



and

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

WASTEWATER TREATMENT PLANT

October 1, 2014 through September 30, 2018

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AGREEMENT

THIS AGREEMENT, dated this 9th day of September, 2014, 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, 2014 through and including September 30, 2018.

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:

- Wastewater Treatment Plant Clerk
- Accounting Technician
- Maintenance Worker
- Maintenance Mechanic I/II
- Wastewater Plant Operator I/II
- Wastewater Laboratory Technician
- Equipment Operator

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

ARTICLE II - HOURS OF WORK

A. SCHEDULES OF WORK

The City shall establish the work week, work day, and hours of work. The work week, work day and hours of work may vary according to the special requirements of any division or program. Work schedules shall be arranged, to the extent possible, with five consecutive work days followed by two consecutive days off. The City will post, in

designated areas, the initial work schedules after the ratification of this contract.

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. 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.

D. 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.
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.
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. 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.

E. 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.
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 10 miles of the Wastewater Treatment Plant.

F. 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.

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	Martin Luther King, Jr. Day
Memorial Day	Independence Day
Labor Day	Veterans' Day
Thanksgiving Day	Friday following Thanksgiving
Christmas Day	

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 or the first regularly scheduled day after the holiday. Active pay status shall mean any pay status other than leave without pay or suspension without pay.

D. 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 the last full pay period in September. 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.

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 (1) 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. Each employee shall take a vacation of at least one week consisting of five consecutive vacation days each year when eligible and sufficient vacation hours have been accrued.

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 forty (40) 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.

Employees who have more than the limit allowed at the commencement of the contract will have until January 31, 2015 to come into compliance with the limits. After January 31, 2015 any amount above the limits will be forfeited.

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 hours of medical leave per year to care for immediate family members.

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 eight hours in a day; provided, that medical leave shall be debited in no less than one (1) 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 twenty-five percent (25%) 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.

2. All employees shall be paid twenty-five percent (25%) 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 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.

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 for non-immediate family members. Non-immediate family member shall mean, aunts, uncles, nieces and nephews. Any portion of a work day used for bereavement leave shall be considered a full day of bereavement leave. An employee shall be eligible to use up to three (3) days of paid bereavement leave for the death of an immediate family member which includes parents, spouses, children, siblings, grandparents, grandchildren, and in-laws of the same relation, regardless of when it occurs. In addition to the use of bereavement leave as set forth hereafter, medical leave may be granted at the discretion of the Department Director 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
LEAVE TO SUPPLEMENT WORKERS COMPENSATION BENEFITS

A. POLICY

Any employee covered by this contract who sustains an on-the-job injury compensable under the Nebraska Workers Compensation Act will be granted injury leave 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 disability which shall mean that the employee is unable to perform the job duties as defined by the employee's job description or such alternate light duty work as the City may designate. 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 150 day period.

B. 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.
2. The employee shall retain all Workers' Compensation payments following the initial waiting provisions as 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 net 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.

C. SUBROGATION

The City reserves a right of subrogation because of payment 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. Should the employee 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 resulting from the injury. The City reserves any other subrogation rights provided under Nebraska law.

D. LIMITATION OF LEAVE

Use of injury leave to supplement worker's compensation will not be available to employees following one hundred fifty consecutive (150) days from the original date the disability begins absent express approval of the City Administrator, who may grant an extension of this time not to exceed sixty (60) days if the employee has sufficient accumulated medical leave. Such extension shall be chargeable to the employee's medical leave bank.

Any employee whose employment by the City is terminated due to exceeding the 150 day period or extension shall be compensated for any remaining unused medical leave as in the case of retirement.

If an employee reaches maximum medical improvement (MMI) and it is determined that the employee cannot perform the essential functions of the job, the employee may be terminated prior to the expiration of the 150 day period or extension and will be compensated for any unused medical leave as in the case of retirement.

E. 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. The commencement of light duty work and/or modified duty work shall be five (5) calendar days from the date of disability. Any employee who does not willingly return to light duty work who is released by a doctor to do so, shall not be entitled to supplement worker's compensation benefits with injury or medical leave. 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 disability with appropriate medical release, unless the employee is willing to return sooner.

