

Tentative Agreement on Lead and Senior Positions

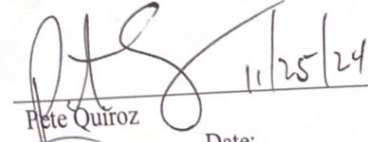
ARTICLE VII – PAY RATES AND PRACTICES

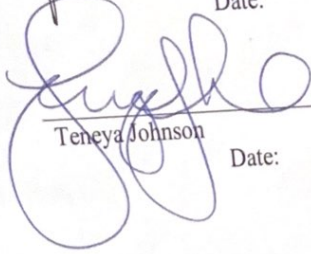
Section 6 - Assignment to a Lead or Senior Position.

All vacancies in lead positions shall be filled in accordance with Article VI, Section 5. The pay range for the lead position shall be a minimum of seven (7.0%) percent above the pay step of the highest paid employee on the crew.

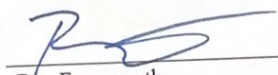
All vacancies in senior positions shall be filled in accordance with Article VI, Section 5. The top step of the pay range for the senior position shall be a minimum of seven (7.0%) percent above the top step of the pay range for the position below it in the series. Departmental exceptions for filling lead positions on a rotational basis for training and development purposes may be arranged by mutual agreement of the Union and individual City departments.

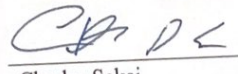
For SEIU, Local 521:


Pete Quiroz
Date: 11/25/24


Teneya Johnson
Date: 11/25/24

For the City of Palo Alto:


Ben Farnsworth
Date: 11/25


Charles Sakai
Date: 11/25/24