



City of Grand Island

Tuesday, September 9, 2014

Council Session

Item I-10

**#2014-291 - Consideration of Approving Labor Agreement
between the City of Grand Island and IBEW, Local 1597 – Utilities**

This item relates to the aforementioned Resolution item I-7.

Staff Contact: Brenda Sutherland



and

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

UTILITIES DEPARTMENT

October 1, ~~2012-2014~~ through September 30, ~~2014~~2017

TABLE OF CONTENTS

Page

Purpose and Intent of the Parties	1
 Article I – Recognition	
A. Bargaining Unit.....	1
B. Classes of Employees	1
C. Introductory Period	2
 Article II – Hours of Work	
A. Work Day.....	3
B. Work Week.....	3
C. Lunch Periods	3
D. Changes in Work Schedule.....	3
E. Shift Differential	4
F. Overtime	4
G. Stand-by Duty	5
H. Call-back Pay	6
 Article III – Holidays and Holiday Pay	
A. Recognized Holidays	6
B. Weekend Holidays	6
C. Eligibility for Holiday Pay.....	6
D. Holiday on Regularly Scheduled Work Day	6
E. Personal Day	7
 Article IV – Vacations	
A. Eligibility	7
B. Amount Authorized	7
C. Vacation Schedule	8
D. Seniority for Vacation and Personal Holiday Planning	8
E. Vacation Time Carry-Over	9
F. Vacation Credit on Termination and Retirement.....	9
 Article V – Medical Leave and Bereavement Leave	
A. When Authorized for Use	9
B. Accrual and Use.....	9
C. Proof of Illness.....	10
D. Fraudulent Use of Medical Leave.....	10
E. Notification of Illness	10
F. Compensation for Unused Medical Leave.....	11
G. Bereavement Leave.....	11
 Article VI – Military Leave	
A.	11 Military
y Leave	11

Article VII – Court Leave

A. When Authorized11
B. Procedure11
C. Fees12

Article VIII – Leave Without Pay

A. When Authorized12
B. Limitations12

Article IX – Temporary Disability Leave

A. Policy13
B. Definitions.....13
C. Application of Workers Compensation and Other Leave Balances13
D. Subrogation14
E. Limitation of Leave.....14
F. Light Duty Policy.....14

Article X – General Provisions Concerning Leave

A. Absence Without Approval.....15
B. Authorized Leave Form15

Article XI – Pension and Retirement Plan

A. Coverage15
B. Amendments15

Article XII – Rates of Pay for Work Performed

A. ~~2012~~ 2013 ~~2014~~ 2015 Fiscal Year15
B. ~~2013~~ 2014 ~~2015~~ 2016 Fiscal Year16
~~B.C.~~2016 –
2017 Fiscal Year
~~C.D.~~Future
Changes in Rates of Pay16
~~D.E.~~Pay
Plan16

Article XIII – Employee Relations

A. General17
B. Membership in Union17
C. Disciplinary Action.....17

Article XIV – Grievance Procedure

A. Procedure18
B. Presentation.....20
C. Violation by Union20

Article XV – Other Benefits

A. Medical Insurance.....20

B. Life Insurance	20
C. Discontinuance of Insurance	20
D. Protective Clothing	20
E. Mileage Paid for Use of Private Vehicles	21
F. Travel Time Reimbursement	21
G. Medical Insurance Committee	21
G-H	<u>Volunt</u>
<u>ary Employee Benefits Association (VEBA)</u>	

Article XVI – Management Rights

A. Operation in Best Interests of City.....	22
B. Statutory and Ordinance Rights	22
C. Other Rights	22
D. Prior Agreements Superseded.....	23
E. Personnel Functions	23
F. Members of City Council.....	23
G. Matters Not Mentioned.....	23

Article XVII – Operations, Sales, Mergers, Dissolution

A. Sale of Facilities or Operations.....	23
B. Lease of Facilities or Operations	23
C. Merging Facilities or Operations	24
D. Ceasing Operations	24
E. Payment of Accrued Leave.....	24

Article XVIII – Strikes and Lockouts

A. Strikes	24
B. Lockouts.....	24

Article XIX – General Provisions

A. Solicitation of Union Business.....	25
B. Solicitation for a Non-Profit Organization	25
C. Employees Rights to Union Membership.....	25
D. Demotion.....	25
E. Bulletin Boards on City Premises	25
F. Seniority, Promotion, Layoff – Procedure	26
G. Residency	26

Article XX – Duration of Contract

A. Rights on Termination	26
B. Term.....	26

Article XXI – Payroll Deduction of Union Dues

A. Payroll Deduction	27
B. Request Forms	27
C. Union Certification	27
D. Indemnification	27

E. Strikes, etc.....	27
Article XXII – Severability	28
Article XXIII – Scope of Agreement	
A. Complete Agreement	28
B. Interpretation.....	28
C. Negotiations	28
Article XXIV – C.I. R. Waiver.....	28
<u>Exhibit A – 2014 -2015 Salary Tables.....</u>	
<u>Exhibit B – 2015 – 2016 Salary Tables</u>	
<u>Exhibit C – 2016 – 2017 Salary Tables</u>	
<u>Exhibit D – Residency Map.....</u>	

AGREEMENT

THIS AGREEMENT, dated this ____ day of ~~August 2012~~September 2014, 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, 201~~2~~4 to September 30, 201~~4~~7.

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. Custodian
2. Electric Distribution Crew Chief
3. Electric Underground Crew Chief
4. Engineering Technician I
5. Engineering Technician II
- ~~6. GIS Coordinator~~
76. Instrument Technician
87. Lineworker Apprentice
98. Lineworker First Class

- ~~109.~~ Materials Handler
- ~~110.~~ Meter Technician
- ~~121.~~ Power Dispatcher I
- ~~1312.~~ Power Dispatcher II
- ~~1413.~~ Power Plant Maintenance Mechanic
- ~~1514.~~ Power Plant Operator
- ~~1615.~~ Senior Engineering Technician
- ~~1716.~~ Senior Materials Handler
- ~~1817.~~ Senior Power Dispatcher
- ~~1918.~~ Senior Power Plant Operator
- ~~2019.~~ Senior Substation Technician
- ~~210.~~ Senior Water Maintenance Worker
- ~~221.~~ Substation Technician
- ~~232.~~ Systems Technician
- ~~243.~~ Tree Trim Crew Chief
- ~~254.~~ Utilities Electrician
- ~~265.~~ Utility Technician
- ~~276.~~ Utility Warehouse Clerk
- ~~278.~~ Water Maintenance Worker
- ~~298.~~ Wireworker I
- ~~3029.~~ Wireworker II
- 30. Meter Reader
- 31. Senior Meter Reader

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 work week, the employee will receive any additional pay which may be attributable to that temporary job classification, moving to the next closest step ~~to step from the current pay range to the temporary pay range~~ in the new pay range that guarantees at least a three percent 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 normal work day shall be from 8:00 a.m. to 5 p.m. 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.

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 not include paid leave, holidays and vacation when calculating overtime.

C. LUNCH PERIODS

The City shall establish the lunch periods. Non-shift workers shall be allowed 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 \$7.00 per meal, shall be granted for all employees if they are required to work two (2) hours overtime consecutively with their normal working hours and if such overtime would normally interfere with and disrupt the employee's normal meal schedule. Nothing in this section shall prohibit the City from exceeding the amount of this 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 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

All officially authorized work in excess of eight hours a day or forty hours a week or any non-scheduled work shall be designated overtime work for the purpose of compensation. 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.
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 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 Sunday shall not be compensated for work on that day on an overtime basis unless their work day exceeds eight hours, and only the hours of work in excess of eight 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. Overtime shall be computed on all hours worked in excess of eight hours per regularly scheduled work day and over 40 hours per work week, and shall be paid at a one and one-half times the base rate, as modified by shift differential adjustment.

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. Over-time 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.

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	Arbor Day Martin Luther King, Jr. Day
Memorial Day	Independence Day
Labor Day	Veterans' Day
Thanksgiving Day	Day after Thanksgiving Day
Christmas Day	

B. WEEKEND HOLIDAYS

When a holiday falls on Sunday, the following Monday shall be observed as a holiday; when a holiday falls on Saturday, the preceding Friday shall be observed as a holiday. For shift workers, Saturday and Sunday shall mean those days following the end of a regular shift.

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.

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.

E. PERSONAL DAY

Personal Leave Days will be given to employees each year. ~~One will be given in October and must be taken by March 15th. The second Personal Leave Day will be given in April and must be taken by September 15th. In addition to the two personal leave days, the City will provide one annual~~ Three personal leave days ~~that~~ will be granted on October 1st and must be used by ~~the last full pay period in~~ September 15th. Personal Leave Days may be taken at any time and may be taken in one (1) hour increments; provided, the time selected by the employee must have the prior approval of the employee’s supervisor. The Director or his or her designees will make every effort to grant requested personal leave time; however, it must be approved in advance and will be granted on the basis of work requirements of the department. Use of personal leave will not be unreasonably denied. New employees who begin work on or after April 1 will not be eligible for personal days until the following October 1.

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.

~~a. All employees will be eligible to take ten (10) days of vacation after completion of one year of service and each year thereafter through the fourth year of service.~~

~~b. All employees will be eligible to take fifteen (15) days of vacation after five years of service and each year thereafter through the sixth year of service.~~

~~c. All employees will be eligible to take sixteen (16) days of vacation after~~

~~seven years of service and each year thereafter through the eighth year of service.~~

~~d. All employees will be eligible to take seventeen (17) days of vacation after nine years of service and each year thereafter through the tenth year of service.~~

~~e. All employees will be eligible to take eighteen (18) days of vacation after eleven years of service and each year thereafter through the twelfth year of service.~~

~~f. All employees will be eligible to take nineteen (19) days of vacation after thirteen years of service.~~

~~g. All employees will be eligible to take twenty (20) days of vacation after fourteen years of service and each year thereafter through the nineteenth year of service.~~

~~h. All employees will be eligible to take twenty one (21) days of vacation after twenty years of service and each year thereafter through the twenty fourth year of service.~~

~~i. All employees will be eligible to take twenty two (22) days of vacation after twenty five years of service and each year of service thereafter.~~

Authorized vacation leave shall be computed on the following basis:

1. Upon successfully completing the six (6) month introductory period, an employee will have available forty (40) hours of vacation time. The employee will accrue an additional forty (40) hours in the first six (6) months of continuous service following the introductory period.

