



City of Grand Island

Tuesday, January 12, 2010

Council Session

Item I4

#2010-23 - Consideration of Approving IBEW Service/Clerical Contract

Staff Contact: Brenda Sutherland

Council Agenda Memo

From: Brenda Sutherland, Human Resources Director

Meeting: January 12, 2010

Subject: IBEW Service/Clerical Labor Agreement

Item #'s: I-4

Presenter(s): Brenda Sutherland, Human Resources Director

Background

The City was notified by the Nebraska Commission of Industrial Relations that a new employee group had petitioned the Commission to be recognized by the City as being represented by the International Brotherhood of Electrical Workers, Local 1597. This group of employees comes from the following City departments; Administration, Building, Emergency Management, Finance, Library, Parks & Recreation, Planning, Police, Public Works, and Utilities. This is a newly formed employee group has a first time labor agreement that was negotiated between representatives of the IBEW, Local 1597 and representatives of the City of Grand Island. The representatives have been negotiating for several months and have come to agreement on the labor agreement that is being proposed to Council for approval.

Discussion

As mentioned above, this labor agreement represents the employees from a majority of City departments. The IBEW and the City agreed to a joint survey of salary and benefits conducted by Paul Essman to be used in the negotiation process. As is the case when surveys are done, some positions move upward with the survey while others are frozen. Of the twenty-five positions that were surveyed, four positions were frozen as a result of the survey. Salary tables for the other positions were adjusted. The IBEW agreed to address step placement the same way that the non-union employees did, meaning that they moved into the next closest step that gave them at least a two percent increase. This means that an employee may now be in a lower step but would still receive an increase in the new step that they moved to. Based on step placement in the new table, employees will receive anywhere from 0% to 7.4% with future step movement on their anniversary date. This allows the City to spread the cost over future years and be able to plan better for the expense.

The majority of the benefits that the employees received as non-union employees remained the same with the exception of the addition of a personal day that was used to offset a holiday that the survey identified as being comparable, a reduction in their VEBA contribution from \$30 per pay period to \$15 per pay period, the elimination of annual medical leave buy out after the final one as of September 30, 2009, and the addition of bereavement leave of three days for immediate family members and two days for non-immediate family members. Employees will now stay in steps one and two of the pay scale for at least one year as opposed to six months as they did previously.

Two positions have had title changes to better reflect the position when the survey was done. The Purchasing Technician will now be referred to as an Accounts Payable Clerk and the GIS Technician will now be referred to as a GIS Specialist. Additionally, when the job duties for the Custodian at the Police Department were surveyed they matched more comparably externally as well as internally to a Maintenance Worker II. This is a position that we currently have at the City in various departments. The title changes are reflected in the Salary Ordinance.

The labor agreement is proposed for a duration of two years with a survey of five key classes to be averaged for the movement in year two of the contract.

Alternatives

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

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

Recommendation

City Administration recommends that the Council approve the Service/Clerical labor agreement between the City of Grand Island and IBEW, Local 1597.

Sample Motion

Move to approve the labor agreement between the City of Grand Island and The Local IBEW 1597 for employees covered under the Service/ Clerical agreement.

AGREEMENT

between



and

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

October 1, 2009 through September 30, 2011

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AGREEMENT

THIS AGREEMENT, dated this _____ day of _____, 2009, by and between the CITY OF GRAND ISLAND (hereinafter referred to as the "City"), and UNION LOCAL NO. 1597, I.B.E.W., AFL-CIO (hereinafter referred to as the "Union"). The provisions of this agreement shall be effective from October 1, 2009 through and including September 30, 2011.

PURPOSE AND INTENT OF THE PARTIES

The purpose of the City and the Union entering into this labor agreement is to promote harmonious relations between the employer and the union, the establishment of an equitable and peaceful procedure for the resolution of differences, and the establishment of rates of pay and other conditions of employment.

ARTICLE I - RECOGNITION

A. BARGAINING UNIT

The City hereby recognizes the Union as the sole representative of those full-time non-supervisory employees in the following positions employed with the City. Only employees with full-time regular status in the classifications listed below are eligible for representation by the Union:

Administrative Assistant (Fire, Public Works, Utilities)
Accounting Technician (Streets)
Accounts Payable Clerk
Audio Video Technician
Building Inspector
Communications Specialist (Emergency Management Div. & 911)
Community Development Administrator
Computer Programmer
Computer Operator
Computer Technician
Custodian (Police)
Electrical Inspector
Emergency Management Coordinator
Engineering Technician (Public Works)
Evidence Technician (Police)
GIS Specialist
Maintenance Worker I & II (Building, Library, Police)
Plans Examiner
Planning Technician
Plumbing Inspector Backflow
Plumbing Inspector
Police Records Clerk
Secretary (Finance, Building, Parks & Rec., Planning, Utilities)

Shooting Range Operator
Stormwater Technician (Public Works)

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

Nothing contained in this Article shall prohibit employees of the bargaining unit from seeking an election to revoke the authority of the Union to represent them prior to the expiration of this agreement. The Union further agrees that it will not do anything to discriminate against any employee who attempts the certification 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 during the term of this Agreement.

ARTICLE II - HOURS OF WORK

A. SCHEDULES OF WORK

The City shall establish the work week, work day, and hours of work. The work week, work day and hours of work may vary according to the special requirements of any division or program. Hours worked shall include actual hours worked and shall not include paid leave, holidays, and vacation when calculating overtime. The City shall strive to make reasonable efforts so that all changes and work schedules, except in cases of emergency, shall be posted for all affected employees to see at least seventy-two (72) hours before the change is effective.

B. REST PERIODS

Employees may take a 15-minute rest period during the approximate middle of each one-half (1/2) work day; provided, however, that the granting of such rest periods shall be at such times as are the least disruptive of work in progress. If it is not feasible to grant any such rest periods, employees shall not receive additional pay or additional time off in lieu thereof. Non-shift employees shall be allowed at least one-half hour off, without pay, for a meal as close to the middle of the shift as possible. The employer retains the right to respond to emergency situations by not allowing a rest period. Rest periods shall not be cumulative. Unless prior supervisory approval is given, rest periods shall not be taken before one (1) hour after the employee arrives at work, or one (1) hour before the employee leaves work. Rest periods are considered work time. The provisions of this section may not be used for the purpose of regular and routine denial of rest periods.

C. OVERTIME AND COMPENSATORY TIME

1. Non-exempt employees who perform work in excess of forty (40) hours in a workweek, shall be compensated at the rate of one and one-half (1½) times their regular rate of pay for the excess hours worked. Compensation shall be in compensatory time or cash payment, at the option of the City.

2. Overtime and compensatory time for work shall be accrued and compensated for in one-tenth (1/10) hour units.

3. This article shall not be construed as a guarantee of hours of work per day or per week. Overtime shall not be paid more than once for the same hours worked.

4. For purposes of calculating eligibility for overtime, “hours worked” shall include actual hours worked. Any payment for time not actually worked (leave time) shall not count towards the calculation of overtime.

5. In lieu of payment for overtime hours worked, the City may grant compensatory time off. One and one-half (1½) hours of compensatory time shall be credited for each overtime hour worked. Compensatory time may not be used on a holiday. Compensatory time may be accumulated up to sixteen (16) hours annually with the year commencing October 1st. All compensatory time that is not used prior to the last pay period before September 15th of each year shall be paid out in cash to the employee at the regular hourly rate for the hours left in the compensatory time bank. The payout for the unused compensatory time shall occur in the last full pay period prior to or on September 15th, if September 15th is the last pay period of said year. It shall be permissible to use less than eight (8) hours at a time. The compensatory time off shall be taken at a time mutually agreed upon by the employee and his/her supervisor. It is understood that the usage of compensatory time is to be requested prior to being taken and the request may be denied as may any other leave request. Requests for the use of accrued compensatory time shall not be unreasonably denied. The City has the choice to pay overtime in lieu granting compensatory time at the City's choice.

6. All compensatory time must be recorded through the City's payroll system. Compensatory time kept by individual employees or their supervisors will not be recognized and is prohibited.

D. 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 their regular rate of pay for the actual number of hours worked, although the employee shall be compensated for no less than two (2) 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 work site, he or she shall be compensated as set forth above, but the minimum compensation will be one (1) hour instead of two (2).

ARTICLE III - HOLIDAYS AND HOLIDAY PAY

A. HOLIDAYS

The following holidays are observed:

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

B. HOLIDAY PAY AND HOLIDAY ON PAY

Holiday pay shall consist of straight pay up to eight (8) hours plus additional compensation at the rate of 1.5 times the regular rate of compensation for those who are regularly scheduled to work. For those who are called into work on the holiday, they shall receive as compensation straight pay up to eight (8) hours for the holiday, plus additional compensation at the rate of 1.5 times the regular rate of pay for the actual hours worked as holiday on pay. No compensatory time may be accrued in lieu of being paid Holiday on Pay or Holiday Pay.

C. WEEKEND HOLIDAYS

When a holiday falls on Sunday, the following Monday shall be observed as a holiday; when a holiday falls on Saturday, the preceding Friday shall be observed as the holiday; except, if you work in a shift position or any department that is open and operating twenty-four (24) hours a day seven (7) days a week, then the holiday shall be recognized on its actual day.

D. 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.

E. PERSONAL DAY

Four (4) personal leave days will be given to employees each contract year. One personal leave day 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 (2) personal leave days, the City will provide two (2) annual personal leave days that will be granted on October 1st and must be used by September 15th. Personal leave days may be taken at any time and may be taken in one (1) hour increments; provided, the time selected by the employee must have the prior approval of the employee's supervisor. 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. Personal leave not taken by the dates set forth above expires and does not carry over. Employees will not be compensated for unused or expired personal leave days.

ARTICLE IV – VACATIONS

A. ELIGIBILITY

All full-time regular status employees are eligible to take vacation leave as it is earned and shall accrue vacation leave in bi-weekly increments as described below. Employees shall not earn or accrue any vacation time during their introductory period. Vacation may be taken at any time and may be taken in one (1) hour increments; provided, the time selected by the employee must have the prior approval of the employee's supervisor. Requests for vacation time will not be unreasonably denied.

B. AMOUNT AUTHORIZED

Authorized vacation leave shall be computed on the following basis:

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

2.	Years 2 through 4	Eighty (80) Hours
3.	Years 5 through 6	One Hundred Twenty (120) Hours
4.	Years 7 through 8	One Hundred Twenty-Eight (128) Hours
5.	Years 9 through 10	One Hundred Thirty-Six (136) Hours
6.	Years 11 through 12	One Hundred Forty-Four (144) Hours
7.	Years 13 through 14	One Hundred Fifty-Two (152) Hours
8.	Years 14 through 19	One Hundred Sixty (160) Hours
9.	Years 20 through 24	One Hundred Sixty-Eight (168) Hours
10.	Year 25 and beyond	One Hundred Seventy-Six (176) Hours

All vacation will accrue on a prorated basis using a twenty-six pay period year. Authorized vacation leave for regular employees working fewer than forty (40) hours per week shall be prorated based upon the normally scheduled hours worked. Credit toward vacation leave shall not be earned while an employee is on a leave of absence without pay.

C. VACATION SCHEDULE

1. Vacation leave shall be taken at a time convenient to and approved by the Department Director or supervisor.

2. The Director or his or her designees will make every effort to grant requested vacation time; however, it must be approved in advance and will be granted on the basis of work

requirements of the department. Each employee shall take a minimum vacation of five (5) 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

The Department Director and/or supervisor 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 (2) vacation schedules that will run consecutively.

