



Office of the City Manager

CONSENT CALENDAR

June 13, 2017

To: Honorable Mayor and Members of the City Council

From: Dee Williams-Ridley, City Manager

Submitted by: Sarah Reynoso, Director of Human Resources

Subject: Side Letter of Agreement – SEIU Local 1021 Maintenance and Clerical Chapters

RECOMMENDATION

Adopt two Resolutions:

- 1) Authorizing the City Manager to execute and implement a Side Letter of Agreement with Service Employees International Union Local 1021 Maintenance and Clerical Chapters to delay to December 31, 2017 the implementation of certain sub-sections in Section 11 (Salaries) and Section 43 (Public Employees' Retirement System) of the Memorandum Agreement regarding employee pension contribution; and
- 2) Approving a new Classification and Salary Resolution for Representation Units D (Manual Operations); Representation Unit J (Para-professional Employees – Police Department); and Representation Unit K-1 (Career Non-confidential Office and Clerical Employees); and Representation Unit K-2 (Supervisory Clerical Employees) that implement the Side Letter of Agreement and rescinding Resolution No., 67,185-N.S.

FISCAL IMPACTS OF RECOMMENDATION

None.

CURRENT SITUATION AND ITS EFFECTS

The Service Employees International Union, Local 1021 Maintenance and Clerical Chapters (SEIU Local 1021MC) Memorandum Agreement (MA), for the period covering July 5, 2015 through June 16, 2018, includes a provision that provides for the sharing of cost for retirement benefits by all employees, both Classic and New Members, as defined under the Public Employees' Pension Reform Act of 2013 (PEPRA). The MA staggers the implementation of the cost-share, with the first cost-share provision effective June 4, 2017 (Salary increase of 0.69% offset by CalPERS contribution of 1.0% toward the City's CalPERS employer share of pension through a 20516 CalPERS contract amendment). The second cost-share provision is effective as of December 31, 2017 (Salary increase of 4.89% offset by an additional 7.0% CalPERS contribution toward the City's CalPERS employer share of pension through a 20516 CalPERS contract amendment). In April 2017, after the Union raised questions related to the impact of the cost-share provisions contained in Section 11.1.9 and Section 43, the City

and the Union agreed to delay implementation of the June 4, 2017 cost-sharing provision to December 31, 2017. The Side Letter of Agreement (Exhibit A) codifies the delayed implementation of the June 4, 2017 cost-share provision. The result is that effective December 31, 2017, all employees, Classic and New Members, will contribute 8.0% toward the City's CalPERS employer share of pension through a 20516 CalPERS contract amendment in exchange for a salary increase of 5.58%.

#### BACKGROUND

On September 15, 2015, Council approved Resolution No. 67,184-N.S. authorizing the City Manager to execute a new MA for the period July 5, 2015 through June 16, 2018 with the SEIU Local 1021MC; and Resolution No. 67,185-N.S. approving a new Classification and Salary Resolution that implements the negotiated salary increases. One of the City's goals in negotiation was to have employees pay a share of the City's costs for CalPERS retirement benefits. The MA includes provisions that allowed employees to contribute towards the City's CalPERS employer share of pension through a 20516 CalPERS contract amendment. Employees would pay one percent (1.0%) effective June 4, 2017; and an additional seven percent (7.0%) effective December 31, 2017, for a total of eight percent (8%) of the City's CalPERS employer share of pension on an ongoing and permanent basis.

In early March 2017, the Union raised questions regarding the meaning and impact of Sections 11.1.9, 43.8.1 and 43.9.2 to their members. To allow the City and the Union time to meet in good faith and discuss the matter, the parties reached tentative agreement on a Side Letter of Agreement. The Side Letter of Agreement delays the employee cost-share (.69% salary increase, offset by the one percent (1.0%) of the City's CalPERS employer share of pension cost scheduled for June 4, 2017, delayed to December 31, 2017). As a result, effective December 31, 2017, employees will pick up eight percent (8.0%) of the City's CalPERS employer share of pension cost offset by a total of 5.58% salary increase. The employee pick up of the employer share of pension cost will be made through a 20516 CalPERS contract amendment which allows the employee to make the contribution on a pre-tax basis and deposited in the employees' CalPERS' employee (not the City's) account.

#### ENVIRONMENTAL SUSTAINABILITY

There are no identifiable environmental effects or opportunities associated with the subject of this report.

#### RATIONALE FOR RECOMMENDATION

The modifications set forth in this Side Letter of Agreement allow the parties to address questions and discuss the impact of the MA provisions.

ALTERNATIVE ACTIONS CONSIDERED

Implement the June 4, 2017 salary increase of 0.69% and in exchange for employees contributing 1.0% toward the City's CalPERS employer share of pension through a 20516 CalPERS amendment.

CONTACT PERSON

Sarah Reynoso, Director of Human Resources, 981-6807  
Margarita Zamora, Employee Relations Manager, 981-6821

Attachments:

1: Resolutions

- A. Side Letter of Agreement between the City of Berkeley and Service Employees International Union Local 1021 Maintenance and Clerical Chapters
- B. Approving a New Classification and Salary Resolution for Service Employees International Union Local 1021 Maintenance and Clerical Chapters and Rescinding Resolution No. 67,185-N.S.

