

Employee Group 06 Professional

Effective Date: January 4, 2020

Issued Date: 09/01/2021

Job Code & Description	Grade	Step	Hourly Rate 01/04/2020
920310 CHILD CARE ENRICHMENT INSTRUCTOR	001	1: Start	20.46
	001	2: 1 year (2080)	22.16
	001	3: 2 year (4160)	23.22
	001	4: 3 year (6240)	24.39
	001	5: 4 year (8320)	25.66
	001	6: 5 year (10,400)	26.87
	001	7: 10 year (20,800)	27.71
	001	8: 15 year (31,200)	28.88
410000 DESIGN ASSOCIATE/CIVIL ENGINEER TRAINEE 400100 LANDSCAPE DESIGN TRAINEE	002	1: Start	21.08
	002	2: 1 year (2080)	22.80
	002	3: 2 year (4160)	23.93
	002	4: 3 year (6240)	25.15
	002	5: 4 year (8320)	26.39
	002	6: 5 year (10,400)	27.71
	002	7: 10 year (20,800)	28.55
	002	8: 15 year (31,200)	29.77
920320 CHILD CARE PROGRAM COORDINATOR 900010 EDUCATION SPECIALIST 150001 LAW CLERK (U) 150110 LEGAL ASSISTANT I (U) 950110 LIBRARY SPECIALIST~S~ 150310 VICTIM WITNESS ASSISTANT (U)	003	1: Start	21.72
	003	2: 1 year (2080)	23.48
	003	3: 2 year (4160)	24.67
	003	4: 3 year (6240)	25.87
	003	5: 4 year (8320)	27.22
	003	6: 5 year (10,400)	28.55
	003	7: 10 year (20,800)	29.42
	003	8: 15 year (31,200)	30.61
	004	1: Start	22.36
	004	2: 1 year (2080)	24.19
	004	3: 2 year (4160)	25.37
	004	4: 3 year (6240)	26.67
	004	5: 4 year (8320)	28.03
	004	6: 5 year (10,400)	29.42
	004	7: 10 year (20,800)	30.25
	004	8: 15 year (31,200)	31.56

340010 BUYER I 900011 EDUCATION COORDINATOR 950111 LIBRARY SPECIALIST I~S~ 110010 MANAGEMENT ASSISTANT I 110101 VOLUNTEER COORDINATOR	005	1: Start	23.08
	005	2: 1 year (2080)	24.90
	005	3: 2 year (4160)	26.19
	005	4: 3 year (6240)	27.48
	005	5: 4 year (8320)	28.85
	005	6: 5 year (10,400)	30.25
	005	7: 10 year (20,800)	31.16
	005	8: 15 year (31,200)	32.45
210110 GRAPHIC ARTIST I	006	1: Start	23.74
	006	2: 1 year (2080)	25.68
	006	3: 2 year (4160)	26.96
	006	4: 3 year (6240)	28.33
	006	5: 4 year (8320)	29.72
	006	6: 5 year (10,400)	31.16
	006	7: 10 year (20,800)	32.14
	006	8: 15 year (31,200)	33.42
300110 ACCOUNTANT I 120110 HUMAN RESOURCES CONSULTANT I 950201 LIBRARY VOLUNTEER COORDINATOR 160010 PUBLIC INFORMATION SPECIALIST I 160110 RESEARCH ANALYST I	007	1: Start	24.42
	007	2: 1 year (2080)	26.47
	007	3: 2 year (4160)	27.73
	007	4: 3 year (6240)	29.16
	007	5: 4 year (8320)	30.63
	007	6: 5 year (10,400)	32.14
	007	7: 10 year (20,800)	33.10
	007	8: 15 year (31,200)	34.44
130110 BUSINESS ASSISTANCE SPECIALIST 130111 COMPLIANCE SPECIALIST 400020 DESIGN ASSOCIATE I 130310 LABOR STANDARDS INVESTIGATOR I 950040 LIBRARIAN I 900101 PROJECT MANAGER PARKS AND RECREATION 700510 RECYCLING PROGRAMS SPECIALIST 850112 VIDEO PRODUCTION SPECIALIST	008	1: Start	25.17
	008	2: 1 year (2080)	27.26
	008	3: 2 year (4160)	28.60
	008	4: 3 year (6240)	29.99
	008	5: 4 year (8320)	31.53
	008	6: 5 year (10,400)	33.10
	008	7: 10 year (20,800)	34.09
	008	8: 15 year (31,200)	35.47

