

Employee Group 02 AFSCME-Technical

Effective Date: April 5, 2014

Issued Date: 01/17/2015

| Job Code & Description | Grade | Step | Hourly Rate |
|------------------------|-------|---------------------|-------------|
| | 001 | 1: Start | 10.58 |
| | 001 | 2: 1 year (2080) | 11.35 |
| | 001 | 3: 2 year (4160) | 11.75 |
| | 001 | 4: 3 year (6240) | 12.11 |
| | 001 | 5: 5 year (10,400) | 12.60 |
| | 001 | 6: 10 year (20,800) | 12.88 |
| | 001 | 7: 15 year (31,200) | 13.33 |
| | 001 | 8: 20 year (41,600) | 13.97 |
| | 002 | 1: Start | 10.80 |
| | 002 | 2: 1 year (2080) | 11.55 |
| | 002 | 3: 2 year (4160) | 11.95 |
| | 002 | 4: 3 year (6240) | 12.38 |
| | 002 | 5: 5 year (10,400) | 12.82 |
| | 002 | 6: 10 year (20,800) | 13.11 |
| | 002 | 7: 15 year (31,200) | 13.64 |
| | 002 | 8: 20 year (41,600) | 14.28 |
| | 003 | 1: Start | 11.04 |
| | 003 | 2: 1 year (2080) | 11.80 |
| | 003 | 3: 2 year (4160) | 12.24 |
| | 003 | 4: 3 year (6240) | 12.66 |
| | 003 | 5: 5 year (10,400) | 13.11 |
| | 003 | 6: 10 year (20,800) | 13.44 |
| | 003 | 7: 15 year (31,200) | 13.90 |
| | 003 | 8: 20 year (41,600) | 14.54 |
| | 004 | 1: Start | 11.31 |
| | 004 | 2: 1 year (2080) | 12.02 |
| | 004 | 3: 2 year (4160) | 12.46 |
| | 004 | 4: 3 year (6240) | 12.97 |
| | 004 | 5: 5 year (10,400) | 13.44 |
| | 004 | 6: 10 year (20,800) | 13.69 |
| | 004 | 7: 15 year (31,200) | 14.20 |
| | 004 | 8: 20 year (41,600) | 14.84 |

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| | 005 | 1: Start | 11.46 |
| | 005 | 2: 1 year (2080) | 12.31 |
| | 005 | 3: 2 year (4160) | 12.69 |
| | 005 | 4: 3 year (6240) | 13.17 |
| | 005 | 5: 5 year (10,400) | 13.66 |
| | 005 | 6: 10 year (20,800) | 13.97 |
| | 005 | 7: 15 year (31,200) | 14.47 |
| | 005 | 8: 20 year (41,600) | 15.12 |
| | 006 | 1: Start | 11.71 |
| | 006 | 2: 1 year (2080) | 12.57 |
| | 006 | 3: 2 year (4160) | 12.98 |
| | 006 | 4: 3 year (6240) | 13.48 |
| | 006 | 5: 5 year (10,400) | 13.97 |
| | 006 | 6: 10 year (20, 800) | 14.26 |
| | 006 | 7: 15 year (31, 200) | 14.82 |
| | 006 | 8: 20 year (41, 600) | 15.47 |
| | 007 | 1: Start | 11.97 |
| | 007 | 2: 1 year (2080) | 12.82 |
| | 007 | 3: 2 year (4160) | 13.26 |
| | 007 | 4: 3 year (6240) | 13.77 |
| | 007 | 5: 5 year (10,400) | 14.29 |
| | 007 | 6: 10 year (20,800) | 14.66 |
| | 007 | 7: 15 year (31,200) | 15.21 |
| | 007 | 8: 20 year (41,600) | 15.85 |
| | 008 | 1: Start | 12.26 |
| | 008 | 2: 1 year (2080) | 13.14 |
| | 008 | 3: 2 year (4160) | 13.58 |
| | 008 | 4: 3 year (6240) | 14.09 |
| | 008 | 5: 5 year (10,400) | 14.66 |
| | 008 | 6: 10 year (20, 800) | 14.99 |
| | 008 | 7: 15 year (31, 200) | 15.52 |
| | 008 | 8: 20 year (41, 600) | 16.17 |

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| | 009 | 1: Start | 12.48 |
| | 009 | 2: 1 year (2080) | 13.44 |
| | 009 | 3: 2 year (4160) | 13.87 |
| | 009 | 4: 3 year (6240) | 14.39 |
| | 009 | 5: 5 year (10,400) | 14.99 |
| | 009 | 6: 10 year (20,800) | 15.30 |
| | 009 | 7: 15 year (31,200) | 15.89 |
| | 009 | 8: 20 year (41,600) | 16.54 |
| | 010 | 1: Start | 12.71 |
| | 010 | 2: 1 year (2080) | 13.66 |
| | 010 | 3: 2 year (4160) | 14.16 |
| | 010 | 4: 3 year (6240) | 14.69 |
| | 010 | 5: 5 year (10,400) | 15.26 |
| | 010 | 6: 10 year (20,800) | 15.64 |
| | 010 | 7: 15 year (31,200) | 16.23 |
| | 010 | 8: 20 year (41,600) | 16.87 |
| 920110 COMMUNITY RECREATION LEADER | 10R | 1: Start | 11.56 |
| | 10R | 2: 3 mo (520) | 12.39 |
| | 10R | 3: 1 year (2080) | 14.06 |
| | 10R | 4: 2 year (4160) | 14.56 |
| | 10R | 5: 3 year (6240) | 15.10 |
| | 10R | 6: 4 year (8320) | 15.66 |
| | 10R | 7: 10 year (20,800) | 16.04 |
| | 10R | 8: 15 year (31,200) | 16.63 |
| | 10R | 9: 20 year (41,600) | 17.27 |
| | 011 | 1: Start | 13.00 |
| | 011 | 2: 1 year (2080) | 13.97 |
| | 011 | 3: 2 year (4160) | 14.42 |
| | 011 | 4: 3 year (6240) | 15.04 |
| | 011 | 5: 5 year (10,400) | 15.64 |
| | 011 | 6: 10 year (20,800) | 15.99 |
| | 011 | 7: 15 year (31,200) | 16.60 |
| | 011 | 8: 20 year (41,600) | 17.24 |

