

2015 CITY OF SUNNYVALE – SMA NEGOTIATIONS**Tentative Agreement****Date: 11/18/2015**

This is a Tentative Agreement ("TA") contingent on an overall settlement on the terms of a successor Memorandum of Understanding. This TA is considered tentative and shall not be considered final or binding until ratified by the Union membership and approved by the City Council.

This document sets forth the full agreement of the parties; anything that is not included in this writing is not part of the TA. If the TA becomes part of a successor package agreement subject to approval by the parties, and either party rejects the package, all parties reserve their right to modify, amend, withdraw or add new proposals.

For the Sunnyvale Managers Association:

Nov. 18, 2015
Date

Robert Van Aruse
President

For the City of Sunnyvale:

11/18/2015
Date

Juri Silva
Director of Human Resources

Article 4 TERM

The term of this Agreement shall be upon ratification of the parties and through June 30, ~~2015~~2018, and will thereafter continue in effect until the parties reach agreement on a successor Agreement or the City Council takes action after meeting and conferring in good faith to modify the wages, hours, and terms and conditions of employment provided hereunder.

12.2 Salary Adjustments

1. Effective ~~August 31, 2014~~the first full pay period following ratification by the SMA membership and City Council approval~~July 1, 2015: 2.5%~~3.5% across the board salary adjustment.
2. Effective the first full pay period in July 2016: 2.5% across the board salary adjustment.
3. Effective the first full pay period in July 2017: ~~2.5%~~1.5% across the board salary adjustment.
- ~~1. Effective the first full pay period following ratification by the SMA membership and approval by the City Council, a 1% of current salary, pensionable for CalPERS classic members, lump sum payment~~
4. Effective the same pay period of ratification by the SMA membership and City Council approval: Off salary schedule pay equal to 1% of current annual salary, reportable as special compensation for employees in tier 1 and tier 2 as defined in Article 13.15 Retirement.
5. Effective the last full pay period in November 2016: Off salary schedule pay equal to 1% of current annual salary, reportable as special compensation for employees in tier 1 and tier 2 as defined in Article 13.15 Retirement.
- 2.6. Effective the last full pay period in November 2017: Off salary schedule pay equal to 1% of current annual salary, reportable as special compensation for employees in tier 1 and tier 2 as defined in Article 13.15 Retirement.

12.3 Interim/Acting or Out-of-Class Pay

a) Interim/Acting Pay

Employees who are appointed by the City Manager in an acting/interim status to a higher level vacant position may receive placement within the control point of the vacant position; or a percentage over current pay as designated by the City Manager.

b) Out-of-Class Pay for Special Assignment Work

The City Manager or designee may authorize a temporary pay adjustment for an employee given a specific temporary assignment clearly beyond the scope of the

regular job description as determined by the Director of Human Resources or designee. Such assignment is to be made only as necessary to meet the business needs of the department. A request for such an assignment must be made to the City Manager or designee, in writing, from the Department Director prior to commencement of the assignment. Work in such assignment shall be at a minimum of two (2) consecutive weeks, and up to a maximum of one (1) year.

The request for special assignment shall describe the assignment, justify why it is to be performed by the designated employee, and give a specific duration for completion of the assignment with start and end date. Special assignment pay is five percent (5%) above the employee's normal pay rate. The special assignment and related compensation may be revoked at any time at the discretion of the Department Director, or the City Manager or designee.

Special assignment pay shall be based on the full period of actual hours worked during the assignment and received for the full period of time in which the employee works in the assignment, and provided that such special assignment and related compensation has been authorized in advance by the Department Director, has been approved by the City Manager or designee, and has been processed by the Human Resources Department. Special assignment pay shall not be made retroactively. Special assignment pay shall not be paid for Paid Time Off, Holidays, Paid Medical Leave or any other leave during the special assignment; nor, shall such leave days be considered a break in the special assignment.

The special assignment pay shall be discontinued on the date originally identified for completion of the assignment, unless an extension of specific duration is approved by the City Manager or designee prior to the end of the original assignment end date. Extension may be granted for up to an additional one (1) year for the same assignment.

12.4 Merit Increase

Upon completion of 13 pay periods of service, ~~any employees hired in a classification represented by the Association on or after July 1, 2013~~ who receives an overall rating of achieves or exceeds expectation on their most recent performance evaluation shall receive an increase in salary above the rate to which they were initially assigned, up to but not exceeding the Control Point. Consideration for each subsequent increase in salary will be given following the completion of 26 pay periods from the prior increase in salary, up to but not exceeding the Control Point. Increases in salary shall be granted effective the start of the pay period in which the day after the employee completes 26 pay periods from the prior increase in salary occurs.