<u>2.</u>	<u>Years 2 through 4</u>	<u>Eighty (80) Hours</u>
<u>3.</u>	<u>Years 5 through 9</u>	<u>One Hundred Twenty-Five (125) Hours</u>
<u>4.</u>	<u>Years 10 through 14</u>	<u>One Hundred Thirty-Eight (138) Hours</u>
<u>5.</u>	<u>Years 15 through 19</u>	<u>One Hundred Sixty (160) Hours</u>
<u>6.</u>	<u>Years 20 through 24</u>	<u>One Hundred Eighty (180) Hours</u>
<u>7.</u>	<u>Years 25 +</u>	<u>Two Hundred (200) Hours</u>

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.

C. VACATION SCHEDULE

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.

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 vacation schedules that will run consecutively.

1. Prime Vacation Schedule: An employee may make one choice of a minimum of five work days and a maximum of as many consecutive days as said employee has accrued vacation time. Vacation of greater than five (5) work days shall be consecutive work days so that only one block of vacation time is scheduled on the Prime Vacation Schedule. The Prime Vacation Schedule shall be completed by all employees in the affected job classification before the Secondary Vacation Schedule is initiated for that classification.

2. Secondary Vacation Schedule: An employee may make as many selections as said employee has accrued vacation time.

E. VACATION TIME CARRY-OVER

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.
7. 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 (1/2) hour units.

C. PROOF OF ILLNESS

An employee who is absent on Medical leave for more than five 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 1039 hours. All employees shall be paid for forty-seven percent (47%) 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 forty-seven percent (47%) 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.

G. BEREAVEMENT LEAVE

Bereavement leave shall be granted to eligible employees for up to two (2) days per calendar year for non-immediate family members. Non-immediate family member shall mean aunts, uncles, nieces and nephews. Any portion of a work day used for bereavement leave shall be considered a full day of bereavement leave. An employee shall be eligible to use up to three (3) days of paid bereavement leave for the death of an immediate family member which includes parents, spouses, children, siblings, grandparents, grandchildren, and in-laws of the same relation, regardless of when it occurs. In addition to the use of bereavement leave as set forth hereafter, medical leave may be granted at the discretion of the Department Director 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.

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

ARTICLE X - GENERAL PROVISIONS CONCERNING LEAVE

A. ABSENCE WITHOUT APPROVAL

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

B. AUTHORIZED LEAVE FORM

For all leaves except Medical leave, a written request on the authorized Leave Form, indicating the kind of leave, duration and dates of departure and return, must be approved prior to the taking of the leave. In the case of Medical leave, the form shall be completed and submitted for approval immediately upon the employee's return to duty. Unless an absence is substantiated by a Leave Form 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.~~ Employees are eligible to participate in the City's retirement plan at the start of employment. Employees must contribute a minimum of 3% and may contribute up to 6.5%. The City will match the employee's contribution level. The vesting schedule will follow the same schedule as outlined for general pension employees.

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;~~Garden City, Kansas;~~ Hastings, Nebraska; ~~Kearney, Nebraska; Muscatine, Iowa; Norfolk, Nebraska; North Platte, Nebraska;~~ Cedar Falls, Iowa, ~~and Southern Nebraska Rural Public Power District~~ Loup Power and NPPD.

A. ~~2012~~4 - ~~2013~~5 FISCAL YEAR

Rates of pay for the period October 1, ~~2012~~4 through September 30, ~~2013~~5 for work

performed in the various classes of work under this agreement ~~shall be adjusted by 2% as are~~ set forth in Exhibit "A", attached hereto. Said adjustments shall be effective the first full pay period on or after October 1, 201~~2~~4.

B. 2013~~5~~ - 2014~~6~~ FISCAL YEAR

Rates of pay for the period October 1, 201~~3~~5 through September 30, 201~~4~~6 for work performed in the various classes of work under this agreement ~~shall be adjusted by 2.75% as are~~ set forth in Exhibit "B", attached hereto. Said adjustments shall be effective the first full pay period on or after October 1, 201~~3~~5.

C. 2016 – 2017 FISCAL YEAR

Rates of pay for the period October 1, 2016 through September 30, 2017 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, 2016.

C.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.

D.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 1	Entry Level;
Step 2	Upon the successful completion of six months of service in Step 1 by an intra-Utility Department transfer employee;
Step 3	Upon the successful completion of six months of service in Step 2 by an intra-Utility Department transfer employee; OR Upon successful completion of one year of service in Step 1 by a new hire employee;
Step 4 – 8	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 1st Class may move through steps 1 through 8 in six 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. ~~A work week shall be defined as Monday through Friday.~~

1. 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.

2. 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.

3. 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.

4. Fourth Step - If the grievance is not settled to the satisfaction of the employee, the

employee or designated representative shall present it in writing to the Personnel Director within three (3) work days after the decision of the Department Director. The Personnel Director shall investigate the case within seven (7) work days and make a recommendation to the Chief Administrative Officer. The Chief Administrative Officer shall notify the employee of the decision made and of any action taken within seven (7) work days of the receipt of the grievance.

5. 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 each select an arbitrator within five days following the grieving party's written request, and the two thus chosen shall select a third impartial arbitrator. The three thus chosen shall be residents of the Grand Island, Nebraska, area (an area within 100 miles of the City), and shall constitute the arbitration board to hear and to determine the controversy or matter in dispute. If the third arbitrator cannot be found in the Grand Island area, he or she shall be obtained~~ 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. by the two previously appointed. A finding or award of the ~~majority of the arbitration board~~ Arbitrator shall be advisory upon the parties.

b. ~~The third and impartial arbitrator shall act as the chairman of the arbitration board.~~ The procedure to be followed in submitting the grievance to the ~~arbitration board~~ Arbitrator shall, unless agreed upon by the parties prior to the hearing, be determined by the Arbitrator. ~~chairman of the arbitration board.~~

i. It is understood and agreed between the parties that the decision of the ~~Arbitrator arbitration board~~, constituted as set forth above, shall be advisory upon the parties, and that the ~~board's~~ Arbitrator's jurisdiction shall be limited to the application of this contract. The ~~board~~ Arbitrator does not have the jurisdiction to amend, alter, enlarge, or ignore any provision of this contract.

ii. ~~Each party shall bear the expenses of its own arbitrator but~~ The expenses of the third a 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 ~~Arbitration Board~~ 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 ~~its~~ their written decision. The ~~Arbitration Board~~ 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 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 ~~will~~ be required to return said reimbursement on a pro-rated basis.

Classifications Requiring Full F.R.:

- Year ~~1~~² and every subsequent year: \$600
- 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.

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 personnel 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 probationary 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 “ED”, attached hereto and made a part hereof by reference. Employees shall establish residency within area as set forth in Exhibit “ED” within six months after the calendar day of commencement of employment and shall maintain such residency during the term of employment.

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, 2014⁷ 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, 201~~2~~⁴ through September 30, 201~~4~~⁷.

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

CITY OF GRAND ISLAND, NEBRASKA, A MUNICIPAL CORPORATION

BY
JAY VAVRICEK, MAYOR

ATTEST _____ Dated _____
RANAE EDWARDS, CITY CLERK

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

BY _____ Dated _____
PRESIDENT LOCAL No. 1597

CHIEF STEWARD LOCAL No. 1597

____ IN WITNESS WHEREOF, the parties hereto have executed this Agreement this ____ day of August 2012.

____ INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, Local Union No. 1597

By _____

President, Local Union 1597

By _____

Vice President, Local Union 1597

CITY OF GRAND ISLAND, NEBRASKA
A Municipal Corporation

By _____

Jay Vavricek, Mayor

Attest _____

RaNae Edwards, City Clerk

IBEW UTILITIES

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Meter Reader	Hourly	17.4937	18.1699	18.8722	19.6016	20.3591	21.1460	21.9633	22.8123
	Biweekly	1,399.50	1,453.59	1,509.78	1,568.13	1,628.73	1,691.68	1,757.06	1,824.98
	Monthly	3,032.25	3,149.45	3,271.19	3,397.62	3,528.92	3,665.31	3,806.96	3,954.12
	Annually	36,387.00	37,793.34	39,254.28	40,771.38	42,346.98	43,983.68	45,683.56	47,449.48

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Sr Meter Reader	Hourly	20.7188	21.2320	21.7582	22.2973	22.8498	23.4159	23.9962	24.5907
	Biweekly	1,657.50	1,698.56	1,740.66	1,783.78	1,827.98	1,873.27	1,919.70	1,967.26
	Monthly	3,591.25	3,680.21	3,771.43	3,864.86	3,960.62	4,058.75	4,159.35	4,262.40
	Annually	43,095.00	44,162.56	45,257.16	46,378.28	47,527.48	48,705.02	49,912.20	51,148.76

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Custodian-PCC 8005	Hourly	16.4824	16.8785	17.2841	17.6996	18.1249	18.5607	19.0066	19.4635
	Biweekly	1,318.59	1,350.28	1,382.73	1,415.97	1,449.99	1,484.86	1,520.53	1,557.08
	Monthly	2,856.95	2,925.61	2,995.92	3,067.94	3,141.65	3,217.20	3,294.48	3,373.67
	Annually	34,283.34	35,107.28	35,950.98	36,815.22	37,699.74	38,606.36	39,533.78	40,484.08

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Custodian-PGS 8006	Hourly	16.4824	16.8785	17.2841	17.6996	18.1249	18.5607	19.0066	19.4635
	Biweekly	1,318.59	1,350.28	1,382.73	1,415.97	1,449.99	1,484.86	1,520.53	1,557.08
	Monthly	2,856.95	2,925.61	2,995.92	3,067.94	3,141.65	3,217.20	3,294.48	3,373.67
	Annually	34,283.34	35,107.28	35,950.98	36,815.22	37,699.74	38,606.36	39,533.78	40,484.08

