

**and**

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

**WASTEWATER TREATMENT PLANT**

**October 1, 2022 through September 30, 2025**

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## AGREEMENT

THIS AGREEMENT, dated this 28<sup>th</sup> day of September, 2022, is between the City of Grand Island (hereinafter referred to as the "City"), and the International Brotherhood of Electrical Workers, Local 1597 (hereinafter referred to as the "Union"). The provisions of this agreement shall be effective October 1, 2022 through and including September 30, 2025.

### PURPOSE AND INTENT OF THE PARTIES

The purpose of the City and the Union entering 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 non-supervisory employees in the following positions employed at the Wastewater Treatment Plant. Only employees with regular status in the classifications listed below are eligible for representation by the Union:

- Accounting Technician
- Administrative Assistant
- Biosolids Technician
- Equipment Operator
- FOG Program Manager
- Lead Maintenance Worker
- Lead Maintenance Mechanic
- Lead Wastewater Plant Operator
- Maintenance Worker
- Maintenance Mechanic I
- Senior Equipment Operator
- Stormwater Program Manager
- Wastewater Plant Operator I/II
- Wastewater Laboratory Technician

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. The work week may vary according to the special requirements of any division or program. The work days shall be arranged successively to provide a forty (40) hour work week for each employee. Hours worked shall include actual hours worked and shall include paid holidays and vacation when calculating overtime.

Work schedules for employees scheduled to work twelve (12) hour shifts may be arranged to the greatest extent possible as:

1. Two (2) consecutive work days followed by;
2. Two (2) consecutive days off followed by;
3. Three (3) consecutive work days followed by;
4. Two (2) consecutive days off followed by;
5. Two (2) consecutive work days followed by;
6. Three (3) consecutive days off.

In the alternative and at the discretion of the City, twelve (12) hour shifts may also be arranged as:

1. Four (4) consecutive work days followed by;
2. Three (3) consecutive days off followed by;
3. Three (3) consecutive workdays followed by;
4. Four (4) consecutive days.

Work schedules for employees scheduled to work ten (10) hour shifts shall be arranged to the greatest extent possible as:

1. Four (4) consecutive work days followed by;
2. Three (3) consecutive days off.

### B. CHANGES IN WORK SCHEDULE

All changes in work schedules, except in cases of emergency, shall be posted for all to see at least 72 hours before the change is effective in the same designated areas as the initial schedules referred to in Paragraph A.

### C. LUNCH PERIODS

A meal allowance for actual cost, or up to Twelve Dollars (\$12.00) per meal, shall be granted for all employees if they are required to work two (2) hours overtime consecutively with their normal working hours and if such overtime would normally interfere with and disrupt the employee's normal meal schedule. Nothing in this section

shall prohibit the City from exceeding the amount of this allocation or consecutive hour requirement in providing an allowance for emergency situations.

#### **D. REST PERIODS**

Employees shall be granted 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 during emergencies or other similar situations it is not feasible to grant any such rest periods, employees shall not receive pay or additional time in lieu thereof. 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.

#### **E. OVERTIME AND COMPENSATORY TIME**

1. All officially authorized work performed in excess of forty (40) hours a week, shall be compensated for at the rate of one and one-half (1½) times the excess hours worked. The compensation shall be in either compensatory time or cash payment, at the option of the employee.

##### **EMPLOYEES WORKING TWELVE (12) OR TEN (10) HOUR SHIFTS:**

All officially authorized work performed in excess of eighty(80) hours during a two week pay period shall be compensated for at the rate of one and one-half (1½) times the excess hours worked. The compensation shall be in either 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 is intended to be construed only as a basis for overtime and 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 and shall include paid holidays and vacation when calculating overtime.
5. 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 accrue a maximum of 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 remaining at the end of this period shall be paid in cash. However, 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.

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.
7. Overtime shall be distributed as equally as possible based on the work needed and job skills and qualifications of employees.

**F. STAND-BY DUTY**

1. The City may assign employees to stand-by duty for handling trouble calls on other than the normal workday.
  - a. The stand-by duty work week will be determined by the City. The initial schedule will be posted after ratification of this contract and all changes in stand-by schedules, except in cases of emergency, shall be posted in designated areas at least 72 hours before the change is effective.
  - b. The employee assigned to this duty shall call upon the assigned supervisor for additional employees when such employee needs help.
2. The compensation for stand-by duty will be eight (8) hours per week of stand-by duty at the employee's basic rate of pay as shown on the payroll on the Sunday during his or her stand-by duty week. Failure to be available or to make arrangements with another qualified duty employee who will be available by telephone shall make the employee ineligible for stand-by duty compensation for the pay period involved. When another qualified duty employee is utilized, stand-by compensation shall be divided between the two employees based on the number of days each employee was on duty.
3. The employee assigned to this duty shall be available by communication equipment provided by the City at all times under this arrangement.
4. A truck will be assigned to the employee on stand-by duty if such employee lives within ten (10) miles of the Wastewater Treatment Plant.

**G. 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 the actual number of hours worked, although the employee shall be compensated for no less than two hours at the enhanced rate.



In the event an employee is called to duty during a holiday that he/she was not scheduled to work, such employee shall be paid at the rate of two (2) times the employee's base hourly rate times the actual number of hours worked, although the employee shall be compensated for no less than two (2) hours at the enhanced rate.

## **H. 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. They shall be granted with pay to all regular status employees regularly scheduled to work on such days, provided, that an employee may be required to work on a holiday if necessary to maintain essential services to the public. Employees will be compensated at the rate of time and one half for working on one of the holidays listed:

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. 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.

**C. 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 and 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.

**D. HOLIDAY ON REGULARLY SCHEDULED WORK DAY**

If an employee works on a holiday, the employee shall be paid for the holiday and any hours worked on the holiday shall be paid as overtime. All hours in which an employee receives premium pay (such as holiday on) of at least one and one-half (1 ½) times the base rate will not be included in the computation of overtime.

In the event an employee is called to duty during a holiday that were not scheduled to work, such employee shall be paid at the rate of two (2) times the employee's base hourly rate times the actual number of hours worked, although the employee shall be compensated for no less than two hours at the enhanced rate.

For employees working nine (9), ten (10) or twelve (12) hour shifts, the compensation for holidays which those employees did not work is equal to the number of hours scheduled to work of regular pay.

