

AGREEMENT

THIS AGREEMENT, dated August 12, 2014, between the City of Grand Island (hereinafter referred to as the "City"), and Nebraska Public Employees, Local 251 of the American Federation of State, County, and Municipal Employees, AFL-CIO (hereinafter referred to as the "Union"). The provisions of this agreement shall be effective October 1, 2014.

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, hours of work, 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 departments and divisions:

1. Department of Public Works
 - a. Street and Transportation Division
 - b. Fleet Services Division
2. Department of Parks and Recreation
 - a. Parks Maintenance Division
 - b. Cemetery Division

The City shall not enter into any agreement with employees in the bargaining unit, individually or with any portion of the union or groups of individuals, relative to wages, hours, terms or conditions of employment.

B. CLASSES OF EMPLOYEES

Only employees with regular status in the classification listed below are eligible for representation by the Union:

Maintenance Worker - Cemetery
Maintenance Worker - Parks
Maintenance Worker - Streets

Senior Maintenance Worker- Streets
Equipment Operator- Streets
Senior Equipment Operator- Streets
Fleet Services Mechanic
Horticulturist
Traffic Signal Technician

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. Work schedules shall be arranged, to the extent possible, with five consecutive work days followed by two consecutive days off. A two week notice will be given to union members if the work schedule will be changed to reflect less than 80 hours in a two week pay period. Hours will not fall below 76 in a two week pay period. This policy will only be in effect for the duration of this contract.

B. LUNCH PERIODS

The City shall establish the lunch periods. A meal allowance of \$4.50 shall be granted for all employees if they are required to work two (2) hours overtime consecutively with their normal working hours during an emergency situation, 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 allowance or consecutive hour requirement in providing an allowance for emergency situations within the parameters set by the Local Government Miscellaneous Expenditures Act.

For purposes of this section, "emergency situation" shall mean those times when the City determines the employee's presence is needed at work due to weather conditions (i.e. snow storms, sandbagging, severe windstorm or tornado, etc.) or other unforeseeable events.

C. CHANGES IN WORK SCHEDULE

All changes in work schedules, except in cases of emergency and unexpected special activities or events, shall be posted for all to see at least two days before the change is effective.

Permanent full-time employees normally assigned to a work schedule commencing between 4 a.m. and 11 a.m., who are temporarily assigned to a work schedule commencing before 4 a.m., or after 11 a.m., shall receive a shift differential of \$0.25 per hour added to the base hourly rate for the hours worked during such temporary assignment.

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.

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. For the purposes of this section, the term "day" shall mean the period of time from the scheduled start of the workday to the scheduled start of the next work day.
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. Any payment for time not actually worked (leave time) shall not count towards the calculation of overtime with this exception; should an employee be called to emergency service which requires 12 hour shifts due to severe weather and a holiday occurs in the same pay period, the holiday hours will be counted as hours worked for the calculation of overtime. Personal days are excluded.
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 one hundred twenty (120) hours of compensatory time (80 hours of actual hours 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 for 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.

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.

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 run from Monday at 5 p.m. to the following Monday at 8 a.m.
 - b. The employee assigned to this duty shall call upon the assigned supervisor for additional employees when such employee needs help.
2. The employee assigned to this duty shall be available by telephone at all times under this arrangement.

G. SCHEDULING HOLIDAYS OFF

The scheduling of holidays off shall be done as equitably as possible.

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:

New Year's Day	Veteran's Day
Thanksgiving Day	
Memorial Day	Friday following Thanksgiving
Independence Day	Christmas Day
Labor Day	

Such holidays shall be observed on the day they are observed by the courts of the State of Nebraska, in accordance with Section 25-2221, Reissue Revised Statutes of Nebraska.

B. SUNDAY 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 such employee works his or her last regularly scheduled day before the holiday and his or her first regularly scheduled day after the holiday, unless excused by the supervisor for either of such days. An employee must be on paid leave status to be paid for the holiday.

D. HOLIDAY ON REGULARLY SCHEDULED WORK DAY

If an employee is regularly scheduled to work on a day on which a holiday falls and such employee's work is essential to maintain necessary public services, the employee shall be paid for the holiday, plus time and one-half (1/2) for any hours worked on the holiday.

E. HOLIDAY ON NON-SCHEDULED WORK DAY

If an employee is not regularly scheduled to work on a holiday and he or she is called out to work on the holiday, the employee shall be paid for the holiday and any hours worked on the holiday shall be paid as overtime.

F. HOLIDAY DURING LEAVE OF ABSENCE

If any of the above-mentioned holidays fall during an employee's authorized paid vacation or medical leave time, or other paid leave status, such holiday shall not be charged against these paid absences. If a holiday falls during a period when an employee is in an unpaid leave status, the employee shall not be paid for the holiday.

ARTICLE IV - PERSONAL LEAVE

Personal Leave Days will be given to employees each year. One will be given in October and must be taken by March 15th. The second Personal Leave Day will be given in April and must be taken by September 15th. In addition to the two personal leave days, the City will provide one annual personal leave day that will be granted at the beginning of the contract year and must be used 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.

ARTICLE V - VACATIONS

A. ELIGIBILITY

All regular 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 used in hourly increments.

For purposes of this contract, "regular" 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, probationary, and/or working fewer than 30 hours per week.

B. AMOUNT AUTHORIZED

1. Upon successfully completing the six-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 6 One Hundred Three (103) Hours
4. Years 7 through 8 One Hundred Twenty-Four (124) Hours
5. Years 9 through 10 One Hundred Twenty-Eight (128) Hours
6. Years 11 through 12 One Hundred Forty-Four (144) Hours
7. Year 13 One Hundred Fifty-Two (152) Hours
8. Years 14 through 19 One Hundred Sixty (160) Hours
9. Years 20 through 24 One Hundred Eighty-Three (183) Hours
10. Year 25 and beyond One Hundred Ninety-Six (196) 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

Vacation leave shall be taken at a time convenient to and approved by the Department Director. Vacations may be granted at the time requested by the employee. Each employee shall take a vacation of five consecutive work days each year when eligible. An example would be taking Monday through Friday off or taking Thursday and Friday off the first week and then taking Monday, Tuesday, and Wednesday off the second week.

