

## Exhibit A



### SIDE LETTER AGREEMENT BETWEEN THE CITY OF PETALUMA AND THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, LOCAL 675, UNITS 1, 2, AND 3

The representatives of the City of Petaluma and the American Federation of State, County and Municipal Employees (AFSCME), Local 675, Units 1, 2, and 3, have met and conferred and reached agreement on this Side Letter of Agreement. The parties agree to the following:

1. **Duration** (Sec. 1)

Modify Section 1.1 Term of Agreement – Effective Date, and Section 1.2 Term of Agreement – Notice of Successor Memorandum of the MOU as follows:

#### **SECTION 1. TERM OF AGREEMENT**

1.1 Effective Date

This Memorandum of Understanding (MOU) shall be effective for the period commencing July 1, 2020 and ending June 30, ~~2026~~ 2024.

1.2 Notice of Successor Memorandum

The parties shall commence meeting and conferring for a subsequent Memorandum of Understanding no later than the last week of February ~~2026~~ 2024.

2. **Wages** (Sec. 6.1)

Modify Section 6.1 Salaries of the MOU as follows [Salary Tables are Attached]:

#### **SECTION 6. SALARIES**

6.1 Salaries

Salary Ranges shall be as specified in Exhibit “A.”

(A) Across-the-Board Cost of Living Increases

Effective the first full pay period in July 2020, all unit members shall receive a one-point five percent (1.5%) base wage increase.

Effective the first full pay period following July 1, 2021, all unit members shall receive a two percent (2.0%) base wage increase.

Effective the first full pay period following July 1, 2022, all unit members shall receive a two percent (2.0%) base wage increase.

Effective the first full pay period following July 1, 2023, all unit members shall receive a four percent (4.0%) ~~two percent (2.0%)~~ base wage increase.

Effective the first full pay period following July 1, 2024, all unit members shall receive a three percent (3%) base wage increase.

Effective the first full pay period following July 1, 2025, all unit members shall receive a three percent (3%) base wage increase.

(B) Total Compensation Benchmark Study

The City will retain a consultant to complete a benchmark Total Compensation Survey with a target completion date of December 31, 2025. In or around October of 2025, the parties will meet with the City's retained survey consultant and review the consultant's recommended survey jurisdictions, benchmark classifications, and survey matches for the revised Total Compensation Survey.

The Parties intend the Total Compensation Survey to provide information to support consideration of market-based equity adjustments for individual classifications for successor MOU negotiations.

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"Me Too"

~~If the City reaches an agreement with PPMMA that includes a total compensation increase (i.e. COLA and benefit increases minus any offsetting reduction in pay or benefits) which exceeds the value in total compensation included in this agreement over the term of this agreement (i.e., 7/1/21—6/30/24, excluding the first year covered by a Side Letter Agreement), the parties will meet and confer over the application of equivalent increases (and offsets) for the AFSCME~~

~~bargaining units. This provision shall specifically exclude any increases required to bring classifications to market median in the applicable total compensation survey.~~

3. **Longevity** (New Sec. 6.8)

Add Section 6.8 Salaries – Longevity Pay to the MOU as follows:

**SECTION 6. SALARIES**

6.8 Longevity Pay

Effective the first full pay period following July 1, 2023, employees with fifteen (15) years of service with the City of Petaluma shall receive a five percent (5%) adjustment above his/her hourly rate of pay. The adjustment shall be effective the first day of the payroll period following the employee's fifteen (15) years of service date.

4. **Bereavement Leave** (Section 16)

Modify Section 16 Bereavement Leave of the MOU as follows:

**SECTION 16. BEREAVMENT LEAVE**

An employee shall be granted up to thirty-two (32) hours of paid bereavement leave in the event of death in the employee's immediate family. Paid bereavement leave is granted per qualifying event. For the purpose of bereavement leave, immediate family shall mean spouse, qualified domestic partner, father, father-in-law, mother, mother-in-law, brother, brother-in-law, sister, sister-in-law, child (including stepchildren), stepparents, grandparents and grandchildren or person with whom the employee has a relationship in loco parentis. Up to an additional eight (8) hours of accrued leave, including sick leave, will ~~may~~ be granted to supplement bereavement leave.