1. Prime Vacation Schedule: An employee may make one choice with a minimum of five (5) work days and a maximum of as many consecutive days as said employees 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 effective 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

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

2. An employee who fails to use his or her vacation time through the employee's own decision will not accrue additional vacation after reaching an amount equal to the maximum amount of vacation that he or she can earn in one year plus eighty (80) hours.

F. VACATION CREDIT ON TERMINATION AND RETIREMENT

Upon separation, a regular status employee shall be paid for the unused portion of his or her accumulated vacation leave. Employees will not be allowed to schedule vacation at the end of their employment and will not accrue vacation leave or other benefits after their last day physically on the job.

ARTICLE V
MEDICAL LEAVE, BEREAVEMENT LEAVE, AND FMLA LEAVE

A. AMOUNT AUTHORIZED

1. Medical Leave. Medical leave shall be credited to all full-time employees as follows:
 - a. Eight (8) hours for each full calendar month of service.
 - b. For a calendar month in which an employee is paid for less than the full standard hours including paid leave, medical leave shall be awarded on a pro-rata basis.

B. USE OF MEDICAL LEAVE

Medical leave may be used under the following circumstances:

1. When an employee is incapacitated by sickness or injury.
2. For medical, dental, or optical examination or treatment.
3. When an employee is exposed to a contagious disease and attendance at duty may jeopardize the health of others.
4. For necessary care and attendance during sickness of a member of the employee's immediate family.

For purposes of medical leave, an immediate family member shall mean a child, spouse, parent, in-laws of the same relation, and other dependents for whom the employee is legally responsible. An employee may use up to forty (40) hours of medical leave per year to care for immediate family members.

5. When absence is due to alcoholism or drugs, if medically diagnosed by a licensed physician and the employee is receiving assistance and has agreed to an approved course of treatment.
6. Medical leave shall not be granted in advance of accrual.
7. Leave without pay may be granted for sickness extending beyond the earned credits.
8. After six (6) continuous months of service, accrued vacation leave credits may be used for medical leave when medical leave credits have been exhausted.
9. Medical leave shall not continue to accrue while an employee is on unpaid leave.

10. The amount of medical leave charged against an employee's accumulated total shall be computed on the basis of the exact number of hours an employee is scheduled to work when medical leave is utilized; provided, that medical leave shall be debited in no less than one-half (½) hour units.

C. PROOF OF ILLNESS

An employee who is absent for more than three (3) consecutive days because of personal illness or that of a member of his or her immediate family or household shall be required to furnish a statement signed by the attending physician. The Department Director may require this statement or other proof for an absence chargeable to medical leave of any duration.

D. FRAUDULENT USE OF MEDICAL LEAVE

The Department Director or his or her authorized representative may investigate any medical leave taken by any employee. False or fraudulent use of medical leave shall be cause for disciplinary action and may result in dismissal.

E. COMPENSATION FOR UNUSED MEDICAL LEAVE

1. An employee may accumulate medical leave to a maximum of one thousand eighty-four (1084) hours.

2. All employees shall be paid forty percent (40%) for their accumulated medical leave at the time of retirement or death, the rate of compensation to be based on the employee's salary at the time of retirement or death.

3. All employees shall be paid forty percent (40%) for their accumulated medical leave at the time of early retirement, which shall be defined as being at least fifty-five (55) years of age with ten (10) years of service, the rate of compensation to be based on the employee's salary at the time of early retirement; or an employee who has completed twenty-five (25) years of service. The payout for this medical leave shall go to the employee's VEBA account.

4. The City will compensate each employee for unused medical leave in excess of Nine Hundred Sixty (960) hours accumulated medical leave at the end of September, 2009, to be paid out in January, 2010. Such compensation for unused medical leave in excess of 960 hours shall not continue after January of 2010. The compensation in January, 2010 for the excess medical leave will be paid at the rate of one-half (½) of each hour based upon his or her current pay rate at the time of such compensation, for each hour of unused medical leave for 2009. Employees with medical leave banks in excess of 960 hours as of October 1, 2009 will be compensated for fifty percent (50%) of the hours over 960 at their current rate of pay in January of 2010.

F. NOTIFICATION OF ILLNESS

If an employee is absent for reasons that entitle him or her to medical leave, the employee or a member of employee's household shall notify the employee's supervisor at least thirty (30) minutes prior to scheduled reporting time. If an employee fails to notify such supervisor, when it was reasonably possible to do so, no medical leave shall be approved. Upon return to work, the employee shall submit a leave form to his or her supervisor.

G. FAMILY AND MEDICAL LEAVE ACT POLICY

Employees shall be covered by the City's Family and Medical Leave Act Policy as set forth in the Employee Personnel Rules and Regulations and amendments thereto.

H. USE OF BEREAVEMENT LEAVE

Bereavement leave shall be granted to eligible employees for up to two (2) days per calendar year for non-immediate family members. Non-immediate family member shall mean grandparents, grandchildren, 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, 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 leave.

ARTICLE VI - MILITARY LEAVE

A. MILITARY LEAVE

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

ARTICLE VII - COURT LEAVE

A. WHEN AUTHORIZED

An employee who is required to serve as a juror in a federal, state, county, or municipal court, or as a litigant or witness in a case resulting directly from the discharge of his or her duties as an employee, shall be granted court leave with full pay to serve in that capacity; provided, however, that when the employee is a litigant or witness in non-employment related litigation, such employee shall not be granted court leave but may use vacation leave or compensatory time for the length of such litigation.

B. PROCEDURE

An employee who is called for compensable litigation, witness or jury duty shall present to his or her supervisor the original summons or subpoena from the court, and at the conclusion of such duty.

C. FEES

Fees received for compensable witness and jury service in a federal, state, county or municipal court shall be deposited with the City Finance Director upon the employee's receipt thereof.

ARTICLE VIII - LEAVE WITHOUT PAY

A. PROCEDURE

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

1. Leave without pay may be granted to an employee upon approval of the City when it is in the best interest of the City for any good cause. A Department Director may grant an employee leave without pay for up to thirty (30) days time. Any appointment made to a position vacated by an employee on leave without pay shall be conditional upon the return of the employee on leave.

2. Before an employee may request unpaid leave, he or she must first use all eligible leave balances.

3. When leave without pay is requested pursuant to the Family and Medical Leave Act (FMLA) policy, Articles of this contract shall govern to the extent they are not inconsistent with Federal law.

B. 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 such leave.

2. Vacation and medical leave credits shall not be earned during leave without pay.

3. Leave without pay shall not constitute a break in service, but time off will not be credited towards retirement.

4. Leave without pay for more than fifteen (15) days during the introductory period shall not be counted as part of that period, but the employee to whom such leave has been granted shall be allowed to complete his or her introductory period on return from leave.

5. Failure to report at the beginning of the next scheduled workday following the expiration of a leave of absence shall be considered resignation unless excused by the City after reasonable notice.

6. An employee on leave without pay shall be permitted to maintain health insurance coverage under the group policy at his or her own expense during such permitted leave without pay.

ARTICLE IX – LEAVE TO SUPPLEMENT WORKERS COMPENSATION BENEFITS

A. POLICY

Any employee covered by this contract who sustains an on-the-job injury compensable under the Nebraska Workers Compensation Act may be granted injury leave to allow the employee to receive the equivalent of the employee's net pay at the time of the injury. Said injury leave may be compensated for by the employee's use of any time available as medical leave hours. Upon the expiration of all medical leave hours available, injury leave shall be then paid by the City. 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. 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 (7) calendar days following the date of injury or date that temporary disability begins, unless the disability continues for six (6) weeks or longer. When the disability lasts less than six (6) weeks, an employee may use medical or vacation leave for the initial seven (7) days.

2. The employee shall retain all Workers' Compensation payments following the initial waiting provisions as set forth above.

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

C. SUBROGATION

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

D. LIMITATION OF LEAVE

Use of injury leave to supplement worker's compensation will not be available to employees following one hundred fifty (150) consecutive days from the original date the disability begins.

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

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

E. LIGHT DUTY POLICY

The City may provide light duty work when possible for a defined period of time, not to exceed one hundred fifty (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 unless the employee is willing to return sooner. Any employee who does not willingly return to light duty work who is released by a doctor to do so, shall not be entitled to supplement worker's compensation benefits with injury or medical leave.

F. WORKER'S COMPENSATION AND FMLA

Leave taken in conjunction with worker's compensation injuries will be counted as part of the employee's 12 week FMLA entitlement.

G. LEAVE NOT CUMULATIVE

The maximum periods for leave to supplement workers compensation and light duty are concurrent and not cumulative. Neither leave to supplement workers compensation nor light duty will be available to employees following one hundred fifty consecutive (150) days from the original date the employee is unable to perform the job duties as defined by the employee's job description because of an on-the-job injury.

H. DRUG TEST FOR CAUSE

Any employee that is involved in a workers compensation claim involving an injury or an accident involving an injury shall be required to submit to a drug test for cause. Additionally, if an employee is operating a city vehicle and is involved in an accident while in the operation of said vehicle, there shall be a drug testing for cause. Any employee involved in any such injury or accident shall immediately notify his supervisor and the Human Resources Department so that immediate arrangements can be made for the drug testing to promptly be carried out.

ARTICLE X - GENERAL PROVISIONS CONCERNING LEAVE

A. ABSENCE WITHOUT APPROVAL

An employee who is absent from duty without approval shall receive no pay for the duration of the absence, and unless there is a legitimate reason for the absence, shall be subject to disciplinary action. An employee who is absent without approval for three (3) consecutive days is considered to have resigned unless waived by the City.

B. LEAVE FORM

For all leaves except unforeseeable medical leave or other emergency situations, a written request on the authorized leave form, indicating the kind of leave, duration, and dates of departure and return, must be approved prior to taking leave. In the case of unforeseeable medical leave or other emergency situation, the form shall be completed and submitted for approval upon the employee's return to duty. Unless a leave form approved by the supervisor substantiates an absence, an employee shall not be paid for any absence from scheduled work hours.

ARTICLE XI - PENSION RETIREMENT PLAN

A. PENSION

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

ARTICLE XII - SENIORITY

A. SENIORITY

1. Seniority 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. Continuous service as used in Section 1 hereof means an employee's total continuous length of service with the City without break or interruption; provided, that lay-off of one (1) year or less, any suspension for disciplinary purposes, absence on authorized leave with or without pay, absence while receiving temporary total disability benefits under the Nebraska Worker's Compensation Act, and any absence due to serving as a union officer or official whether elected or appointed, shall not constitute a break or interruption in service within the meaning of this Article.

3. After an employee satisfactorily completes his or her initial introductory period of employment with the City, his or her seniority shall be effective from the date on which the employee was hired.

4. A list of employees arranged in order of their seniority as defined herein will be made available for examination by employees upon request by the union.

5. Where two or more employees were hired in the bargaining unit on the same date, their seniority standing shall be determined in the order in which they filed their application for such employment.

6. Whenever it is determined to be in the best interest of the City to reduce its workforce, the factors that will be taken into consideration, in no particular order of importance, shall include, but are not limited to:

- The employment policies and staffing needs of the department, together with contracts, ordinances, and statutes related thereto and budgetary considerations;
- Required federal, state, or local certifications or licenses;
- Seniority;
- The performance appraisal of the employees affected, including any recent or pending disciplinary actions;
- The knowledge, skills and abilities of the employee; and
- The multiple job skills recently or currently being performed by the employee.

