EMPLOYMENT CONTRACT

BETWEEN

WYOMING CITY EMPLOYEES UNION

AND

CITY OF WYOMING
62-A DISTRICT COURT
AND
WYOMING HOUSING COMMISSION

July 1, 2016 through June 30, 2021

	Page(s)
38 Hour Work Week – Amendments (MOU)	42-49
38 Hour Work Week – Holidays (MOU)	42-49
38 Hour Work Week (MOU)	42-49
Absences – 10 Days	22
Affordable Care Act (ACA)	28
Alternate Insurance	28
Bargaining Committee	7
Bargaining Unit	5-6
Bereavement	23
Breaks	12
Call Out	14
Check Off Authorization Form	9-10
CIP (Sick Leave Incentive Pay)	35
Classification and Salary Schedules	50-64
Committee Time Off	7-8
Contract Interpretation	8
Contribution to Health Insurance	27-28
Co-Pays	27
Deductions	9
Defined Benefit (Pension)	35-37
Defined Contribution Plan (Pension)	36-37
Dental Insurance	28
Disability Income Plan	22
Disabled (Handicapped) Employees	31
Disaster	16
Doctor Appointments (Professional or Medical Care)	22
Drug and Alcohol Policy (MOU)	41
Dues (Union)	9
Duty Time	13
Educational (Tuition) Reimbursement	32-33
Emergency Financial Manager	40
Emergency Leave	21
Family and Medical Leave Act (FMLA)	39
Flexible Spending Plan	28
Floating Holidays (Personal Leave Days)	27
Grievance Committee	7
Grievance Procedure	16-18
Grievances – Notice to Union	8
Health Insurance	27-28
Health Insurance Contribution	27-28
Health Insurance Opt Out	28
Holiday Eligibility	27

Holiday Pay	27
Holidays – Recognized	26
Indemnification	9
Insurance	27-28
Jury Duty	25
Layoff	19-20
Leave of Absence	20
Life Insurance	28
Life Insurance – Retiree	39
Longevity Pay	35
Lunch	12
Medical Certifications and Medical Examinations	22
Merit Increases	34; 50-64
Mileage	29
Military Leave	24-25
Multiplier	35
Opt Out (Health Insurance)	28
Other Work Weeks	11-12
Overtime	15-16
Part-Time Employees (Definition)	31
Part-Time Employment	31-32
Part-Time Wages and Benefits	32
Pension (Defined Benefit)	35-37
Pension (Defined Contribution)	36-37
Personal Leave Days (Floating Holidays)	27
Personnel Rules	8
Physical Examination	30
Post Employment Health Plan (PEHP)	38-39
Prescription Coverage	27
Probationary Period	20
Recall	20
Reduction Factor – Defined Benefit	36
Retiree Health Insurance	37-39
Retiree Life Insurance	39
Rights of the Employer	6-7
Safety Policy	33
Seniority	18
Seniority (Loss of)	18-19
Shift Premium Pay	12
Shift Starting Times	13
Shifts – Establishment	12-13
Sick Leave	20-22
Sick Leave Banks (Old and New)	21
Sick Leave Conversion	21

Sick Leave Incentive Pay (CIP)	35
Standby	13-14
Strikes and Illegal Activity	33
Temporary Assignments	30-31
Terms of Contract	39
Time Off (other)	12
Tool Allowance	29-30
Training Programs	32
Tuition (Educational) Reimbursement	32-33
Uniforms	29
Union Recognition	5-6
Union Representation	7-8
Vacancies	30
Vacation	25-26
Vacation – Pay instead of	26
Vacation – Payment for Accrued	26
Vacation Schedules	26
Vesting – Defined Benefit	36
Vesting – Defined Contribution	37
Vesting – Post Employment Health Plan (PEHP)	38-39
Vision Insurance	28
Wages	34
Waiver	40
Work Week	11
Workers' Compensation	23-24

CONTRACT

This Contract entered into by and between the "Employer," as defined below, and the Wyoming City Employees Union, hereinafter referred to as "Union."

"Employer," as used in this Contract, is defined to include the City of Wyoming, the 62-A District Court, and the Wyoming Housing Commission.

ARTICLE 1
UNION RECOGNITION

Section 1. Union Recognition. The Employer recognizes the Union as the exclusive collective bargaining representative of all employees as defined in Section 2 for the purpose of collective bargaining with respect to rates of pay, wages, hours, and other conditions of employment.

Section 2. Bargaining Unit. The collective bargaining unit is composed of all employees of the Employer, excluding fire and police personnel covered under other contracts and the following:

A. Any person who holds an elective or judicial office.

B. Any person who is designated as a department head or division head and any person having authority to recommend effectively the hiring, disciplining, and discharging of employees.

C. The following classifications:

Accountant, Administrative Aide, Administrative Aide (City Manager), Administrative Assistant, Administrative Assistant (City Manager), Assistant to the City Manager, Administrative Intern, Administrative Secretary I, Administrative Secretary II, Assistant Director of PW-Engineering, Assistant Director of PW-Maintenance, Chief Building Inspector, Chief of Police, City Assessor, City Clerk, City Engineer, City Manager, City Planner, City Treasurer, Civil Engineer, Community Services Coordinator, Contracts and Procurement Supervisor, Court Administrator, Court Recorder, Deputy Assessor, Deputy City Clerk, Deputy City Manager, Deputy City Treasurer, Deputy Court Administrator, Deputy Director of Public Works, Deputy Finance Director, Deputy Fire Chief, Director of Administrative Services, Director of Community Services, Director of Human Resources, Director of Information Technology, Director of Parks and Recreation, Director of Planning and Development, Director of Public Works, Director of Utilities, Economic Development Coordinator, Environmental Services Supervisor, Finance Director/Comptroller/Internal Auditor, Fire Chief, Housing Director, Housing Maintenance Supervisor, Human Resources Coordinator, Human Resources Supervisor, Information Technology Supervisor, Laboratory Services Manager, Magistrate, Motor Pool Supervisor, Office Manager, Parks and Facilities Supervisor, Principal Planner, Public Works Supervisor, Recreation Activities Coordinator, Recreation Programmer I, Recreation Programmer II, Recreation Supervisor, Risk Control Supervisor, RSVP Coordinator, Senior Accountant, Senior Civil Engineer, Shop Foreman, Technical Support Supervisor, Therapeutic Recreation Specialist, Utility Billing Supervisor,

Utility Engineer, Utility Laboratory Supervisor, Utility Maintenance Supervisor, Utility Operations Supervisor, Utility Plant Superintendent

D. All persons employed under the 21st Century Learning Grant, including, but not limited to, Site Coordinators and Group Leaders.

ARTICLE 2
RIGHTS OF THE EMPLOYER

Section 1. The Employer, on its own behalf and on behalf of its electors, hereby retains and reserves unto itself, without limitations, all powers, rights, authority, duties, and responsibilities conferred upon and vested in it by the laws and the Constitutions of the State of Michigan and of the United States. Further, all rights which ordinarily vest in and are exercised by the Employer, except such as are specifically relinquished in this Contract, and are consistent with the terms of this Contract, are reserved to and remain vested in the Employer, including the following:

A. To manage its affairs efficiently and economically, including the determination of quantity and quality of services to be rendered, the control of materials, tools, and equipment to be used, and the discontinuance of any services, materials, or methods of operation;

B. To introduce new equipment, machinery, or processes, change or eliminate existing equipment and institute technological changes, decide on materials, supplies, equipment and tools to be purchased;

C. To construct, improve, and determine the number, location, and type of facilities and installations;

D. To hire and assign employees;

E. To permit employees not included in a bargaining unit to perform bargaining unit work when it is necessary for the conduct of municipal services; provided, however, that before exercising this Subsection the Employer will meet with the Union;

F. To direct the work force, assign work, and determine the number of employees assigned to any particular job, shift, or operation;

G. To establish, change, combine, or discontinue job classifications and to determine wage rates, provided that prior to any implementations, the Union shall have the right to review the same with the Employer and, if no agreement is reached, the Union may only grieve the question of reasonableness;

H. To schedule the time for shifts, taking lunch periods and rest breaks;

I. To discipline and discharge employees for just cause;

J. To adopt, revise, and enforce rules after review by the Union;

K. To carry out cost and general improvement programs;

L. To transfer or demote employees from one classification, Department, or shift to another for just cause, provided that the Union must be notified at least ten (10) working days prior to any action being taken. In case of emergency involving the health, safety, and welfare of the Employer, the notice requirement may be waived by the Employer;

M. To promote or transfer employees to supervisory, administrative, or other positions, provided that three (3) days prior to the promotion or transfer, the job title shall be posted in each department;

N. To limit the number of overtime hours.

ARTICLE 3
UNION REPRESENTATION

Section 1. Bargaining Committee. The Employer recognizes a Bargaining Committee not to exceed four (4) Union employees plus one (1) member who is not an employee, which Committee shall represent the Union in meeting with the Employer for the purpose of collective bargaining. The names of the members shall be furnished in writing to the Director of Human Resources. No more than one (1) employee from any Department shall be on the Bargaining Committee. The parties agree that in interpreting the meaning of "Department" in this section, Department shall in general mean a functional unit in which the absence of more than one (1) employee can have an effect on the operations of that functional unit. This shall not be used to interpret the meaning of Department in any other Section of this Agreement.

Section 2. Grievance Committee. The Employer recognizes a Grievance Committee not to exceed three (3) Union employees, which Committee shall represent the Union in grievances with the Employer. The names of the members shall be furnished in writing to the Director of Human Resources. No more than one (1) member from any Department shall be on the Grievance Committee. The Grievance Committee shall have the right to summon any member from any Department which is involved in the grievance for the purpose of assisting any member of the Grievance Committee, subject to Section 3.

Section 3. Committee - Time Off. An employee who is contemplating or desires to file a grievance may meet with the Grievance Chairman (or in the absence of the Grievance Chairman, the designee) during working hours with pay for the purpose of discussing such grievance. Prior to such meeting, requests by both the Grievance Chairman and the employee shall be made to their respective Department Head or Supervisor. The Department Head or Supervisor shall not unreasonably withhold granting such request. After the employee and the Grievance Chairman have completed their discussion, they shall return to work promptly and report to the Department Head or Supervisor where feasible.

The Bargaining Committee shall be allowed time off with pay for all bargaining sessions. Wherever possible, advance notice by each member of the Bargaining Committee shall be given to the Department Head or Supervisor.

Section 4. Contract Interpretation. The Union may designate eight (8) employees, one (1) from City Hall, one (1) from Parks, one (1) from Public Works, one (1) from each utility plant, one (1) from housing, one (1) from the Police Building, and one (1) from Courts, which employees shall be allowed time during working hours, upon discretionary authority by said Department Head or Supervisor, to assist any employee with contract interpretation or possible grievances. The Union shall furnish the Director of Human Resources with the names of the representatives. Any employee being disciplined or reprimanded shall have the right to have a representative present at that time. When a representative is not available, a member of the Executive Board may be substituted.

The President of the Union shall be allowed to confer during working hours at regular pay with management, the Union attorney, Union representatives, and the Grievance Chairman on matters affecting the administration of this Contract, subject to notification and approval of the immediate supervisor outside of the bargaining unit.

Section 5. Grievances - Notice to Union. The Employer shall promptly notify the Union representative assigned to review and process all grievances concerning any substantial discipline of an employee if the employee so desires. The disciplined employee shall be allowed to discuss such action with the Union representative before being required to leave. The Department Head or the Department Head's designee shall discuss the discipline with the employee and the Union representative if requested by either. In the event a written warning is issued, the employee shall receive a copy and shall be notified of all warnings being entered in the employee's personnel file. Before any employee shall be required to make any written statement or reply pertaining to any alleged misconduct, the matter shall first be discussed between the employee, the Employer's representative, and the Union representative, if the employee so desires. The employee shall have twenty-four (24) hours after such meeting to make a written statement or reply. After a period of one year from the date the same is placed into employee's file, written reprimands and warnings shall not be used in determining punishment or discipline to be given to any employee.

Section 6. Personnel Rules. Rules of Conduct will be posted in all Departments. Such rules shall be applicable to all employees. As additional Rules of Conduct are formulated, copies of the proposed rules shall be given to and reviewed with the Union President prior to adoption and posting. After review by the Union, any additional Rules of Conduct may then be adopted by the Employer; however, reasonable application of said Rules remains subject to the filing of a grievance by the Union.

As departmental rules and regulations are proposed, copies of the proposed rules shall be given to the Union President and reviewed with the President or designee prior to adoption and posting. No rules shall be inconsistent with the terms of this Contract.

ARTICLE 4
UNION SECURITY AND CHECKOFF

Section 1. Copy of Contract. The Employer shall furnish a copy of the current Contract to all employees.

Section 2. Union Dues. The Employer shall deduct the Union dues of Union members as certified to the Employer by the Treasurer of the Union. The Treasurer shall, prior to the deduction by the Employer, submit to the Employer an individual written authorization for such deduction signed by the employee. Any deduction shall be for the current pay period. Such individual written authorization may be revoked by the employee upon thirty (30) days written notice to the Director of Human Resources or upon termination of this Contract, whichever occurs first.

Section 3. Deductions. Deductions shall be bi-weekly. The amounts deducted shall be sent to the Treasurer of the Union within one week after issuance of each regular paycheck.

Section 4. Indemnification. The Union shall indemnify, defend, and save the Employer harmless against all claims, demands, suits, or other forms of liability as may arise out of or by reason of action taken by the Employer pursuant to the provisions of this Article.

Section 5. Payroll Deductions. Payment to the Union of the funds checked off each payroll period shall fully satisfy the obligations of the Employer for all deductions covered by said payment period.

Section 6. Employee Changes. The names of all employees separated from the payroll, recalled or hired, on layoff or on leave of absence shall be furnished monthly to the Treasurer of the Union.

Section 7. Checkoff Authorization Form. The following Checkoff Authorization Form shall be used exclusively and shall be supplied by the Union:

CHECKOFF AUTHORIZATION FORM
WYOMING CITY EMPLOYEES UNION

I hereby request and authorize you to deduct from wages hereafter earned by me while in the Employer's employ my Union dues of $_____ bi-weekly. The foregoing deduction shall be made on a bi-weekly basis. The amount deducted shall be paid to the Treasurer of the Union in accordance with the Agreement reached between the Employer and the Union. This authorization shall remain in effect until, by written notice to the Employer, I request its revocation.

_____

Print: Last name First name Middle Initial

_____

Address City Zip Code

Date deduction is to start: _____
Month Year

_____

Signature Date Signed

ARTICLE 5
HOURS OF WORK AND OVERTIME

Section 1. Work Week. The work week of full-time employees shall be eight (8) consecutive hours per day, exclusive of lunch periods, Monday through Friday, and forty (40) hours per week. All bargaining unit employees working in excess of eight (8) hours per day or working in excess of forty (40) hours per week shall be paid at the rate of time and one-half of regular pay. All bargaining unit employees working on Saturdays shall be paid at the rate of one and one-half times the regular pay and on Sunday shall receive double the regular pay except for those classifications in the following Section. If an employee is required to work more than eight (8) hours in any 24-hour period of a scheduled shift change, only regular pay shall be received. If an employee who is working on a work week other than Monday through Friday works on the first scheduled day off, such employee shall receive pay at the rate of one and one-half times the regular rate of pay and, if such employee works on the second scheduled day off, such employee shall be paid at the rate of double the regular rate of pay. The Employer may change the work week schedule by mutual agreement between the Employer and the Union.

Section 2. Other Work Weeks.

A. For Utility Plant Operators, Meter Service Personnel, Evidence Technicians and Parks Maintenance employees, the Employer may schedule a work week other than Monday through Friday. Parks Department cannot implement other work weeks until both of the following have occurred:

    1) Additional employees are hired into the Parks Department after June 30, 1999, or there are voluntary transfers to the Parks Department from other departments within the City; and

    2) July 1, 2000.

B. Dates for other work weeks for Parks Department employees will be limited to May 1st through October 1st of each year. If any employee from the Parks Department who was hired before July 1, 1999 is transferred from the Parks Department because of economic considerations and is later allowed to transfer back to the Parks Department, that employee(s) shall not be considered a voluntary transfer.

C. Meter Service Personnel positions may also include Saturday work weeks (not Sunday) when both of the following have occurred:

    1) Additional employees are hired in Meter Service positions after June 30, 1999, or there are voluntary transfers to Meter Service positions from other departments within the City; and

    2) July 1, 2000.

D. If the affected departments (Meter Service and Parks Maintenance) add only one employee, then it may only use one employee on the other work weeks and so on, with two, three, or more additional employees. Work weeks will be determined by departmental seniority in the affected department. No current employees in the affected departments shall be forced to work "Other Work Weeks."

E. In the event a state of federal authority mandates water or wastewater sample testing on the weekend (Saturday or Sunday), the Employer may establish a workweek other than Monday through Friday for affected Utility Department employees. The Employer will not implement the workweek without the Union's agreement. The Union's agreement will not be unreasonably withheld.

Section 3. Paid Lunch. Employees shall receive a paid lunch period if any of the following conditions occurs:

1) Any employee who works twelve (12) hours or more in any one (1) day;

2) An employee is required to work through one-half or more of the regularly scheduled lunch period and is not able to have the remaining lunch period during a time within one (1) hour of the end of the regularly scheduled lunch period;

3) An employee is scheduled and works eight (8) consecutive hours.

Section 4. Breaks. All employees shall receive one (1) break not to exceed fifteen (15) minutes for each one-half day of work. All lunch periods shall be either one-half or one hour as determined by Departmental policy.

Section 5. Time Off. No provisions of this Contract concerning overtime shall prohibit an employee and the Department Head, by mutual agreement, from making arrangements for time off for personal reasons. The employee shall make up the time at the discretion of the Department Head.

Section 6. Shift Premium Pay. Shift premiums shall be four percent (4%) for the second shift and five percent (5%) for the third shift, shift premiums shall be added to the regular rate of pay and over-time shall be applied to that rate. An employee who works four or more hours on a shift allocated shift premium will be paid the shift premium for all hours worked on that shift. An employee who works on a shift allocated a shift premium on a scheduled day off will be paid the shift premium for all hours worked on that shift. If hours worked overlap another shift, the employee will be paid the shift premium for that shift where the majority of the hours worked are on the second or third shifts.

Section 7. Shifts - Establishment. The Employer shall have the right to establish shifts and the number of employees of each classification needed on a shift. The Employer shall post shifts at least fifteen (15) days prior to the establishment of the shift. Before implementation of a shift, a minimum of five (5) working days' notice shall be given. Shifts shall be established for a minimum of six (6) weeks and a maximum of twenty-six (26) weeks. However, employees in the Police Department

shall have shifts established according to the Police Association Contract as to the number of days of the shift; and for Utility Plant Operators, shifts shall be for six (6) months. Variations of this Section shall be by mutual consent of the Employer and the Union.

The present shift rotation in the Water Plant shall continue to be in full force and effect for the life of this agreement.

Section 8. Shift Starting Times. Shift starting times shall be as follows:

- 1st Shift 6:00 a.m. to 8:00 a.m.
- 2nd Shift 2:30 p.m. to 5:00 p.m.
- 3rd Shift 11:00 p.m. to 12:30 a.m.
- Relief Shift Variable (Utility Plants)

Variations of the above starting times shall be by mutual consent of the Employer and the Union.

Section 9. Duty Time - Public Service. Personnel who are on call for duty time shall receive an additional eight (8) hours pay per week at straight time. Only those employees whose availability is within fifteen (15) miles from the intersection of Burlingame SW and 36th Street SW and have a telephone will be eligible for duty time. Equipment Operator I, Equipment Operator II, Maintenance II, Maintenance Worker II, and Crew Leader shall be required to be on standby. If Maintenance I, Maintenance II, Maintenance Worker II, Equipment Operator I, and Equipment Operator II employees are on standby duty, they shall be paid at five percent (5%) above their actual pay. Those employees scheduled for duty time may trade with other employees, provided notice in advance is given to their Supervisor. For each call-out, each employee shall receive a minimum of two (2) hours at a rate at straight time, but not less than that required by the applicable wage and hour statute.

The employee on duty time shall not be required to punch in at the Public Service Department before answering a duty time call. Such employee shall keep track of the on-duty hours in such reasonable fashion as the Employer shall determine. The requirement to be on standby for classifications in the above paragraph shall only apply to employees who live within a fifteen (15) mile radius of Burlingame and 36th Street SW and shall not apply to promotions or be considered a condition of employment. In the event state law requires the fifteen (15) mile radius to be extended, the radius shall be the minimum distance allowed by law.

In lieu of the duty person receiving eight (8) hours of pay per week and two (2) hours of pay for call outs, the employee shall receive forty-two (42) hours of straight time pay. The employee shall then be required to be on stand-by and answer all call outs without additional compensation except as required under the Fair Labor Standards Act.

Section 10. Standby.

