

Employee Group 06 Professional

Effective Date: April 4, 2015

Issued Date: 04/17/2015

Job Code & Description	Grade	Step	Hourly Rate
920310 CHILD CARE ENRICHMENT INSTRUCTOR 900010 EDUCATION SPECIALIST	001	1: Start	17.93
	001	2: 1 year (2080)	19.41
	001	3: 2 year (4160)	20.36
	001	4: 3 year (6240)	21.38
	001	5: 4 year (8320)	22.48
	001	6: 5 year (10,400)	23.55
	001	7: 10 year (20,800)	24.30
	001	8: 15 year (31,200)	25.31
410000 DESIGN ASSOCIATE/CIVIL ENGINEER TRAINEE 410000 LANDSCAPE DESIGN TRAINEE	002	1: Start	18.47
	002	2: 1 year (2080)	19.99
	002	3: 2 year (4160)	20.97
	002	4: 3 year (6240)	22.03
	002	5: 4 year (8320)	23.11
	002	6: 5 year (10,400)	24.30
	002	7: 10 year (20,800)	25.02
	002	8: 15 year (31,200)	26.09
920320 CHILD CARE PROGRAM COORDINATOR 900011 EDUCATION COORDINATOR 150001 LAW CLERK (U) 150110 LEGAL ASSISTANT I (U) 950110 LIBRARY SPECIALIST~S~	003	1: Start	19.03
	003	2: 1 year (2080)	20.57
	003	3: 2 year (4160)	21.61
	003	4: 3 year (6240)	22.67
	003	5: 4 year (8320)	23.84
	003	6: 5 year (10,400)	25.02
	003	7: 10 year (20,800)	25.78
	003	8: 15 year (31,200)	26.84
	004	1: Start	19.59
	004	2: 1 year (2080)	21.20
	004	3: 2 year (4160)	22.24
	004	4: 3 year (6240)	23.38
	004	5: 4 year (8320)	24.55
	004	6: 5 year (10,400)	25.78
	004	7: 10 year (20,800)	26.52
	004	8: 15 year (31,200)	27.65

340010 BUYER I 950111 LIBRARY SPECIALIST I~S~ 110010 MANAGEMENT ASSISTANT I 110101 VOLUNTEER COORDINATOR	005	1: Start	20.22
	005	2: 1 year (2080)	21.82
	005	3: 2 year (4160)	22.96
	005	4: 3 year (6240)	24.07
	005	5: 4 year (8320)	25.28
	005	6: 5 year (10,400)	26.52
	005	7: 10 year (20,800)	27.32
	005	8: 15 year (31,200)	28.44
210110 GRAPHIC ARTIST I	006	1: Start	20.80
	006	2: 1 year (2080)	22.50
	006	3: 2 year (4160)	23.63
	006	4: 3 year (6240)	24.82
	006	5: 4 year (8320)	26.04
	006	6: 5 year (10,400)	27.32
	006	7: 10 year (20,800)	28.16
	006	8: 15 year (31,200)	29.30
300110 ACCOUNTANT I 120110 HUMAN RESOURCES CONSULTANT I 950201 LIBRARY VOLUNTEER COORDINATOR 160010 PUBLIC INFORMATION SPECIALIST I 160110 RESEARCH ANALYST I	007	1: Start	21.40
	007	2: 1 year (2080)	23.17
	007	3: 2 year (4160)	24.32
	007	4: 3 year (6240)	25.56
	007	5: 4 year (8320)	26.84
	007	6: 5 year (10,400)	28.16
	007	7: 10 year (20,800)	29.00
	007	8: 15 year (31,200)	30.18
130110 BUSINESS ASSISTANCE SPECIALIST 400020 DESIGN ASSOCIATE I 950040 LIBRARIAN I 900101 PROJECT MANAGER PARKS AND RECREATION 850112 VIDEO PRODUCTION SPECIALIST	008	1: Start	22.05
	008	2: 1 year (2080)	23.88
	008	3: 2 year (4160)	25.06
	008	4: 3 year (6240)	26.28
	008	5: 4 year (8320)	27.62
	008	6: 5 year (10,400)	29.00
	008	7: 10 year (20,800)	29.88
	008	8: 15 year (31,200)	31.09

