



and

UNION LOCAL NO. 1597, I.B.E.W., AFL-CIO

SERVICE/CLERICAL/FINANCE

October 1, 2018 through September 30, 2021

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AGREEMENT

THIS AGREEMENT, dated this 21st day of August 2018, by and between the CITY OF GRAND ISLAND (hereinafter referred to as the "City"), and UNION LOCAL NO. 1597, I.B.E.W., AFL-CIO (hereinafter referred to as the "Union"). The provisions of this agreement shall be effective from October 1, 2018 through and including September 30, 2021.

PURPOSE AND INTENT OF THE PARTIES

The purpose of the City and the Union entering into this labor agreement is to promote harmonious relations between the employer and the union, the establishment of an equitable and peaceful procedure for the resolution of differences, and the establishment of rates of pay and other conditions of employment.

ARTICLE I - RECOGNITION

A. BARGAINING UNIT

The City hereby recognizes the Union as the sole representative of those full-time, regular status, non-supervisory employees in the following positions employed with the City. Nothing contained in this Article shall prohibit employees of the bargaining unit from seeking an election to revoke the authority of the Union to represent them prior to the expiration of this agreement. The Union further agrees that it will not do anything to discriminate against any employee who attempts the decertification of or resignation from the Union. The City agrees that it will take no overt action to aid any organization or association in an effort to decertify the Union during the term of this Agreement. Employees represented by this bargaining agreement are hereby defined as being those persons who are currently employed under the classifications outlined in Article I, Section B, hereof.

B. EMPLOYEE CLASSIFICATIONS

Administrative Assistant (Building, Fire, Parks, Planning, Public Works)
Accounting Clerk
Accounting Technician (Streets)
Accounts Payable Clerk
Audio Video Technician
Building Inspector
Cashier
Computer Operator
Community Service Officer
Computer Technician
Crime Analyst
Electrical Inspector
Emergency Management Coordinator
Engineering Technician (Public Works)

Evidence Technician (Police)
GIS Coordinator
Maintenance Worker I & II (Building, Library, Police)
Payroll Clerk
Plans Examiner
 Plumbing/Mechanical Inspector
Police Records Clerk
Public Safety Dispatcher
Senior Accounting Clerk
Shooting Range Operator
Wastewater Secretary

Additional job classifications may be added to the bargaining unit by mutual written agreement of the parties.

ARTICLE II - HOURS OF WORK

A. SCHEDULES OF WORK

The City shall establish the work week, work day, and hours of work. The work week, work day and hours of work may vary according to the special requirements of any division or program. Hours worked shall include actual hours worked and shall not include paid leave, holidays, and vacation when calculating overtime. The City shall strive to make reasonable efforts so that all changes and work schedules, except in cases of emergency, shall be posted for all affected employees to see at least seventy-two (72) hours before the change is effective. Twenty-eight (28) days notice for shift workers will be provided for long term shift reassignments; however, the City retains the right to reassign at any time for extraordinary circumstances or disciplinary reasons.

B. REST PERIODS

Employees may take a 15-minute rest period during the approximate middle of each one-half (1/2) work day; provided, however, that the granting of such rest periods shall be at such times as are the least disruptive of work in progress. If it is not feasible to grant any such rest periods, employees shall not receive additional pay or additional time off in lieu thereof. Non-shift employees shall be allowed at least one-half hour off, without pay, for a meal as close to the middle of the shift as possible. The employer retains the right to respond to emergency situations by not allowing a rest period. Rest periods shall not be cumulative. Unless prior supervisory approval is given, rest periods shall not be taken before one (1) hour after the employee arrives at work, or one (1) hour before the employee leaves work. Rest periods are considered work time. The provisions of this section may not be used for the purpose of regular and routine denial of rest periods.

C. SHIFT DIFFERENTIAL

A shift differential of twenty-five cents (\$0.25) per hour shall be added to the base hourly wage for persons in the employee classifications listed below who work a **complete** shift that begins between 3:00 p.m. and 11:00 p.m. Employees who work complete shifts from 11:00 p.m. to 7:00 a.m. will receive a shift differential of thirty-five cents (\$0.35) per hour. This does not include persons who work the day shift. Shift differential will only be paid for actual hours worked. Paid leave will not qualify for the shift differential pay.

Public Safety Dispatcher

D. OVERTIME AND COMPENSATORY TIME

1. Non-exempt employees who perform work in excess of forty (40) hours in a workweek, shall be compensated at the rate of one and one-half (1½) times their regular rate of pay for the excess hours worked. Compensation shall be in compensatory time or cash payment, at the option of the employee.

2. Overtime and compensatory time for work shall be accrued and compensated for in one-tenth (1/10) hour units.

3. This article shall not be construed as a guarantee of hours of work per day or per week. Overtime shall not be paid more than once for the same hours worked.

4. For purposes of calculating eligibility for overtime, "hours worked" shall include actual hours worked. Any payment for time not actually worked (leave time) shall not count towards the calculation of overtime.

5. In lieu of payment for overtime hours worked, the City may grant compensatory time off. One and one-half (1½) hours of compensatory time shall be credited for each overtime hour worked. Compensatory time may not be used on a holiday. Compensatory time may be accumulated up to sixty (60) hours annually commencing October 1st. All compensatory time that is not used prior to the last pay period before September 15th of each year shall be paid out in cash to the employee at the regular hourly rate for the hours left in the compensatory time bank. The payout for the unused compensatory time shall occur in the last full pay period prior to or on September 15th, if September 15th is the last pay period of said year. It shall be permissible to use less than eight (8) hours at a time. The compensatory time off shall be taken at a time mutually agreed upon by the employee and his/her supervisor. It is understood that the usage of compensatory time is to be requested prior to being taken and the request may be denied as may any other leave request. Requests for the use of accrued compensatory time shall not be unreasonably denied.

6. All compensatory time must be recorded through the City's payroll system. Compensatory time kept by individual employees or their supervisors will not be recognized and is prohibited.

E. CALL-BACK PAY

In the event an employee is called to duty during his or her off-duty time, and such time does not otherwise merge with his or her regularly-scheduled work schedule, such employee shall be paid at the rate of one and one-half (1 1/2) times their regular rate of pay for the actual number of hours worked, although the employee shall be compensated for no less than two (2) hours at the enhanced rate. Provided, however, that if the employee called back responds and performs the work from a remote location without reporting to the work site, he or she shall be compensated as set forth above, but the minimum compensation will be one (1) hour instead of two (2).

F. WORKING OUT OF CLASS

The department director or his or her designee may temporarily assign an employee to perform the duties and responsibilities of a different position. If the temporary assignment is for a position with a higher pay scale and the employee is assigned to work out of class for more than five (5) consecutive work days, the employee is entitled to compensation, commencing on the sixth (6) day and thereafter, according to the higher pay scale at the level which will entitle the employee to a pay raise of at least 3%. At the end of the assignment, the employee will return to the rate of pay to which he or she would have been entitled to if no out of class assignment had been made.

ARTICLE III - HOLIDAYS AND HOLIDAY PAY

A. HOLIDAYS

The following holidays are observed:

New Year's Day	January 1
Martin Luther King, Jr. Day	Third Monday in January
Memorial Day	Last Monday in May
Independence Day	July 4
Labor Day	First Monday in September
Veterans' Day	November 11
Thanksgiving Day	Fourth Thursday in November
Friday following Thanksgiving	Fourth Friday in November
Christmas Day	December 25

B. HOLIDAY PAY AND HOLIDAY ON PAY

Holiday pay shall consist of straight pay up to eight (8) hours plus additional compensation at the rate of 1.5 times the regular rate of compensation for those who are regularly scheduled to work. For those who are called into work on the holiday, they shall receive as compensation straight pay up to eight (8) hours for the holiday, plus additional compensation at the rate of two

(2) times the regular rate of pay for the actual hours worked as holiday on pay. No compensatory time may be accrued in lieu of being paid Holiday on Pay or Holiday Pay.

C. WEEKEND HOLIDAYS

When a holiday falls on Sunday, the following Monday shall be observed as a holiday; when a holiday falls on Saturday, the preceding Friday shall be observed as the holiday; except, if a shift position or any department that is open and operating twenty-four (24) hours a day seven (7) days a week, then the holiday shall be recognized on its actual day.

D. ELIGIBILITY FOR HOLIDAY PAY

No employee shall be eligible for holiday pay unless he or she is in an active pay status the last regularly scheduled day before the holiday or the first regularly scheduled day after the holiday. Active pay status shall mean any pay status other than leave without pay or suspension without pay.

E. PERSONAL DAY

Two (2) personal leave days will be given to employees each contract year. Two personal leave days will be given in October and must be taken by September 15th. Personal leave days may be taken at any time and may be taken in one (1) hour increments; provided, the time selected by the employee must have the prior approval of the employee's supervisor. The Director or his or her designees will make every effort to grant requested personal leave time; however, it must be approved in advance and will be granted on the basis of work requirements of the department. Use of personal leave will not be unreasonably denied. New employees who begin work on or after April 1 will not be eligible for personal days until the following October 1. Personal leave not taken by the dates set forth above expires and does not carry over. Employees will not be compensated for unused or expired personal leave days.

ARTICLE IV – VACATIONS

A. ELIGIBILITY

All full-time regular status employees are eligible to take vacation leave as it is earned and shall accrue vacation leave in bi-weekly increments as described below. Employees shall not earn or accrue any vacation time during their introductory period. Vacation may be taken at any time and may be taken in one half (1/2) hour increments; provided, the time selected by the employee must have the prior approval of the employee's supervisor. Requests for vacation time will not be unreasonably denied.

B. AMOUNT AUTHORIZED

Authorized vacation leave shall be computed on the following basis:

1. Upon successfully completing the six (6) month introductory period, an employee will have available forty (40) hours of vacation time. The employee will accrue an additional forty (40) hours in the first six (6) months of continuous service following the introductory period.

1.	Years 2 through 4	Eighty (80) Hours
2.	Years 5 through 9	One Hundred Fifteen (115) Hours
3.	Years 10 through 14	One Hundred Thirty-Six (136) Hours
4.	Years 15 through 19	One Hundred Sixty (160) Hours
5.	Years 20 through 24	One Hundred Seventy-Eight (178) Hours
6.	Years 25 +	Two Hundred (200) Hours

All vacation will accrue on a prorated basis using a twenty-six pay period year. Authorized vacation leave for regular employees working fewer than forty (40) hours per week shall be prorated based upon the normally scheduled hours worked. Credit toward vacation leave shall not be earned while an employee is on a leave of absence without pay.

C. VACATION SCHEDULE

1. Vacation leave shall be taken at a time convenient to and approved by the Department Director or supervisor.

2. The Director or his or her designees will make every effort to grant requested vacation time; however, it must be approved in advance and will be granted on the basis of work requirements of the department. Each employee shall take a minimum vacation of five (5) consecutive days. In the event a holiday falls within the mandatory five-day term, such holiday use will satisfy the mandatory term requirements.

D. SENIORITY FOR VACATION AND PERSONAL HOLIDAY PLANNING

The Department Director and/or supervisor shall grant leave on the basis of the work requirements of the City after conferring with employees and recognizing their wishes where possible. Preference in the scheduling of vacation and personal holiday time shall be given to employees within their job classification in order of their total length of employment with the City.

Job classifications with two or more employees will have two (2) vacation schedules that will run consecutively.

1. Prime Vacation Schedule: An employee may make one choice with a minimum of five (5) work days and a maximum of as many consecutive days as said employees has accrued vacation time. Vacation of greater than five (5) work days shall be consecutive work days so that only one block of vacation time is scheduled on the prime vacation schedule. The prime vacation schedule shall be completed by all employees in the effective job classification before the secondary vacation schedule is initiated for that classification.

2. Secondary Vacation Schedule: An employee may make as many selections as said employee has accrued vacation time.

E. VACATION TIME CARRY-OVER

1. An employee will be allowed to carry no more than the maximum amount of vacation that he or she can earn in one year, plus forty (40) hours.

2. An employee who fails to use his or her vacation time through the employee's own decision will not accrue additional vacation after reaching an amount equal to the maximum amount of vacation that he or she can earn in one year plus forty (40) hours.

F. VACATION CREDIT ON TERMINATION AND RETIREMENT

Upon separation, a regular status employee shall be paid for the unused portion of his or her accumulated vacation leave. Employees will not be allowed to schedule vacation at the end of their employment and will not accrue vacation leave or other benefits after their last day physically on the job.

**ARTICLE V
MEDICAL LEAVE, BEREAVEMENT LEAVE, AND FMLA LEAVE**

A. AMOUNT AUTHORIZED

Medical Leave. Medical leave shall be credited to all full-time employees as follows:

1. Eight (8) hours for each full calendar month of service.
2. For a calendar month in which an employee is paid for less than the full standard hours including paid leave, medical leave shall be awarded on a pro-rata basis.

B. USE OF MEDICAL LEAVE

Medical leave may be used under the following circumstances:

1. When an employee is incapacitated by sickness or injury.
2. For medical, dental, or optical examination or treatment.
3. When an employee is exposed to a contagious disease and attendance at duty may jeopardize the health of others.
4. For necessary care and attendance during sickness of a member of the employee's immediate family.

For purposes of medical leave, an immediate family member shall mean a child, spouse, parent, in-laws of the same relation, and other dependents for whom the employee is legally responsible. An employee may use up to eighty (80) hours of medical leave per year to care for immediate family members. In instances where extended care is needed [beyond eighty (80) hours per year], the qualifying family

member must meet the definition of a serious health condition as defined by the Family and Medical Leave Act.

5. When absence is due to alcoholism or drugs, if medically diagnosed by a licensed physician and the employee is receiving assistance and has agreed to an approved course of treatment.
6. Medical leave shall not be granted in advance of accrual.
7. Leave without pay may be granted for sickness extending beyond the earned credits.
8. After six (6) continuous months of service, accrued vacation leave credits may be used for medical leave when medical leave credits have been exhausted.
9. Medical leave shall not continue to accrue while an employee is on unpaid leave.
10. The amount of medical leave charged against an employee's accumulated total shall be computed on the basis of the exact number of hours an employee is scheduled to work when medical leave is utilized; provided, that medical leave shall be debited in no less than one-half (½) hour units.

C. PROOF OF ILLNESS

An employee who is absent for more than three (3) consecutive days because of personal illness or that of a member of his or her immediate family or household shall be required to furnish a statement signed by the attending physician. The Department Director may require this statement or other proof for an absence chargeable to medical leave of any duration.

