

AGENDA
SPECIAL MEETING OF THE BOARD OF DIRECTORS
THURSDAY, MAY 13, 2021, 11:00 AM
SOUTH BAY REGIONAL PUBLIC COMMUNICATIONS AUTHORITY
CONDUCTED VIA TELECONFERENCE

PLEASE NOTE: PURSUANT TO GOVERNOR NEWSOM’S EXECUTIVE ORDER NOS. N-25-20 AND N-29-20, MEMBERS OF THE EXECUTIVE COMMITTEE AND STAFF WILL PARTICIPATE IN THIS MEETING VIA A TELECONFERENCE. IN THE INTEREST OF MAINTAINING APPROPRIATE SOCIAL DISTANCING, THE AUTHORITY ENCOURAGES THE PUBLIC TO PARTICIPATE AND TO PROVIDE COMMENTS ON AGENDA ITEMS OR OTHER SUBJECT MATTER WITHIN THE JURISDICTION OF THE EXECUTIVE COMMITTEE BY JOINING:

Link: <https://us02web.zoom.us/j/82416917302?pwd=UUZYdXZ2bTgxU3cvaE9JWWIHcUFkUT09>

Meeting ID: 824 1691 7302

Access Code: 633501

A. **CALL TO ORDER**

B. **ROLL CALL**

1. Board of Directors

C. **PUBLIC DISCUSSION**

In the interest of maintaining appropriate social distancing, members of the Board of Directors and staff will participate in this meeting via teleconference. The Authority encourages the public to participate by using one of the following options for public comments:

Email your public comment to cchoi@rcc911.org by 7:30 AM, the day of the meeting to have your comment available to Executive Committee and the public.

Call (310) 973-1802 ext.100 and leave a message by 7:30 AM, the day of the meeting.

All of your comments provided by the deadlines above will be available to the Board of Directors and the public prior to the meeting.

In addition, you may participate by joining Zoom during the meeting by using the link above and using the “raise hand” button or entering *9 on the phone’s dial pad if you would like to make a comment.

D. **BOARD OF DIRECTORS GENERAL BUSINESS**

1. Resolution of the Board of Directors to Ratify Previously Approved Pay Schedules and Approve and Adopt an Amended Pay Schedule

APPROVE AND ADOPT

E. **BOARD OF DIRECTORS COMMENTS**

F. **ADJOURNMENT**

Posting Place: 4440 W. Broadway, Hawthorne, CA 90250 and www.rcc911.org

Posting Date/Time: May 12, 2021/7:30AM

Signature:



Ross Klun, Executive Director

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Staff Report

South Bay Regional Public Communications Authority

MEETING DATE: May 13, 2021

ITEM: D-1

TO: Board of Directors

FROM: M. Ross Klun, Executive Director

SUBJECT: RESOLUTION OF THE BOARD OF DIRECTORS OF THE SOUTH BAY REGIONAL PUBLIC COMMUNICATIONS AUTHORITY TO RATIFY PREVIOUSLY APPROVED PAY SCHEDULES AND APPROVE AND ADOPT AN AMENDED PAY SCHEDULE

ATTACHMENTS:

1. Resolution
2. Exhibit A
3. Exhibit B

RECOMMENDATION

Staff recommends that the Board of Directors ratify all pay schedules previously approved by the Executive Committee dating back to August 10, 2011, which are attached as Exhibit A. Additionally, staff recommends that the Board of Directors approve and adopt the updated pay schedule attached as Exhibit B, which reflects all Authority positions and associated salaries. The purpose of the resolution is to avoid any confusion about whether the Executive Committee-approved pay schedules were approved and adopted pursuant to the requirements of 2 California Code of Regulations Section 570.5 (2 CCR 570.5).

BACKGROUND

Pursuant to 2 CCR 570.5, the California Public Employees' Retirement System (CalPERS) requires that one comprehensive salary schedule be duly approved and adopted by the Authority's governing body and that it indicate the position title for every employee position and show the payrate for each position. This payrate is that which is to be reportable as compensation earnable (for the purposes of establishing an employee's pensionable income) to CalPERS. This regulation went into effect on August 10, 2011. Since August 10, 2011, the Executive Committee of the South Bay Regional Public Communications Authority has approved several pay schedules. The intent of the resolution is to avoid any confusion about whether the Executive Committee-approved pay schedules were approved and adopted pursuant to 2 CCR 570.5.

Additionally, the Authority's salary schedule, which is based upon the approved and adopted memoranda of understanding (MOUs) that the Authority maintains with its represented employees and the employment agreement it maintains with its non-represented employee, has been updated, a copy of which is attached as Exhibit B.

DISCUSSION

Staff requests that the Board of Directors ratify the pay schedules that were previously approved by the Executive Committee and which are attached as Exhibit A. Staff also requests that the Board of Directors approve the pay schedule attached as Exhibit B, which will fulfill the CalPERS requirement for "publicly available pay schedules" approved by the governing body.

The pay schedule attached as Exhibit B reflects updated compensation for the Executive Director based on the Executive Director Employment Agreement with Matthew Ross Klun, effective April 7, 2021.

2 CCR 570.5 outlines the requirements to satisfy CalPERS' definition of "publicly available pay schedules," as follows:

(a) For purposes of determining the amount of "compensation earnable" pursuant to Government Code Sections 20630, 20636, and 20636.1, payrate shall be limited to the amount listed on a pay schedule that meets all of the following requirements:

1. Has been duly approved and adopted by the employer's governing body in accordance with requirements of applicable public meeting laws;
2. Identifies the position title for every employee position;
3. Shows the payrate for each identified position, which may be stated as a single amount or as multiple amounts within a range;
4. Indicates the time base, including, but not limited to, whether the time base is hourly, daily, bi-weekly, monthly, bi-monthly, or annually;
5. Is posted at the office of the employer or immediately accessible and available for public review from the employer during normal business hours or posted on the employer's internet website;
6. Indicates an effective date and date of any revisions;
7. Is retained by the employer and available for public inspection for not less than five years; and
8. Does not reference another document in lieu of disclosing the payrate.

FISCAL IMPACT

None

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Attachment 1

RESOLUTION NO. _____

A RESOLUTION OF THE BOARD OF DIRECTORS OF THE SOUTH BAY REGIONAL PUBLIC COMMUNICATIONS AUTHORITY RATIFYING PREVIOUSLY APPROVED PAY SCHEDULES AND APPROVING AND ADOPTING AN AMENDED PAY SCHEDULE

WHEREAS, Government Code Section 20636 requires all public agencies with employees who are members of the California Public Employees' Retirement System ("CalPERS") to create pay schedules and make the pay schedules publicly available; and

WHEREAS, on August 10, 2011, 2 California Code of Regulations Section 570.5 went into effect, which requires the governing bodies of public agencies with employees who are members of CalPERS to approve and adopt a pay schedule; and

WHEREAS, since August 10, 2011, the Executive Committee of the South Bay Regional Public Communications Authority has approved several pay schedules, including those attached hereto as Exhibit A; and

WHEREAS, the Board of Directors of the South Bay Regional Public Communications Authority desires to avoid any confusion about whether the Executive Committee-approved pay schedules were approved and adopted pursuant to 2 California Code of Regulations Section 570.5; and

WHEREAS, the Board of Directors of the South Bay Regional Public Communications Authority desires to ratify all Executive Committee-approved pay schedules, including those attached hereto as Exhibit A.

NOW, THEREFORE, BE IT RESOLVED by the Board of Directors of the South Bay Regional Public Communications Authority, as follows:

SECTION 1. All pay schedules previously approved by the Executive Committee, including those attached as Exhibit A, are ratified and shall be deemed to have been approved and adopted by the Board of Directors pursuant to 2 California Code of Regulations Section 570.5.

SECTION 2. The amended pay schedule attached hereto as Exhibit B, which reflects all Authority positions and associated salaries, is approved and adopted pursuant to 2 California Code of Regulations Section 570.5.

SECTION 3. The officers of the South Bay Regional Public Communications Authority are hereby authorized and directed to post the amended pay schedule, attached hereto as Exhibit B, on the Authority's website.

WE HEREBY CERTIFY that the foregoing is a true copy of the resolution adopted by the Board of Directors of the South Bay Regional Public Communications Authority in a meeting thereof held on the __th day of ____, 2021, by the following vote.