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| | 012 | 1: Start | 13.28 |
| | 012 | 2: 1 year (2080) | 14.29 |
| | 012 | 3: 2 year (4160) | 14.82 |
| | 012 | 4: 3 year (6240) | 15.39 |
| | 012 | 5: 5 year (10,400) | 15.99 |
| | 012 | 6: 10 year (20,800) | 16.35 |
| | 012 | 7: 15 year (31,200) | 16.98 |
| | 012 | 8: 20 year (41,600) | 17.63 |
| 610000 FIRE MEDIC CADET | 013 | 1: Start | 13.60 |
| | 013 | 2: 1 year (2080) | 14.66 |
| | 013 | 3: 2 year (4160) | 15.15 |
| | 013 | 4: 3 year (6240) | 15.79 |
| | 013 | 5: 5 year (10,400) | 16.39 |
| | 013 | 6: 10 year (20,800) | 16.80 |
| | 013 | 7: 15 year (31,200) | 17.44 |
| | 013 | 8: 20 year (41,600) | 18.09 |
| | 014 | 1: Start | 13.89 |
| | 014 | 2: 1 year (2080) | 14.99 |
| | 014 | 3: 2 year (4160) | 15.51 |
| | 014 | 4: 3 year (6240) | 16.10 |
| | 014 | 5: 5 year (10,400) | 16.73 |
| | 014 | 6: 10 year (20,800) | 17.17 |
| | 014 | 7: 15 year (31,200) | 17.80 |
| | 014 | 8: 20 year (41,600) | 18.44 |
| 850110 VIDEO PRODUCTION ASSISTANT | 015 | 1: Start | 14.19 |
| | 015 | 2: 1 year (2080) | 15.26 |
| | 015 | 3: 2 year (4160) | 15.84 |
| | 015 | 4: 3 year (6240) | 16.46 |
| | 015 | 5: 5 year (10,400) | 17.17 |
| | 015 | 6: 10 year (20,800) | 17.53 |
| | 015 | 7: 15 year (31,200) | 18.22 |
| | 015 | 8: 20 year (41,600) | 18.86 |

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| | 016 | 1: Start | 14.55 |
| | 016 | 2: 1 year (2080) | 15.66 |
| | 016 | 3: 2 year (4160) | 16.26 |
| | 016 | 4: 3 year (6240) | 16.88 |
| | 016 | 5: 5 year (10,400) | 17.53 |
| | 016 | 6: 10 year (20,800) | 17.95 |
| | 016 | 7: 15 year (31,200) | 18.66 |
| | 016 | 8: 20 year (41,600) | 19.31 |
| | 16U | 1: Start | 14.56 |
| | 16U | 2: 1 year (2080) | 17.77 |
| | 16U | 3: 2 year (4160) | 20.97 |
| | 16U | 4: 3 year (6240) | 24.12 |
| | 017 | 1: Start | 14.84 |
| | 017 | 2: 1 year (2080) | 15.99 |
| | 017 | 3: 2 year (4160) | 16.61 |
| | 017 | 4: 3 year (6240) | 17.26 |
| | 017 | 5: 5 year (10,400) | 17.97 |
| | 017 | 6: 10 year (20,800) | 18.46 |
| | 017 | 7: 15 year (31,200) | 19.14 |
| | 017 | 8: 20 year (41,600) | 19.79 |
| | 018 | 1: Start | 15.17 |
| | 018 | 2: 1 year (2080) | 16.39 |
| | 018 | 3: 2 year (4160) | 17.00 |
| | 018 | 4: 3 year (6240) | 17.70 |
| | 018 | 5: 5 year (10,400) | 18.41 |
| | 018 | 6: 10 year (20,800) | 18.84 |
| | 018 | 7: 15 year (31,200) | 19.60 |
| | 018 | 8: 20 year (41,600) | 20.25 |
| 820210 HORTICULTURIST I | 019 | 1: Start | 15.51 |
| | 019 | 2: 1 year (2080) | 16.73 |
| | 019 | 3: 2 year (4160) | 17.41 |
| | 019 | 4: 3 year (6240) | 18.12 |
| | 019 | 5: 5 year (10,400) | 18.84 |
| | 019 | 6: 10 year (20,800) | 19.32 |
| | 019 | 7: 15 year (31,200) | 20.07 |
| | 019 | 8: 20 year (41,600) | 20.71 |

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| | 020 | 1: Start | 15.88 |
| | 020 | 2: 1 year (2080) | 17.19 |
| | 020 | 3: 2 year (4160) | 17.90 |
| | 020 | 4: 3 year (6240) | 18.59 |
| | 020 | 5: 5 year (10,400) | 19.33 |
| | 020 | 6: 10 year (20, 800) | 19.83 |
| | 020 | 7: 15 year (31, 200) | 20.60 |
| | 020 | 8: 20 year (41, 600) | 21.25 |
| | 021 | 1: Start | 16.26 |
| | 021 | 2: 1 year (2080) | 17.53 |
| | 021 | 3: 2 year (4160) | 18.21 |
| | 021 | 4: 3 year (6240) | 18.97 |
| | 021 | 5: 5 year (10,400) | 19.77 |
| | 021 | 6: 10 year (20,800) | 20.28 |
| | 021 | 7: 15 year (31,200) | 21.08 |
| | 021 | 8: 20 year (41,600) | 21.73 |
| 920120 ADAPTIVE RECREATION ASSISTANT 920201 COMMUNITY YOUTH WORKER 420010 ENGINEERING AIDE I 530010 WATER LABORATORY AIDE | 022 | 1: Start | 16.61 |
| | 022 | 2: 1 year (2080) | 17.97 |
| | 022 | 3: 2 year (4160) | 18.75 |
| | 022 | 4: 3 year (6240) | 19.50 |
| | 022 | 5: 5 year (10,400) | 20.32 |
| | 022 | 6: 10 year (20, 800) | 20.84 |
| | 022 | 7: 15 year (31, 200) | 21.66 |
| | 022 | 8: 20 year (41, 600) | 22.30 |
| | 22E | 1: Start | 16.61 |
| | 22E | 2: 1 year (2080) | 17.26 |
| | 22E | 3: 2 year (4160) | 18.75 |
| | 22E | 4: 3 year (6240) | 19.83 |
| | 22E | 5: 4 year (8320) | 20.63 |
| | 22E | 6: 5 year (10,400) | 21.50 |
| | 22E | 7: 6 year (12,480) | 22.32 |
| | 22E | 8: 10 year (20,800) | 22.90 |
| | 22E | 9: 15 year (31,200) | 23.85 |
| | 22E | 10: 20 year (41,600) | 24.49 |

