

**AGREEMENT BETWEEN
THE CITY OF SAGINAW**



AND

AFSCME LOCAL 3604

**MICHIGAN, AMERICAN FEDERATION OF STATE,
COUNTY, AND MUNICIPAL EMPLOYEES**

SUPERVISORY BARGAINING UNIT

**EFFECTIVE JULY 1, 2006
THROUGH JUNE 30, 2012**

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COLLECTIVE BARGAINING AGREEMENT
FOR SUPERVISORY BARGAINING UNIT AND
CITY OF SAGINAW

This Agreement has been entered into as of July 1, 2006, between the City of Saginaw (hereinafter "Employer") and American Federation of State, County, and Municipal Employees (AFSCME), (hereinafter "Union").

PURPOSE

It is the purpose and intent of the Union and the City in entering into this labor agreement to set forth their agreement on rates of pay, hours of work and other conditions of employment so as to promote orderly and peaceful relations between the City of Saginaw and its supervisory employees for the efficient and continuous operation of all municipal services.

ARTICLE 1
Recognition

Section 1. Bargaining Unit Defined For the purpose of collective bargaining with respect to rates of pay, wages or salary, hours of work, and other terms and conditions of employment, the City recognizes the Union as the exclusive representative and agent for all supervisory group employees as certified by Michigan Employment Relations Commission, (hereinafter referred to as M.E.R.C.).

Section 2. Position Classifications. When the City creates, reclassifies, reallocates or re-titles classifications affected by this bargaining unit, the Director of Employee Services shall, as soon as practical, prior to implementation, give notice to the Union of the bargaining unit status of such change in classifications of positions.

The City will not reclassify, reallocate or change titles of any position currently filled by bargaining unit members for the purpose of undermining the Union. This in no way will restrict the City's right to establish, change, combine or discontinue job classifications with adequate notice to the Union.

ARTICLE 2
Union Security

During the term of this Agreement, for those employees for whom properly executed payroll deduction authorization cards are delivered to the Office of Employee Services, the Employer shall deduct from their pay each month the monthly Union dues as designated to the Office of Employee Services by the financial secretary of the Union and shall promptly remit any and all amounts so deducted to the financial secretary of the Union.

The Employer agrees to deduct from the wages of any employee who is a member of the union, a PEOPLE (Public Employees Organization for the Political Legislation Equality) deduction as provided for in a written authorization. Such authorization must be executed by the employee and may be revoked at any time by giving written notice to both the Employer and Union. The Employer agrees to remit any deductions made pursuant to this provision promptly to the Union together with an itemized statement showing the name of each employee from whose pay such deductions have been made and the amount deducted during the period covered by the remittance.

The Union agrees to indemnify and save the Employer harmless against any and all claims, suits, and other forms of liability that may arise out of or by reason of action taken in reliance upon such individual authorization cards or by reason of the Employer's compliance with the provisions of this article.

Grievance/Negotiating Committee Defined A Grievance/Negotiating Committee will be established, to be composed of four (4) employees, who shall be elected by and be members of the bargaining unit, and who shall be referred to as Union Representatives. The Committee shall also include such alternates, additional Union officers, and representatives as determined by the Union. All employees whom are covered by this agreement, shall be represented for the purposes of negotiations by the Grievance/Negotiating Committee. The Union shall advise the Employer in writing of the names and telephone numbers of all Union Representatives, alternates, and Union officers upon their appointment/election to office.

Negotiations. The Employer shall pay up to a maximum of four (4) Union representatives their regularly scheduled rate of pay for all time spent in each collective bargaining agreement negotiating session with the Employer, which takes place during such Union representatives' regularly scheduled hours of work. This section shall not be construed as requiring the Employer to schedule negotiating sessions during regularly scheduled hours of work.

Grievance Process Union representatives shall be paid for all necessary time spent in the processing of grievances during their regular working hours and at their regularly scheduled rate of pay, provided such time away from work has been approved in advance by the Employer. The advance approval will not be unreasonably withheld. In no event will the combined number of Union representatives who are employees and/or grievant employees who are paid for time away from work exceed three (3) for any step or process in the grievance procedure. The Employer shall inform the Union as far in advance as is practical as to the date and time of any step of the grievance procedure. After the first step, the Union shall, as far in advance as practical, inform the Employer as to the Union representatives, grievants, employee witnesses, etc., which the Union is requesting to attend the grievance meeting/hearing.

Union Office Participation Executive officers of the International Union and/or State Council and/or other representatives, duly authorized to represent the Union, and/or the president of the Local Union, shall be permitted to participate in any negotiations, grievance meetings, or other discussions between the Union and the Employer.

Leave of Absence for Union Business Any Union representative, alternate, Union officer, and/or executive officer of the State Council who is an employee may request an unpaid leave of absence from the Employer of up to a maximum of seven (7) working days per person per calendar year to perform Union duties/business. The granting of such unpaid leave of absence shall not be unreasonably withheld. A request for a paid leave of no more than three days per calendar year for any one (1) member as described above may be made in writing to the Office of Employee Services. Such paid leave of absence shall be granted unless a situation of an emergency nature requires the presence of the member involved.

ARTICLE 3 **Management Rights**

Section 1. The City, on its own behalf and on behalf of its electors, hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties, and responsibilities conferred upon and vested in it by the laws and the Constitution of the State of Michigan and of the United States.

Further, all rights which ordinarily vest in and are exercised by employers except such as are specifically relinquished herein are reserved to and remain vested in the City, including but without limiting the generality of the foregoing the right:

- A. To manage its affairs efficiently and economically, including the determination of quantity and quality of services to be rendered, the control of materials, tools, and equipment to be used, and the discontinuance of any services, material, or methods of operation;
- B. To introduce new equipment, methods, machinery, or processes, change or eliminate existing equipment and institute technological changes, decide on materials, supplies, equipment, and tools to be purchased;
- C. To subcontract or purchase any or all work, processes, or services, or the construction of new facilities or the improvement of existing facilities regardless of the effect such subcontracting or other action has on bargaining unit employees. If in the event this should cause elimination of bargaining unit employees or displacement of bargaining unit employees, it must be discussed with the Union in advance;
- D. To determine the number, location, and type of facilities and installations;
- E. To determine the size of the work force and increase or decrease its size;
- F. To hire, assign, and lay off employees, to reduce the workweek or the workday or effect reductions in hours worked by combined layoffs and reductions in the workweek or workday;
- G. To permit municipal employees not included in the bargaining unit to perform bargaining unit work when, in the opinion of the Employer, this is necessary for the conduct of municipal services, provided there is not displacement of bargaining unit employees;
- H. To direct the work force, assign work, and determine the number of employees assigned to operations;
- I. To establish, change, combine, or discontinue job classifications and prescribe and assign job duties, content, and classification, and to establish wage rates for any new or changed classifications;
- J. To determine meal and rest periods, cleanup times, the starting and quitting time, and the number of hours to be worked;
- K. To establish work schedules;

- L. To discipline and discharge employees for just cause, recognizing that this bargaining unit is composed of supervisory employees and that the performance of supervisory and other management related functions increases the importance of satisfactory work performance and continued confidence by City executives for continued job security;
- M. To adopt, revise, and enforce work rules and carry out cost and general improvement programs,
- N. To transfer, promote, and demote employees from one classification, department, or shift to another,
- O. To select employees for promotion or transfer to supervisory or other positions and to determine the qualifications and competency of employees to perform available work.

ARTICLE 4
No Strike Clause

The Union, and its officers and agents, acknowledge that State of Michigan law prohibits public employees from engaging in a strike, or inducing, encouraging, or condoning any strike, work stoppage, slowdown, or withholding of services at any time, whether or not this Agreement is in effect. Any such activity by a bargaining unit member shall subject him/her to immediate discipline up to and including discharge.

ARTICLE 5
Grievance Procedure

Section 1.

- A. Purpose. The purpose of this procedure is to secure, at the lowest level possible, equitable solutions to the problems of the parties. [Nothing in this grievance procedure shall abridge the right of the employee and/or Union from attempting to adjust the grievance orally prior to filing of the written grievance.
- B. Grievance Defined. A "grievance" shall mean a specific charge by an employee or group of employees or Union, based upon an event, condition, or circumstance under which an employee works, that a provision of this agreement has been violated or misinterpreted.

C. An employee who desires to be represented by a Union representative in the grievance process may request his/her immediate supervisor to call the Union representative to handle a specified grievance. In the event an employee chooses to represent himself/herself in the processing of his/her grievance, the Union will be so advised by the Employer. An employee may only represent himself/herself through Step 3. The employee may, at any stage of the grievance process, request Union representation. If there has been no request for Union representation, the Union will be allowed to be present at the Step 3 (City Manager) level, but will not represent the employee without the employee's approval. The decision to take the grievance to arbitration rests solely with the Union (see Section 4D).

D. The Employer shall have the right to return a grievance to the aggrieved in the event it does not contain any of the following:

1. A description of the event, condition or circumstance, giving rise to the grievance, including the date of the alleged occurrence;
2. The provision[s] of the Agreement allegedly violated or misinterpreted;
3. The relief requested;
4. The signature of the employee[s] or Union representative[s].

The employee shall then have five (5) working days from the date the grievance is returned within which to resubmit the corrected grievance.

