MEMORANDUM OF UNDERSTANDING BETWEEN
THE CITY OF TEMPLE CITY
AND
THE TEMPLE CITY EMPLOYEE ASSOCIATION
(September 3, 2025 through June 30, 2028)

We the undersigned, duly appointed representatives of the City of Temple City ("City") and of the Temple City Employee Association ("Association"), a recognized employee organization, having met and conferred in good faith in accordance with the Meyers-Milias-Brown Act, have reached an Agreement which is to be submitted to the City Council of the City of Temple City for approval, jointly prepare and execute, the following written Memorandum of Understanding ("MOU" or "Agreement" or "Contract").

ARTICLE 1: GENERAL PROVISIONS

1.1 Term of MOU. The term of this MOU shall commence on September 3, 2025, and shall expire at midnight on June 30, 2028. The terms of this MOU shall be effective on the first business day following the adoption of this MOU by the Temple City City Council, except as otherwise provided by specific sections of this MOU. No provisions of this MOU shall have retroactive effect.

1.2 Recognition. The City confirms its recognition of the Association as the recognized employee organization for full-time employees in the General and Confidential bargaining units ("unit members" or "employees") pursuant to the City's Employer-Employee Relations Resolution No. 95-3430. The General Unit and Confidential Unit consist of the following full-time positions, respectively:

A. General Unit.

(1) Accounting Technician

(2) Administrative Coordinator

(3) Assistant Planner

(4) Associate Planner

(5) Building & Code Inspector I, II, III

(6) Building/Housing Assistant

(7) Community Preservation Officer

(8) Community Services Officer

(9) Community Services Specialist

(10) Deputy City Clerk

(11) Maintenance Lead Worker

(12) Maintenance Worker

(13) Management Analyst

(14) Office Assistant I, II

(15) Park and Recreation Coordinator

(16) Park Maintenance Lead Worker

(17) Park Maintenance Worker

(18) Parking Control Officer

(19) Secretary

(20) Senior Community Preservation Officer

(21) Tree Trimmer

(22) Tree Trimmer Lead Worker

B. Confidential Unit.

(1) Accountant

(2) Personnel Analyst

(3) Senior Accountant

1.3 Distribution of MOU. The City will provide a copy of this MOU to all new employees who are hired into positions in the bargaining units represented by the Association. The Association will provide an electronic copy of this MOU to all current employees who are in positions in the bargaining units represented by the Association.

1.4 Management Rights.

A. Retention of Rights. The Association recognizes that the City has, and will continue to retain in all respects, whether exercised or not, the unilateral and exclusive right to operate, administer, and manage its public services and its work force performing those services.

B. Exclusive Rights. The exclusive rights of the City shall include, but not be limited to, the right to determine the organization of City government and the purpose and mission of its constituent departments, commissions, and boards; to set standards and levels of service to be offered to the public, and through its management

officials, to exercise control and discretion over its organization and operations; to establish and enforce administrative regulations and work rules in addition to and not inconsistent with the specific provisions of this MOU; to direct its employees; to take disciplinary action; to lay off its employees; to determine the procedures and standards of selection for employment and promotions; to determine whether goods or services shall be purchased or contracted for; to determine the methods, means and personnel by which the City's services are to be provided, purchased or contracted including the right to schedule and assign work and overtime; and to otherwise act in the interest of efficient service to the City and the public, except as expressly modified or restricted by a specific provision of this MOU or by law. The City retains its rights to assign and place volunteers in accordance with City policy.

To the extent required by law, the City agrees to meet and confer on the impact of the exercise of any such rights upon represented employees prior to implementation.

Actions subject to Management's exclusive rights shall not be subject to any grievance procedure.

C. Contracting-Out. Temple City is a contract city. The City agrees to meet and confer, upon request of the Association, over the impact to employees of any decision by the City to contract-out significant bargaining unit work to a non-City enterprise or agency. The decision to contract-out such work shall not be subject to meet and confer.

1.5 Non-Discrimination. Unit members shall have the right to form, join, and participate in the activities of employee organizations of their own choosing for the purpose of representation on all matters of employer- employee relations pertaining to wages, hours, and other terms and conditions of employment. Unit members shall have the right to refuse to join or participate in the activities of the Association and shall have the right to represent themselves individually in their employment relations with the City. No employee shall be interfered with, intimidated, restrained, coerced, or discriminated against by the City of Temple City or by any employee organization because of the exercise of these rights.

1.6 Concerted Activities.

A. Strikes, Work-Stoppages, Slow-Downs. It is agreed and understood that there will be no strike, work-stoppage, slow-down, sick-ins, or refusal or failure to fully and faithfully perform job functions and responsibilities by the Association or by its officers, agents, or members during the term of this Agreement, including requests of other labor organizations to engage in such activity. Any employees engaging in activity prohibited by this Article may be subject to disciplinary action, including termination. The City will not engage in any lock out or concerted activities during the term of this Agreement.

B. Association's Commitment to City. The Association recognizes the duty and obligations of its representatives to comply with the provisions of this Agreement and to make every effort toward inducing all unit members to do so. In the event of a strike, work stoppage, slow-down, or sick-in, by unit members, the Association agrees in good faith to take all necessary steps to attempt to cause those unit members to cease such action.

1.7 Non-Precedence. The waiver of any breach, term, or condition of this MOU by either party shall not constitute a precedent in the future enforcement of all its terms and provisions.

ARTICLE 2: COMPENSATION, OVERTIME AND SCHEDULES

2.1 Salaries. Base rate of pay for unit members during the term of this MOU shall be the amounts reflected in Appendix "A."

A. Effective the first full pay period following full execution of this MOU, the base rate of pay for all positions, except positions that remain Y-rated as of that date, shall be increased by 3%. No base increase shall apply to Y-rated positions during the 2025-2026 fiscal year.

(1) To determine whether a position that is Y-rated as of the execution of this MOU, will remain Y-rated for the 2025-2026 fiscal year, the City shall determine whether the Y-rated salary will remain higher than the resulting top step of the standard range for the classification after applying the 3% increase. If the current salary in the Y-rated range is equal to or higher than the top step of the usual standard range, then the position will remain Y-rated for the 2025-2026 fiscal year. If the current salary in the Y-rated range is lower than the resulting top step of the standard range, then the Y-rated position will move to the top step of the standard range and receive an increase equal to the difference between the current Y-rated salary and the increased top step of the standard range.

B. Effective the first full pay period following July 1, 2026, , the base rate of pay for all positions except positions that remain Y-rated as of that date, shall be increased by 3.0%, No base increase shall apply to Y-rated positions during the 2026-2027 fiscal year.

(1) To determine whether a position that is Y-rated as of the first full pay period following July 1, 2026, will remain Y-rated for the 2026-2027 fiscal year, the City shall determine whether the Y-rated salary will remain higher than the top step of the standard range for the classification after applying the 3% increase. If the top step of the Y-rated range is equal to or higher than the resulting top step of the standard range, then the position will remain Y-rated for the 2026-2027 fiscal year. If the current salary in the Y-rated range is lower than the resulting top step of the standard range, then the Y-rated position will move to the top step of the standard range and receive an increase equal to the difference between the current Y-rated salary and the increased top step of the standard range.

C. Effective the first full pay period following July 1, 2027, the base rate of pay for all

positions except positions that remain Y-rated as of that date, shall be increased by 3.0%, No base increase shall apply to Y-rated positions during the 2027-2028 fiscal year.

