

APPENDIX A (PENDING)

LISTING OF CLASSIFICATIONS BY BARGAINING UNITS

IAM-OFFICE & TECH SVCS-BASIC

ACCIDENT PREVENTION COORD I
ACCOUNTING CLERK I
ACCOUNTING CLERK II
ACCOUNTING CLERK III
ACCOUNTING CLERK III-NC
ACCOUNTING CLERK II-NC
ACCOUNTING CLERK I-NC
ACCOUNTING TECHNICIAN
ACCTG MACHINE OPERATOR III (I)
ADMINISTRATIVE AIDE I
ADMINISTRATIVE AIDE II
ADMINISTRATIVE AIDE III (T)
ADMINISTRATIVE PROJECTS COORD
ADMISSIONS ATTENDANT III-NC (T)
ADMISSIONS ATTENDANT II-NC (T)
AIRPORT OPERATIONS ASST I
AIRPORT OPERATIONS ASST II
AIRPORT OPERATIONS ASST I-NC
ANIMAL HEALTH TECHNICIAN
ASSISTANT BUYER-NC
ASST BUYER
ASST BUYER I
ASST BUYER II
CARGO AUDIT CLERK I
CARGO AUDIT CLERK II
CARGO AUDIT CLERK III
CARGO AUDIT CLERK IV
CASE MANAGER I
CASE MANAGER II
CASE MANAGER III
CITY CLERK ANALYST
CITY CLERK ASSISTANT
CITY CLERK SPECIALIST
CLERICAL AIDE II-NC
CLERICAL AIDE I-NC
CLERK I
CLERK II
CLERK III
CLERK III-NC
CLERK II-NC
CLERK I-NC
CLERK TYPIST I

CLERK TYPIST II
CLERK TYPIST III
CLERK TYPIST III-NC
CLERK TYPIST II-NC
CLERK TYPIST I-NC
CLERK TYPIST IV
CLERK TYPIST V (T)
CLERK/STENO-TEMP III-NC (I)
CLERK/STENO-TEMP II-NC (I)
CLERK/STENO-TEMP I-NC (I)
CLERK/STENO-TEMP IV-NC (I)
CLERK/STENO-TEMP VIII-NC (I)
CLERK/STENO-TEMP VII-NC (I)
CLERK/STENO-TEMP VI-NC (I)
CLERK/STENO-TEMP V-NC (I)
COMM DEVEL CLERICAL ASST I
COMM DEVEL CLERICAL ASST II
COMM DEVEL CLERICAL ASST III
COMMUNICATION SPECLST I
COMMUNICATION SPECLST II
COMMUNICATION SPECLST III
COMMUNICATIONS ASSISTANT I
COMMUNICATIONS ASSISTANT II
COMMUNICATIONS ASSISTANT III
COMMUNITY INFORMATION SPEC I
COMMUNITY INFORMATION SPEC II
COMMUNITY INFORMATION SPECLST (T)
COMMUNITY PROGRAM TECH I
COMMUNITY PROGRAM TECH II
COMMUNITY PROGRAM TECH III
COMMUNITY PROGRAM TECH IV
COMMUNITY RELATIONS ASST I (T)
COMMUNITY RELATIONS ASST II (T)
COMMUNITY RELATIONS ASST I-NC (I)
COMMUNITY WORKER
COMMUNITY WORKER-NC
COMPUTER OPERATOR I-NC
CONTRACT ADMINISTRATOR I
CONTRACT ADMINISTRATOR II
COUNCILMANIC SECRETARY
CUSTOMER SERVICE REP I
CUSTOMER SERVICE REP II
CUSTOMER SERVICE REP III

CUSTOMER SERVICE REP III-NC	LEGAL RECORDS ASSISTANT II (I)
CUSTOMER SERVICE REP II-NC	LEGAL RECORDS ASSISTANT III (I)
CUSTOMER SERVICE REP I-NC	LEGAL RECORDS SPECIALIST
CUSTOMER SVC REP II-NC-REREADS (I)	LEGAL RECORDS SUPERVISOR
DATA COMMUNICATIONS COORD I (I)	LEGAL SECRETARY I
DATA COMMUNICATIONS COORD II (I)	LEGAL SECRETARY II
DATA ENTRY OPERATOR I (I)	LEGAL STENOGRAPHER I
DATA ENTRY OPERATOR II (I)	LEGAL STENOGRAPHER II
DATA ENTRY OPERATOR II-NC	LEGAL STENOGRAPHER III
DATA ENTRY OPERATOR I-NC	LIABILITY CLAIMS ASST I
DATA PROCESSING ASSISTANT	LIABILITY CLAIMS ASST II
DEPUTY CITY CLERK I	LIBRARY AIDE
DEPUTY CITY CLERK II	LIBRARY AIDE-NC (I)
FINGERPRINT CLASSIFIER	LIBRARY ASSISTANT
FORENSIC SPECIALIST I	LIBRARY CLERK I
FORENSIC SPECIALIST II	LIBRARY CLERK II
FORENSIC SPECIALIST II-NC	LIBRARY CLERK III
GEOGRAPHIC INFO SYS TECH I	LIBRARY CLERK III-NC
GEOGRAPHIC INFO SYS TECH II	LIBRARY CLERK II-NC
GRAPHIC ARTIST	LIBRARY CLERK I-NC
GRAPHICS TECHNICIAN	LIBRARY CLERK IV
HOUSING AIDE I	LIBRARY CLERK IV-NC
HOUSING AIDE II	LICENSE INSPECTOR I
HOUSING REHABILITATION CNSLR	LICENSE INSPECTOR II
HOUSING SPECIALIST I	MARINA AGENT I
HOUSING SPECIALIST II	MARINA AGENT II
HOUSING SPECIALIST III	MARINA AGENT III
IDENTIFICATION TECHNICIAN (I)	MARINE AIDE (I)
LABORATORY ANALYST I	MARINE AIDE-NC
LABORATORY ANALYST II	MARINE SLIP PERMIT AGENT (I)
LABORATORY ANALYST III	MECHANICAL EQUIP STK CLRK I
LABORATORY ANALYST III-NC	MECHANICAL EQUIP STK CLRK II
LABORATORY ANALYST II-NC	MEDICAL ASSISTANT I
LABORATORY ANALYST I-NC	MEDICAL ASSISTANT II
LABORATORY ASSISTANT	MEDICAL ASSISTANT-NC
LABORATORY ASSISTANT I	MICROBIOLOGIST TRAINEE-NC (I)
LABORATORY ASSISTANT II	MICROFILM TECHNICIAN
LABORATORY ASSISTANT III	MINUTE CLERK
LABORATORY ASSISTANT-NC	NEIGHBORHOOD SVCS SPCLST I
LEGAL ADMINISTRATIVE ASSISTANT	NEIGHBORHOOD SVCS SPCLST II
LEGAL ASSISTANT	NEIGHBORHOOD SVCS SPCLST III
LEGAL ASSISTANT I	NOISE ABATEMENT ASSISTANT (I)
LEGAL ASSISTANT II	NOISE ABATEMENT ASST I (I)
LEGAL ASSISTANT III	NOISE ABATEMENT ASST II (I)
LEGAL ASSISTANT IV	NOISE ABATEMENT ASST I-NC (I)
LEGAL OFFICE ASSISTANT	NUTRITION AIDE (T)
LEGAL OFFICE SPECIALIST	NUTRITION AIDE I
LEGAL RECORDS ASSISTANT	NUTRITION AIDE II