A. Mechanic - One standby mechanic or a volunteer shall be on call each week for duty beginning December 1 through April 1 of each year from 3:30 PM until 7:00 AM. The standby mechanic shall receive eight (8) hours pay per week and, for each call out the

employee shall receive a minimum of two (2) hours pay, and for all hours worked, shall be paid at the rate of time and one-half, except for Sundays and holidays, which shall be at double time. Shift premium shall be paid according to Article 5, Section 6.

B. Evidence Technicians. An Evidence Technician required to be on standby at the employee's place of residence, or such other location agreed to by the Employer and employee, shall be paid one (1) hour for each four (4) hours or fraction thereof required to be on standby.

C. Housing and Traffic. Personnel who are on standby for the week shall receive an additional eight (8) hours straight time pay per week. For each call out the employee shall receive a minimum of two (2) hours pay and for all hours worked, shall be paid at the rate of time and one-half, except for Sundays and holidays, which shall be at double time. Shift premium shall be paid according to Article 5, Section 6.

The Employer and Union may mutually agree to extend Section 10A, 10B and 10C to other classifications and time periods.

D. Information Technology.

1) Employees who are on standby for Information Technology helpdesk calls shall receive an additional eight (8) hours pay per week and, for each call out the employee shall receive a minimum of two (2) hours pay, and for all hours worked, shall be paid at the rate of time and one-half, except for Sundays and holidays, which shall be at double time.

2) Employees who are on standby will not receive any additional pay for helpdesk calls they are able to resolve over the telephone.

3) The employee to whom the helpdesk call was referred to by the employee on standby will receive a minimum of one (1) hour straight time for each time they respond to and resolve by telephone a referred helpdesk call, and for each call out the employee shall receive a minimum of two (2) hours pay, and for all hours worked will be paid at the rate of time and one-half, except for Sundays and holidays, which shall be at double time.

4) Those employees scheduled to be on standby may trade with other employees provided notice in advance is given to their Supervisor.

Section 11. Call Out. In the event that an employee is called out for work outside the scheduled working hours, such employee shall be compensated at overtime pay. This provision shall apply only to the regular work week when said employee has worked at least eight (8) hours in his last regular shift prior to being called out unless on an approved paid absence. When an employee is called out for work other than during the normal working hours, the employee shall receive a minimum of two (2) hours pay for each call out, provided, however, no employee shall be paid for more than two (2) call outs if the call outs are made within any two (2) hour period.

Section 12. Overtime Authorization and Preference. No overtime shall be worked unless authorized by the Department Head or the designee. Regular full-time employees shall have preference for scheduled overtime over part-time and seasonal employees. In the Parks and Recreation Department, seasonal and part-time employees may be utilized for duties on Saturdays, Sundays, and holidays. The Employer shall make reasonable efforts to schedule work weeks for part-time and seasonal employees which will include Saturdays, Sundays, and holidays.

Section 13. Overtime Standards.

A. Every employee within a classification in a Department shall have an equal and impartial opportunity for overtime work subject to the employee's ability to perform the work. A Department may utilize a volunteer sign-up system to supplement its departmental list for overtime work. Overtime is to be offered first to qualified departmental employees on the volunteer list. If sufficient volunteers are not available, requests are then made to qualified employees on the departmental list, and thereafter the low seniority employee will be required to work the overtime. Seasonal assignments of spreader, loader, project inspector, and surveyor will receive all overtime related to that operation except that the Employer may use qualified volunteers to substitute for the regular seasonal employee where necessary. Spreader and loader operators who have volunteered and are qualified for seasonal assignments shall be selected by October 1 of each year according to departmental seniority and qualifications. Qualifications shall be determined by past performance and availability.

B. Requests to work overtime will be based on an employees' ability to perform the work, shift assignment, and made in the inverse order of recorded overtime.

C. Any employee required to work overtime shall be given advance notice if reasonably possible. When an employee has been requested and chooses not to work overtime, such employee, for the purposes of updating the overtime records, shall be credited with said hours of overtime without pay as if worked.

D. Overtime records shall be updated during the first and third week of each month indicating the overtime hours charged to each employee within the Department beginning with the first of July of each year and ending June 30 of the following year.

E. If a first shift employee on overtime or for other reasons, works four (4) hours or more ending within three (3) hours prior to his regular starting time and chooses to work at least four (4) hours on his regular shift, then he shall receive eight (8) hours pay for that shift (including straight time pay for time worked between the end of the call out or other job, and the commencement of the regular shift). Such employee shall be entitled to the full eight hours herein only if he completes four (4) hours of his regular shift. Hours worked on the regular shift shall be paid at straight time rates. Time and one-half will be paid to any employee who could have gone home with pay but was requested to stay on and work. This entire paragraph shall apply to call out overtime and not scheduled overtime.

F. Scheduled overtime shall mean overtime that is planned in advance or is worked as a shift continuation. Scheduled overtime shall first be given to those employees who normally work the assignment; however, the Employer may use qualified volunteers where necessary according to the volunteer overtime list.

G. No employee shall be required to work more than sixteen (16) consecutive hours. Any person working sixteen (16) consecutive hours shall have eight (8) hours off thereafter.

H. The parties understand that in determining the qualifications for overtime in the Public Works Department under the above Section the fifteen (15) mile radius set forth in Article 5, Section 9, may be considered as part of the qualifications for calling in employees on an overtime basis in the case of water main breaks of twelve (12) inches or larger, sewage backups, or other emergencies that require immediate actions.

Section 14. Snowplowing Overtime. In order to provide certainty and continuity in assigning overtime for snowplowing normally done by employees other than Public Works personnel, the following procedure shall be used. Prior to November 1 of each year, a volunteer snowplowing list shall be posted for employees in the Parks, Traffic and Engineering Divisions. Employees who sign those lists shall assume the overtime for such snowplowing. Parks Department employees shall be given first preference for all snowplowing overtime, but in no event shall this provision affect Public Works employees' preference for overtime. It is understood that employees who sign the list will be required to work overtime as necessary.

In any event, such employees shall be subject to supervision by Public Works Supervisors. Any disciplinary measures that become necessary will be referred to the employee's regular departmental Supervisor.

Section 15. Disaster. In the event of the occurrence of a tornado, conflagration, riot, or any other community disaster, declared as such by the City Council, Mayor, or City Manager, any employee may be ordered to work overtime in order to secure the peace, health, safety, and welfare of the citizens and properties of the City and shall be entitled to regular pay for hours worked on such occurrences unless the magnitude of the event would exhaust the Employer's budgetary capacity. In such cases, their compensatory time-off will be granted at such times as mutually agreed. The Employer in such emergency situations may utilize volunteers. This Section as concerns pay shall be subject to a forty-five (45) day limit.

ARTICLE 6
GRIEVANCE PROCEDURE

Section 1. Definition. The term "Grievance" means any dispute between the Employer and the Union, or between the Employer and any employees or employee, concerning the effect, interpretation, application, claim of breach, or violation of this Contract, any rule and regulation regarding employee personal conduct, and the unreasonable application of published rules and regulations.

A. Step 1. The aggrieved employee, or a member of the Union Executive Board if the grievance involves two (2) or more employees of the Union, shall present the grievance in writing, signed by the aggrieved employee or a member of the Union Grievance Committee, to the Department Head within ten (10) working days after the occurrence of the matter which gave rise to the grievance. The grievance as submitted shall be the subject of a discussion between the aggrieved employee and a member of the Grievance Committee (unless the employee does not desire the member present) and the Department Head and Director of Human Resources within ten (10) working days after the filing of the grievance. The Director of Human Resources shall make a decision in writing within ten (10) working days after the meeting. A copy of the decision shall be given to the employee and the Grievance Committee member.

B. Step 2. If no satisfactory settlement is reached in Step 1, the aggrieved employee or the Union may submit said grievance to the City Manager within ten (10) working days after the decision in Step 1. The grievance as submitted shall be the subject of a discussion between the aggrieved employee and a member of the Grievance Committee (unless the employee does not desire the member present) and the City Manager, or his designee, if both sides agree. Either side may have other persons present. The meeting shall be within ten (10) working days after the filing of the grievance. All pertinent correspondence concerning the grievance shall be filed with the grievance. Within ten (10) working days after said meeting, or if no meeting within ten (10) working days after receipt by the City Manager, a written decision by the City Manager or his designee shall be made and given to the aggrieved employee and the Grievance Committee member.

C. Step 3. If no satisfactory settlement is reached in Step 2 and the grievance is one as defined in Section 1, the grievance may be submitted to an Arbitrator by the Employer or the Union. The party seeking arbitration must notify the other party in writing within thirty (30) working days from the answer in Step 2 of the grievance procedure of its desire to arbitrate the grievance. The arbitrator shall be chosen by the Union and the Employer alternately striking names from a list of five (5) arbitrators agreed to by the Union and the Employer. Arbitration shall be in accordance with the rules and procedures established by FMCS. The decision of the Arbitrator shall be final and binding. The Arbitrator shall be bound by this Contract and shall not modify, alter, or change the terms. The costs of such arbitration shall be shared equally by the parties.

D. The Employer or the Union reserves the right to file suit in Circuit Court for the purpose of judicial review of the Arbitrator's decision only for the limited purpose of determining whether the Arbitrator modified, altered, or changed any substantial terms of the Contract.

Section 2. Procedural Requirements. If a party filing the grievance fails to follow the procedural requirements, the grievance shall be deemed decided against said party unless there is a waiver of such requirements in writing. The failure to respond in a timely fashion by the party against whom the grievance is filed shall result in the automatic advancement of the grievance to the next step unless there is a written waiver as set forth above. Working days shall mean Monday through Friday.

Any grievance by the Employer against the Union may be filed with any member of the Executive Committee or the Grievance Chairman of the Union, and the same shall be answered within ten (10) working days after the filing. If the Employer is not satisfied with the answer of the Union, the Employer may request arbitration as provided for in Step 3 in the preceding Section.

ARTICLE 7
SENIORITY

Section 1. Seniority.

A. Seniority is continuous employment on a full-time basis with the Employer which shall include approved absences.

B. Departmental seniority shall determine vacation preference and shift preferences subject to Article 5, Section 7.

C. There shall be a separate seniority list for each Department showing both types of seniority, prepared and furnished by the Employer to the Union upon request.

D. Tests shall include a rating for seniority of a minimum of ten percent (10%) and a maximum of fifteen (15%) of the total score to determine qualifications for job promotions or transfers.

E. Bargaining unit seniority shall determine vacation accrual, longevity, sick leave, and any other item not specified.

Section 2. Loss of Seniority. Seniority shall be lost upon any of the following conditions:

A. By voluntary termination or discharge for just cause.

B. Failure to report for work on the first day following the expiration of an approved leave of absence, unless excused by the Employer.

C. Absence from work for three (3) consecutive working days without notifying the Employer, unless notification was impossible or unless otherwise excused by the Employer.

D. Retirement.

E. Promotion to a position which excluded the employee from the Union except that in the event the employee, after having received a promotion, reverts to the former position, Departmental seniority shall accrue as if the promotion had not occurred.

F. Layoff for lack of work for a period equal to the length of employment with the Employer, not to exceed eighteen (18) months.

G. Whenever possible, the employee shall be notified within thirty (30) days that the seniority was lost because of the provisions as stated in this Section, and a copy of the notice shall be filed with the Union and in the employee's personnel file.

ARTICLE 8
LAYOFF AND RECALL

Section 1. Layoff.

A. Layoff shall mean a reduction in the work force. Except in cases of disaster as defined in Article 5, Section 15 of this Contract, the Employer shall notify in writing any employees to be initially laid off at least fifteen (15) days prior to the layoff. Those employees who are being laid off shall be given a bargaining unit seniority list at the time of layoff notice. The Union shall be given the names of any employees to be laid off.

B. No permanent or probationary employee shall be laid off in any Department while a seasonal or temporary employee is performing the same or similar work in that Department. A regular employee will replace the seasonal or temporary employee who may be in another department if qualified to perform the work of the seasonal or temporary employee.

C. Permanent employees shall have bargaining unit seniority in their classification. Each employee given initial notice of layoff may replace that employee who has the least seniority in the same classification. In the event no position is available in the laid-off employee's classification, that employee may then replace the employee with the least seniority in a position in the bargaining unit with the same or similar duties in which the pay range is the same or less and in which the laid-off employee is able to perform the work within a reasonable period of time. Employees who bump into another classification pursuant to this Section shall receive the top of the pay range in that classification but not more than one percent (l%) higher than their current pay rate at the time of the bump.

D. An employee who has been notified of layoff shall have forty-eight (48) hours to notify the Director of Human Resources in writing of the position to which they wish to bump. An employee who has been bumped shall have the right to use the procedure set out in paragraph (3) above and shall have 24 hours to notify the Director of Human Resources of the position to which they wish to bump. All employees being bumped shall be given the bargaining unit seniority list referred to in paragraph (1) above, and the 24-hour period referred to in this paragraph shall commence upon the receipt of such list.

E. The Employer may select a position within the bargaining unit for the employee according to seniority and, if the employee accepts that position, then such employee shall be presumed to be able to perform the duties of that position. The pay range shall be the same or less than the existing pay range of that employee unless otherwise agreed to between the Employer and the Union.

F. An employee who has been replaced in a classification may return to that position within one (1) year if that employee wishes and if there is an opening in that position.

G. The Employer shall continue to pay health care benefits through the first full calendar month after layoff. The employee laid off may, at the employee's expense, thereafter continue health care benefits.

Section 2. Recall. Employees who are on layoff shall have preference for vacancies over new employees, provided the employee on layoff has the necessary qualifications for the duties or tasks of the position.

ARTICLE 9
PROBATIONARY PERIOD

An employee shall be on probation for six (6) months after being hired. The Employer may extend the probationary period for an additional three (3) months and, if so, shall notify the Union and the employee that such probationary period has been extended, giving the reasons for the extension. Any additional extension of the probationary period shall only be with the consent of the Union and the employee. An employee shall be eligible for a merit increase after completing the probation period. The Employer may discipline or terminate, without Union representation, new employees who are on probation for any reason not prohibited by state or federal law, and such discipline or termination shall not be subject to the grievance procedure. In the event that an employee has been promoted to a new classification and fails to perform the new job satisfactorily, such employee shall have the right within two weeks after being given notice to revert to that employee's former position.

ARTICLE 10
LEAVE OF ABSENCE

Section 1. Leave of Absence. An employee may be granted a leave of absence without pay for reasons other than those covered by Article 29, Family Medical Leave upon approval by the City Manager. For any leave of absence without pay exceeding thirty (30) days, all benefits shall cease except for seniority and term life insurance. In addition, the Employer shall continue to pay for health, vision and dental insurance premiums for two full calendar months after the calendar month in which the unpaid leave began.

Section 2. Request for Leave. Any request for leave of absence shall be in writing, stating reasons, signed by the employee, and given to the Department Head. Approval shall be at the Employer's discretion, and any decision shall be in writing.

ARTICLE 11
SICK LEAVE

Section 1. Sick Leave – Earned, Accumulation and Use.

A. Full-time employees shall accumulate sick leave at the rate of eight hours (8) for each full calendar month of employment exclusive of leaves of absence without pay.

B. Accumulation of sick leave shall be unlimited.

C. Whenever possible, and in order to obtain sick pay, if an employee is not able to report to work because of an illness or injury, such employee shall notify the immediate Supervisor or the Department Head as early as possible prior to the employee's scheduled work. Such notification shall be continued on a day-to-day basis if such absence is to continue, unless the notification indicates an illness or absence is to be for an indefinite period.

D. Sick leave pay shall be taken in one-half (1/2) hour increments.

Section 2. Old Sick Leave Bank. Effective January 1, 2013, an employee who has a balance of sick leave of sixteen (16) hours or greater, shall have the sick leave hours recorded in an "old sick leave bank." The employee shall not be permitted to accumulate additional sick hours in the "old sick leave bank" after January 1, 2013. The employee may use the "old sick leave bank" for sick leave purposes after exhausting the "new sick leave bank." An employee with less than sixteen (16) hours of sick leave on January 1, 2013 shall have the hours moved to the "new sick leave bank." Employees with five (5) or more years of seniority and a balance in their "old sick leave bank" shall receive eight (8) hours pay for each sixteen (16) hours of accumulated sick leave in their "old sick leave bank" upon retirement, death, or termination of employment, except for misconduct.

Section 3. New Sick Leave Bank. After January 1, 2013, sick leave will be recorded in a "new sick leave bank." Employees with five (5) or more years of seniority and a balance in their "new sick leave bank" shall receive one (1) hour pay for each two (2) hours of accumulated sick leave in their "new sick leave bank," with a maximum pay off of 200 hours (accumulation of 400 hours or more),upon retirement, death, or termination of employment except for misconduct.

Section 4. Sick Leave Conversion. Sick leave days may be converted to additional vacation days not to exceed forty (40) hours for the employee who has five (5) years service with the Employer and four hundred (400) or more accumulated hours of sick leave. Employees with ten (10) years of service with the Employer and eight hundred (800) or more accumulated hours of sick leave may convert up to eighty (80) hours. In no case may any employee convert more than eighty (80) hours in any fiscal year, and an employee shall be allowed one (1) conversion during each fiscal year.

For the purposes of calculating accumulated hours of sick leave, the Employer will combine both the old and new sick leave banks, with the hours being converted first from the new bank.

Section 5. Emergency Leave. Subject to discretionary approval by the Department Head, whenever an unusual or emergency situation exists involving the health or well-being of a member of the employee's immediate family, sick leave may be granted for a period not to exceed five (5) days. Immediate family shall mean the father, mother, brothers, sisters, grandparents, spouse, children, grandchildren, father-in-law, mother-in-law, brother-in-law, sister-in-law, and stepchildren, including relatives of the spouse as so listed. The discretionary approval described in this paragraph shall not be unreasonably withheld by the Department Head.

Section 6. Medical Certifications and Medical Examinations. Medical certification may be required to substantiate sick leave absences when the Employer has reason to believe that an employee is abusing sick leave privileges. Should an employee furnish a false medical certificate or fail or refuse to furnish to the Employer a medical certificate, then such employee may be disciplined appropriately, including dismissal. The Employer may at any reasonable time require an employee to be examined by a doctor selected by the Employer at its expense.

Section 7. Absence - 10 days. If an employee has been absent from work because of sickness or injury for a period of ten (10) or more working days, such employee shall satisfy the Employer that the employee is able to perform the duties of work before returning to work. The Employer may require a medical certificate or, at its expense, may require such employee to submit to a medical examination by a doctor selected by the Employer to determine whether that sickness or injury which required the employee to be absent will allow the employee to return to work.

ARTICLE 12
DISABILITY INCOME PLAN

In the event an employee is disabled, due to a non work related injury or illness, to the extent that such employee is not able to perform the duties of the job, such employee shall be eligible to receive from the Employer an income maintenance plan, which will provide the employee with an income allowance of seventy-five percent (75%) of the base pay for a period not to exceed a cumulative total of fifty-two weeks in the employee's lifetime. However, an employee may earn back one week of the benefit for each consecutive twelve (12) month period that the employee did not use benefits under the Disability Income Plan or was not on an unpaid leave of absence, up to a maximum accumulation of fifty-two (52) weeks. This section shall be effective only after such employee has used all paid time (including sick leave, vacation leave, personal leave/floating holidays), and only after an eight (8) day waiting period. Paid time taken by the employee will be credited towards the waiting period, and, after the waiting period is completed, the benefit shall not be retroactive from the first day of disability. Whenever an employee receives pay under this benefit, all benefits shall cease except seniority, life, and health, dental, and vision insurance.

ARTICLE 13
PROFESSIONAL MEDICAL OR DENTAL CARE

An employee requesting time off to obtain professional medical or dental care shall be charged leave time. In addition, employees shall be permitted to use accumulated leave time for medical or dental appointments of immediate family members.

If the Employer refuses to allow an employee time off under this Article, the Union will investigate the facts prior to proceeding with any grievance based on the Employer's action. The Union will cooperate with the Employer to control and eliminate abuses of this Article.

ARTICLE 14
BEREAVEMENT

Days off for death in family, for funeral arrangements or services shall be granted as follows:

A. Whenever any one of the following persons dies and the employee assists in the funeral arrangements, attends the funeral, or attends any post-funeral functions or arrangements, the employee shall be entitled to receive time off from work with pay for a period not to exceed three (3) days [except for spouse or child which shall be five (5) days] for the following: father, mother, brother, sister, father-in-law, mother-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, step-parent, grandparent and grandchild. Also included are stepchildren who have been permanently residing with the employee. Five (5) days off shall also be permitted in the case of a miscarriage or still birth, experienced by an employee or the employee's spouse, if a funeral or memorial service occurs, or if the fetus met the state standards set forth in MCLA 333.2803(2). In other cases, the employee may be permitted to use sick time in an amount appropriate to the circumstances.

