

**MEMORANDUM OF UNDERSTANDING
 BETWEEN
 CITY OF CHICO
 AND
 STATIONARY ENGINEERS, LOCAL 39
 REGARDING PAY, HOURS AND OTHER TERMS AND CONDITIONS OF EMPLOYMENT FOR
 JANUARY 1, 2018 THROUGH DECEMBER 31, 2022
 (2018 LOCAL 39 MOU)**

EXHIBIT "A"

SCHEDULE OF HOURLY PAY RATES

For Employees hired PRIOR to date of City Council Adoption of this MOU.

| EFFECTIVE: -The first full pay period following date of City Council Adoption of this MOU. | | | | | | | | |
|---|----------|----------|----------|----------|----------|----------|----------|----------|
| | A | B | C | D | E | F | G | H |
| Electrical Environ. Supervisor | 28.13 | 29.53 | 31.01 | 32.56 | 34.19 | 35.90 | 37.69 | 38.82 |
| Electrical Technician | 25.57 | 26.85 | 28.19 | 29.60 | 31.08 | 32.63 | 34.26 | 35.29 |
| Industrial Waste Inspector | 22.08 | 23.18 | 24.34 | 25.56 | 26.83 | 28.18 | 29.58 | 30.47 |
| Laboratory Technician | 22.08 | 23.18 | 24.34 | 25.56 | 26.83 | 28.18 | 29.58 | 30.47 |
| Laboratory Supervisor | 25.57 | 26.85 | 28.19 | 29.60 | 31.08 | 32.63 | 34.26 | 35.29 |
| Sr. Industrial Waste Inspector | 25.57 | 26.85 | 28.19 | 29.60 | 31.08 | 32.63 | 34.26 | 35.29 |
| WWTP Lead Operator | 28.13 | 29.53 | 31.01 | 32.56 | 34.19 | 35.90 | 37.69 | 38.82 |
| WWTP Operator I | 17.63 | 18.51 | 19.44 | 20.41 | 21.43 | 22.50 | 23.63 | 24.34 |
| WWTP Operator II | 22.08 | 23.18 | 24.34 | 25.56 | 26.83 | 28.18 | 29.58 | 30.47 |
| WWTP Operator III | 25.57 | 26.85 | 28.19 | 29.60 | 31.08 | 32.63 | 34.26 | 35.29 |

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 JANUARY 1, 2018 THROUGH DECEMBER 31, 2022
 (2018 LOCAL 39 MOU)

EXHIBIT "A"

SCHEDULE OF HOURLY PAY RATES

For Employees hired ON or AFTER the date of City Council Adoption of this MOU.

| EFFECTIVE: The first full pay period following date of City Council Adoption of this MOU. | | | | | | | | | | | | | | |
|---|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N |
| Electrical Environ. Supervisor | 28.15 | 28.85 | 29.57 | 30.31 | 31.07 | 31.85 | 32.65 | 33.47 | 34.31 | 35.17 | 36.05 | 36.95 | 37.87 | 38.82 |
| Electrical Technician | 25.60 | 26.24 | 26.90 | 27.57 | 28.26 | 28.97 | 29.69 | 30.43 | 31.19 | 31.97 | 32.77 | 33.59 | 34.43 | 35.29 |
| Industrial Waste Inspector | 22.10 | 22.65 | 23.22 | 23.80 | 24.39 | 25.00 | 25.63 | 26.27 | 26.93 | 27.60 | 28.29 | 29.00 | 29.73 | 30.47 |
| Laboratory Technician | 22.10 | 22.65 | 23.22 | 23.80 | 24.39 | 25.00 | 25.63 | 26.27 | 26.93 | 27.60 | 28.29 | 29.00 | 29.73 | 30.47 |
| Laboratory Supervisor | 25.60 | 26.24 | 26.90 | 27.57 | 28.26 | 28.97 | 29.69 | 30.43 | 31.19 | 31.97 | 32.77 | 33.59 | 34.43 | 35.29 |
| Sr. Industrial Waste Inspector | 25.60 | 26.24 | 26.90 | 27.57 | 28.26 | 28.97 | 29.69 | 30.43 | 31.19 | 31.97 | 32.77 | 33.59 | 34.43 | 35.29 |
| WWTP Lead Operator | 28.15 | 28.85 | 29.57 | 30.31 | 31.07 | 31.85 | 32.65 | 33.47 | 34.31 | 35.17 | 36.05 | 36.95 | 37.87 | 38.82 |
| WWTP Operator I | 17.66 | 18.10 | 18.55 | 19.01 | 19.49 | 19.98 | 20.48 | 20.99 | 21.51 | 22.05 | 22.60 | 23.17 | 23.75 | 24.34 |
| WWTP Operator II | 22.10 | 22.65 | 23.22 | 23.80 | 24.39 | 25.00 | 25.63 | 26.27 | 26.93 | 27.60 | 28.29 | 29.00 | 29.73 | 30.47 |
| WWTP Operator III | 25.60 | 26.24 | 26.90 | 27.57 | 28.26 | 28.97 | 29.69 | 30.43 | 31.19 | 31.97 | 32.77 | 33.59 | 34.43 | 35.29 |