

**RESOLUTION NO. 227-21 (CM)**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF WATSONVILLE APPROVING THE CURRENT 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**

**EFFECTIVE DATE: JANUARY 23, 2021**

**Rescinds Resolution No. 177-19 (CM)**

**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**, on November 12, 2019, the City Council adopted Resolution No. 177-19 (CM), approving the salary list for the Operating Engineers Local Union No. 3 Unit. However since the approval, several MOU’s have been subject to salary increases per their contract and are now reflected in the new salary schedule; 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 24<sup>th</sup> day of August, 2021, by Member Hurst, who moved its adoption, which motion being duly seconded by Member Montesino, was upon roll call carried and the resolution adopted by the following vote:

AYES:	COUNCIL MEMBERS:	<b>Estrada, García, Hurst, Montesino, Parker, Dutra</b>
NOES:	COUNCIL MEMBERS:	<b>None</b>
ABSENT:	COUNCIL MEMBERS:	<b>Gonzalez</b>

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 Jimmy Dutra, Mayor

ATTEST: DS

DocuSigned by:  
  
 26A00ECA30A14E3...  
 City Clerk

8/27/2021 | 11:52 AM PDT


Date

APPROVED AS TO FORM:

DocuSigned by:  
  
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 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. 227-21 (CM) was duly and regularly passed and adopted by the Watsonville City Council at a meeting thereof held on the 24<sup>th</sup> day of August, 2021, and that the foregoing is a full, true and correct copy of said Resolution.

DocuSigned by:  
  
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 Beatriz Vázquez Flores, City Clerk

Date 8/27/2021 | 11:52 AM PDT

Grade	Description	Bargaining Unit		Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
4052	AIRPORT OPS SPCL I	OE3	Monthly	3,749.66	3,937.14	4,133.96	4,340.77	4,557.76	4,785.60	5,024.87
			Hourly	21.63	22.71	23.85	25.04	26.29	27.61	28.99
4053	AIRPORT OPS SPCL II	OE3	Monthly	4,235.92	4,447.73	4,670.08	4,903.60	5,148.78	5,406.22	5,676.54
			Hourly	24.44	25.66	26.94	28.29	29.70	31.19	32.75
4054	AIRPORT OPS SPCL III	OE3	Monthly	4,911.25	5,156.80	5,414.65	5,685.38	5,969.64	6,268.12	6,581.53
