

**RESOLUTION NO. 177-19 (CM)**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF WATSONVILLE APPROVING THE REVISED CITY OF WATSONVILLE SALARY LIST BY BARGAINING UNIT - OPERATING ENGINEERS LOCAL UNION NO. 3, IN CONFORMANCE WITH SECTION 570.5 (REQUIREMENT FOR A PUBLICLY AVAILABLE PAY SCHEDULE) OF TITLE 2 (ADMINISTRATION) OF THE CALIFORNIA CODE OF REGULATIONS AND LISTING ALL EMPLOYEE COMPENSATION LEVELS ON A PUBLICLY AVAILABLE PAY SCHEDULE**

**Rescinds Resolution No. 105-19 (CM)**

**WHEREAS**, on or about June 25, 2019, the City Council approved the salary list for represented bargaining unit positions and unrepresented positions as part of the adoption of the FY2019-2020 budget; and

**WHEREAS**, the Operating Engineers Local Union No. 3 bargaining unit received a salary increase since the last approval of the salary list; and

**WHEREAS**, the California Public Employees' Retirement System (CalPERS), has requested all CalPERS employers list their compensation levels, approved and adopted by the governing body, in accordance with Section 570.5 of Title 2 of the California Code of Regulations, and meeting all of the following requirements thereof;

- 1) Has been duly approved and adopted by the employer's governing body in accordance with requirements of applicable public meetings laws;
- 2) Identifies the position title for every employee position;
- 3) Shows the pay rate 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 pay rate; and

**WHEREAS**, the City now desires to approve the revised compensation levels for the Operating Engineers Local Union No. 3 bargaining unit for the City of Watsonville in a publicly available pay schedule in conformance with Section 570.5 of Title 2 of the California Code of Regulations.

**NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF WATSONVILLE, CALIFORNIA, AS FOLLOWS:**

1. That the Council hereby approves compensation levels for the Operating Engineers Local Union No. 3 bargaining unit, by and with the adoption of the City of Watsonville Salary List by Bargaining Unit – Operating Engineers Local Union No. 3, attached hereto and incorporated herein by this reference.

2. That the Council affirms the City of Watsonville Salary List by Bargaining Unit – Operating Engineers Local Union No. 3, attached hereto meets all of the requirements of Section 570.5 of Title 2 of the California Code of Regulations, including but not limited to directing staff to post it at the City and make available for public review during normal business hours and/or post on the City’s website and be retained by the City and available for public inspection for not less than five (5) years.

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The foregoing resolution was introduced at a regular meeting of the Council of the City of Watsonville, held on the 12<sup>th</sup> day of November, 2019, by Member Gonzalez, who moved its adoption, which motion being duly seconded by Member Hernandez, was upon roll call carried and the resolution adopted by the following vote:

AYES: COUNCIL MEMBERS: **Coffman-Gomez, Garcia, Gonzalez, Hernandez, Hurst, Parker, Estrada**

NOES: COUNCIL MEMBERS: **None**

ABSENT: COUNCIL MEMBERS: **None**



Francisco Estrada, Mayor

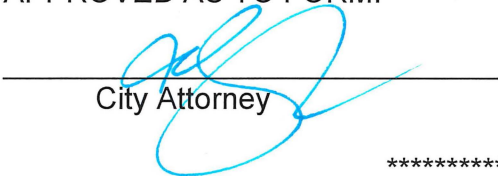
ATTEST:



City Clerk

Nov 15, 2019  
Date

APPROVED AS TO FORM:



City Attorney

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I, Beatriz Vázquez Flores, City Clerk of the City of Watsonville, do hereby certify that the foregoing Resolution No. 177-19 (CM) was duly and regularly passed and adopted by the Watsonville City Council at a meeting thereof held on the 12<sup>th</sup> day of November, 2019, and that the foregoing is a full, true and correct copy of said Resolution.



