



and

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

SERVICE/CLERICAL/FINANCE

October 1, 2021 through September 30, 2024

TABLE OF CONTENTS

PURPOSE AND INTENT OF THE PARTIES 1

ARTICLE I - RECOGNITION..... 1

A. BARGAINING UNIT 1

B. EMPLOYEE CLASSIFICATIONS 1

ARTICLE II - HOURS OF WORK..... 2

A. SCHEDULES OF WORK..... 2

B. REST PERIODS..... 2

C. SHIFT DIFFERENTIAL..... 3

D. OVERTIME AND COMPENSATORY TIME 3

E. CALL-BACK PAY 4

F. WORKING OUT OF CLASS 4

G. DAYLIGHT SAVINGS TIME 4

ARTICLE III - HOLIDAYS AND HOLIDAY PAY 4

A. HOLIDAYS..... 4

B. HOLIDAY PAY AND HOLIDAY ON PAY 5

C. WEEKEND HOLIDAYS..... 5

D. ELIGIBILITY FOR HOLIDAY PAY..... 5

E. PERSONAL DAY 5

ARTICLE IV – VACATIONS..... 5

A. ELIGIBILITY..... 5

B. AMOUNT AUTHORIZED..... 6

C. VACATION SCHEDULE 6

D. SENIORITY FOR VACATION AND PERSONAL HOLIDAY PLANNING 6

E. VACATION TIME CARRY-OVER 7

F. VACATION CREDIT ON TERMINATION AND RETIREMENT 7

**ARTICLE V - MEDICAL LEAVE, BEREAVEMENT LEAVE, AND FMLA
LEAVE..... 7**

A. AMOUNT AUTHORIZED 7

B. USE OF MEDICAL LEAVE 7

C. PROOF OF ILLNESS 8

D. FRAUDULENT USE OF MEDICAL LEAVE 8

E. COMPENSATION FOR UNUSED MEDICAL LEAVE 8

F. NOTIFICATION OF ILLNESS..... 9

G. FAMILY AND MEDICAL LEAVE ACT POLICY	9
H. USE OF BEREAVEMENT LEAVE.....	9
ARTICLE VI - MILITARY LEAVE.....	9
A. MILITARY LEAVE	9
ARTICLE VII - COURT LEAVE.....	10
A. WHEN AUTHORIZED	10
B. PROCEDURE	10
C. FEES.....	10
ARTICLE VIII - LEAVE WITHOUT PAY	10
A. PROCEDURE	10
B. LIMITATIONS	11
ARTICLE IX – WORKERS COMPENSATION.....	11
A. POLICY.....	11
B. SUBROGATION	11
C. LIGHT DUTY POLICY.....	11
ARTICLE X - GENERAL PROVISIONS CONCERNING LEAVE.....	12
A. ABSENCE WITHOUT APPROVAL	12
B. LEAVE REQUEST	12
ARTICLE XI - RETIREMENT SAVINGS PLAN	12
A. RETIREMENT SAVINGS PLAN.....	12
B. AMENDMENTS.....	12
ARTICLE XII - SENIORITY	13
A. SENIORITY	13
ARTICLE XIII - RATES OF PAY FOR WORK PERFORMED	14
A. SURVEY	14
B. 2021 - 2022 FISCAL YEAR	14
C. 2022 - 2023 FISCAL YEAR	14
D. 2023 - 2024 FISCAL YEAR	14
E. FUTURE CHANGES AND RATE OF PAY	15
F. PAY PLAN.....	15
G. LONGEVITY	15
H. TRAINER PAY.....	16
ARTICLE XIV - EMPLOYEE RELATIONS	16
A. GENERAL	16
B. MEMBERSHIP IN UNION.....	16