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| 630002 COMMUNITY LIAISON OFFICER | 023 | 1: Start | 17.02 |
| | 023 | 2: 1 year (2080) | 18.41 |
| | 023 | 3: 2 year (4160) | 19.10 |
| | 023 | 4: 3 year (6240) | 19.92 |
| | 023 | 5: 5 year (10,400) | 20.75 |
| | 023 | 6: 10 year (20, 800) | 21.26 |
| | 023 | 7: 15 year (31, 200) | 22.04 |
| | 023 | 8: 20 year (41, 600) | 22.69 |
| | 024 | 1: Start | 17.46 |
| | 024 | 2: 1 year (2080) | 18.86 |
| | 024 | 3: 2 year (4160) | 19.66 |
| | 024 | 4: 3 year (6240) | 20.48 |
| | 024 | 5: 5 year (10,400) | 21.32 |
| | 024 | 6: 10 year (20,800) | 21.84 |
| | 024 | 7: 15 year (31,200) | 22.74 |
| | 024 | 8: 20 year (41,600) | 23.39 |
| 230120 DIGITAL EVIDENCE TECHNICIAN 740010 DSI FIRE SAFETY INSPECTOR I 540010 MEDICAL ASSISTANT~S~ 530020 WATER LABORATORY TECHNICIAN I | 025 | 1: Start | 17.84 |
| | 025 | 2: 1 year (2080) | 19.32 |
| | 025 | 3: 2 year (4160) | 20.04 |
| | 025 | 4: 3 year (6240) | 20.88 |
| | 025 | 5: 5 year (10,400) | 21.70 |
| | 025 | 6: 10 year (20, 800) | 22.28 |
| | 025 | 7: 15 year (31, 200) | 23.15 |
| | 025 | 8: 20 year (41, 600) | 23.79 |
| 400000 ARCHITECTURAL DRAFTER TRAINEE 420011 ENGINEERING AIDE II 330010 LOAN SPECIALIST ASSISTANT 800010 NATURAL RESOURCES TECHNICIAN 540110 WIC NUTRITION EDUCATOR~S~ 540111 WIC NUTRITION EDUCATOR - BILINGUAL HMONG/ENGLISH~S~ | 026 | 1: Start | 18.26 |
| | 026 | 2: 1 year (2080) | 19.83 |
| | 026 | 3: 2 year (4160) | 20.63 |
| | 026 | 4: 3 year (6240) | 21.50 |
| | 026 | 5: 5 year (10,400) | 22.32 |
| | 026 | 6: 10 year (20,800) | 22.90 |
| | 026 | 7: 15 year (31,200) | 23.85 |
| | 026 | 8: 20 year (41,600) | 24.49 |

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| 540114 WIC NUTRITION EDUCATOR - LARGE | 26L | 1: Start | 19.06 |
| | 26L | 2: 1 year (2080) | 20.63 |
| | 26L | 3: 2 year (4160) | 21.43 |
| | 26L | 4: 3 year (6240) | 22.30 |
| | 26L | 5: 5 year (10,400) | 23.12 |
| | 26L | 6: 10 year (20, 800) | 23.70 |
| | 26L | 7: 15 year (31, 200) | 24.65 |
| | 26L | 8: 20 year (41, 600) | 25.29 |
| 540113 WIC NUTRITION EDUCATOR - MEDIUM | 26M | 1: Start | 18.91 |
| | 26M | 2: 1 year (2080) | 20.48 |
| | 26M | 3: 2 year (4160) | 21.28 |
| | 26M | 4: 3 year (6240) | 22.15 |
| | 26M | 5: 5 year (10,400) | 22.97 |
| | 26M | 6: 10 year (20, 800) | 23.55 |
| | 26M | 7: 15 year (31, 200) | 24.50 |
| | 26M | 8: 20 year (41, 600) | 25.14 |
| 540112 WIC NUTRITION EDUCATOR - SMALL | 26S | 1: Start | 18.76 |
| | 26S | 2: 1 year (2080) | 20.33 |
| | 26S | 3: 2 year (4160) | 21.13 |
| | 26S | 4: 3 year (6240) | 22.00 |
| | 26S | 5: 5 year (10,400) | 22.82 |
| | 26S | 6: 10 year (20, 800) | 23.40 |
| | 26S | 7: 15 year (31, 200) | 24.35 |
| | 26S | 8: 20 year (41, 600) | 24.99 |
| | 027 | 1: Start | 18.26 |
| | 027 | 2: 1 year (2080) | 19.88 |
| | 027 | 3: 2 year (4160) | 20.70 |
| | 027 | 4: 3 year (6240) | 21.61 |
| | 027 | 5: 5 year (10,400) | 22.55 |
| | 027 | 6: 10 year (20, 800) | 23.17 |
| | 027 | 7: 15 year (31, 200) | 24.05 |
| | 027 | 8: 20 year (41, 600) | 24.70 |

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| 950501 CULTURAL LIAISON 820211 HORTICULTURIST II 950020 LIBRARY ASSOCIATE 950021 LIBRARY ASSOCIATE - PART TIME 850111 VIDEO PRODUCTION TECHNICIAN | 028 | 1: Start | 18.75 |
| | 028 | 2: 1 year (2080) | 20.32 |
| | 028 | 3: 2 year (4160) | 21.15 |
| | 028 | 4: 3 year (6240) | 21.77 |
| | 028 | 5: 5 year (10,400) | 23.05 |
| | 028 | 6: 10 year (20, 800) | 23.65 |
| | 028 | 7: 15 year (31, 200) | 24.63 |
| | 028 | 8: 20 year (41, 600) | 25.27 |
| 700110 DSI INSPECTOR I | 28L | 1: Start | 18.75 |
| | 28L | 2: 1 year (2080) | 20.32 |
| | 28L | 3: 1.5 year (3120) | 20.73 |
| | 28L | 4: 2 year (4160) | 21.15 |
| | 28L | 5: 2.5 year (5200) | 21.46 |
| | 28L | 6: 3 year (6240) | 21.77 |
| | 28L | 7: 3.5 year (7280) | 22.41 |
| | 28L | 8: 4 year (8320) | 23.05 |
| | 28L | 9: 7 year (14,560) | 23.35 |
| | 28L | 10: 10 year (20,800) | 23.65 |
| | 28L | 11: 15 year (31,200) | 24.63 |
| | 28L | 12: 20 year (41,600) | 25.27 |
| 720011 CITY PLANNING TECHNICIAN 850001 COMMUNICATION TECHNICIAN TRAINEE 210020 DUPLICATING EQUIPMENT OPERATOR (TWO-COLOR) 730000 HOUSING REHABILITATION ADVISOR TRAINEE | 029 | 1: Start | 19.19 |
| | 029 | 2: 1 year (2080) | 20.88 |
| | 029 | 3: 2 year (4160) | 21.72 |
| | 029 | 4: 3 year (6240) | 22.70 |
| | 029 | 5: 5 year (10,400) | 23.68 |
| | 029 | 6: 10 year (20, 800) | 24.32 |
| | 029 | 7: 15 year (31, 200) | 25.31 |
| | 029 | 8: 20 year (41, 600) | 25.95 |
| 300010 ACCOUNTING TECHNICIAN I 400010 ARCHITECTURAL DRAFTER 920111 COMMUNITY RECREATION SPECIALST 130010 HUMAN RIGHTS TECHNICIAN 710010 PLAN REVIEW EXAMINER I 360010 PROJECT MANAGEMENT TECHNICIAN 360011 PROJECT MANAGEMENT TECHNICIAN - BILINGUAL 420020 PUBLIC WORKS TECHNICIAN I 350010 REAL ESTATE AND ASSESSMENT TECHNICIAN I 830410 WATER METER TECHNICIAN 420110 WATER UTILITY TECHNICIAN I | 030 | 1: Start | 19.68 |
| | 030 | 2: 1 year (2080) | 21.35 |
| | 030 | 3: 2 year (4160) | 22.30 |
| | 030 | 4: 3 year (6240) | 23.26 |
| | 030 | 5: 5 year (10,400) | 24.28 |
| | 030 | 6: 10 year (20, 800) | 24.90 |
| | 030 | 7: 15 year (31, 200) | 25.96 |
| | 030 | 8: 20 year (41, 600) | 26.60 |