340011 BUYER II	009	1: Start	25.89
520010 CRIMINALIST I	009	2: 1 year (2080)	28.05
520110 FORENSIC SCIENTIST I	009	3: 2 year (4160)	29.44
310010 GRANTS ASSISTANT	009	4: 3 year (6240)	30.93
210111 GRAPHIC ARTIST II	009	5: 4 year (8320)	32.47
400110 LANDSCAPE DESIGN APPRENTICE	009	6: 5 year (10,400)	34.09
150111 LEGAL ASSISTANT II (U)	009	7: 10 year (20,800)	35.09
950701 LIBRARY COMMUNITY SERVICE COORDINATOR	009	8: 15 year (31,200)	36.51
110011 MANAGEMENT ASSISTANT II	009		
150311 VICTIM WITNESS COORDINATOR (U)	009		
530030 WATER QUALITY SPECIALIST I	009		
720020 CITY PLANNER	010	1: Start	26.72
510010 HEALTH AND FITNESS SPECIALIST	010	2: 1 year (2080)	28.85
720040 HISTORIC PRESERVATION PLANNER	010	3: 2 year (4160)	30.30
950301 LIBRARY TRAINING & ORGANIZATIONAL DEVELOPMENT COORDINATOR	010	4: 3 year (6240)	31.84
540120 NUTRITIONIST I-WIC~S~	010	5: 4 year (8320)	33.42
360020 PROJECTMANAGER	010	6: 5 year (10,400)	35.09
160111 RESEARCH ANALYST II	010	7: 10 year (20,800)	36.15
800210 URBAN FORESTER	010	8: 15 year (31,200)	37.62
300111 ACCOUNTANT II	011	1: Start	27.50
410010 CIVIL ENGINEER I	011	2: 1 year (2080)	29.76
410110 CIVIL ENGINEER I-SPRWS	011	3: 2 year (4160)	31.24
160060 COMMUNITY ENGAGEMENT SPECIALIST	011	4: 3 year (6240)	32.80
630401 CRIME PREVENTION COORDINATOR	011	5: 4 year (8320)	34.45
600010 EMERGENCY MANAGEMENT SPECIALIST	011	6: 5 year (10,400)	36.15
800020 ENVIRONMENTAL COORDINATOR	011	7: 10 year (20,800)	37.15
120111 HUMAN RESOURCES CONSULTANT II	011	8: 15 year (31,200)	38.76
130022 ACCESSIBILITY COORDINATOR	012	1: Start	28.35
130112 COMPLIANCE COORDINATOR	012	2: 1 year (2080)	30.65
130020 HUMAN RIGHTS SPECIALIST	012	3: 2 year (4160)	32.16
130021 HUMAN RIGHTS SPECIALIST – BILINGUAL	012	4: 3 year (6240)	33.78
130311 LABOR STANDARDS INVESTIGATOR II	012	5: 4 year (8320)	35.47
	012	6: 5 year (10,400)	37.24
	012	7: 10 year (20,800)	38.39
	012	8: 15 year (31,200)	39.90

