

## Metadata header

This contract is provided by UC Berkeley's Institute of Industrial Relations Library (IIRL). The information provided is for noncommercial educational use only. It may have been reformatted from the original and some appendices or tables may be absent. Note that subsequent changes, revisions, and corrections may apply to this document.

For more information about the IIR Union Contracts Project, contact:  
Lincoln Cushing, lcushing@library.berkeley.edu

**IDnum** 129      **Language** English      **Country** United States      **State** CA

**Union** City of Woodland Mid-Management Association

### Local

Occupations Represented
Librarians
Urban and regional planners
Multiple occupations represented

**Bargaining Agency** City of Woodland

### Agency industrial classification (NAICS):

92 (Public Administration)

**BeginYear** 2000      **EndYear** 2003

**Source** <http://www.ci.woodland.ca.us/hr/midmou.pdf>

**Original\_format** PDF (unitary)

### Notes

### Contact

**Full text contract begins on following page.**

---

# **MEMORANDUM OF UNDERSTANDING**

**between the**

**City of Woodland**

**and the**

**Mid-Management  
Association**

**July 1, 2000 – June 30, 2003**

**RESOLUTION NUMBER: 4218**

**MEMORANDUM OF UNDERSTANDING  
CONCERNING MID-MANAGEMENT UNIT EMPLOYEES  
OF THE CITY OF WOODLAND**

The City of Woodland and the City of Woodland Mid-Management Association, representing employees employed by the City of Woodland in the classifications designated herein in Article I, Section I under the title "Application," by and through their authorized representatives hereby ratify as and for a memorandum of understanding the attached Resolution entitled "A Resolution of the City Council of the City of Woodland Approving Certain Terms and Conditions for Mid-Management Unit Employees" including the exhibits appended hereto, and recommend that the same be adopted by the City Council of the City of Woodland. Provisions outlined in this Resolution shall be incorporated into the City's adopted Personnel Rules and Regulations and thereafter the attached Resolution shall be used merely for purposes of interpreting the specific rules and regulations addressed. In resolving questions of interpretation, the Resolution shall be the primary source in all cases.

DATED: September 5, 2000 .

/signed/ Al Mancilla  
Representative of the City of  
Woodland Mid-Management  
Association

/signed/ Richard Kirkwood  
Representative of the City  
Woodland

/signed/ Debbie Grose  
Representative of the City of  
Woodland Mid-Management  
Association

The foregoing Resolution and exhibits appended thereto hereby are approved by the City Council of the City of Woodland on this 5<sup>th</sup> day of September 2000.

/signed/ Steve E. Borchard  
Mayor

RESOLUTION NO. 4218 .

A RESOLUTION OF THE CITY COUNCIL OF THE  
CITY OF WOODLAND APPROVING CERTAIN TERMS AND CONDITIONS FOR  
MID MANAGEMENT UNIT EMPLOYEES

TABLE OF CONTENTS

ARTICLE I. GENERAL PROVISIONS

- SEC. 1.1 APPLICATION
- SEC. 1.2 TERM AND COMPENSATION STUDY (MODIFIED)
- SEC. 1.3 PURPOSE

ARTICLE II. COMPENSATION

- SEC. 2.1 SALARY (MODIFIED)
- SEC. 2.2 UNIFORMS (MODIFIED)
- SEC. 2.3 LONGEVITY PAY (MODIFIED)
- SEC. 2.4 STAND-BY PAY (MODIFIED)
- SEC. 2.5 PROMOTIONAL PAY
- SEC. 2.6 ACTING PAY (MODIFIED)
- SEC. 2.7 ADMINSTRATIVE LEAVE (MODIFIED)
- SEC. 2.8 BILINGUAL PAY (MODIFIED)
- SEC. 2.9 JURY DUTY PAY
- SEC. 2.10 LIBRARY SUNDAY HOURS
- SEC. 2.11 SENIOR MANAGEMENT ANALYST (MODIFIED)
- SEC. 2.12 DEFERRED COMPENSATION (MODIFIED)

ARTICLE III. EDUCATION INCENTIVE

- SEC. 3.1 PROFESSIONAL GROWTH INCENTIVE

ARTICLE IV. MEDICAL AND RELATED BENEFITS

- SEC. 4.1 MEDICAL INSURANCE (MODIFIED)
- SEC. 4.2 DENTAL INSURANCE
- SEC. 4.3 LONG TERM DISABILITY INSURANCE
- SEC. 4.4 VISION INSURANCE

- SEC. 4.5 LIFE INSURANCE
- SEC. 4.6 FLEXIBLE SPENDING ACCOUNT
- SEC. 4.7 CAFETERIA PLAN

ARTICLE V. LEAVES

- SEC. 5.1 HOLIDAYS (MODIFIED)
- SEC. 5.2 VACATION LEAVE
- SEC. 5.3 SICK LEAVE
- SEC. 5.4 CATASTROPHIC ILLNESS OR INJURY
- SEC. 5.5 FAMILY LEAVE