In the event an employee must travel more than three-hundred (300) miles to attend a funeral or memorial service, an additional eight (8) hours of paid bereavement leave shall be granted instead of the use of ~~eight (8) hours of sick~~ accrued leave.

**5. Health Benefits – Active Employees (Section 28)**

Add Sections 28.6 and 28.7 to the MOU and Re-Number Section 28.6 of the MOU as follows:

**SECTION 28 – HEALTH BENEFITS – ACTIVE EMPLOYEES**

**28.6 Additional Contribution – Effective January 1, 2025**

The 2025 CalPERS premium for Kaiser – Region 1 and required 2025 PEMHCA contribution are unknown. Effective January 1, 2025, the City shall pay the additional benefit that depends upon the actual percentage increase in the Kaiser – Region 1 premium.

The City's benefit contribution for 2025 shall be equal to the actual 2025 CalPERS Health premium for Kaiser – Region 1, less the City's PEMHCA contribution, times ninety-five percent (95%) for current employees and their covered family members.

**28.7 Additional Contribution – Effective January 1, 2026**

The 2026 CalPERS premium for Kaiser – Region 1 and required 2026 PEMHCA contribution are unknown. Effective January 1, 2026, the City shall pay the additional benefit that depends upon the actual percentage increase in the Kaiser – Region 1 premium.

The City's benefit contribution for 2026 shall be equal to the actual 2026 CalPERS Health premium for Kaiser – Region 1, less the City's PEMHCA contribution, times ninety-five percent (95%) for current employees and their covered family members.

28.8 Employee Contribution

Employees shall contribute to his/her CalPERS Health Premium in the amounts less the City's PEMHCA contribution and less the additional benefit dollar paid by the City.

**AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES**

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Tina Acree, Business Agent

Date

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Matt Dabner, AFSCME President

Date

**CITY OF PETALUMA**

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Peggy Flynn, City Manager

Date

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Brian Cochran, Assistant City Manager

Date

## 6. Salary Tables – Exhibit A

Replace salary table for 2023 and add salary tables for 2024 and 2025.

### **EFFECTIVE THE FIRST FULL PAY PERIOD FOLLOWING JULY 1, 2023**

#### **UNIT 1**

<b>Current Classification Title</b>	<b>COLA</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
Senior Administrative Assistant	4.0%	32.30	33.90	35.60	37.40	39.25
Administrative Technician	4.0%	35.51	37.27	39.16	41.11	43.15
Deputy City Clerk	4.0%	36.75	38.59	40.53	42.55	44.67
Human Resources Assistant	4.0%	33.08	34.76	36.48	38.29	40.23
Human Resources Specialist	4.0%	36.43	38.25	40.18	42.20	44.29
Information Tech Specialist I	4.0%	37.01	38.86	40.82	42.85	44.99
Information Tech Specialist II	4.0%	44.40	46.60	48.94	51.39	53.97
Office Assistant	4.0%	24.67	25.90	27.20	28.56	29.99
Administrative Assistant	4.0%	28.15	29.55	31.01	32.55	34.22
Limited Term Records Coordinator	4.0%	32.30	33.90	35.60	37.40	39.25

#### **UNIT 2**

<b>Current Classification Title</b>	<b>COLA</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
Airport Maintenance Worker	4.0%	27.40	28.78	30.20	31.70	33.29
Assistant Utility System Operator	4.0%	34.42	36.14	37.95	39.84	41.84
Electrical Maintenance Worker I	4.0%	35.58	37.34	39.22	41.17	43.24
Electrical Maintenance Worker II	4.0%	39.16	41.12	43.16	45.31	47.60
Equipment Mechanic Lead Worker	4.0%	38.13	40.03	42.03	44.15	46.34
Equipment Mechanic	4.0%	35.15	36.91	38.77	40.71	42.72
Facilities Technician I	4.0%	35.58	37.34	39.22	41.17	43.24
Facilities Technician II	4.0%	39.16	41.12	43.16	45.31	47.60
Maintenance Worker III / Docks & Bridges	4.0%	32.82	34.46	36.17	38.00	39.88
Parks Maintenance Crew Supervisor	4.0%	41.49	43.53	45.72	47.99	50.40
Park Maintenance Lead Worker	4.0%	36.11	37.91	39.81	41.81	43.90
Park Maintenance Worker I	4.0%	27.13	28.49	29.90	31.39	32.96
Park Maintenance Worker II	4.0%	29.86	31.36	32.92	34.57	36.30
Park Maintenance Worker III	4.0%	32.82	34.46	36.17	37.99	39.88
Public Works Crew Supervisor	4.0%	41.49	43.53	45.72	47.99	50.40
Street Maintenance Lead Worker	4.0%	36.10	37.91	39.81	41.81	43.90
Street Maintenance Worker I	4.0%	27.13	28.49	29.90	31.39	32.96
Street Maintenance Worker II	4.0%	29.86	31.37	32.93	34.57	36.31
Street Maintenance Worker III	4.0%	32.82	34.46	36.17	38.00	39.88
Traffic Signal Street Light Technician I	4.0%	34.25	35.95	37.75	39.63	41.62
Traffic Signal Street Light Technician II	4.0%	37.70	39.59	41.56	43.63	45.82
Utility Services Crew Supervisor	4.0%	40.70	42.72	44.87	47.09	49.44
Utility Service Lead Worker	4.0%	37.03	38.89	40.82	42.87	45.00
Utility Service Worker I	4.0%	27.80	29.19	30.64	32.18	33.79