E. The processing of all grievances shall take place during working hours at a time least disruptive to the operation.

Section 2. Presentation of Grievance

Step 1. In the event an employee has a grievance, he/she and/or the Union representative shall have the right to present the grievance to his/her immediate supervisor orally or in writing within five (5) working days of the act or when the employee should reasonably have become aware of the act or occurrence giving rise to the grievance. The grievance will be discussed informally with the supervisor. The supervisor will make every effort to resolve the grievance immediately, but must provide an answer within five (5) working days following

the presentation by the grievant and/or the Union representative. This answer will be oral unless the grievant has presented the grievance in writing and has requested a written reply.

Step 2. If the grievance is not satisfactorily resolved at Step 1, it shall be reduced to writing on City provided forms, and may be presented to the Department Head/ACM within five (5) working days of the supervisor's response in Step 1. When submitting the grievance in writing in either Step 1 or Step 2, the grievant and/or the Union representative must comply with the specific requirements of Section 1D. Within five (5) working days after the receipt of the grievance, the Department Head/ACM shall meet with the aggrieved and the Union representative. The Department Head/ACM shall give his/her written answer within five (5) working days following the meeting with the grievant and the Union representative.

Step 3. If the grievance is not satisfactorily resolved at Step 2, the grievance may be presented to the City Manager or his/her designated representative within five (5) working days of the Department Head/ACM's response in Step 2. Within five (5) working days after the receipt of the grievance, the City Manager or his/her designated representative shall meet with the aggrieved and the Union representative. The City Manager or his/her designated representative shall give his/her written answer within five (5) working days following the meeting with the grievant and the Union representative.

Section 3. Miscellaneous.

- A. If a grievance is not presented within the time limits set forth above, the grievance shall be "deemed withdrawn". If a grievance is not appealed to the Personnel Advisory Board (suspension, discharge or demotion) or binding arbitration within the specified time limit or any agreed extension thereof, it shall be considered settled on the basis of the Employer's last answer. If the Employer does not answer a grievance or an appeal thereof within the specified time limits, an employee may elect to treat the grievance as denied at that step and immediately appeal the grievance to the next step.
- B. The time limit in each step may be extended by mutual written agreement of the Union representative and the Employer representative involved in each step.
- C. This grievance procedure, combined with the Personnel Advisory Board, is meant to be an exclusive procedure for any grievance concerning discipline or grievance that a

provision of this agreement has been violated or misinterpreted.

- D. The term "working days" as used in this section shall mean the days Monday through Friday inclusive, exclusive of holidays.
- D. The parties shall discuss the grievance in a friendly manner and shall make every effort to reach a satisfactory settlement.
- E. The supervisor shall make arrangements for the employee[s]/ Union representative[s] to meet during working hours at a time least disruptive to the operation.
- F. It should be noted that because of individual employee positions, it may be most appropriate to initiate some grievances at a step of this grievance procedure other than Step 1. In those cases, the aggrieved employee is to initiate his/her grievance in writing, at the most appropriate step of the procedure.
- G. The Employer recognizes and endorses the importance of bringing to light and adjusting grievances promptly. The initiation of a grievance in good faith by an employee and/or Union representative will not result in retaliation against the employee or the Union by the Employer.
- H. Grievance meetings between the Union and the Employer shall be conducted in a private location and shall include only those persons involved in the dispute and/or those persons provided for herein.

Section 4. Appeals to Binding Arbitration If the Union is dissatisfied with the decision of the City Manager under Step 3, the Union may appeal the grievance to binding arbitration according to the following procedures:

- A. Within thirty, (30) calendar days of the City Manager's decision under Step 3, the Union may submit the grievance to arbitration by advising the Employer, in writing, of its desire to arbitrate the dispute. An arbitrator shall thereafter be chosen pursuant to the policies and procedures of the Federal Mediation and Conciliation Service (hereinafter referred to as FMCS), and through the parties alternately striking the names of prospective arbitrators from an FMCS provided list.

- B. The fees and expenses of the arbitrator shall be borne equally by the Union and the Employer. The fees and wages of representatives, counsel, witnesses, or any employees or other persons attending the hearing shall be borne by the party incurring them.
- C. The arbitrator shall have no power to alter, add to, subtract from, or modify any of the provisions of this Agreement.
- D. It is understood that only the Union may process a grievance through arbitration and that upon the Union's failure to proceed in a timely manner, the matter shall be considered settled on the basis of the Employer's last answer.
- E. The decision of the arbitrator shall be final and binding on all parties (Employer, Union, employee[s]).

ARTICLE 6
Seniority

Section 1. Seniority is defined as an employee's length of service with the Employer. An employee's seniority shall apply only to such rights as are expressly provided for in this Agreement.

- A. Seniority shall be accrued in the following areas and in the following manner:
 - 1. City-wide seniority shall be the length of uninterrupted employment with the City commencing with the latest date of hiring,
 - 2. Bargaining unit seniority shall be the length of continuous uninterrupted service within the bargaining unit,
 - 3. Departmental seniority shall be determined to be the amount of accumulated service within a department, whether continuous or not;
 - 4. Divisional seniority shall be determined to be the amount of accumulated services within a division, whether continuous or not;
 - 5. Classification seniority shall be determined to be the amount of accumulated service within a classification, whether continuous or not;

6. However, no employee shall be determined to have more bargaining unit, departmental, divisional, or classification seniority than he/she has Citywide, seniority.

Section 2.

- A. All employees, during their first six (6) months of hire, shall be considered as probationary, meaning that they may be terminated at any time within the probationary period by the Employer in its sole discretion, and neither the employee nor the Union shall have recourse to the grievance procedure for such termination. Probationary employees shall be granted all other rights and benefits except that although they will earn/accrue PTO time, they will not be allowed to take PTO time off until after their probationary period has expired.
- B. Employees shall acquire seniority as of their last date of hire.

Section 3. Seniority disputes between two (2) or more bargaining unit members with the same seniority date will be determined by the date of hire into the bargaining unit position, original hire date and finally by lot.

Section 4. Status of a full time employee shall be acquired by being appointed to a regular, full-time position and completing successfully the probationary period.

Section 5. When an employee acquires seniority, his/her name shall be placed on the Citywide, bargaining unit, departmental, divisional, and classification seniority list.

Section 6. Seniority does not accrue during unpaid leaves of absence in excess of thirty, (30) calendar days unless otherwise herein provided.

Section 7. An employee shall lose all seniority and all continued rights to a position with the Employer for the following reasons:

- A. If the employee resigns or quits.
- B. If the employee retires.
- C. If the employee is discharged and the discharge is not reversed.
- D. If the employee is laid off for a continuous period of two (2) years or more.

- D. If the employee is absent for three (3) consecutive workdays without notifying the Employer, regardless of the reason for such absence, unless notification was impossible.

ARTICLE 7
Filling of Vacancies

Section 1. The Employer shall have sole discretion in the determination of whether or not a vacancy exists and whether or not to fill vacant positions.

Section 2. Job Postings. All bargaining unit vacancies shall be posted on each Union division bulletin board for fourteen (14) calendar days for bargaining unit members only.

- A. Any bargaining unit members who wish to apply for a job shall submit their name and application to the Personnel Division within the specified time period. The Employer shall not discriminate against any applicant.
- B. The Employer shall establish the qualifications for any and all positions, which qualifications, as far as is practical, will be included in the posting.
- C. Bargaining unit members shall be given first consideration for job openings. If a bargaining unit member passes the hiring process and is placed on the eligibility list, he/she shall be given the opportunity to perform the job.

Section 3. Vacancies and Promotions The procedure for filling vacancies shall be as follows:

- A. Employees on layoff in the affected classification. Vacancies which management chooses to fill shall first be offered through recall to those employees who are on layoff from the affected classification.
- B. No employees on layoff in the affected classification. In those instances where there are no employees to be recalled into the affected classification, the vacancy will be filled as follows:
1. The Employer shall determine if applicants meet the qualifications of a vacant position through screening and/or testing.

2. In filling vacancies, the following factors shall be considered: education, experience, knowledge, training, skill, ability, and seniority.
3. In the event two (2) or more bargaining unit applicants meet the qualifications, the more/most senior employee shall be offered the position. Seniority shall be applied in the following manner: (1) Bargaining unit seniority; (2) City-wide seniority; (3) Departmental seniority; (4) Divisional seniority; and (5) Classification seniority.
4. All procedures in this Agreement shall be followed for filling vacancies except when the City's Affirmative Action Program indicates under-utilization of members of protected classes. In such cases, the City shall select the member of the protected class provided they have a composite score of seventy percent (70%) or better. This program will continue until the bargaining unit work force reaches parity with the City's minority population.

Section 4. The City has enacted a voluntary affirmative action plan. The Union acknowledges the authority of the City to enact affirmative action plans consistent with Title VII of the Civil Rights Act of 1964. The Union and the City agree to abide by the law and recognize the necessity of justice and equality in hiring practices. The Union and the City agree to work together to prevent discrimination as defined by law. The City shall not, in the implementation of any affirmative action plan, violate any section or sections of the principal labor agreement.

DEFINITIONS:

Protected Classifications - Blacks, Hispanics, Asians, Pacific Islanders, Alaskan Natives, American Indians, Women, Handicapped and covered Veterans.

