

Employee Group 05 Equipment Maintenance

Effective Date: January 2, 2021

Issued Date: 03/10/2021

Effective Date: June 5, 2021

| Job Code & Description | Grade | Step | Hourly Rate 01/02/2021 | Hourly Rate 06/05/2021 |
|---|-------|-------------------|---------------------------|---------------------------|
| | 03U | 1: Start | 25.48 | 25.45 |
| | 03U | 2: 6 month (1040) | 26.60 | 26.57 |
| 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 | 27.14 | 27.11 |
| | 04U | 2: 6 month (1040) | 28.39 | 28.36 |
| | 06U | 1: Start | 26.64 | 26.61 |
| | 06U | 2: 6 month (1040) | 27.77 | 27.74 |
| 830610 MECHANIC WELDER 830311 SAFETY EQUIPMENT SERVICER II 830010 VEHICLE MECHANIC 840501 WELDER | 07U | 1: Start | 32.00 | 31.97 |
| | 08U | 1: Start | 32.31 | 32.28 |
| 830000 VEHICLE TECHNICIAN TRAINEE | 09U | 1: Start | 19.40 | 19.37 |
| | 09U | 2: 1 year (2080) | 21.97 | 21.94 |
| | 09U | 3: 2 year (4160) | 24.52 | 24.49 |
| | 10U | 1: Start | 13.73 | 13.70 |
| | 10U | 2: 1 year (2080) | 15.60 | 15.57 |
| | 10U | 3: 2 year (4160) | 16.93 | 16.90 |
| 830020 VEHICLE MECHANIC LEAD WORKER | 12U | 1: Start | 33.08 | 33.05 |
| | 13U | 1: Start | 19.63 | 19.60 |
| | 13U | 2: 6 month (1040) | 20.07 | 20.04 |
| | 13U | 3: 1 year (2080) | 21.03 | 21.00 |
| 830120 VEHICLE TECHNICIAN - HEAVY TRUCK & EQUIPMENT | 14U | 1: Start | 32.00 | 31.97 |
| 830801 TOOLMAKER - SAINT PAUL REGIONAL WATER SERVICES | 15U | 1: Start | 34.52 | 34.49 |
| 850000 COMMUNICATION EQUIPMENT INSTALLER | 16U | 1: Start | 24.02 | 23.99 |
| | 16U | 2: 6 month (1040) | 25.01 | 24.98 |
| 810410 TRAFFIC MAINTENANCE WORKER - (APPOINTED ON/AFTER 7/1/91) | 17U | 1: Start | 24.84 | 24.81 |
| | 17U | 2: 6 month (1040) | 25.88 | 25.85 |

BENEFITS:

VACATION

| | | |
|---|---------|---------|
| Start through 7 th year | 17 DAYS | (.0654) |
| 8 th year thru 14 th year | 22 DAYS | (.0847) |
| 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 July 1, 2016 (or closest pay period): Sick leave shall be accumulated at the rate of .05005 per hour for each hour on the payroll, excluding overtime (13 days per year).

2021 HEALTH INSURANCE

Effective **January 2021**, for each eligible employee covered by this Agreement who is employed full-time and who selects City-provided employee health insurance coverage, the Employer agrees to contribute the following amounts per month:

Choice Passport Plan:

2020 contributions plus eighty-two and one-half percent (82.5%) of the premium increase for 2021, after any plan design changes; employees shall be responsible for the 2020 employee contribution, plus seventeen and one-half percent (17.5%) of the premium increase for 2021, after any plan design changes.

Based on a 3.5% premium increase, this results in the following Employer contributions:

Single: \$671.62, plus \$225 per quarter to be deposited in a VEBA account (plus an additional \$225 per quarter in a VEBA for completion of 2020 Wellness Program).
Employee share: \$16.88/month.

Family: \$1580.76, plus \$135 per quarter to be deposited in a VEBA account (plus an additional \$225 per quarter in a VEBA for completion of 2020 Wellness Program).
Employee share: \$216.72/month.

2021 HEALTH INSURANCE (Continued)

Elect Plan:

The lesser of the Employer's contribution for the Choice Passport Plan for 2021; or the actual cost of the Elect Plan premium. Employees shall be responsible for the difference between the monthly premium and the Employer's monthly contribution.

Based on a 3.5% premium increase for the Choice Passport Plan, this results in the following Employer contributions:

Single: \$640.84, plus \$225 per quarter to be deposited in a VEBA account (plus an additional \$225 per quarter in a VEBA for completion of 2020 Wellness Program).
Employee share: \$0.00/month.

Family: \$1580.76, plus \$135 per quarter to be deposited in a VEBA account (plus an additional \$225 per quarter in a VEBA for completion of 2020 Wellness Program).
Employee share: \$92.92/month.

ACO Plan:

The lesser of the Employer's contribution for the Choice Passport Plan for 2021; or the actual cost of the ACO Plan premium. Employees shall be responsible for the difference between the monthly premium and the Employer's monthly contribution.

Based on a 3.5% premium increase for the Choice Passport Plan, this results in the following Employer contributions:

Single: \$620.54 plus \$225 per quarter to be deposited in a VEBA account (plus an additional \$225 per quarter in a VEBA for completion of 2020 Wellness Program).
Employee share: \$0.00/month.

Family: \$1580.76, plus \$135 per quarter to be deposited in a VEBA account (plus an additional \$225 per quarter in a VEBA for completion of 2020 Wellness Program).
Employee share: \$39.88 /month.

Passport Copay Plan:

Single: \$398.88 (Employee share: \$481.08 /month)

Family: \$748.22 (Employee share: \$1560.02/month)

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.

Employees who intend to voluntarily leave City employment must provide two (2) weeks' notice of their intent to leave employment to be eligible for severance under this Article.

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 \$423.05. Employees not on the payroll as of January 1st of each year will receive no allowance until the following January 1st. Effective January 1, 2022 this amount shall be increased to \$480.15.

Effective January 1, 2018, the department will reimburse employees annually with appropriate documentation, up to \$150 for a basic pair of prescription safety glasses for those employees who need to wear prescription glasses. To be eligible for reimbursement, the prescription safety glasses must be ANSIZ87 certified.

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 \$122.37 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. Effective January 1, 2022 this amount shall increase to \$124.21 (No increase for 2021 – COLA 0%)

PENSION CONTRIBUTION

Effective **January 1, 2020**: This rate shall be increased by \$.10/hr. for a total of \$1.35/hr.

Memorandum of Agreement (IAM National Pension Fund Rehabilitation Plan adopted by City Council January 15, 2020 Resolution Number: 20-29)

Effective **June 1, 2021** (or closest pay period): \$1.35/hr. + an additional \$0.10/hr. as required by the Rehabilitation Plan, for a total of **\$1.45/hr.**

Effective **June 1, 2022** (or closest pay period): \$1.35/hr. + an additional \$0.14/hr. as required by the Rehabilitation Plan, for a total of **\$1.49/hr.**

MILEAGE

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