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Elc Undgr Crew Chief 8010	Hourly	31.5374	32.6394	33.7800	34.9605	36.1823	37.4469	38.7553	40.1096
	Biweekly	2,522.99	2,611.15	2,702.40	2,796.84	2,894.58	2,995.75	3,100.42	3,208.77
	Monthly	5,466.48	5,657.49	5,855.20	6,059.82	6,271.59	6,490.79	6,717.58	6,952.34
	Annually	65,597.74	67,889.90	70,262.40	72,717.84	75,259.08	77,889.50	80,610.92	83,428.02

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Elc Distr Crew Chief 8011	Hourly	31.5374	32.6394	33.7800	34.9605	36.1823	37.4469	38.7553	40.1096
	Biweekly	2,522.99	2,611.15	2,702.40	2,796.84	2,894.58	2,995.75	3,100.42	3,208.77
	Monthly	5,466.48	5,657.49	5,855.20	6,059.82	6,271.59	6,490.79	6,717.58	6,952.34
	Annually	65,597.74	67,889.90	70,262.40	72,717.84	75,259.08	77,889.50	80,610.92	83,428.02

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Engineering Tech I 8020	Hourly	19.3051	20.3188	21.3856	22.5086	23.6907	24.9347	26.2439	27.6220
	Biweekly	1,544.41	1,625.50	1,710.85	1,800.69	1,895.26	1,994.78	2,099.51	2,209.76
	Monthly	3,346.22	3,521.92	3,706.84	3,901.50	4,106.40	4,322.02	4,548.94	4,787.81
	Annually	40,154.66	42,263.00	44,482.10	46,817.94	49,276.76	51,864.28	54,587.26	57,453.76

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Engineering Tech II 8025	Hourly	23.8649	24.9656	26.1170	27.3217	28.5820	29.9002	31.2794	32.7220
	Biweekly	1,909.19	1,997.25	2,089.36	2,185.74	2,286.56	2,392.02	2,502.35	2,617.76
	Monthly	4,136.58	4,327.38	4,526.95	4,735.77	4,954.21	5,182.71	5,421.76	5,671.81
	Annually	49,638.94	51,928.50	54,323.36	56,829.24	59,450.56	62,192.52	65,061.10	68,061.76

IBEW UTILITIES

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Instrument Tech 8035	Hourly	29.2910	30.4798	31.7166	33.0035	34.3429	35.7365	37.1867	38.6958
	Biweekly	2,343.28	2,438.38	2,537.33	2,640.28	2,747.43	2,858.92	2,974.94	3,095.66
	Monthly	5,077.11	5,283.16	5,497.55	5,720.61	5,952.77	6,194.33	6,445.70	6,707.26
	Annually	60,925.28	63,397.88	65,970.58	68,647.28	71,433.18	74,331.92	77,348.44	80,487.16

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Lineworker Appr 8040	Hourly	20.0501	21.1770	22.3673	23.6242	24.9518	26.3542	27.8354	29.3996
	Biweekly	1,604.01	1,694.16	1,789.38	1,889.94	1,996.14	2,108.34	2,226.83	2,351.97
	Monthly	3,475.36	3,670.68	3,876.99	4,094.87	4,324.97	4,568.07	4,824.80	5,095.94
	Annually	41,704.26	44,048.16	46,523.88	49,138.44	51,899.64	54,816.84	57,897.58	61,151.22

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Lineworker 1st Cl 8045	Hourly	29.8350	30.5588	31.3003	32.0598	32.8378	33.6342	34.4504	35.2863
	Biweekly	2,386.80	2,444.70	2,504.02	2,564.78	2,627.02	2,690.74	2,756.03	2,822.90
	Monthly	5,171.40	5,296.85	5,425.38	5,557.02	5,691.88	5,829.94	5,971.40	6,116.28
	Annually	62,056.80	63,562.20	65,104.52	66,684.28	68,302.52	69,959.24	71,656.78	73,395.40

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Materials Handler 8055	Hourly	22.9057	23.8851	24.9061	25.9707	27.0809	28.2385	29.4457	30.7045
	Biweekly	1,832.46	1,910.81	1,992.49	2,077.66	2,166.47	2,259.08	2,355.66	2,456.36
	Monthly	3,970.33	4,140.09	4,317.06	4,501.60	4,694.02	4,894.67	5,103.93	5,322.11
	Annually	47,643.96	49,681.06	51,804.74	54,019.16	56,328.22	58,736.08	61,247.16	63,865.36

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Meter Technician 8060	Hourly	23.5203	24.2428	24.9875	25.7552	26.5465	27.3620	28.2025	29.0688
	Biweekly	1,881.62	1,939.42	1,999.00	2,060.42	2,123.72	2,188.96	2,256.20	2,325.50
	Monthly	4,076.84	4,202.08	4,331.17	4,464.24	4,601.39	4,742.75	4,888.43	5,038.58
	Annually	48,922.12	50,424.92	51,974.00	53,570.92	55,216.72	56,912.96	58,661.20	60,463.00

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Power Dispatcher I 8070	Hourly	27.7874	29.1271	30.5311	32.0031	33.5460	35.1632	36.8585	38.6353
	Biweekly	2,222.99	2,330.17	2,442.49	2,560.25	2,683.68	2,813.06	2,948.68	3,090.82
	Monthly	4,816.48	5,048.70	5,292.06	5,547.21	5,814.64	6,094.96	6,388.81	6,696.78
	Annually	57,797.74	60,584.42	63,504.74	66,566.50	69,775.68	73,139.56	76,665.68	80,361.32

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Power Dispatcher II 8075	Hourly	29.1854	30.5918	32.0659	33.6110	35.2306	36.9281	38.7076	40.5728
	Biweekly	2,334.83	2,447.34	2,565.27	2,688.88	2,818.45	2,954.25	3,096.61	3,245.82
	Monthly	5,058.80	5,302.57	5,558.09	5,825.91	6,106.64	6,400.88	6,709.32	7,032.61
	Annually	60,705.58	63,630.84	66,697.02	69,910.88	73,279.70	76,810.50	80,511.86	84,391.32

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
PP Maint Mch PGS 8080	Hourly	27.8819	28.7691	29.6847	30.6293	31.6041	32.6098	33.6476	34.7182
	Biweekly	2,230.55	2,301.53	2,374.78	2,450.34	2,528.33	2,608.78	2,691.81	2,777.46
	Monthly	4,832.86	4,986.65	5,145.36	5,309.07	5,478.05	5,652.36	5,832.26	6,017.83
	Annually	57,994.30	59,839.78	61,744.28	63,708.84	65,736.58	67,828.28	69,987.06	72,213.96

IBEW UTILITIES

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
PP Maint Mch	Hourly	27.8819	28.7691	29.6847	30.6293	31.6041	32.6098	33.6476	34.7182
Burdick	Biweekly	2,230.55	2,301.53	2,374.78	2,450.34	2,528.33	2,608.78	2,691.81	2,777.46
8081	Monthly	4,832.86	4,986.65	5,145.36	5,309.07	5,478.05	5,652.36	5,832.26	6,017.83
	Annually	57,994.30	59,839.78	61,744.28	63,708.84	65,736.58	67,828.28	69,987.06	72,213.96

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Pwr Plt Operator	Hourly	31.0740	31.7587	32.4586	33.1739	33.9047	34.6520	35.4155	36.1958
PGS	Biweekly	2,485.92	2,540.70	2,596.69	2,653.91	2,712.38	2,772.16	2,833.24	2,895.66
8090	Monthly	5,386.16	5,504.85	5,626.16	5,750.14	5,876.82	6,006.35	6,138.69	6,273.93
	Annually	64,633.92	66,058.20	67,513.94	69,001.66	70,521.88	72,076.16	73,664.24	75,287.16

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Sr Material Handler	Hourly	27.7582	28.8321	29.9475	31.1062	32.3099	33.5600	34.8583	36.2068
8100	Biweekly	2,220.66	2,306.57	2,395.80	2,488.50	2,584.79	2,684.80	2,788.66	2,896.54
	Monthly	4,811.43	4,997.57	5,190.90	5,391.75	5,600.38	5,817.07	6,042.10	6,275.84
	Annually	57,737.16	59,970.82	62,290.80	64,701.00	67,204.54	69,804.80	72,505.16	75,310.04

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Sr Pwr Dispatcher	Hourly	34.7740	36.3823	38.0648	39.8253	41.6671	43.5942	45.6104	47.7197
8105	Biweekly	2,781.92	2,910.58	3,045.18	3,186.02	3,333.37	3,487.54	3,648.83	3,817.58
	Monthly	6,027.49	6,306.26	6,597.89	6,903.04	7,222.30	7,556.34	7,905.80	8,271.42
	Annually	72,329.92	75,675.08	79,174.68	82,836.52	86,667.62	90,676.04	94,869.58	99,257.08

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Sr Pwr Plt Operator	Hourly	32.7054	33.8867	35.1109	36.3792	37.6932	39.0549	40.4656	41.9272
8110	Biweekly	2,616.43	2,710.94	2,808.87	2,910.34	3,015.46	3,124.39	3,237.25	3,354.18
	Monthly	5,668.93	5,873.70	6,085.89	6,305.74	6,533.50	6,769.51	7,014.04	7,267.39
	Annually	68,027.18	70,484.44	73,030.62	75,668.84	78,401.96	81,234.14	84,168.50	87,208.68

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Sr Water Main Wrkr	Hourly	22.7186	23.6295	24.5771	25.5623	26.5871	27.6532	28.7619	29.9152
8120	Biweekly	1,817.49	1,890.36	1,966.17	2,044.98	2,126.97	2,212.26	2,300.95	2,393.22
	Monthly	3,937.90	4,095.78	4,260.04	4,430.79	4,608.44	4,793.23	4,985.39	5,185.31
	Annually	47,254.74	49,149.36	51,120.42	53,169.48	55,301.22	57,518.76	59,824.70	62,223.72

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Sr Engineering Tech	Hourly	31.0860	31.9959	32.9324	33.8962	34.8883	35.9095	36.9604	38.0423
8125	Biweekly	2,486.88	2,559.67	2,634.59	2,711.70	2,791.06	2,872.76	2,956.83	3,043.38
	Monthly	5,388.24	5,545.95	5,708.28	5,875.35	6,047.30	6,224.31	6,406.47	6,593.99
	Annually	64,658.88	66,551.42	68,499.34	70,504.20	72,567.56	74,691.76	76,877.58	79,127.88