NUTRITION AIDE-NC
OCCUPANCY SPECIALIST I
OCCUPANCY SPECIALIST II
OCCUPANCY SPECIALIST III
OUTREACH WORKER I
OUTREACH WORKER II
PAGE-NC
PARKING OPERATNS ATTNDT II-NC
PARKING OPERATNS ATTNDT I-NC
PAYROLL SPECIALIST (I)
PAYROLL SPECIALIST I
PAYROLL/PERSONNEL ASST I
PAYROLL/PERSONNEL ASST II
PAYROLL/PERSONNEL ASST III
PHOTOGRAPHER (T)
POLICE PROPERTY & SPLY CLRK I
POLICE PROPERTY & SUPPLY CLERK
POLICE SERVICES SPECLST I-NC
POOL LIFEGUARD II-NC
POOL LIFEGUARD I-NC
PORT RISK ASSISTANT I
PORT RISK ASSISTANT II
PORT SECURITY SYS OPER I-NC
PORT SECURITY SYSTEM OPER I
PORT SECURITY SYSTEM OPER II
PORT SECURITY SYSTEM OPER III
PROFESSIONAL AIDE (I)
PROPERTY MGMT SPECIALIST I
PROSECUTOR ASSISTANT
PROSECUTOR ASSISTANT I
PROSECUTOR ASSISTANT II
PROSECUTOR ASSISTANT III
PROSECUTOR ASSISTANT III-NC
PROSECUTOR ASSISTANT II-NC
PROSECUTOR ASSISTANT I-NC
PROSECUTOR ASSISTANT IV
PROSECUTOR ASSISTANT IV-NC
PROSECUTOR ASSISTANT-NC
PUBLIC HEALTH ASSOC I
PUBLIC HEALTH ASSOC II
PUBLIC HEALTH ASSOC III
PUBLIC HEALTH ASSOCIATE-NC
PUBLIC HEALTH REGISTRAR
REAL ESTATE TECHNICIAN I
REAL ESTATE TECHNICIAN II
RECORDS MANAGER-CITY CLERK
RECREATION ASSISTANT
RECREATION LDR/SPECIALIST I (I)

RECREATION LDR/SPECIALIST II (I)
RECREATION LDR/SPECIALIST III (I)
RECREATION LDR/SPECIALIST IV (I)
RECREATION LDR/SPECIALIST IX (T)
RECREATION LDR/SPECIALIST V (I)
RECREATION LDR/SPECIALIST VI (I)
RECREATION LDR/SPECIALIST VII (I)
RECREATION LDR/SPECIALIST VIII (I)
RECREATION LDR/SPECIALIST X (T)
RECREATION LDR/SPECLST III-NC
RECREATION LDR/SPECLST IV-NC
RECREATION LDR/SPECLST IX-NC
RECREATION LDR/SPECLST VIII-NC
RECREATION LDR/SPECLST VII-NC
RECREATION LDR/SPECLST VI-NC
RECREATION LDR/SPECLST V-NC
RECREATION LDR/SPECLST X-NC
SECRETARY
SECRETARY I (I)
SECRETARY II (I)
SECRETARY TO CITY AUDITOR
SECRETARY TO THE MAYOR
SENIOR LEGAL SECRETARY I
SENIOR LEGAL SECRETARY II
SENIOR MINUTE CLERK
SENIOR PAYROLL/PERSONNEL ASST (T)
SENIOR SECRETARY
SERVICE REPRESENTATIVE III (I)
STOCK & RECEIVING CLERK
STOCK & RECEIVING CLERK-NC
STOREKEEPER I
STOREKEEPER II
STOREKEEPER I-NC
SYSTEMS ANALYST I
SYSTEMS TECHNICIAN I
SYSTEMS TECHNICIAN II
SYSTEMS TECHNICIAN III
TECHNICAL AIDE
TECHNICAL ASSISTANT
TELEPHONE OPERATOR (I)
TENANT INTERVIEWER I (I)
TENANT INTERVIEWER II (I)
TERMINAL SERVICES REP I (T)
TERMINAL SERVICES REP II
WATER COMM DISPATCHER I
WATER COMM DISPATCHER II
WORKERS COMP ADMIN ASST
WORKERS' COMP CLAIMS ASST

WORKERS' COMP OFFICE ASST
WORKERS COMPENSATION SECY I (I)

IAM-OFFICE & TECH SVCS-SUPV

ACCOUNTS PAYABLE SUPERVISOR (I)
ASST TERMINAL SVCS MANAGER
CHIEF WHARFINGER
CLERK SUPERVISOR
CUSTOMER SVCS SUPERVISOR I
CUSTOMER SVCS SUPERVISOR II
CUSTOMER SVCS SUPERVISOR III (T)
DATA CENTER SUPPORT SUPERVISOR (I)
FORENSIC SPECIALIST SUPERVISOR
HARBOR CONTROL CENTER SUPV
HOUSING ASSISTANCE COORDINATOR
HOUSING REHABILITATION SUPV I
HOUSING REHABILITATION SUPV II
LEGAL RECORDS MGMT SUPERVISOR
LIBRARY CIRCULATION SUPERVISOR
MARINA SUPERVISOR (T)
MARINA SUPERVISOR I
MARINA SUPERVISOR II
OFFICE ADMINISTRATOR
PAYROLL SPECIALIST II
PAYROLL SUPERVISOR (I)
POLICE PROPERTY & SPLY CLRK II
POLICE SYSTEMS SUPERVISOR
PORT RECORDS CENTER SUPERVISOR
PROPERTY MGMT SPECIALIST II
RECORDS CENTER SUPERVISOR (T)
RECORDS CENTER SUPERVISOR I (T)
SENIOR RECORDS CLERK
STOREKEEPER III (I)
SUPERVISING SENIOR LEGAL SECY
SUPERVISING WORKERS' COMP SECY
SUPERVISOR-STORES & PROPERTY
WATER COMMUNICATION CENTER SPV

