



# City of Grand Island

Tuesday, November 9, 2021

Council Session

## Item I-4

**#2021-326 - Consideration of Approving Labor Agreement  
between the City of Grand Island and the Union Local No. 1597,  
I.B.E.W., A.F.L.-C.I.O. (Utilities Department)**

Staff Contact: Aaron Schmid, Human Resources Director

# **Council Agenda Memo**

**From:** Aaron Schmid, Human Resources Director

**Meeting:** November 9, 2021

**Subject:** Consideration of Approving Labor Agreement between the City Of Grand Island and the Union Local No. 1597, I.B.E.W., A.F.L.-C.I.O (Utilities Department)

**Presenter(s):** Aaron Schmid, Human Resources Director

## **Background**

Thirty-nine job classifications in the Utilities Department currently work under the conditions outlined in the labor agreement between the City of Grand Island (City) and the International Brotherhood of Electrical Workers (IBEW), Local No. 1597. The current labor agreement expired as of midnight September 30, 2021. The City and the IBEW met to negotiate and have reached an agreement.

## **Discussion**

The proposed labor agreement will run through September 30, 2024. A salary array was mutually conducted as part of the negotiations process. The changes that are proposed were primarily based on comparability studies from the salary array. A summary of changes are listed below and follow the order of the contract:

1. The agreement will be effective October 1, 2021 to September 30, 2024.
2. The Senior Meter Reader classification will be removed from the contract.
3. Language stating, "The hours of work shall be arranged in eight (8) hour periods" will be removed from the contract. The department utilizes a variety of shifts and hours.
4. Schedules with alternating 8 and 12 hour work shifts will include the classifications of Power Plant Operator and Senior Power Plant Operator.
5. Use of annual personal leave will be included in the calculation of overtime.
6. Add clarifying language to when meal allowances are granted.
7. Increase shift differential from \$0.25 to \$0.50 per hour for Dispatchers and Operators.
8. Revise how overtime is calculated for alternating shifts. Clarify how relief shifts are scheduled.
9. Include compensatory time language in the contract. This language will match the language found in the Wastewater Treatment Plant and Service/Clerical/Finance contracts.

10. Add language on how pay is administered during daylight savings time changes.
11. Add language regarding Mutual Aid and Storm Restoration. This section addresses response outside of the City of Grand Island Utilities Department service area.
12. Language was amended to clarify that premium pay will not be included in the calculation of overtime.
13. Add language to provide 12 hours of holiday pay if an employee is on a 12 hour shift.
14. Add language to provide 12 hours of annual personal leave if an employee is on a 12 hour shift.
15. Vacation usage will be allowed in tenths of an hour to accommodate payroll software.
16. Remove language requiring a five day minimum for vacation scheduling.
17. Remove secondary vacation scheduling from vacation planning.
18. Incorporate MOU on medical leave use for EEs immediate family member. Medical leave may be taken in 1/10<sup>th</sup> hour increments to accommodate ExecuTime.
19. Clarify bereavement leave to match SCF language.
20. Include language to allow Union to discuss union matters with the City Management.
21. 3% wage increase year 1 with individual adjustments based on survey results. 3% increases for years 2 and 3.

## **Alternatives**

It appears that the Council has the following alternatives concerning the issue at hand. The Council may:

1. Move to approve
2. Refer the issue to a Committee
3. Postpone the issue to future date
4. Take no action on the issue

## **Recommendation**

City Administration recommends that the Council approve the labor agreement between the City of Grand Island and the IBEW, Local No. 1597 (Utilities Department).

## **Sample Motion**

Move to approve the labor agreement between the City of Grand Island and the IBEW, Local No. 1597 (Utilities Department).



**and**

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

**UTILITIES DEPARTMENT**

October 1, ~~2017-2021~~ through September 30, ~~2020~~2024

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## **AGREEMENT**

THIS AGREEMENT, dated this ~~1st~~ day of ~~September 2017~~ October 2021, by and between the City of Grand Island (hereinafter referred to as the City), and Union Local No. 1597, I.B.E.W., A.F.L. - C.I.O. (hereinafter referred to as the Union). The provisions of this Agreement shall be effective from October 1, ~~2017~~ 2021 to September 30, 2020~~24~~.

### **PURPOSE AND INTENT OF THE PARTIES**

The purpose of the City and the Union in 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 Union is hereby recognized as the Exclusive Bargaining Agent for the non-management employees of the Utilities Department without regard to their membership or non-membership in said Union. Nothing contained in this "exclusive representation" provision shall prohibit employees of the bargaining unit from seeking an election to revoke the authority of the Union to represent them prior to expiration of this Agreement. The Union further agrees that it will not do anything to discriminate against any employee who attempts decertification of or resignation from the Union. The City agrees that it will take no overt action to aid any organization or association in an effort to decertify the Union as such exclusive bargaining agent during the term of this Agreement. Non-management employees of the Utilities Department are hereby defined as being those persons who are currently employed under the classifications outlined in Article I, Section B, hereof.

#### **B. CLASSES OF EMPLOYEES**

Employees with regular status in the classification listed below are eligible for representation by the Union and all other classifications that may become eligible:

1. Administrative Assistant (Utilities)
2. Custodian
3. Electric Distribution Crew Chief
4. Electric Underground Crew Chief
5. Engineering Technician I
6. Engineering Technician II
7. Instrument Technician
8. Lineworker Apprentice
9. Lineworker First Class

10. Materials Handler
11. Meter Reader
12. Meter Technician
13. Power Dispatcher I
14. Power Dispatcher II
15. Power Plant Maintenance Mechanic
16. Power Plant Operator
17. Senior Engineering Technician
18. Senior Materials Handler
- ~~19. Senior Meter Reader~~
- ~~20.~~19. Senior Power Dispatcher
- ~~21.~~20. Senior Power Plant Operator
- ~~22.~~21. Senior Substation Technician
- ~~23.~~22. Senior Water Maintenance Worker
- ~~24.~~23. Substation Technician
- ~~25.~~24. Systems Technician
- ~~26.~~25. Tree Trim Crew Chief
- ~~27.~~26. Utilities Electrician
- ~~28.~~27. Utilities Groundsman
- ~~29.~~28. Utilities Secretary
- ~~30.~~29. Utility Technician
- ~~31.~~30. Utility Warehouse Clerk
- ~~32.~~31. Water Maintenance Worker
- ~~33.~~32. Wireworker I
- ~~34.~~33. Wireworker II

Represented employees are further defined to include all personnel of the Utilities Department, except management, and all new non-management classifications which may be created during the term of this contract. It is specifically intended by both parties hereto that any new additions in facilities to the Utilities Department, including coal fired power plants or any other generation facilities added to the Utilities Department, and all classifications in existence and any new classifications of job designations in said new facilities or existing facilities are within the bargaining unit jurisdiction and eligible for membership in the bargaining unit. Eligible Union employees shall not be affected by departmental changes.

Upon the addition of new classifications within the Utilities Department, the City through its designated representative shall meet to discuss the job description of the new classifications as prepared by the City and to determine whether or not such description indicates the position is of a supervisory nature. If such classification is non-management, an addendum will be prepared adding such classification to this Agreement. In the event of a temporary change of an employee to another job classification for a period of three (3) consecutive working days, or three (3) working days in one (1) work week, the employee will receive any additional pay which may be attributable to that temporary job classification, moving to the next closest step in the new pay range that guarantees at

least a three percent (3%) increase. Nothing in this provision shall require or limit the City from providing compensation for a temporary job reclassification for a period under three (3) days.

### **C. INTRODUCTORY PERIOD**

New hire employees shall have a one (1) year introductory period during which they are not eligible for a step increase. Upon successful completion of the introductory period, new hire employees will be eligible for advancement to Step 3 if hired at Step 1. New hires are all employees, including City employees from other departments, hired by the Utilities Department.

Intra-Utility Department transfer employees shall serve a six (6) month introductory period. At the end of the introductory period, the employee will be evaluated to determine competency and whether an adjustment in pay status is merited.

## **ARTICLE II - HOURS OF WORK**

### **A. WORK DAY**

The City shall establish the work day. The work day may vary according to the special requirements of any division or program. The City shall establish hours of work for shift duty. ~~The hours of work shall be arranged in eight (8) hour periods.~~

The City ~~shall~~ may establish an alternating eight (8) and twelve (12) hour work shift for the Power Dispatcher I, ~~and~~ Power Dispatcher II, Power Plant Operator and Senior Power Plant Operator classifications. The City shall further establish an alternating eight (8) and twelve (12) hour work shift for the Senior Power Dispatcher classification if necessary to cover open shifts.

### **B. WORK WEEK**

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

~~Work schedules for employees scheduled to work alternating eight (8) and twelve (12) hour shifts shall be arranged to the greatest extent possible as:~~

- ~~1. Four (4) consecutive twelve (12) hour work days followed by;~~
- ~~2. Three (3) consecutive days off followed by;~~
- ~~3. Three (3) consecutive twelve (12) hour work days followed by;~~
- ~~4. Two (2) consecutive days off followed by;~~
- ~~5. Four (4) consecutive eight (8) hour work days followed by;~~
- ~~6. Two (2) consecutive days off followed by;~~
- ~~7. Three (3) consecutive twelve (12) hour work days followed by;~~

- ~~8. Three (3) consecutive days off followed by;~~
- ~~9. Four (4) consecutive twelve (12) hour work days followed by;~~
- ~~10. Seven (7) consecutive days off.~~

~~In the alternative and at the discretion of the City, alternating eight (8) and twelve (12) hour shifts may also be arranged as:~~

- ~~1. Four (4) consecutive twelve (12) hour work days followed by;~~
- ~~2. Three (3) consecutive days off followed by;~~
- ~~3. Three (3) consecutive twelve (12) hour work days followed by;~~
- ~~4. Two (2) consecutive days off followed by;~~
- ~~5. Five (5) consecutive eight (8) hour work days followed by;~~
- ~~6. Two (2) consecutive days off followed by;~~
- ~~7. Four (4) consecutive eight (8) hour work days followed by;~~
- ~~8. Two (2) consecutive days off followed by;~~
- ~~9. Three (3) consecutive twelve (12) hour work days followed by;~~
- ~~10. Three (3) consecutive days off followed by;~~
- ~~11. Four (4) consecutive twelve (12) hour work days followed by;~~
- ~~12. Seven (7) consecutive days off.~~

#### **C. LUNCH PERIODS**

The City shall establish the lunch periods. Non-shift workers shall be allowed up to one hour off, without pay, for a meal. An employee on a shift schedule will be allowed a thirty (30) minute lunch period during the shift. Whenever possible, the lunch period shall be scheduled at the middle of the shift.

A meal allowance for actual cost, or up to \$12.00 per meal, shall be granted for all employees if they are required to work two (2) hours unscheduled overtime consecutively with their normal working hours and if such overtime would normally interfere with and disrupt the employee's normal meal schedule. Nothing in this section shall prohibit the City from exceeding the amount of this allowance or consecutive hour requirement in providing an allowance for emergency situations.

#### **D. CHANGES IN WORK SCHEDULE**

All changes in work schedules, except in cases of emergency, as may be determined by the City, shall be posted for all affected employees to see at least three (3) working days before the change is effective. If the majority of the shift workers want to re-arrange their shift schedule and can do so without cost to the City, their supervisor may reschedule their shifts accordingly. Shift workers may be permitted to trade working hours to attend to personal matters upon proper notification to their supervisor; provided, that the employees proposing to trade such hours are qualified to do each other's work, such trade is approved by their supervisor, and the trade will result in no additional cost to the City.

#### **E. SHIFT DIFFERENTIAL**

A shift differential of \$0.~~25~~50 per hour shall be added to the base hourly rate for persons in the following employee classifications who work rotating shifts:

Power Dispatcher I  
Power Dispatcher II  
Power Plant Operator  
Senior Power Dispatcher  
Senior Power Plant Operator

**F. OVERTIME AND COMPENSATORY TIME**

All officially authorized work in excess of eight (8) hours a day or forty (40) hours a week or any non-scheduled work shall be designated overtime work for the purpose of compensation.

**EMPLOYEES WORKING ALTERNATING EIGHT (8) AND TWELVE (12) HOUR SHIFTS:**

All officially authorized work in excess of ~~the scheduled eight (8) or twelve (12) forty (40)~~ hours a ~~week day or eighty (80) hours during a two (2) week pay period~~ shall be compensated at the rate of one and one-half (1½) times the excess hours worked. Employees on eight hour rotation will not be relieved of duty for the week to avoid overtime. Employees may choose to finish the rotation or be relieved of duty.

Overtime work shall, whenever possible, be eliminated by rescheduling work, by utilizing part-time employees, or by setting up over-lapping shifts of work. Overtime work shall be authorized only in the following cases:

1. In the event of fire, flood, catastrophe, or other unforeseeable emergency.
2. Where a station must be manned and another employee is not available for work.
3. To provide essential services when such services cannot be provided by overlapping work schedules.
4. To carry on short-range projects in which the utilization of present employees is more advantageous to the agency than the hiring of additional personnel.
5. No employee shall be regularly scheduled to work over-time without the approval of the Chief Administrative Officer or by any Supervisor to whom the responsibility has been delegated.
6. Overtime work shall be authorized in advance except in cases of emergency by the Chief Administrative Officer or by any supervisor to whom the responsibility has been delegated.
7. All employees, except for employees working alternating eight (8) and twelve (12) hour shifts, who are required to work in excess of eight hours a day or forty hours a week shall be eligible for overtime compensation.

8. The rules of overtime shall be as follows:
  - a. Overtime work shall be accrued and compensated for in one-tenth (1/10) of an hour units.
  - b. Employees whose regularly scheduled work week includes Saturday or Sunday shall not be compensated for work on that day on an overtime basis unless their work day exceeds eight (8) hours, and only the hours of work in excess of eight (8) shall be considered over-time.
  - c. This article is not intended to 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.
  - d. Except for employees working alternating eight (8) and twelve (12) hour shifts, overtime shall be computed on all hours worked in excess of eight (8) hours per regularly scheduled work day and over forty 40 hours per work week, and shall be paid at a one and one-half (1½ ) times the base rate, as modified by shift differential adjustment.
9. An employee shall have the option of accruing compensatory leave time at a rate of one and one-half (1 ½) times the actual hours worked in lieu of the payment of overtime. Employees may carry a maximum of not more than eighty (80) hours of compensatory time (53.33 hours of actual time worked). The compensatory time off shall be taken at a time mutually agreed upon by the employee and his/her supervisor, but must be taken by the last full pay period in March following the end of the calendar year in which it is earned. Compensatory time carried over to the new year will be used first. Compensatory time remaining at the end of this period shall be paid in cash. The employee retains the right to cash out his/her compensatory time at any time. It is understood that the usage of the compensatory time is to be requested just like annual leave, and may be denied as may any other annual leave. Requests for the use of accrued compensatory time shall not be unreasonably denied.
10. 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.

## **G. STAND-BY DUTY**

1. The City may assign employees to stand-by duty for handling trouble calls on other than the normal work day.

- a. The stand-by work week will run from Wednesday at 5:00 p.m. to the following Wednesday at 5:00 p.m.
- b. A truck will be assigned to the employee who is assigned to this duty. The employee will keep this truck at home while on the duty.
- c. The employee assigned to this duty may call upon the assigned foreman for additional employees when help is needed.

2. The compensation for stand-by duty will be eight hours at the employee's basic rate of pay as shown on the payroll on the Sunday during the employee's stand-by week. Any work performed on calls during hours, outside of the normal work week, shall be compensated for at the rate of time and one-half. Overtime for employees performing such work on call, including those on stand-by, shall be computed to begin fifteen minutes prior to checking in for the job and to terminate fifteen minutes after checking out from the job.