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| | 30T | 1: Start | 19.68 |
| | 30T | 2: 1 year (2080) | 21.35 |
| | 30T | 3: 1.5 year (3120) | 21.82 |
| | 30T | 4: 2 year (4160) | 22.30 |
| | 30T | 5: 2.5 year (5200) | 22.78 |
| | 30T | 6: 3 year (6240) | 23.26 |
| | 30T | 7: 3.5 year (7280) | 23.77 |
| | 30T | 8: 4 year (8320) | 24.28 |
| | 30T | 9: 10 year (20,800) | 24.90 |
| | 30T | 10: 15 year (31,200) | 25.96 |
| | 30T | 11: 20 year (41,600) | 26.60 |
| 530021 WATER LABORATORY TECHNICIAN II | 031 | 1: Start | 20.15 |
| | 031 | 2: 1 year (2080) | 21.90 |
| | 031 | 3: 2 year (4160) | 22.81 |
| | 031 | 4: 3 year (6240) | 23.83 |
| | 031 | 5: 5 year (10,400) | 24.88 |
| | 031 | 6: 10 year (20, 800) | 25.56 |
| | 031 | 7: 15 year (31, 200) | 26.55 |
| | 031 | 8: 20 year (41, 600) | 27.19 |
| 730010 HOUSING REHABILITATION ADVISOR I 330011 LOAN SPECIALIST I 540020 PRACTICAL NURSE | 032 | 1: Start | 20.66 |
| | 032 | 2: 1 year (2080) | 22.52 |
| | 032 | 3: 2 year (4160) | 23.41 |
| | 032 | 4: 3 year (6240) | 24.46 |
| | 032 | 5: 5 year (10,400) | 25.57 |
| | 032 | 6: 10 year (20, 800) | 26.17 |
| | 032 | 7: 15 year (31, 200) | 27.34 |
| | 032 | 8: 20 year (41, 600) | 27.98 |

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| 140110 IS INFORMATION/TECHNICAL ANALYST I | 32T | 1: Start | 20.66 |
| | 32T | 2: 1 year (2080) | 22.52 |
| | 32T | 3: 1.5 year (3120) | 22.96 |
| | 32T | 4: 2 year (4160) | 23.41 |
| | 32T | 5: 2.5 year (5200) | 23.94 |
| | 32T | 6: 3 year (6240) | 24.46 |
| | 32T | 7: 3.5 year (7280) | 25.02 |
| | 32T | 8: 4 year (8320) | 25.57 |
| | 32T | 9: 10 year (20,800) | 26.17 |
| | 32T | 10: 15 year (31,200) | 27.34 |
| | 32T | 11: 20 year (41,600) | 27.98 |
| | 033 | 1: Start | 21.17 |
| | 033 | 2: 1 year (2080) | 23.08 |
| | 033 | 3: 2 year (4160) | 24.10 |
| | 033 | 4: 3 year (6240) | 25.10 |
| | 033 | 5: 5 year (10,400) | 26.17 |
| | 033 | 6: 10 year (20, 800) | 26.94 |
| | 033 | 7: 15 year (31, 200) | 28.08 |
| | 033 | 8: 20 year (41, 600) | 28.72 |
| 300011 ACCOUNTING TECHNICIAN II 940101 LIFE SUPPORT OPERATOR 830420 METER TECHNICIAN LEAD WORKER 220730 PAYROLL SYSTEM TECHNICIAN I 210030 PRINT PRODUCTION LEAD WORKER 420021 PUBLIC WORKS TECHNICIAN II 140200 WATER CONTROL SYSTEMS INFORMATION TRAINEE 420111 WATER UTILITY TECHNICIAN II | 034 | 1: Start | 21.72 |
| | 034 | 2: 1 year (2080) | 23.68 |
| | 034 | 3: 2 year (4160) | 24.72 |
| | 034 | 4: 3 year (6240) | 25.81 |
| | 034 | 5: 5 year (10,400) | 26.94 |
| | 034 | 6: 10 year (20, 800) | 27.67 |
| | 034 | 7: 15 year (31, 200) | 28.80 |
| | 034 | 8: 20 year (41, 600) | 29.44 |
| 700011 CODE ENFORCEMENT INSPECTOR I~S~ 530101 HEALTH LABORATORY TECHNICIAN II~S~ 330101 HOUSING COUNSELOR 350011 REAL ESTATE AND ASSESSMENT TECHNICIAN II | 035 | 1: Start | 22.30 |
| | 035 | 2: 1 year (2080) | 24.28 |
| | 035 | 3: 2 year (4160) | 25.34 |
| | 035 | 4: 3 year (6240) | 26.47 |
| | 035 | 5: 5 year (10,400) | 27.67 |
| | 035 | 6: 10 year (20, 800) | 28.37 |
| | 035 | 7: 15 year (31, 200) | 29.58 |
| | 035 | 8: 20 year (41, 600) | 30.22 |