C. DISCIPLINE PROCEDURES	16
D. EXPENSES OF ARBITRATION	17
ARTICLE XV – GRIEVANCE PROCEDURE.....	17
ARTICLE XVI - OTHER BENEFITS	19
A. MEDICAL INSURANCE.....	19
B. CAFETERIA PLAN.....	19
C. LIFE INSURANCE.....	19
D. UNION BULLETIN BOARD.....	19
E. SAFETY COMMITTEE	20
F. TRAVEL TIME REIMBURSEMENT	20
G. TUITION AND BOOK REIMBURSEMENT PROGRAM.....	20
H. BILINGUAL PAY	21
I. VOLUNTARY EMPLOYEE BENEFITS ASSOCIATION (VEBA).....	21
J. UNIFORMS	22
ARTICLE XVII - MANAGEMENT RIGHTS	22
A. OPERATION IN BEST INTEREST OF CITY	22
B. STATUTORY AND ORDINANCE RIGHTS.....	22
C. OTHER RIGHTS	22
D. PRIOR AGREEMENTS SUPERSEDED	23
E. MATTERS NOT MENTIONED	23
F. INDUSTRIAL RELATIONS.....	23
G. PERSONNEL FUNCTIONS.....	24
ARTICLE XVIII - GENERAL PROVISIONS.....	24
ARTICLE XIX - STRIKES AND LOCKOUTS.....	25
ARTICLE XX - DURATION OF CONTRACT.....	25
ARTICLE XXI- GENERAL PROVISIONS FOR UNION ACTIVITY	25
A. PAYROLL DEDUCTION	25
B. REQUEST FORMS.....	25
C. UNION CERTIFICATION.....	26
D. INDEMNIFICATION.....	26
E. STRIKES, ETC.	26
F. UNION TIME	26
ARTICLE XXII- SEVERABILITY.....	26
ARTICLE XXIII - SCOPE OF AGREEMENT	27
A. COMPLETE AGREEMENT	27

B. INTERPRETATION	27
C. NEGOTIATIONS.....	27
ARTICLE XXIV - C.I.R. WAIVER	27
EXHIBIT A.....	29

AGREEMENT

THIS AGREEMENT, dated this _____ day of _____, 2021 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, 2021 through and including September 30, 2024.

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
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 fifty cents (\$0.50) 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 seventy-five cents (\$0.75) 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. Overtime worked shall be paid at time and one-half (1 ½) the regular rate for all hours worked in excess of forty (40) hours in a seven (7) day work period for non-exempt employees. 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. Duplicating or pyramiding overtime is not permitted.
4. For purposes of calculating eligibility for overtime, "hours worked" shall include actual hours worked. All paid time off will not be included in the computation of overtime.
5. All hours in which employees receive premium pay (such as holiday on) of at least one and one-half (1 ½) time the base rate will not be included in the computation of overtime.
6. An employee shall have the option of accruing compensatory leave time at a rate of one and one-half (1 ½) times the actual hours worked in lieu of the payment of overtime. Employees may carry a maximum of not more than eighty (80) hours of compensatory time (53.33 hours of actual time worked). The compensatory time off shall be taken at a time mutually agreed upon by the employee and his/her supervisor, but must be taken by the last full pay period in March following the end of the calendar year in which it is earned. Compensatory time carried over to the new year will be used first. Compensatory time remaining at the end of this period shall be paid in cash. The employee retains the right to cash out his/her compensatory time at any time. It is understood that the usage of the compensatory time is to be requested just like annual leave, and may be denied as may any other annual leave. Requests for the use of accrued compensatory time shall not be unreasonably denied.
7. 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.

G. DAYLIGHT SAVINGS TIME

Daylight Saving Time (DST) begins on the second Sunday in March and ends on the first Sunday in November in the United States. On the date DST begins, employees will be paid for actual hours worked (i.e. 7 hours for an 8 hour shift). Employees may use leave balances to supplement the hour missed due to the time change. On the date DST ends, employees will be paid for actual hours worked (i.e. 9 hours for an 8 hour shift).

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-tenth (1/10) 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.