For employees working nine (9), ten (10) or twelve (12) hour shifts, the credit for computing overtime pay for holidays which those employees did work is equal to the number of hours scheduled to work.

Holidays will run from midnight to midnight for the calendar day the holiday falls on.

**E. PERSONAL DAY**

Personal Leave Days will be given to employees each year. The City will provide two annual personal leave days that will be granted on October 1st and must be used by September 15<sup>th</sup>. 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.

For employees working nine (9), ten (10) or twelve (12) hour shifts, the compensation for the use of a Personal Leave Day shall be equal to the number of hours scheduled to work at regular pay. Personal Leave Days may be taken at any time and must be taken in one whole day increments. The time selected by the employee must have the prior approval of the employee's supervisor.

## ARTICLE IV - VACATIONS

### A. ELIGIBILITY

All 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.

For purposes of this contract, "regular status" employees shall include those employees normally scheduled to work at least 30 hours per week throughout the course of the year and who have completed their introductory terms. It shall specifically exclude employees who are temporary, seasonal, introductory, and/or working fewer than 30 hours per week.

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

All vacation will accrue on a prorated basis using a twenty-six (26) 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 leave of absence without pay.

### **C. VACATION SCHEDULE**

Vacation leave shall be taken at a time convenient to and approved by the Department Director. 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. Seniority will be considered when scheduling vacations within the department.

### **D. SENIORITY FOR VACATION PLANNING**

The Department Director shall grant leave on the basis of the work requirements of the City after conferring with employees and recognizing their wishes where possible. If the nature of the work makes it necessary to limit the number of employees on vacation at the same time, the employee with the greatest seniority with the City shall be given his or her choice of vacation time. The seniority system shall not preclude the taking of vacation at the same time by employees whose work requirements are not inter-dependent. Employees will indicate their preference for vacation time on a primary vacation schedule according to seniority. An employee may make one choice of a minimum of five consecutive work days and a maximum of as many consecutive work days as the employee has accrued vacation time. Only one block of consecutive work days will be scheduled per employee on the primary vacation schedule. After completion of the primary vacation schedule, a secondary vacation schedule will be made available. An employee may make as many selections as the employee has remaining accrued vacation time in order of seniority. The City will establish the beginning and ending dates for scheduling vacations on the primary and secondary vacation schedules and reserves the right to change the vacation scheduling process if it proves unworkable.

### **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 has carry-over vacation time may utilize the carry-over and the current vacation time authorized during a single calendar year.
3. An employee who fails to use his or her vacation time through the employee's own decision loses all but the maximum carry-over hours mentioned above.

### **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**

1. Medical Leave. Medical leave shall be credited to all full-time employees as follows:
  - a. Eight (8) hours for each full calendar month of service.
  - b. 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 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 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, not to exceed the scheduled hours in a day; 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 supervisor 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**

An employee may accumulate medical leave to a maximum of 1,339 hours.

1. All employees shall be paid thirty-six percent (36%) 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. The payout for medical leave shall go to the employee's VEBA account.

2. All employees shall be paid thirty-six percent (36%) 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 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. Immediately 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.

#### **H. USE OF BEREAVEMENT LEAVE**

Bereavement leave shall be granted to eligible employees for up to two (2) days per calendar year equal to the number of hours scheduled to work for non-immediate family members. Non-immediate family member shall mean aunts, great-aunts, uncles, great-uncles, nieces, 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 equal to the number of hours scheduled to work of paid bereavement leave per occurrence for the death of an immediate family or household member which includes parents, spouses, children, siblings, grandparents, great-grandparents, grandchildren, great-grandchildren and in-laws of the same relation, regardless of when it occurs. The City may request verification of the need for the bereavement leave. In addition to the use of bereavement leave as set forth hereafter, medical leave may be granted at the discretion of the Department Director 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 training 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, a signed statement from the clerk of the court, or other evidence, showing the actual time in attendance at the court.

**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.

**ARTICLE VIII - LEAVE WITHOUT PAY**

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

1. Leave without pay may be granted to an employee for any good cause when it is in the interest of the City to do so. A Department Director may grant an employee leave without pay for 30 days time. The mayor may extend such leave for a period not to exceed six months. 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.** 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. A leave without pay shall not constitute a break in service, but time off will not be credited toward retirement or the accrual of other benefits.



4. Leave without pay 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 Worker's 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 150 days, for employees that are injured due to a work related situation. Employees will follow the City's Light Duty Policy. 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. All employees in the City of Grand Island are covered by this policy and therefore are on notice from this date forward, that light duty work shall commence immediately from the date of appropriate medical release.

## **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.

### **B. LEAVE FORM**

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

### **C. COMPENSATION LIMIT DURING LEAVE**

While on leave of any nature, the total compensation paid to an employee including salary, wages, workers compensation benefits and leave pay collected from any other party shall not exceed the employee's net take-home pay at the time of the commencement of the leave plus any allowed and approved cost of living increase which commences during the period of leave.

## **ARTICLE XI - RETIREMENT PLAN**

### **A. RETIREMENT PLAN**

The City agrees that the employees covered under this agreement will participate in the City's mandatory retirement defined contribution plan. Employees shall contribute through deductions from pay seven and one-half (7.5) percent of gross earnings and shall be matched seven and one-half (7.5) percent by the City. Employee eligibility is effective on date of employment. A five (5) year vesting schedule applies to City's contributions.

### **B. AMENDMENTS**

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

## ARTICLE XII – SENIORITY

### A. SENIORITY

1. Seniority is hereby defined as the employee's length of continuous service in the bargaining unit except as otherwise provided herein.
2. Continuous service as used in Section 1 hereof means an employee's total continuous length of service in the bargaining unit 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 initial introductory period of employment with the City, his seniority shall be effective from the date on which the employee was hired in the bargaining unit.
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 in accordance with the date and time of filing such application.
6. Whenever it is determined to be in the best interest of the City to reduce its workforce, the Director, the Mayor, or City Administrator will recommend the implementation of the reduction. Factors that will be taken into consideration 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;
  - The multiple job skills recently or currently being performed by the employee.

Upon the receipt of the recommendation, 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 2 years after layoff. If, within 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 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. 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 length in step plus satisfactory performance ratings in order to receive an increase in pay, other than a salary table adjustment.