IAM-PEACE OFFICER-BASIC

PARK RANGER I
PARK RANGER I-NC
SPCL SCS OF III-ARM ARPT PC OF

IAM-PEACE OFFICER-SUPV

PARK RANGER II
SPCL SCS OF IV-ARM ARPT PC OF
SUPERVISING PARK RANGER

IAM-PROFESSIONAL-BASIC

ACCOUNTANT I
ACCOUNTANT II
ACCOUNTANT III
ACCOUNTANT II-NC
ACCOUNTANT I-NC
ADMINISTRATIVE ANALYST I
ADMINISTRATIVE ANALYST II
ADMINISTRATIVE ANALYST III
ADMINISTRATIVE ANALYST III-NC
ADMINISTRATIVE ANALYST II-NC
ADMINISTRATIVE ANALYST I-NC
AIRPORT OPERATIONS SPECLST I
AIRPORT OPERATIONS SPECLST II
ASST ADMIN ANALYST I
ASST ADMIN ANALYST II
ASST BAND CONDUCTOR-NC
ASST COMM DEVEL ANALYST I (I)
ASST COMM DEVEL ANALYST II (I)
ASST MARKETING MANAGER I
ASST MARKETING MANAGER II
ASST MARKETING MANAGER III
ASST PLANNER I
ASST PLANNER II
ASST TRAFFIC MANAGER
BROADCAST PRODUCTION SPECLST
BUSINESS DEVELOPMENT ANALYST
BUSINESS SYSTEMS SPECLST I
BUSINESS SYSTEMS SPECLST II
BUSINESS SYSTEMS SPECLST III
BUSINESS SYSTEMS SPECLST III-U
BUSINESS SYSTEMS SPECLST II-U
BUSINESS SYSTEMS SPECLST I-U
BUYER I
BUYER I-NC (I)
CAPITAL PROJECTS COORD
CAPITAL PROJECTS COORD I
CAPITAL PROJECTS COORD II
CAPITAL PROJECTS COORD III
CAPITAL PROJECTS COORD IV
CHILD CARE TEACHER AIDE (I)
CHILD CARE TEACHER AIDE-NC (I)
COMMUNITY DEVEL ANALYST I (T)
COMMUNITY DEVEL ANALYST II (T)
COMMUNITY DEVEL ANALYST III (T)
COMMUNITY PROGRAM SPCLST I
COMMUNITY PROGRAM SPCLST II
COMMUNITY PROGRAM SPCLST III

COMMUNITY PROGRAM SPCLST IV
COMMUNITY PROGRAM SPCLST V
CONTRACT COMPLIANCE ANALYST I
CONTRACT COMPLIANCE ANALYST II
CONTRACT COMPLIANCE ANALYST IV
CONTRCT COMPLIANCE ANALYST III
COUNSELOR I
COUNSELOR II
CRIMINALIST II-MISC
CRIMINALIST I-MISC
CURATOR
DEVELOPMENT PROJECT MGR I
DEVELOPMENT PROJECT MGR II
DEVELOPMENT PROJECT MGR III
DIVERSION PROGRAM COORDINATOR
ECONOMIC DEVELOPMENT SPEC I
ECONOMIC DEVELOPMENT SPEC II
ECONOMIC DEVELOPMENT SPEC III
EMERGENCY MED EDUCATION COORD
EMERGENCY MEDICAL EDUCATOR
ENVIRONMENTAL HEALTH SPEC I
ENVIRONMENTAL HEALTH SPEC II
ENVIRONMENTAL HEALTH SPEC III
ENVIRONMENTAL HEALTH SPEC IV
ENVIRONMENTAL HLTH SPCLST-NC
EPIDEMIOLOGIST
EVENTS COORDINATOR I
EVENTS COORDINATOR II
FINANCIAL CONTROLS ANALYST
GENERAL LIBRARIAN
GENERAL LIBRARIAN I (T)
GENERAL LIBRARIAN II (T)
GENERAL LIBRARIAN I-NC
HANDWRITING EXAMINER-MISC
HAZARDOUS MATERIALS SPEC I
HAZARDOUS MATERIALS SPEC-NC
HAZARDOUS WASTE COORDINATOR
HEALTH EDUCATOR I
HEALTH EDUCATOR II
HISTORICAL CURATOR I (I)
INTELLIGENCE ANALYST
INTERMODAL OPERATIONS COORD
LEGISLATIVE ASSISTANT
LEGISLATIVE ASSISTANT-NC
LICENSED VOCATIONAL NURSE
LICENSED VOCATIONAL NURSE-NC
MANAGEMENT ANALYST-NC
MARKET PLANNING ASSISTANT

MEDICAL SOCIAL WORKER I
MEDICAL SOCIAL WORKER II
MEDICAL SOCIAL WORKER I-NC
MICROBIOLOGIST (I)
MICROBIOLOGIST I
MICROBIOLOGIST II
MICROBIOLOGIST SUPERVISOR
MICROBIOLOGIST-NC
MILK AND FOOD SANITARIAN (I)
MUSICIAN-NC
NURSE PRACTITIONER
NURSE PRACTITIONER-NC
OFFICE AUTOMATION ANALYST I
OFFICE AUTOMATION ANALYST II
OFFICE AUTOMATION ANALYST III
OFFICE AUTOMATION ANALYST I-NC
OFFICE AUTOMATION ANALYST IV
OFFICE SYSTEMS ANALYST III
OFFICE SYSTEMS ANALYST IV
PARK NATURALIST
PERSONNEL ANALYST I
PERSONNEL ANALYST II
PERSONNEL ANALYST III
PHYSICIAN ASSISTANT
PLANNER I
PLANNER II
PLANNER III
PLANNER III-NC
PLANNER II-NC
PLANNER I-NC
PLANNER IV
PLANNER V
PLANNING AIDE
PLANNING AIDE-NC
PLANNING ASSISTANT II (I)
PLANNING ASSISTANT III (I)
PLANNING ASSOCIATE (I)
POLYGRAPH EXAMINER-MISC
PORT COMMERCIAL APPRAISER
PORT COMMUNICATIONS SPCLST III
PORT COMMUNICATIONS SPECLST I (T)
PORT COMMUNICATIONS SPECLST II (T)
PORT COMMUNICATIONS SPECLST IV
PORT COMMUNICATIONS SPECLST V
PORT FINANCIAL ANALYST I
PORT FINANCIAL ANALYST II
PORT FINANCIAL ANALYST III
PORT LEASING SALES OFFICER I

