

September 15, 2014

Amended

Counter Proposal of MEG in Response to the City of Delano

Clarification on Phyllis' salary adjustment

"The City also proposes to increase all MEG salary schedules in an amount equal to 3% minus the cost of the 8% increase provided to the records manager for 2014-2015. The proposed increase would be effective ~~January 1, 2014.~~"

3% CPI effective ^{July} ~~January~~ 1, 2014 as stated in City's Counter Proposal

F Step for all MEG members effective July 1, 2014

Education Incentive for all MEG members that qualify

Re-evaluate the study done for the Water Production & Utility Superintendent

**Re-evaluate the study done for the Police Records & Communication Manager

(The fact that most neighboring Cities have two employees covering this position should justify an adjustment in pay for this position.)

Title	City	Population	Top Step	Difference
<i>Water Production & Utility Superintendent</i>	<i>Delano</i>	<i>52,426</i>	<i>\$ 6,016.00</i>	
Water Distribution Supervisor	Arcadia		\$8,500.00	\$ 2,484.00
Operations Superintendent	Los Osos	15,000	\$ 8,500.00	\$ 2,484.00
Water Utility Manager	Tulare		\$ 5,906.00	\$ (110.00)
	Tulare		\$ 5,306.00	\$ (600.00)
	Hawthorne		\$ 10,083.33	\$ 4,067.33
		55,123	\$ 6,482.00	\$ 2,232.00