

March 3, 2023

Mary Reed  
200 E. Santa Clara Street  
San Jose, CA 95113

RE: Information Request, dated February 13, 2023

Dear Ms. Reed:

Below please find information responsive to your information request, dated February 13, 2023. Please note that we are continuing to gather additional information responsive to your request, and we will send this information to you as soon as it becomes available.

1. The cost of a 1% wage increase for all non-sworn represented bargaining units, with each bargaining unit itemized separately, including the following detail:
  - a. Total base salary cost
  - b. Total fringe cost due to pension and other salary driven payroll costs

**As the City conveyed via email on February 17, 2023, in order to provide the most updated data for this item, additional time is required to be able to pull the data based on FY 2023-2024 base budget information. The City anticipates having this information by the week of March 13, 2023, and have heard no concerns from you regarding the City's timing. As such, we will separately provide a response to this item.**

2. A list of all ABMEI represented employees, including the following:
  - a. Employee name
  - b. Job classification
  - c. Bargaining Unit
  - d. Department
  - e. Date of hire
  - f. Pension Tier
  - g. Hours of work
  - h. Budgeted salary
  - i. Other budgeted payroll costs
  - j. Any special pay or differentials
  - k. Source of funds for the position

**Please see Attachment A. Please note that:**

- **This is data as of February 24, 2023,**
- **“Start Date” is the employee’s start date of City service, and**

- **Information related (h), (i), (j), and (k) is not readily available.**

3. A list of all vacant positions citywide, including the following:
  - a. Job classification
  - b. Bargaining unit
  - c. Budgeted amount for the position
  - d. Date position became vacant
  - e. Date recruitment process was opened for the position or anticipated start date of recruitment process where available
  - f. If a temporary hire or retiree rehire position is linked to/funded by the vacancy

**Please see Attachment B for a list of vacant positions represented by AMBEI, as of February 24, 2023. Please note that information related (c), (e), and (f) is not readily available.**

4. A list of all approved Temp-U and Retiree Rehire requests, including job titles and rate of pay or monetary value of the request.

**Please see Attachment C for a list of all Temp-U or rehired retiree positions and their rate of pay, as of February 24, 2023.**

5. A list of all employee departures from city employment for each of the past five years, including departure type (retirement, resignation, termination, etc.), date of departure, length of employment at the City and job classification.

**Please see Attachment D for a list of all ABMEI-represented departures from City service between February 24, 2018, and February 24, 2023.**

6. A list of non-sworn new hires for each of the past five fiscal years, including whether the employee was hired into a full-time permanent position, part time position, temporary position or a retiree rehire.

**A new hire is defined as a hire into City service with no prior City service. Please see Attachment E for a list of all ABMEI-represented new hires into City service between July 1, 2017, and June 30, 2022. Please note that rehired retirees are not new hires, as they have previously been employed by the City, and would be considered rehires. A list of active rehired retirees can be found in Attachment C.**

7. Results from all employee exit surveys conducted since January 2022, including the primary reasons for leaving city employment.

**Exit surveys are not required within the City and are handled by the Departments. Where they occur, they are often conducted verbally and not with a set of standardized set of questions. As such, this information is not readily available.**

8. The current budgeted vacancy rate for each department

**Please see the response to Item #1, above.**

9. The number of employees in each non-sworn bargaining unit who have taken parental leave for each of the past five fiscal years or an estimate if exact data is not available.

**An Information Memorandum will be released within the next few days the content of which is responsive to this request. The City will provide a link to this memorandum to the union upon publication.**

