Employee Group 12 Operating Engineers

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

Job Code & Description	Grade	Step	Hourly Rate
	01U	1: Start	17.98
	01U	2: 20 year (41,600)	18.19
810611 CUSTODIAN II	02U	1: Start	20.68
	02U	2: 6 month (1040)	21.30
	02U	3: 1 year (2080)	21.63
	02U	4: 2 year (4160)	22.30
810620 CUSTODIAN-ENGINEER I 810710 CUSTODIAN-ENGINEER I - LIBRARY 810810 CUSTODIAN-ENGINEER I - PUBLIC SAFETY 630120 PARK SECURITY OFFICER LEAD	03U	1: Start	23.65
	03U	2: 6 month (1040)	24.70
	03U	3: 20 year (41,600)	24.88
810621 CUSTODIAN-ENGINEER II 810711 CUSTODIAN-ENGINEER II - LIBRARY 830510 WATER PLANT WORKER	04U	1: Start	24.17
	04U	2: 6 month (1040)	25.55
	04U	3: 20 year (41,600)	25.72
810622 CUSTODIAN-ENGINEER III 810712 CUSTODIAN-ENGINEER III - LIBRARY	05U	1: Start	25.99
	05U	2: 6 month (1040)	27.41
	05U	3: 20 year (41,600)	27.57
830520 MAINTENANCE WORKER	06U	1: Start	26.11
	06U	2: 6 month (1040)	27.15
	06U	3: 20 year (41,600)	27.36
	07U	1: Start	25.57
	07U	2: 6 month (1040)	26.64
	07U	3: 20 year (41,600)	26.82
	08U	1: Start	25.99
	08U	2: 6 month (1040)	27.04
	08U	3: 20 year (41,600)	27.23
830701 OPERATING ENGINEER 830532 PUMPING ENGINEER II 830530 WATER TREATMENT PLANT OPERATOR II	09U	1: Start	27.09
	09U	2: 6 month (1040)	28.18
	09U	3: 20 year (41,600)	28.38

840340 SEWER PUMPING STATION OPERATOR	10U	1: Start	28.28
	10U	2: 6 month (1040)	29.31
	10U	3: 20 year (41,600)	29.50
830531 CHEMICAL FEED SYSTEM REPAIRER	11U	1: Start	28.43
	11U	2: 6 month (1040)	29.51
	11U	3: 20 year (41,600)	29.71
	12U	1: Start	29.43
	12U	2: 6 month (1040)	30.63
	12U	3: 20 year (41,600)	30.80
	13A	1: Start	17.42
	13A	2: 6 month (1040)	18.16
	13A	3: 1 year (2080)	18.79
	13A	4: 2 year (4160)	19.49
	13A	5: 3 year (6240)	20.27
	13A	6: 5 year (10,400)	21.08
	13A	7: 10 year (20,800)	21.53
	13A	8: 15 year (31,200)	22.06
810610 CUSTODIAN I	13M	1: Start	14.16
	13M	2: 6 month (1040)	14.63
	13M	3: 1 year (2080)	15.11
	13M	4: 2 year (4160)	15.60
	13M	5: 3 year (6240)	16.15
	13M	6: 5 year (10,400)	16.70
	13M	7: 10 year (20,800)	17.04
	13M	8: 15 year (31,200)	17.41
	13U	1: Start	23.67
	13U	2: 6 month (1040)	24.76
	13U	3: 20 year (41,600)	24.93
	15U	1: Start	25.52
	15U	2: 6 month (1040)	26.90
	15U	3: 20 year (41,600)	27.08
	16U	1: Start	26.90
	16U	2: 6 month (1040)	27.94
	16U	3: 20 year (41,600)	28.12

	017	1: Start	15.16
	017	2: 6 month (1040)	15.71
	017	3: 1 year (2080)	16.30
	017	4: 2 year (4160)	16.90
	017	5: 3 year (6240)	17.56
	017	6: 5 year (10,400)	18.29
	017	7: 10 year (20,800)	18.77
	017	8: 15 year (31,200)	19.20
630201 SECURITY/SAFETY OFFICER-LIBRARY	17A	1: Start	18.33
	17A	2: 6 month (1040)	18.92
	17A	3: 1 year (2080)	19.53
	17A	4: 2 year (4160)	20.21
	17A	5: 3 year (6240)	20.91
	17A	6: 5 year (10,400)	21.69
	17A	7: 10 year (20,800)	22.26
	17A	8: 15 year (31,200)	22.74
810600 CUSTODIAN-ENGINEER TRAINEE	17U	1: Start	12.75
	17U	2: 6 month (1040)	13.16
	17U	3: 20 year (41,600)	13.34
	18U	1: Start	18.41
	18U	2: 6 month (1040)	18.95
	18U	3: 1 year (2080)	19.36
	18U	4: 2 year (4160)	20.02
811201 BUILDING MAINTENANCE ENGINEER	20U	1: Start	27.20
	20U	2: 20 year (41,600)	27.39
630110 PARK SECURITY OFFICER	21U	1: 0-500 hours	12.39
	21U	2: 501 - 100 hours	13.13
	21U	3: 1001-1500 hours	13.87
	21U	4: 1501+ hours	14.90
	22U	1: Start	12.39
	22U	2: 6 month (1040)	14.36
	22U	3: 1 year (2080)	14.90
	22U	4: 2 year (4160)	15.67
	22U	5: 3 year (6240)	16.39
	22U	6: 4 year (8320)	16.95
	22U	7: 5 year (10,400)	18.09

BENEFITS:

VACATION

Years of Service	Days of Vacation
1st year thru 4th year	12 - (.0462)
5th year thru 9th year	18 - (.0693)
10th year thru 15th year	21 - (.0808)
16th year thru 23rd year	25 - (.0962)
24th year and thereafter	28 - (.1077)

Vacation accrual rate shall be determined based on calendar years of service for both part-time and full-time employees.