~~The pay rate for employees hired prior to June 1, 2013 will be considered for adjustment beyond that granted after the first 13 pay periods of service at the beginning of each new fiscal year after employment, up to but not exceeding the Control Point. The pay~~

~~rate adjustment is subject to a meets or exceeds performance evaluation. Increases of more than 5% require approval of the City Manager.~~

13.1 Medical Insurance

~~To maintain current benefit level, Effective January of each year during the term of this agreement, the City will contribute the cost of the premium of the plan selected by the employee or \$544.69 per month the lowest cost HMO premium for single coverage available through the CalPERS Bay Area regional medical plans, whichever is less, toward the cost of premiums for medical insurance under the Public Employees Medical and Hospital Care Act (PEMHCA) for each employee and his or her eligible dependents. Effective January of each year during the term of this Agreement, the City's contribution will be the lesser of: the cost of the premium or the lowest cost HMO premium for single coverage of the lowest cost HMO plan available through the CalPERS Bay Area regional medical plans.~~ Additionally, the City's contribution shall be no less than the highest City contribution for any of the other represented employee units.

13.2 Cafeteria Benefits Plan

~~To maintain current benefit level the~~ The City will contribute to a Cafeteria Benefits Plan for the cost of medical premiums only. The City's Cafeteria Benefits Plan contribution will be capped at the cost of the premium of the highest priced plan between the CalPERS Bay Area regional HMO plans or the PERS Choice PPO plan, based upon the plan level in which the employee is enrolled, and less the City Contribution as stated in Section 13.1 above.

13.4 Premium Conversion

Insurance premium contributions are paid for on a pre-tax basis; however, Tthe City agrees to continue to provide employees with an option to pay their insurance premium contributions on a prepost-tax basis, as provided in to the extent permitted by the Internal Revenue Code.

13.5 Cash In-Lieu of Medical Coverage

The City will continue to provide employees with the option of to reducing-waive their medical coverage and receiving-receive payment of a portion of what otherwise would be the City contribution.

~~To be eligible for this plan, an employee must either:~~

- ~~Change from full family to employee plus one or employee only (available only when the employee continues to be eligible for full family coverage);~~
- ~~Change from employee plus one to employee only (available only when the employee continues to be eligible for employee plus one coverage);~~
- ~~Change from any level coverage to no coverage; or~~
- ~~A new employee may choose no coverage.~~

Effective with the first full pay period following ratification and approval by the City Council, ~~Payment~~ payment shall be made on the following schedule:

<u>CURRENT</u>	<u>NEW</u>	<u>PER PAY PERIOD</u>	<u>MONTHLY</u>
E + 2	None	\$98.50	\$213.42
E + 2	E	\$60.50	\$131.08
E + 2	E + 1	\$22.50	\$ 48.75
E + 1	None	\$76.00	\$164.67
E + 1	E	\$38.00	\$ 82.33
— E	None	\$38.00	\$ 82.33
NEW	None	\$38.00	\$ 82.33

<u>Type of Coverage Waiving</u>	<u>Per Pay period Payment</u>
<u>Employee only coverage</u>	<u>\$38.00</u>
<u>Employee +1 coverage</u>	<u>\$76.00</u>
<u>Employee + family coverage</u>	<u>\$98.50</u>

~~The cash in-lieu payment shall not, when combined with the City's contribution for medical insurance and the cafeteria benefits plan, exceed the combined City contribution for medical insurance and the cafeteria benefits plan.~~

If the employee is currently a dependent of a City employee and covered by a CalPERS Health Plan, the employee is not eligible for reimbursement.

Whenever an employee changes to no coverage, the employee shall provide proof of alternate coverage and sign a waiver stating that she or he does have alternative coverage and that she or he understands that he or she will no longer receive coverage through a City sponsored CalPERS provided medical plan.

If an employee decides to increase his or her level of coverage by either reentering a City sponsored CalPERS provided medical plan or including a dependent in his or her current coverage, he or she may enroll in accordance with CalPERS procedures.

Procedures for exercising this option and for reentering the City sponsored CalPERS provided medical plans shall be established by ~~the City~~ CalPERS.

Employees receiving cash in-lieu payments must provide documentation to verify their dependents' eligibility.

13.7 Vision Insurance

Vision insurance at the current benefit level will continue to be provided for employees and eligible family members. The premium is fully paid by the City. Employee enrollment is mandatory.