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Sr Substation Tech	Hourly	37.7867	37.9802	38.1750	38.3706	38.5671	38.7648	38.9634	39.1631
8130	Biweekly	3,022.94	3,038.42	3,054.00	3,069.65	3,085.37	3,101.18	3,117.07	3,133.05
	Monthly	6,549.70	6,583.24	6,617.00	6,650.91	6,684.97	6,719.22	6,753.65	6,788.28
	Annually	78,596.44	78,998.92	79,404.00	79,810.90	80,219.62	80,630.68	81,043.82	81,459.30

IBEW UTILITIES

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Substation Tech	Hourly	34.9805	35.1754	35.3716	35.5688	35.7672	35.9668	36.1673	36.3691
8135	Biweekly	2,798.44	2,814.03	2,829.73	2,845.50	2,861.38	2,877.34	2,893.38	2,909.53
	Monthly	6,063.29	6,097.07	6,131.08	6,165.25	6,199.66	6,234.24	6,268.99	6,303.98
	Annually	72,759.44	73,164.78	73,572.98	73,983.00	74,395.88	74,810.84	75,227.88	75,647.78

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
System Tech	Hourly	30.8277	31.8999	33.0093	34.1573	35.3453	36.5747	37.8468	39.1631
PCC	Biweekly	2,466.22	2,551.99	2,640.74	2,732.58	2,827.62	2,925.98	3,027.74	3,133.05
8140	Monthly	5,343.48	5,529.31	5,721.60	5,920.59	6,126.51	6,339.62	6,560.10	6,788.28
	Annually	64,121.72	66,351.74	68,659.24	71,047.08	73,518.12	76,075.48	78,721.24	81,459.30

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
System Tech	Hourly	30.8277	31.8999	33.0093	34.1573	35.3453	36.5747	37.8468	39.1631
PGS	Biweekly	2,466.22	2,551.99	2,640.74	2,732.58	2,827.62	2,925.98	3,027.74	3,133.05
8141	Monthly	5,343.48	5,529.31	5,721.60	5,920.59	6,126.51	6,339.62	6,560.10	6,788.28
	Annually	64,121.72	66,351.74	68,659.24	71,047.08	73,518.12	76,075.48	78,721.24	81,459.30

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Tree Trim Crew Chief	Hourly	27.9451	28.8232	29.7292	30.6634	31.6271	32.6212	33.6463	34.7038
8145	Biweekly	2,235.61	2,305.86	2,378.34	2,453.07	2,530.17	2,609.70	2,691.70	2,776.30
	Monthly	4,843.82	4,996.03	5,153.07	5,314.99	5,482.04	5,654.35	5,832.02	6,015.32
	Annually	58,125.86	59,952.36	61,836.84	63,779.82	65,784.42	67,852.20	69,984.20	72,183.80

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Pwr Plt Oper	Hourly	31.0740	31.7587	32.4586	33.1739	33.9047	34.6520	35.4155	36.1958
Burdick	Biweekly	2,485.92	2,540.70	2,596.69	2,653.91	2,712.38	2,772.16	2,833.24	2,895.66
8150	Monthly	5,386.16	5,504.85	5,626.16	5,750.14	5,876.82	6,006.35	6,138.69	6,273.93
	Annually	64,633.92	66,058.20	67,513.94	69,001.66	70,521.88	72,076.16	73,664.24	75,287.16

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Util Electrician	Hourly	27.2778	28.3633	29.4925	30.6663	31.8869	33.1562	34.4760	35.8483
8155	Biweekly	2,182.22	2,269.06	2,359.40	2,453.30	2,550.95	2,652.50	2,758.08	2,867.86
	Monthly	4,728.14	4,916.30	5,112.03	5,315.48	5,527.06	5,747.08	5,975.84	6,213.70
	Annually	56,737.72	58,995.56	61,344.40	63,785.80	66,324.70	68,965.00	71,710.08	74,564.36

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Util Technician	Hourly	26.3840	27.7055	29.0841	30.5349	32.0572	33.6658	35.3463	37.1128
PGS	Biweekly	2,110.72	2,216.44	2,326.73	2,442.79	2,564.58	2,693.26	2,827.70	2,969.02
8160	Monthly	4,573.23	4,802.29	5,041.25	5,292.71	5,556.59	5,835.40	6,126.68	6,432.88
	Annually	54,878.72	57,627.44	60,494.98	63,512.54	66,679.08	70,024.76	73,520.20	77,194.52

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Util Technician	Hourly	26.3840	27.7055	29.0841	30.5349	32.0572	33.6658	35.3463	37.1128
Burdick	Biweekly	2,110.72	2,216.44	2,326.73	2,442.79	2,564.58	2,693.26	2,827.70	2,969.02
8161	Monthly	4,573.23	4,802.29	5,041.25	5,292.71	5,556.59	5,835.40	6,126.68	6,432.88
	Annually	54,878.72	57,627.44	60,494.98	63,512.54	66,679.08	70,024.76	73,520.20	77,194.52

IBEW UTILITIES

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Util Warehouse Clerk	Hourly	20.2102	20.8258	21.4601	22.1141	22.7878	23.4820	24.1974	24.9346
8165	Biweekly	1,616.82	1,666.06	1,716.81	1,769.13	1,823.02	1,878.56	1,935.79	1,994.77
	Monthly	3,503.11	3,609.80	3,719.76	3,833.12	3,949.88	4,070.21	4,194.21	4,322.00
	Annually	42,037.32	43,317.56	44,637.06	45,997.38	47,398.52	48,842.56	50,330.54	51,864.02

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Water Maint Worker	Hourly	18.9281	19.8253	20.7651	21.7495	22.7804	23.8602	24.9911	26.1756
8175	Biweekly	1,514.25	1,586.02	1,661.21	1,739.96	1,822.43	1,908.82	1,999.29	2,094.05
	Monthly	3,280.88	3,436.38	3,599.29	3,769.91	3,948.60	4,135.78	4,331.80	4,537.11
	Annually	39,370.50	41,236.52	43,191.46	45,238.96	47,383.18	49,629.32	51,981.54	54,445.30

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Wireworker I	Hourly	21.5148	22.6062	23.7532	24.9583	26.2244	27.5548	28.9529	30.4219
8180	Biweekly	1,721.18	1,808.50	1,900.26	1,996.66	2,097.95	2,204.38	2,316.23	2,433.75
	Monthly	3,729.22	3,918.42	4,117.23	4,326.10	4,545.56	4,776.16	5,018.50	5,273.13
	Annually	44,750.68	47,021.00	49,406.76	51,913.16	54,546.70	57,313.88	60,221.98	63,277.50

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Wireworker II	Hourly	29.8350	30.5588	31.3003	32.0598	32.8378	33.6342	34.4504	35.2863
8185	Biweekly	2,386.80	2,444.70	2,504.02	2,564.78	2,627.02	2,690.74	2,756.03	2,822.90
	Monthly	5,171.40	5,296.85	5,425.38	5,557.02	5,691.88	5,829.94	5,971.40	6,116.28
	Annually	62,056.80	63,562.20	65,104.52	66,684.28	68,302.52	69,959.24	71,656.78	73,395.40

IBEW UTILITIES

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Meter Reader	Hourly	18.1497	18.8513	19.5799	20.3367	21.1226	21.9390	22.7869	23.6678
	Biweekly	1,451.98	1,508.10	1,566.39	1,626.94	1,689.81	1,755.12	1,822.95	1,893.42
	Monthly	3,145.96	3,267.55	3,393.85	3,525.04	3,661.26	3,802.76	3,949.73	4,102.41
	Annually	37,751.48	39,210.60	40,726.14	42,300.44	43,935.06	45,633.12	47,396.70	49,228.92

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Sr Meter Reader	Hourly	21.4958	22.0282	22.5741	23.1334	23.7067	24.2940	24.8961	25.5129
	Biweekly	1,719.66	1,762.26	1,805.93	1,850.67	1,896.54	1,943.52	1,991.69	2,041.03
	Monthly	3,725.93	3,818.23	3,912.85	4,009.79	4,109.17	4,210.96	4,315.33	4,422.23
	Annually	44,711.16	45,818.76	46,954.18	48,117.42	49,310.04	50,531.52	51,783.94	53,066.78

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Custodian-PCC	Hourly	16.8533	17.2583	17.6730	18.0978	18.5327	18.9783	19.4342	19.9014
	8005 Biweekly	1,348.26	1,380.66	1,413.84	1,447.82	1,482.62	1,518.26	1,554.74	1,592.11
	Monthly	2,921.23	2,991.43	3,063.32	3,136.94	3,212.34	3,289.56	3,368.60	3,449.57
	Annually	35,054.76	35,897.16	36,759.84	37,643.32	38,548.12	39,474.76	40,423.24	41,394.86

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Custodian-PGS	Hourly	16.8533	17.2583	17.6730	18.0978	18.5327	18.9783	19.4342	19.9014
	8006 Biweekly	1,348.26	1,380.66	1,413.84	1,447.82	1,482.62	1,518.26	1,554.74	1,592.11
	Monthly	2,921.23	2,991.43	3,063.32	3,136.94	3,212.34	3,289.56	3,368.60	3,449.57
	Annually	35,054.76	35,897.16	36,759.84	37,643.32	38,548.12	39,474.76	40,423.24	41,394.86

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Elc Undgr Crew Chief	Hourly	32.2470	33.3738	34.5401	35.7471	36.9964	38.2895	39.6273	41.0121
	8010 Biweekly	2,579.76	2,669.90	2,763.21	2,859.77	2,959.71	3,063.16	3,170.18	3,280.97
	Monthly	5,589.48	5,784.78	5,986.96	6,196.17	6,412.71	6,636.85	6,868.72	7,108.77
	Annually	67,073.76	69,417.40	71,843.46	74,354.02	76,952.46	79,642.16	82,424.68	85,305.22

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Elc Distr Crew Chief	Hourly	32.2470	33.3738	34.5401	35.7471	36.9964	38.2895	39.6273	41.0121
	8011 Biweekly	2,579.76	2,669.90	2,763.21	2,859.77	2,959.71	3,063.16	3,170.18	3,280.97
	Monthly	5,589.48	5,784.78	5,986.96	6,196.17	6,412.71	6,636.85	6,868.72	7,108.77
	Annually	67,073.76	69,417.40	71,843.46	74,354.02	76,952.46	79,642.16	82,424.68	85,305.22