Minority - All persons classified as Black, Hispanic, Asian, Pacific Islander, American Indian, or Alaskan Native. Of these groups, only Blacks and Hispanics comprise over two percent (2%) of the City's population; therefore, goals and timetables are not established for Asians, Pacific Islanders, American Indians, or Alaskan Natives.

Section 5. An employee filling a vacancy of a promotional nature shall serve an orientation period in that position for a period of ninety, (90) days. The orientation period shall be understood as meaning that, such employees may be returned to their former

position without prejudice and at the rate for such position at any time within the orientation period by the Employer. During the first forty-five (45) days, the employee shall have the right to return to his/her former position, without prejudice, and at the rate for such position.

Section 6. Employees must have completed their orientation period in their current position prior to applying for a promotion.

ARTICLE 8

Layoff and Recall

Section 1. Layoff shall be understood as meaning, a total cessation of work by the employee for the Employer. In the event of a layoff, the effected employee and the Union will be advised in writing a minimum of ten (10) working days prior to the effective layoff date. Employees will be laid off within each separate classification (Appendix A) based upon their bargaining unit seniority. Recall to work following a layoff shall be made within each separate classification (Appendix A) in the reverse order of layoffs. Employees who are on layoff shall have all benefits cease immediately, except as to those insurances for which the premium has been paid and except for rights provided under COBRA.

Section 2. Seniority, as used in Section 1 above, shall apply in the following order: (a) Bargaining unit seniority; (b) City-wide seniority; (c) Departmental seniority; (d) Divisional seniority; and (e) Classification seniority.

Section 3. An employee receiving a layoff notice may displace (bump) another employee with less seniority in a lateral or lower classification provided he/she has the ability to perform the duties of that classification and he/she possesses the required licenses and/or certifications required for that classification. In no case shall an employee bump into a classification, which is higher than the classification from which he/she is being laid off.

Section 4. The person receiving the initial layoff notice shall be that employee whose job is being deleted. Employees receiving the layoff notice shall be notified of the job classifications that are lateral or lower to their position at the time they are notified of the pending layoff. Unless the employee notifies the Employer in writing within one (1) working day following receipt of the notice of the layoff that he/she does not desire to bump, it will be concluded that the employee desires to bump. The employee may, within three (3) working days after receipt of pending layoff, specify three (3) classifications and/or divisions that he/she desires to bump into and must arrange the three (3) choices in order of preference. (Employees may also express classifications

and/or divisions they do not want to bump into.) Management will arrange the highest possible lateral or lower bump which results in the least displacement of other employees: The City reserves the right to use whatever methods appropriate to ascertain the employee's ability to perform the job before the bump is allowed.

A. Management reserves the right to assign employees into vacant positions and will do so within the employee's expressed preference to the fullest extent possible.

B. Employees will bump the most junior employee in the highest possible lateral or lower classification based on bargaining unit seniority and will do so within the employee's expressed preference to the fullest extent possible.

The Employer agrees that for the purpose of layoffs and bumping, an employee will be considered capable and qualified to perform the duties of a position if the classification and level of the position is equal to or lower than the classification and level of the position currently held by the employee being laid off and provided, further, that (1) the employee had previously held the positions and/or (2) the employee has the training, education, licensing and certification or prior experience that demonstrated that he/she can perform the work of the position within a reasonable period not to exceed sixty (60) days. Employees who bump under this section shall be paid at their current rate of pay in a lateral classified Bargaining unit position or at the highest pay rate paid for a lower classified Bargaining unit position as long as that rate is not higher than their current rate of pay, in which case they shall receive their current rate of pay.

Section 5. Employees shall retain their recall rights for (2) calendar years following the date of layoff. After recall, the PTO adder will be based on the employee's original date of hire. Seniority will continue while on layoff while employee has recall rights.

Employees recalled within thirty (30) days after layoff, whose PTO was paid off, shall have the option of buying any or all paid PTO at the same rate of pay. Employees laid off/bumped who are hired into a new bargaining unit position to which they have no recall rights, which is lateral to or higher than the position from which they were laid off/bumped, will have their name removed from the recall register. Employees, provided they were on the recall register at the time of this new hiring, will have their PTO adder computed as of their original date of hire minus time spent on layoff.

Section 6. Members of the Grievance/Negotiating Committee and the President of the Local Union shall have super seniority, which

shall be understood as providing them the most seniority of any employee in the bargaining unit for the purpose of layoff and recall.

Section 7. Disputes, which arise under this Article shall be placed in writing on the grievance form and resolved in accordance with the Expedited Rules of the American Arbitration Association.

ARTICLE 9
Work Hours

Section 1. There shall be no guarantee of hours of work per workday or per week. A normal workday shall be eight (8) consecutive hours per day, excluding such time spent for meal periods. The normal workweek shall be forty, (40) hours, Monday through Friday (excluding Saturday and Sunday). In the event it shall become necessary to alter an existing weekly work schedule to require Saturday and Sunday work as a part of the regular work week, the City will notify the Union at least seven (7) calendar days in advance of the change.

Section 2. Meal and Break Periods The Union and Employer acknowledge that there are a large number of City operations involving bargaining unit members, and therefore, there exist a variety of policies concerning meal and break periods. It is understood that the meal periods will remain unpaid and break periods will remain paid. Other policies relating to meal and break periods are to remain unchanged unless the parties agree otherwise in writing.

ARTICLE 10
Overtime

Section 1. Overtime shall be paid only to those employees who hold positions in the classifications listed below:

- Building Operations Supervisor
- Cemeteries Supervisor
- Chief Chemist
- Chief Foreman
- Drafting Supervisor
- Electrical Maintenance Foreman
- Environment Compliance Manager
- Garage Foreman
- Labor Foreman I
- Labor Foreman II
- Law Department Administrator
- I S Network Administrator
- Operating Foreman - Wastewater Treatment

Operating Foreman - Water Treatment
Plant Maintenance Supervisor - Wastewater Treatment
Plant Maintenance Foreman - Wastewater Treatment
Plant Maintenance Foreman - Water Treatment
Property & Building Maintenance Supervisor
Public Housing Maintenance Supervisor
Remote CSO Maintenance Supervisor
Streets Foreman
Traffic Foreman
Utilities Foreman
*Add New Positions per 2009-2010 compliment

All new positions in the bargaining unit and those positions whose titles have changed shall be reviewed by the City using FLSA standards, job descriptions/classifications, and number of employees supervised to determine eligibility for overtime pay. The City shall discuss their analysis, with the Union, prior to implementation. Eligible employees shall be entitled to receive overtime at one and one half (1½) times their regular rate of pay for all hours worked in excess of forty (40) in a work week, and two (2) times their regular rate of pay for all hours worked on Sundays and holidays as defined elsewhere in this agreement.

Eligible employees shall also be allowed, in lieu of wage/salary overtime payments, to elect to be compensated for their overtime by taking compensatory time off earned at either one and one half (1-1/2) hours for every hour of overtime worked or, in the case of overtime worked on Sundays, holidays, or the second (2nd) and fourth (4th) day off for seven (7) day operations, two (2) hours for every hour of overtime worked. The election is allowed only until an employee accumulates up to, one hundred (100) hours of compensatory time off, and all overtime earned thereafter will be compensated by wage/salary overtime payments. The appropriate employer representative must be informed of an employee's election to earn compensatory time off rather than wage/salary payments no later than twenty-four (24) hours after the overtime is worked.

Once an employee has elected to receive the overtime compensation in the form of compensatory time off for a particular amount of overtime worked, he/she will not be allowed payments for such overtime worked without first obtaining approval from the Employer.

Compensatory time off must be taken in increments of one (1) hour or more. Requests for compensatory time off must be made in writing, signed by the applicant, and approved by the appropriate Employer representative. The applicant will be notified of the disposition of his/her request as soon as possible. It is understood that work flow demands and other employer concerns may result in the inability of employees to combine vacation time and compensatory time off, or may otherwise restrict the occasions or

length of time available for employees to take compensatory time off.

Employees separating from employment for any reason will be paid for all accumulated and unused compensatory time at their then present regular rate of pay.

Section 2. Call-in work and travel time (below) shall be applicable only to those employees who hold positions in the classifications listed below. Call-in shall be a two-hour minimum plus travel time. For Public Housing employees only, call-in shall be one-hour minimum plus travel time.

Building Operations Supervisor
Cemeteries Supervisor
Chief Chemist
Chief Foreman
Electrical Maintenance Foreman
Environment Compliance Manager
Garage Foreman
Labor Foreman I
Labor Foreman II
Legal Department Administrator
IS Network Administrator
Operating Foreman - Wastewater Treatment Plant
Operating Foreman - Water Treatment Plant
Plant Maintenance Foreman - Wastewater Treatment
Plant Maintenance Foreman - Water Treatment
Plant Maintenance Supervisor
Property & Building Maintenance Supervisor
Public Housing Maintenance Supervisor
Remote CSO Maintenance Supervisor
Traffic Foreman
Utilities Foreman

Eligible employees will be entitled to receive overtime compensation at one and one half (1-1/2) times their regular rate of pay for all time in which the employee is required to report back to work to perform emergency or other necessary functions during other than the employee's normal work hours, and two (2) times their regular rate of pay for all hours worked as a result of reporting back to work on Sundays or holidays (or for all hours worked on the second (2nd) and fourth (4th) scheduled day off for employees in seven (7) day operations). Time worked for overtime compensation purposes shall include only such time spent at the work location. Travel time shall be compensated by the employee receiving a stipend equal to one (1) hour of overtime at one and one half (1-1/2) times the employee's regular rate of pay for each occurrence of being called in to work. Regardless of the above, the Employer will not be required to pay any travel time stipend in those

instances when the overtime worked is eight (8) continuous hours or more.