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Utility Service Worker II	4.0%	30.65	32.19	33.79	35.46	37.24
Utility Service Worker III	4.0%	33.66	35.36	37.13	38.97	40.93
Utility System Operator	4.0%	37.82	39.74	41.72	43.80	46.00
Utility Technician	4.0%	34.56	36.29	38.10	40.00	42.00
Water Recycling Plant Lead Operator	4.0%	51.54	54.13	56.83	59.64	62.65
Water Recycling Plant Operator I	4.0%	38.94	40.89	42.94	45.09	47.34
Water Recycling Plant Operator II	4.0%	42.59	44.72	46.97	49.30	51.77
Water Recycling Plant Operator III	4.0%	46.84	49.21	51.66	54.26	56.98
Water Recycling Plant Operator Trainee	4.0%	33.65	35.35	37.13	38.99	40.90
Water Service Representative	4.0%	30.77	32.32	33.92	35.62	37.42
Water Service Representative Lead	4.0%	33.71	35.37	37.15	39.01	40.96
Water Service Technician	4.0%	33.85	35.56	37.32	39.18	41.16

**UNIT 3**

Current Classification Title	COLA	1	2	3	4	5
Accounting Assistant I	4.0%	24.73	25.97	27.26	28.64	30.06
Accounting Assistant II	4.0%	27.30	28.67	30.12	31.62	33.20
Accounting Technician	4.0%	31.71	33.30	34.96	36.70	38.54
Senior Administrative Assistant	4.0%	32.30	33.90	35.59	37.40	39.25
Administrative Technician	4.0%	35.51	37.27	39.16	41.11	43.15
Assistant in Civil Engineering	4.0%	39.15	41.09	43.14	45.31	47.58
Assistant in Traffic Engineering	4.0%	38.13	40.03	42.05	44.15	46.35
Building Inspector I	4.0%	35.03	36.78	38.64	40.58	42.60
Building Inspector II	4.0%	40.58	42.59	44.72	46.97	49.30
Code Enforcement Officer	4.0%	35.34	37.10	38.94	40.90	42.95
Electrical/Instrumentation Technician	4.0%	46.06	48.36	50.78	53.34	55.98
Engineering Technician I	4.0%	31.38	32.93	34.58	36.31	38.12
Engineering Technician II	4.0%	34.54	36.26	38.07	39.98	41.98
Senior Engineering Technician	4.0%	39.15	41.09	43.14	45.31	47.58
Environmental Services Technician	4.0%	39.11	41.06	43.10	45.26	47.53
Environmental Compliance Inspector	4.0%	44.97	47.21	49.57	52.06	54.65
Geo Info Systems Technician I	4.0%	28.00	29.39	30.86	32.40	34.04
Geo Info Systems Technician II	4.0%	33.64	35.32	37.08	38.94	40.89
Laboratory Analyst	4.0%	39.11	41.06	43.10	45.26	47.53
General Services Assistant	4.0%	23.38	24.55	25.78	27.08	28.43
Office Assistant	4.0%	24.67	25.90	27.20	28.56	29.99
Permit Technician	4.0%	31.21	32.77	34.41	36.13	37.94
Plans Examiner	4.0%	44.41	46.61	48.97	51.41	53.98
Plans Examiner/ Dep. Chief Building Official	4.0%	49.52	52.01	54.60	57.34	60.21
Plant Mechanic	4.0%	41.43	43.49	45.68	47.95	50.35
Police Records Technician I	4.0%	23.17	24.34	25.54	26.83	28.15
Police Records Technician II	4.0%	26.63	27.98	29.37	30.86	32.40
Public Works Inspector I	4.0%	36.39	38.20	40.12	42.12	44.22
Public Works Inspector II	4.0%	40.02	42.02	44.13	46.33	48.65
Senior Public Works Inspector	4.0%	44.02	46.22	48.55	50.97	53.52

