

IBEW BARGAINING AGREEMENT

PREAMBLE

This Agreement is entered into by and between the CITY OF ROSEBURG, hereinafter referred to as the "Employer" and LOCAL UNION NO. 659 of the INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, hereinafter referred to as the "Union".

Whereas, the Employer and the Union have a common and sympathetic interest in the delivery of community services.

Therefore, it is the intent and purpose of this Agreement to assure sound and mutually beneficial working and economic relationships between the parties hereto concerning rates of pay, wages, hours of work and other conditions of employment.

ARTICLE 1 **DURATION OF AGREEMENT AND MODIFICATIONS**

This Agreement shall take effect on the date of its signing by both parties or **July 1, 2017**, whichever is the latter and shall remain in effect until **June 30, 2020**. Such Agreement shall continue in effect from year to year thereafter, from July 1 of each year, unless written notice is given by either party no later than February 1 of the expiring year.

Changes or modifications hereto may be made at any time by mutual consent of the parties and shall amend the Agreement by written addendum.

ARTICLE 2 **SCOPE OF AGREEMENT**

2.1 Scope: This Agreement shall apply to all City of Roseburg employees in General Services excluding police, fire, all Department Heads, other supervisory and confidential employees as defined by ORS 243.650 (6) and (16), employees who work less than 20 hours per week and temporary or seasonal employees who work six months or less unless extended by the parties for business purposes.

2.2 Strikes and Lockouts: Each employee individually covered by this Agreement, the Union and the Employer agree that during the life of this Agreement they will not cause, encourage, participate in or support any picketing, slow-down, strike, interruption, lockouts or interference with the normal functions of City activities or of management in carrying out their duties in behalf of the City. Any violations under this Article shall be grounds for disciplinary action up to and including discharge. In the event an employee violates the conditions of this provision, the Union shall assist Management in instructing them to cease and desist from such action.

2.3 New Classifications: Whenever the City creates a new classification within this bargaining unit, or substantially changes the duties of a current employee by virtue of changes in the current job classification, the City shall attach a salary to the classification and notify the Union prior to implementation. The Union shall have ten days from the receipt of notice to demand to bargain on the salary. In any event, the City shall not be barred from filling the position during the term of negotiations. Failure on the part of the Union to comment within said time limits shall be deemed a waiver of any and all objections that could be raised regarding the additional job classifications.

2.4 Classification Specifications: The City shall maintain current classification specifications for all jobs currently within the bargaining unit and send a copy of same to the Union.

ARTICLE 3 MANAGEMENT RIGHTS

Except as otherwise specified or otherwise provided herein, the Management of the City of Roseburg reserves its rights to direct the work force, including but not limited to the right to hire, the right to discipline and discharge, the right to determine job specifications, the right to lay off for lack of work or funds, the right to abolish or create positions, the right to make rules and regulations governing conduct and safety, the right to determine work schedules, the right to contract or sub-contract work where it is not economical for City forces to perform such work, the right to determine the methods, processes and manner of performing work. These activities are vested exclusively in Management including the right to determine the impact on the bargaining unit of any action based upon the rights Management has and this Agreement after consultation with the Union. However, the right of the Union to bring a grievance alleging the abuse of these rights is recognized.

ARTICLE 4 RECOGNITION

The Employer recognizes the Union as the exclusive bargaining agent for the purposes of establishing salaries, wages, hours and other conditions of employment for all employees covered by this Agreement.

ARTICLE 5 EMPLOYER-UNION SECURITY AND CHECKOFF

5.1 Hold Harmless: The Union will indemnify, defend and hold the City harmless against any claim made or suits instituted against it on account of the application of this Article.

5.2 Employment Notification: As provided by Union Bylaws, employees will apply for membership in either of the following ways:

- (a) The employee can apply for either "A" or "BA" membership, pay their initiation fee and join on the 31st day of employment. Dues will be deducted beginning the following month of employment.
- (b) An employee can pay 10% of the initiation fee, or more, at the time of application for membership and complete payment within 90 days after application is made. Dues will automatically be deducted the month following the completed application.

The Union will notify the City which category applies. The City accepts no liability for improper deductions occasioned by this process.

5.3 Fair Share: The City, upon notification from the Union, will deduct the uniformly required Union dues for non-members represented by the Union. Such uniformly required Union dues shall be determined by the Union in accordance with statutory and constitutional requirements. It is further agreed that should an employee who is a non-member object to fair share payments required by this section and consequently files legal action against the Union or the City because of such payments, the City will not be obligated to collect such fair share payments from the employee until such time as the legal remedy is resolved.

The amounts deducted shall be transmitted monthly to the Union accompanied with a complete list of all employees including new, terminated and fair share. Such listing shall contain the names, addresses and social security numbers.

5.4 Religious Exemption: Any employee objecting to joining or paying Union membership fees on the basis of religious tenets or from teachings of a church or religious body of which the objecting employee is a participating member, they shall so inform the Union in writing of their objection. The employee will then meet with representatives of the Union to establish a satisfactory arrangement for distribution of an amount equivalent to the fair share dues to a non-religious charity on which both parties agree. Written proof to the Union and the Employer shall be furnished acknowledging that such contribution has been made. Any regular employee not satisfying one of the above alternatives and upon notification by the Union to the City of such action, shall be given two weeks notice of termination for failure to comply with the terms of this Article.

5.5 Checkoff: The City agrees to deduct the uniformly required membership dues and other authorized fees or assessments once each month from the pay of those employees who have authorized such deductions in writing.

The Financial Secretary of the Union shall keep the City advised of the monthly dues and agency fee to be deducted from the wages of each employee who shall have filed the required deduction authorization. Notification to the City shall be no less than written documentation supporting such deductions and shall be in the payroll office no later than five days from the end of the month.

An employee may revoke his deduction authorization by written notice directly to the City (payroll) and the Union. Such revocation will be effective for the month being worked provided such notice is received by payroll five days prior to the end of the month.

The Union dues and agency fees in effect shall be certified to the City Manager by the Business Manager of the Union at least one month in advance of any change applied as a dues checkoff.

The Union agrees to refund to the City any amounts paid in error on account of the checkoff provisions and upon presentation of proper evidence thereof.

ARTICLE 6

UNION ACTIVITIES

6.1 Bargaining Committee: The Bargaining Committee of the Union will include not more than four bargaining unit members who are employees of the City of Roseburg. The Union may also include non-employee representatives of the International Brotherhood of Electrical Workers, Local Union No. 659, not more than three in number. The Union shall submit, in writing, to Management the names of employee representatives prior to the commencement of that year's negotiations. Although bargaining activities may take place on City time, nothing herein nor experienced in past practice shall guarantee the employees full or partial pay for time spent on such negotiations.