ARTICLE VI. RETIREMENT

- SEC. 6.1 RETIREMENT (MODIFIED)

ARTICLE VII. WORKING CONDITIONS

- SEC. 7.1 WORK HOURS
- SEC. 7.2 CONTRACTING OUT
- SEC. 7.3 INTRODUCTION OF NEW TECHNOLOGY
- SEC. 7.4 ASSOCIATION LEAVE
- SEC. 7.5 OTHER WORKING CONDITIONS NOT SET FORTH HEREIN

ARTICLE VIII. OTHER COMPENSABLE ITEMS NOT SET FORTH HEREIN

- SEC. 8.1 OTHER COMPENSABLE ITEMS NOT SET FORTH HEREIN

## ARTICLE I GENERAL PROVISIONS

### 1.1 Application

1.1.1 This Resolution applies to employees in the following classifications and ranges:

<b>Classification</b>	<b>Range</b>
Assistant Finance Director	133
Accountant	118
Chief Building Official	133
Engineer, Junior	119
Engineer, Assistant	123
Engineer, Associate	125
Equipment Services Manager	127
Infrastructure Ops & Maint Manager	128
Engineer, Associate Civil	129
Engineer, Transportation	132
Engineer, Senior Civil	137
Deputy Pw Director - Ops & Maint	141
Deputy Pw Director - Engineering	142
Information Systems Manager	134
Librarian I	114
Librarian II	118
Librarian III	122
Librarian, Children's II	118
Management Analyst I	117
Management Analyst II	122
Management Analyst, Senior	128
Planner, Junior	112
Planner, Assistant	117
Planner, Associate	123
Planner, Senior	131
Police Crime & Intelligence Analyst	117
Police Records Manager	120
Police Youth Services Counselor	122
Purchasing Manager	120
Recreation Program Manager	121
Redevelopment Coordinator	131
Senior Center Program Manager	120
Superintendent, Park	126
Superintendent, Utilities	123
Water Pollution Control Manager	131
Water Resource Specialist	116

1.2 Term and Compensation Study (MODIFIED)

1.2.1 Except where the context otherwise determines or otherwise provides, the provisions of this Resolution shall apply from July 1, 2000 to June 30, 2003, and for such reasonable time thereafter as may be required to ratify, revise and supersede such provisions by action taken by the Woodland City Council after good faith negotiations pursuant to the Meyers-Milias Brown (MM) Act.

1.2.2 The City and Association shall begin negotiations for the period beginning July 1, 2003 on or before April 1, 2003, the date by which the City shall have completed a salary and benefits comparison analysis. The City and Association shall meet before January 15, 2003 to establish those agencies and benchmark positions that will be used to compare the City of Woodland salaries and benefits.

1.3 Purpose

1.3.1 The purpose of this Resolution is to provide certainty in payment of employee compensation over a three-year period.

**ARTICLE II  
COMPENSATION**

2.1 Salary (MODIFIED)

2.1.1 The salary range schedules for employees covered by this Resolution are set forth in Exhibit A attached hereto and by reference made a part hereof.

2.1.1.1 July 2000. Salary adjustments effective July 1, 2000, are based on market data and the placement of classifications covered by this MOU into newly established salary ranges. For those classifications that require a market adjustment in excess of five percent (5%), the employee shall be placed in the step of the new salary range where a 5% increase falls. In so doing, the City and Association recognize and accept this as an exception to the provisions of paragraph 4.3 of the City of Woodland's Personnel Rules. Future step increases for employees affected by this provision shall be governed by the normal personnel process.

2.1.1.2 July 2001. Salaries shall be increased by three percent (3%) across the board

2.1.1.3 July 2002. Salaries shall be increased by three percent (3%) across the board. In addition, a one percent (1%) market adjustment shall also be implemented effective July 1, 2002.

2.2 Uniforms

2.2.1 Represented employees required by their Department Director to wear a uniform shall, at the Departments Director's discretion be provided with the uniform and corresponding laundry service for the uniform.

2.3 Longevity Pay (MODIFIED)

2.3.1 The City shall pay longevity pay according to the following schedule on the last pay day before Christmas each year:

<u>Length of Service</u>	<u>Amount</u>
10 years	\$175 per year
15 years	\$225 per year
20 years	\$275 per year

2.4 Stand-by Pay (MODIFIED)

2.4.1 Effective July 1, 2000, classifications covered by this Memorandum of Understanding shall no longer receive stand-by pay.

2.5 Promotional Pay

2.5.1 The City agrees that all promotions within the unit shall result in a minimum five percent (5%) increase in pay for the affected employee.

