

RESOLUTION NO. 2022 -70

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF HUNTINGTON BEACH
AMENDING THE CITY'S CLASSIFICATION PLAN AND MEMORANDUM OF
UNDERSTANDING BETWEEN THE CITY AND THE HUNTINGTON BEACH
MUNICIPAL TEAMSTERS (HBMT) BY ADOPTING THE SIDE LETTER OF
AGREEMENT

WHEREAS, on April 20, 2020, the City Council of Huntington Beach adopted Resolution No. 2020-19 approving a Memorandum of Understanding (MOU) with the Huntington Beach Municipal Teamsters (HBMT) specifying that a citywide Classification and Compensation Study would commence during the term of the agreement ending September 30, 2020; and the City Council subsequently adopted Resolution No. 2021-25 extending the term of the MOU through December 31, 2021; and,

WHEREAS, on March 15, 2021, the City Council of Huntington Beach approved an agreement with Public Sector Personnel Consultants, Inc., to conduct a citywide Classification and Compensation Study to review, simplify, and modernize the City's classification plan, and to conduct a comparison of salary and benefits within the City's employment market, which was defined as the cities of Anaheim, Santa Ana, Irvine, Garden Grove, Orange, Fullerton, Costa Mesa, and Newport Beach; and,

WHEREAS, on January 18, 2022, the City Council of Huntington Beach adopted Resolution No. 2022-02 for approving the MOU between the City and HBMT through the term ending December 31, 2024, which stated that the parties agreed to meet and confer regarding the Classification and Compensation Study, and which transitioned all classifications to a new master salary schedule with pay ranges that are one percent (1%) apart and consist of seven (7) steps that are five percent (5%) apart that provides additional flexibility in assigning pay ranges and creates greater alignment across associations; and,

WHEREAS, the City's Human Resources Division, with assistance from Public Sector Personnel Consultants, has met and conferred with the impacted associations and individual employees through the Request for Reconsideration process; and the proposed Classification and Compensation Study implementation plan improves internal alignment, more clearly defines career ladders, and brings classifications whose pay range maximums were behind the market average of similar positions in the City's employment market as close to market average as feasible within the authorized budget and constraints of the City's existing classification and compensation plan; and,

Subsequent to the adoption of the MOU, the City of Huntington Beach and HBMT has met and conferred and agreed to changes, corrections, and clarifications to the MOU that are reflected in a Side Letter of Agreement attached hereto as Exhibit A and incorporated herein by this reference.

NOW, THEREFORE, IT IS HEREBY RESOLVED by the City Council of the City of Huntington Beach as follows:

1. The Side Letter of Agreement attached hereto as Exhibit A is approved and adopted.
2. The Side Letter of Agreement amends the MOU between the City of Huntington Beach and HBMT.

PASSED AND ADOPTED by the City Council of the City of Huntington Beach at a regular meeting thereof held on the 15th day of November, 2022.

Mayor

REVIEWED AND APPROVED:

APPROVED AS TO FORM:

City Manager

City Attorney *MM*

INITIATED AND APPROVED:

B. Mello

Director of Administrative Services

**SIDE LETTER OF AGREEMENT
BETWEEN
THE CITY OF HUNTINGTON BEACH
AND THE
HUNTINGTON BEACH MUNICIPAL TEAMSTERS (HBMT)**

Representatives of Huntington Beach Municipal Teamsters (HBMT) and the City of Huntington Beach (City) have negotiated this Side Letter of Agreement to modify the following sections of the HBMT MOU dated January 1, 2022, through December 31, 2024:

ARTICLE II – REPRESENTATIONAL UNIT/CLASS

The City of Huntington Beach proposes to add/modify/delete the following classifications to the City's Classification Plan and the HBMT MOU (see Exhibit A – Pay Schedule):

ADD CLASSIFICATIONS

Job Title	Range	Minimum	Maximum
Facilities Maintenance Coordinator	153	\$52,867	\$70,847
Lead Construction Inspector	205	\$88,695	\$118,860
Librarian II	177	\$67,127	\$89,957
Public Works Maintenance Worker	143	\$47,860	\$64,137

DELETE CLASSIFICATIONS

Job Title
Assistant Social Worker
Civilian Check Investigator
Construction Inspector II
Court Liaison Specialist
Criminalist
Custodian
Development Specialist
Equipment Services Crewleader
Information Technology Technician II
Irrigation Crewleader
Library Facilities Coordinator
Management Assistant
Marine Equipment Mechanic
Mechanic I

Job Title
Office Specialist
Painter Leadworker
Park Maintenance Crewleader
Parking / Traffic Control Coordinator
Parking Meter Repair Technician
Payroll Technician
Plumber
Police Photo / Imaging Specialist
Program Coordinator - Human Services
Project Manager Assistant
Rideshare Coordinator
Senior Marine Equip Mechanic
Senior Telecommunications Technician
Survey Party Chief
Telecommunications Specialist
Traffic Markings Leadworker