6.2 Bulletin Boards: The City agrees to furnish suitable bulletin board space for the posting of Union notices and official Union business. Such postings shall be limited to the following:

- (a) Recreation and social affairs of the Union.
- (b) Union meetings.
- (c) Union elections.
- (d) Reports of Union committees.
- (e) Rulings or policies of the International Union.
- (f) Derogatory, inflammatory or political material is prohibited.

6.3 Stewards: The Union shall designate employees of the Employer as stewards. No more than one steward shall be selected from each of the following groups:

- (a) City Hall
- (b) Parks
- (c) Street Maintenance
- (d) Water

Employees designated as Stewards by the Union shall be certified in writing to the City Manager as representatives of their designated group. Management agrees to permit an additional steward if new departments are added. In accordance with the

terms of this Article, when requested by an employee, a Steward may, without loss of time or pay (during regular working hours) investigate and present grievances to the Employer. Upon request for such time to the immediate supervisor, a Steward shall be granted permission and allowed sufficient time from their work for these purposes. Permission in this regard shall not be unduly withheld; however, the timing of such authorization shall be subject to the operational needs of the work assignment(s). Under no circumstances shall a Steward be discriminated against because of the faithful performance of their duties.

6.4 Union Consultations: Non-employee Union representatives may consult with employees in assembly areas before the start of each work shift, during lunch periods, or at the end of such shifts.

Access to job sites for such consultations during work periods shall only be done with the City Manager's approval and when the same is deemed reasonable.

6.5 Labor-Management Committee: The City and Union agree to establish a Labor-Management Committee with the goals of increased communication, understanding and cooperation between the City and Union. Committee structure, procedures, meeting schedules and ground rules to be determined by agreement of the City and Union committee members.

ARTICLE 7

GRIEVANCE AND ARBITRATION PROCEDURE

7.1 Arbitration: The grievance and arbitration procedure shall be limited to the meaning, interpretation or application of this Agreement or any alleged violation of its terms. The arbitrator shall have no authority to modify or alter the terms of the Agreement, but shall be limited solely to the issue presented and interpretation of the Agreement. Disputes related to matters involving a loss of pay for employees may carry an award of back pay in whole or in part. In disputes involving termination, Arbitrator must respond as soon as possible.

Nothing herein shall prohibit the City and the Union from jointly or mutually agreeing to changes in the described proceedings or resolution of the issue(s).

7.2 Resolution Procedure: For purposes of this article, a working day is defined as Monday through Friday; Saturdays, Sundays and City recognized holidays excepted.

Step 1

An employee or group of employees having a grievance or an alleged grievance, shall first discuss the matter with the supervisor. If the issue(s) cannot be resolved, the grievance complaint shall be reduced to writing and presented to the "Management Team"¹ responsible for supervision of the employee within ten

working days of the alleged violation's occurrence or first knowledge of occurrence.

All grievances reduced to writing shall contain the following information:

- (a) The date the incident occurred.
- (b) A statement of the facts.
- (c) Suggested action.
- (d) The specific article, section or clause of the Agreement the grievance relates to.
- (e) Signature of aggrieved employee and shop steward.

Step 2

If the Union is dissatisfied with the response of the supervisor, they shall, within ten working days of having received it, respond to the Department Head. The Department Head shall respond to the grievance within ten working days of having received it.

Step 3

If the Union is dissatisfied with the response of the Department Head, the Union shall then submit the grievance to the City Manager within ten working days following its return. The City shall then have ten working days to hold a hearing on the merits of the case and ten working days from the hearing to make a decision. All tapes and minutes from the hearing shall be maintained as a part of the record pertaining to the grievance.

Step 4

If the Union is dissatisfied with the outcome, they shall then notify the City Manager within 15 working days of the date of the City Manager's decision to request grievance arbitration as the final step to resolution.

Written correspondence to ERB and signed by either the City Manager and/or the Union representative shall briefly state the matter in dispute and request a list of five arbitrators be sent. Within ten working days after receipt of said list, a selection of a single arbitrator shall occur (a flip of the coin shall determine which party gets first strike).

In the event the arbitrator finds for either party, in whole, the arbitrator fees will be paid by the losing party. If the arbitrator award is less than whole, all fees of the arbitrator will be shared equally. All other costs of arbitration shall be the sole responsibility of the party incurring the costs.

7.3 Time Limits: Failure of the grievant or the Union to pursue the grievance within the time limits specified shall constitute an abandonment of the grievance. Failure by the City to respond to a grievance within the time limits specified herein shall constitute the City's rejection of the grievance at that step and allow the

grievance to be pursued by the Union or the grievant at the next step. Should a grievance be abandoned by the grievant or the Union as a result of this provision, such abandonment shall be without prejudice.

ARTICLE 8

DISCIPLINE AND TERMINATION

8.1 Just Cause: No employee shall be disciplined or discharged except for just cause.¹ Oral warnings or reprimands are not considered to be discipline and shall not be subject to the grievance procedure and shall not be included in the employee's personnel file.

8.2 Due Process: In the event the City believes an employee may be subject to discipline greater than a written warning or reprimand, the following procedural due process shall be followed:

- (a) The employee shall be notified of the charges or allegations that may subject them to discipline;
- (b) The employee shall be notified of the disciplinary sanctions being considered;
- (c) The employee will be given an opportunity to refute the charges or allegations either in writing or orally in an informal hearing;
- (d) At their request, the employee will be entitled to be accompanied by a fellow employee or a representative of the Union at the informal hearing.

8.3 Just Cause Standards: For the purpose of this agreement, just cause shall be determined in accordance with the following guidelines:

- (a) The employee shall have warning of the consequences of their conduct, unless the conduct is of such a nature that no prior warning is necessary in the eyes of a reasonable person.
- (b) If a rule or order is the subject of the alleged misconduct, it must be reasonable and applied evenhandedly, with variations allowed based on the actual situations of the alleged misconduct.
- (c) The City must conduct a reasonable investigation.
- (d) It must be determined that the employee is guilty of the alleged misconduct or act.
- (e) The discipline must be appropriate and applied in an evenhanded manner based on the severity of the misconduct or the actual or likely impact the misconduct has or would have the employer's operations.

¹ Probationary employees are not subject to the "just cause" provision provided herein. Article 16, Probationary Period, shall prevail in disciplinary situations.