RESOLUTION NO. ##,###-N.S.

SIDE LETTER OF AGREEMENT – SERVICE EMPLOYEES INTERNATIONAL UNION  
LOCAL 1021 MAINTENANCE AND CLERICAL CHAPTERS

WHEREAS, on September 15, 2015, the City Council adopted Resolution No. 67,184-N.S. and Resolution No. 67,185-N.S. that authorized the City Manager to execute and implement a three-year Memorandum Agreement with the Service Employees International Union Local 1021 Maintenance and Clerical Chapters that set forth the wages, hours and other terms and conditions of employment for employees represented by the Union; and

WHEREAS, in April 2017, the Union raised questions regarding the meaning and impact of Sections 11.1.9, 43.8.1, and 43.9.2 related to provisions that allow employees to contribute one percent (1.0%) towards the City's CalPERS employer share of pension through a 20516 CalPERS contract amendment in exchange for a 0.69% salary increase; and

WHEREAS, to allow the City and the Union time to meet in good faith and discuss the matter, the parties agreed to delay to December 31, 2017, the implementation of Section 11.1.9 and related provisions, Section 43.8.1 and 43.9.2; and

WHEREAS, representatives of the City and representative of SEIU Local 1021 Maintenance and Clerical Chapters have met and conferred in good faith and have reached a tentative agreement on a Side Letter of Agreement to the Memorandum Agreement attached hereto as Exhibit A and made a part hereof.

NOW THEREFORE, BE IT RESOLVED by the Council of the City of Berkeley that the City Manager is authorized to execute and implement the Side Letter of Agreement with Service Employees International Union Local 1021 Maintenance and Clerical Chapters to delay to December 31, 2017 the implementation of certain sub-sections in Section 11 (Salaries) and Section 43 (Public Employees' Retirement System) of the Memorandum Agreement regarding employee pension contribution, which is attached hereto and made a part of hereof.

BE IT FURTHER RESOLVED that a copy of the executed Side Letter of Agreement will be filed in the Office of the City Clerk.

Exhibit A: Side Letter of Agreement between the City of Berkeley and SEIU Local 1021 Maintenance and Clerical Chapters

**Side Letter of Agreement  
Between the  
City of Berkeley and SEIU Local 1021 Maintenance and Clerical Chapters**

The City of Berkeley and SEIU Local 1021 Maintenance and Clerical Chapters have met and conferred and reached an agreement on this Side Letter of Agreement to the Memorandum Agreement to modify Section 11 (Salaries) and Section 43 (Public Employees' Retirement System), to delay to December 31, 2017, the implementation of Section 11.1.9 and related provisions, Section 43.8.1 and 43.9.2 (.069% salary increase, offset by the one percent (1.0%) employee cost-share of the City's CalPERS employer share of pension cost scheduled for June 4, 2017).

This Side Letter of Agreement is intended to memorialize the agreement reached between the parties and is not intended to supersede any of the other terms and conditions of employment contained in the Memorandum Agreement between the City of Berkeley and SEIU Local 1021 Maintenance and Clerical Chapter.

The April 3, 2017 agreement between the parties stipulates the following:

"The parties mutually agree to delay to December 31, 2017 the implementation of certain sub-sections in Section 11 (Salaries) and Section 43 (Public Employees' Retirement System), specifically sub-sections 11.1.9, 43.8.1, and 43.9.2 of this July 5, 2015 to June 16, 2018 Memorandum Agreement between City of Berkeley and Service Employees International Union Local 1021 Maintenance and Clerical Chapters. The parties agree to meet in good faith and discuss the meaning and impact of Section 11.1.9, which provides:

*Effective June 4, 2017, the salary ranges for those classifications covered by this Agreement as listed in Exhibit E will receive a salary increase of 0.69% (and shown in Exhibit F) contingent upon each employee, both Classic and New Members as defined by PEPRA, paying one percent (1%) towards the employer share of pension through a 20516 CalPERS amendment that allows such contributions as pre-tax as set forth in Section 43.8.1 and 43.9.2. The parties agree that the pension contribution by employees and salary increase by the City under this section is cost neutral."*

The parties further agree that all such meetings shall conclude by August 1, 2017."