PORT LEASING SALES OFFICER II
PORT PLANNER I
PORT PLANNER II
PORT PLANNER III
PORT PLANNER IV
PORT PLANNER V
PROGRAMMER
PROGRAMMER/ANALYST I
PROGRAMMER/ANALYST II
PROGRAMMER/ANALYST III
PROJECT BUDGET ANALYST I
PROJECT BUDGET ANALYST II
PROJECT BUDGET ANALYST III
PUBLIC AFFAIRS ASSISTANT
PUBLIC HEALTH NURSE (T)
PUBLIC HEALTH NURSE I
PUBLIC HEALTH NURSE II
PUBLIC HEALTH NURSE III
PUBLIC HEALTH NURSE-NC
PUBLIC HEALTH NUTRITIONIST I
PUBLIC HEALTH NUTRITIONIST II
PUBLIC HEALTH NUTRITIONIST III
PUBLIC HEALTH PHYSICIAN
PUBLIC HEALTH PHYSICIAN-NC
PUBLIC HEALTH PROFESSIONAL-NC
REAL ESTATE PROJECT COORD I
REAL ESTATE PROJECT COORD II
REAL ESTATE PROJECT COORD III
RECYCLING SPECIALIST I
RECYCLING SPECIALIST II
REFERENCE SPECIALIST II-NC (I)
REFERENCE SPECIALIST I-NC (I)
REGISTERED NURSE I
REGISTERED NURSE II
REGISTERED NURSE II-NC
REGISTERED NURSE I-NC
RESEARCH ASSISTANT-WATER
SAFETY SPECIALIST I
SAFETY SPECIALIST II
SAFETY SPECIALIST III
SANITARIAN I (I)
SANITARIAN II (I)
SENIOR PLANNER (I)
SENIOR SANITARIAN (I)
SR. CITY CLERK ANALYST
SYSTEMS ANALYST II
SYSTEMS ANALYST III (I)
SYSTEMS SUPPORT SPECLST I

SYSTEMS SUPPORT SPECLST II
SYSTEMS SUPPORT SPECLST III
SYSTEMS SUPPORT SPECLST IV
SYSTEMS SUPPORT SPECLST V
TRANSPORTATION PLANNER I
TRANSPORTATION PLANNER II
TRANSPORTATION PLANNER III
TRANSPORTATION PLANNER IV
TRANSPORTATION PROG PLANNER
WATER CONSERVATION SPECIALIST
WATER QUALITY ORGANIC CHEMIST
X-RAY TECHNICIAN
X-RAY TECHNICIAN-NC

IAM-PROFESSIONAL-SUPV

AQUATICS SUPERVISOR I
AQUATICS SUPERVISOR II
AQUATICS SUPERVISOR III (T)
AQUATICS SUPERVISOR IV (T)
ASSOC DIRECTOR OF PROPERTIES (T)
ASST MANAGER-MARINE TRAFFIC (I)
BAND CONDUCTOR-NC
BUSINESS SYSTEMS SPECLST IV
BUSINESS SYSTEMS SPECLST IV-U
BUSINESS SYSTEMS SPECLST V
BUSINESS SYSTEMS SPECLST VI
BUSINESS SYSTEMS SPECLST VII
BUSINESS SYSTEMS SPECLST VII-U
BUSINESS SYSTEMS SPECLST VI-U
BUSINESS SYSTEMS SPECLST V-U
BUYER II
CHILD CARE CENTER SUPERVISOR (I)
CHILD CARE TEACHER (I)
COMMUNICATION SPECLST IV
COMMUNICATION SPECLST V
COMMUNICATION SPECLST VI
COMMUNICATION SPECLST VII
COMMUNICATIONS OFFICER
COMMUNITY SERVICES SUPERVISOR
COMMUNITY SERVICES SUPV I (I)
COMMUNITY SERVICES SUPV II (T)
CULTURAL PROGRAM SUPERVISOR
DEPARTMENT LIBRARIAN I (T)
DEPARTMENT LIBRARIAN II (T)
EPIDEMIOLOGIST-SUPERVISOR
FINANCIAL RPRTRNG/CONTROLS OFF
LEGAL ASSISTANT-SUPERVISOR
LEGAL SYSTEMS SUPPORT SPECLST

LEGAL TECHNOLOGIST-PROSECUTOR
LEGAL TECHNOLOGIST-PROS-NC
MANAGER OF MARITIME SERVICES (T)
MANAGER-MARINE TRAFFIC (I)
MARKET RESEARCH ECONOMIST
MARKETING MANAGER
MICROBIOLOGIST III
OFFICE SYSTEMS ANALYST I
OFFICE SYSTEMS ANALYST II
PORT LEASING SALES OFFICER III
PORT LEASING SALES OFFICER IV
PORT LEASING SALES OFFICER V
PORT RISK MANAGER (I)
PORT RISK MANAGER I
PORT RISK MANAGER II
PROGRAMMER/ANALYST IV
PROGRAMMER/ANALYST V
PROGRAMMER/ANALYST VI
PUBLIC HEALTH NURSE SUPERVISOR
PUBLIC HLTH PROFESSIONAL I
PUBLIC HLTH PROFESSIONAL II
PUBLIC HLTH PROFESSIONAL III
SENIOR ACCOUNTANT
SENIOR BUYER
SENIOR LIBRARIAN
SENIOR PORT LEASING OFFICER
SENIOR PROSECUTOR ASST
SUPERVISING PROSECUTOR ASST
SYSTEMS SUPPORT SPECLST VI
SYSTEMS SUPPORT SPECLST VII
SYSTEMS TECHNICIAN IV
TRAFFIC MANAGER
VISUAL ARTS SPECIALIST I
VISUAL ARTS SPECIALIST II
WORKFORCE DEVELOPMENT SUPV I
WORKFORCE DEVELOPMENT SUPV II (T)

IAM-PROTECTION-BASIC

AMBULANCE OPERATOR
AMBULANCE OPERATOR-NC
ANIMAL CONTROL OFFICER I
ANIMAL CONTROL OFFICER II
ANIMAL CONTROL OFFICER I-NC
DETENTION OFFICER I
INSTITUTIONAL COOK
INSTITUTIONAL COOK-NC
PARKING CONTROL CHECKER I
PARKING CONTROL CHECKER II

PARKING CONTROL CHECKER I-NC
POLICE CADET-NC
POLICE SERVICES ASSISTANT (I)
POLICE SERVICES SPECLST I
POLICE SERVICES SPECLST II
POLICE SERVICES SPECLST III
PROTECTION AIDE
PUBLIC SAFETY DISP II-NC
PUBLIC SAFETY DISP I-NC
PUBLIC SAFETY DISPATCHER I
PUBLIC SAFETY DISPATCHER II
PUBLIC SAFETY DISPATCHER III
PUBLIC SAFETY TELECOMMNCTR I
PUBLIC SAFETY TELECOMMNCTR II
PUBLIC SAFETY TELECOMMNCTR III
SCHOOL GUARD
SECURITY OFF II-PRKNG CNTL/WC (I)
SECURTY OFF II-PRKG CNTL/WC-NC (I)
SECURTY OFF I-PRKNG CNTL/WC-NC (I)
SPCL SVCS OFFICER II-NC -ARMED
SPECIAL SERVICES OFFICER I
SPECIAL SERVICES OFFICER II
SPECIAL SERVICES OFFICER III
SPECIAL SERVICES OFFICER II-NC
SPECIAL SERVICES OFFICER I-NC
SPECIAL SVCS OFFICER III-ARMED