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Engineering Tech I	Hourly	19.7395	20.7760	21.8668	23.0150	24.2237	25.4957	26.8344	28.2435
	8020 Biweekly	1,579.16	1,662.08	1,749.34	1,841.20	1,937.90	2,039.66	2,146.75	2,259.48
	Monthly	3,421.51	3,601.17	3,790.24	3,989.27	4,198.78	4,419.26	4,651.29	4,895.54
	Annually	41,058.16	43,214.08	45,482.84	47,871.20	50,385.40	53,031.16	55,815.50	58,746.48

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Engineering Tech II	Hourly	24.4019	25.5273	26.7046	27.9364	29.2251	30.5730	31.9832	33.4582
	8025 Biweekly	1,952.15	2,042.18	2,136.37	2,234.91	2,338.01	2,445.84	2,558.66	2,676.66
	Monthly	4,229.66	4,424.72	4,628.80	4,842.31	5,065.69	5,299.32	5,543.76	5,799.43
	Annually	50,755.90	53,096.68	55,545.62	58,107.66	60,788.26	63,591.84	66,525.16	69,593.16

IBEW UTILITIES

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Instrument Tech 8035	Hourly	29.9500	31.1656	32.4302	33.7461	35.1156	36.5406	38.0234	39.5665
	Biweekly	2,396.00	2,493.25	2,594.42	2,699.69	2,809.25	2,923.25	3,041.87	3,165.32
	Monthly	5,191.33	5,402.04	5,621.24	5,849.33	6,086.71	6,333.71	6,590.72	6,858.19
	Annually	62,296.00	64,824.50	67,454.92	70,191.94	73,040.50	76,004.50	79,088.62	82,298.32

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Lineworker Appr 8040	Hourly	21.7042	22.9241	24.2126	25.5732	27.0103	28.5284	30.1318	31.8251
	Biweekly	1,736.34	1,833.93	1,937.01	2,045.86	2,160.82	2,282.27	2,410.54	2,546.01
	Monthly	3,762.07	3,973.52	4,196.86	4,432.70	4,681.78	4,944.92	5,222.84	5,516.36
	Annually	45,144.84	47,682.18	50,362.26	53,192.36	56,181.32	59,339.02	62,674.04	66,196.26

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Lineworker 1st Cl 8045	Hourly	31.6997	32.4687	33.2566	34.0635	34.8902	35.7363	36.6036	37.4917
	Biweekly	2,535.98	2,597.50	2,660.53	2,725.08	2,791.22	2,858.90	2,928.29	2,999.34
	Monthly	5,494.62	5,627.92	5,764.48	5,904.34	6,047.64	6,194.28	6,344.63	6,498.57
	Annually	65,935.48	67,535.00	69,173.78	70,852.08	72,571.72	74,331.40	76,135.54	77,982.84

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Materials Handler 8055	Hourly	23.4211	24.4225	25.4665	26.5550	27.6902	28.8739	30.1082	31.3954
	Biweekly	1,873.69	1,953.80	2,037.32	2,124.40	2,215.22	2,309.91	2,408.66	2,511.63
	Monthly	4,059.66	4,233.23	4,414.19	4,602.87	4,799.64	5,004.81	5,218.76	5,441.87
	Annually	48,715.94	50,798.80	52,970.32	55,234.40	57,595.72	60,057.66	62,625.16	65,302.38

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Meter Technician 8060	Hourly	24.4611	25.2125	25.9870	26.7854	27.6084	28.4565	29.3306	30.2316
	Biweekly	1,956.89	2,017.00	2,078.96	2,142.83	2,208.67	2,276.52	2,346.45	2,418.53
	Monthly	4,239.93	4,370.17	4,504.41	4,642.80	4,785.45	4,932.46	5,083.98	5,240.15
	Annually	50,879.14	52,442.00	54,052.96	55,713.58	57,425.42	59,189.52	61,007.70	62,881.78

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Power Dispatcher I 8070	Hourly	28.4126	29.7825	31.2180	32.7232	34.3008	35.9544	37.6878	39.5046
	Biweekly	2,273.01	2,382.60	2,497.44	2,617.86	2,744.06	2,876.35	3,015.02	3,160.37
	Monthly	4,924.86	5,162.30	5,411.12	5,672.03	5,945.46	6,232.09	6,532.54	6,847.47
	Annually	59,098.26	61,947.60	64,933.44	68,064.36	71,345.56	74,785.10	78,390.52	82,169.62

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Power Dispatcher II 8075	Hourly	29.8421	31.2801	32.7874	34.3672	36.0233	37.7590	39.5785	41.4857
	Biweekly	2,387.37	2,502.41	2,622.99	2,749.38	2,881.86	3,020.72	3,166.28	3,318.86
	Monthly	5,172.64	5,421.89	5,683.15	5,956.99	6,244.03	6,544.89	6,860.27	7,190.86
	Annually	62,071.62	65,062.66	68,197.74	71,483.88	74,928.36	78,538.72	82,323.28	86,290.36

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
PP Maint Mch PGS 8080	Hourly	28.9972	29.9199	30.8721	31.8545	32.8683	33.9142	34.9935	36.1069
	Biweekly	2,319.78	2,393.59	2,469.77	2,548.36	2,629.46	2,713.14	2,799.48	2,888.55
	Monthly	5,026.19	5,186.11	5,351.17	5,521.45	5,697.16	5,878.47	6,065.54	6,258.53
	Annually	60,314.28	62,233.34	64,214.02	66,257.36	68,365.96	70,541.64	72,786.48	75,102.30

IBEW UTILITIES

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
PP Maint Mch	Hourly	28.9972	29.9199	30.8721	31.8545	32.8683	33.9142	34.9935	36.1069
Burdick	Biweekly	2,319.78	2,393.59	2,469.77	2,548.36	2,629.46	2,713.14	2,799.48	2,888.55
8081	Monthly	5,026.19	5,186.11	5,351.17	5,521.45	5,697.16	5,878.47	6,065.54	6,258.53
	Annually	60,314.28	62,233.34	64,214.02	66,257.36	68,365.96	70,541.64	72,786.48	75,102.30

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Pwr Plt Operator	Hourly	31.7732	32.4733	33.1889	33.9203	34.6676	35.4317	36.2123	37.0102
PGS	Biweekly	2,541.86	2,597.86	2,655.11	2,713.62	2,773.41	2,834.54	2,896.98	2,960.82
8090	Monthly	5,507.36	5,628.70	5,752.74	5,879.51	6,009.06	6,141.50	6,276.79	6,415.11
	Annually	66,088.36	67,544.36	69,032.86	70,554.12	72,108.66	73,698.04	75,321.48	76,981.32

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Sr Material Handler	Hourly	28.3828	29.4808	30.6213	31.8061	33.0369	34.3151	35.6426	37.0215
8100	Biweekly	2,270.62	2,358.46	2,449.70	2,544.49	2,642.95	2,745.21	2,851.41	2,961.72
	Monthly	4,919.68	5,110.00	5,307.68	5,513.06	5,726.39	5,947.96	6,178.06	6,417.06
	Annually	59,036.12	61,319.96	63,692.20	66,156.74	68,716.70	71,375.46	74,136.66	77,004.72

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Sr Pwr Dispatcher	Hourly	35.5564	37.2009	38.9213	40.7214	42.6046	44.5751	46.6366	48.7934
8105	Biweekly	2,844.51	2,976.07	3,113.70	3,257.71	3,408.37	3,566.01	3,730.93	3,903.47
	Monthly	6,163.11	6,448.15	6,746.35	7,058.37	7,384.80	7,726.36	8,083.68	8,457.52
	Annually	73,957.26	77,377.82	80,956.20	84,700.46	88,617.62	92,716.26	97,004.18	101,490.22

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Sr Pwr Plt Operator	Hourly	34.8313	36.0893	37.3931	38.7438	40.1433	41.5935	43.0959	44.6525
8110	Biweekly	2,786.50	2,887.14	2,991.45	3,099.50	3,211.46	3,327.48	3,447.67	3,572.20
	Monthly	6,037.42	6,255.47	6,481.48	6,715.58	6,958.16	7,209.54	7,469.95	7,739.77
	Annually	72,449.00	75,065.64	77,777.70	80,587.00	83,497.96	86,514.48	89,639.42	92,877.20

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Sr Water Main Wrkr	Hourly	23.7409	24.6928	25.6831	26.7126	27.7835	28.8976	30.0562	31.2614
8120	Biweekly	1,899.27	1,975.42	2,054.65	2,137.01	2,222.68	2,311.81	2,404.50	2,500.91
	Monthly	4,115.09	4,280.08	4,451.74	4,630.19	4,815.81	5,008.92	5,209.75	5,418.64
	Annually	49,381.02	51,360.92	53,420.90	55,562.26	57,789.68	60,107.06	62,517.00	65,023.66

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Sr Engineering Tech	Hourly	31.7854	32.7158	33.6734	34.6589	35.6733	36.7175	37.7920	38.8983
8125	Biweekly	2,542.83	2,617.26	2,693.87	2,772.71	2,853.86	2,937.40	3,023.36	3,111.86
	Monthly	5,509.47	5,670.73	5,836.72	6,007.54	6,183.36	6,364.37	6,550.61	6,742.36
	Annually	66,113.58	68,048.76	70,040.62	72,090.46	74,200.36	76,372.40	78,607.36	80,908.36

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Sr Substation Tech	Hourly	38.6369	38.8348	39.0339	39.2339	39.4349	39.6370	39.8401	40.0443
8130	Biweekly	3,090.95	3,106.78	3,122.71	3,138.71	3,154.79	3,170.96	3,187.21	3,203.54
	Monthly	6,697.06	6,731.36	6,765.87	6,800.54	6,835.38	6,870.41	6,905.62	6,941.00
	Annually	80,364.70	80,776.28	81,190.46	81,606.46	82,024.54	82,444.96	82,867.46	83,292.04

IBEW UTILITIES

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Substation Tech	Hourly	35.7676	35.9668	36.1675	36.3691	36.5720	36.7761	36.9811	37.1874
8135	Biweekly	2,861.41	2,877.34	2,893.40	2,909.53	2,925.76	2,942.09	2,958.49	2,974.99
	Monthly	6,199.72	6,234.24	6,269.03	6,303.98	6,339.15	6,374.53	6,410.06	6,445.81
	Annually	74,396.66	74,810.84	75,228.40	75,647.78	76,069.76	76,494.34	76,920.74	77,349.74

