

Employee Group 12 Operating Engineers

Effective Date: January 02, 2021

Issued Date: 05/27/2021

Job Code & Description	Grade	Step	Hourly Rate 01/02/2021
	01U	1: Start	20.45
	01U	2: 20 year (41,600)	20.68
810611 CUSTODIAN II	02U	1: Start	23.52
	02U	2: 6 month (1040)	24.23
	02U	3: 1 year (2080)	24.60
	02U	4: 2 year (4160)	25.36
810620 CUSTODIAN-ENGINEER I	03U	1: Start	26.89
	03U	2: 6 month (1040)	28.09
	03U	3: 20 year (41,600)	28.30
810621 CUSTODIAN-ENGINEER II 830510 WATER PLANT WORKER	04U	1: Start	27.49
	04U	2: 6 month (1040)	29.05
	04U	3: 20 year (41,600)	29.25
810622 CUSTODIAN-ENGINEER III	05U	1: Start	29.57
	05U	2: 6 month (1040)	31.16
	05U	3: 20 year (41,600)	31.36
830520 MAINTENANCE WORKER	06U	1: Start	29.69
	06U	2: 6 month (1040)	30.89
	06U	3: 20 year (41,600)	31.10
	07U	1: Start	29.08
	07U	2: 6 month (1040)	30.29
	07U	3: 20 year (41,600)	30.51
	08U	1: Start	29.57
	08U	2: 6 month (1040)	30.76
	08U	3: 20 year (41,600)	30.97
830701 OPERATING ENGINEER 830532 PUMPING ENGINEER II 830530 WATER TREATMENT PLANT OPERATOR II	09U	1: Start	30.81
	09U	2: 6 month (1040)	32.05
	09U	3: 20 year (41,600)	32.28

840340 SEWER PUMPING STATION OPERATOR	10U	1: Start	32.17
	10U	2: 6 month (1040)	33.32
	10U	3: 20 year (41,600)	33.56
830531 CHEMICAL FEED SYSTEM REPAIRER	11U	1: Start	32.34
	11U	2: 6 month (1040)	33.57
	11U	3: 20 year (41,600)	33.79
	12U	1: Start	33.47
	12U	2: 6 month (1040)	34.85
	12U	3: 20 year (41,600)	35.04
	13A	1: Start	19.82
	13A	2: 6 month (1040)	20.65
	13A	3: 1 year (2080)	21.37
	13A	4: 2 year (4160)	22.18
	13A	5: 3 year (6240)	23.07
	13A	6: 5 year (10,400)	23.97
	13A	7: 10 year (20,800)	24.49
	13A	8: 15 year (31,200)	25.10
810610 CUSTODIAN I	13M	1: Start	16.09
	13M	2: 6 month (1040)	16.66
	13M	3: 1 year (2080)	17.19
	13M	4: 2 year (4160)	17.74
	13M	5: 3 year (6240)	18.35
	13M	6: 5 year (10,400)	19.00
	13M	7: 10 year (20,800)	19.39
	13M	8: 15 year (31,200)	19.81
	13U	1: Start	26.91
	13U	2: 6 month (1040)	28.15
	13U	3: 20 year (41,600)	28.35
	15U	1: Start	29.02
	15U	2: 6 month (1040)	30.59
	15U	3: 20 year (41,600)	30.80
	16U	1: Start	30.59
	16U	2: 6 month (1040)	31.78
	16U	3: 20 year (41,600)	31.97