2.6 Acting Pay (MODIFIED)

2.6.1 Employees assigned by their supervisors to perform substantially all of the duties of a higher level classification shall receive an additional five percent (5%) of base pay as acting pay compensation. In the case of assignment as an acting department head, the minimum period of time to be eligible for acting pay must be one consecutive work week (40 hours), and in that instance, the compensation shall be an additional ten percent (10%) of the base pay. Payment shall continue for the term of the assignment to the higher level classification duties. Acting assignments shall be limited to six (6) months, which may be extended on approval of the City Manager.

2.7 Administrative Leave (MODIFIED)

2.7.1 Each represented employee shall receive an annual bank of ninety-six (96) hours administrative leave on July 1 of each year. This administrative leave shall be in addition to accrued vacation leave and other leaves provided by the City.



Administrative leave shall be subject to the same rules for usage and accounting as vacation leave with the following exceptions:

- 2.7.2 Each employee may, at his/her request, have up to forty (40) unused hours of the bank paid directly to him/her at their hourly rate of pay in effect at the time of the request.
- 2.7.3 No employee may carry over any balance past June 30 each year.
- 2.7.4 It is recognized that some unit employees may be required to work extraordinarily long hours in the performance of their duties. For that reason, Department Directors, under the general supervision of the City Manager, are authorized to allow unit employees some flexibility in their work schedules.

This provision shall:

- Apply only when hours worked are clearly well beyond those compensated for through Administrative Leave.
  - Not be construed to constitute overtime compensation.
  - Not apply on an hour for hour basis.
- 2.7.5 Employees terminating prior to January 1 of any fiscal year shall be responsible for repaying a prorated share of Administrative Leave credited to them on July 1. For example, an employee working 25% of the year would owe the City 60 hours of Administrative Leave. If more than 20 hours of Administrative Leave had already been taken in time off or cash, at the time of termination, the employee would be responsible for payment of the balance of the hours due in either vacation leave or in cash. Cash payment would be made at the current rate of pay.

## 2.8 Bilingual Pay (MODIFIED)

- 2.8.1 Designated bilingual employees shall receive additional compensation above their regular salary at a rate of One Hundred and Fifty Dollars (\$150) per month.

## 2.9 Jury Duty

- 2.9.1 Employees shall be entitled to receive full pay in addition to any compensation received for serving as a member of a jury. This does not include Grand Jury duty.

## 2.10 Library Sunday Hours

- 2.10.1 Effective date of Sunday hours and these new provisions is April 9, 2000.
- 2.10.2 Librarians who were employed by the City of Woodland as such on July 1, 1999 and who are required to work on Sundays shall receive a thirty-five (\$35) dollar Sunday premium payment for each Sunday worked. These employees are hereinafter referred to

as tenured Librarians. Librarians hired after July 1, 1999 (new Librarians) shall be also required to work on Sundays but will not be eligible for any premium payment or provisions set forth in this section.

- 2.10.3 Tenured Librarians shall not be required to work on Sundays more frequently than one Sunday in four.
- 2.10.4 Only one Librarian will be required to work on Sundays and “Librarian phone service” will not be required on Sundays.
- 2.10.5 If the Librarian scheduled to work on a Sunday is unable to work (illness or approved absence), then no other Librarian shall be required to change his/her schedule to cover that absence unless (1) approved by the Library Services Director and (2) the Librarian is agreeable to work that Sunday.
  - 2.10.5.1 In such cases, the Librarian shall be paid one hundred and fifty (\$150) dollars for working that Sunday and will be required only to work the four hours the Library is open to the public.
  
- 2.11 Senior Management Analyst (MODIFIED)
  - 2.11.1 An additional level of Management Analyst is added above the Management Analyst II level effective upon ratification by the City Council. To qualify as a Senior Management Analyst, and individual must meet all of the following requirements and criteria:
    - 2.11.1.1 The individual must have served as a Management Analyst II for the City of Woodland for a minimum of six (6) years.
    - 2.11.1.2 The individual must have a Masters Degree from an accredited college or university in Public Administration, Business Administration or a closely related business field.
    - 2.11.1.3 In lieu of a Masters Degree, five additional years as a Management Analyst II at the City of Woodland may be substituted (minimum 11 years total).
    - 2.11.1.4 If the individual has the responsibility for direct supervision in their current position, that supervisory responsibility may substitute for one (1) of the six (6) years required in paragraph 2.11.1.1 above
    - 2.11.1.5 The individual must be recommended by their Department Director for advancement to Senior Management Analyst.
  - 2.11.2 Initial advancement from Management Analyst II to Senior Management Analyst will be limited to placement in the step where a five percent (5%) increase would be realized; this usually will be from Management Analyst II, step E to Senior Management Analyst, step C.
  