A determination will be made as to the classifications to be affected by a reduction in force and the number of employees to be laid off. A determination as to whether any employees within a job classification should be exempted from consideration due to the existence of a required federal, state, or local certification, or license will also be made at this time.

Employees laid off under this reduction in force policy shall be eligible for recall for a period of 2 years after layoff. If, within 2 years after layoff, a new position is opened within the reduced job classification for the department, the employee shall be recalled in the reverse order of layoff. After 2 years, the employee will have no preference for rehire.

7. If the City elects to fill a position or promote from within a pool of existing City employees, the factors to be considered may include, but are not limited to, those factors listed for consideration for reductions in the workforce in this article.

ARTICLE XIII - RATES OF PAY FOR WORK PERFORMED

A. SURVEY

1. The City and the Union surveyed the following array of cities to determine current labor market comparable salaries and benefits for work performed in the various job classifications covered by this agreement: Ames, Iowa; Fremont, Nebraska; Salina, Kansas; Hastings, Nebraska; Kearney, Nebraska; Council Bluffs, Iowa; and North Platte, Nebraska. Said array conforms to the standards established by the Nebraska Commission of Industrial Relations (CIR). Using the survey results, the Union and the City established a pay range for each class of work covered by this agreement.

B. CONTRACT YEAR 2009-2010

Rates of pay for the period October 1, 2009 to September 30, 2010 for work performed in the various classes of work under this agreement are set out in attached Exhibit "A". The pay ranges will be implemented the first full pay period on or after October 1, 2009.

C. CONTRACT YEAR 2010-2011

Effective on or after the first full pay period in October, all pay ranges shall be adjusted by the same amount. This amount will be determined by surveying the positions of Engineering Technician, Police Records Clerk, Maintenance Worker II, Computer Programmer, and Communications Specialist using the same array of cities listed in paragraph A. Using the survey results, the Union and the City will identify the percentage change in salary for each of the five positions identified. The percentage changes for each of the five positions shall then be averaged to determine the percentage change for the entire bargaining unit. The survey shall be completed no later than May 1, 2010.

D. FUTURE CHANGES AND RATE OF PAY

It is understood and agreed that payment of future rates is contingent upon the City adopting budget statements and appropriations for ordinances sufficient to fund such payments and salary ordinances authorizing such payments. The Union acknowledges that the City must comply with the Nebraska Budget Act.

E. PAY PLAN

1. Employees, prior to advancing in step or grade, shall be evaluated. Employees will be considered for pay schedule step increases upon the following schedule. Such adjustments in pay shall be effective on the first day of a pay period falling on or immediately

after the classification anniversary. Prior to advancing in a step or grade, employees will be evaluated on their performance at least annually. An employee must have satisfactory performance ratings in order to receive an increase in pay, other than a salary table adjustment.

Step 1	Entry Level
Step 2	Upon successful completion of one (1) year of service in Step 1
Step 3	Upon successful completion of one (1) year of service in Step 2
Step 4	Upon successful completion of one (1) year of service in Step 3
Step 5	Upon successful completion of one (1) year of service in Step 4
Step 6	Upon successful completion of one (1)) year of service in Step 5
Step 7	Upon successful completion of one (1) year of service in Step 6
Step 8	Upon successful completion of one (1) year of service in Step 7

2. The introductory period for new employees shall be six (6) months, unless otherwise extended by the Department Director.

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

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

ARTICLE XIV - EMPLOYEE RELATIONS

A. GENERAL

Every employee shall fulfill conscientiously the duties and responsibilities of his or her position. Every employee shall conduct himself or herself at all times in a manner which reflects credit on the City. Every employee shall be impartial in all of his or her official acts and shall in no way endanger nor give occasion for distrust of his or her impartiality.

B. MEMBERSHIP IN UNION

1. An employee shall have the right to join or refrain from joining this union.
2. This union shall not exert pressure on any employee to join it.
3. The union shall not discriminate in membership on the 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 as a witness or as an advisor to provide guidance to the employee, if the employee so requests.

C. DISCIPLINE PROCEDURES

Chapters 1, 2 and 3 of the City Personnel Rules in effect and as may be amended, shall apply to all disciplinary procedures for members of this bargaining unit.

ARTICLE XV – GRIEVANCE PROCEDURE

The following are the prerogative of management and are not subject to the grievance process. Except where limited by provisions elsewhere in these rules, nothing in the rules shall be construed to restrict, limit, or impair the rights, powers, and the authority of the City as granted to it under the laws of the State of Nebraska and City ordinances. These rights, powers, and authority include, but are not limited to, the following:

- Discipline or discharge for just cause arising under the City Personnel Rules.
- Direct the work force.
- Hire, assign, or transfer employees.
- Determine the mission of the City.
- Determine the methods, means, and/or number of personnel needed to carry out the City's mission.
- Introduce new or improved methods or facilities.
- Change existing methods or facilities.
- Relieve employees because of lack of work or funds.
- Contract out for goods or services.

- The right to classify jobs and allocate individual employees to appropriate classifications based upon duty assignments.
- Reductions in workforce in the best interests of the City.

A. PROCEDURE

Each person may present a grievance to their immediate supervisor who will respond in writing within five (5) working days. Written notification of this grievance will be forwarded to the Human Resources Director, Department Director, and City Administrator.

If the person is not satisfied with the decision of their immediate supervisor, they may present the grievance to the Department Director who will notify the Human Resources Director and City Administrator. The Department Director will, with the advice and consent of the City Administrator, respond in writing within five (5) working days.

In the event that the person is not satisfied with the decision of the Department Director, they may notify the Human Resources Director in writing within five (5) working days. The Human Resources Director will investigate the grievance and forward the results to the grievant, the City Administrator, and the Mayor. The Mayor may conduct a review of the record and notify the grievant of the Mayor's decision.

The following are the prerogative of management and are not subject to the grievance process. Except where limited by provisions elsewhere in these rules, nothing in the rules shall be construed to restrict, limit, or impair the rights, powers, and the authority of the City as granted to it under the laws of the State of Nebraska and City ordinances. These rights, powers, and authority include, but are not limited to, the following:

- Discipline or discharge for just cause arising under the City Personnel Rules except that a limited grievance for written reprimands may be presented as set forth below.
- Direct the work force.
- Hire, assign, or transfer employees.
- Determine the mission of the City.
- Determine the methods, means, and/or number of personnel needed to carry out the City's mission.
- Introduce new or improved methods or facilities.
- Change existing methods or facilities.
- Relieve employees because of lack of work.

- Contract out for goods or services.
- The right to classify jobs and allocate individual employees to appropriate classifications based upon duty assignments.

A limited form of grievance may be presented for written reprimands. Each person may present a grievance to his or her immediate supervisor who will respond in writing within five (5) working days. Written notification of this grievance will be forwarded to the Human Resources Director and Department Director.

If the person is not satisfied with the decision of his or her immediate supervisor, he or she may present the grievance to the Department Director who will notify the Human Resources Director. The Department Director will respond in writing within five (5) working days.

ARTICLE XVI - OTHER BENEFITS

A. MEDICAL INSURANCE

The City agrees to provide health, dental, and long-term disability insurance during the term of this agreement for the employee and employee's dependents at the same benefit level and employee contribution level as provided to other City employees not governed by a collective bargaining agreement 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.

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

An employee, who is on approved leave of absence without pay, for non-FMLA purposes, will not be removed from coverage under the City's health and dental insurance unless they are disqualified by the plan. The employee shall be allowed to participate in the plan and pay the entire premium.

An employee who is on approved leave of absence without pay, for any leave of absence covered under the FMLA, will not be removed from coverage under the City's health and dental insurance and the employee shall be allowed to participate in the plan at the employee's expense.

B. CAFETERIA PLAN

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

C. LIFE INSURANCE

The City will provide a life insurance policy for the employees at a minimum level of Forty Thousand and No/100 Dollars (\$40,000.00). The employee will be required to pay the

premium on the life insurance policy during any leave of absence without pay for the first sixty (60) days. Thereafter, such employee will be dropped from the life insurance plan. The employee shall pay both the City's premium and his or her optional insurance premium during this period.

D. UNION BULLETIN BOARD

The City agrees to provide space for the Union to erect a bulletin board for each division of sufficient size for the posting of notices of union meetings, union elections, union election results, union appointments to office, and union recreational or social affairs. Any material posted on said bulletin board(s) shall either be on union stationery or otherwise authenticated and authorized by an officer of the union. No item may be posted on the bulletin board(s) unless the item has been approved for posting by the Mayor or his or her designated representative and such approval shall not be unreasonably withheld.

E. SAFETY COMMITTEE

The City shall maintain an appropriate safety committee and the Union shall be able to have a representative participate on said committee.

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. TUITION AND BOOK REIMBURSEMENT PROGRAM

Tuition and book reimbursement shall be available, subject to the following restrictions, for the purpose of enhancing the knowledge and skills of employees to better perform their current duties within the confine stated below:

1. **Qualification Process.** The determination of whether a request qualifies for the tuition reimbursement program shall be made by the Department Director and City Administrator based upon the following considerations:

- a. There is budget authority.
- b. The course is to be a core course offered by an accredited college or university which is directly related to the job of the employee and books and fees are necessary for the course.
- c. There is Department Director and City Administrator approval.
- d. The employee requesting reimbursement is not eligible for any other assistance programs.

2. **Approval Process.** To receive tuition reimbursement, the employee must submit a "Tuition Request Form", which shall contain the qualification information discussed above, as well as the employee's financial request prior to beginning the course. Reimbursement approval is limited as follows:

- a. Base tuition and necessary books and fees only.
- b. If the employee is eligible for other assistance programs, the City will provide secondary benefits only.

3. **Reimbursement Process.** Any employee requesting tuition reimbursement shall submit a grade report, documentation of payment of reimbursable costs, and the tuition request form to the Human Resources Department for processing for payroll. A grade of “B” or higher will qualify for reimbursement at 100% of the amount allowed and a grade of “C” to “B-“ will qualify for 85% of the allowed amount.

4. **Service Requirement.** Tuition reimbursement is available to regular status full-time employees.

5. **Eligibility Requirements.** Payment for tuition reimbursement shall be limited as follows:

- a. No tuition reimbursement shall be available until after the completion of the introductory period. Requests for reimbursement and supporting documentation must be turned in within thirty (30) days after completing the course.

6. **Effective Date.** The tuition reimbursement program is a non-retroactive policy and shall go into effect on the date of the ratification of this contract.

The City makes no commitment to provide for the total cost of a higher education course or for all courses leading to a degree. Each course shall be evaluated separately on its merit by the Department Director and the City Administrator to determine eligibility for tuition and related expense reimbursement. Doctoral or PhD level classes and degree programs are not eligible for reimbursement. To be eligible for reimbursement, the course must also be a course or program offered by an accredited college or university.

H. BILINGUAL PAY

Employees who are proficient in an approved second language will be paid One Thousand and No/100 Dollars (\$1,000.00) per calendar year, payable in the second check in November. In order for an employee to collect bilingual pay, the employee must be actively employed in November. The Department Director will determine whether bilingual skills are needed based upon the interaction of the department with the public. If bilingual skills are needed, the Department Director will determine which languages are “approved” based upon the needs of the department as they relate to the demographics of Grand Island.

A test will be given by the Human Resources Department to test the proficiency of the employees in each approved language before an employee is eligible for bilingual pay. The bilingual test will measure, among other things, an employee’s conversational ability.