MODIFY CLASSIFICATIONS

Current Job Title	New Job Title
Administrative Aide	Management Aide
Administrative Assistant	Senior Administrative Assistant
Administrative Secretary	Administrative Assistant
Assistant Civil Engineer	Assistant Engineer
Building Inspector I	Building Inspector
Building Inspector II	Combination Inspector
Building Inspector III	Senior Combination Inspector
Building Plan Checker I	Plans Examiner
Building Plan Checker II	Senior Plans Examiner
Civil Engineering Assistant	Assistant Civil Engineer
Code Enforcement Officer I	Code Enforcement Officer
Code Enforcement Officer II	Senior Code Enforcement Officer
Community Services & Recreation Specialist	Community and Library Services Coordinator
Community Services Recreation Supervisor	Community and Library Services Supervisor
Construction Inspector I	Construction Inspector
Emergency Services Coordinator	Emergency Management Administrator
Equipment Support Assistant	Equipment Parts Inventory Supply Clerk

Current Job Title	New Job Title
Equipment/Automotive Maintenance Crewleader	Fleet Maintenance Crew Leader
Equipment/Automotive Maintenance Leadworker	Lead Fleet Maintenance Mechanic
Executive Assistant	Executive Assistant to the City Manager
Facilities Maintenance Leadworker	Lead Facilities Maintenance Worker
Fire Prevention Inspector I	Fire Prevention Inspector
Fire Prevention Inspector II	Senior Fire Prevention Inspector
Geographic Information Systems Analyst I	Geographic Information Systems Analyst
Geographic Information Systems Analyst II	Senior Geographic Information Systems Analyst
Information Technology Technician I	Information Technology Technician
Landscape Maintenance Leadworker	Landscape Maintenance Inspector
Latent Fingerprint Examiner	Latent Print Examiner
Librarian	Librarian I
Library Services Clerk	Library Services Assistant
Maintenance Worker	Utility Maintenance Worker
Mechanic II	Mechanic
Mechanic III	Senior Mechanic
Media Services Specialist	Facilities Security Coordinator
Parking Meter Repair Worker	Parking Meter Technician
Parking/Camping Leadworker	Parking and Camping Operations Lead
Payroll Specialist	Senior Payroll Specialist
Personnel Assistant	Human Resources Technician
Police Records Specialist	Senior Police Records Specialist
Police Records Technician	Police Records Specialist
Senior Code Enforcement Officer	Principal Code Enforcement Officer
Senior Information Technology Technician	Lead Information Technology Technician
Senior Payroll Technician	Payroll Specialist
Senior Services Assistant	Social Services Assistant
Senior Water Meter Reader	Senior Utility Field Representative
Stock Clerk	Warehouse Clerk
Survey Technician I	Survey Technician
Survey Technician II	Senior Survey Technician
Traffic Signal/Light Crewleader	Traffic Signals Crew Leader
Utilities Technology Coordinator	Utilities Technology Supervisor
Warehousekeeper	Warehouse Coordinator
Wastewater Operations Crewleader	Wastewater Crew Leader

Current Job Title	New Job Title
Wastewater Operations Leadworker	Lead Wastewater Worker
Water Meter Reader	Utility Field Representative
Water Systems Technician III	Senior Water Utility Worker
Water Utility Locator	Utility Locator

MERGE AND MODIFY CLASSIFICATIONS

Current Job Title	New Job Title
Accounting Technician I	Accounting Technician
Accounting Technician II	
Beach Equipment Operator	Public Works Equipment Operator
Landscape Equipment Operator	
Signs & Markings Equipment Operator	
Streets Equipment Operator	
Tree Equipment Operator	
Beach Maintenance Service Worker	Senior Public Works Maintenance Worker
Maintenance Service Worker	
Maintenance Service Worker Traffic	
Landscape Maintenance Crewleader	Public Works Maintenance Crew Leader
Street Maintenance Crewleader	
Signs & Markings Crewleader	
Tree Maintenance Crewleader	
Beach Maintenance Crewleader	
Facilities Maintenance Crewleader	
Information Technology Analyst I	Information Technology Analyst
Information Technology Analyst II	
Information Technology Analyst III	Senior Information Technology Analyst
Information Technology Analyst IV	
Information Technology Technician III	Senior Information Technology Technician
Information Technology Technician IV	
Signs Leadworker	Lead Public Works Maintenance Worker
Street Maintenance Leadworker	
Trees Maintenance Leadworker	

Current Job Title	New Job Title
Wastewater Maintenance Service Worker	Water Utility Worker
Water Service Worker	
Water Systems Technician I	
Water Systems Technician II	
Water Distribution Maintenance Crewleader	Water Utility Crew Leader
Water Distribution Meters Crewleader	
Water Operations Crewleader	
Water Distribution Maintenance Leadworker	Lead Water Utility Worker
Water Distribution Meters Leadworker	
Water Operations Leadworker	
Wastewater Equipment Operator	Utility Equipment Operator
Water Equipment Operator	
Cross Connection Control Specialist	Water Quality Specialist
Water Quality Technician	

The parties agree that this side letter agreement will take effect on the pay period beginning February 4, 2023. If the City is unable to complete implementation of these changes by this pay period due to competing year-end priorities, the parties agree that these changes will be retroactive to the pay period beginning February 4, 2023.