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, nor shall it interfere with vacation leave previously scheduled.

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 employee shall be paid for the unused portion of his or her accumulated vacation leave; provided, an employee electing to voluntarily separate employment provides the Department Director with written notice of at least fourteen calendar days prior to separation. An employee who has been separated shall not accrue vacation leave credits after his or her last day physically on the job.

**ARTICLE VI
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 residing in the same household.

For purposes of medical and bereavement leave, an immediate family member shall mean a child, spouse, parent, grandchild, grandparent, brother, sister, aunt, uncle, and in-laws of the same relation.

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 twelve 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 medical 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 eight hours in a day; provided, that medical leave shall be debited in no less than one (1) hour units.

C. USE OF BEREAVEMENT LEAVE

Bereavement leave shall be granted to eligible employees for up to three (3) days per contract year. Any portion of a work day used for bereavement leave shall be considered a full day, which consists of eight (8) hours of bereavement leave. An employee shall be eligible to use up to three (3) days of paid bereavement leave for the death of an immediate family member which includes parents, spouses, children, siblings, grandparents, grandchildren, and in-laws of the same relation. Bereavement leave shall not exceed three (3) days in any calendar year. 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 immediate family because

of unusual circumstances. To attend the funeral of someone other than immediate family, an employee shall take vacation leave.

D. 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 or other proof of illness satisfactory to his or her supervisor. The supervisor may require this statement or proof for an absence chargeable to medical leave of any duration.

E. 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.

F. COMPENSATION FOR UNUSED MEDICAL LEAVE

An employee hired before October 1, 2014 may accumulate medical leave to a maximum of 1,339 hours and shall be paid thirty-five percent (35%) for their accumulated medical leave at the time of retirement, the rate of compensation to be based on the employee's salary at the time of retirement. Employees who begin work with the City on or after October 1, 2014 may accumulate medical leave to a maximum of 1,339 hours, but will not receive compensation at retirement for unused medical leave.

G. 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 form to his or her supervisor. An employee will not receive sick pay if a leave form is not submitted within one (1) working day after the absence.

H. 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 or as amended by Federal Law.

ARTICLE VII - MILITARY LEAVE

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

ARTICLE VIII - COURT LEAVE

A. WHEN AUTHORIZED

An employee who is required to serve as a witness or juror in a federal, state, county, or municipal court, or as a litigant 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 testifying in other litigation to which he or she is a party, such employee shall not be granted court leave but may use vacation leave or compensatory time, or be granted leave without pay for the length of such service.

B. PROCEDURE

An employee who is called for 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 jury service in a federal, state, county or municipal court shall be deposited with the City Finance Director upon the employee's receipt thereof; provided, the requirement shall not apply to funds received by employees when they would not normally be on duty with the City. No employee shall receive witness fees paid from employer's funds. However, fees paid from other sources shall be in addition to, and irrespective of, an employee's regular salary.

ARTICLE IX - 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 one year. 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, Article VI of this contract shall govern.

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.
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 X - TEMPORARY DISABILITY LEAVE

A. POLICY

Any employee in this contract who sustains an on-the-job injury compensable under the Nebraska Workers Compensation Act shall receive in addition to the workers compensation benefit, compensation to allow the employee to receive the equivalent of the employee's net pay at the time of the injury. This period shall be up to one hundred fifty (150) consecutive calendar days following the original date of injury, or the date that temporary disability begins. The purpose of this is to maintain the employee's net pay until he or she becomes eligible for long-term disability or is able to return to work.

B. DEFINITIONS

Temporary disability shall mean the complete inability of an employee, for reasons of accident or other cause while in the line of duty, to perform the job duties as defined by the employee's job description or such alternate light duty work as the City may designate, for a period of time not to exceed one hundred fifty (150) consecutive calendar days from the date of injury or the date that disability begins.

Temporary disability leave shall mean paid leave provided by the City to an eligible employee when that employee has no other paid leave available.

C. WHEN AUTHORIZED

In the case of temporary disability of an employee received while in the line of duty, he or she shall receive compensation of his or her salary up to the net amount at the time of injury, during the continuance of such disability for a period not to exceed one hundred fifty (150)

consecutive calendar days from the date of injury or the date that disability begins. Any reoccurrence or exacerbation of an injury shall relate back to the original injury for purposes of this article, including the commencement date of the temporary disability and calculation of the temporary disability leave.

D. APPLICATION OF WORKERS' COMPENSATION AND OTHER LEAVE BALANCES

All payments of salary provided by this article shall be subject to deduction of amounts paid under the Nebraska Workers' Compensation Act and other city leave balances as set forth below:

1. Pursuant to the waiting provisions in Section 48-119 of the Nebraska Workers' Compensation Act, no workers' compensation shall be allowed during the first seven calendar days following the date of injury or date that temporary disability begins, unless the disability continues for six weeks or longer. When the disability lasts less than six weeks, an employee may use medical or vacation leave for the initial seven days. If no other leave is available, the City shall grant the employee temporary disability leave.
2. The employee shall retain all Workers' Compensation payments following the initial waiting provisions as set forth above. The City will provide temporary disability leave to ensure that the employee receives his or her full salary for the remainder of the one hundred fifty day (150) day period set forth above.
3. 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 (except the employee's private insurance) shall not exceed the employee's gross salary 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.