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 eighty (80) 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 eighty (80) 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, or injury to, a member of the employee's immediate family (spouse, child, parent, or parent-in-law) or household. "Child" shall include a biological, adopted, or foster child; a step-child; a legal ward; or a child of a person standing "in loco parentis". The term "household" refers to a domestic partner that the employee shares household finances with for a period of not less than one year.
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-tenth (1/10) 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, great-aunts, uncles, great-uncles, nieces and nephews, and in-laws of the same relation. 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 or household which includes parents, spouses, children, siblings, grandparents, great-grandparents, grandchildren, great-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; Dubuque, Iowa, Cheyenne, Wyoming, 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. 2021 - 2022 FISCAL YEAR

See Exhibit A, attached hereto, effective the first full pay period on or after October 1, 2021.

C. 2022 - 2023 FISCAL YEAR

The City and the Union will review any wage changes to the array cities listed in paragraph A of this article prior to the 2022-2023 fiscal year. Wage adjustments, if necessary, will be determined and implemented to the 2022-2023 and 2023-2024 fiscal years. Any mutually agreed upon changes will be effective the first full pay period on or after October 1, 2022.

D. 2023 - 2024 FISCAL YEAR

Wage adjustments, if necessary, will be effective the first full pay period on or after October 1, 2023.

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 as a lump sum. 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, 2024.

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.

F. UNION TIME

The City will allow Union Officers, and members of the negotiation, retirement and safety committees (only) to use City email, City interoffice mail, and on-duty time for face-to-face conversations and phone calls to discuss Union matters with Human Resources, City Administration and Department Directors or designees. Such matters include but are not limited to grievances, scheduling of hearings and negotiation sessions and answering questions from Human Resources, City Administration and Department Directors or designees.

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, 2021 through September 30, 2024.

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 Roger G. Steele
ROGER G. STEELE, MAYOR

ATTEST Ranae Edwards
RANAE EDWARDS, CITY CLERK

Dated 9/29/2021

Stacy R. Donhof, Interim City Attorney
I.B.E.W. LOCAL No. 1597

BY COJ H.L.
PRESIDENT LOCAL No. 1597

Dated 9/29/21

Micki Vls
CHIEF STEWARD LOCAL No. 1597

EXHIBIT A

IBEW SERVICE/CLERICAL/FINANCE SALARY TABLE
FISCAL YEAR 2021 - 2022

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
ACCT CLERK	HOURLY	18.1313	19.1189	20.1602	21.2582	22.4160	23.6370	24.9243	26.2818
1003	BIWEEKLY	1,450.50	1,529.51	1,612.82	1,700.66	1,793.28	1,890.96	1,993.94	2,102.54
	MONTHLY	3,142.75	3,313.94	3,494.44	3,684.76	3,885.44	4,097.08	4,320.20	4,555.50
	ANNUAL	37,713.00	39,767.26	41,933.32	44,217.16	46,625.28	49,164.96	51,842.44	54,666.04

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
ACCT TECH STR	HOURLY	21.7231	22.5823	23.4754	24.4039	25.3691	26.3725	27.4156	28.4998
1005	BIWEEKLY	1,737.85	1,806.58	1,878.03	1,952.31	2,029.53	2,109.80	2,193.25	2,279.98
	MONTHLY	3,765.34	3,914.26	4,069.07	4,230.01	4,397.32	4,571.23	4,752.04	4,939.96
	ANNUAL	45,184.10	46,971.08	48,828.78	50,760.06	52,767.78	54,854.80	57,024.50	59,279.48

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
ADM AST BLDG	HOURLY	20.4435	21.5295	22.6735	23.8781	25.1467	26.4827	27.8898	29.3215
1008	BIWEEKLY	1,635.48	1,722.36	1,813.88	1,910.25	2,011.74	2,118.62	2,231.18	2,345.72
	MONTHLY	3,543.54	3,731.78	3,930.07	4,138.88	4,358.77	4,590.34	4,834.22	5,082.39
	ANNUAL	42,522.48	44,781.36	47,160.88	49,666.50	52,305.24	55,084.12	58,010.68	60,988.72