3. The employee assigned to this duty shall be available by telephone or utility radio at all times under this assignment. Failure to be available or to make arrangements with another qualified duty employee who will be available either by telephone or utility radio shall make the employee ineligible for stand-by duty compensation for the pay period involved.

4. When a recognized holiday, as stated in Article III, Holidays and Holiday Pay, falls during an employee's assigned stand-by work week, that employee shall be granted a compensatory holiday to be taken during the week following the stand-by duty assignment, and at a time approved by the employee's supervisor.

## **H. 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 employee's base hourly rate times the actual number of hours worked, although the employee shall be compensated for no less than two hours at the enhanced rate. Provided, however, that if the employee called back responds and performs the work from a remote location without reporting to the worksite, he or she shall be compensated as set forth above but the minimum compensation will be one hour instead of two.

## **I. DAYLIGHT SAVINGS TIME**

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



**J. MUTUAL AID AND STORM RESTORATION**

Each employee working on storm restoration outside of the City of Grand Island Utilities Department service area shall be paid his or her normal hourly base rate, or the applicable overtime rate, for their first 16 hours or more of work. Upon returning to work after their initial rest period they will be paid at 150% of normal hourly rate for the first 8 hours of work (or the applicable overtime rate if greater), and at 200% for all hours after that for the duration of that work period. Upon returning to work after the second rest period, the employee shall be paid at 200% for each hour worked until all service has been restored or until the employee is no longer needed for storm restoration.

Mutual Aid job assignments shall be voluntary.

**ARTICLE III - HOLIDAYS AND HOLIDAY PAY**

**A. RECOGNIZED HOLIDAYS**

The following days shall be the recognized holidays, and followed in accordance with Nebraska Revised Statutes as amended:

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

**B. WEEKEND HOLIDAYS**

When a holiday falls on Sunday, the following Monday shall be observed as a holiday; when a holiday falls on Saturday, the preceding Friday shall be observed as a holiday. For shift workers, when a holiday falls on a scheduled day off the holiday will be observed on the nearest scheduled working day.

### 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. HOLIDAY ON REGULARLY SCHEDULED WORK DAY

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

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

For employees working alternating eight (8) and twelve (12) hour shifts, the compensation for holidays which those employees did not work is eight (8) hours equal to the number of hours scheduled to work of regular pay.

For employees working alternating eight (8) and twelve (12) hour shifts, the credit for computing overtime pay for holidays which those employees did work is eight (8) hours equal to the number of hours scheduled to work.

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

### E. PERSONAL DAY

Personal Leave Days will be given to employees each year. Three personal leave days will be granted on October 1st and must be used by September 15th. Credit for each Personal Leave Day shall not exceed eight (8) hours regardless of the time length of the scheduled shift for any particular day. Personal Leave Days may be taken at any time and may be taken in one (1) hour increments; provided, the time selected by the employee must have the prior approval of the employee's supervisor. The Director or his or her designees will make every effort to grant requested personal leave time; however, it must be approved in advance and will be granted on the basis of work requirements of the department. Use of personal leave will not be unreasonably denied. New employees who begin work on or after April 1 will not be eligible for personal days until the following October 1.

For employees working alternating eight (8) and twelve (12) hour shifts, the compensation for the use of a Personal Day shall be eight (8) hours equal to the number of hours scheduled to work of regular pay. Personal Leave Days may be taken at any time and must be

taken in one whole day increments. The time selected by the employee must have the prior approval of the employee's supervisor.

## **ARTICLE IV - VACATIONS**

### **A. ELIGIBILITY**

All full-time employees of the bargaining unit who have been in the employ of the City continuously for six (6) months shall be eligible for vacation leave with pay with prior approval by the Department Director or supervisor.

### **B. AMOUNT AUTHORIZED**

1. All employees will be eligible to take earned vacation after satisfactory completion of six (6) months of continuous service.

Authorized vacation leave shall be computed on the following basis:

- |    |   |                                      |
|----|---|--------------------------------------|
| a. | 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. |                                      |
| b. | Years 2 through 4   | Eighty (80) Hours                    |
| c. | Years 5 through 9   | One Hundred Twenty-Five (125) Hours  |
| d. | Years 10 through 14   | One Hundred Thirty-Eight (138) Hours |
| e. | Years 15 through 19   | One Hundred Sixty (160) Hours        |
| f. | Years 20 through 24   | One Hundred Eighty (180) Hours       |
| g. | Years 25 +  | Two Hundred (200) Hours              |

All vacation will accrue on a prorated basis using a twenty-six pay period year.

2. An employee will earn a prorated portion of vacation leave for pay periods in which the employee is paid for less than sixty (60) hours, including paid leave.

3. Credit toward vacation leave shall not be earned while an employee is on a leave of absence without pay subject to paragraph 2 above.

4. The amount of vacation leave debited shall be the exact number of days or hours an employee is scheduled to work when leave is utilized. Vacation may be taken in one-tenth (1/10) hour increments.

### **C. VACATION SCHEDULE**

~~1.~~ 1. Vacation leave shall be taken at a time convenient to and approved by the

department director or supervisor. Vacations may be granted at the time requested by the employee. ~~While all eligible employees are encouraged to take two consecutive weeks of vacation each calendar year, when eligible, the City may grant shorter periods of vacation as needed or desired by employees.~~

~~2. Each employee shall take a minimum vacation of five consecutive days. In the event a holiday falls within the mandatory five day term, such holiday use will satisfy the mandatory term requirements. Employees working alternating eight (8) and twelve (12) hour shifts shall take a vacation of at least thirty-six (36) hours consisting of three (3) consecutive vacation days each year when eligible and sufficient vacation hours have accrued.~~

#### **D. SENIORITY FOR VACATION AND PERSONAL HOLIDAY PLANNING**

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

Job classifications with two or more employees ~~will have two~~ shall complete a prime vacation schedules ~~that will run consecutively.~~

~~1. Prime Vacation Schedule: An employee may make one choice of a minimum of five one work days and a maximum of as many consecutive days as said employee has accrued vacation time. Vacation of greater than five two (52) work days shall be consecutive work days so that only one block of vacation time is scheduled on the Prime Vacation Schedule. The Prime Vacation Schedule shall be completed by all employees in the affected job classification before the Secondary Vacation Schedule is initiated for that classification before January 31<sup>st</sup> and approved in a reasonable amount of time.~~

~~Employees working alternating eight (8) and twelve (12) hour shifts may make one (1) choice of a minimum of thirty-six (36) hours over three (3) consecutive days.~~

~~2. Secondary Vacation Schedule: An employee may make as many selections as said employee has accrued vacation time.~~**E. VACATION TIME CARRY-OVER**

An employee will be allowed to carry no more than the maximum amount of vacation that he or she can earn in one (1) year, plus eighty (80) hours.

#### **F. VACATION CREDIT ON TERMINATION AND RETIREMENT**

Upon termination or retirement, an employee shall be paid for the unused portion of accumulated vacation leave.

### **ARTICLE V - MEDICAL LEAVE AND BEREAVEMENT LEAVE**

## **A. WHEN AUTHORIZED FOR USE**

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, or the employee's attendance at duty may jeopardize the health of others.
4. For necessary care and attendance during sickness of, or injury to, a member of the employee's immediate family (spouse, child, parent, or parent-in-law) or household. "Child" shall include a biological, adopted, or foster child; a step-child; a legal ward; or a child of a person standing "in loco parentis". The term "household" refers to a domestic partner that the employee shares household finances with for a period of not less than one year.

## **B. ACCRUAL AND USE**

Medical leave shall be credited to all regular status employees as follows:

1. One work day for each full calendar month of service.
2. An employee will earn a prorated portion of Medical leave for calendar months in which the employee is paid for less than 120 hours, including paid leave.
3. Medical leave shall not be granted in advance of accrual.
4. Leave without pay may be granted for sickness extending beyond the earned credits.
5. After twelve continuous months of service, accrued vacation leave credits may be used for Medical leave when Medical leave credits have been exhausted.
6. ~~The amount of Medical leave granted for necessary care of a sick member of an employee's immediate family or household shall not exceed thirty work days in any 12-month period.~~ The amount of Medical leave charged against an employee's accumulated total shall be computed on the basis of the exact number of days or hours an employee is scheduled to work when Medical leave is utilized, provided, that Medical leave shall be debited in no less than one-half<sup>10</sup> (1/2<sup>10</sup>) hour units.

## **C. PROOF OF ILLNESS**

An employee who is absent on Medical leave for more than three (3) days because of illness or that of a member of his or her family or household shall be required to furnish a statement signed by the attending physician or other proof of illness satisfactory to the supervisor or

Department Director. The appointing authority may require this statement or proof for an absence chargeable to Medical leave of any duration.

#### **D. FRAUDULENT USE OF MEDICAL LEAVE**

The Department Director or 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. NOTIFICATION OF ILLNESS**

If a non-shift employee is absent for reasons that entitle the employee to Medical leave, the employee or a member of his or her household shall notify the employee's supervisor prior to thirty (30) minutes before the employee's scheduled work time. If the employee fails to notify his or her supervisor when it is 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. Shift workers are required to notify their supervisors two hours prior to scheduled work time.

#### **F. COMPENSATION FOR UNUSED MEDICAL LEAVE**

1. An employee may accumulate Medical leave to a maximum of 1,106 hours. All employees shall be paid for fifty-three percent (53%) of their accumulated Medical leave at the time of retirement or if an employee dies while still employed full time with the City in good standing. All employees retiring under an early retirement option approved by the Mayor shall be paid for fifty-three percent (53%) of their accumulated Medical leave at the time of such early retirement. The rate of compensation for such accumulated Medical leave shall be based on the employee's salary at the time of death, retirement or early retirement, whichever is applicable. The payout for this medical leave shall go to the employee's Voluntary Employee Benefits Association (VEBA) account.

#### **G. BEREAVEMENT LEAVE**

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

~~For employees working alternating eight (8) and twelve (12) hour shifts, bereavement leave shall be granted to eligible employees for up to sixteen (16) hours 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 twenty four (24) hours 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**

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

## **ARTICLE VII - COURT LEAVE**

### **A. WHEN AUTHORIZED**

An employee who is required to serve as a witness or juror in a federal, state, county, police, 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 a litigant or witness in non-employment related litigation, the 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 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 showing the actual time in attendance at court.

### **C. FEES**

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

## **ARTICLE VIII - LEAVE WITHOUT PAY**

### **A. WHEN AUTHORIZED**

1. Leave without pay may be granted to an employee for any good cause or Union business when it is in the interest of the City to do so. The employee's interest shall be considered when his or her record of employment shows the employee to be of more than average value, and it is desirable to retain the employee even at some sacrifice. A Department Director may grant an employee leave without pay for 30 days time. Such leave may be extended for a period not to exceed one year by the Chief Administrative Officer. 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 except for unpaid leave for Union business.
3. When leave without pay is requested pursuant to the Family and Medical Leave Act (FMLA) policy, Articles of this contract shall govern to the extent they are not inconsistent with Federal law.

## **B. LIMITATIONS**

Leave without pay shall be subject to the following provisions:

1. At the expiration of leave without pay, the employee shall return to the position held prior to his 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.
4. Leave without pay for more than thirty days during the introductory period shall not be counted as part of that period, but the employee to whom such leave has been granted shall be allowed to return to introductory period on return from leave.
5. Failure to report promptly at the expiration of a leave of absence shall be considered resignation.
6. When all available leave is exhausted.

## **ARTICLE IX - TEMPORARY DISABILITY LEAVE**

### **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 temporary disability 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. 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. 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, 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. 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.

3. While on leave of any nature, the total net 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.

## **D. 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. The City reserves any other subrogation rights under Nebraska law.

#### **E.     LIMITATION OF LEAVE**

Temporary disability leave will not be available to employees following one hundred fifty (150) days from the original 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 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 this limitation of leave 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.

#### **F.     LIGHT DUTY POLICY**

The City may provide light duty work when possible for a defined period of time, not to exceed 150 days, for employees that are injured due to a work related situation. Employees will follow the City's Light Duty Policy. Any employee who does not willingly return to light duty work who is released by a doctor to do so, shall not be entitled to supplement worker's compensation benefits with temporary disability leave or medical leave. All employees in the City of Grand Island are covered by this policy and therefore are on notice from this date forward, that light duty work shall commence immediately from the date of appropriate medical release.

### **ARTICLE X - GENERAL PROVISIONS CONCERNING LEAVE**

#### **A.     ABSENCE WITHOUT APPROVAL**

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

#### **B.     AUTHORIZED LEAVE FORM**

Requests for leave must be entered into MUNIS indicating the kind of leave, duration and dates of departure and return. Requests must be approved prior to the taking of the leave. In the case of an unforeseen Medical leave, the form shall be completed and submitted for approval immediately upon the employee's return to duty. Unless an absence is approved by the supervisor, an employee shall not be paid for any absence from scheduled work hours.

## ARTICLE XI - PENSION AND RETIREMENT PLAN

### A. COVERAGE

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

### B. AMENDMENTS

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

## ARTICLE XII - RATES OF PAY FOR WORK PERFORMED

The Union and the City considered the following array of cities and utilities to determine negotiated salaries and benefits for work performed in the various job classifications covered by this agreement: Ames, Iowa; Fremont, Nebraska; Independence, Missouri; Hastings, Nebraska; Cedar Falls, Iowa, Loup Power and NPPD.

### A. ~~2017-2018~~2021 – 2022 FISCAL YEAR

Rates of pay for the period October 1, ~~2017-2021~~ through September 30, ~~2018-2022~~ for work performed in the various classes of work under this agreement are set forth in Exhibit “A”, attached hereto. Said adjustments shall be effective the first full pay period on or after October 1, ~~2017~~2021.

### B. ~~2018-2019~~2022 – 2023 FISCAL YEAR

Rates of pay for the period October 1, ~~2018~~22 through September 30, ~~2019~~23 for work performed in the various classes of work under this agreement are set forth in Exhibit “B”, attached hereto. Said adjustments shall be effective the first full pay period on or after October 1, ~~2018~~22.

### C. ~~2019~~23 – ~~2020~~24 FISCAL YEAR

Rates of pay for the period October 1, ~~2019~~23 through September 30, ~~2020~~24 for work performed in the various classes of work under this agreement are set forth in Exhibit “C”, attached hereto. Said adjustments shall be effective the first full pay period on or after October 1, ~~2019~~23.

### D. 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 appropriations or ordinances sufficient to fund such payments and salary ordinances authorizing such payments. The I.B.E.W. acknowledges that the City must comply with the Nebraska Budget Act.

## **E. PAY PLAN**

1. 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.

Step of Hire	Entry Level;
Next Step	Upon the successful completion of six months of service by an intra-Utility Department transfer employee;
Next Step 3	Upon the successful completion of six months of service by an intra-Utility Department transfer employee; OR  Upon successful completion of one year of service by a new hire employee;
Remaining Steps	Upon successful completion of the anniversary of the employee's hire date or the anniversary date of the employee's promotion or demotion.

The classification of Lineworker 1<sup>st</sup> Class may move through steps 1 through 8 in six (6) month intervals upon successful completion of the step.

2. The Mayor may evaluate the manner of performance of any employee, all employees, or any portion of the employees at any time during such employees' service. Any adjustments in the pay of such evaluated employees shall be effective on the first day of a pay period falling on or immediately after such adjustment. The first classification anniversary following such adjustment shall be used for the computation of the merit step increases for employees advanced to Step 4 or higher.