IAM-PROTECTION-SUPV

ANIMAL CONTROL OFFICER III
ANIMAL SVCS OPERATIONS SUPV
CHIEF PORT SECURITY OFFICER
COMMUNICATIONS CENTER COORD
COMMUNICATIONS CENTER SUPVR
CRIMINALIST III-MISC
CRIMINALIST IV-MISC
CRIMINALIST SUPERVISOR
DETENTION OFFICER II
EMERGENCY COMMNCTNS SUPV I
EMERGENCY COMMNCTNS SUPV II
HAZARDOUS MATERIALS SPEC II
PARKING CONTROL SUPERVISOR
PUBLIC SAFETY DISPATCHER IV
SECURITY OFF III-PRKNG CNTL/WC (I)
SECURITY OFF III-SHIFT SUPVR (I)
SECURITY OFFICER III (I)
SENIOR ANIMAL CONTROL OFFICER
SPECIAL SERVICES OFFICER V
SPECIAL SVCS OFFICER IV

Last, Best, Final Offer to IAM
9/27/23

SPECIAL SVCS OFFICER IV-ARMED
SPECIAL SVCS OFFICER V-ARMED
VETERINARIAN

IAM-REFUSE-SUPV

REFUSE FIELD INVESTIGATOR
REFUSE SUPERVISOR

APPENDIX B

PAY RATE SCHEDULE

~~Rates not yet available, they will be added upon verification of increased amounts.~~

Please refer to pay rates and step schedule in the City's current approved salary schedules.

APPENDIX C

SKILL PAYS (Active Skill Pays Chart)

APPENDIX D

LETTER OF AGREEMENT BETWEEN THE CITY OF LONG BEACH AND THE INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS (IAM)

Union Employee Representative – Union Leave of Absence

If CalPERS does not approve the terms of the Union Leave of Absence as reportable compensation, the City and Union agree to a reopener for a discussion on this topic.

The Union will be permitted release time for one (1) Union Employee Representative on a union leave of absence, during the term of the MOU for a period of up to one (1) year, unless otherwise mutually agreed upon in writing. It is understood that the Union Employee Representative serving on a union leave of absence remains an employee of the City of Long Beach during this time. The following are the conditions with respect to the union leave of absence:

1. Hours for the Union Leave of Absence shall be reported and compensated as paid leave time (OL-Other Leave). Compensation shall be equal to full regular pay and benefits excluding any overtime that the Union Employee Representative would earn while on a regular paid leave of absence. The employee shall not receive any specialty assignment pays or skills pays while on union leave.
2. Compensation shall include retirement fund contributions required of the public employer as an employer. The Union Employee Representative shall earn full-service credit during the leave of absence and shall pay their member contributions to CalPERS.
3. The City shall not be responsible for any overtime compensation owed to the IAM Union Employee Representative accruing from Union Activities.
4. The leave of absence, with full pay and benefits, shall be reported and compensated pursuant to California Government Code 3558.8.
5. The employee will be paid on an 80-hour per pay period basis in accordance with the City's payroll schedule.
6. The employee shall continue to accrue accruals at the normal rate while in a paid leave status and shall observe all City holidays. The employee is subject to the City's vacation and personal/in lieu holiday accrual maximum provisions, and accruals shall not be cashed out.
7. While on leave of absence, the Union Employee Representative shall not conduct non-union business.

8. While on release time, the Union Employee Representative shall not be on City time and accordingly the City shall not incur any liability, including but not limited to Workers' Compensation and tort liability, arising out of the employee's performance of Union business.
9. The Union shall indemnify and hold harmless the City of Long Beach, its officers and employees, from and against any and all damage to property or injuries to or death of any person or persons, including property and employees or agents of the City of Long Beach, and shall defend, indemnify and hold harmless the City of Long Beach, its officers and employees from any and all claims, demands, suits, actions or proceedings of any kind or nature, including but not limited to Workers' Compensation claims, resulting from or arising out of the negligent acts, errors, or omissions, or arising out of the intentional or malicious acts of the Union Employee Representative.
10. The Union has no obligation to use the leave of absence under this section for an employee and may terminate that release at any time, for any reason in writing within ten (10) business days. The employee will be reinstated effective the first day of the next full pay period.
11. The provisions of this section shall sunset upon expiration of this MOU, unless extended by mutual agreement.
12. At the conclusion or termination of the leave of absence, the Union Employee Representative shall have a right of reinstatement to the same position and work location held prior to the leave, or if not feasible, a substantially similar position without loss of seniority, rank, or classification. The reinstatement shall be effective the first day of the pay period following the notification of conclusion or termination of the leave of absence.
13. This release time will be at no cost to the City. Recovery of the costs for salary and benefits will be accomplished in the following manner:
 - a. The City will deduct vacation leave from the leave account of every permanent full-time and permanent part-time employee to recover the costs for salary and benefits for a full-time employee released to serve on a union leave of absence. (Note: In accordance with IRS rules and regulations, there would be taxable implications to the donor and recipient of the leave accruals).
 - b. When an employee is designated by the union to serve on a union leave of absence, they shall provide notice to the City within 60 calendar days of the intended commencement of the union leave of absence. The Financial Management Department will calculate recovery of the costs for salary and benefits for the designated employee and notify the union regarding the amount of vacation leave to be deducted from the leave account of every permanent full-

time and permanent part-time employee to recover the costs for salary and benefits for a full-time employee released to serve as a union leave of absence.

- c. If a current City employee is not serving on a union leave of absence, no such deduction shall be made.
- d. If a current permanent part-time employee is serving on a union leave of absence, the City shall prorate the leave time to recover the full costs for salary and benefits. Deductions in excess of those required to cover costs for salary and benefits shall be credited to the bank for Union business not to exceed 500 additional hours at the end of the fiscal year.
- e. If the full-time/part-time status of the employee serving on a union leave of absence is changed after the deduction of the vacation leave, and sufficient hours were not captured to recover the salary and benefits of the employee serving on a union leave of absence, another prorated deduction will be taken.