AYES:

NOES:

ABSENT:

ABSTAIN:

Hildy Stern, Chair
Board of Directors

Ross Klun, Secretary
Board of Directors

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Attachment 2

SOUTH BAY REGIONAL PUBLIC COMMUNICATIONS AUTHORITY

Publicly Available Pay Schedule

MONTHLY SALARY STEPS OF REPRESENTED POSITIONS

Salary Effective Date	Position Title	Step A	Step B	Step C	Step D	Step E	Step F	Step G
09/18/2018	Accountant	\$7,479.32	\$7,853.28	\$8,245.95	\$8,658.25	\$9,091.16	N/A	N/A
09/18/2018	Administrative Services Manager	\$9,569.80	\$10,024.99	\$10,507.21	\$11,008.70	\$11,541.05	N/A	N/A
07/01/2016	Communications Operator	\$5,281.75	\$5,535.89	\$5,802.75	\$6,083.02	\$6,377.24	\$6,686.20	\$7,010.53
07/01/2018	Communications Supervisor	\$6,679.97	\$7,004.44	\$7,345.10	\$7,702.80	\$8,078.40	\$8,472.76	\$8,886.86
07/01/2016	Communications Technician	\$6,970.92	\$7,319.46	\$7,685.43	\$8,069.68	\$8,473.16	N/A	N/A
09/18/2018	Executive Assistant	\$6,785.26	\$7,259.77	\$7,734.25	\$8,208.76	\$8,683.25	N/A	N/A
09/18/2018	Finance & Performance Audit Manager	\$9,809.68	\$10,276.07	\$10,769.37	\$11,284.46	\$11,829.01	N/A	N/A
07/01/2016	Jr. Communications Technician	\$5,925.52	\$6,221.79	\$6,532.89	\$6,859.52	\$7,202.50	N/A	N/A
07/01/2016	Lead Communications Technician	\$7,934.44	\$8,313.13	\$8,709.05	\$9,125.58	\$9,562.80	N/A	N/A
09/18/2018	Operations Manager	\$10,002.18	\$10,502.29	\$11,027.39	\$11,578.77	\$12,157.71	N/A	N/A

MONTHLY SALARY OF UNREPRESENTED POSITION

Salary Effective Date	Position Title	Salary
04/09/2018	Executive Director	\$16,666.66

SOUTH BAY REGIONAL PUBLIC COMMUNICATIONS AUTHORITY

Publicly Available Pay Schedule

MONTHLY SALARY STEPS OF REPRESENTED POSITIONS

Salary Effective Date	Position Title	Step A	Step B	Step C	Step D	Step E	Step F	Step G
11/20/2018	Accountant	\$6,322.00	\$6,638.00	\$6,970.00	\$7,318.00	\$7,684.00	N/A	N/A
09/18/2018	Administrative Services Manager	\$9,569.80	\$10,024.99	\$10,507.21	\$11,008.70	\$11,541.05	N/A	N/A
01/15/2019	Communications Operator	\$5,545.84	\$5,812.68	\$6,092.89	\$6,387.17	\$6,696.10	\$7,020.51	\$7,361.06
07/01/2018	Communications Supervisor	\$6,679.97	\$7,004.44	\$7,345.10	\$7,702.80	\$8,078.40	\$8,472.76	\$8,886.86
09/18/2018	Executive Assistant	\$6,785.26	\$7,259.77	\$7,734.25	\$8,208.76	\$8,683.25	N/A	N/A
09/18/2018	Finance & Performance Audit Manager	\$9,809.68	\$10,276.07	\$10,769.37	\$11,284.46	\$11,829.01	N/A	N/A
01/15/2019	Public Safety Communications Specialist I	\$6,221.80	\$6,532.88	\$6,859.53	\$7,202.50	\$7,562.63	N/A	N/A
01/15/2019	Public Safety Communications Specialist II	\$6,532.89	\$6,859.52	\$7,202.51	\$7,562.62	\$7,940.76	N/A	N/A
09/18/2018	Operations Manager	\$10,002.18	\$10,502.29	\$11,027.39	\$11,578.77	\$12,157.71	N/A	N/A

MONTHLY SALARY OF UNREPRESENTED POSITION

Salary Effective Date	Position Title	Salary
12/18/2018	Executive Director	\$17,166.66

SOUTH BAY REGIONAL PUBLIC COMMUNICATIONS AUTHORITY

Publicly Available Pay Schedule

MONTHLY SALARY STEPS OF REPRESENTED POSITIONS

Salary Effective Date	Position Title	Step A	Step B	Step C	Step D	Step E	Step F	Step G
07/13/2019	Accountant	\$ 6,590.69	\$ 6,920.13	\$ 7,266.22	\$ 7,629.01	\$ 8,010.58	N/A	N/A
07/13/2019	Administrative Services Manager	\$ 9,976.51	\$ 10,451.06	\$ 10,953.77	\$ 11,476.56	\$ 12,031.55	N/A	N/A
07/13/2019	Communications Operator	\$ 5,684.48	\$ 5,958.00	\$ 6,245.21	\$ 6,546.85	\$ 6,863.50	\$ 7,196.02	\$ 7,545.08
07/01/2019	Communications Supervisor	\$ 6,846.97	\$ 7,179.55	\$ 7,528.73	\$ 7,895.37	\$ 8,280.36	\$ 8,684.58	\$ 9,109.03
07/13/2019	Executive Assistant	\$ 7,073.63	\$ 7,568.31	\$ 8,062.96	\$ 8,557.62	\$ 9,052.30	N/A	N/A
07/13/2019	Finance & Performance Audit Manager	\$ 10,226.60	\$ 10,712.80	\$ 11,227.08	\$ 11,764.06	\$ 12,331.75	N/A	N/A
07/13/2019	Public Safety Communications Specialist I	\$ 6,377.34	\$ 6,696.20	\$ 7,031.02	\$ 7,382.56	\$ 7,751.69	N/A	N/A
07/13/2019	Public Safety Communications Specialist II	\$ 6,696.21	\$ 7,031.01	\$ 7,382.57	\$ 7,751.69	\$ 8,139.28	N/A	N/A
07/13/2019	Operations Manager	\$ 10,427.28	\$ 10,948.63	\$ 11,496.06	\$ 12,070.86	\$ 12,674.41	N/A	N/A

MONTHLY SALARY STEPS OF UNREPRESENTED POSITIONS

Salary Effective Date	Position Title	Salary
12/18/2018	Executive Director	17,166.66

SOUTH BAY REGIONAL PUBLIC COMMUNICATIONS AUTHORITY

Publicly Available Pay Schedule

MONTHLY SALARY STEPS OF REPRESENTED POSITIONS

Salary Effective Date	Position Title	Step A	Step B	Step C	Step D	Step E	Step F	Step G
07/13/2019	Accountant	\$ 6,590.69	\$ 6,920.13	\$ 7,266.22	\$ 7,629.01	\$ 8,010.58	N/A	N/A
07/13/2019	Administrative Services Manager	\$ 9,976.51	\$ 10,451.06	\$ 10,953.77	\$ 11,476.56	\$ 12,031.55	N/A	N/A
07/13/2019	Communications Operator	\$ 5,684.48	\$ 5,958.00	\$ 6,245.21	\$ 6,546.85	\$ 6,863.50	\$ 7,196.02	\$ 7,545.08
07/01/2019	Communications Supervisor	\$ 6,846.97	\$ 7,179.55	\$ 7,528.73	\$ 7,895.37	\$ 8,280.36	\$ 8,684.58	\$ 9,109.03
07/13/2019	Executive Assistant	\$ 7,073.63	\$ 7,568.31	\$ 8,062.96	\$ 8,557.62	\$ 9,052.30	N/A	N/A
07/13/2019	Finance & Performance Audit Manager	\$ 10,226.60	\$ 10,712.80	\$ 11,227.08	\$ 11,764.06	\$ 12,331.75	N/A	N/A
07/13/2019	Public Safety Communications Specialist I	\$ 6,377.34	\$ 6,696.20	\$ 7,031.02	\$ 7,382.56	\$ 7,751.69	N/A	N/A
07/13/2019	Public Safety Communications Specialist II	\$ 6,696.21	\$ 7,031.01	\$ 7,382.57	\$ 7,751.69	\$ 8,139.28	N/A	N/A
07/13/2019	Operations Manager	\$ 10,427.28	\$ 10,948.63	\$ 11,496.06	\$ 12,070.86	\$ 12,674.41	N/A	N/A

MONTHLY SALARY STEPS OF UNREPRESENTED POSITIONS

Salary Effective Date	Position Title	Salary
12/28/2019	Executive Director	17,853.33

SOUTH BAY REGIONAL PUBLIC COMMUNICATIONS AUTHORITY

Publicly Available Pay Schedule

MONTHLY SALARY STEPS OF REPRESENTED POSITIONS

Salary Effective Date	Position Title	Step A	Step B	Step C	Step D	Step E	Step F	Step G
07/13/2019	Accountant	\$ 6,590.69	\$ 6,920.13	\$ 7,266.22	\$ 7,629.01	\$ 8,010.58	N/A	N/A
07/13/2019	Administrative Services Manager	\$ 9,976.51	\$ 10,451.06	\$ 10,953.77	\$ 11,476.56	\$ 12,031.55	N/A	N/A
07/13/2019	Communications Operator	\$ 5,684.48	\$ 5,958.00	\$ 6,245.21	\$ 6,546.85	\$ 6,863.50	\$ 7,196.02	\$ 7,545.08
07/01/2019	Communications Supervisor	\$ 6,846.97	\$ 7,179.55	\$ 7,528.73	\$ 7,895.37	\$ 8,280.36	\$ 8,684.58	\$ 9,109.03
07/13/2019	Executive Assistant	\$ 7,073.63	\$ 7,568.31	\$ 8,062.96	\$ 8,557.62	\$ 9,052.30	N/A	N/A
07/13/2019	Finance & Performance Audit Manager	\$ 10,226.60	\$ 10,712.80	\$ 11,227.08	\$ 11,764.06	\$ 12,331.75	N/A	N/A
07/13/2019	Public Safety Communications Specialist I	\$ 6,377.34	\$ 6,696.20	\$ 7,031.02	\$ 7,382.56	\$ 7,751.69	N/A	N/A
07/13/2019	Public Safety Communications Specialist II	\$ 6,696.21	\$ 7,031.01	\$ 7,382.57	\$ 7,751.69	\$ 8,139.28	N/A	N/A
07/13/2019	Operations Manager	\$ 10,427.28	\$ 10,948.63	\$ 11,496.06	\$ 12,070.86	\$ 12,674.41	N/A	N/A

MONTHLY SALARY STEPS OF UNREPRESENTED POSITIONS

Salary Effective Date	Position Title	Salary
12/28/2019	Executive Director	17,853.33