340011 BUYER II	009	1: Start	22.70
520010 CRIMINALIST I	009	2: 1 year (2080)	24.57
520110 FORENSIC SCIENTIST I	009	3: 2 year (4160)	25.80
310010 GRANTS ASSISTANT	009	4: 3 year (6240)	27.10
210111 GRAPHIC ARTIST II	009	5: 4 year (8320)	28.46
400110 LANDSCAPE DESIGN APPRENTICE	009	6: 5 year (10,400)	29.88
150111 LEGAL ASSISTANT II (U)	009	7: 10 year (20,800)	30.74
950701 LIBRARY COMMUNITY SERVICES COORDINATOR	009	8: 15 year (31,200)	31.99
720020 CITY PLANNER	010	1: Start	23.42
510010 HEALTH AND FITNESS SPECIALIST	010	2: 1 year (2080)	25.28
950301 LIBRARY TRAINING & ORGANIZATIONAL DEVELOPMENT COORDINATOR	010	3: 2 year (4160)	26.56
540120 NUTRITIONIST I-WIC~S~	010	4: 3 year (6240)	27.90
360020 PROJECTMANAGER	010	5: 4 year (8320)	29.29
160111 RESEARCH ANALYST II	010	6: 5 year (10,400)	30.74
800210 URBAN FORESTER	010	7: 10 year (20,800)	31.68
	010	8: 15 year (31,200)	32.98
300111 ACCOUNTANT II	011	1: Start	24.09
410010 CIVIL ENGINEER I	011	2: 1 year (2080)	26.08
410110 CIVIL ENGINEER I-SPRWS	011	3: 2 year (4160)	27.38
630401 CRIME PREVENTION COORDINATOR	011	4: 3 year (6240)	28.73
600010 EMERGENCY MANAGEMENT SPECIALIST	011	5: 4 year (8320)	30.20
800020 ENVIRONMENTAL COORDINATOR	011	6: 5 year (10,400)	31.68
700210 ENVIRONMENTAL HEALTH SPECIALIST I	011	7: 10 year (20,800)	32.56
120111 HUMAN RESOURCES CONSULTANT II	011	8: 15 year (31,200)	33.96
130020 HUMAN RIGHTS SPECIALIST	012	1: Start	24.84
130021 HUMAN RIGHTS SPECIALIST - BILINGUAL	012	2: 1 year (2080)	26.86
	012	3: 2 year (4160)	28.18
	012	4: 3 year (6240)	29.60
	012	5: 4 year (8320)	31.08
	012	6: 5 year (10,400)	32.62
	012	7: 10 year (20,800)	33.64
	012	8: 15 year (31,200)	34.97

140410 IS SYSTEMS CONSULTANT I	12T	1: Start	24.84
	12T	2: 1 year (2080)	26.86
	12T	3: 1.5 year (3120)	27.52
	12T	4: 2 year (4160)	28.18
	12T	5: 2.5 year (5200)	28.89
	12T	6: 3 year (6240)	29.60
	12T	7: 3.5 year (7280)	30.67
	12T	8: 4 year (8320)	31.74
	12T	9: 4.5 year (9360)	32.53
	12T	10: 5 year (10,400)	33.32
	12T	11: 5.5 year (11,440)	34.15
	12T	12: 6 year (12,480)	34.99
	12T	13: 6.5 year (13,520)	35.86
	12T	14: 7 year (14,5600)	36.74
	12T	15: 10 year (20,800)	37.82
	12T	16: 15 year (31,200)	39.30
340012 BUYER III 400021 DESIGN ASSOCIATE II 360210 ECONOMIC DEVELOPMENT SPECIALIST III~S~ 310011 GRANTS SPECIALIST 150112 LEGAL ASSISTANT III (U) 110012 MANAGEMENT ASSISTANT III 850120 MEDIA SERVICES COORDINATOR 530210 MEDICAL TECHNOLOGIST~S~ 160011 PUBLIC INFORMATION SPECIALIST II 510110 SAFETY OFFICER 530031 WATER QUALITY SPECIALIST II	013	1: Start	25.58
	013	2: 1 year (2080)	27.66
	013	3: 2 year (4160)	29.06
	013	4: 3 year (6240)	30.46
	013	5: 4 year (8320)	32.00
	013	6: 5 year (10,400)	33.64
	013	7: 10 year (20,800)	34.62
	013	8: 15 year (31,200)	35.97
950410 DIGITAL SERVICES COORDINATOR 950041 LIBRARIAN II 160112 RESEARCH ANALYST III 720021 SENIOR CITY PLANNER	014	1: Start	26.34
	014	2: 1 year (2080)	28.48
	014	3: 2 year (4160)	29.90
	014	4: 3 year (6240)	31.42
	014	5: 4 year (8320)	32.97
	014	6: 5 year (10,400)	34.62
	014	7: 10 year (20,800)	35.64
	014	8: 15 year (31,200)	37.08