3. Employees, prior to advancing in step or grade, shall be evaluated. Such evaluation shall take place at least yearly. For purposes of an increase in pay, other than cost of living increases, an employee must receive at least a satisfactory rating during the first year of employment, or first year in a new position. Thereafter, to receive increases in pay, other than cost-of-living increases, an employee must receive a rating above satisfactory. Such evaluations shall be advisory and shall in no way require the granting of merit increases by the administration; but denial shall be in writing, showing cause for such denial. Should a merit increase be denied, a new evaluation shall be made six months from the date of the first evaluation.

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

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

## **ARTICLE XIII - EMPLOYEE RELATIONS**

### **A. GENERAL**

Every employee shall fulfill conscientiously the duties and responsibilities of his or her position. Employees shall conduct themselves at all times in a manner which reflects credit on the City. Employees shall be impartial in all official acts and shall in no way endanger nor give occasion for distrust of their 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 pressures on any employee to join it.
3. The Union shall continue the practice of non-discrimination in membership on the basis of race, religion, national origin, color, age, gender, disability status, or political affiliation.
4. At any meeting between a representative of the City and an employee in which discipline (including warnings which are to be recorded in the personnel file, suspension, demotion or discharge for cause) is to be announced, the Union steward may be present if the employee so requests.

### **C. DISCIPLINARY ACTION**

Any disciplinary action taken in accordance with State Statutes covering employees under this Agreement shall be governed by the grievance procedures set out in such Statutes.

## **ARTICLE XIV - GRIEVANCE PROCEDURE**

### **A. PROCEDURE**

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

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

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

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

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

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

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

Fifth Step - If the grievance is not settled by the Chief Administrative Officer to the satisfaction of the employee, the employee may appeal, in writing, within ten (10) days of the receipt of the Chief Administrative Officer's decision to the arbitration board. 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.

## **B. PRESENTATION**

All grievances shall be presented by the employee in person. The employee may designate another person to assist in preparing and presenting the grievance. An employee and his or her designated representative shall obtain the permission of their immediate supervisor before leaving the job site to prepare or present a grievance.

## **C. VIOLATION BY UNION**

If the City believes that this Agreement is being violated by the Union, the Chief Administrative Officer or his or her designated representative will contact the Chief Officer of the local Union. If the City is not satisfied with the results of its contract with the Union as pertinent to the alleged violation it will take action in accordance with the provisions of the Nebraska Statutes.

# **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 non-union 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. LIFE INSURANCE**

The City will provide a \$50,000 term life insurance policy for the employee. Such policy shall contain an option allowing the employee to purchase additional term insurance as provided by the plan. The premium for the optional insurance shall be paid by the employee.

## **C. DISCONTINUANCE OF INSURANCE**

1. An employee who is on an approved leave of absence without pay will not be removed from coverage under the City's hospitalization and medical insurance plan.

2. The employee will be required to pay to the City the premium on the life insurance policy and medical insurance during his or her leave of absence without pay.

## **D. PROTECTIVE CLOTHING**

1. The Department Director of the Utilities Department shall determine what uniforms and protective clothing shall be required and furnished to employees.

2. The City will pay sixty per cent (60%) of the actual cost of providing and cleaning protective clothing as referred to in the Injury Prevention Program. The employee shall pay forty per cent (40%) of said cost. All classifications shall be eligible for the 60/40 boot allowance.

3. The Union President or his/her designee shall meet periodically with the Safety Director of the City's Utility Department.

4. The IBEW shall be entitled to designate at least one member to any safety committee required under Nebraska law. Employee members shall not be selected by the employer but shall be selected pursuant to procedures prescribed in rules and regulations adopted and promulgated by the Commissioner of Labor.

5. Employees who are required to wear fire retardant (F.R.) clothing will be eligible for an annual stipend to purchase or rent required uniforms as set forth below in lieu of provisions outlined in Article XV, D. 2. Requirements detailing when F.R. clothing is to be worn to perform work duties will be determined by the Injury Prevention Program under the Arc Flash Protective Clothing policy. The employee will be reimbursed for said purchases with a receipt that shows proof of purchase. New employees, who are required to wear F.R. full clothing, as determined by the Department Director, will be reimbursed up to \$1200 for the purchase of required F.R. clothing. Any employee who receives reimbursement and leaves the City within six months of the reimbursement will be required to return said reimbursement on a pro-rated basis.

### Classifications Requiring Full F.R. Will Follow a Recurring Reimbursement Schedule:

- Year 1: \$700 (\$1,200 for New Hires)
- Year 2: \$700



- Year 3: \$1,000
- Employees may purchase and/or rent F.R. clothing and F.R. winter gear using the allowance.

Classifications Requiring Partial F.R.:

- Year 1 and every subsequent year: \$350
- Employees may purchase and/or rent F.R. clothing using the allowance.
- These classifications may also participate in the 60/40 winter weather clothing.

**E. MILEAGE PAID FOR USE OF PRIVATE VEHICLES**

The City agrees to pay employees for the approved use of their personal automobile in the performance of their duties at the rate provided by Neb. Rev. Stat. § 81-1176, as amended.

**F. TRAVEL TIME REIMBURSEMENT**

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

**G. MEDICAL INSURANCE COMMITTEE**

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

**H. VOLUNTARY EMPLOYEE BENEFITS ASSOCIATION (VEBA)**

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

**ARTICLE XVI - MANAGEMENT RIGHTS**

**A. OPERATION IN BEST INTERESTS OF CITY**

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

**B. STATUTORY AND ORDINANCE RIGHTS**

This agreement in no way changes the power of the City to exercise any and all powers

vested in it by the statutes of the State of Nebraska and the code of the City of Grand Island.

### **C. OTHER RIGHTS**

It is understood and agreed that the City possesses the sole right to operate the Utilities 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:

1. Discipline or discharge for just cause.
2. Direct the work force.
3. Hire, assign or transfer employees.
4. Determine the mission of the Utility.
5. Determine the methods, means, number of personnel needed to carry out the Utility's mission.
6. Introduce new or improved methods or facilities.
7. Change existing methods or facilities.
8. Relieve employees.
9. Contract out for goods or service.

### **D. PRIOR AGREEMENTS SUPERSEDED**

This document constitutes the sole and complete agreement between the parties and embodies all the terms and conditions governing the employment of employees in the Union. 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 or agreement between the employer and the Union or any individual employee covered by this agreement is hereby superseded.

### **E. PERSONNEL FUNCTIONS**

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

### **F. MEMBERS OF CITY COUNCIL**

The Union and its membership agree that it will not contact or deal with any of the members

of the City Council concerning any aspects of negotiations, grievances, or any other relationship between the Union and the City.

#### **G. MATTERS NOT MENTIONED**

The rights of the employees are encompassed within this Agreement. Any and all matters not specifically mentioned in this Agreement are reserved to the City. Such matters reserved to the City and all matters specified in Paragraph "C" above (except No. 1) shall not be subject to grievance proceedings or negotiation during the life of this Agreement. All provisions of Chapters one, two, and three of the City Personnel Rules and Regulations now in effect hereafter not in conflict with this contract are by this reference made a part of this Agreement.

### **ARTICLE XVII - OPERATIONS, SALES, MERGERS, DISSOLUTION**

#### **A. SALE OF FACILITIES OR OPERATIONS**

This agreement shall not in any manner prevent the City from selling any part of or all of the Utilities' facilities and/or operations to others.

#### **B. LEASE OF FACILITIES OR OPERATIONS**

This agreement shall not in any manner prevent the City from leasing any part of or all of the Utilities' facilities and/or operations to others.

#### **C. MERGING FACILITIES OR OPERATIONS**

This agreement shall not in any manner prevent the City from merging any part of or all of the Utilities' facilities and/or operations with other utilities.

#### **D. CEASING OPERATIONS**

This agreement shall not in any manner prevent the City from ceasing any part of or all of its Utilities' operation at any time.

#### **E. PAYMENT OF ACCRUED LEAVE**

In the event of a sale, transfer, merger, or cessation of utility operations, or any part thereof, those employees affected shall be paid at the time of sale, transfer, merger or cessation, compensation representing total accrued vacation leave unless the employee transfers to another city department.

### **ARTICLE XVIII - STRIKES AND LOCKOUTS**

## **A. STRIKES**

Neither the Union nor any officers, agents, or employees will instigate, promote, sponsor, engage in, or condone any strike, slow-down, concerted stoppage of work or any other intentional interruption of the operations of the City, regardless of the reason for so doing. The Union shall at all times keep its members on the job during periods of negotiations and hearings for the settlement of grievances. If employees strike or in any manner slow down or stop work without Union authorization, the Union shall notify the City of the facts involved with the incident. No employee may miss work because he or she fails or refuses to cross a picket line on any City premises. Any or all employees who violate any of the provisions of this Article without Union sanction may be summarily discharged or disciplined by the City. Such discharge or discipline shall not be subject to grievance proceedings under any circumstances.

## **B. LOCKOUTS**

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 - GENERAL PROVISIONS**

### **A. SOLICITATION OF UNION BUSINESS**

1. No non-employee representative of the Union shall be permitted to come on the premises of the Utilities Department for any reason without first presenting his or her credentials to the Chief Administrative Officer or his or her authorized representative and obtaining permission to come on the premises of the Utilities Department.

2. The Union agrees that it, or its representatives, shall not solicit members in the Union, or otherwise carry on Union activities while the employees concerned are on City time.

### **B. SOLICITATION FOR A NON-PROFIT ORGANIZATION**

When the City is, in cooperation with a non-profit organization, seeking contributions from its employees of the bargaining unit, such solicitation shall be coordinated with Union representatives, and Union representatives shall be responsible for approaching members of the unit for purposes of acquiring pledges or contributions.

### **C. EMPLOYEE RIGHTS TO UNION MEMBERSHIP**

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.

The City agrees to allow the Union access to new hires within the Utility Department for up to thirty (30) minutes ~~during orientation~~ upon hire.

### **D. DEMOTION**

An employee who fails to satisfactorily perform the duties of a classification into which he or she has been promoted shall be demoted to the classification from which promoted. He or she shall return to the same pay step held prior to promotion with the same regular status held prior to promotion.

### **E. BULLETIN BOARDS ON CITY PREMISES**

The Union shall have the right to mount bulletin boards at its own expense at each office or plant location. The location, number, and construction of such bulletin boards, however, shall be subject to the approval of the City. The use of such bulletin boards shall be considered proper when confined to factual notices and announcements of the Union, such as:

- a. Meetings
- b. Nominations and elections of Union officers

- c. Results of Union elections
- d. Appointments to Union offices and committees
- e. Social or recreational affairs
- f. Agreements made between the Union and the Company
- g. Joint announcements of letters issued by the Union and the City, or
- h. Other items as approved by Human Resources Director of the City.

#### **F. SENIORITY, PROMOTION, LAYOFF - PROCEDURE**

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

2. PROMOTION. Promotion shall be accomplished utilizing testing procedures and performance evaluations. When two or more employees are equally qualified for promotion, seniority shall become a deciding factor.

3. LAYOFF. If needed, layoff shall be accomplished in accordance with management's right to maintain proper city services concerning job classifications. Layoffs within a job classification shall be by seniority, least senior being laid off first.

#### **G. RESIDENCY**

All employees of the Utilities Department are required to reside within the limits as outlined on Exhibit "D", attached hereto and made a part hereof by reference. Employees shall establish residency within area as set forth in Exhibit "D" within six months after the calendar day of commencement of employment and shall maintain such residency during the term of employment.

#### **H. UNION TIME**

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

## **ARTICLE XX - DURATION OF CONTRACT**

### **A. RIGHTS ON TERMINATION**

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

### **B. TERM**

This Agreement shall continue in full force and effect from its effective date through September 30, 20~~20~~<sup>24</sup> provided:

1. Either party may re-open this Agreement between October 1 and October 30 of any year in which the City does not adopt a budget statement and appropriation ordinance sufficient to fund the rates of pay and fringe benefits previously agreed upon by the parties. Negotiations shall be limited to rates of pay and fringe benefits and shall be completed by November 30. Upon notification by either party, the parties shall mutually agree upon the time and place for the first negotiating session. Subsequent sessions shall be set by mutual agreement. Agreement in the setting of negotiating sessions shall not be unreasonably withheld by either party.

2. Negotiations for a new agreement to take effect upon the termination of this Agreement may begin on January 1 of the year of termination of this Agreement with an expectation that they begin no later than February 1, of that year, and with an expectation that they be completed by May 30, of that year, for budget preparation purposes.

## **ARTICLE XXI - PAYROLL DEDUCTION OF UNION DUES**

### **A. PAYROLL DEDUCTION**

Upon receipt of a properly executed written request for payroll deduction of Union membership dues signed by any regular permanent employee, the Department shall: (1) make payroll deductions in accordance with that authorization card from such employee's wages and payments, and (2) remit the amount so deducted to the business manager of Local 1597, I.B.E.W. of America. The City 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 the regular monthly Union dues as set forth herein.

### **B. REQUEST FORMS**

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

### **C. UNION CERTIFICATION**

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

#### **D. INDEMNIFICATION**

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

#### **E. STRIKES, ETC.**

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

### **ARTICLE XXII - SEVERABILITY**

If any of the provisions of this 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 this Agreement shall remain in full force and effect for the duration of this Agreement.

### **ARTICLE XXIII - SCOPE OF AGREEMENT**

#### **A. COMPLETE AGREEMENT**

The parties mutually agree that this contract constitutes the entire Agreement and understanding concerning all proper subjects of collective bargaining for the duration of the contract between the parties and supersedes all previous agreements. This contract shall not be modified, altered, changed or amended in any respect unless in writing and signed by both parties.

#### **B. INTERPRETATION**

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

#### **C. NEGOTIATIONS**

The parties agree that the negotiations preceding the signing of this Agreement included



negotiations on all proper subjects of bargaining and that all negotiations were conducted in accordance with all applicable federal and state requirements.

#### **ARTICLE XXIV - C. I. R. WAIVER**

As a result of negotiations, and in consideration of this entire collective bargaining agreement, the Union, on behalf of all of its members, hereby knowingly, intelligently, and voluntarily waives its right to file any proceedings with the Nebraska Commission of Industrial Relations 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, 2017~~21~~<sup>24</sup> through September 30, 2020~~24~~<sup>24</sup>.