- (f) The employee's past employment record, that has been documented, shall be considered, if appropriate, based on the severity of the act.

ARTICLE 9 **HOURS OF WORK**

9.1 Hours of Work: All employees covered by this Agreement shall have an established work schedule. For purposes of FLSA, the workweek for general service employees is defined as 12:01 a.m. Sunday morning through 12 midnight Saturday. The normal work schedule shall be from 8:00 a.m. to 5:00 p.m. Monday through Friday. If this schedule is to be changed there will be a minimum of 48 hours' notice and the new schedule will be a minimum of 5 days in duration. There shall be a minimum time span between rescheduled shifts of four hours.

Employees working shifts at the water plant may remain on the current shift. Management clearly retains the right to look at alternate, efficient shifts and shall inform appropriate representatives should another shift be considered.

9.2 Minimum Separation: Any rescheduled shifts worked where less than four hours separation is provided shall be compensated at time and one-half.

9.3 Override: When necessary for unforeseen business reasons, the Union's designated representative and the Department Head may mutually agree to override the 48 hours and 5 day minimum requirement to change working schedules.

9.4 Overtime Definition: Overtime shall be defined as hours worked beyond 8 hours in one day except where work schedules are instituted as provided for in Section 9.1. Then overtime shall be defined as beyond 40 hours in one week, with a maximum of 10 hours straight time in one day.

9.5 Differential Pay: Schedule changes that result in no overtime and do not meet the minimum notice and duration requirement shall require the payment of differential pay. Differential pay shall be an add on of 25% to the normal straight time pay.

9.6 Flex Time/Temporary Work Schedules: With management approval, flex time or temporary work schedules that benefit the employees may be granted, but shall not cost the City any added monetary considerations, time off or benefits with respect to such changes.

9.7 Overtime Rate: All work extended beyond the established work schedule and where differential pay does not apply shall be compensated at a rate of one and one-half times the normal hourly rate of pay. Compensatory time may be granted to a maximum of 60 hours. The maximum may be exceeded under exceptional circumstances as defined and approved by the Department Head.

Approval for the use of compensatory time off will be granted by the City when the same is convenient and does not interfere with the operational needs of the department. Employees will make every effort to give advance notice for the use of such time. Compensatory time will be available and taken in accordance with the operational needs and requirements of the City. The immediate supervisor and the employee will attempt to resolve such compensatory time request to the best advantage of the City and the Employee.

9.8 Emergency Call Back: When employees are required to report for work outside of the normally scheduled work shift, they shall receive overtime pay for all such work and be guaranteed a minimum of two hours pay. Travel time shall be allowed upon leaving home on such call to a maximum of 15 minutes. In the event an employee is required to remain in an emergency call back status for four hours or more, the employee shall receive a per diem for a meal **based on the current per diem rate**, and every subsequent four hours thereafter.

9.9 Overtime Assignment: The Employer will attempt to assign all overtime equitably to all employees in terms of time allocation, frequency and by position classification relative to the work being performed and the division it is performed in. Employees refusing to work or not available for such overtime may be passed over without consideration for make-up as head of the list assignment of future overtime work. Once each month, the City shall post and supply the Union representatives with that monthly overtime report. This section does not preclude the City from assigning overtime when necessary.

An employee working overtime for more than two hours prior to or following a regular shift shall be entitled to a meal paid for by the Employer as per the city's current per diem policy and a block of time without pay to consume the same. Flexible mealtime can be arranged to the extent that the employee and Employer agree. Basically, a meal period (not paid for) is afforded after every five hours of work. If these hours worked are outside of the normal work period or as overtime, a meal shall be provided at the Employer's expense. (In this case, a minimum of two hours shall be worked prior to such a meal being provided.)

9.10 Lunch Period: Thirty to sixty minutes shall be provided each employee during their scheduled work shift as a meal break. Such time is the employee's own and not reimbursable as wages. The meal break shall **be determined by the supervisor and commence at approximately the middle of the work shift, but not later than six hours from the beginning of the shift.** If the employee has not arranged a different schedule incorporating flex time allowances as discussed in Section 9.1, and he/she works for a period extending past six hours, then time and one-half shall be paid for that portion of time worked beyond the six hours without a meal break **and the employee will be relieved for a lunch break as soon as possible once any exceptional and unanticipated circumstances have been resolved.**

9.11 Rest Period: A 15 minute break (rest period) shall be allowed all employees during each half of a scheduled shift as the same are determined to the operating requirements of each division by the supervisor. Breaks are usually at or near the job site.

ARTICLE 10

PAY DAY

All regular employees shall be paid once each month by check or electronic deposit. Pay dates may not be changed without 90 days notice to the Union, and only one time during the duration of this contract. For emergency situations, or when on approved leave, an employee may, in writing, request from the Finance Director a check to be drawn in advance of those times listed above. Approval for such action rests with the discretion of the Finance Director and all payroll-processing costs will be charged the employee. Arrangements for direct bank deposit can be made at any time.

When pay day falls on Saturday, Sunday or a holiday, the employee shall receive their pay the preceding workday.

ARTICLE 11

UNIFORMS

If an employee is required to wear a uniform, protective clothing (such as rain gear, coats, pants, gloves or boots) and any type of protective device, all such articles shall be provided and maintained at City expense. Replacements for such articles shall be made upon surrender of worn-out ones at no cost to the employee. Reasonable wear is expected; however, lost or damaged articles due to employee negligence shall be reimbursed to the City by the employee. The City shall provide proper storage for such articles. City shall provide footwear as needed and only once per year unless the footwear is damaged or destroyed by something outside the employee's own actions.

ARTICLE 12

SAFETY

The City reserves the right to adopt reasonable safety rules which shall become effective at the time of their posting. Additionally, the Employer, the Union and each employee agrees to comply with State and Federal Occupational Safety & Health Regulations.

- (a) The Union agrees that careful observation of safe working practices and safety rules is a primary duty of all employees. The City agrees that there will be uniform enforcement of such rules against employees similarly situated within the bargaining unit, and among said employees such rules shall be enforced without discrimination. Likewise, the Employer shall not discriminate against an employee for failure to work where safe working practices are not observed.