E. SUBROGATION

The City reserves a right of subrogation because of payment of temporary disability leave to any employee who is disabled or injured by a third party, and reserves the right to pursue collection from the employee of any money paid by the third party to the extent of the City's payment of temporary disability leave. Should the employee receiving temporary disability leave collect from the third party for wages, salary, or expenses otherwise paid by the City, he or she will reimburse the City for money paid as temporary disability leave or expenses resulting from the injury.

Nothing in this article shall be interpreted to mean that the City shall have the right to initiate civil litigation in the name of the employee against the third party or representative of said party until after receiving consultation and advice of the employee and a signed waiver to that effect.

F. LIMITATION OF LEAVE

Temporary disability leave will not be available to employees following one hundred fifty (150) days from the original date of injury or date that the disability begins absent express approval of the City Administrator, who may grant an extension of this time not to exceed sixty (60) days.

Any employee whose employment by the City is terminated due to exceeding this limitation of leave shall be compensated for any remaining unused medical leave as in the case of retirement.

G. LIGHT DUTY POLICY

Employees will follow the City's Light Duty Policy. The commencement of light duty work and/or modified duty work shall be five (5) calendar days from the date of injury. Any changes in shifts to accommodate the light duty work shall be made in the interim. Any employee who is medically released for light duty may commence light duty work and/or modified duty work earlier than the five (5) days from the date of injury if the employee is willing to do so. During the five day period between the date of injury and the beginning of light duty work and/or modified duty work, any employee who does not willingly return to light duty work who is released by a doctor to do so, shall be required to take medical leave for any regularly scheduled shifts that are missed. If medical leave is unavailable to the employee, vacation leave may be used in lieu of 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 five (5) calendar days from the date of injury with appropriate medical release, unless the employee is willing to return sooner.

ARTICLE XI - 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 leave for three (3) consecutive days is considered to have resigned.

B. LEAVE FORM

For all leaves except unforeseeable medical leave, a written request on the authorized leave form, indicating the kind of leave, duration, and dates of departure and return, must be approved prior to the taking of the leave. In the case of unforeseeable medical leave, the form shall be completed and submitted for approval immediately upon the employee's return to duty. Unless a leave form 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 XII - PENSION RETIREMENT PLAN AND SENIORITY

A. PENSION RETIREMENT PLAN

1. The City agrees that the employees covered under this agreement are covered under the pension plan adopted by Ordinance No. 4244, as amended.

B. 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 appointed 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. Where an employee holds a non-bargaining unit position, he shall retain all seniority earned in all bargaining unit classifications in which he was previously employed. Non-bargaining unit service with the City shall not be construed or considered for the purpose of calculating seniority under the provisions of this Agreement except for those employees who are in classifications which have become part of the bargaining unit.

7. An employee whose position is being eliminated through a reduction in force has the option to move into a lower grade position for which they are qualified within the same functional division. Functional divisions are defined as: Streets and Transportation, Fleet Services, Parks, and Cemetery.

ARTICLE XIII - RATES OF PAY FOR WORK PERFORMED

A. PAY PLAN

1. All new employees will normally be hired at Step 1 of the pay grade of their position. However, due to extenuating circumstances, an employee may be hired at a higher step with the written approval of the City Administrator. Employees will remain in each step for at least 1 year with their performance to be evaluated on the anniversary of the change of status.

Prior to advancing in a step or grade, employees will be evaluated on their performance at least annually. An employee must receive satisfactory performance ratings in order to receive an increase in pay, other than a salary table adjustment. Such adjustments in pay shall be effective on the first day of a pay period falling on or immediately after the employee is eligible for the pay increase.

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

B. FISCAL YEARS 2014 – 2018

Rates of pay for the period October 1, 2014 to September 30, 2018 for work performed in the various classes of work under this agreement are set out in Exhibits A, B, C and D.

C. FISCAL YEAR 2014 - 2015

Rates of pay for the period October 1, 2014 to September 30, 2015 for work performed in the various classes of work under this agreement shall be as follows:

Rates of pay from October 1, 2014 through September 30, 2015, for work performed in the various classes of work under this agreement shall be as shown on the new pay plan, attached hereto as Exhibit "A" and shall take effect the first full pay period of October 2014. For each fiscal year, the new rate of pay shall take effect during the first full pay period in the month of October.

D. FISCAL YEAR 2015 - 2016

See Exhibit B.

E. FISCAL YEAR 2016 – 2017

See Exhibit C.

F. FISCAL YEAR 2017 – 2018

All pay ranges shall be adjusted by 5%. The new pay ranges will be implemented on the first full pay period on or after October 1, 2017. See Exhibit D.

G. FUTURE CHANGES IN RATES OF PAY

It is understood and agreed that payment of future rates is contingent upon the City adopting budget statements and appropriation 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 (Sections 23-921 through 23-933, R.R.S. 1943).

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.

ARTICLE XV - SAFETY COMMITTEE

1. A member of the bargaining unit, as selected by the Union, shall serve on the Citywide Safety Committee, which shall meet on a regular basis to discuss safety problems.
2. All questions relating to safety, including equipment, protective clothing, working areas, and working procedures, shall be considered proper subject for discussion.
3. It is agreed by the parties that the question of safety is a common concern and to this end the parties agree to use all reasonable means of protecting the health and welfare

of all employees, including proper training in operation of equipment and use of materials.

ARTICLE XVI – GRIEVANCES

A. GENERAL STATEMENT

It is the policy of the City of Grand Island to provide prompt and equitable resolution of employee complaints and grievances. An employee presenting a complaint or grievance shall not be subject to reprisal.

B. COMPLAINTS

Prior to initiating a grievance, the employee is encouraged to discuss the complaint with the immediate supervisor. Should the complaint not be resolved through such discussion, the employee may elect to submit a grievance.