HOURLY RATE STEPS FOR PART-TIME EMPLOYEES

Salary Effective Date	Position Title	Step A	Step B	Step C	Step D	Step E
11/20/2019	Administrative Intern	\$ 15.00	\$ 16.50	\$ 18.15	N/A	N/A
11/20/2019	Communications Operator	\$ 32.80	\$ 34.37	\$ 36.03	\$ 37.77	\$ 39.60
11/20/2019	Office Assistant	\$ 18.00	\$ 19.80	\$ 21.78	N/A	N/A

SOUTH BAY REGIONAL PUBLIC COMMUNICATIONS AUTHORITY

Publicly Available Pay Schedule

MONTHLY SALARY STEPS OF REPRESENTED POSITIONS

Salary Effective Date	Position Title	Step A	Step B	Step C	Step D	Step E	Step F	Step G
07/11/2020	Accountant	\$ 6,722.50	\$ 7,058.53	\$ 7,411.54	\$ 7,781.59	\$ 8,170.79	N/A	N/A
07/11/2020	Administrative Services Manager	\$ 10,176.04	\$ 10,660.08	\$ 11,172.85	\$ 11,706.09	\$ 12,272.18	N/A	N/A
07/13/2019	Communications Operator	\$ 5,684.48	\$ 5,958.00	\$ 6,245.21	\$ 6,546.85	\$ 6,863.50	\$ 7,196.02	\$ 7,545.08
07/01/2019	Communications Supervisor	\$ 6,846.97	\$ 7,179.55	\$ 7,528.73	\$ 7,895.37	\$ 8,280.36	\$ 8,684.58	\$ 9,109.03
07/11/2020	Executive Assistant	\$ 7,215.10	\$ 7,719.68	\$ 8,224.22	\$ 8,728.77	\$ 9,233.35	N/A	N/A
07/11/2020	Finance & Performance Audit Manager	\$ 10,431.13	\$ 10,927.06	\$ 11,451.62	\$ 11,999.34	\$ 12,578.39	N/A	N/A
07/13/2019	Public Safety Communications Specialist I	\$ 6,377.34	\$ 6,696.20	\$ 7,031.02	\$ 7,382.56	\$ 7,751.69	N/A	N/A
07/13/2019	Public Safety Communications Specialist II	\$ 6,696.21	\$ 7,031.01	\$ 7,382.57	\$ 7,751.69	\$ 8,139.28	N/A	N/A
07/11/2020	Operations Manager	\$ 10,635.83	\$ 11,167.60	\$ 11,725.98	\$ 12,312.28	\$ 12,927.90	N/A	N/A

MONTHLY SALARY STEPS OF UNREPRESENTED POSITIONS

Salary Effective Date	Position Title	Salary
12/28/2019	Executive Director	17,853.33

HOURLY RATE STEPS FOR PART-TIME EMPLOYEES

Salary Effective Date	Position Title	Step A	Step B	Step C	Step D	Step E
11/20/2019	Administrative Intern	\$ 15.00	\$ 16.50	\$ 18.15	N/A	N/A
11/20/2019	Communications Operator	\$ 32.80	\$ 34.37	\$ 36.03	\$ 37.77	\$ 39.60
11/20/2019	Office Assistant	\$ 18.00	\$ 19.80	\$ 21.78	N/A	N/A

SOUTH BAY REGIONAL PUBLIC COMMUNICATIONS AUTHORITY

Publicly Available Pay Schedule

MONTHLY SALARY STEPS OF REPRESENTED POSITIONS

Salary Effective Date	Position Title	Step A	Step B	Step C	Step D	Step E	Step F	Step G
07/11/2020	Accountant	\$ 6,722.50	\$ 7,058.53	\$ 7,411.54	\$ 7,781.59	\$ 8,170.79	N/A	N/A
07/11/2020	Administrative Services Manager	\$ 10,176.04	\$ 10,660.08	\$ 11,172.85	\$ 11,706.09	\$ 12,272.18	N/A	N/A
07/13/2019	Communications Operator	\$ 5,684.48	\$ 5,958.00	\$ 6,245.21	\$ 6,546.85	\$ 6,863.50	\$ 7,196.02	\$ 7,545.08
07/01/2019	Communications Supervisor	\$ 6,846.97	\$ 7,179.55	\$ 7,528.73	\$ 7,895.37	\$ 8,280.36	\$ 8,684.58	\$ 9,109.03
07/11/2020	Executive Assistant	\$ 7,215.10	\$ 7,719.68	\$ 8,224.22	\$ 8,728.77	\$ 9,233.35	N/A	N/A
07/11/2020	Finance & Performance Audit Manager	\$ 10,431.13	\$ 10,927.06	\$ 11,451.62	\$ 11,999.34	\$ 12,578.39	N/A	N/A
07/13/2019	Public Safety Communications Specialist I	\$ 6,377.34	\$ 6,696.20	\$ 7,031.02	\$ 7,382.56	\$ 7,751.69	N/A	N/A
07/13/2019	Public Safety Communications Specialist II	\$ 6,696.21	\$ 7,031.01	\$ 7,382.57	\$ 7,751.69	\$ 8,139.28	N/A	N/A
07/11/2020	Operations Manager	\$ 10,635.83	\$ 11,167.60	\$ 11,725.98	\$ 12,312.28	\$ 12,927.90	N/A	N/A

MONTHLY SALARY STEPS OF UNREPRESENTED POSITIONS

Salary Effective Date	Position Title	Salary
04/07/2021	Executive Director	16,666.66

HOURLY RATE STEPS FOR PART-TIME EMPLOYEES

Salary Effective Date	Position Title	Step A	Step B	Step C	Step D	Step E
11/20/2019	Administrative Intern	\$ 15.00	\$ 16.50	\$ 18.15	N/A	N/A
11/20/2019	Communications Operator	\$ 32.80	\$ 34.37	\$ 36.03	\$ 37.77	\$ 39.60
11/20/2019	Office Assistant	\$ 18.00	\$ 19.80	\$ 21.78	N/A	N/A

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Attachment 3

MEMORANDUM OF UNDERSTANDING

BETWEEN

SOUTH BAY REGIONAL PUBLIC

COMMUNICATIONS AUTHORITY

and

THE COMMUNICATIONS WORKERS OF AMERICA

July 1, 2009 through June 30, 2012

PREAMBLE

THIS AGREEMENT is made and entered into by and between the South Bay Regional Public Communications Authority (Authority) and the Communications Workers of America (Union). Agreement is binding upon Authority only upon approval of the Executive Committee and shall apply from July 1, 2009, through and including June 30, 2012.

ARTICLE 1 -- CONCLUSIVENESS OF AGREEMENT

Section 1.1 -- Agreement Conclusive. This Agreement contains all of the promises and agreements of the parties. Therefore, for the life of this Agreement, neither party shall be compelled to bargain with the other concerning any mandatory bargaining issue, whether or not that issue was raised at a meet and confer session preceding this Agreement, unless the parties agree to bargain about it.

ARTICLE 2 -- RECOGNITION OF UNION

Section 2.1 -- Union Recognition. The Authority recognizes the Union as the exclusive representative for all employees in the job classification of Communications Supervisor.

APPENDIX A

COMPENSATION AS OF JULY 1, 2009

On July 1, 2009, a 5% increase of the base rate will be applied.

On July 1, 2010, a 5% increase of the base rate will be applied.

On July 1, 2011, a 5% increase of the base rate will be applied.

BASE RATE

	<u>FY 09-10</u>		<u>FY 10-11</u>		<u>FY 11-12</u>	
	<u>Monthly</u>	<u>Hourly</u>	<u>Monthly</u>	<u>Hourly</u>	<u>Monthly</u>	<u>Hourly</u>
Step A	\$ 5,077.36	\$ 29.30	\$ 5,331.23	\$ 30.76	\$ 5,597.79	\$ 32.30
Step B	\$ 5,323.97	\$ 30.71	\$ 5,590.17	\$ 32.25	\$ 5,869.68	\$ 33.86
Step C	\$ 5,582.91	\$ 32.21	\$ 5,862.06	\$ 33.82	\$ 6,155.16	\$ 35.52
Step D	\$ 5,854.80	\$ 33.78	\$ 6,147.54	\$ 35.47	\$ 6,454.92	\$ 37.24
Step E	\$ 6,140.28	\$ 35.43	\$ 6,447.30	\$ 37.20	\$ 6,769.66	\$ 39.06
Step F	\$ 6,440.04	\$ 37.15	\$ 6,762.04	\$ 39.01	\$ 7,100.14	\$ 40.96
Step G	\$ 6,754.80	\$ 38.97	\$ 7,092.54	\$ 40.91	\$ 7,447.16	\$ 42.96

Education Incentive - Add 5% to base pay for AA, or 8% to base pay for BA or BS degree.

