

Employee Group 09 Saint Paul Supervisors Organization

Effective Date: January 4, 2020 Issued Date: 11/08/2021

Job Code & Description	Grade	Step	Hourly Rate
	001	1: Start	22.67
	001	2: 1 year (2080)	24.33
	001	3: 2 year (4160)	25.36
	001	4: 3 year (6240)	26.51
	001	5: 4 year (8320)	27.70
	001	6: 5 year (10,400)	28.92
	001	7: 10 year (20,800)	29.82
	001	8: 15 year (31,200)	30.90
	002	1: Start	23.27
	002	2: 1 year (2080)	24.96
	002	3: 2 year (4160)	26.05
	002	4: 3 year (6240)	27.25
	002	5: 4 year (8320)	28.43
	002	6: 5 year (10,400)	29.75
	002	7: 10 year (20,800)	30.63
	002	8: 15 year (31,200)	31.77
	003	1: Start	23.90
	003	2: 1 year (2080)	25.61
	003	3: 2 year (4160)	26.76
	003	4: 3 year (6240)	27.96
	003	5: 4 year (8320)	29.24
	003	6: 5 year (10,400)	30.55
	003	7: 10 year (20,800)	31.48
	003	8: 15 year (31,200)	32.59
	004	1: Start	24.52
	004	2: 1 year (2080)	26.29
	004	3: 2 year (4160)	27.47
	004	4: 3 year (6240)	28.74
	004	5: 4 year (8320)	30.04
	004	6: 5 year (10,400)	31.40
	004	7: 10 year (20,800)	32.29
	004	8: 15 year (31,200)	33.46

	005	1: Start	25.21
	005	2: 1 year (2080)	26.97
	005	3: 2 year (4160)	28.27
	005	4: 3 year (6240)	29.50
	005	5: 4 year (8320)	30.84
	005	6: 5 year (10,400)	32.22
	005	7: 10 year (20,800)	33.19
	005	8: 15 year (31,200)	34.40
910030 PARK FACILITY SUPERVISOR	006	1: Start	25.85
	006	2: 1 year (2080)	27.74
	006	3: 2 year (4160)	29.01
	006	4: 3 year (6240)	30.31
	006	5: 4 year (8320)	31.68
	006	6: 5 year (10,400)	33.12
	006	7: 10 year (20,800)	34.11
	006	8: 15 year (31,200)	35.36
	007	1: Start	26.46
	007	2: 1 year (2080)	28.40
	007	3: 2 year (4160)	29.67
	007	4: 3 year (6240)	31.02
	007	5: 4 year (8320)	32.42
	007	6: 5 year (10,400)	33.90
	007	7: 10 year (20,800)	34.91
	007	8: 15 year (31,200)	36.19
630310 IMPOUND LOT SUPERVISOR	008	1: Start	27.26
	008	2: 1 year (2080)	29.28
	008	3: 2 year (4160)	30.59
	008	4: 3 year (6240)	31.93
	008	5: 4 year (8320)	33.41
	008	6: 5 year (10,400)	34.98
	008	7: 10 year (20,800)	36.03
	008	8: 15 year (31,200)	37.37

