

**TOWN OF PARADISE
RESOLUTION NO. 2025-35**

**A RESOLUTION OF THE TOWN COUNCIL OF THE TOWN OF PARADISE
APPROVING THE MEMORANDUM OF UNDERSTANDING BETWEEN
THE TOWN OF PARADISE AND THE TOWN OF PARADISE
CONFIDENTIAL AND MID-MANAGEMENT ASSOCIATION
RELATING TO EMPLOYMENT COVERING THE PERIOD FROM
JULY 1, 2025 TO JUNE 30, 2028**

WHEREAS, Resolution No. 81-23 establishes procedures for Employee-Employer relations; and

WHEREAS, the Meyers-Milias-Brown Act of the State of California, commencing with Government Code Section 3500, requires certain procedures to be followed regarding Employee-Employer relations; and

WHEREAS, the Town Council has directed the Town Manager to meet and confer in good faith with members of the Town of Paradise Confidential and Mid-Management Association, and they have so met.

NOW, THEREFORE, BE IT RESOLVED by the Town Council of the Town of Paradise as follows:

Section 1. That the attached Memorandum of Understanding (MOU) between the Town of Paradise and the Town of Paradise Confidential and Mid-Management Association is approved for execution by the Town Manager.

Section 2. Furthermore, the Town Manager is hereby authorized to make appropriate adjustments to the Town's annual budget, including implementation of necessary administrative changes as may be required, to implement the terms and conditions set forth in the MOU.

PASSED AND ADOPTED by the Town Council of the Town of Paradise this 28th day of May 2025.

AYES: Greg Bolin, Steve "Woody" Culleton, Heidi Lange, Ronald Lassonde and Steve Crowder, Mayor

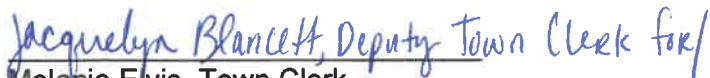
NOES: None

ABSENT: None

ABSTAIN: None


Steve Crowder, Mayor

ATTEST:


Melanie Elvis, Town Clerk

APPROVED AS TO FORM:


Scott E. Huber, Town Attorney

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE TOWN OF PARADISE
AND
THE TOWN OF PARADISE CONFIDENTIAL & MID-MANAGEMENT
ASSOCIATION**



JULY 1, 2025 THROUGH JUNE 30, 2028

**ADOPTED BY TOWN COUNCIL
RESOLUTION NUMBER 25-**

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Article I. OPENING

Section 1.01 PREAMBLE

This Memorandum of Understanding, hereinafter referred to as the "Memorandum" has been prepared pursuant to the terms of Resolution No. 81-23 of the Town of Paradise, hereinafter referred to as the "Town," and the Town of Paradise Confidential and Mid-Management Association, hereinafter referred to as the "Association."

It is agreed that this Memorandum is of no force and effect until ratified and approved by a resolution duly adopted by the Town Council of the Town of Paradise; however, it is agreed that the agreements contained herein are within the authority held by the representatives of the Town and of the Association.

Section 1.02 HARASSMENT, DISCRIMINATION, AND RETALIATION PROHIBITED

The Town and the Association are committed to compliance with government antiharassment and anti-discrimination requirements, which prohibit harassment and discrimination against employees, applicants for employment, individuals providing services in the workplace pursuant to a contract, unpaid interns, and volunteers based on their actual or perceived Race; Religion; Religious creed (including religious dress and grooming practices); Color; National origin (including language use restrictions or because that person holds or presents the California driver's license issued to those who cannot document their lawful presence in the United States); Ancestry; Physical or mental disability (including HIV and AIDS); Medical condition (any health impairment related to or associated with a diagnosis of cancer or a record or history of cancer; or any genetic characteristic); Genetic information (including any request for, or receipt of genetic services, or participation in clinical research that includes genetic services, by an individual or any family member of the individual, but does not include information about the sex or age of any individual); Marital status (including registered domestic partnership status); Sex (including pregnancy, childbirth, breastfeeding/lactation and related medical conditions); Gender; Gender identity (a person's identification as male, female, a gender different from the person's sex at birth, or transgender); Gender expression (a person's gender-related appearance or behavior, whether or not stereotypically associated with the person's sex at birth); Transgender status (a person whose gender identity differs from the person's sex at birth; a transgender person may or may not have a gender expression that is different from the social expectations of the sex assigned at birth, and may or may not identify as "transsexual"); Age (40 and over); Sexual orientation (heterosexual, homosexual, bisexual); Request for FMLA/CFRA and/or pregnancy disability leave; Civil Air Patrol status; Military and veteran status (member or veteran of the United States Armed Forces, Armed Forces Reserve, National Guard, or the California National Guard); and Any other consideration protected by federal, state, or local law.

Harassment and Discrimination are also prohibited based on an applicant's or employee's association with individuals who are or who are perceived to be in a protected category, or because the applicant or employee sympathizes with, encourages, or participates in groups organized for the protection or assertion of protected rights under state antiharassment and anti-discrimination laws.

The Town and the Association will not retaliate against employees for filing a complaint and will not tolerate retaliation by their respective management, partners, employees, or coworkers. Retaliation is prohibited against any person by another employee, partner, or by the Town or Union itself and

includes retaliation for using an available complaint procedure, reporting harassment or discrimination, or for filing, testifying, assisting, or participating in any manner in any investigation, proceeding, or hearing conducted by a governmental enforcement agency.

Section 1.03 RECOGNITION

For the purpose of bargaining with respect to wages, hours of employment, and other conditions of employment, Town recognizes Association as the sole and exclusive representative of all permanent full-time and permanent part-time employees employed by the Town within the Town of Paradise Confidential and Mid-Management Bargaining Unit “Bargaining Unit.” The employees are those assigned to classifications listed in Exhibit “A” hereto.

Section 1.04 TOWN ASSOCIATION RELATIONS

This Memorandum is intended to promote, and shall be so construed and interpreted as to carry out the following general purposes. The Town and Association agree to promote harmonious relations between the parties and other employee groups; establish and maintain an orderly bargaining procedure; work to provide the best possible service to the general public; prompt and fair disposition of all grievances and disputes; and adhere to this Memorandum.

Section 1.05 MANAGEMENT RIGHTS

The Town retains, solely and exclusively, all the rights, powers, and authority exercised or held prior to the execution of this Memorandum, and in addition, shall retain the following Management Rights not in conflict with this Memorandum of Understanding.

To manage and direct its business and personnel; to manage, control, and determine the mission of its departments, building facilities and operations; to create, change, combine or abolish jobs, departments and facilities in whole or in part; to subcontract or discontinue work for economic or operational reasons; to direct the work forces; to increase or decrease the work force and determine the number of employees needed; to hire, transfer, promote and maintain the discipline and efficiency of its employees; to establish work standards, schedules of operation and reasonable work load; to specify or assign work requirements and require overtime; to schedule working hours and shifts; to adopt rules of conduct and penalties for violation thereof; to determine the type and scope of work to be performed and the services to be provided; to determine the methods, processes, means, and places of providing services and to take whatever action necessary to prepare for and operate in an emergency.