Section 3. Overtime and/or call-in compensation as set forth in Sections 1 and 2 (above) shall not be pyramided or paid twice for the same hours worked.

Section 4. Standby Pay. Standby pay, for classifications eligible for overtime, equal to four (4) hours regular wages for every twenty-four (24) hours spent on standby will be provided to those employees who are either assigned in writing to remain available to perform call-in work or who, as a part of their regular work schedule, are required to remain available to perform call-in work. Standby is defined as that time in which the employee is expected to maintain constant telephone or radio contact with the Employer. When called out while on standby, the time worked and travel time shall be deducted from the total standby hours within that pay period.

Section 5. For the Maintenance and Service Division, Streets and Parks Division, Traffic Engineering Division, Water Treatment Division, Wastewater Treatment Division, and the City Clerk's Office (elections):

The Employer shall not force or require an employee to work more than sixteen (16) hours in any twenty-four (24) hour period beginning with his/her start of work. An employee who works sixteen (16) or more hours within a twenty-four (24) hour period shall be released for a nine (9) hour period before he/she is required to report to work for his/her next regular daily work period. If, however, the employee wishes to continue working beyond the sixteen (16) hours, he/she shall receive two times his/her straight time rate of pay for all hours worked in excess of sixteen (16) hours until he/she is released from work for nine (9) hours. If the employee is released and such nine (9) hour period extends into his/her regular daily work period, he/she shall suffer no loss of his/her straight time pay for any portion of his/her regular daily work period, which is within such nine (9) hour period. If, in the judgment of the Employer, the employee cannot be gainfully employed during the portion of his/her regular daily work period remaining after the expiration of such nine (9) hour period, such employee may be excused from work without loss of his/her straight time pay.

ARTICLE 11
Paid Time Off (PTO)

Section 1. All bargaining unit employees that had their accumulated vacation leave and one half of their accumulated sick time converted to Paid Time Off under the July 1, 1998 through June

30, 2002, contact who were bargaining unit members or who entered the bargaining unit during that time period from other City positions, shall be allowed to accrue up to a maximum of 164 days of PTO. On January 1 of each year, employees shall receive PTO days based on the following schedule:

0 - 10 years of City service - 22 days + 6 S/L = 28
10 years and over - 27 days + 6 S/L = 33

Employees may carry over the maximum of 164 days during any calendar year, up to 191, but must reduce their accumulated days of 164 by December 31 of each year. Individual employees may be allowed to carry days in excess of the maximum for 90 days with approval of the City Manager.

Section 2. Paid Time Off (PTO) must be taken in increments of four (4) hours or more but may be taken in one (1) hour increments if requested and approved at least twenty-four (24) hours in advance. Request for PTO must be made in writing, signed by the employee and approved by the appropriate Employer representative. The employee will be notified of the disposition of his/her request as soon as possible. It is understood, that work flow demands and other Employer concerns may result in the inability of employees to combine PTO and compensatory time off, or may otherwise restrict the occasions or length of time available for employees to take paid time off.

Section 3. Employees hired into a bargaining unit position from outside the City employ shall be allowed to accumulate up to a maximum of twice the applicable annual accrual rate. On January 1 of each year, employees shall receive PTO days based on the following schedule:

0 -10 years of City service - 22 days + 6 S/L = 28
10 years and over - 27 days + 6 S/L = 33

Employees may carry over their maximum accrual during any calendar year, but must reduce their accumulated days to twice their annual accrual by December 31 of each year. PTO days in excess of twice the annual accrual will be deleted in January, however, individual employees may be allowed to carry days in excess of the maximum for 90 calendar days with the approval of the City Manager. Upon retirement, these employees shall be paid up to twice the annual accrual.

Section 4. Any employee who has successfully completed their six (6) month probationary period and is separated from the Employer's service will be entitled to receive pay for any unused PTO days. Payment shall be made at the rate the employee is earning at the time of separation.

Section 5. PTO days, up to 164, will be paid upon time of retirement and become part of the employees' Final Average Compensation-FAC.

Section 6. Accumulated days in excess of 164 are not paid and shall have no effect whatsoever on final average compensation for pension purposes.

Section 7. Employees who enter the bargaining unit after the effective date of this agreement shall receive PTO days on a pro rated basis.

ARTICLE 12
Short and Long Term Disability

Section 1. All employees who have completed the probationary period shall be covered by Group Short Term Disability Benefit Plan number 504 Group Policy H.82155 through The Hartford Life Assurance Company. Premiums for such policy shall be paid 100% by the City. Short Term Disability Benefit is for 26 weeks with benefits beginning on the first (1st) day for an accident or injury and the Eighth (8th) day for illness. Benefits shall be paid at 66 2/3% of the employee's base wage.

Section 2. Employees may use PTO days for disability periods of seven (7) days or less. Employees may also use PTO days in lieu of Short Term Disability Benefits and may use PTO days at the applicable rate to subsidize the Short Term Disability Benefit to equal 100% of their pay.

Section 3. All employees, who have completed the probationary period shall be covered by Group Long Term Disability Benefit Plan number 504 Group Policy 82155 LTD through The Hartford Life Assurance Company. Premiums for such policy shall be paid 100% by the City. Any employee who receives Short Term Disability Benefits and continues to be disabled after 26 weeks shall receive Group Long term Disability Income Benefits until they are no longer disabled or until they reach age 65. This benefit shall be paid at 60% of the employee's base wage.

Section 4. Employees may use PTO days at the applicable rate to subsidize the Long Term Disability Benefit to equal 100% of their pay.

ARTICLE 13
Injury Time

Section 1. Each full time employee who is unable to work as a result of an injury arising out of and in the course of his/her employment, shall receive benefits as provided under the state's Worker's Compensation Act, MCLA, Section 418.311, entitled "Compensation Payments Computations", provided, however, such injury is determined to be work related and all other requirements of the Worker's Compensation Act are met.

Section 2. Until such determination is made, an employee may elect to receive paid leave benefits, which the employee has accumulated during the course of their employment.

Section 3. (A) Should a determination be made that said employee's injury is work related and all other requirements of the Worker's Compensation Act are met, the Employer shall reimburse said employees' leave accumulation. The reimbursement shall be equal for time lost back to the date of injury or initial incident.

(B) When an employee has been unable to work, as herein before provided, for such a time as to be entitled to Workers' Compensation benefits for the first week of disability, said employee shall refund to the City an amount equal to the amount of Workers' Compensation benefits payable for said first week of disability. It is intended hereby that no employee shall receive more than his/her regular biweekly salary or weekly wage by reasons of the provisions of this section.

Section 4. Eligible employees shall receive injury benefit payments for ninety-90-days at which time the City will review the case for extension of payments for a period not to exceed one (1) year following the date of injury. An employee entitled to injury time benefits shall receive them biweekly and such benefits shall be computed on the basis of his/her current biweekly wage. The amount of injury time benefits shall be an amount which, after deduction of federal, state and city income taxes, social security and/or pension contributions, and any employee authorized payroll deductions, and after addition of weekly worker's compensation benefits, if any, to which the employee is entitled, shall then be equal to one hundred percent (100%) of the employee's current net pay.

Section 5. PTO leave shall accrue while the employee continues to receive injury time benefits described below. PTO leave shall cease to accrue while an employee is receiving Workers' Compensation only. An employee who becomes disabled and continues to be disabled more than one (1) year after the date of the work related injury, may use accumulated PTO leave to supplement

Workers' Compensation benefits. In such cases, one-half (1/2) day of PTO shall be used for each workday the Employee is absent.

To receive injury leave benefits, the Employee must contact the Health Clinic for an appointment.

ARTICLE 14
Unpaid Leaves of Absence

Section 1. Leaves of absence without pay may be granted only by the City Manager to probationary and full time employees for a period not to exceed one (1) calendar year, for sickness, disability (including maternity), education or other approved absences. In certain circumstances, the City Manager may grant time extensions of the leave. In the case of sickness or disability, the employee must use all accrued paid leave before unpaid leave can be granted. Employee benefits will be suspended and seniority will be frozen and will not accrue during the leave. The employee may elect continuous coverage of insurance benefits under the Employer's group plan by reimbursing the Employer for the amount of the premiums. Upon expiration of the leave, the employee will be reinstated to the position held before the leave was granted or an equivalent position.

ARTICLE 15
Bereavement Leave

Section 1. In the case of a death in the employee's immediate family, a full time employee shall be granted a leave of absence with pay for three (3) days. It is understood that in order to be entitled to paid bereavement leave, the employee must attend the funeral. "Immediate family" is defined as an employee's spouse, child, brother, sister, parent, parent-in-law, grandparents, grandchildren, son-in-law, daughter-in-law, stepparent-in-law, stepparent, stepchild, stepbrother, stepsister, or a relative residing in the same household. One (1) day shall be granted with pay for the employee's or spouse's brother-in-law, sister-in-law, or employee's niece, nephew, grandparent-in-law, uncle, or aunt; such one (1) day bereavement leave shall be granted to attend the funeral if such funeral falls on a day the employee would otherwise be working.

