

**RESOLUTION 2012-28**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF BRISBANE  
CONCERNING WAGES, HOURS AND WORKING CONDITIONS  
FOR THE GENERAL EMPLOYEES ASSOCIATION  
EFFECTIVE OCTOBER 1, 2012**

**WHEREAS**, on April 9, 2001, the City Council approved Resolution 2001-20 concerning the Memorandum of Understanding between the City of Brisbane and the General Employees Association; and

**WHEREAS**, on July 12, 2006, the City Council approved Resolution 2006-37 amending the Memorandum of Understanding between the City of Brisbane and the General Employees Association; and

**WHEREAS**, the City of Brisbane and the General Employees Association have since met and conferred in accordance with the requirements of the Meyers-Millias-Brown Act; and

**WHEREAS**, the City of Brisbane and the General Employees Association have reached an agreement regarding revising current wages, hours and working conditions;

**NOW, THEREFORE, BE IT RESOLVED**, by the City Council of the City of Brisbane as follows

1. The letter of understanding dated September 26, 2012 as set forth in Exhibit A is ratified and approved in all respects.
2. The City Manager is hereby authorized and directed to execute such letter of understanding, effective October 1, 2012.

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CLIFF LENTZ  
Mayor

I hereby certify that the foregoing Resolution No. 2012-28 was duly and regularly adopted at a regular meeting of the Brisbane City Council on October 1, 2012, by the following vote:

AYES:

NOES:  
ABSENT:

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SHERI MARIE SPEDIACCI  
City Clerk



## CITY OF BRISBANE

50 Park Place  
Brisbane, California 94005-1310  
(415) 508-2100  
Fax (415) 467-4989

## EXHIBIT A

**General Employees Association  
City of Brisbane  
50 Park Place  
Brisbane, CA 94005**

The City of Brisbane and the General Employees Association hereby agree to extend the term of the Memorandum of Understanding ("MOU") that expired June 30, 2011 to December 31, 2013. In recognition of AB 340 and the Affordable Care Act, the parties further agree to commence meet and confer over a successor MOU on or about March 1, 2013.

This side letter also will confirm the following items regarding the MOU for the time periods set forth below.

1. The salaries for the classifications in the bargaining unit covered by the Memorandum of Understanding will be reduced by one percent for the time period of January 1, 2013 to and expiring December 31, 2013.
2. The City's contribution toward the Flexible Compensation Plan for the time period of January 1, 2013 to and expiring December 31, 2013 will be set at the following amounts.

No Plan	\$487.39
Single party	\$596.10
Two party	\$1,307.20
Family	\$1,733.86

The City shall contribute \$115.00 per month for the medical insurance premiums for active and retired employees. Health benefits will be offered through the PERS Health Benefits program.

3. For the time period of January 1, 2013 through December 31, 2013 Acting Pay will be administered as follows.

**Acting Pay** - Employees of this unit are eligible to be assigned to perform the duties of a higher classification. Assignment to this higher classification is at the discretion of the department head and shall be for a term of at least one-week. The assignment is considered to be temporary in nature and shall not exceed one year. An employee assigned to perform the duties of a higher classification shall be entitled to receive 10.0% above his/her current base salary for the first thirty (30) days of such assignment and 15.0% above his/her current base salary for the duration of the assignment.

4. For the time period of January 1, 2013 through December 31, 2013 each employee will receive two paid days that the employee may with the concurrence of the employee's supervisor schedule off work during the time period of January 1, 2013 through December 31, 2013. These two days may not be carried over past December 31, 2013.


If the foregoing is in accordance with your understanding, please so indicate by signing below.