D. FRAUDULENT USE OF MEDICAL LEAVE

The Department Director or his or her authorized representative may investigate any medical leave taken by any employee. False or fraudulent use of medical leave shall be cause for disciplinary action and may result in dismissal.

E. COMPENSATION FOR UNUSED MEDICAL LEAVE

1. An employee may accumulate medical leave to a maximum of one thousand three hundred thirty-nine (1,339) hours.
2. All employees shall be paid thirty-five percent (35%) for their accumulated medical leave at the time of retirement or death, the rate of compensation to be based on the employee's salary at the time of retirement or death.
3. All employees shall be paid thirty-five percent (35%) for their accumulated medical leave at the time of early retirement, which shall be defined as being at least fifty-five (55) years of age with ten (10) years of service, the rate of compensation to be based on the employee's salary

at the time of early retirement; or an employee who has completed twenty-five (25) years of service. The payout for this medical leave shall go to the employee's VEBA account.

F. NOTIFICATION OF ILLNESS

If an employee is absent for reasons that entitle him or her to medical leave, the employee or a member of employee's household shall notify the employee's supervisor at least thirty (30) minutes prior to scheduled reporting time. If an employee fails to notify such supervisor, when it was reasonably possible to do so, no medical leave shall be approved. Upon return to work, the employee shall submit a leave request to his or her supervisor.

G. FAMILY AND MEDICAL LEAVE ACT POLICY

Employees shall be covered by the City's Family and Medical Leave Act Policy as set forth in the Employee Personnel Rules and Regulations and amendments thereto.

H. USE OF BEREAVEMENT LEAVE

Bereavement leave shall be granted to eligible employees for up to two (2) days per calendar year for non-immediate family members. Non-immediate family member shall mean aunts, uncles, nieces and nephews. Any portion of a work day used for bereavement leave shall be considered a full day of bereavement leave. An employee shall be eligible to use up to three (3) days of paid bereavement leave per occurrence for the death of an immediate family member which includes parents, spouses, children, siblings, grandparents, grandchildren, and in-laws of the same relation, regardless of when it occurs. In addition to the use of bereavement leave as set forth hereafter, medical leave may be granted at the discretion of the Department Director and City Administrator for the death of a member of an employee's immediate family because of unusual circumstances. To attend the funeral of someone other than immediate and non-immediate family, an employee shall take vacation leave.

ARTICLE VI - MILITARY LEAVE

A. MILITARY LEAVE

The provisions relating to military leave shall be as provided by Nebraska Statutes.

ARTICLE VII - COURT LEAVE

A. WHEN AUTHORIZED

An employee who is required to serve as a juror in a federal, state, county, or municipal court, or as a litigant or witness in a case resulting directly from the discharge of his or her duties as an employee, shall be granted court leave with full pay to serve in that capacity; provided, however, that when the employee is a litigant or witness in non-employment related litigation,

such employee shall not be granted court leave but may use vacation leave or compensatory time for the length of such litigation.

B. PROCEDURE

An employee who is called for compensable litigation, witness or jury duty shall present to his or her supervisor the original summons or subpoena from the court, and at the conclusion of such duty.

C. FEES

Fees received for compensable witness and jury service in a federal, state, county or municipal court shall be deposited with the City Finance Director upon the employee's receipt thereof. No employee shall receive witness fees paid from City funds.

ARTICLE VIII - LEAVE WITHOUT PAY

A. PROCEDURE

The provisions relative to leave without pay shall be as follows:

1. Leave without pay may be granted to an employee upon approval of the City when it is in the best interest of the City for any good cause. A Department Director may grant an employee leave without pay for up to thirty (30) days time. Any appointment made to a position vacated by an employee on leave without pay shall be conditional upon the return of the employee on leave.

2. Before an employee may request unpaid leave, he or she must first use all eligible leave balances.

3. When leave without pay is requested pursuant to the Family and Medical Leave Act (FMLA) policy, Articles of this contract shall govern to the extent they are not inconsistent with Federal law.

B. LIMITATIONS

Leave without pay shall be subject to the following provisions:

1. At the expiration of leave without pay, the employee shall return to the position held prior to such leave.

2. Vacation and medical leave credits shall not be earned during leave without pay.

3. Leave without pay shall not constitute a break in service, but time off will not be credited towards retirement.

4. Leave without pay for more than fifteen (15) days during the introductory period shall not be counted as part of that period, but the employee to whom such leave has been granted shall be allowed to complete his or her introductory period on return from leave.

5. Failure to report at the beginning of the next scheduled workday following the expiration of a leave of absence shall be considered resignation unless excused by the City after reasonable notice.

6. An employee on leave without pay shall be permitted to maintain health insurance coverage under the group policy at his or her own expense during such permitted leave without pay.

ARTICLE IX – WORKERS COMPENSATION

A. POLICY

Any employee covered by this contract who sustains an on-the-job injury compensable under the Nebraska Workers Compensation Act shall receive workers compensation benefits as allowed under the Nebraska Workers' Compensation law.

B. SUBROGATION

To the fullest extent permitted by law, the City of Grand Island, its insurers, and third-party administrators reserve the right of subrogation because of workers compensation benefits or medical expenses paid or to be paid to or on behalf of any employee who is injured or disabled by a third party, and reserves the right to (i) pursue collection from the employee of any money paid by the third party to the extent of payments by the City, its insurers, and third-party administrators, and (ii) pursue collection from any such third party.

C. LIGHT DUTY POLICY

The City may provide light duty work when possible for a defined period of time, not to exceed one hundred fifty (150) days, for employees that are injured due to a work related situation. Employees will follow the City's Light Duty Policy. The commencement of light duty work and/or modified duty work shall be immediately from the date of disability. Any employee who does not willingly return to light duty work who is released by a doctor to do so, shall not be entitled to supplement worker's compensation benefits with injury or medical leave.

ARTICLE X - GENERAL PROVISIONS CONCERNING LEAVE

A. ABSENCE WITHOUT APPROVAL

An employee who is absent from duty without approval shall receive no pay for the duration of the absence, and unless there is a legitimate reason for the absence, shall be subject to

disciplinary action. An employee who is absent without approval for three (3) consecutive days is considered to have resigned unless waived by the City.

B. LEAVE REQUEST

For all leaves except unforeseeable medical leave or other emergency situations, a leave request, indicating the kind of leave, duration, and dates of departure and return, must be approved prior to taking leave. In the case of unforeseeable medical leave or other emergency situation, the request shall be completed and submitted for approval upon the employee's return to duty. Unless a leave request approved by the supervisor substantiates an absence, an employee shall not be paid for any absence from scheduled work hours.

ARTICLE XI - RETIREMENT SAVINGS PLAN

A. RETIREMENT SAVINGS PLAN

The City agrees that the employees covered under this agreement will participate in the City's mandatory retirement defined contribution savings plan. Employees shall contribute through deductions from pay six (6) percent of gross earnings and shall be matched six (6) percent by the City. Employee eligibility is effective on date of employment. A five (5) year vesting schedule applies to the City's contributions.

B. AMENDMENTS

The City reserves the right to change the retirement savings plan in accordance with mandatory existing and future statutes or federal legislation or regulations.

ARTICLE XII - SENIORITY

A. SENIORITY

1. Seniority shall accrue to an employee from his or her first day of employment with the City and shall vest upon completion of the employee's probationary period.

2. Continuous service as used in Section 1 hereof means an employee's total continuous length of service with the City without break or interruption; provided, that lay-off of one (1) year or less, any suspension for disciplinary purposes, absence on authorized leave with or without pay, absence while receiving temporary total disability benefits under the Nebraska Worker's Compensation Act, and any absence due to serving as a union officer or official whether elected or appointed, shall not constitute a break or interruption in service within the meaning of this Article.

3. After an employee satisfactorily completes his or her initial introductory period of employment with the City, his or her seniority shall be effective from the date on which the employee was hired.

4. A list of employees arranged in order of their seniority as defined herein will be made available for examination by employees upon request by the union.

5. Where two or more employees were hired in the bargaining unit on the same date, their seniority standing shall be determined in the order in which they filed their application for such employment.

6. Whenever it is determined to be in the best interest of the City to reduce its workforce, the factors that will be taken into consideration, in no particular order of importance, shall include, but are not limited to:

- The employment policies and staffing needs of the department, together with contracts, ordinances, and statutes related thereto and budgetary considerations;
- Required federal, state, or local certifications or licenses;
- Seniority;
- The performance appraisal of the employees affected, including any recent or pending disciplinary actions;
- The knowledge, skills and abilities of the employee; and
- The multiple job skills recently or currently being performed by the employee.

A determination will be made as to the classifications to be affected by a reduction in force and the number of employees to be laid off. A determination as to whether any employees within a job classification should be exempted from consideration due to the existence of a required federal, state, or local certification, or license will also be made at this time.

Employees laid off under this reduction in force policy shall be eligible for recall for a period of two (2) years after layoff. If, within two (2) years after layoff, a new position is opened within the reduced job classification for the department, the employee shall be recalled in the reverse order of layoff. After two (2) years, the employee will have no preference for rehire.

7. If the City elects to fill a position or promote from within a pool of existing City employees, the factors to be considered may include, but are not limited to, those factors listed for consideration for reductions in the workforce in this article.

ARTICLE XIII - RATES OF PAY FOR WORK PERFORMED

A. SURVEY

The City and the Union surveyed the following array of cities to determine current labor market comparable salaries and benefits for work performed in the various job classifications

covered by this agreement: Ames, Iowa; Iowa City, Iowa, Jefferson City, Missouri, Lawrence, Kansas, Sioux City, Iowa, St. Joseph, Missouri, Rapid City, South Dakota and Manhattan, Kansas. Said array conforms to the standards established by the Nebraska Commission of Industrial Relations (CIR). Using the survey results, the Union and the City established a pay range for each class of work covered by this agreement.

B. 2018 - 2019 FISCAL YEAR

See Exhibit A, attached hereto, effective the first full pay period on or after October 1, 2018.

C. 2019 - 2020 FISCAL YEAR

See Exhibit B, attached hereto, effective the first full pay period on or after October 1, 2019.

D. 2020 - 2021 FISCAL YEAR

See Exhibit C, attached hereto, effective the first full pay period on or after October 1, 2020.

E. FUTURE CHANGES AND RATE OF PAY

It is understood and agreed that payment of future rates is contingent upon the City adopting budget statements and appropriations for ordinances sufficient to fund such payments and salary ordinances authorizing such payments. The Union acknowledges that the City must comply with the Nebraska Budget Act.

F. PAY PLAN

1. Employees, prior to advancing in step or grade, shall be evaluated. Employees will be considered for pay schedule step increases upon the following schedule. Such adjustments in pay shall be effective on the first day of a pay period falling on or immediately after the classification anniversary. Prior to advancing in a step or grade, employees will be evaluated on their performance at least annually. An employee must have satisfactory performance ratings in order to receive an increase in pay, other than a salary table adjustment.

Step 1 Entry Level

Steps 2 - 8 Upon the successful completion of the anniversary of the employee's hire date or the anniversary date of the employee's promotion or demotion.

2. The introductory period for new employees shall be six (6) months, unless otherwise extended by the Department Director.

3. Employees received the highest possible rating may be considered for more than a one-step increase when recommended by the Department Director.

4. In no case shall any employee be advanced beyond the maximum rate of pay grade for his or her class of position.

G. LONGEVITY

Effective the first full pay period in October 2018, in addition to an employee's base salary provided for elsewhere in this Agreement, each employee of the bargaining unit shall annually receive longevity pay based upon the total length of service with the City. Such pay shall be effective beginning with the first full pay period following completion of the specified years of service. Payment shall be made on a prorated basis on each regular pay day. The following annual longevity pay rate schedule shall apply:

5 years	\$ 226.00 (Beginning 6th Year)
10 years	\$ 443.00 (Beginning 11th Year)
15 years	\$ 624.00 (Beginning 16th Year)
20 years	\$ 796.00 (Beginning 21st Year)
25 years	\$ 994.00 (Beginning 26st Year)
40 years	\$1,174.00 (Beginning 41st Year)

H. TRAINER PAY

The hourly rates for Community Service Officers training new Community Service Officers shall increase three percent (3%) during the training period.

ARTICLE XIV - EMPLOYEE RELATIONS

A. GENERAL

Every employee shall fulfill conscientiously the duties and responsibilities of his or her position. Every employee shall conduct himself or herself at all times in a manner which reflects credit on the City. Every employee shall be impartial in all of his or her official acts and shall in no way endanger nor give occasion for distrust of his or her impartiality.

B. MEMBERSHIP IN UNION

1. An employee shall have the right to join or refrain from joining this union.
2. This union shall not exert pressure on any employee to join it.
3. The union shall not discriminate in membership on the basis of race, religion, national origin, color, age, gender, disability status, or political affiliation.
4. At any meeting between a representative of the City and an employee in which discipline (including warnings which are to be recorded in the personnel file, suspension, demotion, or discharge for cause) is to be announced, the employee may request representation from the Union.

5. The City agrees to allow the Union access to new hires within the Service/Clerical/Finance bargaining unit for up to thirty (30) minutes during orientation.

C. DISCIPLINE PROCEDURES

Chapters 1, 2 and 3 of the City Personnel Rules in effect as of 10/15/2014 and as may be amended if agreed to by both parties, shall apply to all disciplinary procedures for members of this bargaining unit. In the case of suspension without pay, demotion, or termination, the employee or the Union may request non-binding arbitration as set forth below if they are dissatisfied with the Mayor's determination if a Mayoral hearing is requested as outlined in the Personnel Rules.

If Arbitration is requested by either party for termination, demotion, and/or suspension an impartial Arbitrator shall be selected in the following manner. The Federal Mediation and Conciliation Service shall be requested to furnish a listing of seven (7) available Arbitrators. From this listing, the City and the Union shall alternately strike names three (3) names each. The remaining named Arbitrator on the listing shall be designated to act as Arbitrator to the dispute.

1. As soon as possible after the selection of the Arbitrator, the Arbitrator shall meet with the City and the Union to give due consideration to the dispute. A decision, in writing, from the Arbitrator shall be forwarded to both parties of the dispute within thirty (30) calendar days after the final meeting concerning the dispute. The decision by the Arbitrator shall be non-binding on the parties thereto.
2. In each case submitted to the Arbitrator, the Arbitrator shall make written findings setting forth the reasons for his/her decision, referring to the express provision of the Agreement interpreted and applied, the manner in which either party failed to perform such provision and the decision by the Arbitrator as to how it should be performed in accordance with the terms of this Agreement.