Section 2. PTO leave may be taken to attend the funeral of relatives not listed in this article or when circumstances warrant additional leave from work due to a death in the family. Verification of the death shall be provided when not attending the actual funeral. Presentation of the obituary of the relative involved shall serve as verification.

ARTICLE 16
Military Leave

Section 1. Any full time employee who enters active duty with the armed forces of the United States (including the women's auxiliaries thereof) by reason of an enlistment or induction shall be granted a leave of absence without pay for the period of service or duty required.

Section 2. Any employee granted such a leave of absence for "Military Duty," as defined in Act 263 of the Public Acts of 1951, shall be reinstated to his/her classification/position when he/she has been discharged or separated from service, provided:

- A. He/she makes application for reinstatement within 90 days after he/she is released from military duty or from hospitalization continuing after discharge for a period of not more than one (1) year.
- B. He/she is discharged under honorable conditions and he/she establishes this fact to the satisfaction of the employer.
- C. He/she is physically and mentally qualified to perform the duties of such classification/position if it still exists and is not held by a person with greater seniority.

Section 3. If the employee is not qualified to perform the duties of such classification/position by reason of disability sustained during such service, he/she shall be placed in such other classification/position, the duties of which he/she is qualified to perform, as will provide him/her like seniority, status, and pay or the nearest circumstances of his/her case.

Section 4. If the employee's classification/position has been transferred to another department, division, section, or agency of the City, the employee shall be restored to the same classification/position in the new department, division, section, or agency of the City.

Section 5. If, for any reason, it is not feasible for such employee to be reinstated to his/her previous employment or if his/her previous classification/position no longer exists, it shall be determined if there is a classification/position open or held by an employee with less seniority in any other department, division, section, or agency of the City for which the returning veteran is qualified, then he/she shall be appointed to that classification/position. If it is found that no classifica-

tion/position is available to such returning veteran and he/she considers himself/herself aggrieved over this procedure, he/she may file a grievance in compliance with the grievance procedure.

Section 6. Reserve Leaves. Any full time employee who is an obligated reservist and who must attend an "annual active duty for training" and other required service duty, shall be compensated by the City so as to suffer no wage loss from his/her regular pay for the ten (10) workdays of pay he/she would have otherwise been entitled to had he/she been working. Reimbursement for wage loss shall be determined as follows:

- A. Determine the pay the employee would have received from the City for the ten (10) workday period absent.
- B. Determine the military pay for the entire period of leave, not to exceed fourteen (14) calendar days. Military pay includes base pay but excludes all allowances and reimbursement for travel to and from the training site.

If "A" is greater than "B", the employee shall be reimbursed the difference between the two. If "B" is greater than "A" the employee receives no pay adjustment from the City. Leaves of absence for attendance at Reserve duty shall not exceed fourteen (14) calendar days. Employees may take PTO or a leave of absence without pay in lieu of military leave for required attendance at the annual active duty for training. Such leave shall be granted only upon advance notice of one (1) week to the Employer.

ARTICLE 17

Jury Duty and Court Attendance

Section 1. An employee who is summoned and reports for jury duty, before a court empowered by law, shall be paid by the City an amount equal to the difference between the amount of wages the employee otherwise would have earned by working straight time hours for the City on that day, and the daily jury duty fee paid by the courts (not including traveling allowances or reimbursement of expenses) for each day on which the employee reports for or performs jury duty, and on which he/she otherwise would have been scheduled to work for the City.

Section 2. Employees who are to serve jury duty and who would otherwise have been assigned to work an afternoon or night shift may instead be temporarily assigned during such time period to first shift. If the afternoon or night shift employee is not temporarily assigned to first shift, he/she shall not have to report for work until six (6) hours have elapsed following his/her

release from jury duty that day, and he/she shall receive the difference between the amount of wages he/she otherwise would have earned by working and his/her jury duty pay. Employees who report for their afternoon or night shift shall work until the end of their regularly scheduled shift.

Section 3. It shall be the responsibility of an employee called for jury duty to promptly notify his/her immediate supervisor and Provide, a copy of the court summons so that arrangements may be made in advance for his/her absence from the job.

Section 4. An employee, who is a party or a witness to a City related suit, shall continue to receive his/her salary while away at court. However, that employee must surrender to the City any witness fees received.

ARTICLE 18 **Holidays**

Section 1. All employees shall receive the following holidays as paid holidays:

- New Year's Day
- 3rd Monday in January (Dr. Martin Luther King's Birthday)
- Good Friday
- Memorial Day
- Independence Day
- Labor Day
- Veterans' Day
- Thanksgiving Day
- Friday after Thanksgiving
- Christmas Eve Day
- Christmas Day
- Employee's Birthday

The employee shall have the option of taking his/her Birthday as a holiday, exchange it for New Year's Eve Day or another such day he/she prefers within the same pay period providing the schedule allows and with prior approval from his/her supervisor.

Section 2. In the event an employee works on a Friday, preceding a legal holiday falling on a Saturday or works on a Monday following a legal holiday falling on a Sunday, he/she shall receive, in addition to eight (8) hours holiday pay, pay at the rate of time and one-half (1 ½) times his/her regular rate of pay for all hours worked. When two legal holidays occur consecutively with one falling on a Saturday or Sunday, the preceding language shall be backed up one (1) day or extended one (1) day in order to properly compensate for the double holiday.

ARTICLE 19
Affirmative Action

Section 1. Subject to the requirements of the City's Affirmative Action Plan, both the City and the Union agree to support the principles of Equal Employment Opportunity and will obey all applicable laws and regulations regarding discrimination against any employee or applicant for employment because of such individual's religion, race, color, national origin, age, handicap, or sex.

ARTICLE 20
Seven-Day Operations

Section 1. Employees in twenty-four (24) hour continuous operations shall work in accordance with the five (5) person rotating work schedule illustrated herein. This schedule will be prepared for one (1) full year, and published each September. Schedules will show the names of the employees, days of the month, and shifts. Shifts will also be indicated by the following code:

<u>Code</u>	<u>Hours of Work</u>
1st Shift	12 mid-night to 8 a.m.,
2nd Shift	8 a.m. to 4 p.m.,
3rd Shift	4 p.m. to 12 mid-night,
2nd Shift-relief	8 a.m. to 4:30 p.m.

Section 2. The normal five (5) person rotating work schedule will average forty (40) hours per week and take five (5) weeks to cycle, with the week starting on Monday and ending on Sunday. Alternations of shifts and regular days off shall be as follows, per each shift employee:

<u>Alternate Schedule</u>	
7 days on 1st Shift	7 days on 1st Shift
2 days off	2 days off
5 days on 2nd Shift relief	5 days on relief
4 days off	4 days off
7 days on 3rd Shift	6 days on 2nd Shift
2 days off	2 days off
6 days on 2nd Shift	7 days on 3rd Shift
2 days off	2 days off

Section 3. The above work schedule may be adjusted, altered, or substituted by the Employer with the relief shift and then only to meet the requirements of the operation and to provide for employee leaves of absence. In the event employees supervised by members of this unit follow a schedule other than the five-5-person rotating schedule, the members of this unit shall also be given the option of following that schedule. If such a schedule is followed, those working that schedule shall choose their shift based on seniority in the following order: (A) Bargaining Unit, (B) City Wide, (C) Departmental, (D) Divisional, and (E) Classification. Shift assignments shall be made once annually beginning in January of each year.

The City shall provide a least twelve (12) hours notice prior to the start of the employees reassigned shift, which will then be considered the employees new regularly scheduled shift.

If notice is less than twelve (12) hours prior to new regularly scheduled shift, the employee will be compensated at the rate of time and one-half for all the hours worked on the first daily shift of his/her new regularly scheduled shift. This excludes the relief person on the rotating shifts.

In the event, however this situation occurs more frequently than it has in the, prior three (3) years, then this language shall become null and void. It is agreed that the parties shall explore through discussions, the straight shifts and if agreed review the effort in a, trial period, if a majority of employees agree to switch.

The City and Union agree to a meeting with Union and City participation to evaluate operations at Wastewater and Water Treatment Plants, where changes could be made to seven-day operations. The meeting shall include for the Union, the President, Vice President and the two most senior seven-day operations employees from each plant.

Section 4. Employees working the five (5) person rotating work schedule shall receive one and one half (1½) times their regular rate of pay for all hours worked on the first (1st) and third (3rd) scheduled day off in a work week and two (2) times their regular rate of pay for all hours worked on the second (2nd) and fourth (4th) scheduled day off in a work week.

Section 5. Employees of the Water Treatment Plant and Wastewater Treatment Plant who earn a Class A, B & C or F-1, 2 & 3 or higher license will get a "one (1) range increase for license obtained and maintain any level of operator's license from the State of Michigan will receive a bonus each year according to the following table:

If the highest level license employee possesses is:	The employee will receive:
--	-------------------------------

F-1	\$500/year
F-2	\$300/year
F-3	\$200/year
F-4	\$100/year
Class A	\$500/year
Class B	\$300/year
Class C	\$200/year
Class D	\$100/year

Bonuses will be paid annually upon proof of license.