13.8 Life/AD&D Insurance

The City shall provide Basic Life and Accidental Death and Dismemberment (Life/AD&D) insurance for each employee in an amount equal to that employee's base annual base salary, up to a maximum coverage of \$175,000.

Such insurance shall be at no cost to the employee, except that, insurance amounts above \$50,000 provided by the City shall be subject to tax law provisions.

At the time of hire, an employee may purchase additional-supplemental Life/AD&D insurance in an amount equal to the coverage provided by the Cityemployee's annual base salary, up to a combined-maximum coverage of \$175250,000.

Current employees, who did not purchase additional-supplemental Life/AD&D insurance at the time of hire, may purchase additional-supplemental Life/AD&D insurance during open enrollment, in an amount equal to the coverage provided by the Cityemployee's annual base salary, up to a combined-maximum coverage of \$175250,000, subject to approval by the carrier.

The supplemental life coverage is paid by the employee.

Upon renewal of the coverage, the City will make a good faith effort to find a carrier who will increase the voluntary coverage to \$250,000.

Employees who elected additionalsupplemental Life/AD&D insurance on or before December 31, 2011 but did not elect for the increased maximum coverage of \$250,000, have coverage amount equal to the employee's annual base salary, up to a combined basic and additionalsupplemental Life/AD&D insurance maximum coverage of \$175,000. Employees have the option to elect for the increased maximum-supplemental coverage efup to \$250,000 during open enrollment, subject to approval by the carrier.

13.9 Long Term Disability Insurance

To maintain current benefit level the City shall provide Long Term Disability insurance that provides 2/367% of the employee's ~~base~~ annual base salary to a maximum of \$11,000 per month of paid benefits, subject to the terms of the contract with the carrier. Such insurance shall be at no cost to the employee.

13.13-15 Retirement

The City has contracted with CalPERS and shall provide pension benefits for miscellaneous employees, including employees in this Unit, in a manner consistent with State law and will comply with the Public Employees' Pension Reform Act (Government Code Section 7522 et seq.).

Employees' payment to their employee contribution to CalPERS shall be made pursuant to IRC Section 414(h)(2).

Tier 1 – Local Miscellaneous 2.7% at age 55

Employees hired before December 23, 2012 shall receive Local Miscellaneous 2.7% at age 55 retirement formula. Final compensation shall be calculated using the single highest year model.

The City agrees to contribute to CalPERS on behalf of employees as follows:

Effective August 31, 2014 with the first full pay period following ratification and approval by the City Council July 1, 2015, the City shall contribute four-three percent (43%) of the eight percent (8%) employee contribution. Employees shall pay the remaining four-five percent (45%) of the employee contribution on a pre-tax basis.

Effective the first full pay period in July 2016, the City shall contribute two percent (2%) of the eight percent (8%) employee contribution. Employees shall pay the remaining six percent (6%) of the employee contribution on a pre-tax basis.

Effective the first full pay period in July 2017, the City shall contribute one percent (1%) of the eight percent (8%) employee contribution. Employees shall pay the remaining seven percent (7%) of the employee contribution on a pre-tax basis.

The City's payment of employees' CalPERS contribution is based upon authority from CalPERS and upon tax treatment permitted by the Internal Revenue Service and revenue rulings related thereto, and by the California Franchise Tax Board. It is understood that the State Legislature or Congress may alter the statutory authority for this tax treatment, and the Franchise Tax Board, or the IRS or the United States Department of Treasury may alter the current revenue rulings, either by other rulings or regulations.

The City shall continue to report the value of the employer-paid member contributions (EPMC) as additional compensation for each employee.

Tier 2 – Local Miscellaneous 2.0% at age 60

Employees hired on or after December 23, 2012 who are also classic CalPERS members shall receive the Local Miscellaneous 2.0% at age 60 retirement formula. Final compensation shall be calculated using the single highest year model.

The City agrees to contribute to CalPERS on behalf of employees as follows:

Effective ~~August 31, 2014~~ with the first full pay period following ratification and approval by the City Council July 1, 2015, the City shall contribute ~~four~~ three percent (~~43~~%) of the seven percent (7%) employee contribution. Employees shall pay the remaining ~~three~~ four percent (~~34~~%) of the employee contribution on a pre-tax basis.

Effective the first full pay period in July 2016, the City shall contribute two percent (2%) of the seven percent (7%) employee contribution. Employees shall pay the remaining five percent (5%) of the employee contribution on a pre-tax basis.