300112 ACCOUNTANT III	015	1: Start	27.14
410011 CIVIL ENGINEER II	015	2: 1 year (2080)	29.34
410111 CIVIL ENGINEER II - SPRWS	015	3: 2 year (4160)	30.78
520011 CRIMINALIST II	015	4: 3 year (6240)	32.34
700211 ENVIRONMENTAL HEALTH SPECIALIST II	015	5: 4 year (8320)	33.95
310101 HISTORIC PRESERVATION SPECIALIST	015	6: 5 year (10,400)	35.64
120112 HUMAN RESOURCES CONSULTANT III	015	7: 10 year (20,800)	36.74
160040 INTELLIGENCE ANALYST - OPERATIONS	015	8: 15 year (31,200)	38.20
400210 INTERIOR DESIGNER			
400111 LANDSCAPE ARCHITECT			
130201 ADMINISTRATIVE ASSISTANT - DEPARTMENT OF HUMAN RIGHTS AND EQUAL ECONOMIC OPPORTUNITY	016	1: Start	27.96
900301 ARTS AND GARDENING PROGRAM COORDINATOR	016	2: 1 year (2080)	30.22
340013 BUYER IV	016	3: 2 year (4160)	31.74
520111 FORENSIC SCIENTIST II	016	4: 3 year (6240)	33.32
540210 HEALTH EDUCATOR II~S~	016	5: 4 year (8320)	34.99
110013 MANAGEMENT ASSISTANT IV	016	6: 5 year (10,400)	36.74
510020 PHYSICAL FITNESS COORDINATOR	016	7: 10 year (20,800)	37.82
110601 PROGRAM COORDINATOR	016	8: 15 year (31,200)	39.30
360021 SENIOR PROJECT MANAGER			
110501 ADMINISTRATIVE/LEGISLATIVE ASSISTANT - PED	017	1: Start	28.79
600020 EMERGENCY MANAGEMENT COORDINATOR	017	2: 1 year (2080)	31.14
700301 ENERGY COORDINATOR	017	3: 2 year (4160)	32.66
620001 PUBLIC EDUCATION OFFICER - FIRE DEPT	017	4: 3 year (6240)	34.28
	017	5: 4 year (8320)	36.03
	017	6: 5 year (10,400)	37.82
	017	7: 10 year (20,800)	38.98
	017	8: 15 year (31,200)	40.52
700212 ENVIRONMENTAL HEALTH SPECIALIST III	018	1: Start	29.66
540301 EPIDEMIOLOGIST~S~	018	2: 1 year (2080)	32.04
530032 WATER QUALITY SPECIALIST III	018	3: 2 year (4160)	33.68
	018	4: 3 year (6240)	35.34
	018	5: 4 year (8320)	37.14
	018	6: 5 year (10,400)	38.98
	018	7: 10 year (20,800)	40.17
	018	8: 15 year (31,200)	41.67