ARTICLE 21
Discipline

Section 1. Types of Disciplinary Action It is recognized by both the Employer and the Union that all matters regarding disciplinary action must take into account not only the seriousness and number of offenses, but also the employee's past record of performance and the circumstances under which the offense was committed. Disciplinary action will be for just cause. Disciplinary action shall be progressive except in instances where the violation is of a serious nature.

- A. Written Warnings, This form of disciplinary action may be used to correct and/or warn an employee of errors, poor work performance, or violations of a minor nature. Such warnings will be given privately with only those persons involved present unless the employee requests a Union representative.
- B. Written Reprimand, This form of disciplinary action may be used for the same reasons as those stated for warnings. Normally, written reprimands will be issued in those instances where a repetition of the violation will be considered serious.
- C. Suspensions, A temporary separation for disciplinary purposes where the violation is serious in nature but not sufficiently grave for dismissal.
- D. Demotions, This form of disciplinary action may be used when the employee does not give satisfactory service in

the position he/she holds, but gives evidence of ability to perform the work and responsibilities of a lower classification.

- E. Dismissals, A discharge or permanent separation may be issued for disciplinary purposes where the violation is of a serious nature.

Section 2. Types of Serious Violations Willful violations of a serious nature shall include but not be limited to the following:

- A. Conviction of a felony or a misdemeanor involving moral turpitude.
- B. Reporting for work under the influence of alcohol or drugs.
- C. Offensiveness in conduct or language during work hours or toward the public or other employees.
- D. Falsification of personnel and/or work records.
- E. Failure to obey any reasonable directive made or given by a supervisor.
- F. Willful destruction or gross negligence in the use of City property.
- G. Use of political influence in attempting to secure a promotion, leave of absence, transfer, or preferential work assignment.
- H. Acceptance of personal gifts or other valuables in connection with work performed on City time.
- I. Abuse of PTO or injury leave.
- J. Use of alcohol or unlawful use of drugs during a work shift.
- K. Violation of safety regulations.
- L. Incompetence or inefficiency in the performance of assigned duties.

Section 3. Disciplinary Records. Records of all disciplinary actions shall be maintained as follows:

- A. Warnings shall be issued in writing and shall contain the date, brief description of the violation, and the signature of the individual issuing the warning. All

warnings issued shall remain in effect for a period of eighteen (18) months unless the employee receives more than one warning for the same violation, in which case all such reports shall remain in effect for a period of eighteen (18) months from the date of issue of the last warning.

- B. All reprimands, suspensions, demotions, and dismissals shall be issued in writing with copies going to the employee, Union, and the Personnel Administrator. Letters of suspension shall remain in effect for a period of thirty (30) months unless the employee commits a similar offense, in which case all such similar actions shall remain in effect for a period of, thirty (30) months from the date of last issuance. However, letters, demotions, and suspensions shall be subject to review by the Employer upon request of the Union after a period of nine (9) months.

ARTICLE 22

Insurance Benefits

Section 1. Life Insurance. The Employer will provide term life insurance to the next \$1,000 of annual salary up to a maximum of \$50,000 with a double indemnity provision. For example, an employee earning \$7,100 will be insured for \$8,000 or \$16,000 in case of accidental death. This rate of coverage shall be adjusted each year on July 1.

Section 2. Health Insurance. The Employer will provide the new Community Blue PPO-3 health benefits for all full time employees and dependents, effective April 1, 2009. The drug rider will be \$10/\$40, with no reimbursement. Effective July 1, 2009.

Effective 7-1-11, all active members will contribute \$20 per pay period towards health care, which will discontinue upon retirement.

The parties agree that the Health Care Committee shall be the ongoing communication vehicle for the review and monitoring of the overall City health care cost containment efforts.

Section 3. Health and Life Insurance for Retirees

- A. The Employer will provide the same level of health benefits or its equivalent (which mean any plan offered by the City at the time) as provided for above, with the exception of dental insurance, for eligible retirees and their dependent spouses, provided that the employee is an eligible Municipal Employees Retirement System, (hereinafter

referred to as MERS retiree.) B. The Employer will provide the same level of health benefits or its equivalent as provided for in this Article, with the exception of dental insurance, for employees and dependents if an employee is on disability pension through Municipal Employees Retirement System (MERS) regardless of the age of the employee.

Effective July 1, 1996, MERS retirees health care will be covered as follows:

- 100% covered - 20 years and over
- 90% covered - 15 years but less than 20
- 80% covered - 10 years but less than 15
- 70% covered - 8 & 9 years of service

100% Health care paid by the City, if an employee qualifies and receives a MERS disability pension.

- C. Benefits paid will not apply if the retiree is employed in excess of 1,039 hours and if the other employer provides hospitalization coverage.
- D. Statements attesting that the retiree has not worked more than 1,039 hours in a calendar year will be required every three (3) months to assure the Employer that the retiree is eligible for this Employer paid health care benefit. This benefit is granted for the express purpose of aiding retirees not working in excess of 1,039 hours per calendar year who have not reached their sixty-fifth (65th) birthday and therefore are not eligible for Medicare coverage. The working restriction shall not apply to retired employees who have reached their sixty-fifth (65th) birthday.

Retirees both currently retired and future retirees may choose to cancel their current City health insurance plan. Retirees may cancel their City health insurance at any time during the fiscal year, although such cancellation must take place by the 20th of any month in order for it to be effective the following month. Retirees will be paid one half (1/2) of the traditional premium as set each January 1st, up to \$2,500 cap, effective January 1, 2004. Payment of such premium will be prorated on a quarterly basis.

Retirees who have chosen to cancel their City health insurance plan may reinstate their City health insurance plan at any time during the fiscal year, although such reinstatement must take place by the 20th of any month in order for it to be effective the following month.

- E. The same employee who retires and has eligible dependents may remain under the Employer's health insurance plan for eighteen (18) months as a COBRA continuant. Benefits remain at the same level as active employees, with the retiree paying to the Employer 102% of the applicable monthly premium set each January 1st. Any time taken as referenced in the above paragraph will be deducted from COBRA benefits.
- F. The Employer shall provide Ten Thousand (\$10,000.00) Dollars of life insurance for retirees.
- G. Effective 7-1-09, retiree health care for new hires is eliminated and employees hired after 6-30-09 shall be enrolled in the MERS Health Care Savings Program. The City will contribute \$125 per month with a graduated vesting of 25% after 2 years, 50% after 4 years and 100% after 6 years. In addition, employees will elect to contribute \$5 - \$250 per bi-weekly pay to the program. This amount may be increased at anytime but not decreased.

Section 5. Health Insurance Opt Out (current employees)

- A. Employees choosing to cancel their current Employer health insurance plan and be covered under their spouse's health insurance must:

Obtain proof of insurance through their spouse's policy with an effective date of coverage.

Set up an appointment with the Benefits Coordinator where proof of coverage under the spouse's policy is presented and signing of City insurance cancellation is made.

Should there be any problems with obtaining proof of insurance under the spouse's policy, the Personnel Office will provide a form letter, which can be completed by the spouse's employer.

- B. Employees may cancel their Employer health insurance at any time during the fiscal year, although such cancellation must take place by the 20th of each month in order for it to be effective the following month. Employees will be paid one half (1/2) of the traditional Blue Cross/Blue Shield premium as set each January 1st, up to the \$2,500 cap, effective January 1, 2004. Payment of such premium will be prorated on a quarterly basis. Opt-out shall be once per year during open enrollment, unless there is an IRS qualifying event.

Section 6. Dental Insurance.

- A. The Employer shall provide to employees and their families, at no cost to the employees, the Delta Dental Plan of Michigan, Inc., 50-50 Benefit Program for Class I (100% Class I preventive, diagnostic, and emergency palliative) and Class II benefits as defined by the Delta Dental Plan of Michigan or their equivalent.
- B. The Employer shall provide to employees and their families, at no cost to the employees, the Class III Delta Dental Plan Orthodontics coverage at a 70/30 co-pay, \$1,200 maximum lifetime.

Section 7. Vision Care. The City shall provide a vision care plan equal to the Mutual Eye Claim Audits (MECA) Employer Full Service Benefit Plan B. The City shall pay the premium cost established, which includes administrative costs.

This plan provides for payment in full for all covered services and/or materials up to Reasonable and Customary (R&C). The participating providers accept Reasonable & Customary as payment in full. Reasonable and Customary is surveyed every six (6) months. Patients may go to either an optometrist or an ophthalmologist and the exam will be covered in full with this plan. A maximum benefit allowance is established for contact lenses and frames.

	<u>Plan Pays</u>	<u>Patient Pays</u>	<u>Non-Panel Payment</u>
Examination	M.D. Paid in Full	-0-	\$ 60.00
	O.D. Paid in Full	-0-	\$ 45.00
Lenses (Pair)			
Single Vision	Paid in Full	-0-	\$ 60.00
Bifocals	Paid in Full	-0-	\$ 85.00
Trifocals	Paid in Full	-0-	\$105.00
Lenticular	Paid in Full	-0-	\$200.00
	<u>Plan Pays</u>	<u>Patient Pays</u>	<u>Non-Panel Payment</u>
Frames	\$200.00	Balance	\$200.00
Contact Lenses (Cosmetic)	\$200.00	Balance	\$200.00

In lieu of all other benefits

Contact Lenses	\$200.00	Balance	\$200.00
(Medically necessary)			

In lieu of all other benefits

Section 8. Flexible Benefits. During the life of this contract, employees covered under this agreement may participate in a flexible style benefit program, provided such is available and offered by the City. One of the options of the program will be the existing insurance benefit package as outlined in this Agreement. Employees will receive a benefit credit equal to the cost of the plan at the time of implementation. Thereafter, the benefit credit will be equal to the year of implementation.