140410 IS SYSTEMS CONSULTANT I	12T	1: Start	28.35
	12T	2: 1 year (2080)	30.65
	12T	3: 1.5 year (3120)	31.41
	12T	4: 2 year (4160)	32.16
	12T	5: 2.5 year (5200)	32.97
	12T	6: 3 year (6240)	33.78
	12T	7: 3.5 year (7280)	35.02
	12T	8: 4 year (8320)	36.22
	12T	9: 4.5 year (9360)	37.12
	12T	10: 5 year (10,400)	38.03
	12T	11: 5.5 year (11,440)	38.98
	12T	12: 6 year (12,480)	39.92
	12T	13: 6.5 year (13,520)	40.93
	12T	14: 7 year (14,5600)	41.92
	12T	15: 10 year (20,800)	43.16
	12T	16: 15 year (31,200)	44.85
340012 BUYER III 400021 DESIGN ASSOCIATE II 150312 LEAD VICTIM WITNESS COORDINATOR (U) 150112 LEGAL ASSISTANT III (U) 110012 MANAGEMENT ASSISTANT III 850120 MEDIA SERVICES COORDINATOR 530210 MEDICAL TECHNOLOGIST~S~ 130401 POLICE-CIVILIAN AFFAIRS REVIEW COMMISSION (PCIARC) COORDINATOR 160011 PUBLIC INFORMATION SPECIALIST II 510110 SAFETY OFFICER 530031 WATER QUALITY SPECIALIST II	013	1: Start	29.18
	013	2: 1 year (2080)	31.58
	013	3: 2 year (4160)	33.16
	013	4: 3 year (6240)	34.76
	013	5: 4 year (8320)	36.52
	013	6: 5 year (10,400)	38.39
	013	7: 10 year (20,800)	39.51
	013	8: 15 year (31,200)	41.04
950410 DIGITAL SERVICES COORDINATOR 140520 GIS ANALYST 310011 GRANTS SPECIALIST 720041 HISTORIC PRESERVATION SR PLANNER 950041 LIBRARIAN II 160112 RESEARCH ANALYST III 720021 SENIOR CITY PLANNER 950601 YOUTH SERVICES COORDINATOR	014	1: Start	30.06
	014	2: 1 year (2080)	32.49
	014	3: 2 year (4160)	34.11
	014	4: 3 year (6240)	35.87
	014	5: 4 year (8320)	37.61
	014	6: 5 year (10,400)	39.51
	014	7: 10 year (20,800)	40.67
	014	8: 15 year (31,200)	42.31

300112 ACCOUNTANT III	015	1: Start	30.97
410011 CIVIL ENGINEER II	015	2: 1 year (2080)	33.48
410111 CIVIL ENGINEER II - SPRWS	015	3: 2 year (4160)	35.13
520011 CRIMINALIST II	015	4: 3 year (6240)	36.90
700211 ENVIRONMENTAL HEALTH SPECIALIST II	015	5: 4 year (8320)	38.74
310101 HISTORIC PRESERVATION SPECIALIST~S~	015	6: 5 year (10,400)	40.67
120112 HUMAN RESOURCES CONSULTANT III	015	7: 10 year (20,800)	41.92
160040 INTELLIGENCE ANALYST - OPERATIONS	015	8: 15 year (31,200)	43.59
400111 LANDSCAPE ARCHITECT			
110701 ADMINISTRATIVE ASSISTANT (U)	016	1: Start	31.90
130201 ADMINISTRATIVE ASSISTANT - DEPARTMENT OF HUMAN RIGHTS AND EQUAL ECONOMIC OPPORTUNITY	016	2: 1 year (2080)	34.47
	016	3: 2 year (4160)	36.22
900301 ARTS AND GARDENING PROGRAM COORDINATOR	016	4: 3 year (6240)	38.03
340013 BUYER IV	016	5: 4 year (8320)	39.92
520111 FORENSIC SCIENTIST II	016	6: 5 year (10,400)	41.92
540210 HEALTH EDUCATOR II~S~	016	7: 10 year (20,800)	43.16
130312 LABOR STANDARDS INVESTIGATOR III			
110013 MANAGEMENT ASSISTANT IV			
510020 PHYSICAL FITNESS COORDINATOR			
110601 PROGRAM COORDINATOR	016	8: 15 year (31,200)	44.85
130113 SENIOR COMPLIANCE COORDINATOR			
360021 SENIOR PROJECT MANAGER			
110501 ADMINISTRATIVE/LEGISLATIVE ASSISTANT – PED	017	1: Start	32.88
	017	2: 1 year (2080)	35.53
600020 EMERGENCY MANAGEMENT COORDINATOR	017	3: 2 year (4160)	37.28
700301 ENERGY COORDINATOR	017	4: 3 year (6240)	39.13
620001 PUBLIC EDUCATION OFFICER - FIRE DEPT	017	5: 4 year (8320)	41.10
	017	6: 5 year (10,400)	43.16
	017	7: 10 year (20,800)	44.49
	017	8: 15 year (31,200)	46.25
400230 CONSTRUCTION COORDINATOR	018	1: Start	33.86
540301 EPIDEMIOLOGIST~S~	018	2: 1 year (2080)	36.57
510030 HEALTH and WELLNESS COORDINATOR	018	3: 2 year (4160)	38.43
111901 PARKING MANAGER	018	4: 3 year (6240)	40.33
530032 WATER QUALITY SPECIALIST III	018	5: 4 year (8320)	42.38
	018	6: 5 year (10,400)	44.49
	018	7: 10 year (20,800)	45.84
	018	8: 15 year (31,200)	47.56