B. For the following persons, the employee shall be entitled to one (1) day off with pay to attend the funeral: niece, nephew, aunt, uncle, and spouse's grandparents. In addition, the employee may elect to take an additional two (2) days from the employee's sick time for a total of three (3) days.

C. Subject to discretionary approval of the Department Head, an employee may be granted time off with pay for the purposes as stated in Subsection (A) for relatives who were closely associated with the employee or the employee's spouse or to attend the funeral services of an employee or former employee of the Employer.

D. Time off without pay to attend funerals for other than the persons specified herein may be arranged upon approval of the Department Head or the City Manager.

E. For purposes of Subsections A and B, the days off may only be taken beginning with the day of the death through the day after the funeral, except for spouse and child, which shall be any five (5) successive workdays of which one (1) of the days shall be the funeral.

ARTICLE 15
WORKERS COMPENSATION

Whenever an employee receives workers' compensation, the following shall determine what benefits shall continue:

A. Up to and including one full calendar month, all benefits shall be received or accrued.

B. For the second full calendar month up to, but not exceeding, twenty-six (26) weeks, holiday pay and personal leave days shall be excluded.

C. After twenty-six (26) weeks, seniority, life insurance, and health insurance shall continue.

D. During the time an employee is receiving workers' compensation benefits, the employee shall be paid the difference between such benefits and the employee's net salary or wage for a period of twenty-six (26) weeks. After said 26-week period, if the employee is still receiving workers' compensation benefits, the employee may use sick leave to obtain the difference. The Employer may require an employee on workers' compensation to perform other than the employee's normal duties if the employee is able to do so. If such employee refuses to perform such other duties, the Employer may terminate the difference between the benefits being received under the workers' compensation benefits and the employee's net salary or wage.

E. An employee off work due to an on-the-job injury, receiving workers' compensation benefits, is entitled to a supplemental benefit from the Employer for a maximum of twenty-six (26) weeks. If the employee is released by a doctor to return to full duties and subsequently sustains a new injury or re-injury of the previous condition, the employee shall be entitled to a full 26-week benefit period. If an employee is released to return to work by a doctor with work restrictions and is unable to perform any work offered by the Employer, any subsequent loss of work days or weeks will be covered only for those weeks remaining from the original 26-week benefit period. Should said employee suffer a new injury while working on restricted duty, the employee would be entitled to a full 26-week benefit period.

F. Net salary or wage shall be determined using the hourly rate only as established by the Wyoming Code and is not intended to include any additions thereto such as holiday, shift premium, overtime, etc.

ARTICLE 16
MILITARY LEAVE

Military leave shall be governed as follows:

A. Employees on military leave will be treated in accordance with applicable law.

B. Any permanent employee who requests a leave of absence to participate in a branch of the Armed Forces Training Program shall be granted such leave not to exceed fifteen (15) working days upon presentation of report-to-duty orders. The employee shall be paid the difference between the amount received for such training and net salary. Except for seniority, all benefits shall cease after said fifteen (15) days.

C. Any permanent employee who is called out by and serves on emergency duty for any of the Armed Forces Reserve Training Units or the Michigan National Guard shall be paid the difference between the amount received for such duty and net salary for each day of duty for a period not to exceed five (5) working days. All other benefits shall continue.

D. An employee required to have a pre-induction physical exam shall receive full pay while absent for said exam for a period not to exceed two (2) working days.

ARTICLE 17
JURY DUTY

In the event an employee is summoned for jury duty or as a witness in a case in which the employee is not a party, a paid leave of absence shall be granted for that purpose, provided the court order, subpoena, or summons is presented to the Supervisor or Department Head upon receipt thereof. The employee shall be expected to be at work during the regular working hours when not required to be in court. An employee who works a shift beginning at or after 12:00 noon the day of jury duty or ending by 9:00 AM the day following the jury duty may take the number of hours off the work schedule as were required to be at jury duty. Any monies or fees received shall be given or assigned to the Employer. The Employer will reimburse the employee for mileage to and from Court from the employee's place of employment plus actual parking fees, provided the costs shall not exceed the monies or fees received by the employee from the court.

An employee who is assigned jury duty may voluntarily trade work shifts with another employee for the duration of the jury duty provided the other employee agrees and the Department Head approves the trade.

ARTICLE 18
VACATIONS

Section 1. Vacations – Earned and Accumulation.

A. Vacation credits shall be determined by full calendar months worked.

B. New employees shall accrue vacation credits as follows: Any employee hired between January 1 and June 30 shall be entitled to eighty (80) hours vacation beginning January 1 of the following year. Any employee hired between July 1 and December 31 shall be entitled to forty (40) hours vacation beginning January 1 of the following year. On January 1 of each year thereafter, the employee shall be credited with such vacation as determined by Section 1(C). Any probationary employee who leaves the employ of the Employer shall not be entitled to any vacation pay.

C. Vacation credits shall be as follows: one (1) through four (4) years - eighty (80) hours; for each year thereafter, an additional eight (8) hours per year until the total of one hundred-sixty (160) hours have been reached. Credits for vacation shall be made as of January 1 of each year.

D. Effective January 1, 2013, accumulation of vacation shall be limited to three (3) years entitlement. Sick days converted to vacation days shall not be used to determine vacation entitlement. Converted sick days shall be included for the purpose of vacation accumulation.

E. New employees shall not take any vacation during their initial probationary period.

Section 2. Vacation Schedules. Employees shall submit their preference in writing to the Department Head by April 1 of each year. The Employer will post vacation schedules by May 1. The Department Head may change posted vacation schedules by giving thirty (30) days written notice to those employees affected, setting forth the reasons for the change. Vacation preference shall be subject to scheduling approval by the Department Head.

Section 3. Vacation Credit during Absences. If an employee has received permission to be absent without pay, time spent on such absence shall be considered as having worked for determining earned vacation credit only if the employee returns and remains an employee for 30 days unless waived by the employee prior to being granted such leave.

Section 4. Payment for Accrued Vacation. Payment for accrued vacation shall be made upon retirement, death, or termination of employment. Effective January 1, 2013, the maximum payment is two (2) years entitlement.

Section 5. Pay Instead of Vacation. An employee may request and receive pay for one-half (1/2) of any one (1) year's vacation entitlement. Any request shall be in writing. Only one (1) request for any calendar year may be made.

ARTICLE 19
HOLIDAYS

Section 1. Recognized Holidays. Holiday leaves with pay shall be as follows:

- Day before New Year's Day
- New Year's Day
- Good Friday
- Memorial Day
- Independence Day
- Labor Day
- Veteran's Day (November 11)
- Thanksgiving
- Day following Thanksgiving
- Day before Christmas
- Christmas

For those employees whose work week is normally Monday through Friday, if a holiday falls on a Saturday, then Friday shall be observed, and if a holiday falls on a Sunday, then Monday shall be observed. Exception: Whenever Christmas Eve and New Year's Eve fall on either Saturday or Sunday, the holidays shall be observed on Fridays.

For those employees whose normal work week is other than Monday through Friday, then the actual day of the holiday will be observed.

Section 2. Personal Leave Days. In addition to the above holidays, employees shall be provided three (3) personal leave days per fiscal year (new employees - after probation). Said personal leave days shall be used during the fiscal year or lost. Whenever possible, at least two (2) full days notice shall be given before the leave day requested. An employee may use personal leave days one-half day at a time.

Section 3. Holiday Pay. Full-time employees shall receive pay for any holiday on the basis of their regularly scheduled work day and compensated at double time for hours worked.

Section 4. Holiday Eligibility. Only full-time employees shall be eligible for holiday pay and must have worked on their regularly scheduled work day immediately preceding and immediately following the holiday, unless using an authorized accrued vacation day, sick day, or floating holiday. For the purpose of computing overtime or holiday pay, an employee absent with pay as authorized by this Contract shall be considered to have worked the normal shift during such absence. When a holiday falls within an employee's vacation period, said holiday shall not be counted as a day of vacation.

ARTICLE 20
INSURANCE

Section 1. Medical. The Employer shall provide each employee and the employee's dependents with group health coverage which shall include the following:

A. The benefits provided under the Employer's sponsored plan, which shall be at least those in effect July 1, 2016.

B. The prescription co-pay shall be $10 for generic drugs, $30 for preferred name brand drugs and $60 for non-preferred name brand drugs.

   Effective January 1, 2017, the prescription drug coverage shall change from an open formulary to a closed formulary.

   Effective July 1, 2017, the prescription co-pay for specialty drugs shall be 20% of the cost with a maximum of $100 per prescription per fill.

   Effective July 1, 2018, The prescription co-pay shall be $10 for generic drugs, $40 for preferred name brand drugs, and $70 for non-preferred name brand.

C. Effective July 1, 2016 the office visit co-pay shall be $20. Co-pays for using a specialist shall be $30 (unless the specialist is the member's primary care physician in which case it shall be $20), $40 for using an urgent care facility, $100 for using a hospital emergency room visit (waived if admitted), and $100 for imaging services (maximum two imaging co-pays per year).

Section 2. Employee Health Insurance Contribution. Employees shall contribute twenty percent

(20%) toward the cost of their premium for health insurance. The premium shall be that recommended by the Employer's Third Party Administrator (TPA) or insurer as applicable. The Employee contribution may be paid on a pre-tax basis through the Employer's Flex Plan *(this item addresses requirements of Public Act 152 of 2011).*

Section 3. Health Insurance Opt Out. Employees may opt out of the Employer's health plan (excluding dental and vision) and receive $100 each payroll period in lieu of the health benefit, which may be directed to the Employer's Flex Plan subject to plan requirements. An employee who opts out of the plan may not be covered in the plan as a spouse or dependent. An employee's election to opt out cannot be changed until the next enrollment period, except that an employee who opts out and loses health care coverage through no fault of his or her own will be permitted to reenter the plan at the time coverage is lost. Opt out is subject to plan requirements.

Section 4. Life Insurance. The Employer shall provide each full-time employee with life insurance in the amount of $35,000.00. The Employer may be the insurer.

Section 5. Dental & Vision. The Employer shall provide each employee and the employee's dependents who are enrolled or eligible to be enrolled in the Employer's sponsored health plan with the dental and vision plan, of which benefits shall be at least those in effect July 1, 2016.

Section 6. New Insurance Plan and Alternate Insurance Plan. The Employer shall have the right to change to other insurance carriers, or to cover the insurance itself, provided the coverage shall be generally equivalent to that listed above and provided the Bargaining Committee of the Union has the opportunity to review and respond to any proposed change before the change is implemented. Any disagreements concerning such change will be subject to the grievance and arbitration procedure.

The Employer may offer alternative health plans, such as high deductible plans and health savings accounts, on a voluntary basis. The employee contribution for such plans may be less than the contribution for the current health plan.

If national health insurance is enacted during the term of this agreement, then health insurance may be opened for negotiation by the request of either party.

Section 7. Flexible Benefits. Employees are eligible to participate in the Employer's Flexible Spending Plan in accordance with the terms and conditions of the Summary Plan Description.

Section 8. Affordable Care Act. In the event it is determined that the City will become liable for any excise tax on health care coverage under the Affordable Care Act ("ACA") (commonly known as the "Cadillac tax"), or for any similar tax, penalty or fine under the ACA, this Agreement shall immediately reopen on the subject of health care coverage and the parties shall immediately meet to bargain for the purpose of modifying the Agreement so as to eliminate all such taxes, penalties or fines for the City.

ARTICLE 21
UNIFORMS, MILEAGE AND TOOL ALLOWANCE

Section 1. Uniforms. The Employer shall furnish a list of those employees who are required to wear uniforms. For such employees, the Employer shall furnish a minimum of four (4) sets of uniforms, once the probationary period has been completed. The uniforms or portions thereof will be replaced at regular intervals on an as needed basis as determined by the Employer. It shall be the responsibility of the employee to see that the uniform is washed and cleaned. However, if such uniforms must be dry cleaned (cannot be laundered), the Employer will provide for such dry cleaning. The uniforms shall not be worn except while on duty and for a reasonable time before and after duty. If an employee is furnished a uniform, then all other employees in that classification who are performing similar duties shall also have uniforms furnished. All employees who are furnished uniforms shall wear uniforms during the course of their employment. The Union shall have the right of input as to uniforms, with the final decision to be made by the Employer.

Section 2. Mileage. The Employer shall pay mileage to employees for the use of employee owned vehicles on Employer business at such figures established by the City Council, but not less than the Internal Revenue Service applicable rate per mile. An employee shall only be entitled to payment for the use of a vehicle when authorized prior thereto by the Department Head or the City Manager.

If an employee is requested to use his or her automobile for Employer business and such automobile is damaged in the course of such business without fault by the employee, upon proof of such damage the Employer will reimburse any insurance deductible required to be paid by the employee to a maximum of $500.

Section 3. Tool Allowance.

A. Any full-time, non-probationary employee who is classified as an Automotive Mechanic shall be given a tool allowance which shall be paid by April 1 of each fiscal year.

Years of Service	Amount
First Year	$325
Second Year	$500
Third Year	$600

B. In the event of a natural disaster, theft, fire, etc., the result of which destroys tools and equipment the City Automotive Mechanics must furnish, the Employer shall reimburse the employees for total value lost, subject to employee paying the first $5.00 of each occurrence. This policy is, however, subject to the following provisions:

1) If the employee's tools are insured, the Employer shall not be liable for payment.

2) Each Automotive Mechanic shall provide the Employer with a complete inventory and value sheet on or before July 1 of each year.

3) Loss or breakage of tools in the normal course of work is not covered.

4) Automotive Mechanics shall not be required to purchase specialized tools out of said tool allowance. "Specialized tools" means those tools currently not deemed necessary for Automotive Mechanics to furnish.

ARTICLE 22
EMPLOYMENT, PLACEMENT, AND PROMOTION

Section 1. Physical Examination. The Employer may at least once annually, and more than once a year if there is just cause, require any employee to take a physical examination at the Employer's expense by a medical examiner selected by the Employer. The results of such examinations will be made available to the Employer and to the employee.

Section 2. Vacancies. In order to provide advancement opportunity, when vacancies exist, the Employer will post in each Department such vacancies at least five (5) days before filling such vacancies, indicating the title, description of duties, basic personnel requirements, work schedule, and rate of pay. Any interested employee may make application for such vacancy by filing with the Human Resources Department. Such application shall list the employee's qualifications. Placement and advancement shall be at the Employer's discretion subject to seniority provisions as stated in Article 7, Section 1(D). Full-time employees will have preference for vacancies or new positions if they have the required qualifications, unless there is an applicant with more qualifications for that vacancy or new position. Whenever there is more than one application for promotion or transfer, all employees who applied shall be informed of the selection within five (5) days. Employees who successfully bid on such vacancies may not bid on another vacancy for a period of one (1) year from the time they fill the vacancy unless agreed to by the Employer and the employee.

Section 3. Temporary Assignments. When an employee is temporarily assigned to work for a period of two (2) hours or more during any one (1) day, in work which is normally performed in the job description of a person in a higher classification and is not normally performed by a person in a lower classification, such employee shall be paid an additional five percent (5%) of the regular hourly rate. If temporarily assigned to work in a position outside the bargaining unit, that employee will be paid an additional ten percent (10%) of the regular hourly rate. This Section shall apply only if the duties of the employee are the same as the employee temporarily replaced, including, in the case of supervision, supervising nearly the same number of persons supervised by the employee temporarily replaced. Whenever there is a temporary vacancy because an employee has been granted a leave of absence, an employee in a lower classification who fills the position on a temporary basis shall receive an additional five percent (5%) over the employee's regular hourly wage for a maximum of thirteen (13) weeks. After thirteen (13) weeks, the employee shall be reclassified and placed at Step A of such classification or continue to receive the additional five percent (5%) whichever is greater. The reclassification of such employee shall remain temporary. However, a new anniversary date shall be established which shall be retroactive to the commencement of the temporary assignment with the employee being eligible for a merit increase one year from the original date of the temporary assignment. While in the temporary reclassification, such employee shall receive all

benefits based upon said reclassification. At the end of the temporary assignment, the employee shall return to the prior classification. All benefits under this Contract shall be granted as if such employee had been in the prior classification continuously. If such employee's anniversary date for the existing classification falls within the period of the temporary reclassification, then such employee will be eligible to receive that merit increase.

An employee who is temporarily assigned to another department shall continue to earn seniority in his/her original department. Credited overtime since July 1 of the current year, based upon departmental overtime records, shall follow the employee to whichever department the employee is assigned.

Section 4. Handicapped Employees. Subject to the sole discretion of the Employer, should an employee become physically or mentally handicapped to the extent that he or she cannot perform his or her regular job, the Employer will make every effort to place the employee in a position that he or she is physically and mentally able to perform.

ARTICLE 23
PART-TIME

Section 1. Definition of Part-Time Employees. For purposes of this Article, the following definitions shall apply:

A. Part-Time - Regular. A part-time regular employee shall mean an employee who works throughout the year a fixed number of hours per week, but normally less than forty (40) hours.

B. Part-Time - Irregular. The same as part-time regular employee except the number of hours worked in any week may vary depending on assignment.

C. Part-Time Temporary. An employee who works for a short continuous period of up to six (6) months. Said employee may work more or less than forty (40) per week and said employee may be assigned to work irregular hours.

Section 2. Part-Time Employment. The Employer reserves the right to hire part-time regular, part-time irregular, and part-time temporary employees.

A. In the event any part-time employee becomes a full-time employee, that employee shall be subject to the probationary period as provided in Article 9, with said period commencing from the date of full-time status.

B. An employee's length of service with the Employer while working part-time shall not be included in relation to a full-time employee's seniority. A part-time employee's seniority shall be counted only as it relates to other part-time employees.

C. No part-time employee shall be employed while a full-time employee in that department, who is capable of performing the work designated for the part-time employee, has been laid off. Upon determination to hire part-time regular or part-time irregular employees, the Employer shall inform the Union of the hiring, rate of pay, and work assignment for all such employees.

Section 3. Part-Time Wages and Benefits. Wages and other benefits to part-time employees covered by Article 23 shall be as follows:

A. Wages shall be as determined between the Employer and the employee.

B. Part-time employees shall not be eligible for or receive any fringe benefits except those mandated by state or federal law and except as hereinafter provided. Part-time - regular and part-time - irregular employees working an average of twenty-four (24) hours or more per week shall receive the following benefits:

1) One-half the vacation credits that a full-time employee may earn and accumulate.

2) One-half the sick leave that a full-time employee may earn and accumulate.

3) One-half holiday for each full day holiday entitled a full-time employee.

4) One-half the life insurance provided full-time employees.

C. If the employee works an average of thirty (30) or more hours but less than forty (40) hours, such employee shall receive three-fourths of the above instead of one-half.

D. Medical and hospitalization coverage as provided to full-time employees shall be given to all employees working an average of twenty-four (24) or more hours per week.

E. Part-time employees shall not be eligible for or receive any other benefits granted to full-time employees.

ARTICLE 24
TRAINING, EDUCATION AND SAFETY

Section 1. Training Programs. The Employer may establish a general policy to provide for training programs to improve employee's performance, to offer advancement opportunities, and to increase employees' efficiency. Successful completion of training programs shall, along with other provisions of this Contract, be factors in promotion and additional compensation. There shall be no job discrimination by the Employer in any classification for on-the-job training.

Section 2. Educational Reimbursement. Employees desiring to take job related classes must first have the same approved by the City Manager prior to said classes being taken. The employee shall then be reimbursed for tuition and required books up to six (6) credit hours per semester and eight

(8) credit hours per quarter. Reimbursement for tuition for undergraduate classes will not exceed the undergraduate rate for classes at Grand Valley State University in effect at the time the class was taken.

A. For undergraduate classes, the employee must receive a passing grade for the class. Reimbursement for tuition for graduate classes will not exceed the graduate rate for classes at Grand Valley State University in effect at the time the class was taken.

B. For graduate classes the employee must receive a "B minus" or equivalent numerical grade (for certain lab and seminar classes the grading standard may be pass/fail and the employee must achieve a passing mark).

C. The Employer shall not reimburse registration, parking, or other such additional fees charged by the school.

D. An employee who has three (3) or more classes reimbursed by the Employer must remain with the Employer for at least five (5) years after the last class is completed or shall refund the Employer the cost of tuition and books which were reimbursed during the last five (5) years of employment.

Section 3. Safety Policy. To promote the general welfare and safety of the employees, the Employer shall work with the Union in establishing a general safety policy for the employees of the Employer in all phases of employment, including the use of vehicles and machinery and the environs in which they are employed. The Employer shall provide all employees with protective clothing or other protective devices required by local, State, or Federal regulations.