Step of Hire	Entry Level;
Next Step	Upon the successful completion of six months of service by a new hire;
Next Step	Upon successful completion of one year of service by a new hire employee;
Remaining Steps	Upon 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 months, unless otherwise extended by the Department Director.

#### **B. 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, Ankeny, Iowa, Bellevue, Nebraska, Council Bluffs, Iowa, Jefferson City, Missouri, Lawrence, Kansas, Manhattan, Kansas, Rapid City, South Dakota and Sioux City, Iowa. 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.

**C. 2022 – 2023 FISCAL YEAR**

See Exhibit “A”, attached hereto, effective the first full pay period on or after October 1, 2022.

**D. 2023 – 2024 FISCAL YEAR**

See Exhibit “B”, attached hereto, effective the first full pay period on or after October 1, 2023.

**E. 2024 – 2025 FISCAL YEAR**

See Exhibit “C”, attached hereto, effective the first full pay period on or after October 1, 2024.

**F. 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	\$250.00(Beginning 6th Year)
10 years	\$500.00(Beginning 11th Year)
15 years	\$750.00(Beginning 16th Year)
20 years	\$1,000.00(Beginning 21st Year)
25 years	\$1,500.00(Beginning 26st Year)

**G. SHIFT DIFFERENTIAL**

Employees who are regularly scheduled to work the night shift will receive an additional one dollar (\$1.00) per hour for wages attributable to those shifts. Other employees who are called back to work or who are on standby duty are not entitled to shift differential. No other classes will receive a stipend.

## **H. WORKING OUT OF CLASS**

In the event of a temporary change of an employee to another job classification for a period of three (3) consecutive working days, or three (3) working days in one (1) week, the employee will receive any additional pay which may be attributable to that temporary job classification, moving to the next closest step in the new pay range that guarantees at least a three percent (3%) increase. Nothing in this provision shall require or limit the City from providing compensation for a temporary job reclassification for a period under three (3) days.

## **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 grounds of race, religion, national origin, color, age, or sex.
4. The City agrees to allow the Union access to new hires within the Wastewater Treatment Plant bargaining unit for up to thirty (30) minutes.

### **C. GRIEVANCE PROCEDURES**

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 XV - 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 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.

### **B. CAFETERIA PLAN**

The City agrees to implement a pre-tax contribution plan for medical and hospitalization insurance expenses.

### **C. LIFE INSURANCE**

The City will continue to provide a life insurance policy for the employee. Such policy shall contain an option allowing the employee to purchase additional insurance. The premium for the optional insurance shall be paid by the employee. The insurance provided at City cost shall be in the amount of \$50,000 per employee.

The employee will be required to pay the premium on the life insurance policy during any leave of absence without pay for the first sixty days. Thereafter, such employee will be dropped from the life insurance plan. The employee shall pay both the City's premium and his or her optional insurance premium during this period.



#### **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. HEALTH INSURANCE COMMITTEE**

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

#### **F. UNIFORMS AND PROTECTIVE CLOTHING**

1. The City will pay for one (1) pair of safety glasses and frames for each employee up to the amount allowed by the City's procurement policy. Employees must have eye examinations for prescription glasses at their expense, or have had their eyes checked within the last six (6) months. Employees will be allowed to choose the type of safety frames desired (plastic, combination plastic/metal, or metal). The City will pay for side shields for employees desiring them. The City will pay for replacement or repair of safety glasses accidentally damaged during performance of assigned duties; provided, the employee's supervisor is notified immediately of the damage. The City will also pay for replacement of safety glasses when the employee has an examination showing his or her prescription has changed, said examination to be at the employee's expense. The employee will be responsible for repair of safety glasses damaged during off-duty hours. Safety glasses lost by employees must be replaced at the employee's expense.

2. Upon submission of proof of purchase, the City will reimburse employees for the purchase of safety steel toe boots or safety toe boots approved by the City to be used on the job. The reimbursement shall not exceed One Hundred-Fifty Dollars (\$150.00) per year, per pair. Two (2) pairs of safety boots are permitted each year.

The City will provide employees a winter coat/jacket and insulated bibs or coveralls that meets high visibility safety standards, to be inspected annually for replacement. In addition, employees will receive five (5) short sleeve work shirts and five (5) long sleeve work shirts, to be inspected annually for replacement. The City may require clothing to meet high visibility safety standards in specific applications.

3. Employees shall be permitted to participate in the uniform program established by the City of Grand Island. The City will pay sixty percent (60%) of the actual cost of providing and cleaning these uniforms. The employee shall pay forty percent (40%) of said cost.
4. Any employee who receives reimbursement and leaves the City within six (6) months of the reimbursement will be required to return said reimbursement on a pro-rated basis.

#### **G. 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.

#### **H. BILINGUAL PAY**

Employees who are proficient in an approved second language will be paid \$1,500 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.

### **ARTICLE XVI - MANAGEMENT RIGHTS**

The following are the prerogative of management and are not subject to the grievance process. Except where limited by provisions elsewhere in these rules, nothing in the rules shall be construed to restrict, limit, or impair the rights, powers, and the authority

of the City as granted to it under the laws of the State of Nebraska and City ordinances. These rights, powers, and authority include but are not limited to the following:

1. 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.
2. 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.
3. It is understood and agreed that the City possesses the sole right to operate the Public Works Department 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 may be imposed for matters arising under this agreement or the City's Personnel Rules and Regulations, pursuant to Chapter 3 of said 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. Lay off employees because of lack of work.
  - i. Contract out for goods or services.
4. 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.

5. Any and all matters not specifically mentioned in this agreement are reserved to the City. 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 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. The Union and its membership agree that it will not contact or deal with any of the members of City Council concerning any aspects of negotiations, grievances, or any other relationship between the Union and the City.

### **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 ARTICLE XVI above (except No. 3.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.

### **ARTICLE XVII - 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. One or two 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. An employee upon promotion, who fails to satisfactorily perform the duties of a classification into which he or she has been promoted during the first thirty days after such promotion, shall have the right to opt back into the classification from which he or she was promoted. He or she shall return to the same pay step held prior to promotion with the same regular status held prior to promotion. Any employee who chooses not to opt out or is not demoted based upon the decision of the supervisor, will need to satisfy the remainder of the six month introductory period.
6. 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.
7. Upon receipt of a lawfully executed written authorization from an employee, which may be revoked in writing at any time, the City agrees to deduct the regular, biweekly amounts specified therein from his or her pay for union dues. The effective date of such deduction shall be the second payroll following the filing of the written authorization by the employee with the Finance Director. The Finance Director will remit the collected union dues, together with a list of the employees' names for which the dues are deducted, to the official designated by the union, in writing, by the fifteenth day of the next succeeding month following the deduction. The City agrees not to withhold any initiation fees, assessments, special or otherwise, nor any funds from an employee's pay for the benefit of the union other than regular union dues as set forth herein.