540220 HEALTH INFORMATION ADMINISTRATOR~S~ 160041 INTELLIGENCE ANALYST - STRATEGIC 530301 WATER RESOURCE COORDINATOR	019	1: Start	30.56
	019	2: 1 year (2080)	33.00
	019	3: 2 year (4160)	34.66
	019	4: 3 year (6240)	36.40
	019	5: 4 year (8320)	38.22
	019	6: 5 year (10,400)	40.17
	019	7: 10 year (20,800)	41.30
	019	8: 15 year (31,200)	42.93
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 400112 LEAD LANDSCAPE ARCHITECT 720022 PRINCIPAL CITY PLANNER 160113 RESEARCH ANALYST IV 410201 STRUCTURAL ENGINEER	020	1: Start	31.46
	020	2: 1 year (2080)	34.02
	020	3: 2 year (4160)	35.72
	020	4: 3 year (6240)	37.51
	020	5: 4 year (8320)	39.38
	020	6: 5 year (10,400)	41.34
	020	7: 10 year (20,800)	42.56
	020	8: 15 year (31,200)	44.22
140411 IS SYSTEMS CONSULTANT II	20T	1: Start	31.46
	20T	2: 1 year (2080)	34.02
	20T	3: 1.5 year (3120)	34.87
	20T	4: 2 year (4160)	35.72
	20T	5: 2.5 year (5200)	36.61
	20T	6: 3 year (6240)	37.51
	20T	7: 3.5 year (7280)	38.44
	20T	8: 4 year (8320)	39.38
	20T	9: 4.5 year (9360)	40.36
	20T	10: 5 year (10,400)	41.34
	20T	11: 10 year (20,800)	42.56
	20T	12: 15 year (31,200)	44.22
	021	1: Start	32.39
	021	2: 1 year (2080)	35.03
	021	3: 2 year (4160)	36.78
	021	4: 3 year (6240)	38.63
	021	5: 4 year (8320)	40.59
	021	6: 5 year (10,400)	42.56
	021	7: 10 year (20,800)	43.85
	021	8: 15 year (31,200)	45.54

140501 GIS SYSTEMS DEVELOPER 360022 PRINCIPAL PROJECT MANAGER 110901 PROJECT MANAGER IV - PUBLIC WORKS	022	1: Start	33.36
	022	2: 1 year (2080)	36.08
	022	3: 2 year (4160)	37.88
	022	4: 3 year (6240)	39.78
	022	5: 4 year (8320)	41.77
	022	6: 5 year (10,400)	43.85
	022	7: 10 year (20,800)	45.17
	022	8: 15 year (31,200)	46.89
140114 IS INFORMATION/TECHNICAL ANALYST V 140412 IS SYSTEMS CONSULTANT III	22T	1: Start	33.36
	22T	2: 1 year (2080)	36.08
	22T	3: 1.5 year (3120)	37.34
	22T	4: 2 year (4160)	37.88
	22T	5: 2.5 year (5200)	38.83
	22T	6: 3 year (6240)	39.78
	22T	7: 3.5 year (7280)	40.78
	22T	8: 4 year (8320)	41.77
	22T	9: 4.5 year (9360)	42.81
	22T	10: 5 year (10,400)	43.85
	22T	11: 10 year (20,800)	45.17
	22T	12: 15 year (31,200)	46.89
	023	1: Start	34.38
	023	2: 1 year (2080)	37.19
	023	3: 2 year (4160)	39.03
	023	4: 3 year (6240)	40.95
	023	5: 4 year (8320)	43.04
	023	6: 5 year (10,400)	45.17
	023	7: 10 year (20,800)	46.54
	023	8: 15 year (31,200)	48.32
	024	1: Start	35.38
	024	2: 1 year (2080)	38.26
	024	3: 2 year (4160)	40.21
	024	4: 3 year (6240)	42.21
	024	5: 4 year (8320)	44.31
	024	6: 5 year (10,400)	46.54
	024	7: 10 year (20,800)	47.91
	024	8: 15 year (31,200)	49.70

140115 IS INFORMATION/TECHNICAL ANALYST VI	24T	1: Start	35.38
	24T	2: 1 year (2080)	38.26
	24T	3: 1.5 year (3120)	39.23
	24T	4: 2 year (4160)	40.21
	24T	5: 2.5 year (5200)	41.21
	24T	6: 3 year (6240)	42.21
	24T	7: 3.5 year (7280)	43.26
	24T	8: 4 year (8320)	44.31
	24T	9: 4.5 year (9360)	45.43
	24T	10: 5 year (10,400)	46.54
	24T	11: 10 year (20,800)	47.91
	24T	12: 15 year (31,200)	49.70
	025	1: Start	36.44
	025	2: 1 year (2080)	39.44
	025	3: 2 year (4160)	41.40
	025	4: 3 year (6240)	43.44
	025	5: 4 year (8320)	45.62
	025	6: 5 year (10,400)	47.91
	025	7: 10 year (20,800)	49.37
	025	8: 15 year (31,200)	51.20
320210 DEBT ADMINISTRATOR	026	1: Start	37.57
	026	2: 1 year (2080)	40.65
	026	3: 2 year (4160)	42.61
	026	4: 3 year (6240)	44.79
	026	5: 4 year (8320)	47.03
	026	6: 5 year (10,400)	49.37
	026	7: 10 year (20,800)	50.85
	026	8: 15 year (31,200)	52.73
	027	1: Start	38.67
	027	2: 1 year (2080)	41.83
	027	3: 2 year (4160)	43.92
	027	4: 3 year (6240)	46.10
	027	5: 4 year (8320)	48.43
	027	6: 5 year (10,400)	50.85
	027	7: 10 year (20,800)	52.35
	027	8: 15 year (31,200)	54.32

