

Employee Group 09 Saint Paul Supervisors Organization

Effective Date: February 25, 2023 Issued Date: 04/06/2023

Job Code & Description	Grade	Step	Hourly Rate 02/25/2023
	001	1: 0	26.07
	001	2: 2080 Hours	27.17
	001	3: 4160 Hours	28.42
	001	4: 6240 Hours	29.68
	001	5: 8320 Hours	30.99
	001	6: 10,400 Hours	31.95
	001	7: 12,480 Hours	33.11
	001		
	002	1: 0	26.74
	002	2: 2080 Hours	27.91
	002	3: 4160 Hours	29.20
	002	4: 6240 Hours	30.46
	002	5: 8320 Hours	31.88
	002	6: 10,400 Hours	32.83
	002	7: 12,480 Hours	34.04
	002		0.00
	003	1: 0	27.45
	003	2: 2080 Hours	28.68
	003	3: 4160 Hours	29.95
	003	4: 6240 Hours	31.33
	003	5: 8320 Hours	32.75
	003	6: 10,400 Hours	33.73
	003	7: 12,480 Hours	34.93
	003		0.00
	004	1: 0	28.17
	004	2: 2080 Hours	29.43
	004	3: 4160 Hours	30.80
	004	4: 6240 Hours	32.19
	004	5: 8320 Hours	33.64
	004	6: 10,400 Hours	34.60
	004	7: 12,480 Hours	35.85
	004		0.00

	005	1: 0	28.90
	005	2: 2080 Hours	30.29
	005	3: 4160 Hours	31.62
	005	4: 6240 Hours	33.05
	005	5: 8320 Hours	34.53
	005	6: 10,400 Hours	35.56
	005	7: 12,480 Hours	36.86
	005		0.00
910030 PARK FACILITY SUPERVISOR	006	1: 0	29.73
	006	2: 2080 Hours	31.09
	006	3: 4160 Hours	32.48
	006	4: 6240 Hours	33.95
	006	5: 8320 Hours	35.49
	006	6: 10,400 Hours	36.56
	006	7: 12,480 Hours	37.88
	006		0.00
	007	1: 0	30.43
	007	2: 2080 Hours	31.80
	007	3: 4160 Hours	33.24
	007	4: 6240 Hours	34.73
	007	5: 8320 Hours	36.32
	007	6: 10,400 Hours	37.42
	007	7: 12,480 Hours	38.78
	007		0.00
630310 IMPOUND LOT SUPERVISOR	008	1: 0	31.37
	008	2: 2080 Hours	32.79
	008	3: 4160 Hours	34.22
	008	4: 6240 Hours	35.79
	008	5: 8320 Hours	37.49
	008	6: 10,400 Hours	38.62
	008	7: 12,480 Hours	40.03
	008		0.00

	009	1: 0	32.21
	009	2: 2080 Hours	33.66
	009	3: 4160 Hours	35.21
	009	4: 6240 Hours	36.83
	009	5: 8320 Hours	38.53
	009	6: 10,400 Hours	39.64
	009	7: 12,480 Hours	41.13
	009		0.00
950030 CIRCULATION COORDINATOR~~S~ 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: 0	33.05
	010	2: 2080 Hours	34.57
	010	3: 4160 Hours	36.17
	010	4: 6240 Hours	37.82
	010	5: 8320 Hours	39.55
	010	6: 10,400 Hours	40.79
	010	7: 12,480 Hours	42.31
	010		0.00
	010	9: FROZEN RATE	38.43
910301 GOLF PRO/MANAGER	011	1: 0	33.99
	011	2: 2080 Hours	35.55
	011	3: 4160 Hours	37.18
	011	4: 6240 Hours	38.91
	011	5: 8320 Hours	40.71
	011	6: 10,400 Hours	41.81
	011	7: 12,480 Hours	43.50
	011		0.00
810630 BUILDING AND FACILITY SUPERVISOR 200140 OFFICE ADMINISTRATOR	012	1: 0	34.92
	012	2: 2080 Hours	36.50
	012	3: 4160 Hours	38.18
	012	4: 6240 Hours	39.95
	012	5: 8320 Hours	41.79
	012	6: 10,400 Hours	43.12
	012	7: 12,480 Hours	44.69
	012		0.00