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.

8. 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 XVIII - 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 XIX - 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, 2025.
3. Negotiations for a new agreement to take effect upon the termination of this agreement may begin any time after March 1, 2025.

#### **ARTICLE XX- 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. The union acknowledges that the City must comply with the Nebraska Budget Act.

## **ARTICLE XXI - 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 XXII - 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, 2022 through September 30, 2025.

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, MAYOR

ATTEST   
RANA E EDWARDS, CITY CLERK

Dated 9/28/2022

I.B.E.W. LOCAL 1597

BY   
PRESIDENT LOCAL 1597

Dated 9-27-22

\_\_\_\_\_  
CHIEF STEWARD LOCAL 1597



**EXHIBIT A**

**IBEW WASTEWATER TREATMENT PLANT SALARY TABLES  
FISCAL YEAR 2022 - 2023**

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
<b>ACCOUNTING TECH</b>	<b>HOURLY</b>	22.2214	23.0207	23.8488	24.7067	25.5954	26.5161	27.4699	29.4817
9500	<b>BIWEEKLY</b>	1,777.71	1,841.66	1,907.90	1,976.54	2,047.63	2,121.29	2,197.59	2,358.54
	<b>MONTHLY</b>	3,851.71	3,990.26	4,133.78	4,282.50	4,436.53	4,596.13	4,761.45	5,110.17
	<b>ANNUAL</b>	46,220.46	47,883.16	49,605.40	51,390.04	53,238.38	55,153.54	57,137.34	61,322.04

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
<b>ADMIN ASST WWTP</b>	<b>HOURLY</b>	20.4435	21.3862	22.3724	23.4041	24.4833	25.6124	26.7934	29.3215
9510	<b>BIWEEKLY</b>	1,635.48	1,710.90	1,789.79	1,872.33	1,958.66	2,048.99	2,143.47	2,345.72
	<b>MONTHLY</b>	3,543.54	3,706.95	3,877.88	4,056.72	4,243.76	4,439.48	4,644.19	5,082.39
	<b>ANNUAL</b>	42,522.48	44,483.40	46,534.54	48,680.58	50,925.16	53,273.74	55,730.22	60,988.72

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
<b>BIOSOLIDS TECH</b>	<b>HOURLY</b>	25.3842	26.5864	27.8455	29.1642	30.5454	31.9920	33.5071	36.7560
9520	<b>BIWEEKLY</b>	2,030.74	2,126.91	2,227.64	2,333.14	2,443.63	2,559.36	2,680.57	2,940.48
	<b>MONTHLY</b>	4,399.94	4,608.31	4,826.55	5,055.14	5,294.53	5,545.28	5,807.90	6,371.04
	<b>ANNUAL</b>	52,799.24	55,299.66	57,918.64	60,661.64	63,534.38	66,543.36	69,694.82	76,452.48

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
<b>EQUIP OPERATOR</b>	<b>HOURLY</b>	23.2949	24.1918	25.1231	26.0904	27.0949	28.1380	29.2213	31.5147
9540	<b>BIWEEKLY</b>	1,863.59	1,935.34	2,009.85	2,087.23	2,167.59	2,251.04	2,337.70	2,521.18
	<b>MONTHLY</b>	4,037.78	4,193.24	4,354.68	4,522.33	4,696.45	4,877.25	5,065.02	5,462.56
	<b>ANNUAL</b>	48,453.34	50,318.84	52,256.10	54,267.98	56,357.34	58,527.04	60,780.20	65,550.68

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
<b>FOG PRG MGR</b>	<b>HOURLY</b>	28.7162	29.8661	31.0620	32.3058	33.5994	34.9448	36.3441	39.3130
9550	<b>BIWEEKLY</b>	2,297.30	2,389.29	2,484.96	2,584.46	2,687.95	2,795.58	2,907.53	3,145.04
	<b>MONTHLY</b>	4,977.48	5,176.80	5,384.08	5,599.66	5,823.89	6,057.09	6,299.65	6,814.25
	<b>ANNUAL</b>	59,729.80	62,121.54	64,608.96	67,195.96	69,886.70	72,685.08	75,595.78	81,771.04

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
<b>LD MAINT MECH</b>	<b>HOURLY</b>	28.0427	29.0542	30.1023	31.1881	32.3131	33.4787	34.6863	37.2338
9600	<b>BIWEEKLY</b>	2,243.42	2,324.34	2,408.18	2,495.05	2,585.05	2,678.30	2,774.90	2,978.70
	<b>MONTHLY</b>	4,860.74	5,036.07	5,217.72	5,405.94	5,600.94	5,802.98	6,012.28	6,453.85
	<b>ANNUAL</b>	58,328.92	60,432.84	62,612.68	64,871.30	67,211.30	69,635.80	72,147.40	77,446.20

**EXHIBIT A**

**IBEW WASTEWATER TREATMENT PLANT SALARY TABLES  
FISCAL YEAR 2022 - 2023**

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
LD MAINT WRKR 9624	HOURLY	22.9094	23.9698	25.0793	26.2401	27.4547	28.7255	30.0551	32.9018
	BIWEEKLY	1,832.75	1,917.58	2,006.34	2,099.21	2,196.38	2,298.04	2,404.41	2,632.14
	MONTHLY	3,970.96	4,154.76	4,347.07	4,548.29	4,758.82	4,979.09	5,209.56	5,702.97
	ANNUAL	47,651.50	49,857.08	52,164.84	54,579.46	57,105.88	59,749.04	62,514.66	68,435.64

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
LD WW PLNT OPER 9750	HOURLY	27.5666	28.7509	29.9860	31.2742	32.6178	34.0190	35.4805	38.5945
	BIWEEKLY	2,205.33	2,300.07	2,398.88	2,501.94	2,609.42	2,721.52	2,838.44	3,087.56
	MONTHLY	4,778.22	4,983.49	5,197.57	5,420.87	5,653.74	5,896.63	6,149.95	6,689.71
	ANNUAL	57,338.58	59,801.82	62,370.88	65,050.44	67,844.92	70,759.52	73,799.44	80,276.56

