

Employee Group 22 Painters

Effective Date: May 2, 2026 Issued Date: May 12 2026

Job Code & Description	Grade	Step	Hourly Rate
750115 PAINTER (BRUSH) (U)	001	1: W/PERA for certified EE's grandfathered in PERA	47.53
	001	2: W/O PERA rate for certified EE's	51.09
	001	3: W/O PERA rate for Temp EE's	47.20
750120 LEAD PAINTER (U)	002	1: W/PERA for certified EE's grandfathered in PERA	49.39
	002	2: W/O PERA rate for certified EE's	53.09
	002	3: W/O PERA rate for Temp EE's	49.20

BENEFITS:

Painters do not receive City benefits. Employer contributions are made on behalf of employees for union-provided fringe benefits. New employees do not participate in PERA.

Step 01 - W/PERA rate for Certified employees grandfathered in PERA.

Step 02 - W/O PERA rate for Certified employees.

Step 03 - W/O PERA rate for Temporary employees

Grade 003 – Apprentice – Temporary W/O PERA rates

PREMIUM RATE:

When performing the following types of work the rate shall be seventy-five cents (\$.75) per hour over the basic hourly wage rate for any class covered by this Agreement:

Sandblasting, swing-stage work, erected structural steel skeleton work, all bridge work, all exterior work where safety belt or window jacks are used, spray painting and when applying materials over 50% creosote for application of all two component epoxy materials and application of Elephant Snot or equivalent (only hours using the product).

OVERTIME:

The rate of one and one-half (1.5) the hourly rate shall be the overtime rate for work performed under the following circumstances:

Time worked in excess of eight (8) hours in any one normal work day and; Time worked in excess of forty (40) hours in any work week. The time and one-half overtime rate shall be based on the total rate, including any premium pay, being earned during the overtime hours worked.

Overtime compensation for employees working under a flexible work schedule (Article 7.3) shall be subject to the overtime provisions of the Fair Labor Standards Act.

SAFETY SHOES:

Effective January 1, 2010: The Employer agrees to pay \$75.00 toward the cost of a pair of safety shoes purchased by an employee who is a member of this unit. The Employer shall contribute toward the cost of one pair of shoes per contract year and shall not be responsible for any additional cost for any additional shoes thereafter. The reimbursement of \$75.00 shall be made only after investigation and approval by the immediate supervisor of that employee. This \$75.00 Employer contribution shall apply only to those employees who are required by the Employer to wear protective shoes.

Effective **January 1, 2026**: The Employer will provide a \$200.00 annual allowance toward the cost of safety shoes and/or uniforms purchased by an employee who is a member of this unit. Employees hired after July 1 will receive half of the allowance. The safety shoes/uniform allowance shall be made as a cash payment to be paid on the employee's paycheck. Employees are expected to report to work in a clean and presentable uniform. The Employer shall retain the discretion to determine the uniform to be worn.

The MOA with SPRWS of September 22, 2021, related to uniform allowance is no longer in effect.

Effective January 1, 2023, the department will reimburse employees annually with appropriate documentation up to \$150 for a basic pair of prescription safety glasses for those employees who need to wear prescription glasses. To be eligible for reimbursement, the prescription safety glasses must be ANSIZ87 certified.

UNIFORM ALLOWANCE:

New employees appointed to the title of Painter in the SPRWS shall receive a one-time payment of \$289.00 for initial uniform items purchased consistent with the SPRWS uniform policy. See requirements MOA signed 7/6/2009. This uniform allowance shall be made as a cash payment to be placed on the employee's paycheck. Effective January 1 of each year, or closest pay period, \$125.00 shall be paid to employees holding the title of Painter for replacing uniforms. This payment shall be made as a cash payment to be placed on the employee's paycheck.