C. WHAT MAY BE GRIEVED

A permanent employee may grieve an alleged unsafe act or practice, adverse working condition, violation of a written or verbal policy or procedure, violation of the employee's civil rights, an involuntary demotion, or an involuntary transfer which results in a reduction in salary. An introductory employee may grieve only an alleged unsafe act or practice, adverse working condition, or a violation of the employee's civil rights.

D. GRIEVANCE PROCEDURE

Employee grievances will be resolved in accordance with the following procedure:

1. Division Supervisor

A grievance must be submitted to the Division Supervisor not later than 10 working days following the alleged act or action.

The Division Supervisor shall attempt to resolve the grievance and shall provide the employee a written response not later than five (5) working days following receipt of the grievance.

2. Department Director

Should the employee be dissatisfied with the Division Supervisor's response, or should the Division Supervisor be the immediate supervisor, the employee may grieve to the Department Director not later than five (5) working days following receipt of the Division Supervisor's response or the occurrence of the original alleged act or action.

The Department Director shall attempt to resolve the grievance and shall provide the employee a written response not later than five (5) working days following receipt of the grievance.

3. Mayor

Should the employee be dissatisfied with the Department Director's response, the employee may grieve to the Mayor no later than five (5) working days following receipt of the Department Director's response or the occurrence of the original alleged act or action.

The Mayor shall provide the employee with a written response not later than five (5) working days following receipt of the grievance. The decision of the Mayor completes the grievance process.

E. GRIEVANCE PROCEDURE - GENERAL PROVISIONS

Employee grievances and employer responses must be in writing with a copy provided to the Human Resources Department. Should a meeting or hearing be held for the resolution of a grievance, an employee may appear with an attorney as counsel or representative and/or may be accompanied by another employee from the same division. Such an employee shall be granted time off with pay and shall not be subject to reprisal.

Employees may be requested to appear as witnesses. Such employees shall be required to appear, shall be granted time off with pay, and shall not be subject to reprisal.

The names of employee witnesses must be provided to the Department Director in sufficient time to arrange for their appearance.

A grievance shall be considered resolved should the employee fail to comply with the prescribed time limits. Should the employer fail to comply with the prescribed time limits, the employee may continue the grievance to the next level.

Grievance procedure time limits may be extended upon mutual agreement between the employee and the employer. The request for extension and the response to such request shall be in writing.

ARTICLE XVII - 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. Present and future benefits shall be accorded to the union. 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 shall not be unreasonably withheld.

The total number of bulletin boards may not exceed the number of divisions the union represents as described in Article I, Section A.

E. UNIFORMS AND PROTECTIVE CLOTHING

1. The City will pay for one 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 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 in the Streets and Fleet Services Divisions 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.

The City will provide members of the Streets Division a winter coat/jacket that meets high visibility safety standards, to be inspected annually for replacement. In addition, members of the Streets Division will receive five (5) short sleeve work shirts, to be inspected annually for replacement. The shirts will also meet the high visibility safety standards.

3. The City shall pay as uniform allowance the sum of Twelve Dollars (\$12.00) bi-weekly to full-time employees of the Fleet Services Division.
4. Employees in Public Work divisions other than the Fleet Services Division 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.

F. TOOL ALLOWANCE

Employees in the job classification of Fleet Services Mechanic shall be paid a tool allowance in the amount of Fifteen Dollars (\$15.00) bi-weekly. Said employees shall be required to have and maintain the tools required of the job classification.

ARTICLE XVIII - MANAGEMENT RIGHTS

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.
3. It is understood and agreed that the City possesses the sole right to operate the Public Works Department and the Parks and Recreation 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 for just cause, arising under this agreement or the City's Personnel Rules and Regulations, Section 3.01 as amended on November 13, 2012. Should the City at any time during the course of this agreement amend the City Personnel Rules and Regulations, in regards to discipline, said amendment shall be proposed to the AFSCME bargaining unit. The bargaining unit shall have 30 days to consider and respond. The parties may agree to adopt such amendment as part of this contract at that time.
 - 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.
6. All industrial relations functions of the City shall be handled by the Mayor or his or her designated representative. The union agrees that it shall deal with the City only through the Mayor or his or her designated representative.
7. The Union and its membership agree that it will not contract 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 XIX - PAYROLL DEDUCTION OF UNION DUES

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, or 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.

ARTICLE XX - GENERAL PROVISIONS

1. 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.
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. Employees shall abide by the residency requirements set out in the Personnel Rules and Regulations as amended on November 13, 2012; provided, such requirements shall not discriminate against members of this bargaining unit.

ARTICLE XXI - 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. Such discharge or discipline shall not be subject to grievance proceedings under any circumstances.
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 XXII- DISCIPLINE AND APPEAL PROCEDURE

The employees of this bargaining unit shall be subject to discipline as set out in this agreement for just cause as set forth in the City of Grand Island Personnel Rules and Regulations, Section 3.01 as amended on November 13, 2012.

The following Appeal Procedure shall apply to the members of this bargaining unit:

Any employee who has satisfactorily completed his/her initial introductory period of employment with the City of Grand Island shall have the right to appeal a suspension or a discharge in accordance with the following procedure:

1. Discipline imposed by the Department Director may be appealed to the Mayor not later than five (5) working days following written notification of such discipline.
2. The Mayor shall hear such appeal and shall provide the employee with a written response not later than ten (10) working days following receipt of the appeal.
3. Should the employee be dissatisfied with the Mayor's response or should the Mayor have imposed the initial discipline, the employee may appeal to a mediator.
4. If an employee is dissatisfied with the Mayor's response or should the Mayor have imposed the initial discipline, the employee or the Union may request non-binding mediation. The employee or the Union must provide the Human Resources Director with a written request for mediation within fifteen (15) working days of receiving the Mayor's decision. A mediator shall be chosen from the Federal Mediation and Conciliation Service. If either party is not satisfied with the results of non-binding mediation, then within fifteen (15) work days of receiving the results of the mediation, either party may take the grievance to the next step.