- 2.12 Deferred Compensation. (MODIFIED)

Effective July 1, 2001, the City of Woodland will match an individual's deferred compensation contribution up to two percent (2%) of the individual's base salary as reflected in Exhibit A. Only plans approved by the City in its deferred compensation program will be eligible for City contribution. At the time of this contract ratification, the City offers three deferred compensation providers from

which employees may select. Individual employees will be responsible to ensure their contribution and the City's matching contribution meet Internal Revenue Code Section 457 deferred compensation program requirements. In addition, as their salary is adjusted, individual employees will be responsible to make periodic changes to the amounts of compensation deferred.

### **ARTICLE III EDUCATION INCENTIVE**

#### **3.1 Professional Growth Incentive**

- 3.1.1 Employees covered by this Resolution are eligible to participate in the professional growth incentive program. Employees may receive a reimbursement for professional memberships, subscriptions, professional training and attainment of academic degrees. Maximum reimbursement per fiscal year per employee shall be Six Hundred Twenty Five Dollars (\$625).

### **ARTICLE IV MEDICAL AND RELATED BENEFITS**

#### **4.1 Medical Insurance (MODIFIED)**

- 4.1.1 The City shall make available to all Unit employees, the PERS medical insurance program. Employees shall have the option of enrolling in any of the plans provided by PERS. The City shall contribute up to the following amounts towards employee medical insurance coverage:

Employee only or	
Employee plus one	\$391/mo
Employee plus family	\$508/mo

- 4.1.2 Employees providing proof of dual coverage under PERS or other medical insurance programs may decline to accept medical coverage. These employees shall be eligible for a cash payment at the employee only/plus one level.
- 4.1.3 Individuals with employee only/employee plus one medical insurance coverage shall be entitled to receive the difference between the cost of the medical plan and the \$391 per month allowance in the form of a cash payment. Individuals with employee plus family

medical insurance coverage shall be entitled to receive the difference between the cost of the medical plan and the \$508 per month allowance in the form of a cash payment.

- 4.1.4 Effective January 1, 2001, January 1, 2002, and January 1, 2003, the City shall amend the contribution amounts set forth in Section 4.1.1 above by an amount equal to the change (increase or decrease) in the employee plus one and the employee plus family rates for the highest HMO available in Yolo County.

- 4.2 Dental Insurance

- 4.2.1 The City shall maintain in effect the Delta Dental Insurance Program for the term of this agreement.

- 4.3 Long Term Disability Insurance

- 4.3.1 The City shall continue to provide a long term disability insurance plan for all represented employees with benefits equivalent to that provided by the current plan.

- 4.4 Vision Insurance

- 4.4.1 The City shall continue to provide employees covered by this Resolution with vision insurance benefits equivalent to that provided in the current plan.

- 4.5 Life Insurance

- 4.5.1 The City shall maintain in effect life insurance for represented employees in the amount of Forty Thousand Dollars (\$40,000.00).

- 4.6 Flexible Spending Account

- 4.6.1 The City will maintain in effect a Section 125 program of the Internal Revenue Code. Such account shall provide for pre-tax treatment of employee obligations for medical and dependent care costs.

- 4.7 Cafeteria Plan

- 4.7.1 The City and Association agree to jointly explore a qualified cafeteria plan for unit employees. The intent of this program is to allow employees more effective use of existing benefit expenditures made by the City. The program is intended to be cost neutral to the City.

**ARTICLE V  
LEAVES**

5.1 Holidays (MODIFIED)

5.1.1 City holidays to be observed by represented employees shall be:

January 1st  
Third Monday in January (Martin Luther King's Birthday)  
Third Monday in February (Presidents Day)  
Fourth Monday in May (Memorial Day)  
July 4th  
First Monday in September (Labor Day)  
November 11th (Veteran's Day)  
Thanksgiving Day  
The Day after Thanksgiving Day  
Christmas Eve – ½ day (observed last work day before Christmas)  
December 25th (Christmas Day)

5.1.2 In addition, each represented employee shall have 16 hours added to his/her vacation leave total as of July 1 each year.

5.1.3 Represented employees in permanent part-time positions shall receive pay for City holidays on a pro-rata regardless of whether they are scheduled to work holiday or not. The prorata holiday benefit to be received shall be equal to the employee's average daily work hours, regardless of the time they would have otherwise been scheduled to work.

5.1.4 Holidays Falling on Saturday. Effective July 2000, when a holiday falls on a Saturday, the holiday will be observed on the preceding Friday.

5.2 Vacation Leave

5.2.1 The vacation leave earning rate for each employee shall be as follows:

<u>Years of Service</u>	<u>Vacation Earned Per Month</u>
0 through 3 years	6.7 hours
4 through 5 years	8.7 hours
6 through 10 years	10 hours
11 through 15 years	12 hours
16 years and over	14 hours

5.2.2 Employees with less than ten (10) years of service with the City may carry an unused balance of vacation leave of no more than thirty (30) days (240 hours) past January 1 of each year. Employees with ten (10) years of service or more may carry an unused balance of vacation leave of no more than thirty-eight (38) days (304 hours) past January 1 of each year.