(1) To determine whether a position that is Y-rated as of the first full pay period following July 1, 2027, will remain Y-rated for the 2027-2028 fiscal year, the City shall determine whether the Y-rated salary will remain higher than the top step of the standard range for the classification after applying the 3% increase. If the top step of the Y-rated range is equal to or higher than the resulting top step of the standard range, then the position will remain Y-rated for the 2027-2028 fiscal year. If the current salary in the Y-rated range is lower than the resulting top step of the standard range, then the Y-rated position will move to the top step of the standard range and receive an increase equal to the difference between the current Y-rated salary and the increased top step of the standard range.

D. With the exception of merit increases, and as otherwise agreed upon in this Agreement, employees shall otherwise be ineligible for increases to base salary during the term of this MOU.

2.2 Ratification Incentive. Within 30 days following approval of this MOU by the City Council, the City will issue a one-time, lump sum payment in the amount of $1,000.00 to each person who was employed in a full-time unit position, as identified in Section 1.2 of the MOU, as of the effective date of this MOU, and was eligible to participate in the vote to ratify this MOU. The parties agree that this one-time payment is intended to be a ratification incentive and as such, will not be reported to CalPERS as "compensation earnable" or "pensionable compensation" (collectively, "PERSable.") The one-time payment will be provided on a check separate from the employee's normal paycheck and will be subject to standard withholdings.

A. To the extent permitted by law, should CalPERS determine that the one-time payment is PERSable, the City will cover any additional resulting contribution or administrative penalty that an employee may incur.

2.3 Workweek and Work Schedules.

A. In General. Department Heads have the discretion to assign employees to work any one of the following three schedules. Except in the case of an emergency, Department Heads must provide employees with at least 30 days' notice before changing an employee's work schedule. If the needs of the City require that a position be assigned to work a different work schedule or have a different workweek than the three set forth in this Section, the City Manager, in consultation with the Department Head, may designate the work schedule and workweek for employees in that position in writing.

(1) 4/10 Work Schedule and Workweek.

(a) The City Council has adopted a 4/10 work schedule for most employees in which employees work Monday through Thursday, 7:30

a.m. to 6:00 p.m. with Fridays off. Alternatively, some employees will work Tuesday through Friday, 7:30 a.m. to 6:00 p.m. with Mondays off. At the direction of the City Manager, some employees may be required to work a different schedule due to the requirements of their job classifications or department responsibilities. Any such variation to the standard 4/10 work schedule must be memorialized in writing.

(b) The workweek for employees on the 4/10 work schedule shall be seven consecutive days, starting at 12:01 a.m. on Monday and ending at midnight on the following Sunday. Time worked by non-exempt employees in excess of 40 hours in a workweek shall constitute overtime.

(2) 9/80 Work Schedule and Workweek.

(a) Employees who are assigned to work a 9/80 work schedule will work Monday through Thursday, 7:30 a.m. to 5:00 p.m. Employees will work from 7:30 a.m. to 4:00 p.m. on every other Friday, and will take the other Friday off. At the direction of the City Manager, some employees may be required to work a different schedule due to the requirements of their job classifications or department responsibilities. Any such variation to the standard 9/80 work schedule must be memorialized in writing.

(b) The workweek for employees on the 9/80 work schedule shall start Friday at 12:00 p.m., and end the following Friday at 11:59 a.m.

(3) Standard Work Schedule and Workweek.

(a) Employees who are assigned to work a standard work schedule will work Monday through Friday, 8:00 a.m. to 5:00 p.m. At the direction of the City Manager, some employees may be required to work a different schedule due to the requirements of their job classifications or department responsibilities. Any such variation to the standard work schedule must be memorialized in writing.

(b) The workweek for employees on the standard work schedule shall be seven consecutive days, starting at 12:01 a.m. on Monday and ending at midnight on the following Sunday. Time worked by non-exempt employees in excess of 40 hours in a workweek shall constitute overtime.

2.4 Compensatory Time Off. Compensatory time off, like overtime, is earned at time and one half for each hour worked in excess of 40 hours in a workweek by a non-exempt employee. Accumulation of compensatory time shall be limited to a maximum of 80 hours. Employees who request to use compensatory time off shall be permitted to use the compensatory time within a reasonable period after making the request if the use of compensatory time does

not unduly disrupt the operations of the City as determined by the Department Head. Employees who have reached the maximum of 80 hours shall be paid overtime compensation for any additional overtime hours worked.

2.5 Standby and Call Back Policy and Procedures

A. Standby List

(1) A standby list shall be prepared by the Administrative Services Director showing all the employees who can be assigned to standby duty. The following positions will be eligible for Standby: Maintenance Lead Worker, Maintenance Worker, Park Maintenance Lead Worker, Park Maintenance Worker, Lead Tree Trimmer, and Tree Trimmer. Standby is on a volunteer basis. To be eligible for Standby, an employee must have regular employment status with the City. Further, the employee must be able to return to the worksite within two hours.

(2) Eligibility/Removal

(a) The Department Directors shall determine in his/her discretion, which employees are eligible to be assigned to standby duty, with input from the Lead Workers.

(b) The Department Directors may remove employees from the standby list if the employee is no longer available or qualified (i.e., medical condition that would keep the employee from performing their required duties; loss of required certification, etc.) to be assigned to standby duty or upon the request of the employee.

(3) Employees listed on the standby list will rotate standby duty on a weekly basis, beginning on Tuesday at 6:00 am and ending the following Tuesday at 5:59 am.

(4) Assignment, distribution, and rotation of standby duty will be made equally among the employees who have been previously qualified for standby duty.

(5) An employee wishing to exchange standby duty weeks is responsible for obtaining coverage for the week that standby duty is assigned and requesting approval in advance of the start of the standby week. Except in the case of illness or other circumstance in which an employee cannot finish his/her assigned duty, any change or substitution to the standby list must be made for an entire week of standby.

(a) In case of illness or other circumstance in which an employee cannot finish his/her assigned duty, the employee on standby duty shall contact their Lead Worker or Supervisor and the next person who is on the Standby rotation, who has the responsibility to provide

coverage for the standby duty. If that next person on standby is not able to provide coverage, he/she needs to notify the Lead Worker or Supervisor and it is the Lead Worker's or Supervisor's responsibility to appoint an employee on the approved standby list to be on standby. All employees on standby will have access to contact information for all employees on the standby lists.

(b) In the case of illness or other circumstance in which the employee cannot finish his/her assigned duty, another employee can be substituted in and will receive a prorated amount of standby compensation for the portion of the week the employee was on standby. Likewise, the employee who was unable to complete the entire week of standby will also have his/her standby compensation prorated.

B. Standby Premium Pay

(1) Effective the first full pay period following execution of this MOU, standby premium pay shall be raised from $125/week to $275/week. Standby Pay/Time is not to be construed as hours worked.

C. Standby Duties

(1) Employees assigned to standby duty shall be provided with a City-issued standby telephone, and the employee is expected to keep the standby telephone charged and with him/her at all times during standby duty. The employee on standby will also be provided with a full set of keys to all City facilities. The standby telephone and keys will be transferred every Tuesday morning from the employee leaving standby duty to the employee beginning standby duty.

(2) An employee assigned standby duty shall be free to utilize his/her time as desired, but must refrain from activities which might impair the employee's ability to perform assigned duties, including, but not limited to, drinking alcohol.