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
ADMIN ASST FIRE	HOURLY	20.4435	21.5295	22.6735	23.8781	25.1467	26.4827	27.8898	29.3215
1010	BIWEEKLY	1,635.48	1,722.36	1,813.88	1,910.25	2,011.74	2,118.62	2,231.18	2,345.72
	MONTHLY	3,543.54	3,731.78	3,930.07	4,138.88	4,358.77	4,590.34	4,834.22	5,082.39
	ANNUAL	42,522.48	44,781.36	47,160.88	49,666.50	52,305.24	55,084.12	58,010.68	60,988.72

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
ADMIN ASST PLAN	HOURLY	20.4435	21.5295	22.6735	23.8781	25.1467	26.4827	27.8898	29.3215
1011	BIWEEKLY	1,635.48	1,722.36	1,813.88	1,910.25	2,011.74	2,118.62	2,231.18	2,345.72
	MONTHLY	3,543.54	3,731.78	3,930.07	4,138.88	4,358.77	4,590.34	4,834.22	5,082.39
	ANNUAL	42,522.48	44,781.36	47,160.88	49,666.50	52,305.24	55,084.12	58,010.68	60,988.72

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
ADMIN ASST PW	HOURLY	21.6005	22.7778	24.0194	25.3285	26.7090	28.1648	29.6999	31.2640
1012	BIWEEKLY	1,728.04	1,822.22	1,921.55	2,026.28	2,136.72	2,253.18	2,375.99	2,501.12
	MONTHLY	3,744.09	3,948.14	4,163.36	4,390.27	4,629.56	4,881.89	5,147.98	5,419.09
	ANNUAL	44,929.04	47,377.72	49,960.30	52,683.28	55,554.72	58,582.68	61,775.74	65,029.12

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
AUDIO VIDEO TEC	HOURLY	24.4873	25.5477	26.6540	27.8083	29.0125	30.2688	31.5795	32.9470
1020	BIWEEKLY	1,958.98	2,043.82	2,132.32	2,224.66	2,321.00	2,421.50	2,526.36	2,635.76
	MONTHLY	4,244.46	4,428.28	4,620.03	4,820.10	5,028.83	5,246.58	5,473.78	5,710.81
	ANNUAL	50,933.48	53,139.32	55,440.32	57,841.16	60,346.00	62,959.00	65,685.36	68,529.76

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
BLD INSPECTOR	HOURLY	24.0080	25.4375	26.9521	28.5568	30.2571	32.0586	33.9674	35.9899
1025	BIWEEKLY	1,920.64	2,035.00	2,156.17	2,284.54	2,420.57	2,564.69	2,717.39	2,879.19
	MONTHLY	4,161.39	4,409.17	4,671.70	4,949.84	5,244.57	5,556.83	5,887.68	6,238.25
	ANNUAL	49,936.64	52,910.00	56,060.42	59,398.04	62,934.82	66,681.94	70,652.14	74,858.94

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
PBL SFTY DSPTCH	HOURLY	21.7901	22.6759	23.5978	24.5572	25.5555	26.5945	27.6757	28.8008
1035	BIWEEKLY	1,743.21	1,814.07	1,887.82	1,964.58	2,044.44	2,127.56	2,214.06	2,304.06
	MONTHLY	3,776.96	3,930.49	4,090.28	4,256.59	4,429.62	4,609.71	4,797.13	4,992.13
	ANNUAL	45,323.46	47,165.82	49,083.32	51,079.08	53,155.44	55,316.56	57,565.56	59,905.56

EXHIBIT A

IBEW SERVICE/CLERICAL/FINANCE SALARY TABLE
FISCAL YEAR 2021 - 2022

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
PBL SFTY DS/911	HOURLY	21.7901	22.6759	23.5978	24.5572	25.5555	26.5945	27.6757	28.8008
1037	BIWEEKLY	1,743.21	1,814.07	1,887.82	1,964.58	2,044.44	2,127.56	2,214.06	2,304.06
	MONTHLY	3,776.96	3,930.49	4,090.28	4,256.59	4,429.62	4,609.71	4,797.13	4,992.13
	ANNUAL	45,323.46	47,165.82	49,083.32	51,079.08	53,155.44	55,316.56	57,565.56	59,905.56