			Hourly	28.33	29.75	31.24	32.80	34.44	36.16	37.97
4001	BLDG MAINT WORKER	OE3	Monthly	4,099.70	4,304.69	4,519.91	4,745.89	4,983.20	5,232.37	5,494.00
			Hourly	23.65	24.83	26.08	27.38	28.75	30.19	31.70
4034	BODY REPAIR WORKER	OE3	Monthly	4,127.26	4,333.62	4,550.30	4,777.80	5,016.70	5,267.54	5,530.94
			Hourly	23.81	25.00	26.25	27.56	28.94	30.39	31.91
4002	COLLEC SYSTEM OPR I	OE3	Monthly	4,544.00	4,771.17	5,009.72	5,260.23	5,523.25	5,799.39	6,089.35
			Hourly	26.22	27.53	28.90	30.35	31.86	33.46	35.13
4046	COLLEC SYSTEM OPR II	OE3	Monthly	5,021.66	5,272.69	5,536.33	5,813.17	6,103.83	6,409.00	6,729.49
			Hourly	28.97	30.42	31.94	33.54	35.21	36.98	38.82
4115	COLLEC SYSTEM OPR III	OE3	Monthly	5,523.81	5,799.97	6,089.96	6,394.48	6,714.20	7,049.90	7,402.44
			Hourly	31.87	33.46	35.13	36.89	38.74	40.67	42.71
4036	CONTAINER RPR WORKER	OE3	Monthly	3,628.00	3,809.41	3,999.86	4,199.87	4,409.84	4,630.36	4,861.87
			Hourly	20.93	21.98	23.08	24.23	25.44	26.71	28.05
4003	CUSTODIAN	OE3	Monthly	3,125.18	3,281.42	3,445.54	3,617.79	3,798.69	3,988.64	4,188.06
			Hourly	18.03	18.93	19.88	20.87	21.92	23.01	24.16
4120	CUSTOMER SERV TECH 1	OE3	Monthly	3,972.02	4,170.62	4,379.16	4,598.12	4,827.98	5,069.39	5,322.85
			Hourly	22.92	24.06	25.26	26.53	27.85	29.25	30.71
4120	CUSTOMER SERV TECH I	OE3	Monthly	3,972.02	4,170.62	4,379.16	4,598.12	4,827.98	5,069.39	5,322.85
			Hourly	22.92	24.06	25.26	26.53	27.85	29.25	30.71
4121	CUSTOMER SERV TECH II	OE3	Monthly	4,364.86	4,583.09	4,812.25	5,052.88	5,305.50	5,570.74	5,849.29
			Hourly	25.18	26.44	27.76	29.15	30.61	32.14	33.75
4123	CUSTOMER SERV TECH III	OE3	Monthly	5,276.81	5,541.88	5,817.65	6,108.55	6,413.98	6,734.67	7,071.39
4122	CUSTOMER SERV TECH III	OE3	Monthly	5,019.58	5,270.55	5,534.10	5,810.78	6,101.31	6,406.36	6,726.68
			Hourly	30.44	31.97	33.56	35.24	37.00	38.85	40.80
			Hourly	28.96	30.41	31.93	33.52	35.20	36.96	38.81
4005	ENVIRON PROJ ANALYST	OE3	Monthly	5,293.56	5,558.24	5,836.13	6,127.94	6,434.33	6,756.08	7,093.88
			Hourly	30.54	32.07	33.67	35.35	37.12	38.98	40.93
4039	EQUIP SERV WORKER	OE3	Monthly	3,682.77	3,866.94	4,060.29	4,263.29	4,476.46	4,700.30	4,935.30
			Hourly	21.25	22.31	23.42	24.60	25.83	27.12	28.47