(3) If the person initiating the standby call gets the voice mail of the employee on standby, the employee on standby shall provide a telephone response back to the person initiating the standby call within five minutes of the initial call to the employee.

(4) Answering telephone calls and responding to phone inquiries is considered part of the standby assignment and is compensated within the standby premium pay.

(5) Employees on standby are called upon to use their professional judgment and discretion as to whether the situation can wait to be addressed during

regular work hours, referred to another authority or agency, and/or requires that an employee be called back to work.

(a) If the employee on standby duty is qualified to respond to the situation on his/her own, the employee is required to do so. Only if the employee on standby cannot remedy the situation is it acceptable for the employee to contact another employee to be called back to duty to respond to the situation.

(b) The standby employee responding to an incident may call or email their Lead Worker or Supervisor. The employees on standby are called upon to use their professional judgment and discretion as to when and in what manner they should contact their Lead Worker or Supervisor.

(c) If a Lead Worker takes a telephone call from the employee on Standby, that Lead Worker will be entitled to compensation in 15 minute intervals. Only actual time worked by the Lead Worker will count as hours worked for purposes of determining whether he/she is entitled to overtime pay.

D. Call Back Pay

(1) Call Back List – All unit members will be subject to Call Back.

(2) When an employee is released from work following a normal shift, leaves the work site, and is called to return to duty, the employee shall receive premium time/pay that is equal to two hours of the employee's base hourly rate.

(a) When the employee is required to return to the work site, or when travel is otherwise required, reasonable travel time to and from the work site shall be included in determining total hours worked.

(b) An employee called back to work shall record his/her actual time worked on his/her timesheet. Only time actually worked shall be counted toward the employee's total hours worked for purposes of determining whether the employee is entitled to overtime. While the call back premium pay is calculated on the employee's hourly rate, it has no impact on the employee's entitlement to overtime.

(c) If the employee works more than two hours during a call back, all time worked after the first two hours shall be paid at the employee's base hourly rate, or if any time worked exceeds 40 hours in a workweek, at the employee's overtime rate.

(3) An employee who is called back to work must report in City uniform and with all proper safety clothing and equipment.

ARTICLE 3: LEAVES OF ABSENCE

3.1 Leaves of Absence. Employees will be provided leaves of absence, including, but not limited to, sick leave, bereavement leave, and vacation, as set forth in Article 22 of the City's Personnel Rules.

A. Vacation Accrual. Article 22, Section 5.A of the City's Personnel Rules shall not apply to unit members, and this section will be applied in its place.

Each full-time employee shall begin accruing vacation leave immediately upon employment and shall accrue vacation leave according to the following rates:

Year of Service	Vacation Accrual
1 through 5	80 hours per year
6 through 10	120 hours per year
11 through 15	136 hours per year
16 years and more	160 hours

Full-time employees who are in a less than full pay status shall earn vacation leave on a prorated basis.

B. Cap on Accrual of Vacation. Article 22, Section 5.B of the City's Personnel Rules shall not apply to unit members, and this section will be applied in its place.

Unused vacation time may be accumulated to a maximum of 320 hours per employee at any one time. When the 320-hour vacation accrual limit is reached, an employee will not accrue any additional vacation leave beyond 320 hours until his or her vacation leave balance falls below 320 hours. The City Manager may approve a higher accrual on an individual basis due to staffing requirements imposed by the City that reasonably prevent use of vacation time.

3.2 Merit Leave Bank

A. Eligibility. Each Unit member who has completed at least one full year in a full-time Association position and receives an overall rating of "Commendable" or "Exceptional" on his/her annual performance evaluation shall receive a bank of merit leave in accordance with the schedule set forth in Section 3.2.B. of this MOU.

(1) Bargaining unit members will be evaluated according to Article 13 of the Personnel Rules, using the evaluation form mutually agreed to by the City and the Association.

B. Amount. On July 1st of each year, eligible employees will receive a bank of merit leave corresponding to the number of full years of full-time employment that they have completed in an Association position as of that date, as follows:

Number of completed years of full-time employment	Amount of merit leave bank hours
1-5 years	10 hours
6-10 years	20 hours
11-15 years	30 hours
16-20 years	40 hours
21 years or more	50 hours

C. Use. Employees may use merit leave at any time between July 1 and June 30 of the fiscal year in which it is received, with advance written approval from their Department Director.

D. Cash-Out of Unused Merit Leave.

(1) On June 30 of each year, the City will automatically cash out any unused merit leave hours at the employee's current base hourly rate.

(2) Employees who separate from City employment prior to June 30 will receive compensation at their base hourly rate for any unused merit leave hours.

ARTICLE 4: HOLIDAYS

4.1 Holidays. With the exception of Section 1.A of Article 23 of the City's Personnel Rules, which shall be inapplicable to employees covered by this Agreement, the provisions of Article 23 of the City's Personnel Rules establishes the procedures for holidays. The following holidays shall be observed:

HOLIDAY	DAY OBSERVED
New Year's Day	January 1st
Martin Luther King, Jr. Day	3rd Monday in January
Presidents' Day	3rd Monday in February
Memorial Day	Last Monday in May

Independence Day	July 4th
Labor Day	1st Monday in September
Veterans' Day	November 11th
Thanksgiving Day	4th Thursday in November
Day After Thanksgiving	4th Friday in November
Christmas Eve	December 24th
Christmas Day	December 25th

ARTICLE 5: HEALTH BENEFITS

5.1 Summary of Benefits. The City offers employees and retirees certain health benefits. Information provided here is a summary of the benefits that are fully set forth in the City's contract with CalPERS, in the plan documents with insurance providers, in resolutions adopted by the Temple City City Council, and in the case of a conflict between this summary and those documents, then those documents will control.

5.2 Medical Insurance. Each Unit member will be provided with medical insurance coverage through the CalPERS system pursuant to the Public Employees' Medical and Hospital Care Act (PEMHCA). A variety of plan options are available for employees to select.

In accordance with Resolution No. 23-5690 and any additional resolution(s) adopted to effectuate this section, the City will contribute 100% of the PEMHCA minimum (which is set by CalPERS annually) to CalPERS directly. In addition to the PEMHCA minimum contribution paid to CalPERS, the City will contribute an amount equal to 100% of the cost of the employee's coverage and an amount equal to 50% of the cost of the employee's dependents through a cafeteria plan in accordance with Internal Revenue Code Section 125. Employees are responsible for paying any excess premium cost through a payroll deduction.

5.3 Dental Insurance. Each Unit member will be provided with dental insurance through their choice of dental insurance plans selected by the City. The City will contribute an amount equal to 100% of the cost of the employee's coverage and an amount equal to 75% of the cost of the employee's dependents, through a cafeteria plan in accordance with Internal Revenue Code Section 125. Employees are responsible for paying any excess premium cost through a payroll deduction.

5.4 Vision Insurance. Each Unit member will be provided with vision insurance through their choice of vision insurance plans selected by the City. The City will contribute an amount equal to 100% of the cost of the employee's coverage, not including dependents, through a

cafeteria plan in accordance with Internal Revenue Code Section 125. Employees are responsible for paying any excess premium cost through a payroll deduction.

