after the first of the year shall be granted a prorated amount at 1.5385 hours per week for the remainder of the calendar year. For example, if an employee is hired on July 1, the employee shall be granted forty (40) hours of PLT.
- F. Effective January 1, 2017 the bank of 80 hours of PLT shall be reduced to 45 hours. Effective the first full pay period in January 2017 the base salary for all classifications listed in Appendix "A" and "A2" shall be increased by 2.6%.

CHAPTER 4. INSURANCE BENEFITS

ARTICLE I. MEDICAL AND DENTAL BENEFITS

A. Eligibility

Any regular employee working fifty percent (50%) or more of a full-time schedule shall be eligible to enroll in any health and welfare benefit provided by this Article and currently authorized by the IBEW bargaining unit. Regular part-time employees who are hired into a position funded as regular part-time after January 1, 2004, or current employees who laterally transfer or promote into a regular part-time allocated position, will receive a pro-rated amount toward their health and welfare contribution based on actual hours worked. The contribution amount will be based on the percentage of full-time the employee works. For example, employees working twenty (20) hours per week will receive fifty percent (50%) of the full-time contribution; employees working thirty (30) hours per week will receive seventy-five percent (75%) of the full-time contribution, etc.

B. Medical Insurance Benefits

The City agrees to contract with the California Public Employees' Retirement System (CalPERS) for the purpose of providing employees and their eligible dependents with medical insurance benefits. Effective the first of the month after approval by the City Council or as soon as administratively possible, the City's maximum monthly contribution for each eligible active employee shall be equal to the minimum employer contribution required under the Public Employees' Medical and Hospital Care Act (PEMHCA).

C. Cafeteria Plan

1. The City agrees to maintain a Cafeteria Plan, pursuant to Section 125 of the Internal Revenue Code and any related regulations, for the purpose of providing employees with access to various health and welfare benefits. Benefits available through the Cafeteria Plan include medical insurance, dental insurance, long-term disability insurance (LTD) and vision insurance.
2. Effective December 1, 2016, the City agrees to provide a Cafeteria Plan Allowance to all employees eligible to participate in City sponsored health and welfare benefits under Section A of this Article of up to \$1,296 per month (less the direct PEMHCA payment provided in paragraph B). Effective December 1, 2017, this amount shall be increased to \$1,321. Effective December 1, 2018, this amount shall be increased to \$1,347 for the term of the agreement.
3. The City agrees to provide a flex plan credit of \$168.00 per month to be used by active employees for any benefit covered under the Cafeteria Plan.
4. Employees who elect not to participate in any of the medical, dental, LTD, and vision insurance benefits sponsored by the City and who provide proof of other medical coverage will not receive any Cafeteria Plan Allowance under Section C(2) of this Article. Instead, employees who opt out of these City sponsored benefits will receive \$150 per month.
5. Any Cafeteria Plan Allowance provided for under Section C(2) of this Article can only be used by an employee to offset the cost of participation in City sponsored medical, dental,

and vision insurance benefits for the employee and any eligible dependents.

- D. The City agrees to continue its existing Section 125 plan. The City reserves the right to select the provider or self-administer this program and to set limits for medical reimbursement accounts.
- E. The City agrees to provide a dental benefit as described in the evidence of coverage document. The City reserves the right to select any dental carrier. The City will provide two (2) cleanings per year (except for periodontal patients who will continue to have four (4) cleanings). Open enrollment will be as described in the evidence of coverage document, but may be changed at the City's discretion in order to better manage the dental benefit.
- F. The City agrees to provide a vision benefit. Details of the City's vision benefit are described in the evidence of coverage document. The City reserves the right to select any vision carrier. Open enrollment will be as described in the evidence of coverage document.
- G. From time to time, the City will change benefit providers due to administrative, service, economic or other reasons. Due to carrier policies and procedures and Department of Insurance requirements, there can be no guarantee that one policy will exactly mirror the preceding one. The City desires to provide a consistent benefit, and insofar as is possible, benefits and language will be matched.

ARTICLE II. RETIREE HEALTH BENEFITS

A. Medical Insurance Benefits

The City agrees to contract with the California Public Employees' Retirement System (CalPERS) for the purpose of providing employees and their eligible dependents with medical insurance benefits. Effective the first of the month after approval by the City Council or as soon as administratively possible, the City's maximum monthly medical contribution for each eligible retiree shall be equal to the minimum employer contribution required for active employees under the Public Employees' Medical and Hospital Care Act (PEMHCA).

The parties agreement to move from the CalPERS equal contribution method to the PEMHCA minimum employer contribution method does not modify retiree health benefits for employees in Tiers I and II pursuant to Article II B and C below.

B. For Employees Hired Prior To January 1, 2004 (Tier 1)

Employees hired prior to January 1, 2004 that qualify for post-retirement health benefits shall qualify for such benefits based on rules in effect prior to January 1, 2004, i.e. an employee that retires from the City of Roseville and is eligible for CalPERS service retirement shall receive a City contribution towards their post-retirement medical insurance benefit at the same level as full-time regular employees covered by this agreement. (See benefit level Chapter 4, Article I(C), Cafeteria Plan, subsection 2.

C. For Employees Hired On Or After January 1, 2004 And Prior To January 1, 2014 (Tier 2)

Employees hired on or after January 1, 2004 and prior to January 1, 2014, to be eligible to receive post-retirement health benefits, an employee must complete at least five (5) years of CalPERS-credited service with the City of Roseville. Employees who retire from the City of Roseville after meeting the service requirement stated above and who have at least ten (10) years of CalPERS-

credited service will receive a City contribution towards their post-retirement health benefits as follows:

Total Credited Years of Service	% of City Contribution per current CalPERS Resolution for IBEW
10	50 %
11	55
12	60
13	65
14	70
15	75
16	80
17	85
18	90
19	95
20 +	100

Employees who have CalPERS-credited service through other public agencies must complete at least five (5) years of service with the City of Roseville and retire from the City of Roseville to be eligible for post-retirement health benefits. However, once an employee has completed five (5) years of service with the City of Roseville, their eligibility for post-retirement health benefits will include all years of CalPERS-credited service.

The vesting requirements for post-retirement health benefits will become effective January 1, 2004. Employees hired on or after January 1, 2004 shall be subject to the above post-retirement vesting schedule for health benefits (see benefit level Chapter 4, Article I(C), Cafeteria Plan, subsection 2).

- D.** If City withdraws from the PEHMCA program through the life of this contract, employees hired after January 1, 2004 must have five (5) years of continuous service with the City of Roseville before becoming eligible for City-paid retiree health insurance.

Employees under this scenario will be subject to the following schedule:

Total Credited Years of Service	% of City Contribution
5	25
6	30
7	35
8	40
9	45
10	50
11	55
12	60
13	65

14	70
15	75
16	80
17	85
18	90
19	95
20 +	100

E. For Employees Hired On Or After January 1, 2014 (Tier 3).

1. Employees hired on or after January 1, 2014, have no vested right in any post-employment medical benefits provided by the City of Roseville. Instead, upon hire, those employees shall contribute one percent (1%) of their base salary each pay period to a City sponsored Retirement Health Savings (RHS) account and shall contribute an additional one percent (1%) per pay period per year annually, up to a maximum of five percent (5%) per pay period annually thereafter, to be used to fund the employee's medical costs upon retirement from the City.
2. After five (5) years of continuous service with the City of Roseville, and beginning on the first pay period of the sixth year of service, the City shall contribute a flat dollar amount equal to \$100 per month to be deposited to the employee's RHS account up until the employee's retirement date or separation from the City. After accruing ten (10) cumulative years of service with the City and pursuant to the vesting schedule in Section C of this Article, employees may draw from the City contribution to this account upon retirement.
3. Employees who terminate City service for reasons other than retirement prior to twenty (20) years of cumulative service with the City will forfeit any City contributions.
4. Employees must retire from the City of Roseville and be enrolled in the City of Roseville's health plan in order to utilize City contributions to the employee's RHS accounts. After ten (10) years of cumulative service with the City of Roseville, City contributions to the employee's RHS account may be used for all covered medical expenses pursuant to Section 213 of the IRS Code including participation in non-City sponsored plans.

ARTICLE III. LONG TERM DISABILITY

- A. The City agrees to provide a Long Term Disability (LTD) Program with a waiting period of sixty (60) calendar days; whereupon an eligible employee shall be entitled to receive up to sixty percent (60%) of their gross monthly salary (a minimum of \$100) until age sixty-seven (67) in accordance with the LTD plan.
- B. After own occupation disability benefits have been payable for thirty-six (36) months, employee is disabled if the injury or sickness makes him/her unable to perform all the material duties of any occupation for which he/she may reasonably become qualified based on education, training or experience.
- C. Other details of the City's LTD Plan are described in the plan booklet. The City reserves the right to select any LTD carrier.
- D. From time to time, the City will change benefit providers due to administrative, service, economic or other reasons. Due to carrier policies and procedures and Department of Insurance requirements,

there can be no guarantee that one policy will exactly mirror the preceding one. The City desires to provide a consistent benefit, and insofar as is possible benefits and language will be matched.

- E. After five (5) years as a regular employee of the City, the City agrees to pay one hundred percent (100%) of the premium for the LTD plan.
- F. A program of voluntary group Supplemental LTD is available to those employees assigned to the classifications in Appendix "A" and "A2". The City does not guarantee any minimum level of benefit provided to any Supplemental LTD program. The City reserves the right to select the insurance provider. The employee accepts sole responsibility for payment of any and all costs under this program. All premiums will be collected via payroll deduction.

ARTICLE IV. LIFE INSURANCE

- A. The City agrees to provide eligible employees with a fully paid life insurance program in the amount of twice the employee's annual salary in effect as of July 1 of each year. The City reserves the right to select the insurance provider.
- B. From time to time, the City will change benefit providers due to administrative, service, economic or other reasons. Due to carrier policies and procedures and Department of Insurance requirements, there can be no guarantee that one policy will exactly mirror the preceding one. The City desires to provide a consistent benefit, and insofar as is possible benefits and language will be matched.

ARTICLE V. EMPLOYEE ASSISTANCE PROGRAM

- A. The City agrees to provide an Employee Assistance Program (EAP) for employees that includes up to six (6) visits a calendar year for each employee and each dependent family member and spouse.
- B. From time to time, the City will change benefit providers due to administrative, service, economic or other reasons. Due to carrier policies and procedures and Department of Insurance requirements, there can be no guarantee that one policy will exactly mirror the preceding one. The City desires to provide a consistent benefit, and insofar as is possible benefits and language will be matched.

CHAPTER 5. RETIREMENT.

ARTICLE I. PUBLIC EMPLOYEES' RETIREMENT SYSTEM

- A. Retirement System. Unit members are provided retirement benefits under the California Public Employee Retirement System (CalPERS) as described in this Article.

- B. Tier One: 2.7% at 55 Retirement Program – Bargaining Unit Members Hired On or Before December 31, 2012 and Unit Members Qualified for Reciprocity (Classic Member)

This Section B, including subsections, shall apply to bargaining unit members hired on or before December 31, 2012. In addition, this Section B shall apply to bargaining unit members hired on or after January 1, 2013, who are qualified for pension reciprocity as stated in Government Code Section 7522.02(c) and related CalPERS reciprocity requirements (Classic Member):

1. 2.7% at 55 Pension Formula

The “2.7% @ 55” retirement program will be available to bargaining unit members covered by this Section.

2. Final Compensation Based On 12-Month Period

For the purposes of determining a retirement benefit, final compensation for bargaining unit members covered by this Section B shall mean the highest twelve (12) consecutive month period as specified in Government Code Section 20042.

3. Required Contributions

Bargaining unit members covered by this Section B shall continue to pay, through payroll deduction, 8.0% of compensation earnable contribution to CalPERS. 6.197% shall be contributed toward the City's pension costs, and 1.803% shall be contributed toward the employees' pension contribution.

The City shall pay 6.197% of compensation earnable as EPMC (Employer Paid Member Contribution) and shall report the same percent (value) of compensation earnable as special compensation pursuant to Government Code Section 20636(c)(4).

- C. Tier Two: PEPPA Retirement Tier Required For Bargaining Unit Members Hired On or After January 1, 2013 and Not Qualified For Reciprocity

This Section C, including subsections, shall apply to bargaining unit members who were hired on or after January 1, 2013, and who do not qualify for pension reciprocity as stated in Government Code Section 7522.02(c).

1. 2% at 62 Pension Formula

The “2% @ 62” retirement program will be available to bargaining unit members covered by this Section C.

2. Final Compensation Based On 36-Months

Effective January 1, 2013, for the purposes of determining a retirement benefit, final compensation for bargaining unit members covered by this Section C shall mean the highest annual average pensionable compensation earned during thirty-six (36) consecutive months of service.

3. Required Bargaining Unit Member Contributions

As required by Government Code Section 7522.04(g), effective January 1, 2013, bargaining unit members covered by this Section C shall pay, through payroll deduction, fifty percent (50%) of normal costs as determined by CalPERS.

D. Other Options Included In CalPERS Contract

Unit members continue to be eligible for the following options included in the City's contract with CalPERS:

- Government Code Section 20965 (Conversion of unused sick leave balance to service credit.)
- Government Code Section 21573 (Third Level of 1959 Survivor Benefits).
- Government Code Section 21548 (Pre-Retirement Option 2W Death Benefit).

ARTICLE II. DEFERRED COMPENSATION

- A. The City agrees to maintain a deferred compensation plan, the choice of which shall be at the sole discretion of the City, wherein City employees can defer a portion of their earnings from State and Federal Income Tax as provided by applicable laws.
- B. The City agrees to contribute one hundred dollars (\$100) monthly into all employees' deferred compensation plan. Employees may choose to contribute this allocation toward their health and welfare package. The election to place the contribution into their health and welfare package or deferred compensation must be made during a health open enrollment period.
- C. The City agrees to contribute three percent (3%) of the employee's base wages into the deferred compensation plan as a replacement benefit to the City's withdrawal from the Social Security System for employees who have completed five (5) continuous years of classified employment with the City of Roseville.

CHAPTER 6. HOURS, SCHEDULES, MEALS

ARTICLE I. GENERAL HOURS OF WORK

- A. The following shall constitute the City's Hours of Service Policy except as otherwise provided herein. The Department Head or his/her designated authority may waive these provisions in emergency situations as determined by the Department Head.
- B. Except for part-time employees, eight (8) hours shall constitute a day's work. Five (5) days of eight (8) hours or forty (40) hours shall constitute a workweek for all employees. Employees will be subject to call twenty-four (24) hours per day and shall respond to such calls unless unable to perform required work.
- C. All full-time employees shall have two (2) specified consecutive days off per week, Saturdays and Sundays, if possible, without deduction from pay. In case of emergency, and if the position must be continuously filled, an employee may be required by the employing officer, with the approval of the Human Resources Director, to work on weekly days off.
- D. The appointing authority of each department shall draw up a schedule of days off for all full-time monthly employees under the department's jurisdiction.
- E. Change of Schedule: Any employee involved in a mandatory change of schedule which involves a modification in an employee's starting time or days off will be given a minimum of five (5) working days' notice.
- F. Employees may be assigned to work Saturdays, Sundays, holidays or regular days off and take days off during the week. Each such employee shall report for duty at the assigned duty station at the regular starting time and shall remain on duty eight (8) hours, performing all regular duties of the position and other duties in connection with the maintenance and operation of the department. During the other sixteen (16) hours of Saturdays, Sundays, holidays or regular days off, such employee will be available for call, but shall not be required to remain at home.
- G. Troubleshooters may be assigned a rotational work schedule to include Saturdays and Sundays.
- H. For purposes of defining the workweek in compliance with the Fair Labor Standards Act, the workweek begins at 12:01 a.m. on Saturday and ends at 12:00 midnight on Friday.
- I. The City and IBEW agree that the Electric Utility Director and/or his/her designee will meet with IBEW's principals for purposes of discussing potential changes in shift schedules.

ARTICLE II. INCLEMENT WEATHER SCHEDULE

- A. The City agrees that regular or probationary employees who are unable to work in the field because of inclement weather will receive pay for the full day, provided they have reported for duty. During such day they may be held pending emergency calls, may be given first aid, safety or other instruction or they may be assigned to perform miscellaneous duties in sheltered locations.

- B. Temporary personnel who have reported to work but are unable to work in the field because of inclement weather will be paid only for the time they work or are held by the City, except, however, that they will be paid for not less than two (2) hours.
- C. The Utility Director, or a delegated subordinate, will be responsible for determining if weather conditions warrant commencement or cessation of outside work in inclement weather. In arriving at a decision with respect to weather conditions, the Utility Director or delegated subordinate shall take into account such factors as: (a) employee health and safety, (b) undue hazards, (c) operating requirements, (d) service to the public, (e) job site working conditions, (f) anticipated duration of time required to leave unfinished job in a safe condition, (g) anticipated duration of inclement weather, and (h) distance from job site to operating headquarters.

ARTICLE III. REST PERIODS

It is the intent of this Article to provide for and insure a reasonable amount of rest for employees who may be required to work an extraordinary number of overtime hours between workdays or on a continuous emergency work schedule. In such circumstances, the City agrees to the following provisions as a means of assuring adequate rest, and the prevention of fatigue and safety hazards.

A. Rest Period Between Workdays

1. If an employee has worked for four (4) or more hours during the eight (8) hour period immediately preceding the beginning of his/her regular work shift, he/she is entitled to a four (4) hour rest period upon the completion of such overtime work.
2. If an employee has worked for six (6) or more hours during the twelve (12) hour period immediately preceding the beginning of his/her regular work shift, he/she is entitled to a six (6) hour rest period upon the completion of such overtime work.
3. If an employee has worked for eight (8) or more hours during the sixteen (16) hour period immediately preceding the beginning of his/her regular work shift, he/she is entitled to an eight (8) hour rest period upon the completion of such overtime work.
4. Rest periods are to begin immediately upon employee's release from overtime work. If the rest period in whole or in part overlaps the employee's regular work hours he/she will receive pay at the straight time rate for the extent of the overlap.
5. If the rest period overlaps his/her regular work hours but does not extend into the second half of his/her workday, the employee may be excused from reporting for work until the beginning of the second half of his/her workday. Employee, in advance, will notify supervisor if he/she intends to exercise this option. The employee may request vacation or comp time to make up hours.
6. If the rest period extends into the second half of his/her regular day, the employee may be excused from reporting for work until the beginning of the following workday. Employee, in advance, will notify supervisor if he/she intends to exercise this option. The employee may request vacation or comp time to make up hours.
7. At the discretion of the department head, additional rest periods of less than 4 hours may be assigned in unusual or emergency circumstances.

- B. Continuous or Emergency Work Schedule. When, in circumstances of emergencies or other business necessity, it becomes necessary for the City to require a continuous work schedule of twenty-four (24) or more hours of work, employees shall work under close supervision and will be released for rest at the discretion of the department head or designee. In such circumstances, the employee shall be entitled to the prevailing rate of overtime pay, and shall remain at such rate of pay until released from the work schedule for a minimum of eight (8) hours.

ARTICLE IV. SPECIAL DUTY ASSIGNMENTS

Refer to Administrative Regulation on Special Duty for the current policy on Special Duty Assignments.

When an employee is assigned a special duty assignment, the employee shall be compensated for hours worked at the regular rate of base salary and benefits regardless of whether or not the employee performs work within the regular classified position or is assigned to the employee's regularly assigned department. If an employee is assigned to a special duty assignment of less than full time, compensation for hours worked may be supplemented by either accrued sick leave, or other available leave.

ARTICLE V. MEALS

All regular employees will be eligible for a \$20.00 meal allowance as provided below:

A. OVERTIME WORKED CONTIGUOUSLY TO A REGULAR SHIFT.

1. All Overtime (emergency or scheduled) worked contiguously (before or after) to an employee's regularly scheduled shift for a minimum of two (2) hours shall entitle the employee to one (1) meal allowance. Employees will be eligible for one (1) additional meal allowance for each additional four (4) hours of contiguous overtime worked.
2. Employees are entitled to a paid thirty (30) minute meal break for every four (4) contiguous hours of overtime worked.

Overtime hrs worked	Total # of <u>\$20</u> meal allowances	Total # of ½ hr paid breaks
>2 hrs < 4 hrs	1 = <u>\$20</u>	0
>4 hrs < 6 hrs	1 = <u>\$20</u>	1
>6 hrs < 8 hrs	2 = <u>\$40</u>	1
>8 hrs < 10 hrs	2 = <u>\$40</u>	2
>10 hrs < 12 hrs	3 = <u>\$60</u>	2
>12 hrs < 16 hrs	3 max meals in 24 hours	3
>16 hrs	3 max meals in 24 hours	4

B. OVERTIME WORKED NON CONTIGUOUS TO A REGULAR SHIFT.

All overtime (emergency or scheduled) worked that is not contiguous with a normally scheduled shift shall entitle the employee to one (1) meal allowance for every four (4) hours of overtime worked. This scenario does not provide for the meal break to be compensated.

- C. Under certain circumstances the City may provide a meal by bringing food to the worksite in lieu of "A1" or "B".

- D. In no event shall an employee be entitled to more than three (3) meal allowances in a twenty-four (24) hour period from the beginning of the overtime shift.
- E. The meal allowance will be recorded each eligible day in timekeeping to be paid with normal payroll periods.

CHAPTER 7. MISCELLANEOUS ISSUES

ARTICLE I. UNIFORMS AND SAFETY EQUIPMENT

A. Uniforms (Non-Fire Retardant (FR) Clothing) Required To Be Worn Daily

When an employee is required to wear a uniform on a daily basis, as determined by the department head, the employee may elect one of the following two options by January 1 of each year:

1. An employee will receive an annual jean allowance of \$235.00 and eleven (11) shirts selected by the City. The employee is responsible for cleaning the jeans, and must report to work in clean, well-maintained and repaired jeans. The jean allowance shall be payable in January of each year. The annual jean allowance shall be prorated for new employees by date of hire.

OR

2. The City will provide and maintain for an employee annually eleven (11) shirts and eleven (pants) selected by the City.

B. Uniform (Non-FR Clothing) Not Required

If an employee, with the director's approval, does not wear a City uniform, the employee will not be eligible for a uniform allowance.

C. Rain Gear

As needed, the City shall provide an employee with rain gear consisting of one (1) each coat and pants.

D. Uniform Apparel – General Requirements

Employees who receive a jean allowance and employees who are provided with uniform apparel pursuant to this Article, including FR uniform apparel, are required to wear the provided clothing during all duty hours and to maintain a clothing standard consistent with representing the City to the public.

E. Safety Clothing and Equipment

1. Fire Retardant (FR) Clothing Required To Be Worn Daily

If by law or regulation, due to hazard evaluation or CAL-OSHA requirements, an employee is required to wear FR clothing on a daily basis, the City shall provide all required FR clothing/uniform items, and the employee is not permitted to provide the employee's own work clothing or to receive a jean allowance. The City shall provide eleven (11) FR pants and eleven (11) FR shirts annually, and shall provide other FR clothing items as needed as determined by the department head or designee.

2. Safety Boots/Shoes and Climbing Boots

- a. Safety Boots/Shoes. As needed as determined by the department head or designee, the City shall provide an employee who is required to wear safety boots/shoes on a daily or intermittent basis with safety boots/shoes with a cost that does not exceed \$250.00. At the City's discretion, the City may provide safety boots/shoes through any method that allows an employee to choose safety boots/shoes that do not cost more than \$250.00 and meet applicable safety requirements. Examples of methods the City could elect to use to provide safety boots/shoes, depending on the circumstances, include, but are not limited to the following:
- (1) The City could authorize an employee to purchase safety shoes/boots and submit the original receipt for reimbursement. The reimbursement method requires the supervisor's advance written authorization.
 - (2) Or, an employee could select appropriate safety shoes/boots, and the City would order and pay for the selected boots.
 - (3) Or, a supervisor could accompany an employee to a retail store and pay for the selected safety shoes/boots.
 - (4) Or, the City could arrange for a vendor to provide a selection of appropriate safety shoes/boots from which employees may select/order safety shoes/boots at City expense.
- b. Climbing Boots. As needed as determined by the department head or designee, the City shall provide an employee who is required to wear climbing boots with climbing boots with a cost that does not exceed \$400.00. At the City's discretion, the City may provide climbing boots through any method that allows an employee to choose climbing boots that do not cost more than \$400.00 and meet applicable safety requirements. Examples of methods the City could elect to use to provide climbing boots, depending on the circumstances, include, but are not limited to the following:
- (1) The City could authorize an employee to purchase climbing boots and submit the original receipt for reimbursement. The reimbursement method requires the supervisor's advance written authorization.
 - (2) Or, an employee could select appropriate climbing boots, and the City would order and pay for the selected boots.
 - (3) Or, a supervisor could accompany an employee to a retail store and pay for the selected climbing boots.
 - (4) Or, the City could arrange for a vendor to provide a selection of appropriate climbing boots from which employees may select/order at City expense.

c. General Requirements.

- (1) Employees who are required to wear safety boots/shoes and/or climbing boots while performing their job duties must wear boots/shoes that are appropriate for their job classification and meet any CAL-OSHA requirements. The City reserves the right to determine if a boot or shoe is appropriate to the employee's job classification in conformance with any applicable CAL-OSHA regulations.
- (2) To assure compliance with prescribed safe working practices or common sense, an employee who performs job duties without wearing appropriate safety boots/shoes or climbing boots whenever required by conditions and assigned duties will be subject to discipline.

3. Additional Safety Equipment

In addition to providing FR clothing, safety boots/shoes and climbing boots described above and as required by an employee's job duties, the City shall provide employees with the following additional safety equipment and personal protective wear as needed, including, but not limited to: jackets, sweatshirts, hard hats, gloves, one (1) pair of insulated rubber boots with reinforced arches, and other materials and equipment required by CAL-OHSA to guard against potential on-the-job hazards to employees' health and welfare. The City provides safety glasses in accordance with Administrative Regulation 2.02.

4. Safety Equipment – General Provisions

During their duty hours while performing their job duties, employees are required to use safety equipment and additional personal protective wear provided by the City as appropriate for the particular task. To assure compliance with prescribed safe working practices and common sense to protect against potential hazards to the health and welfare of employees, an employee who fails to use the appropriate safety equipment and personal protective wear shall be subject to discipline.

ARTICLE II. AGENCY SHOP

- A. Every occupied represented employee position in the bargaining unit covered by this Memorandum of Understanding, as a condition of continued employment, shall be obligated to choose enrollment in either (1), or (2), or (3) within thirty (30) calendar days of employment.
1. Union Member: may choose to become a member of the union and maintain the employee's membership in the Union in accordance with its Constitution and Bylaws.
 2. Agency Fee Payer: may choose in the alternative, to tender a monthly agency service fee to the Union equal to the standard initiation fee required of union members in an amount not to exceed periodic monthly dues, per capita fees and general assessments required of BA members in the employee's base wage rate.
 3. Religious Objector: may choose to refrain from (1), or (2) above and in the alternative to certify that they are a member of a bona fide religion, body, or sect that has historically held a conscientious objection to joining or financially supporting public employee

organization. Such employee shall not be required to join or financially support the public employee organization. Furthermore, such employee shall be required in lieu of the agency fee or union dues obligation, to contribute an amount equal to the standard agency fees to a non-religious, non-charitable fund exempt from taxation under 501(c)(3) of the Internal Revenue Code. Such payments shall be made by payroll deduction as a condition of continued exemption from the requirements of financial support to the Union as a condition of continued employment.

Notwithstanding the preceding agency shop provisions, an employee that is separated from the bargaining unit because of transfer or promotion out of the bargaining unit, layoff, termination and leave of absence for periods of more than thirty (30) consecutive calendar days will be exempt from these requirements. Upon rehiring or returning to bargaining unit status from separation, the obligation requirements as set forth above resume immediately.

- B. Compliance: No employee shall be terminated under this Article unless:
The Union first has notified the employee by letter, explaining that he/she is delinquent in tendering the required membership fee, agency service fee, or payment in lieu of service fee pursuant to this Article and subsections A. (1), (2), or (3) above, specifying the current amount of delinquency, and warning the employee that unless such membership fee, agency service fee, or payment in lieu of service fee, is tendered within thirty (30) calendar days, the employee will be reported to the City for termination as provided in the Article; and The Union has furnished the City with written proof that the procedure of Article III. B, above has been followed, or has supplied the City with a copy of the letter sent to the employee and notice that he/she has not complied with request. The Union must further provide, when requesting the City to terminate the employee, the following written Notice:

"The Union certifies that (Employee's Name) has failed to tender membership fee, the agency shop service fee, or payment in lieu of service fee, required as a condition of employment under this MEMORANDUM OF UNDERSTANDING"

- C. Term: The provisions of this Article shall be effective as provided for in Government Code 3502.5.
- D. Union Responsibilities: The Union shall keep an adequate itemized record of its financial transactions and shall, by April of each year, make available to the City, and to all bargaining unit employees, a detailed written financial report for the fiscal year ending the preceding December 31, in the form of a balance sheet and an operating statement, certified as to its accuracy by its president and the treasurer or corresponding principal officer, by a certified public accountant.

The Union certifies to the City that it has adopted, implemented, and will maintain procedures in accordance with applicable statutes, an decisions by a court of competent jurisdiction, and any other applicable legal authority.

The Union shall indemnify and hold harmless the City, its officers, agents and employees, individually and collectively, from and against any and all claims, costs, suits, losses, demands, actions, judgments, damages, fees, liabilities, and proceeding of any nature whatsoever arising of, or related to, its enforcement of this Article.

The Union in the event there is a change in the law whereby any provision hereof becomes invalid or if for any reason any provision of this Article is rendered unlawful by any published appellate

court decision, shall meet-and-confer with the City within thirty (30) days to negotiate a substitute provision which conforms to said law or court decision.

ARTICLE III. PAYROLL DEDUCTIONS

- A. Every employee who occupies a bargaining unit position represented by the Union, must checkoff and sign their applicable choice as a Union Member, Agency Service Fee Payer, or Religious Objector, authorizing payroll deduction of dues, fees, or contributions corresponding to their selection.
- B. The City agrees to deduct from employees pay, and pay to the Union, the normal and regular monthly dues, fees or contributions authorized in writing by the employees on City approved form, subjection to the following conditions;
 - 1. Such deduction shall be made only upon submission, by a duly authorized representative of the Union to the City's Human Resources Director, of the employees signed authorization form which may contain a provision that such future rates (dues/fees) may be initiated by the Union.
 - 2. The City shall not be obligated to effectuate new, changed or discontinued deductions until the commencement of the pay period following acceptance of receipt by the City of such notice from the Union.
 - 3. The Union shall accept responsibility for notifying individual members/employees of any impending change in deductions.
 - 4. The Union shall indemnify, defend and hold harmless the City, its officers, agents and employees from and against any claims, costs, demands, suits or liabilities of any nature whatsoever arising out of, or related to, its deduction of dues / fees for the Union.
- C. Union agrees to reimburse the City in the monthly equivalent amount of five dollars(\$5.00) per member/ employee year for dues deduction handling of any employee who is or becomes a union member / agency fee payer or religious objector. The City shall mail the Union a monthly statement of such handling charges along with the monthly dues fees deductions. Such reimbursement to the City shall be due and payable upon receipt by the Union of a statement of charges issued by the City each month.

ARTICLE IV. CERTIFICATION OF ELIGIBLES AND APPOINTMENTS

- A. All appointments to vacancies occurring in the classified service shall be based upon merit and fitness ascertained in accordance with these rules and shall be made by transfer, demotion, or from eligibles from an appropriate employment list, if available, which appointment may be for new employment, reemployment, reinstatement, or promotion. The type or types of appointments utilized shall be in the best interest of the City as determined by the City Manager. In the absence of persons eligible for appointment in these ways, provisional, temporary, emergency, or other types of appointments may be authorized by the City Manager in accordance with the Personnel Rules and the City Charter.
- B. Whenever a vacancy in the classified service is to be filled, the appointing authority shall notify the Human Resources Director in the manner prescribed. If there is no employment list available for a class, the Human Resources Director shall decide the manner in which the position shall be filled.
- C. The number of persons to be certified by the Human Resources Director to the hiring department shall be the top five (5) ranking scores for the initial vacancy and an additional two (2) scores for

each additional vacancy to be filled upon the same certification. If there are three (3) or fewer eligible and available persons on a promotional or open list for certification to the hiring department, the Human Resources Director may use his/her discretion in calling for a new examination in order to secure a sufficient number of persons eligible for certification.

- D. Vacancies in the classified service filled by promotion may be certified by competitive (closed) promotional examination, or by promotional certification by the department head and Human Resources Director in those cases where only one employee is qualified for the higher-level position. For advancement to occur by promotional certification, the department head must notify the Human Resources Director that an employee meets all prescribed standards of the higher level class, has demonstrated in all respects the ability to satisfactorily perform responsibilities of the higher level class, and is in other ways eligible for certification to the higher level class. Upon a finding by the Human Resources Director that an employee is in all respects eligible for promotional certification, the Human Resources Director may so certify the employee for employment consideration by the department head upon the occurrence of the next vacancy at the higher-level position.
- E. The department head shall arrange for a convenient time and place to conduct departmental evaluations of eligible persons, and shall notify the same. Following interview and other appropriate candidate review, the department head may recommend an appointment to the City Manager. The candidate(s) selected for appointment consideration shall be certified by the department head to the Human Resources Director, who shall arrange for a medical examination, fingerprinting, and any other pre-employment testing deemed to be necessary and appropriate. Upon receiving satisfactory results of such tests, the Human Resources Director shall sign the appointment authorization and refer such authorization together with any supporting documents to the City Manager at least five (5) working days prior to the effective date.
- F. The City Manager may approve or disapprove the recommended appointment. If approved, the department head shall notify the appointee and, if the person accepts appointment and reports for duty within such period of time as prescribed by the department head, the applicant shall be deemed to be probationally appointed; otherwise, the applicant is deemed to have declined appointment.
- G. Unless authorized as an exception by the City Manager, no appointment of a new employee shall be made until the Human Resources Director has received the results of a medical and background evaluation.

ARTICLE V. CAUSES FOR DISCIPLINE

The following may be causes for the City to initiate disciplinary action including demotion, reduction in pay, suspension, or dismissal of any employee, pursuant to these rules and regulation. The causes cited below are for both specific and exemplary reasons to alert employees to the more commonplace types of disciplinary issues. There are some serious acts of misconduct that by their nature are not appropriate for progressive discipline. Behavior of this type should be disciplined by suspension, or, if warranted, discharge on the first occasion. The rules governing discipline shall prevail as if the unlisted issue or infraction were listed as follows:

- A. Attendance.
 - 1. Improper or unauthorized use or abuse of sick leave;
 - 2. Excessive absenteeism regardless of reason;
 - 3. Being absent without authorized leave; repeated tardiness to assigned workstation, or leaving assigned work without authorization.

B. Behavior.

1. Willful or negligent violation of the Personnel Rules and Regulations, resolutions, and other related ordinances including departmental rules, regulations, and policies;
2. Insubordination (failure to carry out a direct order from a supervisor);
3. Acceptance of gifts or gratuities in connection with or relating to the employee's duties, except as provided in Section 3.15.030;
4. Conduct that is unbecoming a City officer or employee which tends to discredit the City or City service, including the wearing of City-identified uniforms off duty into a public or private establishment; the nature of which may adversely reflect upon the City; willful misrepresentation of the City;
5. Conviction of a crime, the nature of which reflects a possibility of serious consequences related to the continued assignment or employment of the employee;
6. Falsifying information related to employment application, payroll, or any work related record or report;
7. Soliciting outside work for personal gain during the conduct of City business engaging in outside employment for any business under contract by the City, participating in any outside employment that adversely affects the employee's City work performance, and engaging in unauthorized outside employment;
8. Discourteous treatment of the public or City employees;
9. Conduct interfering with the reasonable management and discipline of the City or any of its department or divisions;
10. Engaging in political activities while on duty;
11. Violation or neglect of safety rules;
12. Theft;
13. Physical altercations;
14. Any act or conduct that is discriminatory in nature towards another person's race, color, religion, ancestry, national origin, age, sex (including sexual harassment), sexual orientation, marital status, political affiliation, family care leave status, pregnancy, physical or mental disability, medical condition, or legally protected characteristic.

C. Work Performance.

1. Inefficiency, incompetence, or negligence in the performance of duties, including failure to perform assigned tasks of training, or failure to discharge duties in a prompt, competent, and reasonable manner;
2. Refusal or inability to improve job performance in accordance with written or verbal direction after reasonable trial period;
3. Refusal to accept reasonable and proper assignment from an authorized supervisor;
4. Possession of, or intoxication, or incapacity on duty due to the use of, alcohol or drugs;
5. Driving under the influence of alcohol or drugs while on duty; suspension of driver's license where job duties require driving;
6. Careless, negligent, or improper use of City property, equipment or funds, including unauthorized removal, or use for private purpose, or use involving damage or unreasonable risk of damage to property;
7. Unauthorized release of confidential information or official records;
8. Participation in a strike, work stoppage, slowdown, or other job action against the City.

ARTICLE VI. GRIEVANCES - GENERAL AND PROCEDURES

Any represented employee who wishes to call his or her Union business representative regarding employment related matters, may do so on City paid time at his or her own expense, provided such telephone calls do not represent or create any unreasonable disruption of work.

- A. Grievances in General. An employee, individually or in representation of a group of employees, may complain to the City management through the grievance procedure in this Article regarding any matter relating to that employee's wages, hours, or conditions of employment. A grievance may be either formal or informal. However, an informal grievance is a prerequisite to filing a formal grievance.
- B. Informal Grievances. An employee, individually or in representation of a group of employees, with a grievance shall first discuss the matter with his or her immediate supervisor within ten (10) calendar days of the matter complained of. The supervisor and the employee shall attempt to informally resolve the dispute. If this is not accomplished, the employee shall next discuss the matter with the next level of supervision within ten (10) calendar days of the matter complained of. The supervisor and the employee shall attempt to informally resolve the dispute. If this is not accomplished, the employee shall next discuss the matter with the next level of supervision within ten (10) calendar days of the unsuccessful discussion and so on, until the employee reaches the department head. The decision of the department head regarding an informal grievance shall be final unless the employee files a formal grievance.
- C. Formal Grievances.
 - 1. An employee, individually or in representation of a group of employees, who has a grievance which remains unresolved after utilizing the informal grievance procedure may file a formal grievance in writing. The employee shall file a formal written grievance with the City Manager within ten (10) calendar days after the final decision on the informal grievance. The formal grievance shall contain all relevant information relating to the grievance, which the employee wishes the City Manager to consider. The City Manager shall meet with and respond in writing to the employee within ten (10) calendar days of the receipt of the grievance.
 - 2. Except in those cases where the grievance is subject to Administrative Appeal to the Personnel Board pursuant to Roseville Municipal Code, Chapter 3.23, the decision of the City Manager regarding a formal grievance is final.

ARTICLE VII. MINIMUM SCORES AND COMPUTATIONS

- A. Except for qualifying/non-qualifying test, examinations shall be scored on a percentage basis. The specific minimum score percentages shall be determined by the Human Resources Director prior to or following the examination, depending on the need to analyze test results for purposes of validity. Each phase of the examination process shall be assigned a weight based on the job relatedness of the examination content to the prescribed duties of the position.
- B. An applicant's score in any examination shall be based upon the weighted average of scores achieved for each part of the competitive examination(s) as provided for in the examination announcement. Failure in any part of the examination process shall result in the disqualification of the applicant from the remaining parts of the examination process.

- C. Oral interview examination scores shall be computed on the basis of averaging the final scores of each rating member of the interview panel. However, the Human Resources Director may disqualify the scores of any rater who has demonstrated prejudicial tendencies or other just cause at any time in the interview process.

Where the majority of rating members of an interview panel assign a passing or failing score to a candidate, the candidate shall pass or fail the overall interview examination, regardless of whether the averaged score would have resulted in the candidate failing or passing the examination.

- D. An error in grading or rating shall be corrected upon the appropriate employment list if called to the attention of the Human Resources Director within thirty (30) calendar days after the mailing of examination results. However, computation of test scores shall not invalidate or affect certification or appointment previously made.
- E. Regular employees who are successful in all phases of the examination process leading to eligibility certification on promotional examinations shall be given service points computed from the final filing date set forth in the examination announcement, conditional upon the employee having received at least a satisfactory performance evaluation rating within the previous twelve (12) months and a satisfactory attendance record for the same period. Such service points shall be based on the length of service in the classification(s) immediately below and directly in line with the promotional class as prescribed by the Human Resources Director. Service points shall be added to the final computed examination score upon the promotional employment list on the basis of the following formula:

Employees shall receive service points based on the length of service they have had as a regular employee in classifications which are in the same career field with the promotional class as prescribed by the Human Resources Department. Service points shall be added to the final computed examination score upon the promotional employment list on the basis of one-half (1/2) point for each full year of regular service to a maximum of five (5) points.

ARTICLE VIII. CITY MANAGEMENT RIGHTS

Pursuant to Section 3.17.030 of the City's Personnel Rules, the following shall constitute the City's management rights:

- A. To ensure that the City is able to carry out its statutory functions and responsibilities, nothing contained in this Article shall be construed to require the City to negotiate on matters, which are solely a function of management, including the following:
1. To manage the City generally and to determine the issues of policy.
 2. To determine the existence of facts, which are the basis of management decisions.
 3. To determine the necessity for and organization of any service or activity conducted by the City, and to expand or diminish services.
 4. To determine the nature, manner, means, technology, and extent of services to be provided to the public.
 5. To determine methods of financing.
 6. To determine types of equipment or technology to be used.

7. To determine and/or change the facilities, methods, technology, means, organizational structure, and size and composition of the work force, and to allocate and assign the work by which City operations are to be conducted.
 8. To determine and change the number of locations, relocations, and types of operations, processes, and materials to be used in carrying out all City functions, including, but not limited to, the right to contract for or subcontract any work or operation of the City, except where such contracts for service would be for the purpose of workforce reductions.
 9. To assign work to and schedule employees in accordance with requirements as determined by the City, and to establish and change work schedules and assignments upon reasonable notice and good faith consultation.
 10. To lay off employees from duties because of lack of work or funds, or under conditions where continued work would be ineffective or non-productive.
 11. To establish and modify productivity and performance programs and standards.
 12. To dismiss, suspend without pay, demote, reprimand, withhold salary step increases, or otherwise discipline employees for cause.
 13. To determine minimum qualifications, skills, abilities, knowledge, selection procedures and standards, and job classifications, and to reclassify employees.
 14. To hire, transfer, promote, and demote employees for nondisciplinary reasons.
 15. To determine policies, procedures, and standards for selection, training, and promotion of employees.
 16. To establish reasonable employee performance standards including, but not limited to, quality and quantity standards; and to require compliance therewith.
 17. To maintain order and efficiency in City facilities and operations.
 18. To establish, publish, and/or modify rules and regulations to maintain order and safety and health in the City, which are not in contravention with these Regulations or the Personnel Rules.
 19. To restrict the activity of an employee organization on the municipal property and on municipal time except as set forth in these regulations.
 20. To take any and all necessary action to carry out the mission of the City in emergencies.
- B. No neutral third party, including the Personnel Board, shall have the authority to add, delete or otherwise modify any provision of these employer rights, authorities, or functions, but shall be limited to matters of interpretation only.
- C. The employer rights shall not remove or limit the right of any classified employee to exercise grievance procedures.

ARTICLE IX. NON-DISCRIMINATION

The Union is obligated to comply fully with Titles VI and VII of the 1964 Civil Rights Act (as amended), such that employee organizations and labor unions shall not discriminate against any member or prospective member on the basis of such person's race, creed, color, national origin, sex, age (over 40), or religious affiliation, physical handicap (except where indicated by requirements of the position), medical condition, marital status and all other applicable State and Federal statutes relating to non-discrimination.

ARTICLE X. ADMINISTRATION OF APPRENTICESHIP PROGRAMS IN ELECTRIC UTILITY DEPARTMENT

The City of Roseville, desirous of establishing apprenticeship programs in the Electric Department, does hereby adopt the following rules for the administration of said programs in cooperation with the recognized majority representative of employees in this department, the International Brotherhood of Electrical Workers, AFL-CIO, Local #1245.

A. Committee.

An Apprenticeship Committee will be established and shall be composed of two (2) voting members appointed by the International Brotherhood of Electrical Workers, Local #1245 (Union), and two (2) members appointed by the City. Additional parties (Union and City) may attend monthly Apprentice Committee meetings upon mutual agreement of both parties (Union and City). This committee will prepare, review and revise training standards as necessary. Decisions of this committee are subject to the approval of the Union Business Manager (or designee) and the City Manager.

B. Training Standards.

A training standard of progress will be developed for each apprenticeship program. This standard will indicate the training time for each phase of training or work process. The training time indicated will not be restrictive, but rather will be indicative of the emphasis or amount of time that should be spent on each phase. Although the total time spent on any one phase during any one progression period may vary with the individual, work load and amount of related instructions, minimum assignments shall be met during the term of the apprenticeship.

C. Nondiscrimination Provision.

Selection of apprentices under the program shall be made from qualified applicants pursuant to the Personnel Rules of the City of Roseville and without regard to race,, color, religion, national origin, sex, sexual orientation, marital status, political affiliation, family care leave status, pregnancy, other legally protected characteristics or occupationally irrelevant physical requirements; and these programs shall be operated on a completely nondiscriminatory basis.

D. Entrance Requirements.

To be eligible to enter an apprenticeship program, a candidate must pass an appropriate entrance examination and meet whatever other minimum requirements may be established for that classification. Employees will be given an opportunity to indicate their desires and intentions with regard to entering apprenticeship training programs. Vacancies in apprenticeship training programs will be announced in accordance with normal procedure.

E. Progression Tests.

To progress through the apprentice program will require passing a progression test for each step of the program. These tests and the manner in which they will be scored will be prepared and agreed to by the Joint Apprenticeship and Training Committee.

A grade of seventy (70) or above will be considered a passing grade. After the first six (6) months, any apprentice failing to pass the required test will be given additional training time equal to one-half (1/2) the period to the apprentice's next review date. Failure may be cause for the denial of merit increases pursuant to Roseville City Personnel Rules Section 3.11.030(C). At the completion of the additional training period, the apprentice will be given another opportunity to pass the required tests. Upon again failing, the apprentice's performance may be reviewed by management for purposes of reassignment, demotion, termination or other action authorized by the Personnel Rules of the City of Roseville.

F. Review and Evaluation.

The supervisor shall review and evaluate each apprentice just prior to the apprentice's six-month anniversary date and prior to the apprentice's progression test for that period. The Joint Apprenticeship and Training Committee will interview any apprentice who receives an adverse rating or evaluation to determine the cause and basis of such a rating.

G. Instruction. Related classroom instruction as agreed to by the Joint Apprenticeship and Training Committee will be given the apprentices during regular working hours. The instructors will be selected from personnel qualified to instruct.

Each apprentice shall pursue related and supplemental theoretical studies of not less than one hundred forty-four (144) hours per year. This outside training shall be approved by the Joint Apprenticeship and Training Committee and shall be pursued on the apprentice's own time and without pay from the City.

Article XI. UNION ORIENTATION

The City shall provide thirty minutes for the union's business representative to attend new hire orientation to meet with all new IBEW 1245 bargaining unit employees for the purpose of explaining union contract orientation and enrollment. The City will endeavor to give IBEW one week notice of new hire orientations that include IBEW employees.

City agrees to meet with IBEW during the term of the MOU to further explore alternate release time procedures.

ARTICLE XI. TRAINING COMMITTEE

The City agrees to establish an Advisory Training Committee comprised of two (2) Management and two (2) Union representatives per department. The purpose of the committee is to make recommendations to the Director concerning departmental training programs.

ARTICLE XII. EDUCATIONAL REIMBURSEMENT

Employees may be reimbursed for the tuition and fees connected with job-related educational courses up to \$150.00 per course, not to exceed \$300.00 per year. The cost of books is not covered in this Agreement. The employee will submit the request for reimbursement to the supervisor, who will accept or reject the request. The request must be made before the class has been completed. The request will then be forwarded to the Human Resources Department, who will make the final decision to accept or reject the request. No payment will be made until the final proof of passing grade is submitted to the Human Resources Department. The City will maintain a maximum fund of \$6,000 to be administered by the Human Resources Department for educational reimbursement. Once the fund balance is depleted, no further reimbursements will be approved.

ARTICLE XIV. ALCOHOL AND DRUG POLICY

The City and IBEW, Local 1245 agree to continue enforcement of the Alcohol and Drug Policy as referenced in Appendix "Y".

In addition to the above-mentioned policy, all employees will be required to notify the City in writing of any criminal drug statute conviction for a violation occurring in the workplace no later than five (5) calendar days after such conviction.

ARTICLE XV. UNFAIR LABOR PRACTICE CHARGE

Should the Public Employment Relations Board (PERB) rule against the City of Roseville in UPC No. SA-CE-757-M, the parties agree to jointly inform PERB that the parties are in agreement to limit any resulting City liability (exposure) to the period of August 6, 2011 through the date of the approval of a successor (new) MOU.

The terms and conditions of this Memorandum of Understanding are executed this 9TH day of January 2016 by the Employer-Employee representatives whose signatures appear below on behalf of their respective organizations.

City:

IBEW:

Rob Jensen
City Manager

Ray Thomas
Assistant Business Manager

Kristi Corral
Team Member

Jennifer Gray
Business Representative

Linda Hampton
Team Member

Mike Barton
Team Member

Mike Bloom
Team Member

Jeff Beaubier
Team Member

Ken Glotzbach
Team Member

Brian Boyd
Team Member

Tom Pontes
Team Member

James Bell
Team Member

Lindsay Collishaw
Team Member

Gary Kidder
Team Member

APPENDIX “A” “A2” IBEW CLASSES

150 ELECTRIC APPRENTICE LINE TECH
2328 ELECTRIC DRAFTING TECH I
2330 ELECTRIC DRAFTING TECH II
2340 ELECTRIC ENGINEERING TECH I
2345 ELECTRIC ENGINEERING TECH II
2285 ELECTRIC LINE TECH
2286 ELECTRIC LINE TROUBLESHOOTER
2210 ELECTRIC MATERIALS TECH I
2212 ELECTRIC MATERIALS TECH II
2421 ELECTRIC PRE-APPRENTICE
2254 ELECTRIC PREV DATA SYSTEM TECH
2350 ELECTRIC SYSTEM DISPATCHER
2359 ELECTRIC TECHNOLOGY SYSTS TECH
2360 ELECTRIC UTILITY TECHNICIAN I
2362 ELECTRIC UTILITY TECHNICIAN II
2380 ELECTRONICS TECHNICIAN I
2385 ELECTRONICS TECHNICIAN II
3608 INSTRUMENT & CONTROL TECH
4520 MATERIALS TECHNICIAN
5319 PLANT & EQUIPMENT MAINT WOR II
5316 PLANT & EQUIPMENT MAINT WORK I
5327 PLANT & EQUIPMENT MECHANIC I
5328 PLANT & EQUIPMENT MECHANIC II
5401 PREDICTIVE MAINTENANCE TECH I
5402 PREDICTIVE MAINTENANCE TECH II
5500 PREVENTATIVE MAINT TECH I
5502 PREVENTATIVE MAINT TECH II
5533 PREVENTATIVE MAINTENANCE COORD
5595 PWR ENGINEER I
5596 PWR ENGINEER II
5590 PWR PLANT ENGINEER I
5591 PWR PLANT ENGINEER II
5526 PWR PLNT MECHANIC
5522 PWR PLNT OPERATOR TECH I
5523 PWR PLNT OPERATOR TECH II
7020 SCADA SYSTEM TECHNICIAN
7118 SR ELECTRIC LINE TECHNICIAN
7169 SR ELECTRIC MATERIALS TECH

7124 SR ELECTRIC METERING TECH
7126 SR ELECTRIC SUBSTATION TECH
7168 SR ELECTRIC SYSTEM DISPATCHER
7170 SR ELECTRONIC TECHNICIAN
7205 SR PLANT & EQUIPMENT MECHANIC
7152 SR POWER PLANT OPERATOR/TECH
7284 SR PREVENTATIVE MAINT TECH
7204 SR WATER DISTRIBUTION WORKER
7202 SR WSTWTR UTILITY MAINT WKR
2375 TRAFFIC SIGNAL MAINT WKR I
2376 TRAFFIC SIGNAL MAINT WKR II
9078 WATER CONSERVATION SPECIALIST
9049 WATER CONSERVATION WORKER I
9051 WATER CONSERVATION WORKER II
9246 WATER DISTRIBUTION WORKER I
9248 WATER DISTRIBUTION WORKER II
9027 WSTWTR UTILITY MAINT WKR I
9029 WSTWTR UTILITY MAINT WKR II

APPENDIX “B” TWELVE HOUR SHIFT- SPECIFIC PROVISIONS

In addition to the applicable sections of the MOU, the following shall govern twelve (12) hour shift personnel:

1. Shift work. “Shift work is defined as a position that is staffed with rotating shifts, allowing for twenty-four (24) hour per day coverage, on a seven (7) day per week basis, including holidays.”
2. Lunch and breaks. Lunch Periods: All personnel assigned to twelve (12) hour shifts receive a thirty (30) minute paid lunch. Employees assigned to this shift will not be allowed to leave the work premises and may be required to report to their work station during their meal break.
3. Relief Operator– Overtime – Relief employees will be utilized within the 12-hour shift schedule only when relieving for the Operators on shift. When not relieving, they will work five (5) eight-hour shifts. Overtime will be calculated in accordance with the existing MOU (over 8 and over 40).
4. Paid Leave. A shift work employee who does not work for an entire regularly scheduled shift, shall use paid leave (vacation, CTO, sick, etc.) to supplement the hours worked to provide up to twelve (12) hours of paid time for that day.
5. FLSA work period: For purposes of defining the workweek in compliance with the Fair Labor Standards Act, the workweek for all staff except 12-hour shift employees begins at 12:01 a.m. on Saturday and ends at 12:00 midnight on Friday. The City of Roseville reserves the right to change start times of each work week within a period as appropriate to the selected shift. [The City and IBEW agree that the Electric Utility Director and/or his/her designee will meet with IBEW’s principals for purposes of discussing twelve (12) hour shift schedules]
6. Overtime for twelve (12) hour shifts:

Overtime work may be required of any employees in order to meet special or unusual needs of service beneficial to the City and community. Overtime is defined as the number of hours worked in excess, and as an extension, of the normal schedule of work hours as illustrated below:

EMPLOYEE WORK SCHEDULE

OVERTIME

Twelve hours per day

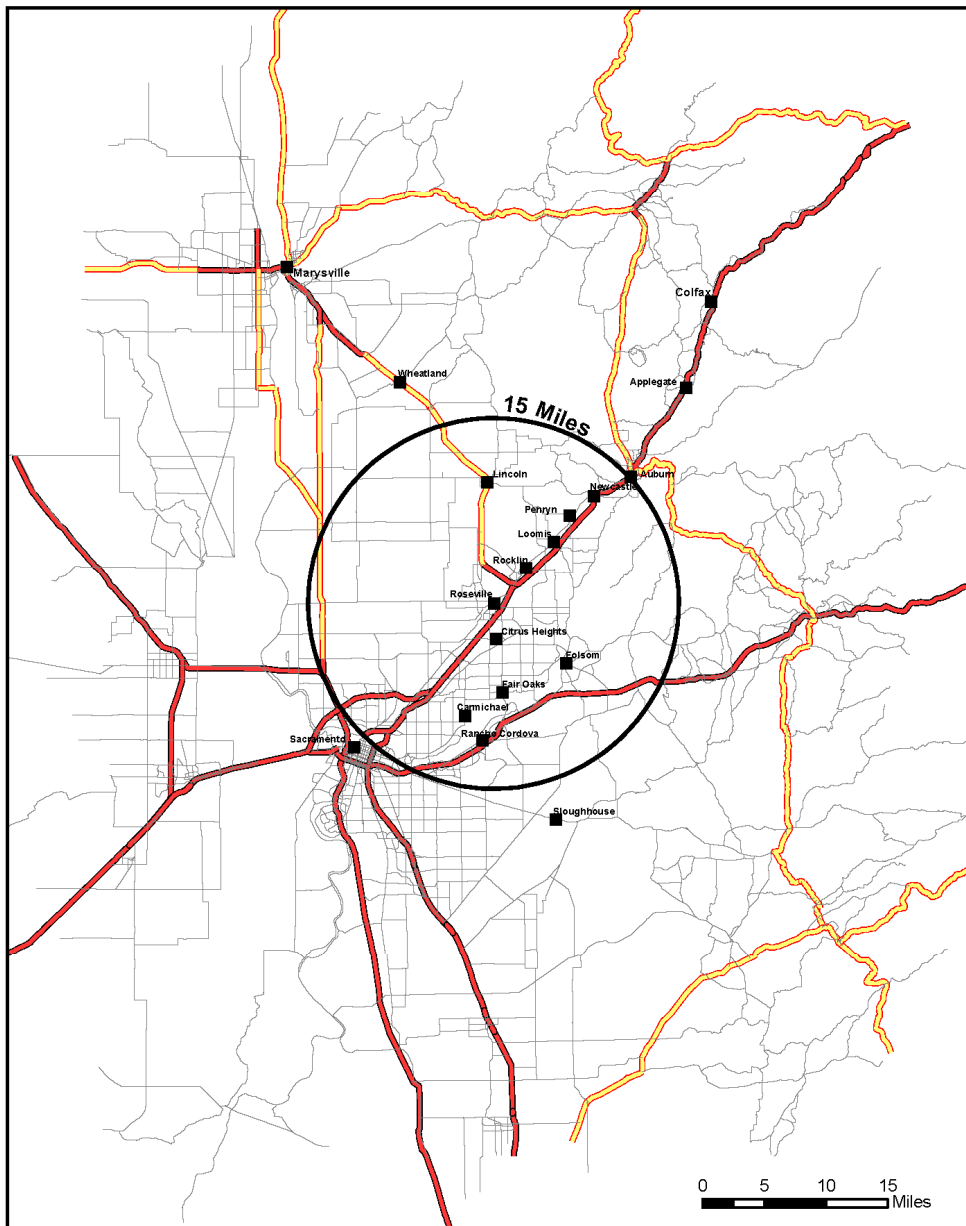
Over twelve hours per day
and forty hours per week

7. Holidays - Employees scheduled to a twelve (12) hour shifts shall receive one hundred ten (110) hours of holiday hours per year, in advance on January 1 of each year, earned in approximately nine (9) hour increments for each one (1) month of continuous employment. Employees must use a minimum of eight (8) hours of holiday with additional hours requested in one (1) hour increments up to twelve (12) hours.
 - a. In lieu of holiday time off, twelve (12) hour shift employees may elect to receive straight salary for up to one half (1/2) of earned and unused holiday credit within each calendar year. All holiday time to be converted to pay by an employee shall be in twelve (12) hour increments. Employees who are interested in cashing out their holiday hours must sell the holiday leave time by the last business day in January of the year the hours are earned.
 - b. All holiday time off is subject to advance approval of the department head.

