City of Saint Paul | Employee Group 75 | Issued 04/01/2014

TRI-COUNCIL
LT EQUIP/HEAVY EQUIP/TREE TRIMMERS LOCAL 49
Effective April 5, 2014

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.

GRADE 001
469B FORESTRY ARBORIST
469E FORESTRY ARBORIST - TEMP

	Start	20 - yr	TEMP
	1	2	3
04/05/2014	24.03	24.35	24.03

GRADE 004
775 ASPHALT PLANT OPERATOR
891 HEAVY EQUIPMENT OPERATOR
217B HEAVY EQUIPMENT OPERATOR-SEWER UTILITY
217E HEAVY EQUIPMENT OPERATOR-SEWER UTILITY-TEMP
141A HEAVY EQUIPMENT OPERATOR-WATER UTILITY
141E HEAVY EQUIPMENT OPERATOR-WATER UTILITY-TEMP
046A *JET SEWER CLEANER OPERATOR

	Start	20 - yr	TEMP
	1	2	3
04/05/2014	26.71	27.03	31.37 (Effective 05-04-2013)

GRADE 005
816 FORESTRY CREW LEADER

	Start	20 - yr
	1	2
04/05/2014	26.84	27.16

GRADE 008
043A REVOLVING POWER EQUIPMENT OPERATOR
043E REVOLVING POWER EQUIPMENT OPERATOR-TEMP

	Start	20 - yr	TEMP
	1	2	3
04/05/2014	29.94	30.26	31.67 (Effective 05-04-2013)

BENEFITS:

VACATION

1st year thru 4th year	- 10 days	(.0385) - A
5th year thru 9th year	- 16 days	(.0616) - M
10th year thru 15th year	- 19 days	(.0731) - O
16th year thru 23rd year	- 23 days	(.0885) - K
24th year and thereafter	- 26 days	(.1000) - H

Employees who work less than full-time shall be granted vacation on a pro rata basis.

Effective January 1, 2006 (contract implementation date), vacation accrual rate shall be determined based on calendar years of service for both part-time and full-time employees.

Employees with 10 years of service and a vacation balance over 120 hours may request compensation in cash for such hours up to two (2) weeks of unused vacation within each calendar year. Payment will be at the discretion of the Department Head and additionally, limited by the availability of funds in the Department's Budget. Such election must be made in writing on or before December 1 of each calendar year.

FLOATING HOLIDAYS

One

PROBATION PERIOD

Effective January 1, 2011 employees will serve a one (1) year probation period.

2014 HEALTH INSURANCE

Single: The Employer will contribute $394.05 - $553.26 per month for the 2014 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 $749.18 - $$1,312.98 per month for the 2014 family insurance contribution depending on the employee's plan choice.

The City will contribute $35 each month into a VEBA/HRA for full-time employees choosing the FAMILY Open Access Deductible plan. Enrollment is automatic. Three-quarter and half-time employees will receive pro-rated contributions.

OVERTIME

Paid as compensatory time or money at one and one-half (1.5) times for such overtime work.

CALL-IN PAY

When an employee is called to work he/she shall receive two hours pay if not put to work. If he/she is called to work and commences work, he/she shall be guaranteed four straight time hours pay. A person scheduled to work on a weekend solely to operate the show mobile shall be eligible for this call-in pay.

REINSTATEMENT RIGHTS AFTER LAYOFF
Two years

SEVERANCE PAY
Effective January 1, 2009: The previous Severance Pay plans will be eliminated and replaced with the following: (See Article 15 for eligibility requirements.)

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

With the exception of deceased employees (Article 15.19), any employee who is eligible to receive severance from the City, the Employer shall contribute 105% of the full amount of their severance payment to a Post Employment Health Plan (PEHP) established by the Employer.

Time with ISD. #625 shall not be used to qualify for the benefits in this article for employees hired after January 1, 1997.

SICK LEAVE ACCRUAL
Effective December 31, 2009: Sick leave accrual shall accumulate at the rate of 0.0462 for each full hour on the payroll, excluding overtime. Twelve (12) days per year.

SICK LEAVE CONVERSION
The maximum number of days' vacation allowed by the conversion of sick leave credits shall be no more than five days on any one year so that with the maximum vacation time which may be taken in any one year (including carry over allowed from previous vacation year) shall be forty-six (46) days including the regular vacation period.

If an employee has an accumulation of sick leave credits in excess of 180 days, he/she may convert at the rate of two (2) sick days for one (1) vacation day up to a maximum of five (5) vacation days.

DEFERRED COMPENSATION
Effective January 1, 2007:
Completion of 5 – 9 years of service: $200 Employer match.
Completion of 10 – 19 years of service: $800 Employer match.
Completion of 20+ years of service: $1000 Employer match.
(See Article 23 for eligibility requirements)

UNIFORMS
The Employer shall furnish uniforms at no cost to the employees who work in the Sewer division of Public Works.