Based upon the agreement reached by the parties, the language in Section 11 (Salaries) and Section 43 (Public Employees' Retirement System) is modified to read as follows:

**SECTION 11: SALARIES**

**11.1 Salary Resolution**

- 11.1.9 Effective December 31, 2017, the salary ranges for those classifications covered by this Agreement as listed in Exhibit F will receive a salary increase of 0.69% (and shown in Exhibit G) contingent upon each employee, both Classic and New Members as defined by PEPRA, paying one percent (1%) towards the employer share of pension through a 20516 CalPERS amendment that allows such contributions as pre-tax as set forth in Section 43.8.1 and 43.9.2. The parties agree that the pension contribution by employees and salary increase by the City under this section is cost neutral.
- 11.1.10 Effective June 18, 2017, the salary ranges for those classifications covered by this agreement as listed in Exhibit E will receive a cost of living increase of one and one-half percent (1.5%) and shall be shown in Exhibit F.
- 11.1.11 Effective June 18, 2017, each step of the salary range shall be increased by an additional \$50.00 for the Accounting Office Specialist I; Accounting Office Specialist II; Accounting Office Specialist III; Accounting Technician; Accounting Office Specialist Supervisor; Customer Service Specialist III; and Customer Service Supervisor.
- 11.1.12 Effective December 31, 2017, the salary ranges for those classifications covered by this Agreement as listed in Exhibit G will receive a salary increase of 4.89% (and shown in Exhibit H) contingent upon each employee, both Classic and New Members as defined by PEPRA, paying an additional seven percent (7.0%) towards the employer share of pension through a 20516 CalPERS amendment that allows such contributions as pre-tax. The parties agree that the pension contribution by employees and salary increase by the City under this section is cost neutral.

.....

**SECTION 43: PUBLIC EMPLOYEES' RETIREMENT SYSTEM**

**43.8 Classic Members' Pension Contribution**

- 43.8.1 Effective December 31, 2017, employees will contribute one percent (1.0%) towards the City's CalPERS employer share of pension through a 20516 CalPERS amendment that allows such contributions via automatic payroll deduction on a pre-tax basis, in exchange for the City granting the salary increase set forth in Section 11, paragraph 11.1.9 of this Memorandum Agreement. Such employee deductions by the City shall be used towards the City's CalPERS required contributions.

- 43.8.2 Effective December 31, 2017, employees will contribute an additional seven percent (7.0%) towards the City's CalPERS employer share of pension through a 20516 CalPERS contract amendment that allows such contributions on a pre-tax basis, for a total of eight percent (8.0%) via automatic payroll deduction on a pre-tax basis, in exchange for the City granting the salary increase (total of 5.58%) set forth in Section 11, paragraph 11.1.12 of this Memorandum Agreement. Such employee deductions by the City shall be used towards the City's CalPERS required contributions. The parties recognize that the Employer Paid Member Contributions (EPMC) shall remain in effect as long as the CalPERS amendment stays in effect.
- 43.8.3 If legislation is enacted requiring employees under the CalPERS retirement system to pay all of the employee's share of retirement, thus eliminating the EPMC, the parties agree as soon as possible to convert the employee's contribution to the employer's share under this 20516 CalPERS contract amendment to the employee's share towards retirement and the City will continue to pay the wage increase as described in Section 11, paragraphs 11.1.9 and 11.1.12 (maximum of 5.58%) associated with this cost neutral provision.

#### **43.9 New Members' Pension Contributions**

- 43.9.1 New Members, as defined in the California Public Employees' Pension Reform Act of 2013 (PEPRA), shall continue to pay 50% of the Normal Cost required under PEPRA.
- 43.9.2 Effective December 31, 2017, in addition to the contribution in Section 43.9.1, New Members will contribute one percent (1.0%) towards the City's CalPERS employer share of pension through a 20516 CalPERS amendment that allows such contributions as pre-tax via automatic payroll deduction, in exchange for the City granting the salary increase (0.69%) set forth in Section 11, paragraph 11.1.9 of this Memorandum Agreement. Such employee deductions by the City shall be used towards the City's CalPERS required contributions.
- 43.9.3 Effective December 31, 2017, in addition to the contributions in Sections 43.9.1 and 43.9.2, New Members will contribute an additional seven percent (7.0%) towards the City's CalPERS employer share of pension through a 20516 CalPERS contract amendment that allows such contributions as pre-tax, for a total of eight percent (8.0%) via automatic payroll deduction, in exchange for the City granting the salary increase (4.89%, for a total of 5.58%) set forth in Section 11, paragraph 11.1.12 of this Memorandum Agreement. Such employee deductions by the City shall be used towards the City's CalPERS required contributions.

43.9.4 The parties recognize that the CalPERS 20516 employee contributions towards the employer rate is in addition to the required 50% of the normal cost of “new members” benefits and made in consideration of additional salary increases in Section 11 paragraphs 11.1.9 and 11.1.12 above (a total of 5.58% salary increase in exchange for employees paying an additional eight percent (8.0%) towards PERS pension cost).

43.9.5 If legislation is enacted and becomes effective during this agreement requiring “classic members” as defined by PEPRA to pay all of the employees’ share of retirement thus requiring the discontinuation of the 20516 employee contribution towards the employer rate as described in Section 43.8.3 above, the parties agree that as soon as possible the City shall convert the “new members” eight percent (8.0%) contribution under the 20516 contract amendment to an equivalent payroll deduction. Such employee deductions by the City shall be used towards the City’s CalPERS required contribution. No later than 60 days following execution of this Agreement, the City will request, from the IRS, a private letter ruling to determine whether or not the IRS permits the employee’s payroll deduction of eight percent (8.0%) to be treated on a pretax basis. The City shall make such deductions on a post-tax basis unless and until it receives an IRS private letter ruling that confirms that such deductions can be treated on a pretax basis. If the IRS private letter stipulates that such deductions need to be made on a post-tax basis for “new members”, the parties shall meet and confer over methods to ensure the cost-neutrality for both parties of the swap described in Section 11, paragraphs 11.1.9 and 11.1.12; and Sections 43.9.2 and 43.9.3 above.