5.2.3 Employees who have sufficient accrued vacation shall have the option of receiving pay in lieu of time off for eighty (80) hours of accrued time, providing that they are taking at least one (1) consecutive week of vacation time off. Payment will be made at the straight time rate. No employee may buy out more than eighty (80) hours of vacation per calendar year.

5.3 Sick Leave

5.3.1 Represented full-time employees shall accrue sick leave at the rate of one (1) day per month.

5.4 Catastrophic Illness or Injury

5.4.1 Represented employees may donate portions of their vacation or Administrative Leave accumulations to other employees who have suffered catastrophic illness or injury. Employees receiving donations of time from other employees must first exhaust all available vacation, compensatory time and sick leave.

5.5 Family Leave

5.5.1 In accordance with the Federal Family and Medical Leave Act and the California Family Rights Act, the City will grant job protected unpaid family and medical leave to eligible employees for up to twelve (12) weeks per twelve-month period for any one or more of the following reasons:

The birth of a child and in order to care for such a child or the placement of a child with the employee for adoption or foster care (leave for this reason must be taken within the twelve-month period following the child's birth or placement with the employee);

or

In order to care for an immediate family member (spouse, child, or parent) of the employee if such immediate family member has a serious health condition);

or

The employee's own serious condition that makes the employee unable to perform the functions of his/her position.

5.5.2 Conditions covering the leave shall include the following:

Eligible employees means having been employed by the City for twelve (12) months and having worked for at least 1,250 hours during the twelve-month period immediately preceding the commencement of the leave;

Medical verification is required for employee or ill family member for medical leave period;

Employees are required to give at least thirty (30) days written notice in the event of a foreseeable leave. In unexpected or unforeseeable situations, an employees should provide as much written notice as is practicable.

Employees are required to use accrued vacation as part of the family leave period. Use of sick leave is not required, but may be used pursuant to the applicable provisions of this Memorandum of Understanding.

Pregnancy disability is not covered under this section and is covered by the California Fair Employment and Housing Act which allows up to four (4) months of leave depending on the actual disability.

Any request for additional leave may be made pursuant to Section 6.10 of the Personnel Rules and Regulations.

Any other conditions or interpretations of this leave shall be based upon the Federal Family and Medical Leave Act and the California Family Rights Act.

## **ARTICLE VI RETIREMENT**

- 6.1 Retirement (MODIFIED)
- 6.1.1 Effective upon ratification by the City Council, the City shall commence paying the employee's membership contribution to the Public Employees' Retirement System (PERS) payable to the employee's PERS account to the extent equal to 7% of the employee's salary. This payment represents an increase at 3.2% above the City's prior contribution to the employee's personal PERS account.
  - 6.1.1.1 A one time payment, equal to the value of this provision (3.2%), shall be paid to employees covered by this resolution, for the period from July 1, 2000 until ratified by the City Council and the provisions of paragraph 6.1.1 go in to effect.
- 6.1.2 Effective July 1, 2002 and upon approval by PERS, the City shall begin reporting the employees' retirement contribution (7%) as special compensation. Pursuant to Section 20636 of the Public Employees Retirement Law, this retirement contribution shall then be considered compensation for retirement purposes.
- 6.1.3 The City shall continue to provide the 1959 Survivor's Security Benefit as specified in Government Code Section 21380, et seq.
- 6.1.4 The City shall continue to provide the sick leave conversion benefit as specified in Government Code Section 20862.8.
- 6.1.5 The City shall continue to provide the PERS single highest year option.

6.1.6 The City shall provide the PERS 2% @ 55 retirement program.

## **ARTICLE VII WORKING CONDITIONS**

### 7.1 Work Hours

7.1.1 Work hours for represented employees shall be those agreed to between the employee and his/her Department Director.

### 7.2 Contracting Out

7.2.1 City shall notify the Association of any formal consideration made by the City Council for the contracting of services presently performed by represented employees. Whenever the City contemplates contracting such services, the City shall endeavor to have the new contractor give first consideration for employment opportunities to represented employees who would be displaced from their job as a result of the contract.

7.2.2 The City retains the right to decide to contract out prior to beginning negotiations. However, the City shall negotiate the effect of contracting out with the Association prior to taking any further action to contract out.

### 7.3 Introduction of New Technology

7.3.1 The City agrees to confer with representatives of Association on the introduction of new technology into work performed by classes represented by the Association and to negotiate the effect such technology may have on the unit.

### 7.4 Association Leave

7.4.1 Each month, elected officers of the Association shall be entitled to take leave with pay from work in order to perform Association business, but such leave shall be limited to an aggregate total of eight (8) hours per calendar month. Each employee taking such leave shall arrange a convenient time approved in advance by his/her immediate supervisor. Unused time shall not accumulate for use in future months, without prior written approval by the City's Personnel Officer.

