

ARTICLE 16 – WAGES

Section 1. Wage Scale Adjustment.

Fiscal Year 2026: On July 15, 2026, all CPPW-represented members will receive a wage scale adjustment (separate from any COLA adjustment) of five percent (5%)

Fiscal Year 2027: On July 15, 2027, all CPPW-represented members will receive a wage scale adjustment (separate from any COLA adjustment) of three and a half percent (3.5%).

See separate Schedule “A” for the salary ranges to which this adjustment will apply.

Section 2. Promotion. For employees promoted during the term of this agreement, if the employee’s salary prior to promotion is greater than or equal to the entry level for the higher classification, the employee’s salary upon promotion shall be at a minimum five percent (5%) increase in pay.

Section 3. Pay Equity.

- a. The City will continue to perform pay equity analysis for employees upon hire or promotion, or if requested by a member. The City will inform prospective employees in writing that they can submit a new resume within six (6) months of a job offer that will be used to assess experience for setting pay.
- b. All employees undergoing a pay equity analysis may submit a full and comprehensive resume of experience to the hiring manager within 6 months of the job offer. This full and comprehensive resume will be used in the pay equity analysis for placement on the salary range.
- c. The City considers the following bona fide factors, including but not limited to, seniority, merit and experience (internal to and external to the City and direct and indirect), or some combination of these factors.

Section 4. Premium Pay. Employees will receive additional pay added to base wages for any of the reasons below. Employees may receive as many types of premium pay as are applicable.

Working Out of Classification

- 1) Whenever an employee is temporarily assigned to a higher classification, that employee shall be paid an additional five percent (5%) of their base salary or the minimum rate of pay in the higher classification, whichever is higher. Compensation for out-of-class assignments may be provided only if assignment is preauthorized and the employee has substantially performed the work of the higher classification for all hours worked out of class after the first day.

- 2) Employees do not receive out-of-class pay when on paid leave or holiday status. Leave accrual rates and holidays shall be paid at the employee's base rate for working-out-of-class assignments.

If a represented employee is subsequently appointed to the higher classification through a recruitment process, credit may be given for all accumulated out-of-class service in that classification in the previous five (5) years for the purpose of determining salary range and anniversary date.

- 3) No full-time position covered by this agreement shall be filled on a temporary basis by an employee working out of class for longer than four (4) months. After four (4) months, the City shall notify CPPW and the employee, and the employee shall be temporarily appointed to the higher job classification if the work is continuing.

Language Pay

Employees who are eligible to receive the language differential through the City Language Pay Differential Program will receive a bilingual pay differential of \$1.00 per hour to their base wage for all hours worked. Passage of the verbal language proficiency test is required to receive the language pay differential. The differential is only paid on hours worked. It does not apply to paid leaves, holidays, or other paid time off. This premium is not subject to the grievance procedure.

Section 5. Cost of Living Adjustment.

- a. **Effective July 1, 2026**, Schedule "A" wage rates will be revised as follows: Salary rates for classifications in Schedule "A" for the period July 1, 2026, to June 30, 2027 are to be increased by one hundred percent (100%) of the annual increase in the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI- W) (as measured by the annual change in the index between the second half of 2024 and the second half 2025) for the West Coast Size A, published by the Bureau of Labor Statistics, U.S. Department of Labor. However, in no event shall the salary increase be less than one percent (1%) or greater than five percent (5%).

- b. **Effective July 1, 2027**, Schedule "A" wage rates will be revised as follows: Salary rates for classifications in Schedule "A" for the period July 1, 2027, to June 30, 2028 are to be increased by one hundred percent (100%) of the annual increase in the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI- W) (as measured by the annual change in the index between the second half 2025 and the second half 2026) for the West Coast Size A, published by the Bureau of Labor Statistics, U.S. Department of Labor. However, in no event shall the salary increase be less than one percent (1%) or greater than five percent (5%).