- c. Holiday hours which are not used by December 31 of the year they are earned will be forfeited by the employee. [If employee is denied use of his/her holiday hours due to operational necessity then leave balances may be cashed out]
 - d. If an employee has taken more holidays in advance than have been earned at the time of separation from service, the City may deduct an equivalent amount of pay for the holidays taken in advance from the employee's final pay check.
- 8. General hours of work – Chapter 6. Article 1. Plant Operators/Technicians and Leadworkers may have week days off.
- 9. The following shall constitute the City's Hours of Service Policy except as otherwise provided herein:
 - a. Except for part time employees, eight (8) or twelve (12) hours (depending on assignment) shall constitute a day's work. Forty (40) hours shall constitute a workweek for employees. Employees will be subject to call twenty four (24) hours per day and shall respond to such calls unless unable to report for required work. Shift work is defined as a position that is staffed with rotating shifts, allowing for twenty-four (24) hour per day coverage on a seven (7) day a week basis, including holidays.
 - b. All full time employees shall have two (2) specified consecutive days off per week, Saturdays and Sundays, if possible, without deduction from pay. As a result of a shift change, an employee may not have two (2) consecutive days off in a given week. In case of emergency, and if the position must be continuously filled, an employee may be required to work on weekly days off.
 - c. The appointing authority of each department shall draw up a schedule of days off for all full time employees under the department's jurisdiction.
 - d. Change of Schedule: Employees involved in a mandatory change of schedule which involves a modification in an employee's starting time or days off will be given a minimum of ten (10) working days' notice. Relief shift personnel may have their schedule changes with little or no notice. Twelve (12) hour shift workers will be given a minimum of fourteen (14) calendar days notice.
 - e. The Department Head or his/her designated authority may waive the above-stated provisions in emergency situations as determined.
 - f. Employees may be assigned to work Saturdays, Sundays, holidays or regular days off and take days off during the week. Each such employee shall report for duty at the assigned duty station at the regular starting time and shall remain on duty eight (8) hours (twelve (12) hours of Power Plant staff), performing all regular duties of the position and other duties in connection with the maintenance and operation of the department. During the other sixteen (16) hours of Saturdays, Sundays, holidays or regular days off, such employee will be available for call, but shall not be required to remain at home.
 - g. Employees who report for work or extend their shift for turnover transition must have prior supervisory approval and will be compensated for the actual time worked.

APPENDIX "X" MAP

Take Home Vehicles Distance Map



APPENDIX “Y” DRUG AND ALCOHOL POLICY

RESOLUTION NO. 16-08

APPROVING THE MEMORANDUM OF TERMS, CONDITIONS AND
UNDERSTANDINGS REGARDING MANAGEMENT AND CONFIDENTIAL EMPLOYEES

WHEREAS, a memorandum of terms, conditions and understandings regarding
Management and Confidential Employees has been reviewed by the City Council;

NOW, THEREFORE, BE IT RESOLVED by the Council of the City of Roseville that
said memorandum is hereby approved.

PASSED AND ADOPTED by the Council of the City of Roseville this ____ day of
_____, 20__, by the following vote on roll call:

AYES COUNCILMEMBERS:

NOES COUNCILMEMBERS:

ABSENT COUNCILMEMBERS:

MAYOR

ATTEST:

City Clerk

Terms, Conditions, and Understandings

Management and Confidential Employees



Term of January 1, 2016 to December 31, 2018



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TERMS, CONDITIONS AND UNDERSTANDINGS OF COMPENSATION AND EMPLOYMENT FOR MANAGEMENT/CONFIDENTIAL EMPLOYEES

The City Council of the City of Roseville hereby establishes the following salary, benefits and other provisions related to the employment of the City's Management/Confidential employees during the period of January 1, 2016 through December 31, 2018

SUMMARY OF CONFIDENTIAL DESIGNATION

The confidential designation of selected positions protects the confidentiality of the City's bargaining process and strategy, both in general contract negotiations and in day-to-day interaction with employee unions and associations. The employees who occupy positions designated as confidential serve as essential support members to the management team and their confidentiality is assured by their exclusion from any organized bargaining unit.

DEFINITION

The term "confidential employee" identifies those employees who are regularly required to assist City managers responsible for developing and implementing City policies within the area of labor relations. A confidential employee is an employee who normally participates or assists in writing and/or preparing policies affecting employees' wages, hours, and working conditions; or an employee who regularly has advance knowledge of decisions which affect labor relations; or who processes information relating to the city's confidential labor relations matters.

CRITERIA

The following factors are used (in their totality) to determine those positions to be designated as confidential:

- A. The duties assigned to these positions include responsibility for providing clerical and/or technical support to managers who regularly participate in labor negotiations as a chief negotiator or team member; processing paperwork relating to labor negotiations, notes, research, management proposals, contract costing, strategies and plans, strike contingency plans, salary surveys, and problems within departments which are addressed during negotiations.
- B. Responsibility for processing paperwork relating to the disposition of union/association grievances, Skelly hearings, letters of reprimand, counseling memos, employee background checks, and other documents including those relating to all other forms of employee discipline.
- C. All non-management employees in the following departments are deemed to be confidential employees:
 - 1. City Attorney
 - 2. City Manager
 - 3. Human Resources
 - 4. Finance – Payroll only
 - 5. Administrative Assistants to all Department Heads

ARTICLE I. SALARIES

- A. Effective the first full pay period after January 1, 2016 the City shall provide a two percent (2%) general salary increase for all employees designated as Management/Confidential.
- B. Effective the first full pay period after January 1, 2018, the City shall provide a two percent (2%) general salary increase for all employees designated as Management/Confidential.
- C. Labor Market Adjustments – Effective the first full pay period in January 2016, the following salary increases shall be implemented for employees in the classifications listed below:

		January 2016	January 2017	January 2018
Job Code	Class Title	Market Adj	Market Adj	Market Adj
0041	Accounting Manager	1.78%	1.78%	1.78%
0043	Accounting Supervisor	1.15%	1.15%	1.15%
0090	Alternative Transportation Manager	3.33%	3.33%	3.33%
0245	Assistant City Attorney	3.33%	3.33%	3.33%
0250	Assistant City Clerk	0.41%	0.41%	0.41%
0395	Assistant Electric Utility Director	1.66%		
8553	Assistant Electric Utility Director-Resources & Planning	11.34%		
0510	Assistant Police Chief	2.32%	1.00%	1.00%
0920	Billing Services Manager	1.78%	1.78%	1.78%
0930	Budget Manager	1.78%	1.78%	1.78%
1043	Building Official	0.68%	0.68%	0.68%
1245	Chief Information Officer	0.69%		
1655	Deputy City Attorney I	3.33%	3.33%	3.33%
1658	Deputy City Attorney II	3.33%	3.33%	3.33%
1676	Development Services Director	1.68%		
1710	Economic Development Director	6.02%		
1310	Electric Business Analyst I	11.42%		
1312	Electric Business Analyst II	11.43%		
2335	Electric Compliance Analyst	9.36%		
2284	Electric Engineering Tech Supervisor	5.51%		
2280	Electric Line Construction Supervisor	15.00%		
2338	Electric Operations Manager	11.33%		
2346	Electric Rates and Financial Administrator	6.25%		
2348	Electric Regulatory Compliance Administrator	11.33%		
2314	Electric Resources Analyst I	13.24%		
2316	Electric Resources Analyst II	13.25%		
6280	Electric Retail Services Supervisor	4.31%		
2354	Electric Risk Management Administrator	6.25%		

2319	Electric Substation Supervisor	15.00%		
2358	Electric Technology Systems Supervisor	11.08%		
2320	Electric Utility Director	11.34%		
2500	Energy Services Account Representative I	4.31%		
2501	Energy Services Account Representative II	4.31%		
3395	Facilities Manager	0.61%	0.61%	0.61%
3301	Finance Director	10.00%		
2900	Finance Manager	1.78%	1.78%	1.78%
3330	Fire Chief	1.43%		
3392	Fleet Manager	0.61%	0.61%	0.61%
3594	Human Resources Analyst I	0.28%	0.28%	0.28%
3596	Human Resources Analyst II	0.29%	0.29%	0.29%
3598	Human Resources Director	10.00%		
3810	Key Account Representative	4.30%		
5400	Police Captain	2.32%	1.00%	1.00%
5410	Police Chief	4.32%		
5420	Police Lieutenant	2.32%	1.00%	1.00%
5505	Power Engineering Manager	11.33%		
5600	Power Generation Superintendent	2.29%		
5530	Power Plant Operations & Maintenance Supervisor	15.00%		
5535	Power Supply and Portfolio Administrator	6.25%		
5652	Purchasing & Warehouse Manager	0.98%	0.98%	0.98%
6450	Risk Manager	10.00%		
7123	Senior Deputy City Attorney	3.33%	3.33%	3.33%
7128	Senior Electric Business Analyst	11.43%		
7163	Senior Energy Services Account Representative	4.30%		
7194	Senior Information Technology Analyst	0.13%		
7151	Senior Power Engineer	11.34%		
5555	Senior Power Plant Engineer	11.34%		
7522	Street Maintenance Supervisor	0.17%		
9040	Wastewater Treatment Plant Chief Operator	10.00%		

D. Salary Schedule B – All Employees Hired On/After the first full pay period in January of 2016

Effective the first full pay period in January 2016, for any current classification in the bargaining unit where the total compensation was 5% or more above the median total compensation for bench marked classifications in the surveyed jurisdictions, the new top step for all such classifications in the new salary schedule B will be reduced as listed below. All other classification's top step in the new salary schedule B will remain unchanged.

Confidential B Schedule Reductions

Job Code	Class Title	Reduction
B101	Executive Assistant to the City Manager	-8.95%
B111	Payroll Clerk I	-7.48%
B112	Payroll Clerk II	-7.49%
B113	Payroll Technician I	-7.04%
B114	Payroll Technician II	-7.04%
B116	Senior Payroll Technician	-7.03%

Management B Schedule Reductions

Job Code	Class Title	Reduction
B725	City Clerk	-10.86%
B726	City Librarian	-13.13%
B737	Economic Development Manager	-11.70%
B754	Electronic Maintenance Coordinator	-10.13%
B779	Information Technology Division Manager	-7.42%
B781	Information Technology Program Manager	-7.41%
B778	Interpretive Services Supervisor	-10.37%
B786	Meter Services Supervisor	-24.63%
B787	Open Space Superintendent	-8.20%
B790	Park Planning and Development Superintendent	-8.20%
B791	Parks Superintendent	-8.20%
B792	Parks Supervisor	-14.00%
B793	Parks, Recreation & Libraries Business Administrator	-7.95%
B813	Recreation Manager	-10.38%
B814	Recreation Superintendent	-11.14%
B815	Recreation Supervisor	-10.37%
B822	Senior Database Analyst	-7.41%

Annual Merit Step Increases

1. Effective the first full pay period in January 2016, all employees hired before January 1, 2016 will remain on the current salary schedule (A) for all listed classifications in the bargaining unit. All such employees will continue on this salary schedule when promoted or transferred to other classifications.

2. Effective the first full pay period in January 2016, the City will create a second salary schedule (B) which will apply to new hires for all listed classifications in the bargaining unit. The salary steps for the new salary schedule will be approximately 2.5% apart for each classification in the unit. For purposes of this provision, any employee who was initially hired before January 1, 2016 that had a break in City service and was rehired after January 1, 2016 will be deemed a newly hired employee under this provision.

- E. Bilingual Pay - employees certified by the Human Resources Department as Spanish speaking will be paid \$100.00 per month (\$46.15 bi-weekly). At the discretion of the Department Head and upon certification by the Human Resources Department, employees may be compensated \$100.00 per month for other languages used during the course of employment. However, \$100 per month bilingual pay is the maximum amount an employee may receive no matter how many languages he/she is certified to speak.
- F. A five percent (5%) differential will continue to be paid to management employees in engineering classifications (except Wastewater Utility Manager and Water Utility Manager who had their PE pay converted to salary in 2000) who possess a California Professional Engineer Certificate (PE) but whose position does not require such possession.
- G. Fire Battalion Chiefs will earn time and one-half overtime when covering a shift assignment.
- H. The Assistant Fire Chief, Fire Division Chiefs and Fire Battalion Chiefs (8 hour shift only) when acting in the capacity of the Battalion Chief (24 hour), will be paid at the Battalion Chief (24 hour) time and one-half rate.
- I. The Assistant Fire Chief, Fire Division Chiefs and Battalion Chiefs will receive the following certification pay:
 - a. Five percent (5%) of base pay bi-weekly for HazMat Technician or Specialist certification. HazMat certification must be maintained by attending the necessary trainings and proving competency through annual testing.
 - b. Two percent (2%) of base pay bi-weekly for possessing the requisite certificates for departmental rescue certification (possessing RS1, RS2, Confined Space Rescue, and Trench rescue certification). Rescue certification must be maintained by attending the necessary trainings and proving competency through annual testing.
- J. Police Lieutenants required to spend time as a peace officer or watch commander will be compensated at time-and-one-half rate for time spent in excess of their normal shift. The overtime rate is for SWAT, mandatory shift scheduling and additional watch commander shifts based on operational need where the employee is not serving in his/her regular management role.
- K. Reopener Provision:

The City may reopen the terms and conditions if any of the following occurs:

1. General Fund revenue declines, or is projected to decline, by two percent (2%) or more in one year or one percent (1%) per year over two (2) years. The contract can be reopened only after: (a) closing out the previous fiscal year, (b) receiving County property tax projections for the current fiscal year, and (c) the Finance Department revising revenue projections for the current fiscal year based on (a) and (b).
2. General Fund expenses increase by two percent (2%) or more, with no offsetting increase in revenue, based on unfunded mandates of the State of California or an agency of the State.
3. The Roseville electorate, by local ballot initiative, approves a limitation to the salaries of Roseville management employees.

The City shall identify Management/Confidential's proportionate share of any revenue shortfall.

In the event other revenues increase and exceed the amount of any lost revenue, the City will not exercise the reopener clause; however, any future increase in revenues must clearly offset general fund expenditures.

ARTICLE II. SALARY UPON PROMOTION

Any regular employee who is promoted to a position in a class with a higher salary range shall be placed in the step in the new salary range which represents at least a ten percent (10%) increase over the employee's current step. In the event that the new range does not have a step that is at least ten percent (10%) higher than the employee's current range, the employee shall be assigned to the highest step in the range. A promoted employee is assigned a new salary anniversary date effective on the date of the promotion.

ARTICLE III. DEFERRED COMPENSATION

The City shall maintain a program of deferred compensation for eligible employees. It is understood that the City is solely responsible for selection of the Deferred Compensation plan and plan administrator(s).

Effective the first full pay period in January of 2016, the City agrees to contribute one percent (1%) of the base salary into the city sponsored 457 deferred compensation plan for employees who have completed five (5) continuous years of regular employment with the City of Roseville.

Effective the first full pay period in January of 2017, the City agrees to contribute an additional one percent (1%) for a total of two percent (2%) of the base wages into the city sponsored deferred compensation plan for employees who have completed five (5) continuous years of regular employment with the City of Roseville.

Effective the first full pay period in January 2018, the City agrees to contribute an additional one percent (1%) for a total of three percent (3%) of the base wages into the city sponsored deferred compensation plan for employees who have completed five (5) continuous years of regular employment with the City of Roseville.

ARTICLE IV. WORKING OUT OF CLASS

Pursuant to Roseville Municipal Code Section 3.07.080, no employee shall be required to perform duties which are not closely related both in kind of work and in level of responsibility to duties formerly assigned to positions in the class, except on a short-term, temporary or emergency basis. However, if a supervisor assigns an employee to work out of class for four (4) hours or more, or one-half (1/2) shift or more, the employee shall be paid out of class pay equal to ten percent (10%) or top step of the higher class where there is not ten percent (10%) differential between the two classes.

Temporary Acting Pay

An employee temporarily assigned in writing to an acting position in a classification with a higher salary range shall be compensated for the duration of the acting assignment by the payment of ten percent (10%) of the regular salary the employee received prior to the acting assignment, or the salary provided for in Step A of the higher classification, whichever is greater, but not to exceed top step of the higher classification for all time worked and any leave time paid. The higher classified position must be temporarily vacant due to a long-term absence of the incumbent or pending the filling of a vacant position. The temporary acting pay assignment shall be for a minimum of two full-time pay periods and limited to one year. Authorization for a temporary acting assignment must be given by the employee's supervisor and requires advance approval of the Department Head, Human Resources Director and City Manager.

This section does not apply to regular employees whose positions are designated to act in the absence of the department, division or section head.

ARTICLE V. PUBLIC EMPLOYEES RETIREMENT SYSTEM

- A. The City provides and maintain membership in the California Public Employees' Retirement System (CalPERS) for the benefit of eligible employees based on the following CalPERS definitions and contract provisions:
1. New Member means:
 - i. A unit member who becomes a member of a public retirement system for the first time on or after January 1, 2013 and who was not a member of any other public retirement system prior to that date;
 - ii. A unit member who becomes a member of a public retirement system for the first time on or after January 1, 2013 and who was a member of another public retirement system prior to that date, but who was not subject to reciprocity under Gov. Code §7522.02(c) and related CalPERS reciprocity requirements; or
 - iii. A unit member who was an active member in a public retirement system with another employer and who, after a break in service of more than six (6) months, returns to active membership in CalPERS with the City.
 2. Classic Member means: a unit member who entered into membership with a qualifying public retirement system on or before December 31, 2012 who does not meet the definition of "New Member" under Government Code §7522.04(f) and related CalPERS membership requirements. Status as a classic member shall be determined by CalPERS.

B. Retirement Benefits:

Safety Members

1. Retirement Plan for Employees Hired On or Before December 31, 2012, and Classic Members as Defined by CalPERS:

Employees hired on or before December 31, 2012 shall receive the 3% at 50 retirement benefit. For purposes of determining a retirement benefit, final compensation for employees covered by Section B.1. shall mean the single highest year of compensation earnable.

Each employee covered by Section B.1. shall pay through payroll deduction, 100% of the required bargaining unit member contribution, which is nine percent (9%). As permitted by CalPERS, the City agrees to report the amount paid by the employee as part of the employer's contribution and to report the same amount as EPMC and compensation earnable.

2. Retirement Plan for Employees Hired On or After January 1, 2013, Who Are Not Classic Members.

Employees hired on or after January 1, 2013 who are new members, as defined by CalPERS, shall receive the 2.7% at 57 benefit.

For purposes of determining a retirement benefit, final compensation for unit members covered by Section B.2. shall mean the highest annual average pensionable compensation earned during thirty-six (36) consecutive months of service.

As required by Government Code §7522.30, unit members covered by Section B.2. shall pay, through payroll deduction, fifty percent (50%) of the total normal cost of their retirement plan as determined annually by CalPERS.

3. In addition to the benefits listed above, the City contracts for the following optional benefits for employees covered by Section B(1) and B(2):
 - Post Retirement Survivor Allowance
 - Optional Settlement 2W
 - 1959 Survivor Benefit Level 4
 - Special Death Benefit
 - Credit for Unused Sickleave
 - Two-percent (2%) Retirement COLA
4. Employee contributions shall be made in accordance with Section 414(h)(2) of the Internal Revenue Code wherein payment to CalPERS is made pretax, to the extent permitted by Internal Revenue Code, 26 USC Section 414(h)(2).

Miscellaneous Members

5. This Section B, including subsections, shall apply to bargaining unit members hired on or before December 31, 2012. In addition, this Section B shall apply to bargaining unit members hired on or after January 1, 2013, who are qualified for pension reciprocity as stated in Government Code Section 7522.02(c) and related CalPERS reciprocity requirements (Classic Member):

The “2.7% @ 55” retirement program will be available to bargaining unit members covered by Section B(5).

For the purposes of determining a retirement benefit, final compensation for bargaining unit members covered by Section B(5) shall mean the highest twelve (12) consecutive month period as specified in Government Code Section 20042.

Bargaining unit members covered by Section B(5) shall continue to pay, through payroll deduction, 8.0% of compensation earnable contribution to CalPERS. 6.197% shall be contributed toward the City's pension costs, and 1.803% shall be contributed toward the employees' pension contribution. The City shall pay 6.197% of compensation earnable as EPMC (Employer Paid Member Contribution) and shall report the same percent (value) of compensation earnable as special compensation pursuant to Government Code Section 20636(c) (4).

6. This Section B, including subsections, shall apply to bargaining unit members who were hired on or after January 1, 2013, and who do not qualify for pension reciprocity as stated in Government Code Section 7522.02(c) (PEPRA Members).

The “2% @ 62” retirement program will be available to bargaining unit members covered by Section B(6).

Effective January 1, 2013, for the purposes of determining a retirement benefit, final compensation for bargaining unit members covered by Section B(6) shall mean the highest annual average pensionable compensation earned during thirty-six (36) consecutive months of service.

As required by Government Code Section 7522.04(g), effective January 1, 2013, bargaining unit members covered by Section B(6) shall pay, through payroll deduction, fifty percent (50%) of normal costs as determined by CalPERS.

7. Unit members covered by Section B(5) and B(6) continue to be eligible for the following options included in the City's contract with CalPERS:
 - Government Code Section 20965 (Conversion of unused sick leave balance to service credit)
 - Government Code Section 21573 (Third Level of 1959 Survivor Benefits)
 - Government Code Section 21548 (Pre-Retirement Option 2W Death Benefit)
 - Two percent (2%) Retirement COLA
8. Employee contributions shall be made in accordance with Section 414(h)(2) of the Internal Revenue Code wherein payment to CalPERS is made pretax, to the extent permitted by Internal Revenue Code, 26 USC Section 414(h)(2).

ARTICLE VI. HEALTH AND WELFARE PROGRAM

- A. Eligibility

Any regular employee working fifty percent (50%) or more of a full-time schedule shall be eligible to enroll in any health and welfare benefit provided by this Article. Regular part-time employees who are hired into a position funded as regular part-time after January 1, 2004, or current employees who laterally transfer or promote into a regular part-time allocated position will receive a pro-rated amount toward their health and welfare contribution based on actual hours worked. The contribution amount will be based on the percentage of full-time the employee works. For example, employees working twenty (20) hours per week will receive fifty percent (50%) of the full-time contribution; employees working thirty (30) hours per week will receive seventy-five percent (75%) of the full-time contribution, etc.
- B. Medical Insurance Benefits

The City agrees to contract with the California Public Employees' Retirement System (CalPERS) for the purpose of providing employees and their eligible dependents with medical insurance benefits. Effective the first of the month following City Council approval of this resolution or as soon as administratively possible, the City's maximum monthly contribution for each eligible active employee shall be equal to the minimum employer contribution required under the Public Employees' Medical and Hospital Care Act (PEMHCA).
- C. Cafeteria Plan
 1. The City agrees to maintain a Cafeteria Plan, pursuant to Section 125 of the Internal Revenue Code and any related regulations, for the purpose of providing employees with access to various health and welfare benefits. Benefits available through the Cafeteria Plan include medical insurance, dental insurance, vision insurance and long term disability (LTD).
 2. Effective December 1, 2016, the City agrees to provide a Cafeteria Plan Allowance to all employees eligible to participate in City sponsored health and welfare benefits under Section A of this Article of up to \$1,296 monthly (less the direct PEMHCA payment provided in paragraph B) for the term of the agreement.
 3. Effective December 1, 2017, , the City agrees to provide a Cafeteria Plan Allowance to all employees eligible to participate in City sponsored health and welfare benefits under Section A of this Article of up to \$1,321 monthly (less the direct PEMHCA payment provided in paragraph B) for the term of the agreement.
 4. Effective December 1, 2018,, the City agrees to provide a Cafeteria Plan Allowance to all employees eligible to participate in City sponsored health and welfare benefits under Section A of this Article of up to \$ 1,347 monthly (less the direct PEMHCA payment provided in paragraph B) for the term of the agreement.

6. The City agrees to provide a flex plan credit of up to \$168.00 per month to be used by active employees for any benefit covered under the Cafeteria Plan.
7. Employees who elect not to participate in any of the medical, dental, vision and LTD insurance benefits sponsored by the City and who provide proof of other medical coverage will not receive any Cafeteria Plan Allowance under Section C(2) or Flex Plan Credit under Section C(3) of this Article. Instead, employees who opt out of these City sponsored benefits will receive \$150 per month.
8. Any Cafeteria Plan Allowance provided for under Section C(2) of this Article can only be used by an employee to offset the cost of participation in City sponsored medical, dental, vision and LTD, insurance benefits for the employee and any eligible dependents.
- D. The City agrees to continue its existing Section 125 plan. The City reserves the right to select the provider or self-administer this program and to set limits for medical reimbursement accounts.
- E. The City agrees to provide a dental benefit. The City agrees to provide a dental benefit to include two (2) preventative cleanings per year. Other details of the City's dental benefit are described in the evidence of coverage document. The City reserves the right to select any dental carrier. Open enrollment will be as described in the evidence of coverage document.
- F. From time to time, the City will change benefit providers due to administrative, service, economic or other reasons. Due to carrier policies and procedures and Department of Insurance requirements, there can be no guarantee that one policy will exactly mirror the preceding one. The City desires to provide a consistent benefit, and insofar as is possible, benefits and language will be matched.
- G. Management and Confidential employees may utilize the Employee Assistance Program. Each employee and each dependent is eligible for a maximum of six (6) City paid counseling sessions.
- H. The City agrees to continue its existing vision program and reserves the right to select an insurance provider or choose to self-insure this benefit.

ARTICLE VII. RETIREE HEALTH BENEFITS

- A. Medical Insurance Benefits
The City agrees to contract with the California Public Employees' Retirement System (CalPERS) for the purpose of providing employees and their eligible dependents with medical insurance benefits. Effective the first of the month following City Council approval of this resolution or as soon as administratively possible, the City's maximum monthly medical contribution for each eligible retiree shall be equal to the minimum employer contribution required for active employees under the Public Employees' Medical and Hospital Care Act (PEMHCA).
- The parties' agreement to move from the CalPERS equal contribution method to the PEMHCA minimum employer contribution method does not modify retiree health benefits for employees in Tiers I and II pursuant to Article VI B and C below. Employees who are currently in Tier 1 who promote into a management position covered, herein, shall maintain Tier 1 benefits until retirement or a break in service. Employees who leave City employment and return to City employment shall not be covered by Tier 1 or Tier 2 retiree health benefits.
- B. For Employees Hired Prior to January 1, 2004 (Tier 1)
Employees hired prior to January 1, 2004 that qualify for post-retirement health benefits shall qualify for such benefits based on rules in effect prior to January 1, 2004, i.e. an employee that

retires from the City of Roseville and is eligible for CalPERS service retirement shall receive a City contribution towards their post-retirement medical insurance benefit at the same level as full-time regular employees covered by this agreement.

- C. For Employees Hired on or after January 1, 2004 and Prior to January 1, 2014 (Tier 2)
For employees hired on or after January 1, 2004 and prior to January 1, 2014, to be eligible to receive post-retirement health benefits, an employee must complete at least five (5) years of CalPERS-credited service with the City of Roseville. Employees who retire from the City of Roseville after meeting the service requirement stated above and who have at least ten (10) years of CalPERS-credited service will receive a City contribution towards their post-retirement health benefits as follows:

Total Credited Years of Service	% of City Contribution
10	50 %
11	55
12	60
13	65
14	70
15	75
16	80
17	85
18	90
19	95
20 +	100

Employees who have PERS-credited service through other public agencies must complete at least five (5) years of service with the City of Roseville and retire from the City of Roseville to be eligible for post-retirement health benefits. However, once an employee has completed five (5) years of service with the City of Roseville, their eligibility for post-retirement health benefits will include all years of PERS-credited service.

The vesting requirements for post-retirement health benefits will become effective January 1, 2004. Employees hired on or after January 1, 2004 shall be subject to the above post-retirement vesting schedule for health benefits.

- D. For Employees Hired on or After January 1, 2014 (Tier 3)
1. Employees hired on or after January 1, 2014 shall have no vested right in any post-employment medical benefits provided by the City of Roseville. Instead, upon hire, those employees shall contribute one percent (1%) of their base salary each pay period to a City sponsored Retirement Health Savings (RHS) account and shall contribute an additional one percent (1%) per pay period per year annually, up to a maximum of five percent (5%) per pay period annually thereafter, to be used to fund the employee's medical costs upon retirement from the City.
 2. After five (5) years of continuous service with the City of Roseville, and beginning on the first pay period of the sixth year of service, the City shall contribute a flat dollar amount equal to \$100 per month to be deposited to the employee's RHS account up until the employee's retirement date or separation from the City. After accruing ten (10) cumulative years of service with the City and pursuant to the vesting schedule in Section C of this Article, employees may draw from the City contribution to this account upon retirement.

3. Employees who terminate City service for reasons other than retirement prior to twenty (20) years of cumulative service with the City will forfeit any City contributions.

4. Employees must retire from the City of Roseville and be enrolled in the City of Roseville's health plan in order to utilize City contributions to the employee's RHS accounts. After ten (10) years of cumulative service with the City of Roseville, City contributions to the employee's RHS account may be used for all covered medical expenses pursuant to Section 213 of the IRS Code.

ARTICLE VIII. LONG TERM DISABILITY PLAN

- A. The City agrees to maintain a long term disability (LTD) program consisting of a sixty (60) calendar day qualifying period; whereupon an eligible employee shall be entitled to receive sixty percent (60%) of his/her gross monthly salary in accordance with the LTD Plan. Other details of the City's LTD plan are described in the plan booklet.
- B. After five (5) years as a regular employee, the City agrees to pay one hundred percent (100%) of the premium for the LTD plan.
- C. A program of voluntary group Supplemental LTD is available to those employees assigned to the classifications in Management Appendix "A", CCAP Appendix "A", and Confidential Appendix "A". The City reserves the right to select the insurance provider. The employee accepts sole responsibility for payment of any and all costs under this program. All premiums will be collected via payroll deduction.

ARTICLE IX. LIFE INSURANCE

The City agrees to continue to provide a City paid life insurance program for eligible employees as covered in the plan document. The City reserves the right to select the life insurance benefit provider. The program will provide a policy equivalent to twice the annual salary in effect as of July 1 of each year.

ARTICLE XI. SERVICE TERM/PERFORMANCE BONUS

- A. **SERVICE TERM BONUS**
In recognition of the substantial contribution to the community made by Confidential employees as a result of the length of their City service, the City shall annually award, not compounded, each applicable employee a service term bonus as indicated below.

- 1. The City agrees to provide Confidential employees the following service term bonus:

SERVICE TERM	BONUS AMOUNT
Beginning of the 10th year	2.5% of base salary

- 2. The City agrees to continue to provide Assistant Fire Chief, Fire Division Chief and Fire Battalion Chief the following service term bonus:

SERVICE TERM	BONUS AMOUNT
Beginning of 10th year to completion of 14th year	2.5% of base salary
Beginning of 15th year to completion of 19th year	5.0% of base salary
Beginning of 20th year and	7.5% of base salary

every year thereafter

3. The City agrees to provide Police Lieutenants and Captains the following service term bonus:

SERVICE TERM	BONUS AMOUNT
Beginning of 10th year to completion of 14th year	2.5% of base salary
Beginning of 15th year to completion of 19th year and every year thereafter	5.0% of base salary

Such service term bonus shall be included in each eligible employee's bi-weekly payroll.

- B. Employees hired on or after January 1, 2016, who receive a satisfactory or above annual performance review shall be eligible for an annual lump sum performance bonus as follows:

1. The City agrees to provide Confidential employees the following service term bonus:

SERVICE TERM	BONUS AMOUNT
Beginning of the 10th year	2.5% of base salary

2. The City agrees to continue to provide Assistant Fire Chief, Fire Division Chief and Fire Battalion Chief the following service term bonus:

SERVICE TERM	BONUS AMOUNT
Beginning of 10th year to completion of 14th year	2.5% of base salary
Beginning of 15th year to completion of 19th year	5.0% of base salary
Beginning of 20th year and every year thereafter	7.5% of base salary

3. The City agrees to provide Police Lieutenants and Police Captains the following service term bonus:

SERVICE TERM	BONUS AMOUNT
Beginning of 10th year to completion of 14th year	2.5% of base salary
Beginning of 15th year to completion of 19th year and every year thereafter	5.0% of base salary

The annual lump sum performance bonus shall be paid with the first full pay check in January each year based upon the base salary paid during the first full pay period in the previous November of each year.

ARTICLE XII. VACATION LEAVE

- A. Vacation provisions shall be governed pursuant to Roseville Municipal Code Section 3.12.060 with the exceptions noted in Subsection B.
- B. Except as noted below, each full-time classified public safety Fire Department employee shall accrue vacation leave with pay as follows:

Service Category	Bi-weekly Accrual	Days/Year Equivalent	Maximum Hours
New employee to completion of 4 th year	3.693 hr	12 days (96 hours)	192
Start of 5 th yr to completion of 9 th year	4.62 hr	15 days (120 hours)	240
Start of 10 th yr to completion of 14 th yr	5.23 hr	17 days (135 hours)	272
Start of 15 th yr to completion of 19 th yr	5.8 hr	19 days (152 hours)	304
Start of 20 th yr and succeeding years	6.46 hr	21 days (168 hours)	336

Each full-time management employee in the Fire Department working a twenty-four (24) hour shift shall accrue vacation leave with pay as follows:

Service Category	Bi-weekly Accrual	Days/Year Equivalent	Maximum Hours
New employee to completion of 4 th year	5.538 hr	6 shifts (144 hours)	288
Start of 5 th yr to completion of 9 th year	7.385 hr	8 shifts (192 hours)	384
Start of 10 th yr to completion of 14 th yr	8.308 hr	9 shifts (216 hours)	432
Start of 15 th yr to completion of 19 th yr	9.231 hr	10 shifts (240 hours)	480
Start of 20 th yr and succeeding years	10.15 hr	11 shifts (264 hours)	528

- C. All employees in the unit who are on probation may use vacation leave with prior approval from their supervisor.

ARTICLE XIII. MANAGEMENT LEAVE PLAN

Each calendar year management employees will be eligible to receive up to one hundred (100) hours of management leave. The actual number of hours allocated to each employee will be determined based on:

- A. The employee's accomplishments, efforts and performance as determined by the department head and the City Manager. The City Manager has the discretion to determine the number of management leave hours for new hires.

- B. By December 1st (for the subsequent year) each department will submit to the Human Resources Director their recommendation (and any supporting justification) for the amount of management leave to be allocated to each employee. The City Manager will have final approval of all management leave allocations.

Employees will be issued hours on January 1st each year and will not be allowed to carry unused hours beyond the end of the current calendar year. Employees may receive a lump sum payoff of up to fifty (50) hours. Department Heads may receive a lump sum payoff off of up to 100 hours. Employees may make an early payoff request any time after July 1 of each year. Employee may not be compensated for more hours than earned (based on an annual pro-ration) at the time of the payoff request. If an employee does not make an early request then the payoff of up to fifty (50) hours will be made on the pay period that includes December 31st.

A department head may recommend a revised allocation if an employee's work schedule or job duties change during the year. Any payoff of management leave will be based on the revised allocation. Upon separation from City service, an employee's allocation shall be deemed revised, prorated to correspond to the portion of the calendar year prior to separation, and net payoff of management leave shall be adjusted accordingly.

ARTICLE XIV. PERSONAL LEAVE TIME

Each full-time employee in the confidential unit shall be provided a bank of forty (40) hours of Personal Leave Time (PLT) on the first pay period of each calendar year. Part-time employees shall receive a pro-rated bank.

Use of PLT time shall be subject to the following:

- A. PLT may be used by employees for time off on an hour for hour basis until the employee has exhausted the bank.
1. Use of PLT shall be subject to the operating needs of the City. The City may deny an employee time off on PLT if such release time will adversely impact the operating or staffing needs of a City department.
- B. PLT shall have cash value and may be cashed out by the employee on an hour-for-hour basis at the employee's regular straight-time hourly rate of pay. Employees may cash out unused PLT in any regular pay period pursuant to procedures established by the City Human Resources Department.
- C. Any PLT time remaining in an employee's PLT bank on the last pay period of the calendar year shall not roll over into the next calendar year. Such PLT time shall be cashed out by the City on an hour-for-hour basis at the employee's regular straight-time hourly rate of pay.
- D. Employees who terminate employment with the City or leave the bargaining unit shall be cashed out at the rate of 0.76923 hours per week up to the balance of the employee's PLT bank. If an employee terminates and has taken more PLT in advance than 0.76923 hours per week, the City shall deduct an equivalent amount of pay for the excess PLT. Any time cashed out will be paid on an hour-for-hour basis at the employee's regular straight-time hourly rate of pay. Part-time employees will receive a pro-rated cash out of their PLT bank.
- E. Any employee hired after the first of the year shall be granted a prorated amount at 0.76923 hours per week for the remainder of the calendar year. For example, if an employee is hired on July 1, the employee shall be granted twenty (20) hours of PLT.

ARTICLE XV. HOLIDAY PAYOFF FOR PUBLIC SAFETY MANAGERS

- A. Police Lieutenants assigned to patrol will be issued one hundred and ten (110) holiday hours annually.
- B. At any time after July 1st, police managers may submit a request for a one-time lump sum of up to forty (40) hours of holiday pay prior to taking time off at straight salary.
- C. Battalion Chiefs (24 hour) will be issued one hundred and forty-four (144) hours of holiday time annually. In lieu of holiday time off, Battalion Chiefs may elect to receive straight salary for up to six (6) shifts of earned and unused holiday credit prior to the end of each January. All holiday time to be converted to pay shall be in one-half (1/2) shift increments.

ARTICLE XVI. SICK LEAVE INCENTIVE PROGRAM (refer to Section 3.12.070 of the Personnel Rules)

The payment of unused sick leave is authorized by the City as a means of rewarding employees who have made conscientious efforts to maximize their attendance on the job.

Upon retirement, permanent employees shall be entitled to the payment for accrued sick leave as follows:

A.

Non-24 Hour Shift Number of Sick			24 Hour Shift Number of Sick			Percent of Compensation Given
Leave Hours Accumulated			Leave Hours Accumulated			
Max			Max			
1200	To	1600	1800	to	2400	70%
956	To	1199.99	1434	to	1799.99	60%
764	To	955.99	1146	to	1433.99	50%
572	To	763.99	858	to	1145.99	40%
380	To	571.99	570	to	857.99	30%
188	To	379.99	282	to	569.99	20%
0	To	187.99	0	to	281.99	0%

OR

- B. Upon retirement, for employees hired or promoted to a management position prior to January 1, 2016 with a minimum of one hundred and fifty (150) days (1200 hours) of sick leave may "run out" their balance up to a maximum of six (6) months. During this "run out" period, the employee will remain on City payroll and will receive all health and welfare contributions as if they were actually working. Employee will not earn any additional vacation, sick, holiday, administrative or any other form of leave, nor will they receive salary or step increases. Employee will not receive auto allowance, performance pay or City paid deferred compensation contributions while on "run down." Finally, employee will not receive any long term disability or life insurance benefits while running down their sick leave.
- C. Any remaining sick leave balances after choice of either "A" or "B" can be converted to CalPERS service credit.

ARTICLE XVII. CATASTROPHIC LEAVE

Employees may voluntarily donate accrued vacation, PLT, management leave, floating holiday, and/or compensatory time off (CTO) for credit to another regular employee covered by this agreement who suffers a non-industrial related catastrophic illness or injury. Such donations shall be made in accordance with the following:

- A. The recipient employee must be off work for a minimum of thirty (30) consecutive days and must have exhausted all accrued leave (vacation, holiday, sick leave, compensatory time, etc.) prior to receiving donated leave.
- B. A donor employee may voluntarily donate up to a maximum of forty (40) hours of vacation, PLT, management leave, floating holiday, and/or compensatory time in any calendar year. All donations are irrevocable. Donations shall be made in four (4) hour increments. All unused hours shall remain with the recipient employee.
- C. A maximum of sixty (60) days can be donated to any one regular employee in any one calendar year.
- D. A recipient employee shall be eligible for health benefits while on catastrophic leave with donated time for a maximum of sixty (60) days; however a recipient employee shall not accrue vacation or sick leave during this period.
- E. An employee donating accrued leave or an employee receiving donated leave shall waive all tax liability of the City through the establishment of the catastrophic sick leave program.

ARTICLE XVIII. ADDITIONAL APPLICATION

In addition to the specific application of the above terms, conditions and understanding of compensation of employment, the provisions of Articles I, IV, V, VI, VII, VIII, X, XI, XIV, XV, XVIII, XIX and XXII shall apply to the City Manager and the City Attorney.

ARTICLE XIX. UNIFORM ALLOWANCE

- A. Police management will be provided uniforms in accordance with department procedures. Police Lieutenants who are assigned to investigations for a period of one year or more who have not served in that assignment for at least two (2) years are eligible to receive a one-time clothing reimbursement of \$400 to offset increased clothing costs associated with the assignment. Such clothing will be cleaned at the City's expense.
- B. The City will continue to provide uniforms, clean and replace uniforms for fire management personnel.

ARTICLE XX. EDUCATIONAL REIMBURSEMENT

Employees may be reimbursed for the tuition and fees connected with approved job related educational courses recognized by the U.S. Secretary of Education not to exceed the California State University full-time tuition rate per year. The cost of books is not covered in this agreement. The employee will submit the request for reimbursement to the Human Resources Department.

The request must be made before the class has been completed. The Human Resources Department will make the final decision to accept or reject the request. No payment will be made until the final proof of passing grade is submitted to Human Resources. The City has established an annual educational reimbursement fund of \$6,000 to be administered by the Human Resources Department. Once the fund balance is depleted, no further reimbursements will be approved.

ARTICLE XXI. ALCOHOL AND DRUG ABUSE POLICY

The Alcohol and Drug Abuse Policy will continue to be enforced. All employees will be required to immediately notify the City in writing of any criminal drug or alcohol related conviction.

ARTICLE XXII. DEPARTMENT HEAD CONTRACTS AND SEPARATION INCENTIVE PLAN AND ADMINISTRATIVE SETTLEMENTS

- A. The City agrees to grant the City Manager the authority to enter into employment contracts with department head staff. One of the provisions of the contract will be to provide up to six (6) months' severance pay for department heads whose contracts are not renewed.
- B. The City agrees to grant the City Manager the authorization to create a separation incentive plan using a 401 tax qualified plan and for the City Manager to serve as the Plan Administrator
- C. The City Manager is authorized to approve administrative settlements through separation of service agreements with up to 2 weeks compensation for each year of service credit, up to a maximum of 26 weeks.

ARTICLE XXIII. RELOCATION ASSISTANCE

The City agrees to grant the City Manager the authority to provide up to \$15,000 in relocation assistance for positions the manager deems appropriate.

ARTICLE XXVI. NO SMOKING POLICY

Sworn employees hired after January 1, 2004 must be tobacco free and cannot use tobacco products on or off duty.

ORDINANCE NO. 5612

ORDINANCE OF THE COUNCIL OF THE CITY OF ROSEVILLE
AUTHORIZING CERTAIN AMENDMENTS TO THE 2015-16
BUDGET AND DECLARING THIS ORDINANCE TO BE IMMEDIATELY
EFFECTIVE AS AN APPROPRIATION MEASURE

THE CITY OF ROSEVILLE ORDAINS:

SECTION 1. The City of Roseville Annual Budget, Fiscal Year 2015-16, is hereby amended by transferring appropriation to and from the activities indicated below:

Appropriate funds for the Management/Confidential and IBEW salary adjustments per request of the Human Resources Department, as listed on the attached Request for Budget Adjustment in the amount of \$2,054,252.00.

SECTION 2. This ordinance is hereby declared to be an appropriation measure, immediately effective pursuant to the provisions of Section 5.03 of the Charter.

SECTION 3. The City Clerk is hereby authorized and directed to post a true copy of the foregoing ordinance in each of three (3) conspicuous locations in the City and she shall immediately after such posting enter in the ordinance book, under the record of the ordinance, a certificate under her hand stating the time and place of such publication by posting.

PASSED AND ADOPTED by the Council of the City of Roseville, this
_____ day of _____, 20__, by the following vote on roll call:

AYES COUNCILMEMBERS:

NOES COUNCILMEMBERS:

ABSENT COUNCILMEMBERS:

MAYOR

ATTEST:

City Clerk



REQUEST FOR BUDGET ADJUSTMENT
FINANCE DEPARTMENT

Instructions: Complete all necessary fields. Fields marked with an asterisk (*) are mandatory and required for processing. Obtain required approvals and process according to the procedure outlined in:
A.R. 6.01 Budget Adjustment Policy & Procedure.

REQUESTER*: Gayle Satchwell

DEPARTMENT/DIVISION*: Human Resources

FISCAL YEAR/EFFECTIVE DATE*: FY16 - 01/09/2016

PROPOSED COUNCIL DATE (if applicable): 01/06/2016

For more detailed budget adjustment training information, including examples, please click on the following link:
Miscellaneous Budget Training Information.

USE OF FUNDS*						
AMOUNT*	ACCOUNT NUMBER					Account Title/Activity Description*
	GL			JL		
	ORG KEY*	OBJECT*	FUND*	PROJECT	ACTIVITY	
						**see attached detail
\$ - 0	TOTAL					

SOURCE OF FUNDS*						
AMOUNT*	ACCOUNT NUMBER					Account Title/Activity Description*
	GL			JL		
	ORG KEY	OBJECT	FUND*	PROJECT	ACTIVITY	
						**see attached detail
\$ - 0	TOTAL					

FINANCE USE	Approved: <i>Kent L. Lora</i>	Comments:
	BUDGET MANAGER/DESIGNEE	DATE

Justification for Budget Adjustment*:

A budget adjustment is needed for the FY16 cost of the IBEW Memorandum of Understanding and the Management/Confidential Terms and Conditions effective January 1, 2016 through December 31, 2018.

Approved: <i>Gayle Satchwell</i>	Approved:
REQUESTING DEPARTMENT HEAD / DESIGNEE	CITY MANAGER
DATE	DATE

Use of Funds:

Amount	Org Key	Object	Fund	Account Title
9,106	08335	4398	225	Salaries and Benefits
1,218	08402	4398	480	Salaries and Benefits
61,204	08424	4398	470	Salaries and Benefits
27,665	08431	4398	480	Salaries and Benefits
25,401	08432	4398	470	Salaries and Benefits
3,256	08433	4398	480	Salaries and Benefits
28,056	08600	4398	490	Salaries and Benefits
49,991	08611	4398	490	Salaries and Benefits
640,911	08614	4398	490	Salaries and Benefits
193,964	08616	4398	490	Salaries and Benefits

1,040,772 TOTAL

Source of Funds:

Amount	Org Key	Object	Fund	Account Title
9,106			225	Fund Balance
86,605			470	Fund Balance
32,139			480	Fund Balance
912,922			490	Fund Balance

1,040,772 TOTAL

Use of Funds:

Amount	Org Key	Object	Fund	Account Title
21,199	01500	4398	100	Salaries and Benefits
8,496	01520	4398	100	Salaries and Benefits
37,547	02000	4398	100	Salaries and Benefits
25,342	03100	4398	100	Salaries and Benefits
9,431	03110	4398	100	Salaries and Benefits
12,982	03120	4398	100	Salaries and Benefits
7,451	03121	4398	100	Salaries and Benefits
2,832	03123	4398	100	Salaries and Benefits
5,015	03124	4398	100	Salaries and Benefits
5,297	03125	4398	100	Salaries and Benefits
2,832	03126	4398	100	Salaries and Benefits
5,968	03200	4398	100	Salaries and Benefits
7,394	03300	4398	100	Salaries and Benefits
2,683	03311	4398	100	Salaries and Benefits
2,188	03331	4398	100	Salaries and Benefits
18,274	05000	4398	100	Salaries and Benefits
8,874	05010	4398	100	Salaries and Benefits
9,953	05011	4398	100	Salaries and Benefits
4,123	05040	4398	100	Salaries and Benefits
2,016	05041	4398	100	Salaries and Benefits
2,281	05043	4398	100	Salaries and Benefits
6,528	05050	4398	100	Salaries and Benefits
39,338	05500	4398	100	Salaries and Benefits
2,603	05511	4398	100	Salaries and Benefits
2,017	05513	4398	100	Salaries and Benefits
4,541	05514	4398	100	Salaries and Benefits
14,811	05531	4398	100	Salaries and Benefits
5,123	05532	4398	100	Salaries and Benefits
5,034	05535	4398	100	Salaries and Benefits
7,444	06000	4398	100	Salaries and Benefits
3,835	06011	4398	100	Salaries and Benefits
13,850	06021	4398	100	Salaries and Benefits
6,828	06022	4398	100	Salaries and Benefits
6,343	06025	4398	100	Salaries and Benefits
2,937	06040	4398	100	Salaries and Benefits
10,152	06500	4398	100	Salaries and Benefits
12,520	08100	4398	100	Salaries and Benefits
1,614	08110	4398	100	Salaries and Benefits
15,821	08123	4398	100	Salaries and Benefits
12,896	08200	4398	100	Salaries and Benefits
5,441	08300	4398	100	Salaries and Benefits
10,567	08320	4398	100	Salaries and Benefits
9,374	08340	4398	100	Salaries and Benefits
5,896	08500	4398	100	Salaries and Benefits
4,829	08501	4398	100	Salaries and Benefits
17,052	08505	4398	100	Salaries and Benefits
2,188	08521	4398	100	Salaries and Benefits
5,772	08550	4398	100	Salaries and Benefits
4,720	08551	4398	100	Salaries and Benefits
9,286	08800	4398	100	Salaries and Benefits
6,252	08810	4398	100	Salaries and Benefits
12,064	08820	4398	100	Salaries and Benefits
2,682	08830	4398	100	Salaries and Benefits

2,699	08335	4398	225 Salaries and Benefits
1,733	08527	4398	227 Salaries and Benefits
4,375	08541	4398	401 Salaries and Benefits
7,877	08350	4398	440 Salaries and Benefits
4,140	08352	4398	441 Salaries and Benefits
4,744	08410	4398	460 Salaries and Benefits
1,863	08411	4398	460 Salaries and Benefits
2,156	08412	4398	460 Salaries and Benefits
8,481	08420	4398	470 Salaries and Benefits
4,633	08424	4398	470 Salaries and Benefits
4,913	08426	4398	470 Salaries and Benefits
10,533	08427	4398	470 Salaries and Benefits
4,461	08432	4398	470 Salaries and Benefits
18,728	08400	4398	480 Salaries and Benefits
3,208	08402	4398	480 Salaries and Benefits
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3,609	08430	4398	480 Salaries and Benefits
2,226	08431	4398	480 Salaries and Benefits
1,498	08433	4398	480 Salaries and Benefits
19,784	08405	4398	485 Salaries and Benefits
73,169	08600	4398	490 Salaries and Benefits
34,607	08605	4398	490 Salaries and Benefits
49,035	08611	4398	490 Salaries and Benefits
72,388	08614	4398	490 Salaries and Benefits
49,406	08616	4398	490 Salaries and Benefits
101,201	08621	4398	490 Salaries and Benefits
43,000	08623	4398	490 Salaries and Benefits
4,055	03321	4398	501 Salaries and Benefits

1,013,480 TOTAL

Source of Funds:

Amount	Org Key	Object	Fund	Account Title
472,536			100	Fund Balance
2,699			225	Fund Balance
1,733			227	Fund Balance
4,375			401	Fund Balance
7,877			440	Fund Balance
4,140			441	Fund Balance
8,763			460	Fund Balance
33,021			470	Fund Balance
31,691			480	Fund Balance
19,784			485	Fund Balance
422,806			490	Fund Balance
4,055			501	Fund Balance

1,013,480 TOTAL



REQUEST FOR BUDGET ADJUSTMENT
FINANCE DEPARTMENT

Instructions: Complete all necessary fields. Fields marked with an asterisk (*) are mandatory and required for processing. Obtain required approvals and process according to the procedure outlined in:
A.R. 6.01 Budget Adjustment Policy & Procedure.

For more detailed budget adjustment training information, including examples, please click on the following link:
Miscellaneous Budget Training Information.

REQUESTER*: Gayle Satchwell

DEPARTMENT/DIVISION*: Human Resources

FISCAL YEAR/EFFECTIVE DATE*: FY16 - 01/09/2016

PROPOSED COUNCIL DATE (if applicable): 01/06/2016

USE OF FUNDS*

SOL OF FUNDS						
AMOUNT*	ACCOUNT NUMBER					Account Title/Activity Description*
	GL		FUND*	JL		
	ORG KEY*	OBJECT*		PROJECT	ACTIVITY	
						**see attached detail

SOURCE OF FUNDS*

AMOUNT*	ACCOUNT NUMBER					Account Title/Activity Description*
	GL		FUND*	JL		
	ORG KEY	OBJECT		PROJECT	ACTIVITY	
						**see attached detail
\$ - 0	TOTAL					

FINANCE USE

Approved:

Comments:

BUDGET MANAGER/DESIGNEE

DATE

Justification for Budget Adjustment*:

A budget adjustment is needed for the FY16 cost of the IBEW Memorandum of Understanding and the Management/Confidential Terms and Conditions effective January 1, 2016 through December 31, 2018.

Approved:

Approved:

REQUESTING DEPARTMENT HEAD / DESIGNEE

DATE

CITY MANAGER

DATE

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REQUEST FOR BUDGET ADJUSTMENT
FINANCE DEPARTMENT

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REQUESTER*: Gayle Satchwell

DEPARTMENT/DIVISION*: Human Resources

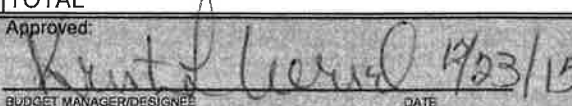
FISCAL YEAR/EFFECTIVE DATE*: FY16 - 01/09/2016

PROPOSED COUNCIL DATE (if applicable): 01/06/2016

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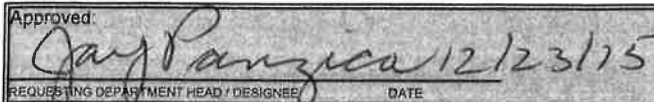
USE OF FUNDS*						
AMOUNT*	ACCOUNT NUMBER					Account Title/Activity Description*
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	ORG KEY*	OBJECT*		PROJECT	ACTIVITY	
						**see attached detail
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	ORG KEY	OBJECT		PROJECT	ACTIVITY	
						**see attached detail
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FINANCE USE	Approved:	Comments:
	 BUDGET MANAGER/DESIGNEE DATE 12/23/15	

Justification for Budget Adjustment*:

A budget adjustment is needed for the FY16 cost of the IBEW Memorandum of Understanding and the Management/Confidential Terms and Conditions effective January 1, 2016 through December 31, 2018.