APPENDIX D

IN-LIEU HOLIDAY ACCRUAL MAXIMUM

Effective calendar year 2021, the City will implement a maximum in lieu holiday accrual for eligible permanent full-time and permanent part-time employees as follows:

A. ~~All employees on a regular/other in lieu holiday schedule will receive 14 eight-hour in lieu holidays (112 hours total) on the first pay period of January of each year. The in-lieu holiday accrual is capped at two hundred and twenty-four (224) hours. Should an employee be at the accrual maximum, no additional in lieu hours will be granted until January of the following year if the accrual balance is below two hundred and twenty-four (224) hours.~~

In-Lieu Holiday Hours	In-Lieu Holiday Hours Advanced (Start of year)	Hours Accrued per pay period	In-Lieu Holiday Maximum Accrual
Regular/Other Schedule	104.0	4.0	208.0
Effective 2021*	112.0	4.3	224.0

* Effective the first pay period of calendar year 2021

B. ~~Employees on any of the above in lieu holiday accrual schedules do not qualify for simultaneous personal holiday accruals.~~

APPENDIX E

PERSONAL HOLIDAY ACCRUAL MAXIMUM

Effective the first pay period of calendar year 2021, the City will implement a maximum personal holiday accrual for eligible permanent full-time and permanent part-time employees as follows:

PERSONAL HOLIDAY ACCRUAL

- A. All employees on a regular or other holiday schedule will receive four personal holiday days (32.0 hours) based on an 8-hour schedule on the first pay period of January of each year. The personal holiday accrual is capped at sixty-four (64) hours.
- B. Should an employee be at the accrual maximum on the first pay period of January (when hours are advanced), no additional personal holiday hours will be granted until January of the following year if the accrual is below sixty-four (64) hours.

Personal Holiday Hours	Personal Holiday Advanced (Start of year)	Personal Holiday Maximum Accrual
Regular/Other Schedule	32.0	64.0

*Accounting tracks on accrual basis at rate of 1.24 hours per pay period

**Employees will accrue prospectively if they are hired mid-year

- C. Use of personal holiday time is subject to supervisor and/or department head approval.
- D. At the time of separation from employment, earned but unused personal holiday hours will be paid to the employee with the final check at the employee's adjusted hourly rate of pay.

APPENDIX F

VACATION ACCRUAL MAXIMUM

Subject to approval by City Council, the vacation accrual maximum provision of the Salary Resolution and Personnel Ordinance 3.01 will be replaced with the following provision. The new vacation accrual maximum provision will take effect the first full pay period of calendar year 2021. The City will implement a three (3) year vacation accrual maximum based on years of service completed. As a result of COVID-19, the City will temporarily add an additional year to total a four (4) year vacation maximum cap. The temporary cap shall be effective January 1, 2021 and shall expire December 31, 2023. The vacation cap will revert to three (3) year maximum effective January 1, 2024. See the following chart for illustration purposes::

Service Years Completed	Hours Accrued per pay period	Annual Accrual	Vacation Maximum Accrual*	NEW Vacation Maximum Accrual*
Upon hire through 4 years, 5 months	3.70	96.2	288.6	384.8
4 years, 6 months through 11 years, 5 months	4.62	120.1	360.4	480.5
11 years, 6 months through 13 years, 5 months	4.93	128.2	384.5	512.7
13 years, 6 months through 17 years, 5 months	5.24	136.2	408.7	545.0
17 years, 6 months through 18 years, 5 months	5.54	144.0	432.1	576.2
18 years, 6 months through 19 years, 5 months	5.85	152.1	456.3	608.4
19 years, 6 months or more	6.16	160.2	480.5	640.6

***NEW 4-Year Vacation Maximum – 1/1/2021 – 12/31/2023 F**

- A. ~~New permanent full-time or permanent part-time employees may utilize accrued vacation hours upon completing six (6) months of employment.~~
- B. ~~Upon reaching the maximum accrual, employees will cease earning vacation until use of vacation brings the accrual below the maximum.~~
- C. ~~Employees will not be allowed to have negative vacation hours.~~
- D. ~~The use of vacation hours is subject to supervisor/department head approval per the current Salary Resolution, Personnel Ordinance, and Department policies.~~
- E. ~~Upon separation of employment or death, employees or their beneficiary will be paid for all accrued and unused vacation with their final paycheck, at the adjusted hourly rate of pay.~~

APPENDIX G

PAID PARENTAL LEAVE

The City of Long Beach proposes to implement the following paid parental leave policy effective the first full pay period of calendar year 2021:

The proposed policy institutes a new program offered by the City which provides 30 consecutive calendar days of Parental Leave at 100% of salary, for the birth, adoption or foster placement of a child, regardless of the gender, marital status or sexual orientation of the parent. Paid Parental Leave may be taken at any time during the twelve-month period immediately following the birth, adoption or placement of a child with the employee.

The leave must be taken in full day increments, and within one year of the date of birth/placement of the child. This type of absence is not charged against the employee's leave accruals.

Purpose/Objective

All full-time employees eligible for City health benefits are eligible for Paid Parental Leave, for up to 30 consecutive calendar days in the twelve-month period following the birth of a child, adoption of a child, or placement of a foster child in their home. Employees will be afforded the same level of benefit continuation for the period of time that the employee is on Paid Parental Leave as if the employee was on active work status.

The purpose of Paid Parental Leave is to enable the employee to care for and bond with a newborn or a newly adopted or newly placed child.

Eligibility

- Permanent full-time employees eligible for City health benefits; AND
- Employees that have completed six months of full-time City service; AND
- Employees who are the parent of a newborn child; OR
- Employees who have adopted a child or who have had a foster child placed in their home (in either case, the child must be age 17 or younger).
- This benefit shall apply to life events occurring after the effective date of the Paid Parental Leave program.

Amount, Time Frame and Duration

- Employees will be eligible for up to 30 consecutive calendar days (160.0 hours) of Paid Parental Leave at employees adjusted hourly rate of pay.
- Paid Parental Leave will be paid on regularly scheduled pay dates.
- Approved Paid Parental Leave may start up to two consecutive weeks prior to and at any time during the twelve-month period immediately following the birth,

- ~~adoption or placement of a child with the employee.~~
- ~~• The 30 consecutive calendar days of paid parental leave will begin on the first day of paid parental leave used, and in no event shall exceed 30 calendar days within a 12-month period.~~
- ~~• Paid Parental Leave may not be used or extended beyond this twelve-month time frame.~~
- ~~• The City will allow employees to take Paid Parental Leave only in the smallest of increment equivalent to a one-day shift according to their regular work schedule (i.e., no partial days shall be taken under any circumstance).~~
- ~~• In no case will an employee receive more than 30 consecutive calendar days of Paid Parental Leave in a rolling 12-month period, regardless of whether more than one birth, adoption or foster care placement event occurs within that 12-month rolling time frame.~~
- ~~• City employees who are co-parents with another City employee, will each have an individual right to paid Parental Leave.~~