Each employee will be placed on the step (A-G) of their classification's assigned salary range that is nearest to their current base salary step without being less. If the preceding methodology would result in an employee moving more than one step below their current step (e.g., Step F to Step D), then the employee will instead be placed one step below their current step (e.g., Step F to Step E).

The parties agree that some of the above classifications are new and that the class specifications and minimum qualifications have not been completed. The parties agree to meet and confer on these class specifications and minimum qualifications before final implementation of the new classifications.

The parties agree that the policies and procedures surrounding the addition of new full-time equivalent authorized positions and positional adjustments via the budgeting process remain in effect. The creation of a new job classification does not equate to a new authorized position, nor an upgrade to an existing position, and that if and when a position is added or upgraded, the policies surrounding the promotional process remain in effect.

The parties agree that the implementation of this side letter will not change the anniversary date of employees that are being reclassified or retitled. Employees will receive their merit-based step advancement on their current anniversary date, in accordance with the Personnel Rules.

The parties agree that no incumbent employee shall be required to serve a probationary period as a result of being reclassified, retitled, or placed under new supervision or a new reporting relationship as a result of this implementation.

The parties agree that if a classification that has been merged or modified is listed elsewhere in the MOU, those sections will continue to remain in full effect.

The parties agree that all of the intended additions or deletions of HBMT positions are encompassed in this side letter agreement. If the City proposes any further additions and/or deletions to HBMT positions following the adoption of this agreement, the parties agree to meet and confer on those matters.

ARTICLE VIII – UNIFORMS, CLOTHING, TOOLS AND EQUIPMENT

B. Tool Allowance

Those employees, who are required to furnish their own personal tools for use on the job, shall be provided with a tool allowance to offset a portion of the cost for said tools that are lost, stolen or broken when in use on the job. Such allowance shall be eight hundred dollars (\$800.00) per year, payable in January of each year, separate from payroll checks to those employees on active duty. In the event an employee is hired or separates, their tool allowance for that calendar year shall be prorated on the basis of the total number of months in which they were employed on the first working day of the year. It is understood that the employee has the responsibility to exercise care and diligence in preventing the loss, theft and breakage of their personal tools.

The following classifications are eligible to receive tool allowance:

- Fleet Maintenance Crew Leader
- Lead Fleet Maintenance Mechanic
- Senior Mechanic
- Mechanic
- Helicopter Maintenance Technician
- Senior Helicopter Maintenance Technician

ARTICLE XII – LEAVE BENEFITS

A. Leave With Pay

1. General Leave

d. One (1) Week Minimum Vacation Requirement

Employees in the following positions, or their reclassified equivalent, in the Finance Department, shall take a minimum of one (1) week (i.e., five (5) consecutive workdays) paid vacation each calendar year: Accounting Technician; Senior Accounting Technician; Accounting Technician Supervisor; Field Service Representative; Senior Accountant (responsible for bank reconciliation).

2. City Paid Holidays

h. CalPERS Reporting of Holiday Pay

Employees who are required to work on a holiday observed by the City, either on the date observed by the City or on the date that the actual holiday falls as a part of their regular work schedule, shall have their holiday pay reported to CalPERS. Classifications eligible for this CalPERS reporting are: Public Works Equipment Operator (assigned to Beach), Public Works Maintenance Crew Leader (assigned to Beach), Senior Public Works Maintenance Worker (assigned to Beach), Crime Scene Investigator, Parking and Camping Crew Leader, Parking and Camping Operations Lead, Parking Meter Technician, Parking/Traffic Control Officer, Police Records Supervisor, Senior Police Records Specialist (assigned to the Records Bureau), Police Records Specialist (assigned to the Records Bureau), Police Services Specialist (assigned to the Records Bureau), and Police Systems Coordinator.

EXHIBIT B – UNIFORM POLICY

The City of Huntington Beach proposes to update the classifications listed in Exhibit B – Uniform Policy in accordance with the proposed classification changes outlined above (see Exhibit B-1 – Uniform Listing by Category/Class). Those who received uniforms previously under the current MOU will continue to receive the same uniform allowance.