5.5 Employee Opt Out. Employees who opt out of medical coverage provided by the City are required to show proof of other medical insurance coverage. Upon such a showing, the City will provide the employee with an "opt-out" stipend of:

A. For employees hired before October 1, 2023, $600/month in lieu of medical insurance coverage; or

B. For employees hired on or after October 1, 2023, $500/month in lieu of medical insurance coverage.

The monthly "opt-out" is subject to all applicable state and federal withholdings and deductions. Employees electing to opt out of medical insurance coverage are required to provide proof of other medical insurance coverage during the City's open enrollment period each year.

5.6 Supplemental Benefit.

A. This Section shall exclusively govern the terms for City's provision of supplemental benefits to unit members during the term of this MOU.

B. The City will provide a supplemental benefit to employees in an amount of up to $2,944 per fiscal year to be used towards health premiums only.

C. The City will no longer provide a cash benefit of up to $822 for employees using less than the full available amount under sub-section B. towards health premiums, with the exception of the grandfathered employees receiving this cash benefit before August 1, 2023.

Total City contributions to health benefit premiums (Medical, Dental, Vision Insurance and Supplemental Benefits) received by employee may not exceed the amount below based on the following levels:

For Calendar Year 2024:	
Employee Only	= $1,180 per month
Employee +1	= $1,905 per month
Employee +2 or More	= $2,275 per month

The total amounts for Calendar Year 2025 will be adjusted for each level according to the increases of the highest employee insurance premiums for medical, dental and vision, so that the amounts of the City's contributions change consistent with the percentages set forth in Sections 5.2, 5.3, and 5.4, respectively.

5.7 Retiree Health Insurance.

A. Hire Date Before October 1, 2023. Upon retirement from the City during the term of this MOU, the City will contribute the following towards retiree's health benefits.

1. Medical Insurance. In accordance with Resolution No. 23-5690, the City will contribute 100% of the PEMHCA minimum which is set by CalPERS annually.

In addition to the PEMHCA minimum contribution made to CalPERS directly, the City will contribute an amount equal to 100% the cost of the eligible retiree's coverage under the retiree's chosen plan and an amount equal to 50% towards the cost of the dependent coverage. The retiree is responsible for paying any excess premium costs.

CalPERS will collect the medical premium from retiree's pension less the PEMHCA minimum. The City contributions will be sent to retiree within the first week of each month of coverage.

2. Dental Insurance. The City will contribute 100% of the cost of the retiree's coverage, not including dependents. The retiree will pay any excess premium cost directly to the City, upon receipt of a bill from the City.

3. Vision Insurance. The City will contribute 100% of the cost of the retiree's coverage, not including dependents. The retiree will pay any excess premium cost directly to the City, upon receipt of a bill from the City.

4. Total health benefits (Medical, Dental and, Vision Insurance) received by retiree for Calendar Year 2024 may not exceed the amount below based on the following levels:

Retiree Only	= $1,410 per month
Retiree +1	= $1,540 per month
Retiree +2 or More	= $1,670 per month

The total amounts for Calendar Year 2025 will be adjusted for each level according to the increases of the highest retiree insurance premiums for medical, dental and vision, so that the amounts of the City's contributions change consistent with the percentages set forth in Sections 5.7(A)(1)-(3), respectively.

B. Hire Date on or after October 1, 2023.

Employee must be employed full-time with the City a total of five years to receive the following retiree health benefits.

1. Medical Insurance. In accordance with Resolution No. 23-5690, the City will contribute 100% of the PEMHCA minimum which is set by CalPERS annually.

In addition to the PEMHCA minimum contribution, the City will contribute 50% towards the cost of the eligible retiree's coverage and 25% towards the cost of the

dependent coverage. The retiree is responsible for paying any excess premium costs.

CalPERS will collect the medical premium from retiree's pension less the PEMHCA minimum. The City contributions will be sent to retiree within the first week of each month of coverage.

2. Dental Insurance. The City will contribute 50% of the cost of the retiree's coverage, not including dependents. The retiree will pay any excess premium cost directly to the City, upon receipt of a bill from the City.

3. Vision Insurance. In accordance with Resolution No. 23-5691, the City will contribute 50% of the cost of the retiree's coverage, not including dependents. The retiree will pay any excess premium cost directly to the City, upon receipt of a bill from the City.

4. Total health benefits (Medical, Dental and, Vision Insurance) received by retiree for Calendar Year 2024 may not exceed the amount below based on the following levels:

Retiree Only	= $705 per month
Retiree +1	= $770 per month
Retiree +2 or More	= $835 per month

The total amounts for Calendar Year 2025 will be adjusted for each level according to the increases of the highest retiree insurance premiums for medical, dental and vision, so that the amounts of the City's contributions change consistent with the percentages set forth in Sections 5.7(B)(1)-(3), respectively.

ARTICLE 6: RETIREMENT

6.1 Summary of Defined Benefits. The City offers a defined retirement benefit plan through the California Public Employees' Retirement System (CalPERS). An employee may be eligible for one of two benefit tiers pursuant to the City's contract with CalPERS. Information provided here is a summary of the benefits that are fully set forth in the City's contract with CalPERS, and in the case of a conflict, the contract with CalPERS will control.

6.2 Tier 1 - Classic Members of CalPERS.

A. Application. This section shall apply to unit members who are or become members of CalPERS and who are not "new members" as defined by Government Code Section 7522.04(f) and related CalPERS membership requirements.

B. Pension Formula. The CalPERS 2.5% at 55 pension formula shall be available to all employees covered by this section.

C. Final Compensation Based On Single Highest Year. For purposes of determining a retirement benefit, final compensation for employees covered by this section shall be based on the employee's highest average annual pensionable compensation earned during a period of 12 consecutive months.

D. Elimination of Employer Paid Member Contribution. Effective with the pay period containing July 1, 2016, the City has eliminated payment of the 1.0% employee contribution established by CalPERS for those unit members who had been previously been eligible to receive it. Accordingly, no unit members will receive employer paid member contributions ("EPMC") in any amount, and each Unit member is responsible for all of his or her own normal employee-member contributions, currently at 8%.

6.3 New Members of CalPERS.

A. Application. In accordance with the definition of "new member" set forth by Government Code Section 7522.04 and related CalPERS membership requirements, this section shall apply to any of the following:

(1) A Unit member who becomes a member of CalPERS for the first time on or after January 1, 2013 and who was not a member of any other public retirement system prior to that date.

(2) A Unit member who becomes a member of CalPERS for the first time on or after January 1, 2013, and who was a member of another public retirement system prior to that date, but who was not subject to reciprocity under Government Code Section 7522.02(c) and related CalPERS reciprocity requirements.

(3) A Unit member, who was an active member in CalPERS with another employer and who, after a break in service of more than six months, returns to active membership in CalPERS with the City.

B. Pension Formula. The 2% at 62 pension formula shall be available to all employees covered by this section.

C. Final Compensation Based on Three Year Average. For purposes of determining a retirement benefit, final compensation for employees covered by this section shall be based on the employee's highest average annual pensionable compensation during a period of at least 36 consecutive months.

D. Required Employee Contribution. Members covered by this section will contribute the employee member contribution amount established by CalPERS for the 2% at 62 pension formula, currently 6.25%.

6.4 Deferred Compensation. Effective September 3, 2025, each month, the City will match an employee's contribution to the City-offered 457 plan, up to a maximum of 3% of the employee's base salary.