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
System Tech	Hourly	31.5213	32.6176	33.7520	34.9258	36.1406	37.3976	38.6984	40.0443
PCC	Biweekly	2,521.70	2,609.41	2,700.16	2,794.06	2,891.25	2,991.81	3,095.87	3,203.54
8140	Monthly	5,463.68	5,653.72	5,850.35	6,053.80	6,264.38	6,482.26	6,707.72	6,941.00
	Annually	65,564.20	67,844.66	70,204.16	72,645.56	75,172.50	77,787.06	80,492.62	83,292.04

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
System Tech	Hourly	31.5213	32.6176	33.7520	34.9258	36.1406	37.3976	38.6984	40.0443
PGS	Biweekly	2,521.70	2,609.41	2,700.16	2,794.06	2,891.25	2,991.81	3,095.87	3,203.54
8141	Monthly	5,463.68	5,653.72	5,850.35	6,053.80	6,264.38	6,482.26	6,707.72	6,941.00
	Annually	65,564.20	67,844.66	70,204.16	72,645.56	75,172.50	77,787.06	80,492.62	83,292.04

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Tree Trim Crew Chief	Hourly	29.0629	29.9761	30.9184	31.8899	32.8922	33.9260	34.9922	36.0920
8145	Biweekly	2,325.03	2,398.09	2,473.47	2,551.19	2,631.38	2,714.08	2,799.38	2,887.36
	Monthly	5,037.57	5,195.86	5,359.19	5,527.58	5,701.32	5,880.51	6,065.32	6,255.95
	Annually	60,450.78	62,350.34	64,310.22	66,330.94	68,415.88	70,566.08	72,783.88	75,071.36

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Pwr Plt Oper	Hourly	31.7732	32.4733	33.1889	33.9203	34.6676	35.4317	36.2123	37.0102
Burdick	Biweekly	2,541.86	2,597.86	2,655.11	2,713.62	2,773.41	2,834.54	2,896.98	2,960.82
8150	Monthly	5,507.36	5,628.70	5,752.74	5,879.51	6,009.06	6,141.50	6,276.79	6,415.11
	Annually	66,088.36	67,544.36	69,032.86	70,554.12	72,108.66	73,698.04	75,321.48	76,981.32

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Util Electrician	Hourly	27.8916	29.0015	30.1561	31.3563	32.6044	33.9022	35.2517	36.6549
8155	Biweekly	2,231.33	2,320.12	2,412.49	2,508.50	2,608.35	2,712.18	2,820.14	2,932.39
	Monthly	4,834.55	5,026.93	5,227.06	5,435.08	5,651.43	5,876.39	6,110.30	6,353.51
	Annually	58,014.58	60,323.12	62,724.74	65,221.00	67,817.10	70,516.68	73,323.64	76,242.14

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Util Technician	Hourly	26.9776	28.3289	29.7385	31.2219	32.7785	34.4233	36.1416	37.9478
PGS	Biweekly	2,158.21	2,266.31	2,379.08	2,497.75	2,622.28	2,753.86	2,891.33	3,035.82
8160	Monthly	4,676.12	4,910.34	5,154.67	5,411.79	5,681.61	5,966.70	6,264.55	6,577.61
	Annually	56,113.46	58,924.06	61,856.08	64,941.50	68,179.28	71,600.36	75,174.58	78,931.32

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Util Technician	Hourly	26.9776	28.3289	29.7385	31.2219	32.7785	34.4233	36.1416	37.9478
Burdick	Biweekly	2,158.21	2,266.31	2,379.08	2,497.75	2,622.28	2,753.86	2,891.33	3,035.82
8161	Monthly	4,676.12	4,910.34	5,154.67	5,411.79	5,681.61	5,966.70	6,264.55	6,577.61
	Annually	56,113.46	58,924.06	61,856.08	64,941.50	68,179.28	71,600.36	75,174.58	78,931.32

IBEW UTILITIES

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Util Warehouse Clerk	Hourly	21.0186	21.6588	22.3185	22.9987	23.6993	24.4213	25.1653	25.9320
8165	Biweekly	1,681.49	1,732.70	1,785.48	1,839.90	1,895.94	1,953.70	2,013.22	2,074.56
	Monthly	3,643.23	3,754.18	3,868.54	3,986.45	4,107.87	4,233.02	4,361.98	4,494.88
	Annually	43,718.74	45,050.20	46,422.48	47,837.40	49,294.44	50,796.20	52,343.72	53,938.56

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Water Maint Worker	Hourly	19.4013	20.3209	21.2842	22.2932	23.3499	24.4567	25.6159	26.8300
8175	Biweekly	1,552.10	1,625.67	1,702.74	1,783.46	1,867.99	1,956.54	2,049.27	2,146.40
	Monthly	3,362.88	3,522.29	3,689.27	3,864.16	4,047.31	4,239.17	4,440.09	4,650.53
	Annually	40,354.60	42,267.42	44,271.24	46,369.96	48,567.74	50,870.04	53,281.02	55,806.40

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Wireworker I	Hourly	22.8595	24.0191	25.2378	26.5182	27.8634	29.2770	30.7625	32.3233
8180	Biweekly	1,828.76	1,921.53	2,019.02	2,121.46	2,229.07	2,342.16	2,461.00	2,585.86
	Monthly	3,962.31	4,163.32	4,374.54	4,596.50	4,829.65	5,074.68	5,332.17	5,602.70
	Annually	47,547.76	49,959.78	52,494.52	55,157.96	57,955.82	60,896.16	63,986.00	67,232.36

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Wireworker II	Hourly	31.6997	32.4687	33.2566	34.0635	34.8902	35.7363	36.6036	37.4917
8185	Biweekly	2,535.98	2,597.50	2,660.53	2,725.08	2,791.22	2,858.90	2,928.29	2,999.34
	Monthly	5,494.62	5,627.92	5,764.48	5,904.34	6,047.64	6,194.28	6,344.63	6,498.57
	Annually	65,935.48	67,535.00	69,173.78	70,852.08	72,571.72	74,331.40	76,135.54	77,982.84

IBEW UTILITIES

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Meter Reader	Hourly	18.6488	19.3697	20.1183	20.8960	21.7035	22.5423	23.4135	24.3187
	Biweekly	1,491.90	1,549.58	1,609.46	1,671.68	1,736.28	1,803.38	1,873.08	1,945.50
	Monthly	3,232.45	3,357.42	3,487.16	3,621.97	3,761.94	3,907.32	4,058.34	4,215.25
	Annually	38,789.40	40,289.08	41,845.96	43,463.68	45,143.28	46,887.88	48,700.08	50,583.00

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Sr Meter Reader	Hourly	22.0869	22.6340	23.1949	23.7696	24.3586	24.9621	25.5807	26.2145
	Biweekly	1,766.95	1,810.72	1,855.59	1,901.57	1,948.69	1,996.97	2,046.46	2,097.16
	Monthly	3,828.39	3,923.23	4,020.45	4,120.07	4,222.16	4,326.77	4,434.00	4,543.85
	Annually	45,940.70	47,078.72	48,245.34	49,440.82	50,665.94	51,921.22	53,207.96	54,526.16

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Custodian-PCC	Hourly	17.3168	17.7329	18.1590	18.5955	19.0423	19.5002	19.9686	20.4487
	8005 Biweekly	1,385.34	1,418.63	1,452.72	1,487.64	1,523.38	1,560.02	1,597.49	1,635.90
	Monthly	3,001.57	3,073.70	3,147.56	3,223.22	3,300.66	3,380.04	3,461.23	3,544.45
	Annually	36,018.84	36,884.38	37,770.72	38,678.64	39,607.88	40,560.52	41,534.74	42,533.40

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Custodian-PGS	Hourly	17.3168	17.7329	18.1590	18.5955	19.0423	19.5002	19.9686	20.4487
	8006 Biweekly	1,385.34	1,418.63	1,452.72	1,487.64	1,523.38	1,560.02	1,597.49	1,635.90
	Monthly	3,001.57	3,073.70	3,147.56	3,223.22	3,300.66	3,380.04	3,461.23	3,544.45
	Annually	36,018.84	36,884.38	37,770.72	38,678.64	39,607.88	40,560.52	41,534.74	42,533.40

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Elc Undgr Crew Chief	Hourly	33.1338	34.2916	35.4900	36.7301	38.0138	39.3425	40.7171	42.1399
	8010 Biweekly	2,650.70	2,743.33	2,839.20	2,938.41	3,041.10	3,147.40	3,257.37	3,371.19
	Monthly	5,743.18	5,943.88	6,151.60	6,366.56	6,589.05	6,819.37	7,057.64	7,304.25
	Annually	68,918.20	71,326.58	73,819.20	76,398.66	79,068.60	81,832.40	84,691.62	87,650.94

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Elc Distr Crew Chief	Hourly	33.1338	34.2916	35.4900	36.7301	38.0138	39.3425	40.7171	42.1399
	8011 Biweekly	2,650.70	2,743.33	2,839.20	2,938.41	3,041.10	3,147.40	3,257.37	3,371.19
	Monthly	5,743.18	5,943.88	6,151.60	6,366.56	6,589.05	6,819.37	7,057.64	7,304.25
	Annually	68,918.20	71,326.58	73,819.20	76,398.66	79,068.60	81,832.40	84,691.62	87,650.94

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Engineering Tech I	Hourly	20.2823	21.3473	22.4681	23.6479	24.8899	26.1968	27.5723	29.0202
	8020 Biweekly	1,622.58	1,707.78	1,797.45	1,891.83	1,991.19	2,095.74	2,205.78	2,321.62
	Monthly	3,515.59	3,700.19	3,894.48	4,098.97	4,314.25	4,540.77	4,779.19	5,030.18
	Annually	42,187.08	44,402.28	46,733.70	49,187.58	51,770.94	54,489.24	57,350.28	60,362.12