Sincerely,



Jennifer Schembri  
Director of Employee Relations  
Director of Human Resources

## Attachment A - ABMEI

Name	Department	Job Title	Benefit Level	Start Date	Union	Base Pay Hourly Rate (Pensionable Only)	Base Pay Hourly Rate (Pensionable & Non-Pensionable Pays)	Retirement Plan
Allan Chan	Planning, Building, and Code Enforcement	Bldg Inspect Combo Cert III FT	40.00	10/16/2022	ABMEI	\$ 57.39	\$ 60.26	FED Tier 1 CalPERS Classic
Benjamin Campbell	Planning, Building, and Code Enforcement	Bldg Inspect Combo Cert III FT	40.00	10/16/2022	ABMEI	\$ 53.35	\$ 56.02	FED Tier 1 CalPERS Classic
Patrick Lewis	Planning, Building, and Code Enforcement	Bldg Inspect, Supvr Cert II	40.00	11/29/1998	ABMEI	\$ 73.61	\$ 77.29	FED Tier 1 Non-Mgmt VEBA
Keith Van Gastel	Planning, Building, and Code Enforcement	Bldg Inspect, Supvr Cert II	40.00	6/23/2013	ABMEI	\$ 73.61	\$ 77.29	FED Tier 2A Non-Mgmt VEBA
Kevin Kilmer	Planning, Building, and Code Enforcement	Bldg Inspect Combo Cert, Sr FT	40.00	5/12/2013	ABMEI	\$ 63.26	\$ 66.42	FED Tier 2A Non-Mgmt VEBA
Armand Nascimento	Public Works	Bldg Inspect Combo Cert, Sr FT	40.00	6/1/1999	ABMEI	\$ 63.26	\$ 66.42	Federated Tier 1 - ABMEI
Chris Vieira	Planning, Building, and Code Enforcement	Bldg Inspect, Supvr Cert II	40.00	7/25/2012	ABMEI	\$ 73.61	\$ 77.29	Federated Tier 1 - ABMEI
David Floyd	Planning, Building, and Code Enforcement	Bldg Inspect, Supvr Cert II	40.00	8/12/2012	ABMEI	\$ 73.61	\$ 77.29	Federated Tier 1 - ABMEI
George Gonzalez	Public Works	Bldg Inspect Combo Cert I FT	40.00	9/6/1998	ABMEI	\$ 56.24	\$ 59.05	Federated Tier 1 - ABMEI
Greg Rindfleisch	Planning, Building, and Code Enforcement	Bldg Inspect, Supvr Cert II	40.00	6/16/1997	ABMEI	\$ 73.61	\$ 77.29	Federated Tier 1 - ABMEI
Ignacio Preciado	Public Works	Bldg Inspect, Supvr Cert II	40.00	11/9/2003	ABMEI	\$ 73.61	\$ 77.29	Federated Tier 1 - ABMEI
James Law	Planning, Building, and Code Enforcement	Bldg Inspect Combo Cert, Sr FT	40.00	7/14/1997	ABMEI	\$ 63.26	\$ 66.42	Federated Tier 1 - ABMEI
James Strom	Planning, Building, and Code Enforcement	Bldg Inspect, Supvr Cert II	40.00	5/16/1999	ABMEI	\$ 66.67	\$ 70.00	Federated Tier 1 - ABMEI
Jose Carvallo	Public Works	Bldg Inspect, Supvr Cert II	40.00	8/19/2001	ABMEI	\$ 66.67	\$ 70.00	Federated Tier 1 - ABMEI
Joseph Clarke	Planning, Building, and Code Enforcement	Bldg Inspect, Supvr Cert II	40.00	9/9/2007	ABMEI	\$ 73.61	\$ 77.29	Federated Tier 1 - ABMEI
Karl Van Gastel	Planning, Building, and Code Enforcement	Bldg Inspect, Supvr Cert I	40.00	9/9/2007	ABMEI	\$ 71.63	\$ 75.21	Federated Tier 1 - ABMEI
Lisa Carlin	Planning, Building, and Code Enforcement	Bldg Inspect Combo Cert, Sr FT	40.00	4/5/1998	ABMEI	\$ 63.26	\$ 66.42	Federated Tier 1 - ABMEI
Mary Reed	Planning, Building, and Code Enforcement	Bldg Inspect, Supvr Cert II	40.00	7/8/2001	ABMEI	\$ 73.61	\$ 77.29	Federated Tier 1 - ABMEI
Pat Anchondo	Public Works	Bldg Inspect Combo Cert I FT	40.00	2/10/2008	ABMEI	\$ 56.24	\$ 59.05	Federated Tier 1 - ABMEI
Patrick Lydon	Planning, Building, and Code Enforcement	Bldg Inspect Combo Cert, Sr FT	40.00	3/19/2000	ABMEI	\$ 63.26	\$ 66.42	Federated Tier 1 - ABMEI