- (b) Violations of safety rules subjects the offending employee to disciplinary action, including termination.
- (c) An employee who is assigned to a job which he believes to be dangerous to life and limb, may immediately notify their supervisor. If the matter is not resolved, it may then be taken up with the Superintendent in charge who will decide whether or not to shut down the operation.
- (d) The City shall make reasonable provisions for the safety of employees in the performance of their work. The Union shall cooperate in promoting the realization of the responsibility of the individual employees with regard to the prevention of accidents.
- (e) Every employee is urged and expected to make recommendations in writing at the time a work deficiency or unsafe condition is discovered. These recommendations shall be made to the City as soon as possible.
- (f) The City will draft reasonable safety rules. The Union can submit suggestions to the City regarding revision and enforcement of such rules, and the City agrees to meet with the Union for purposes of discussion of Union's suggestions. Safety rule violations by employees involving refusal to use required equipment or repeated non-compliance with the safety rules may be subject to discipline.
- (g) The determination of safety of any work being performed shall be the responsibility of the employee in charge of the job. If additional workers or equipment are required, this shall be reported to the superintendent and the workers shall be assigned other work which can be done safely until the additional workers or equipment are made available.
- (h) Mandated physical examinations for commercial drivers' licenses or for the wearing of respirators for employees who are required by their job descriptions and assigned by their supervisors to have these qualifications, shall be paid by the City. The City retains the sole right to make these determinations by job classification. Driver licenses themselves are not included here.

ARTICLE 13 **SENIORITY**

13.1 Definition: There shall be two types of seniority: Classification Seniority and City Seniority. City Seniority shall be considered in the selection of vacation time off.

13.2 Vacancies: Whenever a vacancy occurs in an established or a newly created classification, the City shall first post notices of such positions to be **filled** and the wage rate on the Department bulletin boards **and via electronic notification to**

all employees (e.g. email). In addition to these postings, the City will also supply copies for each Shop Steward.

The City shall post the results of any job vacancy that has been filled within 10 days of the vacancy being filled. The posting shall include whether the position was filled from within the City or from the outside.

It is the intent of this section that promotional opportunities be first extended to employees of the City and consideration and preference shall be given.

It is understood and agreed that in all cases of transfer, promotion, layoff or recall after layoff, that factors one and two shall be considered, and where factors one and two are equal, factor three shall govern.

- (1) Knowledge, training, ability, skill, adaptability and efficiency.
- (2) Ability to perform essential functions of the job.
- (3) Seniority: In the determination of seniority for this purpose classification seniority shall be given first consideration and seniority with the City second.

13.3 Seniority Attainment: A regular full-time employee shall first acquire seniority on the day following completion of 180 days continuous full-time service with the City, whereupon it shall date back to his/her date of employment.

13.4 Seniority Retention: An employee's seniority status shall be retained but not increased during absence from work under any of the following circumstances.

- (a) Illness under approved sick leave, but not extending beyond one year.
- (b) Injury in line of duty covered by Workers Compensation laws, but not extending beyond one year. (Per Article 11, the time in subsections A. and B. may be extended.)
- (c) Time spent on approved leave of absence for service in the Armed Forces of the United States, provided he/she returns to the Employer's service following release from military service within the time provided by law upon first becoming eligible for release from military service.
- (d) Service as a regularly empanelled member of a City, State or Federal jury.
- (e) Layoff, provided he/she is re-employed by the Employer within a period of time following layoff equal to the length of prior service with the Employer, but not to exceed one and one-half years.
- (f) A regularly approved leave of absence for reasons other than those specified above, provided such leave does not exceed one year in length.

- (g) At the discretion of the City and upon written request of the employee and the Union, an employee elected or appointed to any legitimate full-time paid Union office which takes time from their employment with the City, will be granted a leave of absence of up to one year without pay. Such leave may be renewed upon application of the employee and the Union.
- (h) Promotion to a position within the City but outside or within this Agreement for a maximum period of one year.

13.5 Loss of Seniority: An employee shall forfeit all accrued seniority and if subsequently re-employed, have only the status of a new employee under any of the following conditions:

- (a) When he resigns his employment with the Employer.
- (b) When he is discharged for cause.
- (c) When he is laid off for a period exceeding his length of service with the Employer to a maximum of one and one-half years.
- (d) When, following layoff, he fails to report for work within two weeks after written notice from the Employer of an offer of rehire.
- (e) When he fails to return to work at the expiration of approved leave of absence, or if he accepts employment elsewhere while on such approved leave of absence without the written approval of the Employer.

13.6 Layoff: No employee shall, as a result of work shortage, suffer any loss in seniority, accumulated sick leave or vacation within the callback period.

- (a) When layoffs are required due to lack of work or resources, said employees shall be given two weeks notice in advance of such layoff and shall be paid in full for accrued vacation.
- (b) In laying off employees because of lack of work or resources, seniority shall govern (as per Section 13.2) and employees laid off shall receive preference when opportunities for employment occur. When regular employees covered by this Agreement are laid off due to lack of work, they shall retain their seniority rights during layoff period for a length of time equivalent to their length of service with the Employer, but not to exceed 18 months. A written notice to the former employee at his last known address shall be considered as sufficient notice of opportunity for re-employment and if such notice is not acknowledged within two weeks of mailing, he shall be considered as having waived his seniority rights.
- (c) Employees on involuntary leave may apply for jobs for which they are qualified and may accept temporary work in other classifications at a different wage scale. Upon return to employment, they may fill jobs in their regular classifications as long as their seniority exists without bid.

ARTICLE 14
ACTING IN CAPACITY

14.1 Compensation: When an employee is required by their Department Head or Department Head's designee to perform the duties and reasonable responsibilities of a classification higher than his/her regular classification such employee shall receive pay at the range in which he/she is acting and at the step of his/her regular position or 5% whichever is greater.

14.2 Hours: Employees acting in capacity for a minimum of eight hours per week shall be compensated in accordance with Section 1 of this article.

14.3 Waiver: Acting in capacity pay will be waived if the gross additional earnings are less than \$3.00.

ARTICLE 15
PROBATIONARY PERIOD

15.1 New Employees: All new employees shall serve a one-year probationary period. At its discretion, the City reserves the right to terminate an employee at any time in this probationary period. The probationary period may be extended for a business reason with notice to the Union.

15.2 Promoted/Transferred Employees: Employees transferred or promoted into a different position will be given a six-month probationary period. Prior to the expiration of the probationary period, the employee shall be evaluated on total performance. The Union shall be notified in cases when performance deficiencies place an employee at risk of failing probation. If at the end of the probationary period the employee's performance is deemed not adequate the employee has the right to return to their last regular position at the same range and step as existed immediately prior to the transfer or promotion. The Department Head and employee, with City Manager's approval, may mutually agree to extend the probationary period an additional 90 days.

15.3 Failure of the Probationary Period: The Union recognizes the right of the City to demote an employee during the probationary period described in 15.2 above to his/her previous position. Demotion of an employee shall not be subject to the grievance procedure.