Side Letter Implementation

Should the MOU between HBMT and the City of Huntington Beach continue beyond December 31, 2024, either through a successor MOU or an extension of the current MOU, all terms and conditions of this side letter shall remain in full force and effect unless changes are mutually agreed to by both parties.

IN WITNESS WHEREOF, the parties have caused this SIDE LETTER AGREEMENT to be executed by and through their authorized officers on _____.

City of Huntington Beach

Huntington Beach Municipal
Teamsters

By: _____
Al Zelinka
City Manager

By: _____
Sarah Whitecotton
HBMT Chief Steward

By: _____
Travis Hopkins
Assistant City Manager

By: _____
Brian Weinberg
HBMT Steward

By: B. Mello
Brittany Mello
Administrative Services Director

By: _____
Carlos Rubio
President, California Teamsters
Local 911

APPROVED AS TO FORM:

Michael Gates W
City Attorney

Side Letter Implementation

Should the MOU between HBMT and the City of Huntington Beach continue beyond December 31, 2024, either through a successor MOU or an extension of the current MOU, all terms and conditions of this side letter shall remain in full force and effect unless changes are mutually agreed to by both parties.

IN WITNESS WHEREOF, the parties have caused this SIDE LETTER AGREEMENT to be executed by and through their authorized officers on _____.

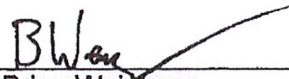
City of Huntington Beach

Huntington Beach Municipal
Teamsters

By: _____
Al Zelinka
City Manager

By:  _____
Sarah Whitecotton
HBMT Chief Steward

By: _____
Travis Hopkins
Assistant City Manager

By:  _____
Brian Weinberg
HBMT Steward

By: _____
Brittany Mello
Administrative Services Director

By:  _____
Carlos Rubio
President, California Teamsters
Local 911

APPROVED AS TO FORM:

Michael Gates
City Attorney

**HUNTINGTON BEACH MUNICIPAL TEAMSTERS
EXHIBIT A – PAY SCHEDULE**

Job Description	Range	A	B	C	D	E	F	G
Accountant	181	33.58	35.26	37.03	38.88	40.82	42.86	45.00
Accounting Technician	153	25.42	26.69	28.02	29.42	30.89	32.44	34.06
Accounting Technician Supervisor	178	32.60	34.23	35.94	37.73	39.62	41.60	43.68
Administrative Assistant	150	24.67	25.90	27.20	28.56	29.99	31.49	33.06
Art Programs Curator	167	29.22	30.68	32.21	33.82	35.51	37.29	39.15
Assistant Civil Engineer	201	40.98	43.03	45.18	47.44	49.81	52.30	54.91
Assistant Engineer	189	36.37	38.18	40.09	42.10	44.20	46.41	48.73
Assistant Planner	183	34.26	35.97	37.77	39.66	41.64	43.72	45.91
Building Inspector	179	32.92	34.57	36.30	38.11	40.02	42.02	44.12
Business License Supervisor	184	34.60	36.33	38.15	40.05	42.06	44.16	46.37
Buyer	179	32.92	34.57	36.30	38.11	40.02	42.02	44.12
Code Enforcement Officer	158	26.71	28.05	29.45	30.92	32.47	34.09	35.80
Code Enforcement Technician	140	22.33	23.45	24.62	25.85	27.15	28.50	29.93
Combination Inspector	186	35.30	37.06	38.91	40.86	42.90	45.05	47.30
Community and Library Services Coordinator	151	24.92	26.16	27.47	28.84	30.29	31.80	33.39
Community and Library Services Supervisor	184	34.60	36.33	38.15	40.05	42.06	44.16	46.37
Community Relations Specialist	161	27.52	28.90	30.34	31.86	33.45	35.13	36.88
Community Services Officer	164	28.36	29.77	31.26	32.83	34.47	36.19	38.00
Construction Inspector	175	31.64	33.22	34.88	36.62	38.45	40.38	42.40
Crime Analyst	180	33.25	34.91	36.66	38.49	40.42	42.44	44.56
Crime Scene Investigator	172	30.71	32.24	33.85	35.55	37.32	39.19	41.15
Deputy City Clerk	164	28.36	29.77	31.26	32.83	34.47	36.19	38.00
Electrician	176	31.95	33.55	35.23	36.99	38.84	40.78	42.82
Emergency Management Administrator	211	45.27	47.53	49.90	52.40	55.02	57.77	60.66
Emergency Medical Services Coordinator	219	49.02	51.47	54.04	56.74	59.58	62.56	65.69
Engineering Aide	164	28.36	29.77	31.26	32.83	34.47	36.19	38.00
Engineering Technician	182	33.92	35.62	37.40	39.27	41.23	43.29	45.45
Environmental Specialist	206	43.07	45.22	47.48	49.86	52.35	54.97	57.72
Equipment Parts Inventory Supply Clerk	154	25.67	26.95	28.30	29.72	31.20	32.76	34.40
Executive Assistant to the City Manager	180	33.25	34.91	36.66	38.49	40.42	42.44	44.56