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|--|-----|----------------------|-------|
| 920121 ADAPTIVE RECREATION DIRECTOR 920112 COMMUNITY RECREATION DIRECTOR 850010 COMMUNICATION TECHNICIAN W/O PREMIUM 730011 HOUSING REHABILITATION ADVISOR II 360101 REAL ESTATE SPECIALIST 430010 SURVEY CREW LEADER | 036 | 1: Start | 22.90 |
| | 036 | 2: 1 year (2080) | 24.94 |
| | 036 | 3: 2 year (4160) | 26.03 |
| | 036 | 4: 3 year (6240) | 27.19 |
| | 036 | 5: 5 year (10,400) | 28.43 |
| | 036 | 6: 10 year (20, 800) | 29.19 |
| | 036 | 7: 15 year (31, 200) | 30.43 |
| | 036 | 8: 20 year (41, 600) | 31.07 |
| | 36A | 1: Start | 23.82 |
| | 36A | 2: 1 year (2080) | 25.93 |
| | 36A | 3: 2 year (4160) | 27.07 |
| | 36A | 4: 3 year (6240) | 28.28 |
| | 36A | 5: 5 year (10,400) | 29.57 |
| | 36A | 6: 10 year (20, 800) | 30.36 |
| | 36A | 7: 15 year (31, 200) | 31.64 |
| | 36A | 8: 20 year (41, 600) | 32.31 |
| | 36B | 1: Start | 25.01 |
| | 36B | 2: 1 year (2080) | 27.13 |
| | 36B | 3: 2 year (4160) | 28.27 |
| | 36B | 4: 3 year (6240) | 29.48 |
| | 36B | 5: 5 year (10,400) | 30.76 |
| | 36B | 6: 10 year (20, 800) | 31.56 |
| | 36B | 7: 15 year (31, 200) | 32.84 |
| | 36B | 8: 20 year (41, 600) | 33.39 |
| 700110 DSI INSPECTOR II 740011 DSI FIRE SAFETY INSPECTOR II | 36L | 1: Start | 22.90 |
| | 36L | 2: 1 year (2080) | 24.94 |
| | 36L | 3: 1.5 year (3120) | 25.48 |
| | 36L | 4: 2 year (4160) | 26.03 |
| | 36L | 5: 2.5 year (5200) | 26.61 |
| | 36L | 6: 3 year (6240) | 27.19 |
| | 36L | 7: 3.5 year (7280) | 27.81 |
| | 36L | 8: 4 year (8320) | 28.43 |
| | 36L | 9: 7 year (14,560) | 28.81 |
| | 36L | 10: 10 year (20,800) | 29.19 |
| | 36L | 11: 15 year (31,200) | 30.43 |
| | 36L | 12: 20 year (41,600) | 31.07 |

| | | | |
|--|-----|----------------------|-------|
| 140012 IS SYSTEMS SUPPORT SPECIALIST III | 36T | 1: Start | 22.90 |
| | 36T | 2: 1 year (2080) | 24.94 |
| | 36T | 3: 1.5 year (3120) | 25.48 |
| | 36T | 4: 2 year (4160) | 26.03 |
| | 36T | 5: 2.5 year (5200) | 26.61 |
| | 36T | 6: 3 year (6240) | 27.19 |
| | 36T | 7: 3.5 year (7280) | 27.81 |
| | 36T | 8: 4 year (8320) | 28.43 |
| | 36T | 9: 10 year (20,800) | 29.19 |
| | 36T | 10: 15 year (31,200) | 30.43 |
| | 36T | 11: 20 year (41,600) | 31.07 |
| | 037 | 1: Start | 23.50 |
| | 037 | 2: 1 year (2080) | 25.59 |
| | 037 | 3: 2 year (4160) | 26.69 |
| | 037 | 4: 3 year (6240) | 27.87 |
| | 037 | 5: 5 year (10,400) | 29.14 |
| | 037 | 6: 10 year (20, 800) | 29.89 |
| | 037 | 7: 15 year (31, 200) | 31.22 |
| | 037 | 8: 20 year (41, 600) | 31.86 |
| 920130 COMMUNITY RECREATION COORDINATOR 850020 LEAD COMMUNICATION TECHNICIAN W/O PREMIUM 710110 PROJECT FACILITATOR I 420022 PUBLIC WORKS TECHNICIAN III 350012 REAL ESTATE AND ASSESSMENT TECHNICIAN III 420112 WATER UTILITY TECHNICIAN III | 038 | 1: Start | 24.14 |
| | 038 | 2: 1 year (2080) | 26.28 |
| | 038 | 3: 2 year (4160) | 27.41 |
| | 038 | 4: 3 year (6240) | 28.67 |
| | 038 | 5: 5 year (10,400) | 29.89 |
| | 038 | 6: 10 year (20, 800) | 30.76 |
| | 038 | 7: 15 year (31, 200) | 32.03 |
| | 038 | 8: 20 year (41, 600) | 32.67 |
| | 38A | 1: Start | 25.10 |
| | 38A | 2: 1 year (2080) | 27.33 |
| | 38A | 3: 2 year (4160) | 28.51 |
| | 38A | 4: 3 year (6240) | 29.81 |
| | 38A | 5: 5 year (10,400) | 31.08 |
| | 38A | 6: 10 year (20, 800) | 31.99 |
| | 38A | 7: 15 year (31, 200) | 33.31 |
| | 38A | 8: 20 year (41, 600) | 33.98 |

| | | | |
|--|-----|----------------------|-------|
| | 38B | 1: Start | 26.60 |
| | 38B | 2: 1 year (2080) | 28.83 |
| | 38B | 3: 2 year (4160) | 30.01 |
| | 38B | 4: 3 year (6240) | 31.31 |
| | 38B | 5: 5 year (10,400) | 32.58 |
| | 38B | 6: 10 year (20, 800) | 33.49 |
| | 38B | 7: 15 year (31, 200) | 34.81 |
| | 38B | 8: 20 year (41, 600) | 35.48 |
| 140111 IS INFORMATION/TECHNICAL ANALYST II | 38T | 1: Start | 24.14 |
| | 38T | 2: 1 year (2080) | 26.28 |
| | 38T | 3: 1.5 year (3120) | 26.85 |
| | 38T | 4: 2 year (4160) | 27.41 |
| | 38T | 5: 2.5 year (5200) | 28.04 |
| | 38T | 6: 3 year (6240) | 28.67 |
| | 38T | 7: 3.5 year (7280) | 29.28 |
| | 38T | 8: 4 year (8320) | 29.89 |
| | 38T | 9: 10 year (20,800) | 30.76 |
| | 38T | 10: 15 year (31,200) | 32.03 |
| | 38T | 11: 20 year (41,600) | 32.67 |
| 220731 PAYROLL SYSTEM TECHNICIAN II | 039 | 1: Start | 24.74 |
| | 039 | 2: 1 year (2080) | 26.97 |
| | 039 | 3: 2 year (4160) | 28.11 |
| | 039 | 4: 3 year (6240) | 29.39 |
| | 039 | 5: 5 year (10,400) | 31.03 |
| | 039 | 6: 10 year (20, 800) | 31.56 |
| | 039 | 7: 15 year (31, 200) | 33.19 |
| | 039 | 8: 20 year (41, 600) | 33.84 |
| 300012 ACCOUNTING TECHNICIAN III 330012 LOAN SPECIALIST II 140210 WATER CONTROL SYSTEMS INFORMATION TECHNICIAN | 040 | 1: Start | 25.39 |
| | 040 | 2: 1 year (2080) | 27.72 |
| | 040 | 3: 2 year (4160) | 28.88 |
| | 040 | 4: 3 year (6240) | 30.19 |
| | 040 | 5: 5 year (10,400) | 31.58 |
| | 040 | 6: 10 year (20, 800) | 32.41 |
| | 040 | 7: 15 year (31, 200) | 33.82 |
| | 040 | 8: 20 year (41, 600) | 34.47 |