D. EXPENSES OF ARBITRATION

Each party shall bear the expense of preparing and presenting its own case and the expense of the Arbitrator, and incidental expenses mutually agreed to in advance shall be borne equally by the parties hereto.

ARTICLE XV – GRIEVANCE PROCEDURE

An alleged grievance arising from an employee shall be handled either by following the City Personnel Rules, or the Grievance Procedure in the manner described below. The employee must choose, prior to beginning the process, to either follow the Personnel Rules or this Grievance Procedure – the employee may not do both. The employee must make this choice within three (3) business days.

A grievance for the purpose of this Agreement refers to a question of the interpretation of the terms of the labor agreement between the City and the Union.

First Step - Any employee who believes that he or she has a justifiable request or grievance shall discuss the request or complaint within five (5) work days with his or her foreman, with or without the Union steward being present, as the employee may elect, in an attempt to settle same.

The foregoing procedure, if followed in good faith by both parties, should lead to a fair and speedy solution of most of the complaints arising out of the day to day operations of City government. However, if a complaint or request has not been satisfactorily resolved in Step 1, it may be presented and must be in writing and processed in Step 2 if the Union steward determines that it constitutes a meritorious grievance. A grievance, to be considered beyond Step 1, must be filed in writing with the foreman on forms provided by the City.

Second Step - If the alleged grievance is determined to be valid, the employee or his or her designated representative shall present it within ten (10) work days after the discussion with the foreman. The supervisor shall notify the employee in writing, within five (5) work days of his or her decision.

Third Step - If the grievance is not settled to the satisfaction of the employee, the employee or designated representative shall present it to the head of the department in writing within five (5) work days of the receipt of the decision of the immediate supervisor. The head of the department, or his or her designated representative, shall consider the grievance and shall notify the employee in writing of a decision within five (5) work days of the receipt of the grievance.

Fourth Step - If the grievance is not settled to the satisfaction of the employee, the employee or designated representative shall present it in writing to the Human Resources Director within three (3) work days after the decision of the Department Director. The Human Resources Director shall investigate the case within seven (7) work days and make a recommendation to the Chief Administrative Officer. The Chief Administrative Officer shall notify the employee of the decision made and of any action taken within seven (7) work days of the receipt of the grievance.

Fifth Step - If the grievance is not settled by the Chief Administrative Officer to the satisfaction of the employee, the employee may appeal, in writing, within ten (10) days of the receipt of the Chief Administrative Officer's decision to the arbitration. The arbitration procedure established in this step shall extend only to those grievances which are arbitrable under this agreement. The arbitration procedure shall be as follows:

- a. The City and the Union shall obtain from the Federal Mediation and Conciliation Service a list of five (5) arbitrators. The City and Union shall take turns striking arbitrators until there is one left. The Union shall have the first strike. After the Union uses its first strike, the City shall exercise their first strike. The Union shall then exercise their final strike followed by the City exercising their final strike. A finding or award of the Arbitrator shall be advisory upon the parties.

b. The procedure to be followed in submitting the grievance to the Arbitrator shall, unless agreed upon by the parties prior to the hearing, be determined by the Arbitrator.

i. It is understood and agreed between the parties that the decision of the Arbitrator, constituted as set forth above, shall be advisory upon the parties, and that the Arbitrator's jurisdiction shall be limited to the application of this contract. The Arbitrator does not have the jurisdiction to amend, alter, enlarge, or ignore any provision of this contract.

ii. The expenses of the Arbitrator shall be shared equally between the City and the Union.

iii. It is specifically agreed that grievances shall not be combined for purposes of submitting them to arbitration. Only one grievance shall be heard in an arbitration proceeding.

iv. If the City raises the question as to whether a grievance is arbitrable under this section, the Arbitrator will not proceed under the assumption that the grievance is, in fact, arbitrable but must specifically rule on such question with the reason given therefor as part of their written decision. The Arbitrator may rule on the arbitrability and the merits in the same hearing.

ARTICLE XVI - OTHER BENEFITS

A. MEDICAL INSURANCE

The City agrees to provide health, dental, and long-term disability insurance during the term of this agreement for the employee and employee's dependents at the same benefit level and employee contribution level as provided to other City employees not governed by a collective bargaining agreement under the City's general group insurance plans. The City's general group insurance plan year runs from October 1 through September 30 of each year.

The City agrees to establish and maintain an employee advisory committee to aid in obtaining medical and dental insurance.

An employee who is on approved leave of absence without pay, for non-FMLA purposes, will not be removed from coverage under the City's health and dental insurance unless they are disqualified by the plan. The employee shall be allowed to participate in the plan and pay the entire premium.

B. CAFETERIA PLAN

The City agrees to maintain a cafeteria plan that meets the specific requirements of and regulations of Section 125 of the Internal Revenue Code.

C. LIFE INSURANCE

The City will provide a life insurance policy for the employees at a level of Fifty Thousand and No/100 Dollars (\$50,000.00).Such policy shall contain an option allowing the employee to purchase additional term insurance as provided by the plan. The premium for the optional insurance shall be paid by the employee.

D. UNION BULLETIN BOARD

The City agrees to provide space for the Union to erect a bulletin board for each division of sufficient size for the posting of notices of union meetings, union elections, union election results, union appointments to office, and union recreational or social affairs. Any material posted on said bulletin board(s) shall either be on union stationery or otherwise authenticated and authorized by an officer of the union. No item may be posted on the bulletin board(s) unless the item has been approved for posting by the Mayor or his or her designated representative and such approval shall not be unreasonably withheld.

E. SAFETY COMMITTEE

The City shall maintain an appropriate safety committee and the Union shall be able to have a representative participate on said committee.

F. TRAVEL TIME REIMBURSEMENT

If an employee has to travel for approved City purposes other than a normal commute to and from his or her primary place of work (e.g., work related seminars and training), the employee will receive mileage and compensation consistent with Federal and State law.

G. TUITION AND BOOK REIMBURSEMENT PROGRAM

Tuition and book reimbursement shall be available, subject to the following restrictions, for the purpose of enhancing the knowledge and skills of employees to better perform their current duties within the confine stated below:

1. **Qualification Process.** The determination of whether a request qualifies for the tuition reimbursement program shall be made by the Department Director and City Administrator based upon the following considerations:

- a. There is budget authority.
- b. The course is to be a core course offered by an accredited college or university which is directly related to the job of the employee and books and fees are necessary for the course.
- c. There is Department Director and City Administrator approval.
- d. The employee requesting reimbursement is not eligible for any other assistance programs.

2. **Approval Process.** To receive tuition reimbursement, the employee must submit a "Tuition Request Form", which shall contain the qualification information discussed above, as well as the employee's financial request prior to beginning the course. Reimbursement approval is limited as follows:

- a. Base tuition and necessary books and fees only.
- b. If the employee is eligible for other assistance programs, the City will provide secondary benefits only.

3. **Reimbursement Process.** Any employee requesting tuition reimbursement shall submit a grade report, documentation of payment of reimbursable costs, and the tuition request form to the Human Resources Department for processing for payroll. A grade of "B" or higher will qualify for reimbursement at 100% of the amount allowed and a grade of "C" to "B-" will qualify for 85% of the allowed amount.

4. **Service Requirement.** Tuition reimbursement is available to regular status full-time employees.

5. **Eligibility Requirements.** Payment for tuition reimbursement shall be limited as follows:

- a. No tuition reimbursement shall be available until after the completion of the introductory period. Requests for reimbursement and supporting documentation must be turned in within thirty (30) days after completing the course.

6. **Effective Date.** The tuition reimbursement program is a non-retroactive policy and shall go into effect on the date of the ratification of this contract.

The City makes no commitment to provide for the total cost of a higher education course or for all courses leading to a degree. Each course shall be evaluated separately on its merit by the Department Director and the City Administrator to determine eligibility for tuition and related expense reimbursement. Doctoral or PhD level classes and degree programs are not eligible for reimbursement. To be eligible for reimbursement, the course must also be a course or program offered by an accredited college or university.

H. BILINGUAL PAY

Employees who are proficient in an approved second language will be paid One Thousand Five Hundred and No/100 Dollars (\$1,500.00) per calendar year, payable in the second check in November. In order for an employee to collect bilingual pay, the employee must be actively employed in November. The Department Director will determine whether bilingual skills are needed based upon the interaction of the department with the public. If bilingual skills are needed, the Department Director will determine which languages are "approved" based upon the needs of the department as they relate to the demographics of Grand Island.

A test will be given by the Human Resources Department to test the proficiency of the employees in each approved language before an employee is eligible for bilingual pay. The bilingual test will measure, among other things, an employee's conversational ability.

Bilingual pay will be prorated based on the employee's average hours worked. An employee that is hired as an interpreter will not be eligible for bilingual pay.

I. VOLUNTARY EMPLOYEE BENEFITS ASSOCIATION (VEBA)

All employees will be eligible to participate in the group VEBA. A contribution will be made on the employee's behalf each pay period in the amount of Twenty and No/100 Dollars (\$20.00). Employees will have access to the money in their VEBA account for eligible medical expenses upon termination with the City.

J. UNIFORMS

The City shall provide for new Community Service Officer (CSO) employees covered under this contract upon hire, uniform items consisting of: two (2) long sleeved shirts; two (2) short sleeved shirts; two (2) pairs of pants; two (2) pairs of shorts; one (1) hat or visor; and one (1) coat.

The City shall provide a uniform allowance to be paid at the rate of Twenty-Five Dollars (\$25.00) per pay period per full-time employee. The City shall provide and replace, to each CSO covered by this agreement, equipment specific to the position.

The employee will be responsible for the replacement of unserviceable garments. Replacement garments shall meet departmental uniform standards. Management reserves the right to mandate the replacement of unserviceable garments.

The City shall provide for new Police Record Clerk employees covered under this contract upon hire, uniform items consisting of three (3) short sleeve shirts. Upon completion of the employee introductory period, the City shall provide two (2) additional short sleeve shirts. Thereafter, the City shall provide two (2) short sleeve shirts annually. A Police Record Clerk may substitute one (1) short sleeve shirt for a jacket provided the employee pays the cost difference.

ARTICLE XVII - MANAGEMENT RIGHTS

A. OPERATION IN BEST INTEREST OF CITY

The City has endorsed the practices and procedures of collective bargaining as an orderly way to conduct its relations with this group of employees, provided, that the City, acting through its chief administrative officer, retains the right to effectively operate in a reasonable and efficient manner to serve the best interests of all the citizens of the City.

B. STATUTORY AND ORDINANCE RIGHTS

This agreement in no way changes the power of the City to exercise any and all powers vested in it by the statutes of the State of Nebraska and the Grand Island City Code except as limited by the terms of this agreement and the principles of collective bargaining and labor law.

C. OTHER RIGHTS

It is understood and agreed that the City possesses the sole right to operate and conduct municipal functions and that all management rights repose in it, but that such rights must be exercised consistently with the other provisions of this contract. These rights include but are not limited to the following:

- a. Discipline or discharge for matters arising under this agreement or the City's Personnel Rules and Regulations.
- b. Direct the work force.
- c. Hire, assign, or transfer employees.
- d. Determine the mission of the City.
- e. Determine the methods, means, number of personnel needed to carry out the City's mission.
- f. Introduce new or improved methods or facilities.
- g. Change existing methods or facilities.
- h. Contract out for goods or services.
- i. Reductions in workforce in the best interests of the City.
- j. The right to classify jobs and allocate individual employees to appropriate classifications based upon duty assignment.

D. PRIOR AGREEMENTS SUPERSEDED

This document constitutes the sole and complete arrangement between the parties. The parties acknowledge that they have had the opportunity to present and discuss proposals on any subject which is (or may be) subject to collective bargaining. Any prior commitment or agreement between the employer and the Union or any individual employee covered by this agreement is hereby superseded.

E. MATTERS NOT MENTIONED

Any and all matters not specifically mentioned in this agreement are reserved to the City. Such matters reserved to the City and all matters specified in Paragraph "C" above (except "a", covering discipline and discharge for just cause) as management rights shall not be subject to the grievance procedures or negotiations during the life of this agreement. Matters that are mandatory topics of collective bargaining under applicable law will not be amended without mutual agreement during the term of this contract. All provisions of Chapters One, Two, and Three of the City Personnel Rules and Regulations now in effect not in conflict with this contract are by this reference made a part of this Agreement and shall not be amended unless agreed upon by both the Union and the City.

F. INDUSTRIAL RELATIONS

All industrial relations functions of the City shall be handled by the Mayor or his or her designated representative. The Union will not approve or encourage its membership to engage in industrial relations functions with anyone other than the Mayor or his or her designated representative.

G. PERSONNEL FUNCTIONS

All personnel functions of the City shall be handled by a duly designated representative of the Mayor or Chief Administrative Officer. The Union agrees that it shall deal with the City only through the Chief Administrative Officer, or his or her designated representative.

H. MEMBERS OF CITY COUNCIL

The Union and its membership agree that it will not contact or deal with any of the members of the City Council concerning any aspects of negotiations, grievances, or any other relationship between the Union and the City.

ARTICLE XVIII - GENERAL PROVISIONS

1. a. No representative of the Union shall be permitted to come on any job site of the City for any reason without first presenting his or her credentials to the Mayor or Department Director, and obtaining permission to come on the job site of the City. Such permission shall not be unreasonably withheld.

b. Stewards shall be selected by the Union to conduct lawful functions on behalf of the employees in the bargaining unit. The Union shall furnish the City with the names of any stewards selected. All stewards shall be regular full time employees of the City. Stewards shall report to the department director or the director's designee prior to leaving work to perform the steward's duties and upon the return to work after performing such duties. Time off to perform such duties is not an unlimited right and reasonable restrictions may be imposed by the City consistent with this contract and applicable labor laws. Such leave will be without pay unless the employees requests to use accumulated vacation or personal leave.

2. The Union agrees that it or its members will not solicit membership in the Union or otherwise carry on Union activities during working hours.

3. The City agrees not to discriminate against any employee on the basis of race, creed, color, sex, age, or national origin, as provided by law.