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Revenue Development Specialist	4.0%	31.28	32.84	34.48	36.20	38.02
Administrative Assistant	4.0%	28.15	29.55	31.01	32.55	34.22
Senior Building Inspector	4.0%	44.41	46.61	48.97	51.41	53.98
Senior Plant Mechanic	4.0%	48.55	50.96	53.53	56.21	58.99
Senior Facilities Technician	4.0%	42.98	45.14	47.38	49.75	52.26

**NOTE: Salaries are approximate and may vary slightly due to rounding**

**EFFECTIVE THE FIRST FULL PAY PERIOD FOLLOWING JULY 1, 2024**

**UNIT 1**

Current Classification Title	COLA	1	2	3	4	5
Senior Administrative Assistant	3.0%	33.27	34.92	36.67	38.52	40.43
Administrative Technician	3.0%	36.58	38.39	40.33	42.34	44.44
Deputy City Clerk	3.0%	37.85	39.75	41.75	43.83	46.01
Human Resources Assistant	3.0%	34.07	35.80	37.57	39.44	41.44
Human Resources Specialist	3.0%	37.52	39.40	41.39	43.47	45.62
Information Tech Specialist I	3.0%	38.12	40.03	42.04	44.14	46.34
Information Tech Specialist II	3.0%	45.73	48.00	50.41	52.93	55.59
Office Assistant	3.0%	25.41	26.68	28.02	29.42	30.89
Administrative Assistant	3.0%	28.99	30.44	31.94	33.53	35.25
Limited Term Records Coordinator	3.0%	33.27	34.92	36.67	38.52	40.43

**UNIT 2**

Current Classification Title	COLA	1	2	3	4	5
Airport Maintenance Worker	3.0%	28.22	29.64	31.11	32.65	34.29
Assistant Utility System Operator	3.0%	35.45	37.22	39.09	41.04	43.10
Electrical Maintenance Worker I	3.0%	36.65	38.46	40.40	42.41	44.54
Electrical Maintenance Worker II	3.0%	40.33	42.35	44.45	46.67	49.03
Equipment Mechanic Lead Worker	3.0%	39.27	41.23	43.29	45.47	47.73
Equipment Mechanic	3.0%	36.20	38.02	39.93	41.93	44.00
Facilities Technician I	3.0%	36.65	38.46	40.40	42.41	44.54
Facilities Technician II	3.0%	40.33	42.35	44.45	46.67	49.03
Maintenance Worker III / Docks & Bridges	3.0%	33.80	35.49	37.26	39.14	41.08
Parks Maintenance Crew Supervisor	3.0%	42.73	44.84	47.09	49.43	51.91
Park Maintenance Lead Worker	3.0%	37.19	39.05	41.00	43.06	45.22
Park Maintenance Worker I	3.0%	27.94	29.34	30.80	32.33	33.95
Park Maintenance Worker II	3.0%	30.76	32.30	33.91	35.61	37.39
Park Maintenance Worker III	3.0%	33.80	35.49	37.26	39.13	41.08
Public Works Crew Supervisor	3.0%	42.73	44.84	47.09	49.43	51.91
Street Maintenance Lead Worker	3.0%	37.18	39.05	41.00	43.06	45.22
Street Maintenance Worker I	3.0%	27.94	29.34	30.80	32.33	33.95
Street Maintenance Worker II	3.0%	30.76	32.31	33.92	35.61	37.40
Street Maintenance Worker III	3.0%	33.80	35.49	37.26	39.14	41.08
Traffic Signal Street Light Technician I	3.0%	35.28	37.03	38.88	40.82	42.87