Nothing in this article shall be construed to limit, amend, decrease, revoke or otherwise modify the rights vested in the Town by any law regulating, authorizing or empowering the Town to act or refrain from acting.

Section 1.06 AUTHORIZED AGENTS

For the purpose of administering the terms and provisions of this Memorandum, the following authorized agents have been designated:

- A. Town’s principal authorized agent shall be the Town Manager.
- B. Association’s principal authorized agent shall be the president or designee of the Association.

Section 1.07 MEMBERSHIP LIST, INFORMATION AND ORIENTATION

A. Information Provided to Association

The Town shall provide information regarding bargaining unit employee personal information to the Association pursuant to AB 119 (2017) as follows:

1. Within 30 days following a new hire: name, job title, department, work location, home and work landline and cell phone numbers, work, and personal email addresses (if known) and home address information. This information shall be made available on an ongoing basis to the Association at the beginning of every quarter, approximately every 90 days (in January, April, July, and October).
2. The Town shall not be required to furnish information for any employee who makes a written request, to the extent that the written request identifies the specific information the employee is electing not to share.
3. Information provided pursuant to this section shall not cause the information to become a public record, and it shall continue to be considered a part of employee confidential personnel records for all purposes.
4. The Association agrees to safeguard any information provided to it under this section. It shall not be disseminated other than for purposes of providing representation services to its members whether through its local, or parent union or legal staff under contract with the Union as an affiliated provider of representation services for their members.

B. Association Orientation of Newly Hired Bargaining Unit Members

The Town shall provide the Association with ten (10) days advance notice prior to any new employee orientation when practicable. The Association and employer jointly recognize that the Town of Paradise is a small employer and therefore employee orientation frequently occurs with less time than ten days between acceptance of an employment offer and new employee orientation. While the Town will provide the advance notice required by this section, it is not required to do so if the notice period would delay orientation for a new employee.

The Association may elect to participate in new employee orientation and shall be allotted fifteen minutes to present information about the Association and Association membership.

Association presentations or other participation in orientation shall be by a recognized steward or union paid staff only. If the Association determines it will send a Steward who is also a Town bargaining unit employee to the orientation rather than its own paid staff, this shall be considered a union marketing function; and such time shall not be on Town paid time. The steward may elect to use accrued vacation time to cover their absence from work to participate in the orientation process.

Association participation in orientation relieves the Town from providing any information regarding the Association to the new employee as the Association will fulfill that function exclusively during orientation.

If the Association is unable or elects not to participate in orientation, the Town will provide a new bargaining unit employee with a packet of information from the Association, including

information allowing the employee to elect membership and authorizing the dues deduction. All packet materials shall be provided by the Association.

- C. Town agrees to provide payroll deduction of dues for those employees who authorize such deductions for payment directly to the Association. The Association shall defend, indemnify, and hold the Town harmless against any liability or costs accruing from any and all claims which arise from the implementation of this section.

Article II. WAGES & WORKING CONDITIONS

Section 2.01 WAGES

- A. Rates of pay. The hourly, monthly, yearly salary range and effective date for each classification within the Association, including salary steps, shall be as shown on Exhibit A attached hereto and incorporated as an integral part of the Memorandum.
- B. The Town Manager may grant a new Confidential/Mid-Management employee a beginning salary not to exceed the maximum for the affected class. Such salary should reflect a judgment as to the ability of the employee to achieve expected performance standards within anticipated time frames.
- C. When an employee in the Bargaining Unit is assigned by the department head to work out of class and such assignment is approved by the Town Manager, the employee shall receive, a five percent (5%) increase for the period of assignment. If the assignment exceeds sixty (60) days in a higher class, the employee shall receive the first step of the classification they have been assigned to, or their 5% out of class pay, whichever is greater, for the duration of the temporary out of class assignment. Out of class assignments shall have no effect upon the timing of the scheduled merit pay increase reviews or the assignment thereof.
- D. Confidential/Mid-Management employees shall be evaluated for salary step adjustments at least annually with any changes normally to be made on the employee's anniversary date. The amount of any one adjustment may not exceed two salary steps and shall be granted at the discretion of the Town Manager. Increases in excess of two salary steps may be granted upon recommendation of the Town Manager and approval of the Town Council. In evaluating confidential/mid-management employees for salary increases, such performance criteria as may be deemed appropriate by the Town Manager shall be employed.
- E. Effective July 1, 2025, all CMMA employees shall receive a 4% cost of living increase to the salary pay plan schedule.
- F. Effective July 1, 2026, all CMMA employees shall receive a 4% cost of living increase to the salary pay plan schedule.
- G. Effective July 1, 2027, all CMMA employees shall receive a 4% cost of living increase to the salary pay plan schedule.

Section 2.02 WORK SCHEDULES

- A. Employees shall be scheduled to work on regular work shifts having regular starting and quitting times. Nothing herein shall be construed as a guarantee of a minimum number of hours of work per day or per week. Nothing herein shall be construed to modify whatsoever a workday or workweek as defined by the Town.
- B. The normal workweek for “full time” employees of the Town shall be forty (40) hours scheduled consecutively Monday through Friday. The Town Manager may authorize a department to establish a schedule of workdays within the regular forty (40) hour workweek consistent with the following options:
 - 1. Five (5) eight (8) hour days
 - 2. Four (4) ten (10) hour days
 - 3. Four (4) nine (9) hour days and one (1) four (4) hour day

Management retains the right to schedule the consecutive workdays other than Monday through Friday to meet the operational needs of the Town. Employees affected by such change will be given, (except in an emergency), fourteen (14) days prior notice of any permanent shift or schedule change.

- C. Employees who are assigned to work less than forty (40) hours per week shall work a schedule of hours arranged by the Town to assure the efficiency and operational needs of Town services.
- D. For the purpose of eligibility of benefits, employees covered by this Memorandum of Understanding as assigned by the Town to thirty-six (36) hours per week [ninety (90%) percent], shall be considered “full time.” Workers assigned less than thirty-six (36) hours shall be considered “part time” and have benefits prorated on the normal forty (40) hour week benefits rates.

Section 2.03 FLEXTIME

Non-exempt employees covered by this memorandum shall work the normal week, however the hours worked per day in a normal weekly period may be flexible. Exempt employees (exempt from overtime under the Fair Labor Standards Act (FLSA)) shall work a minimum of 80 hours biweekly depending on the employees work schedule, but the hours worked per day in a biweekly pay period are flexible. The Town Management and the employee may mutually agree, in writing, to a flexible work schedule provided such schedule does not interfere with Town operations or services. Flexible work schedules may be revoked by the Town Manager provided the employee is given at least fourteen (14) days written notice.

Evening meetings and other after hour’s assignments shall not be included in the normal workday for employees receiving Administrative Leave.

Section 2.04 OVERTIME FAIR LABOR STANDARDS ACT

All employees not exempt from the Fair Labor Standards Act (FLSA) shall receive overtime pay at time and one half pay for over forty (40) hours in a week. All employees covered by this Memorandum who are not exempt from the overtime provisions of the FLSA may, at the employee’s option, receive either pay or compensatory time off (CTO) not exceeding eighty (80) hours.