4. The City and the Union agree not to interfere with the right of employees to become or not to become members of the Union, and further, that there shall be no discrimination or coercion against any employee because of union membership or non-membership.

5. The employer will not aid, promote or finance any labor group or organization which purports to engage in collective bargaining or make any agreement with any individual, group, or organization for the purpose of undermining the Union or which is in conflict with this agreement.

6. The Union agrees to indemnify and hold the City harmless against any and all claims, suits, orders, or judgments brought or issued against the City as a result of any action taken or not taken by the City under this Article. This Article shall become null and void for the remaining life of the contract, effective immediately, in the event the union or its members participate in a strike, slowdown, work stoppage, or other intentional interruption of operation.

ARTICLE XIX - STRIKES AND LOCKOUTS

1. Neither the Union nor any of its officers, agents, or employees will instigate, promote, sponsor, engage in, or condone any strike, slowdown, concerted stoppage of work, or any other intentional interruption of the operations of the City, regardless of the reason for so doing. Any or all employees who violate any of the provisions of this Article may be summarily discharged or disciplined by the City.

2. The City will not lock out any employees during the term of the agreement as a result of a labor dispute with the union.

ARTICLE XX - DURATION OF CONTRACT

1. All of the terms, rights, obligations, benefits and conditions of this agreement will expire on its termination.

2. This agreement shall continue in full force and effect until Midnight on September 30, 2021.

Negotiations for a new agreement to take effect upon the termination of this agreement may begin on January 1st of the year of termination of this agreement with the expectation to start no later than February 1st of that year and the expectation is that it be completed no later than April 30th for budget preparation purposes unless an extension is agreed to by both the Union and the City.

ARTICLE XXI- GENERAL PROVISIONS FOR UNION ACTIVITY

A. PAYROLL DEDUCTION

Upon receipt of a properly executed written request for payroll deduction of Union membership dues signed by any regular permanent employee, the Department shall: (1) make payroll deductions in accordance with that authorization card from such employee's wages and payments, and (2) remit the amount so deducted to the business manager of Local 1597, I.B.E.W. of America. The City will not withhold any initiation fees, assessments, special or otherwise, nor any funds from an employee's pay for the benefit of the Union other than the regular monthly Union dues as set forth herein.

B. REQUEST FORMS

Requests for payroll deduction or revocation of said Union membership dues must be made on the form approved by the Union and the Department.

C. UNION CERTIFICATION

By written certification, the business manager of the I.B.E.W. shall keep the Department currently informed of the amount of regular Union membership dues for the pay period. Standard annual dues increases shall not require new authorization cards from each employee.

D. INDEMNIFICATION

The Union shall indemnify and save the City harmless against any and all claims, demands, suits or other forms of liability that may arise out of or by reason of action taken or not taken by the City for the purpose of complying with the provisions of this part, or in reliance on any dues deduction card furnished under the provisions of this part or on any certification by the business manager of the I.B.E.W.

E. STRIKES, ETC.

This Article shall become null and void for the remaining life of the contract, effective immediately, in the event the Union or its members participate in a strike, slowdown, work stoppage, or other intentional interruption of the City operations.

ARTICLE XXII- SEVERABILITY

If any of the provisions of agreement are subsequently declared by the proper legislative or judicial authority to be unlawful, unenforceable, or not in accordance with applicable statutes or ordinances, all other provisions of the agreement shall remain full force and effect for the duration of the agreement. Both parties shall then meet and attempt to negotiate a substitute.

It is understood and agreed that payment of future rates is contingent upon the City adopting budget statements and appropriations or ordinances sufficient to fund such payments and salary

ordinances authorizing such payments. The union acknowledges that the City must comply with the Nebraska Budget Act.

ARTICLE XXIII - SCOPE OF AGREEMENT

A. COMPLETE AGREEMENT

The parties mutually agree that this contract constitutes the entire Agreement and understanding concerning all proper subjects of collective bargaining for the duration of the contract between the parties and supersedes all previous agreements. This contract shall not be modified, altered, changed or amended in any respect unless in writing and signed by both parties. There are no oral agreements nor is this Agreement based upon any oral representation covering the subject matter of this Agreement.

B. INTERPRETATION

This Agreement has been executed in accordance with the statutes and the laws of the State of Nebraska and the United States of America, and any dispute, disagreement, or litigation arising under this Agreement shall be adjudged in accordance with the statutes and laws of the State of Nebraska and of the United States of America.

C. NEGOTIATIONS

The parties agree that the negotiations preceding the signing of this Agreement included negotiations on all proper subjects of bargaining and that all negotiations were conducted in accordance with all applicable federal and state requirements.

ARTICLE XXIV - C.I.R. WAIVER

As a result of negotiations, and in consideration of this entire collective bargaining agreement, the Union, on behalf of all of its members, hereby knowingly, intelligently, and voluntarily waives its right to file any proceedings with the Nebraska Commission of Industrial Relations (CIR) alleging lack of comparability with respect to any wages, fringe benefits or any other conditions of employment with respect to the time period between October 1, 2018 through September 30, 2021.

IN WITNESS WHEREOF, the parties hereto have executed this agreement on the day and year first above written.

CITY OF GRAND ISLAND, NEBRASKA, A MUNICIPAL CORPORATION

BY 
JEREMY L. JENSEN, MAYOR

ATTEST 
RANA E EDWARDS, CITY CLERK

Dated 8/20/2018

I.B.E.W. LOCAL No. 1597

BY 
PRESIDENT LOCAL No. 1597

Dated 8-15-18

CHIEF STEWARD LOCAL No. 1597

IBEW SERVICE/CLERICAL/FINANCE SALARY TABLE

FY 2018 - 2019 EXHIBIT A

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
ACCT CLERK 1003	HOURLY	17.7758	18.5884	19.4382	20.3268	21.2560	22.2277	23.2439	24.2708
	BIWEEKLY	1,422.06	1,487.07	1,555.06	1,626.14	1,700.48	1,778.22	1,859.51	1,941.66
	MONTHLY	3,081.13	3,221.99	3,369.30	3,523.30	3,684.37	3,852.81	4,028.94	4,206.93
	ANNUAL	36,973.56	38,663.82	40,431.56	42,279.64	44,212.48	46,233.72	48,347.26	50,483.16

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
ACCT TECH STR 1005	HOURLY	19.9200	20.7449	21.6040	22.4987	23.4304	24.4007	25.4112	26.4282
	BIWEEKLY	1,593.60	1,659.59	1,728.32	1,799.90	1,874.43	1,952.06	2,032.90	2,114.26
	MONTHLY	3,452.80	3,595.78	3,744.69	3,899.78	4,061.27	4,229.46	4,404.62	4,580.90
	ANNUAL	41,433.60	43,149.34	44,936.32	46,797.40	48,735.18	50,753.56	52,855.40	54,970.76

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
ACCTS PAY CLERK 1135	HOURLY	18.4984	19.4823	20.5185	21.6098	22.7592	23.9696	25.2445	26.5419
	BIWEEKLY	1,479.87	1,558.58	1,641.48	1,728.78	1,820.74	1,917.57	2,019.56	2,123.35
	MONTHLY	3,206.39	3,376.92	3,556.54	3,745.69	3,944.94	4,154.74	4,375.71	4,600.59
	ANNUAL	38,476.62	40,523.08	42,678.48	44,948.28	47,339.24	49,856.82	52,508.56	55,207.10

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
ADM AST BLDG PT 1007	HOURLY	20.0426	21.1074	22.2289	23.4099	24.6536	25.9634	27.3429	28.7466
	BIWEEKLY	1,603.41	1,688.59	1,778.31	1,872.79	1,972.29	2,077.07	2,187.43	2,299.73
	MONTHLY	3,474.06	3,658.61	3,853.01	4,057.71	4,273.30	4,500.32	4,739.43	4,982.75
	ANNUAL	41,688.66	43,903.34	46,236.06	48,692.54	51,279.54	54,003.82	56,873.18	59,792.98

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
ADMIN ASST BLDG 1008	HOURLY	20.0426	21.1074	22.2289	23.4099	24.6536	25.9634	27.3429	28.7466
	BIWEEKLY	1,603.41	1,688.59	1,778.31	1,872.79	1,972.29	2,077.07	2,187.43	2,299.73
	MONTHLY	3,474.06	3,658.61	3,853.01	4,057.71	4,273.30	4,500.32	4,739.43	4,982.75
	ANNUAL	41,688.66	43,903.34	46,236.06	48,692.54	51,279.54	54,003.82	56,873.18	59,792.98

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
ADMIN ASST FIRE 1010	HOURLY	20.0426	21.1074	22.2289	23.4099	24.6536	25.9634	27.3429	28.7466
	BIWEEKLY	1,603.41	1,688.59	1,778.31	1,872.79	1,972.29	2,077.07	2,187.43	2,299.73
	MONTHLY	3,474.06	3,658.61	3,853.01	4,057.71	4,273.30	4,500.32	4,739.43	4,982.75
	ANNUAL	41,688.66	43,903.34	46,236.06	48,692.54	51,279.54	54,003.82	56,873.18	59,792.98

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
ADMN ASST PKS 1105	HOURLY	20.0426	21.1074	22.2289	23.4099	24.6536	25.9634	27.3429	28.7466
	BIWEEKLY	1,603.41	1,688.59	1,778.31	1,872.79	1,972.29	2,077.07	2,187.43	2,299.73
	MONTHLY	3,474.06	3,658.61	3,853.01	4,057.71	4,273.30	4,500.32	4,739.43	4,982.75
	ANNUAL	41,688.66	43,903.34	46,236.06	48,692.54	51,279.54	54,003.82	56,873.18	59,792.98

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
ADMIN ASST PLAN 1011	HOURLY	20.0426	21.1074	22.2289	23.4099	24.6536	25.9634	27.3429	28.7466
	BIWEEKLY	1,603.41	1,688.59	1,778.31	1,872.79	1,972.29	2,077.07	2,187.43	2,299.73
	MONTHLY	3,474.06	3,658.61	3,853.01	4,057.71	4,273.30	4,500.32	4,739.43	4,982.75
	ANNUAL	41,688.66	43,903.34	46,236.06	48,692.54	51,279.54	54,003.82	56,873.18	59,792.98

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
ADMIN ASST PW 1012	HOURLY	20.4207	21.5154	22.6687	23.8839	25.1642	26.5132	27.9344	29.3814
	BIWEEKLY	1,633.66	1,721.23	1,813.50	1,910.71	2,013.14	2,121.06	2,234.75	2,350.51
	MONTHLY	3,539.60	3,729.33	3,929.25	4,139.87	4,361.80	4,595.63	4,841.96	5,092.77
	ANNUAL	42,475.16	44,751.98	47,151.00	49,678.46	52,341.64	55,147.56	58,103.50	61,113.26

IBEW SERVICE/CLERICAL/FINANCE SALARY TABLE

FY 2018 - 2019 EXHIBIT A

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
AUDIO VIDEO TEC	HOURLY	21.2374	22.2564	23.3243	24.4435	25.6164	26.8455	28.1336	29.4381
1020	BIWEEKLY	1,698.99	1,780.51	1,865.94	1,955.48	2,049.31	2,147.64	2,250.69	2,355.05
	MONTHLY	3,681.15	3,857.77	4,042.87	4,236.87	4,440.17	4,653.22	4,876.50	5,102.61
	ANNUAL	44,173.74	46,293.26	48,514.44	50,842.48	53,282.06	55,838.64	58,517.94	61,231.30

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
BLDG INSPECTOR	HOURLY	22.7509	23.9889	25.2943	26.6707	28.1221	29.6524	31.2659	32.9099
1025	BIWEEKLY	1,820.07	1,919.11	2,023.54	2,133.66	2,249.77	2,372.19	2,501.27	2,632.79
	MONTHLY	3,943.49	4,158.07	4,384.34	4,622.93	4,874.50	5,139.75	5,419.42	5,704.38
	ANNUAL	47,321.82	49,896.86	52,612.04	55,475.16	58,494.02	61,676.94	65,033.02	68,452.54

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
CASHIER	HOURLY	17.2814	18.0739	18.9027	19.7695	20.6760	21.6242	22.6158	23.6180
1039	BIWEEKLY	1,382.51	1,445.91	1,512.22	1,581.56	1,654.08	1,729.94	1,809.26	1,889.44
	MONTHLY	2,995.44	3,132.81	3,276.48	3,426.71	3,583.84	3,748.20	3,920.06	4,093.79
	ANNUAL	35,945.26	37,593.66	39,317.72	41,120.56	43,006.08	44,978.44	47,040.76	49,125.44

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
COM SERV OFFCR	HOURLY	16.6145	17.4011	18.2250	19.0879	19.9916	20.9381	21.9294	22.9328
1043	BIWEEKLY	1,329.16	1,392.09	1,458.00	1,527.03	1,599.33	1,675.05	1,754.35	1,834.62
	MONTHLY	2,879.85	3,016.20	3,159.00	3,308.57	3,465.22	3,629.28	3,801.09	3,975.01
	ANNUAL	34,558.16	36,194.34	37,908.00	39,702.78	41,582.58	43,551.30	45,613.10	47,700.12

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
COMPUTER OPRTR	HOURLY	23.8896	24.8979	25.9487	27.0439	28.1853	29.3749	30.6147	31.8635
1045	BIWEEKLY	1,911.17	1,991.83	2,075.90	2,163.51	2,254.82	2,349.99	2,449.18	2,549.08
	MONTHLY	4,140.87	4,315.63	4,497.78	4,687.61	4,885.44	5,091.65	5,306.56	5,523.01
	ANNUAL	49,690.42	51,787.58	53,973.40	56,251.26	58,625.32	61,099.74	63,678.68	66,276.08

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
COMPUTER TECH	HOURLY	24.7416	25.8453	26.9982	28.2026	29.4607	30.7749	32.1477	33.5337
1055	BIWEEKLY	1,979.33	2,067.62	2,159.86	2,256.21	2,356.86	2,461.99	2,571.82	2,682.70
	MONTHLY	4,288.55	4,479.84	4,679.70	4,888.46	5,106.53	5,334.31	5,572.28	5,812.52
	ANNUAL	51,462.58	53,758.12	56,156.36	58,661.46	61,278.36	64,011.74	66,867.32	69,750.20