Beatriz Vázquez Flores, City Clerk

Date Nov 15, 2019

| Grade | Description          | Barg. | Step 0   | Step 1   | Step 2   | Step 3   | Step 4   | Step 5   | Step 6   |
|-------|----------------------|-------|----------|----------|----------|----------|----------|----------|----------|
| 4052  | AIRPORT OPS SPCL I   | OE3   | 3,640.43 | 3,822.48 | 4,013.56 | 4,214.34 | 4,424.98 | 4,646.22 | 4,878.51 |
|       |                      |       | 21.00    | 22.05    | 23.16    | 24.31    | 25.53    | 26.81    | 28.15    |
| 4053  | AIRPORT OPS SPCL II  | OE3   | 4,112.55 | 4,318.19 | 4,534.08 | 4,760.77 | 4,998.80 | 5,248.75 | 5,511.20 |
|       |                      |       | 23.73    | 24.91    | 26.16    | 27.47    | 28.84    | 30.28    | 31.80    |
| 4054  | AIRPORT OPS SPCL III | OE3   | 4,768.18 | 5,006.60 | 5,256.94 | 5,519.78 | 5,795.77 | 6,085.54 | 6,389.85 |
|       |                      |       | 27.51    | 28.88    | 30.33    | 31.84    | 33.44    | 35.11    | 36.86    |
| 4001  | BLDG MAINT WORKER    | OE3   | 3,967.21 | 4,165.55 | 4,373.83 | 4,592.51 | 4,822.13 | 5,063.26 | 5,316.44 |
|       |                      |       | 22.89    | 24.03    | 25.23    | 26.50    | 27.82    | 29.21    | 30.67    |
| 4034  | BODY REPAIR WORKER   | OE3   | 4,007.06 | 4,207.39 | 4,417.77 | 4,638.66 | 4,870.58 | 5,114.11 | 5,369.82 |
|       |                      |       | 23.12    | 24.27    | 25.49    | 26.76    | 28.10    | 29.50    | 30.98    |
| 4002  | COLLEC SYSTEM OPR I  | OE3   | 4,327.61 | 4,543.98 | 4,771.17 | 5,009.75 | 5,260.23 | 5,523.22 | 5,799.39 |
|       |                      |       | 24.97    | 26.22    | 27.53    | 28.90    | 30.35    | 31.86    | 33.46    |
| 4046  | COLLEC SYSTEM OPR II | OE3   | 4,782.53 | 5,021.62 | 5,272.69 | 5,536.35 | 5,813.17 | 6,103.80 | 6,409.04 |
|       |                      |       | 27.59    | 28.97    | 30.42    | 31.94    | 33.54    | 35.21    | 36.98    |
| 4036  | CONTAINER RPR WORKER | OE3   | 3,522.35 | 3,698.46 | 3,883.36 | 4,077.54 | 4,281.40 | 4,495.49 | 4,720.26 |
|       |                      |       | 20.32    | 21.34    | 22.40    | 23.52    | 24.70    | 25.94    | 27.23    |
| 4003  | CUSTODIAN            | OE3   | 3,050.15 | 3,202.64 | 3,362.80 | 3,530.93 | 3,707.47 | 3,892.87 | 4,087.50 |
|       |                      |       | 17.60    | 18.48    | 19.40    | 20.37    | 21.39    | 22.46    | 23.58    |
| 4004  | CUSTOMER SERV TECH   | OE3   | 4,237.72 | 4,449.60 | 4,672.09 | 4,905.70 | 5,150.97 | 5,408.50 | 5,678.92 |
|       |                      |       | 24.45    | 25.67    | 26.95    | 28.30    | 29.72    | 31.20    | 32.76    |
| 4005  | ENVIRON PROJ ANALYST | OE3   | 5,139.38 | 5,396.34 | 5,666.14 | 5,949.45 | 6,246.91 | 6,559.30 | 6,887.27 |
|       |                      |       | 29.65    | 31.13    | 32.69    | 34.32    | 36.04    | 37.84    | 39.73    |
| 4039  | EQUIP SERV WORKER    | OE3   | 3,575.52 | 3,754.29 | 3,942.01 | 4,139.11 | 4,346.10 | 4,563.39 | 4,791.56 |
|       |                      |       | 20.63    | 21.66    | 22.74    | 23.88    | 25.07    | 26.33    | 27.64    |