7.4.2 Association employees authorized by the Association president shall be entitled to use work time in order to prepare and distribute an Association Newsletter. Such time off shall be taken only with advance approval by the employee's immediate supervisor and the maximum time off allowed in the aggregate, shall be (10) hours per month. Unused time shall not accumulate for use in future months without prior written approval by the City's Personnel Officer.



7.5 Other Working Conditions Not Set Forth Herein

7.7.1 Other working conditions not set forth herein for employees covered by this Resolution shall continue as applicable on June 30, 2000, unless determined otherwise by the Woodland City Council in accordance with law or required otherwise by law.

**ARTICLE VIII**

8.1 Other Compensable Items Not Set Forth Herein

8.1.1 Other items not set forth herein which are compensable as terms and conditions of employment of the employees covered by this Resolution shall continue to be compensated by the City of Woodland at the rate applicable on June 30, 2000, unless determined otherwise by the Woodland City Council in accordance with law or required otherwise by law.

PASSED this 5<sup>th</sup> day of September, 2000

AYES: COUNCILMEMBER: Borchard, Flory, Monroe, Dote

NOES: COUNCILMEMBER: None

ABSENT: COUNCILMEMBER: Peart

/signed/ Steve E. Borchard  
Mayor

STATE OF CALIFORNIA)  
COUNTY OF YOLO )

I, Jean Kristensen, City Clerk of the City of Woodland in Yolo County, California, hereby certify this Resolution to be a full, true and correct copy of the record of the action taken by the City Council of the City of Woodland, by vote of the members present, as the same appears in the official minutes of said Council at its meeting.

DATED: September 5, 2000

/signed/

Jean Kristensen, City Clerk

<b>Exhibit A</b>					
<b>City of Woodland</b>					
<b>MIDMANAGEMENT</b>					
<b>Salary Range Schedule</b>					
<b>Effective July 1, 2000</b>					
<b>Salary Range</b>	<b>STEPS</b>				
	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>
110	\$2,575.00	\$2,703.75	\$2,838.94	\$2,980.88	\$3,129.93
111	\$2,639.38	\$2,771.34	\$2,909.91	\$3,055.41	\$3,208.18
112	\$2,705.36	\$2,840.63	\$2,982.66	\$3,131.79	\$3,288.38
113	\$2,772.99	\$2,911.64	\$3,057.23	\$3,210.09	\$3,370.59
114	\$2,842.32	\$2,984.43	\$3,133.66	\$3,290.34	\$3,454.86
115	\$2,913.38	\$3,059.04	\$3,212.00	\$3,372.60	\$3,541.23
116	\$2,986.21	\$3,135.52	\$3,292.30	\$3,456.91	\$3,629.76
117	\$3,060.87	\$3,213.91	\$3,374.60	\$3,543.33	\$3,720.50
118	\$3,137.39	\$3,294.26	\$3,458.97	\$3,631.92	\$3,813.51
119	\$3,215.82	\$3,376.61	\$3,545.44	\$3,722.72	\$3,908.85
120	\$3,296.22	\$3,461.03	\$3,634.08	\$3,815.78	\$4,006.57
121	\$3,378.62	\$3,547.55	\$3,724.93	\$3,911.18	\$4,106.74
122	\$3,463.09	\$3,636.24	\$3,818.06	\$4,008.96	\$4,209.41
123	\$3,549.67	\$3,727.15	\$3,913.51	\$4,109.18	\$4,314.64
124	\$3,638.41	\$3,820.33	\$4,011.34	\$4,211.91	\$4,422.51
125	\$3,729.37	\$3,915.84	\$4,111.63	\$4,317.21	\$4,533.07
126	\$3,822.60	\$4,013.73	\$4,214.42	\$4,425.14	\$4,646.40
127	\$3,918.17	\$4,114.08	\$4,319.78	\$4,535.77	\$4,762.56
128	\$4,016.12	\$4,216.93	\$4,427.77	\$4,649.16	\$4,881.62
129	\$4,116.52	\$4,322.35	\$4,538.47	\$4,765.39	\$5,003.66
130	\$4,219.44	\$4,430.41	\$4,651.93	\$4,884.53	\$5,128.75
131	\$4,324.92	\$4,541.17	\$4,768.23	\$5,006.64	\$5,256.97
132	\$4,433.05	\$4,654.70	\$4,887.43	\$5,131.81	\$5,388.40
133	\$4,543.87	\$4,771.07	\$5,009.62	\$5,260.10	\$5,523.11
134	\$4,657.47	\$4,890.34	\$5,134.86	\$5,391.60	\$5,661.18
135	\$4,773.91	\$5,012.60	\$5,263.23	\$5,526.39	\$5,802.71
136	\$4,893.25	\$5,137.92	\$5,394.81	\$5,664.55	\$5,947.78
137	\$5,015.59	\$5,266.36	\$5,529.68	\$5,806.17	\$6,096.47
138	\$5,140.97	\$5,398.02	\$5,667.92	\$5,951.32	\$6,248.89
139	\$5,269.50	\$5,532.97	\$5,809.62	\$6,100.10	\$6,405.11
140	\$5,401.24	\$5,671.30	\$5,954.86	\$6,252.61	\$6,565.24
141	\$5,536.27	\$5,813.08	\$6,103.73	\$6,408.92	\$6,729.37
142	\$5,674.67	\$5,958.41	\$6,256.33	\$6,569.14	\$6,897.60
143	\$5,816.54	\$6,107.37	\$6,412.74	\$6,733.37	\$7,070.04
144	\$5,961.95	\$6,260.05	\$6,573.05	\$6,901.71	\$7,246.79
145	\$6,111.00	\$6,416.55	\$6,737.38	\$7,074.25	\$7,427.96
146	\$6,263.78	\$6,576.97	\$6,905.82	\$7,251.11	\$7,613.66