ARTICLE 16 **HOLIDAYS**

16.1 Designated Days: Holidays with pay shall be recognized as follows:

- (a) New Year's Day
- (b) Martin Luther King, Jr.'s Birthday
- (c) President's Day
- (d) Memorial Day
- (e) Independence Day
- (f) Labor Day
- (g) Veteran's Day
- (h) Thanksgiving Day
- (i) Day after Thanksgiving Day
- (j) Christmas Day
- (k) One additional day **in December** as set by the City Manager **and communicated to employees no later than November 1 of the corresponding year.**

Any days designated by the President of the United States or by the Governor of the State of Oregon may be observed as a "Special Day" off, but without remuneration unless the same is worked and then paid at the normal hourly rate.

16.2 Observance: Whenever a holiday falls on Sunday, the following Monday shall be observed as a holiday. Whenever a holiday falls on Saturday, the preceding Friday shall be observed as a holiday.

16.3 Holiday Work: Excepting for shift personnel, when employees are required to work on a holiday, they shall receive the overtime rate of pay in addition to the regular holiday pay. Holiday pay shall be a regular day's pay. (Example: Eight hours at normal pay rate - straight time.)

Employees assigned to rotating shifts at the water plant shall receive time and one-half pay in addition to regular salary for any designated holidays worked.

16.4 No Pyramiding: In no event shall the City be required to pyramid compensation from this article with any other form of compensation provided for in this agreement.

ARTICLE 17
VACATION

17.1 Accrual Rate: All regular employees covered by this Agreement shall earn vacation time off with pay in accordance with the following schedule:

- | | | |
|-----|--------------------------------|--------------------|
| (a) | 1 through 4 years of service | 80 hours per year |
| (b) | 5 through 10 years of service | 120 hours per year |
| (c) | 11 through 15 years of service | 160 hours per year |
| (d) | 16 plus years of service | 200 hours per year |

17.2 Utilization: No time off or pay for such time off shall be granted until an employee completes his/her probationary period. Part-time employees on established work programs (those programs thought to continue from year to year) shall, if and when they become eligible for retirement deductions, receive vacation time earned on a pro-rata basis. After the completion of ones probationary period, an employee shall be allowed a block of vacation days accrued from the start of their employment with the City under the present tour of duty. After the probationary period, all vacation shall be accrued monthly according to the schedule above and can be taken at any time with appropriate departmental approval. Vacation may be scheduled, with department approval, after the one-year probationary period is served, even if probation is extended.

17.3 Maximum Carryover:

The maximum vacation an employee may carry over from one calendar year to the next is 240 hours unless authorization to exceed the limit is granted in writing by the Department Head or unless the employee meets the retirement criteria as outlined in paragraph B. of this section.

- (a) Any employee subject to loss of vacation by over-accrual must be granted sufficient time off to prevent loss of vacation time or else be granted authorization to exceed the limit.
- (b) Any employee who will become eligible for retirement, without penalty, under the PERS Rules within three calendar years will be permitted to increase their vacation accrual from 240 hours to 480 hours. The maximum vacation accrual to be paid at retirement will be 480 hours. No amounts above this accrual will be allowed.

Vacation and compensatory time off may be used in increments of not less than one-quarter (0.25) hour.

17.4 Scheduling: In determining vacation schedules, the wishes of the employees shall be considered so long as it does not adversely affect the department operations. Each department shall allow a priority in selecting vacation time off to the senior employees per each working unit.

17.5 Termination: Upon termination of a regular non-probationary employee, the City shall pay in a lump sum all unused accumulated vacation time up to the maximum accrual.

17.6 Illness or Injury: An employee who, while on paid vacation, suffers a disability which requires his/her hospitalization or confinement at home may apply for sick leave by notifying the City of such disability as promptly as available means of communication permits. Upon such prompt notice, the employee will be placed on sick leave

- (a) on the date of his admission to the hospital, or
- (b) beginning on the first day of his next scheduled workweek if the disability did not require hospitalization.

Sick leave shall continue until the date of certification by a licensed physician that the employee is capable of returning to work. Upon return to work, the employee shall immediately apply for sick leave benefits as required by Article 18, Section 18.4 hereof, and must attach to such application medical evidence of his disability as provided therein. The remaining unused portion of the vacation shall be rescheduled within the payroll year with due regard for the City's operating requirements.

17.7 Donation of Vacation: Employees may donate up to 80 hours of accrued vacation leave or compensatory time to fellow employees who are on extended leave for an eligible reason and have exhausted leave available to them. Employees donating vacation leave must still have 80 hours available for their use after donating vacation hours. The choice of employees to receive donated hours will be solely at the discretion of the donating employee. These donations will be hour for hour and receiving employees shall receive pay at their pay rate regardless of the rate of the donating employee. Payroll must be notified of this change by the established cut-off date for payroll changes.

ARTICLE 18 **SICK LEAVE**

18.1 Sick Leave With Pay: All full-time employees shall be entitled to sick leave with pay after the first month of employment. Part-time employees shall accumulate sick leave on a pro-rata basis. Use of such sick leave shall be determined on the average of the past three months performed.

18.2 Accrual: Sick leave shall accrue at the rate of eight hours for each full calendar month of service. Upon retirement, based on the schedules of the State

Retirement System, one-half of all unused sick leave will be applied toward retirement benefits for PERS Tier 1 and Tier 2 participants. Effective upon return to scheduled work, nine-month employees will earn 8 hours of sick leave per full month worked.

18.3 Minimum Use: Sick leave may be used in increments of not less than **one-quarter (0.25)** hour.

18.4 Utilization: An employee may use accrued sick leave when unable to perform his/her work duties by reason of:

- (a) Illness or injury;
- (b) Necessity for medical or dental care;
- (c) Exposure to contagious disease under circumstances by which the health of the public or fellow employees would be endangered.

A certification by the attending physician may be required to substantiate that an illness or injury prevents the employee from working.

18.5 Family: An employee may request to use earned sick leave for serious illness within the immediate family.

For purposes of this section, serious illness affecting spouse or children in the home is defined as an illness requiring the employee to attend. For purposes of this section, except for employee's spouse or their children, serious illness is defined as an illness requiring a person to be hospitalized in serious or critical condition and/or scheduled for major surgery or in intensive care.

The employee may use sick leave to attend a member of the immediate family for any of the conditions listed as a serious illness only for the time the employee's presence is actually required. Employees shall promptly make other arrangements for the care of seriously ill immediate family members and may be required to provide a physician's statement regarding the need of the employee to attend the member of his immediate family. Any leave taken under this section that qualifies shall be counted as Family and Medical Leave as outlined in the Personnel Policies.