5. An employee may request arbitration if they are dissatisfied with the Mediator's response. The employee or the Union must provide the Human Resources Director with a written request for arbitration within fifteen (15) working days of receiving the Mayor's decision.
6. The arbitration proceeding shall be conducted by an arbitrator, to be mutually selected by the parties as soon as practical after the submission of written demand for arbitration. If the parties are unable to mutually agree as to the selection of an arbitrator within fifteen (15) working days from receipt of the demand for arbitration, the parties shall jointly request the Federal Mediation and Conciliation Service to provide a list of seven arbitrators. Each party shall have the right to strike three names from the list of arbitrators as submitted. The employee requesting arbitration shall have the right to strike the first name and the City shall then strike one name with the same process being repeated so that the person remaining on the list shall be the arbitrator.

There shall be no appeal from the arbitrator's decision. It shall be final and binding on the Union, the City of Grand Island, and on all bargaining unit employees.

Authority of the arbitrator is limited to matters of interpretation or application of the express provisions of this Agreement and the arbitrator shall have no power or authority to add to, subtract from, or modify any of the terms or provisions of this Agreement. In the event the arbitrator finds that he has no authority or power to rule in the case, the matter shall be referred back to the parties without decision or recommendation on the merits of the case. The arbitrator shall be requested by the parties to issue his decision within thirty (30) calendar days after the conclusion of the hearing.

Parties selecting the arbitrator shall share equally the arbitrator's expense. Each party shall be responsible for compensating its own representatives and witnesses.

If a party desires that a record of the testimony be made at the proceedings, it may cause such a record to be made at its expense; provided, however, that it supplies the arbitrator and the other party or parties with copies of such record at no expense to the other party or parties.

6. The arbitrator shall not have jurisdiction to discharge an employee upon an appeal from a suspension.
7. An employee shall have the right to process an appeal individually, by the Union, and/or by an Attorney at Law. If an employee elects not to use the Union or its attorney in the processing of an appeal, the decision of the arbitrator shall not set binding precedent on the Union.
8. Any time limits contained herein or elsewhere in this Agreement, for the bringing of,

or answering of discipline may be waived by mutual consent of the Union or the employee and the City.

ARTICLE XXIII - 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, 2018.
3. Negotiations for a new agreement to take effect upon the termination of this agreement may begin any time after February 1, 2018.
4. Either party may reopen this agreement if the City does not adopt a budget statement and appropriation ordinance and salary ordinance sufficient to fund the rates of pay and fringe benefits previously agreed upon by the parties.

ARTICLE XXIV- 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.

ARTICLE XXV - 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.

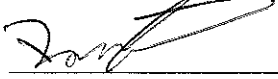
ARTICLE XXVI - C.I.R. WAIVER

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, 2014 through September 30, 2018.

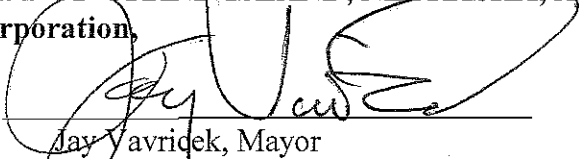
IN WITNESS WHEREOF, the parties hereto have executed this agreement on the day and year first above written.

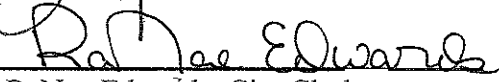
**AMERICAN FEDERATION OF STATE, COUNTY,
AND MUNICIPAL EMPLOYEES; Local No. 251**

By 
Kevin Brown, President, Local 251

By 
Roger Schweitzer, Chief Steward, Local 251

**CITY OF GRAND ISLAND, NEBRASKA, A Municipal
Corporation.**

By 
Jay Yavrick, Mayor

Attest 
RaNae Edwards, City Clerk

AFSCME

2014 - 2015

Exhibit A

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
SR EQUIP OPR	17,5883	18,1439	18,7171	19,3084	19,9185	20,5478	21,1969	21,8665	22,5575	23,2702	24,0053	24,7637	25,1352	25,5750	26,0865
STR	1,407.06	1,451.51	1,497.37	1,544.67	1,593.48	1,643.82	1,695.75	1,749.32	1,804.60	1,861.62	1,920.42	1,981.10	2,010.82	2,046.00	2,086.92
4055	Annual	36,583.56	37,739.26	38,931.62	40,161.42	41,430.48	42,739.32	44,089.50	45,482.32	46,919.60	48,402.12	49,930.92	51,508.60	52,281.32	53,196.00

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
SR MAIN WRK	17,5478	18,1021	18,6740	19,2640	19,8726	20,5005	21,1480	21,8162	22,5055	23,2166	23,9500	24,7067	25,0773	25,5160	26,0264
STR	1,403.82	1,448.17	1,493.92	1,541.12	1,589.81	1,640.04	1,691.84	1,745.30	1,800.44	1,857.33	1,916.00	1,976.54	2,006.18	2,041.28	2,082.11
4060	Annual	36,499.32	37,652.42	38,841.92	40,069.12	41,335.06	42,641.04	43,987.84	45,377.80	46,811.44	48,290.58	49,816.00	51,390.04	52,160.68	53,073.28

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
TRAFFIC SIG TECH	17,5072	18,0603	18,6309	19,2195	19,8267	20,4531	21,0992	21,7658	22,4535	23,1630	23,8947	24,6496	25,0194	25,4571	25,9663
4070	Hourly	1,400.58	1,444.82	1,490.47	1,537.56	1,586.14	1,636.25	1,687.94	1,741.26	1,796.28	1,853.04	1,911.58	1,971.97	2,001.55	2,036.57
	Annual	36,415.08	37,565.32	38,752.22	39,976.56	41,239.64	42,542.50	43,886.44	45,272.76	46,703.28	48,179.04	49,701.08	51,271.22	52,040.30	52,950.82