Ralph Ramirez	Public Works	Bldg Inspect Combo Cert, Sr FT	40.00	4/29/2001	ABMEI	\$ 63.26	\$ 66.42	Federated Tier 1 - ABMEI
Robert Mori	Planning, Building, and Code Enforcement	Bldg Inspect Combo Cert, Sr FT	40.00	2/15/2004	ABMEI	\$ 63.26	\$ 66.42	Federated Tier 1 - ABMEI
Timothy Farrant	Planning, Building, and Code Enforcement	Bldg Inspect Combo Cert, Sr FT	40.00	2/15/2004	ABMEI	\$ 63.26	\$ 66.42	Federated Tier 1 - ABMEI
William Mori	Planning, Building, and Code Enforcement	Bldg Inspect Combo Cert, Sr FT	40.00	4/29/2001	ABMEI	\$ 63.26	\$ 66.42	Federated Tier 1 - ABMEI
Michael Lueck	Planning, Building, and Code Enforcement	Bldg Inspect Combo Cert, Sr FT	40.00	9/16/2012	ABMEI	\$ 63.26	\$ 66.42	Federated Tier 1B Rehire
Cortney Atsatt	Planning, Building, and Code Enforcement	Bldg Inspect Combo Cert, Sr FT	40.00	4/28/2013	ABMEI	\$ 63.26	\$ 66.42	Federated Tier 2A Retirement
Geoff Parrish	Planning, Building, and Code Enforcement	Bldg Inspect Combo Cert, Sr FT	40.00	4/28/2013	ABMEI	\$ 63.26	\$ 66.42	Federated Tier 2A Retirement
Gilbert Pham	Planning, Building, and Code Enforcement	Bldg Inspect, Supvr Cert II	40.00	4/28/2013	ABMEI	\$ 73.61	\$ 77.29	Federated Tier 2A Retirement
Alan Koeng	Planning, Building, and Code Enforcement	Bldg Inspect Combo Cert II FT	40.00	2/2/2014	ABMEI	\$ 57.93	\$ 60.83	Federated Tier 2B Retirement
Alfredo Patino	Planning, Building, and Code Enforcement	Bldg Inspect Combo Cert II FT	40.00	6/4/2017	ABMEI	\$ 57.93	\$ 60.83	Federated Tier 2B Retirement
Blaine McFarland	Planning, Building, and Code Enforcement	Bldg Inspect Combo FT	40.00	11/27/2022	ABMEI	\$ 47.24	\$ 49.60	Federated Tier 2B Retirement
Brian Greene	Public Works	Bldg Inspect Combo FT	40.00	4/17/2022	ABMEI	\$ 52.08	\$ 54.68	Federated Tier 2B Retirement
Brian Marshall	Planning, Building, and Code Enforcement	Bldg Inspect Combo Cert I FT	40.00	2/12/2017	ABMEI	\$ 54.90	\$ 57.65	Federated Tier 2B Retirement
Brian Price	Planning, Building, and Code Enforcement	Bldg Inspect Combo Cert, Sr FT	40.00	11/8/2015	ABMEI	\$ 63.26	\$ 66.42	Federated Tier 2B Retirement
Bruce Butler	Planning, Building, and Code Enforcement	Bldg Inspect Combo Cert, Sr FT	40.00	9/2/2014	ABMEI	\$ 63.26	\$ 66.42	Federated Tier 2B Retirement
Carlos Genon	Planning, Building, and Code Enforcement	Bldg Inspect Combo Cert II FT	40.00	10/10/2017	ABMEI	\$ 57.93	\$ 60.83	Federated Tier 2B Retirement
Chris Rausis	Planning, Building, and Code Enforcement	Bldg Inspect Combo Cert II FT	40.00	7/1/2018	ABMEI	\$ 55.19	\$ 57.95	Federated Tier 2B Retirement
Curtis Lynn	Planning, Building, and Code Enforcement	Bldg Inspect Combo Cert, Sr FT	40.00	8/14/2016	ABMEI	\$ 63.26	\$ 66.42	Federated Tier 2B Retirement
Daniel Larios	Planning, Building, and Code Enforcement	Bldg Inspect Combo Cert III FT	40.00	6/4/2017	ABMEI	\$ 60.23	\$ 63.24	Federated Tier 2B Retirement
Darin Tara	Planning, Building, and Code Enforcement	Bldg Inspect Combo Cert, Sr FT	40.00	6/17/2018	ABMEI	\$ 63.26	\$ 66.42	Federated Tier 2B Retirement