ARTICLE 7: MISCELLANEOUS BENEFITS

7.1 Education Reimbursement Program. The City's Education Reimbursement Program is set forth in Administrative Policy 4.12. However, unit members will be entitled to reimbursement under that policy if the employee completes the course with a "C" or higher, or with a pass grade in a course taken on a pass/fail basis. In addition, unit members who separate from City employment sooner than 24 months from the date of reimbursement must repay the reimbursed amount in a pro-rated basis, measured on pro-rated, monthly basis. For example, an employee who received a $240 reimbursement on June 1, 2022 and left City employment before June 1, 2024, would be required to repay $10 for each month remaining until June 1, 2024.

7.2 Bilingual Pay.

A. Eligibility. Employees who are certified as bilingual by the City in accordance with these provisions and who are designated to provide bilingual services as required shall receive bilingual pay. A Department Head can require that an employee seek certification to provide bilingual services when the needs of the City necessitate translation for the public. An employee may also request to become bilingual certified by submitting a verbal or written request to the Administrative Services Director. Only employees who have advance approval from the Administrative Services Director may seek to become bilingual certified and eligible for bilingual pay. Only employees who have become bilingual certified and are eligible for bilingual pay may be required to provide translation services.

B. Certification.

(1) The City will offer certification for bilingual pay for only the following languages: Spanish, Mandarin, Cantonese, and Vietnamese.

(2) The certification process will be administered through a bilingual examination conducted by the Los Angeles Unified School District (LAUSD). Employees wishing to be certified as bilingual must make a request to the City's Administrative Services Director. Upon such request, the Administrative Services Director will evaluate the need for bilingual services, and if the City determines that such services are needed, the Administrative Services Department will schedule a telephone and/or in-person bilingual examination with a LAUSD representative and the employee. The Administrative Services Department will administer requested bilingual examinations as soon as practicable, but on no less than a quarterly basis.

(3) The bilingual examination will be scored by LAUSD on a pass/fail basis. Examination scores are final and non-appealable. Employees who fail the examination, or who fail to appear for a scheduled examination, may not take another bilingual examination in the same language for a minimum of six months following the failed or missed examination. Employees who pass the examination will be certified as bilingual by the City. Employees who are certified as bilingual by the City are not required to be re-tested. New employees will be notified of the bilingual pay program during orientation.

C. Amount. An eligible employee certified as bilingual by the City and who provides bilingual services as required shall be paid $100.00 per month, in addition to his/her base rate of pay, beginning on the first pay period after certification. Employees certified by the City as bilingual in two or more languages shall not receive more than $100.00 per month.

D. Workload Concerns. Any employee certified as bilingual who is concerned that the providing of bilingual translation services is impacting his/her ability to complete assigned work, should address those concerns with his/her immediate supervisor, Department Head, or Administrative Services Director.

7.3 Education Incentive Pay.

A. Eligibility. Unit members who are not required to possess a Bachelor's or Master's degree or doctorate. as a minimum qualification for their position yet have earned a Bachelor's or Master's degree or doctorate all of the criteria set forth herein are eligible to receive education incentive pay under this Section.

B. Criteria.

(1) The degree must be issued by a college or university that has been accredited by the Accrediting Commission for Senior Colleges and Universities for the Western Association of Schools and Colleges or by another regional accrediting body recognized by the United States Department of Education;

(2) The degree must be in a field that the Administrative Services Director determines is reasonably related to the employee's current duties or otherwise enhances the employee's City service;

(3) The employee must provide an official transcript to Administrative Services documenting the type of degree received and the date of receipt.

C. Amount. Starting with the first full pay period following the Administrative Services Director's determination that the employee has satisfied all of the criteria in Section 7.3.B., employees shall receive education incentive pay, as follows:

(1) For employees in positions for which neither a Bachelor's degree nor a higher degree is a minimum qualification:

(a) A stipend equal to 2% of base pay for a Bachelor's degree.

(b) A stipend equal to 4% of base pay for a Master's degree or higher.

(2) For employees in positions for which a Bachelor's degree is a minimum qualification:

(a) A stipend equal to 2% of base pay for a Master's degree.

(b) A stipend equal to 4% of base pay for a doctorate.

(3) No employee shall receive a stipend amount greater than 4% of base pay regardless of the number or types of degrees or doctorates possessed.

7.4 Reclassification Desk Audit Procedure. The provisions of Article 5, Section 5.A. and Section A(5) of the City Personnel Rules requiring concurrence of a Department Head shall not apply to TCEA employees. Employees may initiate the process by submitting a request directly to the Personnel Officer. The Personnel Officer will consult with the Department Head in determining whether reclassification of the position is approved. The parties further agree that the decision of the Personnel Officer and shall not be subject to grievance or other internal administrative review. However, this provision shall not preclude use of the City's grievance process to raise concerns related to working-out-of-class or affect the right to seek remedy from an external administrative agency (e.g. PERB).

7.5 Timing of Merit Increase Adjustments for New Hires. The timing set forth in Section 3.A(1) of the City's Personnel Rules shall not apply to employees hired into TCEA positions (including via promotion or reclassification) on or after July 20, 2022, and employees who as of July 20, 2022, have not been receiving performance reviews on the June cycle set forth in Section 3.A. Such employees shall instead be eligible for a merit increase effective on their anniversary date.

7.6 Safety Boot Reimbursement/Direct Vendor Purchase. Each year, employees in Tree, Maintenance, Code Enforcement, Building Inspector, and Parking Enforcement positions will receive either reimbursement or an opportunity for direct City vendor purchase in the amounts set forth below for boots meeting safety standards designated by the City:

A. $300 for Maintenance Lead Workers, Maintenance Workers, Park Maintenance Lead Workers, Park Maintenance Workers, Tree Trimmers, and Tree Trimmer Lead Workers.

B. $200 for Building & Code Inspectors I, II, III; Parking Control Officers, Senior Community Preservation Officers, and Community Preservation Officers.

7.7 Commercial Driver's License. Effective the first full pay period following execution of this MOU, employees who maintain a valid California commercial driver's license will receive a stiped of $50 per pay period. In accordance with CalPERS regulations, the stipend will be reported to CalPERS only for street Maintenance Workers who are required to obtain and maintain a commercial driver's license to perform their duties.

ARTICLE 8: ASSOCIATION OPERATIONS

8.1 Stewards. The Association may designate up to three persons to act as stewards. The names of the designated stewards shall be provided in writing to the City on July 1st of each year, or any time there is change in the designated stewards.

8.2 Submission of Current Information. The Association acknowledges that it is required to notify the City in writing within 30 days when there has been a change in any of the information that was submitted by the Association with its Recognition Petition, as set forth in Article III, Section 11 of Resolution No. 95-3430. The Association will provide such updates to the City.

8.3 Release Time for Association Board Members. Association board members shall be entitled to take up to four hours of release time to attend to Association business each month. Prior to participating in such business, the board member shall first obtain authorization from his/her immediate supervisor. The immediate supervisor may deny such request if it is deemed that such a request would unduly interfere with the efficiency, safety, or security of City operations. If the request is denied, the immediate supervisor shall establish an alternate time convenient to the parties when the board member can be released from his/her work assignment.

8.4 Dues Deduction

A. The Association will maintain records of employee authorizations for dues deductions and will provide the City with information regarding the amount of dues and the list of Unit employees who have authorized dues deductions. The City will rely upon the information provided by the Association in processing dues deductions for unit members.

B. No deduction of dues shall be made during any pay period in which an employee's earnings, after all other deductions are made, are insufficient to cover the full amount of the dues.

(1) When an employee is in a non-pay status for an entire pay period, no deduction will be made to cover the pay period from future earnings.