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|---|-----|----------------------|-------|
| 140013 IS SYSTEMS SUPPORT SPECIALIST IV | 40T | 1: Start | 25.39 |
| | 40T | 2: 1 year (2080) | 27.72 |
| | 40T | 3: 1.5 year (3120) | 28.30 |
| | 40T | 4: 2 year (4160) | 28.88 |
| | 40T | 5: 2.5 year (5200) | 29.54 |
| | 40T | 6: 3 year (6240) | 30.19 |
| | 40T | 7: 3.5 year (7280) | 30.89 |
| | 40T | 8: 4 year (8320) | 31.58 |
| | 40T | 9: 10 year (20,800) | 32.41 |
| | 40T | 10: 15 year (31,200) | 33.82 |
| | 40T | 11: 20 year (41,600) | 34.47 |
| | 041 | 1: Start | 26.06 |
| | 041 | 2: 1 year (2080) | 28.45 |
| | 041 | 3: 2 year (4160) | 29.70 |
| | 041 | 4: 3 year (6240) | 31.05 |
| | 041 | 5: 5 year (10,400) | 32.43 |
| | 041 | 6: 10 year (20, 800) | 33.32 |
| | 041 | 7: 15 year (31, 200) | 34.76 |
| | 041 | 8: 20 year (41, 600) | 35.41 |
| 710011 PLAN REVIEW EXAMINER II 710111 PROJECT FACILITATOR II | 042 | 1: Start | 26.77 |
| | 042 | 2: 1 year (2080) | 29.23 |
| | 042 | 3: 2 year (4160) | 30.50 |
| | 042 | 4: 3 year (6240) | 31.87 |
| | 042 | 5: 5 year (10,400) | 33.32 |
| | 042 | 6: 10 year (20, 800) | 34.25 |
| | 042 | 7: 15 year (31, 200) | 35.69 |
| | 042 | 8: 20 year (41, 600) | 36.33 |

| | | | |
|--|-----|----------------------|-------|
| 740012 DSI FIRE SAFETY INSPECTOR III 700112 DSI INSPECTOR III | 42L | 1: Start | 26.77 |
| | 42L | 2: 1 year (2080) | 29.23 |
| | 42L | 3: 1.5 year (3120) | 29.87 |
| | 42L | 4: 2 year (4160) | 30.50 |
| | 42L | 5: 2.5 year (5200) | 31.19 |
| | 42L | 6: 3 year (6240) | 31.87 |
| | 42L | 7: 3.5 year (7280) | 32.60 |
| | 42L | 8: 4 year (8320) | 33.32 |
| | 42L | 9: 7 year (14,560) | 33.79 |
| | 42L | 10: 10 year (20,800) | 34.25 |
| | 42L | 11: 15 year (31,200) | 35.69 |
| | 42L | 12: 20 year (41,600) | 36.33 |
| 140112 IS INFORMATION/TECHNICAL ANALYST III | 42T | 1: Start | 26.77 |
| | 42T | 2: 1 year (2080) | 29.23 |
| | 42T | 3: 1.5 year (3120) | 29.87 |
| | 42T | 4: 2 year (4160) | 30.50 |
| | 42T | 5: 2.5 year (5200) | 31.19 |
| | 42T | 6: 3 year (6240) | 31.87 |
| | 42T | 7: 3.5 year (7280) | 32.60 |
| | 42T | 8: 4 year (8320) | 33.32 |
| | 42T | 9: 10 year (20,800) | 34.25 |
| | 42T | 10: 15 year (31,200) | 35.69 |
| | 42T | 11: 20 year (41,600) | 36.33 |
| | 043 | 1: Start | 27.50 |
| | 043 | 2: 1 year (2080) | 29.99 |
| | 043 | 3: 2 year (4160) | 31.25 |
| | 043 | 4: 3 year (6240) | 32.76 |
| | 043 | 5: 5 year (10,400) | 34.20 |
| | 043 | 6: 10 year (20,800) | 35.14 |
| | 043 | 7: 15 year (31,200) | 36.67 |
| | 043 | 8: 20 year (41,600) | 37.31 |

300013 ACCOUNTING TECHNICIAN IV

| | | |
|-----|----------------------|-------|
| 044 | 1: Start | 28.19 |
| 044 | 2: 1 year (2080) | 30.81 |
| 044 | 3: 2 year (4160) | 32.23 |
| 044 | 4: 3 year (6240) | 33.65 |
| 044 | 5: 5 year (10,400) | 35.16 |
| 044 | 6: 10 year (20, 800) | 36.14 |
| 044 | 7: 15 year (31, 200) | 37.72 |
| 044 | 8: 20 year (41, 600) | 38.36 |
| 44T | 1: Start | 28.19 |
| 44T | 2: 1 year (2080) | 30.81 |
| 44T | 3: 1.5 year (3120) | 31.52 |
| 44T | 4: 2 year (4160) | 32.23 |
| 44T | 5: 2.5 year (5200) | 32.94 |
| 44T | 6: 3 year (6240) | 33.65 |
| 44T | 7: 3.5 year (7280) | 34.41 |
| 44T | 8: 4 year (8320) | 35.16 |
| 44T | 9: 10 year (20,800) | 36.14 |
| 44T | 10: 15 year (31,200) | 37.72 |
| 44T | 11: 20 year (41,600) | 38.36 |
| 045 | 1: Start | 28.98 |
| 045 | 2: 1 year (2080) | 31.63 |
| 045 | 3: 2 year (4160) | 32.99 |
| 045 | 4: 3 year (6240) | 34.58 |
| 045 | 5: 5 year (10,400) | 36.18 |
| 045 | 6: 10 year (20, 800) | 37.18 |
| 045 | 7: 15 year (31, 200) | 38.81 |
| 045 | 8: 20 year (41, 600) | 39.45 |
| 046 | 1: Start | 29.74 |
| 046 | 2: 1 year (2080) | 32.49 |
| 046 | 3: 2 year (4160) | 33.94 |
| 046 | 4: 3 year (6240) | 35.52 |
| 046 | 5: 5 year (10,400) | 37.16 |
| 046 | 6: 10 year (20, 800) | 38.18 |
| 046 | 7: 15 year (31, 200) | 39.79 |
| 046 | 8: 20 year (41, 600) | 40.43 |