	009	1: Start	27.98
	009	2: 1 year (2080)	30.06
	009	3: 2 year (4160)	31.42
	009	4: 3 year (6240)	32.86
	009	5: 4 year (8320)	34.37
	009	6: 5 year (10,400)	35.95
	009	7: 10 year (20,800)	36.99
	009	8: 15 year (31,200)	38.38
950030 CIRCULATION COORDINATOR 221220 DATA RELEASE COORDINATOR 600030 EMERGENCY PLANNING AND SECURITY SUPERVISOR 900201 EVENTS COORDINATOR 820220 HORTICULTURE SUPERVISOR 200130 OFFICE MANAGER 630130 PARKS SAFETY & SECURITY SUPERVISOR	010	1: Start	28.78
	010	2: 1 year (2080)	30.84
	010	3: 2 year (4160)	32.26
	010	4: 3 year (6240)	33.76
	010	5: 4 year (8320)	35.30
	010	6: 5 year (10,400)	36.90
	010	7: 10 year (20,800)	38.06
	010	8: 15 year (31,200)	39.49
	010	9: FROZEN RATE	38.43
910301 GOLF PRO/MANAGER	011	1: Start	29.53
	011	2: 1 year (2080)	31.72
	011	3: 2 year (4160)	33.18
	011	4: 3 year (6240)	34.69
	011	5: 4 year (8320)	36.31
	011	6: 5 year (10,400)	37.98
	011	7: 10 year (20,800)	39.02
	011	8: 15 year (31,200)	40.59
810630 BUILDING AND FACILITY SUPERVISOR 200140 OFFICE ADMINISTRATOR	012	1: Start	30.33
	012	2: 1 year (2080)	32.58
	012	3: 2 year (4160)	34.06
	012	4: 3 year (6240)	35.63
	012	5: 4 year (8320)	37.29
	012	6: 5 year (10,400)	39.00
	012	7: 10 year (20,800)	40.24
	012	8: 15 year (31,200)	41.71

130120 BUSINESS ASSISTANCE PROGRAM SUPERVISOR 920420 FACILITY/PROGRAM SUPERVISOR 700520 RECYCLING PROGRAMS SUPERVISOR 510210 SENIOR SAFETY OFFICER	013	1: Start	31.15
	013	2: 1 year (2080)	33.48
	013	3: 2 year (4160)	35.03
	013	4: 3 year (6240)	36.59
	013	5: 4 year (8320)	38.31
	013	6: 5 year (10,400)	40.13
	013	7: 10 year (20,800)	41.33
	013	8: 15 year (31,200)	42.84
160020 MARKETING AND PUBLIC RELATIONS MANAGER 220520 WATER CUSTOMER SERVICE and BILLING SUPERVISOR	014	1: Start	32.00
	014	2: 1 year (2080)	34.40
	014	3: 2 year (4160)	35.97
	014	4: 3 year (6240)	37.65
	014	5: 4 year (8320)	39.38
	014	6: 5 year (10,400)	41.23
	014	7: 10 year (20,800)	42.47
	014	8: 15 year (31,200)	44.07
420030 ENGINEERING TECHNICIAN SUPERVISOR 420120 ENGINEERING TECHNICIAN SUPERVISOR - WATER UTILITY	015	1: Start	32.91
	015	2: 1 year (2080)	35.35
	015	3: 2 year (4160)	36.94
	015	4: 3 year (6240)	38.68
	015	5: 4 year (8320)	40.46
	015	6: 5 year (10,400)	42.35
	015	7: 10 year (20,800)	43.68
	015	8: 15 year (31,200)	45.33
110701 ADMINISTRATIVE ASSISTANT 110701 ADMINISTRATIVE ASSISTANT (U) 930080 AQUATICS AND SPECIAL SERVICES PROGRAM SUPERVISOR 800030 NATURAL RESOURCES SUPERVISOR 800220 URBAN FORESTER SUPERVISOR 850130 VIDEO PRODUCTION SUPERVISOR	016	1: Start	33.83
	016	2: 1 year (2080)	36.33
	016	3: 2 year (4160)	38.03
	016	4: 3 year (6240)	39.78
	016	5: 4 year (8320)	41.62
	016	6: 5 year (10,400)	43.57
	016	7: 10 year (20,800)	44.89
	016	8: 15 year (31,200)	46.59