160041 INTELLIGENCE ANALYST - STRATEGIC 530301 WATER RESOURCE COORDINATOR	019	1: Start	34.87
	019	2: 1 year (2080)	37.65
	019	3: 2 year (4160)	39.56
	019	4: 3 year (6240)	41.54
	019	5: 4 year (8320)	43.62
	019	6: 5 year (10,400)	45.84
	019	7: 10 year (20,800)	47.14
	019	8: 15 year (31,200)	49.00
400030 ARCHITECT 410012 CIVIL ENGINEER III 410112 CIVIL ENGINEER III-SPRWS 740020 FIRE PROTECTION ENGINEER 520112 FORENSIC SCIENTIST III – QUALITY ASSURANCE SPECIALIST 310020 GRANTS MANAGER 540220 HEALTH INFORMATION ADMINISTRATOR~S~ 400112 LEAD LANDSCAPE ARCHITECT 720022 PRINCIPAL CITY PLANNER 160113 RESEARCH ANALYST IV 410201 STRUCTURAL ENGINEER	020	1: Start	35.91
	020	2: 1 year (2080)	38.82
	020	3: 2 year (4160)	40.76
	020	4: 3 year (6240)	42.80
	020	5: 4 year (8320)	44.94
	020	6: 5 year (10,400)	47.18
	020	7: 10 year (20,800)	48.57
	020	8: 15 year (31,200)	50.47
140411 IS SYSTEMS CONSULTANT II	20T	1: Start	35.91
	20T	2: 1 year (2080)	38.82
	20T	3: 1.5 year (3120)	39.80
	20T	4: 2 year (4160)	40.76
	20T	5: 2.5 year (5200)	41.78
	20T	6: 3 year (6240)	42.80
	20T	7: 3.5 year (7280)	43.86
	20T	8: 4 year (8320)	44.94
	20T	9: 4.5 year (9360)	46.05
	20T	10: 5 year (10,400)	47.18
	20T	11: 10 year (20,800)	48.57
	20T	12: 15 year (31,200)	50.47
	021	1: Start	36.96
	021	2: 1 year (2080)	39.96
	021	3: 2 year (4160)	41.96
	021	4: 3 year (6240)	44.08
	021	5: 4 year (8320)	46.32
	021	6: 5 year (10,400)	48.57
	021	7: 10 year (20,800)	50.03
	021	8: 15 year (31,200)	51.97