Approved:	Approved:
 REQUESTING DEPARTMENT HEAD / DESIGNEE DATE 12/23/15	 CITY MANAGER DATE

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1,013,480 TOTAL

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33,021			470	Fund Balance
31,691			480	Fund Balance
19,784			485	Fund Balance
422,806			490	Fund Balance
4,055			501	Fund Balance

1,013,480 TOTAL

<u>Position Allocation/Staffing Report</u> <u>by Department and Location ("Division")</u>				
Gra	Position Title	Allocated FTE	Staffed FTE	(Over)/ Under Staffed Variance
Department: 86 ROSEVILLE ELECTRIC				
Div/Loc: 08621 - POWER SUPPLY				
086210084	ADMIN TECHNICIAN	1.000	1.000	
086218553	ASST ELEC UTIL DIR-RESOURCES	1.000	0.000	1.000
086212314	ELECTRIC RESOURCES ANALYST I	0.000	1.000	(1.000)
086212316	ELECTRIC RESOURCES ANALYST II	7.000	3.000	4.000
086212354	ELECTRIC RISK MGMT ADMINISTRAT	1.000	1.000	
086215535	POWER SUPPLY & PORTFOLIO ADMST	1.000	1.000	
086210395	ASSISTANT ELECTRIC UTILITY DIR	0.000	1.000	(1.000)
086211312	ELECTRIC BUSINESS ANALYST II	0.000	1.000	(1.000)
TOTAL FOR LOC/DIV 08621 - POWER SUPPLY:		11.000	9.000	2.000
TOTAL FOR DEPARTMENT 86 - ROSEVILLE ELECTRIC:		11.000	9.000	2.000
Grand Totals:		11.000	9.000	2.000

ORDINANCE NO. 5613

ORDINANCE OF THE COUNCIL OF THE CITY OF ROSEVILLE AMENDING
ORDINANCE NO. 5580, THE SALARY ORDINANCE FOR MANAGEMENT EMPLOYEES,
AS AMENDED BY APPENDIX "A" TO BE EFFECTIVE
JANUARY 9, 2016, AS AN URGENCY MEASURE

THE CITY OF ROSEVILLE ORDAINS:

SECTION 1. Title and Purpose.

Ordinance No. 5580, the Salary Ordinance for Management Employees, is hereby amended as shown on Appendix "A" attached hereto, to reflect the following changes:

ADDITION OF CLASSIFICATION:

<u>Classification No.</u>	<u>Position Title</u>	<u>Salary Range</u>
8553	Assistant Electric Utility Director - Resources & Planning	10416

ADDITION OF SCHEDULE:

Effective January 9, 2016, the salary schedule for Management employees will be divided into two categories, based on the date of hire. Salary Schedule-A will apply to employees hired before January 1, 2016 and Salary Schedule-B will apply to employees hired after January 1, 2016.

SECTION 2. Salary Plan Effective Date.

This Ordinance shall be effective January 9, 2016 as an urgency measure.

SECTION 3. Urgency Ordinance.

This ordinance is hereby declared to be an urgency measure, immediately necessary for the public peace, health and safety and shall take effect January 9, 2016. A statement of urgency is as follows:

It is necessary to amend the Salary Ordinance to comply with recently approved changes for the orderly and necessary continuance of operations of the City.

SECTION 4. Posting.

The City Clerk is hereby authorized and directed to post a true copy of the foregoing ordinance in each of three (3) conspicuous locations in the City and she shall immediately after such posting enter in the Ordinance Book under the record of the ordinance a certificate under her hand stating the time and place of said publication by posting.

PASSED AND ADOPTED by the Council of the City of Roseville this ____ day of _____, 20____, by the following vote on roll call:

AYES COUNCILMEMBERS:

NOES COUNCILMEMBERS:

ABSENT COUNCILMEMBERS:

MAYOR

ATTEST:

City Clerk

CITY OF ROSEVILLE

SALARY SCHEDULE

Appendix: A
Percentage:1.020

Effective Date: 01/09/2016

MGMT MANAGEMENT

Job Code	Title	Step	Hourly	Bi-weekly	Monthly	Annual
0041	ACCOUNTING MANAGER					
		STEP A	43.9697	3,517.57	7,621.41	91,456.97
		STEP B	46.1683	3,693.46	8,002.50	96,030.06
		STEP C	48.4769	3,878.15	8,402.66	100,831.95
		STEP D	50.9007	4,072.05	8,822.78	105,873.45
		STEP E	53.4457	4,275.65	9,263.92	111,167.05
		STEP F	56.1177	4,489.41	9,727.06	116,724.81
		STEP G	58.9238	4,713.90	10,213.45	122,561.50
0043	ACCOUNTING SUPERVISOR					
		STEP A	40.5385	3,243.08	7,026.67	84,320.08
		STEP B	42.5655	3,405.24	7,378.02	88,536.24
		STEP C	44.6937	3,575.49	7,746.90	92,962.89
		STEP D	46.9284	3,754.27	8,134.25	97,611.07
		STEP E	49.2748	3,941.98	8,540.96	102,491.58
		STEP F	51.7386	4,139.08	8,968.02	107,616.28
		STEP G	54.3255	4,346.04	9,416.42	112,997.04
0045	ADMIN ANALYST I					
		STEP A	33.2609	2,660.87	5,765.22	69,182.67
		STEP B	34.9239	2,793.91	6,053.47	72,641.71
		STEP C	36.6700	2,933.60	6,356.13	76,273.60
		STEP D	38.5037	3,080.29	6,673.97	80,087.69
		STEP E	40.4288	3,234.30	7,007.65	84,091.90
		STEP F	42.4503	3,396.02	7,358.05	88,296.62
		STEP G	44.5728	3,565.82	7,725.95	92,711.42
0050	ADMIN ANALYST II					
		STEP A	36.5872	2,926.97	6,341.78	76,101.37
		STEP B	38.4165	3,073.32	6,658.86	79,906.32
		STEP C	40.3372	3,226.97	6,991.78	83,901.37
		STEP D	42.3541	3,388.32	7,341.37	88,096.52
		STEP E	44.4717	3,557.73	7,708.42	92,501.13
		STEP F	46.6954	3,735.63	8,093.86	97,126.43
		STEP G	49.0301	3,922.40	8,498.55	101,982.60
0086	ALTERNATIVE TRANSP ANALYST I					
		STEP A	33.7583	2,700.66	5,851.43	70,217.26
		STEP B	35.4464	2,835.71	6,144.04	73,728.51
		STEP C	37.2187	2,977.49	6,451.24	77,414.89
		STEP D	39.0796	3,126.36	6,773.79	81,285.56
		STEP E	41.0335	3,282.68	7,112.47	85,349.68
		STEP F	43.0852	3,446.81	7,468.10	89,617.21
		STEP G	45.2396	3,619.16	7,841.53	94,098.36

CITY OF ROSEVILLE

SALARY SCHEDULE

Appendix: A
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Effective Date: 01/09/2016

MGMT MANAGEMENT

Job Code	Title	Step	Hourly	Bi-weekly	Monthly	Annual
0088	ALTERNATIVE TRANSP ANALYST II					
		STEP A	36.5872	2,926.97	6,341.78	76,101.37
		STEP B	38.4165	3,073.32	6,658.86	79,906.32
		STEP C	40.3372	3,226.97	6,991.78	83,901.37
		STEP D	42.3541	3,388.32	7,341.37	88,096.52
		STEP E	44.4717	3,557.73	7,708.42	92,501.13
		STEP F	46.6954	3,735.63	8,093.86	97,126.43
		STEP G	49.0301	3,922.40	8,498.55	101,982.60
0090	ALTERNATIVE TRANSP MGR					
		STEP A	46.6032	3,728.25	8,077.88	96,934.65
		STEP B	48.9333	3,914.66	8,481.77	101,781.26
		STEP C	51.3798	4,110.38	8,905.83	106,869.98
		STEP D	53.9487	4,315.89	9,351.10	112,213.29
		STEP E	56.6460	4,531.68	9,818.64	117,823.68
		STEP F	59.4785	4,758.28	10,309.60	123,715.28
		STEP G	62.4520	4,996.16	10,825.01	129,900.16
0245	ASST CITY ATTORNEY					
		STEP A	68.7340	5,498.72	11,913.89	142,966.72
		STEP B	72.1707	5,773.65	12,509.58	150,115.05
		STEP C	75.7791	6,062.32	13,135.04	157,620.52
		STEP D	79.5682	6,365.45	13,791.82	165,501.85
		STEP E	83.5467	6,683.73	14,481.42	173,777.13
		STEP F	87.7239	7,017.91	15,205.47	182,465.71
		STEP G	92.1102	7,368.81	15,965.76	191,589.21
0250	ASST CITY CLERK					
		STEP A	35.4741	2,837.92	6,148.84	73,786.12
		STEP B	37.2478	2,979.82	6,456.28	77,475.42
		STEP C	39.1102	3,128.81	6,779.10	81,349.21
		STEP D	41.0657	3,285.25	7,118.05	85,416.65
		STEP E	43.1191	3,449.52	7,473.97	89,687.72
		STEP F	45.2750	3,622.00	7,847.66	94,172.00
		STEP G	47.5387	3,803.09	8,240.04	98,880.49
0325	ASST CITY MANAGER					
		STEP A	74.0814	5,926.51	12,840.77	154,089.31
		STEP B	77.7854	6,222.83	13,482.80	161,793.63
		STEP C	81.6747	6,533.97	14,156.94	169,883.37
		STEP D	85.7585	6,860.68	14,864.80	178,377.68
		STEP E	90.0464	7,203.71	15,608.04	187,296.51
		STEP F	94.5487	7,563.89	16,388.44	196,661.29
		STEP G	99.2762	7,942.09	17,207.87	206,494.49

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MGMT MANAGEMENT

Job Code	Title	Step	Hourly	Bi-weekly	Monthly	Annual
8553	ASST ELEC UTIL DIR-RESOURCES					
		STEP A	77.7298	6,218.38	13,473.16	161,677.98
		STEP B	81.6164	6,529.31	14,146.84	169,762.11
		STEP C	85.6972	6,855.77	14,854.18	178,250.17
		STEP D	89.9819	7,198.55	15,596.86	187,162.35
		STEP E	94.4811	7,558.48	16,376.72	196,520.68
		STEP F	99.2051	7,936.40	17,195.55	206,346.60
		STEP G	104.1655	8,333.24	18,055.35	216,664.24
0395	ASST ELECTRIC UTILITY DIRECTOR					
		STEP A	70.9719	5,677.75	12,301.79	147,621.55
		STEP B	74.5206	5,961.64	12,916.90	155,002.84
		STEP C	78.2466	6,259.72	13,562.74	162,752.92
		STEP D	82.1588	6,572.70	14,240.85	170,890.30
		STEP E	86.2668	6,901.34	14,952.91	179,434.94
		STEP F	90.5802	7,246.41	15,700.56	188,406.81
		STEP G	95.1093	7,608.74	16,485.61	197,827.34
0411	ASST EU DIRECTOR					
		STEP A	62.1514	4,972.11	10,772.90	129,274.91
		STEP B	65.2588	5,220.70	11,311.52	135,738.30
		STEP C	68.5218	5,481.74	11,877.11	142,525.34
		STEP D	71.9478	5,755.82	12,470.95	149,651.42
		STEP E	75.5453	6,043.62	13,094.51	157,134.22
		STEP F	79.3225	6,345.80	13,749.23	164,990.80
		STEP G	83.2886	6,663.08	14,436.69	173,240.28
0480	ASST FIRE CHIEF					
		STEP A	61.2592	4,900.73	10,618.26	127,419.13
		STEP B	64.3221	5,145.76	11,149.16	133,789.96
		STEP C	67.5383	5,403.06	11,706.63	140,479.66
		STEP D	70.9152	5,673.21	12,291.96	147,503.61
		STEP E	74.4609	5,956.87	12,906.55	154,878.67
		STEP F	78.1839	6,254.71	13,551.87	162,622.51
		STEP G	82.0932	6,567.45	14,229.48	170,753.85
0510	ASST POLICE CHIEF					
		STEP A	66.6657	5,333.25	11,555.38	138,664.65
		STEP B	69.9990	5,599.92	12,133.16	145,597.92
		STEP C	73.4990	5,879.92	12,739.82	152,877.92
		STEP D	77.1738	6,173.90	13,376.79	160,521.50
		STEP E	81.0326	6,482.60	14,045.65	168,547.80
		STEP F	85.0843	6,806.74	14,747.94	176,975.34
		STEP G	89.3384	7,147.07	15,485.32	185,823.87

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MGMT MANAGEMENT

Job Code	Title	Step	Hourly	Bi-weekly	Monthly	Annual
0920	BILLING SERVICES MANAGER					
		STEP A	43.9697	3,517.57	7,621.41	91,456.97
		STEP B	46.1683	3,693.46	8,002.50	96,030.06
		STEP C	48.4769	3,878.15	8,402.66	100,831.95
		STEP D	50.9007	4,072.05	8,822.78	105,873.45
		STEP E	53.4457	4,275.65	9,263.92	111,167.05
		STEP F	56.1177	4,489.41	9,727.06	116,724.81
		STEP G	58.9238	4,713.90	10,213.45	122,561.50
1017	BLDG INSPECTION SUPERVISOR					
		STEP A	40.3307	3,226.45	6,990.65	83,887.85
		STEP B	42.3473	3,387.78	7,340.19	88,082.38
		STEP C	44.4646	3,557.16	7,707.19	92,486.36
		STEP D	46.6877	3,735.01	8,092.53	97,110.41
		STEP E	49.0223	3,921.78	8,497.19	101,966.38
		STEP F	51.4734	4,117.87	8,922.05	107,064.67
		STEP G	54.0470	4,323.76	9,368.14	112,417.76
1025	BLDG MAINTENANCE SUPERVISOR					
		STEP A	34.8445	2,787.56	6,039.71	72,476.56
		STEP B	36.5866	2,926.92	6,341.67	76,100.12
		STEP C	38.4161	3,073.28	6,658.79	79,905.48
		STEP D	40.3369	3,226.95	6,991.72	83,900.75
		STEP E	42.3537	3,388.29	7,341.30	88,095.69
		STEP F	44.4713	3,557.70	7,708.35	92,500.30
		STEP G	46.6949	3,735.59	8,093.78	97,125.39
1043	BLDG OFFICIAL					
		STEP A	49.8118	3,984.94	8,634.04	103,608.54
		STEP B	52.3024	4,184.19	9,065.74	108,788.99
		STEP C	54.9176	4,393.40	9,519.05	114,228.60
		STEP D	57.6634	4,613.07	9,994.98	119,939.87
		STEP E	60.5466	4,843.72	10,494.74	125,936.92
		STEP F	63.5740	5,085.92	11,019.49	132,233.92
		STEP G	66.7526	5,340.20	11,570.45	138,845.40
0910	BUDGET ANALYST I					
		STEP A	34.4334	2,754.67	5,968.45	71,621.47
		STEP B	36.1549	2,892.39	6,266.84	75,202.19
		STEP C	37.9628	3,037.02	6,580.21	78,962.62
		STEP D	39.8610	3,188.88	6,909.24	82,910.88
		STEP E	41.8541	3,348.32	7,254.71	87,056.52
		STEP F	43.9466	3,515.72	7,617.41	91,408.92
		STEP G	46.1440	3,691.52	7,998.29	95,979.52

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Job Code	Title	Step	Hourly	Bi-weekly	Monthly	Annual
0915	BUDGET ANALYST II					
		STEP A	37.3182	2,985.45	6,468.48	77,621.85
		STEP B	39.1840	3,134.72	6,791.89	81,502.72
		STEP C	41.1434	3,291.47	7,131.52	85,578.27
		STEP D	43.2005	3,456.04	7,488.08	89,857.04
		STEP E	45.3605	3,628.84	7,862.48	94,349.84
		STEP F	47.6286	3,810.28	8,255.62	99,067.48
		STEP G	50.0100	4,000.80	8,668.40	104,020.80
0930	BUDGET MANAGER					
		STEP A	43.9697	3,517.57	7,621.41	91,456.97
		STEP B	46.1683	3,693.46	8,002.50	96,030.06
		STEP C	48.4769	3,878.15	8,402.66	100,831.95
		STEP D	50.9007	4,072.05	8,822.78	105,873.45
		STEP E	53.4457	4,275.65	9,263.92	111,167.05
		STEP F	56.1177	4,489.41	9,727.06	116,724.81
		STEP G	58.9238	4,713.90	10,213.45	122,561.50
1050	BUSINESS SVCS ADMINISTRATOR					
		STEP A	42.3780	3,390.24	7,345.52	88,146.24
		STEP B	44.4970	3,559.76	7,712.81	92,553.76
		STEP C	46.7217	3,737.73	8,098.42	97,181.13
		STEP D	49.0581	3,924.64	8,503.40	102,040.84
		STEP E	51.5108	4,120.86	8,928.53	107,142.46
		STEP F	54.0864	4,326.91	9,374.97	112,499.71
		STEP G	56.7907	4,543.25	9,843.72	118,124.65
1125	CENTRAL SERVICES DIRECTOR					
		STEP A	55.5189	4,441.51	9,623.27	115,479.31
		STEP B	58.2948	4,663.58	10,104.43	121,253.18
		STEP C	61.2096	4,896.76	10,609.66	127,315.96
		STEP D	64.2701	5,141.60	11,140.15	133,681.80
		STEP E	67.4837	5,398.69	11,697.17	140,366.09
		STEP F	70.8579	5,668.63	12,282.03	147,384.43
		STEP G	74.4007	5,952.05	12,896.12	154,753.45
1245	CHIEF FINANCIAL OFFICER					
		STEP A	86.5875	6,927.00	15,008.50	180,102.00
		STEP B	90.9169	7,273.35	15,758.92	189,107.15
		STEP C	95.4628	7,637.02	16,546.88	198,562.62
		STEP D	100.2359	8,018.87	17,374.22	208,490.67
		STEP E	105.2477	8,419.81	18,242.93	218,915.21
		STEP F	110.5101	8,840.80	19,155.08	229,861.00
		STEP G	116.0356	9,282.84	20,112.83	241,354.04

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Job Code	Title	Step	Hourly	Bi-weekly	Monthly	Annual
1180	CHIEF INFORMATION OFFICER					
		STEP A	60.9892	4,879.13	10,571.46	126,857.53
		STEP B	64.0388	5,123.10	11,100.05	133,200.70
		STEP C	67.2407	5,379.25	11,655.05	139,860.65
		STEP D	70.6027	5,648.21	12,237.80	146,853.61
		STEP E	74.1329	5,930.63	12,849.70	154,196.43
		STEP F	77.8396	6,227.16	13,492.19	161,906.36
		STEP G	81.7316	6,538.52	14,166.81	170,001.72
1220	CITY CLERK					
		STEP A	55.5188	4,441.50	9,623.25	115,479.10
		STEP B	58.2948	4,663.58	10,104.43	121,253.18
		STEP C	61.2096	4,896.76	10,609.66	127,315.96
		STEP D	64.2701	5,141.60	11,140.15	133,681.80
		STEP E	67.4836	5,398.68	11,697.15	140,365.88
		STEP F	70.8579	5,668.63	12,282.03	147,384.43
		STEP G	74.4006	5,952.04	12,896.10	154,753.24
1224	CITY LIBRARIAN					
		STEP A	50.0106	4,000.84	8,668.50	104,022.04
		STEP B	52.5111	4,200.88	9,101.92	109,223.08
		STEP C	55.1365	4,410.92	9,556.99	114,683.92
		STEP D	57.8936	4,631.48	10,034.89	120,418.68
		STEP E	60.7880	4,863.04	10,536.58	126,439.04
		STEP F	63.8276	5,106.20	11,063.45	132,761.40
		STEP G	67.0190	5,361.52	11,616.62	139,399.52
1645	DEPT PUBLIC INFO OFFICER					
		STEP A	38.3214	3,065.71	6,642.37	79,708.51
		STEP B	40.2376	3,219.00	6,974.51	83,694.20
		STEP C	42.2491	3,379.92	7,323.17	87,878.12
		STEP D	44.3617	3,548.93	7,689.36	92,272.33
		STEP E	46.5799	3,726.39	8,073.84	96,886.19
		STEP F	48.9088	3,912.70	8,477.52	101,730.30
		STEP G	51.3546	4,108.36	8,901.46	106,817.56
1655	DEPUTY CITY ATTORNEY I					
		STEP A	49.3957	3,951.65	8,561.92	102,743.05
		STEP B	51.8655	4,149.24	8,990.02	107,880.24
		STEP C	54.4587	4,356.69	9,439.50	113,274.09
		STEP D	57.1817	4,574.53	9,911.49	118,937.93
		STEP E	60.0408	4,803.26	10,407.07	124,884.86
		STEP F	63.0429	5,043.43	10,927.43	131,129.23
		STEP G	66.1950	5,295.60	11,473.80	137,685.60

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MGMT MANAGEMENT

Job Code	Title	Step	Hourly	Bi-weekly	Monthly	Annual
1658	DEPUTY CITY ATTORNEY II					
		STEP A	54.3352	4,346.81	9,418.10	113,017.21
		STEP B	57.0521	4,564.16	9,889.03	118,668.36
		STEP C	59.9047	4,792.37	10,383.48	124,601.77
		STEP D	62.8998	5,031.98	10,902.63	130,831.58
		STEP E	66.0450	5,283.60	11,447.80	137,373.60
		STEP F	69.3472	5,547.77	12,020.18	144,242.17
		STEP G	72.8145	5,825.16	12,621.18	151,454.16
1659	DEPUTY CITY MANAGER					
		STEP A	55.5189	4,441.51	9,623.27	115,479.31
		STEP B	58.2948	4,663.58	10,104.43	121,253.18
		STEP C	61.2096	4,896.76	10,609.66	127,315.96
		STEP D	64.2701	5,141.60	11,140.15	133,681.80
		STEP E	67.4837	5,398.69	11,697.17	140,366.09
		STEP F	70.8579	5,668.63	12,282.03	147,384.43
		STEP G	74.4007	5,952.05	12,896.12	154,753.45
1674	DEVELOPMENT ANALYST I					
		STEP A	33.2609	2,660.87	5,765.22	69,182.67
		STEP B	34.9239	2,793.91	6,053.47	72,641.71
		STEP C	36.6700	2,933.60	6,356.13	76,273.60
		STEP D	38.5037	3,080.29	6,673.97	80,087.69
		STEP E	40.4288	3,234.30	7,007.65	84,091.90
		STEP F	42.4503	3,396.02	7,358.05	88,296.62
		STEP G	44.5728	3,565.82	7,725.95	92,711.42
1675	DEVELOPMENT ANALYST II					
		STEP A	36.5872	2,926.97	6,341.78	76,101.37
		STEP B	38.4165	3,073.32	6,658.86	79,906.32
		STEP C	40.3372	3,226.97	6,991.78	83,901.37
		STEP D	42.3541	3,388.32	7,341.37	88,096.52
		STEP E	44.4717	3,557.73	7,708.42	92,501.13
		STEP F	46.6954	3,735.63	8,093.86	97,126.43
		STEP G	49.0301	3,922.40	8,498.55	101,982.60
1676	DEVELOPMENT SERVICES DIRECTOR					
		STEP A	67.1903	5,375.22	11,646.31	139,755.82
		STEP B	70.5498	5,643.98	12,228.63	146,743.58
		STEP C	74.0772	5,926.17	12,840.04	154,080.57
		STEP D	77.7812	6,222.49	13,482.07	161,784.89
		STEP E	81.6702	6,533.61	14,156.16	169,874.01
		STEP F	85.7538	6,860.30	14,863.99	178,367.90
		STEP G	90.0416	7,203.32	15,607.21	187,286.52

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Job Code	Title	Step	Hourly	Bi-weekly	Monthly	Annual
1695	DEVELOPMENT SERVICES MANAGER					
		STEP A	55.5189	4,441.51	9,623.27	115,479.31
		STEP B	58.2948	4,663.58	10,104.43	121,253.18
		STEP C	61.2096	4,896.76	10,609.66	127,315.96
		STEP D	64.2701	5,141.60	11,140.15	133,681.80
		STEP E	67.4837	5,398.69	11,697.17	140,366.09
		STEP F	70.8579	5,668.63	12,282.03	147,384.43
		STEP G	74.4007	5,952.05	12,896.12	154,753.45
1710	ECONOMIC DEVELOPMENT DIRECTOR					
		STEP A	64.6607	5,172.85	11,207.85	134,494.25
		STEP B	67.8939	5,431.51	11,768.27	141,219.31
		STEP C	71.2886	5,703.08	12,356.69	148,280.28
		STEP D	74.8529	5,988.23	12,974.50	155,694.03
		STEP E	78.5957	6,287.65	13,623.25	163,479.05
		STEP F	82.5255	6,602.04	14,304.42	171,653.04
		STEP G	86.6518	6,932.14	15,019.64	180,235.74
1712	ECONOMIC DEVELOPMENT MANAGER					
		STEP A	50.1075	4,008.60	8,685.30	104,223.60
		STEP B	52.6130	4,209.04	9,119.58	109,435.04
		STEP C	55.2436	4,419.48	9,575.55	114,906.68
		STEP D	58.0058	4,640.46	10,054.33	120,652.06
		STEP E	60.9060	4,872.48	10,557.04	126,684.48
		STEP F	63.9516	5,116.12	11,084.94	133,019.32
		STEP G	67.1490	5,371.92	11,639.16	139,669.92
2346	ELECT RATES & FINANCIAL ADMSTR					
		STEP A	58.3337	4,666.69	10,111.17	121,334.09
		STEP B	61.2503	4,900.02	10,616.71	127,400.62
		STEP C	64.3128	5,145.02	11,147.55	133,770.62
		STEP D	67.5284	5,402.27	11,704.92	140,459.07
		STEP E	70.9049	5,672.39	12,290.18	147,482.19
		STEP F	74.4500	5,956.00	12,904.66	154,856.00
		STEP G	78.1726	6,253.80	13,549.91	162,599.00
2354	ELECT RISK MANAGEMENT ADMSTR					
		STEP A	64.1688	5,133.50	11,122.59	133,471.10
		STEP B	67.3774	5,390.19	11,678.74	140,144.99
		STEP C	70.7462	5,659.69	12,262.67	147,152.09
		STEP D	74.2836	5,942.68	12,875.82	154,509.88
		STEP E	77.9977	6,239.81	13,519.60	162,235.21
		STEP F	81.8976	6,551.80	14,195.58	170,347.00
		STEP G	85.9924	6,879.39	14,905.34	178,864.19

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Job Code	Title	Step	Hourly	Bi-weekly	Monthly	Annual
1310	ELECTRIC BUSINESS ANALYST I					
		STEP A	39.3071	3,144.56	6,813.23	81,758.76
		STEP B	41.2726	3,301.80	7,153.91	85,847.00
		STEP C	43.3361	3,466.88	7,511.59	90,139.08
		STEP D	45.5029	3,640.23	7,887.16	94,646.03
		STEP E	47.7780	3,822.24	8,281.52	99,378.24
		STEP F	50.1669	4,013.35	8,695.59	104,347.15
		STEP G	52.6752	4,214.01	9,130.36	109,564.41
1312	ELECTRIC BUSINESS ANALYST II					
		STEP A	43.2416	3,459.32	7,495.21	89,942.52
		STEP B	45.4038	3,632.30	7,869.99	94,439.90
		STEP C	47.6740	3,813.92	8,263.49	99,161.92
		STEP D	50.0576	4,004.60	8,676.65	104,119.80
		STEP E	52.5605	4,204.84	9,110.48	109,325.84
		STEP F	55.1886	4,415.08	9,566.02	114,792.28
		STEP G	57.9480	4,635.84	10,044.32	120,531.84
2335	ELECTRIC COMPLIANCE ANALYST					
		STEP A	45.0209	3,601.67	7,803.62	93,643.47
		STEP B	47.2719	3,781.75	8,193.79	98,325.55
		STEP C	49.6356	3,970.84	8,603.50	103,242.04
		STEP D	52.1174	4,169.39	9,033.68	108,404.19
		STEP E	54.7232	4,377.85	9,485.35	113,824.25
		STEP F	57.4593	4,596.74	9,959.61	119,515.34
		STEP G	60.3323	4,826.58	10,457.59	125,491.18
2284	ELECTRIC ENGINEERING TECH SUP					
		STEP A	47.8512	3,828.09	8,294.20	99,530.49
		STEP B	50.2436	4,019.48	8,708.89	104,506.68
		STEP C	52.7559	4,220.47	9,144.35	109,732.27
		STEP D	55.3937	4,431.49	9,601.57	115,218.89
		STEP E	58.1633	4,653.06	10,081.63	120,979.66
		STEP F	61.0715	4,885.72	10,585.72	127,028.72
		STEP G	64.1251	5,130.00	11,115.01	133,380.20
2280	ELECTRIC LINE CONST SUPERV					
		STEP A	61.4415	4,915.32	10,649.86	127,798.32
		STEP B	64.5137	5,161.09	11,182.37	134,188.49
		STEP C	67.7392	5,419.13	11,741.46	140,897.53
		STEP D	71.1263	5,690.10	12,328.55	147,942.70
		STEP E	74.6826	5,974.60	12,944.98	155,339.80
		STEP F	78.4168	6,273.34	13,592.24	163,106.94
		STEP G	82.3374	6,586.99	14,271.81	171,261.79

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Job Code	Title	Step	Hourly	Bi-weekly	Monthly	Annual
2338	ELECTRIC OPERATIONS MANAGER					
		STEP A	67.5845	5,406.76	11,714.64	140,575.76
		STEP B	70.9637	5,677.09	12,300.37	147,604.49
		STEP C	74.5119	5,960.95	12,915.39	154,984.75
		STEP D	78.2374	6,258.99	13,561.14	162,733.79
		STEP E	82.1493	6,571.94	14,239.21	170,870.54
		STEP F	86.2569	6,900.55	14,951.19	179,414.35
		STEP G	90.5697	7,245.57	15,698.74	188,384.97
2348	ELECTRIC REGU COMPLIANCE ADMN					
		STEP A	67.5845	5,406.76	11,714.64	140,575.76
		STEP B	70.9637	5,677.09	12,300.37	147,604.49
		STEP C	74.5119	5,960.95	12,915.39	154,984.75
		STEP D	78.2374	6,258.99	13,561.14	162,733.79
		STEP E	82.1493	6,571.94	14,239.21	170,870.54
		STEP F	86.2569	6,900.55	14,951.19	179,414.35
		STEP G	90.5697	7,245.57	15,698.74	188,384.97
2314	ELECTRIC RESOURCES ANALYST I					
		STEP A	47.9688	3,837.50	8,314.59	99,775.10
		STEP B	50.3673	4,029.38	8,730.33	104,763.98
		STEP C	52.8855	4,230.84	9,166.82	110,001.84
		STEP D	55.5300	4,442.40	9,625.20	115,502.40
		STEP E	58.3064	4,664.51	10,106.44	121,277.31
		STEP F	61.2217	4,897.73	10,611.76	127,341.13
		STEP G	64.2828	5,142.62	11,142.35	133,708.22
2316	ELECTRIC RESOURCES ANALYST II					
		STEP A	52.7703	4,221.62	9,146.85	109,762.22
		STEP B	55.4088	4,432.70	9,604.19	115,250.30
		STEP C	58.1792	4,654.33	10,084.39	121,012.73
		STEP D	61.0883	4,887.06	10,588.63	127,063.66
		STEP E	64.1427	5,131.41	11,118.06	133,416.81
		STEP F	67.3498	5,387.98	11,673.96	140,087.58
		STEP G	70.7172	5,657.37	12,257.64	147,091.77
6280	ELECTRIC RETAIL SRVCS SUPV					
		STEP A	54.7676	4,381.40	9,493.05	113,916.60
		STEP B	57.5059	4,600.47	9,967.68	119,612.27
		STEP C	60.3812	4,830.49	10,466.07	125,592.89
		STEP D	63.4002	5,072.01	10,989.36	131,872.41
		STEP E	66.5703	5,325.62	11,538.85	138,466.22
		STEP F	69.8987	5,591.89	12,115.77	145,389.29
		STEP G	73.3937	5,871.49	12,721.57	152,658.89

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Job Code	Title	Step	Hourly	Bi-weekly	Monthly	Annual
2352	ELECTRIC SAFETY COORDINATOR					
		STEP A	36.5871	2,926.96	6,341.76	76,101.16
		STEP B	38.4164	3,073.31	6,658.84	79,906.11
		STEP C	40.3371	3,226.96	6,991.76	83,901.16
		STEP D	42.3539	3,388.31	7,341.34	88,096.11
		STEP E	44.4716	3,557.72	7,708.41	92,500.92
		STEP F	46.6952	3,735.61	8,093.83	97,126.01
		STEP G	49.0301	3,922.40	8,498.55	101,982.60
2319	ELECTRIC SUBSTATION SUPERVISOR					
		STEP A	61.4415	4,915.32	10,649.86	127,798.32
		STEP B	64.5137	5,161.09	11,182.37	134,188.49
		STEP C	67.7392	5,419.13	11,741.46	140,897.53
		STEP D	71.1263	5,690.10	12,328.55	147,942.70
		STEP E	74.6826	5,974.60	12,944.98	155,339.80
		STEP F	78.4168	6,273.34	13,592.24	163,106.94
		STEP G	82.3374	6,586.99	14,271.81	171,261.79
2358	ELECTRIC TECHNOLOGY SYST SUPV					
		STEP A	50.0104	4,000.83	8,668.46	104,021.63
		STEP B	52.5110	4,200.88	9,101.90	109,222.88
		STEP C	55.1365	4,410.92	9,556.99	114,683.92
		STEP D	57.8934	4,631.47	10,034.85	120,418.27
		STEP E	60.7880	4,863.04	10,536.58	126,439.04
		STEP F	63.8273	5,106.18	11,063.39	132,760.78
		STEP G	67.0187	5,361.49	11,616.57	139,398.89
2320	ELECTRIC UTILITY DIRECTOR					
		STEP A	92.9432	7,435.45	16,110.15	193,321.85
		STEP B	97.5900	7,807.20	16,915.60	202,987.20
		STEP C	102.4696	8,197.56	17,761.39	213,136.76
		STEP D	107.5931	8,607.44	18,649.47	223,793.64
		STEP E	112.9728	9,037.82	19,581.95	234,983.42
		STEP F	118.6215	9,489.72	20,561.06	246,732.72
		STEP G	124.5526	9,964.20	21,589.11	259,069.40
2378	ELECTRONIC MAINT COORDINATOR					
		STEP A	39.2746	3,141.96	6,807.59	81,691.16
		STEP B	41.2384	3,299.07	7,147.98	85,775.87
		STEP C	43.3003	3,464.02	7,505.38	90,064.62
		STEP D	45.4653	3,637.22	7,880.65	94,567.82
		STEP E	47.7384	3,819.07	8,274.65	99,295.87
		STEP F	50.1254	4,010.03	8,688.40	104,260.83
		STEP G	52.6317	4,210.53	9,122.82	109,473.93

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Job Code	Title	Step	Hourly	Bi-weekly	Monthly	Annual
2415	EMS QUALITY ASSURANCE COORDI					
		STEP A	45.1917	3,615.33	7,833.22	93,998.73
		STEP B	47.4512	3,796.09	8,224.87	98,698.49
		STEP C	49.8239	3,985.91	8,636.14	103,633.71
		STEP D	52.3152	4,185.21	9,067.96	108,815.61
		STEP E	54.9309	4,394.47	9,521.35	114,256.27
		STEP F	57.6775	4,614.20	9,997.43	119,969.20
		STEP G	60.5613	4,844.90	10,497.29	125,967.50
2500	ENERGY SERVICES ACCT REP I					
		STEP A	39.3599	3,148.79	6,822.38	81,868.59
		STEP B	41.3279	3,306.23	7,163.50	85,962.03
		STEP C	43.3942	3,471.53	7,521.66	90,259.93
		STEP D	45.5640	3,645.12	7,897.76	94,773.12
		STEP E	47.8421	3,827.36	8,292.63	99,511.56
		STEP F	50.2342	4,018.73	8,707.26	104,487.13
		STEP G	52.7459	4,219.67	9,142.62	109,711.47
2501	ENERGY SERVICES ACCT REP II					
		STEP A	43.2959	3,463.67	7,504.62	90,055.47
		STEP B	45.4605	3,636.84	7,879.82	94,557.84
		STEP C	47.7337	3,818.69	8,273.84	99,286.09
		STEP D	50.1204	4,009.63	8,687.53	104,250.43
		STEP E	52.6264	4,210.11	9,121.90	109,462.91
		STEP F	55.2577	4,420.61	9,578.00	114,936.01
		STEP G	58.0206	4,641.64	10,056.90	120,682.84
1277	ENGINEERING MANAGER					
		STEP A	56.5013	4,520.10	9,793.55	117,522.70
		STEP B	59.3265	4,746.12	10,283.26	123,399.12
		STEP C	62.2925	4,983.40	10,797.36	129,568.40
		STEP D	65.4073	5,232.58	11,337.26	136,047.18
		STEP E	68.6775	5,494.20	11,904.10	142,849.20
		STEP F	72.1113	5,768.90	12,499.29	149,991.50
		STEP G	75.7169	6,057.35	13,124.26	157,491.15
2540	ENVIRONMENTAL COORDINATOR					
		STEP A	42.0752	3,366.01	7,293.03	87,516.41
		STEP B	44.1791	3,534.32	7,657.71	91,892.52
		STEP C	46.3881	3,711.04	8,040.60	96,487.24
		STEP D	48.7074	3,896.59	8,442.61	101,311.39
		STEP E	51.1428	4,091.42	8,864.75	106,377.02
		STEP F	53.6998	4,295.98	9,307.96	111,695.58
		STEP G	56.3849	4,510.79	9,773.38	117,280.59

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Job Code	Title	Step	Hourly	Bi-weekly	Monthly	Annual
2541	ENVIRONMENTAL UTIL COMPL ADMIN					
		STEP A	42.0733	3,365.86	7,292.70	87,512.46
		STEP B	44.1769	3,534.15	7,657.32	91,887.95
		STEP C	46.3857	3,710.85	8,040.18	96,482.25
		STEP D	48.7050	3,896.40	8,442.20	101,306.40
		STEP E	51.1401	4,091.20	8,864.28	106,371.40
		STEP F	53.6972	4,295.77	9,307.51	111,690.17
		STEP G	56.3820	4,510.56	9,772.88	117,274.56
1684	ENVIRONMENTAL UTIL. DIRECTOR					
		STEP A	74.5054	5,960.43	12,914.26	154,971.23
		STEP B	78.2306	6,258.44	13,559.97	162,719.64
		STEP C	82.1421	6,571.36	14,237.96	170,855.56
		STEP D	86.2493	6,899.94	14,949.87	179,398.54
		STEP E	90.5617	7,244.93	15,697.36	188,368.33
		STEP F	95.0898	7,607.18	16,482.23	197,786.78
		STEP G	99.8443	7,987.54	17,306.34	207,676.14
2565	EQUIPMENT MAINT SUPERVISOR					
		STEP A	31.4681	2,517.44	5,454.47	65,453.64
		STEP B	33.0415	2,643.32	5,727.19	68,726.32
		STEP C	34.6936	2,775.48	6,013.55	72,162.68
		STEP D	36.4283	2,914.26	6,314.23	75,770.86
		STEP E	38.2497	3,059.97	6,629.94	79,559.37
		STEP F	40.1622	3,212.97	6,961.44	83,537.37
		STEP G	42.1703	3,373.62	7,309.51	87,714.22
3395	FACILITIES MANAGER					
		STEP A	40.5824	3,246.59	7,034.28	84,411.39
		STEP B	42.6113	3,408.90	7,385.95	88,631.50
		STEP C	44.7419	3,579.35	7,755.26	93,063.15
		STEP D	46.9790	3,758.32	8,143.02	97,716.32
		STEP E	49.3282	3,946.25	8,550.22	102,602.65
		STEP F	51.7947	4,143.57	8,977.74	107,732.97
		STEP G	54.3840	4,350.72	9,426.56	113,118.72
3301	FINANCE DIRECTOR					
		STEP A	67.0881	5,367.04	11,628.60	139,543.24
		STEP B	70.4426	5,635.40	12,210.05	146,520.60
		STEP C	73.9648	5,917.18	12,820.56	153,846.78
		STEP D	77.6629	6,213.03	13,461.56	161,538.83
		STEP E	81.5462	6,523.69	14,134.67	169,616.09
		STEP F	85.6235	6,849.88	14,841.40	178,096.88
		STEP G	89.9047	7,192.37	15,583.48	187,001.77

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Job Code	Title	Step	Hourly	Bi-weekly	Monthly	Annual
2900	FINANCE MANAGER					
		STEP A	43.9697	3,517.57	7,621.41	91,456.97
		STEP B	46.1683	3,693.46	8,002.50	96,030.06
		STEP C	48.4769	3,878.15	8,402.66	100,831.95
		STEP D	50.9007	4,072.05	8,822.78	105,873.45
		STEP E	53.4457	4,275.65	9,263.92	111,167.05
		STEP F	56.1177	4,489.41	9,727.06	116,724.81
		STEP G	58.9238	4,713.90	10,213.45	122,561.50
3310	FINANCE SUPERVISOR					
		STEP A	36.3377	2,907.01	6,298.53	75,582.41
		STEP B	38.1543	3,052.34	6,613.41	79,360.94
		STEP C	40.0622	3,204.97	6,944.11	83,329.37
		STEP D	42.0654	3,365.23	7,291.33	87,496.03
		STEP E	44.1686	3,533.48	7,655.89	91,870.68
		STEP F	46.3770	3,710.16	8,038.68	96,464.16
		STEP G	48.6957	3,895.65	8,440.58	101,287.05
3391	FIRE BATTALLION CHIEF (8HR)					
		STEP A	51.1945	4,095.56	8,873.71	106,484.56
		STEP B	53.1586	4,252.68	9,214.15	110,569.88
		STEP C	55.8162	4,465.29	9,674.80	116,097.69
		STEP D	58.6075	4,688.60	10,158.63	121,903.60
		STEP E	61.5376	4,923.00	10,666.51	127,998.20
		STEP F	64.6146	5,169.16	11,199.86	134,398.36
		STEP G	67.8453	5,427.62	11,759.85	141,118.22
0905	FIRE BATTALION CHIEF (24HR)					
		STEP A	36.1622	4,050.16	8,775.36	105,304.32
		STEP B	37.9704	4,252.68	9,214.15	110,569.80
		STEP C	39.8687	4,465.29	9,674.80	116,097.65
		STEP D	41.8625	4,688.60	10,158.63	121,903.60
		STEP E	43.9555	4,923.01	10,666.53	127,998.41
		STEP F	46.1533	5,169.16	11,199.86	134,398.40
		STEP G	48.4609	5,427.62	11,759.84	141,118.14
3330	FIRE CHIEF					
		STEP A	72.7667	5,821.33	12,612.89	151,354.73
		STEP B	76.4051	6,112.40	13,243.55	158,922.60
		STEP C	80.2252	6,418.01	13,905.70	166,868.41
		STEP D	84.2366	6,738.92	14,601.01	175,212.12
		STEP E	88.4484	7,075.87	15,331.05	183,972.67
		STEP F	92.8706	7,429.64	16,097.57	193,170.84
		STEP G	97.5142	7,801.13	16,902.46	202,829.53

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3332	FIRE DIVISION CHIEF					
		STEP A	55.6902	4,455.21	9,652.96	115,835.61
		STEP B	58.4747	4,677.97	10,135.61	121,627.37
		STEP C	61.3984	4,911.87	10,642.38	127,708.67
		STEP D	64.4683	5,157.46	11,174.50	134,094.06
		STEP E	67.6918	5,415.34	11,733.24	140,798.94
		STEP F	71.0764	5,686.11	12,319.90	147,838.91
		STEP G	74.6301	5,970.40	12,935.88	155,230.60
3392	FLEET MANAGER					
		STEP A	40.5824	3,246.59	7,034.28	84,411.39
		STEP B	42.6113	3,408.90	7,385.95	88,631.50
		STEP C	44.7419	3,579.35	7,755.26	93,063.15
		STEP D	46.9790	3,758.32	8,143.02	97,716.32
		STEP E	49.3282	3,946.25	8,550.22	102,602.65
		STEP F	51.7947	4,143.57	8,977.74	107,732.97
		STEP G	54.3840	4,350.72	9,426.56	113,118.72
3451	GOVERNMENT RELATIONS ADMINISTR					
		STEP A	43.9043	3,512.34	7,610.07	91,320.94
		STEP B	46.0995	3,687.96	7,990.58	95,886.96
		STEP C	48.4044	3,872.35	8,390.09	100,681.15
		STEP D	50.8248	4,065.98	8,809.63	105,715.58
		STEP E	53.3660	4,269.28	9,250.10	111,001.28
		STEP F	56.0343	4,482.74	9,712.61	116,551.34
		STEP G	58.8358	4,706.86	10,198.20	122,378.46
3590	HOUSING SUPERVISOR					
		STEP A	36.5872	2,926.97	6,341.78	76,101.37
		STEP B	38.4165	3,073.32	6,658.86	79,906.32
		STEP C	40.3372	3,226.97	6,991.78	83,901.37
		STEP D	42.3541	3,388.32	7,341.37	88,096.52
		STEP E	44.4717	3,557.73	7,708.42	92,501.13
		STEP F	46.6954	3,735.63	8,093.86	97,126.43
		STEP G	49.0301	3,922.40	8,498.55	101,982.60
3594	HUMAN RESOURCES ANALYST I					
		STEP A	32.2511	2,580.08	5,590.19	67,082.28
		STEP B	33.8636	2,709.08	5,869.69	70,436.28
		STEP C	35.5567	2,844.53	6,163.16	73,957.93
		STEP D	37.3346	2,986.76	6,471.33	77,655.96
		STEP E	39.2014	3,136.11	6,794.90	81,538.91
		STEP F	41.1614	3,292.91	7,134.64	85,615.71
		STEP G	43.2195	3,457.56	7,491.38	89,896.56

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3596	HUMAN RESOURCES ANALYST II					
		STEP A	35.4797	2,838.37	6,149.81	73,797.77
		STEP B	37.2537	2,980.29	6,457.30	77,487.69
		STEP C	39.1163	3,129.30	6,780.15	81,361.90
		STEP D	41.0722	3,285.77	7,119.18	85,430.17
		STEP E	43.1258	3,450.06	7,475.13	89,701.66
		STEP F	45.2821	3,622.56	7,848.89	94,186.76
		STEP G	47.5462	3,803.69	8,241.34	98,896.09
3598	HUMAN RESOURCES DIRECTOR					
		STEP A	61.0708	4,885.66	10,585.60	127,027.26
		STEP B	64.1243	5,129.94	11,114.87	133,378.54
		STEP C	67.3305	5,386.44	11,670.62	140,047.44
		STEP D	70.6971	5,655.76	12,254.16	147,049.96
		STEP E	74.2321	5,938.56	12,866.89	154,402.76
		STEP F	77.9437	6,235.49	13,510.24	162,122.89
		STEP G	81.8408	6,547.26	14,185.73	170,228.86
3599	HUMAN RESOURCES MANAGER					
		STEP A	41.6683	3,333.46	7,222.50	86,670.06
		STEP B	43.7518	3,500.14	7,583.64	91,003.74
		STEP C	45.9395	3,675.16	7,962.84	95,554.16
		STEP D	48.2364	3,858.91	8,360.97	100,331.71
		STEP E	50.6482	4,051.85	8,779.02	105,348.25
		STEP F	53.1808	4,254.46	9,218.00	110,616.06
		STEP G	55.8398	4,467.18	9,678.89	116,146.78
3625	INFO SECURITY ADMINISTRATOR					
		STEP A	42.8581	3,428.64	7,428.73	89,144.84
		STEP B	45.0010	3,600.08	7,800.17	93,602.08
		STEP C	47.2510	3,780.08	8,190.17	98,282.08
		STEP D	49.6135	3,969.08	8,599.67	103,196.08
		STEP E	52.0942	4,167.53	9,029.66	108,355.93
		STEP F	54.6989	4,375.91	9,481.14	113,773.71
		STEP G	57.4339	4,594.71	9,955.20	119,462.51
3740	INTERPRETIVE SRVCS SUPERVISOR					
		STEP A	34.8445	2,787.56	6,039.71	72,476.56
		STEP B	36.5866	2,926.92	6,341.67	76,100.12
		STEP C	38.4161	3,073.28	6,658.79	79,905.48
		STEP D	40.3369	3,226.95	6,991.72	83,900.75
		STEP E	42.3537	3,388.29	7,341.30	88,095.69
		STEP F	44.4713	3,557.70	7,708.35	92,500.30
		STEP G	46.6949	3,735.59	8,093.78	97,125.39

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3601	IT DIVISION MANAGER					
		STEP A	48.3018	3,864.14	8,372.31	100,467.74
		STEP B	50.7170	4,057.36	8,790.94	105,491.36
		STEP C	53.2529	4,260.23	9,230.50	110,766.03
		STEP D	55.9154	4,473.23	9,692.00	116,304.03
		STEP E	58.7112	4,696.89	10,176.60	122,119.29
		STEP F	61.6468	4,931.74	10,685.44	128,225.34
		STEP G	64.7291	5,178.32	11,219.71	134,636.52
3600	IT PLANNING & POLICY SUPERVIS					
		STEP A	36.3452	2,907.61	6,299.83	75,598.01
		STEP B	38.1623	3,052.98	6,614.79	79,377.58
		STEP C	40.0706	3,205.64	6,945.57	83,346.84
		STEP D	42.0741	3,365.92	7,292.84	87,514.12
		STEP E	44.1777	3,534.21	7,657.46	91,889.61
		STEP F	46.3866	3,710.92	8,040.34	96,484.12
		STEP G	48.7059	3,896.47	8,442.35	101,308.27
3602	IT PROGRAM MANAGER					
		STEP A	43.9092	3,512.73	7,610.92	91,331.13
		STEP B	46.1046	3,688.36	7,991.46	95,897.56
		STEP C	48.4098	3,872.78	8,391.03	100,692.38
		STEP D	50.8304	4,066.43	8,810.60	105,727.23
		STEP E	53.3719	4,269.75	9,251.12	111,013.55
		STEP F	56.0403	4,483.22	9,713.65	116,563.82
		STEP G	58.8424	4,707.39	10,199.34	122,392.19
3810	KEY ACCOUNTS REPRESENTATIVE					
		STEP A	47.6233	3,809.86	8,254.70	99,056.46
		STEP B	50.0044	4,000.35	8,667.42	104,009.15
		STEP C	52.5047	4,200.37	9,100.81	109,209.77
		STEP D	55.1299	4,410.39	9,555.84	114,670.19
		STEP E	57.8863	4,630.90	10,033.62	120,403.50
		STEP F	60.7806	4,862.44	10,535.30	126,423.64
		STEP G	63.8196	5,105.56	11,062.06	132,744.76
4246	LIBRARY SUPERVISOR					
		STEP A	32.1157	2,569.25	5,566.72	66,800.65
		STEP B	33.7218	2,697.74	5,845.11	70,141.34
		STEP C	35.4077	2,832.61	6,137.33	73,648.01
		STEP D	37.1782	2,974.25	6,444.22	77,330.65
		STEP E	39.0370	3,122.96	6,766.41	81,196.96
		STEP F	40.9889	3,279.11	7,104.74	85,256.91
		STEP G	43.0383	3,443.06	7,459.97	89,519.66

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Job Code	Title	Step	Hourly	Bi-weekly	Monthly	Annual
4449	MANAGEMENT ANALYST					
		STEP A	38.4165	3,073.32	6,658.86	79,906.32
		STEP B	40.3372	3,226.97	6,991.78	83,901.37
		STEP C	42.3541	3,388.32	7,341.37	88,096.52
		STEP D	44.4717	3,557.73	7,708.42	92,501.13
		STEP E	46.6954	3,735.63	8,093.86	97,126.43
		STEP F	49.0301	3,922.40	8,498.55	101,982.60
		STEP G	51.4815	4,118.52	8,923.46	107,081.52
4509	MAPPING SUPERVISOR					
		STEP A	36.5871	2,926.96	6,341.76	76,101.16
		STEP B	38.4164	3,073.31	6,658.84	79,906.11
		STEP C	40.3371	3,226.96	6,991.76	83,901.16
		STEP D	42.3539	3,388.31	7,341.34	88,096.11
		STEP E	44.4716	3,557.72	7,708.41	92,500.92
		STEP F	46.6952	3,735.61	8,093.83	97,126.01
		STEP G	49.0301	3,922.40	8,498.55	101,982.60
4546	METER SERVICES SUPERVISOR					
		STEP A	32.1143	2,569.14	5,566.47	66,797.74
		STEP B	33.7200	2,697.60	5,844.80	70,137.60
		STEP C	35.4061	2,832.48	6,137.05	73,644.68
		STEP D	37.1762	2,974.09	6,443.87	77,326.49
		STEP E	39.0351	3,122.80	6,766.08	81,193.00
		STEP F	40.9869	3,278.95	7,104.39	85,252.75
		STEP G	43.0360	3,442.88	7,459.57	89,514.88
4960	OPEN SPACE SUPERINTENDENT					
		STEP A	40.3361	3,226.88	6,991.59	83,899.08
		STEP B	42.3530	3,388.24	7,341.18	88,094.24
		STEP C	44.4707	3,557.65	7,708.25	92,499.05
		STEP D	46.6942	3,735.53	8,093.66	97,123.93
		STEP E	49.0292	3,922.33	8,498.39	101,980.73
		STEP F	51.4803	4,118.42	8,923.25	107,079.02
		STEP G	54.0543	4,324.34	9,369.41	112,432.94
5020	PARK DEVELOPMENT ANALYST I					
		STEP A	33.2609	2,660.87	5,765.22	69,182.67
		STEP B	34.9239	2,793.91	6,053.47	72,641.71
		STEP C	36.6700	2,933.60	6,356.13	76,273.60
		STEP D	38.5037	3,080.29	6,673.97	80,087.69
		STEP E	40.4288	3,234.30	7,007.65	84,091.90
		STEP F	42.4503	3,396.02	7,358.05	88,296.62
		STEP G	44.5728	3,565.82	7,725.95	92,711.42

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Job Code	Title	Step	Hourly	Bi-weekly	Monthly	Annual
5022	PARK DEVELOPMENT ANALYST II					
		STEP A	36.5872	2,926.97	6,341.78	76,101.37
		STEP B	38.4165	3,073.32	6,658.86	79,906.32
		STEP C	40.3372	3,226.97	6,991.78	83,901.37
		STEP D	42.3541	3,388.32	7,341.37	88,096.52
		STEP E	44.4717	3,557.73	7,708.42	92,501.13
		STEP F	46.6954	3,735.63	8,093.86	97,126.43
		STEP G	49.0301	3,922.40	8,498.55	101,982.60
5024	PARK PLANNING & DEVELOP SUPER					
		STEP A	40.3363	3,226.90	6,991.62	83,899.50
		STEP B	42.3531	3,388.24	7,341.20	88,094.44
		STEP C	44.4708	3,557.66	7,708.27	92,499.26
		STEP D	46.6942	3,735.53	8,093.66	97,123.93
		STEP E	49.0293	3,922.34	8,498.41	101,980.94
		STEP F	51.4805	4,118.44	8,923.28	107,079.44
		STEP G	54.0543	4,324.34	9,369.41	112,432.94
5090	PARKS SUPERINTENDENT					
		STEP A	40.3363	3,226.90	6,991.62	83,899.50
		STEP B	42.3531	3,388.24	7,341.20	88,094.44
		STEP C	44.4708	3,557.66	7,708.27	92,499.26
		STEP D	46.6942	3,735.53	8,093.66	97,123.93
		STEP E	49.0293	3,922.34	8,498.41	101,980.94
		STEP F	51.4805	4,118.44	8,923.28	107,079.44
		STEP G	54.0543	4,324.34	9,369.41	112,432.94
5069	PARKS SUPERVISOR					
		STEP A	34.8445	2,787.56	6,039.71	72,476.56
		STEP B	36.5867	2,926.93	6,341.69	76,100.33
		STEP C	38.4162	3,073.29	6,658.80	79,905.69
		STEP D	40.3369	3,226.95	6,991.72	83,900.75
		STEP E	42.3537	3,388.29	7,341.30	88,095.69
		STEP F	44.4713	3,557.70	7,708.35	92,500.30
		STEP G	46.6949	3,735.59	8,093.78	97,125.39
5010	PARKS, REC & LIBRARY BUS ADMST					
		STEP A	40.2452	3,219.61	6,975.83	83,710.01
		STEP B	42.2576	3,380.60	7,324.65	87,895.80
		STEP C	44.3703	3,549.62	7,690.85	92,290.22
		STEP D	46.5888	3,727.10	8,075.39	96,904.70
		STEP E	48.9184	3,913.47	8,479.18	101,750.27
		STEP F	51.3641	4,109.12	8,903.11	106,837.32
		STEP G	53.9324	4,314.59	9,348.28	112,179.39