540030 SENIOR PUBLIC HEALTH NURSE~S~ 810430 SUPERVISOR OF TRAFFIC MAINTENANCE 140220 WATER CONTROL SYSTEMS INFORMATION SUPERVISOR	017	1: Start	34.75
	017	2: 1 year (2080)	37.35
	017	3: 2 year (4160)	39.05
	017	4: 3 year (6240)	40.84
	017	5: 4 year (8320)	42.76
	017	6: 5 year (10,400)	44.79
	017	7: 10 year (20,800)	46.18
	017	8: 15 year (31,200)	47.94
950420 COMMUNITY AND DIGITAL SERVICES MANAGER 130030 CONTRACT COMPLIANCE SUPERVISOR 900020 EDUCATION AND CONSERVATION CURATOR 700220 ENVIRONMENTAL HEALTH PROGRAM SUPERVISOR 950042 LIBRARIAN III 950050 MATERIALS MANAGEMENT SUPERVISOR 530220 MEDICAL TECHNOLOGIST SUPERVISOR~S~ 830050 MUNICIPAL GARAGE SUPERVISOR I 920150 PARK AND RECREATION PROGRAM SUPERVISOR 210050 PRINT SERVICES OPERATIONS MANAGER	018	1: Start	35.70
	018	2: 1 year (2080)	38.35
	018	3: 2 year (4160)	40.19
	018	4: 3 year (6240)	42.01
	018	5: 4 year (8320)	44.02
	018	6: 5 year (10,400)	46.06
	018	7: 10 year (20,800)	47.50
	018	8: 15 year (31,200)	49.23
	400220 DESIGN SUPERVISOR 720050 HISTORIC PRESERVATION SUPERVISOR 730030 SUPERVISOR OF REHABILITATION	019	1: Start
019		2: 1 year (2080)	39.43
019		3: 2 year (4160)	41.27
019		4: 3 year (6240)	43.20
019		5: 4 year (8320)	45.22
019		6: 5 year (10,400)	47.38
019		7: 10 year (20,800)	48.78
019		8: 15 year (31,200)	50.65
300113 ACCOUNTANT IV 160120 BUSINESS IMPROVEMENT SUPERVISOR 700030 CODE ENFORCEMENT SUPERVISOR 130130 CONTRACT COMPLIANCE MANAGER 940020 GENERAL CURATOR 820230 HORTICULTURE MANAGER 950801 LIBRARY TECHNOLOGY MANAGER 330030 LOAN SERVICING AND REAL ESTATE SUPERVISOR 800301 NATURAL RESOURCES MANAGER 340020 PROCUREMENT MANAGER 160030 PUBLIC SERVICE MANAGER 350050 REAL ESTATE SUPERVISOR 830060 VEHICLE AND EQUIPMENT SERVICES SUPERVISOR	020	1: Start	37.70
	020	2: 1 year (2080)	40.56
	020	3: 2 year (4160)	42.45
	020	4: 3 year (6240)	44.42
	020	5: 4 year (8320)	46.51
	020	6: 5 year (10,400)	48.69
	020	7: 10 year (20,800)	50.17
	020	8: 15 year (31,200)	52.09

430020 CHIEF SURVEYOR 350020 REAL ESTATE AND ASSESSMENT SUPERVISOR	021	1: Start	38.74
	021	2: 1 year (2080)	41.67
	021	3: 2 year (4160)	43.61
	021	4: 3 year (6240)	45.67
	021	5: 4 year (8320)	47.84
	021	6: 5 year (10,400)	50.05
	021	7: 10 year (20,800)	51.58
	021	8: 15 year (31,200)	53.57
400231 DESIGN AND CONSTRUCTION SUPERVISOR 700130 LICENSING MANAGER 710020 PLAN REVIEW SUPERVISOR	022	1: Start	39.83
	022	2: 1 year (2080)	42.84
	022	3: 2 year (4160)	44.85
	022	4: 3 year (6240)	46.96
	022	5: 4 year (8320)	49.16
	022	6: 5 year (10,400)	51.47
	022	7: 10 year (20,800)	53.08
	022	8: 15 year (31,200)	55.08
300114 ACCOUNTANTV	023	1: Start	40.95
	023	2: 1 year (2080)	44.06
	023	3: 2 year (4160)	46.11
	023	4: 3 year (6240)	48.27
	023	5: 4 year (8320)	50.58
	023	6: 5 year (10,400)	52.94
	023	7: 10 year (20,800)	54.62
	023	8: 15 year (31,200)	56.70
850140 COMMUNICATIONS & DIGITAL MEDIA MANAGER 740030 DSI FIRE SAFETY MANAGER 700040 HOUSING AND CODE ENFORCEMENT MANAGER 630320 IMPOUND LOT MANAGER 900501 PARKS AND RECREATION ASSET MANAGER 400113 SENIOR LANDSCAPE ARCHITECT 540130 WIC PROGRAM MANAGER~S~ 700120 ZONING MANAGER	024	1: Start	42.07
	024	2: 1 year (2080)	45.26
	024	3: 2 year (4160)	47.42
	024	4: 3 year (6240)	49.66
	024	5: 4 year (8320)	51.98
	024	6: 5 year (10,400)	54.46
	024	7: 10 year (20,800)	56.12
	024	8: 15 year (31,200)	58.25