	028	1: Start	39.84
	028	2: 1 year (2080)	43.08
	028	3: 2 year (4160)	45.25
	028	4: 3 year (6240)	47.53
	028	5: 4 year (8320)	49.85
	028	6: 5 year (10,400)	52.35
	028	7: 10 year (20,800)	53.95
	028	8: 15 year (31,200)	55.95
	029	1: Start	41.04
	029	2: 1 year (2080)	44.39
	029	3: 2 year (4160)	46.58
	029	4: 3 year (6240)	48.91
	029	5: 4 year (8320)	51.39
	029	6: 5 year (10,400)	53.95
	029	7: 10 year (20,800)	55.55
	029	8: 15 year (31,200)	57.61
	030	1: Start	42.27
	030	2: 1 year (2080)	45.73
	030	3: 2 year (4160)	47.99
	030	4: 3 year (6240)	50.37
	030	5: 4 year (8320)	52.91
	030	6: 5 year (10,400)	55.55
	030	7: 10 year (20,800)	57.17
	030	8: 15 year (31,200)	59.36
	031	1: Start	43.54
	031	2: 1 year (2080)	47.08
	031	3: 2 year (4160)	49.45
	031	4: 3 year (6240)	51.91
	031	5: 4 year (8320)	54.49
	031	6: 5 year (10,400)	57.21
	031	7: 10 year (20,800)	58.94
	031	8: 15 year (31,200)	61.10

	032	1: Start	44.85
	032	2: 1 year (2080)	48.47
	032	3: 2 year (4160)	50.93
	032	4: 3 year (6240)	53.47
	032	5: 4 year (8320)	56.15
	032	6: 5 year (10,400)	58.94
	032	7: 10 year (20,800)	60.71
	032	8: 15 year (31,200)	62.91
	033	1: Start	46.19
	033	2: 1 year (2080)	49.93
	033	3: 2 year (4160)	52.45
	033	4: 3 year (6240)	55.07
	033	5: 4 year (8320)	57.85
	033	6: 5 year (10,400)	60.71
	033	7: 10 year (20,800)	62.54
	033	8: 15 year (31,200)	64.82
	034	1: Start	47.57
	034	2: 1 year (2080)	51.43
	034	3: 2 year (4160)	54.03
	034	4: 3 year (6240)	56.73
	034	5: 4 year (8320)	59.56
	034	6: 5 year (10,400)	62.54
	034	7: 10 year (20,800)	64.39
	034	8: 15 year (31,200)	66.79
	035	1: Start	49.01
	035	2: 1 year (2080)	52.99
	035	3: 2 year (4160)	55.67
	035	4: 3 year (6240)	58.42
	035	5: 4 year (8320)	61.33
	035	6: 5 year (10,400)	64.39
	035	7: 10 year (20,800)	66.36
	035	8: 15 year (31,200)	68.76

	036	1: Start	50.49
	036	2: 1 year (2080)	54.57
	036	3: 2 year (4160)	57.29
	036	4: 3 year (6240)	60.17
	036	5: 4 year (8320)	63.20
	036	6: 5 year (10,400)	66.34
	036	7: 10 year (20,800)	68.32
	036	8: 15 year (31,200)	70.79
	037	1: Start	51.95
	037	2: 1 year (2080)	56.21
	037	3: 2 year (4160)	59.02
	037	4: 3 year (6240)	61.95
	037	5: 4 year (8320)	65.08
	037	6: 5 year (10,400)	68.32
	037	7: 10 year (20,800)	70.38
	037	8: 15 year (31,200)	72.91
	038	1: Start	53.57
	038	2: 1 year (2080)	57.92
	038	3: 2 year (4160)	60.79
	038	4: 3 year (6240)	63.83
	038	5: 4 year (8320)	67.01
	038	6: 5 year (10,400)	70.38
	038	7: 10 year (20,800)	72.50
	038	8: 15 year (31,200)	75.08
	039	1: Start	55.13
	039	2: 1 year (2080)	59.64
	039	3: 2 year (4160)	62.62
	039	4: 3 year (6240)	65.74
	039	5: 4 year (8320)	69.05
	039	6: 5 year (10,400)	72.50
	039	7: 10 year (20,800)	74.64
	039	8: 15 year (31,200)	77.35