140501 GIS SYSTEMS DEVELOPER 360022 PRINCIPAL PROJECT MANAGER 110901 PROJECT MANAGER IV - PUBLIC WORKS	022	1: Start	38.07
	022	2: 1 year (2080)	41.16
	022	3: 2 year (4160)	43.24
	022	4: 3 year (6240)	45.42
	022	5: 4 year (8320)	47.67
	022	6: 5 year (10,400)	50.03
	022	7: 10 year (20,800)	51.54
	022	8: 15 year (31,200)	53.50
140114 IS INFORMATION/TECHNICAL ANALYST V 140412 IS SYSTEMS CONSULTANT III	22T	1: Start	38.07
	22T	2: 1 year (2080)	41.16
	22T	3: 1.5 year (3120)	42.61
	22T	4: 2 year (4160)	43.24
	22T	5: 2.5 year (5200)	44.31
	22T	6: 3 year (6240)	45.39
	22T	7: 3.5 year (7280)	46.53
	22T	8: 4 year (8320)	47.67
	22T	9: 4.5 year (9360)	48.86
	22T	10: 5 year (10,400)	50.03
	22T	11: 10 year (20,800)	51.54
	22T	12: 15 year (31,200)	53.50
	023	1: Start	39.23
	023	2: 1 year (2080)	42.45
	023	3: 2 year (4160)	44.54
	023	4: 3 year (6240)	46.73
	023	5: 4 year (8320)	49.12
	023	6: 5 year (10,400)	51.54
	023	7: 10 year (20,800)	53.12
	023	8: 15 year (31,200)	55.13
	024	1: Start	40.38
	024	2: 1 year (2080)	43.67
	024	3: 2 year (4160)	45.88
	024	4: 3 year (6240)	48.16
	024	5: 4 year (8320)	50.55
	024	6: 5 year (10,400)	53.12
	024	7: 10 year (20,800)	54.68
	024	8: 15 year (31,200)	56.72

140115 IS INFORMATION/TECHNICAL ANALYST VI	24T	1: Start	40.38
	24T	2: 1 year (2080)	43.67
	24T	3: 1.5 year (3120)	44.78
	24T	4: 2 year (4160)	45.88
	24T	5: 2.5 year (5200)	47.01
	24T	6: 3 year (6240)	48.16
	24T	7: 3.5 year (7280)	49.35
	24T	8: 4 year (8320)	50.55
	24T	9: 4.5 year (9360)	51.85
	24T	10: 5 year (10,400)	53.12
	24T	11: 10 year (20,800)	54.68
	24T	12: 15 year (31,200)	56.72
	025	1: Start	41.58
	025	2: 1 year (2080)	45.00
	025	3: 2 year (4160)	47.24
	025	4: 3 year (6240)	49.58
	025	5: 4 year (8320)	52.07
	025	6: 5 year (10,400)	54.68
	025	7: 10 year (20,800)	56.34
	025	8: 15 year (31,200)	58.44
360301 BUSINESS OUTREACH COORDINATOR 320210 DEBT ADMINISTRATOR	026	1: Start	42.87
	026	2: 1 year (2080)	46.38
	026	3: 2 year (4160)	48.61
	026	4: 3 year (6240)	51.12
	026	5: 4 year (8320)	53.65
	026	6: 5 year (10,400)	56.34
	026	7: 10 year (20,800)	58.02
	026	8: 15 year (31,200)	60.16
	027	1: Start	44.11
	027	2: 1 year (2080)	47.73
	027	3: 2 year (4160)	50.11
	027	4: 3 year (6240)	52.61
	027	5: 4 year (8320)	55.25
	027	6: 5 year (10,400)	58.02
	027	7: 10 year (20,800)	59.74
	027	8: 15 year (31,200)	61.98

	028	1: Start	45.48
	028	2: 1 year (2080)	49.17
	028	3: 2 year (4160)	51.62
	028	4: 3 year (6240)	54.23
	028	5: 4 year (8320)	56.88
	028	6: 5 year (10,400)	59.74
	028	7: 10 year (20,800)	61.56
	028	8: 15 year (31,200)	63.84
	029	1: Start	46.84
	029	2: 1 year (2080)	50.65
	029	3: 2 year (4160)	53.17
	029	4: 3 year (6240)	55.80
	029	5: 4 year (8320)	58.63
	029	6: 5 year (10,400)	61.56
	029	7: 10 year (20,800)	63.39
	029	8: 15 year (31,200)	65.74
	030	1: Start	48.23
	030	2: 1 year (2080)	52.18
	030	3: 2 year (4160)	54.76
	030	4: 3 year (6240)	57.48
	030	5: 4 year (8320)	60.40
	030	6: 5 year (10,400)	63.39
	030	7: 10 year (20,800)	65.24
	030	8: 15 year (31,200)	67.73
	031	1: Start	49.70
	031	2: 1 year (2080)	53.73
	031	3: 2 year (4160)	56.42
	031	4: 3 year (6240)	59.24
	031	5: 4 year (8320)	62.17
	031	6: 5 year (10,400)	65.28
	031	7: 10 year (20,800)	67.25
	031	8: 15 year (31,200)	69.72