ARTICLE 25
STRIKES AND ILLEGAL ACTIVITY

The parties hereto mutually recognize that the services performed by employees covered by this Contract are services essential to the public health, safety, and welfare. There shall be no interruption of these services, for any cause whatsoever, by the employees it represents, nor shall there by any concerted failure by them to report for duty, nor shall they absent themselves from their work, stop work, or abstain in whole or in part from the full, faithful, and proper performance of the duties of their employment or picket the Employer's premises. There shall be no strikes, sit-downs, feigned illnesses, stay-ins, stoppages of work, or any acts that interfere in any manner or to any degree with the services of the Employer during the term of this Contract.

ARTICLE 26
WAGES, LONGEVITY AND SICK LEAVE INCENTIVE PAY

Section 1. Wages. Wage increases shall be as follows:

- July 1, 2016: 2.75%
- July 1, 2017: 2.50%
- July 1, 2018: 2.25%
- July 1, 2019: 2.00%
- July 1, 2020: 1.50%

Section 2. Classification and Wage Schedule Steps. The Classification and Wage Schedule incremental steps shall be increased from six to eleven by adding a step half way between each step of the six step schedule. This step sequence shall be effective for employees who are hired after October 1, 2009 and existing employees who voluntarily accept an appointment to a new classification after October 1, 2009. The Employer and the Union may mutually agree to apply the new schedule to existing employees.

Example:
Current 6-Step

Wage Range	A	B	C	D	E	F
G21	13.98	14.54	15.10	15.63	16.37	17.12

New 11-Step

Wage Range	A	B	C	D	E	F	G	H	I	J	K
G21	13.98	14.26	14.54	14.82	15.10	15.37	15.63	16.00	16.37	16.75	17.12

Section 3. Merit Increases. The factors considered by the Employer in determining merit increases will include, where applicable, the following:

- An isolated incident of discipline, standing alone, will not automatically cause a denial. The seriousness of the incident and the relevant circumstances will be considered.

- When sick leave use (abuse) is an issue, the pattern and/or frequency of use will be primary considerations.

An employee whose increase is denied may appeal to an advisory review board. Composition of the board will be determined by mutual agreement of the Employer and Union. The board's decision is advisory, not binding. However, a grievance may be filed only after the board has completed its review.

Section 4. Longevity Pay. For full years of service determined prior to November 1 of each year, all employees shall receive the following:

5 Years	$600
10 Years	$700
15 Years	$800
20 Years	$900
25 Years	$1,000

Section 5. Sick Leave Incentive Pay. On November 1 of each year, any employee having a minimum of eighteen (18) months of continuous service shall receive an amount equal to Two Dollars ($2.00) for each eight (8) hours of unused sick leave for the preceding twelve (12) months times the number of whole years of continuous service with the Employer determined as of November 1. In addition, employees up to the fifth year of employment will receive an additional bonus of fifty cents ($.50) over the Two Dollars ($2.00).

Section 6. Payment for Longevity and Sick Leave Incentive. Payment for longevity and sick leave incentive shall be made on or before the last pay period in November. Benefits for either item shall be prorated upon termination of employment.

ARTICLE 27
PENSION – DEFINED BENEFIT AND DEFINED CONTRIBUTION

Section 1. Defined Benefit. The following shall be part of the pension benefits of the employees.

A. Multiplier and Pension Options. The multiplier shall be 2.35% of the final average compensation. Effective June 30, 2016, final average compensation shall not include overtime hours.

   For employees retiring on or after June 30, 2016, the multiplier shall be 1.95% of the final average compensation for all service accrued on or after June 30, 2016. This shall apply to employees who are currently participants in the Defined Benefit Plan, unless they elect one of the following options:

   1) Employees currently under the Defined Benefit Plan may make an irrevocable choice to elect to continue a 2.35% multiplier effective June 30, 2016 and contribute 2% of base wages (beginning the first full pay period after June 30, 2016). This election must be on a form provided by the Employer. The employee must submit the election form to the Employer by May 1, 2016. Participants in the Defined Benefit Plan are subject to the rules and regulations of the Employer's sponsored Plan.

   2) Employees currently under the Defined Benefit Plan may make an irrevocable choice to move 100% of their accrued benefit in the Defined Benefit Plan to the Defined Contribution Plan. The election must be made prior to June 30, 2016. The election shall be made on an election form provided by the Employer. The employee must

submit the election form to the Employer by May 1 of a given year for the change to be effective June 30 of that year. Participants in the Defined Contribution Plan are subject to the rules and regulations of the Employer's sponsored Plan.

3) Employees currently under the Defined Benefit Plan may make an irrevocable choice to freeze their Defined Benefit Plan and move into the Defined Contribution Plan for years of service earned beginning June 30, 2016. This must be done prior to June 30, 2016 provided they submit an election form to the Employer by May 1 of a given year for the change to be effective June 30 of that year. Participants in the Defined Benefit Plan are subject to the rules and regulations of the Employer's sponsored Plan. Participants in the Defined Contribution Plan are subject to the rules and regulations of the Employer's sponsored Plan.

   Participants in the Defined Contribution Plan are subject to the rules and regulations of the Employer's sponsored Plan. An employee eligible to participate in the Defined Contribution Plan shall not be eligible to participate in the Employer's Defined Benefit Plan for years of service earned after freezing their Defined Benefit Plan and/or opting into the Defined Contribution Plan.

B. Vesting. All employees with 10 years or more employment with the Employer shall be vested.

C. Reduction Factor.

1) For employees retiring on or after June 30, 1997, and who have not attained age 60 years, the amount of reduction is 2/10 of 1% (.002) for each month between the date retirement is effective and the date the member would attain age 60 years.

2) For employees retiring on or after June 30, 2016, and who have twenty-five (25) years of service and who have not yet have not attained age 60 years, the amount of reduction is 1/10 of 1% (.001) for each month between the date retirement is effective and the date the member would attain age 60 years.

D. Any payments under this Pension Plan shall be coordinated pursuant to MCL 418.354 of the Workers' Disability Compensation Act. Except that an employee who is receiving a duty disability retirement benefit and has 25 years of service or has attained age 50 and has 10 years of service shall have the workers' compensation indemnity benefit coordinated so that the combination of Employer's retirement benefit and workers' compensation benefit is equal to 95% of the employee's net (gross less taxes) base salary or wage at time of retirement. However, full coordination shall apply when the retiree attains age 62.

E. All other benefits may be found either in the information booklet or the pension provisions of the Wyoming City Code, the Defined Benefit Plan and the Defined Contribution Plan.

Section 2. Defined Contribution Plan. An employee is eligible to participate in the Defined

Contribution Plan if 1) the employee starts employment with the Employer after February 6, 2006 and is not eligible to be enrolled in the Employer's Defined Benefit Plan (as set forth in the City of Wyoming Defined Benefit Plan) because of previous employment with the Employer, or 2) the employee enters the bargaining unit from another City position in which the employee is enrolled in the Employer's sponsored Defined Contribution Plan, or 3) an employee made a timely election to transfer from the Defined Benefit Plan (eligibility is set forth in Schedule A) to the City of Wyoming Defined Contribution Plan.

The Employer shall contribute 8% of an employee's compensation into the Employer's sponsored Defined Contribution Plan. An employee shall be eligible to participate in the Plan after completing one year of service with the employer. Compensation shall have the same meaning as Section 2.12 of the Defined Contribution Plan. An employee who is receiving worker's compensation benefits and the difference between his or her net salary or wage, shall continue to receive the 8% Employer contribution calculated as if the employee was actively working. Participants in the Defined Contribution Plan are subject to the rules and regulations of the Employer's sponsored Plan. An employee eligible to participate in the Defined Contribution Plan shall not be eligible to participate in the Employer's Defined Benefit Plan. Plan rules and regulations are subject to the Employer's Defined Contribution Plan.

Section 3. Other.

A. The pension provisions of the Defined Benefit Plan and Defined Contribution Plan documents relating to bargaining unit members shall not be inconsistent with this collective bargaining contract.

ARTICLE 28
RETIREE HEALTH INSURANCE, POST EMPLOYMENT HEALTH PLAN AND RETIREE LIFE INSURANCE

Section 1. Retiree Health Care Insurance.

A. For any person who retires after July 1, 1994, the Employer shall pay toward Health Care Insurance or available Employer sponsored health care plans the following amounts:

1) Until the retiree reaches age 60, the benefit will be $15 per month (for employees who retire after July 1, 2009, the benefit will be $20 per month) for each year of employment with the Employer not to exceed thirty (30) years, beginning with the date of retirement, but not before age 55 unless retired as disabled under the Wyoming Pension System.

2) After the retiree reaches age 60, the health care insurance or available employer-sponsored health care plans will be a fully paid life-time benefit for the retiree and spouse.

The following changes shall apply to the retiree health insurance benefit for employees who are eligible for the Defined Benefit Plan (Retiree Medical Trust) and who retire after July 1, 2017:

Full Years of Service	Retiree Contribution
Less than 10	Not vested, no DB retiree health benefit
10-14	30%
15-18	20%
19+	0%

All retirees and spouses who are eligible for Medicare (e.g. A & B) shall timely apply for such coverage, and the Employer's responsibility for Medicare-eligible retirees and spouses is limited to the cost of the Medicare supplement.

An employee who is retired and is receiving or can receive Health Care Insurance or such other equivalent hospitalization plan from his or her employment or the employment of his or her spouse shall not be paid any monies toward Health Care Insurance or other sponsored plan elected by the retiree during such times that said spouse is or could be eligible or said employee is or could be eligible.

B. The health care benefits provided to retirees are not guaranteed at a particular level. Such benefits shall at all times be the same as the health care benefits provided to active employees, and therefore are subject to any future changes made to health care benefits for active bargaining unit employees. Changes to the health care benefits for active bargaining unit employees shall be applied to retirees on the same effective dates.

C. The following changes shall apply to the retiree health insurance benefit for employees hired after February 6, 2006:

1) Employees must have completed ten (10) years of service to be eligible for the retiree health insurance benefit.

2) Beginning at age 60, the Employer shall contribute twenty-four percent (24%) toward the cost of the premium for the retiree and the retiree's eligible spouse. For each additional year of service after ten (10) years, the Employer shall contribute an additional four percent (4%) per year to a maximum Employer contribution of one hundred percent (100%)

Section 2. Post Employment Health Plan. An employee shall be eligible to participate in the Employer's sponsored Post Employment Health Plan (PEHP) if: 1) the employee starts employment with the Employer on or after July 1, 2009 and is not eligible to be enrolled in the Employer's retiree medical Plan (as set forth in the Retiree Medical Trust and Benefit Policy) because of previous employment with the Employer; or 2) the employee enters the bargaining unit from another City position in which the employee is enrolled in the Employer's PEHP (eligibility is set forth in the Post Employment Health Plan). The PEHP is an investment account that the employee may use for post

employment medical expenses and/or insurance premiums.

The Employer shall make a contribution to the PEHP on behalf of each eligible employee. Employees will be allowed to direct the investment of contributions made for them among investment options made available by the PEHP Plan administrator. The amount of the contribution shall be the following: A flat dollar amount per pay period adjusted as of July 1 of each fiscal year with the amount based on 4% of the combined average of the bargaining unit PEHP participants' compensation in the preceding calendar year. A participant who has less than a full calendar year of compensation will have his or her compensation counted on the basis of annual base wage. Compensation shall have the same meaning as under Section 2.6 of the Post Employment Health Plan. An employee who is receiving worker's compensation benefits and the difference between his or her net salary or wage, shall continue to receive the 4% flat rate Employer contribution. Participants in the PEHP shall be subject to the terms and conditions of the Plan as established by the Employer. An employee who is eligible to participate in the PEHP shall not be eligible to participate in the Employer's Retiree Medical Plan (as set forth in the Retiree Medical Trust and Benefit Policy and the Post Employment Health Plan); but will be eligible to purchase the group health coverage the Employer makes available to active employees and other retirees. Plan rules and regulations for the PEHP are solely governed by the Post Employment Health Plan and the PEHP Plan administrator.

In the event of a duty death, the employee's spouse and eligible dependents shall have their Employer sponsored health, dental, and vision insurance paid for by the Employer for five (5) years. The Employer's insurance shall be secondary to Medicare. Employer sponsored insurance shall be coordinated with any other insurance the spouse or eligible dependents are able to obtain.

Section 3. Buyout. The Employer may offer employees a buyout of retiree health insurance on a voluntary basis.

Section 4. Retiree Life Insurance. Employees retiring after July 1, 1986, shall be provided $5,000.00 in life insurance coverage for the period between ages 55 and 65. The Employer may be the insurer.

ARTICLE 29
FAMILY AND MEDICAL LEAVE ACT

The Employer will provide eligible employees with unpaid leave for covered family and medical reasons as provided in the Family and Medical Leave Act (FMLA) and its published regulations. FMLA leave shall be administered in accordance with the Employer's FMLA policy, as it may be amended from time to time.

ARTICLE 30
TERMS OF CONTRACT AND WAIVER

Section 1. Terms. All provisions of this Contract shall become effective July 1, 2016 and remain in effect through June 30, 2021, unless otherwise stated. Nothing in this Agreement shall be retroactive unless specifically stated herein.

Section 2. Waiver. The parties acknowledge that, during the negotiations which resulted in this Contract, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Contract. Therefore, the Employer and the Union for the life of this Contract each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated, to bargain collectively with respect to any subject or matter not specifically referred to or covered in this Contract, even though such subject or matter may not have been within the knowledge and contemplation of either or both of the parties at the time they negotiated or signed this Contract.

Section 3. Invalidity. If any of the provisions or parts of provisions of this Contract are held invalid by the final judgment of the court, the remainder of the Contract shall remain in effect. The parties shall renegotiate any Section held invalid.

Section 4. Emergency Financial Manager. "An Emergency Financial Manager appointed under the Local Government and School District Fiscal Accountability Act may reject, modify, or terminate the collective bargaining agreement as provided in the Local Government and School District Fiscal Accountability Act."

WYOMING CITY EMPLOYEES UNION

Dated: 6/30/16 By _____
Daniel Gard, Its President

Dated: 6/30/16 And _____
Patrick Grundy, Its Bargaining Chair

CITY OF WYOMING

Dated: 7/7/16 By _____
Jack Poll, Its Mayor

Dated: 7/7/16 And _____
Kelli VandenBerg, Its Clerk

62-A DISTRICT COURT

Dated: 7/7/16 By _____
Steven Timmers, Chief Judge

WYOMING HOUSING COMMISSION

Dated: 7/12/16 By _____
Chairman

MEMORANDUM OF UNDERSTANDING

December 19, 1994

The Union recognizes the Employer has the right to adopt, revise and enforce rules after review by the Union. The Union has reviewed the Employer's Drug and Alcohol Policy dated December 15, 1994 and had the opportunity to bargain over it. The Union understands the Employer will enforce that policy.

In any dispute regarding the interpretation of the above paragraph, neither party will use the 1994 history of negotiations concerning that language.

38-HOUR WORK WEEK MEMORANDUMS OF UNDERSTANDING

The following are the Memorandums of Understanding related to the 38-Hour Work Week.

10/02/12	38-Hour Work Week Amendments Amendments to the original 38-Hour Work Week MOU (dated 09/29/09), that were agreed upon during the 2012-2016 contract negotiations.
02/23/11	38-Hour Work Week Holidays Amendments to the original MOU (dated 09/29/09).
09/29/09	38-Hour Work Week MOU

Copies of each of the above listed Memorandums of Understanding for the 38-Hour Work Week are attached.

MEMORANDUM OF UNDERSTANDING
(38-Hour Work Week Amendments)

The CITY OF WYOMING (Employer) and the WYOMING CITY EMPLOYEES UNION (Union) agree as follows, effective *(insert date approved by City Council):*

1. The formula for sick leave incentive pay shall be:

   $2.00 * years of service * number of months eligible to earn sick leave *

   $$\left(\frac{\text{total eligible sickhours} - \text{number of hours of sickhours used in the previous 12 months}}{\text{total eligible sick hours earned}}\right)$$

   For example, an employee with:
   - 10 years of service
   - 12 months of eligibility to earn sick leave
   - 96 hours of total eligible sick hours (12 months * 8 hours earned per month)
   - 0 sick hours during the previous 12 months.

   $$\$2 * 10 * 12 * \left[\frac{96-0}{96}\right] = \$240 \text{ sick leave incentive pay}$$

   In addition, employees up to the fifth year of employment will receive an additional bonus of fifty cents ($.50) over the two dollars ($2.00)

2. Employees may use personal leave days (floating holidays) in half (1/2) hour increments.

3. Employees may use vacation days in half (1/2) hour increments.

4. All bargaining unit employees working in excess of nine and one-half (9 ½) hours per day shall be paid at the rate of time and one-half of regular pay.

5. The Employer and Union agree to cooperatively review work that is traditionally completed during overtime and provide the opportunity for a wider range of employees to complete such work.

6. The changes in this agreement shall be applicable while the 38-hour work week is in effect.

7. This Memorandum of Understanding is subject to approval by the City Council.

CITY OF WYOMING

Date: 10-2-12

By: _____
Curtis Holt
Its: City Manager

WYOMING CITY EMPLOYEES UNION

Date: 10-2-2012

By: _____
Dan Gard
Its: President

MEMORANDUM OF UNDERSTANDING

(38-Hour Work Week Holidays)

The CITY OF WYOMING (Employer) and the WYOMING CITY EMPLOYEES UNION (Union) agree as follows:

1. Good Friday and the Day after Thanksgiving will be removed from the list of paid holidays. In lieu of these holidays, employees shall be credited with two personal days (hereinafter floating holidays) on each July 1 of each year. For the 2010 to 2011 fiscal year, employees actively working with the City as of the date of this agreement shall be granted one floating holiday in lieu of Good Friday to be taken by June 30, 2011.

2. When Christmas Day and New Year's Day fall on a Friday or Saturday, Thursday shall be celebrated as the paid holiday. When Christmas Day and New Year's Day fall on a Sunday, Monday shall be celebrated as the paid holiday.

3. When Christmas Eve Day and New Year's Eve Day fall on a Thursday, Friday, Saturday, or Sunday, neither day will be celebrated as a paid holiday. Instead, the employee shall be granted two floating holidays credited on November 1 to be used by June 30 of the fiscal year. An employee who is newly hired in the City shall be credited with the two floating holidays on November 1 provided they have completed at least three (3) months of employment.

4. Employees who are members of the Wyoming City Employees Union will receive double time for hours worked on Good Friday, the day after Thanksgiving, December 24, and December 31. An employee who is taking time off for a floating holiday and is called out for overtime shall be paid double time for hours worked in addition to receiving pay for the floating holiday.

5. An employee who is required to work on Good Friday, the day after Thanksgiving, December 24, or December 31 as part of their regular work schedule may choose to receive pay in lieu of the floating holiday. An employee who chooses pay will not receive time off for the floating holiday.

6. Scheduling of time off for the floating days shall be in accordance with the collective bargaining agreement and the Memorandum of Understanding for 38-Hour Work Week. The Union is cognizant of the need of the City to determine if and how much coverage is required in holiday weeks and will continue to work with the City in determining work schedules. Floating holidays must be used in the fiscal year or be lost.

7. The changes to the holiday schedule in this agreement shall be applicable while the 38-hour work week is in effect.

8. This Memorandum of Understanding is subject to approval by the City Council.

CITY OF WYOMING

Date: 2.23.11

By: _____
Curtis Holt
Its: City Manager

WYOMING CITY EMPLOYEES UNION

Date: 2-9-2011

By: _____
Dan Gard
Its: President

Holiday Schedule – 38 – Hour Work Week

Christmas Eve, Christmas, New Year's Eve, New Years

Year	Christmas Eve	Christmas Day	New Year's Eve	New Year's Day	Personal Day
2011	Saturday 12/24/2011	Sunday 12/25/2011 Celebrate Monday 12/26/2011	Saturday 12/31/2011	Sunday 01/01/2012 Celebrate Monday 01/02/2012	2 Credited 11/01/11
2012	Monday 12/24/2012	Tuesday 12/25/2012	Monday 12/31/2012	Tuesday 01/01/2013	0
2013	Tuesday 12/24/2013	Wednesday 12/25/2013	Tuesday 12/31/2013	Wednesday 01/01/2014	0
2014	Wednesday 12/24/2014	Thursday 12/25/2014	Wednesday 12/31/2014	Thursday 01/01/2015	0
2015	Thursday 12/24/2015	Friday 12/25/2015 Celebrate Thursday 12/24/2015	Thursday 12/31/2015	Friday 01/01/2016 Celebrate Thursday 12/31/2015	2 Credited 11/01/2015
2016	Saturday 12/24/2016	Sunday 12/25/2016 Celebrate Monday 12/26/16	Saturday 12/31/2016	Sunday 01/01/2017 Celebrate Monday 01/02/2017	2 Credited 11/01/2016
2017	Sunday 12/24/2017	Monday 12/25/2017	Sunday 12/31/2017	Monday 01/01/2018	2 Credited 11/1/2017
2018	Monday 12/24/2018	Tuesday 12/25/18	Monday 12/31/2018	Tuesday 01/01/2019	0
2019	Tuesday 12/24/2019	Wednesday 12/25/19	Tuesday 12/31/2019	Wednesday 01/01/2020	0
2020	Thursday 12/24/2020	Friday 12/25/2020 Celebrate Thursday 12/24/2020	Thursday 12/31/2020	Friday 01/01/2021 Celebrate Thursday 12/31/2020	2 Credited 11/1/2020

MEMORANDUM OF UNDERSTANDING

(38-Hour Work Week)

The CITY OF WYOMING (Employer) and the WYOMING CITY EMPLOYEES UNION (Union) agree as follows:

1) The City shall have the right to implement a 38-hour work week subject to the provisions of this Memorandum of Understanding.