BASE RATE with AA Degree

	<u>FY 09-10</u>		<u>FY 10-11</u>		<u>FY 11-12</u>	
	<u>Monthly</u>	<u>Hourly</u>	<u>Monthly</u>	<u>Hourly</u>	<u>Monthly</u>	<u>Hourly</u>
Step A	\$ 5,331.23	\$ 30.75	\$ 5,597.79	\$ 32.29	\$ 5,877.68	\$ 33.91
Step B	\$ 5,590.18	\$ 32.26	\$ 5,869.69	\$ 33.87	\$ 6,163.17	\$ 35.56
Step C	\$ 5,862.06	\$ 33.82	\$ 6,155.16	\$ 35.51	\$ 6,462.92	\$ 37.29
Step D	\$ 6,147.54	\$ 35.47	\$ 6,454.92	\$ 37.24	\$ 6,777.66	\$ 39.10
Step E	\$ 6,447.30	\$ 37.19	\$ 6,769.67	\$ 39.05	\$ 7,108.15	\$ 41.00
Step F	\$ 6,762.04	\$ 39.01	\$ 7,100.14	\$ 40.96	\$ 7,455.15	\$ 43.01
Step G	\$ 7,092.53	\$ 40.92	\$ 7,447.16	\$ 42.96	\$ 7,819.51	\$ 45.11

BASE RATE with BA or BS Degree

	<u>FY 09-10</u>		<u>FY 10-11</u>		<u>FY 11-12</u>	
	<u>Monthly</u>	<u>Hourly</u>	<u>Monthly</u>	<u>Hourly</u>	<u>Monthly</u>	<u>Hourly</u>
Step A	\$ 5,483.55	\$ 31.64	\$ 5,757.73	\$ 33.22	\$ 6,045.62	\$ 34.88
Step B	\$ 5,749.89	\$ 33.17	\$ 6,037.39	\$ 34.83	\$ 6,339.26	\$ 36.57
Step C	\$ 6,029.55	\$ 34.79	\$ 6,331.03	\$ 36.53	\$ 6,647.58	\$ 38.35
Step D	\$ 6,323.18	\$ 36.48	\$ 6,639.34	\$ 38.30	\$ 6,971.31	\$ 40.22
Step E	\$ 6,631.51	\$ 38.26	\$ 6,963.08	\$ 40.18	\$ 7,311.24	\$ 42.18
Step F*	\$ 6,955.24	\$ 40.13	\$ 7,303.00	\$ 42.14	\$ 7,668.15	\$ 44.24
Step G*	\$ 7,295.18	\$ 42.08	\$ 7,659.94	\$ 44.19	\$ 8,042.94	\$ 46.40

*Steps F and G shall be awarded to an employee who has demonstrated an average or above level of competency for the classification after a minimum of two years in the previous step, subject to the Operations Manager's recommendation and the Executive Director's approval.

MEMORANDUM OF UNDERSTANDING
BETWEEN
SOUTH BAY REGIONAL PUBLIC
COMMUNICATIONS AUTHORITY
and
THE COMMUNICATIONS WORKERS OF AMERICA

April 16, 2013 through June 30, 2015

PREAMBLE

THIS AGREEMENT is made and entered into by and between the South Bay Regional Public Communications Authority (Authority) and the Communications Workers of America (Union). Agreement is binding upon Authority only upon approval of the Executive Committee and shall apply from July 1, 2009, through and including June 30, 2012.

ARTICLE 1 – CONCLUSIVENESS OF AGREEMENT

Section 1.1 – Agreement Conclusive. This Agreement contains all of the promises and agreements of the parties. Therefore, for the life of this Agreement, neither party shall be compelled to bargain with the other concerning any mandatory bargaining issue, whether or not that issue was raised at a meet and confer session preceding this Agreement, unless the parties agree to bargain about it. There are two sub-groups of employees, which are defined as: Group A employees are Supervisors with a hire date prior to October 25, 2011; Group B employees are Supervisors with a hire date after October 25, 2011.

ARTICLE 2 – RECOGNITION OF UNION

Section 2.1 – Union Recognition. The Authority recognizes the Union as the exclusive representative for all employees in the job classification of Communications Supervisor.

APPENDIX A

COMPENSATION AS OF JULY 1, 2013

On July 1, 2013, a 5% increase of the base rate will be applied.

On July 1, 2014, a 5% increase of the base rate will be applied.

BASE RATE

	<u>FY 12-13</u>		<u>FY 13-14</u>		<u>FY 14-15</u>	
	<u>Monthly</u>	<u>Hourly</u>	<u>Monthly</u>	<u>Hourly</u>	<u>Monthly</u>	<u>Hourly</u>
Step A	\$ 5,597.79	\$ 32.30	\$ 5,877.68	\$ 33.91	\$ 6,171.56	\$ 35.61
Step B	\$ 5,869.68	\$ 33.86	\$ 6,163.17	\$ 35.56	\$ 6,471.33	\$ 37.34
Step C	\$ 6,155.16	\$ 35.52	\$ 6,462.92	\$ 37.29	\$ 6,786.06	\$ 39.15
Step D	\$ 6,454.92	\$ 37.24	\$ 6,777.66	\$ 39.10	\$ 7,116.54	\$ 41.06
Step E	\$ 6,769.66	\$ 39.06	\$ 7,108.15	\$ 41.00	\$ 7,463.56	\$ 43.06
Step F	\$ 7,100.14	\$ 40.96	\$ 7,455.15	\$ 43.01	\$ 7,827.90	\$ 45.16
Step G	\$ 7,447.16	\$ 42.96	\$ 7,819.51	\$ 45.11	\$ 8,210.48	\$ 47.37

Education Incentive – Add 2,5% to base pay for RPL, Add 5% to base pay for AA, or 8% to base pay for BA or BS degree.

BASE PAY with RPL

	<u>FY 12-13</u>		<u>FY 13-14</u>		<u>FY 14-15</u>	
	<u>Monthly</u>	<u>Hourly</u>	<u>Monthly</u>	<u>Hourly</u>	<u>Monthly</u>	<u>Hourly</u>
Step A	\$5,737.73	\$33.10	\$6,024.62	\$34.76	\$6,325.85	\$36.50
Step B	\$6,016.42	\$34.71	\$6,317.24	\$36.45	\$6,633.11	\$38.27
Step C	\$6,309.04	\$36.40	\$6,624.49	\$38.22	\$6,955.72	\$40.13
Step D	\$6,616.29	\$38.17	\$6,947.11	\$40.08	\$7,294.46	\$42.08
Step E	\$6,938.90	\$40.03	\$7,285.85	\$42.03	\$7,650.14	\$44.14
Step F	\$7,277.64	\$41.99	\$7,641.53	\$44.09	\$8,023.60	\$46.29
Step G	\$7,633.34	\$44.04	\$8,015.01	\$46.24	\$8,415.76	\$48.55

BASE RATE with AA Degree

	<u>FY 12-13</u>		<u>FY 13-14</u>		<u>FY 14-15</u>	
	<u>Monthly</u>	<u>Hourly</u>	<u>Monthly</u>	<u>Hourly</u>	<u>Monthly</u>	<u>Hourly</u>
Step A	\$ 5,877.68	\$ 33.91	\$ 6,171.56	\$ 35.61	\$ 6,480.14	\$ 37.39
Step B	\$ 6,163.17	\$ 35.56	\$ 6,471.33	\$ 37.34	\$ 6,794.90	\$ 39.20
Step C	\$ 6,462.92	\$ 37.29	\$ 6,786.06	\$ 39.15	\$ 7,125.36	\$ 41.11
Step D	\$ 6,777.66	\$ 39.10	\$ 7,116.54	\$ 41.06	\$ 7,472.37	\$ 43.11
Step E	\$ 7,108.15	\$ 41.00	\$ 7,463.56	\$ 43.06	\$ 7,836.74	\$ 45.21
Step F	\$ 7,455.15	\$ 43.01	\$ 7,827.90	\$ 45.16	\$ 8,219.30	\$ 47.42
Step G	\$ 7,819.51	\$ 45.11	\$ 8,210.48	\$ 47.37	\$ 8,621.00	\$ 49.74

BASE RATE with BA or BS Degree

	<u>FY 12-13</u>		<u>FY 13-14</u>		<u>FY 14-15</u>	
	<u>Monthly</u>	<u>Hourly</u>	<u>Monthly</u>	<u>Hourly</u>	<u>Monthly</u>	<u>Hourly</u>
Step A	\$ 6,045.62	\$ 34.88	\$ 6,347.89	\$ 36.62	\$ 6,665.28	\$ 38.45
Step B	\$ 6,339.26	\$ 36.57	\$ 6,656.23	\$ 38.40	\$ 6,989.04	\$ 40.32
Step C	\$ 6,647.58	\$ 38.35	\$ 6,979.95	\$ 40.27	\$ 7,328.94	\$ 42.28
Step D	\$ 6,971.31	\$ 40.22	\$ 7,319.87	\$ 42.23	\$ 7,685.86	\$ 44.34
Step E	\$ 7,311.24	\$ 42.18	\$ 7,676.81	\$ 44.29	\$ 8,060.64	\$ 46.50
Step F*	\$ 7,668.15	\$ 44.24	\$ 8,051.56	\$ 46.45	\$ 8,454.13	\$ 48.77
Step G*	\$ 8,042.94	\$ 46.40	\$ 8,445.07	\$ 48.72	\$ 8,867.32	\$ 51.16

*Steps F and G shall be awarded to an employee who has demonstrated an average or above level of competency for the classification after a minimum of two years in the previous step, subject to the Operations Manager's recommendation and the Executive Director's approval.

MEMORANDUM OF UNDERSTANDING

BETWEEN

SOUTH BAY REGIONAL PUBLIC

COMMUNICATIONS AUTHORITY

and

THE COMMUNICATIONS WORKERS OF AMERICA

September 1, 2015 through June 30, 2017

PREAMBLE

THIS AGREEMENT is made and entered into by and between the South Bay Regional Public Communications Authority (Authority) and the Communications Workers of America (Union). Agreement is binding upon Authority only upon approval of the Executive Committee and shall apply from September 1, 2015 through June 30, 2017.