ARTICLE 23 **Pension**

Section 1. Employees shall, be covered by the Municipal Employees Retirement System, (Act 135 of 1945, as amended).

Section 2. Employees shall contribute a percentage of annual compensation equal to 4.7%.

Section 3. Employees shall receive the following additional benefits of the pension system:

- A. Military Service Credit. Pension credit for military service prior to employment with the Employer shall be granted upon meeting the provisions of the Act for such credit.
- B. Benefit Program B-4, 2.50% multiplier.
- C. Benefit Program F-50.
- D. FAC-3.
- E. V-8 Vesting
- F. E-1 Benefit is effective June 30, 2002 for those employees who retired prior to July 1, 2002 and after June 30, 1998.
- G. An early retirement window shall be offered (E-2, Rule of 70), between 7/1/03 - 12/26/03. Any employees leaving in the window shall receive 100% health insurance regardless of the number of years of services. The January 2004 PTO adder shall be adjusted on a case -by-case basis, for

those employees exercising the early window option. In no event, however, shall an employee receive more than the 164 accumulated days as of October 18, 2003.

Section 4. Employees who have attained age 70 years shall be retired forthwith unless, upon written application, approved by the department head, and a qualifying examination by the City physician or such other Medical Doctor as the City Manager shall direct, the employee's period of service is extended by the City Manager, and it may not be extended more than one (1) year at any time, nor beyond age 75 years.

Section 5. Defined Contribution. Effective January 1, 2000, new employees who enter the bargaining unit from outside the City's employment ranks, shall receive benefits under a defined contribution program. Current bargaining unit employees will have the opportunity to roll over their MERS defined benefit pension to the defined contribution program. The Plan is as follows:

Employee Contributions:	5% Pre-tax
	(up to 8% after tax option)
Employer Contribution:	10%
Vesting:	20% 3 Years
	40% 4 Years
	60% 5 Years
	80% 6 Years
	100% 7 Years

A employee may retire at any time prior to age 65 with a minimum 3 years of City service to receive benefits under Defined Contribution.

ARTICLE 24
Miscellaneous Benefits

Section 1. Safety Equipment and Uniforms. The Employer shall make proper provisions for the work related safety and health of all employees. The Employer will furnish non-prescription safety glasses, goggles, canvas gloves, rain clothing, rubber gloves, coats, uniforms, and boots to employees when required. This equipment, if and when supplied, must be used by the employee.

Section 2. Shift Differential. Employees who are assigned to rotating shifts and/or foremen who are assigned to shifts which include evening and night shifts shall be paid an additional five (5%) per cent for each evening shift actually worked and an

additional seven (7%) for each night shift actually worked. This differential pay is in recognition of the inconvenience caused by this type of schedule and is in lieu of other types of night premium pay. It is understood that this does not apply to a continuation of work shift.

Section 3. Autos and Allowances The Employer shall have sole discretion to determine all matters concerning the obtaining and/or use of City vehicles or car allowances, including but not limited to which employees will be allowed use of City vehicles or car allowances, type and model of vehicle, amount of allowance, discontinuance of individual employee use of vehicles or allowances, and all rules and regulations relating to use and enjoyment.

Section 4. Health Club Membership The Employer, upon proof and payment of membership, will pay one half, up to \$150 per year, for a health club membership. A health club membership does not include "country clubs" which exist primarily for golfing.

Section 5. Deferred Compensation A deferred compensation program will be provided for those employees who wish to participate.

Section 6. Copy of Agreement The Employer will provide a copy of the collective bargaining agreement, once printed, to all bargaining unit members.

Section 7. Licensing/Certification Costs/Fees Licensing/certification costs/fees shall be reimbursed by the Employer.

Section 8. Education and Training The City shall reimburse employees for educational expenses limited to course tuition for job related, pre-approved education programs from a recognized accredited college or university which are taken off duty, subject to the following provisions:

- A. Education and training program costs shall be reimbursed at a rate not to exceed Seven Hundred Fifty (\$750) Dollars per fiscal year for such courses pre-approved and successfully completed (grade of C or better) and job specific. Such reimbursement will be for courses completed during a specific fiscal year and shall not be allowed to exceed the yearly maximum or carry-over to future fiscal years.
- B. Approval of courses and reimbursements shall be at the sole discretion of the Department Head with approval from the Office of Employee Services.

Section 9. Bonuses for Licenses

(A) Employees who obtain, with prior approval of the Department Head, a job-related, non-required state license or

certification shall be paid an annual bonus. Such bonus shall range from \$100 to \$500 depending on the class of degree of the bonus. Bonuses shall not be cumulative except that this provision shall not affect the bonuses paid to an employee under Article 21 of this Agreement. In the event any employee is currently receiving a bonus for a non-required license or certification, the pre-approval provision shall be waived.

(B) Maintenance/Service Division employees who earn and maintain any level of license from the state of Michigan will receive a bonus each year according to the following table:

Highest Level Possessed	Bonus
S-1	\$500/year
S-2	\$300/year
S-3	\$200/year
S-4	\$100/year

Bonuses will be paid annually upon proof of license.

Section 10. Clothing Allowance. A winter clothing allowance shall be granted each contract year between July 1st and June 30th. A Two Hundred Dollar (\$200.00) clothing allowance voucher to be used at pre-approved locations shall be issued to employees working in the following classifications:

- Chief Chemist
- City Engineer
- Electrical Maintenance Foreman
- Labor Foreman I
- Labor Foreman II
- Operating Foreman (WWTP)
- Plant Maintenance Foreman - Wastewater Treatment Plant
- Plant Maintenance Foreman - Water Treatment Plant
- Property & Building Maintenance Supervisor
- Streets Foreman
- Traffic Foreman
- Utilities Foreman
- Remote CSO Maintenance Supervisor
- Residential Rehabilitation Supervisor

ARTICLE 25

Monthly Safety Meetings

Section 1. There shall be monthly/quarterly safety meetings held with one (1) Union representative from each department who will serve as the departmental representative from each department. The purpose of such meetings will be to discuss existing safety hazards

and to make recommendations for improving such conditions. Notice will be given one (1) week in advance of each meeting. The meetings will be held at City facilities and during normal work hours. The employer will reimburse all employees who suffer a loss of wages because of attendance at such meetings.

Section 2. In addition to the above-mentioned safety meetings on a City-wide level, there shall be safety meetings held in each division at least once every three months. The purpose of such meeting shall be to promote on-the-job safety.

Section 3. Upon request, copies of all accident, injury and illness reports to any insurance company and/or the state or federal government shall be submitted to the Union.

ARTICLE 26 **Pregnancy Leave**

Employees who have completed one (1) year of service who become pregnant, and are physically unable to work in their regular classification as a result of their being pregnant, shall be placed on pregnancy leave until such time as they are physically able to perform their job duties. Such paid leave shall not exceed six (6) weeks. If such employee is physically unable to return to work after the six (6) week period, they may use accumulated PTO leave if such leave is available. If such paid leave is not available, the employee will be treated as any other employee with a non-duty related disability.

ARTICLE 27 **Position Descriptions** **Reallocations/Reclassification**

Section 1. All bargaining unit employees will be provided with a copy of their position description.

Section 2. It is understood that positions evaluated by Employee Services in the form of reclassification or reallocation will be brought to the City Council for approval in July or January each year. Exceptions to the aforementioned due to reorganization, human resource planning or other administrative necessities may occur.

Section 3. At the time of the annual performance appraisal, bargaining unit employees shall be afforded the opportunity to discuss their position description with their supervisor. Bargaining unit employees who feel that their position has significantly changed to the point that it should be reviewed by,

Employee Services will document the changes in a request for a position study to their immediate supervisor, their department head and the Director of Employee Services. Bargaining unit employees who are denied a review of their position will be provided with a reason for their denial by their department head within 30 days from the date of the request.

Section 4. Once approved and upon implementation of the reclassification or reallocation, any retroactive pay will be from the date of City Council approval. At the discretion of the City Manager, such change may be at a time prior to City Council approval.

Section 5. Should the position review result in no change to the designated pay range, a formal appeal may be made. The appeal will be in the form of a written document by the incumbent specifically stating the reasons why a second review by the position evaluation committee should take place. This appeal will be submitted to the Director of Employee Services for review. Whether or not the appeal is submitted for a second evaluation shall be at the discretion of the Director of Employee Services who will not be arbitrary or capricious in his/her decision. Should there be a second position evaluation, the results shall be final and binding on all parties.

Section 6. Reallocated/Reclassified employees shall be placed in the step in the new range that guarantees a minimum 5% increase. Employees that receive a promotion may be placed at any step in the new range with the approval of the City Manager.

ARTICLE 28

Wages

Section 1. Effective July 1, 2006, the establishment of a new pay table using the following method:

Effective July 1, 2006, 0% with steps

Effective July 1, 2007, 0% with steps

Effective July 1, 2008, 2% increase, with steps

Effective July 1, 2009, 2% increase, with steps

Effective July 1, 2010, 1.5% increase, with steps

Effective July 1, 2011, 1% increase, with steps

There shall be 1.75% between steps on the pay scale with a total of 6 steps. Step movement shall be annually on the anniversary of the employee's date of hire, until the employee has reached the top step on the pay scale.