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Job Code	Title	Step	Hourly	Bi-weekly	Monthly	Annual
5082	PARKS,REC &LIBRARIES DIRECTOR	STEP A	66.0802	5,286.41	11,453.90	137,446.81
		STEP B	69.3842	5,550.73	12,026.59	144,319.13
		STEP C	72.8533	5,828.26	12,627.90	151,534.86
		STEP D	76.4960	6,119.68	13,259.30	159,111.68
		STEP E	80.3208	6,425.66	13,922.27	167,067.26
		STEP F	84.3370	6,746.96	14,618.41	175,420.96
		STEP G	88.5538	7,084.30	15,349.32	184,191.90
5309	PLANNING MANAGER	STEP A	55.5189	4,441.51	9,623.27	115,479.31
		STEP B	58.2948	4,663.58	10,104.43	121,253.18
		STEP C	61.2096	4,896.76	10,609.66	127,315.96
		STEP D	64.2701	5,141.60	11,140.15	133,681.80
		STEP E	67.4837	5,398.69	11,697.17	140,366.09
		STEP F	70.8579	5,668.63	12,282.03	147,384.43
		STEP G	74.4007	5,952.05	12,896.12	154,753.45
5400	POLICE CAPTAIN	STEP A	57.9703	4,637.62	10,048.18	120,578.22
		STEP B	60.8689	4,869.51	10,550.60	126,607.31
		STEP C	63.9122	5,112.97	11,078.11	132,937.37
		STEP D	67.1080	5,368.64	11,632.05	139,584.64
		STEP E	70.4634	5,637.07	12,213.65	146,563.87
		STEP F	73.9863	5,918.90	12,824.29	153,891.50
		STEP G	77.6857	6,214.85	13,465.52	161,586.25
5410	POLICE CHIEF	STEP A	77.9578	6,236.62	13,512.68	162,152.22
		STEP B	81.8558	6,548.46	14,188.33	170,260.06
		STEP C	85.9485	6,875.88	14,897.74	178,772.88
		STEP D	90.2460	7,219.68	15,642.64	187,711.68
		STEP E	94.7583	7,580.66	16,424.77	197,097.26
		STEP F	99.4962	7,959.69	17,246.00	206,952.09
		STEP G	104.4707	8,357.65	18,108.25	217,299.05
5420	POLICE LIEUTENANT	STEP A	52.6215	4,209.72	9,121.06	109,452.72
		STEP B	55.2526	4,420.20	9,577.11	114,925.40
		STEP C	58.0155	4,641.24	10,056.02	120,672.24
		STEP D	60.9162	4,873.29	10,558.80	126,705.69
		STEP E	63.9619	5,116.95	11,086.72	133,040.75
		STEP F	67.1599	5,372.79	11,641.04	139,692.59
		STEP G	70.5178	5,641.42	12,223.08	146,677.02

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5489	POLICE SERVICES ADMINISTRATOR					
		STEP A	41.4691	3,317.52	7,187.97	86,255.72
		STEP B	43.5427	3,483.41	7,547.40	90,568.81
		STEP C	45.7198	3,657.58	7,924.76	95,097.18
		STEP D	48.0058	3,840.46	8,321.00	99,852.06
		STEP E	50.4061	4,032.48	8,737.05	104,844.68
		STEP F	52.9264	4,234.11	9,173.90	110,086.91
		STEP G	55.5728	4,445.82	9,632.61	115,591.42
5485	POLICE SOCIAL SVCS ADMINSTR					
		STEP A	43.9043	3,512.34	7,610.07	91,320.94
		STEP B	46.0995	3,687.96	7,990.58	95,886.96
		STEP C	48.4044	3,872.35	8,390.09	100,681.15
		STEP D	50.8248	4,065.98	8,809.63	105,715.58
		STEP E	53.3660	4,269.28	9,250.10	111,001.28
		STEP F	56.0343	4,482.74	9,712.61	116,551.34
		STEP G	58.8358	4,706.86	10,198.20	122,378.46
5505	POWER ENGINEERING MANAGER					
		STEP A	67.5845	5,406.76	11,714.64	140,575.76
		STEP B	70.9637	5,677.09	12,300.37	147,604.49
		STEP C	74.5119	5,960.95	12,915.39	154,984.75
		STEP D	78.2374	6,258.99	13,561.14	162,733.79
		STEP E	82.1493	6,571.94	14,239.21	170,870.54
		STEP F	86.2569	6,900.55	14,951.19	179,414.35
		STEP G	90.5697	7,245.57	15,698.74	188,384.97
5600	POWER GENERATION SUPERINTENDEN					
		STEP A	62.0272	4,962.17	10,751.38	129,016.57
		STEP B	65.1286	5,210.28	11,288.95	135,467.48
		STEP C	68.3849	5,470.79	11,853.38	142,240.59
		STEP D	71.8041	5,744.32	12,446.04	149,352.52
		STEP E	75.3944	6,031.55	13,068.36	156,820.35
		STEP F	79.1642	6,333.13	13,721.79	164,661.53
		STEP G	83.1225	6,649.80	14,407.90	172,894.80
5530	POWER PLANT OPS & MAINT SUPERV					
		STEP A	59.0692	4,725.53	10,238.66	122,863.93
		STEP B	62.0227	4,961.81	10,750.60	129,007.21
		STEP C	65.1239	5,209.91	11,288.14	135,457.71
		STEP D	68.3800	5,470.40	11,852.53	142,230.40
		STEP E	71.7990	5,743.92	12,445.16	149,341.92
		STEP F	75.3889	6,031.11	13,067.40	156,808.91
		STEP G	79.1584	6,332.67	13,720.78	164,649.47

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Job Code	Title	Step	Hourly	Bi-weekly	Monthly	Annual
5519	PREVENTATIVE MAINT SUPERVISOR					
		STEP A	42.7162	3,417.29	7,404.14	88,849.69
		STEP B	44.8518	3,588.14	7,774.31	93,291.74
		STEP C	47.0943	3,767.54	8,163.01	97,956.14
		STEP D	49.4492	3,955.93	8,571.19	102,854.33
		STEP E	51.9218	4,153.74	8,999.77	107,997.34
		STEP F	54.5179	4,361.43	9,449.76	113,397.23
		STEP G	57.2435	4,579.48	9,922.20	119,066.48
5514	PRINCIPAL ENGINEER					
		STEP A	50.2219	4,017.75	8,705.12	104,461.55
		STEP B	52.7328	4,218.62	9,140.35	109,684.22
		STEP C	55.3696	4,429.56	9,597.39	115,168.76
		STEP D	58.1381	4,651.04	10,077.27	120,927.24
		STEP E	61.0451	4,883.60	10,581.15	126,973.80
		STEP F	64.0975	5,127.80	11,110.23	133,322.80
		STEP G	67.3020	5,384.16	11,665.68	139,988.16
5513	PRINCIPAL PLANNER					
		STEP A	46.3792	3,710.33	8,039.06	96,468.73
		STEP B	48.6982	3,895.85	8,441.02	101,292.25
		STEP C	51.1330	4,090.64	8,863.05	106,356.64
		STEP D	53.6897	4,295.17	9,306.21	111,674.57
		STEP E	56.3742	4,509.93	9,771.52	117,258.33
		STEP F	59.1928	4,735.42	10,260.08	123,121.02
		STEP G	62.1526	4,972.20	10,773.11	129,277.40
5615	PUB AFFAIRS&COMMUNICAT ADMNSTR					
		STEP A	43.9043	3,512.34	7,610.07	91,320.94
		STEP B	46.0995	3,687.96	7,990.58	95,886.96
		STEP C	48.4044	3,872.35	8,390.09	100,681.15
		STEP D	50.8248	4,065.98	8,809.63	105,715.58
		STEP E	53.3660	4,269.28	9,250.10	111,001.28
		STEP F	56.0343	4,482.74	9,712.61	116,551.34
		STEP G	58.8358	4,706.86	10,198.20	122,378.46
5610	PUBLIC AFFAIRS COMMUN DIRECT					
		STEP A	55.5188	4,441.50	9,623.25	115,479.10
		STEP B	58.2948	4,663.58	10,104.43	121,253.18
		STEP C	61.2096	4,896.76	10,609.66	127,315.96
		STEP D	64.2701	5,141.60	11,140.15	133,681.80
		STEP E	67.4836	5,398.68	11,697.15	140,365.88
		STEP F	70.8579	5,668.63	12,282.03	147,384.43
		STEP G	74.4006	5,952.04	12,896.10	154,753.24

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Job Code	Title	Step	Hourly	Bi-weekly	Monthly	Annual
5565	PUBLIC INFORMATION OFFICER					
		STEP A	39.5842	3,166.73	6,861.26	82,335.13
		STEP B	41.5635	3,325.08	7,204.34	86,452.08
		STEP C	43.6417	3,491.33	7,564.56	90,774.73
		STEP D	45.8237	3,665.89	7,942.77	95,313.29
		STEP E	48.1148	3,849.18	8,339.89	100,078.78
		STEP F	50.5207	4,041.65	8,756.92	105,083.05
		STEP G	53.0467	4,243.73	9,194.76	110,337.13
5635	PUBLIC WORKS DIRECTOR					
		STEP A	60.9892	4,879.13	10,571.46	126,857.53
		STEP B	64.0388	5,123.10	11,100.05	133,200.70
		STEP C	67.2407	5,379.25	11,655.05	139,860.65
		STEP D	70.6027	5,648.21	12,237.80	146,853.61
		STEP E	74.1329	5,930.63	12,849.70	154,196.43
		STEP F	77.8396	6,227.16	13,492.19	161,906.36
		STEP G	81.7316	6,538.52	14,166.81	170,001.72
5652	PURCHASING & WAREHOUSE MANAGER					
		STEP A	40.7316	3,258.52	7,060.14	84,721.72
		STEP B	42.7680	3,421.44	7,413.12	88,957.44
		STEP C	44.9065	3,592.52	7,783.79	93,405.52
		STEP D	47.1518	3,772.14	8,172.97	98,075.74
		STEP E	49.5096	3,960.76	8,581.66	102,979.96
		STEP F	51.9851	4,158.80	9,010.75	108,129.00
		STEP G	54.5840	4,366.72	9,461.22	113,534.72
5535	PWR SUPPLY & PORTFOLIO ADMSTR					
		STEP A	64.1688	5,133.50	11,122.59	133,471.10
		STEP B	67.3774	5,390.19	11,678.74	140,144.99
		STEP C	70.7462	5,659.69	12,262.67	147,152.09
		STEP D	74.2836	5,942.68	12,875.82	154,509.88
		STEP E	77.9977	6,239.81	13,519.60	162,235.21
		STEP F	81.8976	6,551.80	14,195.58	170,347.00
		STEP G	85.9924	6,879.39	14,905.34	178,864.19
6125	RECREATION MANAGER					
		STEP A	46.0837	3,686.69	7,987.84	95,854.09
		STEP B	48.3880	3,871.04	8,387.25	100,647.04
		STEP C	50.8072	4,064.57	8,806.58	105,678.97
		STEP D	53.3476	4,267.80	9,246.91	110,963.00
		STEP E	56.0151	4,481.20	9,709.28	116,511.40
		STEP F	58.8160	4,705.28	10,194.77	122,337.28
		STEP G	61.7566	4,940.52	10,704.47	128,453.72

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Job Code	Title	Step	Hourly	Bi-weekly	Monthly	Annual
6145	RECREATION SUPERINTENDENT					
		STEP A	40.3363	3,226.90	6,991.62	83,899.50
		STEP B	42.3531	3,388.24	7,341.20	88,094.44
		STEP C	44.4708	3,557.66	7,708.27	92,499.26
		STEP D	46.6942	3,735.53	8,093.66	97,123.93
		STEP E	49.0293	3,922.34	8,498.41	101,980.94
		STEP F	51.4805	4,118.44	8,923.28	107,079.44
		STEP G	54.0543	4,324.34	9,369.41	112,432.94
6147	RECREATION SUPERVISOR					
		STEP A	34.8445	2,787.56	6,039.71	72,476.56
		STEP B	36.5867	2,926.93	6,341.69	76,100.33
		STEP C	38.4162	3,073.29	6,658.80	79,905.69
		STEP D	40.3369	3,226.95	6,991.72	83,900.75
		STEP E	42.3537	3,388.29	7,341.30	88,095.69
		STEP F	44.4713	3,557.70	7,708.35	92,500.30
		STEP G	46.6949	3,735.59	8,093.78	97,125.39
6231	REFUSE SUPERINTENDENT					
		STEP A	40.0712	3,205.69	6,945.67	83,348.09
		STEP B	42.0747	3,365.97	7,292.94	87,515.37
		STEP C	44.1783	3,534.26	7,657.57	91,890.86
		STEP D	46.3875	3,711.00	8,040.50	96,486.00
		STEP E	48.7067	3,896.53	8,442.49	101,309.93
		STEP F	51.1420	4,091.36	8,864.61	106,375.36
		STEP G	53.6991	4,295.92	9,307.84	111,694.12
6235	REFUSE SUPERVISOR					
		STEP A	33.7592	2,700.73	5,851.59	70,219.13
		STEP B	35.4472	2,835.77	6,144.18	73,730.17
		STEP C	37.2197	2,977.57	6,451.41	77,416.97
		STEP D	39.0799	3,126.39	6,773.84	81,286.19
		STEP E	41.0339	3,282.71	7,112.54	85,350.51
		STEP F	43.0854	3,446.83	7,468.13	89,617.63
		STEP G	45.2399	3,619.19	7,841.58	94,098.99
6242	REFUSE UTILITY MANAGER					
		STEP A	50.8512	4,068.09	8,814.20	105,770.49
		STEP B	53.3936	4,271.48	9,254.89	111,058.68
		STEP C	56.0634	4,485.07	9,717.65	116,611.87
		STEP D	58.8664	4,709.31	10,203.50	122,442.11
		STEP E	61.8098	4,944.78	10,713.69	128,564.38
		STEP F	64.9004	5,192.03	11,249.40	134,992.83
		STEP G	68.1453	5,451.62	11,811.85	141,742.22

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Job Code	Title	Step	Hourly	Bi-weekly	Monthly	Annual
6450	RISK MANAGER					
		STEP A	44.2702	3,541.61	7,673.50	92,082.01
		STEP B	46.4838	3,718.70	8,057.19	96,686.30
		STEP C	48.8080	3,904.64	8,460.05	101,520.64
		STEP D	51.2482	4,099.85	8,883.02	106,596.25
		STEP E	53.8108	4,304.86	9,327.20	111,926.46
		STEP F	56.5012	4,520.09	9,793.54	117,522.49
		STEP G	59.3263	4,746.10	10,283.22	123,398.70
6500	SAFETY COORDINATOR					
		STEP A	36.5871	2,926.96	6,341.76	76,101.16
		STEP B	38.4164	3,073.31	6,658.84	79,906.11
		STEP C	40.3371	3,226.96	6,991.76	83,901.16
		STEP D	42.3539	3,388.31	7,341.34	88,096.11
		STEP E	44.4716	3,557.72	7,708.41	92,500.92
		STEP F	46.6952	3,735.61	8,093.83	97,126.01
		STEP G	49.0301	3,922.40	8,498.55	101,982.60
7130	SR BUSINESS SYSTEMS ANALYST					
		STEP A	34.7663	2,781.30	6,026.15	72,313.90
		STEP B	36.5046	2,920.36	6,327.46	75,929.56
		STEP C	38.3298	3,066.38	6,643.83	79,725.98
		STEP D	40.2463	3,219.70	6,976.02	83,712.30
		STEP E	42.2586	3,380.68	7,324.82	87,897.88
		STEP F	44.3716	3,549.72	7,691.07	92,292.92
		STEP G	46.5900	3,727.20	8,075.60	96,907.20
7145	SR DATABASE ANALYST					
		STEP A	38.1818	3,054.54	6,618.17	79,418.14
		STEP B	40.0910	3,207.28	6,949.10	83,389.28
		STEP C	42.0955	3,367.64	7,296.55	87,558.64
		STEP D	44.2002	3,536.01	7,661.36	91,936.41
		STEP E	46.4103	3,712.82	8,044.45	96,533.42
		STEP F	48.7307	3,898.45	8,446.65	101,359.85
		STEP G	51.1673	4,093.38	8,869.00	106,427.98
7123	SR DEPUTY CITY ATTORNEY					
		STEP A	59.7687	4,781.49	10,359.90	124,318.89
		STEP B	62.7574	5,020.59	10,877.94	130,535.39
		STEP C	65.8951	5,271.60	11,421.81	137,061.80
		STEP D	69.1899	5,535.19	11,992.91	143,914.99
		STEP E	72.6495	5,811.96	12,592.58	151,110.96
		STEP F	76.2818	6,102.54	13,222.17	158,666.14
		STEP G	80.0958	6,407.66	13,883.27	166,599.26

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Job Code	Title	Step	Hourly	Bi-weekly	Monthly	Annual
7128	SR ELECTRIC BUSINESS ANALYST					
		STEP A	47.5668	3,805.34	8,244.91	98,938.94
		STEP B	49.9452	3,995.61	8,657.16	103,886.01
		STEP C	52.4425	4,195.40	9,090.03	109,080.40
		STEP D	55.0646	4,405.16	9,544.53	114,534.36
		STEP E	57.8179	4,625.43	10,021.76	120,261.23
		STEP F	60.7088	4,856.70	10,522.85	126,274.30
		STEP G	63.7442	5,099.53	11,048.99	132,587.93
7163	SR ENERGY SVCS ACCOUNT REP					
		STEP A	47.6233	3,809.86	8,254.70	99,056.46
		STEP B	50.0044	4,000.35	8,667.42	104,009.15
		STEP C	52.5047	4,200.37	9,100.81	109,209.77
		STEP D	55.1299	4,410.39	9,555.84	114,670.19
		STEP E	57.8863	4,630.90	10,033.62	120,403.50
		STEP F	60.7806	4,862.44	10,535.30	126,423.64
		STEP G	63.8196	5,105.56	11,062.06	132,744.76
7142	SR ENGINEER					
		STEP A	42.7247	3,417.97	7,405.61	88,867.37
		STEP B	44.8610	3,588.88	7,775.90	93,310.88
		STEP C	47.1040	3,768.32	8,164.69	97,976.32
		STEP D	49.4593	3,956.74	8,572.94	102,875.34
		STEP E	51.9321	4,154.56	9,001.56	108,018.76
		STEP F	54.5288	4,362.30	9,451.65	113,419.90
		STEP G	57.2552	4,580.41	9,924.23	119,090.81
7150	SR HUMAN RESOURCES ANALYST					
		STEP A	38.4165	3,073.32	6,658.86	79,906.32
		STEP B	40.3372	3,226.97	6,991.78	83,901.37
		STEP C	42.3541	3,388.32	7,341.37	88,096.52
		STEP D	44.4717	3,557.73	7,708.42	92,501.13
		STEP E	46.6954	3,735.63	8,093.86	97,126.43
		STEP F	49.0301	3,922.40	8,498.55	101,982.60
		STEP G	51.4815	4,118.52	8,923.46	107,081.52
7194	SR IT ANALYST					
		STEP A	34.8115	2,784.92	6,033.99	72,407.92
		STEP B	36.5520	2,924.16	6,335.68	76,028.16
		STEP C	38.3796	3,070.36	6,652.46	79,829.56
		STEP D	40.2987	3,223.89	6,985.10	83,821.29
		STEP E	42.3135	3,385.08	7,334.34	88,012.08
		STEP F	44.4293	3,554.34	7,701.07	92,412.94
		STEP G	46.6506	3,732.04	8,086.10	97,033.24

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Job Code	Title	Step	Hourly	Bi-weekly	Monthly	Annual
7180	SR PLANNER					
		STEP A	40.3307	3,226.45	6,990.65	83,887.85
		STEP B	42.3473	3,387.78	7,340.19	88,082.38
		STEP C	44.4646	3,557.16	7,707.19	92,486.36
		STEP D	46.6877	3,735.01	8,092.53	97,110.41
		STEP E	49.0223	3,921.78	8,497.19	101,966.38
		STEP F	51.4734	4,117.87	8,922.05	107,064.67
		STEP G	54.0470	4,323.76	9,368.14	112,417.76
7151	SR POWER ENGINEER					
		STEP A	59.8134	4,785.07	10,367.65	124,411.87
		STEP B	62.8043	5,024.34	10,886.07	130,632.94
		STEP C	65.9443	5,275.54	11,430.34	137,164.14
		STEP D	69.2416	5,539.32	12,001.87	144,022.52
		STEP E	72.7036	5,816.28	12,601.95	151,223.48
		STEP F	76.3389	6,107.11	13,232.07	158,784.91
		STEP G	80.1558	6,412.46	13,893.67	166,724.06
5555	SR POWER PLANT ENGINEER					
		STEP A	59.8134	4,785.07	10,367.65	124,411.87
		STEP B	62.8043	5,024.34	10,886.07	130,632.94
		STEP C	65.9443	5,275.54	11,430.34	137,164.14
		STEP D	69.2416	5,539.32	12,001.87	144,022.52
		STEP E	72.7036	5,816.28	12,601.95	151,223.48
		STEP F	76.3389	6,107.11	13,232.07	158,784.91
		STEP G	80.1558	6,412.46	13,893.67	166,724.06
7520	STREET MAINT SUPERINTENDENT					
		STEP A	42.7162	3,417.29	7,404.14	88,849.69
		STEP B	44.8518	3,588.14	7,774.31	93,291.74
		STEP C	47.0943	3,767.54	8,163.01	97,956.14
		STEP D	49.4492	3,955.93	8,571.19	102,854.33
		STEP E	51.9218	4,153.74	8,999.77	107,997.34
		STEP F	54.5179	4,361.43	9,449.76	113,397.23
		STEP G	57.2435	4,579.48	9,922.20	119,066.48
7522	STREET MAINT SUPERVISOR					
		STEP A	32.5213	2,601.70	5,637.02	67,644.30
		STEP B	34.1472	2,731.77	5,918.84	71,026.17
		STEP C	35.8546	2,868.36	6,214.79	74,577.56
		STEP D	37.6474	3,011.79	6,525.54	78,306.59
		STEP E	39.5298	3,162.38	6,851.83	82,221.98
		STEP F	41.5063	3,320.50	7,194.42	86,333.10
		STEP G	43.5816	3,486.52	7,554.14	90,649.72

CITY OF ROSEVILLE

SALARY SCHEDULE

Appendix: A
Percentage:1.020

Effective Date: 01/09/2016

MGMT MANAGEMENT

Job Code	Title	Step	Hourly	Bi-weekly	Monthly	Annual
8762	URBAN FORESTER					
		STEP A	34.8445	2,787.56	6,039.71	72,476.56
		STEP B	36.5866	2,926.92	6,341.67	76,100.12
		STEP C	38.4161	3,073.28	6,658.79	79,905.48
		STEP D	40.3369	3,226.95	6,991.72	83,900.75
		STEP E	42.3537	3,388.29	7,341.30	88,095.69
		STEP F	44.4713	3,557.70	7,708.35	92,500.30
		STEP G	46.6949	3,735.59	8,093.78	97,125.39
9047	WATER CONSERVATION ADMINSTR					
		STEP A	38.4381	3,075.04	6,662.60	79,951.24
		STEP B	40.3601	3,228.80	6,995.75	83,949.00
		STEP C	42.3780	3,390.24	7,345.52	88,146.24
		STEP D	44.4970	3,559.76	7,712.81	92,553.76
		STEP E	46.7218	3,737.74	8,098.44	97,181.34
		STEP F	49.0582	3,924.65	8,503.42	102,041.05
		STEP G	51.5109	4,120.87	8,928.55	107,142.67
9084	WATER DISTRIBUTION SUPERVISOR					
		STEP A	34.8445	2,787.56	6,039.71	72,476.56
		STEP B	36.5867	2,926.93	6,341.69	76,100.33
		STEP C	38.4162	3,073.29	6,658.80	79,905.69
		STEP D	40.3369	3,226.95	6,991.72	83,900.75
		STEP E	42.3537	3,388.29	7,341.30	88,095.69
		STEP F	44.4713	3,557.70	7,708.35	92,500.30
		STEP G	46.6949	3,735.59	8,093.78	97,125.39
9101	WATER QUALITY LAB SUPERVISOR					
		STEP A	36.5854	2,926.83	6,341.46	76,097.63
		STEP B	38.4146	3,073.16	6,658.53	79,902.36
		STEP C	40.3354	3,226.83	6,991.46	83,897.63
		STEP D	42.3521	3,388.16	7,341.03	88,092.36
		STEP E	44.4698	3,557.58	7,708.09	92,497.18
		STEP F	46.6932	3,735.45	8,093.48	97,121.85
		STEP G	49.0277	3,922.21	8,498.13	101,977.61
9175	WATER TRMT PLT CHIEF OPERATOR					
		STEP A	41.8116	3,344.92	7,247.34	86,968.12
		STEP B	43.9023	3,512.18	7,609.73	91,316.78
		STEP C	46.0973	3,687.78	7,990.19	95,882.38
		STEP D	48.4023	3,872.18	8,389.73	100,676.78
		STEP E	50.8222	4,065.77	8,809.18	105,710.17
		STEP F	53.3634	4,269.07	9,249.65	110,995.87
		STEP G	56.0315	4,482.52	9,712.12	116,545.52

CITY OF ROSEVILLE

SALARY SCHEDULE

Appendix: A
Percentage:1.020

Effective Date: 01/09/2016

MGMT MANAGEMENT

Job Code	Title	Step	Hourly	Bi-weekly	Monthly	Annual
9244	WATER UTILITY MANAGER					
		STEP A	56.5013	4,520.10	9,793.55	117,522.70
		STEP B	59.3265	4,746.12	10,283.26	123,399.12
		STEP C	62.2925	4,983.40	10,797.36	129,568.40
		STEP D	65.4073	5,232.58	11,337.26	136,047.18
		STEP E	68.6775	5,494.20	11,904.10	142,849.20
		STEP F	72.1113	5,768.90	12,499.29	149,991.50
		STEP G	75.7169	6,057.35	13,124.26	157,491.15
8980	WSTWTR COLLECTION SUPT					
		STEP A	42.7094	3,416.75	7,402.96	88,835.55
		STEP B	44.8448	3,587.58	7,773.09	93,277.18
		STEP C	47.0871	3,766.96	8,161.76	97,941.16
		STEP D	49.4415	3,955.32	8,569.86	102,838.32
		STEP E	51.9135	4,153.08	8,998.34	107,980.08
		STEP F	54.5093	4,360.74	9,448.27	113,379.34
		STEP G	57.2346	4,578.76	9,920.66	119,047.96
8978	WSTWTR COLLECTION SUPV					
		STEP A	34.8446	2,787.56	6,039.73	72,476.76
		STEP B	36.5867	2,926.93	6,341.69	76,100.33
		STEP C	38.4162	3,073.29	6,658.80	79,905.69
		STEP D	40.3369	3,226.95	6,991.72	83,900.75
		STEP E	42.3538	3,388.30	7,341.32	88,095.90
		STEP F	44.4713	3,557.70	7,708.35	92,500.30
		STEP G	46.6949	3,735.59	8,093.78	97,125.39
9040	WSTWTR TRMT PLT CHIEF OPER					
		STEP A	45.9928	3,679.42	7,972.08	95,665.02
		STEP B	48.2926	3,863.40	8,370.71	100,448.60
		STEP C	50.7070	4,056.56	8,789.21	105,470.56
		STEP D	53.2425	4,259.40	9,228.70	110,744.40
		STEP E	55.9044	4,472.35	9,690.09	116,281.15
		STEP F	58.6998	4,695.98	10,174.63	122,095.58
		STEP G	61.6346	4,930.76	10,683.33	128,199.96
9045	WSTWTR UTILITY MANAGER					
		STEP A	56.5013	4,520.10	9,793.55	117,522.70
		STEP B	59.3265	4,746.12	10,283.26	123,399.12
		STEP C	62.2925	4,983.40	10,797.36	129,568.40
		STEP D	65.4073	5,232.58	11,337.26	136,047.18
		STEP E	68.6775	5,494.20	11,904.10	142,849.20
		STEP F	72.1113	5,768.90	12,499.29	149,991.50
		STEP G	75.7169	6,057.35	13,124.26	157,491.15

Appendix: A
Percentage:1.020

MGMT MANAGEMENT

Job Code	Title	Step	Hourly	Bi-weekly	Monthly	Annual
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CITY OF ROSEVILLE SALARY SCHEDULE

Effective Date: 01/09/2016

MGTB		MANAGEMENT - B			
Job Code	Step	Hourly	Bi-weekly	Monthly	Annual
B700	ACCOUNTING MANAGER				
	Step A	43.9697	3517.58	7621.41	91456.98
	Step B	45.0552	3604.42	7809.57	93714.90
	Step C	46.1679	3693.43	8002.44	96029.28
	Step D	47.3081	3784.65	8200.07	98400.82
	Step E	48.4764	3878.11	8402.58	100830.93
	Step F	49.6736	3973.89	8610.09	103321.05
	Step G	50.9003	4072.03	8822.72	105872.66
	Step H	52.1574	4172.59	9040.61	108487.29
	Step I	53.4454	4275.63	9263.87	111166.50
	Step J	54.7653	4381.23	9492.66	113911.86
	Step K	56.1178	4489.42	9727.09	116725.03
	Step L	57.5037	4600.30	9967.31	119607.67
	Step M	58.9238	4713.90	10213.46	122561.50
B701	ACCOUNTING SUPERVISOR				
	Step A	40.5385	3243.08	7026.67	84320.08
	Step B	41.5392	3323.14	7200.13	86401.57
	Step C	42.5651	3405.21	7377.94	88535.34
	Step D	43.6163	3489.30	7560.15	90721.81
	Step E	44.6934	3575.47	7746.86	92962.27
	Step F	45.7971	3663.77	7938.17	95258.07
	Step G	46.9282	3754.25	8134.21	97610.56
	Step H	48.0871	3846.97	8335.10	100021.15
	Step I	49.2747	3941.97	8540.94	102491.28
	Step J	50.4915	4039.32	8751.87	105022.40
	Step K	51.7385	4139.08	8968.00	107616.03
	Step L	53.0162	4241.30	9189.48	110273.72
	Step M	54.3255	4346.04	9416.42	112997.04
B702	ADMINISTRATIVE ANALYST I				
	Step A	33.2609	2660.87	5765.22	69182.67
	Step B	34.0820	2726.56	5907.54	70890.46
	Step C	34.9236	2793.89	6053.43	72641.17
	Step D	35.7861	2862.89	6202.93	74435.12
	Step E	36.6699	2933.59	6356.11	76273.37
	Step F	37.5755	3006.04	6513.08	78157.02
	Step G	38.5035	3080.28	6673.93	80087.18
	Step H	39.4543	3156.35	6838.75	82065.01
	Step I	40.4287	3234.30	7007.64	84091.69
	Step J	41.4271	3314.17	7180.70	86168.42
	Step K	42.4502	3396.02	7358.04	88296.44
	Step L	43.4986	3479.88	7539.75	90477.00
	Step M	44.5728	3565.82	7725.95	92711.42

B703	ADMINISTRATIVE ANALYST II				
Step A	36.5872	2926.98	6341.78	76101.38	
Step B	37.4902	2999.21	6498.29	77979.54	
Step C	38.4160	3073.28	6658.78	79905.32	
Step D	39.3647	3149.18	6823.22	81878.66	
Step E	40.3369	3226.95	6991.73	83900.74	
Step F	41.3331	3306.64	7164.40	85972.75	
Step G	42.3538	3388.31	7341.33	88095.93	
Step H	43.3998	3471.98	7522.63	90271.55	
Step I	44.4716	3557.73	7708.41	92500.90	
Step J	45.5699	3645.59	7898.78	94785.30	
Step K	46.6952	3735.62	8093.84	97126.12	
Step L	47.8484	3827.87	8293.73	99524.74	
Step M	49.0301	3922.41	8498.55	101982.61	

B704	ALTERNATIVE TRANSP ANALYST I				
Step A	33.7583	2700.66	5851.44	70217.26	
Step B	34.5918	2767.34	5995.91	71950.97	
Step C	35.4461	2835.69	6143.99	73727.87	
Step D	36.3215	2905.72	6295.72	75548.65	
Step E	37.2185	2977.48	6451.20	77414.40	
Step F	38.1376	3051.01	6610.52	79326.23	
Step G	39.0795	3126.36	6773.77	81285.27	
Step H	40.0446	3203.56	6941.06	83292.69	
Step I	41.0335	3282.68	7112.47	85349.69	
Step J	42.0469	3363.75	7288.12	87457.48	
Step K	43.0853	3446.82	7468.11	89617.33	
Step L	44.1493	3531.94	7652.54	91830.52	
Step M	45.2396	3619.17	7841.53	94098.37	

B705	ALTERNATIVE TRANSP ANALYST II				
Step A	36.5872	2926.98	6341.78	76101.38	
Step B	37.4902	2999.21	6498.29	77979.54	
Step C	38.4160	3073.28	6658.78	79905.32	
Step D	39.3647	3149.18	6823.22	81878.66	
Step E	40.3369	3226.95	6991.73	83900.74	
Step F	41.3331	3306.64	7164.40	85972.75	
Step G	42.3538	3388.31	7341.33	88095.93	
Step H	43.3998	3471.98	7522.63	90271.55	
Step I	44.4716	3557.73	7708.41	92500.90	
Step J	45.5699	3645.59	7898.78	94785.30	
Step K	46.6952	3735.62	8093.84	97126.12	
Step L	47.8484	3827.87	8293.73	99524.74	
Step M	49.0301	3922.41	8498.55	101982.61	

B706	ALTERNATIVE TRANSP MGR				
	Step A	46.6032	3728.26	8077.89	96934.66
	Step B	47.7530	3820.24	8277.19	99326.30
	Step C	48.9323	3914.59	8481.60	101779.26
	Step D	50.1408	4011.26	8691.07	104292.80
	Step E	51.3790	4110.32	8905.70	106868.41
	Step F	52.6479	4211.83	9125.64	109507.63
	Step G	53.9481	4315.85	9351.00	112212.04
	Step H	55.2804	4422.43	9581.94	114983.22
	Step I	56.6456	4531.65	9818.57	117822.85
	Step J	58.0445	4643.56	10061.05	120732.60
	Step K	59.4780	4758.24	10309.52	123714.22
	Step L	60.9469	4875.75	10564.12	126769.46
	Step M	62.4520	4996.16	10825.01	129900.16

B707	ASSISTANT CITY MANAGER				
	Step A	74.0814	5926.51	12840.78	154089.31
	Step B	75.9101	6072.81	13157.75	157893.06
	Step C	77.7848	6222.78	13482.70	161792.38
	Step D	79.7058	6376.46	13815.67	165788.01
	Step E	81.6742	6533.93	14156.86	169882.31
	Step F	83.6912	6695.30	14506.48	174077.72
	Step G	85.7581	6860.64	14864.73	178376.75
	Step H	87.8759	7030.07	15231.83	182781.94
	Step I	90.0461	7203.69	15607.99	187295.92
	Step J	92.2699	7381.59	15993.45	191921.38
	Step K	94.5486	7563.89	16388.42	196661.07
	Step L	96.8836	7750.69	16793.15	201517.81
	Step M	99.2762	7942.10	17207.87	206494.50

B708	ASSISTANT ELECTRIC UTILITY DIR				
	Step A	70.9719	5677.75	12301.80	147621.55
	Step B	72.7240	5817.92	12605.49	151265.84
	Step C	74.5200	5961.60	12916.79	155001.50
	Step D	76.3603	6108.82	13235.79	158829.42
	Step E	78.2461	6259.69	13562.66	162751.87
	Step F	80.1785	6414.28	13897.60	166771.19
	Step G	82.1585	6572.68	14240.81	170889.77
	Step H	84.1875	6735.00	14592.51	175110.07
	Step I	86.2666	6901.33	14952.88	179434.59
	Step J	88.3971	7071.77	15322.16	183865.90
	Step K	90.5801	7246.41	15700.55	188406.65
	Step L	92.8171	7425.37	16088.30	193059.55
	Step M	95.1093	7608.74	16485.61	197827.34

B940	ASSISTANT ELECTRIC UTILITY DIR-RESOURCES				
	Step A	77.7298	6218.38	13473.17	161677.98
	Step B	79.6487	6371.89	13805.77	165669.20
	Step C	81.6157	6529.25	14146.71	169760.57
	Step D	83.6312	6690.50	14496.08	173952.98
	Step E	85.6966	6855.73	14854.08	178248.92
	Step F	87.8130	7025.04	15220.91	182650.96
	Step G	89.9816	7198.53	15596.81	187161.70
	Step H	92.2038	7376.30	15981.99	191783.85
	Step I	94.4808	7558.47	16376.68	196520.14
	Step J	96.8141	7745.13	16781.12	201373.41
	Step K	99.2051	7936.40	17195.54	206346.52
	Step L	101.6550	8132.40	17620.20	211442.46
	Step M	104.1655	8333.24	18055.35	216664.24
B709	ASSISTANT EU DIRECTOR				
	Step A	62.1514	4972.11	10772.91	129274.91
	Step B	63.6854	5094.83	11038.81	132465.70
	Step C	65.2582	5220.66	11311.42	135737.08
	Step D	66.8698	5349.59	11590.77	139089.24
	Step E	68.5212	5481.70	11877.02	142524.19
	Step F	70.2134	5617.08	12170.33	146043.96
	Step G	71.9474	5755.79	12470.89	149650.67
	Step H	73.7242	5897.94	12778.87	153346.44
	Step I	75.5449	6043.60	13094.46	157133.48
	Step J	77.4106	6192.85	13417.84	161014.05
	Step K	79.3223	6345.79	13749.20	164990.45
	Step L	81.2813	6502.50	14088.75	169065.06
	Step M	83.2886	6663.09	14436.69	173240.29
B710	ASSISTANT POLICE CHIEF				
	Step A	66.6657	5333.26	11555.39	138664.66
	Step B	68.3113	5464.91	11840.63	142087.56
	Step C	69.9983	5599.87	12133.05	145596.55
	Step D	71.7270	5738.16	12432.68	149192.21
	Step E	73.4984	5879.87	12739.72	152876.66
	Step F	75.3135	6025.08	13054.34	156652.10
	Step G	77.1735	6173.88	13376.73	160520.78
	Step H	79.0793	6326.35	13707.08	164485.00
	Step I	81.0323	6482.58	14045.59	168547.12
	Step J	83.0334	6642.68	14392.46	172709.56
	Step K	85.0840	6806.72	14747.90	176974.80
	Step L	87.1853	6974.82	15112.11	181345.37
	Step M	89.3384	7147.07	15485.32	185823.87

B711	ASST CITY ATTORNEY				
	Step A	68.7340	5498.72	11913.89	142966.72
	Step B	70.4307	5634.46	12208.00	146495.95
	Step C	72.1701	5773.61	12509.48	150113.81
	Step D	73.9524	5916.19	12818.42	153821.02
	Step E	75.7787	6062.30	13134.98	157619.79
	Step F	77.6502	6212.01	13459.36	161512.36
	Step G	79.5678	6365.43	13791.76	165501.07
	Step H	81.5328	6522.63	14132.36	169588.29
	Step I	83.5464	6683.71	14481.37	173776.44
	Step J	85.6096	6848.77	14839.00	178068.02
	Step K	87.7238	7017.91	15205.47	182465.59
	Step L	89.8903	7191.22	15580.98	186971.76
	Step M	92.1102	7368.82	15965.77	191589.22

B712	ASST CITY CLERK				
	Step A	35.4741	2837.93	6148.84	73786.13
	Step B	36.3498	2907.98	6300.63	75607.55
	Step C	37.2475	2979.80	6456.23	77474.76
	Step D	38.1673	3053.39	6615.67	79388.07
	Step E	39.1099	3128.79	6779.05	81348.64
	Step F	40.0758	3206.06	6946.47	83357.63
	Step G	41.0655	3285.24	7118.02	85416.23
	Step H	42.0796	3366.37	7293.81	87525.67
	Step I	43.1188	3449.51	7473.93	89687.20
	Step J	44.1837	3534.70	7658.51	91902.12
	Step K	45.2749	3621.99	7847.64	94171.73
	Step L	46.3930	3711.44	8041.45	96497.40
	Step M	47.5387	3803.10	8240.04	98880.50

B713	ASST FIRE CHIEF				
	Step A	61.2592	4900.74	10618.26	127419.14
	Step B	62.7714	5021.71	10880.37	130564.49
	Step C	64.3216	5145.73	11149.08	133788.91
	Step D	65.9101	5272.81	11424.41	137092.96
	Step E	67.5378	5403.02	11706.55	140478.61
	Step F	69.2057	5536.46	11995.66	143947.87
	Step G	70.9148	5673.18	12291.90	147502.80
	Step H	72.6661	5813.29	12595.46	151145.53
	Step I	74.4607	5956.85	12906.52	154878.22
	Step J	76.2996	6103.97	13225.26	158703.10
	Step K	78.1839	6254.71	13551.87	162622.43
	Step L	80.1147	6409.18	13886.55	166638.55
	Step M	82.0932	6567.46	14229.49	170753.86

B714	BILLING SERVICES MANAGER				
	Step A	43.9697	3517.58	7621.41	91456.98
	Step B	45.0552	3604.42	7809.57	93714.90
	Step C	46.1679	3693.43	8002.44	96029.28
	Step D	47.3081	3784.65	8200.07	98400.82
	Step E	48.4764	3878.11	8402.58	100830.93
	Step F	49.6736	3973.89	8610.09	103321.05
	Step G	50.9003	4072.03	8822.72	105872.66
	Step H	52.1574	4172.59	9040.61	108487.29
	Step I	53.4454	4275.63	9263.87	111166.50
	Step J	54.7653	4381.23	9492.66	113911.86
	Step K	56.1178	4489.42	9727.09	116725.03
	Step L	57.5037	4600.30	9967.31	119607.67
	Step M	58.9238	4713.90	10213.46	122561.50

B715	BLDG INSPECTION SUPERVISOR				
	Step A	40.3307	3226.46	6990.65	83887.86
	Step B	41.3263	3306.10	7163.22	85958.63
	Step C	42.3469	3387.75	7340.12	88081.46
	Step D	43.3927	3471.41	7521.39	90256.72
	Step E	44.4643	3557.14	7707.14	92485.70
	Step F	45.5624	3644.99	7897.48	94769.73
	Step G	46.6876	3735.01	8092.51	97110.16
	Step H	47.8406	3827.25	8292.37	99508.40
	Step I	49.0220	3921.76	8497.15	101965.85
	Step J	50.2327	4018.62	8707.00	104484.00
	Step K	51.4732	4117.86	8922.03	107064.34
	Step L	52.7444	4219.55	9142.37	109708.40
	Step M	54.0470	4323.76	9368.15	112417.76

B716	BLDG MAINTENANCE SUPERVISOR				
	Step A	34.8445	2787.56	6039.71	72476.56
	Step B	35.7046	2856.37	6188.79	74265.54
	Step C	36.5863	2926.91	6341.63	76099.60
	Step D	37.4899	2999.19	6498.25	77978.96
	Step E	38.4157	3073.26	6658.73	79904.72
	Step F	39.3644	3149.16	6823.17	81878.05
	Step G	40.3366	3226.93	6991.68	83900.11
	Step H	41.3327	3306.62	7164.34	85972.11
	Step I	42.3535	3388.28	7341.27	88095.28
	Step J	43.3995	3471.96	7522.57	90270.88
	Step K	44.4713	3557.70	7708.35	92500.21
	Step L	45.5695	3645.56	7898.72	94784.59
	Step M	46.6949	3735.59	8093.78	97125.39

B717	BLDG OFFICIAL				
	Step A	49.8118	3984.94	8634.05	103608.54
	Step B	51.0414	4083.31	8847.18	106166.15
	Step C	52.3019	4184.15	9065.67	108788.03
	Step D	53.5936	4287.49	9289.55	111474.66
	Step E	54.9171	4393.37	9518.97	114227.64
	Step F	56.2734	4501.87	9754.05	117048.60
	Step G	57.6631	4613.05	9994.94	119939.24
	Step H	59.0871	4726.97	10241.77	122901.25
	Step I	60.5464	4843.71	10494.70	125936.42
	Step J	62.0416	4963.33	10753.88	129046.55
	Step K	63.5738	5085.90	11019.46	132233.48
	Step L	65.1438	5211.50	11291.59	135499.12
	Step M	66.7526	5340.21	11570.45	138845.41

B718	BUDGET ANALYST I				
	Step A	34.4334	2754.67	5968.46	71621.47
	Step B	35.2833	2822.67	6115.78	73389.36
	Step C	36.1547	2892.38	6266.82	75201.79
	Step D	37.0476	2963.81	6421.58	77058.97
	Step E	37.9625	3037.00	6580.17	78962.02
	Step F	38.9000	3112.00	6742.67	80912.07
	Step G	39.8607	3188.86	6909.19	82910.27
	Step H	40.8451	3267.61	7079.82	84957.82
	Step I	41.8538	3348.31	7254.66	87055.94
	Step J	42.8874	3431.00	7433.82	89205.87
	Step K	43.9466	3515.73	7617.41	91408.90
	Step L	45.0319	3602.55	7805.53	93666.34
	Step M	46.1440	3691.52	7998.29	95979.52

B719	BUDGET ANALYST II				
	Step A	37.3182	2985.46	6468.49	77621.86
	Step B	38.2394	3059.15	6628.17	79538.01
	Step C	39.1838	3134.70	6791.86	81502.28
	Step D	40.1515	3212.12	6959.59	83515.06
	Step E	41.1431	3291.44	7131.46	85577.55
	Step F	42.1591	3372.73	7307.58	87690.98
	Step G	43.2003	3456.02	7488.05	89856.59
	Step H	44.2672	3541.37	7672.97	92075.69
	Step I	45.3604	3628.83	7862.47	94349.59
	Step J	46.4806	3718.45	8056.64	96679.65
	Step K	47.6285	3810.28	8255.60	99067.25
	Step L	48.8047	3904.38	8459.48	101513.81
	Step M	50.0100	4000.80	8668.40	104020.80

B720	BUDGET MANAGER				
	Step A	43.9697	3517.58	7621.41	91456.98
	Step B	45.0552	3604.42	7809.57	93714.90
	Step C	46.1679	3693.43	8002.44	96029.28
	Step D	47.3081	3784.65	8200.07	98400.82
	Step E	48.4764	3878.11	8402.58	100830.93
	Step F	49.6736	3973.89	8610.09	103321.05
	Step G	50.9003	4072.03	8822.72	105872.66
	Step H	52.1574	4172.59	9040.61	108487.29
	Step I	53.4454	4275.63	9263.87	111166.50
	Step J	54.7653	4381.23	9492.66	113911.86
	Step K	56.1178	4489.42	9727.09	116725.03
	Step L	57.5037	4600.30	9967.31	119607.67
	Step M	58.9238	4713.90	10213.46	122561.50

B721	BUSINESS SVCS ADMINISTRATOR				
	Step A	42.3780	3390.24	7345.52	88146.24
	Step B	43.4242	3473.94	7526.86	90322.32
	Step C	44.4966	3559.73	7712.74	92552.92
	Step D	45.5955	3647.64	7903.22	94838.61
	Step E	46.7215	3737.72	8098.40	97180.75
	Step F	47.8753	3830.03	8298.39	99580.72
	Step G	49.0577	3924.61	8503.33	102039.97
	Step H	50.2692	4021.54	8713.33	104559.95
	Step I	51.5107	4120.85	8928.51	107142.16
	Step J	52.7828	4222.62	9149.01	109788.14
	Step K	54.0863	4326.90	9374.96	112499.47
	Step L	55.4220	4433.76	9606.48	115277.76
	Step M	56.7907	4543.26	9843.72	118124.66

B722	CENTRAL SERVICES DIRECTOR				
	Step A	55.5189	4441.51	9623.28	115479.31
	Step B	56.8894	4551.15	9860.83	118330.01
	Step C	58.2944	4663.55	10104.36	121252.29
	Step D	59.7340	4778.72	10353.89	124246.74
	Step E	61.2092	4896.74	10609.59	127315.13
	Step F	62.7208	5017.67	10871.61	130459.31
	Step G	64.2698	5141.58	11140.09	133681.13
	Step H	65.8570	5268.56	11415.21	136982.52
	Step I	67.4834	5398.67	11697.12	140365.44
	Step J	69.1500	5532.00	11985.99	143831.91
	Step K	70.8577	5668.61	12282.00	147383.98
	Step L	72.6076	5808.61	12585.31	151023.77
	Step M	74.4007	5952.06	12896.12	154753.46

B723	CHIEF FINANCIAL OFFICER				
	Step A	86.5875	6927.00	15008.50	180102.00
	Step B	88.7250	7098.00	15378.99	184547.91
	Step C	90.9161	7273.29	15758.79	189105.51
	Step D	93.1614	7452.91	16147.97	193775.66
	Step E	95.4621	7636.97	16546.76	198561.14
	Step F	97.8196	7825.57	16955.40	203464.81
	Step G	100.2354	8018.83	17374.13	208489.57
	Step H	102.7108	8216.86	17803.20	213638.43
	Step I	105.2473	8419.79	18242.87	218914.45
	Step J	107.8465	8627.72	18693.40	224320.76
	Step K	110.5099	8840.79	19155.05	229860.58
	Step L	113.2390	9059.12	19628.10	235537.22
	Step M	116.0356	9282.85	20112.84	241354.05

B724	CHIEF INFORMATION OFFICER				
	Step A	60.9892	4879.14	10571.46	126857.54
	Step B	62.4949	4999.59	10832.45	129989.38
	Step C	64.0383	5123.06	11099.97	133199.60
	Step D	65.6198	5249.58	11374.09	136489.10
	Step E	67.2403	5379.22	11654.99	139859.83
	Step F	68.9009	5512.07	11942.82	143313.81
	Step G	70.6024	5648.20	12237.76	146853.09
	Step H	72.3460	5787.68	12539.98	150479.77
	Step I	74.1327	5930.62	12849.67	154196.02
	Step J	75.9635	6077.08	13167.00	158004.05
	Step K	77.8395	6227.16	13492.18	161906.12
	Step L	79.7618	6380.94	13825.38	165904.55
	Step M	81.7316	6538.53	14166.81	170001.73

B725	CITY CLERK				
	Step A	49.4890	3959.12	8578.10	102937.15
	Step B	50.7112	4056.90	8789.94	105479.28
	Step C	51.9636	4157.08	9007.02	108084.20
	Step D	53.2468	4259.75	9229.45	110753.45
	Step E	54.5618	4364.95	9457.38	113488.61
	Step F	55.9093	4472.74	9690.94	116291.33
	Step G	57.2900	4583.20	9930.27	119163.26
	Step H	58.7049	4696.39	10175.51	122106.11
	Step I	60.1546	4812.37	10426.80	125121.65
	Step J	61.6402	4931.22	10684.30	128211.65
	Step K	63.1625	5053.00	10948.16	131377.97
	Step L	64.7223	5177.79	11218.54	134622.48
	Step M	66.3207	5305.66	11495.59	137947.11

B726	CITY LIBRARIAN				
	Step A	43.4443	3475.55	7530.35	90364.22
	Step B	44.5172	3561.38	7716.32	92595.85
	Step C	45.6166	3649.33	7906.88	94882.60
	Step D	46.7432	3739.45	8102.15	97225.82
	Step E	47.8976	3831.80	8302.24	99626.91
	Step F	49.0804	3926.43	8507.27	102087.29
	Step G	50.2925	4023.40	8717.37	104608.44
	Step H	51.5345	4122.76	8932.65	107191.85
	Step I	52.8072	4224.58	9153.26	109839.06
	Step J	54.1114	4328.91	9379.30	112551.65
	Step K	55.4477	4435.82	9610.94	115331.22
	Step L	56.8170	4545.36	9848.29	118179.44
	Step M	58.2202	4657.62	10091.50	121098.00

B728	DEPT PUBLIC INFO OFFICER				
	Step A	38.3214	3065.71	6642.38	79708.51
	Step B	39.2676	3141.40	6806.38	81676.52
	Step C	40.2373	3218.98	6974.47	83693.61
	Step D	41.2310	3298.48	7146.71	85760.50
	Step E	42.2493	3379.94	7323.20	87878.44
	Step F	43.2926	3463.41	7504.06	90048.69
	Step G	44.3618	3548.94	7689.38	92272.53
	Step H	45.4574	3636.59	7879.27	94551.29
	Step I	46.5800	3726.40	8073.86	96886.33
	Step J	47.7303	3818.42	8273.25	99279.04
	Step K	48.9091	3912.72	8477.57	101730.83
	Step L	50.1169	4009.35	8686.93	104243.18
	Step M	51.3546	4108.37	8901.46	106817.57

B729	DEPUTY CITY ATTORNEY I				
	Step A	49.3957	3951.66	8561.92	102743.06
	Step B	50.6151	4049.20	8773.28	105279.32
	Step C	51.8650	4149.20	8989.94	107879.30
	Step D	53.1459	4251.67	9211.96	110543.49
	Step E	54.4584	4356.67	9439.46	113273.47
	Step F	55.8033	4464.26	9672.57	116070.87
	Step G	57.1814	4574.51	9911.45	118937.35
	Step H	58.5936	4687.49	10156.22	121874.63
	Step I	60.0406	4803.25	10407.04	124884.45
	Step J	61.5234	4921.87	10664.05	127968.59
	Step K	63.0427	5043.42	10927.41	131128.91
	Step L	64.5996	5167.97	11197.27	134367.27
	Step M	66.1950	5295.60	11473.80	137685.60

B730	DEPUTY CITY ATTORNEY II			
Step A	54.3352	4346.82	9418.10	113017.22
Step B	55.6766	4454.13	9650.60	115807.25
Step C	57.0516	4564.12	9888.94	118667.23
Step D	58.4605	4676.84	10133.15	121597.83
Step E	59.9042	4792.34	10383.40	124600.81
Step F	61.3836	4910.69	10639.83	127677.96
Step G	62.8996	5031.97	10902.59	130831.09
Step H	64.4529	5156.23	11171.84	134062.10
Step I	66.0447	5283.57	11447.74	137372.89
Step J	67.6757	5414.06	11730.45	140765.45
Step K	69.3470	5547.76	12020.15	144241.80
Step L	71.0596	5684.77	12317.00	147803.99
Step M	72.8145	5825.16	12621.18	151454.16

B731	DEPUTY CITY MANAGER			
Step A	55.5189	4441.51	9623.28	115479.31
Step B	56.8894	4551.15	9860.83	118330.01
Step C	58.2944	4663.55	10104.36	121252.29
Step D	59.7340	4778.72	10353.89	124246.74
Step E	61.2092	4896.74	10609.59	127315.13
Step F	62.7208	5017.67	10871.61	130459.31
Step G	64.2698	5141.58	11140.09	133681.13
Step H	65.8570	5268.56	11415.21	136982.52
Step I	67.4834	5398.67	11697.12	140365.44
Step J	69.1500	5532.00	11985.99	143831.91
Step K	70.8577	5668.61	12282.00	147383.98
Step L	72.6076	5808.61	12585.31	151023.77
Step M	74.4007	5952.06	12896.12	154753.46

B732	DEVELOPMENT ANALYST I			
Step A	33.2609	2660.87	5765.22	69182.67
Step B	34.0820	2726.56	5907.54	70890.46
Step C	34.9236	2793.89	6053.43	72641.17
Step D	35.7861	2862.89	6202.93	74435.12
Step E	36.6699	2933.59	6356.11	76273.37
Step F	37.5755	3006.04	6513.08	78157.02
Step G	38.5035	3080.28	6673.93	80087.18
Step H	39.4543	3156.35	6838.75	82065.01
Step I	40.4287	3234.30	7007.64	84091.69
Step J	41.4271	3314.17	7180.70	86168.42
Step K	42.4502	3396.02	7358.04	88296.44
Step L	43.4986	3479.88	7539.75	90477.00
Step M	44.5728	3565.82	7725.95	92711.42

B733	DEVELOPMENT ANALYST II			
Step A	36.5872	2926.98	6341.78	76101.38
Step B	37.4902	2999.21	6498.29	77979.54
Step C	38.4160	3073.28	6658.78	79905.32
Step D	39.3647	3149.18	6823.22	81878.66
Step E	40.3369	3226.95	6991.73	83900.74
Step F	41.3331	3306.64	7164.40	85972.75
Step G	42.3538	3388.31	7341.33	88095.93
Step H	43.3998	3471.98	7522.63	90271.55
Step I	44.4716	3557.73	7708.41	92500.90
Step J	45.5699	3645.59	7898.78	94785.30
Step K	46.6952	3735.62	8093.84	97126.12
Step L	47.8484	3827.87	8293.73	99524.74
Step M	49.0301	3922.41	8498.55	101982.61