**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

For all leaves except unforeseeable medical leave or other emergency situations, 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 or other emergency situation, 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 XI - PENSION RETIREMENT PLAN

A. PENSION

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

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 1 Entry Level

Steps 2 - 11 Upon successful completion of one (1) year of service 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; Iowa City, Iowa, Jefferson City, Missouri, Lawrence, Kansas, Sioux City, Iowa, St. Joseph, Missouri, Rapid City, South Dakota and Manhattan, Kansas. Said array conforms to the standards established by the Nebraska Commission of Industrial Relations (CIR). Using the survey results, the Union and the City established a pay range for each class of work covered by this agreement.

C. 2014 – 2015 FISCAL YEAR

See Exhibit "A", attached hereto. Employees in Step 8 as of October 1, 2014 shall move to Step 9 effective the first full pay period on or after October 1, 2014.

D. 2015 – 2016 FISCAL YEAR

See Exhibit "B", attached hereto. Employees in Step 9 on October 1, 2015 shall move to Step 10 effective the first full pay period on or after October 1, 2015.

E. 2016 – 2017 FISCAL YEAR

See Exhibit "C", attached hereto. Employees in Step 10 on October 1, 2016 shall

move to Step 11 effective the first full pay period on or after October 1, 2016.

F. 2017 – 2018 FISCAL YEAR

See Exhibit “D”, attached hereto, effective the first full pay period on or after October 1, 2017.

G. STIPENDS AND SHIFT DIFFERENTIAL

The Department Director or his or her designee may name no more than one lead maintenance worker who will receive a \$40.00 per pay period stipend. Employees who are regularly scheduled to work swing shift will receive an additional 15 cents (\$0.15) per hour; employees who are regularly schedule to work graveyard shift will receive an additional 25 cents (\$0.25) 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

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

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.

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 Personnel Director within three (3) work days after the decision of the Department Director. The Personnel 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. PROTECTIVE CLOTHING

1. The director will determine what uniforms and protective clothing shall be required and furnished to employees.
2. The City will pay sixty percent (60%) of the actual cost of providing and cleaning protective clothing and the employee shall pay forty percent (40%) of such costs.
3. The City will reimburse sixty percent (60%) of the actual cost of providing up to 2 pair of steel toe or safety toe boots that meets the ANSI standard per contract year.

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 Fifteen and No/100 Dollars (\$15.00). 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.

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.

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, 2018.
3. Negotiations for a new agreement to take effect upon the termination of this agreement may begin any time after March 1, 2018.

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

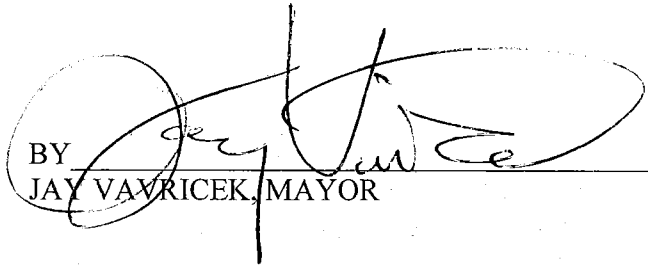
The parties agree that the negotiations preceding the signing of this Agreement included negotiations on all proper subjects of bargaining and that all negotiations were conducted in accordance with all applicable federal and state requirements.

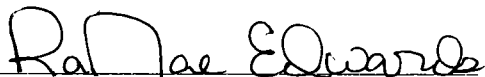
ARTICLE XXII - C.I.R. WAIVER

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, 2014 through September 30, 2018.