Deborah Martinez	Planning, Building, and Code Enforcement	Bldg Inspect Combo Cert III FT	40.00	8/28/2016	ABMEI	\$ 60.23	\$ 63.24	Federated Tier 2B Retirement
Edward Crump	Public Works	Bldg Inspect Combo Cert I FT	40.00	6/3/2012	ABMEI	\$ 56.24	\$ 59.05	Federated Tier 2B Retirement
Eric Nilsson	Planning, Building, and Code Enforcement	Bldg Inspect Combo Cert I FT	40.00	11/4/2018	ABMEI	\$ 51.00	\$ 53.55	Federated Tier 2B Retirement
Gary Myrah	Planning, Building, and Code Enforcement	Bldg Inspect Combo Cert III FT	40.00	12/1/2019	ABMEI	\$ 55.99	\$ 58.79	Federated Tier 2B Retirement
Jinming Deng	Planning, Building, and Code Enforcement	Bldg Inspect Combo Cert, Sr FT	40.00	2/24/2019	ABMEI	\$ 58.78	\$ 61.72	Federated Tier 2B Retirement
John Hiebert	Planning, Building, and Code Enforcement	Bldg Inspect Combo Cert II FT	40.00	12/1/2019	ABMEI	\$ 55.19	\$ 57.95	Federated Tier 2B Retirement
John Van Every	Planning, Building, and Code Enforcement	Bldg Inspect Combo Cert III FT	40.00	7/17/2016	ABMEI	\$ 57.39	\$ 60.26	Federated Tier 2B Retirement
Ken Horn	Planning, Building, and Code Enforcement	Bldg Inspect, Supvr Cert II	40.00	9/13/2015	ABMEI	\$ 66.67	\$ 70.00	Federated Tier 2B Retirement
Kenneth Hulse	Planning, Building, and Code Enforcement	Bldg Inspect Combo Cert, Sr FT	40.00	4/28/2013	ABMEI	\$ 63.26	\$ 66.42	Federated Tier 2B Retirement
Kevin Jacoby	Planning, Building, and Code Enforcement	Bldg Inspect Combo FT	40.00	11/13/2022	ABMEI	\$ 47.24	\$ 49.60	Federated Tier 2B Retirement
Leonard Dumont	Planning, Building, and Code Enforcement	Bldg Inspect Combo Cert I FT	40.00	3/21/2021	ABMEI	\$ 49.82	\$ 52.31	Federated Tier 2B Retirement
Matthew Pignotti	Planning, Building, and Code Enforcement	Bldg Inspect Combo Cert, Sr FT	40.00	6/21/2015	ABMEI	\$ 63.26	\$ 66.42	Federated Tier 2B Retirement
Matthew Walker	Planning, Building, and Code Enforcement	Bldg Inspect Combo Cert, Sr FT	40.00	6/30/2019	ABMEI	\$ 60.24	\$ 63.25	Federated Tier 2B Retirement
Max Aghazadeh	Planning, Building, and Code Enforcement	Bldg Inspect Combo FT	40.00	7/10/2022	ABMEI	\$ 46.08	\$ 48.38	Federated Tier 2B Retirement
Michael Turner	Planning, Building, and Code Enforcement	Bldg Inspect Combo Cert I FT	40.00	9/13/2015	ABMEI	\$ 56.24	\$ 59.05	Federated Tier 2B Retirement
Michael Vu	Public Works	Bldg Inspect Combo Cert I FT	40.00	1/17/2017	ABMEI	\$ 56.24	\$ 59.05	Federated Tier 2B Retirement
Michael Wells	Planning, Building, and Code Enforcement	Bldg Inspect Combo Cert, Sr FT	40.00	11/8/2015	ABMEI	\$ 63.26	\$ 66.42	Federated Tier 2B Retirement
Miguel Enriquez	Planning, Building, and Code Enforcement	Bldg Inspect, Supvr Cert II	40.00	9/28/2014	ABMEI	\$ 71.82	\$ 75.41	Federated Tier 2B Retirement
Miguel Jimenez Gonzalez	Planning, Building, and Code Enforcement	Bldg Inspect Combo Cert I FT	40.00	2/21/2021	ABMEI	\$ 53.58	\$ 56.26	Federated Tier 2B Retirement
Nick Muccilli	Planning, Building, and Code Enforcement	Bldg Inspect Combo Cert III FT	40.00	11/22/2015	ABMEI	\$ 60.23	\$ 63.24	Federated Tier 2B Retirement
Paul Healy	Planning, Building, and Code Enforcement	Bldg Inspect, Supvr Cert II	40.00	1/3/2016	ABMEI	\$ 71.82	\$ 75.41	Federated Tier 2B Retirement