Revised Effective Date: 07/13/2019

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|-------|----------------------|-------|----------|----------|----------|----------|----------|----------|----------|
| 4037  | EQUIPMENT MECH I     | OE3   | 3,575.52 | 3,754.29 | 3,942.01 | 4,139.11 | 4,346.10 | 4,563.39 | 4,791.56 |
|       |                      |       | 20.63    | 21.66    | 22.74    | 23.88    | 25.07    | 26.33    | 27.64    |
| 4038  | EQUIPMENT MECH II    | OE3   | 4,051.34 | 4,253.90 | 4,466.58 | 4,689.92 | 4,924.40 | 5,170.64 | 5,429.19 |
|       |                      |       | 23.37    | 24.54    | 25.77    | 27.06    | 28.41    | 29.83    | 31.32    |
| 4006  | EQUIPMENT MECH III   | OE3   | 4,477.18 | 4,701.06 | 4,936.12 | 5,182.93 | 5,442.06 | 5,714.15 | 5,999.87 |
|       |                      |       | 25.83    | 27.12    | 28.48    | 29.90    | 31.40    | 32.97    | 34.61    |
| 4045  | INTGRD WASTE TRAINEE | OE3   | 3,245.15 | 3,407.41 | 3,577.77 | 3,756.65 | 3,944.48 | 4,141.71 | 4,348.80 |
|       |                      |       | 18.72    | 19.66    | 20.64    | 21.67    | 22.76    | 23.89    | 25.09    |
| 4007  | INTGRD WASTE WORKER  | OE3   | 3,877.01 | 4,070.89 | 4,274.42 | 4,488.16 | 4,712.54 | 4,948.19 | 5,195.60 |
|       |                      |       | 22.37    | 23.49    | 24.66    | 25.89    | 27.19    | 28.55    | 29.97    |
| 4008  | LEAD CUSTODIAN       | OE3   | 3,504.76 | 3,680.00 | 3,863.99 | 4,057.19 | 4,260.06 | 4,473.08 | 4,696.73 |
|       |                      |       | 20.22    | 21.23    | 22.29    | 23.41    | 24.58    | 25.81    | 27.10    |
| 4009  | PARK MAINT WORKER I  | OE3   | 3,143.01 | 3,300.14 | 3,465.15 | 3,638.40 | 3,820.31 | 4,011.32 | 4,211.91 |
|       |                      |       | 18.13    | 19.04    | 19.99    | 20.99    | 22.04    | 23.14    | 24.30    |
| 4010  | PARK MAINT WORKER II | OE3   | 3,504.76 | 3,680.00 | 3,863.99 | 4,057.19 | 4,260.06 | 4,473.08 | 4,696.73 |
|       |                      |       | 20.22    | 21.23    | 22.29    | 23.41    | 24.58    | 25.81    | 27.10    |
| 4011  | PARKNG CONTROL OFFCR | OE3   | 3,449.16 | 3,621.63 | 3,802.70 | 3,992.84 | 4,192.46 | 4,402.10 | 4,622.22 |
|       |                      |       | 19.90    | 20.89    | 21.94    | 23.04    | 24.19    | 25.40    | 26.67    |
| 4012  | POLICE SRVC SPCLST   | OE3   | 3,995.05 | 4,194.80 | 4,404.53 | 4,624.75 | 4,856.00 | 5,098.77 | 5,356.26 |
|       |                      |       | 23.05    | 24.20    | 25.41    | 26.68    | 28.02    | 29.42    | 30.90    |
| 4013  | PROP & EVID TECH I   | OE3   | 3,435.42 | 3,607.18 | 3,787.55 | 3,976.92 | 4,175.77 | 4,384.55 | 4,603.78 |
|       |                      |       | 19.82    | 20.81    | 21.85    | 22.94    | 24.09    | 25.30    | 26.56    |
| 4041  | PROP & EVID TECH II  | OE3   | 3,869.30 | 4,062.76 | 4,265.91 | 4,479.17 | 4,703.14 | 4,938.29 | 5,185.22 |
|       |                      |       | 22.32    | 23.44    | 24.61    | 25.84    | 27.13    | 28.49    | 29.91    |