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 
JAY VAVRICEK, MAYOR

ATTEST 
RANA E EDWARDS, CITY CLERK

Dated 9/9/2014

I.B.E.W. LOCAL 1597

BY 
PRESIDENT LOCAL 1597

Dated 9/15/2014


CHIEF STEWARD LOCAL 1597

YEAR 1 - EXHIBIT A

IBEW WASTEWATER TREATMENT PLANT

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9
ACCOUNTING TECH	15.9229	16.6179	17.3432	18.1002	18.8902	19.7146	20.5751	21.4731	22.4051
9500	1,273.83	1,329.43	1,387.46	1,448.02	1,511.22	1,577.17	1,646.01	1,717.85	1,792.41
	2,759.97	2,880.43	3,006.16	3,137.38	3,274.31	3,417.20	3,566.36	3,722.01	3,883.56
ANNUAL	33,119.58	34,565.18	36,073.96	37,648.52	39,291.72	41,006.42	42,796.26	44,664.10	46,602.66

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9
EQUIP OPERATOR	17.2575	18.0107	18.7968	19.6173	20.4735	21.3671	22.2997	23.2730	24.2831
9540	1,380.60	1,440.86	1,503.74	1,569.38	1,637.88	1,709.37	1,783.98	1,861.84	1,942.65
	2,991.30	3,121.86	3,258.10	3,400.32	3,548.74	3,703.64	3,865.29	4,033.99	4,209.08
ANNUAL	35,895.60	37,462.36	39,097.24	40,803.88	42,584.88	44,443.62	46,383.48	48,407.84	50,508.90

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9
MAINT MECH I	17.6458	18.4160	19.2198	20.0586	20.9341	21.8478	22.8014	23.7966	24.8295
9620	1,411.66	1,473.28	1,537.58	1,604.69	1,674.73	1,747.82	1,824.11	1,903.73	1,986.36
	3,058.60	3,192.11	3,331.42	3,476.83	3,628.58	3,786.94	3,952.24	4,124.75	4,303.78
ANNUAL	36,703.16	38,305.28	39,977.08	41,721.94	43,542.98	45,443.32	47,426.86	49,496.98	51,645.36

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9
MAINT MECH II	19.9508	20.8216	21.7304	22.6788	23.6687	24.7017	25.7799	26.9051	28.0728
9621	1,596.06	1,665.73	1,738.43	1,814.30	1,893.50	1,976.14	2,062.39	2,152.41	2,245.82
	3,458.13	3,609.08	3,766.60	3,930.98	4,102.58	4,281.64	4,468.51	4,663.56	4,865.94
ANNUAL	41,497.56	43,308.98	45,199.18	47,171.80	49,231.00	51,379.64	53,622.14	55,962.66	58,391.32

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9
MAINT WORKER	17.8184	18.5961	19.4077	20.2548	21.1389	22.0615	23.0244	24.0294	25.0723
9625	1,425.47	1,487.69	1,552.62	1,620.38	1,691.11	1,764.92	1,841.95	1,922.35	2,005.78
	3,088.52	3,223.33	3,364.01	3,510.82	3,664.07	3,823.99	3,990.89	4,165.09	4,345.86
ANNUAL	37,062.22	38,679.94	40,368.12	42,129.88	43,968.86	45,887.92	47,890.70	49,981.10	52,150.28

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9
WWTP CLERK	13.6019	14.1955	14.8151	15.4617	16.1365	16.8408	17.5758	18.3429	19.1390
9720	1,088.15	1,135.64	1,185.21	1,236.94	1,290.92	1,347.26	1,406.06	1,467.43	1,531.12
	2,357.66	2,460.55	2,567.96	2,680.04	2,796.99	2,919.06	3,046.46	3,179.43	3,317.43
ANNUAL	28,291.90	29,526.64	30,815.46	32,160.44	33,563.92	35,028.76	36,557.56	38,153.18	39,809.12

YEAR 1 - EXHIBIT A

IBEW WASTEWATER TREATMENT PLANT

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9
WWTP LAB TECH	18.8233	19.6448	20.5023	21.3971	22.3310	23.3057	24.3229	25.3844	26.4862
9723	1,505.86	1,571.58	1,640.18	1,711.77	1,786.48	1,864.46	1,945.83	2,030.75	2,118.90
	3,262.70	3,405.09	3,553.72	3,708.84	3,870.71	4,039.66	4,215.97	4,399.96	4,590.95
	39,152.36	40,861.08	42,644.68	44,506.02	46,448.48	48,475.96	50,591.58	52,799.50	55,091.40