**Attachment A - ABMEI**

Name	Department	Job Title	Benefit Level	Start Date	Union	Base Pay Hourly Rate (Pensionable Only)	Base Pay Hourly Rate (Pensionable & Non-Pensionable Pays)	Retirement Plan
Peter Craven	Planning, Building, and Code Enforcement	Bldg Inspect Combo Cert I FT	40.00	9/2/2014	ABMEI	\$ 56.24	\$ 59.05	Federated Tier 2B Retirement
Ralph Northrup	Planning, Building, and Code Enforcement	Bldg Inspect Combo FT	40.00	11/13/2022	ABMEI	\$ 47.24	\$ 49.60	Federated Tier 2B Retirement
Robert Cardenaz	Planning, Building, and Code Enforcement	Bldg Inspect Combo Cert I FT	40.00	8/26/2007	ABMEI	\$ 48.60	\$ 51.03	Federated Tier 2B Retirement
Rodney Turco	Planning, Building, and Code Enforcement	Bldg Inspect, Supvr Cert II	40.00	8/16/2015	ABMEI	\$ 66.67	\$ 70.00	Federated Tier 2B Retirement
Roy Schablaske	Planning, Building, and Code Enforcement	Bldg Inspect Combo Cert, Sr FT	40.00	2/12/2017	ABMEI	\$ 63.26	\$ 66.42	Federated Tier 2B Retirement
Ryan Vargas	Planning, Building, and Code Enforcement	Bldg Inspect Combo Cert II FT	40.00	12/1/2019	ABMEI	\$ 55.19	\$ 57.95	Federated Tier 2B Retirement
Shawn Moresco	Planning, Building, and Code Enforcement	Bldg Inspect Combo Cert, Sr FT	40.00	8/3/2014	ABMEI	\$ 61.76	\$ 64.85	Federated Tier 2B Retirement
Steve Kroot	Planning, Building, and Code Enforcement	Bldg Inspect Combo Cert, Sr FT	40.00	5/10/2015	ABMEI	\$ 63.26	\$ 66.42	Federated Tier 2B Retirement
Terry Morgan	Public Works	Bldg Inspect Combo Cert I FT	40.00	4/3/2022	ABMEI	\$ 56.24	\$ 59.05	Federated Tier 2B Retirement
Tyler Black	Planning, Building, and Code Enforcement	Bldg Inspect Combo Cert I FT	40.00	5/15/2022	ABMEI	\$ 48.60	\$ 51.03	Federated Tier 2B Retirement
William Chase	Planning, Building, and Code Enforcement	Bldg Inspect Combo Cert I FT	40.00	12/1/2019	ABMEI	\$ 52.26	\$ 54.87	Federated Tier 2B Retirement
Yen-Thanh Ho	Public Works	Bldg Inspect Combo Cert II FT	40.00	10/22/2017	ABMEI	\$ 57.93	\$ 60.83	Federated Tier 2B Retirement

## Attachment B

<b>Date Vacant</b>	<b>Classification</b>	<b>Union</b>
09/04/2022	Building Inspect/Comb Cert FT	ABMEI
07/09/2022	Bldg Inspect Combo Cert, Sr FT	ABMEI
07/01/2020	Building Inspect/Comb Cert FT	ABMEI
07/12/2020	Bldg Inspect Combo Cert I FT	ABMEI
09/04/2022	Bldg Inspect Combo Cert III FT	ABMEI
05/28/2022	Building Inspect/Comb Cert FT	ABMEI
03/19/2022	Bldg Inspect Combo Cert I FT	ABMEI
01/14/2023	Bldg Inspect Combo Cert II FT	ABMEI
01/08/2022	Building Inspect/Comb Cert FT	ABMEI
10/02/2022	Bldg Inspect Combo Cert I FT	ABMEI
07/01/2022	Bldg Inspect Combo Cert I FT	ABMEI
04/24/2017	Building Inspect/Comb Cert FT	ABMEI
02/19/2023	Bldg Inspect Combo Cert I FT	ABMEI
03/19/2022	Building Inspector, Supervisor	ABMEI
01/22/2021	Bldg Inspect Combo Cert I FT	ABMEI
04/16/2022	Bldg Inspect Combo Cert I FT	ABMEI
01/25/2020	Bldg Inspect Combo Cert II FT	ABMEI

