Employee Group 10 Manual & Maintenance Supervisors

Effective Date: April 4, 2015 Issued Date: 11/24/2015

Job Code & Description	Grade	Step	Hourly Rate
	01U	1: Start	29.13
	01U	2: 10 year (20, 800)	29.80
	01U	3: 20 year (41,600)	30.24
	02U	1: Start	29.31
	02U	2: 10 year (20, 800)	29.97
	02U	3: 20 year (41,600)	30.43
	04U	1: Start	29.39
	04U	2: 6 month (1040)	30.48
	04U	3: 10 year (20,800)	31.15
	04U	4: 20 year (41,600)	31.63
	06U	1: Start	27.06
	06U	2: 10 year (20, 800)	27.67
	06U	3: 20 year (41,600)	28.07
	08U	1: Start	22.77
	08U	2: 10 year (20, 800)	23.30
	08U	3: 20 year (41,600)	23.64
	030	1: Start	25.77
	030	2: 6 month (1040)	26.46
	030	3: 10 year (20,800)	27.06
	030	4: 20 year (41,600)	27.47
	033	1: Start	28.16
	033	2: 6 month (1040)	28.95
	033	3: 10 year (20,800)	29.60
	033	4: 20 year (41,600)	30.04
	034	1: Start	28.82
	034	2: 6 month (1040)	29.63
	034	3: 10 year (20,800)	30.29
	034	4: 20 year (41,600)	30.74

940011 SENIOR ZOO KEEPER	035	1: Start	29.28
	035	2: 6 month (1040)	30.07
	035	3: 10 year (20,800)	30.75
	035	4: 20 year (41,600)	31.21
800130 FORESTRY SUPERVISOR I 810030 PARK MAINTENANCE SUPERVISOR I 840130 PUBLIC WORKS SUPERVISOR I 840350 SEWER SUPERVISOR I 840810 SUPPLY SYSTEMS SUPERVISOR I 810420 TRAFFIC MAINTENANCE SUPERVISOR I 840040 WATER DISTRIBUTION SUPERVISOR I 830540 WATER PRODUCTION SUPERVISOR I	036	1: Start	30.55
	036	2: 6 month (1040)	31.39
	036	3: 10 year (20,800)	32.09
	036	4: 20 year (41,600)	32.57
	037	1: Start	30.66
	037	2: 6 month (1040)	31.50
	037	3: 10 year (20,800)	32.20
	037	4: 20 year (41,600)	32.69
500020 ANIMAL CONTROL SUPERVISOR 840430 BRIDGE MAINTENANCE SUPERVISOR I 810230 GOLF COURSE SUPERINTENDENT 830430 METER OPERATIONS SUPERVISOR 840131 PUBLIC WORKS SUPERVISOR II 840351 SEWER SUPERVISOR II 840811 SUPPLY SYSTEMS SUPERVISOR II 830030 VEHICLE MECHANIC SUPERVISOR I 840041 WATER DISTRIBUTION SUPERVISOR II	038	1: Start	32.25
	038	2: 6 month (1040)	33.17
	038	3: 10 year (20,800)	33.93
	038	4: 20 year (41,600)	34.43
	039	1: Start	33.08
	039	2: 6 month (1040)	34.00
	039	3: 10 year (20,800)	34.76
	039	4: 20 year (41,600)	35.29
800131 FORESTRY SUPERVISOR II 810031 PARK MAINTENANCE SUPERVISOR II 810421 TRAFFIC MAINTENANCE SUPERVISOR II 830031 VEHICLE MECHANIC SUPERVISOR II 840042 WATER DISTRIBUTION SUPERVISOR III 830541 WATER PRODUCTION SUPERVISOR II	040	1: Start	34.14
	040	2: 6 month (1040)	35.18
	040	3: 10 year (20,800)	35.98
	040	4: 20 year (41,600)	36.52

840431 BRIDGE MAINTENANCE SUPERVISOR II 810720 BUILDING MAINTENANCE SUPERVISOR - LIBRARIES 840132 PUBLIC WORKS SUPERVISOR III 840352 SEWER SUPERVISOR III	041	1: Start	35.18
	041	2: 6 month (1040)	36.19
	041	3: 10 year (20,800)	37.00
	041	4: 20 year (41,600)	37.56
811301 BUILDING MAINTENANCE SUPERVISOR - FIRE DEPARTMENT 810820 BUILDING MAINTENANCE SUPERVISOR - POLICE DEPARTMENT 810032 PARK MAINTENANCE SUPERVISOR III	043	1: Start	37.17
	043	2: 6 month (1040)	38.25
	043	3: 10 year (20,800)	39.11
	043	4: 20 year (41,600)	39.70
840140 PUBLIC WORKS FIELD SUPERVISOR	044	1: Start	38.31
	044	2: 6 month (1040)	39.44
	044	3: 10 year (20,800)	40.33
	044	4: 20 year (41,600)	40.93
	045	1: Start	39.46
	045	2: 6 month (1040)	40.64
	045	3: 10 year (20,800)	41.55
	045	4: 20 year (41,600)	42.18
810501 BUILDING MAINTENANCE SUPERVISOR - PARKS AND RECREATION	046	1: Start	40.65
	046	2: 6 month (1040)	41.86
	046	3: 10 year (20,800)	42.80
	046	4: 20 year (41,600)	43.44