**GENERAL EMPLOYEES ASSOCIATION**

Dated 09/26/12

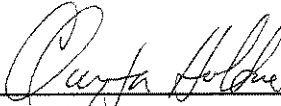
By   
Gregory Morris

By   
Jeanette Maldonado

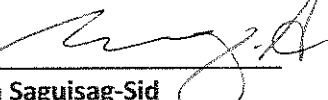
By   
Dolan Shoblo

By   
Dustin Cohn

**CITY OF BRISBANE**

By   
Clayton Holstine  
City Manager

By   
Stuart Schillinger  
Administrative Services Director

By   
Maria Saguisag-Sid  
Senior Management Analyst

<u>Job Title</u>		<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>
Accounting Assistant I	Monthly	3,424.74	3,595.98	3,775.78	3,964.57	4,162.80
	Bi-weekly	1,580.65	1,659.68	1,742.67	1,829.80	1,921.29
	Hourly	19.76	20.75	21.78	22.87	24.02
Accounting Assistant II	Monthly	3,769.20	3,957.66	4,155.54	4,363.32	4,581.49
	Bi-weekly	1,739.63	1,826.61	1,917.94	2,013.84	2,114.53
	Hourly	21.75	22.83	23.97	25.17	26.43
Administrative Assistant	Monthly	4,529.32	4,755.79	4,993.58	5,243.26	5,505.42
	Bi-weekly	2,090.46	2,194.98	2,304.73	2,419.97	2,540.96
	Hourly	26.13	27.44	28.81	30.25	31.76
Assistant Engineer I	Monthly	5,273.74	5,537.43	5,814.30	6,105.02	6,410.27
	Bi-weekly	2,434.03	2,555.74	2,683.52	2,817.70	2,958.59
	Hourly	30.43	31.95	33.54	35.22	36.98
Assistant Engineer II	Monthly	5,800.38	6,090.40	6,394.92	6,714.67	7,050.40
	Bi-weekly	2,677.10	2,810.95	2,951.50	3,099.08	3,254.03
	Hourly	33.46	35.14	36.89	38.74	40.68
Associate Planner	Monthly	6,104.01	6,409.21	6,729.67	7,066.15	7,419.46
	Bi-weekly	2,817.24	2,958.10	3,106.00	3,261.30	3,424.37
	Hourly	35.22	36.98	38.83	40.77	42.80
Community Development Technician	Monthly	4,620.41	4,851.43	5,094.00	5,348.70	5,616.14
	Bi-weekly	2,132.50	2,239.12	2,351.08	2,468.63	2,592.06
	Hourly	26.66	27.99	29.39	30.86	32.40
Community Service Officer	Monthly	3,781.76	3,970.85	4,169.39	4,377.86	4,596.75
	Bi-weekly	1,745.43	1,832.70	1,924.33	2,020.55	2,121.58
	Hourly	21.82	22.91	24.05	25.26	26.52
Executive Administrative Assistant	Monthly	4,693.70	4,928.39	5,174.81	5,433.55	5,705.23
	Bi-weekly	2,166.32	2,274.64	2,388.37	2,507.79	2,633.18
	Hourly	27.08	28.43	29.85	31.35	32.91
Head Lifeguard	Monthly	2,740.00	2,877.00	3,020.85	3,171.89	3,330.48
	Bi-weekly	1,264.62	1,327.85	1,394.24	1,463.95	1,537.14
	Hourly	15.81	16.60	17.43	18.30	19.21
Marina Maintenance Worker I	Monthly	3,961.85	4,159.94	4,367.94	4,586.34	4,816.00
	Bi-weekly	1,828.55	1,919.97	2,015.97	2,116.77	2,222.77
	Hourly	22.86	24.00	25.20	26.46	27.78
Marina Maintenance Worker II	Monthly	4,357.61	4,575.49	4,804.26	5,044.47	5,296.69
	Bi-weekly	2,011.20	2,111.76	2,217.35	2,328.22	2,444.63
	Hourly	25.14	26.40	27.72	29.10	30.56