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
PBL SFTY DS/WRLS	HOURLY	21.7901	22.6759	23.5978	24.5572	25.5555	26.5945	27.6757	28.8008
1038	BIWEEKLY	1,743.21	1,814.07	1,887.82	1,964.58	2,044.44	2,127.56	2,214.06	2,304.06
	MONTHLY	3,776.96	3,930.49	4,090.28	4,256.59	4,429.62	4,609.71	4,797.13	4,992.13
	ANNUAL	45,323.46	47,165.82	49,083.32	51,079.08	53,155.44	55,316.56	57,565.56	59,905.56

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
CASHIER	HOURLY	18.6247	19.4895	20.3946	21.3418	22.3328	23.3698	24.4551	25.5908
1039	BIWEEKLY	1,489.98	1,559.16	1,631.57	1,707.34	1,786.62	1,869.58	1,956.41	2,047.26
	MONTHLY	3,228.29	3,378.18	3,535.07	3,699.24	3,871.01	4,050.76	4,238.89	4,435.73
	ANNUAL	38,739.48	40,538.16	42,420.82	44,390.84	46,452.12	48,609.08	50,866.66	53,228.76

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
COM SERV OFFCR	HOURLY	17.5592	18.4276	19.3389	20.2953	21.2990	22.3523	23.4577	24.6211
1043	BIWEEKLY	1,404.74	1,474.21	1,547.11	1,623.62	1,703.92	1,788.18	1,876.62	1,969.69
	MONTHLY	3,043.60	3,194.12	3,352.07	3,517.84	3,691.83	3,874.39	4,066.01	4,267.66
	ANNUAL	36,523.24	38,329.46	40,224.86	42,214.12	44,301.92	46,492.68	48,792.12	51,211.94

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
COMPUTER TECH	HOURLY	25.5128	26.8652	28.2892	29.7888	31.3679	33.0306	34.7815	36.6251
1055	BIWEEKLY	2,041.02	2,149.22	2,263.14	2,383.10	2,509.43	2,642.45	2,782.52	2,930.01
	MONTHLY	4,422.21	4,656.64	4,903.47	5,163.38	5,437.10	5,725.31	6,028.79	6,348.36
	ANNUAL	53,066.52	55,879.72	58,841.64	61,960.60	65,245.18	68,703.70	72,345.52	76,180.26

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
CRIME ANALYST	HOURLY	25.1338	26.0714	27.0440	28.0529	29.0994	30.1849	31.3109	32.4789
1057	BIWEEKLY	2,010.70	2,085.71	2,163.52	2,244.23	2,327.95	2,414.79	2,504.87	2,598.31
	MONTHLY	4,356.52	4,519.04	4,687.63	4,862.50	5,043.89	5,232.05	5,427.22	5,629.67
	ANNUAL	52,278.20	54,228.46	56,251.52	58,349.98	60,526.70	62,784.54	65,126.62	67,556.06

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
ELEC INSPECTOR	HOURLY	24.1752	25.5813	27.0692	28.6436	30.3096	32.0725	33.9380	35.9119
1065	BIWEEKLY	1,934.02	2,046.50	2,165.54	2,291.49	2,424.77	2,565.80	2,715.04	2,872.95
	MONTHLY	4,190.38	4,434.08	4,692.00	4,964.90	5,253.67	5,559.23	5,882.59	6,224.73
	ANNUAL	50,284.52	53,209.00	56,304.04	59,578.74	63,044.02	66,710.80	70,591.04	74,696.70