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Traffic Signal Street Light Technician II	3.0%	38.83	40.78	42.81	44.94	47.19
Utility Services Crew Supervisor	3.0%	41.92	44.00	46.22	48.50	50.92
Utility Service Lead Worker	3.0%	38.14	40.06	42.04	44.16	46.35
Utility Service Worker I	3.0%	28.63	30.07	31.56	33.15	34.80
Utility Service Worker II	3.0%	31.57	33.16	34.80	36.52	38.36
Utility Service Worker III	3.0%	34.67	36.42	38.24	40.14	42.16
Utility System Operator	3.0%	38.95	40.93	42.97	45.11	47.38
Utility Technician	3.0%	35.60	37.38	39.24	41.20	43.26
Water Recycling Plant Lead Operator	3.0%	53.09	55.75	58.53	61.43	64.53
Water Recycling Plant Operator I	3.0%	40.11	42.12	44.23	46.44	48.76
Water Recycling Plant Operator II	3.0%	43.87	46.06	48.38	50.78	53.32
Water Recycling Plant Operator III	3.0%	48.25	50.69	53.21	55.89	58.69
Water Recycling Plant Operator Trainee	3.0%	34.66	36.41	38.24	40.16	42.13
Water Service Representative	3.0%	31.69	33.29	34.94	36.69	38.54
Water Service Representative Lead	3.0%	34.72	36.43	38.26	40.18	42.19
Water Service Technician	3.0%	34.87	36.63	38.44	40.36	42.39

**UNIT 3**

Current Classification Title	COLA	1	2	3	4	5
Accounting Assistant I	3.0%	25.47	26.75	28.08	29.50	30.96
Accounting Assistant II	3.0%	28.12	29.53	31.02	32.57	34.20
Accounting Technician	3.0%	32.66	34.30	36.01	37.80	39.70
Senior Administrative Assistant	3.0%	33.27	34.92	36.66	38.52	40.43
Administrative Technician	3.0%	36.58	38.39	40.33	42.34	44.44
Assistant in Civil Engineering	3.0%	40.32	42.32	44.43	46.67	49.01
Assistant in Traffic Engineering	3.0%	39.27	41.23	43.31	45.47	47.74
Building Inspector I	3.0%	36.08	37.88	39.80	41.80	43.88
Building Inspector II	3.0%	41.80	43.87	46.06	48.38	50.78
Code Enforcement Officer	3.0%	36.40	38.21	40.11	42.13	44.24
Electrical/Instrumentation Technician	3.0%	47.44	49.81	52.30	54.94	57.66
Engineering Technician I	3.0%	32.32	33.92	35.62	37.40	39.26
Engineering Technician II	3.0%	35.58	37.35	39.21	41.18	43.24
Senior Engineering Technician	3.0%	40.32	42.32	44.43	46.67	49.01
Environmental Services Technician	3.0%	40.28	42.29	44.39	46.62	48.96
Environmental Compliance Inspector	3.0%	46.32	48.63	51.06	53.62	56.29
Geo Info Systems Technician I	3.0%	28.84	30.27	31.79	33.37	35.06
Geo Info Systems Technician II	3.0%	34.65	36.38	38.19	40.11	42.12
Laboratory Analyst	3.0%	40.28	42.29	44.39	46.62	48.96
General Services Assistant	3.0%	24.08	25.29	26.55	27.89	29.28
Office Assistant	3.0%	25.41	26.68	28.02	29.42	30.89
Permit Technician	3.0%	32.15	33.75	35.44	37.21	39.08
Plans Examiner	3.0%	45.74	48.01	50.44	52.95	55.60
Plans Examiner/ Dep. Chief Building Official	3.0%	51.01	53.57	56.24	59.06	62.02
Plant Mechanic	3.0%	42.67	44.79	47.05	49.39	51.86
Police Records Technician I	3.0%	23.87	25.07	26.31	27.63	28.99