**HUNTINGTON BEACH MUNICIPAL TEAMSTERS
EXHIBIT A – PAY SCHEDULE**

Job Description	Range	A	B	C	D	E	F	G
Facilities Maintenance Coordinator	153	25.42	26.69	28.02	29.42	30.89	32.44	34.06
Facilities Maintenance Technician	155	25.93	27.22	28.59	30.01	31.52	33.09	34.75
Facilities Security Coordinator	152	25.17	26.42	27.74	29.13	30.59	32.12	33.72
Field Service Representative	158	26.71	28.05	29.45	30.92	32.47	34.09	35.80
Fire Prevention Inspector	180	33.25	34.91	36.66	38.49	40.42	42.44	44.56
Fire Training Maintenance Technician	172	30.71	32.24	33.85	35.55	37.32	39.19	41.15
Fleet Maintenance Crew Leader	188	36.01	37.81	39.70	41.68	43.77	45.95	48.25
Forensic Systems Specialist	190	36.73	38.57	40.49	42.52	44.64	46.88	49.22
Geographic Information Systems Analyst	196	38.99	40.94	42.99	45.13	47.39	49.76	52.25
Hazardous Materials Program Specialist	192	37.47	39.34	41.31	43.37	45.54	47.82	50.21
Helicopter Maintenance Technician	177	32.27	33.89	35.58	37.36	39.23	41.19	43.25
Human Resources Technician	154	25.67	26.95	28.30	29.72	31.20	32.76	34.40
Information Technology Analyst	201	40.98	43.03	45.18	47.44	49.81	52.30	54.91
Information Technology Project Coordinator	203	41.80	43.89	46.09	48.39	50.81	53.35	56.02
Information Technology Technician	155	25.93	27.22	28.59	30.01	31.52	33.09	34.75
Irrigation Specialist	156	26.19	27.50	28.87	30.31	31.83	33.42	35.09
Landscape Maintenance Inspector	172	30.71	32.24	33.85	35.55	37.32	39.19	41.15
Latent Print Examiner	184	34.60	36.33	38.15	40.05	42.06	44.16	46.37
Lead Construction Inspector	205	42.64	44.77	47.01	49.36	51.83	54.42	57.14
Lead Facilities Maintenance Worker	179	32.92	34.57	36.30	38.11	40.02	42.02	44.12
Lead Fleet Maintenance Mechanic	179	32.92	34.57	36.30	38.11	40.02	42.02	44.12
Lead Information Technology Technician	186	35.30	37.06	38.91	40.86	42.90	45.05	47.30
Lead Public Works Maintenance Worker	172	30.71	32.24	33.85	35.55	37.32	39.19	41.15
Lead Wastewater Worker	176	31.95	33.55	35.23	36.99	38.84	40.78	42.82
Lead Water Utility Worker	178	32.60	34.23	35.94	37.73	39.62	41.60	43.68
Legal Assistant	161	27.52	28.90	30.34	31.86	33.45	35.13	36.88
Librarian I	169	29.80	31.29	32.86	34.50	36.23	38.04	39.94
Librarian II	177	32.27	33.89	35.58	37.36	39.23	41.19	43.25
Library Services Assistant	133	20.83	21.87	22.97	24.11	25.32	26.59	27.91
Library Specialist	151	24.92	26.16	27.47	28.84	30.29	31.80	33.39
Literacy Program Specialist	169	29.80	31.29	32.86	34.50	36.23	38.04	39.94