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9
WWTP OPERATOR I	16.1293	16.8333	17.5680	18.3348	19.1351	19.9703	20.8420	21.7517	22.6958
9725	1,290.34	1,346.66	1,405.44	1,466.78	1,530.81	1,597.62	1,667.36	1,740.14	1,815.66
	2,795.74	2,917.76	3,045.12	3,178.02	3,316.76	3,461.51	3,612.61	3,770.30	3,933.93
	33,548.84	35,013.16	36,541.44	38,136.28	39,801.06	41,538.12	43,351.36	45,243.64	47,207.16

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9
WWTP OPR II	18.0341	18.8212	19.6427	20.5000	21.3948	22.3286	23.3032	24.3203	25.3758
9726	1,442.73	1,505.70	1,571.42	1,640.00	1,711.58	1,786.29	1,864.26	1,945.62	2,030.06
	3,125.92	3,262.35	3,404.74	3,553.33	3,708.42	3,870.30	4,039.23	4,215.51	4,398.46
	37,510.98	39,148.20	40,856.92	42,640.00	44,501.08	46,443.54	48,470.76	50,586.12	52,781.56

IBEW WASTEWATER TREATMENT PLANT

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
ACCOUNTING TECH	16.6792	17.3245	17.9947	18.6909	19.4141	20.1652	20.9453	21.7557	22.5974	23.4693
9500	1,334.34	1,385.96	1,439.58	1,495.27	1,553.13	1,613.22	1,675.62	1,740.46	1,807.79	1,877.54
	2,891.07	3,002.91	3,119.09	3,239.75	3,365.12	3,495.31	3,630.51	3,771.00	3,916.88	4,068.00
	34,692.84	36,034.96	37,429.08	38,877.02	40,381.38	41,943.72	43,566.12	45,251.96	47,002.54	48,816.04

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
EQUIP OPERATOR	17.6458	18.3285	19.0376	19.7742	20.5392	21.3339	22.1593	23.0166	23.9071	24.8295
9540	1,411.66	1,466.28	1,523.01	1,581.94	1,643.14	1,706.71	1,772.74	1,841.33	1,912.57	1,986.36
	3,058.60	3,176.94	3,299.86	3,427.54	3,560.14	3,697.87	3,840.94	3,989.55	4,143.90	4,303.78
	36,703.16	38,123.28	39,598.26	41,130.44	42,721.64	44,374.46	46,091.24	47,874.58	49,726.82	51,645.36

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
MAINT MECH I	18.0428	18.7409	19.4660	20.2191	21.0014	21.8139	22.6579	23.5345	24.4450	25.3881
9620	1,443.42	1,499.27	1,557.28	1,617.53	1,680.11	1,745.11	1,812.63	1,882.76	1,955.60	2,031.05
	3,127.41	3,248.42	3,374.11	3,504.65	3,640.24	3,781.07	3,927.37	4,079.31	4,237.13	4,400.61
	37,528.92	38,981.02	40,489.28	42,055.78	43,682.86	45,372.86	47,128.38	48,951.76	50,845.60	52,807.30

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
MAINT MECH II	20.5493	21.3444	22.1702	23.0279	23.9188	24.8443	25.8055	26.8039	27.8409	28.9150
9621	1,643.94	1,707.55	1,773.62	1,842.23	1,913.50	1,987.54	2,064.44	2,144.31	2,227.27	2,313.20
	3,561.87	3,699.69	3,842.84	3,991.50	4,145.92	4,306.34	4,472.95	4,646.01	4,825.75	5,011.93
	42,742.44	44,396.30	46,114.12	47,897.98	49,751.00	51,676.04	53,675.44	55,752.06	57,909.02	60,143.20