ARTICLE 1 -- CONCLUSIVENESS OF AGREEMENT

Section 1.1 -- Agreement Conclusive. This Agreement contains all of the promises and agreements of the parties. Therefore, for the life of this Agreement, neither party shall be compelled to bargain with the other concerning any mandatory bargaining issue, whether or not that issue was raised at a meet and confer session preceding this Agreement, unless the parties agree to bargain about it. There are two sub-groups of employees, which are defined as: Group A employees are Supervisors with a hire date prior to October 25, 2011; Group B employees are Supervisors with a hire date after October 25, 2011.

ARTICLE 2 -- RECOGNITION OF UNION

Section 2.1 -- Union Recognition. The Authority recognizes the Union as the exclusive representative for all employees in the job classification of Communications Supervisor.

APPENDIX A

COMPENSATION AS OF SEPTEMBER 1, 2015

On September 1, 2015, a 1.5% increase of the base rate will be applied.

On July 1, 2016, a 1.5% increase of the base rate will be applied.

BASE RATE

	<u>FY 14-15</u>		<u>FY 15-16</u>		<u>FY 16-17</u>	
	<u>Monthly</u>	<u>Hourly</u>	<u>Monthly</u>	<u>Hourly</u>	<u>Monthly</u>	<u>Hourly</u>
Step A	\$6,171.56	\$35.61	\$6,264.13	\$36.14	\$6,358.09	\$36.68
Step B	\$6,471.33	\$37.34	\$6,568.40	\$37.90	\$6,666.93	\$38.46
Step C	\$6,786.06	\$39.15	\$6,887.85	\$39.74	\$6,991.17	\$40.33
Step D	\$7,116.54	\$41.06	\$7,223.29	\$41.67	\$7,331.64	\$42.30
Step E	\$7,463.56	\$43.06	\$7,575.51	\$43.71	\$7,689.14	\$44.36
Step F	\$7,827.90	\$45.16	\$7,945.32	\$45.84	\$8,064.50	\$46.53
Step G	\$8,210.48	\$47.37	\$8,333.64	\$48.08	\$8,458.64	\$48.80

Education Incentive – Add 2,5% to base pay for RPL, Add 5% to base pay for AA, or 8% to base pay for BA or BS degree.

BASE PAY with RPL

	<u>FY 14-15</u>		<u>FY 15-16</u>		<u>FY 16-17</u>	
	<u>Monthly</u>	<u>Hourly</u>	<u>Monthly</u>	<u>Hourly</u>	<u>Monthly</u>	<u>Hourly</u>
Step A	\$6,325.85	\$36.50	\$6,420.74	\$37.04	\$6,517.05	\$37.60
Step B	\$6,633.11	\$38.27	\$6,732.61	\$38.84	\$6,833.60	\$39.43
Step C	\$6,955.72	\$40.13	\$7,060.06	\$40.73	\$7,165.96	\$41.34
Step D	\$7,294.46	\$42.08	\$7,403.91	\$42.72	\$7,514.97	\$43.36
Step E	\$7,650.14	\$44.14	\$7,764.89	\$44.80	\$7,881.36	\$45.47
Step F	\$8,023.60	\$46.29	\$8,143.95	\$46.99	\$8,266.11	\$47.69
Step G	\$8,415.76	\$48.55	\$8,542.00	\$49.28	\$8,670.13	\$50.02

BASE RATE with AA Degree

	<u>FY 14-15</u>		<u>FY 15-16</u>		<u>FY 16-17</u>	
	<u>Monthly</u>	<u>Hourly</u>	<u>Monthly</u>	<u>Hourly</u>	<u>Monthly</u>	<u>Hourly</u>
Step A	\$6,480.14	\$37.39	\$6,577.34	\$38.95	\$6,676.00	\$38.52
Step B	\$6,794.90	\$39.20	\$6,896.82	\$39.79	\$7,000.27	\$40.39
Step C	\$7,125.36	\$41.11	\$7,232.24	\$41.73	\$7,340.72	\$42.35
Step D	\$7,472.37	\$43.11	\$7,584.45	\$43.76	\$7,698.22	\$44.41
Step E	\$7,836.74	\$45.21	\$7,954.29	\$45.89	\$8,073.60	\$46.58
Step F	\$8,219.30	\$47.42	\$8,342.58	\$48.13	\$8,467.72	\$48.85
Step G	\$8,621.00	\$49.74	\$8,750.32	\$50.48	\$8,881.57	\$51.24

BASE RATE with BA or BS Degree

	<u>FY 14-15</u>		<u>FY 15-16</u>		<u>FY 16-17</u>	
	<u>Monthly</u>	<u>Hourly</u>	<u>Monthly</u>	<u>Hourly</u>	<u>Monthly</u>	<u>Hourly</u>
Step A	\$6,665.28	\$38.45	\$6,765.26	\$39.03	\$6,866.74	\$39.62
Step B	\$6,989.04	\$40.32	\$7,093.87	\$40.93	\$7,200.28	\$41.54
Step C	\$7,328.94	\$42.28	\$7,438.88	\$42.92	\$7,550.46	\$43.56
Step D	\$7,685.86	\$44.34	\$7,801.15	\$45.01	\$7,918.17	\$45.68
Step E	\$8,060.64	\$46.50	\$8,181.55	\$47.20	\$8,304.27	\$47.91
Step F*	\$8,454.13	\$48.77	\$8,580.94	\$49.51	\$8,709.65	\$50.25
Step G*	\$8,867.32	\$51.16	\$9,000.33	\$51.93	\$9,135.33	\$52.70

*Steps F and G shall be awarded to an employee who has demonstrated an average or above level of competency for the classification after a minimum of two years in the previous step, subject to the Operations Manager's recommendation and the Executive Director's approval.

MEMORANDUM OF UNDERSTANDING

BETWEEN

SOUTH BAY REGIONAL PUBLIC

COMMUNICATIONS AUTHORITY

and

THE COMMUNICATIONS WORKERS OF AMERICA

July 1, 2017 through June 30, 2020

PREAMBLE

THIS AGREEMENT is made and entered into by and between the South Bay Regional Public Communications Authority (Authority) and the Communications Workers of America (Union). Agreement is binding upon Authority only upon approval of the Executive Committee and shall apply from July 1, 2017 through June 30, 2020.

ARTICLE 1 -- CONCLUSIVENESS OF AGREEMENT

Section 1.1 -- Agreement Conclusive. This Agreement contains all of the promises and agreements of the parties. Therefore, for the life of this Agreement, neither party shall be compelled to bargain with the other concerning any mandatory bargaining issue, whether or not that issue was raised at a meet and confer session preceding this Agreement, unless the parties agree to bargain about it. There are two sub-groups of employees, which are defined as: Group A employees are Supervisors with a hire date prior to October 25, 2011; Group B employees are Supervisors with a hire date after October 25, 2011.

ARTICLE 2 -- RECOGNITION OF UNION

Section 2.1 -- Union Recognition. The Authority recognizes the Union as the exclusive representative for all employees in the job classification of Communications Supervisor.

APPENDIX A

COMPENSATION AS OF JULY 1, 2016

On April 1, 2018, a 2.5% increase of the base rate will be applied.

On July 1, 2018, a 2.5% increase of the base rate will be applied.

On July 1, 2019, a 2.5% increase of the base rate will be applied.

BASE RATE

	<u>FY 17-18</u>		<u>FY 18-19</u>		<u>FY 19-20</u>	
	<u>Monthly</u>	<u>Hourly</u>	<u>Monthly</u>	<u>Hourly</u>	<u>Monthly</u>	<u>Hourly</u>
Step A	\$6,517.04	\$37.60	\$6,679.97	\$38.54	\$6,846.97	\$39.50
Step B	\$6,833.60	\$39.42	\$7,004.44	\$40.41	\$7,179.55	\$41.42
Step C	\$7,165.95	\$41.34	\$7,345.10	\$42.38	\$7,528.73	\$43.43
Step D	\$7,514.93	\$43.36	\$7,702.80	\$44.44	\$7,895.37	\$45.55
Step E	\$7,881.37	\$45.47	\$8,078.40	\$46.61	\$8,280.36	\$47.77
Step F	\$8,266.11	\$47.69	\$8,472.76	\$48.88	\$8,684.58	\$50.10
Step G	\$8,670.11	\$50.02	\$8,886.86	\$51.27	\$9,109.03	\$52.55

*Steps F and G shall be awarded to an employee who has demonstrated an average or above level of competency for the classification after a minimum of two years in the previous step, subject to the Operations Manager's recommendation and the Executive Director's approval.

MEMORANDUM OF UNDERSTANDING
BETWEEN
SOUTH BAY REGIONAL
PUBLIC COMMUNICATIONS AUTHORITY
AND MANAGEMENT AND CONFIDENTIAL EMPLOYEES

JULY 1, 2009 through JUNE 30, 2012

8/17/2009

PREAMBLE

THIS AGREEMENT is made and entered into by and between the SOUTH BAY REGIONAL PUBLIC COMMUNICATIONS AUTHORITY ("Authority") and the MANAGEMENT AND CONFIDENTIAL EMPLOYEES ("Employees") employed under the following job classifications:

Operations Manager
Administration Manager
Technical Services Manager
Executive Secretary
Financial Accountant

AGREEMENT is binding upon Authority only upon approval of the Executive Committee and shall apply from July 1, 2009 through June 30, 2012.