Coordination with Other Policies

- ~~• Paid Parental Leave taken under this policy will run concurrently with leave under the FMLA, CFRA and PDL.~~
- ~~• If a City holiday occurs while the employee is on Paid Parental Leave, such day will be charged as holiday pay and will not be counted against the employee's 30 consecutive calendar days of Paid Parental Leave.~~

Requests for Paid Parental Leave

- ~~• The employee must provide their supervisor and the Human Resources Department with notice of the request for leave at least 30 days prior to the proposed date of the leave (or if the leave was not foreseeable, as soon as possible).~~
- ~~• An employee who does not give 30 days' notice must explain why such notice was not practical.~~
- ~~• The employee must complete the necessary Human Resource Department forms and provide all documentation as required by the Human Resource Department to substantiate the request.~~
- ~~• Employees may request to start their Paid Parental Leave up to two weeks prior to the birth/placement of the child.~~

~~The City retains the right to review the Paid Parental Leave program at the end of the contract term to evaluate the program impact on operations. The parties will agree to meet and discuss modifications to the program to address unforeseen fiscal and/or operational impacts.~~

~~Applicable MOU Provision(s)~~

Upon implementation of Paid Parental Leave program, the following paragraph in Article Three, Section II shall be discontinued and be removed: :

- ~~Whenever a permanent employee has requested an extended leave of absence (more than 30 days), the employee has the option to retain up to eighty hours of sick leave/vacation/holiday pay in the system. However, previously scheduled vacation time may be preserved in addition to the 80-hour limit.~~

~~This provision will be discontinued and removed from applicable Memorandum of Understanding and any other documents, or locations referenced.~~

APPENDIX H

SHORT TERM AND LONG TERM DISABILITY

A. ~~Short-Term Disability~~

~~Effective January 1, 2021, the City shall provide a Short-Term Disability (STD) Plan to employees in the unit that provides disability payments to employees. The plan includes the following provisions under Class 3 as identified in the plan document:~~

- ~~1. Seven (7) calendar day elimination period. Disability payments begin on the 8th day.~~
- ~~2. Payments shall not exceed 50% of the employee's salary up to \$1,000 per week.~~
- ~~3. Maximum duration is twenty-six weeks (180 days or 6 months) of STD payments.~~
- ~~4. The premium will be paid by the City. The benefit is taxable to the employee.~~
- ~~5. Disability payments are not provided for workers' compensation injuries when Total Temporary Disability (TTD) or 4850 workers' compensation benefits are being paid.~~
- ~~6. Requires employees to exhaust sick leave accruals first.~~

B. ~~Long-Term Disability~~

~~Effective January 1, 2021, the City shall provide a Long-Term Disability (LTD) Plan to employees in the unit that provides disability payments to as follows:~~

- ~~1. Disability payments will commence on the 181st day of the illness or injury.~~
- ~~2. Payments shall not exceed a total of 50% of the employee's salary or a maximum of \$4,000 per month (whichever is less) and will be coordinated in accordance with provisions as provided under the LTD plan.~~
- ~~3. The maximum benefit period for an individual under class 3 provisions is eighteen (18) months.~~
- ~~4. The premium will be paid by the City. The benefit is taxable to the employee.~~
- ~~5. In addition to the basic LTD plan provided by the City, the employee may elect to enroll in a supplemental LTD plan at the employee's cost, which provides supplemental LTD payments equal to 66.67% of the employee's salary up to a maximum of \$12,000 per month, will be coordinated in accordance with provisions as provided under the LTD plan.~~
- ~~6. Requires employees to exhaust sick leave accruals first.~~

~~The City will secure the STD & LTD provider via a contractual agreement. Should the City be unable to secure renewal of these plans, the plan benefits may change.~~

APPENDIX I

LETTER OF AGREEMENT BETWEEN THE CITY OF LONG BEACH AND THE INTERNATIONAL ASSOCIATION OF MACHINIST AND AEROSPACE WORKERS (IAM)

A. FISCAL YEAR 2021 COST SAVINGS FURLOUGH, PARITY AND REOPENER

- ~~1. To minimize layoffs during Fiscal Year 2021, the City and IAM agree that an unpaid work furlough equivalent to 10% percent of permanent employees pay (208 hours for permanent full time employees) will be taken during the period including October 1, 2020 to the pay period including September 30, 2021. This will include permanent full-time employees and permanent part-time employees that work at least 20 hours per week.~~
- ~~2. Permanent full time employees will be required to take two hundred and eight (208) hours of unpaid furlough and qualifying permanent part-time employees will be required to take one hundred and four (104) hours of unpaid furlough on a scheduled business closure day, between the pay period including October 1, 2020 and the pay period including September 30, 2021. Furloughs will be scheduled eight (8) furlough hours per pay period for full-time employees and a minimum of four (4) hours per pay period for permanent part-time employees unless the appointing authority has approved an Alternate Furlough Plan. All permanent employees will be required to take the full number of furlough hours (208) or 104 hours for permanent part-time and those approved on the Alternate Furlough Plan.~~
- ~~3. Most employees will be placed on a 5/40 work schedule and will take the City closure day off as the furlough day. Based on operational needs, departments may assign an alternate furlough day off (other than the closure Friday) within the same work week. After the furlough period, employees will be returned to their prior schedule. The union will be notified should a change arise. The proposed language clarifies that the 5/40 schedules may not be suitable for all operations and provides departments with discretion to properly adjust operations.~~
- ~~4. For operations that require work shifts greater than eight (8) hours, employees can flex the remaining hours of their shift within the work week, use accruals for the remaining hours of their shift or request to take the remaining hours of the shift off unpaid with approval from the Department Head or appointing authority.~~
- ~~5. Furlough hours will be scheduled by management and may require closure of certain operations based upon business necessity. Every effort will be made to float furlough hours to effectively reduce costs and minimize the impact on public services. Overtime will not be permitted within the same week as furlough hours unless approved by the appointing authority. Employees shall not use any paid time (e.g. vacation, in-lieu, banked time, etc.) to replace or supplement furlough day.~~

- ~~6. Employees in assignments that will require overtime or revenue loss if the member is furloughed will be placed on the Alternate Furlough Option and be required to take one hundred and four (104) hours of an unpaid furlough between the pay period including October 1, 2020 and the pay period including September 30, 2021. The City will provide the Union with a list of positions, assignments and individuals to be included in this alternative approach to generate savings.~~
- ~~7. Non-career employees will not be scheduled to work on a scheduled business closure day. If based on operational necessity, there is a need for a non-career employee to work on a closure day, the department will schedule an alternate day off during the same work week.~~