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
CRIME ANALYST	HOURLY	22.6482	23.7036	24.8081	25.9642	27.1740	28.4403	29.7656	31.1060
1057	BIWEEKLY	1,811.86	1,896.29	1,984.65	2,077.14	2,173.92	2,275.22	2,381.25	2,488.48
	MONTHLY	3,925.70	4,108.63	4,300.08	4,500.47	4,710.16	4,929.64	5,159.38	5,391.71
	ANNUAL	47,108.36	49,303.54	51,600.90	54,005.64	56,521.92	59,155.72	61,912.50	64,700.48

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
ELEC INSPECTOR	HOURLY	22.8055	24.0356	25.3320	26.6983	28.1383	29.6559	31.2555	32.8844
1065	BIWEEKLY	1,824.44	1,922.85	2,026.56	2,135.86	2,251.06	2,372.47	2,500.44	2,630.75
	MONTHLY	3,952.95	4,166.18	4,390.88	4,627.70	4,877.30	5,140.35	5,417.62	5,699.96
	ANNUAL	47,435.44	49,994.10	52,690.56	55,532.36	58,527.56	61,684.22	65,011.44	68,399.50

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
EMER MGM COORD	HOURLY	20.4171	21.5121	22.6659	23.8815	25.1623	26.5119	27.9337	29.3814
1070	BIWEEKLY	1,633.37	1,720.97	1,813.27	1,910.52	2,012.98	2,120.95	2,234.70	2,350.51
	MONTHLY	3,538.97	3,728.77	3,928.75	4,139.46	4,361.46	4,595.39	4,841.85	5,092.77
	ANNUAL	42,467.62	44,745.22	47,145.02	49,673.52	52,337.48	55,144.70	58,102.20	61,113.26

IBEW SERVICE/CLERICAL/FINANCE SALARY TABLE

FY 2018 - 2019 EXHIBIT A

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
ENG TECH PW	HOURLY	22.3539	23.4847	24.6728	25.9209	27.2322	28.6098	30.0571	31.5264
1075	BIWEEKLY	1,788.31	1,878.78	1,973.82	2,073.67	2,178.58	2,288.78	2,404.57	2,522.11
	MONTHLY	3,874.67	4,070.69	4,276.61	4,492.95	4,720.26	4,959.02	5,209.90	5,464.57
	ANNUAL	46,496.06	48,848.28	51,319.32	53,915.42	56,643.08	59,508.28	62,518.82	65,574.86

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
EVIDENCE TECH	HOURLY	17.9858	18.9899	20.0499	21.1692	22.3509	23.5986	24.9160	26.2599
1080	BIWEEKLY	1,438.86	1,519.19	1,603.99	1,693.54	1,788.07	1,887.89	1,993.28	2,100.79
	MONTHLY	3,117.53	3,291.58	3,475.31	3,669.34	3,874.15	4,090.43	4,318.77	4,551.71
	ANNUAL	37,410.36	39,498.94	41,703.74	44,032.04	46,489.82	49,085.14	51,825.28	54,620.54

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
GIS COORDINATOR	HOURLY	28.7388	30.2821	31.9084	33.6220	35.4276	37.3302	39.3350	41.3762
1090	BIWEEKLY	2,299.10	2,422.57	2,552.67	2,689.76	2,834.21	2,986.42	3,146.80	3,310.10
	MONTHLY	4,981.38	5,248.90	5,530.79	5,827.81	6,140.79	6,470.58	6,818.07	7,171.88
	ANNUAL	59,776.60	62,986.82	66,369.42	69,933.76	73,689.46	77,646.92	81,816.80	86,062.60

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
MAINT WRK I BLD	HOURLY	16.8177	17.6027	18.4244	19.2844	20.1845	21.1267	22.1128	23.1103
1095	BIWEEKLY	1,345.42	1,408.22	1,473.95	1,542.75	1,614.76	1,690.14	1,769.02	1,848.82
	MONTHLY	2,915.08	3,051.14	3,193.56	3,342.63	3,498.65	3,661.97	3,832.88	4,005.78
	ANNUAL	34,980.92	36,613.72	38,322.70	40,111.50	41,983.76	43,943.64	45,994.52	48,069.32

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
MAINT WRK I LBR	HOURLY	16.8177	17.6027	18.4244	19.2844	20.1845	21.1267	22.1128	23.1103
1098	BIWEEKLY	1,345.42	1,408.22	1,473.95	1,542.75	1,614.76	1,690.14	1,769.02	1,848.82
	MONTHLY	2,915.08	3,051.14	3,193.56	3,342.63	3,498.65	3,661.97	3,832.88	4,005.78
	ANNUAL	34,980.92	36,613.72	38,322.70	40,111.50	41,983.76	43,943.64	45,994.52	48,069.32

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
MAINT WRK I POL	HOURLY	16.8177	17.6027	18.4244	19.2844	20.1845	21.1267	22.1128	23.1103
1097	BIWEEKLY	1,345.42	1,408.22	1,473.95	1,542.75	1,614.76	1,690.14	1,769.02	1,848.82
	MONTHLY	2,915.08	3,051.14	3,193.56	3,342.63	3,498.65	3,661.97	3,832.88	4,005.78
	ANNUAL	34,980.92	36,613.72	38,322.70	40,111.50	41,983.76	43,943.64	45,994.52	48,069.32

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
MAINT WRKII BLD	HOURLY	18.4044	19.2190	20.0695	20.9578	21.8853	22.8539	23.8654	24.8862
1100	BIWEEKLY	1,472.35	1,537.52	1,605.56	1,676.62	1,750.82	1,828.31	1,909.23	1,990.90
	MONTHLY	3,190.09	3,331.29	3,478.71	3,632.68	3,793.44	3,961.34	4,136.67	4,313.62
	ANNUAL	38,281.10	39,975.52	41,744.56	43,592.12	45,521.32	47,536.06	49,639.98	51,763.40

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
MAINT WRKII LIB	HOURLY	18.4044	19.2190	20.0695	20.9578	21.8853	22.8539	23.8654	24.8862
1102	BIWEEKLY	1,472.35	1,537.52	1,605.56	1,676.62	1,750.82	1,828.31	1,909.23	1,990.90
	MONTHLY	3,190.09	3,331.29	3,478.71	3,632.68	3,793.44	3,961.34	4,136.67	4,313.62
	ANNUAL	38,281.10	39,975.52	41,744.56	43,592.12	45,521.32	47,536.06	49,639.98	51,763.40

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
MAINT WRKII POL	HOURLY	18.4044	19.2190	20.0695	20.9578	21.8853	22.8539	23.8654	24.8862
1101	BIWEEKLY	1,472.35	1,537.52	1,605.56	1,676.62	1,750.82	1,828.31	1,909.23	1,990.90
	MONTHLY	3,190.09	3,331.29	3,478.71	3,632.68	3,793.44	3,961.34	4,136.67	4,313.62
	ANNUAL	38,281.10	39,975.52	41,744.56	43,592.12	45,521.32	47,536.06	49,639.98	51,763.40

IBEW SERVICE/CLERICAL/FINANCE SALARY TABLE

FY 2018 - 2019 EXHIBIT A

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
PAYROLL CLERK 1107	HOURLY	18.6910	19.5169	20.3792	21.2797	22.2200	23.2018	24.2270	25.2615
	BIWEEKLY	1,495.28	1,561.35	1,630.34	1,702.38	1,777.60	1,856.14	1,938.16	2,020.92
	MONTHLY	3,239.77	3,382.93	3,532.40	3,688.49	3,851.47	4,021.64	4,199.35	4,378.66
	ANNUAL	38,877.28	40,595.10	42,388.84	44,261.88	46,217.60	48,259.64	50,392.16	52,543.92

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
PLANS EXAMINER 1120	HOURLY	23.3889	24.6636	26.0077	27.4251	28.9198	30.4959	32.1580	33.8515
	BIWEEKLY	1,871.11	1,973.09	2,080.62	2,194.01	2,313.58	2,439.67	2,572.64	2,708.12
	MONTHLY	4,054.07	4,275.03	4,508.01	4,753.69	5,012.76	5,285.95	5,574.05	5,867.59
	ANNUAL	48,648.86	51,300.34	54,096.12	57,044.26	60,153.08	63,431.42	66,888.64	70,411.12

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
PLMB/MCH INSP 1127	HOURLY	22.8092	24.0270	25.3099	26.6612	28.0847	29.5842	31.1637	32.7715
	BIWEEKLY	1,824.74	1,922.16	2,024.79	2,132.90	2,246.78	2,366.74	2,493.10	2,621.72
	MONTHLY	3,953.60	4,164.68	4,387.05	4,621.28	4,868.02	5,127.94	5,401.72	5,680.39
	ANNUAL	47,443.24	49,976.16	52,644.54	55,455.40	58,416.28	61,535.24	64,820.60	68,164.72

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
POL REC CLRK 1130	HOURLY	16.7092	17.5724	18.4801	19.4347	20.4387	21.4945	22.6048	23.7332
	BIWEEKLY	1,336.74	1,405.79	1,478.41	1,554.78	1,635.10	1,719.56	1,808.38	1,898.66
	MONTHLY	2,896.27	3,045.88	3,203.22	3,368.69	3,542.72	3,725.71	3,918.16	4,113.76
	ANNUAL	34,755.24	36,550.54	38,438.66	40,424.28	42,512.60	44,708.56	47,017.88	49,365.16

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
PBL SFTY DSPTCH 1035	HOURLY	18.4432	19.3698	20.3428	21.3648	22.4381	23.5654	24.7493	25.9508
	BIWEEKLY	1,475.46	1,549.58	1,627.42	1,709.18	1,795.05	1,885.23	1,979.94	2,076.06
	MONTHLY	3,196.83	3,357.42	3,526.08	3,703.22	3,889.28	4,084.67	4,289.87	4,498.13
	ANNUAL	38,361.96	40,289.08	42,312.92	44,438.68	46,671.30	49,015.98	51,478.44	53,977.56

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
PBL SFTY DS/911 1037	HOURLY	18.4432	19.3698	20.3428	21.3648	22.4381	23.5654	24.7493	25.9508
	BIWEEKLY	1,475.46	1,549.58	1,627.42	1,709.18	1,795.05	1,885.23	1,979.94	2,076.06
	MONTHLY	3,196.83	3,357.42	3,526.08	3,703.22	3,889.28	4,084.67	4,289.87	4,498.13
	ANNUAL	38,361.96	40,289.08	42,312.92	44,438.68	46,671.30	49,015.98	51,478.44	53,977.56

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
PBL SFTY DS/WRLS 1038	HOURLY	18.4432	19.3698	20.3428	21.3648	22.4381	23.5654	24.7493	25.9508
	BIWEEKLY	1,475.46	1,549.58	1,627.42	1,709.18	1,795.05	1,885.23	1,979.94	2,076.06
	MONTHLY	3,196.83	3,357.42	3,526.08	3,703.22	3,889.28	4,084.67	4,289.87	4,498.13
	ANNUAL	38,361.96	40,289.08	42,312.92	44,438.68	46,671.30	49,015.98	51,478.44	53,977.56

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
SR ACCT CLK 1147	HOURLY	19.7576	20.6226	21.5255	22.4679	23.4516	24.4783	25.5500	26.6310
	BIWEEKLY	1,580.61	1,649.81	1,722.04	1,797.43	1,876.13	1,958.26	2,044.00	2,130.48
	MONTHLY	3,424.66	3,574.59	3,731.09	3,894.43	4,064.95	4,242.90	4,428.67	4,616.04
	ANNUAL	41,095.86	42,895.06	44,773.04	46,733.18	48,779.38	50,914.76	53,144.00	55,392.48

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
SHOOTRANGE OPER 1140	HOURLY	24.2995	25.3746	26.4971	27.6693	28.8934	30.1716	31.5064	32.8535
	BIWEEKLY	1,943.96	2,029.97	2,119.77	2,213.54	2,311.47	2,413.73	2,520.51	2,628.28
	MONTHLY	4,211.91	4,398.27	4,592.84	4,796.00	5,008.19	5,229.75	5,461.11	5,694.61
	ANNUAL	50,542.96	52,779.22	55,114.02	57,552.04	60,098.22	62,756.98	65,533.26	68,335.28

IBEW SERVICE/CLERICAL/FINANCE SALARY TABLE

FY 2018 - 2019 EXHIBIT A

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
SHT RNG OPR RFL	HOURLY	24.2995	25.3746	26.4971	27.6693	28.8934	30.1716	31.5064	32.8535
1141	BIWEEKLY	1,943.96	2,029.97	2,119.77	2,213.54	2,311.47	2,413.73	2,520.51	2,628.28
	MONTHLY	4,211.91	4,398.27	4,592.84	4,796.00	5,008.19	5,229.75	5,461.11	5,694.61
	ANNUAL	50,542.96	52,779.22	55,114.02	57,552.04	60,098.22	62,756.98	65,533.26	68,335.28

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
WWTP SECR	HOURLY	18.8374	19.7922	20.7954	21.8495	22.9570	24.1206	25.3432	26.5845
1200	BIWEEKLY	1,506.99	1,583.38	1,663.63	1,747.96	1,836.56	1,929.65	2,027.46	2,126.76
	MONTHLY	3,265.15	3,430.66	3,604.53	3,787.25	3,979.21	4,180.91	4,392.83	4,607.98
	ANNUAL	39,181.74	41,167.88	43,254.38	45,446.96	47,750.56	50,170.90	52,713.96	55,295.76

IBEW SERVICE/CLERICAL/FINANCE SALARY TABLE

FY 2019 - 2020 EXHIBIT B

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
ACCT CLERK	HOURLY	17.7758	18.6653	19.5992	20.5799	21.6097	22.6910	23.8264	25.0186
1003	BIWEEKLY	1,422.06	1,493.22	1,567.94	1,646.39	1,728.78	1,815.28	1,906.11	2,001.49
	MONTHLY	3,081.13	3,235.31	3,397.20	3,567.18	3,745.69	3,933.11	4,129.91	4,336.56
	ANNUAL	36,973.56	38,823.72	40,766.44	42,806.14	44,948.28	47,197.28	49,558.86	52,038.74

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
ACCT TECH STR	HOURLY	20.6086	21.4403	22.3055	23.2057	24.1422	25.1165	26.1301	27.1846
1005	BIWEEKLY	1,648.69	1,715.22	1,784.44	1,856.46	1,931.38	2,009.32	2,090.41	2,174.77
	MONTHLY	3,572.16	3,716.31	3,866.29	4,022.33	4,184.66	4,353.53	4,529.22	4,712.00
	ANNUAL	42,865.94	44,595.72	46,395.44	48,267.96	50,215.88	52,242.32	54,350.66	56,544.02