APPENDIX A

OPERATIONS MANAGER

	<u>FY 09-10</u>		<u>FY 10-11</u>		<u>FY 11-12</u>	
	<u>Monthly</u>	<u>Hourly</u>	<u>Hourly</u>	<u>Monthly</u>	<u>Monthly</u>	<u>Hourly</u>
Step A	\$ 7,434.51	\$ 42.89	\$7,806.24	\$ 45.04	\$8,196.55	\$ 47.29
Step B	\$ 7,806.24	\$ 45.03	\$8,196.55	\$ 47.29	\$8,606.37	\$ 49.65
Step C	\$ 8,196.55	\$ 47.29	\$8,606.38	\$ 49.66	\$9,036.70	\$ 52.14
Step D	\$ 8,606.38	\$ 49.65	\$9,036.70	\$ 52.14	\$9,488.53	\$ 54.74
Step E	\$ 9,036.69	\$ 52.13	\$9,488.52	\$ 54.74	\$9,962.95	\$ 57.48

ADMINISTRATION MANAGER

	<u>FY 09-10</u>		<u>FY 10-11</u>		<u>FY 11-12</u>	
	<u>Monthly</u>	<u>Hourly</u>	<u>Hourly</u>	<u>Monthly</u>	<u>Monthly</u>	<u>Hourly</u>
Step A	\$ 7,434.51	\$ 42.89	\$7,806.24	\$ 45.04	\$8,196.55	\$ 47.29
Step B	\$ 7,806.24	\$ 45.03	\$8,196.55	\$ 47.29	\$8,606.37	\$ 49.65
Step C	\$ 8,196.55	\$ 47.29	\$8,606.38	\$ 49.66	\$9,036.70	\$ 52.14
Step D	\$ 8,606.38	\$ 49.65	\$9,036.70	\$ 52.14	\$9,488.53	\$ 54.74
Step E	\$ 9,036.69	\$ 52.13	\$9,488.52	\$ 54.74	\$9,962.95	\$ 57.48

FINANCIAL ACCOUNTANT

	<u>FY 09-10</u>		<u>FY 10-11</u>		<u>FY 11-12</u>	
	<u>Monthly</u>	<u>Hourly</u>	<u>Hourly</u>	<u>Monthly</u>	<u>Monthly</u>	<u>Hourly</u>
Step A	\$ 5,559.31	\$ 32.08	\$5,837.27	\$ 33.68	\$6,129.14	\$ 35.37
Step B	\$ 5,837.27	\$ 33.67	\$6,129.13	\$ 35.36	\$6,435.58	\$ 37.13
Step C	\$ 6,129.11	\$ 35.36	\$6,435.57	\$ 37.13	\$6,757.35	\$ 38.99
Step D	\$ 6,435.59	\$ 37.13	\$6,757.37	\$ 38.98	\$7,095.23	\$ 40.93
Step E	\$ 6,757.36	\$ 38.99	\$7,095.23	\$ 40.94	\$7,449.99	\$ 42.98

MEMORANDUM OF UNDERSTANDING
BETWEEN
SOUTH BAY REGIONAL
PUBLIC COMMUNICATIONS AUTHORITY
AND MANAGEMENT AND CONFIDENTIAL EMPLOYEES

JULY 1, 2013 through JUNE 30, 2016

PREAMBLE

THIS AGREEMENT is made and entered into by and between the SOUTH BAY REGIONAL PUBLIC COMMUNICATIONS AUTHORITY ("Authority") and MANAGEMENT AND CONFIDENTIAL EMPLOYEES ("Employees") employed under the following job classifications:

**Operations Manager
Administration Supervisor
Technical Services Manager
Finance Manager
Executive Secretary
Financial Accountant**

It is binding upon Authority only upon approval of the Executive Committee and shall apply from July 1, 2013 through June 30, 2016.

APPENDIX A

OPERATIONS MANAGER

	<u>FY 13-14</u>		<u>FY 14-15</u>		<u>FY 15-16</u>	
	<u>Monthly</u>	<u>Hourly</u>	<u>Monthly</u>	<u>Hourly</u>	<u>Monthly</u>	<u>Hourly</u>
Step A	\$ 8,606.37	\$ 49.6531	\$ 9,036.70	\$ 52.1358	July 01, 2015 Salary increase to be 3% plus CPI or Communications Supervisor (CWA) negotiated increase, whichever is greater	
Step B	\$ 9,036.70	\$ 52.1358	\$ 9,488.53	\$ 54.7426		
Step C	\$ 9,488.53	\$ 54.7426	\$ 9,962.95	\$ 57.4797		
Step D	\$ 9,962.95	\$ 57.4797	\$10,461.10	\$ 60.3537		
Step E	\$10,461.10	\$ 60.3537	\$10,984.16	\$ 63.3714		

ADMINISTRATION SUPERVISOR

	<u>FY 13-14</u>		<u>FY 14-15</u>		<u>FY 15-16</u>	
	<u>Monthly</u>	<u>Hourly</u>	<u>Monthly</u>	<u>Hourly</u>	<u>Monthly</u>	<u>Hourly</u>
Step A	\$ 7,745.75	\$ 44.6880	\$ 8,133.04	\$ 46.9223	July 01, 2015 Salary increase to be 3% plus CPI or Communications Supervisor (CWA) negotiated increase, whichever is greater	
Step B	\$ 8,133.04	\$ 46.9223	\$ 8,539.69	\$ 49.2684		
Step C	\$ 8,539.69	\$ 49.2684	\$ 8,966.67	\$ 51.7318		
Step D	\$ 8,966.67	\$ 51.7318	\$ 9,415.00	\$ 54.3184		
Step E	\$ 9,415.00	\$ 54.3184	\$ 9,885.75	\$ 57.0343		

TECHNICAL SERVICES MANAGER

	<u>FY 13-14</u>		<u>FY 14-15</u>		<u>FY 15-16</u>	
	<u>Monthly</u>	<u>Hourly</u>	<u>Monthly</u>	<u>Hourly</u>	<u>Monthly</u>	<u>Hourly</u>
Step A	\$ 8,234.34	\$ 47.5067	\$ 8,646.06	\$ 49.8821	July 01, 2015 Salary increase to be 3% plus CPI or Communications Supervisor (CWA) negotiated increase, whichever is greater	
Step B	\$ 8,626.01	\$ 49.7664	\$ 9,057.31	\$ 52.2547		
Step C	\$ 9,040.93	\$ 52.1602	\$ 9,492.98	\$ 54.7682		
Step D	\$ 9,472.44	\$ 54.6497	\$ 9,946.06	\$ 57.3822		
Step E	\$ 9,930.50	\$ 57.2824	\$10,427.03	\$ 60.1571		

ACCOUNTING & FINANCE MANAGER

	<u>FY 13-14</u>		<u>FY 14-15</u>		<u>FY 15-16</u>	
	<u>Monthly</u>	<u>Hourly</u>	<u>Monthly</u>	<u>Hourly</u>	<u>Monthly</u>	<u>Hourly</u>
Step A	\$ 8,440.74	\$ 48.6975	\$ 8,862.78	\$ 51.1324		
Step B	\$ 8,842.05	\$ 51.0128	\$ 9,284.15	\$ 53.5634		
Step C	\$ 9,266.51	\$ 53.4617	\$ 9,729.84	\$ 56.1348		
Step D	\$ 9,709.72	\$ 56.0187	\$10,195.21	\$ 58.8197		
Step E	\$10,178.28	\$ 58.7220	\$10,687.19	\$ 61.6581		

July 01, 2015
Salary increase to be 3% plus CPI or Communications Supervisor (CWA) negotiated increase, whichever is greater

FINANCIAL ACCOUNTANT

	<u>FY 13-14</u>		<u>FY 14-15</u>		<u>FY 15-16</u>	
	<u>Monthly</u>	<u>Hourly</u>	<u>Monthly</u>	<u>Hourly</u>	<u>Monthly</u>	<u>Hourly</u>
Step A	\$ 6,435.58	\$ 37.1291	\$ 6,757.36	\$ 38.9855		
Step B	\$ 6,757.35	\$ 38.9855	\$ 7,095.22	\$ 40.9347		
Step C	\$ 7,095.23	\$ 40.9348	\$ 7,449.99	\$ 42.9815		
Step D	\$ 7,449.99	\$ 42.9815	\$ 7,822.49	\$ 45.1306		
Step E	\$ 7,822.49	\$ 45.1306	\$ 8,213.61	\$ 47.3871		

July 01, 2015
Salary increase to be 3% plus CPI or Communications Supervisor (CWA) negotiated increase, whichever is greater

EXECUTIVE SECRETARY

	<u>FY 13-14</u>		<u>FY 14-15</u>		<u>FY 15-16</u>	
	<u>Monthly</u>	<u>Hourly</u>	<u>Monthly</u>	<u>Hourly</u>	<u>Monthly</u>	<u>Hourly</u>
Step A	\$ 5,838.38	\$ 33.6836	\$ 6,130.30	\$ 35.3678		
Step B	\$ 6,246.67	\$ 36.0392	\$ 6,559.00	\$ 37.8411		
Step C	\$ 6,654.94	\$ 38.3946	\$ 6,987.69	\$ 40.3144		
Step D	\$ 7,063.23	\$ 40.7502	\$ 7,416.39	\$ 42.7877		
Step E	\$ 7,471.50	\$ 43.0956	\$ 7,845.08	\$ 45.2609		

July 01, 2015 Salary increase to be 3% plus CPI or Communications Supervisor (CWA) negotiated increase, whichever is greater

MEMORANDUM OF UNDERSTANDING
BETWEEN
SOUTH BAY REGIONAL
PUBLIC COMMUNICATIONS AUTHORITY
AND MANAGEMENT AND CONFIDENTIAL EMPLOYEES

JULY 1, 2016 through JUNE 30, 2019

PREAMBLE

THIS AGREEMENT is made and entered into by and between the SOUTH BAY REGIONAL PUBLIC COMMUNICATIONS AUTHORITY ("Authority") and MANAGEMENT AND CONFIDENTIAL EMPLOYEES ("Employees") employed under the following job classifications:

Operations Manager
Administration Supervisor
Technical Services Manager
Finance Manager
Executive Secretary
Financial Accountant

It is binding upon Authority only upon approval of the Executive Committee and shall apply from July 1, 2016 through June 30, 2019.