	032	1: Start	51.17
	032	2: 1 year (2080)	55.32
	032	3: 2 year (4160)	58.14
	032	4: 3 year (6240)	61.01
	032	5: 4 year (8320)	64.07
	032	6: 5 year (10,400)	67.25
	032	7: 10 year (20,800)	69.27
	032	8: 15 year (31,200)	71.78
	033	1: Start	52.70
	033	2: 1 year (2080)	56.96
	033	3: 2 year (4160)	59.85
	033	4: 3 year (6240)	62.84
	033	5: 4 year (8320)	66.01
	033	6: 5 year (10,400)	69.27
	033	7: 10 year (20,800)	71.36
	033	8: 15 year (31,200)	73.96
	034	1: Start	54.27
	034	2: 1 year (2080)	58.68
	034	3: 2 year (4160)	61.66
	034	4: 3 year (6240)	64.75
	034	5: 4 year (8320)	67.97
	034	6: 5 year (10,400)	71.36
	034	7: 10 year (20,800)	73.48
	034	8: 15 year (31,200)	76.21
	035	1: Start	55.91
	035	2: 1 year (2080)	60.48
	035	3: 2 year (4160)	63.53
	035	4: 3 year (6240)	66.66
	035	5: 4 year (8320)	69.98
	035	6: 5 year (10,400)	73.48
	035	7: 10 year (20,800)	75.73
	035	8: 15 year (31,200)	78.46

	036	1: Start	57.61
	036	2: 1 year (2080)	62.26
	036	3: 2 year (4160)	65.38
	036	4: 3 year (6240)	68.67
	036	5: 4 year (8320)	72.12
	036	6: 5 year (10,400)	75.71
	036	7: 10 year (20,800)	77.97
	036	8: 15 year (31,200)	80.78
	037	1: Start	59.28
	037	2: 1 year (2080)	64.14
	037	3: 2 year (4160)	67.33
	037	4: 3 year (6240)	70.69
	037	5: 4 year (8320)	74.26
	037	6: 5 year (10,400)	77.97
	037	7: 10 year (20,800)	80.30
	037	8: 15 year (31,200)	83.20
	038	1: Start	61.13
	038	2: 1 year (2080)	66.08
	038	3: 2 year (4160)	69.38
	038	4: 3 year (6240)	72.84
	038	5: 4 year (8320)	76.49
	038	6: 5 year (10,400)	80.30
	038	7: 10 year (20,800)	82.74
	038	8: 15 year (31,200)	85.67
	039	1: Start	62.90
	039	2: 1 year (2080)	68.05
	039	3: 2 year (4160)	71.46
	039	4: 3 year (6240)	75.02
	039	5: 4 year (8320)	78.81
	039	6: 5 year (10,400)	82.74
	039	7: 10 year (20,800)	85.17
	039	8: 15 year (31,200)	88.26

	040	1: Start	64.79
	040	2: 1 year (2080)	70.11
	040	3: 2 year (4160)	73.61
	040	4: 3 year (6240)	77.30
	040	5: 4 year (8320)	81.10
	040	6: 5 year (10,400)	85.21
	040	7: 10 year (20,800)	87.91
	040	8: 15 year (31,200)	90.90
	041	1: Start	66.73
	041	2: 1 year (2080)	72.19
	041	3: 2 year (4160)	75.81
	041	4: 3 year (6240)	79.59
	041	5: 4 year (8320)	83.56
	041	6: 5 year (10,400)	87.74
	041	7: 10 year (20,800)	90.52
	041	8: 15 year (31,200)	93.59
	042	1: Start	68.77
	042	2: 1 year (2080)	74.37
	042	3: 2 year (4160)	78.05
	042	4: 3 year (6240)	81.95
	042	5: 4 year (8320)	86.03
	042	6: 5 year (10,400)	90.36
	042	7: 10 year (20,800)	93.23
	042	8: 15 year (31,200)	96.41
	043	1: Start	70.78
	043	2: 1 year (2080)	76.57
	043	3: 2 year (4160)	80.42
	043	4: 3 year (6240)	84.42
	043	5: 4 year (8320)	88.65
	043	6: 5 year (10,400)	93.09
	043	7: 10 year (20,800)	96.03
	043	8: 15 year (31,200)	99.47