For purposes of this section, the immediate family shall consist of the employee, employee's spouse, same-gender domestic partners, their children, their parents, parents-in-law, their grandchildren, the employee's grandparents and the employee's brothers and sisters.

18.6 Notification: Notification must be given to the employee's immediate supervisor as soon as possible. Such notification, if possible, shall be given at the beginning of the work shift and shall include the address and telephone number where the employee can be reached. Failure to give such notification may result in loss of pay or other disciplinary action.

18.7 Workers Compensation: When an injury occurs in the course of employment, the City's obligation to pay under this sick leave article is limited to the difference between any disability payment or time loss payment received under Workers' Compensation laws and the employee's net pay. Such payment by the City shall not be deducted from the employees accumulated sick leave. Employees receiving benefits under this section will continue to receive benefits as provided elsewhere in this Agreement except that they will not accumulate sick leave during the time they are on Workers' Compensation or other disability payments.

18.8 Leave with Pay: Employees who are granted a leave of absence with pay shall continue to accrue sick leave.

18.9 Termination: Compensation for accrued sick leave shall not be allowed for an employee when he/she terminates his/her service with the City.

18.10 Maximum Use: For each hour an employee is sick and compensated for such time, an equal amount shall be deducted from the employee's accrued sick leave, but in no case shall such leave extend beyond 90 days. Once an employee has been on sick leave for 90 days, they shall be placed on leave without pay and shall apply for benefits under the City's Long Term Disability Plan.

18.11 Return to Work: An employee placed on sick leave without pay shall retain re-employment rights for up to one year. Such re-employment rights shall be limited to the position in which the employees was previously employed at the time of disability or an open position that the City Manager determines the employee is qualified for.

18.12 Job Related Disability: For any illness or injury that is determined to be compensable under Worker's Compensation, the employee shall be placed on leave without pay for up to six months. During such time the City will continue to make its contribution to Health & Welfare benefits. The employee shall be entitled to re-employment rights in accordance with statutory provisions.

18.13 Light Duty: This section applies to illness or injury which has taken place on or off the job. In the event all light duty assignments cannot be accommodated, those who have sustained an on-the-job injury shall take precedence in light duty tasks over those incurred off the job.

When an employee is unable to perform the regular duties of his/her position, due to an injury or illness, he/she shall be assigned to a light duty position.

The employee shall provide a doctor's statement that he/she is unable to perform his/her regular duties. A release for physicians information on physical capacities, duration of treatment expected and prognosis as pertains to that particular illness or injury is to be provided to the City and will be signed by the employee.

Job descriptions and required activities will be provided to the attending physician to assure proper assignments for light duty.

Light duty assignment will be determined by the Department Head and Personnel Director and will be assigned as appropriate within any department within the City. If, in the opinion of the doctor, the employee is not capable of the assigned work, the employee may be assigned to another available light duty assignment. This may be in any suitable task beneficial to the City of Roseburg that can be safely performed by the employee.

When on light duty, the work week schedule shall be 40 hours. When an employee is unable to work the full schedule, by virtue of the extent of the illness or injury, a part time schedule can be arranged to meet the employees physical capacities as determined by the attending physician.

There will be no charge of sick leave for attendance at a doctor's office, or for therapy due to the injury or illness which is job related and the subject of an accepted workers compensation claim. Sick leave provisions will apply in the event the illness or injury is not an on the job injury. However, light duty participants are encouraged to schedule physical therapy or medical appointments around the modified work schedule as much as practical, preferably at the beginning or end of assigned work hours. Verification of appointments with medical providers may be requested.

Time worked under light duty assignments will be considered as any other time worked in determining seniority.

No overtime will be paid without supervisor approval while employees are on light duty assignment.

Light duty assignments are not expected to extend beyond 90 days unless full recovery is expected. In that event, a full medical report and prognosis for full recovery shall be provided by employees attending physician. The decision to continue light duty shall be made by the Department Head based on this medical opinion.

In every instance, this policy shall be coordinated and supervised by the Department Head with cooperation from the Human Resources and Finance Departments. All supervisors and employees shall assist in the full recovery and re-integration of co-workers into light duty and regular assignments as much as possible.

Light duty is intended as a temporary assignment only. No regular position will automatically be created to accommodate light duty restrictions on employees' activities.

A doctor's release will be required stating the employee is capable of returning to regular duty and the City may require a certification from a physician of its own choice.

18.14 Time-Off Limits: Personnel requesting sick or vacation time off cannot request more time than has been accumulated and shown on their most recent pay stub.

18.15 Sick Leave Law: To the extent that the City is required to comply with any provisions of Federal and/or State Law applicable to sick leave that conflict with or alter the City's obligations under any of the provisions of the collective bargaining agreement between the City and IBEW Local 659, the City will comply with the required provision of Federal and/or State Law, whichever is most advantageous to the employee.

ARTICLE 19

MISCELLANEOUS LEAVE WITH PAY

19.1 Voting: Time necessary for voting if employee is unable to vote before or after working hours due to work schedules.

19.2 Jury Duty: Employees will be allowed reasonable time off without loss of pay for compelled jury duty or when called to testify or participate in a court case or administrative hearing, except when the employee is a party to such action.

Jury duty fees or witness fees received by any employee while on paid leave for such said purpose shall be surrendered to the employer.

If the employee is serving on a Federal Jury, they can retain the expense and mileage fees, but not the per diem.

19.3 Funeral Leave: Funeral leave with pay shall be allowed to employees for death in the immediate family. For purposes of funeral leave, the immediate family shall be defined as the employee, the employee's spouse, their children, their parents, their grandparents, their grandchildren, their brothers or sisters. Such time off shall be limited to three days. Exceptional cases involving long distance travel may have an additional four days of unpaid leave granted to the employee with the approval of the Department Head. (See Section 18.5 for use of sick leave for similar emergencies and extending time off where it is requested.) Additional funeral leave may be available through provisions of the Oregon Family Leave Act (OFLA).

For attendance of non-family funerals, the City may grant, upon request, one-half day for services within the local area, and up to one day where extensive travel is required.

19.4 Military Leave: Military leave shall be granted in accordance with state and federal requirements (applicable laws shall apply).

ARTICLE 20
MISCELLANEOUS LEAVE WITHOUT PAY

A regular employee covered by this Agreement may be granted a leave of absence without pay for a period not to exceed one year. Request and approval for such shall be in writing to the Department Head and establish reasonable justification for the same. (In no case shall such leave be for work in or at some other employment.) Departmental approval shall be completely discretionary.