BENEFITS:

VACATION

0 thru 7th year	16.50 days (.0635)
8th year thru 15th year	21.50 days (.0827)
16th year thru 23rd year	25.50 days (.0981)
24th year and thereafter	27.50 days (.1057)

Vacation rate will now be based on the original employment date. Effective December 24, 2005 vacation was increased due to the elimination of Floating Holidays.

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. All holidays will be considered major.

LIFE INSURANCE
$50,000 for eligible employees.

SEVERANCE PAY
Effective January 1, 2008: If an employee requests severance pay and if the employee meets the eligibility requirements, he/she will be granted severance pay as shown below. Service requirements for severance eligibility will not include years of service with ISD #625 for employees hired by the City or transferred to the City after December 31, 1998. See Article 17.7 (2005- 2007 Agreement).

Minimum 20 years of service and Severance accrued sick leave credits of:

800. . . . . $10,000
1300. . . . . $12,500
1800. . . . . $15,000

For any employee who is eligible to receive severance from the City under this Article, the City will contribute the full amount (100%) of their severance payment to a Post Employment Health Plan (PEHP). Effective **December 3, 2013** (signing of the contract), the City contribution will be changed to 105% of the severance payment.

Effective January 1, 2008 accrued but unused Compensatory Time shall no longer be contributed to a Post Employment Health Plan (PEHP).

Any employee who is eligible to receive Severance from the City under Article 17 shall have his/her accrued but unused vacation contributed to a Post Employment Health Plan (PEHP) in lieu of cash payment to the employee. Such amounts shall be made at the time of retirement.

Effective **December 3, 2013**: For any employee who is eligible to receive severance from the City, the City will contribute 105% of the full amount of their severance payment to a Post Employment Health Plan (PEHP) in lieu of any cash payment to the employee.

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.

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.

SICK LEAVE ACCRUAL
Effective January 1, 2010: The accrual rate shall be 12 days per year.

SICK LEAVE CONVERSION
If an Employee has an accumulation of sick leave credits in excess of 180 days, he/she may convert up to ten (10) days of sick leave for 5 days of vacation in each calendar year under this provision.

DEFERRED COMPENSATION

$650.00 dollar for dollar match - employees who have completed 10 years of service.
$850.00 dollar for dollar match - employees who have completed 20 years of service.
(See Article 22 of the agreement.)

OVERTIME
Grade 41 and below: Employees shall be paid one and one-half (1.5) times the regular rate of pay for work performed in excess of the regular work day and/or the forty (40) hour work week.

Grade 42 or above: Shall be paid straight time for work performed in excess of the regular work day and/or forty (40) hour work week.

If an employee works a Major Holiday he/she shall receive time and one-half (1.5) of his/her regular rate of pay for all work performed on the holiday. If the employee works a Minor Holiday he/she shall receive straight time for such holiday work in addition to regular holiday pay.

CALL-IN PAY
Any employee who is called back to work shall be guaranteed four (4) hours pay at his/her regular straight time rate.

NIGHT DIFFERENTIAL
A night differential of five percent (5%) shall be provided to employees who work a regularly assigned shift beginning earlier than 6:00 a.m. or ending later than 6:00 p.m., provided that at least five (5) hours of said shift are worked between the hours of 6:00 p.m. and 6:00 a.m. Regularly assigned shifts beginning earlier than 6:00 a.m. or ending later than 6:00 p.m. which involve less than five (5) hours of work, an employee shall be eligible for the night differential only for the hours actually worked during night shift hours.

OUT-OF-TITLE
After 15 working days. (See Article 18.1)

RECALL FROM LAYOFF
Two years

MILEAGE
When an employee is required to use his/her personal automobile, they will be reimbursed at the current Federal IRS rate.

SAFETY SHOE ALLOWANCE
Effective January 1, 2014: The Employer contribution will be increased from $100 to $125 per payroll year to each employee of the bargaining unit who is required by the Employer to wear protective shoes or boots. This contribution will be made for employees on the payroll as of January 1st. Employees hired after January 1st will receive one-half the normal allowance for that payroll year.

UNIFORMS
Golf Course Superintendents who are required to wear a specified uniform will be provided that uniform from the Employer. Four (4) uniforms for full-time employees and two (2) uniforms for part-time employees.