**HUNTINGTON BEACH MUNICIPAL TEAMSTERS
EXHIBIT A – PAY SCHEDULE**

Job Description	Range	A	B	C	D	E	F	G
Management Aide	178	32.60	34.23	35.94	37.73	39.62	41.60	43.68
Mechanic	165	28.64	30.07	31.58	33.15	34.81	36.55	38.38
Office Assistant I	119	18.12	19.03	19.98	20.98	22.03	23.13	24.28
Office Assistant II	135	21.25	22.31	23.43	24.60	25.83	27.12	28.48
Parking and Camping Assistant	138	21.89	22.99	24.14	25.34	26.61	27.94	29.34
Parking and Camping Crewleader	185	34.95	36.69	38.53	40.46	42.48	44.60	46.83
Parking and Camping Operations Lead	167	29.22	30.68	32.21	33.82	35.51	37.29	39.15
Parking Meter Technician	157	26.45	27.77	29.16	30.62	32.15	33.76	35.44
Parking/Traffic Control Officer	138	21.89	22.99	24.14	25.34	26.61	27.94	29.34
Parking/Traffic Control Supervisor	168	29.51	30.98	32.53	34.16	35.87	37.66	39.54
Payroll Specialist	172	30.71	32.24	33.85	35.55	37.32	39.19	41.15
Permit Technician	151	24.92	26.16	27.47	28.84	30.29	31.80	33.39
Pest Control Specialist	156	26.19	27.50	28.87	30.31	31.83	33.42	35.09
Planning Aide	161	27.52	28.90	30.34	31.86	33.45	35.13	36.88
Plans Examiner	194	38.22	40.13	42.14	44.25	46.46	48.78	51.22
Police Records Specialist	131	20.42	21.44	22.51	23.64	24.82	26.06	27.36
Police Records Supervisor	168	29.51	30.98	32.53	34.16	35.87	37.66	39.54
Police Services Specialist	151	24.92	26.16	27.47	28.84	30.29	31.80	33.39
Police Systems Coordinator	166	28.93	30.37	31.89	33.49	35.16	36.92	38.76
Principal Code Enforcement Officer	189	36.37	38.18	40.09	42.10	44.20	46.41	48.73
Property and Evidence Officer	162	27.80	29.19	30.65	32.18	33.79	35.48	37.25
Property and Evidence Supervisor	182	33.92	35.62	37.40	39.27	41.23	43.29	45.45
Public Works Equipment Operator	161	27.52	28.90	30.34	31.86	33.45	35.13	36.88
Public Works Maintenance Crew Leader	188	36.01	37.81	39.70	41.68	43.77	45.95	48.25
Public Works Maintenance Worker	143	23.01	24.16	25.37	26.64	27.97	29.37	30.84
Records Specialist	176	31.95	33.55	35.23	36.99	38.84	40.78	42.82
Risk Management Specialist	154	25.67	26.95	28.30	29.72	31.20	32.76	34.40
Senior Accountant	195	38.60	40.53	42.56	44.69	46.92	49.27	51.73
Senior Accounting Technician	165	28.64	30.07	31.58	33.15	34.81	36.55	38.38
Senior Administrative Assistant	166	28.93	30.37	31.89	33.49	35.16	36.92	38.76
Senior Buyer	192	37.47	39.34	41.31	43.37	45.54	47.82	50.21
Senior Code Enforcement Officer	179	32.92	34.57	36.30	38.11	40.02	42.02	44.12
Senior Combination Inspector	195	38.60	40.53	42.56	44.69	46.92	49.27	51.73

**HUNTINGTON BEACH MUNICIPAL TEAMSTERS
EXHIBIT A – PAY SCHEDULE**

Job Description	Range	A	B	C	D	E	F	G
Senior Construction Inspector	195	38.60	40.53	42.56	44.69	46.92	49.27	51.73
Senior Crime Analyst	196	38.99	40.94	42.99	45.13	47.39	49.76	52.25
Senior Deputy City Clerk	189	36.37	38.18	40.09	42.10	44.20	46.41	48.73
Senior Engineering Technician	197	39.38	41.35	43.42	45.59	47.87	50.26	52.77
Senior Facilities Maintenance Technician	171	30.40	31.92	33.52	35.19	36.95	38.80	40.74
Senior Fire Prevention Inspector	198	39.77	41.76	43.85	46.04	48.34	50.76	53.30
Senior Geographic Information Systems Analyst	205	42.64	44.77	47.01	49.36	51.83	54.42	57.14
Senior Helicopter Maintenance Technician	203	41.80	43.89	46.09	48.39	50.81	53.35	56.02
Senior Human Resources Technician	170	30.10	31.61	33.19	34.85	36.59	38.42	40.34
Senior Information Technology Analyst	217	48.05	50.45	52.97	55.62	58.40	61.33	64.39
Senior Information Technology Technician	172	30.71	32.24	33.85	35.55	37.32	39.19	41.15
Senior Legal Assistant	187	35.65	37.43	39.30	41.27	43.33	45.50	47.77
Senior Library Specialist	160	27.25	28.61	30.04	31.55	33.12	34.78	36.52
Senior Mechanic	171	30.40	31.92	33.52	35.19	36.95	38.80	40.74
Senior Payroll Specialist	195	38.60	40.53	42.56	44.69	46.92	49.27	51.73
Senior Permit Technician	171	30.40	31.92	33.52	35.19	36.95	38.80	40.74
Senior Plans Examiner	210	44.82	47.06	49.41	51.88	54.48	57.20	60.06
Senior Police Records Specialist	142	22.78	23.92	25.12	26.37	27.69	29.08	30.53
Senior Public Works Maintenance Worker	153	25.42	26.69	28.02	29.42	30.89	32.44	34.06
Senior Services Transportation Coordinator	167	26.45	27.77	29.16	30.62	32.15	33.76	35.44
Senior Survey Technician	169	29.80	31.29	32.86	34.50	36.23	38.04	39.94
Senior Utility Field Representative	156	26.19	27.50	28.87	30.31	31.83	33.42	35.09
Senior Wastewater Pump Technician	169	29.80	31.29	32.86	34.50	36.23	38.04	39.94
Senior Water Utility Worker	171	30.40	31.92	33.52	35.19	36.95	38.80	40.74
Social Services Assistant	115	17.41	18.29	19.20	20.16	21.17	22.23	23.34
Social Services Supervisor	183	34.26	35.97	37.77	39.66	41.64	43.72	45.91
Social Worker	167	29.22	30.68	32.21	33.82	35.51	37.29	39.15
Supervisory Control & Data Acquisition (SCADA) Coordinator	199	40.17	42.18	44.29	46.50	48.83	51.27	53.83
Supervisory Control & Data Acquisition (SCADA) Technician	185	34.95	36.69	38.53	40.46	42.48	44.60	46.83