AFSCME

2015 - 2016

Exhibit B

SR EQUIP OPR	Hourly	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
		19,083.33	19,686.61	20,308.1	20,949.6	21,611.6	22,294.4	22,998.6	23,725.2	24,474.9	25,248.2	26,045.8	26,868.6	27,717.7	27,748.9	28,303.9
	Biweekly	1,526.66	1,574.89	1,624.65	1,675.97	1,728.93	1,783.55	1,839.89	1,898.02	1,957.99	2,019.86	2,083.66	2,149.49	2,181.74	2,219.91	2,264.31
4055	Annual	39,693.16	40,947.14	42,240.90	43,575.22	44,952.18	46,372.30	47,837.14	49,348.52	50,907.74	52,516.36	54,175.16	55,886.74	56,725.24	57,717.66	58,872.06
SR MAIN WRK	Hourly	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
		18,995.5	19,595.5	20,214.6	20,853.3	21,512.1	22,191.8	22,892.7	23,616.0	24,362.2	25,132.0	25,925.9	26,745.0	27,146.2	27,621.1	28,173.6
	Biweekly	1,519.64	1,567.64	1,617.17	1,668.26	1,720.97	1,775.34	1,831.42	1,889.28	1,948.98	2,010.56	2,074.07	2,139.60	2,171.70	2,209.69	2,253.89
4060	Annual	39,510.64	40,758.64	42,046.42	43,374.76	44,745.22	46,158.84	47,616.92	49,121.28	50,673.48	52,274.56	53,925.82	55,629.60	56,464.20	57,451.94	58,601.14
TRAFFIC SIG TECH	Hourly	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
		18,907.8	19,505.1	20,121.4	20,757.1	21,412.8	22,089.3	22,787.1	23,507.1	24,249.8	25,016.0	25,806.3	26,621.6	27,021.0	27,493.7	28,043.6
	Biweekly	1,512.62	1,560.41	1,609.71	1,660.57	1,713.02	1,767.14	1,822.97	1,880.57	1,939.98	2,001.28	2,064.50	2,129.73	2,161.68	2,199.50	2,243.49
4070	Annual	39,328.12	40,570.66	41,852.46	43,174.82	44,538.52	45,945.64	47,397.22	48,894.82	50,439.48	52,033.28	53,677.00	55,372.98	56,203.68	57,187.00	58,330.74

FL SRV MECHANIC 4005	Hourly	21,5575	22,2366	22,9369	23,6591	24,4043	25,1727	25,9654	26,7830	27,6265	28,4965	29,3941	30,3196	30,7743	31,3129	31,9391
	Biweekly	1,724.60	1,778.93	1,834.95	1,892.73	1,952.34	2,013.82	2,077.23	2,142.64	2,210.12	2,279.72	2,351.53	2,425.57	2,461.94	2,505.03	2,555.13
	Annual	44,839.60	46,252.18	47,708.70	49,210.98	50,760.84	52,359.32	54,007.98	55,708.64	57,463.12	59,272.72	61,139.78	63,064.82	64,010.44	65,130.78	66,433.38
EQUIP OPER STR	Hourly	19,2927	19,8999	20,5263	21,1723	21,8390	22,5264	23,2353	23,9668	24,7213	25,4995	26,3022	27,1301	27,5370	28,0191	28,5794
	Biweekly	1,543.42	1,591.99	1,642.10	1,693.78	1,747.12	1,802.11	1,858.82	1,917.34	1,977.70	2,039.96	2,104.18	2,170.41	2,202.96	2,241.53	2,286.35
	Annual	40,128.92	41,391.74	42,694.60	44,038.28	45,425.12	46,854.86	48,329.32	49,850.84	51,420.20	53,038.96	54,708.68	56,430.66	57,276.96	58,279.78	59,445.10
HORTICULTURIST 4020	Hourly	22,0953	22,7949	23,5164	24,2610	25,0291	25,8213	26,6387	27,4823	28,3521	29,2498	30,1757	31,1311	31,5982	32,1511	32,7942
	Biweekly	1,767.62	1,823.59	1,881.31	1,940.88	2,002.33	2,065.70	2,131.10	2,198.58	2,268.17	2,339.98	2,414.06	2,490.49	2,527.86	2,572.09	2,623.54
	Annual	45,958.12	47,413.34	48,914.06	50,462.88	52,060.58	53,708.20	55,408.60	57,163.08	58,972.42	60,839.48	62,765.56	64,752.74	65,724.36	66,874.34	68,212.04
MAINT WRK CNTRY 4040	Hourly	18,2409	18,8166	19,4103	20,0231	20,6549	21,3067	21,9790	22,6727	23,3881	24,1263	24,8876	25,6730	26,0582	26,5142	27,0444
	Biweekly	1,459.27	1,505.33	1,552.82	1,601.85	1,652.39	1,704.54	1,758.32	1,813.82	1,871.05	1,930.10	1,991.01	2,053.84	2,084.66	2,121.14	2,163.55
	Annual	37,941.02	39,138.58	40,373.32	41,648.10	42,962.14	44,318.04	45,716.32	47,159.32	48,647.30	50,182.60	51,766.26	53,399.84	54,201.16	55,149.64	56,252.30
MAINT WRK STRTS 4045	Hourly	17,9849	18,5521	19,1375	19,7412	20,3639	21,0062	21,6690	22,3525	23,0577	23,7849	24,5353	25,3093	25,6889	26,1385	26,6613
	Biweekly	1,438.79	1,484.17	1,531.00	1,579.30	1,629.11	1,680.50	1,733.52	1,788.20	1,844.62	1,902.79	1,962.82	2,024.74	2,055.11	2,091.08	2,132.90
	Annual	37,408.54	38,588.42	39,806.00	41,061.80	42,356.86	43,693.00	45,071.52	46,493.20	47,960.12	49,472.54	51,033.32	52,643.24	53,432.86	54,368.08	55,455.40
MAINT WRK PRKS 4050	Hourly	17,9931	18,5621	19,1486	19,7539	20,3785	21,0226	21,6872	22,3730	23,0802	23,8097	24,5625	25,3389	25,7191	26,1691	26,6925
	Biweekly	1,439.45	1,484.97	1,531.89	1,580.31	1,630.28	1,681.81	1,734.98	1,789.84	1,846.42	1,904.78	1,965.00	2,027.11	2,057.53	2,093.53	2,135.40
	Annual	37,425.70	38,609.22	39,829.14	41,088.06	42,387.28	43,727.06	45,109.48	46,535.84	48,006.92	49,524.28	51,090.00	52,704.86	53,495.78	54,431.78	55,520.40
MAINT WRK WTRPK 4051	Hourly	17,9931	18,5621	19,1486	19,7539	20,3785	21,0226	21,6872	22,3730	23,0802	23,8097	24,5625	25,3389	25,7191	26,1691	26,6925
	Biweekly	1,439.45	1,484.97	1,531.89	1,580.31	1,630.28	1,681.81	1,734.98	1,789.84	1,846.42	1,904.78	1,965.00	2,027.11	2,057.53	2,093.53	2,135.40
	Annual	37,425.70	38,609.22	39,829.14	41,088.06	42,387.28	43,727.06	45,109.48	46,535.84	48,006.92	49,524.28	51,090.00	52,704.86	53,495.78	54,431.78	55,520.40