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
MAINT WORKER	18.3529	19.0630	19.8005	20.5666	21.3623	22.1888	23.0473	23.9390	24.8651	25.8245
9625	1,468.23	1,525.04	1,584.04	1,645.33	1,708.98	1,775.10	1,843.78	1,915.12	1,989.21	2,065.96
	3,181.17	3,304.25	3,432.09	3,564.88	3,702.79	3,846.05	3,994.86	4,149.43	4,309.96	4,476.25
	38,173.98	39,651.04	41,185.04	42,778.58	44,433.48	46,152.60	47,938.28	49,793.12	51,719.46	53,714.96

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
WWTP CLERK	14.2480	14.7992	15.3717	15.9664	16.5841	17.2257	17.8922	18.5844	19.3034	20.0481
9720	1,139.84	1,183.94	1,229.74	1,277.31	1,326.73	1,378.06	1,431.38	1,486.75	1,544.27	1,603.85
	2,469.65	2,565.20	2,664.44	2,767.51	2,874.58	2,985.80	3,101.32	3,221.29	3,345.92	3,475.01
	29,635.84	30,782.44	31,973.24	33,210.06	34,494.98	35,829.56	37,215.88	38,655.50	40,151.02	41,700.10

YEAR 2 - EXHIBIT B

IBEW WASTEWATER TREATMENT PLANT

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
WWTP LAB TECH	19,3409	20,0892	20,8664	21,6737	22,5123	23,3832	24,2879	25,2276	26,2036	27,2145
9723	1,547.27	1,607.14	1,669.31	1,733.90	1,800.98	1,870.66	1,943.03	2,018.21	2,096.29	2,177.16
	3,352.42	3,482.14	3,616.84	3,756.78	3,902.12	4,053.10	4,209.90	4,372.79	4,541.96	4,717.18
	40,229.02	41,785.64	43,402.06	45,081.40	46,825.48	48,637.16	50,518.78	52,473.46	54,503.54	56,606.16

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
WWTP OPERATOR I	16,8551	17,5072	18,1846	18,8882	19,6190	20,3780	21,1665	21,9854	22,8361	23,7171
9725	1,348.41	1,400.58	1,454.77	1,511.06	1,569.52	1,630.24	1,693.32	1,758.83	1,826.89	1,897.37
	2,921.56	3,034.59	3,152.00	3,273.96	3,400.63	3,532.19	3,668.86	3,810.80	3,958.26	4,110.97
	35,058.66	36,415.08	37,824.02	39,287.56	40,807.52	42,386.24	44,026.32	45,729.58	47,499.14	49,331.62

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
WWTP OPR II	18,8456	19,5747	20,3321	21,1187	21,9358	22,7845	23,6660	24,5816	25,5327	26,5178
9726	1,507.65	1,565.98	1,626.57	1,689.50	1,754.86	1,822.76	1,893.28	1,966.53	2,042.62	2,121.42
	3,266.58	3,392.96	3,524.24	3,660.58	3,802.20	3,949.31	4,102.11	4,260.82	4,425.68	4,596.41
	39,198.90	40,715.48	42,290.82	43,927.00	45,626.36	47,391.76	49,225.28	51,129.78	53,108.12	55,156.92

IBEW WASTEWATER TREATMENT PLANT

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11
ACCOUNTING TECH	17,4298	18,0355	18,6623	19,3108	19,9820	20,6764	21,3949	22,1385	22,9078	23,7040	24,5254
9500	1,394.38	1,442.84	1,492.98	1,544.86	1,598.56	1,654.11	1,711.59	1,771.08	1,832.62	1,896.32	1,962.03
MONTH	3,021.16	3,126.15	3,234.79	3,347.20	3,463.55	3,583.91	3,708.45	3,837.34	3,970.68	4,108.69	4,251.07
ANNUAL	36,253.88	37,513.84	38,817.48	40,166.36	41,562.56	43,006.86	44,501.34	46,048.08	47,648.12	49,304.32	51,012.78