See separate Schedule "A" for the salary ranges to which this applies.

Section 6. Longevity.

Effective upon ratification and upon completion of their tenth consecutive year of service as an employee of the City, employees in the bargaining unit will receive longevity pay of two percent (2%). Longevity pay shall be calculated on the basis of the employee's regular hourly rate, not including premium pay.

Schedule A - Salary Ranges (as of 7-1-25)

Job ID	Pay Grade	Job Title	Rate Type	Min	Max
30003975	GRDN0054-01	Administrative Specialist I - CPPW	Hourly	29.82	41.75
30003976	GRDN0055-01	Administrative Specialist II - CPPW	Hourly	37.14	52.99
30003977	GRDN0056-01	Administrative Specialist III - CPPW	Hourly	40.97	58.47
30003978	GRDN0056-01	Analyst I - CPPW	Hourly	40.97	58.47
30003979	GRDN0057-01	Analyst II - CPPW	Hourly	48.01	62.37
30003980	GRDN0058-01	Analyst III - CPPW	Hourly	52.81	74.77
30003981	GRDN0055-01	Coordinator I (E) - CPPW	Hourly	37.14	52.99
30003982	GRDN0055-01	Coordinator I (NE) - CPPW	Hourly	37.14	52.99
30003983	GRDN0056-01	Coordinator II - CPPW	Hourly	40.97	58.47
30003984	GRDN0057-01	Coordinator III - CPPW	Hourly	48.01	62.37
30004000	GRDN0058-01	Enviro Regulatory Coordinator - CPPW	Hourly	52.81	74.77
30003985	GRDN0056-01	Financial Analyst I - CPPW	Hourly	40.97	58.47
30003986	GRDN0057-01	Financial Analyst II - CPPW	Hourly	48.01	62.37
30003987	GRDN0058-01	Financial Analyst III - CPPW	Hourly	52.81	74.77
30004002	GRDN0056-01	Multimedia Specialist - CPPW	Hourly	40.97	58.47
30004003	GRDN0059-01	Technology Business Representative-CPPW	Hourly	58.07	83.06

Schedule A - Salary Ranges (as of 7-1-26) – After application of Section 1 of this Article - PRE-COLA and without application of premium pay, or longevity pay should such pay be required by contract.

Job ID	Pay Grade	Job Title	Rate Type	Min	Max
30003975	GRDN0054-01	Administrative Specialist I - CPPW	Hourly	31.31	43.84
30003976	GRDN0055-01	Administrative Specialist II - CPPW	Hourly	39.00	55.64
30003977	GRDN0056-01	Administrative Specialist III - CPPW	Hourly	43.02	61.39
30003978	GRDN0056-01	Analyst I - CPPW	Hourly	43.02	61.39
30003979	GRDN0057-01	Analyst II - CPPW	Hourly	50.41	65.49
30003980	GRDN0058-01	Analyst III - CPPW	Hourly	55.45	78.50
30003981	GRDN0055-01	Coordinator I (E) - CPPW	Hourly	39.00	55.64
30003982	GRDN0055-01	Coordinator I (NE) - CPPW	Hourly	39.00	55.64
30003983	GRDN0056-01	Coordinator II - CPPW	Hourly	43.01	61.39
30003984	GRDN0057-01	Coordinator III - CPPW	Hourly	50.41	65.49
30004000	GRDN0058-01	Enviro Regulatory Coordinator - CPPW	Hourly	55.45	78.51
30003985	GRDN0056-01	Financial Analyst I - CPPW	Hourly	43.02	61.39
30003986	GRDN0057-01	Financial Analyst II - CPPW	Hourly	50.41	65.49
30003987	GRDN0058-01	Financial Analyst III - CPPW	Hourly	55.45	78.51
30004002	GRDN0056-01	Multimedia Specialist - CPPW	Hourly	43.02	61.39
30004003	GRDN0059-01	Technology Business Representative-CPPW	Hourly	60.97	87.21