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
MAINT MECH I 9620	HOURLY	23.7880	24.6914	25.6290	26.6023	27.6125	28.6611	29.7495	32.0519
	BIWEEKLY	1,903.04	1,975.31	2,050.32	2,128.18	2,209.00	2,292.89	2,379.96	2,564.15
	MONTHLY	4,123.25	4,279.84	4,442.36	4,611.06	4,786.17	4,967.93	5,156.58	5,555.66
	ANNUAL	49,479.04	51,358.06	53,308.32	55,332.68	57,434.00	59,615.14	61,878.96	66,667.90

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
MAINT WORKER 9625	HOURLY	23.0713	23.9096	24.7784	25.6788	26.6118	27.5788	28.5809	30.6957
	BIWEEKLY	1,845.70	1,912.77	1,982.27	2,054.30	2,128.94	2,206.30	2,286.47	2,455.66
	MONTHLY	3,999.02	4,144.34	4,294.92	4,450.98	4,612.70	4,780.32	4,954.02	5,320.60
	ANNUAL	47,988.20	49,732.02	51,539.02	53,411.80	55,352.44	57,363.80	59,448.22	63,847.16

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
SR EQUIP OPER 9680	HOURLY	27.0346	27.8951	28.7830	29.6992	30.6445	31.6200	32.6264	34.7365
	BIWEEKLY	2,162.77	2,231.61	2,302.64	2,375.94	2,451.56	2,529.60	2,610.11	2,778.92
	MONTHLY	4,686.00	4,835.16	4,989.05	5,147.87	5,311.71	5,480.80	5,655.24	6,020.99
	ANNUAL	56,232.02	58,021.86	59,868.64	61,774.44	63,740.56	65,769.60	67,862.86	72,251.92

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
STRMWTR PRG MGR 9690	HOURLY	28.7162	29.8661	31.0620	32.3058	33.5994	34.9448	36.3441	39.3130
	BIWEEKLY	2,297.30	2,389.29	2,484.96	2,584.46	2,687.95	2,795.58	2,907.53	3,145.04
	MONTHLY	4,977.48	5,176.80	5,384.08	5,599.66	5,823.89	6,057.09	6,299.65	6,814.25
	ANNUAL	59,729.80	62,121.54	64,608.96	67,195.96	69,886.70	72,685.08	75,595.78	81,771.04

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
WWTP LAB TECH 9723	HOURLY	25.4677	26.3821	27.3293	28.3105	29.3269	30.3798	31.4706	33.7709
	BIWEEKLY	2,037.42	2,110.57	2,186.34	2,264.84	2,346.15	2,430.38	2,517.65	2,701.67
	MONTHLY	4,414.41	4,572.90	4,737.07	4,907.15	5,083.33	5,265.82	5,454.91	5,853.62
	ANNUAL	52,972.92	54,874.82	56,844.84	58,885.84	60,999.90	63,189.88	65,458.90	70,243.42

**EXHIBIT A**

**IBEW WASTEWATER TREATMENT PLANT SALARY TABLES  
FISCAL YEAR 2022 – 2023**

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
<b>WWTP OPERATOR I</b>	<b>HOURLY</b>	22.8165	23.6272	24.4668	25.3362	26.2364	27.1687	28.1341	30.1690
	<b>9725 BIWEEKLY</b>	1,825.32	1,890.18	1,957.34	2,026.90	2,098.91	2,173.50	2,250.73	2,413.52
	<b>MONTHLY</b>	3,954.86	4,095.39	4,240.90	4,391.62	4,547.64	4,709.25	4,876.58	5,229.29
	<b>ANNUAL</b>	47,458.32	49,144.68	50,890.84	52,699.40	54,571.66	56,511.00	58,518.98	62,751.52

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
<b>WWTP OPR II</b>	<b>HOURLY</b>	25.3735	26.2992	27.2586	28.2531	29.2838	30.3521	31.4594	33.7967
	<b>9726 BIWEEKLY</b>	2,029.88	2,103.94	2,180.69	2,260.25	2,342.70	2,428.17	2,516.75	2,703.74
	<b>MONTHLY</b>	4,398.07	4,558.54	4,724.83	4,897.21	5,075.85	5,261.04	5,452.96	5,858.10
	<b>ANNUAL</b>	52,776.88	54,702.44	56,697.94	58,766.50	60,910.20	63,132.42	65,435.50	70,297.24

**EXHIBIT B**

**IBEW WASTEWATER TREATMENT PLANT SALARY TABLES  
FISCAL YEAR 2023 – 2024**

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
<b>ACCOUNTING TECH</b>	<b>HOURLY</b>	23.1102	23.9415	24.8028	25.6950	26.6192	27.5767	28.5687	30.6610
<b>9500</b>	<b>BIWEEKLY</b>	1,848.82	1,915.32	1,984.22	2,055.60	2,129.54	2,206.14	2,285.50	2,452.88
	<b>MONTHLY</b>	4,005.78	4,149.86	4,299.14	4,453.80	4,614.00	4,779.97	4,951.92	5,314.57
	<b>ANNUAL</b>	48,069.32	49,798.32	51,589.72	53,445.60	55,368.04	57,359.64	59,423.00	63,774.88

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
<b>ADMIN ASST WWTP</b>	<b>HOURLY</b>	20.6479	21.6438	22.6878	23.7822	24.9293	26.1318	27.3922	30.0985
<b>9510</b>	<b>BIWEEKLY</b>	1,651.83	1,731.50	1,815.02	1,902.58	1,994.34	2,090.54	2,191.38	2,407.88
	<b>MONTHLY</b>	3,578.97	3,751.58	3,932.54	4,122.26	4,321.07	4,529.50	4,747.99	5,217.07
	<b>ANNUAL</b>	42,947.58	45,019.00	47,190.52	49,467.08	51,852.84	54,354.04	56,975.88	62,604.88