**HUNTINGTON BEACH MUNICIPAL TEAMSTERS
EXHIBIT A – PAY SCHEDULE**

Job Description	Range	A	B	C	D	E	F	G
Survey Technician	161	27.52	28.90	30.34	31.86	33.45	35.13	36.88
Traffic Engineering Technician	188	36.01	37.81	39.70	41.68	43.77	45.95	48.25
Traffic Signals Crew Leader	195	38.60	40.53	42.56	44.69	46.92	49.27	51.73
Traffic Signals Electrician	185	34.95	36.69	38.53	40.46	42.48	44.60	46.83
Utilities Technology Supervisor	209	44.37	46.59	48.92	51.37	53.94	56.63	59.46
Utility Equipment Operator	167	29.22	30.68	32.21	33.82	35.51	37.29	39.15
Utility Field Representative	148	24.18	25.39	26.66	28.00	29.40	30.86	32.41
Utility Locator	174	31.32	32.89	34.53	36.26	38.07	39.98	41.98
Utility Maintenance Worker	143	23.01	24.16	25.37	26.64	27.97	29.37	30.84
Volunteer Services Coordinator	160	27.25	28.61	30.04	31.55	33.12	34.78	36.52
Warehouse Clerk	138	21.89	22.99	24.14	25.34	26.61	27.94	29.34
Warehouse Coordinator	162	27.80	29.19	30.65	32.18	33.79	35.48	37.25
Wastewater Crewleader	186	35.30	37.06	38.91	40.86	42.90	45.05	47.30
Wastewater Pump Technician	161	27.52	28.90	30.34	31.86	33.45	35.13	36.88
Water Conservation Coordinator	188	36.01	37.81	39.70	41.68	43.77	45.95	48.25
Water Meter Repair Technician	159	26.98	28.33	29.75	31.23	32.80	34.43	36.16
Water Quality Coordinator	191	37.10	38.95	40.90	42.94	45.09	47.35	49.71
Water Quality Specialist	180	33.25	34.91	36.66	38.49	40.42	42.44	44.56
Water Utility Crew Leader	188	36.01	37.81	39.70	41.68	43.77	45.95	48.25
Water Utility Worker	163	28.08	29.48	30.95	32.50	34.13	35.83	37.62

**HUNTINGTON BEACH MUNICIPAL TEAMSTERS
EXHIBIT B-1 Uniform Listing by Category/Class**

Category of Uniform

Category of Uniform	
Group 1:	5 Shirts, T-Shirts and Pants, Patches, 1 Jacket (PW/C&LS Field Issue)
Group 2:	1 Blue Suit, 2 Pants/ Polo Shirts, 1 Sweater, 1 Pair Shoes (Fire)
Group 3:	2 Blue Shirts, 3 Pants/Skirts, 1 (choice) Jacket/Sweater/Sweatshirt (PD)
Group 4:	2 Polo Shirts, 2 Pants or 2 Shorts, 1 Hat (C&LS)
Group 5:	5 Polo Shirts, 1 Jacket, 1 Windbreaker (not annually), 1 Hat (Inspection), Shoes PPE/Safety for Inspectors only (not CalPERS reportable)
Group 6:	2 T-Shirts (CS)
Group 8:	4 Battle Dress Uniform, 4 Polo Shirts, 1 Jacket, 1 Rain suit (PD)
Group 9:	4 Blue Pants, 2 Shorts, 4 Polos or Blue Shirts, 1 Jacket, 1 Rain suit (PD)
Group 10:	5 Shirts, 5 Pants, 1 Jacket, 1 Brush Jacket, Shoes PPE/Safety not PERS reportable
Group 11:	3 Shirts, 3 Pants, Boots PPE/Safety not PERS reportable
Group 12:	5 Polo Shirts, 3 Pants, 1 Sweatshirt or Windbreaker (AS)