Bilingual pay will be prorated based on the employee's average hours worked. An employee that is hired as an interpreter will not be eligible for bilingual pay.

I. VOLUNTARY EMPLOYEE BENEFITS ASSOCIATION (VEBA)

All employees will be eligible to participate in the group VEBA. A contribution will be made on the employee's behalf each pay period in the amount of Fifteen and No/100 Dollars (\$15.00). Employees will have access to the money in their VEBA account for eligible medical expenses upon termination with the City.

ARTICLE XVII - MANAGEMENT RIGHTS

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

2. This agreement in no way changes the power of the City to exercise any and all powers vested in it by the statutes of the State of Nebraska and the Grand Island City Code except as limited by the terms of this agreement and the principles of collective bargaining and labor law.

3. It is understood and agreed that the City possesses the sole right to operate and conduct municipal functions and that all management rights repose in it, but that such rights must be exercised consistently with the other provisions of this contract. These rights include but are not limited to the following:

- a. Discipline or discharge for matters arising under this agreement or the City's Personnel Rules and Regulations.
- b. Direct the work force.
- c. Hire, assign, or transfer employees.
- d. Determine the mission of the City.
- e. Determine the methods, means, number of personnel needed to carry out the City's mission.
- f. Introduce new or improved methods or facilities.
- g. Change existing methods or facilities.
- h. Contract out for goods or services.
- i. Reductions in workforce in the best interests of the City.

4. This document constitutes the sole and complete arrangement between the parties. The parties acknowledge that they have had the opportunity to present and discuss proposals on any subject which is (or may be) subject to collective bargaining. Any prior commitment or agreement between the employer and the Union or any individual employee covered by this agreement is hereby superseded.

5. Any and all matters not specifically mentioned in this agreement are reserved to the City. Such matters reserved to the City and all matters specified as management rights shall not be subject to the grievance procedures or negotiations during the life of this agreement. Matters that are mandatory topics of collective bargaining under applicable law will not be amended without mutual agreement during the term of this contract. All provisions of Chapters one, two, and three of the City Personnel Rules and Regulations now in effect and as amended hereafter not in conflict with this contract are by this reference made a part of this Agreement.

6. All industrial relations functions of the City shall be handled by the Mayor or his or her designated representative. The Union will not approve or encourage its membership to engage in industrial relations functions with anyone other than the Mayor or his or her designated representative.

7. 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.

8. 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.

ARTICLE XVIII - GENERAL PROVISIONS

1. a. No representative of the Union shall be permitted to come on any job site of the City for any reason without first presenting his or her credentials to the Mayor or Department Director, and obtaining permission to come on the job site of the City. Such permission shall not be unreasonably withheld.

b. One or two stewards shall be selected by the Union to conduct lawful functions on behalf of the employees in the bargaining unit. The Union shall furnish the City with the names of any stewards selected. All stewards shall be regular full time employees of the City. Stewards shall report to the department director or the director's designee prior to leaving work to perform the steward's duties and upon the return to work after performing such duties. Time off to perform such duties is not an unlimited right and reasonable restrictions may be imposed by the City consistent with this contract and applicable labor laws. Such leave will be without pay unless the employees requests to use accumulated vacation or personal leave.

2. The Union agrees that it or its members will not solicit membership in the Union or otherwise carry on Union activities during working hours.

3. The City agrees not to discriminate against any employee on the basis of race, creed, color, sex, age, or national origin, as provided by law.

4. The City and the Union agree not to interfere with the right of employees to become or not to become members of the Union, and further, that there shall be no discrimination or coercion against any employee because of union membership or non-membership.

5. The employer will not aid, promote or finance any labor group or organization which purports to engage in collective bargaining or make any agreement with any individual, group, or organization for the purpose of undermining the Union or which is in conflict with this agreement.

6. Upon receipt of a lawfully executed written authorization from an employee, which may be revoked in writing at any time, the City agrees to deduct the regular, biweekly amounts specified therein from his or her pay for union dues. The effective date of such deduction shall be the second payroll following the filing of the written authorization by the employee with the Finance Director. The Finance Director will remit the collected union dues, together with a list of the employees' names for which the dues are deducted, to the official designated by the union, in writing, by the fifteenth day of the next succeeding month following the deduction. The City agrees not to withhold any initiation fees, assessments, special or otherwise, nor any funds from an employee's pay for the benefit of the union other than regular union dues as set forth herein.

The Union agrees to indemnify and hold the City harmless against any and all claims, suits, orders, or judgments brought or issued against the City as a result of any action taken or not taken by the City under this Article. This Article shall become null and void for the remaining life of the contract, effective immediately, in the event the union or its members participate in a strike, slowdown, work stoppage, or other intentional interruption of operation.

ARTICLE XIX - STRIKES AND LOCKOUTS

1. Neither the Union nor any of its officers, agents, or employees will instigate, promote, sponsor, engage in, or condone any strike, slowdown, concerted stoppage of work, or any other intentional interruption of the operations of the City, regardless of the reason for so doing. Any or all employees who violate any of the provisions of this Article may be summarily discharged or disciplined by the City.

2. The City will not lock out any employees during the term of the agreement as a result of a labor dispute with the union.

ARTICLE XX - DURATION OF CONTRACT

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

2. This agreement shall continue in full force and effect until Midnight on September 30, 2011.

Negotiations for a new agreement to take effect upon the termination of this agreement may begin on January 1st of the year of termination of this agreement but no later than February 1st of that year and must be completed no later than April 30th for budget preparation purposes.

ARTICLE XXI- GENERAL PROVISIONS FOR UNION ACTIVITY

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 operations.

ARTICLE XXII- SEVERABILITY

If any of the provisions of agreement are subsequently declared by the proper legislative or judicial authority to be unlawful, unenforceable, or not in accordance with applicable statutes or ordinances, all other provisions of the agreement shall remain full force and effect for the duration of the agreement. Both parties shall then meet and attempt to negotiate a substitute.

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 union acknowledges that the City must comply with the Nebraska Budget Act.

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. There are no oral agreements nor is this Agreement based upon any oral representation covering the subject matter of this Agreement.

B. INTERPRETATION

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

C. NEGOTIATIONS

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

ARTICLE 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 (CIR) alleging lack of comparability with respect to any wages, fringe benefits or any other conditions of employment with respect to the time period between October 1, 2009 through September 30, 2011.

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 _____
MARGARET HORNADY, MAYOR

ATTEST _____
RANAE EDWARDS, CITY CLERK

Dated _____

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

BY _____
PRESIDENT LOCAL No. 1597

Dated _____

CHIEF STEWARD LOCAL No. 1597

Exhibit A**SALARY TABLE 2009-2010**

		STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP
		1	2	3	4	5	6	7	8
Accounting Tech	Hourly	14.9600	15.5898	16.2461	16.9301	17.6429	18.3857	19.1597	19.9700
	Streets								
	Bi-weekly	1,196.80	1,247.18	1,299.69	1,354.41	1,411.43	1,470.86	1,532.78	1,597.60
	1005								
	Monthly	2,593.07	2,702.23	2,815.99	2,934.55	3,058.10	3,186.85	3,321.01	3,461.47
	Annual	31,116.80	32,426.68	33,791.94	35,214.66	36,697.18	38,242.36	39,852.28	41,537.60
Accts Payable Clerk	Hourly	14.1900	14.9591	15.7699	16.6246	17.5257	18.4756	19.4770	20.5300
	1135								
	Bi-weekly	1,135.20	1,196.73	1,261.59	1,329.97	1,402.06	1,478.05	1,558.16	1,642.40
	Monthly	2,459.60	2,592.91	2,733.45	2,881.60	3,037.79	3,202.44	3,376.01	3,558.53
	Annual	29,515.20	31,114.98	32,801.34	34,579.22	36,453.56	38,429.30	40,512.16	42,702.40
Admin Assistant	Hourly	14.7600	15.5405	16.3623	17.2275	18.1385	19.0977	20.1076	21.1700
	Fire								
	Bi-weekly	1,180.80	1,243.24	1,308.98	1,378.20	1,451.08	1,527.82	1,608.61	1,693.60
	1010								
	Monthly	2,558.40	2,693.69	2,836.13	2,986.10	3,144.01	3,310.27	3,485.32	3,669.47
	Annual	30,700.80	32,324.24	34,033.48	35,833.20	37,728.08	39,723.32	41,823.86	44,033.60
Admin Assistant	Hourly	14.7600	15.5405	16.3623	17.2275	18.1385	19.0977	20.1076	21.1700
	Public Works								
	Bi-weekly	1,180.80	1,243.24	1,308.98	1,378.20	1,451.08	1,527.82	1,608.61	1,693.60
	1012								
	Monthly	2,558.40	2,693.69	2,836.13	2,986.10	3,144.01	3,310.27	3,485.32	3,669.47
	Annual	30,700.80	32,324.24	34,033.48	35,833.20	37,728.08	39,723.32	41,823.86	44,033.60
Admin Assistant	Hourly	14.7600	15.5405	16.3623	17.2275	18.1385	19.0977	20.1076	21.1700
	Utilities								
	Bi-weekly	1,180.80	1,243.24	1,308.98	1,378.20	1,451.08	1,527.82	1,608.61	1,693.60
	1015								
	Monthly	2,558.40	2,693.69	2,836.13	2,986.10	3,144.01	3,310.27	3,485.32	3,669.47
	Annual	30,700.80	32,324.24	34,033.48	35,833.20	37,728.08	39,723.32	41,823.86	44,033.60
Audio - Video Tech	Hourly	14.9000	15.6510	16.4398	17.2684	18.1387	19.0529	20.0132	21.0200
	1020								
	Bi-weekly	1,192.00	1,252.08	1,315.18	1,381.47	1,451.10	1,524.23	1,601.06	1,681.60
	Monthly	2,582.67	2,712.84	2,849.57	2,993.19	3,144.04	3,302.50	3,468.95	3,643.47
	Annual	30,992.00	32,554.08	34,194.68	35,918.22	37,728.60	39,629.98	41,627.56	43,721.60
Building Inspector	Hourly	18.4300	19.3755	20.3695	21.4145	22.5131	23.6680	24.8822	26.1500
	1025								
	Bi-weekly	1,474.40	1,550.04	1,629.56	1,713.16	1,801.05	1,893.44	1,990.58	2,092.00
	Monthly	3,194.53	3,358.42	3,530.71	3,711.85	3,902.27	4,102.45	4,312.91	4,532.67
	Annual	38,334.40	40,301.04	42,368.56	44,542.16	46,827.30	49,229.44	51,755.08	54,392.00

		STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP
		1	2	3	4	5	6	7	8
Building Secretary	Hourly	13.8900	14.6053	15.3575	16.1484	16.9800	17.8545	18.7740	19.7400
1030	Bi-weekly	1,111.20	1,168.42	1,228.60	1,291.87	1,358.40	1,428.36	1,501.92	1,579.20
	Monthly	2,407.60	2,531.59	2,661.97	2,799.06	2,943.20	3,094.78	3,254.16	3,421.60
	Annual	28,891.20	30,378.92	31,943.60	33,588.62	35,318.40	37,137.36	39,049.92	41,059.20
Comm. Spec/EMD	Hourly	14.0000	14.7787	15.6007	16.4684	17.3844	18.3513	19.3720	20.4500
1035	Bi-weekly	1,120.00	1,182.30	1,248.06	1,317.47	1,390.75	1,468.10	1,549.76	1,636.00
E-911 1037	Monthly	2,426.67	2,561.64	2,704.12	2,854.52	3,013.30	3,180.89	3,357.81	3,544.67
	Annual	29,120.00	30,739.80	32,449.56	34,254.22	36,159.50	38,170.60	40,293.76	42,536.00
Com. Dev. Admin.	Hourly	16.0800	16.9361	17.8378	18.7875	19.7878	20.8413	21.9508	23.1200
1040	Bi-weekly	1,286.40	1,354.89	1,427.02	1,503.00	1,583.02	1,667.30	1,756.06	1,849.60
	Monthly	2,787.20	2,935.59	3,091.89	3,256.50	3,429.89	3,612.49	3,804.81	4,007.47
	Annual	33,446.40	35,227.09	37,102.62	39,078.00	41,158.42	43,349.70	45,657.66	48,089.60
Computer Operator	Hourly	17.9300	18.6444	19.3873	20.1598	20.9631	21.7984	22.6670	23.5702
1045	Bi-weekly	1,434.40	1,491.55	1,550.98	1,612.78	1,677.05	1,743.87	1,813.36	1,885.62
	Monthly	3,107.87	3,231.70	3,360.47	3,494.36	3,633.61	3,778.39	3,928.95	4,085.51
	Annual	37,294.40	38,780.30	40,325.48	41,932.28	43,603.30	45,340.62	47,147.36	49,026.12
Comp. Programmer	Hourly	20.4500	21.5972	22.8088	24.0884	25.4398	26.8670	28.3742	29.9700
1050	Bi-weekly	1,636.00	1,727.78	1,824.70	1,927.07	2,035.18	2,149.36	2,269.94	2,397.60
	Monthly	3,544.67	3,743.51	3,953.53	4,175.32	4,409.57	4,656.95	4,918.19	5,194.80
	Annual	42,536.00	44,922.28	47,442.20	50,103.82	52,914.68	55,883.36	59,018.44	62,337.60
Computer Technician	Hourly	18.4680	19.2039	19.9691	20.7648	21.5922	22.4526	23.3473	24.2777
1055	Bi-weekly	1,477.44	1,536.31	1,597.53	1,661.18	1,727.38	1,796.21	1,867.78	1,942.22
	Monthly	3,201.12	3,328.67	3,461.30	3,599.22	3,742.64	3,891.77	4,046.86	4,208.14
	Annual	38,413.44	39,944.06	41,535.78	43,190.68	44,911.88	46,701.46	48,562.28	50,497.72
Electrical Inspector	Hourly	18.4300	19.3755	20.3695	21.4145	22.5131	23.6680	24.8822	26.1500
1065	Bi-weekly	1,474.40	1,550.04	1,629.56	1,713.16	1,801.05	1,893.44	1,990.58	2,092.00
	Monthly	3,194.53	3,358.42	3,530.71	3,711.85	3,902.27	4,102.45	4,312.91	4,532.67
	Annual	38,334.40	40,301.04	42,368.56	44,542.16	46,827.30	49,229.44	51,755.08	54,392.00

		STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP
		1	2	3	4	5	6	7	8
Emer. Mgmt Coord.	Hourly	13.8900	14.6053	15.3575	16.1484	16.9800	17.8545	18.7740	19.7400
	1070 Bi-weekly	1,111.20	1,168.42	1,228.60	1,291.87	1,358.40	1,428.36	1,501.92	1,579.20
	Monthly	2,407.60	2,531.59	2,661.97	2,799.06	2,943.20	3,094.78	3,254.16	3,421.60
	Annual	28,891.20	30,378.92	31,943.60	33,588.62	35,318.40	37,137.36	39,049.92	41,059.20
Engineering Tech.	Hourly	18.9600	19.9146	20.9173	21.9705	23.0767	24.2386	25.4590	26.7400
	PW Bi-weekly	1,516.80	1,593.17	1,673.38	1,757.64	1,846.14	1,939.09	2,036.72	2,139.20
	1075 Monthly	3,286.40	3,451.86	3,625.67	3,808.22	3,999.96	4,201.36	4,412.89	4,634.93
	Annual	39,436.80	41,422.42	43,507.88	45,698.64	47,999.64	50,416.34	52,954.72	55,619.20
Evidence Tech.	Hourly	13.7900	14.5609	15.3749	16.2344	17.1419	18.1001	19.1119	20.1800
	1080 Bi-weekly	1,103.20	1,164.87	1,229.99	1,298.75	1,371.35	1,448.01	1,528.95	1,614.40
	Monthly	2,390.27	2,523.89	2,664.98	2,813.96	2,971.26	3,137.35	3,312.73	3,497.87
	Annual	28,683.20	30,286.62	31,979.74	33,767.50	35,655.10	37,648.26	39,752.70	41,974.40
Finance Secretary	Hourly	13.8900	14.6053	15.3575	16.1484	16.9800	17.8545	18.7740	19.7400
	1085 Bi-weekly	1,111.20	1,168.42	1,228.60	1,291.87	1,358.40	1,428.36	1,501.92	1,579.20
	Monthly	2,407.60	2,531.59	2,661.97	2,799.06	2,943.20	3,094.78	3,254.16	3,421.60
	Annual	28,891.20	30,378.92	31,943.60	33,588.62	35,318.40	37,137.36	39,049.92	41,059.20
GIS Specialist	Hourly	21.0224	22.0648	23.1589	24.3072	25.5124	26.7774	28.1051	29.4987
	1090 Bi-weekly	1,681.79	1,765.18	1,852.71	1,944.58	2,040.99	2,142.19	2,248.41	2,359.90
	Monthly	3,643.88	3,824.57	4,014.21	4,213.25	4,422.15	4,641.42	4,871.55	5,113.12
	Annual	43,726.54	45,894.68	48,170.46	50,559.08	53,065.74	55,696.94	58,458.66	61,357.40
Maint. Worker I	Hourly	14.4900	15.1305	15.7993	16.4976	17.2268	17.9882	18.7833	19.6100
	Bldg. Bi-weekly	1,159.20	1,210.44	1,263.94	1,319.81	1,378.14	1,439.06	1,502.66	1,568.80
	1095 Monthly	2,511.60	2,622.62	2,738.55	2,859.58	2,985.98	3,117.95	3,255.77	3,399.07
	Annual	30,139.20	31,471.44	32,862.44	34,315.06	35,831.64	37,415.56	39,069.16	40,788.80
Maint. Worker I	Hourly	14.4900	15.1305	15.7993	16.4976	17.2268	17.9882	18.7833	19.6100
	Library Bi-weekly	1,159.20	1,210.44	1,263.94	1,319.81	1,378.14	1,439.06	1,502.66	1,568.80
	1098 Monthly	2,511.60	2,622.62	2,738.55	2,859.58	2,985.98	3,117.95	3,255.77	3,399.07
	Annual	30,139.20	31,471.44	32,862.44	34,315.06	35,831.64	37,415.56	39,069.16	40,788.80

		STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP
		1	2	3	4	5	6	7	8
Maint. Worker II	Hourly	15.2700	15.9480	16.6561	17.3956	18.1680	18.9747	19.8172	20.7000
Bldg.	Bi-weekly	1,221.60	1,275.84	1,332.49	1,391.65	1,453.44	1,517.98	1,585.38	1,656.00
1100	Monthly	2,646.80	2,764.32	2,887.06	3,015.24	3,149.12	3,288.95	3,434.98	3,588.00
	Annual	31,761.60	33,171.84	34,644.74	36,182.90	37,789.44	39,467.48	41,219.88	43,056.00
Maint Worker II	Hourly	15.2700	15.9480	16.6561	17.3956	18.1680	18.9747	19.8172	20.7000
Police	Bi-weekly	1,221.60	1,275.84	1,332.49	1,391.65	1,453.44	1,517.98	1,585.38	1,656.00
	Monthly	2,646.80	2,764.32	2,887.06	3,015.24	3,149.12	3,288.95	3,434.98	3,588.00
	Annual	31,761.60	33,171.84	34,644.74	36,182.90	37,789.44	39,467.48	41,219.88	43,056.00
Parks & Rec.Secr.	Hourly	13.8900	14.6053	15.3575	16.1484	16.9800	17.8545	18.7740	19.7400
1105	Bi-weekly	1,111.20	1,168.42	1,228.60	1,291.87	1,358.40	1,428.36	1,501.92	1,579.20
	Monthly	2,407.60	2,531.59	2,661.97	2,799.06	2,943.20	3,094.78	3,254.16	3,421.60
	Annual	28,891.20	30,378.92	31,943.60	33,588.62	35,318.40	37,137.36	39,049.92	41,059.20
Planning Secretary	Hourly	13.8900	14.6053	15.3575	16.1484	16.9800	17.8545	18.7740	19.7400
1110	Bi-weekly	1,111.20	1,168.42	1,228.60	1,291.87	1,358.40	1,428.36	1,501.92	1,579.20
	Monthly	2,407.60	2,531.59	2,661.97	2,799.06	2,943.20	3,094.78	3,254.16	3,421.60
	Annual	28,891.20	30,378.92	31,943.60	33,588.62	35,318.40	37,137.36	39,049.92	41,059.20
Planning Technician	Hourly	19.0169	19.9709	20.9650	22.0119	23.1119	24.2647	25.4838	26.7559
1115	Bi-weekly	1,521.35	1,597.67	1,677.20	1,760.95	1,848.95	1,941.18	2,038.70	2,140.47
	Monthly	3,296.26	3,461.62	3,633.93	3,815.40	4,006.06	4,205.88	4,417.19	4,637.69
	Annual	39,555.10	41,539.42	43,607.20	45,784.70	48,072.70	50,470.68	53,006.20	55,652.22
Plans Examiner	Hourly	18.4300	19.3755	20.3695	21.4145	22.5131	23.6680	24.8822	26.1500
1120	Bi-weekly	1,474.40	1,550.04	1,629.56	1,713.16	1,801.05	1,893.44	1,990.58	2,092.00
	Monthly	3,194.53	3,358.42	3,530.71	3,711.85	3,902.27	4,102.45	4,312.91	4,532.67
	Annual	38,334.40	40,301.04	42,368.56	44,542.16	46,827.30	49,229.44	51,755.08	54,392.00
Plumbing Inspector	Hourly	18.4300	19.3755	20.3695	21.4145	22.5131	23.6680	24.8822	26.1500
Backflow 1125	Bi-weekly	1,474.40	1,550.04	1,629.56	1,713.16	1,801.05	1,893.44	1,990.58	2,092.00
Bldg 1127	Monthly	3,194.53	3,358.42	3,530.71	3,711.85	3,902.27	4,102.45	4,312.91	4,532.67
	Annual	38,334.40	40,301.04	42,368.56	44,542.16	46,827.30	49,229.44	51,755.08	54,392.00

		STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP
		1	2	3	4	5	6	7	8
Police Records Clk	Hourly	12.4000	13.0002	13.6294	14.2891	14.9807	15.7058	16.4660	17.2600
1130	Bi-weekly	992.00	1,040.02	1,090.35	1,143.13	1,198.46	1,256.46	1,317.28	1,380.80
	Monthly	2,149.33	2,253.37	2,362.43	2,476.78	2,596.65	2,722.34	2,854.11	2,991.73
	Annual	25,792.00	27,040.52	28,349.10	29,721.38	31,159.96	32,667.96	34,249.28	35,900.80
Shoot Range Oper	Hourly	19.2400	20.0943	20.9865	21.9183	22.8915	23.9079	24.9694	26.0800
1140	Bi-weekly	1,539.20	1,607.54	1,678.92	1,753.46	1,831.32	1,912.63	1,997.55	2,086.40
	Monthly	3,334.93	3,483.01	3,637.66	3,799.17	3,967.86	4,144.04	4,328.03	4,520.53
	Annual	40,019.20	41,796.04	43,651.92	45,589.96	47,614.32	49,728.38	51,936.30	54,246.40
Stormwater Tech.	Hourly	18.9600	19.9146	20.9173	21.9705	23.0767	24.2386	25.4590	26.7400
1145	Bi-weekly	1,516.80	1,593.17	1,673.38	1,757.64	1,846.14	1,939.09	2,036.72	2,139.20
	Monthly	3,286.40	3,451.86	3,625.67	3,808.22	3,999.96	4,201.36	4,412.89	4,634.93
	Annual	39,436.80	41,422.42	43,507.88	45,698.64	47,999.64	50,416.34	52,954.72	55,619.20
Utility Secretary	Hourly	13.8900	14.6053	15.3575	16.1484	16.9800	17.8545	18.7740	19.7400
Admin	Bi-weekly	1,111.20	1,168.42	1,228.60	1,291.87	1,358.40	1,428.36	1,501.92	1,579.20
1150	Monthly	2,407.60	2,531.59	2,661.97	2,799.06	2,943.20	3,094.78	3,254.16	3,421.60
	Annual	28,891.20	30,378.92	31,943.60	33,588.62	35,318.40	37,137.36	39,049.92	41,059.20
Utility Secretary	Hourly	13.8900	14.6053	15.3575	16.1484	16.9800	17.8545	18.7740	19.7400
Burdick	Bi-weekly	1,111.20	1,168.42	1,228.60	1,291.87	1,358.40	1,428.36	1,501.92	1,579.20
1152	Monthly	2,407.60	2,531.59	2,661.97	2,799.06	2,943.20	3,094.78	3,254.16	3,421.60
	Annual	28,891.20	30,378.92	31,943.60	33,588.62	35,318.40	37,137.36	39,049.92	41,059.20
Utility Secretary	Hourly	13.8900	14.6053	15.3575	16.1484	16.9800	17.8545	18.7740	19.7400
PCC	Bi-weekly	1,111.20	1,168.42	1,228.60	1,291.87	1,358.40	1,428.36	1,501.92	1,579.20
1155	Monthly	2,407.60	2,531.59	2,661.97	2,799.06	2,943.20	3,094.78	3,254.16	3,421.60
	Annual	28,891.20	30,378.92	31,943.60	33,588.62	35,318.40	37,137.36	39,049.92	41,059.20
Utility Secretary	Hourly	13.8900	14.6053	15.3575	16.1484	16.9800	17.8545	18.7740	19.7400
PGS	Bi-weekly	1,111.20	1,168.42	1,228.60	1,291.87	1,358.40	1,428.36	1,501.92	1,579.20
1157	Monthly	2,407.60	2,531.59	2,661.97	2,799.06	2,943.20	3,094.78	3,254.16	3,421.60
	Annual	28,891.20	30,378.92	31,943.60	33,588.62	35,318.40	37,137.36	39,049.92	41,059.20

STEP PLACEMENT CHART

ADMINISTRATION

		1	2	3	4	5	6	7	8
Audio - Video Technician	Hourly	14.9000	15.6510	16.4398	17.2684	18.1387	19.0529	20.0132	21.0200
	1020 Bi-weekly	1,192.00	1,252.08	1,315.18	1,381.47	1,451.10	1,524.23	1,601.06	1,681.60
	Monthly	2,582.67	2,712.84	2,849.57	2,993.19	3,144.04	3,302.50	3,468.95	3,643.47
	Annual	30,992.00	32,554.08	34,194.68	35,918.22	37,728.60	39,629.98	41,627.56	43,721.60

		Current Step	Hrly Rate		New Step	New Hrly		Next Step	Effective
WATSON	JEREMY	4	16.1396		4	17.2684		5	2/1/2010
	1/22/2007								

BUILDING DEPARTMENT

		1	2	3	4	5	6	7	8
Building Inspector	Hourly	18.4300	19.3755	20.3695	21.4145	22.5131	23.6680	24.8822	26.1500
	1025 Bi-weekly	1,474.40	1,550.04	1,629.56	1,713.16	1,801.05	1,893.44	1,990.58	2,092.00
	Monthly	3,194.53	3,358.42	3,530.71	3,711.85	3,902.27	4,102.45	4,312.91	4,532.67
	Annual	38,334.40	40,301.04	42,368.56	44,542.16	46,827.30	49,229.44	51,755.08	54,392.00

		Current Step	Hrly Rate		New Step	New Hrly		Next Step	Effective
ALBRIGHT	DONALD	8	24.8941		8	26.1500			
	5/16/1994								
MANOLIDIS	STEVEN	8	24.8941		8	26.1500			
	3/11/1991								

		1	2	3	4	5	6	7	8
Building Secretary	Hourly	13.8900	14.6053	15.3575	16.1484	16.9800	17.8545	18.7740	19.7400
	1030 Bi-weekly	1,111.20	1,168.42	1,228.60	1,291.87	1,358.40	1,428.36	1,501.92	1,579.20
	Monthly	2,407.60	2,531.59	2,661.97	2,799.06	2,943.20	3,094.78	3,254.16	3,421.60
	Annual	28,891.20	30,378.92	31,943.60	33,588.62	35,318.40	37,137.36	39,049.92	41,059.20

		Current Step	Hrly Rate		New Step	New Hrly		Next Step	Effective
COLLINSON	KARLA	8	17.5671		7	18.7740		8	10/12/2009
	4/3/2006								
RATHEL	KATHY	8	17.5671		7	18.7740		8	4/12/2010
	10/3/2005								

		1	2	3	4	5	6	7	8
Electrical Inspector	Hourly	18.4300	19.3755	20.3695	21.4145	22.5131	23.6680	24.8822	26.1500
	1065 Bi-weekly	1,474.40	1,550.04	1,629.56	1,713.16	1,801.05	1,893.44	1,990.58	2,092.00
	Monthly	3,194.53	3,358.42	3,530.71	3,711.85	3,902.27	4,102.45	4,312.91	4,532.67
	Annual	38,334.40	40,301.04	42,368.56	44,542.16	46,827.30	49,229.44	51,755.08	54,392.00
		Current Step	Hrly Rate		New Step	New Hrly		Next Step	Effective
GRIESS	KURT	5	21.5036		5	22.5131		6	1/18/2010
	1/15/2007								
MATHIS	DEAN	8	24.8941		8	26.1500			
	3/22/1976								
		1	2	3	4	5	6	7	8
Maintenance Worker I	Hourly	14.4900	15.1305	15.7993	16.4976	17.2268	17.9882	18.7833	19.6100
	Bldg. Bi-weekly	1,159.20	1,210.44	1,263.94	1,319.81	1,378.14	1,439.06	1,502.66	1,568.80
	1095 Monthly	2,511.60	2,622.62	2,738.55	2,859.58	2,985.98	3,117.95	3,255.77	3,399.07
	Annual	30,139.20	31,471.44	32,862.44	34,315.06	35,831.64	37,415.56	39,069.16	40,788.80
		Current Step	Hrly Rate		New Step	New Hrly		Next Step	Effective
BENNETT	ROLLEY	8	18.0844		7	18.7833		8	10/11/2010
	9/27/2003								
		1	2	3	4	5	6	7	8
Maintenance Worker II	Hourly	15.2700	15.9480	16.6561	17.3956	18.1680	18.9747	19.8172	20.7000
	Bldg. Bi-weekly	1,221.60	1,275.84	1,332.49	1,391.65	1,453.44	1,517.98	1,585.38	1,656.00
	1100 Monthly	2,646.80	2,764.32	2,887.06	3,015.24	3,149.12	3,288.95	3,434.98	3,588.00
	Annual	31,761.60	33,171.84	34,644.74	36,182.90	37,789.44	39,467.48	41,219.88	43,056.00
		Current Step	Hrly Rate		New Step	New Hrly		Next Step	Effective
HENKE	BRIAN	2	14.2185		1	15.2700		2	9/13/2010
	8/31/2009								

		1	2	3	4	5	6	7	8
Plans Examiner	Hourly	18.4300	19.3755	20.3695	21.4145	22.5131	23.6680	24.8822	26.1500
1120	Bi-weekly	1,474.40	1,550.04	1,629.56	1,713.16	1,801.05	1,893.44	1,990.58	2,092.00
	Monthly	3,194.53	3,358.42	3,530.71	3,711.85	3,902.27	4,102.45	4,312.91	4,532.67
	Annual	38,334.40	40,301.04	42,368.56	44,542.16	46,827.30	49,229.44	51,755.08	54,392.00

		Current Step	Hrly Rate		New Step	New Hrly		Next Step	Effective
KLIMEK	EDWARD	4	20.4800		4	21.4145		5	6/21/2010
	6/13/2007								

		1	2	3	4	5	6	7	8
Plumbing Inspector	Hourly	18.4300	19.3755	20.3695	21.4145	22.5131	23.6680	24.8822	26.1500
Bckflw 1125	Bi-weekly	1,474.40	1,550.04	1,629.56	1,713.16	1,801.05	1,893.44	1,990.58	2,092.00
Bldg. 1127	Monthly	3,194.53	3,358.42	3,530.71	3,711.85	3,902.27	4,102.45	4,312.91	4,532.67
	Annual	38,334.40	40,301.04	42,368.56	44,542.16	46,827.30	49,229.44	51,755.08	54,392.00

		Current Step	Hrly Rate		New Step	New Hrly		Next Step	Effective
SHAW	RUSSELL	8	24.8941		8	26.1500			
	6/2/2003								
SCOGGINS	DAVID	8	24.8941		8	26.1500			
	5/24/1999								

EMERGENCY MANAGEMENT

		1	2	3	4	5	6	7	8
Emer. Mgmt Coord.	Hourly	13.8900	14.6053	15.3575	16.1484	16.9800	17.8545	18.7740	19.7400
1070	Bi-weekly	1,111.20	1,168.42	1,228.60	1,291.87	1,358.40	1,428.36	1,501.92	1,579.20
	Monthly	2,407.60	2,531.59	2,661.97	2,799.06	2,943.20	3,094.78	3,254.16	3,421.60
	Annual	28,891.20	30,378.92	31,943.60	33,588.62	35,318.40	37,137.36	39,049.92	41,059.20

		Current Step	Hrly Rate		New Step	New Hrly		Next Step	Effective
OSTERMAN	MELYNDA	3	13.6633		2	14.6053		3	11/23/2009
	5/22/2006								