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

CITY OF GRAND ISLAND, NEBRASKA, A MUNICIPAL CORPORATION

BY \_\_\_\_\_  
ROGER G. STEELE, MAYOR

ATTEST \_\_\_\_\_  
RANAE EDWARDS, CITY CLERK

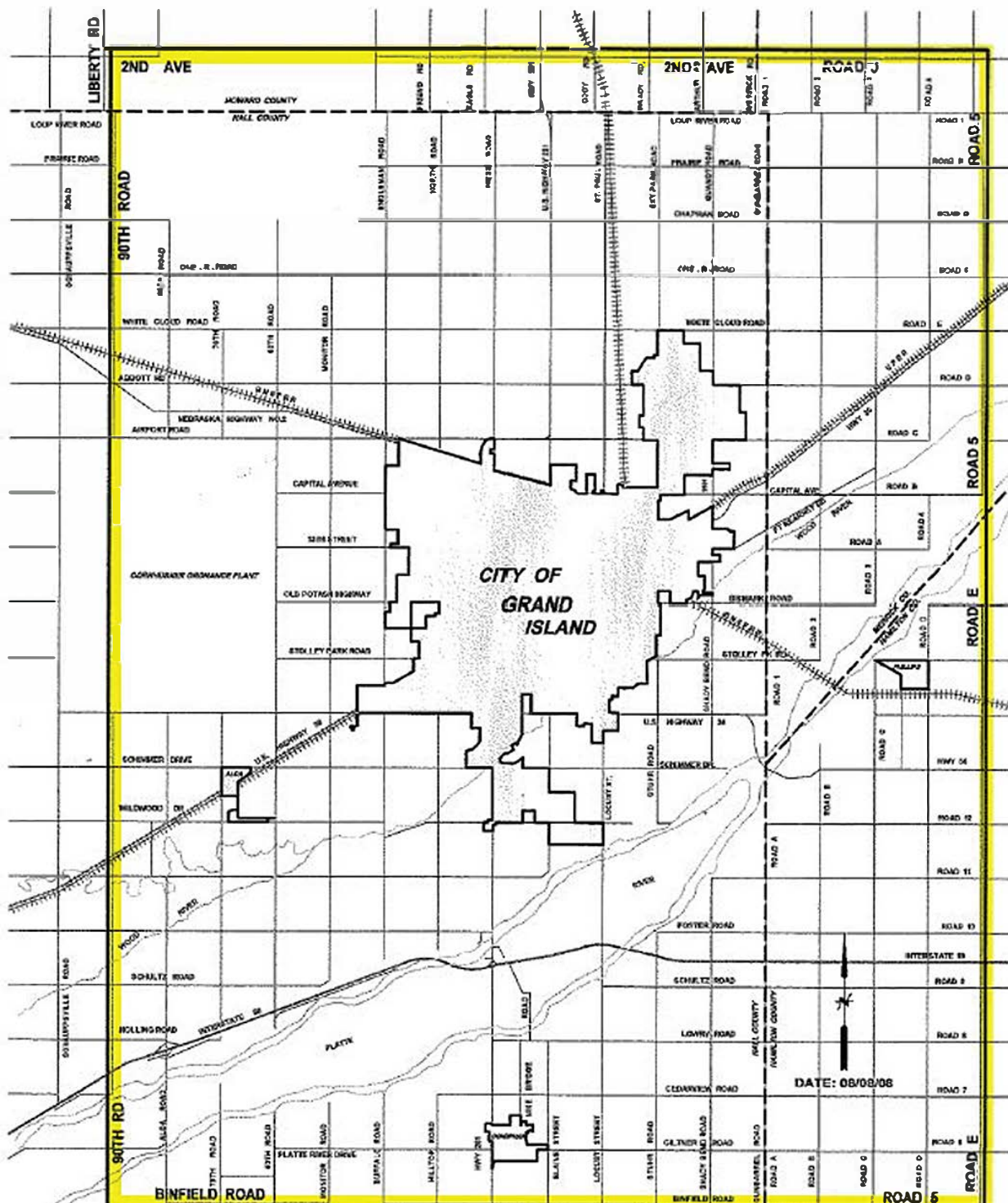
Dated \_\_\_\_\_

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

BY \_\_\_\_\_  
PRESIDENT LOCAL No. 1597

Dated \_\_\_\_\_

\_\_\_\_\_  
CHIEF STEWARD LOCAL No. 1597



**EXHIBIT A**

**IBEW UTILITIES SALARY TABLE - FY 2021 2022**

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
<b>ADMIN ASST-UTLY</b>	<b>HOURLY</b>	22.3876	23.4681	24.6007	25.7881	27.0327	28.3374	29.7050	31.1427
<b>8001</b>	<b>PERIOD</b>	1,791.01	1,877.45	1,968.06	2,063.05	2,162.62	2,266.99	2,376.40	2,491.42
	<b>MONTHLY</b>	3,880.52	4,067.81	4,264.13	4,469.94	4,685.68	4,911.81	5,148.87	5,398.08
	<b>ANNUAL</b>	46,566.26	48,813.70	51,169.56	53,639.30	56,228.12	58,941.74	61,786.40	64,776.92
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
<b>CUSTODIAN-PCC</b>	<b>HOURLY</b>	17.3168	17.8700	18.4408	19.0298	19.6377	20.2650	20.9123	21.5822
<b>8005</b>	<b>PERIOD</b>	1,385.34	1,429.60	1,475.26	1,522.38	1,571.02	1,621.20	1,672.98	1,726.58
	<b>MONTHLY</b>	3,001.57	3,097.47	3,196.40	3,298.49	3,403.88	3,512.60	3,624.79	3,740.92
	<b>ANNUAL</b>	36,018.84	37,169.60	38,356.76	39,581.88	40,846.52	42,151.20	43,497.48	44,891.08
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
<b>CUSTODIAN-PGS</b>	<b>HOURLY</b>	17.3168	17.8700	18.4408	19.0298	19.6377	20.2650	20.9123	21.5822
<b>8006</b>	<b>PERIOD</b>	1,385.34	1,429.60	1,475.26	1,522.38	1,571.02	1,621.20	1,672.98	1,726.58
	<b>MONTHLY</b>	3,001.57	3,097.47	3,196.40	3,298.49	3,403.88	3,512.60	3,624.79	3,740.92
	<b>ANNUAL</b>	36,018.84	37,169.60	38,356.76	39,581.88	40,846.52	42,151.20	43,497.48	44,891.08
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
<b>ELC UNDGR CREWC</b>	<b>HOURLY</b>	38.9666	40.4806	42.0534	43.6873	45.3847	47.1481	48.9799	50.8883
<b>8010</b>	<b>PERIOD</b>	3,117.33	3,238.45	3,364.27	3,494.98	3,630.78	3,771.85	3,918.39	4,071.06
	<b>MONTHLY</b>	6,754.22	7,016.64	7,289.25	7,572.46	7,866.69	8,172.34	8,489.85	8,820.63
	<b>ANNUAL</b>	81,050.58	84,199.70	87,471.02	90,869.48	94,400.28	98,068.10	101,878.14	105,847.56
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
<b>ELC DSTRB CREWC</b>	<b>HOURLY</b>	38.9666	40.4806	42.0534	43.6873	45.3847	47.1481	48.9799	50.8883
<b>8011</b>	<b>PERIOD</b>	3,117.33	3,238.45	3,364.27	3,494.98	3,630.78	3,771.85	3,918.39	4,071.06
	<b>MONTHLY</b>	6,754.22	7,016.64	7,289.25	7,572.46	7,866.69	8,172.34	8,489.85	8,820.63
	<b>ANNUAL</b>	81,050.58	84,199.70	87,471.02	90,869.48	94,400.28	98,068.10	101,878.14	105,847.56
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
<b>ENG TECH I</b>	<b>HOURLY</b>	26.1591	27.1100	28.0955	29.1168	30.1753	31.2722	32.4090	33.5904
<b>8020</b>	<b>PERIOD</b>	2,092.73	2,168.80	2,247.64	2,329.34	2,414.02	2,501.78	2,592.72	2,687.23
	<b>MONTHLY</b>	4,534.25	4,699.07	4,869.89	5,046.90	5,230.38	5,420.52	5,617.56	5,822.33
	<b>ANNUAL</b>	54,410.98	56,388.80	58,438.64	60,562.84	62,764.52	65,046.28	67,410.72	69,867.98
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
<b>ENG TECH II</b>	<b>HOURLY</b>	32.4526	33.6768	34.9471	36.2654	37.6334	39.0530	40.5261	42.0591
<b>8025</b>	<b>PERIOD</b>	2,596.21	2,694.14	2,795.77	2,901.23	3,010.67	3,124.24	3,242.09	3,364.73
	<b>MONTHLY</b>	5,625.12	5,837.30	6,057.50	6,286.00	6,523.12	6,769.19	7,024.53	7,290.25
	<b>ANNUAL</b>	67,501.46	70,047.64	72,690.02	75,431.98	78,277.42	81,230.24	84,294.34	87,482.98
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
<b>INSTRUMENT TECH</b>	<b>HOURLY</b>	37.0707	38.3784	39.7322	41.1338	42.5848	44.0870	45.6422	47.2568
<b>8035</b>	<b>PERIOD</b>	2,965.66	3,070.27	3,178.58	3,290.70	3,406.78	3,526.96	3,651.38	3,780.54
	<b>MONTHLY</b>	6,425.60	6,652.25	6,886.92	7,129.85	7,381.36	7,641.75	7,911.32	8,191.17
	<b>ANNUAL</b>	77,107.16	79,827.02	82,643.08	85,558.20	88,576.28	91,700.96	94,935.88	98,294.04
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
<b>LINEWRKR APPREN</b>	<b>HOURLY</b>	27.7882	29.1180	30.5114	31.9715	33.5015	35.1047	36.7846	38.5498
<b>8040</b>	<b>PERIOD</b>	2,223.06	2,329.44	2,440.91	2,557.72	2,680.12	2,808.38	2,942.77	3,083.98
	<b>MONTHLY</b>	4,816.63	5,047.12	5,288.64	5,541.73	5,806.93	6,084.82	6,376.00	6,681.96
	<b>ANNUAL</b>	57,799.56	60,565.44	63,463.66	66,500.72	69,683.12	73,017.88	76,512.02	80,183.48

**EXHIBIT A**
**IBEW UTILITIES SALARY TABLE - FY 2021 2022**

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
<b>LNWKR 1ST CLASS</b>	<b>HOURLY</b>	35.4013	36.4851	37.6021	38.7532	39.9396	41.1624	42.4225	43.7249
<b>8045</b>	<b>PERIOD</b>	2,832.10	2,918.81	3,008.17	3,100.26	3,195.17	3,292.99	3,393.80	3,497.99
	<b>MONTHLY</b>	6,136.22	6,324.09	6,517.70	6,717.23	6,922.87	7,134.81	7,353.23	7,578.98
	<b>ANNUAL</b>	73,634.60	75,889.06	78,212.42	80,606.76	83,074.42	85,617.74	88,238.80	90,947.74

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
<b>MATERIALS HNDLR</b>	<b>HOURLY</b>	31.0070	32.0897	33.2103	34.3700	35.5702	36.8123	38.0977	39.4318
<b>8055</b>	<b>PERIOD</b>	2,480.56	2,567.18	2,656.82	2,749.60	2,845.62	2,944.98	3,047.82	3,154.54
	<b>MONTHLY</b>	5,374.55	5,562.22	5,756.44	5,957.47	6,165.51	6,380.79	6,603.61	6,834.84
	<b>ANNUAL</b>	64,494.56	66,746.68	69,077.32	71,489.60	73,986.12	76,569.48	79,243.32	82,018.04

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
<b>METER READER</b>	<b>HOURLY</b>	24.1758	24.9560	25.7614	26.5927	27.4509	28.3368	29.2513	30.1979
<b>8057</b>	<b>PERIOD</b>	1,934.06	1,996.48	2,060.91	2,127.42	2,196.07	2,266.94	2,340.10	2,415.83
	<b>MONTHLY</b>	4,190.46	4,325.71	4,465.31	4,609.41	4,758.15	4,911.70	5,070.22	5,234.30
	<b>ANNUAL</b>	50,285.56	51,908.48	53,583.66	55,312.92	57,097.82	58,940.44	60,842.60	62,811.58

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
<b>METER TECH</b>	<b>HOURLY</b>	33.2499	33.8579	34.4770	35.1074	35.7493	36.4030	37.0686	37.7483
<b>8060</b>	<b>PERIOD</b>	2,659.99	2,708.63	2,758.16	2,808.59	2,859.94	2,912.24	2,965.49	3,019.86
	<b>MONTHLY</b>	5,763.31	5,868.70	5,976.01	6,085.28	6,196.54	6,309.85	6,425.23	6,543.03
	<b>ANNUAL</b>	69,159.74	70,424.38	71,712.16	73,023.34	74,358.44	75,718.24	77,102.74	78,516.36

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
<b>PWR DISPATCH I</b>	<b>HOURLY</b>	36.1020	37.2307	38.3947	39.5951	40.8330	42.1097	43.4262	44.7877
<b>8070</b>	<b>PERIOD</b>	2,888.16	2,978.46	3,071.58	3,167.61	3,266.64	3,368.78	3,474.10	3,583.02
	<b>MONTHLY</b>	6,257.68	6,453.33	6,655.09	6,863.16	7,077.72	7,299.02	7,527.22	7,763.21
	<b>ANNUAL</b>	75,092.16	77,439.96	79,861.08	82,357.86	84,932.64	87,588.28	90,326.60	93,158.52

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
<b>PWR DISPATCH II</b>	<b>HOURLY</b>	40.2854	41.6328	43.0252	44.4642	45.9513	47.4882	49.0764	50.7224
<b>8075</b>	<b>PERIOD</b>	3,222.83	3,330.62	3,442.02	3,557.14	3,676.10	3,799.06	3,926.11	4,057.79
	<b>MONTHLY</b>	6,982.80	7,216.34	7,457.71	7,707.14	7,964.88	8,231.30	8,506.57	8,791.88
	<b>ANNUAL</b>	83,793.58	86,596.12	89,492.52	92,485.64	95,578.60	98,775.56	102,078.86	105,502.54

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
<b>PP MAINT MCHPGS</b>	<b>HOURLY</b>	34.6092	35.6753	36.7743	37.9071	39.0748	40.2785	41.5193	42.8018
<b>8080</b>	<b>PERIOD</b>	2,768.74	2,854.02	2,941.94	3,032.57	3,125.98	3,222.28	3,321.54	3,424.14
	<b>MONTHLY</b>	5,998.94	6,183.71	6,374.20	6,570.57	6,772.96	6,981.61	7,196.67	7,418.97
	<b>ANNUAL</b>	71,987.24	74,204.52	76,490.44	78,846.82	81,275.48	83,779.28	86,360.04	89,027.64

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
<b>PP MAINT MCHBUR</b>	<b>HOURLY</b>	34.6092	35.6753	36.7743	37.9071	39.0748	40.2785	41.5193	42.8018
<b>8081</b>	<b>PERIOD</b>	2,768.74	2,854.02	2,941.94	3,032.57	3,125.98	3,222.28	3,321.54	3,424.14
	<b>MONTHLY</b>	5,998.94	6,183.71	6,374.20	6,570.57	6,772.96	6,981.61	7,196.67	7,418.97
	<b>ANNUAL</b>	71,987.24	74,204.52	76,490.44	78,846.82	81,275.48	83,779.28	86,360.04	89,027.64

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
<b>PWR PLT OPR PGS</b>	<b>HOURLY</b>	37.8075	38.6175	39.4449	40.2899	41.1531	42.0348	42.9354	43.8578
<b>8090</b>	<b>PERIOD</b>	3,024.60	3,089.40	3,155.59	3,223.19	3,292.25	3,362.78	3,434.83	3,508.62
	<b>MONTHLY</b>	6,553.30	6,693.70	6,837.11	6,983.58	7,133.21	7,286.02	7,442.13	7,602.01
	<b>ANNUAL</b>	78,639.60	80,324.40	82,045.34	83,802.94	85,598.50	87,432.28	89,305.58	91,224.12

**EXHIBIT A**
**IBEW UTILITIES SALARY TABLE - FY 2021 2022**

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
SR MATERIAL HDL	HOURLY	35.4941	37.1892	38.9652	40.8260	42.7757	44.8185	46.9588	49.2077
8100	PERIOD	2,839.53	2,975.14	3,117.22	3,266.08	3,422.06	3,585.48	3,756.70	3,936.62
	MONTHLY	6,152.32	6,446.14	6,753.98	7,076.51	7,414.46	7,768.54	8,139.52	8,529.34
	ANNUAL	73,827.78	77,353.64	81,047.72	84,918.08	88,973.56	93,222.48	97,674.20	102,352.12

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
SR PWR DISPATCH	HOURLY	46.4846	47.7370	49.0232	50.3440	51.7004	53.0934	54.5239	55.9970
8105	PERIOD	3,718.77	3,818.96	3,921.86	4,027.52	4,136.03	4,247.47	4,361.91	4,479.76
	MONTHLY	8,057.34	8,274.41	8,497.36	8,726.29	8,961.40	9,202.85	9,450.81	9,706.15
	ANNUAL	96,688.02	99,292.96	101,968.36	104,715.52	107,536.78	110,434.22	113,409.66	116,473.76