2) Work Week: The Employer may schedule a work week for full-time employees of nine and one-half (9½) consecutive hours per day, exclusive of lunch periods, Monday through Thursday, and thirty eight (38) hours per week. All bargaining unit employees working in excess of ten (10) hours per day or working in excess of forty (40) hours per week shall be paid at the rate of time and one-half of regular pay. All bargaining unit employees working on Fridays and Saturdays shall be paid at the rate of one and one-half times the regular pay and on Sunday shall receive double the regular pay except for those classifications in Article VI, Section 2 of the collective bargaining agreement. *If an employee is required to work more than ten (10) hours in any 24-hour period of a scheduled shift change, only regular pay shall be received. If an employee who is working on a work week other than Monday through Thursday works on the first or third scheduled day off, such employee shall receive pay at the rate of one and one-half times the regular rate of pay and, if such employee works on the second scheduled day off, such employee shall be paid at the rate of double the regular rate of pay. The Employer may change the work week schedule by mutual agreement between the Employer and the Union.

   (* This sentence would apply to employees who work an alternative schedule such as Utility Plant Operators.)

3) Shift Starting Times: Shift starting time shall be as follows:

a) 1st shift	6:00AM to 8:00 AM
b) 2nd shift	2:30 PM to 5:00 PM
c) 3rd shift	9:00 PM to 12:30 AM
d) Relief shift	Variable (Utility Plants)

4) Overtime Standards: If a first shift employee on overtime or for other reasons, works four (4) hours or more ending within three (3) hours prior to his regular starting time and chooses to work at least four (4) hours on his regular shift, then he shall receive nine and one-half (9½) hours pay for that shift (including straight time pay for time worked between the end of the call out or other job, and the commencement of the regular shift). Such employee shall be entitled to the full nine and one-half (9½) hours herein only if he completes four (4) hours of his regular shift. Hours worked on

the regular shift shall be paid at straight time rates. Time and one-half will be paid to any employee who could have gone home with pay but was requested to stay on and work. This entire paragraph shall apply to call out overtime and not scheduled overtime.

5) Holidays:

a) For those employees whose work week is Monday through Thursday, if a holiday falls on Friday or Saturday, then Thursday shall be observed, and if a holiday falls on a Sunday, then Monday shall be observed. Exception: Whenever Christmas Eve and New Year's Eve fall on Friday, Saturday, or Sunday, the holidays shall be observed on Thursday. The Thanksgiving Day holiday will be observed on Wednesday and the Day after Thanksgiving will be observed on Thursday. If Christmas Eve and New Year's Eve fall on a Thursday, the holidays will be observed on Wednesday.

b) For those employees whose normal work week is other than Monday through Thursday, then the actual day of the holiday will be observed.

c) Holidays shall be paid on the basis of nine and one-half (9½) hours at the employee's regular rate of pay for time taken off and at double time for hours worked. Personal leave days will be paid on the basis of nine and one-half (9½) hours for full-days and four and one-half (4½) hours or five (5) hours for half-days (maximum 9 ½ hours if taken in 2 half day increments). For an employee who has used one-half of a personal leave day before transferring to the 38-hour schedule may use five (5) hours for the remaining one-half day.

6) Sick and Vacation Leave:

a) Sick Leave Pay: Sick leave shall be hourly and shall be taken in four (4) hour increments, provided, however, that, subject to discretionary approval of the employee's Department Head or immediate Supervisor, two (2) or three (3) hours may be taken, except that a full day of sick leave shall be taken in nine and one-half (9½) hour increments.

b) Vacation Pay: Vacation leave shall be hourly and shall be taken in a minimum of one (1) hour increments, except that a full day of vacation leave shall be taken in nine and one-half (9 ½) hour increments.

c) Sick Leave Incentive: The current formula for sick leave incentive pay shall not be changed as a result of the 38-hour work schedule because based on an analysis of the impact of the change to the incentive; the parties believe employees would be negatively impacted by a formula change.

7) A full-time employee who works a 38-hour schedule under this memorandum of understanding shall retain full-time employment status and have benefits maintained as the collective bargaining agreement provides full-time employees.

8) The present shift rotation in the Water Plant will be adjusted to fit a 38-hour work schedule. The City will work with the employees affected prior to implement the change.

9) The 38-hour workweek shall be effective October 12, 2009.

10) This Memorandum of Understanding is subject to approval by the City Council.

CITY OF WYOMING

Date: 9.22.09

By: _____
Curtis Holt
Its: City Manager

WYOMING CITY EMPLOYEES UNION

Date: 09-17-09

By: _____
Its: President

CLASSIFICATION AND SALARY SCHEDULE
GENERAL
July 1, 2016- 2.75% Increase

CLASS CODE	CLASSIFICATION	RANGE	HOURLY Min.	HOURLY Max.	MONTHLY at 1976 hours Min.	MONTHLY at 1976 hours Max.	ANNUAL at 1976 hours Min.	ANNUAL at 1976 hours Max.
10015	Account Clerk I **(closed 10/21/13)**	G 33	18.28	22.76	3,010.11	3,747.81	36,121	44,974
10016	Account Clerk II **(closed 10/21/13)**	G 41	20.00	24.75	3,293.33	4,075.50	39,520	48,906
10017	Account Clerk III **(closed 10/21/13)**	G 49	21.79	26.92	3,588.09	4,432.83	43,057	53,194
10018	Accounting Specialist I	G 37	19.12	23.78	3,148.43	3,915.77	37,781	46,989
10019	Accounting Specialist II	G 41	20.00	24.75	3,293.33	4,075.50	39,520	48,906
10020	Analytics Project Specialist	G 63	25.26	30.96	4,159.48	5,098.08	49,914	61,177
10021	Asset Management Coordinator	G 71	27.55	33.35	4,536.57	5,491.63	54,439	65,900
10026	Automotive Mechanic II **(closed 6/16/14)**	G 41	20.00	24.75	3,293.33	4,075.50	39,520	48,906
10030	Bailiff	G 33	18.28	22.76	3,010.11	3,747.81	36,121	44,974
10330	Biosolids Operations Coordinator	G 59	24.32	29.76	4,004.69	4,900.48	48,056	58,806
10035	Building Inspector	G 63	25.26	30.96	4,159.48	5,098.08	49,914	61,177
10036	Building Inspector II	G 71	27.55	33.35	4,536.57	5,491.63	54,439	65,900
10038	Building Maintenance Coordinator	G 47	21.37	26.31	3,518.93	4,332.38	42,227	51,989
10040	Building Maintenance Worker I	G 29	17.67	21.79	2,909.66	3,588.09	34,916	43,057
10041	Building Maintenance Worker II	G 37	19.12	23.78	3,148.43	3,915.77	37,781	46,989
10042	Building Maintenance Worker III	G 47	21.37	26.31	3,518.93	4,332.38	42,227	51,989
10045	Building Rehab. Specialist	G 63	25.26	30.96	4,159.48	5,098.08	49,914	61,177
10058	Chemist	G 71	27.55	33.35	4,536.57	5,491.63	54,439	65,900
10037	Code Enforcement Inspector	G 53	22.76	27.98	3,747.81	4,607.37	44,974	55,288
10068	Community Dev. Coordinator	G 63	25.26	30.96	4,159.48	5,098.08	49,914	61,177
10076	Crew Leader	G 47	21.37	26.31	3,518.93	4,332.38	42,227	51,989
10077	Crime Analyst	G 55	23.21	28.65	3,821.91	4,717.70	45,863	56,612
10078	Custodian	G 21	16.38	20.00	2,697.24	3,293.33	32,367	39,520
10083	Deputy Court Clerk	G 21	16.38	20.00	2,697.24	3,293.33	32,367	39,520
10085	Deputy Court Clerk I **(closed 10/21/13)**	G 21	16.38	20.00	2,697.24	3,293.33	32,367	39,520
10086	Deputy Court Clerk II **(closed 10/21/13)**	G 29	17.67	21.79	2,909.66	3,588.09	34,916	43,057
10087	Deputy Court Clerk III **(closed 10/21/13)**	G 37	19.12	23.78	3,148.43	3,915.77	37,781	46,989
10090	Electrical Inspector	G 63	25.26	30.96	4,159.48	5,098.08	49,914	61,177
10095	Engineering Technician	G 53	22.76	27.98	3,747.81	4,607.37	44,974	55,288
10135	Environmental Services Inspector	G 63	25.26	30.96	4,159.48	5,098.08	49,914	61,177
10130	Environmental Services Specialist	G 55	23.21	28.65	3,821.91	4,717.70	45,863	56,612
10100	Equipment Operator I	G 39	19.65	24.32	3,235.70	4,004.69	38,828	48,056
10105	Evidence Technician I	G 41	20.00	24.75	3,293.33	4,075.50	39,520	48,906
10106	Evidence Technician II	G 55	23.21	28.65	3,821.91	4,717.70	45,863	56,612
10107	Evidence Technician III	G 63	25.26	30.96	4,159.48	5,098.08	49,914	61,177
10109	Fleet Maintenance Parts Specialist	G 03	12.94	13.99	2,130.79	2,303.69	25,569	27,644
10120	Fleet Services Apprentice	G 21	16.38	20.00	2,697.24	3,293.33	32,367	39,520
10122	Fleet Services Master Technician	G 49	21.79	26.92	3,588.09	4,432.83	43,057	53,194
10123	Fleet Services Senior Technician	G 41	20.00	24.75	3,293.33	4,075.50	39,520	48,906
10125	Fleet Services Utility Technician	G 29	17.67	21.79	2,909.66	3,588.09	34,916	43,057
10110	Hazard Inspector	G 21	16.38	20.00	2,697.24	3,293.33	32,367	39,520
10112	Housing Coordinator	G 37	19.12	23.78	3,148.43	3,915.77	37,781	46,989
10115	Housing Inspector	G 63	25.26	30.96	4,159.48	5,098.08	49,914	61,177
10285	Information Technology Specialist I	G 55	23.21	28.65	3,821.91	4,717.70	45,863	56,612
10136	Information Technology Specialist II	G 63	25.26	30.96	4,159.48	5,098.08	49,914	61,177
10286	Information Technology Specialist III	G 71	27.55	33.35	4,536.57	5,491.63	54,439	65,900
10140	Instrument Technician	G 55	23.21	28.65	3,821.91	4,717.70	45,863	56,612
10150	Laboratory Aide	G 29	17.67	21.79	2,909.66	3,588.09	34,916	43,057
10153	Laboratory Technician I	G 55	23.21	28.65	3,821.91	4,717.70	45,863	56,612
10154	Laboratory Technician II	G 63	25.26	30.96	4,159.48	5,098.08	49,914	61,177
10160	Licensing Officer	G 49	21.79	26.92	3,588.09	4,432.83	43,057	53,194
10165	Loan and Grant Specialist	G 53	22.76	27.98	3,747.81	4,607.37	44,974	55,288

CLASSIFICATION AND SALARY SCHEDULE
GENERAL
July 1, 2016- 2.75% Increase

CLASS CODE	CLASSIFICATION	RANGE	HOURLY Min.	HOURLY Max.	MONTHLY at 1976 hours Min.	MONTHLY at 1976 hours Max.	ANNUAL at 1976 hours Min.	ANNUAL at 1976 hours Max.
10170	Maintenance Helper	G 21	16.38	20.00	2,697.24	3,293.33	32,367	39,520
10175	Maintenance I	G 29	17.67	21.79	2,909.66	3,588.09	34,916	43,057
10176	Maintenance II	G 33	18.28	22.76	3,010.11	3,747.81	36,121	44,974
10185	Maintenance Worker II	G 37	19.12	23.78	3,148.43	3,915.77	37,781	46,989
10201	Office Clerk II **(closed 10/21/13)**	G 21	16.38	20.00	2,697.24	3,293.33	32,367	39,520
10205	Office Specialist I	G 21	16.38	20.00	2,697.24	3,293.33	32,367	39,520
10206	Office Specialist II	G 37	19.12	23.78	3,148.43	3,915.77	37,781	46,989
10219	Parks & Facilities Technician I	G 37	19.12	23.78	3,148.43	3,915.77	37,781	46,989
10221	Parks & Facilities Technician II	G 43	20.40	25.26	3,359.20	4,159.48	40,310	49,914
10223	Parks & Facilities Technician III	G 47	21.37	26.31	3,518.93	4,332.38	42,227	51,989
10225	Plumbing &/or Mechanical Inspector	G 63	25.26	30.96	4,159.48	5,098.08	49,914	61,177
10245	Probation Officer	G 63	25.26	30.96	4,159.48	5,098.08	49,914	61,177
10250	Probation Officer (Chief)	G 71	27.55	33.35	4,536.57	5,491.63	54,439	65,900
10253	Property Compliance Analyst	G 71	27.55	33.35	4,536.57	5,491.63	54,439	65,900
10256	Property Examiner II	G 55	23.21	28.65	3,821.91	4,717.70	45,863	56,612
10257	Property Examiner III	G 63	25.26	30.96	4,159.48	5,098.08	49,914	61,177
10260	Secretary **(closed 10/21/13)**	G 27	17.47	21.37	2,876.73	3,518.93	34,521	42,227
10263	Secretary II **(closed 10/21/13)**	G 41	20.00	24.75	3,293.33	4,075.50	39,520	48,906
10266	Section 8 Housing Coordinator **(closed 10/21/13)**	G 41	20.00	24.75	3,293.33	4,075.50	39,520	48,906
10269	Section 8 Family Self Sufficiency Admin.**(closed 10/21/13)**	G 41	20.00	24.75	3,293.33	4,075.50	39,520	48,906
10272	Senior Citizen Program Asst.	G 09	14.54	17.67	2,394.25	2,909.66	28,731	34,916
10281	Senior Crew Leader	G 55	23.21	28.65	3,821.91	4,717.70	45,863	56,612
10283	Senior Deputy Court Clerk	G 37	19.12	23.78	3,148.43	3,915.77	37,781	46,989
10284	Senior Engineering Technician	G 63	25.26	30.96	4,159.48	5,098.08	49,914	61,177
10290	Tax Collector **(closed 10/21/13)**	G 53	22.76	27.98	3,747.81	4,607.37	44,974	55,288
10295	Traffic Maintenance I	G 29	17.67	21.79	2,909.66	3,588.09	34,916	43,057
10296	Traffic Maintenance II	G 33	18.28	22.76	3,010.11	3,747.81	36,121	44,974
10300	Traffic Maintenance Tech I	G 43	20.40	25.26	3,359.20	4,159.48	40,310	49,914
10301	Traffic Maintenance Tech II	G 55	23.21	28.65	3,821.91	4,717.70	45,863	56,612
10302	Traffic Maintenance Tech III	G 63	25.26	30.96	4,159.48	5,098.08	49,914	61,177
10305	Treatment Plant Trainee	G 35	18.77	23.21	3,090.79	3,821.91	37,090	45,863
10320	Utility Maintenance I	G 45	20.92	25.81	3,444.83	4,250.05	41,338	51,001
10321	Utility Maintenance II	G 55	23.21	28.65	3,821.91	4,717.70	45,863	56,612
10322	Utility Maintenance III	G 63	25.26	30.96	4,159.48	5,098.08	49,914	61,177
10356	Utility Plant Operator I	G 45	20.92	25.81	3,444.83	4,250.05	41,338	51,001
10355	Utility Plant Operator II	G 59	24.32	29.76	4,004.69	4,900.48	48,056	58,806

CLASSIFICATION AND SALARY SCHEDULE
GENERAL
7/1/2016 - 2.75% Increase

HOURLY SCHEDULE - GENERAL The following steps shall constitute the basic hourly wage schedule of all general union employees of the City:

WAGE RANGE NUMBER	A	B	C	D	E	F	G	H	I	J	K
G03	12.94					13.46					13.99
G05	13.99	14.27	14.54	14.81	15.06	15.37	15.69	16.03	16.38	16.71	17.03
G07	14.17	14.50	14.83	15.15	15.45	15.72	15.98	16.33	16.68	17.08	17.47
G09	14.54	14.81	15.06	15.37	15.69	16.03	16.38	16.71	17.03	17.34	17.67
G11	14.83	15.15	15.45	15.72	15.98	16.33	16.68	17.08	17.47	17.79	18.09
G13	15.06	15.37	15.69	16.03	16.38	16.71	17.03	17.34	17.67	17.96	18.28
G15	15.45	15.72	15.98	16.33	16.68	17.08	17.47	17.79	18.09	18.42	18.77
G17	15.69	16.03	16.38	16.71	17.03	17.34	17.67	17.96	18.28	18.70	19.12
G19	15.98	16.33	16.68	17.08	17.47	17.79	18.09	18.42	18.77	19.21	19.65
G21	16.38	16.71	17.03	17.34	17.67	17.96	18.28	18.70	19.12	19.56	20.00
G23	16.68	17.08	17.47	17.79	18.09	18.42	18.77	19.21	19.65	20.02	20.40
G25	17.03	17.34	17.67	17.96	18.28	18.70	19.12	19.56	20.00	20.46	20.92
G27	17.47	17.79	18.09	18.42	18.77	19.21	19.65	20.02	20.40	20.88	21.37
G29	17.67	17.96	18.28	18.70	19.12	19.56	20.00	20.46	20.92	21.36	21.79
G31	18.09	18.42	18.77	19.21	19.65	20.02	20.40	20.88	21.37	21.81	22.27
G33	18.28	18.70	19.12	19.56	20.00	20.46	20.92	21.36	21.79	22.28	22.76
G35	18.77	19.21	19.65	20.02	20.40	20.88	21.37	21.81	22.27	22.74	23.21
G37	19.12	19.56	20.00	20.46	20.92	21.36	21.79	22.28	22.76	23.27	23.78
G39	19.65	20.02	20.40	20.88	21.37	21.81	22.27	22.74	23.21	23.77	24.32
G41	20.00	20.46	20.92	21.36	21.79	22.28	22.76	23.27	23.78	24.26	24.75
G43	20.40	20.88	21.37	21.81	22.27	22.74	23.21	23.77	24.32	24.78	25.26
G45	20.92	21.36	21.79	22.28	22.76	23.27	23.78	24.26	24.75	25.28	25.81
G47	21.37	21.81	22.27	22.74	23.21	23.77	24.32	24.78	25.26	25.78	26.31
G49	21.79	22.28	22.76	23.27	23.78	24.26	24.75	25.28	25.81	26.37	26.92
G51	22.27	22.74	23.21	23.77	24.32	24.78	25.26	25.78	26.31	26.93	27.55
G53	22.76	23.27	23.78	24.26	24.75	25.28	25.81	26.37	26.92	27.45	27.98
G55	23.21	23.77	24.32	24.78	25.26	25.78	26.31	26.93	27.55	28.10	28.65
G57	23.78	24.26	24.75	25.28	25.81	26.37	26.92	27.45	27.98	28.76	29.56
G59	24.32	24.78	25.26	25.78	26.31	26.93	27.55	28.10	28.65	29.20	29.76
G61	24.75	25.28	25.81	26.37	26.92	27.45	27.98	28.76	29.56	29.94	30.35
G63	25.26	25.78	26.31	26.93	27.55	28.10	28.65	29.20	29.76	30.35	30.96
G65	25.81	26.37	26.92	27.45	27.98	28.76	29.56	29.94	30.35	30.90	31.45
G67	26.31	26.93	27.55	28.10	28.65	29.20	29.76	30.35	30.96	31.47	32.00
G69	26.92	27.45	27.98	28.76	29.56	29.94	30.35	30.90	31.45	32.01	32.58
G71	27.55	28.10	28.65	29.20	29.76	30.35	30.96	31.47	32.00	32.66	33.35
G73	27.98	28.76	29.56	29.94	30.35	30.90	31.45	32.01	32.58	33.27	33.97
G75	28.65	29.20	29.76	30.35	30.96	31.47	32.00	32.66	33.35	34.02	34.70
G77	29.56	29.94	30.35	30.90	31.45	32.01	32.58	33.27	33.97	34.63	35.28
G79	29.76	30.35	30.96	31.47	32.00	32.66	33.35	34.06	34.76	35.40	36.03
G81	30.35	30.90	31.45	32.01	32.58	33.27	33.97	34.63	35.28	36.01	36.75
G83	30.96	31.47	32.00	32.66	33.35	34.02	34.70	35.37	36.03	36.78	37.53
G85	31.45	32.01	32.58	33.27	33.97	34.63	35.28	36.01	36.75	37.59	38.42