130120 BUSINESS ASSISTANCE PROGRAM SUPERVISOR 920420 FACILITY/PROGRAM SUPERVISOR 700520 RECYCLING PROGRAMS SUPERVISOR 510210 SENIOR SAFETY OFFICER	013	1: 0	35.87
	013	2: 2080 Hours	37.54
	013	3: 4160 Hours	39.22
	013	4: 6240 Hours	41.05
	013	5: 8320 Hours	43.00
	013	6: 10,400 Hours	44.28
	013	7: 12,480 Hours	45.91
	013		0.00
160020 MARKETING AND PUBLIC RELATIONS MANAGER 220520 WATER CUSTOMER SERVICE and BILLING SUPERVISOR	014	1: 0	36.86
	014	2: 2080 Hours	38.55
	014	3: 4160 Hours	40.34
	014	4: 6240 Hours	42.20
	014	5: 8320 Hours	44.17
	014	6: 10,400 Hours	45.51
	014	7: 12,480 Hours	47.23
	014		0.00
420030 ENGINEERING TECHNICIAN SUPERVISOR 420120 ENGINEERING TECHNICIAN SUPERVISOR – WATER UTILITY	015	1: 0	37.87
	015	2: 2080 Hours	39.59
	015	3: 4160 Hours	41.45
	015	4: 6240 Hours	43.36
	015	5: 8320 Hours	45.38
	015	6: 10,400 Hours	46.81
	015	7: 12,480 Hours	48.57
	015		0.00
110701 ADMINISTRATIVE ASSISTANT 110701 ADMINISTRATIVE ASSISTANT (U) 930080 AQUATICS AND SPECIAL SERVICES PROGRAM SUPERVISOR 850031 COMMUNICATION SERVICES AND MAINTENANCE SUPERVISOR 800030 NATURAL RESOURCES SUPERVISOR 800220 URBAN FORESTER SUPERVISOR 850130 VIDEO PRODUCTION SUPERVISOR	016	1: 0	38.93
	016	2: 2080 Hours	40.76
	016	3: 4160 Hours	42.62
	016	4: 6240 Hours	44.60
	016	5: 8320 Hours	46.69
	016	6: 10,400 Hours	48.11
	016	7: 12,480 Hours	49.93
	016		0.00
	016		0.00

540030 SENIOR PUBLIC HEALTH NURSE~S~ 810430 SUPERVISOR OF TRAFFIC MAINTENANCE 140220 WATER CONTROL SYSTEMS INFORMATION SUPERVISOR	017	1: 0	40.01
	017	2: 2080 Hours	41.85
	017	3: 4160 Hours	43.77
	017	4: 6240 Hours	45.82
	017	5: 8320 Hours	47.99
	017	6: 10,400 Hours	49.48
	017	7: 12,480 Hours	51.38
	017		0.00
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: 0	41.09
	018	2: 2080 Hours	43.07
	018	3: 4160 Hours	45.02
	018	4: 6240 Hours	47.18
	018	5: 8320 Hours	49.36
	018	6: 10,400 Hours	50.90
	018	7: 12,480 Hours	52.74
	018		0.00
	400220 DESIGN SUPERVISOR 720050 HISTORIC PRESERVATION SUPERVISOR 730030 SUPERVISOR OF REHABILITATION	019	1: 0
019		2: 2080 Hours	44.22
019		3: 4160 Hours	46.29
019		4: 6240 Hours	48.45
019		5: 8320 Hours	50.77
019		6: 10,400 Hours	52.28
019		7: 12,480 Hours	54.28
019			0.00

300113 ACCOUNTANT IV 160120 BUSINESS IMPROVEMENT SUPERVISOR 700030 CODE ENFORCEMENT SUPERVISOR 130130 CONTRACT COMPLIANCE MANAGER 940020 GENERAL CURATOR 820230 HORTICULTURE CURATOR 130320 HUMAN RIGHTS AND LABOR STANDARDS 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: 0	43.47
	020	2: 2080 Hours	45.49
	020	3: 4160 Hours	47.60
	020	4: 6240 Hours	49.85
	020	5: 8320 Hours	52.17
	020	6: 10,400 Hours	53.76
	020	7: 12,480 Hours	55.82
	020		0.00
	020		0.00
430020 CHIEF SURVEYOR 350020 REAL ESTATE AND ASSESSMENT SUPERVISOR	021	1: 0	44.65
	021	2: 2080 Hours	46.73
	021	3: 4160 Hours	48.95
	021	4: 6240 Hours	51.27
	021	5: 8320 Hours	53.63
	021	6: 10,400 Hours	55.28
	021	7: 12,480 Hours	57.41
	021		0.00
400231 DESIGN AND CONSTRUCTION SUPERVISOR 700130 LICENSING MANAGER 710020 PLAN REVIEW SUPERVISOR	022	1: 0	45.91
	022	2: 2080 Hours	48.07
	022	3: 4160 Hours	50.32
	022	4: 6240 Hours	52.67
	022	5: 8320 Hours	55.16
	022	6: 10,400 Hours	56.87
	022	7: 12,480 Hours	59.02
	022		0.00
300114 ACCOUNTANT V	023	1: 0	47.22
	023	2: 2080 Hours	49.41
	023	3: 4160 Hours	51.73
	023	4: 6240 Hours	54.20
	023	5: 8320 Hours	56.73
	023	6: 10,400 Hours	58.53
	023	7: 12,480 Hours	60.76
	023		0.00