(2) In the case of an employee who is in a non-pay status during less than an entire pay period and whose earnings, after all other deductions are made, are insufficient to cover the full amount of the dues or service fee, no deduction shall be made from future earnings to cover the pay period.

(3) The Association shall provide written notice to the City at least 14 calendar days before a change in the amount of dues and identify the changed amounts.

C. Records. The Association shall keep an adequate itemized record of its financial transactions and shall make available annually upon request, to the City, and to the employees who are members of the organization, within 60 days after the end of its fiscal year, a detailed written financial report thereof in the form of a balance sheet and an operating statement, certified as to accuracy by its president and treasurer or corresponding principal officer, or by a certified public accountant.

D. Indemnification. The Association shall indemnify, defend, and hold the City harmless against any liability arising in any forum, whether judicial, administrative, or otherwise, from any claims, demands, or other action relating to the City's compliance with any obligations imposed under this Agreement including but not limited to deduction of membership dues and the Association's use of monies collected under these provisions.

8.5 Use of City Facilities.

A. The Association shall be allowed the use of areas normally used for meeting purposes for meetings of unit members when:

(1) Such space is available;

(2) There is no additional cost to the City (with the exception of incidental costs such as those for heat and light);

(3) It does not interfere with normal, safe, efficient or secure City operations;

(4) Employees in attendance are either not scheduled for duty or are on duty and leave the meeting promptly when duty calls; and

(5) The meeting is for the purpose of an Association Board meeting, member representation, or for a General Membership meeting, except as prohibited below.

B. The Association may use City facilities for purposes of conducting an Association Board meeting as reasonably necessary. Association Board meetings conducted at City facilities shall be concluded as expeditiously as reasonably possible without interfering with normal duties.

C. The Association may use City facilities for purposes of conducting a General Membership meeting as needed and will be reserved as any other City or Public Organization would have to do. General Membership meetings conducted at City facilities shall be reserved and concluded in the time reserved for the meeting.

D. The use of City equipment and/or supplies (other than items normally used in the conduct of business meetings, such as desks, chairs, blackboards and projection/sound equipment) is prohibited, even though such equipment and/or supplies may be present in the meeting area.

E. The Association shall maintain proper order during any meeting held at a City facility and ensure that the space is left in a clean and orderly condition. The City reserves the right to revoke permission to use City facilities for meetings if the Association fails to maintain order during a meeting or if facilities are not left in a clean and orderly condition.

8.6 Bulletin Boards:

A. The Association shall have access to City bulletin boards located in those buildings in which bargaining unit members are assigned to work for the purpose of posting the following types of notices (these are examples only and not intended to be a complete list):

(1) Notice of recreational and social affairs sponsored by the Association;

(2) Notice of Association meetings;

(3) Notice of Association elections;

(4) Reports from Association committees;

(5) Rulings on Association policies; and

(6) Association newsletters.

B. All posted material must be legibly signed or initialed and dated by the Association's President or designated representative. No notice or announcement which contains defamatory statements about the City, including any City Department, any City official, or any City employee(s) shall be posted on City bulletin boards. Any violation of this section shall entitle the City to immediately cancel the provisions of this section and revoke the Association's privilege to use bulletin boards pursuant to this section. In the event non- authorized material is posted, it shall be promptly removed by the Association or its representative on notification by the Department. The City reserves the right to remove material that contains defamatory statements before providing notification to the Association; if such action is taken the City shall notify the Association as soon as possible.

8.7 Electronic Mail (E-Mail) and Computer Usage. The Association recognizes that the City's Administrative Policy No. 3.01 regulates the use of, and that the City has the right to access and inspect City computers, including but not limited to viewing any messages sent or received through the City's e-mail system or any temporary or permanent files stored on the City's electronic systems and/or equipment. The Association and unit members are

reminded that communications sent via the City's e-mail system or documents maintained on any City-provided electronic storage or devices are not confidential and can be viewed by the City.

The City and the Association agree that the Association may be permitted to use City e-mail for the purposes described in this section. Notices which may be sent through the City's e-mail system are limited to those types of notices which may be posted on bulletin boards, as described in section 8.6, above. No notice or announcement which contains defamatory statements about the City, including any City Department, any City official, or any City employee(s) shall be sent through the City's e-mail system. The City reserves the right to refuse to allow notices to be sent through the City's e-mail system that interfere with the Department's operational needs, workflow, or mission.

Any violation of this section shall entitle the City to immediately cancel the provisions of this section and revoke the Association's privilege to use the City's e-mail system pursuant to this section. It is expected that once the Association Board is aware of any such violations, they would be afforded the opportunity to rectify the situation.

8.8 New Employee Orientation and List of Unit Employees (A.B. 119)

A. The City agrees to provide a minimum of 10 days' notice to the Association of scheduled orientation for a new hire into a Unit position, when practical, and to provide an opportunity for access to the orientation by the Association.

(1) "Orientation" refers to any onboarding process, whether conducted in person, online, or through other means.

(2) The Association will have discretion to determine for each orientation whether access will consist of attendance in person by an Association representative for up to 10 minutes, or correspondence from the Association that will be provided to the new hire during orientation.

B. The City agrees to provide the Association with the following information for each new hire into a Unit position within 30 days of the hire date, unless the employee declines to provide such information to the Association:

(1) Employee's name, job title, department, and work location;

(2) Employee's work, home, and personal cellular telephone numbers;

(3) Employee's home address;

(4) Employee's work and personal e-mail addresses.

C. At least one per year, or more frequently upon request, the City agrees to provide the Association with the information in Section 8.8.B. for all current Unit employees.

ARTICLE 9: JOINT LABOR-MANAGEMENT COMMITTEE ("JLMC") MEETINGS

9.1 Standing JLMC:

A. The City and the Association agree to maintain a standing JLMC that will be made up of representatives of the Association and the City. This standing JLMC shall meet at least quarterly, upon request by either party, and may meet more frequently, if both parties agree.

B. The meeting schedule will be set in advance and the dates agreed to by both sides. Up to four designated unit members plus a CEA representative will participate on behalf of the Association. Up to four City representatives plus a legal representative will participate on behalf of the City. Each party may bring additional employees or experts as needed for relevant subject matter. Prior notification to the other side shall be provided, and failure to provide advance notification may result in the additional employee or expert being excluded from the meeting. Any meeting cancellations should be made known to the other party at least 24 hours in advance of scheduled meetings or as soon as possible.

ARTICLE 10: COMPLETION OF NEGOTIATIONS

10.1 Complete Understanding. The terms and conditions set forth in this MOU represent the full and complete understanding between the parties. This MOU terminates and supersedes those past practices, procedures, understandings, traditions, agreements, or rules and regulations inconsistent with any matters covered in this MOU.

10.2 Modification. Except as expressly provided in this Agreement the terms and conditions in this MOU may be altered, changed, added to, deleted, or modified, only through the voluntary mutual consent of the parties in a written agreement, executed by both parties and, if required, approved by the City Council.

10.3 Waiver. Except as expressly provided in this Agreement, the parties agree that, during the term of this MOU, neither party shall be required to meet and negotiate with regard to any subject within the scope of bargaining, whether or not referred to or covered in this MOU. Nothing shall prevent the parties from mutually agreeing to negotiate on any topic.

10.4 Revisions to Resolution No. 95-3430. The parties agree to consult in good faith over any proposed changes to Resolution No. 95-3430, in accordance with *Government Code* section 3507.