	044	1: Start	72.92
	044	2: 1 year (2080)	78.87
	044	3: 2 year (4160)	82.84
	044	4: 3 year (6240)	87.00
	044	5: 4 year (8320)	91.36
	044	6: 5 year (10,400)	95.88
	044	7: 10 year (20,800)	98.93
	044	8: 15 year (31,200)	102.27
	045	1: Start	75.08
	045	2: 1 year (2080)	81.26
	045	3: 2 year (4160)	85.29
	045	4: 3 year (6240)	89.56
	045	5: 4 year (8320)	94.03
	045	6: 5 year (10,400)	98.74
	045	7: 10 year (20,800)	101.87
	045	8: 15 year (31,200)	105.33

BENEFITS:

VACATION

<u>Years of Service</u>	<u>Vacation Granted</u>
Year one through year four	(.0654) 17 days
Year five through seven	(.0770) 20 days
Year eight through year fifteen	(.0924) 24 days
Year sixteen through year nineteen	(.1039) 27 days
Year twenty and beyond	(.1077) 28 days

Vacation rate will now be based on the original employment date. Effective January 1, 2006 vacation was increased due to the elimination of Floating Holidays.

VACATION CASH IN

Employees may request compensation in cash for up to one week of unused vacation within each calendar year. Payment will be at the discretion of the Department Head and additionally, limited by the availability of funds in the Department's Budget. Such election must be made in writing on or before December 1st of each calendar year.

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. Non-holiday hours paid includes hours actually worked, vacation time, compensatory time, paid leave and sick leave.

LIBRARY HOLIDAYS

For all employees assigned to the Library, the Day after Thanksgiving shall be considered a normal work day, and Christmas Eve Day shall be recognized and observed as a paid minor holiday.

SICK LEAVE ACCRUAL

Effective **January 7, 2017**, the accrual rate for eligible employees shall be 0.0460 of a working hours for each full hour on the payroll (12 days per year), excluding overtime.

WORK SCHEDULES

Grade 11 or below shall receive overtime compensation in accordance with the Fair Labor Standards Act (FLSA) only after 40 hours worked (not paid).

Grade 12 or above shall receive compensatory time or pay on a straight time basis for hours worked more than their normal work day or assigned normal work period. Compensated, non-work hours such as approved sick leave, vacation or compensatory time shall not be considered in the determination of hours worked beyond an employee's specified work period; however, paid holiday time will be counted in the determination. If the number of hours worked is less than the totals in the employee's specified work period, non-working compensable time may be used to the extent they get the employee to the total number of hours in their category. (See Article 6)

REINSTATEMENT RIGHTS

Two years

OUT OF TITLE

After 15 consecutive working days

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)

LIFE INSURANCE

Effective January 1, 2004, each benefit eligible employee will receive \$50,000.

SICK LEAVE CONVERSION

Employees with more than 180 days of accumulated sick leave may convert a maximum of 10 days of sick for 5 days of vacation within a calendar year.

FUNERAL LEAVE

Up to three (3) days of sick leave to attend the funeral of the employee's grandparent or grandchild. Shall be granted leave with pay for such time as the appointing authority 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

Effective January 1, 2007:

If an employee requests severance pay and if the employee meets the eligibility requirements set forth in Article 22 of the contract, he/she will be granted severance pay in an amount equal to a maximum as shown below based on the number of sick leave credits accumulated and minimum years of service:

<u>accrued sick leave hours:</u>	<u>Severance pay amount</u>
600	\$ 6,000
700	\$ 7,000
800	\$ 8,000
900	\$ 9,000
1000	\$10,000
1100	\$11,000
1200	\$12,000
1300	\$13,000
1400	\$14,000
1500	\$15,000
1600	\$16,000
1700	\$17,000

*Employees hired by the City on or after October 1, 1997 may not use employment in the Independent School District No. 625 in meeting the years of service requirement

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 (PEHP).