\_\_\_\_\_  
Sandra Lewis  
For SEIU Local 1021 Clerical Chapter

\_\_\_\_\_  
Dee Williams-Ridley  
Interim City Manager

\_\_\_\_\_  
Danny Walker  
For SEIU Local 1021 Maintenance  
Chapter

\_\_\_\_\_  
Sarah Reynoso  
Director of Human Resources

\_\_\_\_\_  
Jose Martinez  
Business Representative  
SEIU Local 1021

\_\_\_\_\_  
Margarita Zamora  
Employee Relations Manager



RESOLUTION NO. ##,###-N.S.

APPROVING A NEW CLASSIFICATION AND SALARY RESOLUTION FOR SERVICE EMPLOYEES INTERNATIONAL UNION LOCAL 1021 MAINTENANCE AND CLERICAL CHAPTERS AND RESCINDING RESOLUTION NO. 67,185-N.S.

WHEREAS, the City Council has approved a new three-year Memorandum Agreement with Service Employees International Union Local 1021 Maintenance and Clerical Chapters which includes cost of living adjustments; and

WHEREAS, it is necessary for the City Council to adopt a new Classification and Salary Resolution to reflect the salary adjustments reflected the delay to December 31, 2017, the implementation of Section 11.1.9 and related provisions, Section 43.8.1 and 43.9.2 (0.69% salary increase, offset by the one percent (1.0%) employee cost-share of the City's CalPERS employer share of pension cost scheduled for June 4, 2017), in the Memorandum Agreement.

NOW THEREFORE, BE IT RESOLVED that the Council of the City of Berkeley adopts a new Classification and Salary Resolution for employees in Representation Units D (Manual Operations); Representation Unit J (Para-professional Employees – Police Department); and Representation Unit K-1 (Career Non-confidential Office and Clerical Employees); and Representation Unit K-2 (Supervisory Clerical Employees) that implement the Side Letter of Agreement and incorporate changes to the salary schedule as shown in Exhibit F (June 18, 2017); Exhibit G (December 31, 2017); and Exhibit H (December 31, 2017), attached hereto and made a part thereof.

BE IT FURTHER RESOLVED that Resolution No. 67,185-N.S. is hereby rescinded.

Exhibits

- F: Service Employees International Union Local 1021 Maintenance and Clerical Chapters Classification/Salary Resolution Period: June 18, 2017 through December 30, 2017
- G: Service Employees International Union Local 1021 Maintenance and Clerical Chapters Classification/Salary Resolution Period: December 31, 2017 through June 16, 2018
- H: Service Employees International Union Local 1021 Maintenance and Clerical Chapters Classification/Salary Resolution Period: December 31, 2017 through June 16, 2018

## EXHIBIT F

**Salary Ranges in Effect from June 18, 2017 through December 30, 2017  
(1.5% Cost of Living Adjustment)**

In addition to the COLA, each step of the following classifications received an additional \$50 as provided in Section 11.1.11: Accounting Office Specialist I; Accounting Office Specialist II; Accounting Office Specialist III; Accounting Technician; Accounting Office Supervisor; Customer Service Specialist III; and Customer Service Supervisor.