630501 SPRWS SAFETY AND SECURITY OFFICER	017	1: Start	17.96
	017	2: 6 month (1040)	18.47
	017	3: 1 year (2080)	19.27
	017	4: 2 year (4160)	20.07
	017	5: 3 year (6240)	21.12
	017	6: 5 year (10,400)	22.18
	017	7: 10 year (20,800)	23.23
	017	8: 15 year (31,200)	24.29
630201 SECURITY/SAFETY OFFICER-LIBRARY	17A	1: Start	20.86
	17A	2: 6 month (1040)	21.52
	17A	3: 1 year (2080)	22.22
	17A	4: 2 year (4160)	23.01
	17A	5: 3 year (6240)	23.79
	17A	6: 5 year (10,400)	24.67
	17A	7: 10 year (20,800)	25.32
	17A	8: 15 year (31,200)	25.86
810600 CUSTODIAN-ENGINEER TRAINEE	17U	1: Start	14.51
	17U	2: 6 month (1040)	14.97
	17U	3: 20 year (41,600)	15.17
	18U	1: Start	20.94
	18U	2: 6 month (1040)	21.56
	18U	3: 1 year (2080)	22.02
	18U	4: 2 year (4160)	22.76
811201 BUILDING MAINTENANCE ENGINEER	20U	1: Start	30.94
	20U	2: 20 year (41,600)	31.13
630110 PARK SECURITY OFFICER	21U	1: Start	15.31
	21U	2: 6 month (1040)	15.84
	21U	3: 1 year (2080)	16.69
	21U	4: 2 year (4160)	17.73
	21U	5: 3 year (6240)	18.80
	21U	6: 5 year (10,400)	19.85
	21U	7: 10 year (20,800)	20.59

630120 PARK SECURITY OFFICER LEAD	22U	1: Start	20.43
	22U	2: 6 month (1040)	20.95
	22U	3: 1 year (2080)	21.90
	22U	4: 2 year (4160)	22.74
	22U	5: 3 year (6240)	23.81
	22U	6: 5 year (10,400)	24.86
	22U	7: 10 year (20,800)	25.71

BENEFITS:

VACATION

<u>Years of Service</u>	<u>Days of Vacation</u>
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)

Effective **January 1, 2022:**

<u>Years of Service</u>	<u>Days of Vacation</u>
1st year thru 4th year	14 - (.0539)
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.

VACATION SELL BACK

An employee may also, at the discretion of the Department Head and additionally, limited by the availability of funds in the Department’s Budget, sell up to five (5) days, or any portion thereof, of accrued and unused vacation once per year. Such election must be made in writing on or before December 1 of each year. If the employee elects to sell vacation, the payment for such sold vacation shall be made in a lump sum in the nearest full payroll period following the election date. The payment shall be in an amount equal to the number of hours sold times the employee’s regular rate of pay in effect as of the date of such election. (See Article 17.6)

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.

LIBRARY EMPLOYEES:

Effective **January 1, 2022:** For all employees assigned to the Library, the Day after Thanksgiving shall be considered a normal work day and Christmas Eve shall be recognized and observed as a paid holiday.

PROBATION PERIOD

Effective **January 1, 2019**: One (1) 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.

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.

2021 HEALTH INSURANCE (Continued)

Passport Copay Plan:

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

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

SICK LEAVE ACCRUAL

Effective **January 1, 2019**, sick leave shall be accumulated at the rate of .0500 of a working hour for each hour on the payroll, excluding overtime (13 days per year).

OUT OF TITLE

After 15 consecutive work days

REINSTATEMENT RIGHTS AFTER LAYOFF

Two years

SICK LEAVE CONVERSION

140 days (1120 hours) 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.

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.

SEVERANCE PAY (Continued)

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.

SICK LEAVE USAGE

In the case of a serious illness or disability of an employee’s family 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 160 hours in any 12 month period.

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.

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.

DEFERRED COMPENSATION

Employees with at least one (1) year of certified City service will be eligible for a deferred compensation match in the following amounts. (See Article 22 for eligibility requirements)

Effective **January 1, 2019:**

1 - 9 years of service:	\$300.00 per year
10 - 19 years of service:	\$500.00 per year
20+ years of service:	\$800.00 per year

Effective **January 1, 2022:**

1 - 9 years of service:	\$300.00 per year
10 - 19 years of service:	\$700.00 per year
20+ years of service:	\$900.00 per year

SAFETY SHOES

\$175.00 per year toward a safety shoe allowance. Effective **January 1, 2022** this amount shall be increased to \$200.00 per year. 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.

SAFETY SHOES (Continued)

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.

Full-time, permanent Park Security Officers shall receive a \$75 boot allowance. This contribution shall be made as a cash payment to be placed on the paycheck

NIGHT DIFFERENTIAL

Effective **January 1, 2019**, any employee who works between the hours of 6:00 p.m. and 6:00 a.m., there shall be a night differential of six-and one-half percent (6.5%) for such hours.

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 \$250 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.