CLASSIFICATION AND SALARY SCHEDULE
GENERAL
July 1, 2017- 2.5% Increase

CLASS CODE	CLASSIFICATION	RANGE	HOURLY Min.	HOURLY Max.	MONTHLY at 1976 hours Min.	MONTHLY at 1976 hours Max.	ANNUAL at 1976 hours Min.	ANNUAL at 1976 hours Max.
10015	Account Clerk I **(closed 10/21/13)**	G 33	18.74	23.33	3,085.85	3,841.67	37,030	46,100
10016	Account Clerk II **(closed 10/21/13)**	G 41	20.50	25.37	3,375.67	4,177.59	40,508	50,131
10017	Account Clerk III **(closed 10/21/13)**	G 49	22.33	27.59	3,677.01	4,543.15	44,124	54,518
10018	Accounting Specialist I	G 37	19.60	24.37	3,227.47	4,012.93	38,730	48,155
10019	Accounting Specialist II	G 41	20.50	25.37	3,375.67	4,177.59	40,508	50,131
10020	Analytics Project Specialist	G 63	25.89	31.73	4,263.22	5,224.87	51,159	62,698
10021	Asset Management Coordinator	G 71	28.24	34.18	4,650.19	5,628.31	55,802	67,540
10026	Automotive Mechanic II **(closed 6/16/14)**	G 41	20.50	25.37	3,375.67	4,177.59	40,508	50,131
10030	Bailiff	G 33	18.74	23.33	3,085.85	3,841.67	37,030	46,100
10330	Biosolids Operations Coordinator	G 59	24.93	30.50	4,105.14	5,022.33	49,262	60,268
10035	Building Inspector	G 63	25.89	31.73	4,263.22	5,224.87	51,159	62,698
10036	Building Inspector II	G 71	28.24	34.18	4,650.19	5,628.31	55,802	67,540
10038	Building Maintenance Coordinator	G 47	21.90	26.97	3,606.20	4,441.06	43,274	53,293
10040	Building Maintenance Worker I	G 29	18.11	22.33	2,982.11	3,677.01	35,785	44,124
10041	Building Maintenance Worker II	G 37	19.60	24.37	3,227.47	4,012.93	38,730	48,155
10042	Building Maintenance Worker III	G 47	21.90	26.97	3,606.20	4,441.06	43,274	53,293
10045	Building Rehab. Specialist	G 63	25.89	31.73	4,263.22	5,224.87	51,159	62,698
10058	Chemist	G 71	28.24	34.18	4,650.19	5,628.31	55,802	67,540
10037	Code Enforcement Inspector	G 53	23.33	28.68	3,841.67	4,722.64	46,100	56,672
10068	Community Dev. Coordinator	G 63	25.89	31.73	4,263.22	5,224.87	51,159	62,698
10076	Crew Leader	G 47	21.90	26.97	3,606.20	4,441.06	43,274	53,293
10077	Crime Analyst	G 55	23.79	29.37	3,917.42	4,836.26	47,009	58,035
10078	Custodian	G 21	16.79	20.50	2,764.75	3,375.67	33,177	40,508
10083	Deputy Court Clerk	G 21	16.79	20.50	2,764.75	3,375.67	33,177	40,508
10085	Deputy Court Clerk I **(closed 10/21/13)**	G 21	16.79	20.50	2,764.75	3,375.67	33,177	40,508
10086	Deputy Court Clerk II **(closed 10/21/13)**	G 29	18.11	22.33	2,982.11	3,677.01	35,785	44,124
10087	Deputy Court Clerk III **(closed 10/21/13)**	G 37	19.60	24.37	3,227.47	4,012.93	38,730	48,155
10090	Electrical Inspector	G 63	25.89	31.73	4,263.22	5,224.87	51,159	62,698
10095	Engineering Technician	G 53	23.33	28.68	3,841.67	4,722.64	46,100	56,672
10135	Environmental Services Inspector	G 63	25.89	31.73	4,263.22	5,224.87	51,159	62,698
10130	Environmental Services Specialist	G 55	23.79	29.37	3,917.42	4,836.26	47,009	58,035
10100	Equipment Operator I	G 39	20.14	24.93	3,316.39	4,105.14	39,797	49,262
10105	Evidence Technician I	G 41	20.50	25.37	3,375.67	4,177.59	40,508	50,131
10106	Evidence Technician II	G 55	23.79	29.37	3,917.42	4,836.26	47,009	58,035
10107	Evidence Technician III	G 63	25.89	31.73	4,263.22	5,224.87	51,159	62,698
10109	Fleet Maintenance Parts Specialist	G 03	13.26	14.34	2,183.48	2,361.32	26,202	28,336
10120	Fleet Services Apprentice	G 21	16.79	20.50	2,764.75	3,375.67	33,177	40,508
10122	Fleet Services Master Technician	G 49	22.33	27.59	3,677.01	4,543.15	44,124	54,518
10123	Fleet Services Senior Technician	G 41	20.50	25.37	3,375.67	4,177.59	40,508	50,131
10125	Fleet Services Utility Technician	G 29	18.11	22.33	2,982.11	3,677.01	35,785	44,124
10110	Hazard Inspector	G 21	16.79	20.50	2,764.75	3,375.67	33,177	40,508
10112	Housing Coordinator	G 37	19.60	24.37	3,227.47	4,012.93	38,730	48,155
10115	Housing Inspector	G 63	25.89	31.73	4,263.22	5,224.87	51,159	62,698
10285	Information Technology Specialist I	G 55	23.79	29.37	3,917.42	4,836.26	47,009	58,035
10136	Information Technology Specialist II	G 63	25.89	31.73	4,263.22	5,224.87	51,159	62,698
10286	Information Technology Specialist III	G 71	28.24	34.18	4,650.19	5,628.31	55,802	67,540
10140	Instrument Technician	G 55	23.79	29.37	3,917.42	4,836.26	47,009	58,035
10150	Laboratory Aide	G 29	18.11	22.33	2,982.11	3,677.01	35,785	44,124
10153	Laboratory Technician I	G 55	23.79	29.37	3,917.42	4,836.26	47,009	58,035
10154	Laboratory Technician II	G 63	25.89	31.73	4,263.22	5,224.87	51,159	62,698
10160	Licensing Officer	G 49	22.33	27.59	3,677.01	4,543.15	44,124	54,518
10165	Loan and Grant Specialist	G 53	23.33	28.68	3,841.67	4,722.64	46,100	56,672

CLASSIFICATION AND SALARY SCHEDULE
GENERAL
July 1, 2017- 2.5% Increase

CLASS CODE	CLASSIFICATION	RANGE	HOURLY Min.	HOURLY Max.	MONTHLY at 1976 hours Min.	MONTHLY at 1976 hours Max.	ANNUAL at 1976 hours Min.	ANNUAL at 1976 hours Max.
10170	Maintenance Helper	G 21	16.79	20.50	2,764.75	3,375.67	33,177	40,508
10175	Maintenance I	G 29	18.11	22.33	2,982.11	3,677.01	35,785	44,124
10176	Maintenance II	G 33	18.74	23.33	3,085.85	3,841.67	37,030	46,100
10185	Maintenance Worker II	G 37	19.60	24.37	3,227.47	4,012.93	38,730	48,155
10201	Office Clerk II **(closed 10/21/13)**	G 21	16.79	20.50	2,764.75	3,375.67	33,177	40,508
10205	Office Specialist I	G 21	16.79	20.50	2,764.75	3,375.67	33,177	40,508
10206	Office Specialist II	G 37	19.60	24.37	3,227.47	4,012.93	38,730	48,155
10219	Parks & Facilities Technician I	G 37	19.60	24.37	3,227.47	4,012.93	38,730	48,155
10221	Parks & Facilities Technician II	G 43	20.91	25.89	3,443.18	4,263.22	41,318	51,159
10223	Parks & Facilities Technician III	G 47	21.90	26.97	3,606.20	4,441.06	43,274	53,293
10225	Plumbing &/or Mechanical Inspector	G 63	25.89	31.73	4,263.22	5,224.87	51,159	62,698
10245	Probation Officer	G 63	25.89	31.73	4,263.22	5,224.87	51,159	62,698
10250	Probation Officer (Chief)	G 71	28.24	34.18	4,650.19	5,628.31	55,802	67,540
10253	Property Compliance Analyst	G 71	28.24	34.18	4,650.19	5,628.31	55,802	67,540
10256	Property Examiner II	G 55	23.79	29.37	3,917.42	4,836.26	47,009	58,035
10257	Property Examiner III	G 63	25.89	31.73	4,263.22	5,224.87	51,159	62,698
10260	Secretary **(closed 10/21/13)**	G 27	17.91	21.90	2,949.18	3,606.20	35,390	43,274
10263	Secretary II **(closed 10/21/13)**	G 41	20.50	25.37	3,375.67	4,177.59	40,508	50,131
10266	Section 8 Housing Coordinator **(closed 10/21/13)**	G 41	20.50	25.37	3,375.67	4,177.59	40,508	50,131
10269	Section 8 Family Self Sufficiency Admin.**(closed 10/21/13)**	G 41	20.50	25.37	3,375.67	4,177.59	40,508	50,131
10272	Senior Citizen Program Asst.	G 09	14.90	18.11	2,453.53	2,982.11	29,442	35,785
10281	Senior Crew Leader	G 55	23.79	29.37	3,917.42	4,836.26	47,009	58,035
10283	Senior Deputy Court Clerk	G 37	19.60	24.37	3,227.47	4,012.93	38,730	48,155
10284	Senior Engineering Technician	G 63	25.89	31.73	4,263.22	5,224.87	51,159	62,698
10290	Tax Collector **(closed 10/21/13)**	G 53	23.33	28.68	3,841.67	4,722.64	46,100	56,672
10295	Traffic Maintenance I	G 29	18.11	22.33	2,982.11	3,677.01	35,785	44,124
10296	Traffic Maintenance II	G 33	18.74	23.33	3,085.85	3,841.67	37,030	46,100
10300	Traffic Maintenance Tech I	G 43	20.91	25.89	3,443.18	4,263.22	41,318	51,159
10301	Traffic Maintenance Tech II	G 55	23.79	29.37	3,917.42	4,836.26	47,009	58,035
10302	Traffic Maintenance Tech III	G 63	25.89	31.73	4,263.22	5,224.87	51,159	62,698
10305	Treatment Plant Trainee	G 35	19.24	23.79	3,168.19	3,917.42	38,018	47,009
10320	Utility Maintenance I	G 45	21.44	26.46	3,530.45	4,357.08	42,365	52,285
10321	Utility Maintenance II	G 55	23.79	29.37	3,917.42	4,836.26	47,009	58,035
10322	Utility Maintenance III	G 63	25.89	31.73	4,263.22	5,224.87	51,159	62,698
10356	Utility Plant Operator I	G 45	21.44	26.46	3,530.45	4,357.08	42,365	52,285
10355	Utility Plant Operator II	G 59	24.93	30.50	4,105.14	5,022.33	49,262	60,268

CLASSIFICATION AND SALARY SCHEDULE
GENERAL
7/1/2017 - 2.5% Increase

HOURLY SCHEDULE - GENERAL The following steps shall constitute the basic hourly wage schedule of all general union employees of the City:

WAGE RANGE NUMBER	A	B	C	D	E	F	G	H	I	J	K
G03	13.26					13.80					14.34
G05	14.34	14.63	14.90	15.18	15.44	15.75	16.08	16.43	16.79	17.13	17.46
G07	14.52	14.86	15.20	15.53	15.84	16.11	16.38	16.74	17.10	17.51	17.91
G09	14.90	15.18	15.44	15.75	16.08	16.43	16.79	17.13	17.46	17.77	18.11
G11	15.20	15.53	15.84	16.11	16.38	16.74	17.10	17.51	17.91	18.23	18.54
G13	15.44	15.75	16.08	16.43	16.79	17.13	17.46	17.77	18.11	18.41	18.74
G15	15.84	16.11	16.38	16.74	17.10	17.51	17.91	18.23	18.54	18.88	19.24
G17	16.08	16.43	16.79	17.13	17.46	17.77	18.11	18.41	18.74	19.17	19.60
G19	16.38	16.74	17.10	17.51	17.91	18.23	18.54	18.88	19.24	19.69	20.14
G21	16.79	17.13	17.46	17.77	18.11	18.41	18.74	19.17	19.60	20.05	20.50
G23	17.10	17.51	17.91	18.23	18.54	18.88	19.24	19.69	20.14	20.52	20.91
G25	17.46	17.77	18.11	18.41	18.74	19.17	19.60	20.05	20.50	20.97	21.44
G27	17.91	18.23	18.54	18.88	19.24	19.69	20.14	20.52	20.91	21.40	21.90
G29	18.11	18.41	18.74	19.17	19.60	20.05	20.50	20.97	21.44	21.89	22.33
G31	18.54	18.88	19.24	19.69	20.14	20.52	20.91	21.40	21.90	22.36	22.83
G33	18.74	19.17	19.60	20.05	20.50	20.97	21.44	21.89	22.33	22.84	23.33
G35	19.24	19.69	20.14	20.52	20.91	21.40	21.90	22.36	22.83	23.31	23.79
G37	19.60	20.05	20.50	20.97	21.44	21.89	22.33	22.84	23.33	23.85	24.37
G39	20.14	20.52	20.91	21.40	21.90	22.36	22.83	23.31	23.79	24.36	24.93
G41	20.50	20.97	21.44	21.89	22.33	22.84	23.33	23.85	24.37	24.87	25.37
G43	20.91	21.40	21.90	22.36	22.83	23.31	23.79	24.36	24.93	25.40	25.89
G45	21.44	21.89	22.33	22.84	23.33	23.85	24.37	24.87	25.37	25.91	26.46
G47	21.90	22.36	22.83	23.31	23.79	24.36	24.93	25.40	25.89	26.42	26.97
G49	22.33	22.84	23.33	23.85	24.37	24.87	25.37	25.91	26.46	27.03	27.59
G51	22.83	23.31	23.79	24.36	24.93	25.40	25.89	26.42	26.97	27.60	28.24
G53	23.33	23.85	24.37	24.87	25.37	25.91	26.46	27.03	27.59	28.14	28.68
G55	23.79	24.36	24.93	25.40	25.89	26.42	26.97	27.60	28.24	28.80	29.37
G57	24.37	24.87	25.37	25.91	26.46	27.03	27.59	28.14	28.68	29.48	30.30
G59	24.93	25.40	25.89	26.42	26.97	27.60	28.24	28.80	29.37	29.93	30.50
G61	25.37	25.91	26.46	27.03	27.59	28.14	28.68	29.48	30.30	30.69	31.11
G63	25.89	26.42	26.97	27.60	28.24	28.80	29.37	29.93	30.50	31.11	31.73
G65	26.46	27.03	27.59	28.14	28.68	29.48	30.30	30.69	31.11	31.67	32.24
G67	26.97	27.60	28.24	28.80	29.37	29.93	30.50	31.11	31.73	32.26	32.80
G69	27.59	28.14	28.68	29.48	30.30	30.69	31.11	31.67	32.24	32.81	33.39
G71	28.24	28.80	29.37	29.93	30.50	31.11	31.73	32.26	32.80	33.48	34.18
G73	28.68	29.48	30.30	30.69	31.11	31.67	32.24	32.81	33.39	34.10	34.82
G75	29.37	29.93	30.50	31.11	31.73	32.26	32.80	33.48	34.18	34.87	35.57
G77	30.30	30.69	31.11	31.67	32.24	32.81	33.39	34.10	34.82	35.50	36.16
G79	30.50	31.11	31.73	32.26	32.80	33.48	34.18	34.91	35.63	36.29	36.93
G81	31.11	31.67	32.24	32.81	33.39	34.10	34.82	35.50	36.16	36.91	37.67
G83	31.73	32.26	32.80	33.48	34.18	34.87	35.57	36.25	36.93	37.70	38.47
G85	32.24	32.81	33.39	34.10	34.82	35.50	36.16	36.91	37.67	38.53	39.38

CLASSIFICATION AND SALARY SCHEDULE
GENERAL
July 1, 2018- 2.25% Increase

CLASS CODE	CLASSIFICATION	RANGE	HOURLY Min.	HOURLY Max.	MONTHLY at 1976 hours Min.	MONTHLY at 1976 hours Max.	ANNUAL at 1976 hours Min.	ANNUAL at 1976 hours Max.
10016	Account Clerk II **(closed 10/21/13)**	G 41	20.96	25.94	3,451.41	4,271.45	41,417	51,257
10017	Account Clerk III **(closed 10/21/13)**	G 49	22.83	28.21	3,759.34	4,645.25	45,112	55,743
10018	Accounting Specialist I	G 37	20.04	24.92	3,299.92	4,103.49	39,599	49,242
10019	Accounting Specialist II	G 41	20.96	25.94	3,451.41	4,271.45	41,417	51,257
10020	Analytics Project Specialist	G 63	26.47	32.44	4,358.73	5,341.79	52,305	64,101
10021	Asset Management Coordinator	G 71	28.88	34.95	4,755.57	5,755.10	57,067	69,061
10030	Bailiff	G 33	19.16	23.85	3,155.01	3,927.30	37,860	47,128
10330	Biosolids Operations Coordinator	G 59	25.49	31.19	4,197.35	5,135.95	50,368	61,631
10035	Building Inspector	G 63	26.47	32.44	4,358.73	5,341.79	52,305	64,101
10036	Building Inspector II	G 71	28.88	34.95	4,755.57	5,755.10	57,067	69,061
10038	Building Maintenance Technician	G 43	21.38	26.47	3,520.57	4,358.73	42,247	52,305
10040	Building Maintenance Worker I **(closed 7/1/18)**	G 29	18.52	22.83	3,049.63	3,759.34	36,596	45,112
10041	Building Maintenance Worker II **(closed 7/1/18)**	G 37	20.04	24.92	3,299.92	4,103.49	39,599	49,242
10042	Building Maintenance Worker III **(closed 7/1/18)**	G 47	22.39	27.58	3,686.89	4,541.51	44,243	54,498
10045	Building Rehab. Specialist	G 63	26.47	32.44	4,358.73	5,341.79	52,305	64,101
10058	Chemist	G 71	28.88	34.95	4,755.57	5,755.10	57,067	69,061
10037	Code Enforcement Inspector	G 53	23.85	29.33	3,927.30	4,829.67	47,128	57,956
10068	Community Dev. Coordinator	G 63	26.47	32.44	4,358.73	5,341.79	52,305	64,101
10077	Crime Analyst	G 55	24.33	30.03	4,006.34	4,944.94	48,076	59,339
10078	Custodian **(closed 7/1/18)**	G 21	17.17	20.96	2,827.33	3,451.41	33,928	41,417
10083	Deputy Court Clerk	G 21	17.17	20.96	2,827.33	3,451.41	33,928	41,417
10085	Deputy Court Clerk I **(closed 10/21/13)**	G 21	17.17	20.96	2,827.33	3,451.41	33,928	41,417
10086	Deputy Court Clerk II **(closed 10/21/13)**	G 29	18.52	22.83	3,049.63	3,759.34	36,596	45,112
10087	Deputy Court Clerk III **(closed 10/21/13)**	G 37	20.04	24.92	3,299.92	4,103.49	39,599	49,242
10090	Electrical Inspector	G 63	26.47	32.44	4,358.73	5,341.79	52,305	64,101
10095	Engineering Technician	G 53	23.85	29.33	3,927.30	4,829.67	47,128	57,956
10135	Environmental Services Inspector	G 63	26.47	32.44	4,358.73	5,341.79	52,305	64,101
10130	Environmental Services Specialist	G 55	24.33	30.03	4,006.34	4,944.94	48,076	59,339
10100	Equipment Operator I **(closed 7/1/18)**	G 39	20.59	25.49	3,390.49	4,197.35	40,686	50,368
10105	Evidence Technician I	G 41	20.96	25.94	3,451.41	4,271.45	41,417	51,257
10106	Evidence Technician II	G 55	24.33	30.03	4,006.34	4,944.94	48,076	59,339
10107	Evidence Technician III	G 63	26.47	32.44	4,358.73	5,341.79	52,305	64,101
10109	Fleet Maintenance Parts Specialist	G 03	13.56	14.66	2,232.88	2,414.01	26,795	28,968
10120	Fleet Services Apprentice	G 21	17.17	20.96	2,827.33	3,451.41	33,928	41,417
10122	Fleet Services Master Technician	G 49	22.83	28.21	3,759.34	4,645.25	45,112	55,743
10123	Fleet Services Senior Technician	G 41	20.96	25.94	3,451.41	4,271.45	41,417	51,257
10125	Fleet Services Utility Technician	G 29	18.52	22.83	3,049.63	3,759.34	36,596	45,112
10110	Hazard Inspector	G 21	17.17	20.96	2,827.33	3,451.41	33,928	41,417
10112	Housing Coordinator	G 37	20.04	24.92	3,299.92	4,103.49	39,599	49,242
10115	Housing Inspector	G 63	26.47	32.44	4,358.73	5,341.79	52,305	64,101
10285	Information Technology Specialist I	G 55	24.33	30.03	4,006.34	4,944.94	48,076	59,339
10136	Information Technology Specialist II	G 63	26.47	32.44	4,358.73	5,341.79	52,305	64,101
10286	Information Technology Specialist III	G 71	28.88	34.95	4,755.57	5,755.10	57,067	69,061
10150	Laboratory Aide	G 29	18.52	22.83	3,049.63	3,759.34	36,596	45,112
10153	Laboratory Technician I	G 55	24.33	30.03	4,006.34	4,944.94	48,076	59,339
10154	Laboratory Technician II	G 63	26.47	32.44	4,358.73	5,341.79	52,305	64,101
10160	Licensing Officer	G 49	22.83	28.21	3,759.34	4,645.25	45,112	55,743
10165	Loan and Grant Specialist	G 53	23.85	29.33	3,927.30	4,829.67	47,128	57,956