Effective the first full pay period in July 2017, the City shall contribute one percent (1%) of the seven percent (7%) employee contribution. Employees shall pay the remaining six percent (6%) of the employee contribution on a pre-tax basis.

The City's payment of employees' CalPERS contribution is based upon authority from CalPERS and upon tax treatment permitted by the Internal Revenue Service and revenue rulings related thereto, and by the California Franchise Tax Board. It is understood that the State Legislature or Congress may alter the statutory authority for this tax treatment, and the Franchise Tax Board, or the IRS or the United States Department of Treasury may alter the current revenue rulings, either by other rulings or regulations.

The City shall continue to report the value of the employer-paid member contributions (EPMC) as additional compensation for each employee.

Tier 3 - Local Miscellaneous 2.0% @ 62

Employees hired on or after January 1, 2013 who are also new CalPERS members shall receive the Local Miscellaneous 2.0% at age 62 retirement formula. Final compensation shall be calculated using the highest 36-consecutive month model.

Employees will pay fifty percent (50%) of normal cost as the employee contribution on a pre-tax basis. The normal cost is subject to change on a fiscal year basis as determined by CalPERS.

13.13 Retirement~~Commuter~~ Transportation Benefits

The City shall provide a plan in accordance with the Internal Revenue Code Section 132(f) that provides an option for employees to pay for qualified work-related transportation expenses for mass transit, van pools, and parking on a pre-tax basis. The monthly election limit is regulated by the IRS.

13.14 Affordable Care Act

At such time as regulations are issued implementing the Affordable Care Act (ACA), the City and the Union will meet and confer to review the impact of such regulations on the benefit plans then in force. If modifications to the health benefits, eligibility for coverage, employer or employee contribution to the cost of insurance or any other provisions of the benefit plans covered by this MOU will be modified by the ACA during the term of this agreement, it is agreed that the City and the Union will reopen the contract to meet and confer and determine how such mandated changes will be implemented. In the event of a reopener, the City will not unilaterally impose changes that would cause a reduction in City contributions toward benefits.

14.1 Paid Time Off Leave (PTO), Paid Medical Leave (PML), and Workers' Compensation

(a) Employees are eligible to accrue and use Paid Time Off Leave (PTO). Such leave shall be used for vacation, medical appointment, ~~disability/illness/injury~~, family emergency, and may also be used for personal business, care of sick children or other family members, school visits, etc. Leaves not included in PTO which remain separate leaves are bereavement, jury duty, military duty, management administrative leave, workers' compensation, floating holiday, and holiday.

Except for illness or emergency, all PTO shall be pre-planned and pre-approved. The recommended advance notice is 1 week. Shorter periods of advance notice may be acceptable with Supervisor or Director's approval. The City may at any time require written verification from a physician for a non-pre-planned absence for illness, family emergency or visits to a doctor, dentist or licensed mental health practitioner.

(b) PTO begins accruing on the first day of employment and is prorated on an hourly basis for each paid hour. PTO shall not accrue during any unpaid leave except as provided in Article 14.1(i). Time off is paid provided there is adequate PTO accrued to cover the absence. Time off in excess of PTO accruals and other available leave shall be leave without pay. As employees use PTO, the time used shall be deducted from the employee's current PTO balance.

(c) The accrual rates are listed below:

TABLE A

Service Period Pay Periods	Years	Hrs/pp	Accrual Rate Hrs/yr	Days/yr
1-26.99	0 to 1	6.5	169	21
27-130.99	1+ to 5	7.5	195	24
131-260.99	5+ to 10	9.0	234	29
261-650.99	10+ to 17.25	10.5	273	34
443-650.99	17+ to 25	11.5	299	37
651+	25+	12.0	312	39

For new hire or promoted employees, the City Manager may authorize a higher accrual rate within the PTO accrual table.

(d) Eligible employees will accrue at the rates shown in Table A for the first 870 hours ~~(21.75 weeks, 108.75 work days)~~. After 870 hours are accrued, the employee will start accruing at the reduced rate levels of Table B.

TABLE B

Service Period Pay Periods	Years	Hrs/pp	Accrual Rate Hrs/yr	Work Days/yr
1-130.99	0 to 5	5.0	130	16
131-650.99	5+ to 25	6.5	169	21
651+	25+	8.0	208	27

Accruals at this level will stop at 1040 hours (maximum cap) until total accrual is reduced below 1040.

(e) If at any time the total accrual falls below 870 hours, the accrual rate will revert to the rates in Table A.