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
EMER MGM COORD	HOURLY	21.5894	22.7621	23.9986	25.3021	26.6765	28.1256	29.6533	31.2640
1070	BIWEEKLY	1,727.15	1,820.97	1,919.89	2,024.17	2,134.12	2,250.05	2,372.26	2,501.12
	MONTHLY	3,742.16	3,945.44	4,159.76	4,385.70	4,623.93	4,875.11	5,139.90	5,419.09
	ANNUAL	44,905.90	47,345.22	49,917.14	52,628.42	55,487.12	58,501.30	61,678.76	65,029.12

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
ENG TECH PW	HOURLY	24.1683	25.3849	26.6629	28.0052	29.4151	30.8959	32.4513	34.0850
1075	BIWEEKLY	1,933.46	2,030.79	2,133.03	2,240.42	2,353.21	2,471.67	2,596.10	2,726.80
	MONTHLY	4,189.16	4,400.05	4,621.57	4,854.24	5,098.62	5,355.29	5,624.88	5,908.07
	ANNUAL	50,269.96	52,800.54	55,458.78	58,250.92	61,183.46	64,263.42	67,498.60	70,896.80

EXHIBIT A

IBEW SERVICE/CLERICAL/FINANCE SALARY TABLE
FISCAL YEAR 2021 - 2022

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
EVIDENCE TECH 1080	HOURLY	20.2408	21.3532	22.5268	23.7649	25.0710	26.4489	27.9025	29.4361
	BIWEEKLY	1,619.26	1,708.26	1,802.14	1,901.19	2,005.68	2,115.91	2,232.20	2,354.89
	MONTHLY	3,508.40	3,701.23	3,904.64	4,119.25	4,345.64	4,584.47	4,836.43	5,102.26
	ANNUAL	42,100.76	44,414.76	46,855.64	49,430.94	52,147.68	55,013.66	58,037.20	61,227.14

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
GIS COORDINATOR 1090	HOURLY	31.0713	32.9450	34.9315	37.0378	39.2712	41.6393	44.1502	46.8124
	BIWEEKLY	2,485.70	2,635.60	2,794.52	2,963.02	3,141.70	3,331.14	3,532.02	3,744.99
	MONTHLY	5,385.68	5,710.47	6,054.79	6,419.88	6,807.02	7,217.47	7,652.71	8,114.15
	ANNUAL	64,628.20	68,525.60	72,657.52	77,038.52	81,684.20	86,609.64	91,832.52	97,369.74

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
MAINT WRK I BLD 1095	HOURLY	17.1541	18.0276	18.9457	19.9105	20.9244	21.9900	23.1098	24.2867
	BIWEEKLY	1,372.33	1,442.21	1,515.66	1,592.84	1,673.95	1,759.20	1,848.78	1,942.94
	MONTHLY	2,973.38	3,124.79	3,283.93	3,451.15	3,626.89	3,811.60	4,005.69	4,209.70
	ANNUAL	35,680.58	37,497.46	39,407.16	41,413.84	43,522.70	45,739.20	48,068.28	50,516.44

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
MAINT WRK I POL 1097	HOURLY	17.1541	18.0276	19.2517	19.9105	20.9244	21.9900	23.1098	24.2867
	BIWEEKLY	1,372.33	1,442.21	1,540.14	1,592.84	1,673.95	1,759.20	1,848.78	1,942.94
	MONTHLY	2,973.38	3,124.79	3,336.97	3,451.15	3,626.89	3,811.60	4,005.69	4,209.70
	ANNUAL	35,680.58	37,497.46	40,043.64	41,413.84	43,522.70	45,739.20	48,068.28	50,516.44

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
MAINT WRK I LBR 1098	HOURLY	17.1541	18.0276	18.9457	19.9105	20.9244	21.9900	23.1098	24.2867
	BIWEEKLY	1,372.33	1,442.21	1,515.66	1,592.84	1,673.95	1,759.20	1,848.78	1,942.94
	MONTHLY	2,973.38	3,124.79	3,283.93	3,451.15	3,626.89	3,811.60	4,005.69	4,209.70
	ANNUAL	35,680.58	37,497.46	39,407.16	41,413.84	43,522.70	45,739.20	48,068.28	50,516.44