B734	DEVELOPMENT SERVICES DIRECTOR			
Step A	67.1903	5375.22	11646.32	139755.82
Step B	68.8490	5507.92	11933.83	143205.96
Step C	70.5493	5643.95	12228.55	146742.57
Step D	72.2916	5783.33	12530.54	150366.53
Step E	74.0769	5926.15	12840.00	154079.98
Step F	75.9063	6072.51	13157.09	157885.14
Step G	77.7809	6222.47	13482.02	161784.27
Step H	79.7018	6376.14	13814.97	165779.69
Step I	81.6701	6533.61	14156.15	169873.79
Step J	83.6870	6694.96	14505.75	174068.99
Step K	85.7538	6860.30	14863.98	178367.80
Step L	87.8715	7029.72	15231.06	182772.77
Step M	90.0416	7203.33	15607.21	187286.53

B735	DEVELOPMENT SERVICES MANAGER			
Step A	55.5189	4441.51	9623.28	115479.31
Step B	56.8894	4551.15	9860.83	118330.01
Step C	58.2944	4663.55	10104.36	121252.29
Step D	59.7340	4778.72	10353.89	124246.74
Step E	61.2092	4896.74	10609.59	127315.13
Step F	62.7208	5017.67	10871.61	130459.31
Step G	64.2698	5141.58	11140.09	133681.13
Step H	65.8570	5268.56	11415.21	136982.52
Step I	67.4834	5398.67	11697.12	140365.44
Step J	69.1500	5532.00	11985.99	143831.91
Step K	70.8577	5668.61	12282.00	147383.98
Step L	72.6076	5808.61	12585.31	151023.77
Step M	74.4007	5952.06	12896.12	154753.46

B736	ECONOMIC DEVELOPMENT DIRECTOR				
	Step A	64.6607	5172.86	11207.85	134494.26
	Step B	66.2571	5300.56	11484.56	137814.68
	Step C	67.8933	5431.47	11768.18	141218.15
	Step D	69.5700	5565.60	12058.81	144705.67
	Step E	71.2881	5703.05	12356.61	148279.32
	Step F	73.0487	5843.89	12661.77	151941.23
	Step G	74.8527	5988.21	12974.46	155693.57
	Step H	76.7012	6136.10	13294.88	159538.58
	Step I	78.5955	6287.64	13623.21	163478.54
	Step J	80.5364	6442.92	13959.65	167515.81
	Step K	82.5254	6602.03	14304.40	171652.78
	Step L	84.5634	6765.07	14657.66	175891.92
	Step M	86.6518	6932.14	15019.65	180235.74

B737	ECONOMIC DEVELOPMENT MANAGER				
	Step A	43.4443	3475.55	7530.35	90364.22
	Step B	44.5172	3561.38	7716.32	92595.85
	Step C	45.6166	3649.33	7906.88	94882.60
	Step D	46.7432	3739.45	8102.15	97225.82
	Step E	47.8976	3831.80	8302.24	99626.91
	Step F	49.0804	3926.43	8507.27	102087.29
	Step G	50.2925	4023.40	8717.37	104608.44
	Step H	51.5345	4122.76	8932.65	107191.85
	Step I	52.8072	4224.58	9153.26	109839.06
	Step J	54.1114	4328.91	9379.30	112551.65
	Step K	55.4477	4435.82	9610.94	115331.22
	Step L	56.8170	4545.36	9848.29	118179.44
	Step M	58.2202	4657.62	10091.50	121098.00

B738	ELECTRIC BUSINESS ANALYST I				
	Step A	39.3071	3144.57	6813.23	81758.77
	Step B	40.2773	3222.19	6981.40	83776.86
	Step C	41.2720	3301.76	7153.82	85845.81
	Step D	42.2913	3383.30	7330.49	87965.86
	Step E	43.3357	3466.86	7511.52	90138.27
	Step F	44.4059	3552.47	7697.03	92364.32
	Step G	45.5026	3640.21	7887.11	94645.35
	Step H	46.6263	3730.10	8081.89	96982.71
	Step I	47.7778	3822.22	8281.48	99377.80
	Step J	48.9577	3916.62	8486.00	101832.03
	Step K	50.1668	4013.34	8695.57	104346.87
	Step L	51.4057	4112.45	8910.32	106923.83
	Step M	52.6752	4214.02	9130.37	109564.42

B739	ELECTRIC BUSINESS ANALYST II				
Step A	43.2416	3459.33	7495.21	89942.53	
Step B	44.3091	3544.73	7680.25	92162.94	
Step C	45.4034	3632.27	7869.92	94439.00	
Step D	46.5246	3721.97	8064.27	96771.27	
Step E	47.6736	3813.89	8263.43	99161.13	
Step F	48.8510	3908.08	8467.50	101610.01	
Step G	50.0574	4004.59	8676.61	104119.37	
Step H	51.2936	4103.49	8890.89	106690.70	
Step I	52.5604	4204.83	9110.46	109325.54	
Step J	53.8584	4308.67	9335.45	112025.44	
Step K	55.1885	4415.08	9566.00	114792.02	
Step L	56.5514	4524.11	9802.24	117626.93	
Step M	57.9480	4635.84	10044.32	120531.84	

B740	ELECTRIC COMPLIANCE ANALYST				
Step A	45.0209	3601.67	7803.62	93643.47	
Step B	46.1322	3690.58	7996.25	95955.03	
Step C	47.2715	3781.72	8193.73	98324.74	
Step D	48.4389	3875.11	8396.08	100752.97	
Step E	49.6352	3970.81	8603.43	103241.16	
Step F	50.8610	4068.88	8815.90	105790.81	
Step G	52.1170	4169.36	9033.62	108403.42	
Step H	53.4041	4272.33	9256.71	111080.55	
Step I	54.7230	4377.84	9485.32	113823.79	
Step J	56.0744	4485.95	9719.57	116634.79	
Step K	57.4592	4596.74	9959.60	119515.20	
Step L	58.8782	4710.26	10205.56	122466.75	
Step M	60.3323	4826.58	10457.60	125491.18	

B741	ELECTRIC ENGINEERING TECH SUPV				
Step A	47.8512	3828.10	8294.21	99530.50	
Step B	49.0323	3922.59	8498.94	101987.26	
Step C	50.2432	4019.46	8708.83	104505.94	
Step D	51.4840	4118.72	8923.90	107086.82	
Step E	52.7555	4220.44	9144.29	109731.44	
Step F	54.0583	4324.67	9370.11	112441.36	
Step G	55.3934	4431.47	9601.52	115218.22	
Step H	56.7614	4540.91	9838.64	118063.64	
Step I	58.1631	4653.05	10081.61	120979.34	
Step J	59.5995	4767.96	10330.59	123967.05	
Step K	61.0714	4885.71	10585.71	127028.54	
Step L	62.5796	5006.37	10847.14	130165.64	
Step M	64.1251	5130.01	11115.02	133380.21	

B742	ELECTRIC LINE CONST SUPERVISOR				
	Step A	61.4415	4915.32	10649.86	127798.32
	Step B	62.9581	5036.65	10912.74	130952.87
	Step C	64.5129	5161.03	11182.24	134186.89
	Step D	66.1061	5288.49	11458.40	137500.77
	Step E	67.7387	5419.10	11741.37	140896.48
	Step F	69.4116	5552.93	12031.34	144376.06
	Step G	71.1258	5690.06	12328.46	147941.58
	Step H	72.8823	5830.58	12632.93	151595.14
	Step I	74.6822	5974.57	12944.91	155338.93
	Step J	76.5265	6122.12	13264.60	159175.18
	Step K	78.4164	6273.31	13592.18	163106.17
	Step L	80.3530	6428.24	13927.85	167134.24
	Step M	82.3374	6586.99	14271.82	171261.79
B743	ELECTRIC OPERATIONS MANAGER				
	Step A	67.5845	5406.76	11714.65	140575.76
	Step B	69.2528	5540.23	12003.82	144045.87
	Step C	70.9631	5677.05	12300.27	147603.23
	Step D	72.7156	5817.25	12604.04	151248.44
	Step E	74.5114	5960.91	12915.31	154983.67
	Step F	76.3515	6108.12	13234.26	158811.15
	Step G	78.2371	6258.97	13561.10	162733.15
	Step H	80.1692	6413.54	13896.00	166752.00
	Step I	82.1491	6571.93	14239.18	170870.11
	Step J	84.1778	6734.23	14590.83	175089.92
	Step K	86.2567	6900.54	14951.16	179413.94
	Step L	88.3869	7070.95	15320.40	183844.75
	Step M	90.5697	7245.58	15698.75	188384.98
B744	ELECTRIC RATES & FINANCIAL ADM				
	Step A	58.3337	4666.70	10111.17	121334.10
	Step B	59.7736	4781.88	10360.75	124329.00
	Step C	61.2497	4899.98	10616.62	127399.43
	Step D	62.7623	5020.99	10878.81	130545.69
	Step E	64.3123	5144.99	11147.47	133769.64
	Step F	65.9006	5272.05	11422.77	137073.22
	Step G	67.5281	5402.25	11704.86	140458.38
	Step H	69.1957	5535.66	11993.93	143927.14
	Step I	70.9046	5672.37	12290.13	147481.56
	Step J	72.6557	5812.45	12593.65	151123.77
	Step K	74.4500	5956.00	12904.66	154855.92
	Step L	76.2886	6103.09	13223.35	158680.24
	Step M	78.1726	6253.81	13549.92	162599.01

B745	ELECTRIC REGULATORY COMPL ADMN			
Step A	67.5845	5406.76	11714.65	140575.76
Step B	69.2528	5540.23	12003.82	144045.87
Step C	70.9631	5677.05	12300.27	147603.23
Step D	72.7156	5817.25	12604.04	151248.44
Step E	74.5114	5960.91	12915.31	154983.67
Step F	76.3515	6108.12	13234.26	158811.15
Step G	78.2371	6258.97	13561.10	162733.15
Step H	80.1692	6413.54	13896.00	166752.00
Step I	82.1491	6571.93	14239.18	170870.11
Step J	84.1778	6734.23	14590.83	175089.92
Step K	86.2567	6900.54	14951.16	179413.94
Step L	88.3869	7070.95	15320.40	183844.75
Step M	90.5697	7245.58	15698.75	188384.98

B746	ELECTRIC RESOURCES ANALYST I			
Step A	47.9688	3837.50	8314.59	99775.10
Step B	49.1529	3932.23	8519.84	102238.08
Step C	50.3668	4029.34	8730.25	104762.95
Step D	51.6107	4128.85	8945.85	107350.17
Step E	52.8852	4230.82	9166.77	110001.29
Step F	54.1913	4335.30	9393.16	112717.89
Step G	55.5296	4442.37	9625.13	115501.57
Step H	56.9010	4552.08	9862.83	118353.99
Step I	58.3062	4664.49	10106.41	121276.86
Step J	59.7461	4779.69	10355.99	124271.92
Step K	61.2216	4897.73	10611.74	127340.94
Step L	62.7335	5018.68	10873.81	130485.75
Step M	64.2828	5142.62	11142.35	133708.22

B747	ELECTRIC RESOURCES ANALYST II			
Step A	52.7703	4221.62	9146.85	109762.22
Step B	54.0729	4325.83	9372.63	112471.62
Step C	55.4083	4432.66	9604.10	115249.22
Step D	56.7766	4542.13	9841.28	118095.41
Step E	58.1788	4654.30	10084.32	121011.90
Step F	59.6156	4769.25	10333.37	124000.41
Step G	61.0878	4887.03	10588.56	127062.72
Step H	62.5965	5007.72	10850.06	130200.66
Step I	64.1424	5131.39	11118.01	133416.10
Step J	65.7264	5258.11	11392.58	136710.94
Step K	67.3496	5387.97	11673.93	140087.15
Step L	69.0129	5521.03	11962.23	143546.75
Step M	70.7172	5657.38	12257.65	147091.78

B748	ELECTRIC RETAIL SERVICES SUPV				
	Step A	54.7676	4381.41	9493.05	113916.61
	Step B	56.1194	4489.56	9727.37	116728.44
	Step C	57.5054	4600.43	9967.60	119611.16
	Step D	58.9255	4714.04	10213.76	122565.08
	Step E	60.3807	4830.46	10466.00	125591.95
	Step F	61.8719	4949.75	10724.46	128693.56
	Step G	63.3999	5071.99	10989.32	131871.78
	Step H	64.9656	5197.25	11260.71	135128.49
	Step I	66.5700	5325.60	11538.80	138465.62
	Step J	68.2140	5457.12	11823.76	141885.17
	Step K	69.8986	5591.89	12115.76	145389.16
	Step L	71.6249	5729.99	12414.97	148979.69
	Step M	73.3937	5871.50	12721.57	152658.90

B749	ELECTRIC RISK MGMT ADMINISTRAT				
	Step A	64.1688	5133.50	11122.59	133471.10
	Step B	65.7529	5260.23	11397.16	136765.94
	Step C	67.3767	5390.14	11678.63	140143.51
	Step D	69.0406	5523.25	11967.04	143604.50
	Step E	70.7457	5659.65	12262.58	147150.95
	Step F	72.4928	5799.42	12565.42	150784.99
	Step G	74.2831	5942.65	12875.73	154508.78
	Step H	76.1176	6089.40	13193.71	158324.53
	Step I	77.9974	6239.79	13519.54	162234.51
	Step J	79.9236	6393.89	13853.42	166241.05
	Step K	81.8974	6551.79	14195.55	170346.54
	Step L	83.9199	6713.59	14546.12	174553.42
	Step M	85.9924	6879.39	14905.35	178864.19

B750	ELECTRIC SAFETY COORDINATOR				
	Step A	36.5871	2926.97	6341.76	76101.17
	Step B	37.4902	2999.21	6498.29	77979.54
	Step C	38.4160	3073.28	6658.78	79905.32
	Step D	39.3647	3149.18	6823.22	81878.66
	Step E	40.3369	3226.95	6991.73	83900.74
	Step F	41.3331	3306.64	7164.40	85972.75
	Step G	42.3538	3388.31	7341.33	88095.93
	Step H	43.3998	3471.98	7522.63	90271.55
	Step I	44.4716	3557.73	7708.41	92500.90
	Step J	45.5699	3645.59	7898.78	94785.30
	Step K	46.6952	3735.62	8093.84	97126.12
	Step L	47.8484	3827.87	8293.73	99524.74
	Step M	49.0301	3922.41	8498.55	101982.61

B751	ELECTRIC SUBSTATION SUPERVISOR				
	Step A	61.4415	4915.32	10649.86	127798.32
	Step B	62.9581	5036.65	10912.74	130952.87
	Step C	64.5129	5161.03	11182.24	134186.89
	Step D	66.1061	5288.49	11458.40	137500.77
	Step E	67.7387	5419.10	11741.37	140896.48
	Step F	69.4116	5552.93	12031.34	144376.06
	Step G	71.1258	5690.06	12328.46	147941.58
	Step H	72.8823	5830.58	12632.93	151595.14
	Step I	74.6822	5974.57	12944.91	155338.93
	Step J	76.5265	6122.12	13264.60	159175.18
	Step K	78.4164	6273.31	13592.18	163106.17
	Step L	80.3530	6428.24	13927.85	167134.24
	Step M	82.3374	6586.99	14271.82	171261.79

B752	ELECTRIC TECHNOLOGY SYST SUPV				
	Step A	50.0104	4000.83	8668.47	104021.63
	Step B	51.2449	4099.59	8882.45	106589.37
	Step C	52.5104	4200.83	9101.81	109221.70
	Step D	53.8072	4304.58	9326.59	111919.04
	Step E	55.1361	4410.88	9556.92	114682.99
	Step F	56.4977	4519.82	9792.93	117515.20
	Step G	57.8930	4631.44	10034.78	120417.36
	Step H	59.3227	4745.81	10282.60	123391.18
	Step I	60.7877	4863.02	10536.54	126438.45
	Step J	62.2889	4983.11	10796.75	129560.98
	Step K	63.8272	5106.18	11063.38	132760.61
	Step L	65.4035	5232.28	11336.61	136039.27
	Step M	67.0187	5361.50	11616.57	139398.90

B753	ELECTRIC UTILITY DIRECTOR				
Step A	83.4769	6678.15	14469.33	173631.95	
Step B	85.5374	6842.99	14826.49	177917.84	
Step C	87.6499	7011.99	15192.64	182311.70	
Step D	89.8145	7185.16	15567.84	186814.06	
Step E	92.0325	7362.60	15952.30	191427.62	
Step F	94.3053	7544.43	16346.26	196155.12	
Step G	96.6343	7730.74	16749.95	200999.37	
Step H	99.0208	7921.66	17163.60	205963.25	
Step I	101.4662	8117.30	17587.48	211049.72	
Step J	103.9720	8317.76	18021.82	216261.80	
Step K	106.5397	8523.18	18466.88	221602.60	
Step L	109.1708	8733.67	18922.94	227075.30	
Step M	111.8669	8949.35	19390.26	232683.15	

B754	ELECTRONIC MAINT COORDINATOR			
Step A	35.2965	2823.72	6118.06	73416.67
Step B	36.1682	2893.45	6269.15	75229.76
Step C	37.0614	2964.91	6423.97	77087.64
Step D	37.9766	3038.13	6582.62	78991.39
Step E	38.9145	3113.16	6745.18	80942.17
Step F	39.8755	3190.04	6911.76	82941.11
Step G	40.8603	3268.82	7082.45	84989.43
Step H	41.8694	3349.55	7257.36	87088.33
Step I	42.9034	3432.27	7436.59	89239.06
Step J	43.9629	3517.03	7620.24	91442.91
Step K	45.0486	3603.89	7808.43	93701.18
Step L	46.1612	3692.89	8001.27	96015.23
Step M	47.3012	3784.09	8198.87	98386.42

B755	EMS QUAL ASSURANCE COODINATOR			
Step A	45.1917	3615.34	7833.23	93998.74
Step B	46.3073	3704.59	8026.60	96319.25
Step C	47.4509	3796.07	8224.83	98697.95
Step D	48.6228	3889.82	8427.95	101135.39
Step E	49.8236	3985.89	8636.09	103633.03
Step F	51.0540	4084.32	8849.36	106192.35
Step G	52.3148	4185.19	9067.91	108814.88
Step H	53.6068	4288.55	9291.85	111502.17
Step I	54.9307	4394.45	9521.32	114255.83
Step J	56.2873	4502.98	9756.46	117077.49
Step K	57.6773	4614.19	9997.40	119968.84
Step L	59.1017	4728.14	10244.30	122931.59
Step M	60.5613	4844.90	10497.29	125967.50

B939	ENERGY SERVICES ACCOUNT REP I			
Step A	39.3599	3148.79	6822.38	81868.59
Step B	40.3314	3226.51	6990.78	83889.30
Step C	41.3274	3306.19	7163.42	85961.03
Step D	42.3480	3387.84	7340.33	88083.93
Step E	43.3939	3471.51	7521.60	90259.25
Step F	44.4655	3557.24	7707.36	92488.29
Step G	45.5636	3645.09	7897.70	94772.38
Step H	46.6889	3735.11	8092.74	97112.88
Step I	47.8419	3827.35	8292.60	99511.18
Step J	49.0234	3921.87	8497.39	101968.71
Step K	50.2341	4018.73	8707.24	104486.93
Step L	51.4747	4117.97	8922.28	107067.34
Step M	52.7459	4219.67	9142.62	109711.47

B756	ENERGY SERVICES ACCOUNT REP II				
	Step A	43.2959	3463.67	7504.62	90055.47
	Step B	44.3646	3549.17	7689.87	92278.41
	Step C	45.4602	3636.82	7879.78	94557.32
	Step D	46.5829	3726.63	8074.38	96892.50
	Step E	47.7333	3818.67	8273.78	99285.36
	Step F	48.9122	3912.97	8478.11	101737.31
	Step G	50.1201	4009.61	8687.48	104249.82
	Step H	51.3579	4108.63	8902.03	106824.37
	Step I	52.6262	4210.10	9121.88	109462.51
	Step J	53.9259	4314.07	9347.15	112165.79
	Step K	55.2576	4420.61	9577.99	114935.84
	Step L	56.6223	4529.78	9814.52	117774.29
	Step M	58.0206	4641.65	10056.90	120682.85

B757	ENGINEERING MANAGER				
	Step A	56.5013	4520.10	9793.56	117522.70
	Step B	57.8958	4631.67	10035.28	120423.35
	Step C	59.3256	4746.05	10283.11	123397.33
	Step D	60.7907	4863.26	10537.06	126444.75
	Step E	62.2920	4983.36	10797.29	129567.43
	Step F	63.8304	5106.43	11063.94	132767.22
	Step G	65.4068	5232.54	11337.17	136046.04
	Step H	67.0220	5361.76	11617.15	139405.84
	Step I	68.6772	5494.18	11904.05	142848.60
	Step J	70.3733	5629.86	12198.03	146376.39
	Step K	72.1112	5768.90	12499.28	149991.30
	Step L	73.8921	5911.36	12807.96	153695.49
	Step M	75.7169	6057.35	13124.26	157491.15

B758	ENVIRONMENTAL COORDINATOR				
	Step A	42.0752	3366.02	7293.03	87516.42
	Step B	43.1139	3449.11	7473.08	89676.92
	Step C	44.1786	3534.29	7657.63	91891.58
	Step D	45.2697	3621.57	7846.74	94160.94
	Step E	46.3877	3711.01	8040.53	96486.34
	Step F	47.5333	3802.66	8239.10	98869.16
	Step G	48.7071	3896.57	8442.57	101310.84
	Step H	49.9100	3992.80	8651.07	103812.81
	Step I	51.1426	4091.41	8864.71	106376.57
	Step J	52.4056	4192.45	9083.64	109003.65
	Step K	53.6998	4295.98	9307.97	111695.60
	Step L	55.0260	4402.08	9537.84	114454.04
	Step M	56.3849	4510.79	9773.38	117280.59

B759	ENVIRONMENTAL UTIL DIRECTOR				
Step A	74.5054	5960.43	12914.27	154971.23	
Step B	76.3445	6107.56	13233.05	158796.59	
Step C	78.2299	6258.39	13559.85	162718.23	
Step D	80.1619	6412.95	13894.73	166736.72	
Step E	82.1416	6571.32	14237.87	170854.45	
Step F	84.1701	6733.61	14589.49	175073.87	
Step G	86.2488	6899.90	14949.79	179397.49	
Step H	88.3788	7070.30	15318.99	183827.89	
Step I	90.5614	7244.91	15697.31	188367.71	
Step J	92.7979	7423.83	16084.97	193019.63	
Step K	95.0896	7607.17	16482.20	197786.45	
Step L	97.4380	7795.04	16889.25	202670.98	
Step M	99.8443	7987.54	17306.35	207676.14	

B760	EQUIPMENT MAINT. SUPERVISOR				
	Step A	31.4681	2517.45	5454.47	65453.65
	Step B	32.2449	2579.59	5589.12	67069.42
	Step C	33.0412	2643.30	5727.15	68725.77
	Step D	33.8572	2708.58	5868.59	70423.02
	Step E	34.6934	2775.47	6013.52	72162.19
	Step F	35.5501	2844.01	6162.03	73944.31
	Step G	36.4281	2914.25	6314.20	75770.43
	Step H	37.3277	2986.22	6470.14	77641.66
	Step I	38.2496	3059.97	6629.93	79559.10
	Step J	39.1942	3135.53	6793.66	81523.89
	Step K	40.1621	3212.97	6961.43	83537.21
	Step L	41.1540	3292.32	7133.35	85600.24
	Step M	42.1703	3373.62	7309.52	87714.22

B761	EU COMPLIANCE ADMINISTRATOR				
	Step A	42.0733	3365.86	7292.71	87512.46
	Step B	43.1117	3448.94	7472.69	89672.31
	Step C	44.1764	3534.11	7657.24	91886.86
	Step D	45.2674	3621.39	7846.34	94156.10
	Step E	46.3853	3710.82	8040.11	96481.38
	Step F	47.5308	3802.46	8238.67	98864.08
	Step G	48.7046	3896.37	8442.14	101305.63
	Step H	49.9074	3992.60	8650.62	103807.47
	Step I	51.1400	4091.20	8864.26	106371.10
	Step J	52.4029	4192.23	9083.17	108998.04
	Step K	53.6970	4295.76	9307.49	111689.86
	Step L	55.0231	4401.85	9537.35	114448.15
	Step M	56.3820	4510.56	9772.88	117274.56

B762	FACILITIES MANAGER				
Step A	40.5824	3246.59	7034.28	84411.39	
Step B	41.5839	3326.72	7207.88	86494.61	
Step C	42.6109	3408.87	7385.89	88630.68	
Step D	43.6632	3493.06	7568.29	90819.50	
Step E	44.7415	3579.32	7755.20	93062.38	
Step F	45.8465	3667.72	7946.72	95360.65	
Step G	46.9787	3758.30	8142.97	97715.68	
Step H	48.1389	3851.11	8344.07	100128.86	
Step I	49.3277	3946.22	8550.14	102601.64	
Step J	50.5459	4043.67	8761.29	105135.49	
Step K	51.7942	4143.54	8977.66	107731.92	
Step L	53.0733	4245.86	9199.37	110392.47	
Step M	54.3840	4350.72	9426.56	113118.72	

B763	FINANCE DIRECTOR				
Step A	67.0881	5367.05	11628.60	139543.25	
Step B	68.7443	5499.55	11915.69	142988.23	
Step C	70.4421	5635.36	12209.96	146519.46	
Step D	72.1817	5774.53	12511.49	150137.91	
Step E	73.9643	5917.14	12820.48	153845.71	
Step F	75.7909	6063.27	13137.09	157645.09	
Step G	77.6626	6213.01	13461.52	161538.29	
Step H	79.5806	6366.45	13793.97	165527.64	
Step I	81.5459	6523.67	14134.63	169615.51	
Step J	83.5598	6684.78	14483.69	173804.34	
Step K	85.6234	6849.87	14841.38	178096.61	
Step L	87.7379	7019.03	15207.91	182494.88	
Step M	89.9047	7192.38	15583.48	187001.78	

B764	FINANCE MANAGER				
Step A	43.9697	3517.58	7621.41	91456.98	
Step B	45.0552	3604.42	7809.57	93714.90	
Step C	46.1679	3693.43	8002.44	96029.28	
Step D	47.3081	3784.65	8200.07	98400.82	
Step E	48.4764	3878.11	8402.58	100830.93	
Step F	49.6736	3973.89	8610.09	103321.05	
Step G	50.9003	4072.03	8822.72	105872.66	
Step H	52.1574	4172.59	9040.61	108487.29	
Step I	53.4454	4275.63	9263.87	111166.50	
Step J	54.7653	4381.23	9492.66	113911.86	
Step K	56.1178	4489.42	9727.09	116725.03	
Step L	57.5037	4600.30	9967.31	119607.67	
Step M	58.9238	4713.90	10213.46	122561.50	

B765	FINANCE SUPERVISOR			
Step A	36.3377	2907.02	6298.53	75582.42
Step B	37.2345	2978.76	6453.97	77447.70
Step C	38.1540	3052.32	6613.36	79360.34
Step D	39.0963	3127.70	6776.69	81320.23
Step E	40.0618	3204.94	6944.04	83328.51
Step F	41.0511	3284.09	7115.53	85386.39
Step G	42.0649	3365.20	7291.26	87495.09
Step H	43.1038	3448.30	7471.32	89655.87
Step I	44.1683	3533.46	7655.83	91870.01
Step J	45.2591	3620.72	7844.90	94138.84
Step K	46.3768	3710.14	8038.64	96463.69
Step L	47.5221	3801.77	8237.16	98845.96
Step M	48.6957	3895.66	8440.59	101287.06

B766	FIRE BATTALION CHIEF (8HR)			
Step A	51.1945	4095.56	8873.71	106484.56
Step B	51.8769	4150.15	8992.00	107904.03
Step C	53.1581	4252.65	9214.07	110568.82
Step D	54.4709	4357.67	9441.62	113299.43
Step E	55.8161	4465.29	9674.79	116097.48
Step F	57.1945	4575.56	9913.72	118964.62
Step G	58.6070	4688.56	10158.55	121902.57
Step H	60.0544	4804.35	10409.42	124913.07
Step I	61.5375	4923.00	10666.49	127997.93
Step J	63.0572	5044.58	10929.91	131158.96
Step K	64.6145	5169.16	11199.84	134398.07
Step L	66.2102	5296.81	11476.43	137717.16
Step M	67.8453	5427.62	11759.85	141118.22

B767	FIRE BATTALION CHIEF			
Step A	36.1622	4050.17	8775.36	105304.33
Step B	37.0549	4150.15	8992.00	107903.96
Step C	37.9700	4252.64	9214.06	110568.76
Step D	38.9077	4357.67	9441.61	113299.37
Step E	39.8686	4465.28	9674.78	116097.41
Step F	40.8532	4575.56	9913.71	118964.55
Step G	41.8621	4688.56	10158.54	121902.50
Step H	42.8959	4804.35	10409.42	124913.00
Step I	43.9553	4922.99	10666.49	127997.85
Step J	45.0408	5044.57	10929.91	131158.89
Step K	46.1532	5169.15	11199.83	134397.99
Step L	47.2930	5296.81	11476.42	137717.08
Step M	48.4609	5427.62	11759.85	141118.14

B768	FIRE CHIEF				
	Step A	72.7667	5821.34	12612.89	151354.74
	Step B	74.5628	5965.03	12924.22	155090.70
	Step C	76.4042	6112.34	13243.40	158920.82
	Step D	78.2911	6263.29	13570.46	162845.53
	Step E	80.2246	6417.97	13905.60	166867.16
	Step F	82.2058	6576.47	14249.01	170988.11
	Step G	84.2360	6738.88	14600.90	175210.83
	Step H	86.3163	6905.30	14961.49	179537.84
	Step I	88.4479	7075.83	15330.98	183971.71
	Step J	90.6322	7250.58	15709.59	188515.07
	Step K	92.8705	7429.64	16097.55	193170.64
	Step L	95.1640	7613.12	16495.10	197941.18
	Step M	97.5142	7801.14	16902.46	202829.54

B769	FIRE DIVISION CHIEF				
	Step A	55.6902	4455.22	9652.97	115835.62
	Step B	57.0648	4565.19	9891.24	118694.86
	Step C	58.4741	4677.93	10135.51	121626.15
	Step D	59.9182	4793.45	10385.82	124629.83
	Step E	61.3979	4911.83	10642.31	127707.68
	Step F	62.9142	5033.14	10905.13	130861.55
	Step G	64.4679	5157.44	11174.44	134093.31
	Step H	66.0600	5284.80	11450.41	137404.88
	Step I	67.6915	5415.32	11733.19	140798.23
	Step J	69.3632	5549.05	12022.95	144275.38
	Step K	71.0762	5686.09	12319.87	147838.41
	Step L	72.8315	5826.52	12624.12	151489.43
	Step M	74.6301	5970.41	12935.88	155230.61

B770	FLEET MANAGER				
	Step A	40.5824	3246.59	7034.28	84411.39
	Step B	41.5839	3326.72	7207.88	86494.61
	Step C	42.6109	3408.87	7385.89	88630.68
	Step D	43.6632	3493.06	7568.29	90819.50
	Step E	44.7415	3579.32	7755.20	93062.38
	Step F	45.8465	3667.72	7946.72	95360.65
	Step G	46.9787	3758.30	8142.97	97715.68
	Step H	48.1389	3851.11	8344.07	100128.86
	Step I	49.3277	3946.22	8550.14	102601.64
	Step J	50.5459	4043.67	8761.29	105135.49
	Step K	51.7942	4143.54	8977.66	107731.92
	Step L	53.0733	4245.86	9199.37	110392.47
	Step M	54.3840	4350.72	9426.56	113118.72

B771	GOVERNMENT RELATIONS ADMINSTRAT				
Step A	43.9043	3512.34	7610.08	91320.94	
Step B	44.9880	3599.04	7797.91	93574.94	
Step C	46.0990	3687.92	7990.49	95885.86	
Step D	47.2374	3778.99	8187.82	98253.86	
Step E	48.4040	3872.32	8390.03	100680.34	
Step F	49.5994	3967.95	8597.23	103166.74	
Step G	50.8243	4065.94	8809.55	105714.55	
Step H	52.0795	4166.36	9027.11	108325.27	
Step I	53.3656	4269.25	9250.04	111000.47	
Step J	54.6835	4374.68	9478.48	113741.74	
Step K	56.0340	4482.72	9712.56	116550.71	
Step L	57.4178	4593.42	9952.42	119429.04	
Step M	58.8358	4706.86	10198.21	122378.46	

B772	HOUSING SUPERVISOR				
Step A	36.5872	2926.98	6341.78	76101.38	
Step B	37.4902	2999.21	6498.29	77979.54	
Step C	38.4160	3073.28	6658.78	79905.32	
Step D	39.3647	3149.18	6823.22	81878.66	
Step E	40.3369	3226.95	6991.73	83900.74	
Step F	41.3331	3306.64	7164.40	85972.75	
Step G	42.3538	3388.31	7341.33	88095.93	
Step H	43.3998	3471.98	7522.63	90271.55	
Step I	44.4716	3557.73	7708.41	92500.90	
Step J	45.5699	3645.59	7898.78	94785.30	
Step K	46.6952	3735.62	8093.84	97126.12	
Step L	47.8484	3827.87	8293.73	99524.74	
Step M	49.0301	3922.41	8498.55	101982.61	

B773	HUMAN RESOURCES ANALYST I				
Step A	32.2511	2580.09	5590.19	67082.29	
Step B	33.0472	2643.77	5728.18	68738.12	
Step C	33.8633	2709.06	5869.64	70435.67	
Step D	34.6996	2775.97	6014.60	72175.15	
Step E	35.5565	2844.52	6163.13	73957.59	
Step F	36.4346	2914.77	6315.34	75784.05	
Step G	37.3344	2986.75	6471.30	77655.61	
Step H	38.2564	3060.52	6631.12	79573.39	
Step I	39.2012	3136.10	6794.88	81538.54	
Step J	40.1693	3213.55	6962.68	83552.21	
Step K	41.1614	3292.91	7134.63	85615.62	
Step L	42.1779	3374.23	7310.83	87729.98	
Step M	43.2195	3457.56	7491.38	89896.56	

B774	HUMAN RESOURCES ANALYST II				
Step A	35.4797	2838.38	6149.81	73797.78	
Step B	36.3555	2908.44	6301.62	75619.48	
Step C	37.2534	2980.27	6457.25	77486.98	
Step D	38.1734	3053.87	6616.72	79400.60	
Step E	39.1161	3129.29	6780.12	81361.48	
Step F	40.0821	3206.57	6947.56	83370.78	
Step G	41.0720	3285.76	7119.14	85429.70	
Step H	42.0863	3366.90	7294.96	87539.48	
Step I	43.1256	3450.05	7475.11	89701.35	
Step J	44.1907	3535.25	7659.72	91916.62	
Step K	45.2820	3622.56	7848.88	94186.59	
Step L	46.4003	3712.02	8042.72	96512.62	
Step M	47.5462	3803.70	8241.34	98896.10	

B775	HUMAN RESOURCES DIRECTOR				
Step A	61.0708	4885.66	10585.61	127027.26	
Step B	62.5784	5006.27	10846.92	130163.06	
Step C	64.1238	5129.91	11114.80	133377.57	
Step D	65.7074	5256.59	11389.29	136671.46	
Step E	67.3301	5386.41	11670.56	140046.70	
Step F	68.9929	5519.43	11958.77	143505.29	
Step G	70.6968	5655.74	12254.11	147049.30	
Step H	72.4427	5795.42	12556.74	150680.83	
Step I	74.2318	5938.54	12866.84	154402.04	
Step J	76.0650	6085.20	13184.60	158215.15	
Step K	77.9435	6235.48	13510.20	162122.44	
Step L	79.8684	6389.47	13843.85	166126.21	
Step M	81.8408	6547.26	14185.74	170228.86	

B776	HUMAN RESOURCES MANAGER				
Step A	41.6683	3333.46	7222.51	86670.06	
Step B	42.6971	3415.77	7400.83	88809.97	
Step C	43.7516	3500.12	7583.60	91003.22	
Step D	44.8320	3586.56	7770.89	93250.64	
Step E	45.9392	3675.14	7962.80	95553.56	
Step F	47.0737	3765.90	8159.45	97913.35	
Step G	48.2363	3858.90	8360.95	100331.42	
Step H	49.4275	3954.20	8567.43	102809.20	
Step I	50.6482	4051.85	8779.01	105348.18	
Step J	51.8990	4151.92	8995.82	107949.86	
Step K	53.1807	4254.45	9217.98	110615.79	
Step L	54.4940	4359.52	9445.63	113347.55	
Step M	55.8398	4467.18	9678.90	116146.78	

B777	INFO SECURITY ADMINISTRATOR			
Step A	42.8581	3428.65	7428.74	89144.85
Step B	43.9160	3513.28	7612.11	91345.30
Step C	45.0006	3600.04	7800.10	93601.16
Step D	46.1119	3688.95	7992.73	95912.73
Step E	47.2507	3780.05	8190.12	98281.40
Step F	48.4176	3873.41	8392.38	100708.55
Step G	49.6133	3969.06	8599.64	103195.65
Step H	50.8385	4067.08	8812.01	105744.17
Step I	52.0941	4167.52	9029.64	108355.63
Step J	53.3806	4270.45	9252.63	111031.58
Step K	54.6989	4375.91	9481.13	113773.62
Step L	56.0497	4483.98	9715.28	116583.37
Step M	57.4339	4594.71	9955.21	119462.51

B778	INTERPRETIVE SRVCS SUPERVISOR			
Step A	31.2307	2498.46	5413.33	64959.93
Step B	32.0020	2560.16	5547.02	66564.18
Step C	32.7923	2623.39	5684.00	68208.05
Step D	33.6022	2688.17	5824.38	69892.52
Step E	34.4320	2754.56	5968.22	71618.58
Step F	35.2823	2822.59	6115.61	73387.28
Step G	36.1537	2892.29	6266.64	75199.65
Step H	37.0465	2963.72	6421.40	77056.78
Step I	37.9614	3036.91	6579.98	78959.77
Step J	38.8989	3111.91	6742.48	80909.76
Step K	39.8596	3188.77	6908.99	82907.91
Step L	40.8439	3267.52	7079.62	84955.40
Step M	41.8526	3348.21	7254.46	87053.46

B779	IT DIVISION MANAGER			
Step A	44.7165	3577.32	7750.85	93010.24
Step B	45.8208	3665.66	7942.27	95307.22
Step C	46.9524	3756.19	8138.41	97660.93
Step D	48.1119	3848.95	8339.40	100072.76
Step E	49.3001	3944.01	8545.35	102544.16
Step F	50.5176	4041.41	8756.38	105076.59
Step G	51.7652	4141.21	8972.63	107671.56
Step H	53.0436	4243.49	9194.22	110330.62
Step I	54.3535	4348.28	9421.28	113055.34
Step J	55.6958	4455.67	9653.95	115847.36
Step K	57.0713	4565.70	9892.36	118708.32
Step L	58.4807	4678.46	10136.66	121639.94
Step M	59.9250	4794.00	10387.00	124643.96

B780	IT PLANNING & POLICY SUPERVISO				
	Step A	36.3452	2907.62	6299.83	75598.02
	Step B	37.2423	2979.38	6455.33	77463.92
	Step C	38.1620	3052.96	6614.75	79376.97
	Step D	39.1045	3128.36	6778.11	81337.26
	Step E	40.0702	3205.61	6945.50	83345.97
	Step F	41.0597	3284.78	7117.02	85404.28
	Step G	42.0738	3365.90	7292.79	87513.42
	Step H	43.1128	3449.03	7472.89	89674.65
	Step I	44.1775	3534.20	7657.44	91889.26
	Step J	45.2685	3621.48	7846.55	94158.56
	Step K	46.3865	3710.92	8040.32	96483.89
	Step L	47.5320	3802.56	8238.89	98866.66
	Step M	48.7059	3896.47	8442.36	101308.27

B781	IT PROGRAM MANAGER				
	Step A	40.6545	3252.36	7046.78	84561.32
	Step B	41.6585	3332.68	7220.80	86649.65
	Step C	42.6873	3414.98	7399.13	88789.55
	Step D	43.7415	3499.32	7581.86	90982.29
	Step E	44.8217	3585.74	7769.10	93229.19
	Step F	45.9286	3674.29	7960.97	95531.58
	Step G	47.0629	3765.03	8157.57	97890.83
	Step H	48.2252	3858.01	8359.03	100308.34
	Step I	49.4161	3953.29	8565.46	102785.56
	Step J	50.6365	4050.92	8777.00	105323.95
	Step K	51.8870	4150.96	8993.75	107925.03
	Step L	53.1684	4253.47	9215.86	110590.35
	Step M	54.4815	4358.52	9443.46	113321.48

B782	KEY ACCOUNTS REPRESENTATIVE				
	Step A	47.6233	3809.86	8254.71	99056.46
	Step B	48.7987	3903.90	8458.45	101501.38
	Step C	50.0039	4000.31	8667.34	104008.06
	Step D	51.2388	4099.10	8881.39	106576.65
	Step E	52.5042	4200.33	9100.72	109208.66
	Step F	53.8008	4304.06	9325.47	111905.68
	Step G	55.1295	4410.36	9555.78	114669.30
	Step H	56.4909	4519.28	9791.76	117501.17
	Step I	57.8860	4630.88	10033.58	120402.98
	Step J	59.3156	4745.25	10281.37	123376.46
	Step K	60.7805	4862.44	10535.28	126423.36
	Step L	62.2815	4982.52	10795.46	129545.51
	Step M	63.8196	5105.57	11062.06	132744.77

B783	LIBRARY SUPERVISOR			
Step A	32.1157	2569.26	5566.72	66800.66
Step B	32.9086	2632.69	5704.16	68449.93
Step C	33.7213	2697.71	5845.03	70140.37
Step D	34.5541	2764.33	5989.38	71872.55
Step E	35.4075	2832.60	6137.29	73647.52
Step F	36.2819	2902.55	6288.86	75466.32
Step G	37.1779	2974.23	6444.17	77330.03
Step H	38.0960	3047.68	6603.31	79239.78
Step I	39.0369	3122.95	6766.39	81196.68
Step J	40.0009	3200.07	6933.49	83201.91
Step K	40.9888	3279.10	7104.72	85256.67
Step L	42.0010	3360.08	7280.18	87362.17
Step M	43.0383	3443.06	7459.97	89519.66

B784	MANAGEMENT ANALYST			
Step A	38.4165	3073.32	6658.86	79906.32
Step B	39.3646	3149.17	6823.20	81878.35
Step C	40.3367	3226.94	6991.70	83900.42
Step D	41.3329	3306.63	7164.37	85972.42
Step E	42.3537	3388.29	7341.30	88095.60
Step F	43.3996	3471.97	7522.60	90271.21
Step G	44.4714	3557.71	7708.38	92500.54
Step H	45.5697	3645.57	7898.74	94784.94
Step I	46.6951	3735.61	8093.81	97125.75
Step J	47.8483	3827.86	8293.70	99524.36
Step K	49.0299	3922.39	8498.52	101982.22
Step L	50.2408	4019.26	8708.40	104500.77
Step M	51.4815	4118.52	8923.46	107081.52

B785	MAPPING SUPERVISOR			
Step A	36.5871	2926.97	6341.76	76101.17
Step B	37.4902	2999.21	6498.29	77979.54
Step C	38.4160	3073.28	6658.78	79905.32
Step D	39.3647	3149.18	6823.22	81878.66
Step E	40.3369	3226.95	6991.73	83900.74
Step F	41.3331	3306.64	7164.40	85972.75
Step G	42.3538	3388.31	7341.33	88095.93
Step H	43.3998	3471.98	7522.63	90271.55
Step I	44.4716	3557.73	7708.41	92500.90
Step J	45.5699	3645.59	7898.78	94785.30
Step K	46.6952	3735.62	8093.84	97126.12
Step L	47.8484	3827.87	8293.73	99524.74
Step M	49.0301	3922.41	8498.55	101982.61

B786	METER SERVICES SUPERVISOR				
	Step A	24.2042	1936.33	4195.39	50344.69
	Step B	24.8019	1984.15	4299.00	51588.01
	Step C	25.4144	2033.15	4405.17	52862.02
	Step D	26.0421	2083.37	4513.96	54167.50
	Step E	26.6852	2134.82	4625.44	55505.22
	Step F	27.3442	2187.54	4739.67	56875.98
	Step G	28.0195	2241.56	4856.72	58280.59
	Step H	28.7115	2296.92	4976.66	59719.89
	Step I	29.4205	2353.64	5099.56	61194.73
	Step J	30.1471	2411.77	5225.50	62706.00
	Step K	30.8916	2471.33	5354.55	64254.58
	Step L	31.6545	2532.36	5486.78	65841.41
	Step M	32.4363	2594.90	5622.29	67467.43
B787	OPEN SPACE SUPERINTENDENT				
	Step A	37.0282	2962.25	6418.22	77018.61
	Step B	37.9426	3035.41	6576.72	78920.66
	Step C	38.8797	3110.37	6739.14	80869.69
	Step D	39.8398	3187.19	6905.57	82866.84
	Step E	40.8237	3265.90	7076.11	84913.32
	Step F	41.8319	3346.55	7250.86	87010.34
	Step G	42.8650	3429.20	7429.93	89159.15
	Step H	43.9236	3513.89	7613.42	91361.02
	Step I	45.0083	3600.66	7801.44	93617.28
	Step J	46.1198	3689.59	7994.10	95929.25
	Step K	47.2588	3780.70	8191.53	98298.32
	Step L	48.4259	3874.07	8393.82	100725.89
	Step M	49.6218	3969.75	8601.12	103213.42
B788	PARK DEVELOPMENT ANALYST I				
	Step A	33.2609	2660.87	5765.22	69182.67
	Step B	34.0820	2726.56	5907.54	70890.46
	Step C	34.9236	2793.89	6053.43	72641.17
	Step D	35.7861	2862.89	6202.93	74435.12
	Step E	36.6699	2933.59	6356.11	76273.37
	Step F	37.5755	3006.04	6513.08	78157.02
	Step G	38.5035	3080.28	6673.93	80087.18
	Step H	39.4543	3156.35	6838.75	82065.01
	Step I	40.4287	3234.30	7007.64	84091.69
	Step J	41.4271	3314.17	7180.70	86168.42
	Step K	42.4502	3396.02	7358.04	88296.44
	Step L	43.4986	3479.88	7539.75	90477.00
	Step M	44.5728	3565.82	7725.95	92711.42

B789	PARK DEVELOPMENT ANALYST II				
	Step A	36.5872	2926.98	6341.78	76101.38
	Step B	37.4902	2999.21	6498.29	77979.54
	Step C	38.4160	3073.28	6658.78	79905.32
	Step D	39.3647	3149.18	6823.22	81878.66
	Step E	40.3369	3226.95	6991.73	83900.74
	Step F	41.3331	3306.64	7164.40	85972.75
	Step G	42.3538	3388.31	7341.33	88095.93
	Step H	43.3998	3471.98	7522.63	90271.55
	Step I	44.4716	3557.73	7708.41	92500.90
	Step J	45.5699	3645.59	7898.78	94785.30
	Step K	46.6952	3735.62	8093.84	97126.12
	Step L	47.8484	3827.87	8293.73	99524.74
	Step M	49.0301	3922.41	8498.55	101982.61

B790	PARK PLANNING & DEV SUPERINTEN				
	Step A	37.0282	2962.25	6418.22	77018.61
	Step B	37.9426	3035.41	6576.72	78920.66
	Step C	38.8797	3110.37	6739.14	80869.69
	Step D	39.8398	3187.19	6905.57	82866.84
	Step E	40.8237	3265.90	7076.11	84913.32
	Step F	41.8319	3346.55	7250.86	87010.34
	Step G	42.8650	3429.20	7429.93	89159.15
	Step H	43.9236	3513.89	7613.42	91361.02
	Step I	45.0083	3600.66	7801.44	93617.28
	Step J	46.1198	3689.59	7994.10	95929.25
	Step K	47.2588	3780.70	8191.53	98298.32
	Step L	48.4259	3874.07	8393.82	100725.89
	Step M	49.6218	3969.75	8601.12	103213.42

B791	PARKS SUPERINTENDENT				
	Step A	37.0282	2962.25	6418.22	77018.61
	Step B	37.9426	3035.41	6576.72	78920.66
	Step C	38.8797	3110.37	6739.14	80869.69
	Step D	39.8398	3187.19	6905.57	82866.84
	Step E	40.8237	3265.90	7076.11	84913.32
	Step F	41.8319	3346.55	7250.86	87010.34
	Step G	42.8650	3429.20	7429.93	89159.15
	Step H	43.9236	3513.89	7613.42	91361.02
	Step I	45.0083	3600.66	7801.44	93617.28
	Step J	46.1198	3689.59	7994.10	95929.25
	Step K	47.2588	3780.70	8191.53	98298.32
	Step L	48.4259	3874.07	8393.82	100725.89
	Step M	49.6218	3969.75	8601.12	103213.42

B792	PARKS SUPERVISOR				
	Step A	29.9659	2397.27	5194.09	62329.07
	Step B	30.7059	2456.47	5322.36	63868.34
	Step C	31.4642	2517.14	5453.80	65445.64
	Step D	32.2413	2579.30	5588.49	67061.88
	Step E	33.0375	2643.00	5726.50	68718.04
	Step F	33.8534	2708.27	5867.93	70415.10
	Step G	34.6895	2775.16	6012.84	72154.07
	Step H	35.5461	2843.69	6161.33	73935.99
	Step I	36.4240	2913.92	6313.49	75761.91
	Step J	37.3235	2985.88	6469.41	77632.93
	Step K	38.2453	3059.62	6629.18	79550.15
	Step L	39.1898	3135.18	6792.89	81514.72
	Step M	40.1576	3212.61	6960.65	83527.81

B793	PARKS,REC & LIB BUS ADMINISTR				
	Step A	37.0442	2963.54	6421.00	77051.99
	Step B	37.9591	3036.73	6579.57	78954.87
	Step C	38.8965	3111.72	6742.06	80904.74
	Step D	39.8571	3188.57	6908.56	82902.76
	Step E	40.8414	3267.31	7079.18	84950.13
	Step F	41.8500	3348.00	7254.00	87048.06
	Step G	42.8836	3430.68	7433.15	89197.80
	Step H	43.9426	3515.41	7616.72	91400.63
	Step I	45.0278	3602.23	7804.82	93657.86
	Step J	46.1398	3691.19	7997.57	95970.83
	Step K	47.2793	3782.34	8195.08	98340.93
	Step L	48.4469	3875.75	8397.46	100769.55
	Step M	49.6433	3971.47	8604.85	103258.16

B794	PARKS,REC & LIBRARIES DIRECTOR				
	Step A	66.0802	5286.42	11453.90	137446.82
	Step B	67.7114	5416.91	11736.64	140839.70
	Step C	69.3836	5550.69	12026.49	144317.88
	Step D	71.0971	5687.77	12323.50	147881.95
	Step E	72.8529	5828.23	12627.84	151534.04
	Step F	74.6521	5972.17	12939.69	155276.33
	Step G	76.4957	6119.66	13259.25	159111.03
	Step H	78.3848	6270.79	13586.70	163040.44
	Step I	80.3206	6425.65	13922.24	167066.88
	Step J	82.3042	6584.34	14266.06	171192.77
	Step K	84.3368	6746.94	14618.38	175420.54
	Step L	86.4196	6913.57	14979.39	179752.73
	Step M	88.5538	7084.30	15349.33	184191.90

B795	PLANNING MANAGER				
	Step A	55.5189	4441.51	9623.28	115479.31
	Step B	56.8894	4551.15	9860.83	118330.01
	Step C	58.2944	4663.55	10104.36	121252.29
	Step D	59.7340	4778.72	10353.89	124246.74
	Step E	61.2092	4896.74	10609.59	127315.13
	Step F	62.7208	5017.67	10871.61	130459.31
	Step G	64.2698	5141.58	11140.09	133681.13
	Step H	65.8570	5268.56	11415.21	136982.52
	Step I	67.4834	5398.67	11697.12	140365.44
	Step J	69.1500	5532.00	11985.99	143831.91
	Step K	70.8577	5668.61	12282.00	147383.98
	Step L	72.6076	5808.61	12585.31	151023.77
	Step M	74.4007	5952.06	12896.12	154753.46

B796	POLICE CAPTAIN				
	Step A	57.9703	4637.62	10048.19	120578.22
	Step B	59.4013	4752.10	10296.22	123554.61
	Step C	60.8682	4869.46	10550.49	126605.92
	Step D	62.3714	4989.71	10811.05	129732.58
	Step E	63.9118	5112.94	11078.04	132936.45
	Step F	65.4901	5239.21	11351.62	136219.45
	Step G	67.1075	5368.60	11631.96	139583.53
	Step H	68.7648	5501.18	11919.22	143030.68
	Step I	70.4630	5637.04	12213.58	146562.97
	Step J	72.2031	5776.25	12515.21	150182.49
	Step K	73.9862	5918.90	12824.28	153891.40
	Step L	75.8134	6065.07	13140.99	157691.90
	Step M	77.6857	6214.86	13465.52	161586.26

B797	POLICE CHIEF				
	Step A	77.9578	6236.62	13512.69	162152.22
	Step B	79.8820	6390.56	13846.22	166154.61
	Step C	81.8548	6548.38	14188.16	170257.96
	Step D	83.8763	6710.10	14538.55	174462.65
	Step E	85.9477	6875.81	14897.60	178771.18
	Step F	88.0702	7045.62	15265.51	183186.12
	Step G	90.2452	7219.62	15642.51	187710.08
	Step H	92.4739	7397.91	16028.81	192345.77
	Step I	94.7577	7580.61	16424.66	197095.94
	Step J	97.0978	7767.82	16830.29	201963.42
	Step K	99.4957	7959.66	17245.93	206951.11
	Step L	101.9529	8156.23	17671.83	212061.97
	Step M	104.4707	8357.66	18108.25	217299.06

B798	POLICE LIEUTENANT				
	Step A	52.6215	4209.72	9121.06	109452.72
	Step B	53.9204	4313.63	9346.21	112154.48
	Step C	55.2520	4420.16	9577.02	114924.25
	Step D	56.6165	4529.32	9813.53	117762.42
	Step E	58.0148	4641.18	10055.89	120670.68
	Step F	59.4475	4755.80	10304.23	123650.76
	Step G	60.9156	4873.25	10558.70	126704.44
	Step H	62.4200	4993.60	10819.46	129833.54
	Step I	63.9615	5116.92	11086.66	133039.91
	Step J	65.5411	5243.29	11360.45	136325.46
	Step K	67.1597	5372.78	11641.01	139692.15
	Step L	68.8183	5505.46	11928.50	143141.99
	Step M	70.5178	5641.42	12223.09	146677.02

B799	POLICE SERVICES ADMINISTRATOR				
	Step A	41.4691	3317.53	7187.98	86255.73
	Step B	42.4929	3399.44	7365.44	88385.33
	Step C	43.5424	3483.39	7547.34	90568.09
	Step D	44.6177	3569.41	7733.73	92804.76
	Step E	45.7196	3657.56	7924.72	95096.67
	Step F	46.8486	3747.89	8120.43	97445.17
	Step G	48.0056	3840.45	8320.97	99851.68
	Step H	49.1912	3935.29	8526.47	102317.62
	Step I	50.4060	4032.48	8737.04	104844.45
	Step J	51.6508	4132.06	8952.81	107433.69
	Step K	52.9264	4234.11	9173.91	110086.87
	Step L	54.2335	4338.68	9400.46	112805.58
	Step M	55.5728	4445.82	9632.62	115591.42

B800	POLICE SOCIAL SVCS ADMINSTR				
	Step A	43.9043	3512.34	7610.08	91320.94
	Step B	44.9880	3599.04	7797.91	93574.94
	Step C	46.0990	3687.92	7990.49	95885.86
	Step D	47.2374	3778.99	8187.82	98253.86
	Step E	48.4040	3872.32	8390.03	100680.34
	Step F	49.5994	3967.95	8597.23	103166.74
	Step G	50.8243	4065.94	8809.55	105714.55
	Step H	52.0795	4166.36	9027.11	108325.27
	Step I	53.3656	4269.25	9250.04	111000.47
	Step J	54.6835	4374.68	9478.48	113741.74
	Step K	56.0340	4482.72	9712.56	116550.71
	Step L	57.4178	4593.42	9952.42	119429.04
	Step M	58.8358	4706.86	10198.21	122378.46