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11
EQUIP OPERATOR	18,0428	18,6699	19,3187	19,9901	20,6848	21,4037	22,1475	22,9172	23,7136	24,5377	25,3881
9540	1,443.42	1,493.59	1,545.50	1,599.21	1,654.78	1,712.30	1,771.80	1,833.38	1,897.09	1,963.02	2,031.05
MONTH	3,127.41	3,236.11	3,348.58	3,464.96	3,585.36	3,709.98	3,838.90	3,972.32	4,110.36	4,253.21	4,400.61
ANNUAL	37,528.92	38,833.34	40,183.00	41,579.46	43,024.28	44,519.80	46,066.80	47,667.88	49,324.34	51,038.52	52,807.30

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11
MAINT MECH I	18,4488	19,0899	19,7534	20,4399	21,1502	21,8852	22,6458	23,4328	24,2472	25,0898	25,9593
9620	1,475.90	1,527.19	1,580.27	1,635.19	1,692.02	1,750.82	1,811.66	1,874.62	1,939.78	2,007.18	2,076.74
MONTH	3,197.78	3,308.91	3,423.92	3,542.91	3,666.04	3,793.44	3,925.26	4,061.68	4,202.86	4,348.89	4,499.60
ANNUAL	38,373.40	39,706.94	41,087.02	42,514.94	43,992.52	45,521.32	47,103.16	48,740.12	50,434.28	52,186.68	53,995.24

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11
MAINT MECH II	21,1658	21,9014	22,6625	23,4501	24,2651	25,1083	25,9809	26,8839	27,8181	28,7849	29,7825
9621	1,693.26	1,752.11	1,813.00	1,876.01	1,941.21	2,008.66	2,078.47	2,150.71	2,225.45	2,302.79	2,382.60
MONTH	3,668.73	3,796.24	3,928.17	4,064.69	4,205.96	4,352.10	4,503.35	4,659.87	4,821.81	4,989.38	5,162.30
ANNUAL	44,024.76	45,554.86	47,138.00	48,776.26	50,471.46	52,225.16	54,040.22	55,918.46	57,861.70	59,872.54	61,947.60

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11
MAINT WORKER	18,9035	19,5605	20,2402	20,9437	21,6715	22,4247	23,2040	24,0104	24,8448	25,7083	26,5992
9625	1,512.28	1,564.84	1,619.22	1,675.50	1,733.72	1,793.98	1,856.32	1,920.83	1,987.58	2,056.66	2,127.94
MONTH	3,276.61	3,390.49	3,508.31	3,630.25	3,756.39	3,886.96	4,022.03	4,161.80	4,306.42	4,456.10	4,610.54
ANNUAL	39,319.28	40,685.84	42,099.72	43,563.00	45,076.72	46,643.48	48,264.32	49,941.58	51,677.08	53,473.16	55,326.44

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11
WWTP CLERK	14,8892	15,4067	15,9421	16,4961	17,0693	17,6625	18,2764	18,9114	19,5686	20,2487	20,9503
9720	1,191.14	1,232.54	1,275.37	1,319.69	1,365.54	1,413.00	1,462.11	1,512.91	1,565.49	1,619.90	1,676.02
MONTH	2,580.80	2,670.50	2,763.30	2,859.33	2,958.67	3,061.50	3,167.91	3,277.97	3,391.90	3,509.78	3,631.38
ANNUAL	30,969.64	32,046.04	33,159.62	34,311.94	35,504.04	36,738.00	38,014.86	39,335.66	40,702.74	42,117.40	43,576.52

YEAR 3 - EXHIBIT C

IBEW WASTEWATER TREATMENT PLANT

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11
WWTP LAB TECH	19,8728	20,5634	21,2781	22,0175	22,7827	23,5744	24,3937	25,2414	26,1186	27,0263	27,9629
9723	1,589.82	1,645.07	1,702.25	1,761.40	1,822.62	1,885.95	1,951.50	2,019.31	2,089.49	2,162.10	2,237.03
	3,444.61	3,564.32	3,688.21	3,816.37	3,949.01	4,086.23	4,228.25	4,375.17	4,527.23	4,684.55	4,846.90
ANNUAL	41,335.32	42,771.82	44,258.50	45,796.40	47,388.12	49,034.70	50,739.00	52,502.06	54,326.74	56,214.60	58,162.78