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|-------|----------------------|-------|----------|----------|----------|----------|----------|----------|----------|
| 4055  | PROP & EVID TECH III | OE3   | 4,180.61 | 4,389.65 | 4,609.15 | 4,839.60 | 5,081.57 | 5,335.66 | 5,602.44 |
|       |                      |       | 24.12    | 25.32    | 26.59    | 27.92    | 29.32    | 30.78    | 32.32    |
| 4014  | PUB DROPOFF ATTN I   | OE3   | 3,411.46 | 3,582.02 | 3,761.12 | 3,949.18 | 4,146.63 | 4,353.96 | 4,571.67 |
|       |                      |       | 19.68    | 20.67    | 21.70    | 22.78    | 23.92    | 25.12    | 26.38    |
| 4042  | PUB DROPOFF ATTN II  | OE3   | 3,751.22 | 3,938.78 | 4,135.73 | 4,342.50 | 4,559.71 | 4,787.55 | 5,026.93 |
|       |                      |       | 21.64    | 22.72    | 23.86    | 25.05    | 26.31    | 27.62    | 29.00    |
| 4015  | SOLID WASTE AIDE I   | OE3   | 2,702.74 | 2,837.86 | 2,979.75 | 3,128.73 | 3,285.17 | 3,449.44 | 3,621.91 |
|       |                      |       | 15.59    | 16.37    | 17.19    | 18.05    | 18.95    | 19.90    | 20.90    |
| 4043  | SOLID WASTE AIDE II  | OE3   | 2,974.96 | 3,123.64 | 3,279.81 | 3,443.81 | 3,615.99 | 3,796.80 | 3,986.62 |
|       |                      |       | 17.16    | 18.02    | 18.92    | 19.87    | 20.86    | 21.90    | 23.00    |
| 4044  | SOURCE CONTROL INSP  | OE3   | 4,650.51 | 4,883.02 | 5,127.18 | 5,383.54 | 5,652.70 | 5,935.37 | 6,232.14 |
|       |                      |       | 26.83    | 28.17    | 29.58    | 31.06    | 32.61    | 34.24    | 35.95    |
| 4048  | SPC PROJ UTILITY WKR | OE3   | 6,270.38 | 6,583.89 | 6,913.10 | 7,258.72 | 7,621.66 | 8,002.76 | 8,402.90 |
|       |                      |       | 36.18    | 37.98    | 39.88    | 41.88    | 43.97    | 46.17    | 48.48    |
| 4016  | SR PARK MAINT WORKER | OE3   | 3,842.28 | 4,034.42 | 4,236.14 | 4,447.95 | 4,670.34 | 4,903.86 | 5,149.04 |
|       |                      |       | 22.17    | 23.28    | 24.44    | 25.66    | 26.94    | 28.29    | 29.71    |
| 4017  | SR WATER OPR         | OE3   | 6,270.38 | 6,583.89 | 6,913.10 | 7,258.72 | 7,621.66 | 8,002.76 | 8,402.90 |
|       |                      |       | 36.18    | 37.98    | 39.88    | 41.88    | 43.97    | 46.17    | 48.48    |
| 4018  | STREET SWEEPER OPR   | OE3   | 3,561.26 | 3,739.32 | 3,926.26 | 4,122.60 | 4,328.74 | 4,545.19 | 4,772.43 |
|       |                      |       | 20.55    | 21.57    | 22.65    | 23.78    | 24.97    | 26.22    | 27.53    |
| 4020  | UTIL MAINT MECH I    | OE3   | 5,073.01 | 5,326.69 | 5,592.99 | 5,872.66 | 6,166.29 | 6,474.59 | 6,798.31 |
|       |                      |       | 29.27    | 30.73    | 32.27    | 33.88    | 35.57    | 37.35    | 39.22    |
| 4021  | UTIL MAINT MECH II   | OE3   | 5,606.32 | 5,886.62 | 6,180.96 | 6,489.99 | 6,814.51 | 7,155.24 | 7,513.00 |
|       |                      |       | 32.34    | 33.96    | 35.66    | 37.44    | 39.31    | 41.28    | 43.34    |