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
SR PWR PLT OPER	HOURLY	43.5085	44.4365	45.3842	46.3522	47.3408	48.3504	49.3817	50.4378
8110	PERIOD	3,480.68	3,554.92	3,630.74	3,708.18	3,787.26	3,868.03	3,950.54	4,035.02
	MONTHLY	7,541.47	7,702.33	7,866.60	8,034.39	8,205.73	8,380.73	8,559.50	8,742.54
	ANNUAL	90,497.68	92,427.92	94,399.24	96,412.68	98,468.76	100,568.78	102,714.04	104,910.52

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
SR WTR MTN WRKR	HOURLY	26.9446	28.0757	29.2543	30.4824	31.7621	33.0954	34.4848	35.9365
8120	PERIOD	2,155.57	2,246.06	2,340.34	2,438.59	2,540.97	2,647.63	2,758.78	2,874.92
	MONTHLY	4,670.40	4,866.46	5,070.74	5,283.61	5,505.44	5,736.53	5,977.36	6,228.99
	ANNUAL	56,044.82	58,397.56	60,848.84	63,403.34	66,065.22	68,838.38	71,728.28	74,747.92

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
SR ENG TECH	HOURLY	36.0782	37.2361	38.4312	39.6646	40.9376	42.2514	43.6075	45.0109
8125	PERIOD	2,886.26	2,978.89	3,074.50	3,173.17	3,275.01	3,380.11	3,488.60	3,600.87
	MONTHLY	6,253.56	6,454.26	6,661.42	6,875.20	7,095.86	7,323.57	7,558.63	7,801.89
	ANNUAL	75,042.76	77,451.14	79,937.00	82,502.42	85,150.26	87,882.86	90,703.60	93,622.62

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
SR SUBSTA TECH	HOURLY	39.6994	40.5800	41.4801	42.4002	43.3407	44.3021	45.2848	46.2921
8130	PERIOD	3,175.95	3,246.40	3,318.41	3,392.02	3,467.26	3,544.17	3,622.78	3,703.37
	MONTHLY	6,881.23	7,033.87	7,189.89	7,349.38	7,512.40	7,679.04	7,849.36	8,023.97
	ANNUAL	82,574.70	84,406.40	86,278.66	88,192.52	90,148.76	92,148.42	94,192.28	96,287.62

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
SUBSTA TECH	HOURLY	39.5895	40.2521	40.9258	41.6107	42.3072	43.0153	43.7352	44.4692
8135	PERIOD	3,167.16	3,220.17	3,274.06	3,328.86	3,384.58	3,441.22	3,498.82	3,557.54
	MONTHLY	6,862.18	6,977.04	7,093.80	7,212.53	7,333.26	7,455.98	7,580.78	7,708.00
	ANNUAL	82,346.16	83,724.42	85,125.56	86,550.36	87,999.08	89,471.72	90,969.32	92,496.04

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
SYSTEM TECH-PCC	HOURLY	41.5793	42.2656	42.9633	43.6725	44.3934	45.1262	45.8710	46.6303
8140	PERIOD	3,326.34	3,381.25	3,437.06	3,493.80	3,551.47	3,610.10	3,669.68	3,730.42
	MONTHLY	7,207.07	7,326.04	7,446.96	7,569.90	7,694.85	7,821.88	7,950.97	8,082.58
	ANNUAL	86,484.84	87,912.50	89,363.56	90,838.80	92,338.22	93,862.60	95,411.68	96,990.92

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
SYSTEM TECH-PGS	HOURLY	41.5793	42.2656	42.9633	43.6725	44.3934	45.1262	45.8710	46.6303
8141	PERIOD	3,326.34	3,381.25	3,437.06	3,493.80	3,551.47	3,610.10	3,669.68	3,730.42
	MONTHLY	7,207.07	7,326.04	7,446.96	7,569.90	7,694.85	7,821.88	7,950.97	8,082.58
	ANNUAL	86,484.84	87,912.50	89,363.56	90,838.80	92,338.22	93,862.60	95,411.68	96,990.92



EXHIBIT A

IBEW UTILITIES SALARY TABLE - FY 2021 2022

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
TREE TRIM CR CH	HOURLY	35.6425	36.8260	38.0488	39.3122	40.6175	41.9662	43.3597	44.8034
8145	PERIOD	2,851.40	2,946.08	3,043.90	3,144.98	3,249.40	3,357.30	3,468.78	3,584.27
	MONTHLY	6,178.03	6,383.17	6,595.12	6,814.12	7,040.37	7,274.15	7,515.69	7,765.92
	ANNUAL	74,136.40	76,598.08	79,141.40	81,769.48	84,484.40	87,289.80	90,188.28	93,191.02
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
PWR PLT OPR BUR	HOURLY	37.8075	38.6175	39.4449	40.2899	41.1531	42.0348	42.9354	43.8578
8150	PERIOD	3,024.60	3,089.40	3,155.59	3,223.19	3,292.25	3,362.78	3,434.83	3,508.62
	MONTHLY	6,553.30	6,693.70	6,837.11	6,983.58	7,133.21	7,286.02	7,442.13	7,602.01
	ANNUAL	78,639.60	80,324.40	82,045.34	83,802.94	85,598.50	87,432.28	89,305.58	91,224.12
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
UTLY GROUNDSMAN	HOURLY	24.4206	25.2435	26.0942	26.9735	27.8824	28.8220	29.7932	30.8000
8152	PERIOD	1,953.65	2,019.48	2,087.54	2,157.88	2,230.59	2,305.76	2,383.46	2,464.00
	MONTHLY	4,232.91	4,375.54	4,523.00	4,675.41	4,832.95	4,995.81	5,164.16	5,338.67
	ANNUAL	50,794.90	52,506.48	54,276.04	56,104.88	57,995.34	59,949.76	61,969.96	64,064.00
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
UTL ELECTRICIAN	HOURLY	34.6685	35.8807	37.1352	38.4337	39.7775	41.1683	42.6078	44.1017
8155	PERIOD	2,773.48	2,870.46	2,970.82	3,074.70	3,182.20	3,293.46	3,408.62	3,528.14
	MONTHLY	6,009.21	6,219.33	6,436.78	6,661.85	6,894.77	7,135.83	7,385.34	7,644.30
	ANNUAL	72,110.48	74,631.96	77,241.32	79,942.20	82,737.20	85,629.96	88,624.12	91,731.64
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
UTIL SEC - ADM	HOURLY	21.0568	22.0818	23.1567	24.2838	25.4659	26.7055	28.0055	29.3725
8156	PERIOD	1,684.54	1,766.54	1,852.54	1,942.70	2,037.27	2,136.44	2,240.44	2,349.80
	MONTHLY	3,649.84	3,827.50	4,013.84	4,209.18	4,414.09	4,628.95	4,854.29	5,091.23
	ANNUAL	43,798.04	45,930.04	48,166.04	50,510.20	52,969.02	55,547.44	58,251.44	61,094.80
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
UTL SECR - BUR	HOURLY	21.0568	22.0818	23.1567	24.2838	25.4659	26.7055	28.0055	29.3725
8157	PERIOD	1,684.54	1,766.54	1,852.54	1,942.70	2,037.27	2,136.44	2,240.44	2,349.80
	MONTHLY	3,649.84	3,827.50	4,013.84	4,209.18	4,414.09	4,628.95	4,854.29	5,091.23
	ANNUAL	43,798.04	45,930.04	48,166.04	50,510.20	52,969.02	55,547.44	58,251.44	61,094.80
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
UTL SECR - PCC	HOURLY	21.0568	22.0818	23.1567	24.2838	25.4659	26.7055	28.0055	29.3725
8158	PERIOD	1,684.54	1,766.54	1,852.54	1,942.70	2,037.27	2,136.44	2,240.44	2,349.80
	MONTHLY	3,649.84	3,827.50	4,013.84	4,209.18	4,414.09	4,628.95	4,854.29	5,091.23
	ANNUAL	43,798.04	45,930.04	48,166.04	50,510.20	52,969.02	55,547.44	58,251.44	61,094.80
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
UTL SECR - PGS	HOURLY	21.0568	22.0818	23.1567	24.2838	25.4659	26.7055	28.0055	29.3725
8159	PERIOD	1,684.54	1,766.54	1,852.54	1,942.70	2,037.27	2,136.44	2,240.44	2,349.80
	MONTHLY	3,649.84	3,827.50	4,013.84	4,209.18	4,414.09	4,628.95	4,854.29	5,091.23
	ANNUAL	43,798.04	45,930.04	48,166.04	50,510.20	52,969.02	55,547.44	58,251.44	61,094.80
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
UTL TECH PGS	HOURLY	34.2461	35.6706	37.1543	38.6998	40.3096	41.9863	43.7327	45.5569
8160	PERIOD	2,739.69	2,853.65	2,972.34	3,095.98	3,224.77	3,358.90	3,498.62	3,644.55
	MONTHLY	5,936.00	6,182.91	6,440.07	6,707.96	6,987.00	7,277.62	7,580.34	7,896.53
	ANNUAL	71,231.94	74,194.90	77,280.84	80,495.48	83,844.02	87,331.40	90,964.12	94,758.30



**EXHIBIT A**

**IBEW UTILITIES SALARY TABLE - FY 2021 2022**

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
<b>UTL TECH BURD</b>	<b>HOURLY</b>	34.2461	35.6706	37.1543	38.6998	40.3096	41.9863	43.7327	45.5569
<b>8161</b>	<b>PERIOD</b>	2,739.69	2,853.65	2,972.34	3,095.98	3,224.77	3,358.90	3,498.62	3,644.55
	<b>MONTHLY</b>	5,936.00	6,182.91	6,440.07	6,707.96	6,987.00	7,277.62	7,580.34	7,896.53
	<b>ANNUAL</b>	71,231.94	74,194.90	77,280.84	80,495.48	83,844.02	87,331.40	90,964.12	94,758.30

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
<b>UTL WRHS CLERK</b>	<b>HOURLY</b>	26.2350	27.0822	27.9567	28.8594	29.7913	30.7533	31.7464	32.7744
<b>8165</b>	<b>PERIOD</b>	2,098.80	2,166.58	2,236.54	2,308.75	2,383.30	2,460.26	2,539.71	2,621.95
	<b>MONTHLY</b>	4,547.40	4,694.26	4,845.84	5,002.29	5,163.82	5,330.56	5,502.71	5,680.89
	<b>ANNUAL</b>	54,568.80	56,331.08	58,150.04	60,027.50	61,965.80	63,966.76	66,032.46	68,170.70

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
<b>WATER MAIN WRKR</b>	<b>HOURLY</b>	25.4102	26.4262	27.4828	28.5816	29.7244	30.9129	32.1489	33.4379
<b>8175</b>	<b>PERIOD</b>	2,032.82	2,114.10	2,198.62	2,286.53	2,377.95	2,473.03	2,571.91	2,675.03
	<b>MONTHLY</b>	4,404.44	4,580.55	4,763.68	4,954.15	5,152.23	5,358.23	5,572.47	5,795.90
	<b>ANNUAL</b>	52,853.32	54,966.60	57,164.12	59,449.78	61,826.70	64,298.78	66,869.66	69,550.78

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
<b>WIREWORKER I</b>	<b>HOURLY</b>	25.5350	26.9951	28.5387	30.1706	31.8958	33.7196	35.6477	37.6918
<b>8180</b>	<b>PERIOD</b>	2,042.80	2,159.61	2,283.10	2,413.65	2,551.66	2,697.57	2,851.82	3,015.34
	<b>MONTHLY</b>	4,426.07	4,679.16	4,946.72	5,229.58	5,528.60	5,844.74	6,178.94	6,533.24
	<b>ANNUAL</b>	53,112.80	56,149.86	59,360.60	62,754.90	66,343.16	70,136.82	74,147.32	78,398.84

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
<b>WIREWORKER II</b>	<b>HOURLY</b>	35.4013	36.4492	37.5282	38.6391	39.7829	40.9605	42.1730	43.4249
<b>8185</b>	<b>PERIOD</b>	2,832.10	2,915.94	3,002.26	3,091.13	3,182.63	3,276.84	3,373.84	3,473.99
	<b>MONTHLY</b>	6,136.22	6,317.87	6,504.90	6,697.45	6,895.70	7,099.82	7,309.99	7,526.98
	<b>ANNUAL</b>	73,634.60	75,814.44	78,058.76	80,369.38	82,748.38	85,197.84	87,719.84	90,323.74

**EXHIBIT B**
**IBEW UTILITIES SALARY TABLE - FY 2022/2023**

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
<b>ADMIN ASST-UTLY</b>	<b>HOURLY</b>	23.0592	23.8363	24.6395	25.4698	26.3281	27.2153	28.1324	31.1427
	<b>8001 BIWEEKLY</b>	1,844.74	1,906.90	1,971.16	2,037.58	2,106.25	2,177.22	2,250.59	2,491.42
	<b>MONTHLY</b>	3,996.94	4,131.62	4,270.85	4,414.76	4,563.54	4,717.31	4,876.28	5,398.08
	<b>ANNUAL</b>	47,963.24	49,579.40	51,250.16	52,977.08	54,762.50	56,607.72	58,515.34	64,776.92
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
<b>CUSTODIAN-PCC</b>	<b>HOURLY</b>	17.3168	17.9455	18.5971	19.2723	19.9721	20.6972	21.4487	22.2297
	<b>8005 BIWEEKLY</b>	1,385.34	1,435.64	1,487.77	1,541.78	1,597.77	1,655.78	1,715.90	1,778.38
	<b>MONTHLY</b>	3,001.57	3,110.55	3,223.50	3,340.52	3,461.84	3,587.52	3,717.78	3,853.16
	<b>ANNUAL</b>	36,018.84	37,326.64	38,682.02	40,086.28	41,542.02	43,050.28	44,613.40	46,237.88
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
<b>CUSTODIAN-PGS</b>	<b>HOURLY</b>	17.3168	17.9455	18.5971	19.2723	19.9721	20.6972	21.4487	22.2297
	<b>8006 BIWEEKLY</b>	1,385.34	1,435.64	1,487.77	1,541.78	1,597.77	1,655.78	1,715.90	1,778.38
	<b>MONTHLY</b>	3,001.57	3,110.55	3,223.50	3,340.52	3,461.84	3,587.52	3,717.78	3,853.16
	<b>ANNUAL</b>	36,018.84	37,326.64	38,682.02	40,086.28	41,542.02	43,050.28	44,613.40	46,237.88
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
<b>ELC UNDGR CREWC</b>	<b>HOURLY</b>	40.0180	41.4151	42.8609	44.3573	45.9058	47.5085	49.1670	50.8883
	<b>8010 BIWEEKLY</b>	3,201.44	3,313.21	3,428.87	3,548.58	3,672.46	3,800.68	3,933.36	4,071.06
	<b>MONTHLY</b>	6,936.45	7,178.62	7,429.22	7,688.59	7,957.00	8,234.81	8,522.28	8,820.63
	<b>ANNUAL</b>	83,237.44	86,143.46	89,150.62	92,263.08	95,483.96	98,817.68	102,267.36	105,847.56
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
<b>ELC DSTRB CREWC</b>	<b>HOURLY</b>	40.0180	41.4151	42.8609	44.3573	45.9058	47.5085	49.1670	50.8883
	<b>8011 BIWEEKLY</b>	3,201.44	3,313.21	3,428.87	3,548.58	3,672.46	3,800.68	3,933.36	4,071.06
	<b>MONTHLY</b>	6,936.45	7,178.62	7,429.22	7,688.59	7,957.00	8,234.81	8,522.28	8,820.63
	<b>ANNUAL</b>	83,237.44	86,143.46	89,150.62	92,263.08	95,483.96	98,817.68	102,267.36	105,847.56
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
<b>ENG TECH I</b>	<b>HOURLY</b>	26.9438	27.8075	28.6987	29.6186	30.5680	31.5477	32.5589	33.6054
	<b>8020 BIWEEKLY</b>	2,155.50	2,224.60	2,295.90	2,369.49	2,445.44	2,523.82	2,604.71	2,688.43
	<b>MONTHLY</b>	4,670.25	4,819.97	4,974.45	5,133.90	5,298.45	5,468.28	5,643.54	5,824.93
	<b>ANNUAL</b>	56,043.00	57,839.60	59,693.40	61,606.74	63,581.44	65,619.32	67,722.46	69,899.18
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
<b>ENG TECH II</b>	<b>HOURLY</b>	33.4262	34.5410	35.6930	36.8833	38.1134	39.3845	40.6980	42.0591
	<b>8025 BIWEEKLY</b>	2,674.10	2,763.28	2,855.44	2,950.66	3,049.07	3,150.76	3,255.84	3,364.73
	<b>MONTHLY</b>	5,793.88	5,987.11	6,186.79	6,393.10	6,606.32	6,826.65	7,054.32	7,290.25
	<b>ANNUAL</b>	69,526.60	71,845.28	74,241.44	76,717.16	79,275.82	81,919.76	84,651.84	87,482.98
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
<b>INSTRUMENT TECH</b>	<b>HOURLY</b>	38.1828	39.5297	40.9242	42.3678	43.8624	45.4097	47.0115	48.6745
	<b>8035 BIWEEKLY</b>	3,054.62	3,162.38	3,273.94	3,389.42	3,508.99	3,632.78	3,760.92	3,893.96
	<b>MONTHLY</b>	6,618.34	6,851.82	7,093.54	7,343.74	7,602.81	7,871.02	8,148.66	8,436.91
	<b>ANNUAL</b>	79,420.12	82,221.88	85,122.44	88,124.92	91,233.74	94,452.28	97,783.92	101,242.96
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
<b>LINEWRKR APPREN</b>	<b>HOURLY</b>	28.6219	29.9916	31.4268	32.9307	34.5066	36.1578	37.8881	39.7063
	<b>8040 BIWEEKLY</b>	2,289.75	2,399.33	2,514.14	2,634.46	2,760.53	2,892.62	3,031.05	3,176.50
	<b>MONTHLY</b>	4,961.13	5,198.55	5,447.30	5,708.00	5,981.15	6,267.34	6,567.28	6,882.42
	<b>ANNUAL</b>	59,533.50	62,382.58	65,367.64	68,495.96	71,773.78	75,208.12	78,807.30	82,589.00