	040	1: Start	56.77
	040	2: 1 year (2080)	61.43
	040	3: 2 year (4160)	64.52
	040	4: 3 year (6240)	67.74
	040	5: 4 year (8320)	71.08
	040	6: 5 year (10,400)	74.68
	040	7: 10 year (20,800)	77.04
	040	8: 15 year (31,200)	79.66
	041	1: Start	58.48
	041	2: 1 year (2080)	63.26
	041	3: 2 year (4160)	66.43
	041	4: 3 year (6240)	69.74
	041	5: 4 year (8320)	73.22
	041	6: 5 year (10,400)	76.89
	041	7: 10 year (20,800)	79.33
	041	8: 15 year (31,200)	82.01
	042	1: Start	60.26
	042	2: 1 year (2080)	65.18
	042	3: 2 year (4160)	68.40
	042	4: 3 year (6240)	71.82
	042	5: 4 year (8320)	75.40
	042	6: 5 year (10,400)	79.18
	042	7: 10 year (20,800)	81.70
	042	8: 15 year (31,200)	84.48
	043	1: Start	62.04
	043	2: 1 year (2080)	67.10
	043	3: 2 year (4160)	70.48
	043	4: 3 year (6240)	73.98
	043	5: 4 year (8320)	77.68
	043	6: 5 year (10,400)	81.58
	043	7: 10 year (20,800)	84.17
	043	8: 15 year (31,200)	87.17

	044	1: Start	63.89
	044	2: 1 year (2080)	69.12
	044	3: 2 year (4160)	72.58
	044	4: 3 year (6240)	76.22
	044	5: 4 year (8320)	80.04
	044	6: 5 year (10,400)	84.03
	044	7: 10 year (20,800)	86.69
	044	8: 15 year (31,200)	89.62
	045	1: Start	65.80
	045	2: 1 year (2080)	71.22
	045	3: 2 year (4160)	74.76
	045	4: 3 year (6240)	78.48
	045	5: 4 year (8320)	82.40
	045	6: 5 year (10,400)	86.53
	045	7: 10 year (20,800)	89.27
	045	8: 15 year (31,200)	92.29

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 IRS payroll reporting 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 IRS payroll reporting 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 6, 2007: the accrual rate for eligible employees shall be 0.0539 of a working hour for each full hour on the payroll (14 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 work week. 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 (See MOA signed 1/23/2014)

REINSTATEMENT RIGHTS

Two years

OUT OF TITLE

After 15 consecutive working days

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).

2015 HEALTH INSURANCE

Single: The Employer will contribute \$398.88 - \$553.26 per month for the 2015 single insurance contribution depending on the employee's plan choice.

The City will contribute \$85 each month into a VEBA/HRA for full-time employees choosing the SINGLE Open Access Deductible plan. Enrollment is automatic.

Three-quarter and half-time employees will receive pro-rated contributions.

Family: The Employer will contribute \$748.22 - \$1,300.53 per month for the 2015 family insurance contribution depending on the employee's plan choice.

The City will contribute \$45 each month into a VEBA/HRA for full-time employees choosing the FAMILY Open Access Deductible plan. Enrollment is automatic.

Three-quarter and half-time employees will receive pro-rated contributions.

Three-quarter employees (3/4 benefit level) - Employer will contribute 75% of single/family insurance premium.

Half-time employees (1/2 benefit level) - Employer will contribute 50% of the single/family insurance premium.

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 an IRS payroll reporting 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.

DEFERRED COMPENSATION

Effective January 1, 2008: The City will provide \$250 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). To be paid by April 1 of the following year.

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.

SICK LEAVE USAGE FOR DEPENDENT CARE

An employee shall be limited to 40 hours per incident to care for or make arrangements for the care of a seriously ill or disabled parent, child or other household member.

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 who are required to wear a specified uniform shall be reimbursed for uniform items purchased.

2015 = \$590.00

LIFE INSURANCE

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