Uniform Listing by Category/Class*

Department	Class	Category of Uniform	Notes
Comm & Lib Svcs	Community and Library Services Supervisor	6	Daily wear not required. Used for special events and/or sports leagues. Frequency of use varies - seasonal from weekly to monthly
Comm & Lib Svcs	Community and Library Services Coordinator	6	Daily wear not required. Special events and/or sports leagues use only. Frequency varies from weekly to monthly according to season.
Comm & Lib Svcs	Parking Meter Technician	1	
Comm & Lib Svc	Parking and Camping Assistant	4	
Comm & Lib Svcs	Parking and Camping Crew Leader	4	
Comm & Lib Svcs	Parking and Camping Operations Lead	4	
Comm & Lib Svcs	Social Services Assistant	6	Bus Driver only
Finance Public Works	Field Services Representative	1	
Fire	Emergency Medical Services Coordinator	2	
Fire	Emergency Management Administrator	2	Daily wear not required

**HUNTINGTON BEACH MUNICIPAL TEAMSTERS
EXHIBIT B-1 Uniform Listing by Category/Class**

Department	Class	Category of Uniform	Notes
Fire	Fire Training Maintenance Tech	11	
Fire	Hazardous Materials Program Specialist	10	
Fire	Fire Prevention Inspector	10	
Fire	Senior Fire Prevention Inspector	10	
Administrative Services	Senior Information Technology Technician	12	Daily wear not required
Community Development	Building Inspector	5	
Community Development	Combination Inspector	5	
Community Development	Senior Combination Inspector	5	
Community Development	Code Enforcement Officer	5	
Community Development	Senior Code Enforcement Officer	5	
Community Development	Code Enforcement Technician	5	
Community Development	Principal Code Enforcement Officer	5	
Police	Community Relations Specialist	3	Daily wear not required
Police	Community Services Officer	9	
Police	Crime Scene Investigator	8	
Police	Helicopter Maintenance Technician	1	
Police	Parking/Traffic Control Officer	9	
Police	Parking/Traffic Control Supervisor	9	
Police	Senior Police Records Specialist	3	In Records Bureau only
Police	Police Records Supervisor	3	
Police	Police Records Specialist	3	In Records Bureau only
Police	Police Services Specialist	3	In Records Bureau only
Police	Police Systems Coordinator	3	
Police	Property and Evidence Officer	9	
Police	Property and Evidence Supervisor	9	
Police	Senior Helicopter Maintenance Technician	1	
Public Works	Construction Inspector	5	
Public Works	Lead Construction Inspector	5	
Public Works	Water Quality Specialist	5	
Public Works	Electrician	1	
Public Works	Environmental Specialist	5	
Public Works	Fleet Maintenance Crew Leader	1	
Public Works	Lead Fleet Maintenance Mechanic	1	
Public Works	Equipment Parts Inventory Supply Clerk	1	
Public Works	Lead Facilities Maintenance Worker	1	

**HUNTINGTON BEACH MUNICIPAL TEAMSTERS
EXHIBIT B-1 Uniform Listing by Category/Class**

Department	Class	Category of Uniform	Notes
Public Works	Facilities Maintenance Technician	1	
Public Works	Public Works Equipment Operator	1	
Public Works	Public Works Maintenance Crew Leader	1	
Public Works	Landscape Maintenance Inspector	1	
Public Works	Utility Maintenance Worker	1	
Public Works	Mechanic	1	
Public Works	Senior Mechanic	1	
Public Works	Pest Control Specialist	1	
Public Works	Supervisory Control & Data Acquisition (SCADA) Coordinator	5	
Public Works	Supervisory Control & Data Acquisition (SCADA) Technician	1	
Public Works	Senior Construction Inspector	5	
Public Works	Senior Facilities Maintenance Technician	1	
Public Works	Senior Wastewater Pump Technician	1	
Public Works	Senior Utility Field Representative	1	
Public Works	Lead Public Works Maintenance Worker	1	
Public Works	Survey Technician	5	
Public Works	Senior Survey Technician	5	
Public Works	Traffic Signals Electrician	1	
Public Works	Traffic Signals Crew Leader	1	
Public Works	Warehouse Coordinator	1	
Public Works	Utility Equipment Operator	1	
Public Works	Water Utility Worker	1	
Public Works	Wastewater Crew Leader	5	
Public Works	Lead Wastewater Worker	1	
Public Works	Wastewater Pump Technician	1	
Public Works	Water Utility Crew Leader	1	
Public Works	Lead Water Utility Worker	1	
Public Works	Utility Field Representative	1	
Public Works	Water Meter Repair Technician	1	
Public Works	Senior Water Utility Worker	1	
Public Works	Utility Locator	1	

***Note: Unless otherwise indicated, uniforms are required for daily wear.**