JOB CODE	REP UNIT	CLASSIFICATION TITLE	FLSA	STEP A	STEP B	STEP C	STEP D	STEP E
42390	K1	Accounting Office Specialist II	N	0	0	4784	4993	5209
42400	K1	Accounting Office Specialist III	N	0	0	5541	5785	6040
42430	K2	Accounting Office Specialist Supervisor	N	5591	5869	6155	6459	6733
31060	K1	Accounting Technician	N	5452	5718	6002	6295	6561
41070	K1	Administrative Assistant	N	5490	5768	6054	6358	6632
60050	D	Animal Control Officer	N	0	0	5185	5338	5495
66170	D	Animal Services Assistant	N	0	0	4572	4691	4827
90100	K2	Animal Services Operations Supervisor	N	5138	5354	5583	5818	6075
14490	K1	Aquatics Coordinator	N	5500	5713	5926	6165	6385
64250	K1	Aquatics Facilities Supervisor	N	4375	4592	4822	5064	5317
25860	K1	Assistant Aquatics Coordinator	N	4641	4839	5021	5196	5397
25850	K1	Assistant Recreation Coordinator	N	4641	4839	5021	5196	5397
51060	D	Building Maintenance Mechanic	N	0	0	6203	6403	6616
61060	D	Building Maintenance Mechanic Trainee	N	0	0	4964	5122	5294
51170	D	Building Maintenance Supervisor	E	0	0	6889	7106	7349
72330	J	Community Service Officer	N	5238	5448	5666	5879	6103
72320	J	Community Service Officer Supervisor	N	5872	6106	6351	6633	6932
53020	D	Concrete Finisher	N	0	0	6130	6309	6489
53030	D	Construction Equipment Operator	N	0	0	5741	5918	6111
63260	D	Container Maintenance Welder	N	0	0	5110	5267	5421
47150	K1	Customer Services Specialist II	N	0	0	4897	5155	5427
47060	K1	Customer Services Specialist III	N	0	0	5541	5785	6040
47070	K2	Customer Services Supervisor	N	5591	5869	6155	6459	6733
52020	D	Equipment Parts Technician	N	0	4916	5195	5443	5567
51130	D	Forestry Climber	N	0	0	5901	6084	6277
51120	D	Forestry Climber Supervisor	N	0	0	6864	7066	7270
67020	D	Forestry Climber Trainee	N	0	0	4553	4744	4936
51160	D	Forestry Technician	N	0	0	6864	7066	7270
67050	D	Groundskeeper	N	0	0	4572	4691	4827
66020	D	Janitor	N	0	0	4233	4340	4466
66010	D	Janitor Supervisor	N	0	0	4936	5111	5260
63110	D	Laborer	N	0	0	4786	4921	5078
54010	D	Landscape Equipment Operator	N	0	0	5788	5964	6138
67030	D	Landscape Gardener	N	0	0	5295	5442	5620
67080	D	Landscape Gardener Supervisor	N	0	0	6725	6925	7121
67040	D	Landscape Gardener Trainee	N	0	0	4466	4588	4716
44010	K1	Mail Services Aide	N	0	0	4328	4480	4648
71310	D	Marina Assistant MC	N	0	0	4950	5090	5249

## SIDE LETTER OF AGREEMENT

City of Berkeley

SEIU Local 1021 MC

JOB CODE	REP UNIT	CLASSIFICATION TITLE	FLSA	STEP A	STEP B	STEP C	STEP D	STEP E
52070	D	Mechanic	N	0	0	6504	6700	6895
52090	D	Mechanic Lead	N	0	0	6958	7168	7380
52080	D	Mechanic Supervisor	N	0	0	7443	7662	7897
63090	D	Mechanical Sweeper Operator	N	0	0	5677	5847	6008
47040	K1	Office Specialist I	N	0	0	4067	4252	4438
47030	K1	Office Specialist II	N	0	0	4683	4892	5108
47050	K1	Office Specialist III	N	0	0	5440	5684	5939
47080	K2	Office Specialist Supervisor	N	5490	5768	6054	6358	6632
71240	D	Parking Enforcement Officer	N	0	0	5045	5190	5338
71030	D	Parking Enforcement Supervisor	N	0	5507	5783	6073	6376
65020	D	Parking Meter Maintenance and Collection Supervisor	N	5837	6130	6437	6635	6848
65050	D	Parking Meter Maintenance Worker	N	0	0	4620	4747	4900
52110	D	Parking Meter Mechanic	N	0	0	5207	5370	5544
52050	D	Parking Meter Mechanic Trainee	N	0	0	4620	4747	4900
72240	J	Public Safety Dispatcher I	N	0	0	4833	5070	5284
72230	J	Public Safety Dispatcher II	N	0	0	6705	6985	7277
51280	D	Public Works Supervisor	N	0	0	6781	7007	7254
44020	K1	Records Assistant	N	0	4916	5195	5443	5567
14480	K1	Recreation Coordinator	N	5500	5713	5926	6165	6385
65780	D	Registered Veterinary Technician	N	0	0	4622	4866	5123
51140	D	Rosarian	N	0	0	5517	5688	5864
90110	D	Senior Animal Control Officer	N	0	0	5700	5873	6042
72020	J	Senior Crime Scene Technician	N	0	0	6556	6811	7076
51150	D	Senior Forestry Climber	N	0	0	6194	6390	6588
67100	D	Senior Groundskeeper	N	0	0	4992	5136	5304
67010	D	Senior Landscape Gardener	N	0	0	5646	5816	6003
71320	D	Senior Marina Assistant	N	0	0	5038	5185	5351
51460	D	Senior Weatherization Worker	N	0	0	5203	5368	5542
52120	D	Service Technician	N	0	0	5461	5626	5794
51110	D	Sewer Maintenance Assistant Supervisor	N	0	0	6376	6585	6803
63130	D	Skilled Laborer	N	0	0	5078	5234	5398
65170	D	Solid Waste Loader Operator	N	4757	5108	5364	5633	5913
65270	D	Solid Waste Truck Driver	N	0	0	5808	6044	6211
65130	D	Solid Waste Worker	N	0	0	4885	5106	5255
72220	J	Supervising Public Safety Dispatcher	N	0	0	7693	8012	8346
63010	D	Tool Lending Specialist	N	0	0	5210	5461	5717
65140	D	Tractor Trailer Driver	N	5364	5633	5913	6211	6519
51070	D	Traffic Maintenance Supervisor	N	0	0	6437	6635	6849
63070	D	Traffic Maintenance Worker I	N	0	0	4781	4917	5073
63080	D	Traffic Maintenance Worker II	N	0	5073	5229	5394	5548
52160	D	Warehouse Operations Specialist	N	0	5644	5925	6205	6483
63290	D	Weatherization Worker	N	0	0	4620	4747	4900
65150	D	Weighmaster	N	0	5000	5289	5541	5667
65160	D	Weighmaster Trainee	N	0	0	4881	5102	5251
52060	D	Welder Mechanic	N	0	0	6587	6787	6988
63250	D	Yardmaster	N	0	0	5405	5576	5741