CLASSIFICATION AND SALARY SCHEDULE
GENERAL
July 1, 2018- 2.25% Increase

CLASS CODE	CLASSIFICATION	RANGE	HOURLY Min.	HOURLY Max.	MONTHLY at 1976 hours Min.	MONTHLY at 1976 hours Max.	ANNUAL at 1976 hours Min.	ANNUAL at 1976 hours Max.
10170	Maintenance Helper **(closed 7/1/18)**	G 21	17.17	20.96	2,827.33	3,451.41	33,928	41,417
10175	Maintenance I **(closed 7/1/18)**	G 29	18.52	22.83	3,049.63	3,759.34	36,596	45,112
10176	Maintenance II **(closed 7/1/18)**	G 33	19.16	23.85	3,155.01	3,927.30	37,860	47,128
10180	Maintenance Technician 1	G 33	19.16	23.85	3,155.01	3,927.30	37,860	47,128
10181	Maintenance Technician 2	G 45	21.92	27.06	3,609.49	4,455.88	43,314	53,471
10182	Maintenance Technician 3	G 55	24.33	30.03	4,006.34	4,944.94	48,076	59,339
10201	Office Clerk II **(closed 10/21/13)**	G 21	17.17	20.96	2,827.33	3,451.41	33,928	41,417
10205	Office Specialist I	G 21	17.17	20.96	2,827.33	3,451.41	33,928	41,417
10206	Office Specialist II	G 37	20.04	24.92	3,299.92	4,103.49	39,599	49,242
10211	Parks and Facilities Technician 2	G 43	21.38	26.47	3,520.57	4,358.73	42,247	52,305
10212	Parks and Facilities Technician 3	G 47	22.39	27.58	3,686.89	4,541.51	44,243	54,498
10219	Parks & Facilities Technician I **(closed 7/1/18)**	G 37	20.04	24.92	3,299.92	4,103.49	39,599	49,242
10225	Plumbing &/or Mechanical Inspector	G 63	26.47	32.44	4,358.73	5,341.79	52,305	64,101
10245	Probation Officer	G 63	26.47	32.44	4,358.73	5,341.79	52,305	64,101
10250	Probation Officer (Chief)	G 71	28.88	34.95	4,755.57	5,755.10	57,067	69,061
10253	Property Compliance Analyst	G 71	28.88	34.95	4,755.57	5,755.10	57,067	69,061
10256	Property Examiner II	G 55	24.33	30.03	4,006.34	4,944.94	48,076	59,339
10257	Property Examiner III	G 63	26.47	32.44	4,358.73	5,341.79	52,305	64,101
10259	Public Services Crew Leader	G 57	24.92	30.98	4,103.49	5,101.37	49,242	61,216
10260	Secretary **(closed 10/21/13)**	G 27	18.31	22.39	3,015.05	3,686.89	36,181	44,243
10263	Secretary II **(closed 10/21/13)**	G 41	20.96	25.94	3,451.41	4,271.45	41,417	51,257
10266	Section 8 Housing Coordinator **(closed 10/21/13)**	G 41	20.96	25.94	3,451.41	4,271.45	41,417	51,257
10272	Senior Citizen Program Asst.	G 09	15.24	18.52	2,509.52	3,049.63	30,114	36,596
10283	Senior Deputy Court Clerk	G 37	20.04	24.92	3,299.92	4,103.49	39,599	49,242
10284	Senior Engineering Technician	G 63	26.47	32.44	4,358.73	5,341.79	52,305	64,101
10296	Traffic Maintenance II **(closed 7/1/18)**	G 33	19.16	23.85	3,155.01	3,927.30	37,860	47,128
10298	Traffic Maintenance Electrician	G 55	24.33	30.03	4,006.34	4,944.94	48,076	59,339
10301	Traffic Maintenance Tech II **(closed 7/1/18)**	G 55	24.33	30.03	4,006.34	4,944.94	48,076	59,339
10305	Treatment Plant Trainee	G 35	19.67	24.33	3,238.99	4,006.34	38,868	48,076
10320	Utility Maintenance I **(closed 7/1/18)**	G 45	21.92	27.06	3,609.49	4,455.88	43,314	53,471
10321	Utility Maintenance II **(closed 7/1/18)**	G 55	24.33	30.03	4,006.34	4,944.94	48,076	59,339
10322	Utility Maintenance III **(closed 7/1/18)**	G 63	26.47	32.44	4,358.73	5,341.79	52,305	64,101
10325	Utility Maintenance Electrician	G 67	27.58	33.54	4,541.51	5,522.92	54,498	66,275
10356	Utility Plant Operator I	G 45	21.92	27.06	3,609.49	4,455.88	43,314	53,471
10355	Utility Plant Operator II	G 59	25.49	31.19	4,197.35	5,135.95	50,368	61,631

CLASSIFICATION AND SALARY SCHEDULE
GENERAL
7/1/2018 - 2.25% Increase

HOURLY SCHEDULE - GENERAL The following steps shall constitute the basic hourly wage schedule of all general union employees of the City:

WAGE RANGE NUMBER	A	B	C	D	E	F	G	H	I	J	K
G03	13.56					14.11					14.66
G05	14.66	14.96	15.24	15.52	15.79	16.10	16.44	16.80	17.17	17.52	17.85
G07	14.85	15.19	15.54	15.88	16.20	16.47	16.75	17.12	17.48	17.90	18.31
G09	15.24	15.52	15.79	16.10	16.44	16.80	17.17	17.52	17.85	18.17	18.52
G11	15.54	15.88	16.20	16.47	16.75	17.12	17.48	17.90	18.31	18.64	18.96
G13	15.79	16.10	16.44	16.80	17.17	17.52	17.85	18.17	18.52	18.82	19.16
G15	16.20	16.47	16.75	17.12	17.48	17.90	18.31	18.64	18.96	19.30	19.67
G17	16.44	16.80	17.17	17.52	17.85	18.17	18.52	18.82	19.16	19.60	20.04
G19	16.75	17.12	17.48	17.90	18.31	18.64	18.96	19.30	19.67	20.13	20.59
G21	17.17	17.52	17.85	18.17	18.52	18.82	19.16	19.60	20.04	20.50	20.96
G23	17.48	17.90	18.31	18.64	18.96	19.30	19.67	20.13	20.59	20.98	21.38
G25	17.85	18.17	18.52	18.82	19.16	19.60	20.04	20.50	20.96	21.44	21.92
G27	18.31	18.64	18.96	19.30	19.67	20.13	20.59	20.98	21.38	21.88	22.39
G29	18.52	18.82	19.16	19.60	20.04	20.50	20.96	21.44	21.92	22.38	22.83
G31	18.96	19.30	19.67	20.13	20.59	20.98	21.38	21.88	22.39	22.86	23.34
G33	19.16	19.60	20.04	20.50	20.96	21.44	21.92	22.38	22.83	23.35	23.85
G35	19.67	20.13	20.59	20.98	21.38	21.88	22.39	22.86	23.34	23.83	24.33
G37	20.04	20.50	20.96	21.44	21.92	22.38	22.83	23.35	23.85	24.39	24.92
G39	20.59	20.98	21.38	21.88	22.39	22.86	23.34	23.83	24.33	24.91	25.49
G41	20.96	21.44	21.92	22.38	22.83	23.35	23.85	24.39	24.92	25.43	25.94
G43	21.38	21.88	22.39	22.86	23.34	23.83	24.33	24.91	25.49	25.97	26.47
G45	21.92	22.38	22.83	23.35	23.85	24.39	24.92	25.43	25.94	26.49	27.06
G47	22.39	22.86	23.34	23.83	24.33	24.91	25.49	25.97	26.47	27.01	27.58
G49	22.83	23.35	23.85	24.39	24.92	25.43	25.94	26.49	27.06	27.64	28.21
G51	23.34	23.83	24.33	24.91	25.49	25.97	26.47	27.01	27.58	28.22	28.88
G53	23.85	24.39	24.92	25.43	25.94	26.49	27.06	27.64	28.21	28.77	29.33
G55	24.33	24.91	25.49	25.97	26.47	27.01	27.58	28.22	28.88	29.45	30.03
G57	24.92	25.43	25.94	26.49	27.06	27.64	28.21	28.77	29.33	30.14	30.98
G59	25.49	25.97	26.47	27.01	27.58	28.22	28.88	29.45	30.03	30.60	31.19
G61	25.94	26.49	27.06	27.64	28.21	28.77	29.33	30.14	30.98	31.38	31.81
G63	26.47	27.01	27.58	28.22	28.88	29.45	30.03	30.60	31.19	31.81	32.44
G65	27.06	27.64	28.21	28.77	29.33	30.14	30.98	31.38	31.81	32.38	32.97
G67	27.58	28.22	28.88	29.45	30.03	30.60	31.19	31.81	32.44	32.99	33.54
G69	28.21	28.77	29.33	30.14	30.98	31.38	31.81	32.38	32.97	33.55	34.14
G71	28.88	29.45	30.03	30.60	31.19	31.81	32.44	32.99	33.54	34.23	34.95
G73	29.33	30.14	30.98	31.38	31.81	32.38	32.97	33.55	34.14	34.87	35.60
G75	30.03	30.60	31.19	31.81	32.44	32.99	33.54	34.23	34.95	35.65	36.37
G77	30.98	31.38	31.81	32.38	32.97	33.55	34.14	34.87	35.60	36.30	36.97
G79	31.19	31.81	32.44	32.99	33.54	34.23	34.95	35.70	36.43	37.11	37.76
G81	31.81	32.38	32.97	33.55	34.14	34.87	35.60	36.30	36.97	37.74	38.52
G83	32.44	32.99	33.54	34.23	34.95	35.65	36.37	37.07	37.76	38.55	39.34
G85	32.97	33.55	34.14	34.87	35.60	36.30	36.97	37.74	38.52	39.40	40.27

CLASSIFICATION AND SALARY SCHEDULE
GENERAL
July 1, 2019- 2% Increase

CLASS CODE	CLASSIFICATION	RANGE	HOURLY Min.	HOURLY Max.	MONTHLY at 1976 hours Min.	MONTHLY at 1976 hours Max.	ANNUAL at 1976 hours Min.	ANNUAL at 1976 hours Max.
10016	Account Clerk II **(closed 10/21/13)**	G 41	21.38	26.46	3,520.57	4,357.08	42,247	52,285
10017	Account Clerk III **(closed 10/21/13)**	G 49	23.29	28.77	3,835.09	4,737.46	46,021	56,850
10018	Accounting Specialist I	G 37	20.44	25.42	3,365.79	4,185.83	40,389	50,230
10019	Accounting Specialist II	G 41	21.38	26.46	3,520.57	4,357.08	42,247	52,285
10020	Analytics Project Specialist	G 63	27.00	33.09	4,446.00	5,448.82	53,352	65,386
10021	Asset Management Coordinator	G 71	29.46	35.65	4,851.08	5,870.37	58,213	70,444
10030	Bailiff	G 33	19.54	24.33	3,217.59	4,006.34	38,611	48,076
10330	Biosolids Operations Coordinator	G 59	26.00	31.81	4,281.33	5,238.05	51,376	62,857
10035	Building Inspector	G 63	27.00	33.09	4,446.00	5,448.82	53,352	65,386
10036	Building Inspector II	G 71	29.46	35.65	4,851.08	5,870.37	58,213	70,444
10038	Building Maintenance Technician	G 43	21.81	27.00	3,591.38	4,446.00	43,097	53,352
10040	Building Maintenance Worker I **(closed 7/1/18)**	G 29	18.89	23.29	3,110.55	3,835.09	37,327	46,021
10041	Building Maintenance Worker II **(closed 7/1/18)**	G 37	20.44	25.42	3,365.79	4,185.83	40,389	50,230
10042	Building Maintenance Worker III **(closed 7/1/18)**	G 47	22.84	28.13	3,760.99	4,632.07	45,132	55,585
10045	Building Rehab. Specialist	G 63	27.00	33.09	4,446.00	5,448.82	53,352	65,386
10058	Chemist	G 71	29.46	35.65	4,851.08	5,870.37	58,213	70,444
10037	Code Enforcement Inspector	G 53	24.33	29.92	4,006.34	4,926.83	48,076	59,122
10068	Community Dev. Coordinator	G 63	27.00	33.09	4,446.00	5,448.82	53,352	65,386
10076	Crew Leader	G 47	22.84	28.13	3,760.99	4,632.07	45,132	55,585
10077	Crime Analyst	G 55	24.82	30.63	4,087.03	5,043.74	49,044	60,525
10078	Custodian **(closed 7/1/18)**	G 21	17.51	21.38	2,883.31	3,520.57	34,600	42,247
10083	Deputy Court Clerk	G 21	17.51	21.38	2,883.31	3,520.57	34,600	42,247
10085	Deputy Court Clerk I **(closed 10/21/13)**	G 21	17.51	21.38	2,883.31	3,520.57	34,600	42,247
10086	Deputy Court Clerk II **(closed 10/21/13)**	G 29	18.89	23.29	3,110.55	3,835.09	37,327	46,021
10087	Deputy Court Clerk III **(closed 10/21/13)**	G 37	20.44	25.42	3,365.79	4,185.83	40,389	50,230
10090	Electrical Inspector	G 63	27.00	33.09	4,446.00	5,448.82	53,352	65,386
10095	Engineering Technician	G 53	24.33	29.92	4,006.34	4,926.83	48,076	59,122
10135	Environmental Services Inspector	G 63	27.00	33.09	4,446.00	5,448.82	53,352	65,386
10130	Environmental Services Specialist	G 55	24.82	30.63	4,087.03	5,043.74	49,044	60,525
10100	Equipment Operator I **(closed 7/1/18)**	G 39	21.00	26.00	3,458.00	4,281.33	41,496	51,376
10105	Evidence Technician I	G 41	21.38	26.46	3,520.57	4,357.08	42,247	52,285
10106	Evidence Technician II	G 55	24.82	30.63	4,087.03	5,043.74	49,044	60,525
10107	Evidence Technician III	G 63	27.00	33.09	4,446.00	5,448.82	53,352	65,386
10109	Fleet Maintenance Parts Specialist	G 03	13.83	14.95	2,277.34	2,461.77	27,328	29,541
10120	Fleet Services Apprentice	G 21	17.51	21.38	2,883.31	3,520.57	34,600	42,247
10122	Fleet Services Master Technician	G 49	23.29	28.77	3,835.09	4,737.46	46,021	56,850
10123	Fleet Services Senior Technician	G 41	21.38	26.46	3,520.57	4,357.08	42,247	52,285
10125	Fleet Services Utility Technician	G 29	18.89	23.29	3,110.55	3,835.09	37,327	46,021
10110	Hazard Inspector	G 21	17.51	21.38	2,883.31	3,520.57	34,600	42,247
10112	Housing Coordinator	G 37	20.44	25.42	3,365.79	4,185.83	40,389	50,230
10115	Housing Inspector	G 63	27.00	33.09	4,446.00	5,448.82	53,352	65,386
10285	Information Technology Specialist I	G 55	24.82	30.63	4,087.03	5,043.74	49,044	60,525
10136	Information Technology Specialist II	G 63	27.00	33.09	4,446.00	5,448.82	53,352	65,386
10286	Information Technology Specialist III	G 71	29.46	35.65	4,851.08	5,870.37	58,213	70,444
10150	Laboratory Aide	G 29	18.89	23.29	3,110.55	3,835.09	37,327	46,021
10153	Laboratory Technician I	G 55	24.82	30.63	4,087.03	5,043.74	49,044	60,525
10154	Laboratory Technician II	G 63	27.00	33.09	4,446.00	5,448.82	53,352	65,386
10160	Licensing Officer	G 49	23.29	28.77	3,835.09	4,737.46	46,021	56,850
10165	Loan and Grant Specialist	G 53	24.33	29.92	4,006.34	4,926.83	48,076	59,122

CLASSIFICATION AND SALARY SCHEDULE
GENERAL
July 1, 2019- 2% Increase

CLASS CODE	CLASSIFICATION	RANGE	HOURLY Min.	HOURLY Max.	MONTHLY at 1976 hours Min.	MONTHLY at 1976 hours Max.	ANNUAL at 1976 hours Min.	ANNUAL at 1976 hours Max.
10170	Maintenance Helper **(closed 7/1/18)**	G 21	17.51	21.38	2,883.31	3,520.57	34,600	42,247
10175	Maintenance I **(closed 7/1/18)**	G 29	18.89	23.29	3,110.55	3,835.09	37,327	46,021
10176	Maintenance II **(closed 7/1/18)**	G 33	19.54	24.33	3,217.59	4,006.34	38,611	48,076
10180	Maintenance Technician 1	G 33	19.54	24.33	3,217.59	4,006.34	38,611	48,076
10181	Maintenance Technician 2	G 45	22.36	27.60	3,681.95	4,544.80	44,183	54,538
10182	Maintenance Technician 3	G 55	24.82	30.63	4,087.03	5,043.74	49,044	60,525
10201	Office Clerk II **(closed 10/21/13)**	G 21	17.51	21.38	2,883.31	3,520.57	34,600	42,247
10205	Office Specialist I	G 21	17.51	21.38	2,883.31	3,520.57	34,600	42,247
10206	Office Specialist II	G 37	20.44	25.42	3,365.79	4,185.83	40,389	50,230
10211	Parks and Facilities Technician 2	G 43	21.81	27.00	3,591.38	4,446.00	43,097	53,352
10212	Parks and Facilities Technician 3	G 47	22.84	28.13	3,760.99	4,632.07	45,132	55,585
10219	Parks & Facilities Technician I **(closed 7/1/18)**	G 37	20.44	25.42	3,365.79	4,185.83	40,389	50,230
10225	Plumbing &/or Mechanical Inspector	G 63	27.00	33.09	4,446.00	5,448.82	53,352	65,386
10245	Probation Officer	G 63	27.00	33.09	4,446.00	5,448.82	53,352	65,386
10250	Probation Officer (Chief)	G 71	29.46	35.65	4,851.08	5,870.37	58,213	70,444
10253	Property Compliance Analyst	G 71	29.46	35.65	4,851.08	5,870.37	58,213	70,444
10256	Property Examiner II	G 55	24.82	30.63	4,087.03	5,043.74	49,044	60,525
10257	Property Examiner III	G 63	27.00	33.09	4,446.00	5,448.82	53,352	65,386
10259	Public Services Crew Leader	G 57	25.42	31.60	4,185.83	5,203.47	50,230	62,442
10260	Secretary **(closed 10/21/13)**	G 27	18.68	22.84	3,075.97	3,760.99	36,912	45,132
10263	Secretary II **(closed 10/21/13)**	G 41	21.38	26.46	3,520.57	4,357.08	42,247	52,285
10266	Section 8 Housing Coordinator **(closed 10/21/13)**	G 41	21.38	26.46	3,520.57	4,357.08	42,247	52,285
10272	Senior Citizen Program Asst.	G 09	15.54	18.89	2,558.92	3,110.55	30,707	37,327
10283	Senior Deputy Court Clerk	G 37	20.44	25.42	3,365.79	4,185.83	40,389	50,230
10284	Senior Engineering Technician	G 63	27.00	33.09	4,446.00	5,448.82	53,352	65,386
10296	Traffic Maintenance II **(closed 7/1/18)**	G 33	19.54	24.33	3,217.59	4,006.34	38,611	48,076
10298	Traffic Maintenance Electrician	G 55	24.82	30.63	4,087.03	5,043.74	49,044	60,525
10301	Traffic Maintenance Tech II **(closed 7/1/18)**	G 55	24.82	30.63	4,087.03	5,043.74	49,044	60,525
10305	Treatment Plant Trainee	G 35	20.06	24.82	3,303.21	4,087.03	39,639	49,044
10320	Utility Maintenance I **(closed 7/1/18)**	G 45	22.36	27.60	3,681.95	4,544.80	44,183	54,538
10321	Utility Maintenance II **(closed 7/1/18)**	G 55	24.82	30.63	4,087.03	5,043.74	49,044	60,525
10322	Utility Maintenance III **(closed 7/1/18)**	G 63	27.00	33.09	4,446.00	5,448.82	53,352	65,386
10325	Utility Maintenance Electrician	G 67	28.13	34.21	4,632.07	5,633.25	55,585	67,599
10356	Utility Plant Operator I	G 45	22.36	27.60	3,681.95	4,544.80	44,183	54,538
10355	Utility Plant Operator II	G 59	26.00	31.81	4,281.33	5,238.05	51,376	62,857