B801	POWER ENGINEERING MANAGER				
	Step A	67.5845	5406.76	11714.65	140575.76
	Step B	69.2528	5540.23	12003.82	144045.87
	Step C	70.9631	5677.05	12300.27	147603.23
	Step D	72.7156	5817.25	12604.04	151248.44
	Step E	74.5114	5960.91	12915.31	154983.67
	Step F	76.3515	6108.12	13234.26	158811.15
	Step G	78.2371	6258.97	13561.10	162733.15
	Step H	80.1692	6413.54	13896.00	166752.00
	Step I	82.1491	6571.93	14239.18	170870.11
	Step J	84.1778	6734.23	14590.83	175089.92
	Step K	86.2567	6900.54	14951.16	179413.94
	Step L	88.3869	7070.95	15320.40	183844.75
	Step M	90.5697	7245.58	15698.75	188384.98
B802	POWER GENERATION SUPERINTENDEN				
	Step A	62.0272	4962.18	10751.38	129016.58
	Step B	63.5584	5084.67	11016.79	132201.53
	Step C	65.1281	5210.25	11288.86	135466.38
	Step D	66.7365	5338.92	11567.65	138811.86
	Step E	68.3846	5470.77	11853.33	142239.95
	Step F	70.0734	5605.87	12146.06	145752.71
	Step G	71.8040	5744.32	12446.02	149352.22
	Step H	73.5772	5886.18	12753.39	153040.62
	Step I	75.3943	6031.54	13068.34	156820.11
	Step J	77.2562	6180.50	13391.08	160692.94
	Step K	79.1641	6333.13	13721.78	164661.42
	Step L	81.1192	6489.53	14060.66	168727.90
	Step M	83.1225	6649.80	14407.90	172894.80
B803	POWER PLANT OPS & MAINT SUPVS				
	Step A	59.0692	4725.54	10238.66	122863.94
	Step B	60.5273	4842.19	10491.40	125896.86
	Step C	62.0221	4961.77	10750.50	129006.01
	Step D	63.5538	5084.31	11015.99	132191.94
	Step E	65.1233	5209.87	11288.05	135456.55
	Step F	66.7316	5338.53	11566.82	138801.79
	Step G	68.3796	5470.37	11852.47	142229.64
	Step H	70.0683	5605.47	12145.18	145742.14
	Step I	71.7987	5743.90	12445.12	149341.39
	Step J	73.5719	5885.75	12752.46	153029.52
	Step K	75.3888	6031.11	13067.39	156808.74
	Step L	77.2506	6180.05	13390.11	160681.29
	Step M	79.1584	6332.67	13720.79	164649.47

B804	POWER SUPPLY & PORTFOLIO ADMST			
Step A	64.1688	5133.50	11122.59	133471.10
Step B	65.7529	5260.23	11397.16	136765.94
Step C	67.3767	5390.14	11678.63	140143.51
Step D	69.0406	5523.25	11967.04	143604.50
Step E	70.7457	5659.65	12262.58	147150.95
Step F	72.4928	5799.42	12565.42	150784.99
Step G	74.2831	5942.65	12875.73	154508.78
Step H	76.1176	6089.40	13193.71	158324.53
Step I	77.9974	6239.79	13519.54	162234.51
Step J	79.9236	6393.89	13853.42	166241.05
Step K	81.8974	6551.79	14195.55	170346.54
Step L	83.9199	6713.59	14546.12	174553.42
Step M	85.9924	6879.39	14905.35	178864.19
B805	PREVENTATIVE MAINT SUPERVISOR			
Step A	42.7162	3417.30	7404.14	88849.70
Step B	43.7704	3501.63	7586.87	91042.48
Step C	44.8514	3588.11	7774.24	93290.86
Step D	45.9590	3676.72	7966.23	95594.77
Step E	47.0940	3767.52	8162.97	97955.58
Step F	48.2571	3860.57	8364.56	100374.69
Step G	49.4488	3955.91	8571.13	102853.55
Step H	50.6700	4053.60	8782.80	105393.62
Step I	51.9214	4153.71	8999.70	107996.42
Step J	53.2036	4256.29	9221.96	110663.50
Step K	54.5175	4361.40	9449.70	113396.44
Step L	55.8639	4469.11	9683.07	116196.88
Step M	57.2435	4579.48	9922.21	119066.48
B806	PRINCIPAL ENGINEER			
Step A	50.2219	4017.75	8705.13	104461.55
Step B	51.4615	4116.92	8919.99	107039.94
Step C	52.7324	4218.59	9140.28	109683.40
Step D	54.0347	4322.77	9366.01	112392.14
Step E	55.3691	4429.53	9597.31	115167.78
Step F	56.7365	4538.92	9834.33	118011.96
Step G	58.1377	4651.01	10077.20	120926.38
Step H	59.5735	4765.88	10326.07	123912.78
Step I	61.0447	4883.57	10581.08	126972.93
Step J	62.5522	5004.18	10842.39	130108.65
Step K	64.0970	5127.76	11110.15	133321.82
Step L	65.6800	5254.40	11384.53	136614.33
Step M	67.3020	5384.16	11665.68	139988.16

B807	PRINCIPAL PLANNER				
	Step A	46.3792	3710.34	8039.06	96468.74
	Step B	47.5241	3801.93	8237.51	98850.12
	Step C	48.6977	3895.82	8440.94	101291.32
	Step D	49.9004	3992.03	8649.40	103792.81
	Step E	51.1327	4090.62	8863.01	106356.08
	Step F	52.3955	4191.64	9081.89	108982.65
	Step G	53.6895	4295.16	9306.17	111674.08
	Step H	55.0154	4401.23	9536.00	114431.98
	Step I	56.3740	4509.92	9771.50	117258.00
	Step J	57.7663	4621.30	10012.82	120153.80
	Step K	59.1928	4735.43	10260.09	123121.12
	Step L	60.6547	4852.37	10513.48	126161.72
	Step M	62.1526	4972.21	10773.12	129277.41

B808	PUB AFFAIRS&COMMUNICATN ADMNST				
	Step A	43.9043	3512.34	7610.08	91320.94
	Step B	44.9880	3599.04	7797.91	93574.94
	Step C	46.0990	3687.92	7990.49	95885.86
	Step D	47.2374	3778.99	8187.82	98253.86
	Step E	48.4040	3872.32	8390.03	100680.34
	Step F	49.5994	3967.95	8597.23	103166.74
	Step G	50.8243	4065.94	8809.55	105714.55
	Step H	52.0795	4166.36	9027.11	108325.27
	Step I	53.3656	4269.25	9250.04	111000.47
	Step J	54.6835	4374.68	9478.48	113741.74
	Step K	56.0340	4482.72	9712.56	116550.71
	Step L	57.4178	4593.42	9952.42	119429.04
	Step M	58.8358	4706.86	10198.21	122378.46

B809	PUBLIC AFFAIRS-COMMUNIC DIRECT				
	Step A	55.5188	4441.50	9623.26	115479.10
	Step B	56.8894	4551.15	9860.82	118329.85
	Step C	58.2943	4663.54	10104.34	121252.13
	Step D	59.7339	4778.71	10353.88	124246.57
	Step E	61.2091	4896.73	10609.58	127314.96
	Step F	62.7207	5017.66	10871.59	130459.13
	Step G	64.2697	5141.58	11140.08	133680.95
	Step H	65.8569	5268.55	11415.19	136982.34
	Step I	67.4833	5398.66	11697.10	140365.25
	Step J	69.1499	5531.99	11985.98	143831.71
	Step K	70.8576	5668.61	12281.98	147383.78
	Step L	72.6075	5808.60	12585.30	151023.57
	Step M	74.4006	5952.05	12896.10	154753.25

B810	PUBLIC INFORMATION OFFICER			
Step A	39.5842	3166.74	6861.26	82335.14
Step B	40.5614	3244.91	7030.64	84367.71
Step C	41.5631	3325.05	7204.27	86451.25
Step D	42.5895	3407.16	7382.19	88586.25
Step E	43.6413	3491.31	7564.50	90773.98
Step F	44.7191	3577.53	7751.31	93015.73
Step G	45.8235	3665.88	7942.74	95312.85
Step H	46.9551	3756.41	8138.89	97666.70
Step I	48.1147	3849.18	8339.89	100078.67
Step J	49.3030	3944.24	8545.85	102550.22
Step K	50.5206	4041.65	8756.90	105082.80
Step L	51.7682	4141.46	8973.16	107677.92
Step M	53.0467	4243.74	9194.76	110337.14

B811	PUBLIC WORKS DIRECTOR			
Step A	60.9892	4879.14	10571.46	126857.54
Step B	62.4949	4999.59	10832.45	129989.38
Step C	64.0383	5123.06	11099.97	133199.60
Step D	65.6198	5249.58	11374.09	136489.10
Step E	67.2403	5379.22	11654.99	139859.83
Step F	68.9009	5512.07	11942.82	143313.81
Step G	70.6024	5648.20	12237.76	146853.09
Step H	72.3460	5787.68	12539.98	150479.77
Step I	74.1327	5930.62	12849.67	154196.02
Step J	75.9635	6077.08	13167.00	158004.05
Step K	77.8395	6227.16	13492.18	161906.12
Step L	79.7618	6380.94	13825.38	165904.55
Step M	81.7316	6538.53	14166.81	170001.73

B812	PURCHASING & WAREHOUSE MANAGER			
Step A	40.7316	3258.53	7060.14	84721.73
Step B	41.7369	3338.95	7234.39	86812.70
Step C	42.7676	3421.41	7413.05	88956.62
Step D	43.8238	3505.90	7596.12	91153.50
Step E	44.9061	3592.49	7783.72	93404.62
Step F	46.0151	3681.21	7975.95	95711.34
Step G	47.1515	3772.12	8172.92	98075.03
Step H	48.3159	3865.27	8374.76	100497.09
Step I	49.5091	3960.73	8581.58	102978.97
Step J	50.7318	4058.54	8793.51	105522.14
Step K	51.9847	4158.77	9010.68	108128.11
Step L	53.2685	4261.48	9233.20	110798.44
Step M	54.5840	4366.72	9461.23	113534.72

B813	RECREATION MANAGER				
	Step A	41.2998	3303.98	7158.63	85903.58
	Step B	42.3197	3385.58	7335.42	88025.05
	Step C	43.3649	3469.19	7516.58	90198.92
	Step D	44.4358	3554.86	7702.21	92426.47
	Step E	45.5332	3642.66	7892.42	94709.04
	Step F	46.6577	3732.61	8087.33	97047.97
	Step G	47.8099	3824.79	8287.06	99444.67
	Step H	48.9907	3919.25	8491.71	101900.55
	Step I	50.2005	4016.04	8701.42	104417.09
	Step J	51.4403	4115.22	8916.31	106995.77
	Step K	52.7106	4216.85	9136.51	109638.14
	Step L	54.0124	4320.99	9362.15	112345.77
	Step M	55.3463	4427.70	9593.35	115120.26

B814	RECREATION SUPERINTENDENT				
	Step A	35.8423	2867.38	6212.67	74552.00
	Step B	36.7275	2938.20	6366.09	76393.14
	Step C	37.6345	3010.76	6523.31	78279.74
	Step D	38.5639	3085.11	6684.41	80212.94
	Step E	39.5163	3161.30	6849.49	82193.88
	Step F	40.4922	3239.37	7018.64	84223.74
	Step G	41.4922	3319.37	7191.98	86303.73
	Step H	42.5169	3401.35	7369.59	88435.08
	Step I	43.5669	3485.35	7551.59	90619.08
	Step J	44.6428	3571.42	7738.08	92857.01
	Step K	45.7453	3659.62	7929.18	95150.20
	Step L	46.8750	3750.00	8125.00	97500.03
	Step M	48.0326	3842.61	8325.66	99907.89

B815	RECREATION SUPERVISOR				
	Step A	31.2307	2498.46	5413.33	64959.93
	Step B	32.0020	2560.16	5547.02	66564.18
	Step C	32.7923	2623.39	5684.00	68208.05
	Step D	33.6022	2688.17	5824.38	69892.52
	Step E	34.4320	2754.56	5968.22	71618.58
	Step F	35.2823	2822.59	6115.61	73387.28
	Step G	36.1537	2892.29	6266.64	75199.65
	Step H	37.0465	2963.72	6421.40	77056.78
	Step I	37.9614	3036.91	6579.98	78959.77
	Step J	38.8989	3111.91	6742.48	80909.76
	Step K	39.8596	3188.77	6908.99	82907.91
	Step L	40.8439	3267.52	7079.62	84955.40
	Step M	41.8526	3348.21	7254.46	87053.46

B816	REFUSE SUPERINTENDENT				
	Step A	40.0712	3205.70	6945.67	83348.10
	Step B	41.0602	3284.82	7117.11	85405.31
	Step C	42.0743	3365.94	7292.87	87514.48
	Step D	43.1133	3449.07	7472.98	89675.74
	Step E	44.1781	3534.25	7657.53	91890.37
	Step F	45.2691	3621.53	7846.64	94159.70
	Step G	46.3871	3710.96	8040.42	96485.07
	Step H	47.5326	3802.61	8238.99	98867.86
	Step I	48.7065	3896.52	8442.46	101309.50
	Step J	49.9093	3992.75	8650.95	103811.44
	Step K	51.1419	4091.35	8864.60	106375.17
	Step L	52.4049	4192.39	9083.52	109002.21
	Step M	53.6991	4295.93	9307.84	111694.13

B817	REFUSE SUPERVISOR				
	Step A	33.7592	2700.74	5851.59	70219.14
	Step B	34.5920	2767.36	5995.95	71951.45
	Step C	35.4463	2835.71	6144.03	73728.36
	Step D	36.3217	2905.74	6295.76	75549.15
	Step E	37.2187	2977.50	6451.24	77414.92
	Step F	38.1379	3051.03	6610.56	79326.75
	Step G	39.0797	3126.38	6773.82	81285.81
	Step H	40.0448	3203.59	6941.10	83293.24
	Step I	41.0338	3282.70	7112.52	85350.25
	Step J	42.0471	3363.77	7288.17	87458.06
	Step K	43.0855	3446.84	7468.16	89617.93
	Step L	44.1496	3531.97	7652.59	91831.13
	Step M	45.2399	3619.19	7841.58	94098.99

B818	REFUSE UTILITY MANAGER				
	Step A	50.8512	4068.10	8814.21	105770.50
	Step B	52.1063	4168.51	9031.76	108381.16
	Step C	53.3931	4271.45	9254.81	111057.74
	Step D	54.7117	4376.94	9483.37	113800.42
	Step E	56.0629	4485.03	9717.57	116610.84
	Step F	57.4474	4595.79	9957.55	119490.66
	Step G	58.8662	4709.29	10203.47	122441.60
	Step H	60.3199	4825.59	10455.45	125465.42
	Step I	61.8096	4944.77	10713.66	128563.91
	Step J	63.3360	5066.88	10978.24	131738.93
	Step K	64.9002	5192.01	11249.36	134992.35
	Step L	66.5029	5320.24	11527.18	138326.12
	Step M	68.1453	5451.62	11811.85	141742.22

B819	RISK MANAGER				
	Step A	44.2702	3541.62	7673.50	92082.02
	Step B	45.3630	3629.04	7862.92	94355.05
	Step C	46.4833	3718.66	8057.10	96685.24
	Step D	47.6312	3810.50	8256.08	99072.98
	Step E	48.8075	3904.60	8459.97	101519.69
	Step F	50.0129	4001.03	8668.90	104026.82
	Step G	51.2480	4099.84	8882.99	106595.86
	Step H	52.5136	4201.09	9102.36	109228.36
	Step I	53.8105	4304.84	9327.15	111925.86
	Step J	55.1394	4411.15	9557.50	114689.98
	Step K	56.5011	4520.09	9793.53	117522.36
	Step L	57.8965	4631.72	10035.39	120424.70
	Step M	59.3263	4746.10	10283.23	123398.70

B820	SAFETY COORDINATOR				
	Step A	36.5871	2926.97	6341.76	76101.17
	Step B	37.4902	2999.21	6498.29	77979.54
	Step C	38.4160	3073.28	6658.78	79905.32
	Step D	39.3647	3149.18	6823.22	81878.66
	Step E	40.3369	3226.95	6991.73	83900.74
	Step F	41.3331	3306.64	7164.40	85972.75
	Step G	42.3538	3388.31	7341.33	88095.93
	Step H	43.3998	3471.98	7522.63	90271.55
	Step I	44.4716	3557.73	7708.41	92500.90
	Step J	45.5699	3645.59	7898.78	94785.30
	Step K	46.6952	3735.62	8093.84	97126.12
	Step L	47.8484	3827.87	8293.73	99524.74
	Step M	49.0301	3922.41	8498.55	101982.61

B821	SR BUSINESS SYSTEMS ANALYST				
	Step A	34.7663	2781.30	6026.16	72313.90
	Step B	35.6244	2849.95	6174.89	74098.70
	Step C	36.5042	2920.33	6327.39	75928.64
	Step D	37.4057	2992.45	6483.65	77803.78
	Step E	38.3294	3066.35	6643.77	79725.22
	Step F	39.2760	3142.08	6807.84	81694.11
	Step G	40.2460	3219.68	6975.97	83711.63
	Step H	41.2399	3299.19	7148.25	85778.97
	Step I	42.2584	3380.67	7324.78	87897.37
	Step J	43.3020	3464.16	7505.67	90068.08
	Step K	44.3713	3549.71	7691.03	92292.41
	Step L	45.4671	3637.37	7880.97	94571.66
	Step M	46.5900	3727.20	8075.60	96907.20

B822	SR DATABASE ANALYST			
Step A	35.3507	2828.06	6127.45	73529.45
Step B	36.2237	2897.90	6278.78	75345.33
Step C	37.1183	2969.46	6433.84	77206.06
Step D	38.0350	3042.80	6592.73	79112.74
Step E	38.9743	3117.94	6755.54	81066.51
Step F	39.9368	3194.94	6922.38	83068.53
Step G	40.9231	3273.85	7093.33	85119.99
Step H	41.9337	3354.70	7268.51	87222.11
Step I	42.9693	3437.54	7448.01	89376.15
Step J	44.0305	3522.44	7631.95	91583.39
Step K	45.1179	3609.43	7820.43	93845.13
Step L	46.2321	3698.57	8013.56	96162.73
Step M	47.3738	3789.91	8211.46	98537.56

B823	SR DEPUTY CITY ATTORNEY			
Step A	59.7687	4781.50	10359.91	124318.90
Step B	61.2441	4899.53	10615.64	127387.74
Step C	62.7566	5020.53	10877.81	130533.71
Step D	64.3064	5144.51	11146.45	133757.37
Step E	65.8945	5271.56	11421.72	137060.64
Step F	67.5219	5401.75	11703.79	140445.49
Step G	69.1894	5535.15	11992.83	143913.93
Step H	70.8981	5671.85	12289.00	147468.03
Step I	72.6490	5811.92	12592.49	151109.90
Step J	74.4431	5955.45	12903.48	154841.71
Step K	76.2816	6102.53	13222.14	158665.68
Step L	78.1654	6253.23	13548.67	162584.09
Step M	80.0958	6407.66	13883.27	166599.26

B824	SR ELECTRIC BUSINESS ANALYST			
Step A	47.5668	3805.34	8244.91	98938.94
Step B	48.7411	3899.29	8448.46	101381.46
Step C	49.9448	3995.58	8657.10	103885.18
Step D	51.1782	4094.26	8870.89	106450.73
Step E	52.4421	4195.37	9089.97	109079.64
Step F	53.7372	4298.98	9314.46	111773.47
Step G	55.0643	4405.15	9544.49	114533.82
Step H	56.4242	4513.94	9780.20	117362.35
Step I	57.8177	4625.41	10021.73	120260.73
Step J	59.2455	4739.64	10269.22	123230.69
Step K	60.7087	4856.69	10522.83	126274.00
Step L	62.2079	4976.63	10782.70	129392.46
Step M	63.7442	5099.54	11048.99	132587.94

B825	SR ENERGY SERVICES ACCOUNT REP			
Step A	47.6233	3809.86	8254.71	99056.46
Step B	48.7987	3903.90	8458.45	101501.38
Step C	50.0039	4000.31	8667.34	104008.06
Step D	51.2388	4099.10	8881.39	106576.65
Step E	52.5042	4200.33	9100.72	109208.66
Step F	53.8008	4304.06	9325.47	111905.68
Step G	55.1295	4410.36	9555.78	114669.30
Step H	56.4909	4519.28	9791.76	117501.17
Step I	57.8860	4630.88	10033.58	120402.98
Step J	59.3156	4745.25	10281.37	123376.46
Step K	60.7805	4862.44	10535.28	126423.36
Step L	62.2815	4982.52	10795.46	129545.51
Step M	63.8196	5105.57	11062.06	132744.77

B826	SR ENGINEER			
Step A	42.7247	3417.98	7405.61	88867.38
Step B	43.7794	3502.35	7588.42	91061.09
Step C	44.8605	3588.84	7775.83	93309.93
Step D	45.9684	3677.47	7967.86	95614.31
Step E	47.1037	3768.29	8164.63	97975.60
Step F	48.2669	3861.35	8366.27	100395.21
Step G	49.4589	3956.71	8572.88	102874.57
Step H	50.6804	4054.43	8784.60	105415.16
Step I	51.9320	4154.56	9001.54	108018.49
Step J	53.2145	4257.16	9223.84	110686.12
Step K	54.5287	4362.29	9451.64	113419.62
Step L	55.8753	4470.02	9685.05	116220.63
Step M	57.2552	4580.42	9924.23	119090.82

B827	SR HUMAN RESOURCES ANALYST			
Step A	38.4165	3073.32	6658.86	79906.32
Step B	39.3646	3149.17	6823.20	81878.35
Step C	40.3367	3226.94	6991.70	83900.42
Step D	41.3329	3306.63	7164.37	85972.42
Step E	42.3537	3388.29	7341.30	88095.60
Step F	43.3996	3471.97	7522.60	90271.21
Step G	44.4714	3557.71	7708.38	92500.54
Step H	45.5697	3645.57	7898.74	94784.94
Step I	46.6951	3735.61	8093.81	97125.75
Step J	47.8483	3827.86	8293.70	99524.36
Step K	49.0299	3922.39	8498.52	101982.22
Step L	50.2408	4019.26	8708.40	104500.77
Step M	51.4815	4118.52	8923.46	107081.52

B828	SR IT ANALYST			
Step A	34.8115	2784.92	6033.99	72407.92
Step B	35.6707	2853.66	6182.92	74195.08
Step C	36.5516	2924.13	6335.62	76027.40
Step D	37.4543	2996.35	6492.08	77904.98
Step E	38.3793	3070.34	6652.41	79828.92
Step F	39.3271	3146.17	6816.70	81800.37
Step G	40.2983	3223.87	6985.04	83820.51
Step H	41.2935	3303.48	7157.55	85890.55
Step I	42.3133	3385.07	7334.31	88011.70
Step J	43.3583	3468.66	7515.44	90185.24
Step K	44.4291	3554.33	7701.04	92412.45
Step L	45.5263	3642.10	7891.22	94694.67
Step M	46.6506	3732.05	8086.10	97033.25

B829	SR PLANNER			
Step A	40.3307	3226.46	6990.65	83887.86
Step B	41.3263	3306.10	7163.22	85958.63
Step C	42.3469	3387.75	7340.12	88081.46
Step D	43.3927	3471.41	7521.39	90256.72
Step E	44.4643	3557.14	7707.14	92485.70
Step F	45.5624	3644.99	7897.48	94769.73
Step G	46.6876	3735.01	8092.51	97110.16
Step H	47.8406	3827.25	8292.37	99508.40
Step I	49.0220	3921.76	8497.15	101965.85
Step J	50.2327	4018.62	8707.00	104484.00
Step K	51.4732	4117.86	8922.03	107064.34
Step L	52.7444	4219.55	9142.37	109708.40
Step M	54.0470	4323.76	9368.15	112417.76

B830	SR POWER ENGINEER			
Step A	59.8134	4785.07	10367.66	124411.87
Step B	61.2900	4903.20	10623.60	127483.17
Step C	62.8036	5024.29	10885.96	130631.49
Step D	64.3546	5148.37	11154.80	133857.56
Step E	65.9439	5275.51	11430.28	137163.31
Step F	67.5725	5405.80	11712.56	140550.70
Step G	69.2412	5539.30	12001.81	144021.74
Step H	70.9512	5676.10	12298.21	147578.50
Step I	72.7034	5816.27	12601.92	151223.10
Step J	74.4989	5959.91	12913.14	154957.70
Step K	76.3387	6107.10	13232.04	158784.54
Step L	78.2240	6257.92	13558.82	162705.88
Step M	80.1558	6412.46	13893.67	166724.06

B831	SR POWER PLANT ENGINEER				
	Step A	59.8134	4785.07	10367.66	124411.87
	Step B	61.2900	4903.20	10623.60	127483.17
	Step C	62.8036	5024.29	10885.96	130631.49
	Step D	64.3546	5148.37	11154.80	133857.56
	Step E	65.9439	5275.51	11430.28	137163.31
	Step F	67.5725	5405.80	11712.56	140550.70
	Step G	69.2412	5539.30	12001.81	144021.74
	Step H	70.9512	5676.10	12298.21	147578.50
	Step I	72.7034	5816.27	12601.92	151223.10
	Step J	74.4989	5959.91	12913.14	154957.70
	Step K	76.3387	6107.10	13232.04	158784.54
	Step L	78.2240	6257.92	13558.82	162705.88
	Step M	80.1558	6412.46	13893.67	166724.06

B832	STREET MAINTENANCE SUPERVISOR				
	Step A	32.5213	2601.70	5637.03	67644.30
	Step B	33.3240	2665.92	5776.17	69314.01
	Step C	34.1470	2731.76	5918.82	71025.79
	Step D	34.9903	2799.22	6064.99	72779.85
	Step E	35.8544	2868.35	6214.77	74577.22
	Step F	36.7399	2939.19	6368.25	76418.98
	Step G	37.6472	3011.78	6525.52	78306.22
	Step H	38.5770	3086.16	6686.67	80240.07
	Step I	39.5297	3162.37	6851.81	82221.68
	Step J	40.5059	3240.47	7021.02	84252.23
	Step K	41.5062	3320.50	7194.41	86332.92
	Step L	42.5312	3402.50	7372.08	88465.00
	Step M	43.5816	3486.53	7554.14	90649.73

B833	STREET MAINTENANCE SUPT				
	Step A	42.7162	3417.30	7404.14	88849.70
	Step B	43.7704	3501.63	7586.87	91042.48
	Step C	44.8514	3588.11	7774.24	93290.86
	Step D	45.9590	3676.72	7966.23	95594.77
	Step E	47.0940	3767.52	8162.97	97955.58
	Step F	48.2571	3860.57	8364.56	100374.69
	Step G	49.4488	3955.91	8571.13	102853.55
	Step H	50.6700	4053.60	8782.80	105393.62
	Step I	51.9214	4153.71	8999.70	107996.42
	Step J	53.2036	4256.29	9221.96	110663.50
	Step K	54.5175	4361.40	9449.70	113396.44
	Step L	55.8639	4469.11	9683.07	116196.88
	Step M	57.2435	4579.48	9922.21	119066.48

B834	URBAN FORESTER				
	Step A	34.8445	2787.56	6039.71	72476.56
	Step B	35.7046	2856.37	6188.79	74265.54
	Step C	36.5863	2926.91	6341.63	76099.60
	Step D	37.4899	2999.19	6498.25	77978.96
	Step E	38.4157	3073.26	6658.73	79904.72
	Step F	39.3644	3149.16	6823.17	81878.05
	Step G	40.3366	3226.93	6991.68	83900.11
	Step H	41.3327	3306.62	7164.34	85972.11
	Step I	42.3535	3388.28	7341.27	88095.28
	Step J	43.3995	3471.96	7522.57	90270.88
	Step K	44.4713	3557.70	7708.35	92500.21
	Step L	45.5695	3645.56	7898.72	94784.59
	Step M	46.6949	3735.59	8093.78	97125.39

B835	WATER CONSERVATION ADMINSTR				
	Step A	38.4381	3075.05	6662.60	79951.25
	Step B	39.3871	3150.97	6827.09	81925.11
	Step C	40.3598	3228.78	6995.69	83948.33
	Step D	41.3565	3308.52	7168.46	86021.52
	Step E	42.3778	3390.23	7345.49	88145.91
	Step F	43.4244	3473.95	7526.90	90322.76
	Step G	44.4968	3559.74	7712.78	92553.37
	Step H	45.5957	3647.66	7903.26	94839.07
	Step I	46.7217	3737.74	8098.43	97181.21
	Step J	47.8756	3830.05	8298.43	99581.20
	Step K	49.0579	3924.63	8503.37	102040.46
	Step L	50.2694	4021.56	8713.37	104560.45
	Step M	51.5109	4120.87	8928.56	107142.67

B836	WATER DISTRIBUTION SUPERVISOR				
	Step A	34.8445	2787.56	6039.71	72476.56
	Step B	35.7046	2856.37	6188.79	74265.54
	Step C	36.5863	2926.91	6341.63	76099.60
	Step D	37.4899	2999.19	6498.25	77978.96
	Step E	38.4157	3073.26	6658.73	79904.72
	Step F	39.3644	3149.16	6823.17	81878.05
	Step G	40.3366	3226.93	6991.68	83900.11
	Step H	41.3327	3306.62	7164.34	85972.11
	Step I	42.3535	3388.28	7341.27	88095.28
	Step J	43.3995	3471.96	7522.57	90270.88
	Step K	44.4713	3557.70	7708.35	92500.21
	Step L	45.5695	3645.56	7898.72	94784.59
	Step M	46.6949	3735.59	8093.78	97125.39

B837	WATER QUALITY LAB SUPERVISOR				
Step A	36.5854	2926.83	6341.47	76097.63	
Step B	37.4883	2999.07	6497.98	77975.72	
Step C	38.4141	3073.13	6658.45	79901.41	
Step D	39.3628	3149.03	6822.89	81874.66	
Step E	40.3349	3226.79	6991.39	83896.63	
Step F	41.3310	3306.48	7164.05	85968.54	
Step G	42.3517	3388.14	7340.97	88091.62	
Step H	43.3977	3471.81	7522.26	90267.13	
Step I	44.4694	3557.55	7708.03	92496.37	
Step J	45.5676	3645.41	7898.39	94780.66	
Step K	46.6930	3735.44	8093.45	97121.36	
Step L	47.8461	3827.69	8293.32	99519.87	
Step M	49.0277	3922.22	8498.13	101977.62	

B838	WATER TRMT PLT CHIEF OPERATOR				
Step A	41.8116	3344.93	7247.34	86968.13	
Step B	42.8437	3427.49	7426.24	89114.86	
Step C	43.9018	3512.14	7609.64	91315.64	
Step D	44.9859	3598.88	7797.56	93570.77	
Step E	46.0969	3687.75	7990.13	95881.60	
Step F	47.2353	3778.83	8187.46	98249.49	
Step G	48.4019	3872.15	8389.65	100675.86	
Step H	49.5972	3967.77	8596.85	103162.15	
Step I	50.8220	4065.76	8809.15	105709.84	
Step J	52.0771	4166.17	9026.70	108320.45	
Step K	53.3632	4269.06	9249.63	110995.53	
Step L	54.6811	4374.49	9478.06	113736.68	
Step M	56.0315	4482.52	9712.13	116545.52	

B839	WATER UTILITY MANAGER				
Step A	56.5013	4520.10	9793.56	117522.70	
Step B	57.8958	4631.67	10035.28	120423.35	
Step C	59.3256	4746.05	10283.11	123397.33	
Step D	60.7907	4863.26	10537.06	126444.75	
Step E	62.2920	4983.36	10797.29	129567.43	
Step F	63.8304	5106.43	11063.94	132767.22	
Step G	65.4068	5232.54	11337.17	136046.04	
Step H	67.0220	5361.76	11617.15	139405.84	
Step I	68.6772	5494.18	11904.05	142848.60	
Step J	70.3733	5629.86	12198.03	146376.39	
Step K	72.1112	5768.90	12499.28	149991.30	
Step L	73.8921	5911.36	12807.96	153695.49	
Step M	75.7169	6057.35	13124.26	157491.15	

B840	WSTWTR COLLECTION SUPT			
Step A	42.7094	3416.75	7402.96	88835.55
Step B	43.7636	3501.09	7585.69	91028.32
Step C	44.8444	3587.55	7773.03	93276.36
Step D	45.9519	3676.15	7964.99	95579.91
Step E	47.0867	3766.94	8161.70	97940.35
Step F	48.2496	3859.96	8363.26	100359.09
Step G	49.4411	3955.29	8569.80	102837.55
Step H	50.6621	4052.97	8781.44	105377.23
Step I	51.9133	4153.06	8998.30	107979.63
Step J	53.1953	4255.63	9220.52	110646.29
Step K	54.5090	4360.72	9448.23	113378.81
Step L	55.8552	4468.42	9681.57	116178.82
Step M	57.2346	4578.77	9920.66	119047.97

B841	WSTWTR COLLECTION SUPV			
Step A	34.8446	2787.57	6039.73	72476.77
Step B	35.7046	2856.37	6188.79	74265.54
Step C	36.5863	2926.91	6341.63	76099.60
Step D	37.4899	2999.19	6498.25	77978.96
Step E	38.4157	3073.26	6658.73	79904.72
Step F	39.3644	3149.16	6823.17	81878.05
Step G	40.3366	3226.93	6991.68	83900.11
Step H	41.3327	3306.62	7164.34	85972.11
Step I	42.3535	3388.28	7341.27	88095.28
Step J	43.3995	3471.96	7522.57	90270.88
Step K	44.4713	3557.70	7708.35	92500.21
Step L	45.5695	3645.56	7898.72	94784.59
Step M	46.6949	3735.59	8093.78	97125.39

B842	WSTWTR TRMT PLT CHIEF OPERATOR			
Step A	45.9928	3679.42	7972.09	95665.02
Step B	47.1280	3770.24	8168.86	98026.27
Step C	48.2919	3863.35	8370.59	100447.12
Step D	49.4845	3958.76	8577.31	102927.77
Step E	50.7066	4056.53	8789.14	105469.67
Step F	51.9588	4156.71	9006.20	108074.35
Step G	53.2420	4259.36	9228.61	110743.35
Step H	54.5569	4364.55	9456.52	113478.27
Step I	55.9042	4472.34	9690.06	116280.73
Step J	57.2848	4582.78	9929.37	119152.40
Step K	58.6995	4695.96	10174.58	122094.99
Step L	60.1492	4811.93	10425.85	125110.25
Step M	61.6346	4930.77	10683.33	128199.97

B843

WSTWTR UTILITY MANAGER

Step A	56.5013	4520.10	9793.56	117522.70
Step B	57.8958	4631.67	10035.28	120423.35
Step C	59.3256	4746.05	10283.11	123397.33
Step D	60.7907	4863.26	10537.06	126444.75
Step E	62.2920	4983.36	10797.29	129567.43
Step F	63.8304	5106.43	11063.94	132767.22
Step G	65.4068	5232.54	11337.17	136046.04
Step H	67.0220	5361.76	11617.15	139405.84
Step I	68.6772	5494.18	11904.05	142848.60
Step J	70.3733	5629.86	12198.03	146376.39
Step K	72.1112	5768.90	12499.28	149991.30
Step L	73.8921	5911.36	12807.96	153695.49
Step M	75.7169	6057.35	13124.26	157491.15

ORDINANCE NO. 5614

ORDINANCE OF THE COUNCIL OF THE CITY OF ROSEVILLE AMENDING
ORDINANCE NO. 5529, THE SALARY ORDINANCE FOR CITY COUNCIL APPOINTED
POSITIONS, AS AMENDED BY APPENDIX "A" TO BE EFFECTIVE
JANUARY 9, 2016, AS AN URGENCY MEASURE

THE CITY OF ROSEVILLE ORDAINS:

SECTION 1. Title and Purpose.

Ordinance No. 5529, the Salary Ordinance for City Council Appointed Positions, is hereby amended as shown on Appendix "A" attached hereto.

SECTION 2. Salary Plan Effective Date.

This Ordinance shall be effective January 9, 2016 as an urgency measure.

SECTION 3. Urgency Ordinance.

This ordinance is hereby declared to be an urgency measure, immediately necessary for the public peace, health and safety and shall take effect January 9, 2016. A statement of urgency is as follows:

It is necessary to amend the Salary Ordinance to comply with recently approved changes for the orderly and necessary continuance of operations of the City.

SECTION 4. Posting.

The City Clerk is hereby authorized and directed to post a true copy of the foregoing ordinance in each of three (3) conspicuous locations in the City and she shall immediately after such posting enter in the Ordinance Book under the record of the ordinance a certificate under her hand stating the time and place of said publication by posting.

PASSED AND ADOPTED by the Council of the City of Roseville this ____ day of _____, 20____, by the following vote on roll call:

AYES COUNCILMEMBERS:

NOES COUNCILMEMBERS:

ABSENT COUNCILMEMBERS:

MAYOR

ATTEST:

City Clerk

CITY OF ROSEVILLE
SALARY SCHEDULE

Effective Date: 01/09/2016

CCAP CITY COUNCIL APPOINTED POS

Job Code	Title	Step	Hourly	Bi-weekly	Monthly	Annual
1235	ACTING CITY MANAGER	STEP A	120.14430	9,611.54	20,825.01	249,900.14
1200	CITY ATTORNEY	STEP A	115.73080	9,258.46	20,060.00	240,720.06
1240	CITY MANAGER	STEP A	127.02560	10,162.04	22,017.77	264,213.24

ORDINANCE NO. 5615

ORDINANCE OF THE COUNCIL OF THE CITY OF ROSEVILLE AMENDING
ORDINANCE NO. 5476, THE SALARY ORDINANCE FOR CONFIDENTIAL
EMPLOYEES, AS AMENDED BY APPENDIX "A" TO BE EFFECTIVE
JANUARY 9, 2016, AS AN URGENCY MEASURE

THE CITY OF ROSEVILLE ORDAINS:

SECTION 1. Title and Purpose.

Ordinance No. 5476, the Salary Ordinance for Confidential Employees, is hereby amended as shown on Appendix "A" attached hereto.

ADDITION OF SCHEDULE:

Effective January 9, 2016, the salary schedule for Confidential employees will be divided into two categories, based on the date of hire. Salary Schedule-A will apply to employees hired before January 1, 2016 and Salary Schedule-B will apply to employees hired after January 1, 2016.

SECTION 2. Salary Plan Effective Date.

This Ordinance shall be effective January 9, 2016 as an urgency measure.

SECTION 3. Urgency Ordinance.

This ordinance is hereby declared to be an urgency measure, immediately necessary for the public peace, health and safety and shall take effect January 9, 2016. A statement of urgency is as follows:

It is necessary to amend the Salary Ordinance to comply with recently approved changes for the orderly and necessary continuance of operations of the City.

SECTION 4. Posting.

The City Clerk is hereby authorized and directed to post a true copy of the foregoing ordinance in each of three (3) conspicuous locations in the City and she shall immediately after such posting enter in the Ordinance Book under the record of the ordinance a certificate under her hand stating the time and place of said publication by posting.

PASSED AND ADOPTED by the Council of the City of Roseville this ____ day of _____, 20____, by the following vote on roll call:

AYES COUNCILMEMBERS:
NOES COUNCILMEMBERS:
ABSENT COUNCILMEMBERS:

MAYOR

ATTEST:

City Clerk

CITY OF ROSEVILLE

SALARY SCHEDULE

Appendix: A
Percentage: 1.02

Effective Date: 01/09/2016

CONFIDENTIAL

Job Code	Title	Step	Hourly	Bi-weekly	Monthly	Annual
0071	ADMIN ASSISTANT (C)	STEP A	24.9620	1,996.96	4,326.74	51,920.96
		STEP B	26.2100	2,096.80	4,543.06	54,516.80
		STEP C	27.5205	2,201.64	4,770.22	57,242.64
		STEP D	28.8966	2,311.72	5,008.74	60,104.92
		STEP E	30.3414	2,427.31	5,259.17	63,110.11
		STEP F	31.8585	2,548.68	5,522.14	66,265.68
		STEP G	33.4515	2,676.12	5,798.26	69,579.12
2550	EXEC ASST TO THE CITY MANAGER	STEP A	30.2274	2,418.19	5,239.41	62,872.99
		STEP B	31.7387	2,539.09	5,501.37	66,016.49
		STEP C	33.3256	2,666.04	5,776.43	69,317.24
		STEP D	34.9921	2,799.36	6,065.29	72,783.56
		STEP E	36.7416	2,939.32	6,368.54	76,422.52
		STEP F	38.5788	3,086.30	6,686.99	80,243.90
		STEP G	40.5077	3,240.61	7,021.33	84,256.01
5235	HUMAN RESOURCES TECH	STEP A	24.9620	1,996.96	4,326.74	51,920.96
		STEP B	26.2100	2,096.80	4,543.06	54,516.80
		STEP C	27.5205	2,201.64	4,770.22	57,242.64
		STEP D	28.8966	2,311.72	5,008.74	60,104.92
		STEP E	30.3414	2,427.31	5,259.17	63,110.11
		STEP F	31.8585	2,548.68	5,522.14	66,265.68
		STEP G	33.4515	2,676.12	5,798.26	69,579.12
3620	INSURANCE & CONTRACT TECH	STEP A	24.9620	1,996.96	4,326.74	51,920.96
		STEP B	26.2100	2,096.80	4,543.06	54,516.80
		STEP C	27.5205	2,201.64	4,770.22	57,242.64
		STEP D	28.8966	2,311.72	5,008.74	60,104.92
		STEP E	30.3414	2,427.31	5,259.17	63,110.11
		STEP F	31.8585	2,548.68	5,522.14	66,265.68
		STEP G	33.4515	2,676.12	5,798.26	69,579.12
4094	LEGAL CLERK I	STEP A	22.6919	1,815.35	3,933.26	47,199.15
		STEP B	23.8265	1,906.12	4,129.92	49,559.12
		STEP C	25.0178	2,001.42	4,336.41	52,037.02
		STEP D	26.2688	2,101.50	4,553.25	54,639.10
		STEP E	27.5821	2,206.56	4,780.89	57,370.76
		STEP F	28.9613	2,316.90	5,019.95	60,239.50
		STEP G	30.4095	2,432.76	5,270.98	63,251.76

CITY OF ROSEVILLE

SALARY SCHEDULE

Appendix: A
Percentage: 1.02

Effective Date 01/09/2016

CONFIDENTIAL

Job Code	Title	Step	Hourly	Bi-weekly	Monthly	Annual
4096	LEGAL CLERK II	STEP A	24.9620	1,996.96	4,326.74	51,920.96
		STEP B	26.2100	2,096.80	4,543.06	54,516.80
		STEP C	27.5205	2,201.64	4,770.22	57,242.64
		STEP D	28.8966	2,311.72	5,008.74	60,104.92
		STEP E	30.3414	2,427.31	5,259.17	63,110.11
		STEP F	31.8585	2,548.68	5,522.14	66,265.68
		STEP G	33.4515	2,676.12	5,798.26	69,579.12
4456	MANAGEMENT ASSISTANT I	STEP A	24.5353	1,962.82	4,252.78	51,033.42
		STEP B	25.7620	2,060.96	4,465.41	53,584.96
		STEP C	27.0501	2,164.00	4,688.68	56,264.20
		STEP D	28.4026	2,272.20	4,923.11	59,077.40
		STEP E	29.8228	2,385.82	5,169.28	62,031.42
		STEP F	31.3139	2,505.11	5,427.74	65,132.91
		STEP G	32.8796	2,630.36	5,699.13	68,389.56
4457	MANAGEMENT ASSISTANT II	STEP A	26.9888	2,159.10	4,678.05	56,136.70
		STEP B	28.3383	2,267.06	4,911.97	58,943.66
		STEP C	29.7551	2,380.40	5,157.55	61,890.60
		STEP D	31.2429	2,499.43	5,415.43	64,985.23
		STEP E	32.8050	2,624.40	5,686.20	68,234.40
		STEP F	34.4453	2,755.62	5,970.51	71,646.22
		STEP G	36.1676	2,893.40	6,269.05	75,228.60
4951	OFFICE ASSISTANT I (C)	STEP A	16.9952	1,359.61	2,945.83	35,350.01
		STEP B	17.8450	1,427.60	3,093.13	37,117.60
		STEP C	18.7375	1,499.00	3,247.83	38,974.00
		STEP D	19.6741	1,573.92	3,410.17	40,922.12
		STEP E	20.6580	1,652.64	3,580.72	42,968.64
		STEP F	21.6907	1,735.25	3,759.72	45,116.65
		STEP G	22.7753	1,822.02	3,947.71	47,372.62
4953	OFFICE ASSISTANT II (C)	STEP A	18.6948	1,495.58	3,240.43	38,885.18
		STEP B	19.6295	1,570.36	3,402.44	40,829.36
		STEP C	20.6108	1,648.86	3,572.53	42,870.46
		STEP D	21.6415	1,731.32	3,751.19	45,014.32
		STEP E	22.7236	1,817.88	3,938.75	47,265.08
		STEP F	23.8597	1,908.77	4,135.68	49,628.17
		STEP G	25.0527	2,004.21	4,342.46	52,109.61

CITY OF ROSEVILLE

SALARY SCHEDULE

Appendix: A
Percentage: 1.02

Effective Date 01/09/2016

CONF CONFIDENTIAL

Job Code	Title	Step	Hourly	Bi-weekly	Monthly	Annual
5015	PARALEGAL	STEP A	29.9382	2,395.05	5,189.28	62,271.45
		STEP B	31.4350	2,514.80	5,448.73	65,384.80
		STEP C	33.0069	2,640.55	5,721.19	68,654.35
		STEP D	34.6573	2,772.58	6,007.26	72,087.18
		STEP E	36.3901	2,911.20	6,307.61	75,691.40
		STEP F	38.2096	3,056.76	6,623.00	79,475.96
		STEP G	40.1201	3,209.60	6,954.15	83,449.80
5102	PAYROLL CLERK I	STEP A	19.7315	1,578.52	3,420.12	41,041.52
		STEP B	20.7180	1,657.44	3,591.12	43,093.44
		STEP C	21.7539	1,740.31	3,770.67	45,248.11
		STEP D	22.8416	1,827.32	3,959.21	47,510.52
		STEP E	23.9838	1,918.70	4,157.19	49,886.30
		STEP F	25.1830	2,014.64	4,365.05	52,380.64
		STEP G	26.4420	2,115.36	4,583.28	54,999.36
5103	PAYROLL CLERK II	STEP A	21.7047	1,736.37	3,762.14	45,145.77
		STEP B	22.7899	1,823.19	3,950.24	47,402.99
		STEP C	23.9294	1,914.35	4,147.76	49,773.15
		STEP D	25.1257	2,010.05	4,355.12	52,261.45
		STEP E	26.3820	2,110.56	4,572.88	54,874.56
		STEP F	27.7013	2,216.10	4,801.55	57,618.70
		STEP G	29.0862	2,326.89	5,041.60	60,499.29
5100	PAYROLL TECHNICIAN I	STEP A	22.6928	1,815.42	3,933.41	47,201.02
		STEP B	23.8273	1,906.18	4,130.06	49,560.78
		STEP C	25.0188	2,001.50	4,336.59	52,039.10
		STEP D	26.2697	2,101.57	4,553.41	54,640.97
		STEP E	27.5830	2,206.64	4,781.05	57,372.64
		STEP F	28.9623	2,316.98	5,020.13	60,241.58
		STEP G	30.4105	2,432.84	5,271.15	63,253.84
5101	PAYROLL TECHNICIAN II	STEP A	24.9620	1,996.96	4,326.74	51,920.96
		STEP B	26.2100	2,096.80	4,543.06	54,516.80
		STEP C	27.5205	2,201.64	4,770.22	57,242.64
		STEP D	28.8966	2,311.72	5,008.74	60,104.92
		STEP E	30.3414	2,427.31	5,259.17	63,110.11
		STEP F	31.8585	2,548.68	5,522.14	66,265.68
		STEP G	33.4515	2,676.12	5,798.26	69,579.12

CITY OF ROSEVILLE
SALARY SCHEDULE

Appendix: A
Percentage:1.02

Effective Date 01/09/2016

CONF CONFIDENTIAL

Job Code	Title	Step	Hourly	Bi-weekly	Monthly	Annual
7178	SR HUMAN RESOURCES TECH	STEP A	27.4580	2,196.64	4,759.38	57,112.64
		STEP B	28.8309	2,306.47	4,997.35	59,968.27
		STEP C	30.2726	2,421.80	5,247.25	62,967.00
		STEP D	31.7862	2,542.89	5,509.60	66,115.29
		STEP E	33.3755	2,670.04	5,785.08	69,421.04
		STEP F	35.0441	2,803.52	6,074.31	72,891.72
		STEP G	36.7964	2,943.71	6,378.04	76,536.51
7141	SR PAYROLL TECHNICIAN	STEP A	27.4580	2,196.64	4,759.38	57,112.64
		STEP B	28.8309	2,306.47	4,997.35	59,968.27
		STEP C	30.2726	2,421.80	5,247.25	62,967.00
		STEP D	31.7862	2,542.89	5,509.60	66,115.29
		STEP E	33.3755	2,670.04	5,785.08	69,421.04
		STEP F	35.0441	2,803.52	6,074.31	72,891.72
		STEP G	36.7964	2,943.71	6,378.04	76,536.51

CITY OF ROSEVILLE SALARY SCHEDULE

Effective Date: 01/09/2016

CONF- CONFIDENTIAL B

Job Code	Step	Hourly	Bi-weekly	Monthly	Annual
B100	ADMINISTRATIVE ASSISTANT				
	Step A	24.9620	1996.96	4326.75	51920.96
	Step B	25.5782	2046.26	4433.56	53202.68
	Step C	26.2099	2096.79	4543.05	54516.57
	Step D	26.8572	2148.57	4655.24	55862.91
	Step E	27.5204	2201.63	4770.21	57242.50
	Step F	28.2001	2256.01	4888.01	58656.16
	Step G	28.8965	2311.72	5008.73	60104.73
	Step H	29.6101	2368.81	5132.42	61589.08
	Step I	30.3414	2427.31	5259.17	63110.09
	Step J	31.0907	2487.26	5389.05	64668.65
	Step K	31.8585	2548.68	5522.14	66265.71
	Step L	32.6453	2611.62	5658.52	67902.21
	Step M	33.4515	2676.12	5798.26	69579.12
B101	EXECUTIVE ASST TO THE CITY MGR				
	Step A	27.5218	2201.74	4770.44	57245.28
	Step B	28.2014	2256.12	4888.25	58659.01
	Step C	28.8979	2311.83	5008.97	60107.65
	Step D	29.6116	2368.93	5132.67	61592.07
	Step E	30.3429	2427.43	5259.43	63113.15
	Step F	31.0922	2487.38	5389.32	64671.79
	Step G	31.8601	2548.80	5522.41	66268.92
	Step H	32.6469	2611.75	5658.79	67905.50
	Step I	33.4531	2676.25	5798.54	69582.49
	Step J	34.2793	2742.34	5941.74	71300.90
	Step K	35.1258	2810.07	6088.48	73061.75
	Step L	35.9933	2879.46	6238.84	74866.08
	Step M	36.8822	2950.58	6392.91	76714.98
B102	HUMAN RESOURCES TECH (C)				
	Step A	24.9620	1996.96	4326.75	51920.96
	Step B	25.5782	2046.26	4433.56	53202.68
	Step C	26.2099	2096.79	4543.05	54516.57
	Step D	26.8572	2148.57	4655.24	55862.91
	Step E	27.5204	2201.63	4770.21	57242.50
	Step F	28.2001	2256.01	4888.01	58656.16
	Step G	28.8965	2311.72	5008.73	60104.73
	Step H	29.6101	2368.81	5132.42	61589.08
	Step I	30.3414	2427.31	5259.17	63110.09
	Step J	31.0907	2487.26	5389.05	64668.65
	Step K	31.8585	2548.68	5522.14	66265.71
	Step L	32.6453	2611.62	5658.52	67902.21
	Step M	33.4515	2676.12	5798.26	69579.12

B103	INSURANCE & CONTRACT TECH				
	Step A	24.9620	1996.96	4326.75	51920.96
	Step B	25.5782	2046.26	4433.56	53202.68
	Step C	26.2099	2096.79	4543.05	54516.57
	Step D	26.8572	2148.57	4655.24	55862.91
	Step E	27.5204	2201.63	4770.21	57242.50
	Step F	28.2001	2256.01	4888.01	58656.16
	Step G	28.8965	2311.72	5008.73	60104.73
	Step H	29.6101	2368.81	5132.42	61589.08
	Step I	30.3414	2427.31	5259.17	63110.09
	Step J	31.0907	2487.26	5389.05	64668.65
	Step K	31.8585	2548.68	5522.14	66265.71
	Step L	32.6453	2611.62	5658.52	67902.21
	Step M	33.4515	2676.12	5798.26	69579.12

B104	LEGAL CLERK I				
	Step A	22.6919	1815.35	3933.26	47199.15
	Step B	23.2522	1860.18	4030.38	48364.55
	Step C	23.8264	1906.11	4129.91	49558.96
	Step D	24.4148	1953.19	4231.91	50782.87
	Step E	25.0178	2001.42	4336.42	52037.00
	Step F	25.6356	2050.85	4443.51	53322.11
	Step G	26.2687	2101.50	4553.25	54638.95
	Step H	26.9175	2153.40	4665.69	55988.32
	Step I	27.5822	2206.58	4780.92	57371.00
	Step J	28.2634	2261.07	4898.99	58787.84
	Step K	28.9614	2316.91	5019.97	60239.66
	Step L	29.6766	2374.13	5143.95	61727.34
	Step M	30.4095	2432.76	5270.98	63251.76

B105	LEGAL CLERK II				
	Step A	24.9620	1996.96	4326.75	51920.96
	Step B	25.5782	2046.26	4433.56	53202.68
	Step C	26.2099	2096.79	4543.05	54516.57
	Step D	26.8572	2148.57	4655.24	55862.91
	Step E	27.5204	2201.63	4770.21	57242.50
	Step F	28.2001	2256.01	4888.01	58656.16
	Step G	28.8965	2311.72	5008.73	60104.73
	Step H	29.6101	2368.81	5132.42	61589.08
	Step I	30.3414	2427.31	5259.17	63110.09
	Step J	31.0907	2487.26	5389.05	64668.65
	Step K	31.8585	2548.68	5522.14	66265.71
	Step L	32.6453	2611.62	5658.52	67902.21
	Step M	33.4515	2676.12	5798.26	69579.12

B106	MANAGEMENT ASSISTANT I			
	Step A	24.5353	1962.82	4252.79 51033.42
	Step B	25.1409	2011.27	4357.76 52293.10
	Step C	25.7618	2060.94	4465.38 53584.53
	Step D	26.3980	2111.84	4575.65 54907.86
	Step E	27.0499	2163.99	4688.66 56263.86
	Step F	27.7180	2217.44	4804.45 57653.35
	Step G	28.4025	2272.20	4923.10 59077.16
	Step H	29.1039	2328.31	5044.68 60536.13
	Step I	29.8227	2385.81	5169.26 62031.13
	Step J	30.5592	2444.73	5296.92 63563.05
	Step K	31.3138	2505.11	5427.73 65132.80
	Step L	32.0872	2566.97	5561.78 66741.32
	Step M	32.8796	2630.37	5699.13 68389.57
B107	MANAGEMENT ASSISTANT II			
	Step A	26.9888	2159.10	4678.06 56136.70
	Step B	27.6550	2212.40	4793.54 57522.48
	Step C	28.3380	2267.04	4911.92 58943.05
	Step D	29.0378	2323.03	5033.23 60398.71
	Step E	29.7550	2380.40	5157.53 61890.32
	Step F	30.4898	2439.18	5284.90 63418.76
	Step G	31.2428	2499.42	5415.41 64984.95
	Step H	32.0143	2561.15	5549.15 66589.82
	Step I	32.8050	2624.40	5686.19 68234.32
	Step J	33.6151	2689.21	5826.62 69919.43
	Step K	34.4453	2755.62	5970.51 71646.16
	Step L	35.2959	2823.67	6117.96 73415.54
	Step M	36.1676	2893.41	6269.05 75228.61
B108	OFFICE ASSISTANT I (C)			
	Step A	16.9952	1359.62	2945.83 35350.02
	Step B	17.4148	1393.18	3018.57 36222.80
	Step C	17.8449	1427.59	3093.11 37117.36
	Step D	18.2856	1462.85	3169.50 38034.01
	Step E	18.7372	1498.97	3247.77 38973.29
	Step F	19.1999	1535.99	3327.98 39935.78
	Step G	19.6741	1573.92	3410.17 40922.03
	Step H	20.1599	1612.79	3494.39 41932.64
	Step I	20.6578	1652.62	3580.68 42968.21
	Step J	21.1680	1693.44	3669.11 44029.35
	Step K	21.6907	1735.26	3759.73 45116.70
	Step L	22.2264	1778.11	3852.58 46230.91
	Step M	22.7753	1822.02	3947.72 47372.62

B109	OFFICE ASSISTANT II (C)				
	Step A	18.6948	1495.58	3240.43	38885.18
	Step B	19.1562	1532.50	3320.41	39844.87
	Step C	19.6293	1570.34	3402.41	40828.88
	Step D	20.1140	1609.12	3486.43	41837.19
	Step E	20.6108	1648.86	3572.53	42870.40
	Step F	21.1198	1689.58	3660.76	43929.13
	Step G	21.6413	1731.31	3751.17	45014.00
	Step H	22.1758	1774.06	3843.81	46125.67
	Step I	22.7235	1817.88	3938.73	47264.79
	Step J	23.2846	1862.77	4036.00	48432.04
	Step K	23.8597	1908.77	4135.68	49628.12
	Step L	24.4489	1955.91	4237.81	50853.73
	Step M	25.0527	2004.22	4342.47	52109.62
B110	PARALEGAL				
	Step A	29.9382	2395.06	5189.29	62271.46
	Step B	30.6773	2454.18	5317.39	63808.70
	Step C	31.4349	2514.79	5448.71	65384.52
	Step D	32.2112	2576.89	5583.27	66999.26
	Step E	33.0067	2640.53	5721.16	68653.87
	Step F	33.8218	2705.74	5862.45	70349.34
	Step G	34.6571	2772.57	6007.22	72086.69
	Step H	35.5130	2841.04	6155.58	73866.94
	Step I	36.3900	2911.20	6307.60	75691.16
	Step J	37.2887	2983.09	6463.37	77560.43
	Step K	38.2096	3056.76	6622.99	79475.86
	Step L	39.1532	3132.25	6786.55	81438.60
	Step M	40.1201	3209.61	6954.15	83449.81
B111	PAYROLL CLERK I				
	Step A	18.2554	1460.43	3164.26	37971.16
	Step B	18.7062	1496.50	3242.41	38908.90
	Step C	19.1682	1533.45	3322.48	39869.79
	Step D	19.6415	1571.32	3404.53	40854.41
	Step E	20.1266	1610.13	3488.61	41863.35
	Step F	20.6237	1649.89	3574.77	42897.21
	Step G	21.1330	1690.64	3663.05	43956.60
	Step H	21.6549	1732.39	3753.51	45042.15
	Step I	22.1897	1775.17	3846.21	46154.51
	Step J	22.7377	1819.01	3941.20	47294.35
	Step K	23.2992	1863.94	4038.53	48462.33
	Step L	23.8746	1909.97	4138.26	49659.15
	Step M	24.4642	1957.14	4240.46	50885.54

B112	PAYROLL CLERK II				
	Step A	20.0776	1606.21	3480.12	41761.42
	Step B	20.5734	1645.88	3566.06	42792.76
	Step C	21.0815	1686.52	3654.13	43849.57
	Step D	21.6022	1728.17	3744.37	44932.47
	Step E	22.1356	1770.85	3836.84	46042.13
	Step F	22.6823	1814.58	3931.60	47179.18
	Step G	23.2425	1859.40	4028.69	48344.32
	Step H	23.8165	1905.32	4128.19	49538.23
	Step I	24.4046	1952.37	4230.14	50761.63
	Step J	25.0073	2000.59	4334.60	52015.24
	Step K	25.6249	2049.99	4441.65	53299.80
	Step L	26.2577	2100.62	4551.34	54616.10
	Step M	26.9062	2152.50	4663.74	55964.90
B113	PAYROLL TECHNICIAN I				
	Step A	21.0958	1687.66	3656.61	43879.27
	Step B	21.6168	1729.34	3746.91	44962.91
	Step C	22.1506	1772.05	3839.44	46073.32
	Step D	22.6977	1815.81	3934.26	47211.14
	Step E	23.2582	1860.66	4031.42	48377.07
	Step F	23.8326	1906.61	4130.98	49571.79
	Step G	24.4212	1953.69	4233.00	50796.02
	Step H	25.0243	2001.94	4337.54	52050.47
	Step I	25.6423	2051.38	4444.66	53335.91
	Step J	26.2755	2102.04	4554.42	54653.10
	Step K	26.9244	2153.95	4666.90	56002.81
	Step L	27.5894	2207.15	4782.15	57385.85
	Step M	28.2707	2261.66	4900.25	58803.06
B114	PAYROLL TECHNICIAN II				
	Step A	23.2044	1856.35	4022.10	48265.23
	Step B	23.7775	1902.20	4121.43	49457.19
	Step C	24.3647	1949.18	4223.21	50678.58
	Step D	24.9664	1997.31	4327.51	51930.14
	Step E	25.5830	2046.64	4434.38	53212.60
	Step F	26.2148	2097.18	4543.90	54526.74
	Step G	26.8622	2148.97	4656.11	55873.34
	Step H	27.5256	2202.05	4771.10	57253.18
	Step I	28.2053	2256.43	4888.93	58667.11
	Step J	28.9019	2312.15	5009.66	60115.95
	Step K	29.6157	2369.25	5133.38	61600.57
	Step L	30.3470	2427.76	5260.16	63121.86
	Step M	31.0965	2487.72	5390.06	64680.72

B115	SR HUMAN RESOURCES TECH				
	Step A	27.4580	2196.64	4759.39	57112.64
	Step B	28.1358	2250.87	4876.88	58522.55
	Step C	28.8307	2306.45	4997.32	59967.82
	Step D	29.5427	2363.41	5120.73	61448.78
	Step E	30.2723	2421.78	5247.19	62966.32
	Step F	31.0199	2481.59	5376.78	64521.34
	Step G	31.7859	2542.88	5509.56	66114.76
	Step H	32.5709	2605.67	5645.63	67747.53
	Step I	33.3753	2670.02	5785.05	69420.62
	Step J	34.1995	2735.96	5927.92	71135.03
	Step K	35.0441	2803.53	6074.32	72891.78
	Step L	35.9096	2872.77	6224.33	74691.92
	Step M	36.7964	2943.71	6378.04	76536.51

B116	SR PAYROLL TECHNICIAN				
	Step A	25.5271	2042.17	4424.69	53096.33
	Step B	26.1575	2092.60	4533.97	54407.60
	Step C	26.8035	2144.28	4645.94	55751.25
	Step D	27.4654	2197.23	4760.67	57128.08
	Step E	28.1437	2251.50	4878.24	58538.91
	Step F	28.8387	2307.10	4998.72	59984.59
	Step G	29.5509	2364.08	5122.16	61465.97
	Step H	30.2807	2422.46	5248.66	62983.93
	Step I	31.0286	2482.28	5378.28	64539.38
	Step J	31.7948	2543.59	5511.10	66133.25
	Step K	32.5800	2606.40	5647.21	67766.48
	Step L	33.3846	2670.77	5786.67	69440.04
	Step M	34.2091	2736.73	5929.58	71154.93

ORDINANCE NO. 5616

ORDINANCE OF THE COUNCIL OF THE CITY OF ROSEVILLE AMENDING
ORDINANCE NO. 5559, THE SALARY ORDINANCE FOR ELECTRIC PERSONNEL
REPRESENTED BY THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL
WORKERS, AFL-CIO, LOCAL NO. 1245 (IBEW-A), AS AMENDED BY APPENDIX "A"
TO BE EFFECTIVE JANUARY 9, 2016, AS AN URGENCY MEASURE

THE CITY OF ROSEVILLE ORDAINS:

SECTION 1. Title and Purpose.