HOLIDAY ELIGIBILITY

In order to be eligible for a holiday with pay, an employee must be employed as of the date of the holiday and have paid hours on the payroll for that pay period. For purposes of this section only, non-holiday hours paid include hours actually worked, vacation time, compensatory time, paid leave and sick leave.

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.

SICK LEAVE ACCRUAL

Sick leave shall be accumulated at the rate of .0539 per hour for each hour on the payroll, excluding overtime (14 days per year).

OUT OF TITLE

After 15 consecutive work days

SICK LEAVE CONVERSION

180 days of accumulated sick leave - employee may convert up to 10 days sick leave for 5 days vacation. The maximum number of days' vacation allowed by the conversion of sick leave credits shall be no more than five days in any one "vacation year". Based on calendar year.

FUNERAL LEAVE

Employee shall be granted such leave to attend the funeral of the employee's grandparent or grandchild and as much time as the Employer deems necessary for the death of the employee's mother, father, spouse, child, brother, sister, mother-in-law, father-in-law or other person who is a member of the household.

REINSTATEMENT RIGHTS AFTER LAYOFF

Two years

SEVERANCE PAY
The employee must have a minimum of 12 years of service and 600 hours of sick leave credits at the time of his/her separation of service from the City.

Minimum 12 years of service and accrued sick leave credits of:	Severance
600	$ 4,000
700	$ 5,000
800	$ 6,000
900	$ 7,000
1000	$ 8,000
1100	$ 9,000
1200	$10,000
1300	$11,000
1400	$12,000
1500	$13,000
1600	$14,000
1700	$15,000

*For the purpose of this Article, service requirements for severance eligibility will not include years of service with the Independent School District No. 625 for employees hired by the City or transferred to the City after December 31, 1998.

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

OVERTIME
Compensatory time on a time and one-half basis or by being paid on a time and one-half basis for such overtime work.

CALL IN PAY
When an employee is called to work he/she shall receive two (2) hours pay if not put to work. If an employee is called to work and commences work, he/she shall be guaranteed four straight time hours pay, or one and one-half (1.5) times the employee's normal hourly rate for the actual number of hours worked, whichever is greater.

DEFERRED COMPENSATION
The City will provide $200 per year matching deferred compensation contribution for employees with one year of service. (See Article 22 for eligibility requirements). To be paid by April 1 of the following year.

PREMIUM PAY
$.25 per hour for all swing stage work, such as any work performed from a boatswain's chair or a swing scaffold, fifty (50) feet or more above the ground.

SAFETY SHOES
$125.00 per year toward a safety shoe allowance. The contribution shall be made as a cash payment to be placed on the paycheck. The Employer contribution shall apply only to those employees who are required by the Employer to wear protective shoes or boots.

For full-time permanent Park Security Officers, Police Security Rangers and *Park Ranger the City shall reimburse fifty (50%) of the cost of boots for employees to a maximum of $50.00 per year.

NIGHT DIFFERENTIAL
5% of base rate paid only for those night shifts actually worked*:

- To any employee who works on a regularly assigned shift beginning earlier than 6:00 a.m. or ending later than 6:00 p.m., provided that at least five (5) hours of the shift are worked between the hours of 6:00 p.m. and 6:00 a.m., there shall be paid a night differential for the entire shift.
- To any employee who works on a regularly assigned shift, beginning earlier than 6:00 a.m. or ending later than 6:00 p.m., but less than five hours of the shift are worked between the hours of 6:00 p.m. and 6:00 a.m., there shall be paid a night differential for the hours worked between the hours of 6:00 p.m. and 6:00 a.m.
- Employees working at the Water Utility's Filtration Plant and who are regularly assigned to a shift which begins at 2:30 p.m.

*Differential does not apply to employees holding titles listed "Special Employments".

UNIFORM ALLOWANCES
Water Utility Uniform Policy – Employees shall only be reimbursed for uniform items that are qualified as non-taxable and reimbursable under the Water Utility's uniform policy. Newly hired employees shall receive a one-time reimbursement for initial uniform items purchased up to $289.00. The Employer agrees to provide a uniform allowance of up to $125 per calendar year as a cash payment to be placed on the paycheck toward the cost of replacing uniforms for those employees who have participated in the uniform program in the previous year.

Other Employee Uniform Policy (excludes Water):
The City shall furnish uniforms at no cost to employees required to wear a uniform who work in the Sewer Division of the Public Works Department.

The Parks & Recreation Department shall furnish uniforms at no cost to employees in the title of Park Security Officer.

The Police Department shall furnish uniforms at no cost to employees in the title of *Park Ranger and Police Security Ranger.