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11
WWTP OPERATOR I	17,6136	18,2257	18,8591	19,5146	20,1928	20,8946	21,6207	22,3721	23,1497	23,9542	24,7844
9725	1,409.09	1,458.06	1,508.73	1,561.17	1,615.42	1,671.57	1,729.66	1,789.77	1,851.98	1,916.34	1,982.75
	3,053.03	3,159.13	3,268.92	3,382.54	3,500.08	3,621.74	3,747.60	3,877.84	4,012.62	4,152.07	4,295.96
ANNUAL	36,636.34	37,909.56	39,226.98	40,590.42	42,000.92	43,460.82	44,971.16	46,534.02	48,151.48	49,824.84	51,551.50

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11
WWTP OPR III	19,6465	20,3292	21,0357	21,7668	22,5233	23,3060	24,1160	24,9541	25,8213	26,7186	27,6448
9726	1,571.72	1,626.34	1,682.86	1,741.34	1,801.86	1,864.48	1,929.28	1,996.33	2,065.70	2,137.49	2,211.58
	3,405.39	3,523.74	3,646.20	3,772.90	3,904.03	4,039.71	4,180.11	4,325.38	4,475.68	4,631.23	4,791.76
ANNUAL	40,864.72	42,284.84	43,754.36	45,274.84	46,848.36	48,476.48	50,161.28	51,904.58	53,708.20	55,574.74	57,501.08

IBEW WASTEWATER TREATMENT PLANT

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11
ACCOUNTING TECH	18,2141	18,8471	19,5021	20,1798	20,8812	21,6068	22,3577	23,1347	23,9387	24,7707	25,6290
9500	1,457.13	1,507.77	1,560.17	1,614.38	1,670.50	1,728.54	1,788.62	1,850.78	1,915.10	1,981.66	2,050.32
	3,157.12	3,266.84	3,380.37	3,497.82	3,619.42	3,745.17	3,875.34	4,010.02	4,149.38	4,293.60	4,442.36
ANNUAL	37,885.38	39,202.02	40,564.42	41,973.88	43,433.00	44,942.04	46,504.12	48,120.28	49,792.60	51,523.16	53,308.32

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11
EQUIP OPERATOR	18,4488	19,0900	19,7534	20,4399	21,1502	21,8853	22,6458	23,4328	24,2472	25,0898	25,9593
9540	1,475.90	1,527.20	1,580.27	1,635.19	1,692.02	1,750.82	1,811.66	1,874.62	1,939.78	2,007.18	2,076.74
	3,197.78	3,308.93	3,423.92	3,542.91	3,666.04	3,793.44	3,925.26	4,061.68	4,202.86	4,348.89	4,499.60
ANNUAL	38,373.40	39,707.20	41,087.02	42,514.94	43,992.52	45,521.32	47,103.16	48,740.12	50,434.28	52,186.68	53,995.24

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11
MAINT MECH I	18,8178	19,4717	20,1485	20,8487	21,5732	22,3229	23,0987	23,9015	24,7321	25,5916	26,4785
9620	1,505.42	1,557.74	1,611.88	1,667.90	1,725.86	1,785.83	1,847.90	1,912.12	1,978.57	2,047.33	2,118.28
	3,261.74	3,375.10	3,492.41	3,613.78	3,739.36	3,869.30	4,003.78	4,142.93	4,286.90	4,435.88	4,589.61
ANNUAL	39,140.92	40,501.24	41,908.88	43,365.40	44,872.36	46,431.58	48,045.40	49,715.12	51,442.82	53,230.58	55,075.28