## EXHIBIT G

**Salary Ranges as of December 31, 2017  
(0.69% Salary Increase)**

JOB CODE	REP UNIT	CLASSIFICATION TITLE	FLSA	STEP A	STEP B	STEP C	STEP D	STEP E
42390	K1	Accounting Office Specialist II	N	0	0	4817	5027	5245
42400	K1	Accounting Office Specialist III	N	0	0	5579	5825	6082
42430	K2	Accounting Office Specialist Supervisor	N	5630	5909	6197	6504	6779
31060	K1	Accounting Technician	N	5490	5757	6043	6338	6606
41070	K1	Administrative Assistant	N	5528	5808	6096	6402	6678
60050	D	Animal Control Officer	N	0	0	5221	5375	5533
66170	D	Animal Services Assistant	N	0	0	4604	4723	4860
90100	K2	Animal Services Operations Supervisor	N	5173	5391	5622	5858	6117
14490	K1	Aquatics Coordinator	N	5538	5752	5967	6208	6429
64250	K1	Aquatics Facilities Supervisor	N	4405	4624	4855	5099	5354
25860	K1	Assistant Aquatics Coordinator	N	4673	4872	5056	5232	5434
25850	K1	Assistant Recreation Coordinator	N	4673	4872	5056	5232	5434
51060	D	Building Maintenance Mechanic	N	0	0	6246	6447	6662
61060	D	Building Maintenance Mechanic Trainee	N	0	0	4998	5157	5331
51170	D	Building Maintenance Supervisor	E	0	0	6937	7155	7400
72330	J	Community Service Officer	N	5274	5486	5705	5920	6145
72320	J	Community Service Officer Supervisor	N	5913	6148	6395	6679	6980
53020	D	Concrete Finisher	N	0	0	6172	6353	6534
53030	D	Construction Equipment Operator	N	0	0	5781	5959	6153
63260	D	Container Maintenance Welder	N	0	0	5145	5303	5458
47150	K1	Customer Services Specialist II	N	0	0	4931	5191	5464
47060	K1	Customer Services Specialist III	N	0	0	5579	5825	6082
47070	K2	Customer Services Supervisor	N	5630	5909	6197	6504	6779
52020	D	Equipment Parts Technician	N	0	4950	5231	5481	5605
51130	D	Forestry Climber	N	0	0	5942	6126	6320
51120	D	Forestry Climber Supervisor	N	0	0	6911	7115	7320
67020	D	Forestry Climber Trainee	N	0	0	4584	4777	4970
51160	D	Forestry Technician	N	0	0	6911	7115	7320
67050	D	Groundskeeper	N	0	0	4604	4723	4860
66020	D	Janitor	N	0	0	4262	4370	4497
66010	D	Janitor Supervisor	N	0	0	4970	5146	5296
63110	D	Laborer	N	0	0	4819	4955	5113
54010	D	Landscape Equipment Operator	N	0	0	5828	6005	6180
67030	D	Landscape Gardener	N	0	0	5332	5480	5659
67080	D	Landscape Gardener Supervisor	N	0	0	6771	6973	7170
67040	D	Landscape Gardener Trainee	N	0	0	4497	4620	4749
44010	K1	Mail Services Aide	N	0	0	4358	4511	4680
71310	D	Marina Assistant MC	N	0	0	4984	5125	5285
52070	D	Mechanic	N	0	0	6549	6746	6943
52090	D	Mechanic Lead	N	0	0	7006	7217	7431
52080	D	Mechanic Supervisor	N	0	0	7494	7715	7951
63090	D	Mechanical Sweeper Operator	N	0	0	5716	5887	6049
47040	K1	Office Specialist I	N	0	0	4095	4281	4469