**Attachment C**

<b>Job Title</b>	<b>Hourly Rate</b>
Temp Employee Retiree U Exempt	\$ 64.75
Temp Employee Retiree U Exempt	\$ 53.62
Temp Employee Retiree U Exempt	\$ 62.50
Temp Employee Retiree U Exempt	\$ 88.24
Temp Employee Retiree U Exempt	\$ 69.29
Temp Employee Retiree U Exempt	\$ 50.06
Temp Employee Retiree U Exempt	\$ 69.68
Temp Employee Retiree U Exempt	\$ 46.97
Temp Employee Retiree U Exempt	\$ 43.79
Temp Employee Retiree U Exempt	\$ 53.62
Temp Employee Retiree U Exempt	\$ 50.92
Temp Employee Retiree U Exempt	\$ 63.66
Temp Employee Retiree U Exempt	\$ 96.12
Temp Employee Retiree U Exempt	\$ 71.81
Temp Employee Retiree U Exempt	\$ 62.50
Temp Employee Retiree U Exempt	\$ 69.29
Temp Employee Retiree U Exempt	\$ 53.90
Temp Employee Retiree U Exempt	\$ 59.53
Temp Employee Retiree U Exempt	\$ 50.86
Temp Employee Retiree U Exempt	\$ 75.47
Temp Employee Retiree U Exempt	\$ 62.50
Temp Employee Retiree U Exempt	\$ 151.41
Temp Employee Retiree U Exempt	\$ 75.09
Temp Employee Retiree U Exempt	\$ 68.81
Temp Employee Retiree U Exempt	\$ 54.88
Temp Employee Retiree U Exempt	\$ 53.62
Temp Employee Retiree U Exempt	\$ 72.66
Temp Employee Retiree U Exempt	\$ 36.47
Temp Employee Retiree U Exempt	\$ 71.81
Temp Employee Retiree U Exempt	\$ 71.81
Temp Employee Retiree U Exempt	\$ 55.00
Temp Employee Retiree U Exempt	\$ 109.11
Temp Employee Retiree U Exempt	\$ 40.84
Temp Employee Retiree U Exempt	\$ 57.02
Temp Employee Retiree U Non-Ex	\$ 58.41
Temp Employee Retiree U Non-Ex	\$ 49.26
Temp Employee Retiree U Non-Ex	\$ 53.60
Temp Employee Retiree U Non-Ex	\$ 36.00
Temp Employee Retiree U Non-Ex	\$ 66.42
Temp Employee Retiree U Non-Ex	\$ 52.49
Temp Employee Retiree U Non-Ex	\$ 54.88
Temp Employee Retiree U Non-Ex	\$ 52.49
Temp Employee Retiree U Non-Ex	\$ 57.42
Temp Employee Retiree U Non-Ex	\$ 44.04
Temp Employee Retiree U Non-Ex	\$ 36.00
Temp Employee Retiree U Non-Ex	\$ 60.37
Temp Employee Retiree U Non-Ex	\$ 59.39
Temp Employee Retiree U Non-Ex	\$ 49.00
Temp Employee Retiree U Non-Ex	\$ 52.87
Temp Employee Retiree U Non-Ex	\$ 59.39
Temp Employee Retiree U Non-Ex	\$ 78.57
Temp Employee Retiree U Non-Ex	\$ 62.08
Temp Employee Retiree U Non-Ex	\$ 53.60
Temp Employee Retiree U Non-Ex	\$ 63.81

**Attachment C**

<b>Job Title</b>	<b>Hourly Rate</b>
Temp Employee Retiree U Non-Ex	\$ 44.03
Temp Employee Retiree U Non-Ex	\$ 62.02
Temp Employee Retiree U Non-Ex	\$ 44.04
Temp Employee Retiree U Non-Ex	\$ 44.04
Temp Employee Retiree U Non-Ex	\$ 36.00
Temp Employee Retiree U Non-Ex	\$ 77.02
Temp Employee Retiree U Non-Ex	\$ 44.04
Temp Employee Retiree U Non-Ex	\$ 52.59
Temp Employee Retiree U Non-Ex	\$ 77.02
Temp Employee Retiree U Non-Ex	\$ 44.04
Temp Employee Retiree U Non-Ex	\$ 36.00
Temp Employee Retiree U Non-Ex	\$ 44.04
Temp Employee Retiree U Non-Ex	\$ 34.00
Temp Employee Retiree U Non-Ex	\$ 63.81
Temp Employee Retiree U Non-Ex	\$ 49.00
Temp Employee Retiree U Non-Ex	\$ 77.02
Temp Employee Retiree U Non-Ex	\$ 36.00
Temp Employee Retiree U Non-Ex	\$ 62.08
Temp Employee Retiree U Non-Ex	\$ 66.42
Temp Employee Retiree U Non-Ex	\$ 54.88
Temp Employee Retiree U Non-Ex	\$ 52.00
Temp Employee Retiree U Non-Ex	\$ 54.81
Temp Employee Retiree U Non-Ex	\$ 66.42
Temp Employee Retiree U Non-Ex	\$ 77.02
Temp Employee Retiree U Non-Ex	\$ 49.00
Temp Employee Retiree U Non-Ex	\$ 55.36
Temp Employee Retiree U Non-Ex	\$ 49.00
Temp Employee Retiree U Non-Ex	\$ 61.07
Temp Employee Retiree U Non-Ex	\$ 36.00
Temp Employee Retiree U Non-Ex	\$ 49.00
Temp Employee Retiree U Non-Ex	\$ 49.00
Temp Employee Retiree U Non-Ex	\$ 62.08
Temp Employee Retiree U Non-Ex	\$ 52.59
Temp Employee Retiree U Non-Ex	\$ 44.03
Temp Employee Retiree U Non-Ex	\$ 52.49
Temp Employee Retiree U Non-Ex	\$ 50.08
Temp Employee Retiree U Non-Ex	\$ 56.28
Temp Employee Retiree U Non-Ex	\$ 49.00
Temp Employee Retiree U Non-Ex	\$ 63.24
Temp Employee Retiree U Non-Ex	\$ 51.45
Temp Employee Retiree U Non-Ex	\$ 51.45
Temp Employee Retiree U Non-Ex	\$ 44.03
Temp Employee Retiree U Non-Ex	\$ 49.00
Temp Employee Retiree U Non-Ex	\$ 36.00
Temp Employee Retiree U Non-Ex	\$ 59.04
Temp Employee Retiree U Non-Ex	\$ 34.22
Temp Employee Retiree U Non-Ex	\$ 77.02
Temp Employee Retiree U Non-Ex	\$ 38.26
Temp Employee Retiree U Non-Ex	\$ 63.06
Temp Employee Retiree U Non-Ex	\$ 94.56
Temp Employee Retiree U Non-Ex	\$ 36.00
Temp Employee Retiree U Non-Ex	\$ 66.42
Temp Employee Retiree U Non-Ex	\$ 53.60
Temp Employee Retiree U Non-Ex	\$ 42.81



