

Employee Group 05 Equipment Maintenance

Effective Date: April 4, 2015 Issued Date: 03/23/2015

Job Code & Description	Grade	Step	Hourly Rate
	03U	1: Start	21.86
	03U	2: 6 month (1040)	22.86
830201 EQUIPMENT REPAIRER 811101 FIRE BUILDINGS REPAIRER 830310 SAFETY EQUIPMENT SERVICER I 810411 TRAFFIC MAINTENANCE WORKER - (APPOINTED PRIOR TO 7/1/91) 830110 VEHICLE MAINTENANCE WORKER - HEAVY - (APPTD PRIOR TO 7/1/91)	04U	1: Start	23.33
	04U	2: 6 month (1040)	24.43
	06U	1: Start	22.90
	06U	2: 6 month (1040)	23.88
830610 MECHANIC WELDER 830311 SAFETY EQUIPMENT SERVICER II 830010 VEHICLE MECHANIC 840501 WELDER	07U	1: Start	27.60
	08U	1: Start	27.89
830000 VEHICLE MECHANIC TRAINEE	09U	1: Start	16.53
	09U	2: 1 year (2080)	18.78
	09U	3: 2 year (4160)	21.02
	10U	1: Start	11.53
	10U	2: 1 year (2080)	13.18
	10U	3: 2 year (4160)	14.35
830020 VEHICLE MECHANIC LEAD WORKER	12U	1: Start	28.62
	13U	1: Start	16.72
	13U	2: 6 month (1040)	17.12
	13U	3: 1 year (2080)	17.96
830120 VEHICLE MECHANIC - HEAVY TRUCK & EQUIPMENT	14U	1: Start	27.60
830801 TOOLMAKER - SAINT PAUL REGIONAL WATER SERVICES	15U	1: Start	29.81
850000 COMMUNICATION EQUIPMENT INSTALLER	16U	1: Start	20.57
	16U	2: 6 month (1040)	21.46
810410 TRAFFIC MAINTENANCE WORKER - (APPOINTED ON/AFTER 7/1/91)	17U	1: Start	21.30
	17U	2: 6 month (1040)	22.22

BENEFITS:

VACATION

Less than 8 years	17 DAYS	(.0654)
After 8 years thru 15 years	22 DAYS	(.0847)
After 15 years and thereafter	27 DAYS	(.1039)

VACATION OUT OF SICK LEAVE CONVERSION

The maximum number of days' vacation allowed by the conversion of sick leave credits shall be no more than five (5) days in any one (1) year so that the maximum vacation time which may be taken in any one (1) year shall be forty-five (45) days including the regular vacation period.

PROBATIONARY PERIOD

Effective January 1, 2007: Employees covered by this bargaining unit shall serve a one (1) year probationary period.

REINSTATEMENT RIGHTS AFTER LAYOFF

Two years

SICK LEAVE ACCRUAL

Effective October 1, 2007 (or closest pay period): Sick leave shall be accumulated at the rate of .0539 per hour for each hour on the payroll, excluding overtime (14 days per year).

2015 HEALTH INSURANCE

Single: The Employer will contribute \$398.88 - \$553.26 per month for the 2015 single insurance contribution depending on the employee's plan choice.

The City will contribute \$85 each month into a VEBA/HRA for full-time employees choosing the SINGLE Open Access Deductible plan. Enrollment is automatic.

Family: The Employer will contribute \$748.22 - \$1,300.53 per month for the 2015 family insurance contribution depending on the employee's plan choice.

The City will contribute \$45 each month into a VEBA/HRA for full-time employees choosing the FAMILY Open Access Deductible plan. Enrollment is automatic.

OVERTIME

Granted in cash or compensatory time on a time and one-half (1.5) basis determined solely by the Employer.

LIFE INSURANCE

\$5,000

CALL-IN PAY

If an employee is called into work he/she shall receive two (2) hours pay if not put to work. If an employee starts work he/she shall be guaranteed four (4) hours pay.

SEVERANCE PAY

Appointed prior to 7/1/89: eligible for Severance Plan 2 or Plan 3.

Appointed after 7/1/89: eligible for Severance Plan 3.

PLAN 1:

\$4,000 Ordinance No. 11490, as amended by Ordinance No. 16303.

PLAN 2:

\$6,500 58+ years of age and eligible for pension under PERA
10 years of service with the City at time of separation.*
60 days of accumulated sick leave at the time of separation.

PLAN 3:

Employees hired after July 1, 1989:
58+ year of age and eligible for pension under PERA.
80 days of accumulated sick leave at the time of separation.

YEARS OF SERVICE WITH THE CITY AT LEAST	MAXIMUM SEVERANCE PAY
15	\$ 5,000
17	5,500
19	6,000
21	6,500
23	7,000
25	10,000

*Employment with ISD #625 will not be counted toward the service requirement for employees hired after July 1, 1997.

To be eligible for the \$10,000 in severance pay an employee must have at least one hundred (100) days of accumulated sick leave at the time of his/her separation from City service.

For any employee who is eligible to receive severance from the City under this Article, the City will contribute 105% of the full amount of their severance payment to a Post-Employment Health Plan in lieu of any cash payment to the employee.

SICK LEAVE FOR DEPENDENT CARE

In the case of a serious illness or disability of an employee’s dependent, parent or household member, other than a child, the head of the department shall grant leave with pay in order for the employee to care of or make arrangements for the care of such disabled persons. Such leave shall be drawn from the employee’s accumulated sick leave credits. Use of such sick leave shall be limited to forty (40) hours per incident.

TOOL ALLOWANCE/SAFETY SHOE REIMBURSEMENT:

Employees designated in Article 9, section 9.2:

Employees must be on the payroll as of January 1st of each year in order to receive a Tool and Shoe allowance of three hundred twenty-eight dollars and twelve cents (\$328.12). Employees not on the payroll as of January 1st of each year will receive no allowance until the following January 1st.

TOOL ALLOWANCE/SAFETY SHOE REIMBURSEMENT (Continued):

Communication Equipment Installer shall receive a Tool and Shoe allowance of two hundred sixty-nine dollars and six cents (\$269.06). Employees not on the payroll as of January 1st of each year will receive no allowance until the following January 1st.

In the event that the entire tool set is stolen or if the work site itself is damaged and the tools are not salvageable, the Employer agrees to replace the tools, in excess of \$475.00, that are listed on the inventory previous to the date of the event.

Employees not designated Article 9, Section 9.2:

The Employer agrees to pay one hundred seven dollars and sixty-three cents (\$107.63) toward a safety shoe allowance for each employee who is a member of this unit as of January 1st of each year. Employees not on the payroll as of January 1st of each year will receive no allowance until the following January 1st.

PENSION CONTRIBUTION

Effective on the first payroll after January 1, 2015, the City will increase the I.A.M. National Pension Fund contribution listed in Article 25.1 of the Collective Bargaining Agreement by \$0.15 per hour for all eligible employees. (See MOA adopted by Council: January 21, 2015)

Effective **January 10, 2015**: The Employer agrees to contribute \$.75/hr. to the I.A.M. National Pension Fund for all employees covered by this agreement (excludes temporary employees. Plan does not include an employee deduction. See Article 25.1 of the labor agreement for conditions.

Effective **April 1, 2015**: This rate shall be increased by \$.10/hr. for a total of \$.85/hr.

MILEAGE

The City shall reimburse the employee at the then current Federal I.R.S. mileage reimbursement rate on the most direct route.