The Water Utility will provide employees who are required to wear uniforms with an initial issue. The Water Utility will reimburse these employees up to $225.00 annually per calendar year beginning the year after the employee's initial issue. Employees must present receipts to be reimbursed.

SICK LEAVE USAGE FOR DEPENDENT CARE
In the case of a serious illness or disability of an employee's child, parent or household member, the head of the department shall grant leave with pay in order for the employee to care for or make arrangements for the care of such sick or disabled persons. Such paid leave shall be drawn from the employee's accumulated sick leave credits. Use of such sick leave shall be limited to 40 hours per incident.

SAFETY SHOES
The Employer will contribute $100 per payroll year to each employee of the bargaining unit who is required by the Employer to wear protective shoes or boots. This contribution will be made for employees on the payroll as of January 1. Employees hired after January 1 will receive one-half the normal allowance for that payroll year. Employees returning from layoff status will receive the full allowance for the payroll year. Effective **January 1, 2014**, this contribution will increase to $125 per calendar year.

FUNERAL LEAVE
One day of sick leave to attend the funeral of the employee's grandparent or grandchild.

SCHOOL CONFERENCE LEAVE
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.

ADDITIONAL INSURANCE
Any employee having ten or more years of service with the Employer who becomes ill or injured so as to be unable to continue working and have exhausted all of his/her sick leave and vacation shall be eligible for the City paid health and welfare benefits for the maximum of three (3) years.

PREMIUMS

WORKING 8' OR LOWER:
Employees required to work eight (8) feet or lower beneath ground shall receive three and one-half percent (3.5%) per hour above the regular base hourly rate for each hour or any part thereof worked in such an assignment.

This provision shall not apply to employees working under the titles of Water System Worker I or Water System Worker II.

SWING STAGE WORK:
Effective January 1, 2006: A premium of 2.5% per hour shall be paid for all swing stage work, such as work performed from a boatswain's chair or a swing scaffold or hazardous work that requires the use of a safety belt.

PREMIUMS – Continued

REACHALL:
Effective June 29, 2013: A premium of 6% per hour shall be paid to all employees assigned to the Reachall. This equipment is used by the Bridges Division of the Department of Public Works. MOA adopted June 26, 2013 (Res. 13-859).

OILER OPERATOR:
Employees assigned to the duties of Oiler Operator or Load & Pack shall receive six percent (6%) per hour above the regular base hourly rate for each hour or any part thereof worked in such an assignment.

***ASPHALT RAKER:**
Street Service Workers, Parks Workers or Water Utility Workers I assigned to perform duties of an *Asphalt Raker shall receive three percent (3%) per hour above the regular base hourly rate for each hour or any part thereof worked in such assignment.

***TACMAN/TAMPER:**
Street Services Workers and Water Utility Workers I, Parks Workers or Bridge Workers assigned to perform duties of a *Tacman/Tamper shall receive six percent (6%) per hour above the regular base hourly rate for each hour or any part thereof worked in such assignment. This is in lieu of any clothing allowance and shall be paid only for hours worked performing such duties.

TANDEM TRUCKS:
Street Services Workers, Water Utility Worker I's and Parks Workers assigned to drive tandem trucks, or required to drive a lowboy, truck trailer, wing plow or show mobile, or Water Utility Worker I's at Vadnais assigned to operate the farm tractors, shall receive $.25 per hour above the base hourly rate for each hour or any part thereof worked in such an assignment. *Driver-Operators and Street Services Workers paid as "Bid Drivers" as defined under the provision of Appendix D, A.3 are **not** eligible for this premium.

OPERATING 580-D EQUIPMENT:
Any Parks Worker/*Grounds Worker assigned to operate a 580-D or a rotary grass cutting machine having a cutting width of over 15 feet shall receive 2.50% per hour above the regular base rate. The regular operators of the 580-D equipment from previous seasons will be considered first for these assignments. For new openings, the Division will post the opening and take the senior qualified candidate. However, the Division does not waive its rights to assign premium pay positions to less senior employees if it deems it necessary. This premium does not include reel mowers or 7-gang mowers.

ABATEMENT/SUMMARY ABATEMENT CREW:
Parks Workers/*Grounds Workers/Grounds Crew Leaders assigned to an abatement crew on a summary abatement deemed to be hazardous by the Health Department Inspector and PED summary abatement supervisor and requiring the use of special protective clothing shall receive $.60 per hour above the regular base rate for each hour or any part thereof worked in this assignment.

FORESTRY ARBORISTS - N.S.P.:
Forestry Arborists assigned to the crew performing tree trimming duties in assisting Northern States Power Company shall receive four percent (4%) per hour above the regular base hourly rate or any part thereof worked in such assignment.

Vacation, sick leave, insurance and holidays do not apply to employees working in the titles of Golf Ranger, Parks Worker I and Parks Worker I-Operations/Como Campus.