		1	2	3	4	5	6	7	8
Communication Spec/EMD	Hourly	14.0000	14.7787	15.6007	16.4684	17.3844	18.3513	19.3720	20.4500
	1035 Bi-weekly	1,120.00	1,182.30	1,248.06	1,317.47	1,390.75	1,468.10	1,549.76	1,636.00
	E-911 1037 Monthly	2,426.67	2,561.64	2,704.12	2,854.52	3,013.30	3,180.89	3,357.81	3,544.67
	Annual	29,120.00	30,739.80	32,449.56	34,254.22	36,159.50	38,170.60	40,293.76	42,536.00
		Current Step	Hrly Rate		New Step	New Hrly		Next Step	Effective
SHEARS	MELINDA	1	12.8866		1	14.0000		2	01/31/2011
	01/18/2010								
HIGGINS	GRADY	3	14.2124		2	14.7787		3	1/4/2010
	1/3/2008								
KASTEN	STEPHANIE	3	14.2124		2	14.7787		3	8/16/2010
	5/27/2008								
REED	BRENDAN	3	14.2124		2	14.7787		3	6/21/2010
	6/9/2008								
PROEHL-FOSKET	JULIE	5	15.6623		4	16.4684		5	7/19/2010
	7/10/2006								
ANDRADE	SHANNA	8	18.1776		7	19.3720		8	11/23/2009
	11/19/2001								
CLEARY	MICHAEL	8	18.1776		7	19.3720		8	3/1/2010
	2/21/1996								
HOSTLER	JENNIFER	8	18.1776		7	19.3720		8	4/26/2010
	4/23/2003								
KISSLER	VICKI	8	18.1776		7	19.3720		8	4/26/2010
	4/12/1999								
KOELZER	KIMBERLY	8	18.1776		7	19.3720		8	8/2/2010
	7/20/1998								
RICHARDS	DWIGHT	8	18.1776		7	19.3720		8	5/10/2010
	5/2/1990								
RICHARDS-ZLOMKE	CELINE	8	18.1776		7	19.3720		8	11/23/2009
	11/19/2001								

FINANCE DEPARTMENT

		1	2	3	4	5	6	7	8
Accounts Payable Clerk	Hourly	14.1900	14.9591	15.7699	16.6246	17.5257	18.4756	19.4770	20.5300
1135	Bi-weekly	1,135.20	1,196.73	1,261.59	1,329.97	1,402.06	1,478.05	1,558.16	1,642.40
	Monthly	2,459.60	2,592.91	2,733.45	2,881.60	3,037.79	3,202.44	3,376.01	3,558.53
	Annual	29,515.20	31,114.98	32,801.34	34,579.22	36,453.56	38,429.30	40,512.16	42,702.40

		Current Step	Hrly Rate		New Step	New Hrly		Next Step	Effective
RENZ	NICOLE	6	17.0928		5	17.5257		6	6/7/2010
	5/28/2007								

		1	2	3	4	5	6	7	8
Computer Operator	Hourly	17.9300	18.6444	19.3873	20.1598	20.9631	21.7984	22.6670	23.5702
1045	Bi-weekly	1,434.40	1,491.55	1,550.98	1,612.78	1,677.05	1,743.87	1,813.36	1,885.62
	Monthly	3,107.87	3,231.70	3,360.47	3,494.36	3,633.61	3,778.39	3,928.95	4,085.51
	Annual	37,294.40	38,780.30	40,325.48	41,932.28	43,603.30	45,340.62	47,147.36	49,026.12

		Current Step	Hrly Rate		New Step	New Hrly		Next Step	Effective
JOHNSTON	YVONNE	8	23.5702		8	23.5702			
	8/13/1990								

		1	2	3	4	5	6	7	8
Computer Programmer	Hourly	20.4500	21.5972	22.8088	24.0884	25.4398	26.8670	28.3742	29.9700
1050	Bi-weekly	1,636.00	1,727.78	1,824.70	1,927.07	2,035.18	2,149.36	2,269.94	2,397.60
	Monthly	3,544.67	3,743.51	3,953.53	4,175.32	4,409.57	4,656.95	4,918.19	5,194.80
	Annual	42,536.00	44,922.28	47,442.20	50,103.82	52,914.68	55,883.36	59,018.44	62,337.60

		Current Step	Hrly Rate		New Step	New Hrly		Next Step	Effective
KRUEGER	MATTHEW	3	23.1597		4	24.0884		5	3/1/2010
	2/19/2007								
HOLMES	ROBERT	8	28.5748		8	29.9700			
	10/6/2003								

		1	2	3	4	5	6	7	8
Computer Technician	Hourly	18.4680	19.2039	19.9691	20.7648	21.5922	22.4526	23.3473	24.2777
	1055 Bi-weekly	1,477.44	1,536.31	1,597.53	1,661.18	1,727.38	1,796.21	1,867.78	1,942.22
	Monthly	3,201.12	3,328.67	3,461.30	3,599.22	3,742.64	3,891.77	4,046.86	4,208.14
	Annual	38,413.44	39,944.06	41,535.78	43,190.68	44,911.88	46,701.46	48,562.28	50,497.72
		Current Step	Hrly Rate		New Step	New Hrly		Next Step	Effective
FRITZ	SEAN	3	19.9691		3	19.9691		4	3/15/2010
	3/5/2007								
BOWERS	RICKIE	7	23.3473		7	23.3473		8	3/15/2010
	3/10/1997								
		1	2	3	4	5	6	7	8
Finance Secretary	Hourly	13.8900	14.6053	15.3575	16.1484	16.9800	17.8545	18.7740	19.7400
	1085 Bi-weekly	1,111.20	1,168.42	1,228.60	1,291.87	1,358.40	1,428.36	1,501.92	1,579.20
	Monthly	2,407.60	2,531.59	2,661.97	2,799.06	2,943.20	3,094.78	3,254.16	3,421.60
	Annual	28,891.20	30,378.92	31,943.60	33,588.62	35,318.40	37,137.36	39,049.92	41,059.20
		Current Step	Hrly Rate		New Step	New Hrly		Next Step	Effective
USREY	MARY KAYE	8	17.5671		7	18.7740		8	12/21/2009
	12/8/1997								
		1	2	3	4	5	6	7	8
GIS Specialist	Hourly	21.0224	22.0648	23.1589	24.3072	25.5124	26.7774	28.1051	29.4987
	1090 Bi-weekly	1,681.79	1,765.18	1,852.71	1,944.58	2,040.99	2,142.19	2,248.41	2,359.90
	Monthly	3,643.88	3,824.57	4,014.21	4,213.25	4,422.15	4,641.42	4,871.55	5,113.12
	Annual	43,726.54	45,894.68	48,170.46	50,559.08	53,065.74	55,696.94	58,458.66	61,357.40
		Current Step	Hrly Rate		New Step	New Hrly		Next Step	Effective
LARSON	PATRICK	8	29.4987		8	29.4987			
	11/3/2003								

FIRE DEPARTMENT

		1	2	3	4	5	6	7	8
Administrative Assistant	Hourly	14.7600	15.5405	16.3623	17.2275	18.1385	19.0977	20.1076	21.1700
	Fire Bi-weekly	1,180.80	1,243.24	1,308.98	1,378.20	1,451.08	1,527.82	1,608.61	1,693.60
1010	Monthly	2,558.40	2,693.69	2,836.13	2,986.10	3,144.01	3,310.27	3,485.32	3,669.47
	Annual	30,700.80	32,324.24	34,033.48	35,833.20	37,728.08	39,723.32	41,823.86	44,033.60

		Current Step	Hrly Rate		New Step	New Hrly		Next Step	Effective
HOFFMAN	CHRISTINE	8	20.7774		8	21.1700			
	10/3/2005								

LIBRARY

		1	2	3	4	5	6	7	8
Maintenance Worker I	Hourly	14.4900	15.1305	15.7993	16.4976	17.2268	17.9882	18.7833	19.6100
	Library Bi-weekly	1,159.20	1,210.44	1,263.94	1,319.81	1,378.14	1,439.06	1,502.66	1,568.80
1098	Monthly	2,511.60	2,622.62	2,738.55	2,859.58	2,985.98	3,117.95	3,255.77	3,399.07
	Annual	30,139.20	31,471.44	32,862.44	34,315.06	35,831.64	37,415.56	39,069.16	40,788.80

		Current Step	Hrly Rate		New Step	New Hrly		Next Step	Effective
HAYMAN	RAYMOND	8	18.0844		7	18.7833		8	10/12/2009
	10/6/2003								

PLANNING DEPARTMENT

		1	2	3	4	5	6	7	8
Comm. Dev. Admin.	Hourly	16.0800	16.9361	17.8378	18.7875	19.7878	20.8413	21.9508	23.1200
	1040 Bi-weekly	1,286.40	1,354.89	1,427.02	1,503.00	1,583.02	1,667.30	1,756.06	1,849.60
	Monthly	2,787.20	2,935.59	3,091.89	3,256.50	3,429.89	3,612.49	3,804.81	4,007.47
	Annual	33,446.40	35,227.09	37,102.62	39,078.00	41,158.42	43,349.70	45,657.66	48,089.60

		Current Step	Hrly Rate		New Step	New Hrly		Next Step	Effective
QUANDT	BARBARA	3	17.1636		3	17.8378		4	2/1/2010
	1/21/2008								
KUZMA	JOAN	8	21.9041		8	23.1200			
	8/28/2000								

		1	2	3	4	5	6	7	8
Planning Secretary	Hourly	13.8900	14.6053	15.3575	16.1484	16.9800	17.8545	18.7740	19.7400
1110	Bi-weekly	1,111.20	1,168.42	1,228.60	1,291.87	1,358.40	1,428.36	1,501.92	1,579.20
	Monthly	2,407.60	2,531.59	2,661.97	2,799.06	2,943.20	3,094.78	3,254.16	3,421.60
	Annual	28,891.20	30,378.92	31,943.60	33,588.62	35,318.40	37,137.36	39,049.92	41,059.20

		Current Step	Hrly Rate		New Step	New Hrly		Next Step	Effective
WOODS ROSELINDA		3	13.7705		2	14.6053		3	3/1/2010
									2/27/2008

		1	2	3	4	5	6	7	8
Planning Technician	Hourly	19.0169	19.9709	20.9650	22.0119	23.1119	24.2647	25.4838	26.7559
1115	Bi-weekly	1,521.35	1,597.67	1,677.20	1,760.95	1,848.95	1,941.18	2,038.70	2,140.47
	Monthly	3,296.26	3,461.62	3,633.93	3,815.40	4,006.06	4,205.88	4,417.19	4,637.69
	Annual	39,555.10	41,539.42	43,607.20	45,784.70	48,072.70	50,470.68	53,006.20	55,652.22

		Current Step	Hrly Rate		New Step	New Hrly		Next Step	Effective
MASLONKA	EDWIN	8	26.7559		8	26.7559			
									1/29/1968

PARKS AND RECREATION DEPARTMENT

		1	2	3	4	5	6	7	8
Parks & Rec.Secretary	Hourly	13.8900	14.6053	15.3575	16.1484	16.9800	17.8545	18.7740	19.7400
1105	Bi-weekly	1,111.20	1,168.42	1,228.60	1,291.87	1,358.40	1,428.36	1,501.92	1,579.20
	Monthly	2,407.60	2,531.59	2,661.97	2,799.06	2,943.20	3,094.78	3,254.16	3,421.60
	Annual	28,891.20	30,378.92	31,943.60	33,588.62	35,318.40	37,137.36	39,049.92	41,059.20

		Current Step	Hrly Rate		New Step	New Hrly		Next Step	Effective
BUETTNER	PATRICIA	8	17.5671		7	18.7740		8	8/30/2010
									8/20/1982

		1	2	3	4	5	6	7	8
Shooting Range Oper.	Hourly	19.2400	20.0943	20.9865	21.9183	22.8915	23.9079	24.9694	26.0800
1140	Bi-weekly	1,539.20	1,607.54	1,678.92	1,753.46	1,831.32	1,912.63	1,997.55	2,086.40
	Monthly	3,334.93	3,483.01	3,637.66	3,799.17	3,967.86	4,144.04	4,328.03	4,520.53
	Annual	40,019.20	41,796.04	43,651.92	45,589.96	47,614.32	49,728.38	51,936.30	54,246.40