(f) No minimum usage per year is required. Accruals carry over from one payroll calendar year to the next.

(g) PTO and Separation/Retirement. PTO accrues and is prorated on an hourly basis for each paid hour during the last pay period of service. PTO shall be paid off to the employee on the employee's last day of work (pay included in final paycheck). The City Manager may, however, approve the utilization of available accrued PTO to extend the date of retirement, and in special circumstances, the date of separation.

(h) PTO and Disability Paid Medical Leave (PML).

Effective the first full pay period following ratification by the SMA membership and City Council approval, the PML benefit will be provided as follow:

After 26 consecutive pay periods of service, the City shall provide full pay for a medically certified (same occurrence) ~~disability~~illness/injury, beginning with work hour ~~84~~101 through 90 calendar days of ~~illness/injury~~disability. At this time, the City will require a doctor's note and medical information in accordance with current Administrative Policy provisions. No ~~disability leave~~PML will be provided until this requirement is satisfied.

To access the ~~Disability Leave~~PML Benefit (full pay from ~~40~~101 hours-90 calendar days), an employee must provide acceptable written medical documentation showing that the ~~disability illness/injury~~ is a single ~~illness/injury~~disability, whether continuous time off has been taken or not for that ~~illness/injury~~disability. The first ~~80~~100 hours of a single ~~disability illness/injury~~ are charged to the employee's PTO bank. Hours ~~84~~101 up through the maximum of calendar day 90 are eligible for coverage under the ~~Disability~~ PML Benefit.

After 90 calendar days of (same occurrence) ~~disability~~illness/injury, the ~~disabled~~ employee shall be eligible to apply for Long Term Disability coverage. In addition, if, after having been off work for ~~80~~100 hours on a same ~~illness/injury disability~~ and becoming eligible for ~~disability leave~~PML pay, the ~~disabled~~ employee continues to be unable to return to work full-time, but is able to work partial days, the employee remains eligible for ~~disability PML~~ pay for the part of the day that the employee is unable to work.

Effective January July 1, 2017, the first 120 hours of a single illness/injury are charged to the employee's PTO bank. Hours 121 up through the maximum of calendar day 90 are eligible for coverage under the Paid Medical Leave Benefit.

(i) PTO and Workers' Compensation. During the first 26 pay periods of service, the employee will be eligible for Workers' Compensation benefits as provided by state law. The employee, at this time, will have the option to use PTO or any other leave balance available to him/her, ~~have it paid off~~, or keep it in his/her leave bank for future use upon his/her return.

After 26 consecutive pay periods of service, the City shall provide full pay for a medically certified work-related (same occurrence) ~~illness/injury~~disability, beginning with workday 1 through ~~90~~60 calendar days of ~~illness/injury~~disability. After 90 calendar days of (same occurrence) work-related ~~illness/injury~~disability, the ~~disabled~~ employee shall be eligible to apply for Long Term Disability coverage. Employees will accrue full seniority for the first 90 days of Workers' Compensation leave regardless of whether they use PTO to supplement Workers' Compensation benefits.

(j) If an employee has no available leave hours, pay may be deducted for any hours short of 40 worked in a week. This policy is established pursuant to principles of public accountability.

(k) Employees have the option to cash-out up to 80 hours of PTO ~~once at the end of effective the last pay day in October of~~ each payroll calendar year. To be eligible to cash out PTO, an employee must submit an irrevocable election form in the calendar year preceding the cash-out specifying the number of hours that he/she irrevocably elects to cash out. This cash-out will be allowed as long as the employee maintains a balance of 80 hours in his/her bank. If the employee elects this option, the minimum number of hours that may be cashed-out is 8.

14.2 HOLIDAY LEAVE

(b) Floating Holiday

Employees shall be credited with twenty (20) hours of floating holiday leave on the first day of the first pay period in the payroll calendar year.

Effective the first full pay period following ratification by the SMA membership and City Council approval, additional pro-rated floating holiday leave will be provided based upon additional ten (10) hours per payroll calendar year.

Effective the first full payroll calendar year following ratification and City Council approval, floating holiday leave will be thirty (30) hours per payroll calendar year.

Newly hired employees shall be credited with a pro-rata share of floating holiday hours, based upon the proportion of the payroll calendar year remaining after their date of hire. Use of floating holiday leave shall be subject to approval in advance by the employee's supervisor.

Employees separating City employment shall have their allotment of floating holiday leave for that year pro-rated based upon their date of separation.