## SIDE LETTER OF AGREEMENT

City of Berkeley

SEIU Local 1021 MC

JOB CODE	REP UNIT	CLASSIFICATION TITLE	FLSA	STEP A	STEP B	STEP C	STEP D	STEP E
47030	K1	Office Specialist II	N	0	0	4715	4926	5143
47050	K1	Office Specialist III	N	0	0	5478	5723	5980
47080	K2	Office Specialist Supervisor	N	5528	5808	6096	6402	6678
71240	D	Parking Enforcement Officer	N	0	0	5080	5226	5375
71030	D	Parking Enforcement Supervisor	N	0	5545	5823	6115	6420
65020	D	Parking Meter Maintenance and Collection Supervisor	N	5877	6172	6481	6681	6895
65050	D	Parking Meter Maintenance Worker	N	0	0	4652	4780	4934
52110	D	Parking Meter Mechanic	N	0	0	5243	5407	5582
52050	D	Parking Meter Mechanic Trainee	N	0	0	4652	4780	4934
72240	J	Public Safety Dispatcher I	N	0	0	4866	5105	5320
72230	J	Public Safety Dispatcher II	N	0	0	6751	7033	7327
51280	D	Public Works Supervisor	N	0	0	6828	7055	7304
44020	K1	Records Assistant	N	0	4950	5231	5481	5605
14480	K1	Recreation Coordinator	N	5538	5752	5967	6208	6429
65780	D	Registered Veterinary Technician	N	0	0	4654	4900	5158
51140	D	Rosarian	N	0	0	5555	5727	5904
90110	D	Senior Animal Control Officer	N	0	0	5739	5914	6084
72020	J	Senior Crime Scene Technician	N	0	0	6601	6858	7125
51150	D	Senior Forestry Climber	N	0	0	6237	6434	6633
67100	D	Senior Groundskeeper	N	0	0	5026	5171	5341
67010	D	Senior Landscape Gardener	N	0	0	5685	5856	6044
71320	D	Senior Marina Assistant	N	0	0	5073	5221	5388
51460	D	Senior Weatherization Worker	N	0	0	5239	5405	5580
52120	D	Service Technician	N	0	0	5499	5665	5834
51110	D	Sewer Maintenance Assistant Supervisor	N	0	0	6420	6630	6850
63130	D	Skilled Laborer	N	0	0	5113	5270	5435
65170	D	Solid Waste Loader Operator	N	4790	5143	5401	5672	5954
65270	D	Solid Waste Truck Driver	N	0	0	5848	6086	6254
65130	D	Solid Waste Worker	N	0	0	4919	5141	5291
72220	J	Supervising Public Safety Dispatcher	N	0	0	7746	8067	8404
63010	D	Tool Lending Specialist	N	0	0	5246	5499	5756
65140	D	Tractor Trailer Driver	N	5401	5672	5954	6254	6564
51070	D	Traffic Maintenance Supervisor	N	0	0	6481	6681	6896
63070	D	Traffic Maintenance Worker I	N	0	0	4814	4951	5108
63080	D	Traffic Maintenance Worker II	N	0	5108	5265	5431	5586
52160	D	Warehouse Operations Specialist	N	0	5683	5966	6248	6528
63290	D	Weatherization Worker	N	0	0	4652	4780	4934
65150	D	Weighmaster	N	0	5035	5325	5579	5706
65160	D	Weighmaster Trainee	N	0	0	4915	5137	5287
52060	D	Welder Mechanic	N	0	0	6632	6834	7036
63250	D	Yardmaster	N	0	0	5442	5614	5781

## EXHIBIT H

**Salary Ranges as of December 31, 2017  
(4.89% Salary Increase)**

JOB CODE	REP UNIT	CLASSIFICATION TITLE	FLSA	STEP A	STEP B	STEP C	STEP D	STEP E
42390	K1	Accounting Office Specialist II	N	0	0	5053	5273	5501
42400	K1	Accounting Office Specialist III	N	0	0	5852	6110	6379
42430	K2	Accounting Office Specialist Supervisor	N	5905	6198	6500	6822	7110
31060	K1	Accounting Technician	N	5758	6039	6339	6648	6929
41070	K1	Administrative Assistant	N	5798	6092	6394	6715	7005
60050	D	Animal Control Officer	N	0	0	5476	5638	5804
66170	D	Animal Services Assistant	N	0	0	4829	4954	5098
90100	K2	Animal Services Operations Supervisor	N	5426	5655	5897	6144	6416
14490	K1	Aquatics Coordinator	N	5809	6033	6259	6512	6743
64250	K1	Aquatics Facilities Supervisor	N	4620	4850	5092	5348	5616
25860	K1	Assistant Aquatics Coordinator	N	4902	5110	5303	5488	5700
25850	K1	Assistant Recreation Coordinator	N	4902	5110	5303	5488	5700
51060	D	Building Maintenance Mechanic	N	0	0	6551	6762	6988
61060	D	Building Maintenance Mechanic Trainee	N	0	0	5242	5409	5592
51170	D	Building Maintenance Supervisor	E	0	0	7276	7505	7762
72330	J	Community Service Officer	N	5532	5754	5984	6209	6445
72320	J	Community Service Officer Supervisor	N	6202	6449	6708	7006	7321
53020	D	Concrete Finisher	N	0	0	6474	6664	6854
53030	D	Construction Equipment Operator	N	0	0	6064	6250	6454
63260	D	Container Maintenance Welder	N	0	0	5397	5562	5725
47150	K1	Customer Services Specialist II	N	0	0	5172	5445	5731
47060	K1	Customer Services Specialist III	N	0	0	5852	6110	6379
47070	K2	Customer Services Supervisor	N	5905	6198	6500	6822	7110
52020	D	Equipment Parts Technician	N	0	5192	5487	5749	5879
51130	D	Forestry Climber	N	0	0	6233	6426	6629
51120	D	Forestry Climber Supervisor	N	0	0	7249	7463	7678
67020	D	Forestry Climber Trainee	N	0	0	4808	5011	5213
51160	D	Forestry Technician	N	0	0	7249	7463	7678
67050	D	Groundskeeper	N	0	0	4829	4954	5098
66020	D	Janitor	N	0	0	4470	4584	4717
66010	D	Janitor Supervisor	N	0	0	5213	5398	5555
63110	D	Laborer	N	0	0	5055	5197	5363
54010	D	Landscape Equipment Operator	N	0	0	6113	6299	6482
67030	D	Landscape Gardener	N	0	0	5593	5748	5936
67080	D	Landscape Gardener Supervisor	N	0	0	7102	7314	7521
67040	D	Landscape Gardener Trainee	N	0	0	4717	4846	4981
44010	K1	Mail Services Aide	N	0	0	4571	4732	4909
71310	D	Marina Assistant MC	N	0	0	5228	5376	5543
52070	D	Mechanic	N	0	0	6869	7076	7283
52090	D	Mechanic Lead	N	0	0	7349	7570	7794
52080	D	Mechanic Supervisor	N	0	0	7860	8092	8340
63090	D	Mechanical Sweeper Operator	N	0	0	5996	6175	6345
47040	K1	Office Specialist I	N	0	0	4295	4490	4688