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
MAINT WRKII BLD 1100	HOURLY	20.1627	21.0372	21.9495	22.9013	23.8945	24.9308	26.0119	27.1401
	BIWEEKLY	1,613.02	1,682.98	1,755.96	1,832.10	1,911.56	1,994.46	2,080.95	2,171.21
	MONTHLY	3,494.88	3,646.46	3,804.58	3,969.55	4,141.71	4,321.33	4,508.73	4,704.29
	ANNUAL	41,938.52	43,757.48	45,654.96	47,634.60	49,700.56	51,855.96	54,104.70	56,451.46

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
MAINT WRKII POL 1101	HOURLY	20.1627	21.0372	21.9495	22.9013	23.8945	24.9308	26.0119	27.1401
	BIWEEKLY	1,613.02	1,682.98	1,755.96	1,832.10	1,911.56	1,994.46	2,080.95	2,171.21
	MONTHLY	3,494.88	3,646.46	3,804.58	3,969.55	4,141.71	4,321.33	4,508.73	4,704.29
	ANNUAL	41,938.52	43,757.48	45,654.96	47,634.60	49,700.56	51,855.96	54,104.70	56,451.46

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
MAINT WRKII LIB 1102	HOURLY	20.1627	21.0372	21.9495	22.9013	23.8945	24.9308	26.0119	27.1401
	BIWEEKLY	1,613.02	1,682.98	1,755.96	1,832.10	1,911.56	1,994.46	2,080.95	2,171.21
	MONTHLY	3,494.88	3,646.46	3,804.58	3,969.55	4,141.71	4,321.33	4,508.73	4,704.29
	ANNUAL	41,938.52	43,757.48	45,654.96	47,634.60	49,700.56	51,855.96	54,104.70	56,451.46

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
ADMIN ASST PRK 1105	HOURLY	20.4435	21.5295	22.6735	23.8781	25.1467	26.4827	27.8898	29.3215
	BIWEEKLY	1,635.48	1,722.36	1,813.88	1,910.25	2,011.74	2,118.62	2,231.18	2,345.72
	MONTHLY	3,543.54	3,731.78	3,930.07	4,138.88	4,358.77	4,590.34	4,834.22	5,082.39
	ANNUAL	42,522.48	44,781.36	47,160.88	49,666.50	52,305.24	55,084.12	58,010.68	60,988.72

EXHIBIT A

IBEW SERVICE/CLERICAL/FINANCE SALARY TABLE
FISCAL YEAR 2021 - 2022

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
PAYROLL CLERK 1107	HOURLY	21.2139	22.2877	23.4159	24.6011	25.8464	27.1547	28.5292	29.9773
	BIWEEKLY	1,697.11	1,783.02	1,873.27	1,968.09	2,067.71	2,172.38	2,282.34	2,398.18
	MONTHLY	3,677.07	3,863.21	4,058.75	4,264.20	4,480.04	4,706.82	4,945.07	5,196.06
	ANNUAL	44,124.86	46,358.52	48,705.02	51,170.34	53,760.46	56,481.88	59,340.84	62,352.68

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
PLANS EXAMINER 1120	HOURLY	23.9582	25.3916	26.9108	28.5210	30.2274	32.0360	33.9527	35.9899
	BIWEEKLY	1,916.66	2,031.33	2,152.86	2,281.68	2,418.19	2,562.88	2,716.22	2,879.19
	MONTHLY	4,152.76	4,401.22	4,664.53	4,943.64	5,239.41	5,552.91	5,885.14	6,238.25
	ANNUAL	49,833.16	52,814.58	55,974.36	59,323.68	62,872.94	66,634.88	70,621.72	74,858.94