<u>Job Title</u>		<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>
Office Assistant	Monthly	3,626.81	3,808.15	3,998.56	4,198.49	4,408.41
	Bi-weekly	1,673.91	1,757.61	1,845.49	1,937.76	2,034.65
	Hourly	20.92	21.97	23.07	24.22	25.43
Office Specialist	Monthly	4,257.10	4,469.96	4,693.46	4,928.13	5,174.54
	Bi-weekly	1,964.82	2,063.06	2,166.21	2,274.52	2,388.25
	Hourly	24.56	25.79	27.08	28.43	29.85
Parks/Facilities Maintenance Maintenance Worker I	Monthly	3,961.85	4,159.94	4,367.94	4,586.34	4,815.66
	Bi-weekly	1,828.55	1,919.97	2,015.97	2,116.77	2,222.61
	Hourly	22.86	24.00	25.20	26.46	27.78
Parks/Facilities Maintenance Maintenance Worker II	Monthly	4,357.61	4,575.49	4,804.26	5,044.47	5,296.69
	Bi-weekly	2,011.20	2,111.76	2,217.35	2,328.22	2,444.63
	Hourly	25.14	26.40	27.72	29.10	30.56
Public Works Inspector	Monthly	6,502.92	6,828.07	7,169.47	7,527.94	7,904.34
	Bi-weekly	3,001.35	3,151.42	3,308.99	3,474.43	3,648.16
	Hourly	37.52	39.39	41.36	43.43	45.60
Public Works Lead Maintenance Worker	Monthly	5,229.77	5,491.26	5,765.82	6,054.11	6,356.82
	Bi-weekly	2,413.74	2,534.43	2,661.15	2,794.20	2,933.92
	Hourly	30.17	31.68	33.26	34.93	36.67
Public Works Maintenance Worker I	Monthly	3,961.85	4,159.94	4,367.94	4,586.34	4,815.66
	Bi-weekly	1,828.55	1,919.97	2,015.97	2,116.77	2,222.61
	Hourly	22.86	24.00	25.20	26.46	27.78
Public Works Maintenance Worker II	Monthly	4,357.61	4,575.49	4,804.26	5,044.47	5,296.69
	Bi-weekly	2,011.20	2,111.76	2,217.35	2,328.22	2,444.63
	Hourly	25.14	26.40	27.72	29.10	30.56
Receptionist	Monthly	3,626.81	3,808.15	3,998.56	4,198.49	4,408.41
	Bi-weekly	1,673.91	1,757.61	1,845.49	1,937.76	2,034.65
	Hourly	20.92	21.97	23.07	24.22	25.43
Recreation Program Coordinator	Monthly	3,784.91	3,974.16	4,172.87	4,381.51	4,600.59
	Bi-weekly	1,746.88	1,834.23	1,925.94	2,022.24	2,123.35
	Hourly	21.84	22.93	24.07	25.28	26.54
Senior Accounting Assistant	Monthly	4,269.67	4,483.15	4,707.31	4,942.68	5,189.81
	Bi-weekly	1,970.62	2,069.15	2,172.60	2,281.24	2,395.30
	Hourly	24.63	25.86	27.16	28.52	29.94

Effective Date: 01/01/2013

1.0% Decrease

CITY OF BRISBANE  
General Employees Unit

Appendix A  
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<u>Job Title</u>		<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>
Accounting Assistant I	Monthly	3,390.83	3,560.38	3,738.40	3,925.32	4,121.58
	Bi-weekly	1,565.00	1,643.25	1,725.42	1,811.68	1,902.27
	Hourly	19.56	20.54	21.56	22.64	23.78
Accounting Assistant II	Monthly	3,731.88	3,918.48	4,114.40	4,320.12	4,536.13
	Bi-weekly	1,722.41	1,808.52	1,898.95	1,993.90	2,093.59
	Hourly	21.53	22.60	23.73	24.92	26.17
Administrative Assistant	Monthly	4,484.48	4,708.70	4,944.14	5,191.35	5,450.91
	Bi-weekly	2,069.76	2,173.25	2,281.91	2,396.01	2,515.80
	Hourly	25.87	27.17	28.52	29.95	31.45
Assistant Engineer I	Monthly	5,221.52	5,482.60	5,756.73	6,044.57	6,346.80
	Bi-weekly	2,409.93	2,530.44	2,656.95	2,789.80	2,929.30
	Hourly	30.13	31.63	33.21	34.87	36.61
Assistant Engineer II	Monthly	5,742.95	6,030.10	6,331.60	6,648.19	6,980.59
	Bi-weekly	2,650.59	2,783.12	2,922.28	3,068.40	3,221.81
	Hourly	33.13	34.79	36.52	38.36	40.28
Associate Planner	Monthly	6,043.57	6,345.75	6,663.04	6,996.19	7,346.00
	Bi-weekly	2,789.35	2,928.81	3,075.25	3,229.01	3,390.47
	Hourly	34.87	36.61	38.45	40.37	42.38
Community Development Technician	Monthly	4,574.66	4,803.40	5,043.56	5,295.74	5,560.53
	Bi-weekly	2,111.39	2,216.95	2,327.80	2,444.19	2,566.40
	Hourly	26.40	27.71	29.10	30.55	32.08
Community Service Officer	Monthly	3,744.32	3,931.53	4,128.11	4,334.51	4,551.24
	Bi-weekly	1,728.15	1,814.55	1,905.28	2,000.54	2,100.57
	Hourly	21.60	22.68	23.81	25.01	26.26
Executive Administrative Assistant	Monthly	4,647.23	4,879.59	5,123.57	5,379.75	5,648.74
	Bi-weekly	2,144.87	2,252.12	2,364.72	2,482.96	2,607.11
	Hourly	26.81	28.15	29.55	31.04	32.58
Head Lifeguard	Monthly	2,712.87	2,848.51	2,990.94	3,140.49	3,297.50
	Bi-weekly	1,252.10	1,314.70	1,380.44	1,449.46	1,521.92
	Hourly	15.65	16.44	17.26	18.12	19.02
Marina Maintenance Worker I	Monthly	3,922.62	4,118.75	4,324.69	4,540.93	4,768.32
	Bi-weekly	1,810.45	1,900.96	1,996.01	2,095.81	2,200.76
	Hourly	22.63	23.76	24.95	26.20	27.50
Marina Maintenance Worker II	Monthly	4,314.47	4,530.19	4,756.69	4,994.52	5,244.25
	Bi-weekly	1,991.29	2,090.85	2,195.40	2,305.17	2,420.43
	Hourly	24.89	26.14	27.45	28.81	30.26