Section 2.05 MID-MANAGEMENT ADMINISTRATIVE LEAVE

All employees who are designated as Mid-Management and covered by this Memorandum shall be eligible to receive eighty-eight (88) hours per fiscal year of Administrative Leave accrual. Such leave may be taken, only upon advance written approval of the employee's Department Director, any time after it has been allocated. If any portion of the fiscal year is not worked by an employee (i.e., new hire or termination of employment), a prorated portion of this accrual will be calculated. Accruals shall be booked in July each year, or upon hire, and any unused balance shall be paid out on a regularly scheduled payroll in June each year at the employee's current rate of pay. The ability to cash out only occurs on the last pay date of the fiscal year for the full unused amount OR on termination a prorated percentage less any hours already used becomes vested on the last day of employment.

Section 2.06 DECLARED EMERGENCY COMPENSATION

In the event of a disaster declaration within the Town jurisdiction, employees who are exempt from FLSA shall receive additional compensation at time and a half for hours worked over 40 hours in a work week.

Section 2.07 LONGEVITY PAY

A. Eligibility

1. An employee who has completed ten (10) years of continuous service with the Town shall receive longevity pay incentive equal to five (5%) percent of the employees pay step effective on the employee's anniversary date.
2. An employee who has completed fifteen (15) years of continuous service with the Town shall receive longevity pay incentive equal to seven and one-half (7.5%) percent of the employees pay step effective on the employee's anniversary date.
3. The ten (10) year and fifteen (15) year longevity pay increases are not cumulative. The maximum longevity pay is seven and one half (7.5%) percent.

B. Performance

1. Annually, thirty (30) days before the employee's employment anniversary date, the employee's performance will be evaluated by the employee's supervisor.
2. If the employee's performance is "satisfactory," a career performance pay incentive will be granted for the next year.
3. If the employee's performance is "less than satisfactory," the employee shall not receive a career performance pay incentive for the next year. The denied employee will be eligible for a review in the following year.

Section 2.08 UNIFORM, BOOT & TOOL ALLOWANCE

- A. Field personnel will receive three hundred (\$300) dollars annual boot allowance, for the purchase, use and maintenance of work boots, meeting Town standards, which will be paid annually in July. "Field Personnel" shall include all CMMA employees who participate in field work as a necessary requirement of their job duties and require foot protection PPE. A list of

eligible employees to be determined annually by employee's department directors. Field personnel shall wear the appropriate foot protection PPE in the field as required for safety.

- B. The Fleet Manager will receive a five-hundred-dollar (\$500.00) uniform allowance per year for the cost and maintenance of the work uniform to be paid in 24 equal bi-weekly increments throughout the fiscal year.
- C. The Fleet Manager will receive one thousand seven hundred and fifty dollars (\$1,750.00) as a tool allowance for personally providing, using, and maintaining the mechanic tools necessary for the performance of the Town mechanic duties, to be paid in July of each year.

Section 2.09 GYM REIMBURSEMENT

The Town shall provide a gym reimbursement of up to \$120 per quarter, to reimburse actual cost of gym membership or subscription, up to the limit stated, to employees who attend the gym at least 13 times in a quarter. Employee shall submit proof of attendance and payment to payroll to be eligible for reimbursement.

Article III. PAID LEAVES

Section 3.01 HOLIDAYS

- A. Employees under this Memorandum shall be eligible to take the following holidays:

New Year's Day	1 dy	January 1st
Martin Luther King's Day	1 dy	3rd Monday January
Presidents Day	1 dy	3rd Monday in February
Memorial Day	1 dy	4th Monday in May
Juneteenth	1 dy	June 19th
Independence Day	1 dy	July 4th
Labor Day	1 dy	1st Monday in September
Veterans Day	1 dy	November 11th
Thanksgiving	2 dys	Thanksgiving & Pre or Post
Christmas	2 dys	Christmas & Pre or Post

- 1. Any observed holiday for a Presidentially declared National Day of Mourning for a President.
- 2. A holiday day shall consist of 8.0 hrs of paid time off, or a pro-rated portion for part time workers. If an employee is scheduled to work more than the defined hours of paid time off, such employee may use Floating Holiday, Vacation, CTO or flexible work hours during that workweek to make up the difference.
- 3. If a holiday falls on a Saturday, the preceding work day shall be observed. If a holiday falls on a Sunday, the following work day shall be observed.
- 4. If a holiday falls on a non-scheduled day, the nearest work day within the same work week shall be observed.
- 5. *The Pre/Post Christmas Day Holiday shall be taken by the employee on the day before or the day after Christmas according to the following schedule:

If Christmas falls on:

Monday
Tuesday
Wednesday
Thursday
Friday
Saturday
Sunday

Holiday shall be taken on:

following Tuesday
preceding Monday
following Thursday
preceding Wednesday
preceding Thursday
preceding Thursday
following Tuesday

Section 3.02 SICK LEAVE

- A. General Policy. Sick leave with pay shall be earned by regular full-time, regular part-time and those authorized limited term employees and may be used as herein provided.
- B. Definition. Sick leave means the necessary absence from duty of an employee because of:
1. The employee's illness or injury.
 2. The diagnosis, care, or treatment of an existing health condition of, or preventative care for, an employee
 3. The employee's exposure to contagious disease.
 4. The employee's dental, eye, and other physical or medical examination or treatment by a licensed practitioner.
 5. Illness or disability caused or contributed to by pregnancy, miscarriage, abortion, childbirth, or recovery from any of the foregoing.
 6. An employee who is a victim of domestic violence, sexual harassment, or stalking.
 7. The diagnosis, care, or treatment of an existing health condition of, or preventative care for, an employee's family member
 8. For the serious illness of a person in the employee's "immediate family". As with the employee's own illness or injury, absences may require substantiating sick leave as required by Section 3.03.C "Immediate family" is defined as: A person related by blood, marriage, or adoption who is a spouse, registered domestic partner, son, daughter, sister, sister-in-law, brother, brother-in-law, mother, father, grandfather or grandmother of either husband or wife, grandchild, or any other relative residing in the employee's immediate household.
- C. Substantiating Sick Leave. Department heads shall approve sick leave for the purposes mentioned in the above section. However, if in the opinion of the department head, there is a need for substantiating evidence or an investigation in regard to appropriate use of sick leave, he/she may require the employee to submit substantiating evidence including, but not limited to, a physician's certificate. The Town Manager may also require a substantiation of illness. Generally, after 3 days, or in any case where needed to prevent abuse of sick leave.
- D. Rate of Accrual. Paid sick leave shall accrue as follows:
1. Eight (8) hours per month for full-time employees.
 2. A regular part-time employee shall accrue sick leave with pay in proportion that his/her hours of service bear to full-time service.

