MANUAL & MAINTENANCE SUPERVISORS
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 01U

	Start	10 - yr	20 - yr
	1	2	3
04/05/2014	28.28	28.93	29.36

GRADE 02U

04/05/2014	28.46	29.09	29.53

GRADE 04U

	Start	6 - mo	10 - yr	20 - yr
	1	2	3	3
04/05/2014	28.52	29.58	30.24	30.70

GRADE 06U

	Start	10 - yr	20 - yr
	1	2	3
04/05/2014	26.27	26.86	27.25

GRADE 08U

04/05/2014	22.10	22.61	22.95

GRADE 030

	Start	6 - mo	10 - yr	20 - yr
	1	2	3	4
04/05/2014	2,001.06	2,054.96	2,101.19	2,132.71

GRADE 033

	Start	6 - mo	10 - yr	20 - yr
	1	2	3	4
04/05/2014	2,186.67	2,247.86	2,298.44	2,332.91

GRADE 034

04/05/2014	2,237.73	2,300.62	2,352.39	2,387.68

GRADE 035

338A SENIOR ZOO KEEPER

04/05/2014	2,274.19	2,335.41	2,387.96	2,423.79

GRADE 036

597A FORESTRY SUPERVISOR I
591A PARK MAINTENANCE SUPERVISOR I
368 PUBLIC WORKS SUPERVISOR I
416 SEWER SUPERVISOR I
387B SUPPLY SYSTEMS SUPERVISOR I
172A TRAFFIC MAINTENANCE SUPERVISOR I
391B WATER DISTRIBUTION SUPERVISOR I
389B WATER PRODUCTION SUPERVISOR I

04/05/2014	2,372.56	2,436.95	2,491.78	2,529.16

GRADE 037

04/05/2014	2,381.37	2,445.85	2,500.88	2,538.39

GRADE 038

354 ANIMAL CONTROL SUPERVISOR
268A BRIDGE MAINTENANCE SUPERVISOR I
208 GOLF COURSE SUPERINTENDENT
230A METER OPERATIONS SUPERVISOR
369 PUBLIC WORKS SUPERVISOR II
809 SEWER SUPERVISOR II
388B SUPPLY SYSTEMS SUPERVISOR II
964 VEHICLE MECHANIC SUPERVISOR I
392B WATER DISTRIBUTION SUPERVISOR II

	Start	6 - mo	10 - yr	20 - yr
	1	2	3	4
04/05/2014	2,504.30	2,576.19	2,634.15	2,673.65

GRADE 039

04/05/2014	2,568.43	2,640.29	2,699.71	2,740.20

GRADE 040

103 FORESTRY SUPERVISOR II
592A PARK MAINTENANCE SUPERVISOR II
620 TRAFFIC MAINTENANCE SUPERVISOR II
394A VEHICLE MECHANIC SUPERVISOR II
369B WATER DISTRIBUTION SUPERVISOR III
390B WATER PRODUCTION SUPERVISOR II

04/05/2014	2,651.16	2,732.00	2,793.46	2,835.37

GRADE 041

269A BRIDGE MAINTENANCE SUPERVISOR II
233A BUILDING MAINTENANCE SUPERVISOR-LIBRARIES
622 PUBLIC WORKS SUPERVISOR III
623 SEWER SUPERVISOR III

04/05/2014	2,732.00	2,809.92	2,873.13	2,916.23

GRADE 043

079 BUILDING MAINTENANCE SUPERVISOR-FIRE DEPARTMENT
488B BUILDING MAINTENANCE SUPERVISOR-POLICE DEPARTMENT
372B PARK MAINTENANCE SUPERVISOR III

	Start	6 - mo	10 - yr	20 - yr
	1	2	3	4
04/05/2014	2,886.28	2,970.12	3,036.93	3,082.49

GRADE 044

04/05/2014	2,974.66	3,063.01	3,131.94	3,178.92

GRADE 045

04/05/2014	3,064.50	3,155.89	3,226.89	3,275.29

GRADE 046

680 BUILDING MAINTENANCE SUPERVISOR-PARKS AND RECREATION

04/05/2014	3,156.43	3,250.57	3,323.70	3,373.55

BENEFITS:

VACATION

0 thru 7th year	16.50 days (.0635) - U
8th year thru 15th year	21.50 days (.0827) - V
16th year thru 23rd year	25.50 days (.0981) - W
24th year and thereafter	27.50 days (.1057) - X

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.