140413 IS SYSTEMS CONSULTANT IV	24T	1: Start	42.07
	24T	2: 1 year (2080)	45.26
	24T	3: 1.5 year (3120)	46.34
	24T	4: 2 year (4160)	47.42
	24T	5: 2.5 year (5200)	48.53
	24T	6: 3 year (6240)	49.66
	24T	7: 3.5 year (7280)	50.82
	24T	8: 4 year (8320)	51.98
	24T	9: 4.5 year (9360)	53.23
	24T	10: 5 year (10,400)	54.46
	24T	11: 10 year (20,800)	56.12
	24T	12: 15 year (31,200)	58.25
410013 CIVILENGINEER IV 410113 CIVILENGINEER IV-SPRWS 140601 INFORMATION SERVICES MANAGER - SPRWS 810730 LIBRARY FACILITIES MANAGER 830051 MUNICIPAL GARAGE SUPERVISOR II 530040 WATER QUALITY SUPERVISOR	025	1: Start	43.24
	025	2: 1 year (2080)	46.59
	025	3: 2 year (4160)	48.77
	025	4: 3 year (6240)	51.03
	025	5: 4 year (8320)	53.44
	025	6: 5 year (10,400)	56.00
	025	7: 10 year (20,800)	57.75
	025	8: 15 year (31,200)	59.92
111801 BUILDING OFFICIAL 520120 FORENSIC LAB MANAGER 540230 HEALTH ADMINISTRATION MANAGER~S~ 400301 PRINCIPAL DESIGNER 360030 PROGRAM ADMINISTRATOR 350040 REAL ESTATE AND ASSESSMENT MANAGER 140701 TECHNOLOGY MANAGER	026	1: Start	44.48
	026	2: 1 year (2080)	47.91
	026	3: 2 year (4160)	50.09
	026	4: 3 year (6240)	52.52
	026	5: 4 year (8320)	55.00
	026	6: 5 year (10,400)	57.61
	026	7: 10 year (20,800)	59.39
	026	8: 15 year (31,200)	61.64

720030 CITY PLANNING ADMINISTRATOR	027	1: Start	45.71
	027	2: 1 year (2080)	49.22
	027	3: 2 year (4160)	51.55
	027	4: 3 year (6240)	54.00
	027	5: 4 year (8320)	56.55
	027	6: 5 year (10,400)	59.26
	027	7: 10 year (20,800)	61.07
	027	8: 15 year (31,200)	63.41
111501 ADMINISTRATION MANAGER 100701 DEPUTY DIRECTOR OF LIEP FOR LICENSES, PERMITS, AND CUSTOMER SERVICE 400120 PARKS AND RECREATION DESIGN AND CONSTRUCTION MANAGER 900401 PARKS AND RECREATION MANAGER	028	1: Start	47.03
	028	2: 1 year (2080)	50.62
	028	3: 2 year (4160)	53.02
	028	4: 3 year (6240)	55.56
	028	5: 4 year (8320)	58.16
	028	6: 5 year (10,400)	60.91
	028	7: 10 year (20,800)	62.86
	028	8: 15 year (31,200)	65.24
	029	1: Start	48.35
	029	2: 1 year (2080)	52.07
	029	3: 2 year (4160)	54.52
	029	4: 3 year (6240)	57.11
	029	5: 4 year (8320)	59.85
	029	6: 5 year (10,400)	62.70
	029	7: 10 year (20,800)	64.65
	029	8: 15 year (31,200)	67.11
410020 ASSISTANT CITY ENGINEER 410120 BUSINESS DIVISION MANAGER - SAINT PAUL REGIONAL WATER SERVICES 101801 DEPUTY DIRECTOR OF TECHNOLOGY AND COMMUNICATIONS (U) 410121 DISTRIBUTION DIVISION MANAGER - SPRWS 410123 ENGINEERING DIVISION MANAGER - SAINT PAUL REGIONAL WATER SERVICES 100901 EXECUTIVE SERVICES MANAGER 410122 PRODUCTION DIVISION MANAGER-SPRWS 320220 TREASURY MANAGER	030	1: Start	49.72
	030	2: 1 year (2080)	53.55
	030	3: 2 year (4160)	56.08
	030	4: 3 year (6240)	58.71
	030	5: 4 year (8320)	61.55
	030	6: 5 year (10,400)	64.47
	030	7: 10 year (20,800)	66.44
	030	8: 15 year (31,200)	69.07