## SIDE LETTER OF AGREEMENT

City of Berkeley

SEIU Local 1021 MC

JOB CODE	REP UNIT	CLASSIFICATION TITLE	FLSA	STEP A	STEP B	STEP C	STEP D	STEP E
47030	K1	Office Specialist II	N	0	0	4946	5167	5394
47050	K1	Office Specialist III	N	0	0	5746	6003	6272
47080	K2	Office Specialist Supervisor	N	5798	6092	6394	6715	7005
71240	D	Parking Enforcement Officer	N	0	0	5328	5482	5638
71030	D	Parking Enforcement Supervisor	N	0	5816	6108	6414	6734
65020	D	Parking Meter Maintenance and Collection Supervisor	N	6164	6474	6798	7008	7232
65050	D	Parking Meter Maintenance Worker	N	0	0	4879	5014	5175
52110	D	Parking Meter Mechanic	N	0	0	5499	5671	5855
52050	D	Parking Meter Mechanic Trainee	N	0	0	4879	5014	5175
72240	J	Public Safety Dispatcher I	N	0	0	5104	5355	5580
72230	J	Public Safety Dispatcher II	N	0	0	7081	7377	7685
51280	D	Public Works Supervisor	N	0	0	7162	7400	7661
44020	K1	Records Assistant	N	0	5192	5487	5749	5879
14480	K1	Recreation Coordinator	N	5809	6033	6259	6512	6743
65780	D	Registered Veterinary Technician	N	0	0	4882	5140	5410
51140	D	Rosarian	N	0	0	5827	6007	6193
90110	D	Senior Animal Control Officer	N	0	0	6020	6203	6382
72020	J	Senior Crime Scene Technician	N	0	0	6924	7193	7473
51150	D	Senior Forestry Climber	N	0	0	6542	6749	6957
67100	D	Senior Groundskeeper	N	0	0	5272	5424	5602
67010	D	Senior Landscape Gardener	N	0	0	5963	6142	6340
71320	D	Senior Marina Assistant	N	0	0	5321	5476	5651
51460	D	Senior Weatherization Worker	N	0	0	5495	5669	5853
52120	D	Service Technician	N	0	0	5768	5942	6119
51110	D	Sewer Maintenance Assistant Supervisor	N	0	0	6734	6954	7185
63130	D	Skilled Laborer	N	0	0	5363	5528	5701
65170	D	Solid Waste Loader Operator	N	5024	5394	5665	5949	6245
65270	D	Solid Waste Truck Driver	N	0	0	6134	6384	6560
65130	D	Solid Waste Worker	N	0	0	5160	5392	5550
72220	J	Supervising Public Safety Dispatcher	N	0	0	8125	8461	8815
63010	D	Tool Lending Specialist	N	0	0	5503	5768	6037
65140	D	Tractor Trailer Driver	N	5665	5949	6245	6560	6885
51070	D	Traffic Maintenance Supervisor	N	0	0	6798	7008	7233
63070	D	Traffic Maintenance Worker I	N	0	0	5049	5193	5358
63080	D	Traffic Maintenance Worker II	N	0	5358	5522	5697	5859
52160	D	Warehouse Operations Specialist	N	0	5961	6258	6554	6847
63290	D	Weatherization Worker	N	0	0	4879	5014	5175
65150	D	Weighmaster	N	0	5281	5585	5852	5985
65160	D	Weighmaster Trainee	N	0	0	5155	5388	5546
52060	D	Welder Mechanic	N	0	0	6956	7168	7380
63250	D	Yardmaster	N	0	0	5708	5889	6064