July 2000 - June 2001

<b>Exhibit A</b>					
<b>City of Woodland</b>					
<b>MIDMANAGEMENT</b>					
<b>Salary Range Schedule</b>					
<b>Effective July 1, 2001</b>					
<b>Salary Range</b>	<b>STEPS</b>				
	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>
110	\$2,652.25	\$2,784.86	\$2,924.11	\$3,070.31	\$3,223.83
111	\$2,718.56	\$2,854.48	\$2,997.21	\$3,147.07	\$3,304.42
112	\$2,786.52	\$2,925.85	\$3,072.14	\$3,225.75	\$3,387.03
113	\$2,856.18	\$2,998.99	\$3,148.94	\$3,306.39	\$3,471.71
114	\$2,927.59	\$3,073.97	\$3,227.67	\$3,389.05	\$3,558.50
115	\$3,000.78	\$3,150.82	\$3,308.36	\$3,473.77	\$3,647.46
116	\$3,075.80	\$3,229.59	\$3,391.07	\$3,560.62	\$3,738.65
117	\$3,152.69	\$3,310.33	\$3,475.84	\$3,649.63	\$3,832.12
118	\$3,231.51	\$3,393.08	\$3,562.74	\$3,740.88	\$3,927.92
119	\$3,312.30	\$3,477.91	\$3,651.81	\$3,834.40	\$4,026.12
120	\$3,395.10	\$3,564.86	\$3,743.10	\$3,930.26	\$4,126.77
121	\$3,479.98	\$3,653.98	\$3,836.68	\$4,028.51	\$4,229.94
122	\$3,566.98	\$3,745.33	\$3,932.60	\$4,129.23	\$4,335.69
123	\$3,656.16	\$3,838.96	\$4,030.91	\$4,232.46	\$4,444.08
124	\$3,747.56	\$3,934.94	\$4,131.68	\$4,338.27	\$4,555.18
125	\$3,841.25	\$4,033.31	\$4,234.98	\$4,446.73	\$4,669.06
126	\$3,937.28	\$4,134.14	\$4,340.85	\$4,557.89	\$4,785.79
127	\$4,035.71	\$4,237.50	\$4,449.37	\$4,671.84	\$4,905.43
128	\$4,136.60	\$4,343.44	\$4,560.61	\$4,788.64	\$5,028.07
129	\$4,240.02	\$4,452.02	\$4,674.62	\$4,908.35	\$5,153.77
130	\$4,346.02	\$4,563.32	\$4,791.49	\$5,031.06	\$5,282.62
131	\$4,454.67	\$4,677.40	\$4,911.27	\$5,156.84	\$5,414.68
132	\$4,566.04	\$4,794.34	\$5,034.06	\$5,285.76	\$5,550.05
133	\$4,680.19	\$4,914.20	\$5,159.91	\$5,417.90	\$5,688.80
134	\$4,797.19	\$5,037.05	\$5,288.91	\$5,553.35	\$5,831.02
135	\$4,917.12	\$5,162.98	\$5,421.13	\$5,692.18	\$5,976.79
136	\$5,040.05	\$5,292.05	\$5,556.66	\$5,834.49	\$6,126.21
137	\$5,166.05	\$5,424.36	\$5,695.57	\$5,980.35	\$6,279.37
138	\$5,295.20	\$5,559.96	\$5,837.96	\$6,129.86	\$6,436.35
139	\$5,427.58	\$5,698.96	\$5,983.91	\$6,283.11	\$6,597.26
140	\$5,563.27	\$5,841.44	\$6,133.51	\$6,440.18	\$6,762.19
141	\$5,702.36	\$5,987.47	\$6,286.85	\$6,601.19	\$6,931.25
142	\$5,844.91	\$6,137.16	\$6,444.02	\$6,766.22	\$7,104.53
143	\$5,991.04	\$6,290.59	\$6,605.12	\$6,935.37	\$7,282.14
144	\$6,140.81	\$6,447.85	\$6,770.25	\$7,108.76	\$7,464.20
145	\$6,294.33	\$6,609.05	\$6,939.50	\$7,286.48	\$7,650.80
146	\$6,451.69	\$6,774.28	\$7,112.99	\$7,468.64	\$7,842.07