Ordinance No. 5559, the Salary Ordinance for electric personnel represented by the International Brotherhood of Electrical Workers, AFL-CIO, Local No. 1245 (IBEW-A), is hereby amended as shown on Appendix "A" attached hereto.

ADDITION OF SCHEDULE:

Effective January 9, 2016, the salary schedule for electric personnel represented by the International Brotherhood of Electrical Workers, AFL-CIO, Local No. 1245 (IBEW-A), will be divided into two categories, based on the date of hire. Salary Schedule-A will apply to employees hired before January 1, 2016 and Salary Schedule-B will apply to employees hired after January 1, 2016.

SECTION 2. Salary Plan Effective Date.

This Ordinance shall be effective January 9, 2016 as an urgency measure.

SECTION 3. Urgency Ordinance.

This ordinance is hereby declared to be an urgency measure, immediately necessary for the public peace, health and safety and shall take effect January 9, 2016. A statement of urgency is as follows:

It is necessary to amend the Salary Ordinance to comply with recently approved changes for the orderly and necessary continuance of operations of the City.

SECTION 4. Posting.

The City Clerk is hereby authorized and directed to post a true copy of the foregoing ordinance in each of three (3) conspicuous locations in the City and she shall immediately after such posting enter in the Ordinance Book under the record of the ordinance a certificate under her hand stating the time and place of said publication by posting.

PASSED AND ADOPTED by the Council of the City of Roseville this ____ day of _____, 20____, by the following vote on roll call:

AYES COUNCILMEMBERS:

NOES COUNCILMEMBERS:

ABSENT COUNCILMEMBERS:

MAYOR

ATTEST:

City Clerk

CITY OF ROSEVILLE

SALARY SCHEDULE - A

Appendix: A

Effective Date: 01/09/2016

IBEW INTER BRTHHD OF ELECTRICAL WRK

Job Code	Title	Step	Hourly	Bi-weekly	Monthly	Annual
0150	ELECTRIC APPRENTICE LINE TECH					
		STEP A	37.9138	3,033.10	6,571.72	78,860.70
		STEP B	39.8094	3,184.75	6,900.29	82,803.55
		STEP C	41.8000	3,344.00	7,245.33	86,944.00
		STEP D	43.8902	3,511.21	7,607.63	91,291.61
		STEP E	46.0845	3,686.76	7,987.98	95,855.76
		STEP F	48.3887	3,871.09	8,387.37	100,648.49
		STEP G	50.8082	4,064.65	8,806.75	105,681.05
		STEP H	53.3487	4,267.89	9,247.10	110,965.29
2328	ELECTRIC DRAFTING TECH I					
		STEP A	25.0026	2,000.20	4,333.78	52,005.40
		STEP B	26.2528	2,100.22	4,550.48	54,605.82
		STEP C	27.5654	2,205.23	4,778.00	57,336.03
		STEP D	28.9438	2,315.50	5,016.92	60,203.10
		STEP E	30.3909	2,431.27	5,267.75	63,213.07
		STEP F	31.9104	2,552.83	5,531.13	66,373.63
		STEP G	33.5060	2,680.48	5,807.70	69,692.48
		STEP H	35.1812	2,814.49	6,098.07	73,176.89
2330	ELECTRIC DRAFTING TECH II					
		STEP A	27.4996	2,199.96	4,766.59	57,199.16
		STEP B	28.8745	2,309.96	5,004.91	60,058.96
		STEP C	30.3183	2,425.46	5,255.17	63,062.06
		STEP D	31.8342	2,546.73	5,517.92	66,215.13
		STEP E	33.4260	2,674.08	5,793.84	69,526.08
		STEP F	35.0972	2,807.77	6,083.51	73,002.17
		STEP G	36.8521	2,948.16	6,387.69	76,652.36
		STEP H	38.6947	3,095.57	6,707.08	80,484.97
2340	ELECTRIC ENGR TECH I					
		STEP A	32.3046	2,584.36	5,599.46	67,193.56
		STEP B	33.9198	2,713.58	5,879.43	70,553.18
		STEP C	35.6158	2,849.26	6,173.40	74,080.86
		STEP D	37.3967	2,991.73	6,482.09	77,785.13
		STEP E	39.2666	3,141.32	6,806.21	81,674.52
		STEP F	41.2299	3,298.39	7,146.51	85,758.19
		STEP G	43.2914	3,463.31	7,503.84	90,046.11
		STEP H	45.4559	3,636.47	7,879.02	94,548.27

CITY OF ROSEVILLE

SALARY SCHEDULE - A

Effective Date: 01/09/2016

IBEW INTER BRTHHD OF ELECTRICAL WRK

Job Code	Title	Step	Hourly	Bi-weekly	Monthly	Annual
2345	ELECTRIC ENGR TECH II					
		STEP A	35.5356	2,842.84	6,159.50	73,914.04
		STEP B	37.3124	2,984.99	6,467.48	77,609.79
		STEP C	39.1780	3,134.24	6,790.85	81,490.24
		STEP D	41.1367	3,290.93	7,130.36	85,564.33
		STEP E	43.1937	3,455.49	7,486.90	89,842.89
		STEP F	45.3533	3,628.26	7,861.23	94,334.86
		STEP G	47.6210	3,809.68	8,254.30	99,051.68
		STEP H	50.0021	4,000.16	8,667.03	104,004.36
2285	ELECTRIC LINE TECH					
		STEP A	43.6018	3,488.14	7,557.64	90,691.74
		STEP B	45.7821	3,662.56	7,935.56	95,226.76
		STEP C	48.0711	3,845.68	8,332.32	99,987.88
		STEP D	50.4747	4,037.97	8,748.94	104,987.37
		STEP E	52.9984	4,239.87	9,186.38	110,236.67
		STEP F	55.6483	4,451.86	9,645.70	115,748.46
		STEP G	58.4308	4,674.46	10,128.00	121,536.06
		STEP H	61.3523	4,908.18	10,634.39	127,612.78
2286	ELECTRIC LINE TROUBLESHOOTER					
		STEP A	45.7821	3,662.56	7,935.56	95,226.76
		STEP B	48.0711	3,845.68	8,332.32	99,987.88
		STEP C	50.4747	4,037.97	8,748.94	104,987.37
		STEP D	52.9984	4,239.87	9,186.38	110,236.67
		STEP E	55.6483	4,451.86	9,645.70	115,748.46
		STEP F	58.4308	4,674.46	10,128.00	121,536.06
		STEP G	61.3523	4,908.18	10,634.39	127,612.78
		STEP H	64.4198	5,153.58	11,166.09	133,993.18
2210	ELECTRIC MATERIALS TECH I					
		STEP A	26.6557	2,132.45	4,620.32	55,443.85
		STEP B	27.9881	2,239.04	4,851.27	58,215.24
		STEP C	29.3874	2,350.99	5,093.81	61,125.79
		STEP D	30.8567	2,468.53	5,348.49	64,181.93
		STEP E	32.3996	2,591.96	5,615.93	67,391.16
		STEP F	34.0198	2,721.58	5,896.76	70,761.18
		STEP G	35.7206	2,857.64	6,191.57	74,298.84
		STEP H	37.5067	3,000.53	6,501.16	78,013.93

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2212	ELECTRIC MATERIALS TECH II					
		STEP A	29.3210	2,345.68	5,082.30	60,987.68
		STEP B	30.7870	2,462.96	5,336.41	64,036.96
		STEP C	32.3261	2,586.08	5,603.19	67,238.28
		STEP D	33.9425	2,715.40	5,883.36	70,600.40
		STEP E	35.6396	2,851.16	6,177.53	74,130.36
		STEP F	37.4218	2,993.74	6,486.44	77,837.34
		STEP G	39.2926	3,143.40	6,810.71	81,728.60
		STEP H	41.2574	3,300.59	7,151.28	85,815.39
2421	ELECTRIC PRE-APPRENTICE					
		STEP A	24.2300	1,938.40	4,199.86	50,398.40
		STEP B	25.4415	2,035.32	4,409.86	52,918.32
		STEP C	26.7136	2,137.08	4,630.35	55,564.28
		STEP D	28.0493	2,243.94	4,861.87	58,342.54
		STEP E	29.4517	2,356.13	5,104.96	61,259.53
		STEP F	30.9243	2,473.94	5,360.21	64,322.54
		STEP G	32.4706	2,597.64	5,628.23	67,538.84
		STEP H	34.0940	2,727.52	5,909.62	70,915.52
2254	ELECTRIC PREV DATA SYSTEM TECH					
		STEP A	24.2300	1,938.40	4,199.86	50,398.40
		STEP B	25.4415	2,035.32	4,409.86	52,918.32
		STEP C	26.7136	2,137.08	4,630.35	55,564.28
		STEP D	28.0493	2,243.94	4,861.87	58,342.54
		STEP E	29.4517	2,356.13	5,104.96	61,259.53
		STEP F	30.9243	2,473.94	5,360.21	64,322.54
		STEP G	32.4706	2,597.64	5,628.23	67,538.84
		STEP H	34.0940	2,727.52	5,909.62	70,915.52
2350	ELECTRIC SYSTEM DISPATCHER					
		STEP A	47.9621	3,836.96	8,313.43	99,761.16
		STEP B	50.3603	4,028.82	8,729.11	104,749.42
		STEP C	52.8782	4,230.25	9,165.55	109,986.65
		STEP D	55.5222	4,441.77	9,623.84	115,486.17
		STEP E	58.2982	4,663.85	10,105.02	121,260.25
		STEP F	61.2132	4,897.05	10,610.28	127,323.45
		STEP G	64.2739	5,141.91	11,140.80	133,689.71
		STEP H	67.4876	5,399.00	11,697.85	140,374.20

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2359	ELECTRIC TECHNOLOGY SYSTEM TEC					
		STEP A	38.7190	3,097.52	6,711.29	80,535.52
		STEP B	40.6550	3,252.40	7,046.86	84,562.40
		STEP C	42.6876	3,415.00	7,399.18	88,790.20
		STEP D	44.8221	3,585.76	7,769.16	93,229.96
		STEP E	47.0631	3,765.04	8,157.60	97,891.24
		STEP F	49.4163	3,953.30	8,565.49	102,785.90
		STEP G	51.8870	4,150.96	8,993.74	107,924.96
		STEP H	54.4815	4,358.52	9,443.46	113,321.52
2360	ELECTRIC UTILITY TECH I					
		STEP A	39.8611	3,188.88	6,909.25	82,911.08
		STEP B	41.8541	3,348.32	7,254.71	87,056.52
		STEP C	43.9469	3,515.75	7,617.46	91,409.55
		STEP D	46.1443	3,691.54	7,998.34	95,980.14
		STEP E	48.4513	3,876.10	8,398.22	100,778.70
		STEP F	50.8739	4,069.91	8,818.14	105,817.71
		STEP G	53.4176	4,273.40	9,259.05	111,108.60
		STEP H	56.0885	4,487.08	9,722.00	116,664.08
2362	ELECTRIC UTILITY TECH II					
		STEP A	43.8496	3,507.96	7,600.59	91,207.16
		STEP B	46.0421	3,683.36	7,980.63	95,767.56
		STEP C	48.3442	3,867.53	8,379.66	100,555.93
		STEP D	50.7614	4,060.91	8,798.64	105,583.71
		STEP E	53.2996	4,263.96	9,238.59	110,863.16
		STEP F	55.9645	4,477.16	9,700.51	116,406.16
		STEP G	58.7627	4,701.01	10,185.53	122,226.41
		STEP H	61.7010	4,936.08	10,694.84	128,338.08
2380	ELECTRONICS TECHNICIAN I					
		STEP A	32.3079	2,584.63	5,600.03	67,200.43
		STEP B	33.9233	2,713.86	5,880.03	70,560.46
		STEP C	35.6194	2,849.55	6,174.02	74,088.35
		STEP D	37.4003	2,992.02	6,482.71	77,792.62
		STEP E	39.2705	3,141.64	6,806.88	81,682.64
		STEP F	41.2339	3,298.71	7,147.20	85,766.51
		STEP G	43.2956	3,463.64	7,504.57	90,054.84
		STEP H	45.4603	3,636.82	7,879.78	94,557.42

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2385	ELECTRONICS TECHNICIAN II					
		STEP A	35.5385	2,843.08	6,160.00	73,920.08
		STEP B	37.3155	2,985.24	6,468.02	77,616.24
		STEP C	39.1814	3,134.51	6,791.44	81,497.31
		STEP D	41.1405	3,291.24	7,131.02	85,572.24
		STEP E	43.1974	3,455.79	7,487.54	89,850.59
		STEP F	45.3575	3,628.60	7,861.96	94,343.60
		STEP G	47.6249	3,809.99	8,254.98	99,059.79
		STEP H	50.0062	4,000.49	8,667.74	104,012.89
3608	INSTRUMENT & CONTROL TECH					
		STEP A	42.5944	3,407.55	7,383.02	88,596.35
		STEP B	44.7240	3,577.92	7,752.16	93,025.92
		STEP C	46.9602	3,756.81	8,139.76	97,677.21
		STEP D	49.3080	3,944.64	8,546.72	102,560.64
		STEP E	51.7735	4,141.88	8,974.07	107,688.88
		STEP F	54.3623	4,348.98	9,422.79	113,073.58
		STEP G	57.0803	4,566.42	9,893.91	118,727.02
		STEP H	59.9344	4,794.75	10,388.62	124,663.55
4520	MATERIALS TECHNICIAN					
		STEP A	28.7231	2,297.84	4,978.67	59,744.04
		STEP B	30.1592	2,412.73	5,227.59	62,731.13
		STEP C	31.6669	2,533.35	5,488.92	65,867.15
		STEP D	33.2504	2,660.03	5,763.40	69,160.83
		STEP E	34.9129	2,793.03	6,051.56	72,618.83
		STEP F	36.6587	2,932.69	6,354.17	76,250.09
		STEP G	38.4913	3,079.30	6,671.82	80,061.90
		STEP H	40.4161	3,233.28	7,005.45	84,065.48
5316	PLANT & EQUIP MAINT WORK I					
		STEP A	19.5548	1,564.38	3,389.49	40,673.98
		STEP B	20.5328	1,642.62	3,559.01	42,708.22
		STEP C	21.5591	1,724.72	3,736.91	44,842.92
		STEP D	22.6372	1,810.97	3,923.78	47,085.37
		STEP E	23.7692	1,901.53	4,119.99	49,439.93
		STEP F	24.9576	1,996.60	4,325.98	51,911.80
		STEP G	26.2055	2,096.44	4,542.28	54,507.44
		STEP H	27.5156	2,201.24	4,769.37	57,232.44

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5319	PLANT & EQUIP MAINT WORKER II					
		STEP A	21.5812	1,726.49	3,740.74	44,888.89
		STEP B	22.6604	1,812.83	3,927.80	47,133.63
		STEP C	23.7932	1,903.45	4,124.15	49,489.85
		STEP D	24.9829	1,998.63	4,330.36	51,964.43
		STEP E	26.2324	2,098.59	4,546.94	54,563.39
		STEP F	27.5439	2,203.51	4,774.27	57,291.31
		STEP G	28.9209	2,313.67	5,012.95	60,155.47
		STEP H	30.3669	2,429.35	5,263.59	63,163.15
5327	PLANT & EQUIP MECHANIC I					
		STEP A	23.7377	1,899.01	4,114.53	49,374.41
		STEP B	24.9247	1,993.97	4,320.28	51,843.37
		STEP C	26.1710	2,093.68	4,536.30	54,435.68
		STEP D	27.4793	2,198.34	4,763.07	57,156.94
		STEP E	28.8535	2,308.28	5,001.27	60,015.28
		STEP F	30.2959	2,423.67	5,251.28	63,015.47
		STEP G	31.8107	2,544.85	5,513.85	66,166.25
		STEP H	33.4012	2,672.09	5,789.54	69,474.49
5328	PLANT & EQUIP MECHANIC II					
		STEP A	26.1115	2,088.92	4,525.99	54,311.92
		STEP B	27.4173	2,193.38	4,752.33	57,027.98
		STEP C	28.7880	2,303.04	4,989.92	59,879.04
		STEP D	30.2274	2,418.19	5,239.41	62,872.99
		STEP E	31.7390	2,539.12	5,501.42	66,017.12
		STEP F	33.3257	2,666.05	5,776.45	69,317.45
		STEP G	34.9919	2,799.35	6,065.26	72,783.15
		STEP H	36.7413	2,939.30	6,368.49	76,421.90
5401	PREDICTIVE MAINT TECH I					
		STEP A	32.3079	2,584.63	5,600.03	67,200.43
		STEP B	33.9233	2,713.86	5,880.03	70,560.46
		STEP C	35.6194	2,849.55	6,174.02	74,088.35
		STEP D	37.4003	2,992.02	6,482.71	77,792.62
		STEP E	39.2705	3,141.64	6,806.88	81,682.64
		STEP F	41.2339	3,298.71	7,147.20	85,766.51
		STEP G	43.2956	3,463.64	7,504.57	90,054.84
		STEP H	45.4603	3,636.82	7,879.78	94,557.42

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5402	PREDICTIVE MAINT TECH II					
		STEP A	35.5385	2,843.08	6,160.00	73,920.08
		STEP B	37.3155	2,985.24	6,468.02	77,616.24
		STEP C	39.1814	3,134.51	6,791.44	81,497.31
		STEP D	41.1405	3,291.24	7,131.02	85,572.24
		STEP E	43.1974	3,455.79	7,487.54	89,850.59
		STEP F	45.3575	3,628.60	7,861.96	94,343.60
		STEP G	47.6249	3,809.99	8,254.98	99,059.79
		STEP H	50.0062	4,000.49	8,667.74	104,012.89
5533	PREVENTATIVE MAINT COORD					
		STEP A	29.8762	2,390.09	5,178.54	62,142.49
		STEP B	31.3700	2,509.60	5,437.46	65,249.60
		STEP C	32.9385	2,635.08	5,709.34	68,512.08
		STEP D	34.5853	2,766.82	5,994.78	71,937.42
		STEP E	36.3144	2,905.15	6,294.49	75,533.95
		STEP F	38.1305	3,050.44	6,609.28	79,311.44
		STEP G	40.0368	3,202.94	6,939.71	83,276.54
		STEP H	42.0388	3,363.10	7,286.72	87,440.70
5500	PREVENTATIVE MAINT TECH I					
		STEP A	28.0938	2,247.50	4,869.59	58,435.10
		STEP B	29.4985	2,359.88	5,113.07	61,356.88
		STEP C	30.9734	2,477.87	5,368.72	64,424.67
		STEP D	32.5220	2,601.76	5,637.14	67,645.76
		STEP E	34.1481	2,731.84	5,919.00	71,028.04
		STEP F	35.8556	2,868.44	6,214.97	74,579.64
		STEP G	37.6483	3,011.86	6,525.70	78,308.46
		STEP H	39.5308	3,162.46	6,852.00	82,224.06
5502	PREVENTATIVE MAINT TECH II					
		STEP A	30.9031	2,472.24	5,356.53	64,278.44
		STEP B	32.4483	2,595.86	5,624.37	67,492.46
		STEP C	34.0706	2,725.64	5,905.57	70,866.84
		STEP D	35.7744	2,861.95	6,200.89	74,410.75
		STEP E	37.5628	3,005.02	6,510.88	78,130.62
		STEP F	39.4411	3,155.28	6,836.45	82,037.48
		STEP G	41.4131	3,313.04	7,178.27	86,139.24
		STEP H	43.4839	3,478.71	7,537.20	90,446.51

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5595	PWR ENGINEER I					
		STEP A	41.4275	3,314.20	7,180.76	86,169.20
		STEP B	43.4988	3,479.90	7,539.79	90,477.50
		STEP C	45.6739	3,653.91	7,916.80	95,001.71
		STEP D	47.9575	3,836.60	8,312.63	99,751.60
		STEP E	50.3554	4,028.43	8,728.26	104,739.23
		STEP F	52.8732	4,229.85	9,164.68	109,976.25
		STEP G	55.5168	4,441.34	9,622.91	115,474.94
		STEP H	58.2927	4,663.41	10,104.06	121,248.81
5596	PWR ENGINEER II					
		STEP A	45.5722	3,645.77	7,899.18	94,790.17
		STEP B	47.8509	3,828.07	8,294.15	99,529.87
		STEP C	50.2434	4,019.47	8,708.85	104,506.27
		STEP D	52.7555	4,220.44	9,144.28	109,731.44
		STEP E	55.3932	4,431.45	9,601.48	115,217.85
		STEP F	58.1631	4,653.04	10,081.60	120,979.24
		STEP G	61.0711	4,885.68	10,585.65	127,027.88
		STEP H	64.1245	5,129.96	11,114.91	133,378.96
5590	PWR PLNT ENGINEER I					
		STEP A	41.4275	3,314.20	7,180.76	86,169.20
		STEP B	43.4988	3,479.90	7,539.79	90,477.50
		STEP C	45.6739	3,653.91	7,916.80	95,001.71
		STEP D	47.9575	3,836.60	8,312.63	99,751.60
		STEP E	50.3554	4,028.43	8,728.26	104,739.23
		STEP F	52.8732	4,229.85	9,164.68	109,976.25
		STEP G	55.5168	4,441.34	9,622.91	115,474.94
		STEP H	58.2927	4,663.41	10,104.06	121,248.81
5591	PWR PLNT ENGINEER II					
		STEP A	45.5722	3,645.77	7,899.18	94,790.17
		STEP B	47.8509	3,828.07	8,294.15	99,529.87
		STEP C	50.2434	4,019.47	8,708.85	104,506.27
		STEP D	52.7555	4,220.44	9,144.28	109,731.44
		STEP E	55.3932	4,431.45	9,601.48	115,217.85
		STEP F	58.1631	4,653.04	10,081.60	120,979.24
		STEP G	61.0711	4,885.68	10,585.65	127,027.88
		STEP H	64.1245	5,129.96	11,114.91	133,378.96

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5526	PWR PLNT MECHANIC					
		STEP A	37.9535	3,036.28	6,578.60	78,943.28
		STEP B	39.8513	3,188.10	6,907.55	82,890.70
		STEP C	41.8438	3,347.50	7,252.92	87,035.10
		STEP D	43.9359	3,514.87	7,615.55	91,386.67
		STEP E	46.1327	3,690.61	7,996.33	95,956.01
		STEP F	48.4394	3,875.15	8,396.16	100,753.95
		STEP G	50.8613	4,068.90	8,815.95	105,791.50
		STEP H	53.4043	4,272.34	9,256.74	111,080.94
5522	PWR PLNT OPERATOR/TECH I					
		STEP A	37.7998	3,023.98	6,551.96	78,623.58
		STEP B	39.6898	3,175.18	6,879.56	82,554.78
		STEP C	41.6743	3,333.94	7,223.54	86,682.54
		STEP D	43.7582	3,500.65	7,584.75	91,017.05
		STEP E	45.9461	3,675.68	7,963.99	95,567.88
		STEP F	48.2432	3,859.45	8,362.15	100,345.85
		STEP G	50.6555	4,052.44	8,780.28	105,363.44
		STEP H	53.1883	4,255.06	9,219.30	110,631.66
5523	PWR PLNT OPERATOR/TECH II					
		STEP A	41.5804	3,326.43	7,207.26	86,487.23
		STEP B	43.6594	3,492.75	7,567.62	90,811.55
		STEP C	45.8424	3,667.39	7,946.01	95,352.19
		STEP D	48.1345	3,850.76	8,343.31	100,119.76
		STEP E	50.5412	4,043.29	8,760.47	105,125.69
		STEP F	53.0683	4,245.46	9,198.50	110,382.06
		STEP G	55.7216	4,457.72	9,658.41	115,900.92
		STEP H	58.5077	4,680.61	10,141.33	121,696.01
7020	SCADA SYSTEM TECHNICIAN					
		STEP A	35.5385	2,843.08	6,160.00	73,920.08
		STEP B	37.3155	2,985.24	6,468.02	77,616.24
		STEP C	39.1814	3,134.51	6,791.44	81,497.31
		STEP D	41.1405	3,291.24	7,131.02	85,572.24
		STEP E	43.1974	3,455.79	7,487.54	89,850.59
		STEP F	45.3575	3,628.60	7,861.96	94,343.60
		STEP G	47.6249	3,809.99	8,254.98	99,059.79
		STEP H	50.0062	4,000.49	8,667.74	104,012.89

CITY OF ROSEVILLE

SALARY SCHEDULE - A

Effective Date: 01/09/2016

IBEW INTER BRTHHD OF ELECTRICAL WRK

Job Code	Title	Step	Hourly	Bi-weekly	Monthly	Annual
7118	SR ELECTRIC LINE TECHNICIAN					
		STEP A	47.9621	3,836.96	8,313.43	99,761.16
		STEP B	50.3603	4,028.82	8,729.11	104,749.42
		STEP C	52.8782	4,230.25	9,165.55	109,986.65
		STEP D	55.5222	4,441.77	9,623.84	115,486.17
		STEP E	58.2982	4,663.85	10,105.02	121,260.25
		STEP F	61.2132	4,897.05	10,610.28	127,323.45
		STEP G	64.2739	5,141.91	11,140.80	133,689.71
		STEP H	67.4876	5,399.00	11,697.85	140,374.20
7169	SR ELECTRIC MATERIALS TECH					
		STEP A	32.2531	2,580.24	5,590.53	67,086.44
		STEP B	33.8657	2,709.25	5,870.05	70,440.65
		STEP C	35.5591	2,844.72	6,163.57	73,962.92
		STEP D	37.3373	2,986.98	6,471.79	77,661.58
		STEP E	39.2039	3,136.31	6,795.34	81,544.11
		STEP F	41.1641	3,293.12	7,135.11	85,621.32
		STEP G	43.2225	3,457.80	7,491.90	89,902.80
		STEP H	45.3835	3,630.68	7,866.47	94,397.68
7124	SR ELECTRIC METERING TECH					
		STEP A	48.2346	3,858.76	8,360.66	100,327.96
		STEP B	50.6463	4,051.70	8,778.69	105,344.30
		STEP C	53.1786	4,254.28	9,217.62	110,611.48
		STEP D	55.8377	4,467.01	9,678.53	116,142.41
		STEP E	58.6295	4,690.36	10,162.44	121,949.36
		STEP F	61.5609	4,924.87	10,670.55	128,046.67
		STEP G	64.6390	5,171.12	11,204.09	134,449.12
		STEP H	67.8711	5,429.68	11,764.32	141,171.88
7126	SR ELECTRIC SUBSTATION TECH					
		STEP A	48.2346	3,858.76	8,360.66	100,327.96
		STEP B	50.6463	4,051.70	8,778.69	105,344.30
		STEP C	53.1786	4,254.28	9,217.62	110,611.48
		STEP D	55.8377	4,467.01	9,678.53	116,142.41
		STEP E	58.6295	4,690.36	10,162.44	121,949.36
		STEP F	61.5609	4,924.87	10,670.55	128,046.67
		STEP G	64.6390	5,171.12	11,204.09	134,449.12
		STEP H	67.8711	5,429.68	11,764.32	141,171.88

CITY OF ROSEVILLE

SALARY SCHEDULE - A

Effective Date: 01/09/2016

IBEW INTER BRTHHD OF ELECTRICAL WRK

Job Code	Title	Step	Hourly	Bi-weekly	Monthly	Annual
7168	SR ELECTRIC SYSTEM DISPATCHER					
		STEP A	52.7584	4,220.67	9,144.78	109,737.47
		STEP B	55.3962	4,431.69	9,602.00	115,224.09
		STEP C	58.1660	4,653.28	10,082.10	120,985.28
		STEP D	61.0743	4,885.94	10,586.21	127,034.54
		STEP E	64.1280	5,130.24	11,115.52	133,386.24
		STEP F	67.3344	5,386.75	11,671.29	140,055.55
		STEP G	70.7012	5,656.09	12,254.87	147,058.49
		STEP H	74.2363	5,938.90	12,867.62	154,411.50
7170	SR ELECTRONICS TECHNICIAN					
		STEP A	39.0924	3,127.39	6,776.01	81,312.19
		STEP B	41.0470	3,283.76	7,114.81	85,377.76
		STEP C	43.0994	3,447.95	7,470.56	89,646.75
		STEP D	45.2544	3,620.35	7,844.09	94,129.15
		STEP E	47.5173	3,801.38	8,236.33	98,835.98
		STEP F	49.8931	3,991.44	8,648.13	103,777.64
		STEP G	52.3875	4,191.00	9,080.50	108,966.00
		STEP H	55.0070	4,400.56	9,534.54	114,414.56
7205	SR PLANT & EQUIPMENT MECHANIC					
		STEP A	28.7198	2,297.58	4,978.09	59,737.18
		STEP B	30.1558	2,412.46	5,227.00	62,724.06
		STEP C	31.6637	2,533.09	5,488.37	65,860.49
		STEP D	33.2467	2,659.73	5,762.76	69,153.13
		STEP E	34.9091	2,792.72	6,050.91	72,610.92
		STEP F	36.6546	2,932.36	6,353.46	76,241.56
		STEP G	38.4874	3,078.99	6,671.14	80,053.79
		STEP H	40.4117	3,232.93	7,004.69	84,056.33
7284	SR PREVENTATIVE MAINT TECH					
		STEP A	39.1809	3,134.47	6,791.35	81,496.27
		STEP B	41.1398	3,291.18	7,130.89	85,570.78
		STEP C	43.1967	3,455.73	7,487.42	89,849.13
		STEP D	45.3565	3,628.52	7,861.79	94,341.52
		STEP E	47.6244	3,809.95	8,254.89	99,058.75
		STEP F	50.0057	4,000.45	8,667.65	104,011.85
		STEP G	52.5058	4,200.46	9,101.00	109,212.06
		STEP H	55.1313	4,410.50	9,556.09	114,673.10

CITY OF ROSEVILLE

SALARY SCHEDULE - A

Effective Date: 01/09/2016

IBEW INTER BRTHHD OF ELECTRICAL WRK

Job Code	Title	Step	Hourly	Bi-weekly	Monthly	Annual
7152	SR PWR PLNT OPERATOR/TECH					
		STEP A	45.7374	3,658.99	7,927.81	95,133.79
		STEP B	48.0243	3,841.94	8,324.21	99,890.54
		STEP C	50.4255	4,034.04	8,740.42	104,885.04
		STEP D	52.9469	4,235.75	9,177.46	110,129.55
		STEP E	55.5941	4,447.52	9,636.31	115,635.72
		STEP F	58.3739	4,669.91	10,118.14	121,417.71
		STEP G	61.2925	4,903.40	10,624.03	127,488.40
		STEP H	64.3571	5,148.56	11,155.23	133,862.76
2375	TRAFFIC SIGNAL MAINT WKR I					
		STEP A	23.6369	1,890.95	4,097.06	49,164.75
		STEP B	24.8187	1,985.49	4,301.90	51,622.89
		STEP C	26.0597	2,084.77	4,517.01	54,204.17
		STEP D	27.3626	2,189.00	4,742.85	56,914.20
		STEP E	28.7307	2,298.45	4,979.98	59,759.85
		STEP F	30.1673	2,413.38	5,229.00	62,747.98
		STEP G	31.6757	2,534.05	5,490.45	65,885.45
		STEP H	33.2594	2,660.75	5,764.96	69,179.55
2376	TRAFFIC SIGNAL MAINT WKR II					
		STEP A	26.0005	2,080.04	4,506.75	54,081.04
		STEP B	27.3006	2,184.04	4,732.10	56,785.24
		STEP C	28.6656	2,293.24	4,968.70	59,624.44
		STEP D	30.0989	2,407.91	5,217.14	62,605.71
		STEP E	31.6039	2,528.31	5,478.00	65,736.11
		STEP F	33.1841	2,654.72	5,751.91	69,022.92
		STEP G	34.8432	2,787.45	6,039.48	72,473.85
		STEP H	36.5854	2,926.83	6,341.46	76,097.63

CITY OF ROSEVILLE

SALARY SCHEDULE - B

Appendix: A

Effective Date: 01/09/2016

IBWB IBEW-B

Job Code	Title	Step	Hourly	Bi-weekly	Monthly	Annual
B200	ELECTRIC APPRENTICE LINE TECH					
		STEP A	37.9138	3,033.10	6,571.72	78,860.70
		STEP B	38.8501	3,108.00	6,734.01	80,808.20
		STEP C	39.8095	3,184.76	6,900.31	82,803.76
		STEP D	40.7926	3,263.40	7,070.71	84,848.60
		STEP E	41.8000	3,344.00	7,245.33	86,944.00
		STEP F	42.8322	3,426.57	7,424.24	89,090.97
		STEP G	43.8900	3,511.20	7,607.60	91,291.20
		STEP H	44.9739	3,597.91	7,795.47	93,545.71
		STEP I	46.0845	3,686.76	7,987.98	95,855.76
		STEP J	47.2226	3,777.80	8,185.25	98,223.00
		STEP K	48.3888	3,871.10	8,387.39	100,648.70
		STEP L	49.5838	3,966.70	8,594.52	103,134.30
		STEP M	50.8083	4,064.66	8,806.77	105,681.26
		STEP N	52.0630	4,165.04	9,024.25	108,291.04
		STEP O	53.3487	4,267.89	9,247.10	110,965.29
B201	ELECTRIC DRAFTING TECH I					
		STEP A	25.0026	2,000.20	4,333.78	52,005.40
		STEP B	25.6200	2,049.60	4,440.80	53,289.60
		STEP C	26.2527	2,100.21	4,550.46	54,605.61
		STEP D	26.9010	2,152.08	4,662.84	55,954.08
		STEP E	27.5653	2,205.22	4,777.98	57,335.82
		STEP F	28.2460	2,259.68	4,895.97	58,751.68
		STEP G	28.9436	2,315.48	5,016.89	60,202.68
		STEP H	29.6584	2,372.67	5,140.78	61,689.47
		STEP I	30.3908	2,431.26	5,267.73	63,212.86
		STEP J	31.1413	2,491.30	5,397.82	64,773.90
		STEP K	31.9103	2,552.82	5,531.11	66,373.42
		STEP L	32.6984	2,615.87	5,667.72	68,012.67
		STEP M	33.5059	2,680.47	5,807.68	69,692.27
		STEP N	34.3333	2,746.66	5,951.10	71,413.26
		STEP O	35.1812	2,814.49	6,098.07	73,176.89
B202	ELECTRIC DRAFTING TECH II					
		STEP A	27.4996	2,199.96	4,766.59	57,199.16
		STEP B	28.1786	2,254.28	4,884.29	58,611.48
		STEP C	28.8745	2,309.96	5,004.91	60,058.96
		STEP D	29.5875	2,367.00	5,128.50	61,542.00
		STEP E	30.3182	2,425.45	5,255.15	63,061.85
		STEP F	31.0669	2,485.35	5,384.92	64,619.15
		STEP G	31.8341	2,546.72	5,517.91	66,214.92
		STEP H	32.6203	2,609.62	5,654.18	67,850.22
		STEP I	33.4259	2,674.07	5,793.82	69,525.87
		STEP J	34.2513	2,740.10	5,936.89	71,242.70
		STEP K	35.0972	2,807.77	6,083.51	73,002.17
		STEP L	35.9639	2,877.11	6,233.74	74,804.91
		STEP M	36.8521	2,948.16	6,387.69	76,652.36
		STEP N	37.7621	3,020.96	6,545.43	78,545.16
		STEP O	38.6947	3,095.57	6,707.08	80,484.97

CITY OF ROSEVILLE

SALARY SCHEDULE - B

Appendix: A

Effective Date: 01/09/2016

IBWB IBEW-B

Job Code	Title	Step	Hourly	Bi-weekly	Monthly	Annual
B203	ELECTRIC ENGINEERING TECH I					
		STEP A	32.3046	2,584.36	5,599.46	67,193.56
		STEP B	33.1023	2,648.18	5,737.73	68,852.78
		STEP C	33.9198	2,713.58	5,879.43	70,553.18
		STEP D	34.7574	2,780.59	6,024.61	72,295.39
		STEP E	35.6158	2,849.26	6,173.40	74,080.86
		STEP F	36.4953	2,919.62	6,325.85	75,910.22
		STEP G	37.3966	2,991.72	6,482.07	77,784.92
		STEP H	38.3201	3,065.60	6,642.15	79,705.80
		STEP I	39.2664	3,141.31	6,806.17	81,674.11
		STEP J	40.2361	3,218.88	6,974.25	83,691.08
		STEP K	41.2298	3,298.38	7,146.49	85,757.98
		STEP L	42.2480	3,379.84	7,322.98	87,875.84
		STEP M	43.2913	3,463.30	7,503.82	90,045.90
		STEP N	44.3604	3,548.83	7,689.13	92,269.63
		STEP O	45.4559	3,636.47	7,879.02	94,548.27
B204	ELECTRIC ENGINEERING TECH II					
		STEP A	35.5356	2,842.84	6,159.50	73,914.04
		STEP B	36.4130	2,913.04	6,311.58	75,739.04
		STEP C	37.3122	2,984.97	6,467.44	77,609.37
		STEP D	38.2336	3,058.68	6,627.15	79,525.88
		STEP E	39.1778	3,134.22	6,790.81	81,489.82
		STEP F	40.1453	3,211.62	6,958.51	83,502.22
		STEP G	41.1367	3,290.93	7,130.36	85,564.33
		STEP H	42.1526	3,372.20	7,306.45	87,677.40
		STEP I	43.1936	3,455.48	7,486.89	89,842.68
		STEP J	44.2603	3,540.82	7,671.78	92,061.42
		STEP K	45.3533	3,628.26	7,861.23	94,334.86
		STEP L	46.4733	3,717.86	8,055.37	96,664.46
		STEP M	47.6210	3,809.68	8,254.30	99,051.68
		STEP N	48.7970	3,903.76	8,458.14	101,497.76
		STEP O	50.0021	4,000.16	8,667.03	104,004.36
B205	ELECTRIC LINE TECH					
		STEP A	43.6018	3,488.14	7,557.64	90,691.74
		STEP B	44.6785	3,574.28	7,744.27	92,931.28
		STEP C	45.7819	3,662.55	7,935.52	95,226.35
		STEP D	46.9125	3,753.00	8,131.50	97,578.00
		STEP E	48.0710	3,845.68	8,332.30	99,987.68
		STEP F	49.2581	3,940.64	8,538.07	102,456.84
		STEP G	50.4746	4,037.96	8,748.93	104,987.16
		STEP H	51.7211	4,137.68	8,964.99	107,579.88
		STEP I	52.9983	4,239.86	9,186.37	110,236.46
		STEP J	54.3071	4,344.56	9,413.23	112,958.76
		STEP K	55.6483	4,451.86	9,645.70	115,748.46
		STEP L	57.0225	4,561.80	9,883.90	118,606.80
		STEP M	58.4307	4,674.45	10,127.98	121,535.85
		STEP N	59.8737	4,789.89	10,378.10	124,537.29
		STEP O	61.3523	4,908.18	10,634.39	127,612.78

CITY OF ROSEVILLE

SALARY SCHEDULE - B

Appendix: A

Effective Date: 01/09/2016

IBWB IBEW-B

Job Code	Title	Step	Hourly	Bi-weekly	Monthly	Annual
B206	ELECTRIC LINE TROUBLESHOOTER					
		STEP A	45.7821	3,662.56	7,935.56	95,226.76
		STEP B	46.9123	3,752.98	8,131.46	97,577.58
		STEP C	48.0709	3,845.67	8,332.28	99,987.47
		STEP D	49.2580	3,940.64	8,538.05	102,456.64
		STEP E	50.4744	4,037.95	8,748.89	104,986.75
		STEP F	51.7209	4,137.67	8,964.95	107,579.47
		STEP G	52.9982	4,239.85	9,186.35	110,236.25
		STEP H	54.3070	4,344.56	9,413.21	112,958.56
		STEP I	55.6481	4,451.84	9,645.67	115,748.04
		STEP J	57.0224	4,561.79	9,883.88	118,606.59
		STEP K	58.4306	4,674.44	10,127.97	121,535.64
		STEP L	59.8736	4,789.88	10,378.09	124,537.08
		STEP M	61.3522	4,908.17	10,634.38	127,612.57
		STEP N	62.8673	5,029.38	10,897.00	130,763.98
		STEP O	64.4198	5,153.58	11,166.09	133,993.18
B207	ELECTRIC MATERIALS TECH I					
		STEP A	26.6557	2,132.45	4,620.32	55,443.85
		STEP B	27.3135	2,185.08	4,734.34	56,812.08
		STEP C	27.9880	2,239.04	4,851.25	58,215.04
		STEP D	28.6791	2,294.32	4,971.04	59,652.52
		STEP E	29.3874	2,350.99	5,093.81	61,125.79
		STEP F	30.1131	2,409.04	5,219.60	62,635.24
		STEP G	30.8568	2,468.54	5,348.51	64,182.14
		STEP H	31.6188	2,529.50	5,480.59	65,767.10
		STEP I	32.3996	2,591.96	5,615.93	67,391.16
		STEP J	33.1998	2,655.98	5,754.63	69,055.58
		STEP K	34.0196	2,721.56	5,896.73	70,760.76
		STEP L	34.8598	2,788.78	6,042.36	72,508.38
		STEP M	35.7206	2,857.64	6,191.57	74,298.84
		STEP N	36.6028	2,928.22	6,344.48	76,133.82
		STEP O	37.5067	3,000.53	6,501.16	78,013.93
B208	ELECTRIC MATERIALS TECH II					
		STEP A	29.3210	2,345.68	5,082.30	60,987.68
		STEP B	30.0448	2,403.58	5,207.76	62,493.18
		STEP C	30.7868	2,462.94	5,336.37	64,036.54
		STEP D	31.5471	2,523.76	5,468.16	65,617.96
		STEP E	32.3262	2,586.09	5,603.20	67,238.49
		STEP F	33.1245	2,649.96	5,741.58	68,898.96
		STEP G	33.9425	2,715.40	5,883.36	70,600.40
		STEP H	34.7807	2,782.45	6,028.65	72,343.85
		STEP I	35.6396	2,851.16	6,177.53	74,130.36
		STEP J	36.5198	2,921.58	6,330.09	75,961.18
		STEP K	47.4216	3,793.72	8,219.74	98,636.92
		STEP L	38.3458	3,067.66	6,646.60	79,759.26
		STEP M	39.2927	3,143.41	6,810.73	81,728.81
		STEP N	40.2631	3,221.04	6,978.93	83,747.24
		STEP O	41.2574	3,300.59	7,151.28	85,815.39

CITY OF ROSEVILLE

SALARY SCHEDULE - B

Appendix: A

Effective Date: 01/09/2016

IBWB IBEW-B

Job Code	Title	Step	Hourly	Bi-weekly	Monthly	Annual
B209	ELECTRIC PRE-APPRENTICE					
		STEP A	24.2300	1,938.40	4,199.86	50,398.40
		STEP B	24.8282	1,986.25	4,303.55	51,642.65
		STEP C	25.4414	2,035.31	4,409.84	52,918.11
		STEP D	26.0697	2,085.57	4,518.74	54,224.97
		STEP E	26.7135	2,137.08	4,630.34	55,564.08
		STEP F	27.3732	2,189.85	4,744.68	56,936.25
		STEP G	28.0491	2,243.92	4,861.84	58,342.12
		STEP H	28.7418	2,299.34	4,981.91	59,782.94
		STEP I	29.4516	2,356.12	5,104.94	61,259.32
		STEP J	30.1789	2,414.31	5,231.00	62,772.11
		STEP K	30.9242	2,473.93	5,360.19	64,322.33
		STEP L	31.6879	2,535.03	5,492.56	65,910.83
		STEP M	32.4705	2,597.64	5,628.22	67,538.64
		STEP N	33.2723	2,661.78	5,767.19	69,206.38
		STEP O	34.0940	2,727.52	5,909.62	70,915.52
B210	ELECTRIC PREV DATA SYSTEM TECH					
		STEP A	24.2300	1,938.40	4,199.86	50,398.40
		STEP B	24.8282	1,986.25	4,303.55	51,642.65
		STEP C	25.4414	2,035.31	4,409.84	52,918.11
		STEP D	26.0697	2,085.57	4,518.74	54,224.97
		STEP E	26.7135	2,137.08	4,630.34	55,564.08
		STEP F	27.3732	2,189.85	4,744.68	56,936.25
		STEP G	28.0491	2,243.92	4,861.84	58,342.12
		STEP H	28.7418	2,299.34	4,981.91	59,782.94
		STEP I	29.4516	2,356.12	5,104.94	61,259.32
		STEP J	30.1789	2,414.31	5,231.00	62,772.11
		STEP K	30.9242	2,473.93	5,360.19	64,322.33
		STEP L	31.6879	2,535.03	5,492.56	65,910.83
		STEP M	32.4705	2,597.64	5,628.22	67,538.64
		STEP N	33.2723	2,661.78	5,767.19	69,206.38
		STEP O	34.0940	2,727.52	5,909.62	70,915.52
B211	ELECTRIC SYSTEM DISPATCHER					
		STEP A	47.9621	3,836.96	8,313.43	99,761.16
		STEP B	49.1464	3,931.71	8,518.70	102,224.51
		STEP C	50.3601	4,028.80	8,729.08	104,749.00
		STEP D	51.6038	4,128.30	8,944.65	107,335.90
		STEP E	52.8781	4,230.24	9,165.53	109,986.44
		STEP F	54.1840	4,334.72	9,391.89	112,702.72
		STEP G	55.5221	4,441.76	9,623.83	115,485.96
		STEP H	56.8932	4,551.45	9,861.48	118,337.85
		STEP I	58.2982	4,663.85	10,105.02	121,260.25
		STEP J	59.7379	4,779.03	10,354.56	124,254.83
		STEP K	61.2132	4,897.05	10,610.28	127,323.45
		STEP L	62.7248	5,017.98	10,872.29	130,467.58
		STEP M	64.2739	5,141.91	11,140.80	133,689.71
		STEP N	65.8611	5,268.88	11,415.92	136,991.08
		STEP O	67.4876	5,399.00	11,697.85	140,374.20

CITY OF ROSEVILLE

SALARY SCHEDULE - B

Appendix: A

Effective Date: 01/09/2016

IBWB IBEW-B

Job Code	Title	Step	Hourly	Bi-weekly	Monthly	Annual
B212	ELECTRIC TECHNOLOGY SYSTS TECH					
		STEP A	38.7190	3,097.52	6,711.29	80,535.52
		STEP B	39.6750	3,174.00	6,877.00	82,524.00
		STEP C	40.6548	3,252.38	7,046.83	84,561.98
		STEP D	41.6588	3,332.70	7,220.85	86,650.30
		STEP E	42.6875	3,415.00	7,399.16	88,790.00
		STEP F	43.7417	3,499.33	7,581.89	90,982.73
		STEP G	44.8220	3,585.76	7,769.14	93,229.76
		STEP H	45.9288	3,674.30	7,960.99	95,531.90
		STEP I	47.0631	3,765.04	8,157.60	97,891.24
		STEP J	48.2253	3,858.02	8,359.05	100,308.62
		STEP K	49.4163	3,953.30	8,565.49	102,785.90
		STEP L	50.6366	4,050.92	8,777.01	105,324.12
		STEP M	51.8871	4,150.96	8,993.76	107,925.16
		STEP N	53.1685	4,253.48	9,215.87	110,590.48
		STEP O	54.4815	4,358.52	9,443.46	113,321.52
B213	ELECTRIC UTILITY TECHNICIAN I					
		STEP A	39.8611	3,188.88	6,909.25	82,911.08
		STEP B	40.8453	3,267.62	7,079.85	84,958.22
		STEP C	41.8539	3,348.31	7,254.67	87,056.11
		STEP D	42.8875	3,431.00	7,433.83	89,206.00
		STEP E	43.9467	3,515.73	7,617.42	91,409.13
		STEP F	45.0319	3,602.55	7,805.52	93,666.35
		STEP G	46.1440	3,691.52	7,998.29	95,979.52
		STEP H	47.2836	3,782.68	8,195.82	98,349.88
		STEP I	48.4513	3,876.10	8,398.22	100,778.70
		STEP J	49.6478	3,971.82	8,605.61	103,267.42
		STEP K	50.8739	4,069.91	8,818.14	105,817.71
		STEP L	52.1302	4,170.41	9,035.90	108,430.81
		STEP M	53.4176	4,273.40	9,259.05	111,108.60
		STEP N	54.7368	4,378.94	9,487.71	113,852.54
		STEP O	56.0885	4,487.08	9,722.00	116,664.08
B214	ELECTRIC UTILITY TECHNICIAN II					
		STEP A	43.8496	3,507.96	7,600.59	91,207.16
		STEP B	44.9324	3,594.59	7,788.28	93,459.39
		STEP C	46.0421	3,683.36	7,980.63	95,767.56
		STEP D	47.1791	3,774.32	8,177.71	98,132.52
		STEP E	48.3442	3,867.53	8,379.66	100,555.93
		STEP F	49.5381	3,963.04	8,586.60	103,039.24
		STEP G	50.7614	4,060.91	8,798.64	105,583.71
		STEP H	52.0150	4,161.20	9,015.93	108,191.20
		STEP I	53.2995	4,263.96	9,238.58	110,862.96
		STEP J	54.6158	4,369.26	9,466.73	113,600.86
		STEP K	55.9646	4,477.16	9,700.53	116,406.36
		STEP L	57.3466	4,587.72	9,940.07	119,280.92
		STEP M	58.7628	4,701.02	10,185.55	122,226.62
		STEP N	60.2140	4,817.12	10,437.09	125,245.12
		STEP O	61.7010	4,936.08	10,694.84	128,338.08

