CITY ATTORNEYS
Effective December 31, 2011

Salary Information is listed by Salary Grade. Scroll down the schedule to find the desired Job Title. Salaries are listed in bi-weekly or hourly rates.

Job Class	Range Minimum	Range Mid-Point	Range Maximum
Associate Attorney (Grade 001)	**$51,469 ($1,972.00)**	**$67,038 ($2,568.50)**	**$82,607 ($3,165.00)**
Attorney (Grade 002)	**$65,450 ($2,507.68)**	**$84,966 ($3,255.41)**	**$104,482 ($4,003.14)**
Senior Prosecutor (Grade 004)	**$70,674 ($2,707.82)**	**$92,525 ($3,545.02)**	**$114,377 ($4,382.26)**
Senior Attorney (Grade 003)	**$78,158 ($2,994.55)**	**$101,036 ($3,871.12)**	**$123,915 ($4,747.69)**

BENEFITS

VACATION

Years of Service	Hours of Vacation
1st year thru 8th year	17 days (.0654) - C
9th year thru 15th year	22 days (.0847) - F
16th year and thereafter	27 days (.1039) - Q

Years of Service shall be based on original employment date with the City and may include the amount of time worked by an employee at any previous public sector agency or private entity as an Attorney or Law Clerk.

The City Attorney may permit an employee to carry over into the following IRS payroll reporting year up to one hundred twenty (120) hours of vacation. However, if requested by an employee, the City Attorney may, in his/her sole discretion, compensate the employee in cash at the end of each IRS payroll reporting year for any or all hours over one hundred and twenty hours (120) for which the employee requests payment. The payment, if any, shall be at the rate of pay in effect at the time payment is made. Additionally, such payments will only be made if such payments are within the Department's budget. The decision whether to make such payments shall not be grievable.

HOLIDAY ELIGIBILITY

In order to be eligible for a holiday with pay, an employee must be employed as of the date of the holiday and have paid hours on the payroll for that pay period. For the purpose of this section only, non-holiday hours paid includes hours actually worked, vacation time, compensatory time used, paid leave and sick leave.

SEVERANCE PAY

Plan 1: Ordinance No. 11490 - revised by Ordinance No. 16303.

Plan 2: $6,500 maximum

58+ years of age or older or must be eligible for pension under the "rule of 90" (PERA).
10 years of consecutive service at the time of separation.*
60 days of sick leave credits at the time of his separation from service.

Plan 3: $10,000 80 days of accumulated sick leave credits at the time of separation*

Years of Service with the City At Least	Maximum Severance Pay
20	$ 5,000
21	$ 6,000
22	$ 7,000
23	$ 8,000
24	$ 9,000
25	$10,000

- Employees hired or before 12/31/83 may draw from any of the three plans.
- Employees hired after 12/31/83 but on or before 10/29/88 may draw from only Plan 2 or Plan 3.
- Employees hired after 10/29/88 may only draw from Plan 3.

*For the purpose of this Article, employment in either the City or in the Independent School District No. 625 may be used in meeting this ten (10) year service requirement.

Effective December 1, 2007:
Plan 4:
The employee must have a minimum of 12 years of service and 600 hours of sick leave credits at the time of his/her separation of service from the City.

Minimum 12 years of service and accrued sick leave credits of:	Severance
600	$ 4,000
700	$ 5,000
800	$ 6,000
900	$ 7,000
1000	$ 8,000
1100	$ 9,000
1200	$10,000
1300	$11,000
1400	$12,000
1500	$13,000
1600	$14,000
1700	$15,000

For any employee who is eligible to receive severance from the City, the City will contribute 105% of the full amount of their severance payment to a Post Employment Health Plan (PEHP) in lieu of any cash payment to the employee. (MOA signed January 15, 2008.)

2012 HEALTH INSURANCE

Single: The Employer will contribute $507.54 - $615.10 per month for the 2012 single insurance contribution depending on the employee's plan choice.

The City will contribute $75 each month into a VEBA/HRA for full-time employees choosing the SINGLE Open Access Deductible plan. Enrollment is automatic. Three-quarter and half-time employees will receive pro-rated contributions.

Family: The Employer will contribute $951.86 - $1482.59 per month for the 2012 family insurance contribution depending on the employee's plan choice.

Three-quarter employees (3/4 benefit level) - Employer will contribute 75% of single/family insurance premium.
Half-time employees (½ benefit level) - Employer will contribute 50% of the single/family insurance premium.

PROBATION

All new employees shall serve an eighteen (18) month probation period. All promoted employees shall serve a one (1) year probation period (See Article 4.7).

LIFE INSURANCE

$5,000

DEFERRED COMPENSATION

Effective January 1, 2008: The City will provide $275 per year matching deferred compensation contribution for employees employed with the city for a minimum of one calendar year. (See Article 20 of the agreement for eligibility requirements). To be paid by April 1 of the following year.

SICK LEAVE USAGE FOR DEPENDENT CARE

An employee may also use up to forty (40) hours of sick leave in the case of sudden sickness or disability of a member of his/her household in order to care for or make arrangements for the care of such sick or disabled person.

SICK LEAVE ACCRUAL

Effective January 1, 2006: Sick leave shall accumulate at the rate of .0539 of a working hour for each full hour on the payroll, excluding overtime. 14 days per year.

SICK LEAVE CONVERSION

180 days of accumulated sick leave an employee can convert 1 day of sick leave for ½ day of vacation (maximum 10 days sick for 5 days vacation).

OVERTIME

Employees who work more than eighty (80) hours in a two-week payroll period may be granted compensatory time with the approval of their department head or his/her designee. If granted, compensatory time will be based on a straight time hour for hour basis for time that the supervisor approves.

SCHOOL CONFERENCES

An employee shall be granted up to a total of sixteen (16) hours during a school year to attend school conferences or classroom activities related to the employee's child, provided the conferences or classroom activities cannot be scheduled during non-work hours. An employee shall be allowed to use vacation or compensatory time for this leave; otherwise, this leave shall be without pay.

ADOPTION LEAVE

In case of an employee adoption of a child up to five years of age, employees shall be permitted to carry over into the following fiscal year up to 80 additional hours of accrued vacation time each year up to a total of 240 hours. For up to two years from the date of the execution of this Agreement, employees may additionally borrow up to 80 hours of unaccrued vacation time from the next fiscal year.

These two adoption provisions shall apply only to one City employee in the event that both adoptive parents are City employees.

FUNERAL LEAVE

Any employee who has accumulated sick leave credits, shall be granted one day of such leave to attend the funeral of the employee's grandparent or grandchild, and as much time as the employee's supervisor deems necessary for the death of the employee's mother, father, spouse, child, brother, sister, mother-in-law, father-in-law, or other person who is a member of the household.

MILEAGE

When an employee is required to use his/her personal automobile to conduct authorized City business, the City shall reimburse the employee at the then current Federal I.R.S. mileage reimbursement rate.