Any employee who has used less than his/her pro-rated allotment for the portion of the calendar year worked, shall have the balance paid to him/her on his/her final paycheck.

Any employee who has used more than his/her pro-rated allotment for the portion of the calendar year worked, shall have the overage offset against any available accrued leave, on his/her final paycheck. The employee may also authorize the deduction from his/her final compensation. If the employee's final paycheck is insufficient to repay the overage, the employee shall reimburse the City immediately.

Unused floating holiday leave at the end of the payroll calendar year ~~may will~~ be paid out in cash ~~or rolled over into PTO leave subject to maximum accrual limits specified in this Agreement. To be eligible to cash out floating holiday leave, an employee must submit an irrevocable election form in the calendar year preceding the cash-out specifying the number of hours that he/she irrevocably elects to cash out.~~

14.6 Administrative Leave

Administrative Leave of forty (40) hours per payroll calendar year is subject to Department Director's approval and to the additional provisions in the Administrative Policy.

Effective the first full pay period following ratification by the SMA membership and City Council approval, administrative leave will be fifty (50) hours per payroll calendar year.

15.3 Tuition Reimbursement

Employees are eligible for tuition reimbursement as provided in the City's Administrative Policy. Effective with fiscal year 2016/2017, the maximum amount an employee may receive is \$2,000 per employee per fiscal year.

No reduction of City services will result due to the tuition reimbursement program.

Article 19 PAY DATE

Pursuant to the City's Compensation Policy, payday is normally on the Thursday following the end of the pay period, but may deviate because of a holiday in the pay period or due to an emergency. It is understood that at such time that the payday is changed City-wide, such change shall be applied to the Association.

Article 20 HRIS/FINANCIAL SYSTEM

The City contemplates implementing a new HRIS / Financial System during the term of this MOU. Accordingly, the parties agree to re-open MOU terms, as necessary, in order to implement any new system. The City agrees that the re-opener negotiations will not result in any material diminution in compensation.

Exhibit A

Classifications Represented by the Sunnyvale Managers Association

<u>Job Code</u>	<u>Classification</u>
0305	Administrative Librarian
0309	Administrative Services Manager: Utility Billing
0217	Affordable Housing Manager
0206	Assistant City Engineer
0259	Assistant Director of Finance
0205	Assistant Director of Public Works/City Engineer
0367	Budget Analyst I

<u>Job Code</u>	<u>Classification</u>
0368	Budget Analyst II
0388	City Property Administrator
0369	Civilian Fire Marshal
0316	Communications Officer
0342	Community Resources Manager
0213	Community Services Manager
0260	Economic Development Manager
0301	Employment Training Manager
0326	Environmental Programs Manager
0361	Finance Manager: Accounting
0380	Fleet Manager
0327	Golf Operations Manager
0302	Head Golf Professional
0202	Housing Officer
0338	Internal Auditor
0390	Laboratory/Pretreatment Manager
0303	Library Circulation Manager
0274	Management Analyst: Employment Development
0276	Management Analyst: Public Safety
0209	Manager of Business Operations
0211	Manager of Job Seeker Services
0332	Manager, Applications Development
0324	Manager, Bureau of Technical Services-Public Safety
0331	Manager, Information Technology Services
0204	Neighborhood Preservation Manager
0329	Operations Manager: Facilities
0330	Parks Manager
0230	Planning Officer
0375	Program Quality and Operations Manager
0245	Public Safety Communications Manager
0246	Public Safety Records Manager
0362	Purchasing Officer
0218	Regulatory Programs Division Manager
0373	Senior Engineer
0374	Senior Environmental Engineer
0339	Senior Internal Auditor
0322	Senior Management Analyst
0275	Solid Waste Programs Division Manager
0353	Street Operations Manager
0210	Superintendent of Building Inspection
0212	Superintendent of Facilities Maintenance
0270	Superintendent of Public Works Operations

<u>Job Code</u>	<u>Classification</u>
0222	Superintendent of Parks and Golf
0216	Superintendent of Community Services
0223	Superintendent of Trees and Landscape
0310	Supervising Librarian
0290	Transportation and Traffic Manager
0363	Treasury Manager
0344	Urban Landscape Manager
0315	Utility Billing Manager
0352	Wastewater Operations Manager
0201	Water and Sewer Systems Division Manager
0351	Water Operations Manager
0295	Water Pollution Control Division Manager
0395	Water Pollution Control Maintenance and Manager
0396	Water Pollution Control Operations Manager
0284	Youth and Family Resources Manager