102001 ECONOMIC DEVELOPMENT MANAGER (U) 101201 PLANNING AND ECONOMIC DEVELOPMENT MANAGER (U)	031	1: Start	51.14
	031	2: 1 year (2080)	55.06
	031	3: 2 year (4160)	57.69
	031	4: 3 year (6240)	60.44
	031	5: 4 year (8320)	63.30
	031	6: 5 year (10,400)	66.31
	031	7: 10 year (20,800)	68.40
	031	8: 15 year (31,200)	71.02
	032	1: Start	52.58
	032	2: 1 year (2080)	56.60
	032	3: 2 year (4160)	59.34
	032	4: 3 year (6240)	62.16
	032	5: 4 year (8320)	65.14
	032	6: 5 year (10,400)	68.25
	032	7: 10 year (20,800)	70.40
	032	8: 15 year (31,200)	73.07
410021 ASSOCIATE CITY ENGINEER 410130 CHIEF ENGINEER - SAINT PAUL REGIONAL WATER SERVICES	033	1: Start	54.08
	033	2: 1 year (2080)	58.24
	033	3: 2 year (4160)	61.03
	033	4: 3 year (6240)	63.95
	033	5: 4 year (8320)	67.03
	033	6: 5 year (10,400)	70.21
	033	7: 10 year (20,800)	72.42
	033	8: 15 year (31,200)	75.19
150240 SUPERVISING ATTORNEY (U)	034	1: Start	55.60
	034	2: 1 year (2080)	59.89
	034	3: 2 year (4160)	62.78
	034	4: 3 year (6240)	65.78
	034	5: 4 year (8320)	68.93
	034	6: 5 year (10,400)	72.24
	034	7: 10 year (20,800)	74.50
	034	8: 15 year (31,200)	77.39

101401 DEPUTY CITY ATTORNEY (U)	035	1: Start	57.21
	035	2: 1 year (2080)	61.64
	035	3: 2 year (4160)	64.63
	035	4: 3 year (6240)	67.65
	035	5: 4 year (8320)	70.90
	035	6: 5 year (10,400)	74.31
	035	7: 10 year (20,800)	76.67
	035	8: 15 year (31,200)	79.60
	039	1: Start	64.01
	039	2: 1 year (2080)	69.03
	039	3: 2 year (4160)	72.33
	039	4: 3 year (6240)	75.80
	039	5: 4 year (8320)	79.50
	039	6: 5 year (10,400)	83.30
	039	7: 10 year (20,800)	85.93
	039	8: 15 year (31,200)	89.25

BENEFITS:

VACATION

Effective January 1, 2009, in each calendar year, each full-time employee shall be granted vacation according to the following schedule:

<u>Years of Service</u>	<u>Days of Vacation</u>
Less than 8 years	15 days (.0577)
After 8 years thru 15 years	22 days (.0847)
After 15 years	26 days (.1000)

Employees who work less than full-time shall be granted vacation on a pro rata basis.

For the purposes of this article qualifying years shall be determined based on original employment date.