APPENDIX A**OPERATIONS MANAGER**

	FY 16-17		FY 17-18		FY 18-19	
	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly
Step A	\$9,613.79	\$55.4652	\$9,806.06	\$56.5745	\$10,002.18	\$57.7060
Step B	\$10,094.47	\$58.2385	\$10,296.36	\$59.4032	\$10,502.29	\$60.5913
Step C	\$10,599.19	\$61.1503	\$10,811.17	\$62.3733	\$11,027.39	\$63.6208
Step D	\$11,129.15	\$64.2079	\$11,351.73	\$65.4920	\$11,578.77	\$66.8019
Step E	\$11,685.61	\$67.4183	\$11,919.32	\$68.7666	\$12,157.71	\$70.1420

ADMINISTRATION MANAGER

	FY 16-17		FY 17-18		FY 18-19	
	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly
Step A	\$8,652.42	\$49.9187	\$8,825.46	\$50.9171	\$9,001.97	\$51.9355
Step B	\$9,085.04	\$52.4147	\$9,266.74	\$53.4630	\$9,452.07	\$54.5322
Step C	\$9,539.28	\$55.0354	\$9,730.07	\$56.1361	\$9,924.67	\$57.2588
Step D	\$10,016.25	\$57.7872	\$10,216.57	\$58.9429	\$10,420.90	\$60.1218
Step E	\$10,517.06	\$60.6765	\$10,727.40	\$61.8900	\$10,941.95	\$63.1278

EXECUTIVE SECRETARY

	FY 16-17		FY 17-18		FY 18-19	
	Monthly	Hourly	Monthly	Hourly	Hourly	Monthly
Step A	\$6,521.78	\$37.6264	\$6,652.21	\$38.3789	\$6,785.26	\$39.1465
Step B	\$6,977.86	\$40.2577	\$7,117.42	\$41.0628	\$7,259.77	\$41.8841
Step C	\$7,433.92	\$42.8888	\$7,582.60	\$43.7466	\$7,734.25	\$44.6216
Step D	\$7,890.01	\$45.5201	\$8,047.81	\$46.4305	\$8,208.76	\$47.3592
Step E	\$8,346.07	\$48.1513	\$8,512.99	\$49.1143	\$8,683.25	\$50.0966

ACCOUNTING AND FINANCE MANAGER

	FY 16-17		FY 17-18		FY 18-19	
	Monthly	Hourly	Monthly	Hourly	Hourly	Monthly
Step A	\$9,428.76	\$54.3977	\$9,617.33	\$55.4857	\$9,809.68	\$56.5954
Step B	\$9,877.04	\$56.9840	\$10,074.58	\$58.1237	\$10,276.07	\$59.2862
Step C	\$10,351.18	\$59.7195	\$10,558.21	\$60.9139	\$10,769.37	\$62.1322
Step D	\$10,846.27	\$62.5758	\$11,063.20	\$63.8274	\$11,284.46	\$65.1039
Step E	\$11,369.67	\$65.5955	\$11,597.07	\$66.9074	\$11,829.01	\$68.2456

**MEMORANDUM OF UNDERSTANDING
BETWEEN
SOUTH BAY REGIONAL
PUBLIC COMMUNICATIONS AUTHORITY
and the
CALIFORNIA TEAMSTERS PUBLIC,
PROFESSIONAL, AND MEDICAL EMPLOYEES UNION
LOCAL 911
JULY 1, 2008 - JUNE 30, 2011**

PREAMBLE

THIS AGREEMENT is made and entered into by and between the SOUTH BAY REGIONAL PUBLIC COMMUNICATIONS AUTHORITY (Authority) and the CALIFORNIA TEAMSTERS PUBLIC, PROFESSIONAL, AND MEDICAL EMPLOYEES UNION, LOCAL 911, an affiliate of the International Brotherhood of Teamsters (Union). This Agreement is binding on the Authority only upon approval of the Authority's Executive Committee, and shall apply from July 1, 2008 through and including June 30, 2011, except with regard to salary increases as indicated in Article 19, and with regard to retiree medical benefits as indicated in Section 13.7(e).

ARTICLE 1 - CONCLUSIVENESS OF AGREEMENT

Section 1.1 - Agreement Conclusive. This Agreement contains all of the promises and agreements of the parties. Therefore, for the life of this Agreement neither party shall be compelled to bargain with the other concerning any mandatory bargaining issue, whether that issue was raised at a meet and confer session preceding this Agreement or not, unless the parties agree to bargain about it.

ARTICLE 2 - RECOGNITION OF UNION

Section 2.1 - Union Recognition. Authority recognizes Union as exclusive representative for all full-time employees in the job classification of Communications Operator.

Section 19.2 - Wage Adjustments.

- 1) Commencing from August 9, 2008 and until June 30, 2009 there shall be a .27% wage increase.
- 2) Commencing from July 1, 2009 and until June 30, 2010 there shall be a 5% wage increase.
- 3) Commencing from July 1, 2010 and until June 30, 2011 there shall be a 5% wage increase.

SALARY RANGE - COMMUNICATIONS OPERATOR

	A	B	C	D	E	F	G
2008-09	\$3,995.51	\$4,187.77	\$4,389.63	\$4,601.64	\$4,824.22	\$5,057.94	\$5,303.29
2009-10	\$4,195.28	\$4,397.15	\$4,609.11	\$4,831.72	\$5,065.43	\$5,310.84	\$5,568.45
2010-11	\$4,405.05	\$4,617.01	\$4,839.57	\$5,073.31	\$5,318.70	\$5,576.38	\$5,846.88

Compensation at Step "G" shall only be awarded to an employee who has demonstrated an average or above average level of competency for the classification after having been compensated for a minimum of at least two (2) years in Step "F." The award of compensation at Step "G" shall only be made upon and after a recommendation by the Operations Manager and subsequent approval of said recommendation by the Executive Director.

All persons hired in the Communications Operator classification shall be trained and shall be expected to reach a full level of proficiency in each operating position within the Authority; those operating positions being Police Dispatcher, Fire Dispatcher, and Call Taker.

ARTICLE 20 – QUALITY ASSURANCE PROGRAM

Section 20.1 - Quality Assurance Program. The parties to this memorandum of understanding agree that a Quality Assurance Program shall be developed by the Management of the Authority and Communications Operators.

ARTICLE 21 – CONSOLIDATION

Section 21.1 - Consolidation. The Authority and Union agree to meet and confer with regard to seniority and staffing levels associated with the integration of potential member agencies joining the Authority. The final decision shall be made by the Executive Director.

ARTICLE 22 – TEAMSTERS’ REPRESENTATION

Section 22.0 – Teamsters’ Representation. Effective July 1, 2009, all unrepresented technician employees agree that the Unrepresented bargaining group shall dissolve, and thereafter, said employees shall be represented by the Teamsters Local 911 bargaining group. All provisions in the MOU of the Unrepresented Technician Employees bargaining group will remain in effect, essentially “Y” rating the members of this group.

MEMORANDUM OF UNDERSTANDING
BETWEEN
The SOUTH BAY REGIONAL
PUBLIC COMMUNICATIONS AUTHORITY
and
The CALIFORNIA TEAMSTERS PUBLIC,
PROFESSIONAL AND MEDICAL EMPLOYEES UNION
LOCAL 911
October 25, 2011 - JUNE 30, 2014

PREAMBLE

THIS AGREEMENT is made and entered into by and between the SOUTH BAY REGIONAL PUBLIC COMMUNICATIONS AUTHORITY (Authority) and the CALIFORNIA TEAMSTERS PUBLIC, PROFESSIONAL, AND MEDICAL EMPLOYEES UNION, LOCAL 911, an affiliate of the International Brotherhood of Teamsters (Union). This Agreement is binding on the Authority only upon approval of the Authority's Executive Committee, and shall apply from October 25, 2011 through and including June 30, 2014.

ARTICLE 1 - CONCLUSIVENESS OF AGREEMENT

Section 1.1 - Agreement Conclusive. This Agreement contains all of the promises and agreements of the parties. Therefore, for the life of this Agreement neither party shall be compelled to bargain with the other concerning any mandatory bargaining issue, whether or not that issue was raised at a meet and confer session preceding this Agreement unless the parties agree to bargain about it.

ARTICLE 2 - RECOGNITION OF UNION

Section 2.1 - Union Recognition. Authority recognizes Union as exclusive representative for all full-time employees in the job classification of Communications Operator and Technical Services personnel excluding the Technical Services Manager. There are three sub-groups of employees which are defined as: Group A employees are Communications Operators with a hire date prior to October 25, 2011; Group B employees are Technical Services personnel with a hire date prior to October 25, 2011; and Group C employees are Communications Operators and Technical Services personnel with a hire date after October 25, 2011.

ARTICLE 19 - SALARY

Section 19.1 - Wages.

- 1) Commencing from October 25, 2011 and until June 30, 2012 there shall be a 0% wage increase.
- 2) Commencing from July 1, 2012 and until June 30, 2013 there shall be a 0% wage increase.
- 3) Commencing from July 1, 2013 and until June 30, 2014 there shall be a minimum 4% wage increase up to a maximum 8% wage increase based upon the Consumer Price Index – All Urban Consumers; Not Seasonally Adjusted; Area: Los Angeles-Riverside-Orange County, CA; All Items, for the twelve (12) months, calendar year of 2012. On June 30, 2014 an additional 2.5% wage increase will be awarded.