3. No sick leave credit shall be earned when an employee is on leave without pay.
 4. Effective October 20, 2011, sick leave may be accumulated to a maximum of one thousand and forty (1,040) hours. No sick leave shall be earned beyond one thousand and forty (1,040) hours. Employees with a sick leave balance over the new cap of 1,040 hours at the time of approval of this Memorandum shall have their balance grandfathered; provided however, no new sick leave accumulation shall be earned balance over 1,040 hours by such employees.
- E. Exclusions. No employee shall be entitled to sick leave while absent from duty on account of any of the following causes:
1. Sickness or injury resulting from outside employment (as evidenced by a contract or payroll documents or as adjudicated by the Worker's Compensation Appeals Board).
 2. Injury purposely self-inflicted but not as a result of any job-related condition.
- F. Absence Paid by Worker's Compensation Insurance. Regular employees in this unit shall receive the difference between the Worker's Compensation for the lost time and the employee's sick leave accrued with assurance of no loss of salary as long as a sick leave balance is available (except as provided by the State Labor Code). Employees must send payments received from Worker's Compensation to the Town to avoid double payments as long as regular salary is received from the Town.
- G. Records. Sick leave shall be certified by the department head by way of electronic submittal of timesheets through the time keeping system. The Finance Department shall maintain complete and accurate sick leave records for all employees.
- H. Loss of Sick Leave. Any employee whose continuity of employment with the Town is broken for any reason shall lose his/her entitlement to any sick leave which has been accrued. However, when an employee is re-employed after a break in service resulting from layoff, leave of absence, reinstatement in accordance with the Town's Personnel Rules, or military leave, such employee shall be credited with any unused or uncompensated sick leave which had accumulated prior to such break in service. This sick leave balance will be added back upon resumption of employment.

Section 3.03 VACATION LEAVE

- A. Eligibility. All regular employees who are eligible for benefits under this Memorandum are eligible to earn and accrue vacation leave.
- B. Rate of Accrual. Except as otherwise provided in this section, eligible employees who are in a paid status of eighty (80) hours or seventy-two (72) hours per pay period shall earn vacation leave with pay at the following rate:
- *Confidential employees shall accrue vacation according to the following schedule:*

Years of Service	Vacation Hours Accrued Annually
0 – 4	100 Hours
5 – 9	150 Hours
10 & Over	200 Hours
 - *Mid-Management employees shall accrue vacation according to the following schedule:*

Years of Service	Vacation Hours Accrued Annually
0 – 4	120 Hours
5 – 9	135 Hours
10 – 14	176 Hours
15 & Over	200 Hours

- C. Eligible employees who are not in a paid status of full time during a pay period shall be credited with the appropriate prorated accrual based on the above hourly rates and actual hours in a paid status
- D. Vacation Accrual During Probation. New hire probationary employees during the first six (6) months of their probationary period, shall accrue vacation, but shall not take vacation.
- E. Use of Vacation. The time at which an employee may use his/her accrued vacation leave and the amount to be taken at any one time shall be determined by the department head with particular attention to the needs of the Town, but also as far as possible, considering the wishes of the employee. Employees shall not work for any other department of the Town during vacation leave.
- F. Maximum Accumulation. Effective January 1, 2020, an employee may accumulate up to two (2) times the employee's annual vacation rate. No additional vacation shall be earned once an employee has accrued two times the annual accrual limit.
- G. Terminal Vacation Pay. Employees who are separated from the Town shall be entitled to a lump sum payment for vacation leave accumulated as of the last day worked. In case of death, compensation for accrued vacation leave shall be paid in the same manner that salary due to the decedent is paid.
- H. Transfer of Vacation Leave. When an employee is transferred to, or appointed to, another department, the new department shall assume his/her vacation credit.

Section 3.04 BEREAVEMENT LEAVE

In the event of a death in the immediate family of an employee of the Town, bereavement leave shall be granted upon request not to exceed five days of regularly scheduled working hours for each leave, three (3) of which are paid.

"Immediate family" is defined as: a person related by blood, marriage, or adoption who is a spouse, son, daughter, sister, sister-in-law, brother, brother-in-law, mother, father, grandchild, grandfather or grandmother of either husband or wife, or any other relative residing in the employee's immediate household. The aforementioned bereavement leave shall not be deducted from or otherwise charted against sick leave or any other accrued leave or vacation for the first three (3) days.

Section 3.05 FAMILY MEDICAL LEAVE (FMLA)

The Town will comply with the provisions of the Family Medical Leave Act (FMLA), the California Family Rights Act (CFRA) and other related federal, state and local laws with regards to leaves of absence.

- A. Family Medical Leave Act (FMLA) & California Family Rights Act (CFRA)
 - 1. An employee shall be eligible for FMLA and CFRA leave only if the employee has worked for the Town at least twelve (12) months, including a minimum of one thousand, two

hundred fifty (1,250) hours of paid service during the twelve (12) month period immediately preceding the leave.

2. An employee is entitled to use sick leave concurrently if the leave is for the employee's own serious health condition or the leave is needed to care for an FMLA/CFRA qualified family member and would otherwise be approved as sick leave.
3. Employees eligible for such leave may elect to take up to twelve (12) work weeks in a rolling 12 month period of leave for one of the following reasons:
 - a. The birth of a child or to care for a newborn of the employee.
 - b. The placement of a child with an employee in connection with the adoption or foster care of a child.
 - c. Leave to care for a child, parent, spouse or domestic partner who has a serious health condition
 - d. When the employee is unable to work because of his or her own serious medical condition.
 - e. For a "qualifying exigency" arising out of the fact that an employee's spouse, child or parent is on active military duty or has been notified of an impending call or order to active duty in support of a contingency operation involving the U.S. Armed Forces.
 - f. To care for a spouse, child, parent, or "next of kin" servicemember of the U.S. Armed Forces who has a serious injury or illness incurred in the line of duty while on active military duty (up to 26 work weeks to care for an injured service member).
4. The Town will continue to provide group health benefits and will pay the Town's share of the health plan premium during the leave. The employee is responsible for timely payment of his share of the premium.
5. The Town will reinstate the employee to the employee's previously held position or a substantially equivalent one if said position is not available. The employee, however, will lose reinstatement rights to such a position if the employee is unable to perform the essential functions of the job due to physical or mental condition under provisions of the Americans with Disabilities Act.
6. An employee on FMLA is equally subject to layoffs as are others continuously employed by the department.
7. The employee is required to give thirty (30) calendar days notice to the department head that a leave under the FMLA is being requested. If such an advance notice is not practical, the employee shall inform the department head of the need for leave as soon as possible.
8. Leaves shall be applied for in writing to the department head with accompanying documentation and verification by the appropriate medical provider. The request shall normally be initiated by the employee but may be initiated by The Town.

Section 3.06 FLOATING HOLIDAYS

Floating holidays are to be used at the employee's discretion.

- A. The current floating holiday benefit is 30 hours per year or a pro-rated portion for part time workers.
- B. The floating holiday shall be credited at the beginning of each calendar year or upon employment on a prorated basis and are to be used during the calendar year in which they are credited.
- C. An employee who has a balance at the end of the calendar year will not have the full new year's hours credited but will have hours topped back up to 30. hours. Example: if 8 hours remaining, will receive 22 hours topped up to total of 30 at the beginning of the calendar year.