Effective Date: 01/01/2013

1.0% Decrease

CITY OF BRISBANE  
General Employees Unit

Appendix A  
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<u>Job Title</u>		<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>
Office Assistant	Monthly	3,590.90	3,770.45	3,958.97	4,156.92	4,364.76
	Bi-weekly	1,657.34	1,740.21	1,827.22	1,918.57	2,014.50
	Hourly	20.71	21.75	22.84	23.98	25.18
Office Specialist	Monthly	4,214.95	4,425.70	4,646.99	4,879.34	5,123.31
	Bi-weekly	1,945.37	2,042.63	2,144.76	2,252.00	2,364.60
	Hourly	24.32	25.53	26.81	28.15	29.55
Parks/Facilities Maintenance Maintenance Worker I	Monthly	3,922.62	4,118.75	4,324.69	4,540.93	4,767.98
	Bi-weekly	1,810.45	1,900.96	1,996.01	2,095.81	2,200.60
	Hourly	22.63	23.76	24.95	26.20	27.50
Parks/Facilities Maintenance Maintenance Worker II	Monthly	4,314.47	4,530.19	4,756.69	4,994.52	5,244.25
	Bi-weekly	1,991.29	2,090.85	2,195.40	2,305.17	2,420.43
	Hourly	24.89	26.14	27.45	28.81	30.26
Public Works Inspector	Monthly	6,438.53	6,760.47	7,098.49	7,453.41	7,826.08
	Bi-weekly	2,971.63	3,120.22	3,276.23	3,440.03	3,612.04
	Hourly	37.15	39.00	40.95	43.00	45.15
Public Works Lead Maintenance Worker	Monthly	5,177.99	5,436.89	5,708.73	5,994.17	6,293.88
	Bi-weekly	2,389.84	2,509.34	2,634.80	2,766.53	2,904.87
	Hourly	29.87	31.37	32.93	34.58	36.31
Public Works Maintenance Worker I	Monthly	3,922.62	4,118.75	4,324.69	4,540.93	4,767.98
	Bi-weekly	1,810.45	1,900.96	1,996.01	2,095.81	2,200.60
	Hourly	22.63	23.76	24.95	26.20	27.50
Public Works Maintenance Worker II	Monthly	4,314.47	4,530.19	4,756.69	4,994.52	5,244.25
	Bi-weekly	1,991.29	2,090.85	2,195.40	2,305.17	2,420.43
	Hourly	24.89	26.14	27.45	28.81	30.26
Receptionist	Monthly	3,590.90	3,770.45	3,958.97	4,156.92	4,364.76
	Bi-weekly	1,657.34	1,740.21	1,827.22	1,918.57	2,014.50
	Hourly	20.71	21.75	22.84	23.98	25.18
Recreation Program Coordinator	Monthly	3,747.44	3,934.81	4,131.55	4,338.13	4,555.04
	Bi-weekly	1,729.58	1,816.07	1,906.87	2,002.22	2,102.33
	Hourly	21.62	22.70	23.83	25.03	26.28
Senior Accounting Assistant	Monthly	4,227.40	4,438.76	4,660.70	4,893.74	5,138.43
	Bi-weekly	1,951.11	2,048.66	2,151.09	2,258.65	2,371.58
	Hourly	24.39	25.60	26.89	28.24	29.64