~~B. LABOR COST SAVINGS RE-OPENER~~

- ~~1. Due to the continued uncertainty of the City's financial condition caused by the COVID-19 pandemic, the City and IAM ("the parties") agree that during the period commencing September 1, 2020 and ending on the last date of this Agreement, the MOU may be reopened on economic issues if the Mayor and Council officially declare an economic emergency. The declaration of an economic emergency shall not be subject to any grievance or arbitration procedure.~~
- ~~2. In the event the Mayor and Council declare an economic emergency; the parties agree to immediately begin to meet and confer to address possible measures to help ameliorate the fiscal crisis. The City shall notify IAM in writing to request that this agreement be reopened, provided that such reopener is limited to achieving labor costs savings, such as furloughs, reduction in hours or changes to Article Two (Salaries and Compensation), Article Three (Paid Time Off Benefits) and Article Four (Benefits). The Association agrees that they shall meet with the City within one week of the written request and shall meet daily until agreement is reached or impasse is declared.~~
- ~~3. If the parties are unable to reach agreement on the reopener within 30 days of the written request to reopen, they agree to proceed to the impasse resolution process in accordance with the Meyers Milias Brown Act. If the Association requests factfinding regarding the impasse in negotiations, the parties will make their best efforts to agree upon an efficient, economical, and fair factfinding process. The parties agree that the factfinding panel will include a City representative and IAM representative. The parties agree to select their respective panel members and the neutral factfinding panel chairperson within 5 days of the factfinding request. The parties agree to schedule the factfinding hearing within 15 days of the factfinding request, and to direct the panel to make its written recommendations as expeditiously as possible, and in no event later than 10 days after the date of the hearing.~~
- ~~4. In the event of a reopening ending in impasse, the City shall have the right to unilaterally implement the last, best and final offer upon completion of the impasse process. However, the item unilaterally changed cannot become part of the collective agreement unless and until the union agrees. The provisions of Article~~

One, Section VIII, "Peaceful Performance of City Services," shall continue in full force and effect regardless of any re-opening of negotiations.

C. ALTERNATIVE FURLOUGH PROGRAM

Management reserves the right to add additional classifications as needed based on operational necessity. The City will provide notification in the event there are additions to this list.

Airport

Special Services Officer II
Special Services Officer III-Unarmed

Disaster Preparedness & Emergency Communications

Communications Center Supervisor
Communications Center Coordinator
Public Safety Dispatchers I
Public Safety Dispatchers II
Public Safety Dispatchers III
Public Safety Dispatchers IV

Fire

Ambulance Operator

Harbor

Harbor Control Center Supervisor
Office Automation Analyst I
Office Automation Analyst II
Office Automation Analyst III
Office Automation Analyst IV
Office Systems Analyst I
Office Systems Analyst II
Office Systems Analyst III
Office Systems Analyst IV
Port Security Systems Operator I
Port Security Systems Operator II
Port Security Systems Operator III
Special Svcs Officer I
Special Svcs Officer II
Special Svcs Officer III-Armed
Special Svcs Officer IV-Armed
Storekeeper I
Supervisor - Stores and Property
Terminal Services Representative I
Terminal Services Representative II

Health

Medical Assistant I
Medical Assistant II

Microbiologist I
Microbiologist II
Microbiologist III

Nurse Practitioner

Public Health Nurse I
Public Health Nurse II
Public Health Nurse III

Public Health Nurse Supervisor
Public Health Physician
Registered Nurse II

Additionally, select employees from the following classifications assisting with COVID-related efforts:

Accountant III (1)
Accounting Clerk III (1)
Administrative Analyst III (1)
City Health Officer (1)
Community Program Spclst II (1)
Community Program Spclst III (1)
Community Program Specialist IV (2)
Community Program Specialist V (1)
Health Educator II (2)
Medical Social Worker II (1)
Nursing Services Officer (1)
Nutrition Aide I (1)
Public Health Associate II (1)
Public Health Associate III (1)
Public Health Professional II (1)
Special Projects Officer (1)

Occupational Health (HR)

Clerk Typist III
Medical Assistant II
Physician Assistant
Public Health Physician
X-Ray Technician

Police

~~Criminalist I MISC~~
~~Criminalist II MISC~~
~~Criminalist III MISC~~
~~Criminalist IV MISC~~
~~Criminalist Supervisor~~
~~Forensic Specialist II~~
~~Forensic Specialist Supervisor~~
~~Park Ranger I~~
~~Park Ranger II~~
~~Spcl Scs Of III-Arm Arpt Pc Of~~
~~Spcl Scs Of IV-Arm Arpt Pc Of~~
~~Special Services Officers I~~
~~Special Services Officers II~~
~~Special Services Officers III~~
~~Special Services Officers IV~~
~~Special Svcs Officer III-Armed~~
~~Special Svcs Officer IV-Armed~~
~~Supervising Park Ranger~~

Parks, Recreation, and Marine

~~Animal Control Officer I~~

~~Animal Control Officer II~~
~~Animal Health Technician~~
~~Senior Animal Control Officer~~
~~Veterinarian~~

Public Works

~~Parking Control Checker I~~
~~Parking Control Checker II~~
~~Parking Control Supervisor~~
~~Refuse Field Investigator~~
~~Refuse Supervisor~~
~~Special Services Officer II~~

Water

~~Laboratory Analysts I~~
~~Laboratory Analysts II~~
~~Laboratory Analysts III~~
~~Laboratory Assistant I~~
~~Laboratory Assistant II~~
~~Laboratory Assistant III~~
~~Water Quality Organic Chemist~~

D. ~~FURLOUGH PARITY LANGUAGE~~

- ~~1. IAM agrees to 26 workdays/208 hours (approx. 10%) of unpaid furlough days in FY 2021, provided that the City agrees to a "Furlough Parity Reopener" to guarantee that all non-sworn bargaining units (excluding public safety [POA, FFA and LGA] and miscellaneous groups with a closed contract) and full-time unrepresented employees will be subject to the same total number of furlough hours (26 days = 208). This also excludes employees on an Alternate Furlough Program (contribution half (13 days = 104 hours)).~~
- ~~2. The City and IAM agree that it is the intent of this Section regarding furloughs that all non-sworn bargaining units serve the same total number of furlough hours FY 2021 (excluding Alternative Furlough Program). Therefore, should the City reach agreement with another non-sworn bargaining unit that provides for less furlough hours than has been agreed to in this Section, or if the City is not able to reach agreement and instead imposes terms on another non-sworn bargaining unit that are less than the value of the furlough cost savings agreed to in this Section, the parties agree to re-open the MOU to discuss how to provide IAM members with compensation that equals the difference in furlough hours they served in comparison to other non-sworn bargaining units. This limited re-opener can be exercised by either the City or IAM.~~