ARTICLE 21
HEALTH - RETIREMENT & DISABILITY

21.1 Coverage: City shall maintain the current or a substantially comparable medical, dental, life insurance and vision plan for the life of the agreement, except that the medical insurance co-pay shall be 80%/20% and the annual deductible will be \$500 per person/\$1500 per family. Changes that may be necessitated by market conditions will be handled as required by the terms of this contract and applicable law. This agreement shall not preclude the City from negotiating concerning coverage and rates with carriers to minimize rate increase and in order to maintain comparable coverage at the most reasonable available cost.

In addition, the City will make available a second higher deductible health insurance plan (Plan B). For those employees who select Plan B, the City will make an annual Health Savings Account (HSA) contribution of \$750 per individual/\$1,500 per individual + 1 or more. Employees who select Plan B will not be required to contribute to the monthly premium during the years they are enrolled in that plan.

Employees must insure all qualified dependents under the medical, dental and vision plan as they initially become eligible. Late enrollments will only be considered as outlined by medical contract (currently annually).

Part-time employees assigned to a regular schedule in a classification under this Agreement shall be entitled to 50% of all benefits in each month in which they work 50% or more of the regular work hours in the month. Part-time employees shall accrue seniority on a pro-rated basis for all hours worked and receive a percentage of all benefits.

21.2 Medical Policy: The City shall pay the cost of the medical premium decreased by the employee contribution of 5% of the monthly medical premium paid by the City. **Employee contribution increases to 5.5% of the monthly medical premium on July 1, 2018 and 6.0% of the monthly medical premium on July 1, 2019.**

21.3 Dental Policy: The City will maintain the current or a substantially comparable dental insurance plan at no premium cost to the employees.

Employees must insure all qualified dependents under the dental plan as they initially become eligible. There are no provisions for late enrollment.

21.4 Vision: The City shall provide a vision coverage plan. The City shall pay full cost of premium for this coverage for the term of this contract. (Depending upon choice of plan, this coverage may be rolled into the medical plan in subsequent years.)

21.5 Life Insurance Policy: The City will maintain the current or substantially comparable life insurance plan for the life of the agreement at no premium cost to the employees.

21.6 Retirement: The City agrees to maintain the existing retirement plan provided by the State of Oregon Public Employees Retirement System and OPSRP and pick up all premiums, including the employee's share. Employee shall maintain existing rights and privileges currently provided by P.E.R.S. and OPSRP.

21.7 Disability Benefits: The City will provide a Long Term Disability Insurance Plan for non-work related injuries or disabilities at no premium cost to the employees.

21.8 Health Reimbursement Arrangement (HRA): City will pay into an HRA account for each employee. The HRA contributions will be paid into the HRA monthly; pro-rated to reach the annual total.

Year 2017-2018

Employee Only:	\$350/Year
Employee & Spouse:	\$600/Year
Employee & Children:	\$600/Year
Full Family	\$850/Year

Year 2018-2019

Employee Only:	\$425/Year
Employee & Spouse:	\$675/Year
Employee & Children:	\$675/Year
Full Family	\$925/Year

Year 2019-2020

Employee Only:	\$525/Year
Employee & Spouse:	\$775/Year
Employee & Children:	\$775/Year
Full Family	\$1025/Year

ARTICLE 22
EDUCATIONAL AID

22.1 Educational Aid: In order to encourage self-improvement, the City will pay 100% of an employee's tuition costs upon successful completion of job-related courses. Prior approval of the Supervisor and Department Head must be received and budgeted funds must be available. When directed by the City to attend such classes, 100% of the tuition cost shall be paid for by the City. Any employee who voluntarily terminates employment within 12 calendar months from the date of completion of any mutually agreed job related courses will reimburse the City for 50% of the costs paid by the City for said course. The City will pay 100% for required certifications.

ARTICLE 23
SALARY ADMINISTRATION

23.1 Salary Administration: Employees advancing to a higher salary range will not be decreased in wage rate; however, such advancement may result in equal pay.

Step increases for salary range shall generally be as follows:

- Step 1 to Step 2 - 6 months
- Step 2 to Step 3 - 6 months
- Step 3 to Step 4 - 1 year
- Step 4 to Step 5 - 1 year
- Step 5 to Step 6 - 1 year

Employees' progression steps shall be considered on the basis of performance review and time in grade in accordance with the above progression schedule. This is a general guideline to maximum limits for evaluation purposes. Employee evaluations shall be made in accordance with the above schedule.

23.2 Salary Changes:

Effective **July 1, 2017**, all classifications shall be increased by **2.00%**.
Effective **July 1, 2018**, all classifications shall be increased by **2.00%**.
Effective **July 1, 2019**, all classifications shall be increased by **2.00%.***

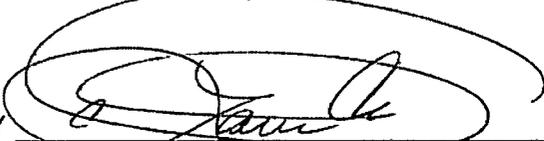
*** In the event of a significant change in financial conditions, the Union has the right to request re-opening the agreement in year three for wages only.**

ARTICLE 24
SAVINGS CLAUSE

In the event any article, section or portion of the Agreement should be held invalid and unenforceable by the proper legislative or judicial authority, such decision shall apply only to the specific article, section, or portion thereof specified in the decision and the remainder of the Agreement shall not be affected thereby. Upon issuance of such a decision, the City and the Union may choose to enter into collective bargaining negotiations for the purpose for arriving at a mutually satisfactory replacement.

Appendices "A" and "B" covering wages and classification, is hereby made a part of this Agreement as if fully set forth herein.

CITY OF ROSEBURG, OREGON

BY 

City Manager
Date: 10/3/2017

LOCAL UNION NO. 659
INTERNATIONAL BROTHERHOOD
OF ELECTRICAL WORKERS

BY 

Business Manager
Date: 10/25/17

APPROVED
INTERNATIONAL OFFICE - I.B.E.W.

11/22/2017

Lonnie Stephenson, President
This approval does not make the
International a party to this agreement.