111810 ASSISTANT BUILDING OFFICIAL 850140 COMMUNICATIONS & DIGITAL MEDIA MANAGER 740030 DSI FIRE SAFETY MANAGER 310030 GRANTS COMPLIANCE SUPERVISOR 700040 HOUSING AND CODE ENFORCEMENT MANAGER 730040 HOUSING TEAM SUPERVISOR 630320 IMPOUND LOT MANAGER 900501 PARKS AND RECREATION ASSET MANAGER 400113 SENIOR LANDSCAPE ARCHITECT 700120 ZONING MANAGER	024	1: 0	48.49
	024	2: 2080 Hours	50.81
	024	3: 4160 Hours	53.22
	024	4: 6240 Hours	55.70
	024	5: 8320 Hours	58.35
	024	6: 10,400 Hours	60.13
	024	7: 12,480 Hours	62.42
	024		0.00
	140115 IS INFORMATION/TECHNICAL ANALYST VI 140413 IS SYSTEMS CONSULTANT IV	24T	1: Start
24T		2: 2080 Hours	48.49
24T		3: 3120 Hours	49.66
24T		4: 4160 Hours	50.81
24T		5: 5200 Hours	52.01
24T		6: 6240 Hours	53.22
24T		7: 7280 Hours	54.46
24T		8: 8320 Hours	55.70
24T		9: 9360 Hours	57.04
24T		10: 11,400 Hours	58.35
24T		11: 13,480 Hours	60.13
24T		12: 15,560Hours	62.42
410301 ASSISTANT DIVISION MANAGER - SAINT PAUL REGIONAL WATER SERVICES 410013 CIVIL ENGINEER IV 410113 CIVIL ENGINEER IV-SPRWS 140601 INFORMATION SERVICES MANAGER - SPRWS 810730 LIBRARY FACILITIES MANAGER 830051 MUNICIPAL GARAGE SUPERVISOR II 530040 WATER QUALITY SUPERVISOR	025	1: 0	49.93
	025	2: 2080 Hours	52.27
	025	3: 4160 Hours	54.68
	025	4: 6240 Hours	57.27
	025	5: 8320 Hours	60.01
	025	6: 10,400 Hours	61.89
	025	7: 12,480 Hours	64.21
	025		0.00

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: 0	51.35
	026	2: 2080 Hours	53.68
	026	3: 4160 Hours	56.28
	026	4: 6240 Hours	58.93
	026	5: 8320 Hours	61.74
	026	6: 10,400 Hours	63.64
	026	7: 12,480 Hours	66.06
	026		0.00
	720030 CITY PLANNING ADMINISTRATOR	027	1: 0
027		2: 2080 Hours	55.25
027		3: 4160 Hours	57.87
027		4: 6240 Hours	60.60
027		5: 8320 Hours	63.51
027		6: 10,400 Hours	65.43
027		7: 12,480 Hours	67.95
027			0.00
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: 0	54.24
	028	2: 2080 Hours	56.81
	028	3: 4160 Hours	59.54
	028	4: 6240 Hours	62.32
	028	5: 8320 Hours	65.27
	028	6: 10,400 Hours	67.36
	028	7: 12,480 Hours	69.91
	028		0.00
	029	1: 0	55.80
	029	2: 2080 Hours	58.43
	029	3: 4160 Hours	61.19
	029	4: 6240 Hours	64.14
	029	5: 8320 Hours	67.19
	029	6: 10,400 Hours	69.28
	029	7: 12,480 Hours	71.92
	029		0.00

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: 0	57.39
	030	2: 2080 Hours	60.09
	030	3: 4160 Hours	62.92
	030	4: 6240 Hours	65.96
	030	5: 8320 Hours	69.08
	030	6: 10,400 Hours	71.19
	030	7: 12,480 Hours	74.02
	030		0.00
	102001 ECONOMIC DEVELOPMENT MANAGER (U) 101201 PLANNING AND ECONOMIC DEVELOPMENT MANAGER (U)	031	1: 0
031		2: 2080 Hours	61.83
031		3: 4160 Hours	64.76
031		4: 6240 Hours	67.83
031		5: 8320 Hours	71.05
031		6: 10,400 Hours	73.29
031		7: 12,480 Hours	76.10
031			0.00
	032	1: 0	60.65
	032	2: 2080 Hours	63.59
	032	3: 4160 Hours	66.61
	032	4: 6240 Hours	69.81
	032	5: 8320 Hours	73.13
	032	6: 10,400 Hours	75.43
	032	7: 12,480 Hours	78.31
	032		0.00
410021 ASSOCIATE CITY ENGINEER 410130 CHIEF ENGINEER - SAINT PAUL REGIONAL WATER SERVICES	033	1: 0	62.41
	033	2: 2080 Hours	65.39
	033	3: 4160 Hours	68.53
	033	4: 6240 Hours	71.83
	033	5: 8320 Hours	75.23
	033	6: 10,400 Hours	77.59
	033	7: 12,480 Hours	80.57
	033		0.00
150240 SUPERVISING ATTORNEY (U)	034	Minimum	59.58
	034	Maximum	82.92