ARTICLE 11: SEVERABILITY AND SAVINGS

This MOU is subject to all current and future applicable federal, state and local laws, regulations and the Temple City Charter. Provided, however, no local law which is enacted in contravention of the provisions of the Meyers-Milias-Brown Act ("MMBA") shall affect the provisions of this MOU.

11.1 Savings. Should any article, section, paragraph or provision of this Agreement be declared or adjudicated unlawful, void, inoperative, or unenforceable by a court of competent jurisdiction, all remaining articles, sections, paragraphs, and provisions shall remain in full force and effect, to the extent permitted by law. As soon as both parties become aware of the decision, they shall meet to discuss the impact of the decision on the contract. Unless mutually agreed otherwise, the parties agree to meet and confer within 30 days for the purpose of agreeing to a mutually satisfactory replacement provision.

11.2 Statutory Changes. In the event of statutory or regulatory changes that affect the terms and conditions of this Agreement, the parties agree, upon the request of either party, to meet and negotiate the subjects of the statutory or regulatory changes.

ARTICLE 12: COMMENCEMENT OF NEGOTIATIONS FOR A SUCCESSOR MOU

Either party shall serve upon the other party its written demand to commence negotiations for a successor MOU. Negotiations shall commence by January 30, 2028, unless the parties mutually agree otherwise. If the demand is served after January 30, 2028, then the parties will commence negotiations on a mutually agreed time and date.

***** Signatures Appear on Next Page *****

IN WITNESS WHEREOF, the PARTIES have executed this MOU as of the latter date written below.

THE CITY OF TEMPLE CITY:

Cynthia Sternquist, Mayor	Date
Bryan Cook, City Manager	Date

TEMPLE CITY EMPLOYEE ASSOCIATION:

Adam Gulick	Date
Andrew Coyne	Date
Yansy Monroy	Date
Jessie Armenta	Date

APPROVED AS TO FORM:

Sheila Delshad, Burke, Williams & Sorensen, LLP	Date
Mary LaPlante, City Employees Associates	Date

APPENDIX A SALARY SCHEDULES

CITY OF TEMPLE CITY
SALARY SCHEDULE - FULL-TIME CLASSIFICATIONS

EFFECTIVE SEPTEMBER 06, 2025								
FULL TIME CLASSIFICATIONS	BENEFIT GROUP	Monthly Rates						
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Accountant	TCEA	$ 6,440	$ 6,698	$ 6,966	$ 7,244	$ 7,533	$ 7,834	$ 8,148
Accounting Technician	TCEA	$ 5,009	$ 5,209	$ 5,417	$ 5,634	$ 5,860	$ 6,095	$ 6,338
Assistant Planner	TCEA	$ 6,519	$ 6,780	$ 7,051	$ 7,334	$ 7,627	$ 7,932	$ 8,249
Associate Planner	TCEA	$ 7,302	$ 7,593	$ 7,896	$ 8,212	$ 8,541	$ 8,883	$ 9,239
Building and Code Inspector I	TCEA	$ 5,290	$ 5,502	$ 5,722	$ 5,950	$ 6,189	$ 6,436	$ 6,693
Building and Code Inspector III	TCEA	$ 6,459	$ 6,718	$ 6,986	$ 7,266	$ 7,556	$ 7,859	$ 8,172
Building/Housing Assistant	TCEA	$ 5,103	$ 5,307	$ 5,519	$ 5,739	$ 5,969	$ 6,207	$ 6,456
Community Services Officer	TCEA	$ 4,867	$ 5,061	$ 5,264	$ 5,474	$ 5,694	$ 5,921	$ 6,158
Deputy City Clerk	TCEA	$ 5,552	$ 5,773	$ 6,005	$ 6,245	$ 6,494	$ 6,754	$ 7,024
Maintenance Lead Worker	TCEA	$ 4,996	$ 5,195	$ 5,402	$ 5,620	$ 5,843	$ 6,077	$ 6,321
Maintenance Worker	TCEA	$ 4,460	$ 4,639	$ 4,825	$ 5,017	$ 5,218	$ 5,427	$ 5,643
Management Analyst	TCEA	$ 6,367	$ 6,622	$ 6,886	$ 7,162	$ 7,448	$ 7,746	$ 8,056
Office Assistant I	TCEA	$ 4,014	$ 4,176	$ 4,342	$ 4,516	$ 4,696	$ 4,884	$ 5,080
Office Assistant II	TCEA	$ 4,417	$ 4,593	$ 4,776	$ 4,968	$ 5,166	$ 5,372	$ 5,588
Park Maintenance Lead Worker	TCEA	$ 4,960	$ 5,159	$ 5,365	$ 5,580	$ 5,802	$ 6,035	$ 6,276
Park Maintenance Worker	TCEA	$ 4,428	$ 4,606	$ 4,791	$ 4,982	$ 5,181	$ 5,388	$ 5,604
Parking Control Officer	TCEA	$ 4,694	$ 4,881	$ 5,077	$ 5,279	$ 5,491	$ 5,710	$ 5,939
Parks and Recreation Coordinator	TCEA	$ 4,756	$ 4,946	$ 5,144	$ 5,350	$ 5,564	$ 5,786	$ 6,017
Parks and Trees Assistant Worker	TCEA	$ 3,467	$ 3,606	$ 3,750	$ 3,901	$ 4,056	$ 4,219	$ 4,387
Personnel Analyst	TCEA	$ 6,192	$ 6,441	$ 6,699	$ 6,967	$ 7,245	$ 7,535	$ 7,837
Secretary	TCEA	$ 4,889	$ 5,084	$ 5,288	$ 5,498	$ 5,719	$ 5,948	$ 6,185
Senior Accountant	TCEA	$ 7,212	$ 7,501	$ 7,801	$ 8,113	$ 8,438	$ 8,776	$ 9,126
Senior Comm Preservation Officer	TCEA	$ 5,925	$ 6,162	$ 6,409	$ 6,665	$ 6,932	$ 7,209	$ 7,497
Tree Trimmer	TCEA	$ 4,347	$ 4,520	$ 4,700	$ 4,889	$ 5,084	$ 5,288	$ 5,498
Tree Trimmer Lead Worker	TCEA	$ 4,867	$ 5,062	$ 5,264	$ 5,474	$ 5,694	$ 5,921	$ 6,158