Section 3.07 NON PAID MEDICAL LEAVE OF ABSENSE

If a non-paid leave does not qualify under FMLA, the employee may request a non-paid leave of absence for medical reasons in accordance with the following:

- 1. The employee shall have used all accrued sick leave, vacation, and compensation time off balances.
- 2. Leaves of -6 months or less may be granted by the Town Manager. Leaves greater than 6 months require the prior approval of the Town Council.
- 3. A request for non-paid medical leave under the provisions of this section requires medical verification by the employee's medical provider and must be provided for in writing to the employee's department head.
- 4. The employee may continue in the Town health plans by advancing the full premium during the leave period.
- 5. An employee seeking approval of a non-paid medical leave of absence may also be required to participate in an interactive process, designed to determine whether they have a qualifying disability under the Federal Americans with Disabilities Act (ADA) or California Fair Employment and Housing Act (FEHA), and whether or not a reasonable accommodation enabling the employee to perform the essential functions of their job (including the non-paid medical leave of absence) is available. At the end of the period of approved leave, an employee who remains unable to perform the essential functions of the job and for whom no reasonable accommodation can be identified may be medically separated from employment. The interactive process and any evaluation of reasonable accommodations are conducted on a case-by-case basis.
- 6. The Town reserves the right to deny a non-paid leave and to deny the extension of such a leave, subject to any requirement for reasonable accommodations.
- 7. An employee granted a leave under this provision is expected to return to his or her normally assigned duties upon the expiration of the leave. In the event layoffs are implemented during the period of leave, the employee shall be treated as if they are in active duty.

Article IV. INSURANCE BENEFITS

Section 4.01 MEDICAL INSURANCE

- A. All employees must enroll in an available Medical Plan in accordance with PERS and Town regulations. Employee shall pay all administrative fees required by the PERS medical program.
- B. The CalPERS Health Program is governed by the Public Employees Medical and Hospital Care Act (PEMHCA), and the California Code of Regulations (CCR), of the California Public Employees Retirement Law (PERL). Effective July 1, 2025, or as soon as possible, following approval of the CalPERS Health Resolution by the Town of Paradise Town Council, and the subsequent CalPERS Health Contract change date, which is on the first day of the second month in which the resolution is filed and received by CalPERS, the Town agrees to pay monthly a portion of the premiums for a medical plan, equal to 80% Town share, 20% employee split of the PERS Gold Basic monthly insurance premium rate.
- C. Pay-in-lieu of benefits for employees, with proof of other medical coverage, equal to the Employee Only rate.

Section 4.02 DENTAL INSURANCE

Employees may choose to be covered under a Dental plan in accordance with the plan carrier and Town regulations. Effective January 1, 2012, premiums, the Town will share the cost of dental premiums at 80% (employer) – 20% (employee) ratio. The 80%-20% ratio would exist for each of the tiers (employee only, employee plus one, and employee plus family).

Section 4.03 VISION INSURANCE

Employees may choose to be covered under a Vision plan in accordance with the plan carrier and Town regulations. The Town agrees to pay 80% of the premium for the vision plan.

Section 4.04 DEFERRED COMPENSATION OPTION

- A. Employees may shift Town share to the medical plan premiums to a Town sponsored deferred compensation program (either MissionSquare, formerly ICMA or VOYA, formerly ING) subject to one of the following conditions:
 - 1. An employee must submit proof of coverage under another health plan, which must be comparable to one of the plans offered under PERS by the Town and a signed health insurance waiver by July 1st and January 1st of each year.
 - 2. An employee must provide proof of coverage under the employee's retired health plan, which must be comparable to one of the plans offered under PERS by the Town, and a signed health insurance waiver by July 1st and January 1st of each year to qualify for waiver from the Town Health Plan requirements.
- B. The maximum amount that can be deferred shall be limited to the amount the Town is contributing towards the "employee only" medical rate only.

Section 4.05 LONG-TERM DISABILITY INSURANCE

The Town shall provide to the employees in the unit long-term disability insurance in the amount of two-thirds (2/3) of base salary and including a rider for future eligibility.

Section 4.06 LIFE INSURANCE

- A. Town shall provide prepaid life insurance in an amount of one hundred thousand (\$100,000) dollars for each employee in the Bargaining Unit.
- B. If acceptable to the life insurance carrier, the Town shall allow an employee at their cost to buy up to an additional one hundred thousand (\$100,000) dollars of life insurance coverage.
- C. This benefit will be taxable to the employee in accordance with IRS guidelines, currently premiums in excess of \$50,000 are taxable to the employee as "other compensation" on w-2's.
- D. Basic Life & AD&D Insurance reduces to 65% when you reach age 65, 45% when you reach age 70 and to 20% when you reach age 80.

Section 4.07 PUBLIC EMPLOYEE UNEMPLOYMENT INSURANCE

Town shall provide Public Employee Unemployment Insurance at no cost to employee.

Section 4.08 WORKER'S COMPENSATION

Town shall provide Worker's Compensation Insurance at no cost to employee.

Article V. RETIREMENT BENEFITS

Section 5.01 RETIREMENT

- A. Effective February 14, 2011, The Town shall have a Two-Tier Retirement Plan. These tiers shall consist of a 2%@55 and 2%@60 benefit level.
 - 1. The Town shall provide for miscellaneous employees in the Association hired before February 14, 2011, the Public Employees Retirement System (PERS) two percent (2%) at fifty-five (55) retirement. The 2%@55 PERS plan shall also include the fourth level of 1959 Survivor Benefits (Section 21574). The 2%@55 PERS plan shall include the one-year final compensation program (Government Code Section 20042).
 - 2. Town shall provide for Miscellaneous employees in the Association hired on and after February 14, 2011, The Public Employees Retirement System (PERS) plan at two (2%) at sixty (60) retirement. This 2%@60 PERS plan shall also include the fourth level of 1959 Survivor Benefits (Section 21574). This 2%@60 PERS plan shall include a three (3) year final compensation averaging.
- B. The Public Employees Pension Reform Act of 2013 (PEPRA) adds a Third Tier to the Town's Retirement Benefits. All new members hired on or after January 1, 2013, shall be provided The Public Employees Retirement System (PERS) plan at two (2%) at sixty-two (62) retirement. This 2%@62 PERS plan shall include a three (3) year final compensation averaging. Also set forth by PEPRA is the provision that employees in this benefit Tier shall pay fifty percent (50%) of the total normal cost rate.

Section 5.02 RETIREE MEDICAL

- A. Upon enrollment in the PERS medical program, health plans for employees retiring after enrollment shall be in accordance with PERS medical program regulations.
- B. Employees of the Town, who, within 120 days from the date of separation from employment, receive a monthly retirement allowance under the PERS retirement plan, and are eligible for health enrollment on the date of separation in the Town's medical plan, shall have a Town paid contribution towards the medical plan premium. The contribution shall be under the uneven contribution program in accordance with PERS medical program regulations.
- C. In addition, accumulated sick leave at time of retirement, not used for any other purpose, may be converted to paid health plan premium until the sick leave conversion is exhausted or the retiree reaches sixty-five (65) or the spouse or surviving spouse reaches sixty-five (65). The rate of sick leave conversion shall be fifty (50%) percent of the regular daily rate the employee was receiving at retirement. This amount will be calculated at the time of separation and lump sum payout in consideration of this benefit will be processed and paid upon termination.