## EXHIBIT B

## IBEW UTILITIES SALARY TABLE - FY 2022/2023

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
LNWKR 1ST CLASS	HOURLY	36.4634	37.5797	38.7301	39.9158	41.1378	42.3972	43.6952	45.0366
8045	BIWEEKLY	2,917.07	3,006.38	3,098.41	3,193.26	3,291.02	3,391.78	3,495.62	3,602.93
	MONTHLY	6,320.32	6,513.82	6,713.22	6,918.73	7,130.54	7,348.86	7,573.84	7,806.35
	ANNUAL	75,843.82	78,165.88	80,558.66	83,024.76	85,566.52	88,186.28	90,886.12	93,676.18
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
MATERIALS HNDLR	HOURLY	31.9304	33.0464	34.2014	35.3968	36.6339	37.9143	39.2395	40.6147
8055	BIWEEKLY	2,554.43	2,643.71	2,736.11	2,831.74	2,930.71	3,033.14	3,139.16	3,249.18
	MONTHLY	5,534.60	5,728.04	5,928.24	6,135.44	6,349.87	6,571.80	6,801.51	7,039.89
	ANNUAL	66,415.18	68,736.46	71,138.86	73,625.24	76,198.46	78,861.64	81,618.16	84,478.68
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
METER READER	HOURLY	24.9011	25.7047	26.5342	27.3905	28.2745	29.1869	30.1288	31.1038
8057	BIWEEKLY	1,992.09	2,056.38	2,122.74	2,191.24	2,261.96	2,334.95	2,410.30	2,488.30
	MONTHLY	4,316.20	4,455.49	4,599.27	4,747.69	4,900.91	5,059.06	5,222.32	5,391.32
	ANNUAL	51,794.34	53,465.88	55,191.24	56,972.24	58,810.96	60,708.70	62,667.80	64,695.80
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
METER TECH	HOURLY	34.2474	34.8736	35.5112	36.1606	36.8218	37.4951	38.1807	38.8808
8060	BIWEEKLY	2,739.79	2,789.89	2,840.90	2,892.85	2,945.74	2,999.61	3,054.46	3,110.46
	MONTHLY	5,936.21	6,044.76	6,155.28	6,267.84	6,382.44	6,499.16	6,618.00	6,739.33
	ANNUAL	71,234.54	72,537.14	73,863.40	75,214.10	76,589.24	77,989.86	79,415.96	80,871.96
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
PWR DISPATCH I	HOURLY	37.1850	38.3476	39.5465	40.7830	42.0580	43.3730	44.7290	46.1314
8070	BIWEEKLY	2,974.80	3,067.81	3,163.72	3,262.64	3,364.64	3,469.84	3,578.32	3,690.51
	MONTHLY	6,445.40	6,646.92	6,854.73	7,069.05	7,290.05	7,517.99	7,753.03	7,996.11
	ANNUAL	77,344.80	79,763.06	82,256.72	84,828.64	87,480.64	90,215.84	93,036.32	95,953.26
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
PWR DISPATCH II	HOURLY	41.4939	42.8817	44.3159	45.7981	47.3298	48.9128	50.5487	52.2441
8075	BIWEEKLY	3,319.51	3,430.54	3,545.27	3,663.85	3,786.38	3,913.02	4,043.90	4,179.53
	MONTHLY	7,192.27	7,432.84	7,681.42	7,938.34	8,203.82	8,478.21	8,761.78	9,055.65
	ANNUAL	86,307.26	89,194.04	92,177.02	95,260.10	98,445.88	101,738.52	105,141.40	108,667.78
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
PP MAINT MCHPGS	HOURLY	35.6475	36.7456	37.8775	39.0443	40.2470	41.4868	42.7648	44.0858
8080	BIWEEKLY	2,851.80	2,939.65	3,030.20	3,123.54	3,219.76	3,318.94	3,421.18	3,526.86
	MONTHLY	6,178.90	6,369.24	6,565.43	6,767.67	6,976.15	7,191.04	7,412.56	7,641.53
	ANNUAL	74,146.80	76,430.90	78,785.20	81,212.04	83,713.76	86,292.44	88,950.68	91,698.36
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
PP MAINT MCHBUR	HOURLY	35.6475	36.7456	37.8775	39.0443	40.2470	41.4868	42.7648	44.0858
8081	BIWEEKLY	2,851.80	2,939.65	3,030.20	3,123.54	3,219.76	3,318.94	3,421.18	3,526.86
	MONTHLY	6,178.90	6,369.24	6,565.43	6,767.67	6,976.15	7,191.04	7,412.56	7,641.53
	ANNUAL	74,146.80	76,430.90	78,785.20	81,212.04	83,713.76	86,292.44	88,950.68	91,698.36
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
PWR PLT OPR PGS	HOURLY	38.9418	39.7761	40.6283	41.4987	42.3878	43.2959	44.2235	45.1736
8090	BIWEEKLY	3,115.34	3,182.09	3,250.26	3,319.90	3,391.02	3,463.67	3,537.88	3,613.89
	MONTHLY	6,749.90	6,894.53	7,042.23	7,193.12	7,347.21	7,504.62	7,665.41	7,830.10
	ANNUAL	80,998.84	82,734.34	84,506.76	86,317.40	88,166.52	90,055.42	91,984.88	93,961.14

## EXHIBIT B

## IBEW UTILITIES SALARY TABLE - FY 2022/2023

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
SR MATERIAL HDL	HOURLY	36.5589	38.3048	40.1341	42.0508	44.0589	46.1630	48.3676	50.6839
8100	BIWEEKLY	2,924.71	3,064.38	3,210.73	3,364.06	3,524.71	3,693.04	3,869.41	4,054.71
	MONTHLY	6,336.87	6,639.49	6,956.58	7,288.80	7,636.87	8,001.59	8,383.72	8,785.21
	ANNUAL	76,042.46	79,673.88	83,478.98	87,465.56	91,642.46	96,019.04	100,604.66	105,422.46
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
SR PWR DISPATCH	HOURLY	46.4846	47.9389	49.4388	50.9856	52.5807	54.2258	55.9224	57.6769
8105	BIWEEKLY	3,718.77	3,835.11	3,955.10	4,078.85	4,206.46	4,338.06	4,473.79	4,614.15
	MONTHLY	8,057.34	8,309.41	8,569.38	8,837.51	9,114.00	9,399.13	9,693.21	9,997.33
	ANNUAL	96,688.02	99,712.86	102,832.60	106,050.10	109,367.96	112,789.56	116,318.54	119,967.90
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
SR PWR PLT OPER	HOURLY	44.8138	45.7696	46.7457	47.7427	48.7610	49.8010	50.8632	51.9510
8110	BIWEEKLY	3,585.10	3,661.57	3,739.66	3,819.42	3,900.88	3,984.08	4,069.06	4,156.08
	MONTHLY	7,767.72	7,933.40	8,102.60	8,275.41	8,451.91	8,632.17	8,816.30	9,004.84
	ANNUAL	93,212.60	95,200.82	97,231.16	99,304.92	101,422.88	103,586.08	105,795.56	108,058.08
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
SR WTR MTN WRKR	HOURLY	27.7530	28.8406	29.9709	31.1454	32.3660	33.6344	34.9526	36.3262
8120	BIWEEKLY	2,220.24	2,307.25	2,397.67	2,491.63	2,589.28	2,690.75	2,796.21	2,906.10
	MONTHLY	4,810.52	4,999.04	5,194.95	5,398.53	5,610.11	5,829.96	6,058.46	6,296.55
	ANNUAL	57,726.24	59,988.50	62,339.42	64,782.38	67,321.28	69,959.50	72,701.46	75,558.60
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
SR ENG TECH	HOURLY	37.1606	38.3532	39.5841	40.8545	42.1657	43.5190	44.9157	46.3613
8125	BIWEEKLY	2,972.85	3,068.26	3,166.73	3,268.36	3,373.26	3,481.52	3,593.26	3,708.90
	MONTHLY	6,441.18	6,647.90	6,861.25	7,081.45	7,308.73	7,543.29	7,785.40	8,035.95
	ANNUAL	77,294.10	79,774.76	82,334.98	84,977.36	87,704.76	90,519.52	93,424.76	96,431.40
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
SR SUBSTA TECH	HOURLY	40.3461	41.3200	42.3175	43.3390	44.3852	45.4566	46.5539	47.6808
8130	BIWEEKLY	3,227.69	3,305.60	3,385.40	3,467.12	3,550.82	3,636.53	3,724.31	3,814.46
	MONTHLY	6,993.33	7,162.13	7,335.03	7,512.09	7,693.44	7,879.15	8,069.34	8,264.66
	ANNUAL	83,919.94	85,945.60	88,020.40	90,145.12	92,321.32	94,549.78	96,832.06	99,175.96
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
SUBSTA TECH	HOURLY	40.1454	40.9084	41.6859	42.4782	43.2856	44.1083	44.9466	45.8032
8135	BIWEEKLY	3,211.63	3,272.67	3,334.87	3,398.26	3,462.85	3,528.66	3,595.73	3,664.26
	MONTHLY	6,958.53	7,090.79	7,225.55	7,362.90	7,502.84	7,645.43	7,790.75	7,939.23
	ANNUAL	83,502.38	85,089.42	86,706.62	88,354.76	90,034.10	91,745.16	93,488.98	95,270.76
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
SYSTEM TECH-PCC	HOURLY	42.8267	43.5336	44.2522	44.9827	45.7252	46.4799	47.2472	48.0292
8140	BIWEEKLY	3,426.14	3,482.69	3,540.18	3,598.62	3,658.02	3,718.39	3,779.78	3,842.34
	MONTHLY	7,423.30	7,545.83	7,670.39	7,797.01	7,925.71	8,056.51	8,189.52	8,325.07
	ANNUAL	89,079.64	90,549.94	92,044.68	93,564.12	95,108.52	96,678.14	98,274.28	99,900.84
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
SYSTEM TECH-PGS	HOURLY	42.8267	43.5336	44.2522	44.9827	45.7252	46.4799	47.2472	48.0292
8141	BIWEEKLY	3,426.14	3,482.69	3,540.18	3,598.62	3,658.02	3,718.39	3,779.78	3,842.34
	MONTHLY	7,423.30	7,545.83	7,670.39	7,797.01	7,925.71	8,056.51	8,189.52	8,325.07
	ANNUAL	89,079.64	90,549.94	92,044.68	93,564.12	95,108.52	96,678.14	98,274.28	99,900.84