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
ACCTS PAY CLERK	HOURLY	19.2750	20.2729	21.3224	22.4263	23.5873	24.8084	26.0928	27.4436
1135	BIWEEKLY	1,542.00	1,621.83	1,705.79	1,794.10	1,886.98	1,984.67	2,087.42	2,195.49
	MONTHLY	3,341.00	3,513.97	3,695.88	3,887.22	4,088.46	4,300.12	4,522.74	4,756.90
	ANNUAL	40,092.00	42,167.58	44,350.54	46,646.60	49,061.48	51,601.42	54,272.92	57,082.74

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
ADM AST BLDG PT	HOURLY	20.0426	21.1023	22.2181	23.3928	24.6297	25.9319	27.3030	28.7466
1007	BIWEEKLY	1,603.41	1,688.18	1,777.45	1,871.42	1,970.38	2,074.55	2,184.24	2,299.73
	MONTHLY	3,474.06	3,657.72	3,851.14	4,054.74	4,269.16	4,494.86	4,732.52	4,982.75
	ANNUAL	41,688.66	43,892.68	46,213.70	48,656.92	51,229.88	53,938.30	56,790.24	59,792.98

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
ADMIN ASST BLDG	HOURLY	20.0426	21.1023	22.2181	23.3928	24.6297	25.9319	27.3030	28.7466
1008	BIWEEKLY	1,603.41	1,688.18	1,777.45	1,871.42	1,970.38	2,074.55	2,184.24	2,299.73
	MONTHLY	3,474.06	3,657.72	3,851.14	4,054.74	4,269.16	4,494.86	4,732.52	4,982.75
	ANNUAL	41,688.66	43,892.68	46,213.70	48,656.92	51,229.88	53,938.30	56,790.24	59,792.98

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
ADMIN ASST FIRE	HOURLY	20.0426	21.1023	22.2181	23.3928	24.6297	25.9319	27.3030	28.7466
1010	BIWEEKLY	1,603.41	1,688.18	1,777.45	1,871.42	1,970.38	2,074.55	2,184.24	2,299.73
	MONTHLY	3,474.06	3,657.72	3,851.14	4,054.74	4,269.16	4,494.86	4,732.52	4,982.75
	ANNUAL	41,688.66	43,892.68	46,213.70	48,656.92	51,229.88	53,938.30	56,790.24	59,792.98

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
ADMN ASST PKS	HOURLY	20.0426	21.1023	22.2181	23.3928	24.6297	25.9319	27.3030	28.7466
1105	BIWEEKLY	1,603.41	1,688.18	1,777.45	1,871.42	1,970.38	2,074.55	2,184.24	2,299.73
	MONTHLY	3,474.06	3,657.72	3,851.14	4,054.74	4,269.16	4,494.86	4,732.52	4,982.75
	ANNUAL	41,688.66	43,892.68	46,213.70	48,656.92	51,229.88	53,938.30	56,790.24	59,792.98

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
ADMIN ASST PLAN	HOURLY	20.0426	21.1023	22.2181	23.3928	24.6297	25.9319	27.3030	28.7466
1011	BIWEEKLY	1,603.41	1,688.18	1,777.45	1,871.42	1,970.38	2,074.55	2,184.24	2,299.73
	MONTHLY	3,474.06	3,657.72	3,851.14	4,054.74	4,269.16	4,494.86	4,732.52	4,982.75
	ANNUAL	41,688.66	43,892.68	46,213.70	48,656.92	51,229.88	53,938.30	56,790.24	59,792.98

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
ADMIN ASST PW	HOURLY	20.7989	21.9179	23.0972	24.3399	25.6494	27.0294	28.4837	30.0162
1012	BIWEEKLY	1,663.91	1,753.43	1,847.78	1,947.19	2,051.95	2,162.35	2,278.70	2,401.30
	MONTHLY	3,605.14	3,799.10	4,003.52	4,218.91	4,445.89	4,685.09	4,937.18	5,202.82
	ANNUAL	43,261.66	45,589.18	48,042.28	50,626.94	53,350.70	56,221.10	59,246.20	62,433.80

IBEW SERVICE/CLERICAL/FINANCE SALARY TABLE

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		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
AUDIO VIDEO TEC	HOURLY	22.6223	23.6495	24.7233	25.8459	27.0194	28.2463	29.5288	30.8696
1020	BIWEEKLY	1,809.78	1,891.96	1,977.86	2,067.67	2,161.55	2,259.70	2,362.30	2,469.57
	MONTHLY	3,921.19	4,099.25	4,285.36	4,479.95	4,683.36	4,896.02	5,118.32	5,350.74
	ANNUAL	47,054.28	49,190.96	51,424.36	53,759.42	56,200.30	58,752.20	61,419.80	64,208.82

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
BLDG INSPECTOR	HOURLY	23.1441	24.4613	25.8535	27.3249	28.8800	30.5237	32.2609	34.0970
1025	BIWEEKLY	1,851.53	1,956.90	2,068.28	2,185.99	2,310.40	2,441.90	2,580.87	2,727.76
	MONTHLY	4,011.65	4,239.95	4,481.27	4,736.31	5,005.87	5,290.78	5,591.89	5,910.15
	ANNUAL	48,139.78	50,879.40	53,775.28	56,835.74	60,070.40	63,489.40	67,102.62	70,921.76

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
CASHIER	HOURLY	17.7704	18.5887	19.4447	20.3401	21.2768	22.2565	23.2814	24.3535
1039	BIWEEKLY	1,421.63	1,487.10	1,555.58	1,627.21	1,702.14	1,780.52	1,862.51	1,948.28
	MONTHLY	3,080.20	3,222.05	3,370.42	3,525.62	3,687.97	3,857.79	4,035.44	4,221.27
	ANNUAL	36,962.38	38,664.60	40,445.08	42,307.46	44,255.64	46,293.52	48,425.26	50,655.28

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
COM SERV OFFCR	HOURLY	16.8469	17.6711	18.5356	19.4424	20.3936	21.3913	22.4379	23.5356
1043	BIWEEKLY	1,347.75	1,413.69	1,482.85	1,555.39	1,631.49	1,711.30	1,795.03	1,882.85
	MONTHLY	2,920.13	3,063.00	3,212.84	3,370.01	3,534.90	3,707.82	3,889.23	4,079.51
	ANNUAL	35,041.50	36,755.94	38,554.10	40,440.14	42,418.74	44,493.80	46,670.78	48,954.10

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
COMPUTER DPRTR	HOURLY	23.8896	24.9440	26.0449	27.1944	28.3946	29.6478	30.9563	32.3226
1045	BIWEEKLY	1,911.17	1,995.52	2,083.59	2,175.55	2,271.57	2,371.82	2,476.50	2,585.81
	MONTHLY	4,140.87	4,323.63	4,514.45	4,713.69	4,921.74	5,138.94	5,365.75	5,602.59
	ANNUAL	49,690.42	51,883.52	54,173.34	56,564.30	59,060.82	61,667.32	64,389.00	67,231.06

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
COMPUTER TECH	HOURLY	24.8770	26.0905	27.3631	28.6978	30.0976	31.5658	33.1055	34.7203
1055	BIWEEKLY	1,990.16	2,087.24	2,189.05	2,295.82	2,407.81	2,525.26	2,648.44	2,777.62
	MONTHLY	4,312.01	4,522.35	4,742.94	4,974.28	5,216.92	5,471.40	5,738.29	6,018.18
	ANNUAL	51,744.16	54,268.24	56,915.30	59,691.32	62,603.06	65,656.76	68,859.44	72,218.12

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
CRIME ANALYST	HOURLY	23.6446	24.6308	25.6580	26.7282	27.8429	29.0042	30.2139	31.4740
1057	BIWEEKLY	1,891.57	1,970.46	2,052.64	2,138.26	2,227.43	2,320.34	2,417.11	2,517.92
	MONTHLY	4,098.40	4,269.33	4,447.39	4,632.90	4,826.10	5,027.40	5,237.07	5,455.49
	ANNUAL	49,180.82	51,231.96	53,368.64	55,594.76	57,913.18	60,328.84	62,844.86	65,465.92

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
ELEC INSPECTOR	HOURLY	23.2534	24.5550	25.9295	27.3810	28.9137	30.5322	32.2412	34.0460
1065	BIWEEKLY	1,860.27	1,964.40	2,074.36	2,190.48	2,313.10	2,442.58	2,579.30	2,723.68
	MONTHLY	4,030.59	4,256.20	4,494.45	4,746.04	5,011.72	5,292.26	5,588.48	5,901.31
	ANNUAL	48,367.02	51,074.40	53,933.36	56,952.48	60,140.60	63,507.08	67,061.80	70,815.68

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
EMER MGM COORD	HOURLY	20.7916	21.9113	23.0914	24.3350	25.6456	27.0267	28.4823	30.0162
1070	BIWEEKLY	1,663.33	1,752.90	1,847.31	1,946.80	2,051.65	2,162.14	2,278.58	2,401.30
	MONTHLY	3,603.88	3,797.95	4,002.51	4,218.07	4,445.24	4,684.64	4,936.92	5,202.82
	ANNUAL	43,246.58	45,575.40	48,030.06	50,616.80	53,342.90	56,215.64	59,243.08	62,433.80

IBEW SERVICE/CLERICAL/FINANCE SALARY TABLE

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		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
ENG TECH PW	HOURLY	23.0241	24.1832	25.4007	26.6794	28.0226	29.4333	30.9151	32.4715
1075	BIWEEKLY	1,841.93	1,934.66	2,032.06	2,134.35	2,241.81	2,354.66	2,473.21	2,597.72
	MONTHLY	3,990.85	4,191.76	4,402.80	4,624.43	4,857.26	5,101.76	5,358.62	5,628.39
	ANNUAL	47,890.18	50,301.16	52,833.56	55,493.10	58,287.06	61,221.16	64,303.46	67,540.72

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
EVIDENCE TECH	HOURLY	18.9149	19.9598	21.0624	22.2260	23.4538	24.7494	26.1167	27.5594
1080	BIWEEKLY	1,513.19	1,596.78	1,684.99	1,778.08	1,876.30	1,979.95	2,089.34	2,204.75
	MONTHLY	3,278.58	3,459.69	3,650.81	3,852.51	4,065.32	4,289.89	4,526.90	4,776.96
	ANNUAL	39,342.94	41,516.28	43,809.74	46,230.08	48,783.80	51,478.70	54,322.84	57,323.50

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
GIS COORDINATOR	HOURLY	29.6004	31.2878	33.0714	34.9566	36.9494	39.0557	41.2821	43.6354
1090	BIWEEKLY	2,368.03	2,503.02	2,645.71	2,796.53	2,955.95	3,124.46	3,302.57	3,490.83
	MONTHLY	5,130.73	5,423.21	5,732.37	6,059.15	6,404.56	6,769.66	7,155.57	7,563.47
	ANNUAL	61,568.78	65,078.52	68,788.46	72,709.78	76,854.70	81,235.96	85,866.82	90,761.58

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
MAINT WRK I BLD	HOURLY	16.8177	17.6368	18.4958	19.3966	20.3412	21.3319	22.3709	23.4604
1095	BIWEEKLY	1,345.42	1,410.94	1,479.66	1,551.73	1,627.30	1,706.55	1,789.67	1,876.83
	MONTHLY	2,915.08	3,057.04	3,205.93	3,362.08	3,525.82	3,697.53	3,877.62	4,066.47
	ANNUAL	34,980.92	36,684.44	38,471.16	40,344.98	42,309.80	44,370.30	46,531.42	48,797.58

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
MAINT WRK I LBR	HOURLY	16.8177	17.6368	18.4958	19.3966	20.3412	21.3319	22.3709	23.4604
1098	BIWEEKLY	1,345.42	1,410.94	1,479.66	1,551.73	1,627.30	1,706.55	1,789.67	1,876.83
	MONTHLY	2,915.08	3,057.04	3,205.93	3,362.08	3,525.82	3,697.53	3,877.62	4,066.47
	ANNUAL	34,980.92	36,684.44	38,471.16	40,344.98	42,309.80	44,370.30	46,531.42	48,797.58

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
MAINT WRK I POL	HOURLY	16.8177	17.6368	18.4958	19.3966	20.3412	21.3319	22.3709	23.4604
1097	BIWEEKLY	1,345.42	1,410.94	1,479.66	1,551.73	1,627.30	1,706.55	1,789.67	1,876.83
	MONTHLY	2,915.08	3,057.04	3,205.93	3,362.08	3,525.82	3,697.53	3,877.62	4,066.47
	ANNUAL	34,980.92	36,684.44	38,471.16	40,344.98	42,309.80	44,370.30	46,531.42	48,797.58

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
MAINT WRKII BLD	HOURLY	19.0859	19.9199	20.7902	21.6987	22.6468	23.6363	24.6691	25.7470
1100	BIWEEKLY	1,526.87	1,593.59	1,663.22	1,735.90	1,811.74	1,890.90	1,973.53	2,059.76
	MONTHLY	3,308.22	3,452.78	3,603.64	3,761.12	3,925.44	4,096.95	4,275.98	4,462.81
	ANNUAL	39,698.62	41,433.34	43,243.72	45,133.40	47,105.24	49,163.40	51,311.78	53,553.76

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
MAINT WRKII LIB	HOURLY	19.0859	19.9199	20.7902	21.6987	22.6468	23.6363	24.6691	25.7470
1102	BIWEEKLY	1,526.87	1,593.59	1,663.22	1,735.90	1,811.74	1,890.90	1,973.53	2,059.76
	MONTHLY	3,308.22	3,452.78	3,603.64	3,761.12	3,925.44	4,096.95	4,275.98	4,462.81
	ANNUAL	39,698.62	41,433.34	43,243.72	45,133.40	47,105.24	49,163.40	51,311.78	53,553.76

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
MAINT WRKII POL	HOURLY	19.0859	19.9199	20.7902	21.6987	22.6468	23.6363	24.6691	25.7470
1101	BIWEEKLY	1,526.87	1,593.59	1,663.22	1,735.90	1,811.74	1,890.90	1,973.53	2,059.76
	MONTHLY	3,308.22	3,452.78	3,603.64	3,761.12	3,925.44	4,096.95	4,275.98	4,462.81
	ANNUAL	39,698.62	41,433.34	43,243.72	45,133.40	47,105.24	49,163.40	51,311.78	53,553.76