APPENDIX "A"

CLASSIFICATIONS

There shall be recognized under the Agreement the following general classifications of labor with the definition applicable to each:

- Account Clerk I
- Account Clerk II
- Assistant Golf Course Superintendent (Park Maintenance II)
- Assistant Planner
- Associate Planner
- Bailiff
- Building Inspector
- Chief Water Plant Operator
- Compliance Officer
- Department Secretary
- Department Technician
- Engineering Technician I
- Engineering Technician II
- Engineering Technician III
- Equipment/Parks Maintenance (Park Maintenance III)
- Facilities Maintenance Technician
- Greenskeeper
- Horticulturist
- Maintenance I
- Maintenance II
- Maintenance III
- Park Caretaker
- Park Foreman
- Parks & Rec Coordinator
- Plumbing/Building Inspector
- Street Foreman
- Water Foreman
- Water Plant Operator

The above classifications, any classifications removed from the listing above and any additional classifications will be in accordance with ERB C-48-79. The deletion of classifications in this listing is for purposes of accuracy and timeliness and does not constitute removal of those classifications from inclusion in the bargaining unit.

RANGE	CLASS	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
1	Bailiff Custodian	2543 14.6714	2670 15.4041	2803 16.1715	2943 16.9792	3090 17.8273	3244 18.7157
2		2670 15.4041	2803 16.1715	2943 16.9792	3090 17.8273	3244 18.7157	3406 19.6504
3	Account Clerk I Department Secretary	2803 16.1715	2943 16.9792	3090 17.8273	3244 18.7157	3406 19.6504	3576 20.6312
4		2943 16.9792	3090 17.8273	3244 18.7157	3406 19.6504	3576 20.6312	3755 21.6639
5	Account Clerk II Department Tech Maintenance I	3090 17.8273	3244 18.7157	3406 19.6504	3576 20.6312	3755 21.6639	3943 22.7485
6	Engineering Tech I	3244 18.7157	3406 19.6504	3576 20.6312	3755 21.6639	3943 22.7485	4140 23.8851
7	Maintenance II Compliance Officer Assistant Planner	3406 19.6504	3576 20.6312	3755 21.6639	3943 22.7485	4140 23.8851	4347 25.0793
8	Parks & Rec Coordinator	3576 20.6312	3755 21.6639	3943 22.7485	4140 23.8851	4347 25.0793	4564 26.3313
9	Engineering Tech II Maintenance III Park/Equipment Maintenance Water Plant Operator	3755 21.6639	3943 22.7485	4140 23.8851	4347 25.0793	4564 26.3313	4792 27.6467
10		3943 22.7485	4140 23.8851	4347 25.0793	4564 26.3313	4792 27.6467	5032 29.0313
11	Greenskeeper Horticulturist Facilities Maint Tech	4140 23.8851	4347 25.0793	4564 26.3313	4792 27.6467	5032 29.0313	5284 30.4852
12	Associate Planner Engineering Tech III	4347 25.0793	4564 26.3313	4792 27.6467	5032 29.0313	5284 30.4852	5548 32.0083

RANGE	CLASS	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
1	Bailiff Custodian	2592 14.9541	2722 15.7041	2858 16.4888	3001 17.3138	3151 18.1792	3309 19.0908
2		2722 15.7041	2858 16.4888	3001 17.3138	3151 18.1792	3309 19.0908	3474 20.0427
3	Account Clerk I Department Secretary	2858 16.4888	3001 17.3138	3151 18.1792	3309 19.0908	3474 20.0427	3648 21.0466
4		3001 17.3138	3151 18.1792	3309 19.0908	3474 20.0427	3648 21.0466	3830 22.0966
5	Account Clerk II Department Tech Maintenance I	3151 18.1792	3309 19.0908	3474 20.0427	3648 21.0466	3830 22.0966	4022 23.2043
6	Engineering Tech I	3309 19.0908	3474 20.0427	3648 21.0466	3830 22.0966	4022 23.2043	4223 24.3639
7	Maintenance II Compliance Officer Assistant Planner	3474 20.0427	3648 21.0466	3830 22.0966	4022 23.2043	4223 24.3639	4434 25.5813
8	Parks & Rec Coordinator	3648 21.0466	3830 22.0966	4022 23.2043	4223 24.3639	4434 25.5813	4656 26.8621
9	Engineering Tech II Maintenance III Park/Equipment Maintenance Water Plant Operator	3830 22.0966	4022 23.2043	4223 24.3639	4434 25.5813	4656 26.8621	4889 28.2063
10		4022 23.2043	4223 24.3639	4434 25.5813	4656 26.8621	4889 28.2063	5133 29.6140
11	Greenskeeper Horticulturist Facilities Maint Tech	4223 24.3639	4434 25.5813	4656 26.8621	4889 28.2063	5133 29.6140	5390 31.0968
12	Associate Planner Engineering Tech III	4434 25.5813	4656 26.8621	4889 28.2063	5133 29.6140	5390 31.0968	5660 32.6545

RANGE	CLASS	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
1	Bailiff Custodian	2644 15.2541	2776 16.0157	2915 16.8176	3061 17.6600	3214 18.5427	3375 19.4715
2		2776 16.0157	2915 16.8176	3061 17.6600	3214 18.5427	3375 19.4715	3544 20.4465
3	Account Clerk I Department Secretary	2915 16.8176	3061 17.6600	3214 18.5427	3375 19.4715	3544 20.4465	3721 21.4677
4		3061 17.6600	3214 18.5427	3375 19.4715	3544 20.4465	3721 21.4677	3907 22.5408
5	Account Clerk II Department Tech Maintenance I	3214 18.5427	3375 19.4715	3544 20.4465	3721 21.4677	3907 22.5408	4102 23.6658
6	Engineering Tech I	3375 19.4715	3544 20.4465	3721 21.4677	3907 22.5408	4102 23.6658	4307 24.8486
7	Maintenance II Compliance Officer Assistant Planner	3544 20.4465	3721 21.4677	3907 22.5408	4102 23.6658	4307 24.8486	4522 26.0890
8	Parks & Rec Coordinator	3721 21.4677	3907 22.5408	4102 23.6658	4307 24.8486	4522 26.0890	4748 27.3928
9	Engineering Tech II Maintenance III Park/Equipment Maintenance Water Plant Operator	3907 22.5408	4102 23.6658	4307 24.8486	4522 26.0890	4748 27.3928	4985 28.7602
10		4102 23.6658	4307 24.8486	4522 26.0890	4748 27.3928	4985 28.7602	5234 30.1967
11	Greenskeeper Horticulturist Facilities Maint Tech	4307 24.8486	4522 26.0890	4748 27.3928	4985 28.7602	5234 30.1967	5496 31.7083
12	Associate Planner Engineering Tech III	4522 26.0890	4748 27.3928	4985 28.7602	5234 30.1967	5496 31.7083	5771 33.2949