City of Petaluma and AFSCME  
Sideletter Agreement to extend 2020-24 MOU

Police Records Technician II	3.0%	27.43	28.82	30.25	31.79	33.37
Public Works Inspector I	3.0%	37.48	39.35	41.32	43.38	45.55
Public Works Inspector II	3.0%	41.22	43.28	45.45	47.72	50.11
Senior Public Works Inspector	3.0%	45.34	47.61	50.01	52.50	55.13
Revenue Development Specialist	3.0%	32.22	33.83	35.51	37.29	39.16
Administrative Assistant	3.0%	28.99	30.44	31.94	33.53	35.25
Senior Building Inspector	3.0%	45.74	48.01	50.44	52.95	55.60
Senior Plant Mechanic	3.0%	50.01	52.49	55.14	57.90	60.76
Senior Facilities Technician	3.0%	44.27	46.49	48.80	51.24	53.83

**NOTE: Salaries are approximate and may vary slightly due to rounding**

**EFFECTIVE THE FIRST FULL PAY PERIOD FOLLOWING JULY 1, 2025**

**UNIT 1**

Current Classification Title	COLA	1	2	3	4	5
Senior Administrative Assistant	3.0%	34.27	35.97	37.77	39.68	41.64
Administrative Technician	3.0%	37.68	39.54	41.54	43.61	45.77
Deputy City Clerk	3.0%	38.99	40.94	43.00	45.14	47.39
Human Resources Assistant	3.0%	35.09	36.87	38.70	40.62	42.68
Human Resources Specialist	3.0%	38.65	40.58	42.63	44.77	46.99
Information Tech Specialist I	3.0%	39.26	41.23	43.30	45.46	47.73
Information Tech Specialist II	3.0%	47.10	49.44	51.92	54.52	57.26
Office Assistant	3.0%	26.17	27.48	28.86	30.30	31.82
Administrative Assistant	3.0%	29.86	31.35	32.90	34.54	36.31
Limited Term Records Coordinator	3.0%	34.27	35.97	37.77	39.68	41.64

**UNIT 2**

Current Classification Title	COLA	1	2	3	4	5
Airport Maintenance Worker	3.0%	29.07	30.53	32.04	33.63	35.32
Assistant Utility System Operator	3.0%	36.51	38.34	40.26	42.27	44.39
Electrical Maintenance Worker I	3.0%	37.75	39.61	41.61	43.68	45.88
Electrical Maintenance Worker II	3.0%	41.54	43.62	45.78	48.07	50.50
Equipment Mechanic Lead Worker	3.0%	40.45	42.47	44.59	46.83	49.16
Equipment Mechanic	3.0%	37.29	39.16	41.13	43.19	45.32
Facilities Technician I	3.0%	37.75	39.61	41.61	43.68	45.88
Facilities Technician II	3.0%	41.54	43.62	45.78	48.07	50.50
Maintenance Worker III / Docks & Bridges	3.0%	34.81	36.55	38.38	40.31	42.31
Parks Maintenance Crew Supervisor	3.0%	44.01	46.19	48.50	50.91	53.47
Park Maintenance Lead Worker	3.0%	38.31	40.22	42.23	44.35	46.58
Park Maintenance Worker I	3.0%	28.78	30.22	31.72	33.30	34.97
Park Maintenance Worker II	3.0%	31.68	33.27	34.93	36.68	38.51
Park Maintenance Worker III	3.0%	34.81	36.55	38.38	40.30	42.31
Public Works Crew Supervisor	3.0%	44.01	46.19	48.50	50.91	53.47
Street Maintenance Lead Worker	3.0%	38.30	40.22	42.23	44.35	46.58

City of Petaluma and AFSCME  
Sideletter Agreement to extend 2020-24 MOU

Street Maintenance Worker I	3.0%	28.78	30.22	31.72	33.30	34.97
Street Maintenance Worker II	3.0%	31.68	33.28	34.94	36.68	38.52
Street Maintenance Worker III	3.0%	34.81	36.55	38.38	40.31	42.31
Traffic Signal Street Light Technician I	3.0%	36.34	38.14	40.05	42.04	44.16
Traffic Signal Street Light Technician II	3.0%	39.99	42.00	44.09	46.29	48.61
Utility Services Crew Supervisor	3.0%	43.18	45.32	47.61	49.96	52.45
Utility Service Lead Worker	3.0%	39.28	41.26	43.30	45.48	47.74
Utility Service Worker I	3.0%	29.49	30.97	32.51	34.14	35.84
Utility Service Worker II	3.0%	32.52	34.15	35.84	37.62	39.51
Utility Service Worker III	3.0%	35.71	37.51	39.39	41.34	43.42
Utility System Operator	3.0%	40.12	42.16	44.26	46.46	48.80
Utility Technician	3.0%	36.67	38.50	40.42	42.44	44.56
Water Recycling Plant Lead Operator	3.0%	54.68	57.42	60.29	63.27	66.47
Water Recycling Plant Operator I	3.0%	41.31	43.38	45.56	47.83	50.22
Water Recycling Plant Operator II	3.0%	45.19	47.44	49.83	52.30	54.92
Water Recycling Plant Operator III	3.0%	49.70	52.21	54.81	57.57	60.45
Water Recycling Plant Operator Trainee	3.0%	35.70	37.50	39.39	41.36	43.39
Water Service Representative	3.0%	32.64	34.29	35.99	37.79	39.70
Water Service Representative Lead	3.0%	35.76	37.52	39.41	41.39	43.46
Water Service Technician	3.0%	35.92	37.73	39.59	41.57	43.66