AFSCME

2016 - 2017

Exhibit C

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
SR EQUIP OPR	20,705.4	21,359.4	22,034.3	22,730.3	23,448.6	24,189.4	24,953.5	25,741.8	26,555.3	27,394.3	28,259.7	29,152.4	29,589.8	30,107.6	30,709.7
STR	1,656.43	1,708.75	1,762.74	1,818.42	1,875.89	1,935.15	1,996.28	2,059.34	2,124.42	2,191.54	2,260.78	2,332.19	2,367.18	2,408.61	2,456.78
4055	43,067.18	44,427.50	45,831.24	47,278.92	48,773.14	50,313.90	51,903.28	53,542.84	55,234.92	56,980.04	58,780.28	60,636.94	61,546.68	62,623.86	63,876.28

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
SR MAIN WRK	20,562.6	21,212.1	21,882.3	22,573.7	23,286.8	24,022.6	24,781.3	25,564.3	26,372.1	27,205.4	28,064.8	28,951.5	29,385.8	29,899.8	30,497.9
STR	1,645.01	1,696.97	1,750.58	1,805.90	1,862.94	1,921.81	1,982.50	2,045.14	2,109.77	2,176.43	2,245.18	2,316.12	2,350.86	2,391.98	2,439.83
4060	42,770.26	44,121.22	45,515.08	46,953.40	48,436.44	49,967.06	51,545.00	53,173.64	54,854.02	56,587.18	58,374.68	60,219.12	61,122.36	62,191.48	63,435.58

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
TRAFFIC SIG TECH	20,420.4	21,065.5	21,731.1	22,417.7	23,125.8	23,856.4	24,610.1	25,387.7	26,189.8	27,017.3	27,870.8	28,751.3	29,182.7	29,693.2	30,287.1
4070	1,633.63	1,685.24	1,738.49	1,793.42	1,850.06	1,908.51	1,968.81	2,031.02	2,095.18	2,161.38	2,229.66	2,300.10	2,334.62	2,375.46	2,422.97
	42,474.38	43,816.24	45,200.74	46,628.92	48,101.56	49,621.26	51,189.06	52,806.52	54,474.68	56,195.88	57,971.16	59,802.60	60,700.12	61,761.96	62,997.22

FL SRV MECHANIC 4005	Hourly	22,635.4	23,348.4	24,083.7	24,842.1	25,624.5	26,431.3	27,263.7	28,122.2	29,007.8	29,921.3	30,863.8	31,835.6	32,813.0	32,878.5	33,536.1
	Biweekly	1,810.83	1,867.87	1,926.70	1,987.37	2,049.96	2,114.50	2,181.10	2,249.78	2,320.62	2,393.70	2,469.10	2,546.85	2,585.04	2,630.28	2,682.89
	Annual	47,081.58	48,564.62	50,994.20	51,671.62	53,298.96	54,977.00	56,708.60	58,494.28	60,336.12	62,236.20	64,196.60	66,218.10	67,211.04	68,387.28	69,755.14

EQUIP OPER STR 4010	Hourly	20,257.3	20,894.9	21,552.6	22,230.9	22,931.0	23,652.7	24,397.1	25,165.1	25,957.4	26,774.5	27,617.3	28,486.6	28,913.9	29,420.1	30,008.4
	Biweekly	1,620.58	1,671.59	1,724.21	1,778.47	1,834.48	1,892.22	1,951.77	2,013.21	2,076.59	2,141.96	2,209.38	2,278.93	2,313.11	2,353.61	2,400.67
	Annual	42,135.08	43,461.34	44,829.46	46,240.22	47,696.48	49,197.72	50,746.02	52,343.46	53,991.34	55,690.96	57,443.88	59,252.18	60,140.86	61,193.86	62,417.42