**EXHIBIT B**
**IBEW UTILITIES SALARY TABLE - FY 2022/2023**

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
TREE TRIM CR CH	HOURLY	36.7118	37.9308	39.1902	40.4915	41.8360	43.2252	44.6605	46.1475
8145	BIWEEKLY	2,936.94	3,034.46	3,135.22	3,239.32	3,346.88	3,458.02	3,572.84	3,691.80
	MONTHLY	6,363.37	6,574.66	6,792.98	7,018.53	7,251.57	7,492.38	7,741.15	7,998.90
	ANNUAL	76,360.44	78,895.96	81,515.72	84,222.32	87,018.88	89,908.52	92,893.84	95,986.80
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
PWR PLT OPR BUR	HOURLY	38.9418	39.7761	40.6283	41.4987	42.3878	43.2959	44.2235	45.1736
8150	BIWEEKLY	3,115.34	3,182.09	3,250.26	3,319.90	3,391.02	3,463.67	3,537.88	3,613.89
	MONTHLY	6,749.90	6,894.53	7,042.23	7,193.12	7,347.21	7,504.62	7,665.41	7,830.10
	ANNUAL	80,998.84	82,734.34	84,506.76	86,317.40	88,166.52	90,055.42	91,984.88	93,961.14
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
UTLY GROUNDMAN	HOURLY	25.1532	26.0008	26.8770	27.7827	28.7189	29.6867	30.6870	31.7240
8152	BIWEEKLY	2,012.26	2,080.06	2,150.16	2,222.62	2,297.51	2,374.94	2,454.96	2,537.92
	MONTHLY	4,359.90	4,506.80	4,658.68	4,815.68	4,977.94	5,145.70	5,319.08	5,498.83
	ANNUAL	52,318.76	54,081.56	55,904.16	57,788.12	59,735.26	61,748.44	63,828.96	65,985.92
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
UTL ELECTRICIAN	HOURLY	35.7086	36.9571	38.2493	39.5867	40.9708	42.4034	43.8860	45.4247
8155	BIWEEKLY	2,856.69	2,956.57	3,059.94	3,166.94	3,277.66	3,392.27	3,510.88	3,633.98
	MONTHLY	6,189.50	6,405.90	6,629.87	6,861.70	7,101.60	7,349.92	7,606.91	7,873.62
	ANNUAL	74,273.94	76,870.82	79,558.44	82,340.44	85,219.16	88,199.02	91,282.88	94,483.48
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
UTIL SEC - ADM	HOURLY	21.0568	21.7664	22.4999	23.2581	24.0418	24.8520	25.6894	29.3725
8156	BIWEEKLY	1,684.54	1,741.31	1,799.99	1,860.65	1,923.34	1,988.16	2,055.15	2,349.80
	MONTHLY	3,649.84	3,772.84	3,899.98	4,031.41	4,167.24	4,307.68	4,452.83	5,091.23
	ANNUAL	43,798.04	45,274.06	46,799.74	48,376.90	50,006.84	51,692.16	53,433.90	61,094.80
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
UTL SECR - BUR	HOURLY	21.0568	21.7664	22.4999	23.2581	24.0418	24.8520	25.6894	29.3725
8157	BIWEEKLY	1,684.54	1,741.31	1,799.99	1,860.65	1,923.34	1,988.16	2,055.15	2,349.80
	MONTHLY	3,649.84	3,772.84	3,899.98	4,031.41	4,167.24	4,307.68	4,452.83	5,091.23
		43,798.04	45,274.06	46,799.74	48,376.90	50,006.84	51,692.16	53,433.90	61,094.80
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
UTL SECR - PCC	HOURLY	21.0568	21.7664	22.4999	23.2581	24.0418	24.8520	25.6894	29.3725
8158	BIWEEKLY	1,684.54	1,741.31	1,799.99	1,860.65	1,923.34	1,988.16	2,055.15	2,349.80
	MONTHLY	3,649.84	3,772.84	3,899.98	4,031.41	4,167.24	4,307.68	4,452.83	5,091.23
	ANNUAL	43,798.04	45,274.06	46,799.74	48,376.90	50,006.84	51,692.16	53,433.90	61,094.80
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
UTL SECR - PGS	HOURLY	21.0568	21.7664	22.4999	23.2581	24.0418	24.8520	25.6894	29.3725
8159	BIWEEKLY	1,684.54	1,741.31	1,799.99	1,860.65	1,923.34	1,988.16	2,055.15	2,349.80
	MONTHLY	3,649.84	3,772.84	3,899.98	4,031.41	4,167.24	4,307.68	4,452.83	5,091.23
	ANNUAL	43,798.04	45,274.06	46,799.74	48,376.90	50,006.84	51,692.16	53,433.90	61,094.80
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
UTL TECH PGS	HOURLY	34.8148	36.3308	37.9128	39.5637	41.2864	43.0842	44.9603	46.9236
8160	BIWEEKLY	2,785.18	2,906.46	3,033.02	3,165.10	3,302.91	3,446.74	3,596.82	3,753.89
	MONTHLY	6,034.56	6,297.33	6,571.54	6,857.72	7,156.31	7,467.94	7,793.11	8,133.43
	ANNUAL	72,414.68	75,567.96	78,858.52	82,292.60	85,875.66	89,615.24	93,517.32	97,601.14

**EXHIBIT B**
**IBEW UTILITIES SALARY TABLE - FY 2022/2023**

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
<b>UTL TECH BURD</b>	<b>HOURLY</b>	34.8148	36.3308	37.9128	39.5637	41.2864	43.0842	44.9603	46.9236
<b>8161</b>	<b>BIWEEKLY</b>	2,785.18	2,906.46	3,033.02	3,165.10	3,302.91	3,446.74	3,596.82	3,753.89
	<b>MONTHLY</b>	6,034.56	6,297.33	6,571.54	6,857.72	7,156.31	7,467.94	7,793.11	8,133.43
	<b>ANNUAL</b>	72,414.68	75,567.96	78,858.52	82,292.60	85,875.66	89,615.24	93,517.32	97,601.14
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
<b>UTL WRHS CLERK</b>	<b>HOURLY</b>	27.0220	27.8946	28.7954	29.7252	30.6851	31.6760	32.6988	33.7577
<b>8165</b>	<b>BIWEEKLY</b>	2,161.76	2,231.57	2,303.63	2,378.02	2,454.81	2,534.08	2,615.90	2,700.62
	<b>MONTHLY</b>	4,683.81	4,835.07	4,991.20	5,152.38	5,318.76	5,490.51	5,667.78	5,851.34
	<b>ANNUAL</b>	56,205.76	58,020.82	59,894.38	61,828.52	63,825.06	65,886.08	68,013.40	70,216.12
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
<b>WATER MAIN WRKR</b>	<b>HOURLY</b>	26.1725	27.2190	28.3073	29.4391	30.6161	31.8403	33.1133	34.4410
<b>8175</b>	<b>BIWEEKLY</b>	2,093.80	2,177.52	2,264.58	2,355.13	2,449.29	2,547.22	2,649.06	2,755.28
	<b>MONTHLY</b>	4,536.57	4,717.96	4,906.59	5,102.78	5,306.80	5,518.98	5,739.63	5,969.77
	<b>ANNUAL</b>	54,438.80	56,615.52	58,879.08	61,233.38	63,681.54	66,227.72	68,875.56	71,637.28
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
<b>WIREWORKER I</b>	<b>HOURLY</b>	26.3010	27.8049	29.3949	31.0757	32.8526	34.7312	36.7171	38.8226
<b>8180</b>	<b>BIWEEKLY</b>	2,104.08	2,224.39	2,351.59	2,486.06	2,628.21	2,778.50	2,937.37	3,105.81
	<b>MONTHLY</b>	4,558.84	4,819.51	5,095.11	5,386.46	5,694.46	6,020.08	6,364.30	6,729.26
	<b>ANNUAL</b>	54,706.08	57,834.14	61,141.34	64,637.56	68,333.46	72,241.00	76,371.62	80,751.06
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
<b>WIREWORKER II</b>	<b>HOURLY</b>	36.4634	37.5427	38.6541	39.7983	40.9764	42.1893	43.4382	44.7276
<b>8185</b>	<b>BIWEEKLY</b>	2,917.07	3,003.42	3,092.33	3,183.86	3,278.11	3,375.14	3,475.06	3,578.21
	<b>MONTHLY</b>	6,320.32	6,507.41	6,700.05	6,898.36	7,102.57	7,312.80	7,529.30	7,752.79
	<b>ANNUAL</b>	75,843.82	78,088.92	80,400.58	82,780.36	85,230.86	87,753.64	90,351.56	93,033.46

EXHIBIT C

IBEW UTILITIES SALARY TABLE - FY 2023/2024

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
ADMIN ASST-UTLY	HOURLY	23.7510	24.5514	25.3787	26.2339	27.1179	28.0318	28.9764	31.6728
8001	BIWEEKLY	1,900.08	1,964.11	2,030.30	2,098.71	2,169.43	2,242.54	2,318.11	2,533.82
	MONTHLY	4,116.84	4,255.57	4,398.98	4,547.21	4,700.43	4,858.84	5,022.57	5,489.94
	ANNUAL	49,402.08	51,066.86	52,787.80	54,566.46	56,405.18	58,306.04	60,270.86	65,879.32
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
CUSTODIAN-PCC	HOURLY	17.3168	18.0215	18.7548	19.5179	20.3122	21.1387	21.9989	22.8966
8005	BIWEEKLY	1,385.34	1,441.72	1,500.38	1,561.43	1,624.98	1,691.10	1,759.91	1,831.73
	MONTHLY	3,001.57	3,123.73	3,250.82	3,383.10	3,520.79	3,664.05	3,813.14	3,968.75
	ANNUAL	36,018.84	37,484.72	39,009.88	40,597.18	42,249.48	43,968.60	45,757.66	47,624.98
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
CUSTODIAN-PGS	HOURLY	17.3168	18.0215	18.7548	19.5179	20.3122	21.1387	21.9989	22.8966
8006	BIWEEKLY	1,385.34	1,441.72	1,500.38	1,561.43	1,624.98	1,691.10	1,759.91	1,831.73
	MONTHLY	3,001.57	3,123.73	3,250.82	3,383.10	3,520.79	3,664.05	3,813.14	3,968.75
	ANNUAL	36,018.84	37,484.72	39,009.88	40,597.18	42,249.48	43,968.60	45,757.66	47,624.98
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
ELC UNDGR CREWC	HOURLY	41.2185	42.5527	43.9301	45.3521	46.8201	48.3356	49.9002	51.5199
8010	BIWEEKLY	3,297.48	3,404.22	3,514.41	3,628.17	3,745.61	3,866.85	3,992.02	4,121.59
	MONTHLY	7,144.54	7,375.81	7,614.56	7,861.04	8,115.49	8,378.18	8,649.38	8,930.11
	ANNUAL	85,734.48	88,509.72	91,374.66	94,332.42	97,385.86	100,538.10	103,792.52	107,161.34
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
ELC DSTRB CREWC	HOURLY	41.2185	42.5527	43.9301	45.3521	46.8201	48.3356	49.9002	51.5199
8011	BIWEEKLY	3,297.48	3,404.22	3,514.41	3,628.17	3,745.61	3,866.85	3,992.02	4,121.59
	MONTHLY	7,144.54	7,375.81	7,614.56	7,861.04	8,115.49	8,378.18	8,649.38	8,930.11
	ANNUAL	85,734.48	88,509.72	91,374.66	94,332.42	97,385.86	100,538.10	103,792.52	107,161.34
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
ENG TECH I	HOURLY	27.7521	28.6417	29.5597	30.5072	31.4850	32.4942	33.5357	34.6136
8020	BIWEEKLY	2,220.17	2,291.34	2,364.78	2,440.58	2,518.80	2,599.54	2,682.86	2,769.09
	MONTHLY	4,810.37	4,964.57	5,123.69	5,287.92	5,457.40	5,632.34	5,812.86	5,999.70
	ANNUAL	57,724.42	59,574.84	61,484.28	63,455.08	65,488.80	67,588.04	69,754.36	71,996.34
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
ENG TECH II	HOURLY	34.4290	35.4509	36.5032	37.5867	38.7023	39.8511	41.0340	42.2553
8025	BIWEEKLY	2,754.32	2,836.07	2,920.26	3,006.94	3,096.18	3,188.09	3,282.72	3,380.42
	MONTHLY	5,967.69	6,144.82	6,327.23	6,515.04	6,708.39	6,907.53	7,112.56	7,324.24
	ANNUAL	71,612.32	73,737.82	75,926.76	78,180.44	80,500.68	82,890.34	85,350.72	87,890.92
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
INSTRUMENT TECH	HOURLY	39.3283	40.7156	42.1519	43.6388	45.1782	46.7720	48.4219	50.1348
8035	BIWEEKLY	3,146.26	3,257.25	3,372.15	3,491.10	3,614.26	3,741.76	3,873.75	4,010.78
	MONTHLY	6,816.90	7,057.38	7,306.33	7,564.05	7,830.90	8,107.15	8,393.13	8,690.02
	ANNUAL	81,802.76	84,688.50	87,675.90	90,768.60	93,970.76	97,285.76	100,717.50	104,280.28
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
LINEWRKR APPREN	HOURLY	29.4805	30.8913	32.3696	33.9186	35.5417	37.2426	39.0248	40.8975
8040	BIWEEKLY	2,358.44	2,471.30	2,589.57	2,713.49	2,843.34	2,979.41	3,121.98	3,271.80
	MONTHLY	5,109.95	5,354.48	5,610.74	5,879.23	6,160.57	6,455.39	6,764.29	7,088.90
	ANNUAL	61,319.44	64,253.80	67,328.82	70,550.74	73,926.84	77,464.66	81,171.48	85,066.80

## EXHIBIT C

## IBEW UTILITIES SALARY TABLE - FY 2023/2024

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
LNWKR 1ST CLASS	HOURLY	37.5573	38.7071	39.8920	41.1133	42.3720	43.6692	45.0061	46.3877
8045	BIWEEKLY	3,004.58	3,096.57	3,191.36	3,289.06	3,389.76	3,493.54	3,600.49	3,711.02
	MONTHLY	6,509.92	6,709.24	6,914.61	7,126.30	7,344.48	7,569.34	7,801.06	8,040.54
	ANNUAL	78,119.08	80,510.82	82,975.36	85,515.56	88,133.76	90,832.04	93,612.74	96,486.52
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
MATERIALS HNDLR	HOURLY	32.8883	34.0378	35.2275	36.4587	37.7330	39.0518	40.4167	41.8332
8055	BIWEEKLY	2,631.06	2,723.02	2,818.20	2,916.70	3,018.64	3,124.14	3,233.34	3,346.66
	MONTHLY	5,700.63	5,899.88	6,106.10	6,319.52	6,540.39	6,768.97	7,005.57	7,251.10
	ANNUAL	68,407.56	70,798.52	73,273.20	75,834.20	78,484.64	81,227.64	84,066.84	87,013.16
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
METER READER	HOURLY	25.6481	26.4758	27.3302	28.2122	29.1227	30.0625	31.0327	32.0370
8057	BIWEEKLY	2,051.85	2,118.06	2,186.42	2,256.98	2,329.82	2,405.00	2,482.62	2,562.96
	MONTHLY	4,445.68	4,589.13	4,737.24	4,890.12	5,047.94	5,210.83	5,379.01	5,553.08
	ANNUAL	53,348.10	55,069.56	56,846.92	58,681.48	60,575.32	62,530.00	64,548.12	66,636.96
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
METER TECH	HOURLY	35.2748	35.9198	36.5766	37.2454	37.9264	38.6199	39.3261	40.0472
8060	BIWEEKLY	2,821.98	2,873.58	2,926.13	2,979.63	3,034.11	3,089.59	3,146.09	3,203.78
	MONTHLY	6,114.29	6,226.09	6,339.95	6,455.87	6,573.91	6,694.11	6,816.53	6,941.52
	ANNUAL	73,371.48	74,713.08	76,079.38	77,470.38	78,886.86	80,329.34	81,798.34	83,298.28
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
PWR DISPATCH I	HOURLY	38.3006	39.4980	40.7329	42.0065	43.3198	44.6742	46.0709	47.5153
8070	BIWEEKLY	3,064.05	3,159.84	3,258.63	3,360.52	3,465.58	3,573.94	3,685.67	3,801.22
	MONTHLY	6,638.78	6,846.32	7,060.37	7,281.13	7,508.76	7,743.54	7,985.62	8,235.98
	ANNUAL	79,665.30	82,155.84	84,724.38	87,373.52	90,105.08	92,922.44	95,827.42	98,831.72
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
PWR DISPATCH II	HOURLY	42.7388	44.1682	45.6454	47.1721	48.7497	50.3802	52.0652	53.8114
8075	BIWEEKLY	3,419.10	3,533.46	3,651.63	3,773.77	3,899.98	4,030.42	4,165.22	4,304.91
	MONTHLY	7,408.05	7,655.83	7,911.87	8,176.50	8,449.96	8,732.58	9,024.64	9,327.31
	ANNUAL	88,896.60	91,869.96	94,942.38	98,118.02	101,399.48	104,790.92	108,295.72	111,927.66
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
PP MAINT MCHPGS	HOURLY	36.7169	37.8479	39.0138	40.2156	41.4545	42.7314	44.0478	45.4084
8080	BIWEEKLY	2,937.35	3,027.83	3,121.10	3,217.25	3,316.36	3,418.51	3,523.82	3,632.67
	MONTHLY	6,364.26	6,560.30	6,762.38	6,970.71	7,185.45	7,406.77	7,634.94	7,870.79
	ANNUAL	76,371.10	78,723.58	81,148.60	83,648.50	86,225.36	88,881.26	91,619.32	94,449.42
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
PP MAINT MCHBUR	HOURLY	36.7169	37.8479	39.0138	40.2156	41.4545	42.7314	44.0478	45.4084
8081	BIWEEKLY	2,937.35	3,027.83	3,121.10	3,217.25	3,316.36	3,418.51	3,523.82	3,632.67
	MONTHLY	6,364.26	6,560.30	6,762.38	6,970.71	7,185.45	7,406.77	7,634.94	7,870.79
	ANNUAL	76,371.10	78,723.58	81,148.60	83,648.50	86,225.36	88,881.26	91,619.32	94,449.42
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
PWR PLT OPR PGS	HOURLY	40.1100	40.9694	41.8471	42.7436	43.6594	44.5948	45.5502	46.5288
8090	BIWEEKLY	3,208.80	3,277.55	3,347.77	3,419.49	3,492.75	3,567.58	3,644.02	3,722.30
	MONTHLY	6,952.40	7,101.36	7,253.50	7,408.90	7,567.63	7,729.76	7,895.38	8,064.98
	ANNUAL	83,428.80	85,216.30	87,042.02	88,906.74	90,811.50	92,757.08	94,744.52	96,779.80