DEFERRED COMPENSATION

The City will provide \$500 per year matching deferred compensation contribution for employees with one (1) year of service and membership in the bargaining unit for one year. (See Article 24 for eligibility requirements). Employees must be on the payroll as of the date of deferred compensation match.

NIGHT DIFFERENTIAL

To any employee who works on a shift, beginning earlier than 6:00 a.m. or ending later than 6:00 p.m., provided that at least five hours of the shift are worked between the hours of 6:00 p.m. and 6:00 a.m., they shall be paid a night differential for the entire shift.

To any employees who works on a 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., they shall be paid a night differential for the hours worked between the hours of 6:00 p.m. and 6:00 a.m.

The night differential shall be 5% of the base rate, and shall be paid only for those night shift hours actually worked.

Effective January 1, 2019:

Any employee who works on a shift, beginning earlier than 6:00 a.m. or ending later than 6:00 p.m., shall be paid a night differential for the hours worked between the hours of 6:00 p.m. and 6:00 a.m.

The night differential shall be six and one-half percent (6.5%) of the base rate and shall be paid only for those night shift hours actually worked between the hours of 6:00 p.m. and 6:00 a.m.

LIBRARY EMPLOYEE NIGHT DIFFERENTIAL

Any employee who works a shift beginning earlier than 6:00 a.m. or ending later than 6:00 p.m., provided at least four (4) hours of the shift are worked between the hours of 6:00 p.m. and 6:00 a.m., there shall be a night differential of four percent (4%) for the entire shift.

To any employee who works on a shift beginning earlier than 6:00 a.m. or ending later than 6:00 p.m., but less than four (4) hours of shift are worked between the hours of 6:00 p.m. and 6:00 a.m., there shall be a night differential of four percent (4%) for the hours worked between 6:00 p.m. and 6:00 a.m.

To any Library employee who works hours on Sunday there shall be a differential of 4% for all hours worked.

Effective January 1, 2019:

Any Library employee who works on a shift beginning earlier than 6:00 a.m. or ending later than 6:00 p.m. shall be paid a night differential of five percent (5%) for the hours worked between 6:00 p.m. and 6:00 a.m.

Any Library Employee who works on Sunday shall be paid a differential of five percent (5%) for all hours worked.

SICK LEAVE USAGE FOR DEPENDENT CARE

In the case of a serious illness or disability of an employee's child, parent, household member or individual covered under state statute, the Department Head 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 employee's accumulated sick leave credits. Use of such sick leave shall be limited to 160 hours in any 12-month period measured by rolling backwards from the date leave is taken.

NEGOTIATION PAY

The president of the Professional Employee's Association shall receive straight-time pay for time spent in contract negotiation with the Employer up to 8 hours per day.

UNIFORM/SAFETY SHOES

Effective January 1, 2011, the Employer will contribute \$65.00 per year toward the purchase of safety shoes/boots, as an annual cash payment to be placed on the paycheck. Employees shall have until December 31, 2011 to spend any outstanding balance accrued prior to January 1, 2011. After December 31, 2011, all existing balances shall be eliminated (See Article 17.1)

Fire Protection Engineers in DSI who are required to wear a specified uniform shall be reimbursed for uniform items purchased up to \$1,306.00 for initial issue and \$602.00 per calendar year for maintenance.

Fire Department employees in the titles of Education Specialist, Education Coordinator, Public Education Officer – Fire, and Fire Protection Engineer, who are required to wear a specified uniform shall be provided an initial issue of \$1,306.00 to be placed on a debit card provided by the City's contracted vendor, to be used towards the purchase of the required uniform. On May 1 of each subsequent year, \$602.00 shall be placed on each eligible employee's debit card as a maintenance allowance for the employee's uniform inventory.