An employee who is eligible to receive compensation for unused vacation and is eligible for severance pay at the time of separation from the City, the City will contribute 100% of the full amount of such vacation payment to a post-employment health savings plan (PEHSP) in lieu of any cash payment to the employee. (See Article 14.3 (1).

SICK LEAVE ACCRUAL

Sick leave accrual shall accumulate at the rate of .0462 of a working hour for each full hour on the payroll, excluding overtime. Twelve (12) days per year.

LIBRARY HOLIDAYS

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 minor holiday.

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 be in paid status for that pay period. "Paid Status" for holiday eligibility includes time worked, vacation time, sick leave or other paid leave. It is further understood that neither temporary nor other employees, not heretofore eligible, shall receive holiday pay.

VOLUNTARY LEAVE

A full-time employee may be granted up to four hundred eighty (480) hours of voluntary leave-of-absence without pay during the fiscal year.

FUNERAL LEAVE

In addition to the leave allowed under Civil Service Rule 20.B.4, any employee who has accumulated sick leave credits, as provided in the Civil Service Rules, may be granted one (1) day of such leave to attend the funeral of the employee's grandparent or grandchild.

SEVERANCE PAY

15 years of consecutive service at the time of separation.* The employee must have accumulated a minimum of 80 days of sick leave credits at the time of his/her separation from city service.

Effective **January 1, 2019**, employees shall be eligible for severance pay based on the following schedule.

<u>Hours of Sick Leave</u>	<u>Severance</u>
640 – 1,799	\$12,500
1,800 or more	\$15,000

* Employment with the Independent School District No. 625 will not be counted toward the service requirement for employees hired after October 1, 1997 toward the years of service for severance eligibility.

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.

Upon the death of an employee who meets all of the requirements set forth above, at the time of his/her death, payment of the severance pay allowed under these provisions shall be made to the employee's spouse, or if none, to the employee's estate.

If an employee is laid off pursuant to Section 6.3 and is eligible for severance pay, payment shall not be made until the employee's recall rights are terminated and the employment relationship is severed. If no severance is paid the employee is recalled, the employee's sick leave bank shall reflect the amount of sick leave available to the employee at the time of the layoff.

FLOATING HOLIDAYS

Effective January 1, 2010, the floating holidays will be eliminated.

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:

2021 HEALTH INSURANCE (Continued)

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)

POST EMPLOYMENT HEALTH SAVINGS PLAN (PEHSP)

Employees are eligible for a Post Employment Health Savings Plan (PEHSP) contribution by the Employer.

Effective **January 1, 2018** (payable in April 2019) - \$1,000.

Effective **January 1, 2019** (payable in April 2020) - \$1,100.

Effective **January 1, 2020** (payable in April 2021) - \$1,200.

(See Article 20 for eligibility requirements.)

SICK LEAVE CONVERSION

If an employee has an accumulation of sick leave credits in excess of one hundred and eighty (180) days, he/she may convert any part of such excess to vacation at the rate of one-half days' vacation for each day of sick leave credit. No employee may convert more than twenty (20) days of sick leave in each calendar year under this provision. The approval of the employee's Department Head shall be required for any conversion request in excess of ten (10) days of sick leave.

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 IRS payroll reporting 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.

14.5(1) Invoking the use of 14.4 (sick leave conversion) at any time within the calendar year will prohibit the use of 14.5 (vacation sell back).

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.

OVERTIME

Effective January 1, 2010, employees represented by this bargaining unit are not eligible to accrue compensatory time. The City, as a public sector employer, will follow all applicable state and federal laws and regulations regarding FLSA-exempt public sector employees.

RECALL FROM LAYOFF

Two years

LIFE INSURANCE

\$50,000 for each eligible employee.

SAFETY SHOES/TUNNEL PAY

For those employees required by the Employer to wear safety shoes or boots, the Employer will contribute \$100.00 per year toward the purchase of safety shoes or boots, as an annual cash payment to be placed on the paycheck.

Section III.B of the Salary Plan and Rates of Compensation shall not apply to members of this bargaining unit. (Tunnel pay).