		Current Step	Hrly Rate		New Step	New Hrly		Next Step	Effective
MCDERMOTT	DAVID	3	18.8504		1	19.2400		2	3/29/2010
									3/19/2008

POLICE DEPARTMENT

		1	2	3	4	5	6	7	8
Evidence Technician	Hourly	13.7900	14.5609	15.3749	16.2344	17.1419	18.1001	19.1119	20.1800
1080	Bi-weekly	1,103.20	1,164.87	1,229.99	1,298.75	1,371.35	1,448.01	1,528.95	1,614.40
	Monthly	2,390.27	2,523.89	2,664.98	2,813.96	2,971.26	3,137.35	3,312.73	3,497.87
	Annual	28,683.20	30,286.62	31,979.74	33,767.50	35,655.10	37,648.26	39,752.70	41,974.40
		Current Step	Hrly Rate		New Step	New Hrly		Next Step	Effective
ARNOLD	SHERI	8	15.6069		4	16.2344		5	10/12/2009
	10/2/2006								
		1	2	3	4	5	6	7	8
Maintenance Worker II	Hourly	15.2700	15.9480	16.6561	17.3956	18.1680	18.9747	19.8172	20.7000
Police	Bi-weekly	1,221.60	1,275.84	1,332.49	1,391.65	1,453.44	1,517.98	1,585.38	1,656.00
	Monthly	2,646.80	2,764.32	2,887.06	3,015.24	3,149.12	3,288.95	3,434.98	3,588.00
	Annual	31,761.60	33,171.84	34,644.74	36,182.90	37,789.44	39,467.48	41,219.88	43,056.00
		Current Step	Hrly Rate		New Step	New Hrly		Next Step	Effective
MCVAY	WALTER	7	14.8546		1	15.2700		2	12/21/2009
	12/17/2007	(custodian)							
	10/12/2009	(maint wrkr)							
		1	2	3	4	5	6	7	8
Police Records Clerk- FT	Hourly	12.4000	13.0002	13.6294	14.2891	14.9807	15.7058	16.4660	17.2600
1130	Bi-weekly	992.00	1,040.02	1,090.35	1,143.13	1,198.46	1,256.46	1,317.28	1,380.80
	Monthly	2,149.33	2,253.37	2,362.43	2,476.78	2,596.65	2,722.34	2,854.11	2,991.73
	Annual	25,792.00	27,040.52	28,349.10	29,721.38	31,159.96	32,667.96	34,249.28	35,900.80
		Current Step	Hrly Rate		New Step	New Hrly		Next Step	Effective
EVANS	KRISTINA	4	13.5397		4	14.2891		5	3/1/2010
	2/18/2008								
WASKOWIAK	MARY	5	14.2160		5	14.9807		6	11/23/2009
	11/20/2006								
COLGAN	AMI	8	16.4665		8	17.2600			
	3/15/1994								
ENGEL	SUSIE	8	16.4665		8	17.2600			
	8/5/1985								

HILL	AMY	8	16.4665	8	17.2600
	6/27/2000				
KOSMICKI	DOREEN	8	16.4665	8	17.2600
	3/27/1995				
PREISENDORF	ALICIA	8	16.4665	8	17.2600
	2/28/2000				

PUBLIC WORKS DEPARTMENT

		1	2	3	4	5	6	7	8
Administrative Assistant	Hourly	14.7600	15.5405	16.3623	17.2275	18.1385	19.0977	20.1076	21.1700
Public Works	Bi-weekly	1,180.80	1,243.24	1,308.98	1,378.20	1,451.08	1,527.82	1,608.61	1,693.60
1012	Monthly	2,558.40	2,693.69	2,836.13	2,986.10	3,144.01	3,310.27	3,485.32	3,669.47
	Annual	30,700.80	32,324.24	34,033.48	35,833.20	37,728.08	39,723.32	41,823.86	44,033.60

		Current Step	Hrly Rate	New Step	New Hrly	Next Step	Effective
DELOSH	CATRINA	4	17.0912	4	17.2275	5	10/26/2009
	4/23/2007						

		1	2	3	4	5	6	7	8
Engineering Technician	Hourly	18.9600	19.9146	20.9173	21.9705	23.0767	24.2386	25.4590	26.7400
PW Engineering	Bi-weekly	1,516.80	1,593.17	1,673.38	1,757.64	1,846.14	1,939.09	2,036.72	2,139.20
1075	Monthly	3,286.40	3,451.86	3,625.67	3,808.22	3,999.96	4,201.36	4,412.89	4,634.93
	Annual	39,436.80	41,422.42	43,507.88	45,698.64	47,999.64	50,416.34	52,954.72	55,619.20

		Current Step	Hrly Rate	New Step	New Hrly	Next Step	Effective
CORNELIUS	LARRY	8	24.9516	7	25.4590	8	4/12/2010
	4/1/1998						
LOEB	MILTON	8	24.9516	7	25.4590	8	1/18/2010
	1/10/1972						
SCHWADERER	PAUL	8	24.9516	7	25.4590	8	2/15/2010
	2/10/1991						

		1	2	3	4	5	6	7	8
Stormwater Technician	Hourly	18.9600	19.9146	20.9173	21.9705	23.0767	24.2386	25.4590	26.7400
1145	Bi-weekly	1,516.80	1,593.17	1,673.38	1,757.64	1,846.14	1,939.09	2,036.72	2,139.20
	Monthly	3,286.40	3,451.86	3,625.67	3,808.22	3,999.96	4,201.36	4,412.89	4,634.93
	Annual	39,436.80	41,422.42	43,507.88	45,698.64	47,999.64	50,416.34	52,954.72	55,619.20

		Current Step	Hrly Rate		New Step	New Hrly		Next Step	Effective
SEKUTERA	SCOTT	8	24.9516		7	25.4590		8	7/5/2010
	6/23/2008								

		1	2	3	4	5	6	7	8
Accounting Technician	Hourly	14.9600	15.5898	16.2461	16.9301	17.6429	18.3857	19.1597	19.9700
Streets	Bi-weekly	1,196.80	1,247.18	1,299.69	1,354.41	1,411.43	1,470.86	1,532.78	1,597.60
1005	Monthly	2,593.07	2,702.23	2,815.99	2,934.55	3,058.10	3,186.85	3,321.01	3,461.47
	Annual	31,116.80	32,426.68	33,791.94	35,214.66	36,697.18	38,242.36	39,852.28	41,537.60

		Current Step	Hrly Rate		New Step	New Hrly		Next Step	Effective
MEYER	JIMMY	8	19.2334		8	19.9700			
	2/1/1998								

UTILITIES DEPARTMENT

		1	2	3	4	5	6	7	8
Admin Assistant	Hourly	14.7600	15.5405	16.3623	17.2275	18.1385	19.0977	20.1076	21.1700
Utilities	Bi-weekly	1,180.80	1,243.24	1,308.98	1,378.20	1,451.08	1,527.82	1,608.61	1,693.60
1015	Monthly	2,558.40	2,693.69	2,836.13	2,986.10	3,144.01	3,310.27	3,485.32	3,669.47
	Annual	30,700.80	32,324.24	34,033.48	35,833.20	37,728.08	39,723.32	41,823.86	44,033.60

		Current Step	Hrly Rate		New Step	New Hrly		Next Step	Effective
GERICKE	PATRICIA	8	20.7774		8	21.1700			
	12/1/1997								

		1	2	3	4	5	6	7	8
Utility Secretary	Hourly	13.8900	14.6053	15.3575	16.1484	16.9800	17.8545	18.7740	19.7400
Admin	Bi-weekly	1,111.20	1,168.42	1,228.60	1,291.87	1,358.40	1,428.36	1,501.92	1,579.20
1150	Monthly	2,407.60	2,531.59	2,661.97	2,799.06	2,943.20	3,094.78	3,254.16	3,421.60
	Annual	28,891.20	30,378.92	31,943.60	33,588.62	35,318.40	37,137.36	39,049.92	41,059.20

		Current Step	Hrly Rate		New Step	New Hrly		Next Step	Effective
MORRIS	MARTHA	8	17.5671		7	18.7740		8	3/15/2010
	3/8/2004								

		1	2	3	4	5	6	7	8
Utility Secretary	Hourly	13.8900	14.6053	15.3575	16.1484	16.9800	17.8545	18.7740	19.7400
Burdick	Bi-weekly	1,111.20	1,168.42	1,228.60	1,291.87	1,358.40	1,428.36	1,501.92	1,579.20
1152	Monthly	2,407.60	2,531.59	2,661.97	2,799.06	2,943.20	3,094.78	3,254.16	3,421.60
	Annual	28,891.20	30,378.92	31,943.60	33,588.62	35,318.40	37,137.36	39,049.92	41,059.20

		Current Step	Hrly Rate		New Step	New Hrly		Next Step	Effective
MARTIN	CYNTHIA	8	17.5671		7	18.7740		8	7/5/2010
	6/30/1997								

		1	2	3	4	5	6	7	8
Utility Secretary	Hourly	13.8900	14.6053	15.3575	16.1484	16.9800	17.8545	18.7740	19.7400
PCC	Bi-weekly	1,111.20	1,168.42	1,228.60	1,291.87	1,358.40	1,428.36	1,501.92	1,579.20
1155	Monthly	2,407.60	2,531.59	2,661.97	2,799.06	2,943.20	3,094.78	3,254.16	3,421.60
	Annual	28,891.20	30,378.92	31,943.60	33,588.62	35,318.40	37,137.36	39,049.92	41,059.20

		Current Step	Hrly Rate		New Step	New Hrly		Next Step	Effective
BIGLEY	SUSAN	8	17.5671		7	18.7740		8	3/15/2010
	3/6/1995								

		1	2	3	4	5	6	7	8
Utility Secretary	Hourly	13.8900	14.6053	15.3575	16.1484	16.9800	17.8545	18.7740	19.7400
PGS	Bi-weekly	1,111.20	1,168.42	1,228.60	1,291.87	1,358.40	1,428.36	1,501.92	1,579.20
1157	Monthly	2,407.60	2,531.59	2,661.97	2,799.06	2,943.20	3,094.78	3,254.16	3,421.60
	Annual	28,891.20	30,378.92	31,943.60	33,588.62	35,318.40	37,137.36	39,049.92	41,059.20

		Current Step	Hrly Rate		New Step	New Hrly		Next Step	Effective
NAGEL	KAREN	6	15.9312		5	16.9800		6	6/21/2010
	6/20/2005								
MUSIL	JESSICA	3	13.7705		2	14.6053		NA	NA
	1/3/2008								

RESOLUTION 2010-23

WHEREAS, an employee group at the City of Grand Island petitioned the Commission of Industrial Relations to be recognized by the City as being represented by the International Brotherhood of Electrical Workers, Local 1597, and

WHEREAS, representatives of the City and IBEW, Local 1597 met for several months to negotiate a labor agreement, and

WHEREAS, an agreement was reached with the employee group that will be identified as the IBEW Service/Clerical 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 International Brotherhood of Electrical Workers, Local # 1597, for the period of October 1, 2009 through September 30, 2011.

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Adopted by the City Council of the City of Grand Island, Nebraska, on January 12, 2010.

Peg Gilbert, Council President

Attest:

RaNae Edwards, City Clerk

Approved as to Form <input checked="" type="checkbox"/> _____ January 8, 2010 <input checked="" type="checkbox"/> City Attorney
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