101401 DEPUTY CITY ATTORNEY (U)	035	Minimum	61.30
	035	Maximum	85.30
	039	1: 0	73.97
	039	2: 2080 Hours	77.50
	039	3: 4160 Hours	81.23
	039	4: 6240 Hours	85.20
	039	5: 8320 Hours	89.26
	039	6: 10,400 Hours	92.08
	039	7: 12,480 Hours	95.63
	039		0.00

BENEFITS:

VACATION

Effective **April 22, 2023**, 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 5 years	17 days
After 5 years thru year 7	20 days
After 7 years thru year 15	24 days
After 15 years thru year 19	27 days
After 19 years	28 days

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. Except in the case of layoff or compulsory retirement, the employee must give at least two (2) weeks' notice to the City of their separation date.

Except in the case of lay-off or compulsory retirement, the employee must provide at least two (2) weeks prior notice to the City of their separation date.

Employees who meet the eligibility provisions and who have made the election to remain under the old severance schedule, shall be eligible for severance pay based on the following schedule.

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

Effective **January 1, 2022**, employees shall be eligible for severance pay based on the following schedule.

<u>Unused Hours of Sick Leave</u>	<u>Severance</u>
1,000 – 1,299	\$12,500
1,300 – 1,499	\$15,000
1,500 or more	\$17,000

An employee hired prior to January 1, 202, may make a one-time irrevocable election to remain covered under the severance program in effect for employees who separate on or before December 31, 2021, provided the employee gives written notice to the Employer on or before December 31, 2021.

* 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.

2023 HEALTH INSURANCE

Effective **January 2023**, 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:

2022 contributions plus eighty-two and one-half percent (82.5%) of the premium increase for 2023, after any plan design changes; employees shall be responsible for the 2022 employee contribution, plus seventeen and one-half percent (17.5%) of the premium increase for 2023, after any plan design changes.

Based on the proposed Medica RFP quotes, this results in the following Employer contributions:

Single: \$683.22 plus \$225 per quarter to be deposited in a VEBA account (plus an additional \$225 per quarter in a VEBA for completion of 2022 Wellness Program).

Employee share: \$19.34/month.

Family: \$1611.16, plus \$135 per quarter to be deposited in a VEBA account (plus an additional \$225 per quarter in a VEBA for completion of 2022 Wellness Program).

Employee share: \$223.16 /month.

Elect Plan/Vantage Plus ACO Plan:

The lesser of the Employer's contribution for the Choice Passport Plan for 2023; or the actual cost of the Elect Plan/Vantage Plus ACO Plan premium. Employees shall be responsible for the difference between the monthly premium and the Employer's monthly contribution.

Based on the proposed Medica RFP quotes for the Choice Passport Plan, this results in the following Employer contributions:

Single: \$632.74, plus \$225 per quarter to be deposited in a VEBA account (plus an additional \$225 per quarter in a VEBA for completion of 2022 Wellness Program).

Employee share: \$0.00/month.

Family: \$1,611.16 plus \$135 per quarter to be deposited in a VEBA account (plus an additional \$225 per quarter in a VEBA for completion of 2022 Wellness Program).

Employee share: \$41.40/month.

Park Nicollet ACO Plan:

The lesser of the Employer's contribution for the Choice Passport Plan for 2023; or the actual cost of the Park Nicollet ACO Plan premium. Employees shall be responsible for the difference between the monthly premium and the Employer's monthly contribution.

Based on the proposed Medica RFP quotes for the Choice Passport Plan, this results in the following Employer contributions:

Single: \$628.90, plus \$225 per quarter to be deposited in a VEBA account (plus an additional \$225 per quarter in a VEBA for completion of 2022 Wellness Program).

Employee share: \$0.00/month.

Family: \$1,611.16, plus \$135 per quarter to be deposited in a VEBA account (plus an additional \$225 per quarter in a VEBA for completion of 2022 Wellness Program).

Employee share: \$31.40/month.

2023 HEALTH INSURANCE (Continued)

Passport Copay Plan:

Single: \$398.88 (Employee share: \$499.12/month)

Family: \$748.22 (Employee share: \$1607.36/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, 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.

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 \$180.00 per year toward the purchase of safety shoes or boots, as an annual cash payment to be placed on the paycheck.

Employees in the classification of Fire Safety Manager who are required to wear a specified uniform shall be reimbursed for uniform items purchased up to \$645.00 per calendar year.

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