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
<b>BIOSOLIDS TECH</b>	<b>HOURLY</b>	27.7373	28.9842	30.2872	31.6488	33.0716	34.5584	36.1120	39.4318
<b>9520</b>	<b>BIWEEKLY</b>	2,218.98	2,318.74	2,422.98	2,531.90	2,645.73	2,764.67	2,888.96	3,154.54
	<b>MONTHLY</b>	4,807.79	5,023.94	5,249.79	5,485.78	5,732.42	5,990.12	6,259.41	6,834.84
	<b>ANNUAL</b>	57,693.48	60,287.24	62,997.48	65,829.40	68,788.98	71,881.42	75,112.96	82,018.04

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
<b>EQUIP OPERATOR</b>	<b>HOURLY</b>	24.2267	25.1595	26.1280	27.1340	28.1787	29.2635	30.3902	32.7753
<b>9540</b>	<b>BIWEEKLY</b>	1,938.14	2,012.76	2,090.24	2,170.72	2,254.30	2,341.08	2,431.22	2,622.02
	<b>MONTHLY</b>	4,199.30	4,360.98	4,528.85	4,703.23	4,884.32	5,072.34	5,267.64	5,681.04
	<b>ANNUAL</b>	50,391.64	52,331.76	54,346.24	56,438.72	58,611.80	60,868.08	63,211.72	68,172.52

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
<b>FOG PRG MGR</b>	<b>HOURLY</b>	29.8649	31.0607	32.3045	33.5980	34.9434	36.3426	37.7979	40.8855
<b>9550</b>	<b>BIWEEKLY</b>	2,389.19	2,484.86	2,584.36	2,687.84	2,795.47	2,907.41	3,023.83	3,270.84
	<b>MONTHLY</b>	5,176.58	5,383.86	5,599.45	5,823.65	6,056.85	6,299.39	6,551.63	7,086.82
	<b>ANNUAL</b>	62,118.94	64,606.36	67,193.36	69,883.84	72,682.22	75,592.66	78,619.58	85,041.84

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
<b>LD MAINT MECH</b>	<b>HOURLY</b>	29.1644	30.2164	31.3064	32.4356	33.6056	34.8178	36.0738	38.7231
<b>9600</b>	<b>BIWEEKLY</b>	2,333.15	2,417.31	2,504.51	2,594.85	2,688.45	2,785.42	2,885.90	3,097.85
	<b>MONTHLY</b>	5,055.16	5,237.51	5,426.44	5,622.18	5,824.98	6,035.08	6,252.78	6,712.01
	<b>ANNUAL</b>	60,661.90	62,850.06	65,117.26	67,466.10	69,899.70	72,420.92	75,033.40	80,544.10

**EXHIBIT B**

**IBEW WASTEWATER TREATMENT PLANT SALARY TABLES  
FISCAL YEAR 2023 – 2024**

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
<b>LD MAINT WRKR</b>  9624	<b>HOURLY</b>	26.0480	27.0987	28.1918	29.3290	30.5121	31.7429	33.0234	35.7413
	<b>BIWEEKLY</b>	2,083.84	2,167.90	2,255.34	2,346.32	2,440.97	2,539.43	2,641.87	2,859.30
	<b>MONTHLY</b>	4,514.99	4,697.12	4,886.57	5,083.69	5,288.77	5,502.10	5,724.05	6,195.15
	<b>ANNUAL</b>	54,179.84	56,365.40	58,638.84	61,004.32	63,465.22	66,025.18	68,688.62	74,341.80

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
<b>LD WW PLNT OPER</b>  9750	<b>HOURLY</b>	28.6693	29.9009	31.1854	32.5252	33.9225	35.3798	36.8997	40.1383
	<b>BIWEEKLY</b>	2,293.54	2,392.07	2,494.83	2,602.02	2,713.80	2,830.38	2,951.98	3,211.06
	<b>MONTHLY</b>	4,969.34	5,182.82	5,405.47	5,637.71	5,879.90	6,132.49	6,395.96	6,957.30
	<b>ANNUAL</b>	59,632.04	62,193.82	64,865.58	67,652.52	70,558.80	73,589.88	76,751.48	83,487.56

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
<b>MAINT MECH I</b>  9620	<b>HOURLY</b>	24.7395	25.6791	26.6542	27.6664	28.7170	29.8075	30.9395	33.3340
	<b>BIWEEKLY</b>	1,979.16	2,054.33	2,132.34	2,213.31	2,297.36	2,384.60	2,475.16	2,666.72
	<b>MONTHLY</b>	4,288.18	4,451.05	4,620.07	4,795.51	4,977.61	5,166.63	5,362.85	5,777.89
	<b>ANNUAL</b>	51,458.16	53,412.58	55,440.84	57,546.06	59,731.36	61,999.60	64,354.16	69,334.72

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
<b>MAINT WORKER</b>  9625	<b>HOURLY</b>	23.9941	24.8660	25.7695	26.7060	27.6763	28.6820	29.7241	31.9235
	<b>BIWEEKLY</b>	1,919.53	1,989.28	2,061.56	2,136.48	2,214.10	2,294.56	2,377.93	2,553.88
	<b>MONTHLY</b>	4,158.98	4,310.11	4,466.71	4,629.04	4,797.22	4,971.55	5,152.18	5,533.41
	<b>ANNUAL</b>	49,907.78	51,721.28	53,600.56	55,548.48	57,566.60	59,658.56	61,826.18	66,400.88

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
<b>SR EQUIP OPER</b>  9680	<b>HOURLY</b>	28.1160	29.0109	29.9343	30.8872	31.8703	32.8848	33.9315	36.1260
	<b>BIWEEKLY</b>	2,249.28	2,320.87	2,394.74	2,470.98	2,549.62	2,630.78	2,714.52	2,890.08
	<b>MONTHLY</b>	4,873.44	5,028.55	5,188.60	5,353.79	5,524.18	5,700.02	5,881.46	6,261.84
	<b>ANNUAL</b>	58,481.28	60,342.62	62,263.24	64,245.48	66,290.12	68,400.28	70,577.52	75,142.08

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
<b>STRMWTR PRG MGR</b>  9690	<b>HOURLY</b>	29.8649	31.0607	32.3045	33.5980	34.9434	36.3426	37.7979	40.8855
	<b>BIWEEKLY</b>	2,389.19	2,484.86	2,584.36	2,687.84	2,795.47	2,907.41	3,023.83	3,270.84
	<b>MONTHLY</b>	5,176.58	5,383.86	5,599.45	5,823.65	6,056.85	6,299.39	6,551.63	7,086.82
	<b>ANNUAL</b>	62,118.94	64,606.36	67,193.36	69,883.84	72,682.22	75,592.66	78,619.58	85,041.84