**Attachment C**

<b>Job Title</b>	<b>Hourly Rate</b>
Temp Employee Retiree U Non-Ex	\$ 36.00
Temp Employee Retiree U Non-Ex	\$ 62.08
Temp Employee Retiree U Non-Ex	\$ 62.08
Temp Employee Retiree U Non-Ex	\$ 69.80
Temp Employee U Mb	\$ 36.94
Temp Employee U Mb	\$ 57.35
Temp Employee U Mgt Unben	\$ 60.22
Temp Employee U Mgt Unben	\$ 94.57
Temp Employee U Nmb	\$ 24.29
Temp Employee U Nmb	\$ 30.84
Temp Employee U Nmb	\$ 32.19
Temp Employee U Nmb	\$ 30.19
Temp Employee U Nmb	\$ 36.86
Temp Employee U Nmb	\$ 30.79
Temp Employee U Nmb	\$ 25.50
Temp Employee U Nmb	\$ 29.00
Temp Employee U Nmb	\$ 25.50
Temp Employee U Nmb	\$ 31.71
Temp Employee U Nmb	\$ 52.74
Temp Employee U Nmb	\$ 39.97
Temp Employee U PT	\$ 25.18
Temp Employee U PT	\$ 23.81
Temp Employee U PT	\$ 43.63
Temp Employee U PT	\$ 25.18
Temp Employee U PT	\$ 38.69
Temp Employee U PT	\$ 24.81
Temp Employee U PT	\$ 26.26
Temp Employee U PT	\$ 39.57
Temp Employee U PT	\$ 25.18
Temp Employee U PT	\$ 55.54
Temp Employee U PT	\$ 39.57
Temp Employee U PT	\$ 39.53
Temp Employee U PT	\$ 25.18
Temp Employee U PT	\$ 35.84
Temp Employee U PT	\$ 37.64
Temp Employee U PT	\$ 40.09
Temp Employee U PT	\$ 43.23
Temp Employee U PT	\$ 27.00
Temp Employee U PT	\$ 76.00
Temp Employee U PT	\$ 48.91
Temp Employee U PT	\$ 25.00
Temp Employee U PT	\$ 39.57
Temp Employee U PT	\$ 27.00
Temp Employee U PT	\$ 26.26
Temp Employee U PT	\$ 88.63
Temp Employee U PT	\$ 40.54
Temp Employee U PT	\$ 25.18
Temp Employee U PT	\$ 92.62
Temp Employee U PT	\$ 25.46
Temp Employee U PT	\$ 25.18
Temp Employee U PT	\$ 17.95
Temp Employee U PT	\$ 41.57
Temp Employee U PT	\$ 36.94
Temp Employee U PT	\$ 40.54

### Attachment C

Job Title	Hourly Rate
Temp Employee U PT	\$ 27.00
Temp Employee U PT	\$ 32.97
Temp Employee U PT	\$ 59.39