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
PLMB/MCH INSP 1127	HOURLY	24.1864	25.5562	27.0035	28.5328	30.1485	31.8559	33.6600	35.5663
	BIWEEKLY	1,934.91	2,044.50	2,160.28	2,282.62	2,411.88	2,548.47	2,692.80	2,845.30
	MONTHLY	4,192.31	4,429.75	4,680.61	4,945.68	5,225.74	5,521.69	5,834.40	6,164.82
	ANNUAL	50,307.66	53,157.00	56,167.28	59,348.12	62,708.88	66,260.22	70,012.80	73,977.80

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
POL REC CLERK 1130	HOURLY	18.0813	19.0109	19.9882	21.0158	22.0962	23.2320	24.4263	25.6821
	BIWEEKLY	1,446.50	1,520.87	1,599.06	1,681.26	1,767.70	1,858.56	1,954.10	2,054.57
	MONTHLY	3,134.08	3,295.22	3,464.63	3,642.73	3,830.02	4,026.88	4,233.88	4,451.57
	ANNUAL	37,609.00	39,542.62	41,575.56	43,712.76	45,960.20	48,322.56	50,806.60	53,418.82

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
ACCTS PAY CLERK 1135	HOURLY	20.4525	21.4894	22.5787	23.7234	24.9259	26.1896	27.5173	28.9122
	BIWEEKLY	1,636.20	1,719.15	1,806.30	1,897.87	1,994.07	2,095.17	2,201.38	2,312.98
	MONTHLY	3,545.10	3,724.83	3,913.65	4,112.05	4,320.49	4,539.54	4,769.66	5,011.46
	ANNUAL	42,541.20	44,697.90	46,963.80	49,344.62	51,845.82	54,474.42	57,235.88	60,137.48

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
SHOOTRANGE OPER 1140	HOURLY	26.6273	27.7812	28.9851	30.2412	31.5517	32.9190	34.3454	35.8338
	BIWEEKLY	2,130.18	2,222.50	2,318.81	2,419.30	2,524.14	2,633.52	2,747.63	2,866.70
	MONTHLY	4,615.39	4,815.42	5,024.09	5,241.82	5,468.97	5,705.96	5,953.20	6,211.18
	ANNUAL	55,384.68	57,785.00	60,289.06	62,901.80	65,627.64	68,471.52	71,438.38	74,534.20

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
SHT RNG OPR RFL 1141	HOURLY	26.6273	27.7812	28.9851	30.2412	31.5517	32.9190	34.3454	35.8338
	BIWEEKLY	2,130.18	2,222.50	2,318.81	2,419.30	2,524.14	2,633.52	2,747.63	2,866.70
	MONTHLY	4,615.39	4,815.42	5,024.09	5,241.82	5,468.97	5,705.96	5,953.20	6,211.18
	ANNUAL	55,384.68	57,785.00	60,289.06	62,901.80	65,627.64	68,471.52	71,438.38	74,534.20

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
SR ACCT CLK 1147	HOURLY	20.2854	21.3340	22.4368	23.5968	24.8166	26.0995	27.4487	28.8676
	BIWEEKLY	1,622.83	1,706.72	1,794.94	1,887.74	1,985.33	2,087.96	2,195.90	2,309.41
	MONTHLY	3,516.13	3,697.89	3,889.04	4,090.10	4,301.55	4,523.91	4,757.78	5,003.72
	ANNUAL	42,193.58	44,374.72	46,668.44	49,081.24	51,618.58	54,286.96	57,093.40	60,044.66

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
WWTP SECR 1200	HOURLY	20.3634	21.3913	22.4711	23.6055	24.7970	26.0488	27.3637	28.7450
	BIWEEKLY	1,629.07	1,711.30	1,797.69	1,888.44	1,983.76	2,083.90	2,189.10	2,299.60
	MONTHLY	3,529.65	3,707.82	3,895.00	4,091.62	4,298.15	4,515.12	4,743.05	4,982.47
	ANNUAL	42,355.82	44,493.80	46,739.94	49,099.44	51,577.76	54,181.40	56,916.60	59,789.60