Article VI. OTHER BENEFITS

Section 6.01 EDUCATION/TUITION REIMBURSEMENT

EDUCATION REIMBURSEMENT PURPOSE. The parties agree to an education reimbursement program to be jointly administered by representatives of the Association and the Town.

EDUCATION REIMBURSEMENT. Confidential/Mid-Management employees shall receive education reimbursement according to the following parameters:

- A. The Confidential/Mid-Management employees can receive up to six hundred (\$600) dollars per student per fiscal year.
- B. Reimbursement to an individual may not exceed fifty percent (50%) of actual costs for tuition and textbooks.
- C. Approved reimbursement must be for courses related to the job of the employee.
- D. Before reimbursement is given, the employee must submit evidence that a grade 'C' or better has been earned in the course.
- E. The courses approved must be taken on the employee's own time.
- F. In addition, confidential employees shall receive tuition reimbursement as follows:
- G. Course work that is directly related and necessary to the job of an employee, as requested by the department director and approved by the Town Manager, shall be reimbursed at one hundred percent (100%) of actual costs for tuition and textbooks and employee may be given flextime to take course during regular work hours.

Section 6.02 VEHICLE USAGE

The positions of Town Engineer, Public Works Manager, Building Official, Onsite Official and Assistant Onsite Sanitary Official shall have reasonable use of assigned vehicles within a seventy-five (75) mile radius of the Town of Paradise at the discretion of the Town Manager.

Article VII. SAFETY & PERSONNEL

Section 7.01 SAFETY PROVISIONS

Town shall make reasonable provisions for the safety of employees in the performance of their work.

Section 7.02 PERSONNEL RULES

Where benefits and working conditions are not specifically described in this Memorandum those provided for by the Town of Paradise Personnel Rules shall apply. If such rules conflict with language contained in this Memorandum, this Memorandum shall have precedent.

In the event of proposed changes to Town Personnel Rules and Regulations, subject to meet and confer, the Association shall be advised in writing, for the purpose of enabling the Town and the Association to meet and consult as soon as possible with respect to any proposed changes.

Section 7.03 TERMS OF PROBATION

- A. Newly hired employees shall have a one-year probation period and shall be eligible for a step increase after one (1) year.
- B. An employee promoted to a class with a higher pay range shall have a new merit pay anniversary date effective the date of promotion. Promotional employees shall serve a six (6) month probationary period. An employee who is promoted and who has passed probation in their formerly held lower class, if rejected during the promotional probation period, shall have the right to return to their former class and pay status.
- C. Employees rejected during the probation period shall have no right to appeal the rejection.
- D. Failure to pass probation is considered part of the testing process and not a demotion or disciplinary action. The probationary period shall be considered as a portion and extension of the selection process and employees may be rejected at any time by the appointing power without cause during the probation period.

Section 7.04 SALARY RANGE POLICY

Disclosure of salaries of individual confidential/mid-management employees shall be made only in accordance with the requirement of the California Public Records Act. Employee salary information has been deemed to be public information and will be released when, and as required by law.

Section 7.05 GRIEVANCE PROCEDURE

- A. GRIEVANCE DEFINITIONS

1. Grievance. A grievance is a claimed violation, misapplication, or misinterpretation of a specific provision of this Memorandum which adversely affects the grievant.
2. Grievant. A grievant is an employee in the unit who is filing a grievance as defined above. Alleged violations, misapplications, or misinterpretations which affect more than one employee in substantially similar manner may be consolidated at the discretion of management as a group grievance and thereafter represented by a single grievant.
3. Day. Day shall mean a calendar day

B. GRIEVANCE PROCESS

1. Informal Level.

Within seven (7) days from the event giving rise to a grievance or from the date the employee could reasonably have been expected to have had knowledge of such event, the grievant shall orally discuss his/her grievance with his/her immediate supervisor. A supervisor shall have seven (7) days to give an answer to the employee.

2. Formal Levels.

- a. Level 1. If a grievant is not satisfied with the resolution proposed at the informal level, he/she may within fourteen (14) days of the receipt of such answer file a formal written grievance with his/her supervisor on a form containing a statement describing the grievance, the section of this Memorandum allegedly violated, and the remedy requested. The supervisor (or designee) shall, within five (5) days thereafter give a written answer to the grievant on the form provided.
- b. Level 2. If the grievant is not satisfied with the written answer from the supervisor, the grievant may within fourteen (14) days from the receipt of such answer, file a written appeal to the department head. Within fourteen (14) days of receipt of the written appeal, the department head or his/her designee shall investigate the grievance which may include a meeting with the concerned parties and give written answer to the grievant.
- c. Level 3. If the grievant is not satisfied with the written answer from the department head, the grievant may, within fourteen (14) days from the receipt of such answer file a written appeal to the Town Manager. Within (14) fourteen days of receipt of the written appeal, the Town Manager or his/her designee, shall investigate the grievance which shall include a meeting with the concerned parties and give written answer to the grievant.
- d. Level 4. If the grievant is not satisfied with the written answer from the Town Manager, the grievant may, within fourteen (14) days from the receipt of such answer, file a written appeal to the Town Council. Within fourteen (14) days of receipt of the written appeal, the Town Manager or his/her designee shall schedule a personnel session with the concerned parties and the Town Council. The Town Council will conduct the hearing and render a decision which shall be final and binding on both parties.

C. GENERAL PROVISIONS

1. If a grievant fails to carry his/her grievance forward to the next level within the prescribed time period, the grievance shall be considered settled based upon the decision rendered at the most recent step utilized.
2. If a supervisor or manager fails to respond with an answer within the given time period, the grievant may appeal his/her grievance to the next higher level.
3. The grievant may be represented by a person of his/her choice at any formal level of this procedure.
4. Time limits and formal levels may be waived by mutual written consent of the parties.
5. Proof of service shall be accomplished by certified mail or personal delivery.

Section 7.06 TERMINATION OF MID-MANAGEMENT EMPLOYEES

In the event a non-probationary mid-management employee is terminated or asked other than for willful misconduct in office to resign, they will receive, at a minimum, thirty (30) days written notice and legally mandated pay for unused annual vacation leave, administrative leave, and sick leave in accordance with this MOU and the Town Personnel Rules.

Article VIII. CLOSING

Section 8.01 SAVINGS PROVISION

If any provisions of this Memorandum are held to be contrary to law by a court of competent jurisdiction, such provisions will not be deemed valid and subsisting except to the extent permitted by law, but all other provisions will continue in full force and effect.

Section 8.02 FULL UNDERSTANDING, MODIFICATION AND WAIVER

This Memorandum sets forth the full and entire understanding of the parties regarding the matters set forth herein, and any other prior or existing understanding or agreements by the parties, whether formal or informal, regarding any such matters are hereby superseded or terminated in their entirety.