**Attachment D**

<b>Employee</b>	<b>Separation Date</b>	<b>Reason</b>	<b>Classification</b>	<b>Years of Service</b>
Employee 1	6/29/2019	FT 5 Year Retirement	Bldg Inspect, Supvr Cert II	22.4
Employee 2	1/8/2022	FT 5 Year Retirement	Bldg Inspect Combo Cert, Sr FT	24.56
Employee 3	3/17/2019	Death	Bldg Inspect Combo Cert, Sr FT	21.18
Employee 4	5/19/2018	FT 5 Year Retirement	Bldg Inspect, Supvr Cert II	20.67
Employee 5	2/9/2019	FT 5 Year Retirement	Bldg Inspect, Supvr Cert II	20.03
Employee 6	7/14/2018	FT 5 Year Retirement	Bldg Inspect Combo Cert, Sr FT	19.06
Employee 7	8/10/2019	FT 5 Year Retirement	Bldg Inspect Combo Cert, Sr FT	19.89
Employee 8	5/28/2022	FT 5 Year Retirement	Bldg Inspect Combo Cert, Sr FT	21.27
Employee 9	3/24/2018	FT 5 Year Retirement	Bldg Inspect, Supvr Cert I	16.87
Employee 10	3/10/2018	FT 5 Year Retirement	Bldg Inspect Combo Cert, Sr FT	14.99
Employee 11	3/19/2022	FT 5 Year Retirement	Bldg Inspect, Supvr Cert II	21.01
Employee 12	9/18/2021	FT 5 Year Retirement	Bldg Inspect Combo Cert, Sr FT	18.78
Employee 13	7/9/2022	FT 5 Year Retirement	Bldg Inspect Combo Cert, Sr FT	18.36
Employee 14	1/25/2020	FT 5 Year Retirement	Bldg Inspect Combo Cert, Sr FT	15.08
Employee 15	4/16/2022	FT 5 Year Retirement	Bldg Inspect Combo Cert, Sr FT	15.81
Employee 16	1/12/2019	FT 5 Year Retirement	Bldg Inspect Combo Cert, Sr FT	10.38
Employee 17	7/14/2018	FT 5 Year Retirement	Bldg Inspect Combo Cert III FT	6.07
Employee 18	6/5/2021	Resignation	Bldg Inspect Combo Cert I FT	7.75
Employee 19	1/14/2023	FT 5 Year Retirement	Bldg Inspect Combo Cert II FT	8.4
Employee 20	1/22/2021	FT 5 Year Retirement	Bldg Inspect Combo Cert, Sr FT	6.07
Employee 21	7/1/2022	FT 5 Year Retirement	Bldg Inspect Combo Cert I FT	6.74
Employee 22	4/28/2018	Resignation	Bldg Inspect Combo Cert III FT	2.44
Employee 23	7/9/2022	Resignation	Bldg Inspect Combo Cert, Sr FT	5.46
Employee 24	3/19/2022	FT 5 Year Retirement	Bldg Inspect Combo Cert I FT	5.12
Employee 25	8/10/2019	Resignation	Bldg Inspect Combo Cert I FT	2.07
Employee 26	3/19/2022	Resignation	Bldg Inspect Combo Cert I FT	4.12
Employee 27	4/25/2021	Resignation	Bldg Inspect Combo Cert II FT	2.83
Employee 28	8/14/2021	Resignation	Bldg Inspect Combo Cert I FT	1.71
Employee 29	8/16/2022	Resignation	Bldg Inspect Combo Cert I FT	0.79

**Attachment E**

<b>Effective Date</b>	<b>Department</b>	<b>Classification</b>	<b>Benefit Level</b>
7/2/2017	Planning, Building, and Code Enforcement	Bldg Inspect Combo FT	40.00
10/10/2017	Planning, Building, and Code Enforcement	Bldg Inspect Combo FT	40.00
10/22/2017	Planning, Building, and Code Enforcement	Bldg Inspect Combo FT	40.00
10/22/2017	Planning, Building, and Code Enforcement	Bldg Inspect Combo FT	40.00
6/17/2018	Planning, Building, and Code Enforcement	Bldg Inspect Combo Cert I FT	40.00
7/1/2018	Planning, Building, and Code Enforcement	Bldg Inspect Combo FT	40.00
7/1/2018	Planning, Building, and Code Enforcement	Bldg Inspect Combo Cert I FT	40.00
11/4/2018	Planning, Building, and Code Enforcement	Bldg Inspect Combo FT	40.00
2/24/2019	Planning, Building, and Code Enforcement	Bldg Inspect Combo Cert I FT	40.00
6/30/2019	Planning, Building, and Code Enforcement	Bldg Inspect Combo FT	40.00
12/1/2019	Planning, Building, and Code Enforcement	Bldg Inspect Combo FT	40.00
12/1/2019	Planning, Building, and Code Enforcement	Bldg Inspect Combo FT	40.00
12/1/2019	Planning, Building, and Code Enforcement	Bldg Inspect Combo FT	40.00
12/1/2019	Planning, Building, and Code Enforcement	Bldg Inspect Combo Cert I FT	40.00
2/21/2021	Planning, Building, and Code Enforcement	Bldg Inspect Combo FT	40.00
3/21/2021	Planning, Building, and Code Enforcement	Bldg Inspect Combo FT	40.00
5/15/2022	Planning, Building, and Code Enforcement	Bldg Inspect Combo FT	40.00
10/31/2021	Public Works	Bldg Inspect Combo Cert I FT	40.00
4/3/2022	Public Works	Bldg Inspect Combo Cert I FT	40.00
4/17/2022	Public Works	Bldg Inspect Combo FT	40.00