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Engineering Tech II	Hourly	25.0730	26.2293	27.4390	28.7047	30.0288	31.4138	32.8627	34.3783
	8025 Biweekly	2,005.84	2,098.34	2,195.12	2,296.38	2,402.30	2,513.10	2,629.02	2,750.26
	Monthly	4,345.99	4,546.40	4,756.09	4,975.49	5,204.98	5,445.05	5,696.21	5,958.90
	Annually	52,151.84	54,556.84	57,073.12	59,705.88	62,459.80	65,340.60	68,354.52	71,506.76

IBEW UTILITIES

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Instrument Tech 8035	Hourly	30.7736	32.0227	33.3220	34.6741	36.0813	37.5455	39.0690	40.6546
	Biweekly	2,461.89	2,561.82	2,665.76	2,773.93	2,886.50	3,003.64	3,125.52	3,252.37
	Monthly	5,334.10	5,550.61	5,775.81	6,010.18	6,254.08	6,507.89	6,771.96	7,046.80
	Annually	64,009.14	66,607.32	69,309.76	72,122.18	75,049.00	78,094.64	81,263.52	84,561.62

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Lineworker Appr 8040	Hourly	22.3011	23.5545	24.8784	26.2765	27.7531	29.3129	30.9604	32.7003
	Biweekly	1,784.09	1,884.36	1,990.27	2,102.12	2,220.25	2,345.03	2,476.83	2,616.02
	Monthly	3,865.53	4,082.78	4,312.25	4,554.59	4,810.54	5,080.90	5,366.47	5,668.04
	Annually	46,386.34	48,993.36	51,747.02	54,655.12	57,726.50	60,970.78	64,397.58	68,016.52

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Lineworker 1st Cl 8045	Hourly	32.5714	33.3616	34.1712	35.0002	35.8497	36.7190	37.6102	38.5227
	Biweekly	2,605.71	2,668.93	2,733.70	2,800.02	2,867.98	2,937.52	3,008.82	3,081.82
	Monthly	5,645.71	5,782.68	5,923.02	6,066.71	6,213.96	6,364.63	6,519.11	6,677.28
	Annually	67,748.46	69,392.18	71,076.20	72,800.52	74,567.48	76,375.52	78,229.32	80,127.32

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Materials Handler 8055	Hourly	24.0652	25.0941	26.1668	27.2853	28.4517	29.6679	30.9362	32.2588
	Biweekly	1,925.22	2,007.53	2,093.34	2,182.82	2,276.14	2,373.43	2,474.90	2,580.70
	Monthly	4,171.31	4,349.65	4,535.57	4,729.44	4,931.64	5,142.43	5,362.28	5,591.52
	Annually	50,055.72	52,195.78	54,426.84	56,753.32	59,179.64	61,709.18	64,347.40	67,098.20

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Meter Technician 8060	Hourly	25.1338	25.9058	26.7016	27.5220	28.3676	29.2391	30.1372	31.0630
	Biweekly	2,010.70	2,072.46	2,136.13	2,201.76	2,269.41	2,339.13	2,410.98	2,485.04
	Monthly	4,356.52	4,490.33	4,628.28	4,770.48	4,917.06	5,068.12	5,223.79	5,384.25
	Annually	52,278.20	53,883.96	55,539.38	57,245.76	59,004.66	60,817.38	62,685.48	64,611.04

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Power Dispatcher I 8070	Hourly	29.1939	30.6015	32.0765	33.6231	35.2441	36.9431	38.7242	40.5910
	Biweekly	2,335.51	2,448.12	2,566.12	2,689.85	2,819.53	2,955.45	3,097.94	3,247.28
	Monthly	5,060.27	5,304.26	5,559.93	5,828.01	6,108.98	6,403.48	6,712.20	7,035.77
	Annually	60,723.26	63,651.12	66,719.12	69,936.10	73,307.78	76,841.70	80,546.44	84,429.28

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Power Dispatcher II 8075	Hourly	30.6628	32.1403	33.6891	35.3123	37.0139	38.7974	40.6669	42.6266
	Biweekly	2,453.02	2,571.22	2,695.13	2,824.98	2,961.11	3,103.79	3,253.35	3,410.13
	Monthly	5,314.88	5,570.98	5,839.45	6,120.79	6,415.74	6,724.88	7,048.93	7,388.62
	Annually	63,778.52	66,851.72	70,073.38	73,449.48	76,988.86	80,698.54	84,587.10	88,663.38

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
PP Maint Mch PGS 8080	Hourly	29.7946	30.7427	31.7211	32.7305	33.7722	34.8468	35.9558	37.0998
	Biweekly	2,383.57	2,459.42	2,537.69	2,618.44	2,701.78	2,787.74	2,876.46	2,967.98
	Monthly	5,164.40	5,328.74	5,498.33	5,673.29	5,853.86	6,040.10	6,232.33	6,430.62
	Annually	61,972.82	63,944.92	65,979.94	68,079.44	70,246.28	72,481.24	74,787.96	77,167.48

IBEW UTILITIES

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
PP Maint Mch	Hourly	29.7946	30.7427	31.7211	32.7305	33.7722	34.8468	35.9558	37.0998
Burdick	Biweekly	2,383.57	2,459.42	2,537.69	2,618.44	2,701.78	2,787.74	2,876.46	2,967.98
8081	Monthly	5,164.40	5,328.74	5,498.33	5,673.29	5,853.86	6,040.10	6,232.33	6,430.62
	Annually	61,972.82	63,944.92	65,979.94	68,079.44	70,246.28	72,481.24	74,787.96	77,167.48

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Pwr Plt Operator	Hourly	32.6470	33.3663	34.1016	34.8531	35.6210	36.4061	37.2081	38.0280
PGS	Biweekly	2,611.76	2,669.30	2,728.13	2,788.25	2,849.68	2,912.49	2,976.65	3,042.24
8090	Monthly	5,658.81	5,783.48	5,910.95	6,041.21	6,174.31	6,310.40	6,449.41	6,591.52
	Annually	67,905.76	69,401.80	70,931.38	72,494.50	74,091.68	75,724.74	77,392.90	79,098.24

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Sr Material Handler	Hourly	29.1633	30.2915	31.4634	32.6808	33.9454	35.2588	36.6228	38.0396
8100	Biweekly	2,333.06	2,423.32	2,517.07	2,614.46	2,715.63	2,820.70	2,929.82	3,043.17
	Monthly	5,054.96	5,250.53	5,453.65	5,664.66	5,883.87	6,111.52	6,347.94	6,593.54
	Annually	60,659.56	63,006.32	65,443.82	67,975.96	70,606.38	73,338.20	76,175.32	79,122.42

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Sr Pwr Dispatcher	Hourly	36.5342	38.2239	39.9916	41.8412	43.7762	45.8009	47.9191	50.1352
8105	Biweekly	2,922.74	3,057.91	3,199.33	3,347.30	3,502.10	3,664.07	3,833.53	4,010.82
	Monthly	6,332.60	6,625.47	6,931.88	7,252.48	7,587.88	7,938.82	8,305.98	8,690.11
	Annually	75,991.24	79,505.66	83,182.58	87,029.80	91,054.60	95,265.82	99,671.78	104,281.32

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Sr Pwr Plt Operator	Hourly	35.7892	37.0818	38.4214	39.8093	41.2472	42.7373	44.2810	45.8804
8110	Biweekly	2,863.14	2,966.54	3,073.71	3,184.74	3,299.78	3,418.98	3,542.48	3,670.43
	Monthly	6,203.47	6,427.50	6,659.71	6,900.27	7,149.52	7,407.79	7,675.37	7,952.60
	Annually	74,441.64	77,130.04	79,916.46	82,803.24	85,794.28	88,893.48	92,104.48	95,431.18

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Sr Water Main Wrkr	Hourly	24.3938	25.3719	26.3894	27.4472	28.5475	29.6923	30.8827	32.1211
8120	Biweekly	1,951.50	2,029.75	2,111.15	2,195.78	2,283.80	2,375.38	2,470.62	2,569.69
	Monthly	4,228.25	4,397.79	4,574.16	4,757.52	4,948.23	5,146.66	5,353.01	5,567.66
	Annually	50,739.00	52,773.50	54,889.90	57,090.28	59,378.80	61,759.88	64,236.12	66,811.94

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Sr Engineering Tech	Hourly	32.6595	33.6155	34.5994	35.6120	36.6543	37.7272	38.8313	39.9680
8125	Biweekly	2,612.76	2,689.24	2,767.95	2,848.96	2,932.34	3,018.18	3,106.50	3,197.44
	Monthly	5,660.98	5,826.69	5,997.23	6,172.75	6,353.40	6,539.39	6,730.75	6,927.79
	Annually	67,931.76	69,920.24	71,966.70	74,072.96	76,240.84	78,472.68	80,769.00	83,133.44

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Sr Substation Tech	Hourly	39.6994	39.9028	40.1073	40.3128	40.5194	40.7270	40.9357	41.1455
8130	Biweekly	3,175.95	3,192.22	3,208.58	3,225.02	3,241.55	3,258.16	3,274.86	3,291.64
	Monthly	6,881.23	6,916.48	6,951.92	6,987.54	7,023.36	7,059.35	7,095.53	7,131.89
	Annually	82,574.70	82,997.72	83,423.08	83,850.52	84,280.30	84,712.16	85,146.36	85,582.64

IBEW UTILITIES

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Substation Tech	Hourly	36.7512	36.9559	37.1621	37.3693	37.5777	37.7874	37.9981	38.2101
8135	Biweekly	2,940.10	2,956.47	2,972.97	2,989.54	3,006.22	3,022.99	3,039.85	3,056.81
	Monthly	6,370.22	6,405.69	6,441.44	6,477.34	6,513.48	6,549.81	6,586.34	6,623.09
	Annually	76,442.60	76,868.22	77,297.22	77,728.04	78,161.72	78,597.74	79,036.10	79,477.06

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
System Tech	Hourly	32.3881	33.5146	34.6802	35.8863	37.1345	38.4260	39.7626	41.1455
PCC	Biweekly	2,591.05	2,681.17	2,774.42	2,870.90	2,970.76	3,074.08	3,181.01	3,291.64
8140	Monthly	5,613.94	5,809.20	6,011.24	6,220.28	6,436.65	6,660.51	6,892.19	7,131.89
	Annually	67,367.30	69,710.42	72,134.92	74,643.40	77,239.76	79,926.08	82,706.26	85,582.64