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|-------|----------------------|-------|----------|----------|----------|----------|----------|----------|----------|
| 4022  | UTILITY WORKER I     | OE3   | 3,571.95 | 3,750.54 | 3,938.07 | 4,135.00 | 4,341.72 | 4,558.80 | 4,786.75 |
|       |                      |       | 20.61    | 21.64    | 22.72    | 23.86    | 25.05    | 26.30    | 27.62    |
| 4023  | UTILITY WORKER II    | OE3   | 4,035.16 | 4,242.03 | 4,448.80 | 4,671.20 | 4,904.77 | 5,150.04 | 5,407.52 |
|       |                      |       | 23.28    | 24.47    | 25.67    | 26.95    | 28.30    | 29.71    | 31.20    |
| 4024  | UTILITY WORKER III   | OE3   | 4,678.48 | 4,912.40 | 5,158.03 | 5,415.93 | 5,686.72 | 5,971.05 | 6,269.62 |
|       |                      |       | 26.99    | 28.34    | 29.76    | 31.25    | 32.81    | 34.45    | 36.17    |
| 4047  | UTL ELC/INST TECH I  | OE3   | 5,606.32 | 5,886.62 | 6,180.96 | 6,489.99 | 6,814.51 | 7,155.24 | 7,513.00 |
|       |                      |       | 32.34    | 33.96    | 35.66    | 37.44    | 39.31    | 41.28    | 43.34    |
| 4019  | UTL ELC/INST TECH II | OE3   | 5,964.70 | 6,262.95 | 6,576.09 | 6,904.91 | 7,250.14 | 7,612.65 | 7,993.27 |
|       |                      |       | 34.41    | 36.13    | 37.94    | 39.84    | 41.83    | 43.92    | 46.12    |
| 4025  | WASTEWATER OPR I     | OE3   | 4,923.17 | 5,169.30 | 5,427.80 | 5,699.18 | 5,984.16 | 6,283.33 | 6,597.54 |
|       |                      |       | 28.40    | 29.82    | 31.31    | 32.88    | 34.52    | 36.25    | 38.06    |
| 4026  | WASTEWATER OPR II    | OE3   | 5,440.67 | 5,712.72 | 5,998.33 | 6,298.26 | 6,613.17 | 6,943.84 | 7,291.05 |
|       |                      |       | 31.39    | 32.96    | 34.61    | 36.34    | 38.15    | 40.06    | 42.06    |
| 4027  | WASTEWATER OPR III   | OE3   | 6,270.38 | 6,583.89 | 6,913.10 | 7,258.72 | 7,621.66 | 8,002.76 | 8,402.90 |
|       |                      |       | 36.18    | 37.98    | 39.88    | 41.88    | 43.97    | 46.17    | 48.48    |
| 4028  | WATER OPERATOR I     | OE3   | 4,923.17 | 5,169.30 | 5,427.80 | 5,699.18 | 5,984.16 | 6,283.33 | 6,597.54 |
|       |                      |       | 28.40    | 29.82    | 31.31    | 32.88    | 34.52    | 36.25    | 38.06    |
| 4029  | WATER OPERATOR II    | OE3   | 5,440.67 | 5,712.72 | 5,998.33 | 6,298.26 | 6,613.17 | 6,943.84 | 7,291.05 |
|       |                      |       | 31.39    | 32.96    | 34.61    | 36.34    | 38.15    | 40.06    | 42.06    |
| 4030  | WATER QLITY CHEMIST  | OE3   | 5,457.01 | 5,729.84 | 6,016.36 | 6,317.18 | 6,633.03 | 6,964.69 | 7,312.93 |
|       |                      |       | 31.48    | 33.06    | 34.71    | 36.45    | 38.27    | 40.18    | 42.19    |
| 4031  | WATER QLITY LAB TECH | OE3   | 4,908.43 | 5,153.85 | 5,411.55 | 5,682.13 | 5,966.24 | 6,264.55 | 6,577.78 |
|       |                      |       | 28.32    | 29.73    | 31.22    | 32.78    | 34.42    | 36.14    | 37.95    |

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|-------|---------------------|-------|----------|----------|----------|----------|----------|----------|----------|
| 4049  | WATER SERV TECH I   | OE3   | 3,911.42 | 4,106.98 | 4,312.32 | 4,527.94 | 4,754.34 | 4,992.07 | 5,241.64 |
|       |                     |       | 22.57    | 23.69    | 24.88    | 26.12    | 27.43    | 28.80    | 30.24    |
| 4050  | WATER SERV TECH II  | OE3   | 4,418.66 | 4,639.57 | 4,871.56 | 5,115.11 | 5,370.89 | 5,639.44 | 5,921.39 |
|       |                     |       | 25.49    | 26.77    | 28.11    | 29.51    | 30.99    | 32.54    | 34.16    |
| 4051  | WATER SERV TECH III | OE3   | 5,123.11 | 5,380.48 | 5,648.20 | 5,930.62 | 6,227.15 | 6,538.52 | 6,865.43 |
|       |                     |       | 29.56    | 31.04    | 32.59    | 34.22    | 35.93    | 37.72    | 39.61    |

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