IBEW SERVICE/CLERICAL/FINANCE SALARY TABLE

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		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
PAYROLL CLERK 1107	HOURLY	19.6062	20.5233	21.4832	22.4881	23.5400	24.6410	25.7936	27.0001
	BIWEEKLY	1,568.50	1,641.86	1,718.66	1,799.05	1,883.20	1,971.28	2,063.49	2,160.01
	MONTHLY	3,398.42	3,557.36	3,723.76	3,897.94	4,080.27	4,271.11	4,470.90	4,680.02
	ANNUAL	40,781.00	42,688.36	44,685.16	46,775.30	48,963.20	51,253.28	53,650.74	56,160.26
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
PLANS EXAMINER 1120	HOURLY	23.4249	24.7639	26.1795	27.6760	29.2581	30.9306	32.6986	34.5678
	BIWEEKLY	1,873.99	1,981.11	2,094.36	2,214.08	2,340.65	2,474.45	2,615.89	2,765.42
	MONTHLY	4,060.31	4,292.41	4,537.78	4,797.17	5,071.41	5,361.31	5,667.76	5,991.74
	ANNUAL	48,723.74	51,508.86	54,453.36	57,566.08	60,856.90	64,335.70	68,013.14	71,900.92
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
PLMB/MCH INSP 1127	HOURLY	23.2607	24.5383	25.8861	27.3079	28.8078	30.3901	32.0593	33.8202
	BIWEEKLY	1,860.86	1,963.06	2,070.89	2,184.63	2,304.62	2,431.21	2,564.74	2,705.62
	MONTHLY	4,031.86	4,253.30	4,486.93	4,733.37	4,993.34	5,267.62	5,556.94	5,862.18
	ANNUAL	48,382.36	51,039.56	53,843.14	56,800.38	59,920.12	63,211.46	66,683.24	70,346.12
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
POL REC CLRK 1130	HOURLY	17.2105	18.0953	19.0255	20.0036	21.0319	22.1132	23.2500	24.4452
	BIWEEKLY	1,376.84	1,447.62	1,522.04	1,600.29	1,682.55	1,769.06	1,860.00	1,955.62
	MONTHLY	2,983.15	3,136.51	3,297.75	3,467.30	3,645.53	3,832.96	4,030.00	4,237.18
	ANNUAL	35,797.84	37,638.12	39,573.04	41,607.54	43,746.30	45,995.56	48,360.00	50,846.12
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
PBL SFTY DSPTCH 1035	HOURLY	19.9030	20.7995	21.7364	22.7156	23.7388	24.8081	25.9256	27.0934
	BIWEEKLY	1,592.24	1,663.96	1,738.91	1,817.25	1,899.10	1,984.65	2,074.05	2,167.47
	MONTHLY	3,449.85	3,605.25	3,767.64	3,937.38	4,114.72	4,300.08	4,493.78	4,696.19
	ANNUAL	41,398.24	43,262.96	45,211.66	47,248.50	49,376.60	51,600.90	53,925.30	56,354.22
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
PBL SFTY DS/911 1037	HOURLY	19.9030	20.7995	21.7364	22.7156	23.7388	24.8081	25.9256	27.0934
	BIWEEKLY	1,592.24	1,663.96	1,738.91	1,817.25	1,899.10	1,984.65	2,074.05	2,167.47
	MONTHLY	3,449.85	3,605.25	3,767.64	3,937.38	4,114.72	4,300.08	4,493.78	4,696.19
	ANNUAL	41,398.24	43,262.96	45,211.66	47,248.50	49,376.60	51,600.90	53,925.30	56,354.22
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
PBL SFTY DS/WRLS 1038	HOURLY	19.9030	20.7995	21.7364	22.7156	23.7388	24.8081	25.9256	27.0934
	BIWEEKLY	1,592.24	1,663.96	1,738.91	1,817.25	1,899.10	1,984.65	2,074.05	2,167.47
	MONTHLY	3,449.85	3,605.25	3,767.64	3,937.38	4,114.72	4,300.08	4,493.78	4,696.19
	ANNUAL	41,398.24	43,262.96	45,211.66	47,248.50	49,376.60	51,600.90	53,925.30	56,354.22
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
SR ACCT CLK 1147	HOURLY	19.8226	20.7680	21.7585	22.7962	23.8835	25.0226	26.2160	27.4663
	BIWEEKLY	1,585.81	1,661.44	1,740.68	1,823.70	1,910.68	2,001.81	2,097.28	2,197.30
	MONTHLY	3,435.92	3,599.79	3,771.47	3,951.35	4,139.81	4,337.26	4,544.11	4,760.82
	ANNUAL	41,231.06	43,197.44	45,257.68	47,416.20	49,677.68	52,047.06	54,529.28	57,129.80
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
SHOOTRANGE OPER 1140	HOURLY	25.2024	26.3030	27.4516	28.6503	29.9015	31.2072	32.5700	33.9923
	BIWEEKLY	2,016.19	2,104.24	2,196.13	2,292.02	2,392.12	2,496.58	2,605.60	2,719.38
	MONTHLY	4,368.41	4,559.19	4,758.28	4,966.04	5,182.93	5,409.26	5,645.47	5,891.99
	ANNUAL	52,420.94	54,710.24	57,099.38	59,592.52	62,195.12	64,911.08	67,745.60	70,703.88

IBEW SERVICE/CLERICAL/FINANCE SALARY TABLE

FY 2019 - 2020 EXHIBIT B

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
SHT RNG OPR RFL	HOURLY	25.2024	26.3030	27.4516	28.6503	29.9015	31.2072	32.5700	33.9923
1141	BIWEEKLY	2,016.19	2,104.24	2,196.13	2,292.02	2,392.12	2,496.58	2,605.60	2,719.38
	MONTHLY	4,368.41	4,559.19	4,758.28	4,966.04	5,182.93	5,409.26	5,645.47	5,891.99
	ANNUAL	52,420.94	54,710.24	57,099.38	59,592.52	62,195.12	64,911.08	67,745.60	70,703.88

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
WWTP SECR	HOURLY	19.4007	20.3797	21.4081	22.4884	23.6232	24.8153	26.0676	27.3830
1200	BIWEEKLY	1,552.06	1,630.38	1,712.65	1,799.07	1,889.86	1,985.22	2,085.41	2,190.64
	MONTHLY	3,362.80	3,532.49	3,710.74	3,897.99	4,094.70	4,301.31	4,518.39	4,746.39
	ANNUAL	40,353.56	42,389.88	44,528.90	46,775.82	49,136.36	51,615.72	54,220.66	56,956.64

IBEW SERVICE/CLERICAL/FINANCE SALARY TABLE

FY 2020 - 2021 EXHIBIT C

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
ACCT CLERK	HOURLY	17.7758	18.7440	19.7649	20.8414	21.9765	23.1735	24.4356	25.7665
1003	BIWEEKLY	1,422.06	1,499.52	1,581.19	1,667.31	1,758.12	1,853.88	1,954.85	2,061.32
	MONTHLY	3,081.13	3,248.96	3,425.91	3,612.51	3,809.26	4,016.74	4,235.51	4,466.19
	ANNUAL	36,973.56	38,987.52	41,110.94	43,350.06	45,711.12	48,200.88	50,826.10	53,594.32

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
ACCT TECH STR	HOURLY	21.2972	22.1395	23.0151	23.9254	24.8717	25.8554	26.8780	27.9410
1005	BIWEEKLY	1,703.78	1,771.16	1,841.21	1,914.03	1,989.74	2,068.43	2,150.24	2,235.28
	MONTHLY	3,691.52	3,837.51	3,989.29	4,147.07	4,311.10	4,481.60	4,658.85	4,843.11
	ANNUAL	44,298.28	46,050.16	47,871.46	49,764.78	51,733.24	53,779.18	55,906.24	58,117.28

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
ACCTS PAY CLERK	HOURLY	20.0515	21.0680	22.1360	23.2582	24.4372	25.6761	26.9777	28.3453
1135	BIWEEKLY	1,604.12	1,685.44	1,770.88	1,860.66	1,954.98	2,054.09	2,158.22	2,267.62
	MONTHLY	3,475.59	3,651.79	3,836.91	4,031.43	4,235.79	4,450.53	4,676.14	4,913.18
	ANNUAL	41,707.12	43,821.44	46,042.88	48,377.16	50,829.48	53,406.34	56,113.72	58,958.12

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
ADM AST BLDG PT	HOURLY	20.0426	21.1023	22.2181	23.3928	24.6297	25.9319	27.3030	28.7466
1007	BIWEEKLY	1,603.41	1,688.18	1,777.45	1,871.42	1,970.38	2,074.55	2,184.24	2,299.73
	MONTHLY	3,474.06	3,657.72	3,851.14	4,054.74	4,269.16	4,494.86	4,732.52	4,982.75
	ANNUAL	41,688.66	43,892.68	46,213.70	48,656.92	51,229.88	53,938.30	56,790.24	59,792.98

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
ADMIN ASST BLDG	HOURLY	20.0426	21.1023	22.2181	23.3928	24.6297	25.9319	27.3030	28.7466
1008	BIWEEKLY	1,603.41	1,688.18	1,777.45	1,871.42	1,970.38	2,074.55	2,184.24	2,299.73
	MONTHLY	3,474.06	3,657.72	3,851.14	4,054.74	4,269.16	4,494.86	4,732.52	4,982.75
	ANNUAL	41,688.66	43,892.68	46,213.70	48,656.92	51,229.88	53,938.30	56,790.24	59,792.98

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
ADMIN ASST FIRE	HOURLY	20.0426	21.1023	22.2181	23.3928	24.6297	25.9319	27.3030	28.7466
1010	BIWEEKLY	1,603.41	1,688.18	1,777.45	1,871.42	1,970.38	2,074.55	2,184.24	2,299.73
	MONTHLY	3,474.06	3,657.72	3,851.14	4,054.74	4,269.16	4,494.86	4,732.52	4,982.75
	ANNUAL	41,688.66	43,892.68	46,213.70	48,656.92	51,229.88	53,938.30	56,790.24	59,792.98

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
ADMN ASST PKS	HOURLY	20.0426	21.1023	22.2181	23.3928	24.6297	25.9319	27.3030	28.7466
1105	BIWEEKLY	1,603.41	1,688.18	1,777.45	1,871.42	1,970.38	2,074.55	2,184.24	2,299.73
	MONTHLY	3,474.06	3,657.72	3,851.14	4,054.74	4,269.16	4,494.86	4,732.52	4,982.75
	ANNUAL	41,688.66	43,892.68	46,213.70	48,656.92	51,229.88	53,938.30	56,790.24	59,792.98

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
ADMIN ASST PLAN	HOURLY	20.0426	21.1023	22.2181	23.3928	24.6297	25.9319	27.3030	28.7466
1011	BIWEEKLY	1,603.41	1,688.18	1,777.45	1,871.42	1,970.38	2,074.55	2,184.24	2,299.73
	MONTHLY	3,474.06	3,657.72	3,851.14	4,054.74	4,269.16	4,494.86	4,732.52	4,982.75
	ANNUAL	41,688.66	43,892.68	46,213.70	48,656.92	51,229.88	53,938.30	56,790.24	59,792.98

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
ADMIN ASST PW	HOURLY	21.1770	22.3312	23.5484	24.8319	26.1853	27.6125	29.1175	30.6510
1012	BIWEEKLY	1,694.16	1,786.50	1,883.87	1,986.55	2,094.82	2,209.00	2,329.40	2,452.08
	MONTHLY	3,670.68	3,870.75	4,081.72	4,304.19	4,538.78	4,786.17	5,047.03	5,312.84
	ANNUAL	44,048.16	46,449.00	48,980.62	51,650.30	54,465.32	57,434.00	60,564.40	63,754.08

IBEW SERVICE/CLERICAL/FINANCE SALARY TABLE

FY 2020 - 2021 EXHIBIT C

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
AUDIO VIDEO TEC	HOURLY	24.0072	25.0468	26.1314	27.2630	28.4436	29.6753	30.9603	32.3010
1020	BIWEEKLY	1,920.58	2,003.74	2,090.51	2,181.04	2,275.49	2,374.02	2,476.82	2,584.08
	MONTHLY	4,161.26	4,341.44	4,529.44	4,725.59	4,930.23	5,143.71	5,366.44	5,598.84
	ANNUAL	49,935.08	52,097.24	54,353.26	56,707.04	59,162.74	61,724.52	64,397.32	67,186.08

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
BLDG INSPECTOR	HOURLY	23.5373	24.9387	26.4236	27.9969	29.6638	31.4300	33.3014	35.2842
1025	BIWEEKLY	1,882.98	1,995.10	2,113.89	2,239.75	2,373.10	2,514.40	2,664.11	2,822.74
	MONTHLY	4,079.79	4,322.72	4,580.10	4,852.79	5,141.72	5,447.87	5,772.24	6,115.94
	ANNUAL	48,957.48	51,872.60	54,961.14	58,233.50	61,700.60	65,374.40	69,266.86	73,391.24

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
CASHIER	HOURLY	18.2595	19.1074	19.9947	20.9233	21.8949	22.9116	23.9756	25.0890
1039	BIWEEKLY	1,460.76	1,528.59	1,599.58	1,673.86	1,751.59	1,832.93	1,918.05	2,007.12
	MONTHLY	3,164.98	3,311.95	3,465.76	3,626.70	3,795.11	3,971.35	4,155.78	4,348.76
	ANNUAL	37,979.76	39,743.34	41,589.08	43,520.36	45,541.34	47,656.18	49,869.30	52,185.12

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
COM SERV OFFCR	HOURLY	17.0793	17.9445	18.8536	19.8088	20.8123	21.8666	22.9744	24.1383
1043	BIWEEKLY	1,366.34	1,435.56	1,508.29	1,584.70	1,664.98	1,749.33	1,837.95	1,931.06
	MONTHLY	2,960.40	3,110.38	3,267.96	3,433.52	3,607.46	3,790.22	3,982.23	4,183.96
	ANNUAL	35,524.84	37,324.56	39,215.54	41,202.20	43,289.48	45,482.58	47,786.70	50,207.56