HORTICULTURIST 4020	Hourly	23,200.1	23,934.6	24,692.2	25,474.1	26,280.6	27,112.4	27,970.6	28,856.4	29,769.7	30,712.3	31,684.5	32,687.7	33,178.1	33,758.7	34,433.9
	Biweekly	1,856.01	1,914.77	1,975.38	2,037.93	2,102.45	2,168.99	2,237.65	2,308.51	2,381.58	2,456.98	2,534.76	2,615.02	2,654.25	2,700.70	2,754.71
	Annual	48,256.26	49,784.02	51,359.88	52,966.18	54,663.70	56,393.74	58,178.90	60,021.26	61,921.08	63,881.48	65,903.76	67,990.52	69,010.50	70,218.20	71,622.46

MAINT WRK CMTRY 4040	Hourly	19,152.9	19,757.4	20,380.8	21,024.3	21,687.6	22,372.0	23,078.0	23,806.3	24,557.5	25,332.6	26,132.0	26,956.7	27,361.1	27,839.9	28,396.6
	Biweekly	1,532.23	1,580.59	1,630.46	1,681.94	1,735.01	1,789.76	1,846.24	1,904.50	1,964.60	2,026.61	2,090.56	2,156.54	2,188.89	2,227.19	2,271.73
	Annual	39,837.98	41,095.34	42,391.96	43,730.44	45,110.26	46,533.76	48,002.24	49,517.00	51,079.60	52,691.86	54,354.56	56,070.04	56,911.14	57,906.94	59,064.98

MAINT WRK STRTS 4045	Hourly	18,884.1	19,479.7	20,094.4	20,728.3	21,382.1	22,056.5	22,752.5	23,470.1	24,210.6	24,974.1	25,762.1	26,574.8	26,973.3	27,445.4	27,994.4
	Biweekly	1,510.73	1,558.38	1,607.55	1,658.26	1,710.57	1,764.52	1,820.20	1,877.61	1,936.85	1,997.93	2,060.97	2,125.98	2,157.86	2,195.63	2,239.55
	Annual	39,278.98	40,517.88	41,796.30	43,114.76	44,474.82	45,877.52	47,325.20	48,817.86	50,358.10	51,946.18	53,585.22	55,275.48	56,104.36	57,086.38	58,228.30

MAINT WRK PRKS 4050	Hourly	18,892.8	19,490.2	20,106.0	20,741.6	21,397.4	22,073.7	22,771.6	23,491.7	24,234.2	25,000.2	25,790.6	26,605.8	27,005.1	27,477.6	28,027.1
	Biweekly	1,511.42	1,559.22	1,608.48	1,659.33	1,711.79	1,765.90	1,821.73	1,879.34	1,938.74	2,000.02	2,063.25	2,128.46	2,160.41	2,198.21	2,242.17
	Annual	39,296.92	40,539.72	41,820.48	43,142.58	44,506.54	45,913.40	47,364.98	48,862.84	50,407.24	52,000.52	53,644.50	55,339.96	56,170.66	57,153.46	58,296.42

MAINT WRK WTRPK 4051	Hourly	18,892.8	19,490.2	20,106.0	20,741.6	21,397.4	22,073.7	22,771.6	23,491.7	24,234.2	25,000.2	25,790.6	26,605.8	27,005.1	27,477.6	28,027.1
	Biweekly	1,511.42	1,559.22	1,608.48	1,659.33	1,711.79	1,765.90	1,821.73	1,879.34	1,938.74	2,000.02	2,063.25	2,128.46	2,160.41	2,198.21	2,242.17
	Annual	39,296.92	40,539.72	41,820.48	43,142.58	44,506.54	45,913.40	47,364.98	48,862.84	50,407.24	52,000.52	53,644.50	55,339.96	56,170.66	57,153.46	58,296.42

AFSCME

2017 - 2018

Exhibit D

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
SR EQUIP OPR	21,7407	22,4274	23,1360	23,8668	24,6210	25,3989	26,2012	27,0289	27,8831	28,7640	29,6727	30,6100	31,0693	31,6130	32,2452
STR	1,739,26	1,794,19	1,850,88	1,909,34	1,969,68	2,031,91	2,096,10	2,162,31	2,230,65	2,301,12	2,373,82	2,448,80	2,485,54	2,529,04	2,579,62
4055	Annual	45,220.76	46,648.94	48,122.88	49,642.84	51,211.68	52,829.66	54,498.60	56,220.06	57,996.90	59,829.12	61,719.32	63,668.80	64,624.04	65,755.04
SR MAIN WRK	21,5907	22,2727	22,9764	23,7024	24,4511	25,2237	26,0204	26,8425	27,6907	28,5657	29,4680	30,3991	30,8551	31,3948	32,0228
STR	1,727,26	1,781,82	1,838,11	1,896,19	1,956,09	2,017,90	2,081,63	2,147,40	2,215,26	2,285,26	2,357,44	2,431,93	2,468,41	2,511,58	2,561,82
4060	Annual	44,908.76	46,327.32	47,790.86	49,300.94	50,858.34	52,465.40	54,122.38	55,832.40	57,596.76	59,416.76	61,293.44	63,230.18	64,178.66	65,301.08
TRAFFIC SIG TECH	21,4414	22,1188	22,8177	23,5386	24,2821	25,0492	25,8406	26,6571	27,4993	28,3682	29,2643	30,1889	30,6418	31,1779	31,8015
4070	Hourly	1,715.31	1,769.50	1,825.42	1,883.09	1,942.57	2,003.94	2,067.25	2,132.57	2,199.94	2,269.46	2,341.14	2,415.11	2,451.34	2,494.23
	Annual	44,598.06	46,007.00	47,460.92	48,960.34	50,506.82	52,102.44	53,748.50	55,446.82	57,198.44	59,005.96	60,869.64	62,792.86	63,734.84	64,849.98
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
	44,598.06	46,007.00	47,460.92	48,960.34	50,506.82	52,102.44	53,748.50	55,446.82	57,198.44	59,005.96	60,869.64	62,792.86	63,734.84	64,849.98	66,147.12