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
System Tech	Hourly	32.3881	33.5146	34.6802	35.8863	37.1345	38.4260	39.7626	41.1455
PGS	Biweekly	2,591.05	2,681.17	2,774.42	2,870.90	2,970.76	3,074.08	3,181.01	3,291.64
8141	Monthly	5,613.94	5,809.20	6,011.24	6,220.28	6,436.65	6,660.51	6,892.19	7,131.89
	Annually	67,367.30	69,710.42	72,134.92	74,643.40	77,239.76	79,926.08	82,706.26	85,582.64

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Tree Trim Crew Chief	Hourly	29.8621	30.8004	31.7687	32.7669	33.7967	34.8590	35.9545	37.0845
8145	Biweekly	2,388.97	2,464.03	2,541.50	2,621.35	2,703.74	2,788.72	2,876.36	2,966.76
	Monthly	5,176.10	5,338.73	5,506.58	5,679.59	5,858.10	6,042.23	6,232.11	6,427.98
	Annually	62,113.22	64,064.78	66,079.00	68,155.10	70,297.24	72,506.72	74,785.36	77,135.76

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Pwr Plt Oper	Hourly	32.6470	33.3663	34.1016	34.8531	35.6210	36.4061	37.2081	38.0280
Burdick	Biweekly	2,611.76	2,669.30	2,728.13	2,788.25	2,849.68	2,912.49	2,976.65	3,042.24
8150	Monthly	5,658.81	5,783.48	5,910.95	6,041.21	6,174.31	6,310.40	6,449.41	6,591.52
	Annually	67,905.76	69,401.80	70,931.38	72,494.50	74,091.68	75,724.74	77,392.90	79,098.24

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Util Electrician	Hourly	28.6586	29.7990	30.9854	32.2186	33.5010	34.8345	36.2211	37.6629
8155	Biweekly	2,292.69	2,383.92	2,478.83	2,577.49	2,680.08	2,786.76	2,897.69	3,013.03
	Monthly	4,967.50	5,165.16	5,370.80	5,584.56	5,806.84	6,037.98	6,278.33	6,528.23
	Annually	59,609.94	61,981.92	64,449.58	67,014.74	69,682.08	72,455.76	75,339.94	78,338.78

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Util Technician	Hourly	27.7195	29.1079	30.5563	32.0805	33.6799	35.3699	37.1355	38.9914
PGS	Biweekly	2,217.56	2,328.63	2,444.50	2,566.44	2,694.39	2,829.59	2,970.84	3,119.31
8160	Monthly	4,804.71	5,045.37	5,296.42	5,560.62	5,837.85	6,130.78	6,436.82	6,758.51
	Annually	57,656.56	60,544.38	63,557.00	66,727.44	70,054.14	73,569.34	77,241.84	81,102.06

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Util Technician	Hourly	27.7195	29.1079	30.5563	32.0805	33.6799	35.3699	37.1355	38.9914
Burdick	Biweekly	2,217.56	2,328.63	2,444.50	2,566.44	2,694.39	2,829.59	2,970.84	3,119.31
8161	Monthly	4,804.71	5,045.37	5,296.42	5,560.62	5,837.85	6,130.78	6,436.82	6,758.51
	Annually	57,656.56	60,544.38	63,557.00	66,727.44	70,054.14	73,569.34	77,241.84	81,102.06

IBEW UTILITIES

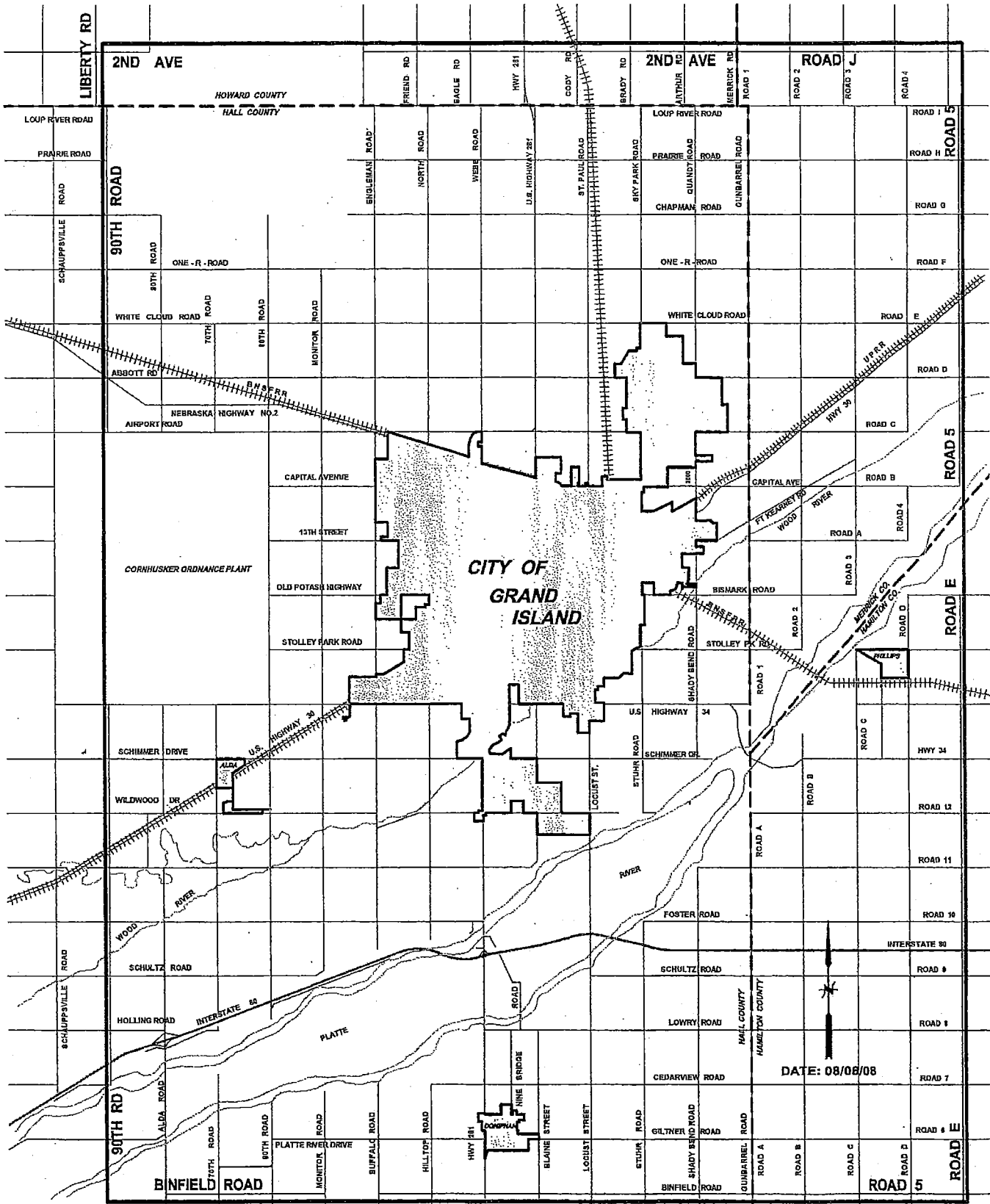
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Util Warehouse Clerk	Hourly	21.5966	22.2544	22.9323	23.6312	24.3510	25.0929	25.8573	26.6451
8165	Biweekly	1,727.73	1,780.35	1,834.58	1,890.50	1,948.08	2,007.43	2,068.58	2,131.61
	Monthly	3,743.42	3,857.43	3,974.92	4,096.08	4,220.84	4,349.43	4,481.92	4,618.49
	Annually	44,920.98	46,289.10	47,699.08	49,153.00	50,650.08	52,193.18	53,783.08	55,421.86

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Water Maint Worker	Hourly	19.9348	20.8797	21.8695	22.9063	23.9920	25.1293	26.3203	27.5678
8175	Biweekly	1,594.78	1,670.38	1,749.56	1,832.50	1,919.36	2,010.34	2,105.62	2,205.42
	Monthly	3,455.36	3,619.16	3,790.71	3,970.42	4,158.61	4,355.74	4,562.18	4,778.41
	Annually	41,464.28	43,429.88	45,488.56	47,645.00	49,903.36	52,268.84	54,746.12	57,340.92

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Wireworker I	Hourly	23.4881	24.6796	25.9318	27.2475	28.6296	30.0821	31.6085	33.2122
8180	Biweekly	1,879.05	1,974.37	2,074.54	2,179.80	2,290.37	2,406.57	2,528.68	2,656.98
	Monthly	4,071.28	4,277.80	4,494.84	4,722.90	4,962.47	5,214.24	5,478.81	5,756.79
	Annually	48,855.30	51,333.62	53,938.04	56,674.80	59,549.62	62,570.82	65,745.68	69,081.48

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Wireworker II	Hourly	32.5714	33.3616	34.1712	35.0002	35.8497	36.7190	37.6102	38.5227
8185	Biweekly	2,605.71	2,668.93	2,733.70	2,800.02	2,867.98	2,937.52	3,008.82	3,081.82
	Monthly	5,645.71	5,782.68	5,923.02	6,066.71	6,213.96	6,364.63	6,519.11	6,677.28
	Annually	67,748.46	69,392.18	71,076.20	72,800.52	74,567.48	76,375.52	78,229.32	80,127.32

EXHIBIT D



RESOLUTION 2014-291

WHEREAS, pursuant to Neb. Rev. Stat., §16-201, the 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, four employee groups at the City of Grand Island are represented by the Union Local No. 1597, I.B.E.W., AFL-CIO (IBEW Finance, Wastewater Treatment Plant, Service/Clerical and Utilities); and

WHEREAS, representatives of the City and the IBEW, Local No. 1597 (Utilities) met to negotiate the labor agreement, and

WHEREAS, the contract specifies a salary adjustment as well as all other benefits, terms and conditions outlined in the agreement, and

WHEREAS, an agreement was reached with the employee group and a labor agreement has been presented to City Council for approval.

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) for the period of October 1, 2014 through September 30, 2017.

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Adopted by the City Council of the City of Grand Island, Nebraska, on September 9, 2014.

Jay Vavricek, Mayor

Attest:

RaNae Edwards, City Clerk

Approved as to Form	□ _____
September 5, 2014	□ City Attorney