Revised Effective Date: 01/23/2021

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4037	EQUIPMENT MECH I	OE3	Monthly	3,843.69	4,035.87	4,237.68	4,449.55	4,672.05	4,905.64	5,150.93
			Hourly	22.18	23.28	24.45	25.67	26.95	28.30	29.72
			Hourly	25.13	26.38	27.70	29.09	30.54	32.07	33.67
4038	EQUIPMENT MECH II	OE3	Monthly	4,355.20	4,572.95	4,801.59	5,041.68	5,293.73	5,558.43	5,836.37
4006	EQUIPMENT MECH III	OE3	Monthly	4,812.97	5,053.64	5,306.32	5,571.65	5,850.22	6,142.72	6,449.86
			Hourly	27.77	29.16	30.61	32.14	33.75	35.44	37.21
4131	FIRE VEHICLE AND EQUIPMENT MECHANIC	OE3	Monthly	4,812.97	5,053.64	5,306.32	5,571.65	5,850.22	6,142.72	6,449.86
			Hourly	27.77	29.16	30.61	32.14	33.75	35.44	37.21
4007	INTGRD WASTE WORKER	OE3	Monthly	4,208.12	4,418.55	4,639.46	4,871.47	5,115.00	5,370.76	5,639.29
			Hourly	24.28	25.49	26.77	28.10	29.51	30.99	32.53
4008	LEAD CUSTODIAN	OE3	Monthly	3,592.38	3,771.99	3,960.60	4,158.64	4,366.55	4,584.91	4,814.14
			Hourly	20.73	21.76	22.85	23.99	25.19	26.45	27.77
4009	PARK MAINT WORKER I	OE3	Monthly	3,317.12	3,482.96	3,657.12	3,839.96	4,031.95	4,233.56	4,445.26
			Hourly	19.14	20.09	21.10	22.15	23.26	24.42	25.65
4010	PARK MAINT WORKER II	OE3	Monthly	3,672.28	3,855.89	4,048.70	4,251.13	4,463.68	4,686.89	4,921.24
			Hourly	21.19	22.25	23.36	24.53	25.75	27.04	28.39
4011	PARKNG CONTROL OFFCR	OE3	Monthly	3,603.69	3,783.89	3,973.04	4,171.72	4,380.29	4,599.34	4,829.28
			Hourly	20.79	21.83	22.92	24.07	25.27	26.53	27.86
4012	POLICE SRVC SPCLST	OE3	Monthly	4,131.70	4,338.25	4,555.16	4,782.92	5,022.07	5,273.15	5,539.43
			Hourly	23.84	25.03	26.28	27.59	28.97	30.42	31.96
4013	PROP & EVID TECH I	OE3	Monthly	3,596.54	3,776.35	3,965.17	4,163.42	4,371.62	4,590.19	4,819.69
			Hourly	20.75	21.79	22.88	24.02	25.22	26.48	27.81
4041	PROP & EVID TECH II	OE3	Monthly	4,001.62	4,201.71	4,411.81	4,632.38	4,863.99	5,107.18	5,362.57
			Hourly	23.09	24.24	25.45	26.73	28.06	29.46	30.94
4055	PROP & EVID TECH III	OE3	Monthly	4,363.71	4,581.92	4,811.02	5,051.56	5,304.13	5,569.35	5,847.83
			Hourly	25.18	26.43	27.76	29.14	30.60	32.13	33.74
4145	RESOURCE WASTE ADVOCATE I	OE3	Monthly	3,411.46	3,582.02	3,761.12	3,949.18	4,146.63	4,353.96	4,571.67
			Hourly	19.68	20.67	21.70	22.78	23.92	25.12	26.38
4146	RESOURCE WASTE ADVOCATE II	OE3	Monthly	3,751.22	3,938.78	4,135.73	4,342.50	4,559.71	4,787.55	5,026.93
			Hourly	21.64	22.72	23.86	25.05	26.31	27.62	29.00
4044	SOURCE CONTROL INSP	OE3	Monthly	5,127.20	5,383.54	5,652.70	5,935.35	6,232.11	6,543.75	6,870.91
			Hourly	29.58	31.06	32.61	34.24	35.95	37.75	39.64
4016	SR PARK MAINT WORKER	OE3	Monthly	4,033.25	4,234.92	4,446.65	4,669.02	4,902.43	5,147.59	5,404.95
			Hourly	23.27	24.43	25.65	26.94	28.28	29.70	31.18
4017	SR WATER OPR	OE3	Monthly	6,458.51	6,781.41	7,120.49	7,476.47	7,850.31	8,242.82	8,654.99