No agreement, alteration, understanding, variation, waiver, or modification of any of the terms or provisions contained herein shall in any manner be binding upon the parties hereto unless made and executed in writing by all parties hereto, and if required, approved by the Town Council.

The waiver of any breach, term or condition of this Memorandum by either party shall not constitute a precedent in the future enforcement of all its terms and conditions.

Section 8.03 PEACEFUL PERFORMANCE

The parties to this Memorandum recognize and acknowledge that the services performed by the Town employees covered by this Memorandum are essential to the public health, safety, and general welfare of the residents of this jurisdiction. Association agrees that under no circumstances will the Association recommend, encourage, cause or permit its members to initiate, recognize, participate in, nor will any member of the bargaining unit take part in any strike, sit-down, stay-in, sick-out, slow-down, or picketing (hereinafter collectively referred to as work stoppage), in any office or department of this

jurisdiction, nor to curtail any work or restrict any production, or interfere with any operation of the Town. In the event of any such work stoppage by any member of the bargaining unit, the Town shall not be required to negotiate on the merits of any dispute which may have given rise to such work stoppage until said work stoppage has ceased.

Section 8.04 IMPLEMENTATION

The Memorandum shall be of no force or effect until ratified and approved by formal action of the Town Council and the membership of the Confidential/Mid-Management Unit. It is recognized that certain provisions may require ordinance changes in order to be effectuated.

Section 8.05 TERM OF MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding shall be effective as of July 1, 2025, and shall remain in full force and effect to, and including June 30, 2028. After June 30, 2028, the Memorandum shall terminate. Until the Town and Association agree on the terms for a subsequent memorandum of understanding, or there is completion of impasse procedures as specified in Town Policy and Procedure and/or California Statutes regarding a new memorandum of understanding, the terms of this Memorandum will remain in effect, except for those provisions which have been assigned expiration dates. The Association and the Town shall endeavor to provide notice to the other party well in advance of the expiration date and as timely as possible relative to the Town Budget Adoption.

DATED: 6/3/2025

Town Representative:  _____
Town Manager

CMMA Representative:  _____
Association President

TOWN OF PARADISE SALARY PAY PLAN
CONFIDENTIAL AND MID-MANAGEMENT ASSOCIATION
Exhibit "A"

Position Title	Hours/ Week	A Step	B Step	C Step	D Step	E Step	F Step
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ACCOUNTANT

ACCOUNTING ANALYST

INFORMATION SYSTEMS TECHNICIAN II

Effective July 1, 2025

HOURLY	40	34.25	35.96	37.76	39.65	41.63	43.71
BIWEEKLY		2,740.00	2,876.80	3,020.80	3,172.00	3,330.40	3,496.80
MONTHLY		5,936.67	6,233.07	6,545.07	6,872.67	7,215.87	7,576.40
ANNUAL		71,240.00	74,796.80	78,540.80	82,472.00	86,590.40	90,916.80

Effective July 1, 2026

HOURLY	40	35.62	37.40	39.27	41.23	43.29	45.45
BIWEEKLY		2,849.60	2,992.00	3,141.60	3,298.40	3,463.20	3,636.00
MONTHLY		6,174.13	6,482.67	6,806.80	7,146.53	7,503.60	7,878.00
ANNUAL		74,089.60	77,792.00	81,681.60	85,758.40	90,043.20	94,536.00

Effective July 1, 2027

HOURLY	40	37.04	38.89	40.83	42.87	45.01	47.26
BIWEEKLY		2,963.20	3,111.20	3,266.40	3,429.60	3,600.80	3,780.80
MONTHLY		6,420.27	6,740.93	7,077.20	7,430.80	7,801.73	8,191.73
ANNUAL		77,043.20	80,891.20	84,926.40	89,169.60	93,620.80	98,300.80

SENIOR ACCOUNTANT

FLEET MANAGER

Effective July 1, 2025

HOURLY	40	37.78	39.67	41.65	43.73	45.92	48.22
BIWEEKLY		3,022.40	3,173.60	3,332.00	3,498.40	3,673.60	3,857.60
MONTHLY		6,548.53	6,876.13	7,219.33	7,579.87	7,959.47	8,358.13
ANNUAL		78,582.40	82,513.60	86,632.00	90,958.40	95,513.60	100,297.60

Effective July 1, 2026

HOURLY	40	39.29	41.25	43.31	45.48	47.75	50.14
BIWEEKLY		3,143.20	3,300.00	3,464.80	3,638.40	3,820.00	4,011.20
MONTHLY		6,810.27	7,150.00	7,507.07	7,883.20	8,276.67	8,690.93
ANNUAL		81,723.20	85,800.00	90,084.80	94,598.40	99,320.00	104,291.20

Effective July 1, 2027

HOURLY	40	40.86	42.90	45.05	47.30	49.67	52.15
BIWEEKLY		3,268.80	3,432.00	3,604.00	3,784.00	3,973.60	4,172.00
MONTHLY		7,082.40	7,436.00	7,808.67	8,198.67	8,609.47	9,039.33
ANNUAL		84,988.80	89,232.00	93,704.00	98,384.00	103,313.60	108,472.00

TOWN OF PARADISE SALARY PAY PLAN
CONFIDENTIAL AND MID-MANAGEMENT ASSOCIATION
Exhibit "A"

Position Title	Hours/ Week	A Step	B Step	C Step	D Step	E Step	F Step
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ONSITE SANITARY OFFICIAL

Effective July 1, 2025

HOURLY	40	40.71	42.75	44.89	47.13	49.49	51.96
BIWEEKLY		3,256.80	3,420.00	3,591.20	3,770.40	3,959.20	4,156.80
MONTHLY		7,056.40	7,410.00	7,780.93	8,169.20	8,578.27	9,006.40
ANNUAL		84,676.80	88,920.00	93,371.20	98,030.40	102,939.20	108,076.80

Effective July 1, 2026

HOURLY	40	42.34	44.46	46.68	49.01	51.46	54.03
BIWEEKLY		3,387.20	3,556.80	3,734.40	3,920.80	4,116.80	4,322.40
MONTHLY		7,338.93	7,706.40	8,091.20	8,495.07	8,919.73	9,365.20
ANNUAL		88,067.20	92,476.80	97,094.40	101,940.80	107,036.80	112,382.40

Effective July 1, 2027

HOURLY	40	44.03	46.23	48.54	50.97	53.52	56.20
BIWEEKLY		3,522.40	3,698.40	3,883.20	4,077.60	4,281.60	4,496.00
MONTHLY		7,631.87	8,013.20	8,413.60	8,834.80	9,276.80	9,741.33
ANNUAL		91,582.40	96,158.40	100,963.20	106,017.60	111,321.60	116,896.00

SENIOR PLANNER

Effective July 1, 2025

HOURLY	40	42.76	44.90	47.15	49.51	51.99	54.59
BIWEEKLY		3,420.80	3,592.00	3,772.00	3,960.80	4,159.20	4,367.20
MONTHLY		7,411.73	7,782.67	8,172.67	8,581.73	9,011.60	9,462.27
ANNUAL		88,940.80	93,392.00	98,072.00	102,980.80	108,139.20	113,547.20