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11
MAINT MECH II	21,8008	22,5584	23,3424	24,1536	24,9931	25,8615	26,7603	27,6904	28,6526	29,6484	30,6760
9621	1,744.06	1,804.67	1,867.39	1,932.29	1,999.45	2,068.92	2,140.82	2,215.23	2,292.21	2,371.87	2,454.08
	3,778.80	3,910.12	4,046.01	4,186.63	4,332.14	4,482.66	4,638.44	4,799.67	4,966.46	5,139.05	5,317.17
ANNUAL	45,345.56	46,921.42	48,552.14	50,239.54	51,985.70	53,791.92	55,661.32	57,595.98	59,597.46	61,668.62	63,806.08

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11
MAINT WORKER	19,4706	20,1473	20,8474	21,5720	22,3216	23,0974	23,9001	24,7307	25,5901	26,4795	27,3972
9625	1,557.65	1,611.78	1,667.79	1,725.76	1,785.73	1,847.79	1,912.01	1,978.46	2,047.21	2,118.36	2,191.78
	3,374.91	3,492.19	3,613.55	3,739.15	3,869.08	4,003.55	4,142.69	4,286.66	4,435.62	4,589.78	4,748.86
ANNUAL	40,498.90	41,906.28	43,362.54	44,869.76	46,428.98	48,042.54	49,712.26	51,439.96	53,227.46	55,077.36	56,986.28

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11
WWTP CLERK	15,5592	16,1000	16,6595	17,2384	17,8374	18,4573	19,0988	19,7624	20,4492	21,1599	21,8931
9720	1,244.74	1,288.00	1,332.76	1,379.07	1,426.99	1,476.58	1,527.90	1,580.99	1,635.94	1,692.79	1,751.45
	2,696.94	2,790.67	2,887.65	2,987.99	3,091.81	3,199.26	3,310.45	3,425.48	3,544.54	3,667.71	3,794.81
ANNUAL	32,363.24	33,488.00	34,651.76	35,855.82	37,101.74	38,391.08	39,725.40	41,105.74	42,534.44	44,012.54	45,537.70

IBEW WASTEWATER TREATMENT PLANT

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11
WWTP LAB TECH	20,3696	21,0775	21,8101	22,5679	23,3523	24,1638	25,0035	25,8724	26,7716	27,7020	28,6620
9723	1,629.57	1,686.20	1,744.81	1,805.43	1,868.18	1,933.10	2,000.28	2,069.79	2,141.73	2,216.16	2,292.96
	3,530.74	3,653.43	3,780.42	3,911.77	4,047.72	4,188.38	4,333.94	4,484.55	4,640.42	4,801.68	4,968.08
ANNUAL	42,368.82	43,841.20	45,365.06	46,941.18	48,572.68	50,260.60	52,007.28	53,814.54	55,684.98	57,620.16	59,616.96

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11
WWTP OPERATOR I	18,3622	19,0003	19,6606	20,3440	21,0510	21,7826	22,5396	23,3229	24,1336	24,9723	25,8377
9725	1,468.98	1,520.02	1,572.85	1,627.52	1,684.08	1,742.61	1,803.17	1,865.83	1,930.69	1,997.78	2,067.02
	3,182.79	3,293.38	3,407.84	3,526.29	3,648.84	3,775.66	3,906.87	4,042.63	4,183.16	4,328.52	4,478.54
ANNUAL	38,193.48	39,520.52	40,894.10	42,315.52	43,786.08	45,307.86	46,882.42	48,511.58	50,197.94	51,942.28	53,742.52

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11
WWTP OPR II	20,4815	21,1932	21,9297	22,6919	23,4805	24,2965	25,1409	26,0146	26,9187	27,8541	28,8197
9726	1,638.52	1,695.46	1,754.38	1,815.35	1,878.44	1,943.72	2,011.27	2,081.17	2,153.50	2,228.33	2,305.58
	3,550.13	3,673.50	3,801.16	3,933.26	4,069.95	4,211.39	4,357.75	4,509.20	4,665.92	4,828.05	4,995.42
ANNUAL	42,601.52	44,081.96	45,613.88	47,199.10	48,839.44	50,536.72	52,293.02	54,110.42	55,991.00	57,936.58	59,945.08