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
COMPUTER OPRTR	HOURLY	23.8896	24.9943	26.1501	27.3593	28.6244	29.9481	31.3329	32.7818
1045	BIWEEKLY	1,911.17	1,999.54	2,092.01	2,188.74	2,289.95	2,395.85	2,506.63	2,622.54
	MONTHLY	4,140.87	4,332.34	4,532.69	4,742.27	4,961.56	5,191.01	5,431.03	5,682.17
	ANNUAL	49,690.42	51,988.04	54,392.26	56,907.24	59,538.70	62,292.10	65,172.38	68,186.04

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
COMPUTER TECH	HOURLY	25.0125	26.3384	27.7345	29.2047	30.7528	32.3829	34.0995	35.9070
1055	BIWEEKLY	2,001.00	2,107.07	2,218.76	2,336.38	2,460.22	2,590.63	2,727.96	2,872.56
	MONTHLY	4,335.50	4,565.32	4,807.31	5,062.16	5,330.48	5,613.03	5,910.58	6,223.88
	ANNUAL	52,026.00	54,783.82	57,687.76	60,745.88	63,965.72	67,356.38	70,926.96	74,686.56

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
CRIME ANALYST	HOURLY	24.6410	25.5602	26.5137	27.5028	28.5288	29.5930	30.6970	31.8421
1057	BIWEEKLY	1,971.28	2,044.82	2,121.10	2,200.22	2,282.30	2,367.44	2,455.76	2,547.37
	MONTHLY	4,271.11	4,430.44	4,595.72	4,767.14	4,944.98	5,129.45	5,320.81	5,519.30
	ANNUAL	51,253.28	53,165.32	55,148.60	57,205.72	59,339.80	61,553.44	63,849.76	66,231.62

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
ELEC INSPECTOR	HOURLY	23.7012	25.0797	26.5384	28.0820	29.7153	31.4436	33.2725	35.2077
1065	BIWEEKLY	1,896.10	2,006.38	2,123.07	2,246.56	2,377.22	2,515.49	2,661.80	2,816.62
	MONTHLY	4,108.22	4,347.16	4,599.99	4,867.55	5,150.64	5,450.23	5,767.23	6,102.68
	ANNUAL	49,298.60	52,165.88	55,199.82	58,410.56	61,807.72	65,402.74	69,206.80	73,232.12

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
EMER MGM COORD	HOURLY	21.1661	22.3158	23.5280	24.8060	26.1534	27.5741	29.0719	30.6510
1070	BIWEEKLY	1,693.29	1,785.26	1,882.24	1,984.48	2,092.27	2,205.93	2,325.75	2,452.08
	MONTHLY	3,668.80	3,868.06	4,078.19	4,299.71	4,533.25	4,779.52	5,039.13	5,312.84
	ANNUAL	44,025.54	46,416.76	48,938.24	51,596.48	54,399.02	57,354.18	60,469.50	63,754.08

IBEW SERVICE/CLERICAL/FINANCE SALARY TABLE

FY 2020 - 2021 EXHIBIT C

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
ENG TECH PW	HOURLY	23.6944	24.8872	26.1401	27.4561	28.8383	30.2901	31.8150	33.4167
1075	BIWEEKLY	1,895.55	1,990.98	2,091.21	2,196.49	2,307.06	2,423.21	2,545.20	2,673.34
	MONTHLY	4,107.03	4,313.79	4,530.96	4,759.06	4,998.63	5,250.29	5,514.60	5,792.24
	ANNUAL	49,284.30	51,765.48	54,371.46	57,108.74	59,983.56	63,003.46	66,175.20	69,506.84

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
EVIDENCE TECH	HOURLY	19.8439	20.9345	22.0851	23.2989	24.5794	25.9303	27.3554	28.8589
1080	BIWEEKLY	1,587.51	1,674.76	1,766.81	1,863.91	1,966.35	2,074.42	2,188.43	2,308.71
	MONTHLY	3,439.61	3,628.65	3,828.09	4,038.47	4,260.43	4,494.58	4,741.60	5,002.21
	ANNUAL	41,275.26	43,543.76	45,937.06	48,461.66	51,125.10	53,934.92	56,899.18	60,026.46

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
GIS COORDINATOR	HOURLY	30.4621	32.2990	34.2466	36.3116	38.5012	40.8228	43.2845	45.8945
1090	BIWEEKLY	2,436.97	2,583.92	2,739.73	2,904.93	3,080.10	3,265.82	3,462.76	3,671.56
	MONTHLY	5,280.10	5,598.49	5,936.08	6,294.02	6,673.55	7,075.94	7,502.65	7,955.05
	ANNUAL	63,361.22	67,181.92	71,232.98	75,528.18	80,082.60	84,911.32	90,031.76	95,460.56

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
MAINT WRK I BLD	HOURLY	16.8177	17.6741	18.5742	19.5201	20.5141	21.5588	22.6567	23.8105
1095	BIWEEKLY	1,345.42	1,413.93	1,485.94	1,561.61	1,641.13	1,724.70	1,812.54	1,904.84
	MONTHLY	2,915.08	3,063.52	3,219.54	3,383.49	3,555.78	3,736.85	3,927.17	4,127.15
	ANNUAL	34,980.92	36,762.18	38,634.44	40,601.86	42,669.38	44,842.20	47,126.04	49,525.84

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
MAINT WRK I LBR	HOURLY	16.8177	17.6741	18.5742	19.5201	20.5141	21.5588	22.6567	23.8105
1098	BIWEEKLY	1,345.42	1,413.93	1,485.94	1,561.61	1,641.13	1,724.70	1,812.54	1,904.84
	MONTHLY	2,915.08	3,063.52	3,219.54	3,383.49	3,555.78	3,736.85	3,927.17	4,127.15
	ANNUAL	34,980.92	36,762.18	38,634.44	40,601.86	42,669.38	44,842.20	47,126.04	49,525.84

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
MAINT WRK I POL	HOURLY	16.8177	17.6741	18.5742	19.5201	20.5141	21.5588	22.6567	23.8105
1097	BIWEEKLY	1,345.42	1,413.93	1,485.94	1,561.61	1,641.13	1,724.70	1,812.54	1,904.84
	MONTHLY	2,915.08	3,063.52	3,219.54	3,383.49	3,555.78	3,736.85	3,927.17	4,127.15
	ANNUAL	34,980.92	36,762.18	38,634.44	40,601.86	42,669.38	44,842.20	47,126.04	49,525.84

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
MAINT WRKII BLD	HOURLY	19.7674	20.6247	21.5191	22.4523	23.4260	24.4420	25.5019	26.6079
1100	BIWEEKLY	1,581.39	1,649.98	1,721.53	1,796.18	1,874.08	1,955.36	2,040.15	2,128.63
	MONTHLY	3,426.35	3,574.96	3,729.98	3,891.72	4,060.51	4,236.61	4,420.33	4,612.03
	ANNUAL	41,116.14	42,899.48	44,759.78	46,700.68	48,726.08	50,839.36	53,043.90	55,344.38

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
MAINT WRKII LIB	HOURLY	19.7674	20.6247	21.5191	22.4523	23.4260	24.4420	25.5019	26.6079
1102	BIWEEKLY	1,581.39	1,649.98	1,721.53	1,796.18	1,874.08	1,955.36	2,040.15	2,128.63
	MONTHLY	3,426.35	3,574.96	3,729.98	3,891.72	4,060.51	4,236.61	4,420.33	4,612.03
	ANNUAL	41,116.14	42,899.48	44,759.78	46,700.68	48,726.08	50,839.36	53,043.90	55,344.38

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
MAINT WRKII POL	HOURLY	19.7674	20.6247	21.5191	22.4523	23.4260	24.4420	25.5019	26.6079
1101	BIWEEKLY	1,581.39	1,649.98	1,721.53	1,796.18	1,874.08	1,955.36	2,040.15	2,128.63
	MONTHLY	3,426.35	3,574.96	3,729.98	3,891.72	4,060.51	4,236.61	4,420.33	4,612.03
	ANNUAL	41,116.14	42,899.48	44,759.78	46,700.68	48,726.08	50,839.36	53,043.90	55,344.38

IBEW SERVICE/CLERICAL/FINANCE SALARY TABLE

FY 2020 - 2021 EXHIBIT C

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
PAYROLL CLERK 1107	HOURLY	20.5214	21.5328	22.5941	23.7077	24.8762	26.1023	27.3888	28.7387
	BIWEEKLY	1,641.71	1,722.62	1,807.53	1,896.62	1,990.10	2,088.18	2,191.10	2,299.10
	MONTHLY	3,557.04	3,732.34	3,916.32	4,109.34	4,311.88	4,524.39	4,747.38	4,981.38
	ANNUAL	42,684.46	44,788.12	46,995.78	49,312.12	51,742.60	54,292.68	56,968.60	59,776.60
PLANS EXAMINER 1120	HOURLY	23.4608	24.8692	26.3622	27.9448	29.6225	31.4008	33.2859	35.2842
	BIWEEKLY	1,876.86	1,989.54	2,108.98	2,235.58	2,369.80	2,512.06	2,662.87	2,822.74
	MONTHLY	4,066.53	4,310.67	4,569.46	4,843.76	5,134.57	5,442.80	5,769.55	6,115.94
	ANNUAL	48,798.36	51,728.04	54,833.48	58,125.08	61,614.80	65,313.56	69,234.62	73,391.24
PLMB/MCH INSP 1127	HOURLY	23.7122	25.0551	26.4740	27.9733	29.5574	31.2313	33.0000	34.8689
	BIWEEKLY	1,896.98	2,004.41	2,117.92	2,237.86	2,364.59	2,498.50	2,640.00	2,789.51
	MONTHLY	4,110.12	4,342.89	4,588.83	4,848.70	5,123.28	5,413.42	5,720.00	6,043.94
	ANNUAL	49,321.48	52,114.66	55,065.92	58,184.36	61,479.34	64,961.00	68,640.00	72,527.26
POL REC CLRK 1130	HOURLY	17.7268	18.6381	19.5963	20.6037	21.6629	22.7765	23.9474	25.1785
	BIWEEKLY	1,418.14	1,491.05	1,567.70	1,648.30	1,733.03	1,822.12	1,915.79	2,014.28
	MONTHLY	3,072.64	3,230.51	3,396.68	3,571.32	3,754.90	3,947.93	4,150.88	4,364.27
	ANNUAL	36,871.64	38,767.30	40,760.20	42,855.80	45,058.78	47,375.12	49,810.54	52,371.28
PBL SFTY DSPTCH 1035	HOURLY	21.3628	22.2313	23.1351	24.0757	25.0544	26.0730	27.1330	28.2361
	BIWEEKLY	1,709.02	1,778.50	1,850.81	1,926.06	2,004.35	2,085.84	2,170.64	2,258.89
	MONTHLY	3,702.88	3,853.42	4,010.09	4,173.13	4,342.76	4,519.32	4,703.05	4,894.26
	ANNUAL	44,434.52	46,241.00	48,121.06	50,077.56	52,113.10	54,231.84	56,436.64	58,731.14
PBL SFTY DS/911 1037	HOURLY	21.3628	22.2313	23.1351	24.0757	25.0544	26.0730	27.1330	28.2361
	BIWEEKLY	1,709.02	1,778.50	1,850.81	1,926.06	2,004.35	2,085.84	2,170.64	2,258.89
	MONTHLY	3,702.88	3,853.42	4,010.09	4,173.13	4,342.76	4,519.32	4,703.05	4,894.26
	ANNUAL	44,434.52	46,241.00	48,121.06	50,077.56	52,113.10	54,231.84	56,436.64	58,731.14
PBLSFTY DS/WRLS 1038	HOURLY	21.3628	22.2313	23.1351	24.0757	25.0544	26.0730	27.1330	28.2361
	BIWEEKLY	1,709.02	1,778.50	1,850.81	1,926.06	2,004.35	2,085.84	2,170.64	2,258.89
	MONTHLY	3,702.88	3,853.42	4,010.09	4,173.13	4,342.76	4,519.32	4,703.05	4,894.26
	ANNUAL	44,434.52	46,241.00	48,121.06	50,077.56	52,113.10	54,231.84	56,436.64	58,731.14
SR ACCT CLK 1147	HOURLY	19.8876	20.9157	21.9969	23.1341	24.3300	25.5877	26.9105	28.3016
	BIWEEKLY	1,591.01	1,673.26	1,759.75	1,850.73	1,946.40	2,047.02	2,152.84	2,264.13
	MONTHLY	3,447.19	3,625.40	3,812.79	4,009.92	4,217.20	4,435.21	4,664.49	4,905.62
	ANNUAL	41,366.26	43,504.76	45,753.50	48,118.98	50,606.40	53,222.52	55,973.84	58,867.38
SHOOTRANGE OPER 1140	HOURLY	26.1052	27.2365	28.4168	29.6482	30.9330	32.2735	33.6720	35.1312
	BIWEEKLY	2,088.42	2,178.92	2,273.34	2,371.86	2,474.64	2,581.88	2,693.76	2,810.50
	MONTHLY	4,524.91	4,720.99	4,925.57	5,139.03	5,361.72	5,594.07	5,836.48	6,089.42
	ANNUAL	54,298.92	56,651.92	59,106.84	61,668.36	64,340.64	67,128.88	70,037.76	73,073.00

IBEW SERVICE/CLERICAL/FINANCE SALARY TABLE

FY 2020 - 2021 EXHIBIT C

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
SHT RNG OPR RFL	HOURLY	26.1052	27.2365	28.4168	29.6482	30.9330	32.2735	33.6720	35.1312
1141	BIWEEKLY	2,088.42	2,178.92	2,273.34	2,371.86	2,474.64	2,581.88	2,693.76	2,810.50
	MONTHLY	4,524.91	4,720.99	4,925.57	5,139.03	5,361.72	5,594.07	5,836.48	6,089.42
	ANNUAL	54,298.92	56,651.92	59,106.84	61,668.36	64,340.64	67,128.88	70,037.76	73,073.00

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
WWTP SECR	HOURLY	19.9641	20.9719	22.0305	23.1426	24.3108	25.5380	26.8272	28.1814
1200	BIWEEKLY	1,597.13	1,677.75	1,762.44	1,851.41	1,944.86	2,043.04	2,146.18	2,254.51
	MONTHLY	3,460.45	3,635.13	3,818.62	4,011.39	4,213.86	4,426.59	4,650.06	4,884.77
	ANNUAL	41,525.38	43,621.50	45,823.44	48,136.66	50,566.36	53,119.04	55,800.68	58,617.26