140113 IS INFORMATION/TECHNICAL ANALYST IV

| | | |
|-----|----------------------|-------|
| 46T | 1: Start | 29.74 |
| 46T | 2: 1 year (2080) | 32.49 |
| 46T | 3: 1.5 year (3120) | 33.21 |
| 46T | 4: 2 year (4160) | 33.94 |
| 46T | 5: 2.5 year (5200) | 34.73 |
| 46T | 6: 3 year (6240) | 35.52 |
| 46T | 7: 3.5 year (7280) | 36.34 |
| 46T | 8: 4 year (8320) | 37.16 |
| 46T | 9: 10 year (20,800) | 38.18 |
| 46T | 10: 15 year (31,200) | 39.79 |
| 46T | 11: 20 year (41,600) | 40.43 |
| 047 | 1: Start | 30.58 |
| 047 | 2: 1 year (2080) | 33.36 |
| 047 | 3: 2 year (4160) | 34.91 |
| 047 | 4: 3 year (6240) | 36.43 |
| 047 | 5: 5 year (10,400) | 38.13 |
| 047 | 6: 10 year (20, 800) | 39.18 |
| 047 | 7: 15 year (31, 200) | 40.88 |
| 047 | 8: 20 year (41, 600) | 41.52 |
| 048 | 1: Start | 31.36 |
| 048 | 2: 1 year (2080) | 34.25 |
| 048 | 3: 2 year (4160) | 35.75 |
| 048 | 4: 3 year (6240) | 37.42 |
| 048 | 5: 5 year (10,400) | 39.11 |
| 048 | 6: 10 year (20, 800) | 40.16 |
| 048 | 7: 15 year (31, 200) | 41.97 |
| 048 | 8: 20 year (41, 600) | 42.61 |
| 049 | 1: Start | 32.23 |
| 049 | 2: 1 year (2080) | 35.16 |
| 049 | 3: 2 year (4160) | 36.69 |
| 049 | 4: 3 year (6240) | 38.47 |
| 049 | 5: 5 year (10,400) | 40.27 |
| 049 | 6: 10 year (20, 800) | 41.36 |
| 049 | 7: 15 year (31, 200) | 43.17 |
| 049 | 8: 20 year (41, 600) | 43.81 |

| | | | |
|--|-----|-------------------------|-------|
| | 050 | 1: Start | 33.07 |
| | 050 | 2: 1 year (2080) | 36.22 |
| | 050 | 3: 2 year (4160) | 37.82 |
| | 050 | 4: 3 year (6240) | 39.60 |
| | 050 | 5: 5 year (10,400) | 41.42 |
| | 050 | 6: 10 year (20, 800) | 42.56 |
| | 050 | 7: 15 year (31, 200) | 44.42 |
| | 050 | 8: 20 year (41, 600) | 45.06 |
| 930011 LIFE GUARD - YEAR ROUND | 051 | 1: 1st 500 hours | 10.16 |
| | 051 | 2: 2nd 500 hours (501) | 10.71 |
| | 051 | 3: 3rs 500 hours (1001) | 11.25 |
| | 051 | 4: 3rd 500 hours (1501) | 11.81 |
| | 051 | 5: 5th 500 hours (2001) | 12.36 |
| 930031 ASSISTANT AQUATICS FACILITY SUPERVISOR - YEAR ROUND | 052 | 1: 1st 500 hours | 12.67 |
| | 052 | 2: 2nd 500 hours (501) | 13.22 |
| | 052 | 3: 3rs 500 hours (1001) | 13.78 |
| | 052 | 4: 3rd 500 hours (1501) | 14.33 |
| | 052 | 5: 5th 500 hours (2001) | 14.87 |
| 930041 AQUATICS FACILITY SUPERVISOR - YEAR ROUND | 053 | 1: 1st 500 hours | 15.18 |
| | 053 | 2: 2nd 500 hours (501) | 15.73 |
| | 053 | 3: 3rs 500 hours (1001) | 16.28 |
| | 053 | 4: 3rd 500 hours (1501) | 16.83 |
| | 053 | 5: 5th 500 hours (2001) | 17.39 |
| 930021 WATER SAFETY INSTRUCTOR - YEAR ROUND | 054 | 1: 1st 500 hours | 10.80 |
| | 054 | 2: 2nd 500 hours (501) | 11.36 |
| | 054 | 3: 3rs 500 hours (1001) | 11.91 |
| | 054 | 4: 3rd 500 hours (1501) | 12.46 |
| | 054 | 5: 5th 500 hours (2001) | 13.02 |

BENEFITS:

PROBATIONARY PERIOD

Effective January 1, 2007: Employees covered by this bargaining unit shall have a one year probationary period.

VACATION

| | |
|--|-------------------|
| 1 st year thru 4 th year | - 12 days (.0462) |
| 5 th year thru 9 th year | - 18 days (.0693) |
| 10 th year thru 15 th year | - 21 days (.0808) |
| 16 th year thru 23 rd year | - 25 days (.0962) |
| 24 th year and thereafter | - 28 days (.1077) |

Vacation rate will now be based on the original employment date. Effective December 24, 2005 vacation was increased due to the elimination of Floating Holidays.

HOLIDAYS

Effective January 17, 2008, all holidays will be considered "major" holidays (paid at time and one half - 1.5x) if worked. (See Article 5.)

In order to be eligible for holiday with pay, an employee must be employed as of the date of the holiday and have paid hours, excluding overtime, on the payroll for that pay period. Paid hours include: hours actually worked, vacation time used, compensatory time used, paid leave and sick leave.

LIBRARY EMPLOYEES

For all employees assigned to the Library, Christmas Eve shall be recognized and observed as a paid major holiday and the Day after Thanksgiving shall be considered a normal workday.

PUBLIC HEALTH EMPLOYEES

Employees of the Public Health department who are assigned to work a minor holiday, shall receive a different day off, or will receive their normal hourly payment and straight time holiday pay. MOA to run concurrently with the 2011 – 2012 Collective Bargaining Agreement.