July 2001 - June 2002

<b>Exhibit A</b>					
<b>City of Woodland</b>					
<b>MIDMANAGEMENT</b>					
<b>Salary Range Schedule</b>					
<b>Effective July 1, 2002</b>					
<b>Salary Range</b>	<b>STEPS</b>				
	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>
110	\$2,758.34	\$2,896.26	\$3,041.07	\$3,193.12	\$3,352.78
111	\$2,827.30	\$2,968.66	\$3,117.10	\$3,272.95	\$3,436.60
112	\$2,897.98	\$3,042.88	\$3,195.02	\$3,354.78	\$3,522.51
113	\$2,970.43	\$3,118.95	\$3,274.90	\$3,438.64	\$3,610.58
114	\$3,044.69	\$3,196.93	\$3,356.77	\$3,524.61	\$3,700.84
115	\$3,120.81	\$3,276.85	\$3,440.69	\$3,612.73	\$3,793.36
116	\$3,198.83	\$3,358.77	\$3,526.71	\$3,703.04	\$3,888.20
117	\$3,278.80	\$3,442.74	\$3,614.88	\$3,795.62	\$3,985.40
118	\$3,360.77	\$3,528.81	\$3,705.25	\$3,890.51	\$4,085.04
119	\$3,444.79	\$3,617.03	\$3,797.88	\$3,987.77	\$4,187.16
120	\$3,530.91	\$3,707.45	\$3,892.83	\$4,087.47	\$4,291.84
121	\$3,619.18	\$3,800.14	\$3,990.15	\$4,189.65	\$4,399.14
122	\$3,709.66	\$3,895.14	\$4,089.90	\$4,294.40	\$4,509.12
123	\$3,802.40	\$3,992.52	\$4,192.15	\$4,401.76	\$4,621.84
124	\$3,897.46	\$4,092.34	\$4,296.95	\$4,511.80	\$4,737.39
125	\$3,994.90	\$4,194.64	\$4,404.38	\$4,624.59	\$4,855.82
126	\$4,094.77	\$4,299.51	\$4,514.49	\$4,740.21	\$4,977.22
127	\$4,197.14	\$4,407.00	\$4,627.35	\$4,858.71	\$5,101.65
128	\$4,302.07	\$4,517.17	\$4,743.03	\$4,980.18	\$5,229.19
129	\$4,409.62	\$4,630.10	\$4,861.61	\$5,104.69	\$5,359.92
130	\$4,519.86	\$4,745.85	\$4,983.15	\$5,232.30	\$5,493.92
131	\$4,632.86	\$4,864.50	\$5,107.73	\$5,363.11	\$5,631.27
132	\$4,748.68	\$4,986.11	\$5,235.42	\$5,497.19	\$5,772.05
133	\$4,867.40	\$5,110.77	\$5,366.30	\$5,634.62	\$5,916.35
134	\$4,989.08	\$5,238.54	\$5,500.46	\$5,775.49	\$6,064.26
135	\$5,113.81	\$5,369.50	\$5,637.97	\$5,919.87	\$6,215.87
136	\$5,241.65	\$5,503.74	\$5,778.92	\$6,067.87	\$6,371.26
137	\$5,372.69	\$5,641.33	\$5,923.40	\$6,219.57	\$6,530.54
138	\$5,507.01	\$5,782.36	\$6,071.48	\$6,375.05	\$6,693.81
139	\$5,644.69	\$5,926.92	\$6,223.27	\$6,534.43	\$6,861.15
140	\$5,785.80	\$6,075.09	\$6,378.85	\$6,697.79	\$7,032.68
141	\$5,930.45	\$6,226.97	\$6,538.32	\$6,865.24	\$7,208.50
142	\$6,078.71	\$6,382.65	\$6,701.78	\$7,036.87	\$7,388.71
143	\$6,230.68	\$6,542.21	\$6,869.32	\$7,212.79	\$7,573.43
144	\$6,386.45	\$6,705.77	\$7,041.06	\$7,393.11	\$7,762.76
145	\$6,546.11	\$6,873.41	\$7,217.08	\$7,577.94	\$7,956.83
146	\$6,709.76	\$7,045.25	\$7,397.51	\$7,767.39	\$8,155.75

July 2002 - June 2003

This page left blank intentionally