CITY OF TEMPLE CITY
SALARY SCHEDULE - FULL-TIME CLASSIFICATIONS

EFFECTIVE JULY 11, 2026								
FULL TIME CLASSIFICATIONS	BENEFIT GROUP	Monthly Rates						
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Accountant	TCEA	$ 6,633	$ 6,899	$ 7,175	$ 7,461	$ 7,759	$ 8,069	$ 8,393
Accounting Technician	TCEA	$ 5,159	$ 5,365	$ 5,579	$ 5,803	$ 6,035	$ 6,277	$ 6,528
Assistant Planner	TCEA	$ 6,714	$ 6,984	$ 7,263	$ 7,554	$ 7,856	$ 8,170	$ 8,497
Associate Planner	TCEA	$ 7,521	$ 7,821	$ 8,133	$ 8,459	$ 8,797	$ 9,149	$ 9,516
Building and Code Inspector I	TCEA	$ 5,449	$ 5,667	$ 5,893	$ 6,129	$ 6,375	$ 6,630	$ 6,894
Building and Code Inspector III	TCEA	$ 6,653	$ 6,919	$ 7,196	$ 7,484	$ 7,783	$ 8,095	$ 8,417
Building/Housing Assistant	TCEA	$ 5,256	$ 5,466	$ 5,684	$ 5,911	$ 6,148	$ 6,393	$ 6,650
Community Services Officer	TCEA	$ 5,013	$ 5,213	$ 5,422	$ 5,639	$ 5,865	$ 6,099	$ 6,343
Deputy City Clerk	TCEA	$ 5,718	$ 5,946	$ 6,185	$ 6,432	$ 6,689	$ 6,956	$ 7,234
Maintenance Lead Worker	TCEA	$ 5,145	$ 5,351	$ 5,564	$ 5,788	$ 6,018	$ 6,259	$ 6,511
Maintenance Worker	TCEA	$ 4,594	$ 4,778	$ 4,969	$ 5,168	$ 5,375	$ 5,590	$ 5,813
Management Analyst	TCEA	$ 6,559	$ 6,821	$ 7,092	$ 7,376	$ 7,671	$ 7,978	$ 8,297
Office Assistant I	TCEA	$ 4,134	$ 4,301	$ 4,473	$ 4,651	$ 4,837	$ 5,031	$ 5,232
Office Assistant II	TCEA	$ 4,549	$ 4,731	$ 4,919	$ 5,117	$ 5,321	$ 5,534	$ 5,755
Park Maintenance Lead Worker	TCEA	$ 5,109	$ 5,314	$ 5,526	$ 5,747	$ 5,976	$ 6,216	$ 6,464
Park Maintenance Worker	TCEA	$ 4,561	$ 4,744	$ 4,934	$ 5,132	$ 5,336	$ 5,550	$ 5,772
Parking Control Officer	TCEA	$ 4,835	$ 5,028	$ 5,229	$ 5,437	$ 5,656	$ 5,882	$ 6,117
Parks and Recreation Coordinator	TCEA	$ 4,898	$ 5,094	$ 5,298	$ 5,510	$ 5,731	$ 5,959	$ 6,198
Parks and Trees Assistant Worker	TCEA	$ 3,571	$ 3,714	$ 3,863	$ 4,018	$ 4,178	$ 4,345	$ 4,518
Personnel Analyst	TCEA	$ 6,378	$ 6,634	$ 6,900	$ 7,176	$ 7,462	$ 7,762	$ 8,072
Secretary	TCEA	$ 5,036	$ 5,237	$ 5,447	$ 5,663	$ 5,890	$ 6,127	$ 6,371
Senior Accountant	TCEA	$ 7,428	$ 7,727	$ 8,035	$ 8,357	$ 8,691	$ 9,039	$ 9,400
Senior Comm Preservation Officer	TCEA	$ 6,102	$ 6,347	$ 6,601	$ 6,865	$ 7,140	$ 7,425	$ 7,722
Tree Trimmer	TCEA	$ 4,477	$ 4,655	$ 4,841	$ 5,036	$ 5,237	$ 5,447	$ 5,663
Tree Trimmer Lead Worker	TCEA	$ 5,013	$ 5,214	$ 5,422	$ 5,639	$ 5,865	$ 6,099	$ 6,343

CITY OF TEMPLE CITY
SALARY SCHEDULE - FULL-TIME CLASSIFICATIONS

EFFECTIVE JULY 10, 2027								
FULL TIME CLASSIFICATIONS	BENEFIT GROUP	Monthly Rates Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Accountant	TCEA	$ 6,832	$ 7,106	$ 7,390	$ 7,685	$ 7,992	$ 8,311	$ 8,645
Accounting Technician	TCEA	$ 5,314	$ 5,526	$ 5,747	$ 5,977	$ 6,217	$ 6,466	$ 6,724
Assistant Planner	TCEA	$ 6,916	$ 7,193	$ 7,481	$ 7,780	$ 8,092	$ 8,415	$ 8,752
Associate Planner	TCEA	$ 7,746	$ 8,056	$ 8,377	$ 8,712	$ 9,061	$ 9,424	$ 9,802
Building and Code Inspector I	TCEA	$ 5,612	$ 5,837	$ 6,070	$ 6,313	$ 6,566	$ 6,828	$ 7,101
Building and Code Inspector III	TCEA	$ 6,852	$ 7,127	$ 7,412	$ 7,708	$ 8,016	$ 8,338	$ 8,670
Building/Housing Assistant	TCEA	$ 5,413	$ 5,630	$ 5,855	$ 6,089	$ 6,332	$ 6,585	$ 6,849
Community Services Officer	TCEA	$ 5,163	$ 5,370	$ 5,585	$ 5,808	$ 6,041	$ 6,282	$ 6,533
Deputy City Clerk	TCEA	$ 5,890	$ 6,125	$ 6,371	$ 6,625	$ 6,890	$ 7,165	$ 7,451
Maintenance Lead Worker	TCEA	$ 5,300	$ 5,512	$ 5,731	$ 5,962	$ 6,199	$ 6,447	$ 6,706
Maintenance Worker	TCEA	$ 4,732	$ 4,922	$ 5,118	$ 5,323	$ 5,536	$ 5,758	$ 5,987
Management Analyst	TCEA	$ 6,755	$ 7,025	$ 7,305	$ 7,598	$ 7,902	$ 8,217	$ 8,546
Office Assistant I	TCEA	$ 4,258	$ 4,430	$ 4,607	$ 4,791	$ 4,982	$ 5,182	$ 5,389
Office Assistant II	TCEA	$ 4,686	$ 4,872	$ 5,067	$ 5,270	$ 5,481	$ 5,700	$ 5,928
Park Maintenance Lead Worker	TCEA	$ 5,263	$ 5,473	$ 5,692	$ 5,919	$ 6,155	$ 6,402	$ 6,658
Park Maintenance Worker	TCEA	$ 4,698	$ 4,887	$ 5,082	$ 5,286	$ 5,496	$ 5,716	$ 5,946
Parking Control Officer	TCEA	$ 4,980	$ 5,178	$ 5,386	$ 5,600	$ 5,825	$ 6,058	$ 6,301
Parks and Recreation Coordinator	TCEA	$ 5,045	$ 5,247	$ 5,457	$ 5,676	$ 5,903	$ 6,138	$ 6,384
Parks and Trees Assistant Worker	TCEA	$ 3,678	$ 3,826	$ 3,979	$ 4,138	$ 4,303	$ 4,476	$ 4,654
Personnel Analyst	TCEA	$ 6,569	$ 6,833	$ 7,107	$ 7,391	$ 7,686	$ 7,994	$ 8,315
Secretary	TCEA	$ 5,187	$ 5,394	$ 5,610	$ 5,833	$ 6,067	$ 6,310	$ 6,562
Senior Accountant	TCEA	$ 7,651	$ 7,958	$ 8,276	$ 8,607	$ 8,952	$ 9,310	$ 9,682
Senior Comm Preservation Officer	TCEA	$ 6,285	$ 6,538	$ 6,799	$ 7,071	$ 7,354	$ 7,648	$ 7,954
Tree Trimmer	TCEA	$ 4,611	$ 4,795	$ 4,986	$ 5,187	$ 5,394	$ 5,610	$ 5,833
Tree Trimmer Lead Worker	TCEA	$ 5,163	$ 5,371	$ 5,585	$ 5,808	$ 6,041	$ 6,282	$ 6,533