SICK LEAVE CONVERSION

Employees with at least 180 days of accumulated unused sick leave shall be allowed to convert two (2) days of unused sick leave to one (1) day of vacation up to a maximum of five (5) days of vacation. This conversion provision may be applied only to the extent that the balance of unused sick leave is not reduced lower than 180 days.

RECALL RIGHTS AFTER LAYOFF

Two years

SICK LEAVE ACCRUAL

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

SICK LEAVE USAGE FOR DEPENDENT CARE

An employee shall be limited to 40 hours per incident to care for or make arrangements for the care of a seriously ill or disabled parent, child or other household member.

OVERTIME

All overtime will be paid as time and one-half (1.5) in compensatory time or money.

2015 HEALTH INSURANCE

Single: The Employer will contribute \$398.88 - \$553.26 per month for the 2015 single insurance contribution depending on the employee's plan choice.

The City will contribute \$85 each month into a VEBA/HRA for full-time employees choosing the SINGLE Open Access Deductible plan. Enrollment is automatic.

Family: The Employer will contribute \$748.22 - \$1,300.53 per month for the 2015 family insurance contribution depending on the employee's plan choice.

The City will contribute \$45 each month into a VEBA/HRA for full-time employees choosing the FAMILY Open Access Deductible plan. Enrollment is automatic.

RETIREE INSURANCE ELIGIBILITY

Employees that have completed at least 20 years with the City of Saint Paul or 15 years if receiving disability pension excluding years of service with ISD #625 for employees hired or transferred to the City of Saint Paul after March 31, 2001.

DEFERRED COMPENSATION

Effective January 1, 2008: Discontinued the Employer contribution to Deferred Compensation. See Article 13 regarding contribution to Post Employment Health Plan.

POST EMPLOYMENT HEALTH PLAN

Effective January 1, 2008: (See Article 13 for eligibility requirements) Employees employed by the City for a minimum of one (1) calendar year and in the bargaining unit for a minimum of one (1) calendar year are eligible for a \$200 contribution to the Post Employment Health Plan (PEHP). Contributions will be made by April 1 of the following year. Employees who have completed twenty (20) years of service are eligible for a \$276 Employer contribution.

LIFE INSURANCE

\$20,000 for eligible employees.

ON-CALL MEMORANDUM OF AGREEMENT

The On-Call MOA was re-signed and will be in effect through December 31, 2012 for affected employees in the Office of Technology and the Police department.

SEVERANCE PAY

See Article 24 of the Agreement for qualification requirements:

Years of service with ISD #625 will be excluded for employees hired or transferred to the City of Saint Paul after March 31, 2001.

Effective January 17, 2008: Employees who are retiring and are eligible for severance pay will have his/her accrued but unused vacation contributed to a Post Employment Health Plan. This payment will be made at the time of separation.

SEVERANCE PAY (Continued)

Effective January 1, 2009:

Minimum of 14 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 |
| 1800 | \$16,000 |

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.

OXFORD POOL SHIFT DIFFERENTIAL

Morning: Employees represented by this union in the titles of Life Guard, Water Safety Instructor, Swimming Pool Supervisor and Senior Pool Attendant shall receive a five percent (5%) shift differential for each hour worked between 2:00 a.m. and 2:00 p.m. This shift differential shall only be paid for hours worked during the school year (after Labor Day and before Memorial Day). These employees are not eligible for the Night Differential.

Night: To any employee, except for Oxford Pool employees described above, who works on a shift beginning earlier than 6:00 a.m. or ending later than 6:00 p.m. provided at least four hours of the shift are worked between the hours of 6:00 p.m. and 6:00 a.m., there shall be a night differential of five percent (5%) for the entire shift.

To any employee who works on a shift beginning earlier than 6:00 a.m. or ending later than 6:00 p.m., but less than four hours of the shift are worked between the hours of 6:00 p.m. and 6:00 a.m., there shall be a differential of five percent (5%) for the entire shift.

LIBRARY EMPLOYEE NIGHT DIFFERENTIAL

Any employee who works a shift beginning earlier than 6:00 a.m. or ending later than 6:00 p.m., provided at least four (4) hours of the shift are worked between the hours of 6:00 p.m. and 6:00 a.m., there shall be a night differential of four percent (4%) for the entire shift.

To any employee who works on a shift beginning earlier than 6:00 a.m. or ending later than 6:00 p.m., but less than four (4) hours of shift are worked between the hours of 6:00 p.m. and 6:00 a.m., there shall be a night differential of four percent (4%) for the hours worked between 6:00 p.m. and 6:00 a.m.

To any Library employee who works hours on Sunday there shall be a differential of 4% for all hours worked.

SPLIT SHIFT HOURS

To any Library employee who is required by management to work split shift hours (4 or more hour break) there shall be a differential of four percent (4%) for all hours worked. In no case shall an employee receive a differential greater than 4% of any hour worked.

SAFETY SHOES

\$75.00 a calendar year toward the purchase of one pair of safety shoes for eligible employees. Employees may carry over the amount up to a total of \$150.00 for the purchase of shoes.

UNIFORM ALLOWANCE

- Fire Inspectors will be reimbursed up to \$567.84 for the 2015 calendar year.
- Water Meter Technicians will be reimbursed up to \$345.80 for the 2015 calendar year.
- Water Utility Technicians will be reimbursed up to \$345.80 for the 2015 calendar year.
- Health Lab Technicians - Employer will pay for the cost of laundering lab costs.
- Community Liaison Officers shall receive a one-time reimbursement up to \$400.60 for 2015.
- Communications Technicians and Lead Communications Technicians will be reimbursed up to \$325.22 for the 2015 calendar year.
- Engineering Aides I and II shall receive a uniform reimbursement of \$100 per calendar year.

PREMIUM PAY

- Effective January 1, 2004, **Lead Communication Technicians** assigned to the Police CIRT team will receive a premium of \$120.00 bi-weekly.
- ***WIC NUTRITION EDUCATOR** employees assigned as clinic coordinators to a small clinic shall receive a \$0.50 per hour premium over and above their normal base rate.
- ***WIC NUTRITION EDUCATOR** employees assigned as clinic coordinators to a medium clinic shall receive a \$0.65 per hour premium over and above their normal base rate.
- ***WIC NUTRITION EDUCATOR** employees assigned as clinic coordinators to a large clinic shall receive a \$0.80 per hour premium over and above their normal base rate.

CRITICAL RESOLUTION PAY

If the IS employee is represented by AFSCME Clerical bargaining unit and the resolution of the problem takes less than one and one-half hours (1.5), employees will be paid straight time for the two hour minimum.

If the resolution of the problem takes more than one and one-half (1.5) hours, then the overtime provision of the contract will apply.