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. Non-holiday hours paid includes hours actually worked, vacation time, compensatory time, paid leave and sick leave. All holidays will be considered major.

LIFE INSURANCE

$50,000 for eligible employees.

SEVERANCE PAY

Effective January 1, 2008: If an employee requests severance pay and if the employee meets the eligibility requirements, he/she will be granted severance pay as shown below. Service requirements for severance eligibility will not include years of service with ISD #625 for employees hired by the City or transferred to the City after December 31, 1998. See Article 17.7 (2005- 2007 Agreement).

Minimum 20 years of service and Severance accrued sick leave credits of:

800. . . . . $10,000
1300. . . . . $12,500
1800. . . . . $15,000

For any employee who is eligible to receive severance from the City under this Article, the City will contribute the full amount (100%) of their severance payment to a Post Employment Health Plan (PEHP). Effective **December 3, 2013** (signing of the contract), the City contribution will be changed to 105% of the severance payment.

Effective January 1, 2008 accrued but unused Compensatory Time shall no longer be contributed to a Post Employment Health Plan (PEHP).

Any employee who is eligible to receive Severance from the City under Article 17 shall have his/her accrued but unused vacation contributed to a Post Employment Health Plan (PEHP) in lieu of cash payment to the employee. Such amounts shall be made at the time of retirement.

Effective **December 3, 2013**: 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.

SICK LEAVE ACCRUAL

Effective January 1, 2010: The accrual rate shall be 12 days per year.

SICK LEAVE CONVERSION

If an Employee has an accumulation of sick leave credits in excess of 180 days, he/she may convert up to ten (10) days of sick leave for 5 days of vacation in each calendar year under this provision.

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.

DEFERRED COMPENSATION

$650.00 dollar for dollar match - employees who have completed 10 years of service.
$850.00 dollar for dollar match - employees who have completed 20 years of service.
(See Article 22 of the agreement.)

OVERTIME

Grade 41 and below: Employees shall be paid one and one-half (1.5) times the regular rate of pay for work performed in excess of the regular work day and/or the forty (40) hour work week.

Grade 42 or above: Shall be paid straight time for work performed in excess of the regular work day and/or forty (40) hour work week.

If an employee works a Major Holiday he/she shall receive time and one-half (1.5) of his/her regular rate of pay for all work performed on the holiday. If the employee works a Minor Holiday he/she shall receive straight time for such holiday work in addition to regular holiday pay.

CALL-IN PAY

Any employee who is called back to work shall be guaranteed four (4) hours pay at his/her regular straight time rate.

NIGHT DIFFERENTIAL

A night differential of five percent (5%) shall be provided to employees who work a regularly assigned shift beginning earlier than 6:00 a.m. or ending later than 6:00 p.m., provided that at least five (5) hours of said shift are worked between the hours of 6:00 p.m. and 6:00 a.m. Regularly assigned shifts beginning earlier than 6:00 a.m. or ending later than 6:00 p.m. which involve less than five (5) hours of work, an employee shall be eligible for the night differential only for the hours actually worked during night shift hours.

RECALL FROM LAYOFF

Two years

OUT-OF-TITLE

After 15 consecutive days

MILEAGE

When an employee is required to use his/her personal automobile, they will be reimbursed at the current Federal IRS rate.

SAFETY SHOE ALLOWANCE

Effective January 1, 2014: The Employer contribution will be increased from $100 to $125 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 1st. Employees hired after January 1st will receive one-half the normal allowance for that payroll year.

UNIFORMS

Golf Course Superintendents who are required to wear a specified uniform will be provided that uniform from the Employer. Four (4) uniforms for full-time employees and two (2) uniforms for part-time employees.