CLASSIFICATION AND SALARY SCHEDULE
GENERAL
7/1/2019 - 2% Increase

HOURLY SCHEDULE - GENERAL The following steps shall constitute the basic hourly wage schedule of all general union employees of the City:

WAGE RANGE NUMBER	A	B	C	D	E	F	G	H	I	J	K
G03	13.83					14.39					14.95
G05	14.95	15.26	15.54	15.83	16.11	16.42	16.77	17.14	17.51	17.87	18.21
G07	15.15	15.49	15.85	16.20	16.52	16.80	17.09	17.46	17.83	18.26	18.68
G09	15.54	15.83	16.11	16.42	16.77	17.14	17.51	17.87	18.21	18.53	18.89
G11	15.85	16.20	16.52	16.80	17.09	17.46	17.83	18.26	18.68	19.01	19.34
G13	16.11	16.42	16.77	17.14	17.51	17.87	18.21	18.53	18.89	19.20	19.54
G15	16.52	16.80	17.09	17.46	17.83	18.26	18.68	19.01	19.34	19.69	20.06
G17	16.77	17.14	17.51	17.87	18.21	18.53	18.89	19.20	19.54	19.99	20.44
G19	17.09	17.46	17.83	18.26	18.68	19.01	19.34	19.69	20.06	20.53	21.00
G21	17.51	17.87	18.21	18.53	18.89	19.20	19.54	19.99	20.44	20.91	21.38
G23	17.83	18.26	18.68	19.01	19.34	19.69	20.06	20.53	21.00	21.40	21.81
G25	18.21	18.53	18.89	19.20	19.54	19.99	20.44	20.91	21.38	21.87	22.36
G27	18.68	19.01	19.34	19.69	20.06	20.53	21.00	21.40	21.81	22.32	22.84
G29	18.89	19.20	19.54	19.99	20.44	20.91	21.38	21.87	22.36	22.83	23.29
G31	19.34	19.69	20.06	20.53	21.00	21.40	21.81	22.32	22.84	23.32	23.81
G33	19.54	19.99	20.44	20.91	21.38	21.87	22.36	22.83	23.29	23.82	24.33
G35	20.06	20.53	21.00	21.40	21.81	22.32	22.84	23.32	23.81	24.31	24.82
G37	20.44	20.91	21.38	21.87	22.36	22.83	23.29	23.82	24.33	24.88	25.42
G39	21.00	21.40	21.81	22.32	22.84	23.32	23.81	24.31	24.82	25.41	26.00
G41	21.38	21.87	22.36	22.83	23.29	23.82	24.33	24.88	25.42	25.94	26.46
G43	21.81	22.32	22.84	23.32	23.81	24.31	24.82	25.41	26.00	26.49	27.00
G45	22.36	22.83	23.29	23.82	24.33	24.88	25.42	25.94	26.46	27.02	27.60
G47	22.84	23.32	23.81	24.31	24.82	25.41	26.00	26.49	27.00	27.55	28.13
G49	23.29	23.82	24.33	24.88	25.42	25.94	26.46	27.02	27.60	28.19	28.77
G51	23.81	24.31	24.82	25.41	26.00	26.49	27.00	27.55	28.13	28.78	29.46
G53	24.33	24.88	25.42	25.94	26.46	27.02	27.60	28.19	28.77	29.35	29.92
G55	24.82	25.41	26.00	26.49	27.00	27.55	28.13	28.78	29.46	30.04	30.63
G57	25.42	25.94	26.46	27.02	27.60	28.19	28.77	29.35	29.92	30.74	31.60
G59	26.00	26.49	27.00	27.55	28.13	28.78	29.46	30.04	30.63	31.21	31.81
G61	26.46	27.02	27.60	28.19	28.77	29.35	29.92	30.74	31.60	32.01	32.45
G63	27.00	27.55	28.13	28.78	29.46	30.04	30.63	31.21	31.81	32.45	33.09
G65	27.60	28.19	28.77	29.35	29.92	30.74	31.60	32.01	32.45	33.03	33.63
G67	28.13	28.78	29.46	30.04	30.63	31.21	31.81	32.45	33.09	33.65	34.21
G69	28.77	29.35	29.92	30.74	31.60	32.01	32.45	33.03	33.63	34.22	34.82
G71	29.46	30.04	30.63	31.21	31.81	32.45	33.09	33.65	34.21	34.91	35.65
G73	29.92	30.74	31.60	32.01	32.45	33.03	33.63	34.22	34.82	35.57	36.31
G75	30.63	31.21	31.81	32.45	33.09	33.65	34.21	34.91	35.65	36.36	37.10
G77	31.60	32.01	32.45	33.03	33.63	34.22	34.82	35.57	36.31	37.03	37.71
G79	31.81	32.45	33.09	33.65	34.21	34.91	35.65	36.41	37.16	37.85	38.52
G81	32.45	33.03	33.63	34.22	34.82	35.57	36.31	37.03	37.71	38.49	39.29
G83	33.09	33.65	34.21	34.91	35.65	36.36	37.10	37.81	38.52	39.32	40.13
G85	33.63	34.22	34.82	35.57	36.31	37.03	37.71	38.49	39.29	40.19	41.08

CLASSIFICATION AND SALARY SCHEDULE
GENERAL
July 1, 2020- 1.5% Increase

CLASS CODE	CLASSIFICATION	RANGE	HOURLY Min.	HOURLY Max.	MONTHLY at 1976 hours Min.	MONTHLY at 1976 hours Max.	ANNUAL at 1976 hours Min.	ANNUAL at 1976 hours Max.
10016	Account Clerk II **(closed 10/21/13)**	G 41	21.70	26.86	3,573.27	4,422.95	42,879	53,075
10018	Accounting Specialist I	G 37	20.75	25.80	3,416.83	4,248.40	41,002	50,981
10019	Accounting Specialist II	G 41	21.70	26.86	3,573.27	4,422.95	42,879	53,075
10020	Analytics Project Specialist	G 63	27.41	33.59	4,513.51	5,531.15	54,162	66,374
10021	Asset Management Coordinator	G 71	29.90	36.18	4,923.53	5,957.64	59,082	71,492
10030	Bailiff	G 33	19.83	24.69	3,265.34	4,065.62	39,184	48,787
10330	Biosolids Operations Coordinator	G 59	26.39	32.29	4,345.55	5,317.09	52,147	63,805
10035	Building Inspector	G 67	28.55	34.72	4,701.23	5,717.23	56,415	68,607
10038	Building Maintenance Technician	G 43	22.14	27.41	3,645.72	4,513.51	43,749	54,162
10041	Building Maintenance Worker II **(closed 7/1/18)**	G 37	20.75	25.80	3,416.83	4,248.40	41,002	50,981
10042	Building Maintenance Worker III **(closed 7/1/18)**	G 47	23.18	28.55	3,816.97	4,701.23	45,804	56,415
10045	Building Rehab. Specialist	G 63	27.41	33.59	4,513.51	5,531.15	54,162	66,374
10058	Chemist	G 71	29.90	36.18	4,923.53	5,957.64	59,082	71,492
10037	Code Enforcement Inspector	G 53	24.69	30.37	4,065.62	5,000.93	48,787	60,011
10068	Community Dev. Coordinator	G 63	27.41	33.59	4,513.51	5,531.15	54,162	66,374
10076	Crew Leader	G 47	23.18	28.55	3,816.97	4,701.23	45,804	56,415
10077	Crime Analyst	G 55	25.19	31.09	4,147.95	5,119.49	49,775	61,434
10083	Deputy Court Clerk	G 21	17.77	21.70	2,926.13	3,573.27	35,114	42,879
10085	Deputy Court Clerk I **(closed 10/21/13)**	G 21	17.77	21.70	2,926.13	3,573.27	35,114	42,879
10086	Deputy Court Clerk II **(closed 10/21/13)**	G 29	19.17	23.64	3,156.66	3,892.72	37,880	46,713
10087	Deputy Court Clerk III **(closed 10/21/13)**	G 37	20.75	25.80	3,416.83	4,248.40	41,002	50,981
10090	Electrical Inspector	G 67	28.55	34.72	4,701.23	5,717.23	56,415	68,607
10095	Engineering Technician	G 53	24.69	30.37	4,065.62	5,000.93	48,787	60,011
10135	Environmental Services Inspector	G 63	27.41	33.59	4,513.51	5,531.15	54,162	66,374
10130	Environmental Services Specialist	G 55	25.19	31.09	4,147.95	5,119.49	49,775	61,434
10100	Equipment Operator I **(closed 7/1/18)**	G 39	21.32	26.39	3,510.69	4,345.55	42,128	52,147
10105	Evidence Technician I	G 41	21.70	26.86	3,573.27	4,422.95	42,879	53,075
10106	Evidence Technician II	G 55	25.19	31.09	4,147.95	5,119.49	49,775	61,434
10107	Evidence Technician III	G 63	27.41	33.59	4,513.51	5,531.15	54,162	66,374
10109	Fleet Maintenance Parts Specialist	G 05	15.17	18.48	2,497.99	3,043.04	29,976	36,516
10120	Fleet Services Apprentice	G 21	17.77	21.70	2,926.13	3,573.27	35,114	42,879
10122	Fleet Services Master Technician	G 49	23.64	29.20	3,892.72	4,808.27	46,713	57,699
10123	Fleet Services Senior Technician	G 41	21.70	26.86	3,573.27	4,422.95	42,879	53,075
10125	Fleet Services Utility Technician	G 29	19.17	23.64	3,156.66	3,892.72	37,880	46,713
10110	Hazard Inspector	G 21	17.77	21.70	2,926.13	3,573.27	35,114	42,879
10112	Housing Coordinator	G 37	20.75	25.80	3,416.83	4,248.40	41,002	50,981
10115	Housing Inspector	G 67	28.55	34.72	4,701.23	5,717.23	56,415	68,607
10285	Information Technology Specialist I	G 55	25.19	31.09	4,147.95	5,119.49	49,775	61,434
10136	Information Technology Specialist II	G 63	27.41	33.59	4,513.51	5,531.15	54,162	66,374
10286	Information Technology Specialist III	G 71	29.90	36.18	4,923.53	5,957.64	59,082	71,492
10150	Laboratory Aide	G 29	19.17	23.64	3,156.66	3,892.72	37,880	46,713
10153	Laboratory Technician I	G 55	25.19	31.09	4,147.95	5,119.49	49,775	61,434
10154	Laboratory Technician II	G 63	27.41	33.59	4,513.51	5,531.15	54,162	66,374
10160	Licensing Officer	G 49	23.64	29.20	3,892.72	4,808.27	46,713	57,699
10165	Loan and Grant Specialist	G 53	24.69	30.37	4,065.62	5,000.93	48,787	60,011

CLASSIFICATION AND SALARY SCHEDULE
GENERAL
July 1, 2020- 1.5% Increase

CLASS CODE	CLASSIFICATION	RANGE	HOURLY Min.	HOURLY Max.	MONTHLY at 1976 hours Min.	MONTHLY at 1976 hours Max.	ANNUAL at 1976 hours Min.	ANNUAL at 1976 hours Max.
10170	Maintenance Helper **(closed 7/1/18)**	G 21	17.77	21.70	2,926.13	3,573.27	35,114	42,879
10175	Maintenance I **(closed 7/1/18)**	G 29	19.17	23.64	3,156.66	3,892.72	37,880	46,713
10176	Maintenance II **(closed 7/1/18)**	G 33	19.83	24.69	3,265.34	4,065.62	39,184	48,787
10180	Maintenance Technician 1	G 33	19.83	24.69	3,265.34	4,065.62	39,184	48,787
10181	Maintenance Technician 2	G 45	22.70	28.01	3,737.93	4,612.31	44,855	55,348
10182	Maintenance Technician 3	G 55	25.19	31.09	4,147.95	5,119.49	49,775	61,434
10225	Mechanical Inspector	G 67	28.55	34.72	4,701.23	5,717.23	56,415	68,607
10201	Office Clerk II **(closed 10/21/13)**	G 21	17.77	21.70	2,926.13	3,573.27	35,114	42,879
10205	Office Specialist I	G 21	17.77	21.70	2,926.13	3,573.27	35,114	42,879
10206	Office Specialist II	G 37	20.75	25.80	3,416.83	4,248.40	41,002	50,981
10211	Parks and Facilities Technician 2	G 43	22.14	27.41	3,645.72	4,513.51	43,749	54,162
10212	Parks and Facilities Technician 3	G 47	23.18	28.55	3,816.97	4,701.23	45,804	56,415
10219	Parks & Facilities Technician I **(closed 7/1/18)**	G 37	20.75	25.80	3,416.83	4,248.40	41,002	50,981
10220	Planner I	G 55	25.19	31.09	4,147.95	5,119.49	49,775	61,434
10225	Plumbing Inspector	G 67	28.55	34.72	4,701.23	5,717.23	56,415	68,607
10245	Probation Officer	G 63	27.41	33.59	4,513.51	5,531.15	54,162	66,374
10250	Probation Officer (Chief)	G 71	29.90	36.18	4,923.53	5,957.64	59,082	71,492
10256	Property Examiner II	G 55	25.19	31.09	4,147.95	5,119.49	49,775	61,434
10257	Property Examiner III	G 63	27.41	33.59	4,513.51	5,531.15	54,162	66,374
10259	Public Services Crew Leader	G 57	25.80	32.07	4,248.40	5,280.86	50,981	63,370
10260	Secretary **(closed 10/21/13)**	G 27	18.96	23.18	3,122.08	3,816.97	37,465	45,804
10263	Secretary II **(closed 10/21/13)**	G 41	21.70	26.86	3,573.27	4,422.95	42,879	53,075
10266	Section 8 Housing Coordinator **(closed 10/21/13)**	G 41	21.70	26.86	3,573.27	4,422.95	42,879	53,075
10272	Senior Citizen Program Asst.	G 09	15.77	19.17	2,596.79	3,156.66	31,162	37,880
10283	Senior Deputy Court Clerk	G 37	20.75	25.80	3,416.83	4,248.40	41,002	50,981
10284	Senior Engineering Technician	G 63	27.41	33.59	4,513.51	5,531.15	54,162	66,374
10298	Traffic Maintenance Electrician	G 55	25.19	31.09	4,147.95	5,119.49	49,775	61,434
10305	Treatment Plant Trainee	G 35	20.36	25.19	3,352.61	4,147.95	40,231	49,775
10321	Utility Maintenance II **(closed 7/1/18)**	G 55	25.19	31.09	4,147.95	5,119.49	49,775	61,434
10322	Utility Maintenance III **(closed 7/1/18)**	G 63	27.41	33.59	4,513.51	5,531.15	54,162	66,374
10325	Utility Maintenance Electrician	G 67	28.55	34.72	4,701.23	5,717.23	56,415	68,607
10356	Utility Plant Operator I	G 45	22.70	28.01	3,737.93	4,612.31	44,855	55,348
10355	Utility Plant Operator II	G 59	26.39	32.29	4,345.55	5,317.09	52,147	63,805

CLASSIFICATION AND SALARY SCHEDULE
GENERAL
7/1/2020 - 1.5% Increase

HOURLY SCHEDULE - GENERAL The following steps shall constitute the basic hourly wage schedule of all general union employees of the City:

WAGE RANGE NUMBER	A	B	C	D	E	F	G	H	I	J	K
G03	14.04					14.61					15.17
G05	15.17	15.49	15.77	16.07	16.35	16.67	17.02	17.40	17.77	18.14	18.48
G07	15.38	15.72	16.09	16.44	16.77	17.05	17.35	17.72	18.10	18.53	18.96
G09	15.77	16.07	16.35	16.67	17.02	17.40	17.77	18.14	18.48	18.81	19.17
G11	16.09	16.44	16.77	17.05	17.35	17.72	18.10	18.53	18.96	19.30	19.63
G13	16.35	16.67	17.02	17.40	17.77	18.14	18.48	18.81	19.17	19.49	19.83
G15	16.77	17.05	17.35	17.72	18.10	18.53	18.96	19.30	19.63	19.99	20.36
G17	17.02	17.40	17.77	18.14	18.48	18.81	19.17	19.49	19.83	20.29	20.75
G19	17.35	17.72	18.10	18.53	18.96	19.30	19.63	19.99	20.36	20.84	21.32
G21	17.77	18.14	18.48	18.81	19.17	19.49	19.83	20.29	20.75	21.22	21.70
G23	18.10	18.53	18.96	19.30	19.63	19.99	20.36	20.84	21.32	21.72	22.14
G25	18.48	18.81	19.17	19.49	19.83	20.29	20.75	21.22	21.70	22.20	22.70
G27	18.96	19.30	19.63	19.99	20.36	20.84	21.32	21.72	22.14	22.65	23.18
G29	19.17	19.49	19.83	20.29	20.75	21.22	21.70	22.20	22.70	23.17	23.64
G31	19.63	19.99	20.36	20.84	21.32	21.72	22.14	22.65	23.18	23.67	24.17
G33	19.83	20.29	20.75	21.22	21.70	22.20	22.70	23.17	23.64	24.18	24.69
G35	20.36	20.84	21.32	21.72	22.14	22.65	23.18	23.67	24.17	24.67	25.19
G37	20.75	21.22	21.70	22.20	22.70	23.17	23.64	24.18	24.69	25.25	25.80
G39	21.32	21.72	22.14	22.65	23.18	23.67	24.17	24.67	25.19	25.79	26.39
G41	21.70	22.20	22.70	23.17	23.64	24.18	24.69	25.25	25.80	26.33	26.86
G43	22.14	22.65	23.18	23.67	24.17	24.67	25.19	25.79	26.39	26.89	27.41
G45	22.70	23.17	23.64	24.18	24.69	25.25	25.80	26.33	26.86	27.43	28.01
G47	23.18	23.67	24.17	24.67	25.19	25.79	26.39	26.89	27.41	27.96	28.55
G49	23.64	24.18	24.69	25.25	25.80	26.33	26.86	27.43	28.01	28.61	29.20
G51	24.17	24.67	25.19	25.79	26.39	26.89	27.41	27.96	28.55	29.21	29.90
G53	24.69	25.25	25.80	26.33	26.86	27.43	28.01	28.61	29.20	29.79	30.37
G55	25.19	25.79	26.39	26.89	27.41	27.96	28.55	29.21	29.90	30.49	31.09
G57	25.80	26.33	26.86	27.43	28.01	28.61	29.20	29.79	30.37	31.20	32.07
G59	26.39	26.89	27.41	27.96	28.55	29.21	29.90	30.49	31.09	31.68	32.29
G61	26.86	27.43	28.01	28.61	29.20	29.79	30.37	31.20	32.07	32.49	32.94
G63	27.41	27.96	28.55	29.21	29.90	30.49	31.09	31.68	32.29	32.94	33.59
G65	28.01	28.61	29.20	29.79	30.37	31.20	32.07	32.49	32.94	33.53	34.13
G67	28.55	29.21	29.90	30.49	31.09	31.68	32.29	32.94	33.59	34.15	34.72
G69	29.20	29.79	30.37	31.20	32.07	32.49	32.94	33.53	34.13	34.73	35.34
G71	29.90	30.49	31.09	31.68	32.29	32.94	33.59	34.15	34.72	35.43	36.18
G73	30.37	31.20	32.07	32.49	32.94	33.53	34.13	34.73	35.34	36.10	36.85
G75	31.09	31.68	32.29	32.94	33.59	34.15	34.72	35.43	36.18	36.91	37.66
G77	32.07	32.49	32.94	33.53	34.13	34.73	35.34	36.10	36.85	37.59	38.28
G79	32.29	32.94	33.59	34.15	34.72	35.43	36.18	36.96	37.72	38.42	39.10
G81	32.94	33.53	34.13	34.73	35.34	36.10	36.85	37.59	38.28	39.07	39.88
G83	33.59	34.15	34.72	35.43	36.18	36.91	37.66	38.38	39.10	39.91	40.73
G85	34.13	34.73	35.34	36.10	36.85	37.59	38.28	39.07	39.88	40.79	41.70