SALARY RANGE - COMMUNICATIONS OPERATOR

	A	B	C	D	E	F	G
2011-12	\$4,405.05	\$4,617.01	\$4,839.57	\$5,073.31	\$5,318.70	\$5,576.38	\$5,846.88
2012-13	\$4,405.05	\$4,617.01	\$4,839.57	\$5,073.31	\$5,318.70	\$5,576.38	\$5,846.88
2013-14	Inc 4% - 8%	Inc 4% - 8%	Inc 4% - 8%	Inc 4% - 8%	Inc 4% - 8%	Inc 4% - 8%	Inc 4% - 8%
6/30/14	Inc 2.5%	Inc 2.5%	Inc 2.5%	Inc 2.5%	Inc 2.5%	Inc 2.5%	Inc 2.5%

“Y” Rated Employees

Employee #	Monthly	Monthly	Monthly
	2011-12	2012-13	2013-14
730	\$ 6,637.58	\$ 6,637.58	\$ 6,637.58
726	\$ 7,111.71	\$ 7,111.71	\$ 7,111.71

Will remain "Y" rated even if it is assumed that the Teamsters get the maximum 8% in FY 2013-14 plus the additional 2.5% at 06/30/14. Based on "F" Step (\$5,576.38) for Communications Operator with the maximum 8% increase plus 2.5% on 06/30/14, the "F" Step amounts to \$6,173.05 per month.

Compensation at Step "F" shall only be awarded to an employee who has demonstrated an average or above average level of competency for the classification after having been compensated for a minimum of at least two (2) years in Step "E." Compensation at Step "G" shall only be awarded to an employee who has demonstrated an average or above average level of competency for the classification after having been compensated for a minimum of at least two (2) years in Step "F." The award of compensation at Step "G" shall only be made upon and after a recommendation by the Operations Manager and subsequent approval of said recommendation by the Executive Director.

All persons hired in the Communications Operator classification shall be trained and shall be expected to reach a full level of proficiency in each operating position within the Authority; those operating positions being Police Dispatcher, Fire Dispatcher, and Call Taker.

SALARY RANGE – TECHNICAL SERVICES EMPLOYEES

Jr. Communications Technician

	2011-12 Monthly	2012-13 Monthly	2013-14 Monthly	06/30/14 Monthly
Step A	\$ 4,941.96	\$ 4,941.96	+4%-8%	+2.5%
Step B	\$ 5,189.05	\$ 5,189.05	+4%-8%	+2.5%
Step C	\$ 5,448.51	\$ 5,448.51	+4%-8%	+2.5%
Step D	\$ 5,720.93	\$ 5,720.93	+4%-8%	+2.5%
Step E	\$ 6,006.98	\$ 6,006.98	+4%-8%	+2.5%

Communications Technician

	2011-12 Monthly	2012-13 Monthly	2013-14 Monthly	06/30/14 Monthly
Step A	\$ 5,813.84	\$ 5,813.84	+4%-8%	+2.5%
Step B	\$ 6,104.52	\$ 6,104.52	+4%-8%	+2.5%
Step C	\$ 6,409.75	\$ 6,409.75	+4%-8%	+2.5%
Step D	\$ 6,730.22	\$ 6,730.22	+4%-8%	+2.5%
Step E	\$ 7,066.73	\$ 7,066.73	+4%-8%	+2.5%

Lead Communications Technician

	2011-12 Monthly	2012-13 Monthly	2013-14 Monthly	06/30/14 Monthly
Step A	\$ 6,617.43	\$ 6,617.43	+4%-8%	+2.5%
Step B	\$ 6,933.26	\$ 6,933.26	+4%-8%	+2.5%
Step C	\$ 7,263.46	\$ 7,263.46	+4%-8%	+2.5%
Step D	\$ 7,610.85	\$ 7,610.85	+4%-8%	+2.5%
Step E	\$ 7,975.51	\$ 7,975.51	+4%-8%	+2.5%

MEMORANDUM OF UNDERSTANDING
BETWEEN
The SOUTH BAY REGIONAL
PUBLIC COMMUNICATIONS AUTHORITY
and
The CALIFORNIA TEAMSTERS PUBLIC,
PROFESSIONAL AND MEDICAL EMPLOYEES UNION
LOCAL 911
July 1, 2014 - June 30, 2017

PREAMBLE

THIS AGREEMENT is made and entered into by and between the SOUTH BAY REGIONAL PUBLIC COMMUNICATIONS AUTHORITY (Authority) and the CALIFORNIA TEAMSTERS PUBLIC, PROFESSIONAL, AND MEDICAL EMPLOYEES UNION, LOCAL 911, an affiliate of the International Brotherhood of Teamsters (Union). This Agreement is binding on the Authority only upon approval of the Authority's Executive Committee, and shall apply from July 1, 2014 through and including June 30, 2017.

ARTICLE 1 - CONCLUSIVENESS OF AGREEMENT

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ARTICLE 2 - RECOGNITION OF UNION

Section 2.1 - Union Recognition. Authority recognizes Union as exclusive representative for all full-time employees in the job classification of Communications Operator and Technical Services personnel excluding the Technical Services Manager. There are three sub-groups of employees which are defined as: Group A employees are Communications Operators with a hire date prior to October 25, 2011; Group B employees are Technical Services personnel with a hire date prior to October 25, 2011; and Group C employees are Communications Operators and Technical Services personnel with a hire date after October 25, 2011.

ARTICLE 18 - IMPASSE PROCEDURE

Resolution 283 shall be modified as follows:

- (a) The parties submit to each other their written statements of the issues;
- (b) The parties then schedule further meetings to resolve the issues;
- (c) If the issues are not resolved, either party may request mediation through the California State Mediation and Conciliation Service;
- (d) If the issues are not resolved and the impasse still exists, the parties shall then submit written statements of their final position to the Executive Committee; and
- (e) The Executive Committee will then make a final determination on the issues.

ARTICLE 19 - SALARY

Section 19.1 - Wages.

- 1) Commencing from July 1, 2014 and until June 30, 2015 there shall be a 5% wage increase.
- 2) Commencing from July 1, 2015 and until June 30, 2016 there shall be a 3.5% wage increase.
- 3) Commencing from July 1, 2016 and until June 30, 2017 there shall be a minimum 3.5% wage increase.

SALARY RANGE - COMMUNICATIONS OPERATOR

	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	<u>G</u>
2014-15	\$4,930.57	\$5,167.82	\$5,416.93	\$5,678.56	\$5,953.22	\$6,241.64	\$6,544.41
2015-16	\$5,103.14	\$5,348.69	\$5,606.52	\$5,877.31	\$6,161.58	\$6,460.10	\$6,773.46
2016-17	\$5,281.75	\$5,535.89	\$5,802.75	\$6,083.02	\$6,377.24	\$6,686.20	\$7,010.53

“Y” Rated Employees

<u>Employee #</u>	<u>Monthly</u> <u>2014-15</u>	<u>Monthly</u> <u>2015-16</u>	<u>Monthly</u> <u>2016-17</u>
726	\$7,111.71	\$7,111.71	\$7,111.71

Compensation at Step "F" shall only be awarded to an employee who has demonstrated an average or above average level of competency for the classification after having been compensated for a minimum of at least two (2) years in Step "E." Compensation at Step "G" shall only be awarded to an employee who has demonstrated an average or above average level of competency for the classification after having been compensated for a minimum of at least two (2) years in Step "F." The award of compensation at Step "G" shall only be made upon and after a recommendation by the Operations Manager and subsequent approval of said recommendation by the Executive Director.

All persons hired in the Communications Operator classification shall be trained and shall be expected to reach a full level of proficiency in each operating position within the Authority; those operating positions being Police Dispatcher, Fire Dispatcher, and Call Taker.

SALARY RANGE – TECHNICAL SERVICES EMPLOYEES

Jr. Communications Technician

	2014-15 <u>Monthly</u>	2015-16 <u>Monthly</u>	2016-17 <u>Monthly</u>
Step A	\$ 5,531.54	\$ 5,725.14	\$5,925.52
Step B	\$ 5,808.11	\$ 6,011.39	\$6,221.79
Step C	\$ 6,098.52	\$ 6,311.97	\$6,532.89
Step D	\$ 6,403.44	\$ 6,627.56	\$6,859.52
Step E	\$ 6,723.61	\$ 6,958.94	\$7,202.50

Communications Technician

	2014-15 <u>Monthly</u>	2015-16 <u>Monthly</u>	2016-17 <u>Monthly</u>
Step A	\$ 6,507.43	\$ 6,735.19	\$6,970.92
Step B	\$ 6,832.79	\$ 7,071.94	\$7,319.46
Step C	\$ 7,174.43	\$ 7,425.54	\$7,685.43
Step D	\$ 7,533.13	\$ 7,796.79	\$8,069.68
Step E	\$ 7,909.79	\$ 8,186.63	\$8,473.16

Lead Communications Technician

	2014-15 <u>Monthly</u>	2015-16 <u>Monthly</u>	2016-17 <u>Monthly</u>
Step A	\$ 7,406.89	\$ 7,666.13	\$7,934.44
Step B	\$ 7,760.40	\$ 8,032.01	\$8,313.13
Step C	\$ 8,129.99	\$ 8,414.54	\$8,709.05
Step D	\$ 8,518.83	\$ 8,816.99	\$9,125.58
Step E	\$ 8,926.98	\$ 9,239.42	\$9,562.80