CITY OF ROSEVILLE

SALARY SCHEDULE - B

Appendix: A

Effective Date: 01/09/2016

IBWB IBEW-B

Job Code	Title	Step	Hourly	Bi-weekly	Monthly	Annual
B215	ELECTRONICS TECHNICIAN I					
		STEP A	29.3446	2,347.56	5,086.39	61,036.76
		STEP B	30.0692	2,405.53	5,211.99	62,543.93
		STEP C	30.8118	2,464.94	5,340.71	64,088.54
		STEP D	31.5727	2,525.81	5,472.60	65,671.21
		STEP E	32.3524	2,588.19	5,607.74	67,292.99
		STEP F	33.1514	2,652.11	5,746.24	68,954.91
		STEP G	33.9701	2,717.60	5,888.15	70,657.80
		STEP H	34.8090	2,784.72	6,033.56	72,402.72
		STEP I	35.6686	2,853.48	6,182.55	74,190.68
		STEP J	36.5495	2,923.96	6,335.24	76,022.96
		STEP K	37.4521	2,996.16	6,491.69	77,900.36
		STEP L	38.3769	3,070.15	6,652.00	79,823.95
		STEP M	39.3247	3,145.97	6,816.28	81,795.37
		STEP N	40.2958	3,223.66	6,984.60	83,815.26
		STEP O	41.2909	3,303.27	7,157.08	85,885.07
B216	ELECTRONICS TECHNICIAN II					
		STEP A	32.2790	2,582.32	5,595.02	67,140.32
		STEP B	33.0761	2,646.08	5,733.19	68,798.28
		STEP C	33.8930	2,711.44	5,874.78	70,497.44
		STEP D	34.7300	2,778.40	6,019.86	72,238.40
		STEP E	35.5876	2,847.00	6,168.51	74,022.20
		STEP F	36.4665	2,917.32	6,320.86	75,850.32
		STEP G	37.3671	2,989.36	6,476.96	77,723.56
		STEP H	38.2898	3,063.18	6,636.89	79,642.78
		STEP I	39.2354	3,138.83	6,800.80	81,609.63
		STEP J	40.2044	3,216.35	6,968.76	83,625.15
		STEP K	41.1972	3,295.77	7,140.84	85,690.17
		STEP L	42.2146	3,377.16	7,317.19	87,806.36
		STEP M	43.2571	3,460.56	7,497.89	89,974.76
		STEP N	44.3254	3,546.03	7,683.06	92,196.83
		STEP O	45.4200	3,633.60	7,872.80	94,473.60
B217	INSTRUMENT & CONTROL TECH					
		STEP A	42.5944	3,407.55	7,383.02	88,596.35
		STEP B	43.6459	3,491.67	7,565.28	90,783.47
		STEP C	44.7238	3,577.90	7,752.12	93,025.50
		STEP D	45.8283	3,666.26	7,943.57	95,322.86
		STEP E	46.9600	3,756.80	8,139.73	97,676.80
		STEP F	48.1197	3,849.57	8,340.74	100,088.97
		STEP G	49.3081	3,944.64	8,546.73	102,560.84
		STEP H	50.5257	4,042.05	8,757.78	105,093.45
		STEP I	51.7735	4,141.88	8,974.07	107,688.88
		STEP J	53.0521	4,244.16	9,195.69	110,348.36
		STEP K	54.3622	4,348.97	9,422.78	113,073.37
		STEP L	55.7047	4,456.37	9,655.48	115,865.77
		STEP M	57.0803	4,566.42	9,893.91	118,727.02
		STEP N	58.4900	4,679.20	10,138.26	121,659.20
		STEP O	59.9344	4,794.75	10,388.62	124,663.55

CITY OF ROSEVILLE

SALARY SCHEDULE - B

Appendix: A

Effective Date: 01/09/2016

IBWB IBEW-B

Job Code	Title	Step	Hourly	Bi-weekly	Monthly	Annual
B218	MATERIALS TECHNICIAN					
		STEP A	28.7231	2,297.84	4,978.67	59,744.04
		STEP B	29.4321	2,354.56	5,101.56	61,218.76
		STEP C	30.1589	2,412.71	5,227.54	62,730.51
		STEP D	30.9037	2,472.29	5,356.64	64,279.69
		STEP E	31.6669	2,533.35	5,488.92	65,867.15
		STEP F	32.4489	2,595.91	5,624.47	67,493.71
		STEP G	33.2503	2,660.02	5,763.38	69,160.62
		STEP H	34.0714	2,725.71	5,905.70	70,868.51
		STEP I	34.9128	2,793.02	6,051.55	72,618.62
		STEP J	35.7750	2,862.00	6,201.00	74,412.00
		STEP K	36.6585	2,932.68	6,354.14	76,249.68
		STEP L	37.5638	3,005.10	6,511.05	78,132.70
		STEP M	38.4914	3,079.31	6,671.84	80,062.11
		STEP N	39.4420	3,155.36	6,836.61	82,039.36
		STEP O	40.4160	3,233.28	7,005.44	84,065.28
B220	PLANT & EQUIPMENT MAINT WKR I					
		STEP A	19.5548	1,564.38	3,389.49	40,673.98
		STEP B	20.0376	1,603.00	3,473.18	41,678.20
		STEP C	20.5325	1,642.60	3,558.96	42,707.60
		STEP D	21.0395	1,683.16	3,646.84	43,762.16
		STEP E	21.5591	1,724.72	3,736.91	44,842.92
		STEP F	22.0915	1,767.32	3,829.19	45,950.32
		STEP G	22.6371	1,810.96	3,923.76	47,085.16
		STEP H	23.1961	1,855.68	4,020.65	48,247.88
		STEP I	23.7690	1,901.52	4,119.96	49,439.52
		STEP J	24.3559	1,948.47	4,221.68	50,660.27
		STEP K	24.9574	1,996.59	4,325.94	51,911.39
		STEP L	25.5738	2,045.90	4,432.79	53,193.50
		STEP M	26.2053	2,096.42	4,542.25	54,507.02
		STEP N	26.8525	2,148.20	4,654.43	55,853.20
		STEP O	27.5156	2,201.24	4,769.37	57,232.44
B219	PLANT & EQUIPMENT MAINT WKR II					
		STEP A	21.5812	1,726.49	3,740.74	44,888.89
		STEP B	22.1140	1,769.12	3,833.09	45,997.12
		STEP C	22.6602	1,812.81	3,927.76	47,133.21
		STEP D	23.2198	1,857.58	4,024.76	48,297.18
		STEP E	23.7932	1,903.45	4,124.15	49,489.85
		STEP F	24.3808	1,950.46	4,226.00	50,712.06
		STEP G	24.9829	1,998.63	4,330.36	51,964.43
		STEP H	25.5998	2,047.98	4,437.29	53,247.58
		STEP I	26.2320	2,098.56	4,546.88	54,562.56
		STEP J	26.8798	2,150.38	4,659.16	55,909.98
		STEP K	27.5436	2,203.48	4,774.22	57,290.68
		STEP L	28.2238	2,257.90	4,892.12	58,705.50
		STEP M	28.9208	2,313.66	5,012.93	60,155.26
		STEP N	29.6351	2,370.80	5,136.75	61,641.00
		STEP O	30.3669	2,429.35	5,263.59	63,163.15

CITY OF ROSEVILLE

SALARY SCHEDULE - B

Appendix: A

Effective Date: 01/09/2016

IBWB IBEW-B

Job Code	Title	Step	Hourly	Bi-weekly	Monthly	Annual
B221	PLANT & EQUIPMENT MECHANIC I					
		STEP A	23.7377	1,899.01	4,114.53	49,374.41
		STEP B	24.3237	1,945.89	4,216.10	50,593.29
		STEP C	24.9244	1,993.95	4,320.22	51,842.75
		STEP D	25.5399	2,043.19	4,426.91	53,122.99
		STEP E	26.1706	2,093.64	4,536.23	54,434.84
		STEP F	26.8169	2,145.35	4,648.26	55,779.15
		STEP G	27.4792	2,198.33	4,763.06	57,156.73
		STEP H	28.1578	2,252.62	4,880.68	58,568.22
		STEP I	28.8532	2,308.25	5,001.22	60,014.65
		STEP J	29.5657	2,365.25	5,124.72	61,496.65
		STEP K	30.2958	2,423.66	5,251.27	63,015.26
		STEP L	31.0440	2,483.52	5,380.96	64,571.52
		STEP M	31.8106	2,544.84	5,513.83	66,166.04
		STEP N	32.5962	2,607.69	5,650.00	67,800.09
		STEP O	33.4012	2,672.09	5,789.54	69,474.49
B222	PLANT & EQUIPMENT MECHANIC II					
		STEP A	26.1115	2,088.92	4,525.99	54,311.92
		STEP B	26.7561	2,140.48	4,637.72	55,652.68
		STEP C	27.4168	2,193.34	4,752.24	57,026.94
		STEP D	28.0939	2,247.51	4,869.60	58,435.31
		STEP E	28.7877	2,303.01	4,989.86	59,878.41
		STEP F	29.4986	2,359.88	5,113.09	61,357.08
		STEP G	30.2271	2,418.16	5,239.36	62,872.36
		STEP H	30.9736	2,477.88	5,368.75	64,425.08
		STEP I	31.7385	2,539.08	5,501.34	66,016.08
		STEP J	32.5223	2,601.78	5,637.19	67,646.38
		STEP K	33.3254	2,666.03	5,776.40	69,316.83
		STEP L	34.1484	2,731.87	5,919.05	71,028.67
		STEP M	34.9917	2,799.33	6,065.22	72,782.73
		STEP N	35.8558	2,868.46	6,215.00	74,580.06
		STEP O	36.7413	2,939.30	6,368.49	76,421.90
B223	PREDICTIVE MAINTENANCE TECH I					
		STEP A	29.3446	2,347.56	5,086.39	61,036.76
		STEP B	30.0692	2,405.53	5,211.99	62,543.93
		STEP C	30.8118	2,464.94	5,340.71	64,088.54
		STEP D	31.5727	2,525.81	5,472.60	65,671.21
		STEP E	32.3524	2,588.19	5,607.74	67,292.99
		STEP F	33.1514	2,652.11	5,746.24	68,954.91
		STEP G	33.9701	2,717.60	5,888.15	70,657.80
		STEP H	34.8090	2,784.72	6,033.56	72,402.72
		STEP I	35.6686	2,853.48	6,182.55	74,190.68
		STEP J	36.5495	2,923.96	6,335.24	76,022.96
		STEP K	37.4521	2,996.16	6,491.69	77,900.36
		STEP L	38.3769	3,070.15	6,652.00	79,823.95
		STEP M	39.3247	3,145.97	6,816.28	81,795.37
		STEP N	40.2958	3,223.66	6,984.60	83,815.26
		STEP O	41.2909	3,303.27	7,157.08	85,885.07

CITY OF ROSEVILLE

SALARY SCHEDULE - B

Appendix: A

Effective Date: 01/09/2016

IBWB IBEW-B

Job Code	Title	Step	Hourly	Bi-weekly	Monthly	Annual
B224	PREDICTIVE MAINTENANCE TECH II					
		STEP A	32.2790	2,582.32	5,595.02	67,140.32
		STEP B	33.0762	2,646.09	5,733.20	68,798.49
		STEP C	33.8930	2,711.44	5,874.78	70,497.44
		STEP D	34.7300	2,778.40	6,019.86	72,238.40
		STEP E	35.5877	2,847.01	6,168.53	74,022.41
		STEP F	36.4665	2,917.32	6,320.86	75,850.32
		STEP G	37.3671	2,989.36	6,476.96	77,723.56
		STEP H	38.2899	3,063.19	6,636.91	79,642.99
		STEP I	39.2355	3,138.84	6,800.82	81,609.84
		STEP J	40.2044	3,216.35	6,968.76	83,625.15
		STEP K	41.1973	3,295.78	7,140.86	85,690.38
		STEP L	42.2146	3,377.16	7,317.19	87,806.36
		STEP M	43.2572	3,460.57	7,497.91	89,974.97
		STEP N	44.3254	3,546.03	7,683.06	92,196.83
		STEP O	45.4200	3,633.60	7,872.80	94,473.60
B225	PREVENTATIVE MAINT TECH I					
		STEP A	25.5170	2,041.36	4,422.94	53,075.36
		STEP B	26.1472	2,091.77	4,532.18	54,386.17
		STEP C	26.7929	2,143.43	4,644.10	55,729.23
		STEP D	27.4545	2,196.36	4,758.78	57,105.36
		STEP E	28.1325	2,250.60	4,876.30	58,515.60
		STEP F	28.8273	2,306.18	4,996.73	59,960.78
		STEP G	29.5392	2,363.13	5,120.12	61,441.53
		STEP H	30.2687	2,421.49	5,246.57	62,958.89
		STEP I	31.0162	2,481.29	5,376.14	64,513.69
		STEP J	31.7821	2,542.56	5,508.89	66,106.76
		STEP K	32.5670	2,605.36	5,644.94	67,739.36
		STEP L	33.3713	2,669.70	5,784.35	69,412.30
		STEP M	34.1954	2,735.63	5,927.20	71,126.43
		STEP N	35.0398	2,803.18	6,073.56	72,882.78
		STEP O	35.9052	2,872.41	6,223.56	74,682.81
B226	PREVENTATIVE MAINT TECH II					
		STEP A	28.0687	2,245.49	4,865.24	58,382.89
		STEP B	28.7619	2,300.95	4,985.39	59,824.75
		STEP C	29.4722	2,357.77	5,108.51	61,302.17
		STEP D	30.2000	2,416.00	5,234.66	62,816.00
		STEP E	30.9458	2,475.66	5,363.93	64,367.26
		STEP F	31.7100	2,536.80	5,496.40	65,956.80
		STEP G	32.4931	2,599.44	5,632.13	67,585.64
		STEP H	33.2955	2,663.64	5,771.22	69,254.64
		STEP I	34.1178	2,729.42	5,913.75	70,965.02
		STEP J	34.9603	2,796.82	6,059.78	72,717.42
		STEP K	35.8237	2,865.89	6,209.44	74,513.29
		STEP L	36.7084	2,936.67	6,362.78	76,353.47
		STEP M	37.6149	3,009.19	6,519.91	78,238.99
		STEP N	38.5438	3,083.50	6,680.92	80,171.10
		STEP O	39.4957	3,159.65	6,845.92	82,151.05

CITY OF ROSEVILLE

SALARY SCHEDULE - B

Appendix: A

Effective Date: 01/09/2016

IBWB IBEW-B

Job Code	Title	Step	Hourly	Bi-weekly	Monthly	Annual
B227	PREVENTATIVE MAINTENANCE COORD					
		STEP A	29.8762	2,390.09	5,178.54	62,142.49
		STEP B	30.6139	2,449.11	5,306.40	63,676.91
		STEP C	31.3699	2,509.59	5,437.44	65,249.39
		STEP D	32.1446	2,571.56	5,571.73	66,860.76
		STEP E	32.9384	2,635.07	5,709.32	68,511.87
		STEP F	33.7518	2,700.14	5,850.31	70,203.74
		STEP G	34.5853	2,766.82	5,994.78	71,937.42
		STEP H	35.4394	2,835.15	6,142.82	73,713.95
		STEP I	36.3146	2,905.16	6,294.53	75,534.36
		STEP J	37.2114	2,976.91	6,449.97	77,399.71
		STEP K	38.1304	3,050.43	6,609.26	79,311.23
		STEP L	39.0720	3,125.76	6,772.48	81,269.76
		STEP M	40.0369	3,202.95	6,939.72	83,276.75
		STEP N	41.0257	3,282.05	7,111.12	85,333.45
		STEP O	42.0388	3,363.10	7,286.72	87,440.70
B228	PWR ENGINEER I					
		STEP A	41.4275	3,314.20	7,180.76	86,169.20
		STEP B	42.4504	3,396.03	7,358.06	88,296.83
		STEP C	43.4987	3,479.89	7,539.77	90,477.29
		STEP D	44.5730	3,565.84	7,725.98	92,711.84
		STEP E	45.6737	3,653.89	7,916.77	95,001.29
		STEP F	46.8016	3,744.12	8,112.27	97,347.32
		STEP G	47.9574	3,836.59	8,312.61	99,751.39
		STEP H	49.1418	3,931.34	8,517.91	102,214.94
		STEP I	50.3553	4,028.42	8,728.25	104,739.02
		STEP J	51.5989	4,127.91	8,943.80	107,325.71
		STEP K	52.8731	4,229.84	9,164.67	109,976.04
		STEP L	54.1789	4,334.31	9,391.00	112,692.11
		STEP M	55.5168	4,441.34	9,622.91	115,474.94
		STEP N	56.8878	4,551.02	9,860.55	118,326.62
		STEP O	58.2927	4,663.41	10,104.06	121,248.81
B229	PWR ENGINEER II					
		STEP A	45.5722	3,645.77	7,899.18	94,790.17
		STEP B	46.6973	3,735.78	8,094.19	97,130.38
		STEP C	47.8505	3,828.04	8,294.08	99,529.04
		STEP D	49.0322	3,922.57	8,498.91	101,986.97
		STEP E	50.2431	4,019.44	8,708.80	104,505.64
		STEP F	51.4838	4,118.70	8,923.85	107,086.30
		STEP G	52.7553	4,220.42	9,144.25	109,731.02
		STEP H	54.0581	4,324.64	9,370.07	112,440.84
		STEP I	55.3930	4,431.44	9,601.45	115,217.44
		STEP J	56.7610	4,540.88	9,838.57	118,062.88
		STEP K	58.1627	4,653.01	10,081.53	120,978.41
		STEP L	59.5991	4,767.92	10,330.51	123,966.12
		STEP M	61.0709	4,885.67	10,585.62	127,027.47
		STEP N	62.5791	5,006.32	10,847.04	130,164.52
		STEP O	64.1245	5,129.96	11,114.91	133,378.96

CITY OF ROSEVILLE

SALARY SCHEDULE - B

Appendix: A

Effective Date: 01/09/2016

IBWB IBEW-B

Job Code	Title	Step	Hourly	Bi-weekly	Monthly	Annual
B230	PWR PLANT ENGINEER I					
		STEP A	41.4275	3,314.20	7,180.76	86,169.20
		STEP B	42.4504	3,396.03	7,358.06	88,296.83
		STEP C	43.4987	3,479.89	7,539.77	90,477.29
		STEP D	44.5730	3,565.84	7,725.98	92,711.84
		STEP E	45.6737	3,653.89	7,916.77	95,001.29
		STEP F	46.8016	3,744.12	8,112.27	97,347.32
		STEP G	47.9574	3,836.59	8,312.61	99,751.39
		STEP H	49.1418	3,931.34	8,517.91	102,214.94
		STEP I	50.3553	4,028.42	8,728.25	104,739.02
		STEP J	51.5989	4,127.91	8,943.80	107,325.71
		STEP K	52.8731	4,229.84	9,164.67	109,976.04
		STEP L	54.1789	4,334.31	9,391.00	112,692.11
		STEP M	55.5168	4,441.34	9,622.91	115,474.94
		STEP N	56.8878	4,551.02	9,860.55	118,326.62
		STEP O	58.2927	4,663.41	10,104.06	121,248.81
B231	PWR PLANT ENGINEER II					
		STEP A	45.5722	3,645.77	7,899.18	94,790.17
		STEP B	46.6973	3,735.78	8,094.19	97,130.38
		STEP C	47.8505	3,828.04	8,294.08	99,529.04
		STEP D	49.0322	3,922.57	8,498.91	101,986.97
		STEP E	50.2431	4,019.44	8,708.80	104,505.64
		STEP F	51.4838	4,118.70	8,923.85	107,086.30
		STEP G	52.7553	4,220.42	9,144.25	109,731.02
		STEP H	54.0581	4,324.64	9,370.07	112,440.84
		STEP I	55.3930	4,431.44	9,601.45	115,217.44
		STEP J	56.7611	4,540.88	9,838.59	118,063.08
		STEP K	58.1627	4,653.01	10,081.53	120,978.41
		STEP L	59.5991	4,767.92	10,330.51	123,966.12
		STEP M	61.0709	4,885.67	10,585.62	127,027.47
		STEP N	62.5791	5,006.32	10,847.04	130,164.52
		STEP O	64.1245	5,129.96	11,114.91	133,378.96
B232	PWR PLANT MECHANIC					
		STEP A	37.9535	3,036.28	6,578.60	78,943.28
		STEP B	38.8905	3,111.24	6,741.02	80,892.24
		STEP C	39.8510	3,188.08	6,907.50	82,890.08
		STEP D	40.8351	3,266.80	7,078.08	84,937.00
		STEP E	41.8435	3,347.48	7,252.87	87,034.48
		STEP F	42.8769	3,430.15	7,432.00	89,183.95
		STEP G	43.9357	3,514.85	7,615.52	91,386.25
		STEP H	45.0207	3,601.65	7,803.58	93,643.05
		STEP I	46.1326	3,690.60	7,996.31	95,955.80
		STEP J	47.2718	3,781.74	8,193.77	98,325.34
		STEP K	48.4392	3,875.13	8,396.12	100,753.53
		STEP L	49.6354	3,970.83	8,603.46	103,241.63
		STEP M	50.8612	4,068.89	8,815.94	105,791.29
		STEP N	52.1172	4,169.37	9,033.64	108,403.77
		STEP O	53.4043	4,272.34	9,256.74	111,080.94

CITY OF ROSEVILLE

SALARY SCHEDULE - B

Appendix: A

Effective Date: 01/09/2016

IBWB IBEW-B

Job Code	Title	Step	Hourly	Bi-weekly	Monthly	Annual
B233	PWR PLNT OPERATOR TECH I					
		STEP A	37.7998	3,023.98	6,551.96	78,623.58
		STEP B	38.7332	3,098.65	6,713.75	80,565.05
		STEP C	39.6898	3,175.18	6,879.56	82,554.78
		STEP D	40.6699	3,253.59	7,049.44	84,593.39
		STEP E	41.6743	3,333.94	7,223.54	86,682.54
		STEP F	42.7035	3,416.28	7,401.94	88,823.28
		STEP G	43.7580	3,500.64	7,584.72	91,016.64
		STEP H	44.8387	3,587.09	7,772.04	93,264.49
		STEP I	45.9460	3,675.68	7,963.97	95,567.68
		STEP J	47.0806	3,766.44	8,160.63	97,927.64
		STEP K	48.2433	3,859.46	8,362.17	100,346.06
		STEP L	49.4347	3,954.77	8,568.68	102,824.17
		STEP M	50.6555	4,052.44	8,780.28	105,363.44
		STEP N	51.9064	4,152.51	8,997.10	107,965.31
		STEP O	53.1883	4,255.06	9,219.30	110,631.66
B234	PWR PLNT OPERATOR TECH II					
		STEP A	41.5804	3,326.43	7,207.26	86,487.23
		STEP B	42.6070	3,408.56	7,385.21	88,622.56
		STEP C	43.6592	3,492.73	7,567.59	90,811.13
		STEP D	44.7374	3,578.99	7,754.48	93,053.79
		STEP E	45.8422	3,667.37	7,945.98	95,351.77
		STEP F	46.9743	3,757.94	8,142.21	97,706.54
		STEP G	48.1343	3,850.74	8,343.27	100,119.34
		STEP H	49.3230	3,945.84	8,549.32	102,591.84
		STEP I	50.5411	4,043.28	8,760.45	105,125.48
		STEP J	51.7892	4,143.13	8,976.79	107,721.53
		STEP K	53.0681	4,245.44	9,198.47	110,381.64
		STEP L	54.3787	4,350.29	9,425.64	113,107.69
		STEP M	55.7216	4,457.72	9,658.41	115,900.92
		STEP N	57.0977	4,567.81	9,896.93	118,763.21
		STEP O	58.5077	4,680.61	10,141.33	121,696.01
B235	SCADA SYSTEM TECHNICIAN					
		STEP A	32.2790	2,582.32	5,595.02	67,140.32
		STEP B	33.0762	2,646.09	5,733.20	68,798.49
		STEP C	33.8930	2,711.44	5,874.78	70,497.44
		STEP D	34.7300	2,778.40	6,019.86	72,238.40
		STEP E	35.5877	2,847.01	6,168.53	74,022.41
		STEP F	36.4665	2,917.32	6,320.86	75,850.32
		STEP G	37.3671	2,989.36	6,476.96	77,723.56
		STEP H	38.2899	3,063.19	6,636.91	79,642.99
		STEP I	39.2355	3,138.84	6,800.82	81,609.84
		STEP J	40.2044	3,216.35	6,968.76	83,625.15
		STEP K	41.1973	3,295.78	7,140.86	85,690.38
		STEP L	42.2146	3,377.16	7,317.19	87,806.36
		STEP M	43.2572	3,460.57	7,497.91	89,974.97
		STEP N	44.3254	3,546.03	7,683.06	92,196.83
		STEP O	45.4200	3,633.60	7,872.80	94,473.60

CITY OF ROSEVILLE

SALARY SCHEDULE - B

Appendix: A

Effective Date: 01/09/2016

IBWB IBEW-B

Job Code	Title	Step	Hourly	Bi-weekly	Monthly	Annual
B236	SR ELECTRIC LINE TECHNICIAN					
		STEP A	47.9621	3,836.96	8,313.43	99,761.16
		STEP B	49.1464	3,931.71	8,518.70	102,224.51
		STEP C	50.3601	4,028.80	8,729.08	104,749.00
		STEP D	51.6038	4,128.30	8,944.65	107,335.90
		STEP E	52.8781	4,230.24	9,165.53	109,986.44
		STEP F	54.1840	4,334.72	9,391.89	112,702.72
		STEP G	55.5221	4,441.76	9,623.83	115,485.96
		STEP H	56.8932	4,551.45	9,861.48	118,337.85
		STEP I	58.2982	4,663.85	10,105.02	121,260.25
		STEP J	59.7379	4,779.03	10,354.56	124,254.83
		STEP K	61.2132	4,897.05	10,610.28	127,323.45
		STEP L	62.7248	5,017.98	10,872.29	130,467.58
		STEP M	64.2739	5,141.91	11,140.80	133,689.71
		STEP N	65.8611	5,268.88	11,415.92	136,991.08
		STEP O	67.4876	5,399.00	11,697.85	140,374.20
B237	SR ELECTRIC MATERIALS TECH					
		STEP A	32.2531	2,580.24	5,590.53	67,086.44
		STEP B	33.0496	2,643.96	5,728.59	68,743.16
		STEP C	33.8657	2,709.25	5,870.05	70,440.65
		STEP D	34.7021	2,776.16	6,015.03	72,180.36
		STEP E	35.5590	2,844.72	6,163.56	73,962.72
		STEP F	36.4372	2,914.97	6,315.78	75,789.37
		STEP G	37.3370	2,986.96	6,471.74	77,660.96
		STEP H	38.2591	3,060.72	6,631.57	79,578.92
		STEP I	39.2039	3,136.31	6,795.34	81,544.11
		STEP J	40.1721	3,213.76	6,963.16	83,557.96
		STEP K	41.1641	3,293.12	7,135.11	85,621.32
		STEP L	42.1807	3,374.45	7,311.32	87,735.85
		STEP M	43.2224	3,457.79	7,491.88	89,902.59
		STEP N	44.2897	3,543.17	7,676.88	92,122.57
		STEP O	45.3835	3,630.68	7,866.47	94,397.68
B238	SR ELECTRIC METERING TECH					
		STEP A	48.2346	3,858.76	8,360.66	100,327.96
		STEP B	49.4257	3,954.05	8,567.12	102,805.45
		STEP C	50.6463	4,051.70	8,778.69	105,344.30
		STEP D	51.8970	4,151.76	8,995.48	107,945.76
		STEP E	53.1786	4,254.28	9,217.62	110,611.48
		STEP F	54.4919	4,359.35	9,445.26	113,343.15
		STEP G	55.8376	4,467.00	9,678.51	116,142.20
		STEP H	57.2165	4,577.32	9,917.52	119,010.32
		STEP I	58.6295	4,690.36	10,162.44	121,949.36
		STEP J	60.0774	4,806.19	10,413.41	124,960.99
		STEP K	61.5610	4,924.88	10,670.57	128,046.88
		STEP L	63.0813	5,046.50	10,934.09	131,209.10
		STEP M	64.6391	5,171.12	11,204.11	134,449.32
		STEP N	66.2354	5,298.83	11,480.80	137,769.63
		STEP O	67.8711	5,429.68	11,764.32	141,171.88

CITY OF ROSEVILLE

SALARY SCHEDULE - B

Appendix: A

Effective Date: 01/09/2016

IBWB IBEW-B

Job Code	Title	Step	Hourly	Bi-weekly	Monthly	Annual
B239	SR ELECTRIC SUBSTATION TECH					
		STEP A	48.2346	3,858.76	8,360.66	100,327.96
		STEP B	49.4257	3,954.05	8,567.12	102,805.45
		STEP C	50.6463	4,051.70	8,778.69	105,344.30
		STEP D	51.8970	4,151.76	8,995.48	107,945.76
		STEP E	53.1786	4,254.28	9,217.62	110,611.48
		STEP F	54.4919	4,359.35	9,445.26	113,343.15
		STEP G	55.8376	4,467.00	9,678.51	116,142.20
		STEP H	57.2165	4,577.32	9,917.52	119,010.32
		STEP I	58.6295	4,690.36	10,162.44	121,949.36
		STEP J	60.0774	4,806.19	10,413.41	124,960.99
		STEP K	61.5610	4,924.88	10,670.57	128,046.88
		STEP L	63.0813	5,046.50	10,934.09	131,209.10
		STEP M	64.6391	5,171.12	11,204.11	134,449.32
		STEP N	66.2354	5,298.83	11,480.80	137,769.63
		STEP O	67.8711	5,429.68	11,764.32	141,171.88
B240	SR ELECTRIC SYSTEM DISPATCHER					
		STEP A	52.7584	4,220.67	9,144.78	109,737.47
		STEP B	54.0610	4,324.88	9,370.57	112,446.88
		STEP C	55.3961	4,431.68	9,601.99	115,223.88
		STEP D	56.7641	4,541.12	9,839.11	118,069.32
		STEP E	58.1659	4,653.27	10,082.08	120,985.07
		STEP F	59.6023	4,768.18	10,331.06	123,972.78
		STEP G	61.0742	4,885.93	10,586.19	127,034.33
		STEP H	62.5825	5,006.60	10,847.63	130,171.60
		STEP I	64.1280	5,130.24	11,115.52	133,386.24
		STEP J	65.7117	5,256.93	11,390.02	136,680.33
		STEP K	67.3344	5,386.75	11,671.29	140,055.55
		STEP L	68.9973	5,519.78	11,959.53	143,514.38
		STEP M	70.7012	5,656.09	12,254.87	147,058.49
		STEP N	72.4472	5,795.77	12,557.51	150,690.17
		STEP O	74.2363	5,938.90	12,867.62	154,411.50
B241	SR ELECTRONIC TECHNICIAN					
		STEP A	35.5069	2,840.55	6,154.52	73,854.35
		STEP B	36.3838	2,910.70	6,306.52	75,678.30
		STEP C	37.2823	2,982.58	6,462.26	77,547.18
		STEP D	38.2030	3,056.24	6,621.85	79,462.24
		STEP E	39.1464	3,131.71	6,785.37	81,424.51
		STEP F	40.1132	3,209.05	6,952.95	83,435.45
		STEP G	41.1038	3,288.30	7,124.65	85,495.90
		STEP H	42.1189	3,369.51	7,300.60	87,607.31
		STEP I	33.1590	2,652.72	5,747.56	68,970.72
		STEP J	44.2248	3,537.98	7,665.63	91,987.58
		STEP K	45.3170	3,625.36	7,854.94	94,259.36
		STEP L	46.4361	3,714.88	8,048.92	96,587.08
		STEP M	47.5829	3,806.63	8,247.70	98,972.43
		STEP N	48.7579	3,900.63	8,451.36	101,416.43
		STEP O	49.9620	3,996.96	8,660.08	103,920.96

CITY OF ROSEVILLE

SALARY SCHEDULE - B

Appendix: A

Effective Date: 01/09/2016

IBWB IBEW-B

Job Code	Title	Step	Hourly	Bi-weekly	Monthly	Annual
B242	SR PLANT & EQUIPMENT MECHANIC					
		STEP A	28.7198	2,297.58	4,978.09	59,737.18
		STEP B	29.4290	2,354.32	5,101.02	61,212.32
		STEP C	30.1557	2,412.45	5,226.98	62,723.85
		STEP D	30.9004	2,472.03	5,356.06	64,272.83
		STEP E	31.6635	2,533.08	5,488.34	65,860.08
		STEP F	32.4455	2,595.64	5,623.88	67,486.64
		STEP G	33.2467	2,659.73	5,762.76	69,153.13
		STEP H	34.0678	2,725.42	5,905.08	70,861.02
		STEP I	34.9091	2,792.72	6,050.91	72,610.92
		STEP J	35.7712	2,861.69	6,200.34	74,404.09
		STEP K	36.6546	2,932.36	6,353.46	76,241.56
		STEP L	37.5598	3,004.78	6,510.36	78,124.38
		STEP M	38.4873	3,078.98	6,671.13	80,053.58
		STEP N	39.4378	3,155.02	6,835.88	82,030.62
		STEP O	40.4117	3,232.93	7,004.69	84,056.33
B244	SR PREVENTATIVE MAINT TECH					
		STEP A	35.5069	2,840.55	6,154.52	73,854.35
		STEP B	36.3838	2,910.70	6,306.52	75,678.30
		STEP C	37.2823	2,982.58	6,462.26	77,547.18
		STEP D	38.2030	3,056.24	6,621.85	79,462.24
		STEP E	39.1464	3,131.71	6,785.37	81,424.51
		STEP F	40.1132	3,209.05	6,952.95	83,435.45
		STEP G	41.1038	3,288.30	7,124.65	85,495.90
		STEP H	42.1189	3,369.51	7,300.60	87,607.31
		STEP I	43.1590	3,452.72	7,480.89	89,770.72
		STEP J	44.2248	3,537.98	7,665.63	91,987.58
		STEP K	45.3170	3,625.36	7,854.94	94,259.36
		STEP L	46.4361	3,714.88	8,048.92	96,587.08
		STEP M	47.5829	3,806.63	8,247.70	98,972.43
		STEP N	48.7579	3,900.63	8,451.36	101,416.43
		STEP O	49.9620	3,996.96	8,660.08	103,920.96
B243	SR PWR PLANT OPERATOR TECH					
		STEP A	45.7374	3,658.99	7,927.81	95,133.79
		STEP B	46.8667	3,749.33	8,123.56	97,482.73
		STEP C	48.0241	3,841.92	8,324.17	99,890.12
		STEP D	49.2101	3,936.80	8,529.75	102,357.00
		STEP E	50.4253	4,034.02	8,740.38	104,884.62
		STEP F	51.6706	4,133.64	8,956.23	107,474.84
		STEP G	52.9466	4,235.72	9,177.41	110,128.92
		STEP H	54.2541	4,340.32	9,404.04	112,848.52
		STEP I	55.5940	4,447.52	9,636.29	115,635.52
		STEP J	56.9669	4,557.35	9,874.26	118,491.15
		STEP K	58.3737	4,669.89	10,118.10	121,417.29
		STEP L	59.8153	4,785.22	10,367.98	124,415.82
		STEP M	61.2924	4,903.39	10,624.01	127,488.19
		STEP N	62.8061	5,024.48	10,886.39	130,636.68
		STEP O	64.3571	5,148.56	11,155.23	133,862.76

CITY OF ROSEVILLE

SALARY SCHEDULE - B

Appendix: A

Effective Date: 01/09/2016

IBWB IBEW-B

Job Code	Title	Step	Hourly	Bi-weekly	Monthly	Annual
B245	SR WATER DISTRIBUTION WORKER					
		STEP A	26.0589	2,084.71	4,516.87	54,202.51
		STEP B	26.7021	2,136.16	4,628.36	55,540.36
		STEP C	27.3615	2,188.92	4,742.66	56,911.92
		STEP D	28.0372	2,242.97	4,859.78	58,317.37
		STEP E	28.7296	2,298.36	4,979.79	59,757.56
		STEP F	29.4391	2,355.12	5,102.77	61,233.32
		STEP G	30.1661	2,413.28	5,228.79	62,745.48
		STEP H	30.9111	2,472.88	5,357.92	64,295.08
		STEP I	31.6744	2,533.95	5,490.22	65,882.75
		STEP J	32.4567	2,596.53	5,625.82	67,509.93
		STEP K	33.2582	2,660.65	5,764.75	69,177.05
		STEP L	34.0795	2,726.36	5,907.11	70,885.36
		STEP M	34.9211	2,793.68	6,052.99	72,635.88
		STEP N	35.7835	2,862.68	6,202.47	74,429.68
		STEP O	36.6672	2,933.37	6,355.64	76,267.77
B246	SR WSTWTR UTILITY MAINT WKR					
		STEP A	26.0589	2,084.71	4,516.87	54,202.51
		STEP B	26.7021	2,136.16	4,628.36	55,540.36
		STEP C	27.3615	2,188.92	4,742.66	56,911.92
		STEP D	28.0372	2,242.97	4,859.78	58,317.37
		STEP E	28.7296	2,298.36	4,979.79	59,757.56
		STEP F	29.4391	2,355.12	5,102.77	61,233.32
		STEP G	30.1661	2,413.28	5,228.79	62,745.48
		STEP H	30.9111	2,472.88	5,357.92	64,295.08
		STEP I	31.6744	2,533.95	5,490.22	65,882.75
		STEP J	32.4567	2,596.53	5,625.82	67,509.93
		STEP K	33.2582	2,660.65	5,764.75	69,177.05
		STEP L	34.0795	2,726.36	5,907.11	70,885.36
		STEP M	34.9211	2,793.68	6,052.99	72,635.88
		STEP N	35.7835	2,862.68	6,202.47	74,429.68
		STEP O	36.6672	2,933.37	6,355.64	76,267.77
B247	TRAFFIC SIGNAL MAINT WKR I					
		STEP A	23.6369	1,890.95	4,097.06	49,164.75
		STEP B	24.2204	1,937.63	4,198.20	50,378.43
		STEP C	24.8186	1,985.48	4,301.89	51,622.68
		STEP D	25.4315	2,034.52	4,408.12	52,897.52
		STEP E	26.0595	2,084.76	4,516.98	54,203.76
		STEP F	26.7031	2,136.24	4,628.53	55,542.44
		STEP G	27.3625	2,189.00	4,742.83	56,914.00
		STEP H	28.0383	2,243.06	4,859.97	58,319.66
		STEP I	28.7307	2,298.45	4,979.98	59,759.85
		STEP J	29.4402	2,355.21	5,102.96	61,235.61
		STEP K	30.1672	2,413.37	5,228.98	62,747.77
		STEP L	30.9122	2,472.97	5,358.11	64,297.37
		STEP M	31.6756	2,534.04	5,490.43	65,885.24
		STEP N	32.4578	2,596.62	5,626.01	67,512.22
		STEP O	33.2594	2,660.75	5,764.96	69,179.55

CITY OF ROSEVILLE

SALARY SCHEDULE - B

Appendix: A

Effective Date: 01/09/2016

IBWB IBEW-B

Job Code	Title	Step	Hourly	Bi-weekly	Monthly	Annual
B248	TRAFFIC SIGNAL MAINT WKR II					
		STEP A	26.0005	2,080.04	4,506.75	54,081.04
		STEP B	26.6425	2,131.40	4,618.03	55,416.40
		STEP C	27.3005	2,184.04	4,732.08	56,785.04
		STEP D	27.9747	2,237.97	4,848.94	58,187.37
		STEP E	28.6655	2,293.24	4,968.68	59,624.24
		STEP F	29.3734	2,349.87	5,091.38	61,096.67
		STEP G	30.0988	2,407.90	5,217.12	62,605.50
		STEP H	30.8421	2,467.36	5,345.96	64,151.56
		STEP I	31.6038	2,528.30	5,477.99	65,735.90
		STEP J	32.3843	2,590.74	5,613.27	67,359.34
		STEP K	33.1840	2,654.72	5,751.89	69,022.72
		STEP L	34.0035	2,720.28	5,893.94	70,727.28
		STEP M	34.8432	2,787.45	6,039.48	72,473.85
		STEP N	35.7037	2,856.29	6,188.64	74,263.69
		STEP O	36.5854	2,926.83	6,341.46	76,097.63
B249	WATER CONSERVATION SPECIALIST					
		STEP A	26.0589	2,084.71	4,516.87	54,202.51
		STEP B	26.7021	2,136.16	4,628.36	55,540.36
		STEP C	27.3615	2,188.92	4,742.66	56,911.92
		STEP D	28.0372	2,242.97	4,859.78	58,317.37
		STEP E	28.7296	2,298.36	4,979.79	59,757.56
		STEP F	29.4391	2,355.12	5,102.77	61,233.32
		STEP G	30.1661	2,413.28	5,228.79	62,745.48
		STEP H	30.9111	2,472.88	5,357.92	64,295.08
		STEP I	31.6744	2,533.95	5,490.22	65,882.75
		STEP J	32.4567	2,596.53	5,625.82	67,509.93
		STEP K	33.2582	2,660.65	5,764.75	69,177.05
		STEP L	34.0795	2,726.36	5,907.11	70,885.36
		STEP M	34.9211	2,793.68	6,052.99	72,635.88
		STEP N	35.7835	2,862.68	6,202.47	74,429.68
		STEP O	36.6672	2,933.37	6,355.64	76,267.77
B250	WATER CONSERVATION WORKER I					
		STEP A	19.8336	1,586.68	3,437.82	41,253.88
		STEP B	20.3233	1,625.86	3,522.70	42,272.46
		STEP C	20.8252	1,666.01	3,609.70	43,316.41
		STEP D	21.3395	1,707.16	3,698.84	44,386.16
		STEP E	21.8665	1,749.32	3,790.19	45,482.32
		STEP F	22.4065	1,792.52	3,883.79	46,605.52
		STEP G	22.9598	1,836.78	3,979.69	47,756.38
		STEP H	23.5268	1,882.14	4,077.97	48,935.74
		STEP I	24.1078	1,928.62	4,178.68	50,144.22
		STEP J	24.7032	1,976.25	4,281.88	51,382.65
		STEP K	25.3133	2,025.06	4,387.63	52,651.66
		STEP L	25.9384	2,075.07	4,495.98	53,951.87
		STEP M	26.5789	2,126.31	4,607.00	55,284.11
		STEP N	27.2353	2,178.82	4,720.78	56,649.42
		STEP O	27.9079	2,232.63	4,837.36	58,048.43

CITY OF ROSEVILLE

SALARY SCHEDULE - B

Appendix: A

Effective Date: 01/09/2016

IBWB IBEW-B

Job Code	Title	Step	Hourly	Bi-weekly	Monthly	Annual
B251	WATER CONSERVATION WORKER II					
		STEP A	23.6370	1,890.96	4,097.08	49,164.96
		STEP B	24.2204	1,937.63	4,198.20	50,378.43
		STEP C	24.8186	1,985.48	4,301.89	51,622.68
		STEP D	25.4315	2,034.52	4,408.12	52,897.52
		STEP E	26.0595	2,084.76	4,516.98	54,203.76
		STEP F	26.7031	2,136.24	4,628.53	55,542.44
		STEP G	27.3625	2,189.00	4,742.83	56,914.00
		STEP H	28.0383	2,243.06	4,859.97	58,319.66
		STEP I	28.7307	2,298.45	4,979.98	59,759.85
		STEP J	29.4402	2,355.21	5,102.96	61,235.61
		STEP K	30.1672	2,413.37	5,228.98	62,747.77
		STEP L	30.9122	2,472.97	5,358.11	64,297.37
		STEP M	31.6756	2,534.04	5,490.43	65,885.24
		STEP N	32.4578	2,596.62	5,626.01	67,512.22
		STEP O	33.2594	2,660.75	5,764.96	69,179.55
B252	WATER DISTRIBUTION WORKER I					
		STEP A	19.8336	1,586.68	3,437.82	41,253.88
		STEP B	20.3233	1,625.86	3,522.70	42,272.46
		STEP C	20.8252	1,666.01	3,609.70	43,316.41
		STEP D	21.3395	1,707.16	3,698.84	44,386.16
		STEP E	21.8665	1,749.32	3,790.19	45,482.32
		STEP F	22.4065	1,792.52	3,883.79	46,605.52
		STEP G	22.9598	1,836.78	3,979.69	47,756.38
		STEP H	23.5268	1,882.14	4,077.97	48,935.74
		STEP I	24.1078	1,928.62	4,178.68	50,144.22
		STEP J	24.7032	1,976.25	4,281.88	51,382.65
		STEP K	25.3133	2,025.06	4,387.63	52,651.66
		STEP L	25.9384	2,075.07	4,495.98	53,951.87
		STEP M	26.5789	2,126.31	4,607.00	55,284.11
		STEP N	27.2353	2,178.82	4,720.78	56,649.42
		STEP O	27.9079	2,232.63	4,837.36	58,048.43
B253	WATER DISTRIBUTION WORKER II					
		STEP A	23.6370	1,890.96	4,097.08	49,164.96
		STEP B	24.2204	1,937.63	4,198.20	50,378.43
		STEP C	24.8186	1,985.48	4,301.89	51,622.68
		STEP D	25.4315	2,034.52	4,408.12	52,897.52
		STEP E	26.0595	2,084.76	4,516.98	54,203.76
		STEP F	26.7031	2,136.24	4,628.53	55,542.44
		STEP G	27.3625	2,189.00	4,742.83	56,914.00
		STEP H	28.0383	2,243.06	4,859.97	58,319.66
		STEP I	28.7307	2,298.45	4,979.98	59,759.85
		STEP J	29.4402	2,355.21	5,102.96	61,235.61
		STEP K	30.1672	2,413.37	5,228.98	62,747.77
		STEP L	30.9122	2,472.97	5,358.11	64,297.37
		STEP M	31.6756	2,534.04	5,490.43	65,885.24
		STEP N	32.4578	2,596.62	5,626.01	67,512.22
		STEP O	33.2594	2,660.75	5,764.96	69,179.55

CITY OF ROSEVILLE

SALARY SCHEDULE - B

Appendix: A

Effective Date: 01/09/2016

IBWB IBEW-B

Job Code	Title	Step	Hourly	Bi-weekly	Monthly	Annual
B254	WSTWTR UTILITY MAINT WKR I					
		STEP A	19.8336	1,586.68	3,437.82	41,253.88
		STEP B	20.3233	1,625.86	3,522.70	42,272.46
		STEP C	20.8252	1,666.01	3,609.70	43,316.41
		STEP D	21.3395	1,707.16	3,698.84	44,386.16
		STEP E	21.8665	1,749.32	3,790.19	45,482.32
		STEP F	22.4065	1,792.52	3,883.79	46,605.52
		STEP G	22.9598	1,836.78	3,979.69	47,756.38
		STEP H	23.5268	1,882.14	4,077.97	48,935.74
		STEP I	24.1078	1,928.62	4,178.68	50,144.22
		STEP J	24.7032	1,976.25	4,281.88	51,382.65
		STEP K	25.3133	2,025.06	4,387.63	52,651.66
		STEP L	25.9384	2,075.07	4,495.98	53,951.87
		STEP M	26.5789	2,126.31	4,607.00	55,284.11
		STEP N	27.2353	2,178.82	4,720.78	56,649.42
		STEP O	27.9079	2,232.63	4,837.36	58,048.43
B255	WSTWTR UTILITY MAINT WKR II					
		STEP A	23.6370	1,890.96	4,097.08	49,164.96
		STEP B	24.2204	1,937.63	4,198.20	50,378.43
		STEP C	24.8186	1,985.48	4,301.89	51,622.68
		STEP D	25.4315	2,034.52	4,408.12	52,897.52
		STEP E	26.0595	2,084.76	4,516.98	54,203.76
		STEP F	26.7031	2,136.24	4,628.53	55,542.44
		STEP G	27.3625	2,189.00	4,742.83	56,914.00
		STEP H	28.0383	2,243.06	4,859.97	58,319.66
		STEP I	28.7307	2,298.45	4,979.98	59,759.85
		STEP J	29.4402	2,355.21	5,102.96	61,235.61
		STEP K	30.1672	2,413.37	5,228.98	62,747.77
		STEP L	30.9122	2,472.97	5,358.11	64,297.37
		STEP M	31.6756	2,534.04	5,490.43	65,885.24
		STEP N	32.4578	2,596.62	5,626.01	67,512.22
		STEP O	33.2594	2,660.75	5,764.96	69,179.55

ORDINANCE NO. 5617

ORDINANCE OF THE COUNCIL OF THE CITY OF ROSEVILLE AMENDING
ORDINANCE NO. 5454, THE SALARY ORDINANCE FOR ELECTRIC PERSONNEL
REPRESENTED BY THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL
WORKERS, AFL-CIO, LOCAL NO. 1245 (IBEW-A2), AS AMENDED BY APPENDIX "A"
TO BE EFFECTIVE JANUARY 9, 2016, AS AN URGENCY MEASURE

THE CITY OF ROSEVILLE ORDAINS:

SECTION 1. Title and Purpose.

Ordinance No. 5454, the Salary Ordinance for electric personnel represented by the International Brotherhood of Electrical Workers, AFL-CIO, Local No. 1245 (IBEW-A2), is hereby amended as shown on Appendix "A" attached hereto.

ADDITION OF SCHEDULE:

Effective January 9, 2016, the salary schedule for electric personnel represented by the International Brotherhood of Electrical Workers, AFL-CIO, Local No. 1245 (IBEW-A2), will be divided into two categories, based on the date of hire. Salary Schedule-A will apply to employees hired before January 1, 2016 and Salary Schedule-B will apply to employees hired after January 1, 2016.

SECTION 2. Salary Plan Effective Date.

This Ordinance shall be effective January 9, 2016 as an urgency measure.

SECTION 3. Urgency Ordinance.

This ordinance is hereby declared to be an urgency measure, immediately necessary for the public peace, health and safety and shall take effect January 9, 2016. A statement of urgency is as follows:

It is necessary to amend the Salary Ordinance to comply with recently approved changes for the orderly and necessary continuance of operations of the City.

SECTION 4. Posting.

The City Clerk is hereby authorized and directed to post a true copy of the foregoing ordinance in each of three (3) conspicuous locations in the City and she shall immediately after such posting enter in the Ordinance Book under the record of the ordinance a certificate under her hand stating the time and place of said publication by posting.

PASSED AND ADOPTED by the Council of the City of Roseville this ____ day of _____, 20____, by the following vote on roll call:

AYES COUNCILMEMBERS:

NOES COUNCILMEMBERS:

ABSENT COUNCILMEMBERS:

MAYOR

ATTEST:

City Clerk

CITY OF ROSEVILLE

SALARY SCHEDULE - A2

Appendix: A

Effective Date: 01/09/2016

IBEW INTER BRTHHD OF ELECTRICAL WRK

Job Code	Title	Step	Hourly	Bi-weekly	Monthly	Annual
7204	SR WATER DISTRIBUTION WORKER					
		STEP A	26.0589	2,084.71	4,516.87	54,202.51
		STEP B	27.3616	2,188.92	4,742.67	56,912.12
		STEP C	28.7297	2,298.37	4,979.81	59,757.77
		STEP D	30.1663	2,413.30	5,228.82	62,745.90
		STEP E	31.6746	2,533.96	5,490.26	65,883.16
		STEP F	33.2582	2,660.65	5,764.75	69,177.05
		STEP G	34.9212	2,793.69	6,053.00	72,636.09
		STEP H	36.6672	2,933.37	6,355.64	76,267.77
7202	SR WSTWTR UTILITY MAINT WKR					
		STEP A	26.0589	2,084.71	4,516.87	54,202.51
		STEP B	27.3616	2,188.92	4,742.67	56,912.12
		STEP C	28.7297	2,298.37	4,979.81	59,757.77
		STEP D	30.1663	2,413.30	5,228.82	62,745.90
		STEP E	31.6746	2,533.96	5,490.26	65,883.16
		STEP F	33.2582	2,660.65	5,764.75	69,177.05
		STEP G	34.9212	2,793.69	6,053.00	72,636.09
		STEP H	36.6672	2,933.37	6,355.64	76,267.77
9078	WATER CONSERVATION SPECIALIST					
		STEP A	26.0589	2,084.71	4,516.87	54,202.51
		STEP B	27.3616	2,188.92	4,742.67	56,912.12
		STEP C	28.7297	2,298.37	4,979.81	59,757.77
		STEP D	30.1663	2,413.30	5,228.82	62,745.90
		STEP E	31.6746	2,533.96	5,490.26	65,883.16
		STEP F	33.2582	2,660.65	5,764.75	69,177.05
		STEP G	34.9212	2,793.69	6,053.00	72,636.09
		STEP H	36.6672	2,933.37	6,355.64	76,267.77
9049	WATER CONSERVATION WORKER I					
		STEP A	19.8336	1,586.68	3,437.82	41,253.88
		STEP B	20.8252	1,666.01	3,609.70	43,316.41
		STEP C	21.8667	1,749.33	3,790.22	45,482.73
		STEP D	22.9602	1,836.81	3,979.76	47,757.21
		STEP E	24.1081	1,928.64	4,178.73	50,144.84
		STEP F	25.3135	2,025.08	4,387.67	52,652.08
		STEP G	26.5792	2,126.33	4,607.06	55,284.73
		STEP H	27.9079	2,232.63	4,837.36	58,048.43

CITY OF ROSEVILLE

SALARY SCHEDULE - A2

Effective Date: 01/09/2016

IBEW INTER BRTHHD OF ELECTRICAL WRK

Job Code	Title	Step	Hourly	Bi-weekly	Monthly	Annual
9051	WATER CONSERVATION WORKER II					
		STEP A	23.6370	1,890.96	4,097.08	49,164.96
		STEP B	24.8186	1,985.48	4,301.89	51,622.68
		STEP C	26.0596	2,084.76	4,517.00	54,203.96
		STEP D	27.3624	2,188.99	4,742.81	56,913.79
		STEP E	28.7305	2,298.44	4,979.95	59,759.44
		STEP F	30.1673	2,413.38	5,229.00	62,747.98
		STEP G	31.6756	2,534.04	5,490.43	65,885.24
		STEP H	33.2594	2,660.75	5,764.96	69,179.55
9246	WATER DISTRIBUTION WORKER I					
		STEP A	19.8336	1,586.68	3,437.82	41,253.88
		STEP B	20.8252	1,666.01	3,609.70	43,316.41
		STEP C	21.8666	1,749.32	3,790.21	45,482.52
		STEP D	22.9602	1,836.81	3,979.76	47,757.21
		STEP E	24.1081	1,928.64	4,178.73	50,144.84
		STEP F	25.3135	2,025.08	4,387.67	52,652.08
		STEP G	26.5791	2,126.32	4,607.04	55,284.52
		STEP H	27.9079	2,232.63	4,837.36	58,048.43
9248	WATER DISTRIBUTION WORKER II					
		STEP A	23.6370	1,890.96	4,097.08	49,164.96
		STEP B	24.8186	1,985.48	4,301.89	51,622.68
		STEP C	26.0596	2,084.76	4,517.00	54,203.96
		STEP D	27.3624	2,188.99	4,742.81	56,913.79
		STEP E	28.7305	2,298.44	4,979.95	59,759.44
		STEP F	30.1673	2,413.38	5,229.00	62,747.98
		STEP G	31.6756	2,534.04	5,490.43	65,885.24
		STEP H	33.2594	2,660.75	5,764.96	69,179.55
9027	WSTWTR UTILITY MAINT WKR I					
		STEP A	19.8336	1,586.68	3,437.82	41,253.88
		STEP B	20.8252	1,666.01	3,609.70	43,316.41
		STEP C	21.8667	1,749.33	3,790.22	45,482.73
		STEP D	22.9602	1,836.81	3,979.76	47,757.21
		STEP E	24.1081	1,928.64	4,178.73	50,144.84
		STEP F	25.3135	2,025.08	4,387.67	52,652.08
		STEP G	26.5791	2,126.32	4,607.04	55,284.52
		STEP H	27.9079	2,232.63	4,837.36	58,048.43

CITY OF ROSEVILLE

SALARY SCHEDULE - A2

Effective Date: 01/09/2016

IBEW INTER BRTHHD OF ELECTRICAL WRK

Job Code	Title	Step	Hourly	Bi-weekly	Monthly	Annual
9029	WSTWTR UTILITY MAINT WKR II					
		STEP A	23.6370	1,890.96	4,097.08	49,164.96
		STEP B	24.8186	1,985.48	4,301.89	51,622.68
		STEP C	26.0596	2,084.76	4,517.00	54,203.96
		STEP D	27.3624	2,188.99	4,742.81	56,913.79
		STEP E	28.7305	2,298.44	4,979.95	59,759.44
		STEP F	30.1673	2,413.38	5,229.00	62,747.98
		STEP G	31.6756	2,534.04	5,490.43	65,885.24
		STEP H	33.2594	2,660.75	5,764.96	69,179.55