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
<b>WWTP LAB TECH</b>  9723	<b>HOURLY</b>	26.4864	27.4374	28.4225	29.4429	30.5000	31.5950	32.7294	35.1217
	<b>BIWEEKLY</b>	2,118.91	2,194.99	2,273.80	2,355.43	2,440.00	2,527.60	2,618.35	2,809.74
	<b>MONTHLY</b>	4,590.97	4,755.81	4,926.57	5,103.43	5,286.67	5,476.47	5,673.09	6,087.77
	<b>ANNUAL</b>	55,091.66	57,069.74	59,118.80	61,241.18	63,440.00	65,717.60	68,077.10	73,053.24

**EXHIBIT B**

**IBEW WASTEWATER TREATMENT PLANT SALARY TABLES  
FISCAL YEAR 2023 – 2024**

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
<b>WWTP OPERATOR I</b>	<b>HOURLY</b>	23.7291	24.5723	25.4455	26.3496	27.2859	28.2554	29.2595	31.3757
<b>9725</b>	<b>BIWEEKLY</b>	1,898.33	1,965.78	2,035.64	2,107.97	2,182.87	2,260.43	2,340.76	2,510.06
	<b>MONTHLY</b>	4,113.05	4,259.19	4,410.55	4,567.27	4,729.55	4,897.60	5,071.65	5,438.46
	<b>ANNUAL</b>	49,356.58	51,110.28	52,926.64	54,807.22	56,754.62	58,771.18	60,859.76	65,261.56

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
<b>WWTP OPR II</b>	<b>HOURLY</b>	26.3884	27.3512	28.3489	29.3832	30.4552	31.5662	32.7178	35.1486
<b>9726</b>	<b>BIWEEKLY</b>	2,111.07	2,188.10	2,267.91	2,350.66	2,436.42	2,525.30	2,617.42	2,811.89
	<b>MONTHLY</b>	4,573.99	4,740.88	4,913.81	5,093.10	5,278.91	5,471.48	5,671.08	6,092.43
	<b>ANNUAL</b>	54,887.82	56,890.60	58,965.66	61,117.16	63,346.92	65,657.80	68,052.92	73,109.14

**EXHIBIT C**

**IBEW WASTEWATER TREATMENT PLANT SALARY TABLES  
FISCAL YEAR 2024 – 2025**

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
<b>ACCOUNTING TECH</b>	<b>HOURLY</b>	24.0346	24.8992	25.7949	26.7228	27.6840	28.6798	29.7114	31.8874
<b>9500</b>	<b>BIWEEKLY</b>	1,922.77	1,991.94	2,063.59	2,137.82	2,214.72	2,294.38	2,376.91	2,550.99
	<b>MONTHLY</b>	4,166.00	4,315.87	4,471.11	4,631.94	4,798.56	4,971.16	5,149.97	5,527.15
	<b>ANNUAL</b>	49,992.02	51,790.44	53,653.34	55,583.32	57,582.72	59,653.88	61,799.66	66,325.74

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
<b>ADMIN ASST WWTP</b>	<b>HOURLY</b>	21.4738	22.5096	23.5953	24.7335	25.9265	27.1771	28.4879	31.3024
<b>9510</b>	<b>BIWEEKLY</b>	1,717.90	1,800.77	1,887.62	1,978.68	2,074.12	2,174.17	2,279.03	2,504.19
	<b>MONTHLY</b>	3,722.12	3,901.67	4,089.84	4,287.14	4,493.93	4,710.70	4,937.90	5,425.75
	<b>ANNUAL</b>	44,665.40	46,820.02	49,078.12	51,445.68	53,927.12	56,528.42	59,254.78	65,108.94

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
<b>BIOSOLIDS TECH</b>	<b>HOURLY</b>	30.3085	31.5984	32.9431	34.3451	35.8067	37.3306	38.9193	42.3024
<b>9520</b>	<b>BIWEEKLY</b>	2,424.68	2,527.87	2,635.45	2,747.61	2,864.54	2,986.45	3,113.54	3,384.19
	<b>MONTHLY</b>	5,253.47	5,477.05	5,710.14	5,953.16	6,206.50	6,470.64	6,746.00	7,332.41
	<b>ANNUAL</b>	63,041.68	65,724.62	68,521.70	71,437.86	74,478.04	77,647.70	80,952.04	87,988.94

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
<b>EQUIP OPERATOR</b>	<b>HOURLY</b>	25.1958	26.1659	27.1731	28.2194	29.3058	30.4340	31.6058	34.0863
<b>9540</b>	<b>BIWEEKLY</b>	2,015.66	2,093.27	2,173.85	2,257.55	2,344.46	2,434.72	2,528.46	2,726.90
	<b>MONTHLY</b>	4,367.26	4,535.42	4,710.01	4,891.36	5,079.66	5,275.23	5,478.33	5,908.28
	<b>ANNUAL</b>	52,407.16	54,425.02	56,520.10	58,696.30	60,955.96	63,302.72	65,739.96	70,899.40

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
<b>FOG PRG MGR</b>	<b>HOURLY</b>	31.0595	32.3031	33.5967	34.9419	36.3411	37.7963	39.3098	42.5209
<b>9550</b>	<b>BIWEEKLY</b>	2,484.76	2,584.25	2,687.74	2,795.35	2,907.29	3,023.70	3,144.78	3,401.67
	<b>MONTHLY</b>	5,383.65	5,599.21	5,823.44	6,056.59	6,299.13	6,551.35	6,813.69	7,370.29
	<b>ANNUAL</b>	64,603.76	67,190.50	69,881.24	72,679.10	75,589.54	78,616.20	81,764.28	88,443.42

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
<b>LD MAINT MECH</b>	<b>HOURLY</b>	30.3310	31.4251	32.5587	33.7330	34.9498	36.2105	37.5168	40.2720
<b>9600</b>	<b>BIWEEKLY</b>	2,426.48	2,514.01	2,604.70	2,698.64	2,795.98	2,896.84	3,001.34	3,221.76
	<b>MONTHLY</b>	5,257.37	5,447.02	5,643.52	5,847.05	6,057.96	6,276.49	6,502.90	6,980.48
	<b>ANNUAL</b>	63,088.48	65,364.26	67,722.20	70,164.64	72,695.48	75,317.84	78,034.84	83,765.76