**Revised Effective Date:**

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			Hourly	37.26	39.12	41.08	43.13	45.29	47.55	49.93
4018	STREET SWEEPER OPR	OE3	Monthly	3,843.67	4,035.85	4,237.61	4,449.51	4,672.01	4,905.62	5,150.90
			Hourly	22.18	23.28	24.45	25.67	26.95	28.30	29.72
4020	UTIL MAINT MECH I	OE3	Monthly	5,225.20	5,486.48	5,760.78	6,048.84	6,351.26	6,668.83	7,002.26
			Hourly	30.15	31.65	33.24	34.90	36.64	38.47	40.40
4021	UTIL MAINT MECH II	OE3	Monthly	5,774.49	6,063.20	6,366.40	6,684.69	7,018.94	7,369.92	7,738.38
			Hourly	33.31	34.98	36.73	38.57	40.49	42.52	44.64
4160	UTIL MAINT MECH III	OE3	Monthly	6,207.59	6,517.94	6,843.87	7,186.03	7,545.37	7,922.68	8,318.77
			Hourly	35.81	37.60	39.48	41.46	43.53	45.71	47.99
			Hourly	21.23	22.29	23.40	24.57	25.80	27.09	28.44
4022	UTILITY WORKER I	OE3	Monthly	3,679.11	3,863.04	4,056.22	4,259.04	4,471.98	4,695.56	4,930.36
4023	UTILITY WORKER II	OE3	Monthly	4,156.23	4,369.30	4,582.26	4,811.34	5,051.93	5,304.54	5,569.74
			Hourly	23.98	25.21	26.44	27.76	29.15	30.60	32.13
4024	UTILITY WORKER III	OE3	Monthly	4,818.84	5,059.77	5,312.78	5,578.43	5,857.32	6,150.19	6,457.71
			Hourly	27.80	29.19	30.65	32.18	33.79	35.48	37.26
4047	UTL ELC/INST TECH I	OE3	Monthly	5,774.49	6,063.20	6,366.40	6,684.69	7,018.94	7,369.92	7,738.38
			Hourly	33.31	34.98	36.73	38.57	40.49	42.52	44.64
4019	UTL ELC/INST TECH II	OE3	Monthly	6,143.67	6,450.84	6,773.39	7,112.06	7,467.63	7,841.04	8,233.07
			Hourly	35.44	37.22	39.08	41.03	43.08	45.24	47.50
4165	WASTE & RECYCLING CENTER WORKER I	OE3	Monthly	3,411.46	3,582.02	3,761.12	3,949.18	4,146.63	4,353.96	4,571.67
			Hourly	19.68	20.67	21.70	22.78	23.92	25.12	26.38
4166	WASTE & RECYCLING CENTER WORKER II	OE3	Monthly	3,751.22	3,938.78	4,135.73	4,342.50	4,559.71	4,787.55	5,026.93
			Hourly	21.64	22.72	23.86	25.05	26.31	27.62	29.00
4167	WASTE & RECYCLING CENTER WORKER III	OE3	Monthly	4,126.33	4,332.68	4,549.31	4,776.76	5,015.68	5,266.32	5,529.64
			Hourly	23.81	25.00	26.25	27.56	28.94	30.38	31.90
4025	WASTEWATER OPR I	OE3	Monthly	5,070.87	5,324.39	5,590.63	5,870.15	6,163.69	6,471.83	6,795.47
			Hourly	29.26	30.72	32.25	33.87	35.56	37.34	39.20
4026	WASTEWATER OPR II	OE3	Monthly	5,603.91	5,884.10	6,178.29	6,487.22	6,811.57	7,152.15	7,509.78
			Hourly	32.33	33.95	35.64	37.43	39.30	41.26	43.33
4027	WASTEWATER OPR III	OE3	Monthly	6,458.51	6,781.41	7,120.49	7,476.47	7,850.31	8,242.82	8,654.99
			Hourly	37.26	39.12	41.08	43.13	45.29	47.55	49.93
4028	WATER OPERATOR I	OE3	Monthly	5,070.87	5,324.39	5,590.63	5,870.15	6,163.69	6,471.83	6,795.47
			Hourly	29.26	30.72	32.25	33.87	35.56	37.34	39.20
4029	WATER OPERATOR II	OE3	Monthly	5,603.91	5,884.10	6,178.29	6,487.22	6,811.57	7,152.15	7,509.78
			Hourly	32.33	33.95	35.64	37.43	39.30	41.26	43.33

**Revised Effective Date:**

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4030	WATER QLITY CHEMIST	OE3	Monthly	5,810.63	6,101.14	6,406.23	6,726.55	7,062.86	7,416.00	7,786.81
			Hourly	33.52	35.20	36.96	38.81	40.75	42.78	44.92
4031	WATER QLITY LAB TECH	OE3	Monthly	5,255.94	5,518.76	5,794.69	6,084.41	6,388.66	6,708.07	7,043.49
			Hourly	30.32	31.84	33.43	35.10	36.86	38.70	40.64
4049	WATER SERV TECH I	OE3	Monthly	4,028.77	4,230.18	4,441.71	4,663.79	4,896.97	5,141.83	5,398.90
			Hourly	23.24	24.40	25.63	26.91	28.25	29.66	31.15
4050	WATER SERV TECH II	OE3	Monthly	4,551.21	4,778.76	5,017.70	5,268.58	5,532.02	5,808.64	6,099.04
			Hourly	26.26	27.57	28.95	30.40	31.92	33.51	35.19
4051	WATER SERV TECH III	OE3	Monthly	5,276.81	5,541.88	5,817.65	6,108.55	6,413.98	6,734.67	7,071.39
			Hourly	30.44	31.97	33.56	35.24	37.00	38.85	40.80

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