**UNIT 3**

Current Classification Title	COLA	1	2	3	4	5
Accounting Assistant I	3.0%	26.23	27.55	28.92	30.39	31.89
Accounting Assistant II	3.0%	28.96	30.42	31.95	33.55	35.23
Accounting Technician	3.0%	33.64	35.33	37.09	38.93	40.89
Senior Administrative Assistant	3.0%	34.27	35.97	37.76	39.68	41.64
Administrative Technician	3.0%	37.68	39.54	41.54	43.61	45.77
Assistant in Civil Engineering	3.0%	41.53	43.59	45.76	48.07	50.48
Assistant in Traffic Engineering	3.0%	40.45	42.47	44.61	46.83	49.17
Building Inspector I	3.0%	37.16	39.02	40.99	43.05	45.20
Building Inspector II	3.0%	43.05	45.19	47.44	49.83	52.30
Code Enforcement Officer	3.0%	37.49	39.36	41.31	43.39	45.57
Electrical/Instrumentation Technician	3.0%	48.86	51.30	53.87	56.59	59.39
Engineering Technician I	3.0%	33.29	34.94	36.69	38.52	40.44
Engineering Technician II	3.0%	36.65	38.47	40.39	42.42	44.54
Senior Engineering Technician	3.0%	41.53	43.59	45.76	48.07	50.48
Environmental Services Technician	3.0%	41.49	43.56	45.72	48.02	50.43
Environmental Compliance Inspector	3.0%	47.71	50.09	52.59	55.23	57.98
Geo Info Systems Technician I	3.0%	29.71	31.18	32.74	34.37	36.11
Geo Info Systems Technician II	3.0%	35.69	37.47	39.34	41.31	43.38
Laboratory Analyst	3.0%	41.49	43.56	45.72	48.02	50.43
General Services Assistant	3.0%	24.80	26.05	27.35	28.73	30.16
Office Assistant	3.0%	26.17	27.48	28.86	30.30	31.82
Permit Technician	3.0%	33.11	34.76	36.50	38.33	40.25

City of Petaluma and AFSCME  
Sideletter Agreement to extend 2020-24 MOU

Plans Examiner	3.0%	47.11	49.45	51.95	54.54	57.27
Plans Examiner/ Dep. Chief Building Official	3.0%	52.54	55.18	57.93	60.83	63.88
Plant Mechanic	3.0%	43.95	46.13	48.46	50.87	53.42
Police Records Technician I	3.0%	24.59	25.82	27.10	28.46	29.86
Police Records Technician II	3.0%	28.25	29.68	31.16	32.74	34.37
Public Works Inspector I	3.0%	38.60	40.53	42.56	44.68	46.92
Public Works Inspector II	3.0%	42.46	44.58	46.81	49.15	51.61
Senior Public Works Inspector	3.0%	46.70	49.04	51.51	54.08	56.78
Revenue Development Specialist	3.0%	33.19	34.84	36.58	38.41	40.33
Administrative Assistant	3.0%	29.86	31.35	32.90	34.54	36.31
Senior Building Inspector	3.0%	47.11	49.45	51.95	54.54	57.27
Senior Plant Mechanic	3.0%	51.51	54.06	56.79	59.64	62.58
Senior Facilities Technician	3.0%	45.60	47.88	50.26	52.78	55.44

**NOTE: Salaries are approximate and may vary slightly due to rounding**