## EXHIBIT C

## IBEW UTILITIES SALARY TABLE - FY 2023/2024

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
SR MATERIAL HDL	HOURLY	37.6557	39.4540	41.3381	43.3123	45.3807	47.5479	49.8186	52.2044
8100	BIWEEKLY	3,012.46	3,156.32	3,307.05	3,464.98	3,630.46	3,803.83	3,985.49	4,176.35
	MONTHLY	6,527.00	6,838.69	7,165.28	7,507.46	7,866.00	8,241.63	8,635.23	9,048.76
	ANNUAL	78,323.96	82,064.32	85,983.30	90,089.48	94,391.96	98,899.58	103,622.74	108,585.10
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
SR PWR DISPATCH	HOURLY	46.8136	48.4337	50.1098	51.8439	53.6380	55.4943	57.4147	59.4072
8105	BIWEEKLY	3,745.09	3,874.70	4,008.78	4,147.51	4,291.04	4,439.54	4,593.18	4,752.58
	MONTHLY	8,114.36	8,395.18	8,685.69	8,986.27	9,297.25	9,619.00	9,951.89	10,297.26
	ANNUAL	97,372.34	100,742.20	104,228.28	107,835.26	111,567.04	115,428.04	119,422.68	123,567.08
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
SR PWR PLT OPER	HOURLY	46.1582	47.1426	48.1481	49.1750	50.2238	51.2950	52.3890	53.5095
8110	BIWEEKLY	3,692.66	3,771.41	3,851.85	3,934.00	4,017.90	4,103.60	4,191.12	4,280.76
	MONTHLY	8,000.76	8,171.39	8,345.68	8,523.67	8,705.45	8,891.13	9,080.76	9,274.98
	ANNUAL	96,009.16	98,056.66	100,148.10	102,284.00	104,465.40	106,693.60	108,969.12	111,299.76
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
SR WTR MTN WRKR	HOURLY	28.5856	29.7058	30.8700	32.0798	33.3370	34.6435	36.0012	37.4160
8120	BIWEEKLY	2,286.85	2,376.46	2,469.60	2,566.38	2,666.96	2,771.48	2,880.10	2,993.28
	MONTHLY	4,954.84	5,149.00	5,350.80	5,560.49	5,778.41	6,004.87	6,240.22	6,485.44
	ANNUAL	59,458.10	61,787.96	64,209.60	66,725.88	69,340.96	72,058.48	74,882.60	77,825.28
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
SR ENG TECH	HOURLY	38.2754	39.5038	40.7716	42.0802	43.4307	44.8246	46.2632	47.7521
8125	BIWEEKLY	3,062.03	3,160.30	3,261.73	3,366.42	3,474.46	3,585.97	3,701.06	3,820.17
	MONTHLY	6,634.40	6,847.32	7,067.08	7,293.91	7,528.00	7,769.60	8,018.96	8,277.04
	ANNUAL	79,612.78	82,167.80	84,804.98	87,526.92	90,335.96	93,235.22	96,227.56	99,324.42
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
SR SUBSTA TECH	HOURLY	41.5564	42.5596	43.5869	44.6391	45.7167	46.8203	47.9505	49.1113
8130	BIWEEKLY	3,324.51	3,404.77	3,486.95	3,571.13	3,657.34	3,745.62	3,836.04	3,928.90
	MONTHLY	7,203.11	7,377.00	7,555.06	7,737.45	7,924.24	8,115.51	8,311.42	8,512.62
	ANNUAL	86,437.26	88,524.02	90,660.70	92,849.38	95,090.84	97,386.12	99,737.04	102,151.40
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
SUBSTA TECH	HOURLY	41.3497	42.1356	42.9365	43.7525	44.5841	45.4315	46.2950	47.1773
8135	BIWEEKLY	3,307.98	3,370.85	3,434.92	3,500.20	3,566.73	3,634.52	3,703.60	3,774.18
	MONTHLY	7,167.29	7,303.51	7,442.33	7,583.77	7,727.92	7,874.79	8,024.47	8,177.39
	ANNUAL	86,007.48	87,642.10	89,307.92	91,005.20	92,734.98	94,497.52	96,293.60	98,128.68
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
SYSTEM TECH-PCC	HOURLY	44.1115	44.8396	45.5798	46.3321	47.0969	47.8743	48.6646	49.4701
8140	BIWEEKLY	3,528.92	3,587.17	3,646.38	3,706.57	3,767.75	3,829.94	3,893.17	3,957.61
	MONTHLY	7,645.99	7,772.20	7,900.49	8,030.90	8,163.46	8,298.20	8,435.20	8,574.82
	ANNUAL	91,751.92	93,266.42	94,805.88	96,370.82	97,961.50	99,578.44	101,222.42	102,897.86
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
SYSTEM TECH-PGS	HOURLY	44.1115	44.8396	45.5798	46.3321	47.0969	47.8743	48.6646	49.4701
8141	BIWEEKLY	3,528.92	3,587.17	3,646.38	3,706.57	3,767.75	3,829.94	3,893.17	3,957.61
	MONTHLY	7,645.99	7,772.20	7,900.49	8,030.90	8,163.46	8,298.20	8,435.20	8,574.82
	ANNUAL	91,751.92	93,266.42	94,805.88	96,370.82	97,961.50	99,578.44	101,222.42	102,897.86

EXHIBIT C

IBEW UTILITIES SALARY TABLE - FY 2023/2024

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
TREE TRIM CR CH	HOURLY	37.8131	39.0687	40.3659	41.7063	43.0911	44.5219	46.0003	47.5319
8145	BIWEEKLY	3,025.05	3,125.50	3,229.27	3,336.50	3,447.29	3,561.75	3,680.02	3,802.55
	MONTHLY	6,554.28	6,771.92	6,996.75	7,229.08	7,469.13	7,717.13	7,973.38	8,238.86
	ANNUAL	78,651.30	81,263.00	83,961.02	86,749.00	89,629.54	92,605.50	95,680.52	98,866.30
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
PWR PLT OPR BUR	HOURLY	40.1100	40.9694	41.8471	42.7436	43.6594	44.5948	45.5502	46.5288
8150	BIWEEKLY	3,208.80	3,277.55	3,347.77	3,419.49	3,492.75	3,567.58	3,644.02	3,722.30
	MONTHLY	6,952.40	7,101.36	7,253.50	7,408.90	7,567.63	7,729.76	7,895.38	8,064.98
	ANNUAL	83,428.80	85,216.30	87,042.02	88,906.74	90,811.50	92,757.08	94,744.52	96,779.80
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
UTLY GROUNDMAN	HOURLY	25.9078	26.7808	27.6833	28.6161	29.5804	30.5772	31.6076	32.6757
8152	BIWEEKLY	2,072.62	2,142.46	2,214.66	2,289.29	2,366.43	2,446.18	2,528.61	2,614.06
	MONTHLY	4,490.68	4,642.00	4,798.43	4,960.13	5,127.27	5,300.06	5,478.66	5,663.80
	ANNUAL	53,888.12	55,703.96	57,581.16	59,521.54	61,527.18	63,600.68	65,743.86	67,965.56
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
UTL ELECTRICIAN	HOURLY	36.7799	38.0658	39.3968	40.7743	42.2000	43.6755	45.2026	46.7875
8155	BIWEEKLY	2,942.39	3,045.26	3,151.74	3,261.94	3,376.00	3,494.04	3,616.21	3,743.00
	MONTHLY	6,375.18	6,598.06	6,828.77	7,067.54	7,314.67	7,570.42	7,835.12	8,109.83
	ANNUAL	76,502.14	79,176.76	81,945.24	84,810.44	87,776.00	90,845.04	94,021.46	97,318.00
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
UTIL SEC - ADM	HOURLY	21.4551	22.1781	22.9255	23.6980	24.4966	25.3221	26.1754	29.4935
8156	BIWEEKLY	1,716.41	1,774.25	1,834.04	1,895.84	1,959.73	2,025.77	2,094.03	2,359.48
	MONTHLY	3,718.89	3,844.21	3,973.75	4,107.65	4,246.08	4,389.17	4,537.07	5,112.21
	ANNUAL	44,626.66	46,130.50	47,685.04	49,291.84	50,952.98	52,670.02	54,444.78	61,346.48
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
UTL SECR - BUR	HOURLY	21.4551	22.1781	22.9255	23.6980	24.4966	25.3221	26.1754	29.4935
8157	BIWEEKLY	1,716.41	1,774.25	1,834.04	1,895.84	1,959.73	2,025.77	2,094.03	2,359.48
	MONTHLY	3,718.89	3,844.21	3,973.75	4,107.65	4,246.08	4,389.17	4,537.07	5,112.21
	ANNUAL	44,626.66	46,130.50	47,685.04	49,291.84	50,952.98	52,670.02	54,444.78	61,346.48
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
UTL SECR - PCC	HOURLY	21.4551	22.1781	22.9255	23.6980	24.4966	25.3221	26.1754	29.4935
8158	BIWEEKLY	1,716.41	1,774.25	1,834.04	1,895.84	1,959.73	2,025.77	2,094.03	2,359.48
	MONTHLY	3,718.89	3,844.21	3,973.75	4,107.65	4,246.08	4,389.17	4,537.07	5,112.21
	ANNUAL	44,626.66	46,130.50	47,685.04	49,291.84	50,952.98	52,670.02	54,444.78	61,346.48
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
UTL SECR - PGS	HOURLY	21.4551	22.1781	22.9255	23.6980	24.4966	25.3221	26.1754	29.4935
8159	BIWEEKLY	1,716.41	1,774.25	1,834.04	1,895.84	1,959.73	2,025.77	2,094.03	2,359.48
	MONTHLY	3,718.89	3,844.21	3,973.75	4,107.65	4,246.08	4,389.17	4,537.07	5,112.21
	ANNUAL	44,626.66	46,130.50	47,685.04	49,291.84	50,952.98	52,670.02	54,444.78	61,346.48
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
UTL TECH PGS	HOURLY	35.8592	37.4207	39.0501	40.7506	42.5250	44.3768	46.3091	48.3313
8160	BIWEEKLY	2,868.74	2,993.66	3,124.01	3,260.05	3,402.00	3,550.14	3,704.73	3,866.50
	MONTHLY	6,215.60	6,486.26	6,768.69	7,063.44	7,371.00	7,691.97	8,026.92	8,377.42
	ANNUAL	74,587.24	77,835.16	81,224.26	84,761.30	88,452.00	92,303.64	96,322.98	100,529.00

**EXHIBIT C**

**IBEW UTILITIES SALARY TABLE - FY 2023/2024**

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
<b>UTL TECH BURD</b>	<b>HOURLY</b>	35.8592	37.4207	39.0501	40.7506	42.5250	44.3768	46.3091	48.3313
<b>8161</b>	<b>BIWEEKLY</b>	2,868.74	2,993.66	3,124.01	3,260.05	3,402.00	3,550.14	3,704.73	3,866.50
	<b>MONTHLY</b>	6,215.60	6,486.26	6,768.69	7,063.44	7,371.00	7,691.97	8,026.92	8,377.42
	<b>ANNUAL</b>	74,587.24	77,835.16	81,224.26	84,761.30	88,452.00	92,303.64	96,322.98	100,529.00

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
<b>UTL WRHS CLERK</b>	<b>HOURLY</b>	27.8327	28.7314	29.6592	30.6170	31.6057	32.6263	33.6798	34.7704
<b>8165</b>	<b>BIWEEKLY</b>	2,226.62	2,298.51	2,372.74	2,449.36	2,528.46	2,610.10	2,694.38	2,781.63
	<b>MONTHLY</b>	4,824.34	4,980.11	5,140.94	5,306.95	5,478.33	5,655.22	5,837.82	6,026.87
	<b>ANNUAL</b>	57,892.12	59,761.26	61,691.24	63,683.36	65,739.96	67,862.60	70,053.88	72,322.38

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
<b>WATER MAIN WRKR</b>	<b>HOURLY</b>	26.9577	28.0355	29.1565	30.3223	31.5346	32.7955	34.1067	35.4742
<b>8175</b>	<b>BIWEEKLY</b>	2,156.62	2,242.84	2,332.52	2,425.78	2,522.77	2,623.64	2,728.54	2,837.94
	<b>MONTHLY</b>	4,672.68	4,859.49	5,053.79	5,255.86	5,466.00	5,684.55	5,911.84	6,148.87
	<b>ANNUAL</b>	56,072.12	58,313.84	60,645.52	63,070.28	65,592.02	68,214.64	70,942.04	73,786.44

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
<b>WIREWORKER I</b>	<b>HOURLY</b>	27.0901	28.6391	30.2767	32.0079	33.8382	35.7731	37.8186	39.9872
<b>8180</b>	<b>BIWEEKLY</b>	2,167.21	2,291.13	2,422.14	2,560.63	2,707.06	2,861.85	3,025.49	3,198.98
	<b>MONTHLY</b>	4,695.62	4,964.12	5,247.97	5,548.03	5,865.30	6,200.68	6,555.23	6,931.12
	<b>ANNUAL</b>	56,347.46	59,569.38	62,975.64	66,576.38	70,383.56	74,408.10	78,662.74	83,173.48

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
<b>WIREWORKER II</b>	<b>HOURLY</b>	37.5573	38.6690	39.8137	40.9922	42.2057	43.4550	44.7414	46.0695
<b>8185</b>	<b>BIWEEKLY</b>	3,004.58	3,093.52	3,185.10	3,279.38	3,376.46	3,476.40	3,579.31	3,685.56
	<b>MONTHLY</b>	6,509.92	6,702.63	6,901.05	7,105.32	7,315.66	7,532.20	7,755.17	7,985.38
	<b>ANNUAL</b>	78,119.08	80,431.52	82,812.60	85,263.88	87,787.96	90,386.40	93,062.06	95,824.56

RESOLUTION 2021-326

WHEREAS, pursuant to Neb. Rev. Stat., §16-201, the City Of Grand Island (City) has the authority to make all contracts and do all other acts in relation to the property and concerns of the City necessary to the exercise of its corporate powers; and

WHEREAS, an employee bargaining unit at the City of Grand Island is represented by the Union Local No. 1597, I.B.E.W., AFL-CIO Utilities Department and

WHEREAS, representatives of the City and the IBEW met to negotiate a labor agreement, and

WHEREAS, the City reached an agreement with the IBEW and the agreement has been presented to City Council for approval.

NOW, THEREFORE, BE IT RESOLVED BY THE MAYOR AND COUNCIL OF THE CITY OF GRAND ISLAND, NEBRASKA, that the Mayor is hereby authorized to execute the Labor Agreement by and between the City of Grand Island and the Union Local No. 1597, I.B.E.W., AFL-CIO Utilities Department for the period of October 1, 2021 through September 30, 2024.

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Adopted by the City Council of the City of Grand Island, Nebraska, November 9, 2021.

\_\_\_\_\_  
Roger G. Steele, Mayor

Attest:

\_\_\_\_\_  
RaNae Edwards, City Clerk

Approved as to Form	☐ _____
November 6, 2021	☐ City Attorney