Effective July 1, 2026

HOURLY	40	44.47	46.69	49.02	51.47	54.04	56.74
BIWEEKLY		3,557.60	3,735.20	3,921.60	4,117.60	4,323.20	4,539.20
MONTHLY		7,708.13	8,092.93	8,496.80	8,921.47	9,366.93	9,834.93
ANNUAL		92,497.60	97,115.20	101,961.60	107,057.60	112,403.20	118,019.20

Effective July 1, 2027

HOURLY	40	46.25	48.56	50.99	53.54	56.22	59.03
BIWEEKLY		3,700.00	3,884.80	4,079.20	4,283.20	4,497.60	4,722.40
MONTHLY		8,016.67	8,417.07	8,838.27	9,280.27	9,744.80	10,231.87
ANNUAL		96,200.00	101,004.80	106,059.20	111,363.20	116,937.60	122,782.40

TOWN OF PARADISE SALARY PAY PLAN
CONFIDENTIAL AND MID-MANAGEMENT ASSOCIATION
Exhibit "A"

Position Title	Hours/ Week	A Step	B Step	C Step	D Step	E Step	F Step
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HOUSING PROGRAM MANAGER

PUBLIC WORKS MANAGER

Effective July 1, 2025

HOURLY	40	44.94	47.19	49.55	52.03	54.63	57.36
BIWEEKLY		3,595.20	3,775.20	3,964.00	4,162.40	4,370.40	4,588.80
MONTHLY		7,789.60	8,179.60	8,588.67	9,018.53	9,469.20	9,942.40
ANNUAL		93,475.20	98,155.20	103,064.00	108,222.40	113,630.40	119,308.80

Effective July 1, 2026

HOURLY	40	46.74	49.08	51.53	54.11	56.82	59.66
BIWEEKLY		3,739.20	3,926.40	4,122.40	4,328.80	4,545.60	4,772.80
MONTHLY		8,101.60	8,507.20	8,931.87	9,379.07	9,848.80	10,341.07
ANNUAL		97,219.20	102,086.40	107,182.40	112,548.80	118,185.60	124,092.80

Effective July 1, 2027

HOURLY	40	48.61	51.04	53.59	56.27	59.08	62.03
BIWEEKLY		3,888.80	4,083.20	4,287.20	4,501.60	4,726.40	4,962.40
MONTHLY		8,425.73	8,846.93	9,288.93	9,753.47	10,240.53	10,751.87
ANNUAL		101,108.80	106,163.20	111,467.20	117,041.60	122,886.40	129,022.40

CAPITAL PROJECTS MANAGER

PROJECT MANAGER (RECOVERY)

Effective July 1, 2025

HOURLY	40	46.04	48.34	50.76	53.30	55.97	58.77
BIWEEKLY		3,683.20	3,867.20	4,060.80	4,264.00	4,477.60	4,701.60
MONTHLY		7,980.27	8,378.93	8,798.40	9,238.67	9,701.47	10,186.80
ANNUAL		95,763.20	100,547.20	105,580.80	110,864.00	116,417.60	122,241.60

Effective July 1, 2026

HOURLY	40	47.88	50.27	52.78	55.42	58.19	61.10
BIWEEKLY		3,830.40	4,021.60	4,222.40	4,433.60	4,655.20	4,888.00
MONTHLY		8,299.20	8,713.47	9,148.53	9,606.13	10,086.27	10,590.67
ANNUAL		99,590.40	104,561.60	109,782.40	115,273.60	121,035.20	127,088.00

Effective July 1, 2027

HOURLY	40	49.80	52.29	54.90	57.65	60.53	63.56
BIWEEKLY		3,984.00	4,183.20	4,392.00	4,612.00	4,842.40	5,084.80
MONTHLY		8,632.00	9,063.60	9,516.00	9,992.67	10,491.87	11,017.07
ANNUAL		103,584.00	108,763.20	114,192.00	119,912.00	125,902.40	132,204.80

TOWN OF PARADISE SALARY PAY PLAN
CONFIDENTIAL AND MID-MANAGEMENT ASSOCIATION
Exhibit "A"

Position Title	Hours/ Week	A Step	B Step	C Step	D Step	E Step	F Step
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COMMUNITY DEVELOPMENT MANAGER
SENIOR CAPITAL PROJECTS MANAGER

Effective July 1, 2025

HOURLY	40	49.59	52.07	54.67	57.40	60.27	63.28
BIWEEKLY		3,967.20	4,165.60	4,373.60	4,592.00	4,821.60	5,062.40
MONTHLY		8,595.60	9,025.47	9,476.13	9,949.33	10,446.80	10,968.53
ANNUAL		103,147.20	108,305.60	113,713.60	119,392.00	125,361.60	131,622.40

Effective July 1, 2026

HOURLY	40	51.57	54.15	56.86	59.70	62.69	65.82
BIWEEKLY		4,125.60	4,332.00	4,548.80	4,776.00	5,015.20	5,265.60
MONTHLY		8,938.80	9,386.00	9,855.73	10,348.00	10,866.27	11,408.80
ANNUAL		107,265.60	112,632.00	118,268.80	124,176.00	130,395.20	136,905.60

Effective July 1, 2027

HOURLY	40	53.63	56.31	59.13	62.09	65.19	68.45
BIWEEKLY		4,290.40	4,504.80	4,730.40	4,967.20	5,215.20	5,476.00
MONTHLY		9,295.87	9,760.40	10,249.20	10,762.27	11,299.60	11,864.67
ANNUAL		111,550.40	117,124.80	122,990.40	129,147.20	135,595.20	142,376.00

SUPERVISING PROJECT MANAGER

Effective July 1, 2025

HOURLY	40	53.41	56.08	58.88	61.82	64.91	68.16
BIWEEKLY		4,272.80	4,486.40	4,710.40	4,945.60	5,192.80	5,452.80
MONTHLY		9,257.73	9,720.53	10,205.87	10,715.47	11,251.07	11,814.40
ANNUAL		111,092.80	116,646.40	122,470.40	128,585.60	135,012.80	141,772.80

Effective July 1, 2026

HOURLY	40	55.55	58.33	61.25	64.31	67.53	70.91
BIWEEKLY		4,444.00	4,666.40	4,900.00	5,144.80	5,402.40	5,672.80
MONTHLY		9,628.67	10,110.53	10,616.67	11,147.07	11,705.20	12,291.07
ANNUAL		115,544.00	121,326.40	127,400.00	133,764.80	140,462.40	147,492.80

Effective July 1, 2027

HOURLY	40	57.77	60.66	63.69	66.87	70.21	73.72
BIWEEKLY		4,621.60	4,852.80	5,095.20	5,349.60	5,616.80	5,897.60
MONTHLY		10,013.47	10,514.40	11,039.60	11,590.80	12,169.73	12,778.13
ANNUAL		120,161.60	126,172.80	132,475.20	139,089.60	146,036.80	153,337.60