**EXHIBIT C**

**IBEW WASTEWATER TREATMENT PLANT SALARY TABLES  
FISCAL YEAR 2024 – 2025**

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
<b>LD MAINT WRKR</b>	<b>HOURLY</b>	29.6165	30.6360	31.6906	32.7815	33.9099	35.0772	36.2846	38.8257
<b>9624</b>	<b>BIWEEKLY</b>	2,369.32	2,450.88	2,535.25	2,622.52	2,712.79	2,806.18	2,902.77	3,106.06
	<b>MONTHLY</b>	5,133.53	5,310.24	5,493.04	5,682.13	5,877.71	6,080.06	6,289.34	6,729.80
	<b>ANNUAL</b>	61,602.32	63,722.88	65,916.50	68,185.52	70,532.54	72,960.68	75,472.02	80,757.56

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
<b>LD WW PLNT OPER</b>	<b>HOURLY</b>	29.8161	31.0969	32.4328	33.8262	35.2794	36.7950	38.3757	41.7438
<b>9750</b>	<b>BIWEEKLY</b>	2,385.29	2,487.75	2,594.62	2,706.10	2,822.35	2,943.60	3,070.06	3,339.50
	<b>MONTHLY</b>	5,168.13	5,390.13	5,621.68	5,863.22	6,115.09	6,377.80	6,651.80	7,235.58
	<b>ANNUAL</b>	62,017.54	64,681.50	67,460.12	70,358.60	73,381.10	76,533.60	79,821.56	86,827.00

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
<b>MAINT MECH I</b>	<b>HOURLY</b>	25.7291	26.7063	27.7204	28.7731	29.8657	30.9998	32.1771	34.6674
<b>9620</b>	<b>BIWEEKLY</b>	2,058.33	2,136.50	2,217.63	2,301.85	2,389.26	2,479.98	2,574.17	2,773.39
	<b>MONTHLY</b>	4,459.72	4,629.08	4,804.87	4,987.34	5,176.73	5,373.29	5,577.37	6,009.01
	<b>ANNUAL</b>	53,516.58	55,549.00	57,658.38	59,848.10	62,120.76	64,479.48	66,928.42	72,108.14

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
<b>MAINT WORKER</b>	<b>HOURLY</b>	24.9539	25.8606	26.8003	27.7742	28.7834	29.8293	30.9131	33.2005
<b>9625</b>	<b>BIWEEKLY</b>	1,996.31	2,068.85	2,144.02	2,221.94	2,302.67	2,386.34	2,473.05	2,656.04
	<b>MONTHLY</b>	4,325.34	4,482.51	4,645.38	4,814.20	4,989.12	5,170.40	5,358.28	5,754.75
	<b>ANNUAL</b>	51,904.06	53,790.10	55,744.52	57,770.44	59,869.42	62,044.84	64,299.30	69,057.04

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
<b>SR EQUIP OPER</b>	<b>HOURLY</b>	29.2407	30.1713	31.1317	32.1227	33.1451	34.2002	35.2888	37.5710
<b>9680</b>	<b>BIWEEKLY</b>	2,339.26	2,413.70	2,490.54	2,569.82	2,651.61	2,736.02	2,823.10	3,005.68
	<b>MONTHLY</b>	5,068.40	5,229.68	5,396.17	5,567.94	5,745.16	5,928.04	6,116.72	6,512.31
	<b>ANNUAL</b>	60,820.76	62,756.20	64,754.04	66,815.32	68,941.86	71,136.52	73,400.60	78,147.68

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
<b>STRMWTR PRG MGR</b>	<b>HOURLY</b>	31.0595	32.3031	33.5967	34.9419	36.3411	37.7963	39.3098	42.5209
<b>9690</b>	<b>BIWEEKLY</b>	2,484.76	2,584.25	2,687.74	2,795.35	2,907.29	3,023.70	3,144.78	3,401.67
	<b>MONTHLY</b>	5,383.65	5,599.21	5,823.44	6,056.59	6,299.13	6,551.35	6,813.69	7,370.29
	<b>ANNUAL</b>	64,603.76	67,190.50	69,881.24	72,679.10	75,589.54	78,616.20	81,764.28	88,443.42

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
<b>WWTP LAB TECH</b>	<b>HOURLY</b>	27.5458	28.5349	29.5594	30.6206	31.7200	32.8588	34.0386	36.5266
<b>9723</b>	<b>BIWEEKLY</b>	2,203.66	2,282.79	2,364.75	2,449.65	2,537.60	2,628.70	2,723.09	2,922.13
	<b>MONTHLY</b>	4,774.60	4,946.05	5,123.63	5,307.58	5,498.13	5,695.52	5,900.03	6,331.28
	<b>ANNUAL</b>	57,295.16	59,352.54	61,483.50	63,690.90	65,977.60	68,346.20	70,800.34	75,975.38



**EXHIBIT C**

**IBEW WASTEWATER TREATMENT PLANT SALARY TABLES  
FISCAL YEAR 2024 – 2025**

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
<b>WWTP OPERATOR I</b>	<b>HOURLY</b>	24.6783	25.5552	26.4633	27.4036	28.3773	29.3856	30.4299	32.6307
	<b>9725 BIWEEKLY</b>	1,974.26	2,044.42	2,117.06	2,192.29	2,270.18	2,350.85	2,434.39	2,610.46
	<b>MONTHLY</b>	4,277.56	4,429.58	4,586.96	4,749.96	4,918.72	5,093.51	5,274.51	5,656.00
	<b>ANNUAL</b>	51,330.76	53,154.92	55,043.56	56,999.54	59,024.68	61,122.10	63,294.14	67,871.96

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
<b>WWTP OPR II</b>	<b>HOURLY</b>	27.4439	28.4452	29.4829	30.5585	31.6734	32.8288	34.0265	36.5545
	<b>9726 BIWEEKLY</b>	2,195.51	2,275.62	2,358.63	2,444.68	2,533.87	2,626.30	2,722.12	2,924.36
	<b>MONTHLY</b>	4,756.94	4,930.51	5,110.37	5,296.81	5,490.05	5,690.32	5,897.93	6,336.11
	<b>ANNUAL</b>	57,083.26	59,166.12	61,324.38	63,561.68	65,880.62	68,283.80	70,775.12	76,033.36