Those at the top of steps shall receive a cash stipend equal to 1.75% annually on July 1 of each year.

Section 2. New hires may be placed at any step in the range with the approval of the City Manager.

Section 3. The City Manager shall have the sole discretion to approve a one-time cash payment to any employee for superior performance, service or accomplishment.

Section 4. Wage Compression Adjustment

- A. Any first-line supervisor that directly supervises SEIU Hourly or Salaried employees shall be eligible for this adjustment.
- B. Department, Division or Section heads shall be responsible for submitting the appropriate documents (i.e. advice of change and calculations) to Employee Services for supervisors, within thirty -(30)-days after formal approval of the new contract and July 1, of each contract year. The documentation shall state whether the employee's base pay is less than Two Thousand Dollars (\$2000) above the base pay of the highest paid SEIU employee under their supervision.
- C. The affected employee shall be compensated by cash payments up to \$2000 in the first pay period after the appropriate documents are submitted. Compensation shall not exceed \$2000 in any contract year.

Section 5. Out of Class Work Assignments

In the event the employer needs to assign work to one or more employees, and such work involves a classification allocated to a higher pay range, the employee in the Department & Division, with the most bargaining unit seniority, shall be offered the assignment. Provided however, that the senior employee possesses the present knowledge, skills and ability to perform the required work. The senior employee is not involved in another work assignment, in progress. Exceptions to this procedure may be made by mutual agreement between the City and Union.

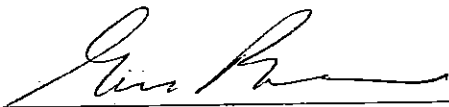
ARTICLE 29
Duration of Agreement

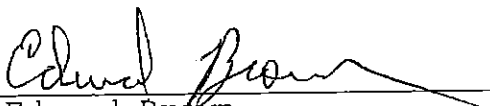
This Agreement shall remain in full force and effect for the period July 1, 2006, to and including, June 30, 2012.

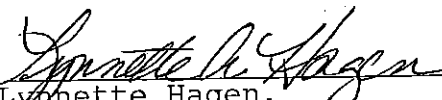
IN WITNESS WHEREOF, the parties hereto have set their hands this 23rd day of March, 2010.

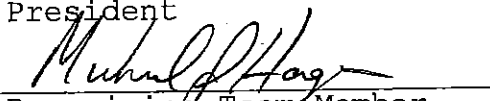
MICHIGAN AMERICAN FEDERATION
OF STATE, COUNTY, AND
MUNICIPAL EMPLOYEES,
COUNCIL 25

CITY OF SAGINAW, MICHIGAN


By: 
Greg Branch, Mayor

By: 
Edward Brown
President

Attest: 
Lynette Hagen,
Deputy City Clerk

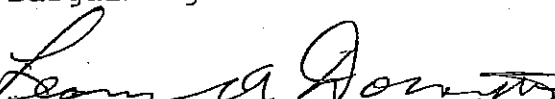
By: 
Bargaining Team Member

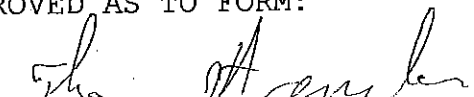
APPROVED AS TO SUBSTANCE:

BY: 
Darnell Earley, City Manager

By: 
Bargaining Team Member

APPROVED AS TO FORM:

By: 
Bargaining Team Member

By: 
Thomas Fancher, City Attorney

APPENDIX A

Classifications Covered

The parties agree that the following City of Saginaw classifications are within the Michigan AFSCME, Council 25, Supervisory bargaining unit:

<u>Class</u>	<u>Code</u>	<u>Classification</u>	<u>Range</u>
	6197	Civic Center Director - Operations	M-61
	6136	Administrator-Housing Operations	M-68
	6186	Asst. Superintendent of Wastewater Treatment	M-68
	6270	Block Grant Manager	M-59
	0550	Box office Supervisor	M-50
	4260	Building & Maintenance Repairer	M-52
	6200	Cemeteries Supervisor	M-68
	3030	Chief Chemist	M-59
	6155	Chief of Insp., Env. Improvement and Rehab Svcs.	M-69
	6175	City Engineer	M-77
	6196	Civ. Ctr. Dir. For Mktg., Pubic Relations	M-74
	4086	Building Operations Supervisor	M-64
	6205	Controller	M-69
	6240	Administrator of Utilities Accounts	M-58
	6370	Information Services Assistant Director	M-68
	6090	Engineering Administrator	M-77
	1230	Drafting Engineering Office Supervisor	M-61
	4118	Electrical Maintenance Foreman	M-60
	0520	Labor Foreman, Environmental	M-54
	0323	Deputy Treasurer	M-62
	4095	Labor Foreman, Garage/Streets	M-56
	6158	Deputy chief Inspector	M-64
	6137	Manager-Public Housing	M-58
	4072	Maintenance Supervisor	M-54
	4073	Labor Foreman I (Parks)	M-52
	4070	Labor Foreman I (Streets)	M-52
	4081	Labor Foreman II (Civic Center)	M-52
	4080	Labor Foreman II (Streets)	M-56
	0055	Law Office Supervisor	M-50

4016	Operating Foreman (WWTP)	M-56
4017	Operating Foreman (WTP)	M-56
4100	Plant Maintenance Foreman (WWTP)	M-56
1035	Civic Engineer IV	M-62
6167	Information Services Network Administrator	M-65
0175	Deputy City Clerk	M-59
4101	Plant Maintenance Foreman (WTP)	M-58
4102	Plant Maintenance Supervisor (WWTP)	M-65
6130	Resident Initiatives Coordinator	M-57
4255	Property and Building Maintenance Supervisor	M-56
0160	Administrator - Business Operations	M-71
4065	Administrator - Maintenance Operations	M-68
0730	Purchasing Officer	M-57
3140	Director of Recreation & Facilities Operations	M-68
6290	Community Development Block Grant Director	M-69
4090	Stage Supervisor	M-54
4075	Streets Foreman	M-58
6475	Assistant Superintendent of WTP	M-68
3400	Environmental Compliance Manager	M-64
6250	Utilities Field Operations Manager	M-68
6202	Superintendent of Streets & Bridges	M-71
6185	Superintendent of Wastewater Treatment	M-79
6180	Superintendent of Water Treatment	M-72
4128	Traffic Foreman	M-58
4085	Utilities Foreman	M-56
0518	Section 8 Manager	M-58
0040	Public Housing Executive Secretary	M-49
4200	Fleet Manager	M-77
0410	Instrumentation & Controls Manager	M-68
1150	Construction Supervisor/Plan Reviewer	M-56
0650	Residential Rehab Supervisor	M-53
6600	Director of Planning & Zoning	M-66
6210	Deputy Controller	M-62
4050	Remote CSO Facilities Maintenance Supervisor	M-64
3130	City Recreational Activities Supervisor	M-54
4069	Chief Foreman	M-64
1040	GIS Supervisor	M-68
3500	Tea House Manager	M-56

0111	Income Tax Manager	M-58
0650	Licensed Inspector	M-65
1400	Plant Engineer	M-66
0740	City Assessor	M-71
6255	Assistant Superintendent of ROW	M-75
6253	Superintendent of ROW	M-79

Appendix B
Pay Tables

AFSCME RANGES 07/01/2006 - 06/30/2007

No change

RANGE	STEP 1		STEP 2		STEP 3		STEP 4		STEP 5		STEP 6	
	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL
M45	14.4675	30,092	14.7252	30,628	14.9875	31,174	15.2498	31,720	15.5167	32,275	15.7882	32,839
M46	15.0179	31,237	15.2854	31,794	15.5577	32,360	15.8300	32,926	16.1070	33,503	16.3888	34,089
M47	15.5864	32,420	15.8641	32,997	16.1466	33,585	16.4292	34,173	16.7167	34,771	17.0093	35,379
M48	16.1744	33,643	16.4625	34,242	16.7558	34,852	17.0490	35,462	17.3474	36,082	17.6509	36,714
M49	16.7819	34,906	17.0809	35,528	17.3851	36,161	17.6893	36,794	17.9989	37,438	18.3139	38,093
M50	17.4080	36,209	17.7181	36,854	18.0337	37,510	18.3492	38,166	18.6704	38,834	18.9971	39,514
M51	18.0522	37,548	18.3737	38,217	18.7010	38,898	19.0282	39,579	19.3612	40,271	19.7000	40,976
M52	18.7163	38,930	19.0496	39,623	19.3889	40,329	19.7282	41,035	20.0735	41,753	20.4248	42,484
M53	19.3994	40,351	19.7449	41,069	20.0966	41,801	20.4483	42,533	20.8062	43,277	21.1703	44,034
M54	20.1006	41,809	20.4587	42,554	20.8231	43,312	21.1875	44,070	21.5583	44,841	21.9355	45,626
M55	20.8218	43,309	21.1927	44,081	21.5702	44,866	21.9477	45,651	22.3318	46,450	22.7226	47,263
M56	21.5616	44,848	21.9456	45,647	22.3365	46,460	22.7274	47,273	23.1252	48,100	23.5298	48,942
M57	22.3204	46,426	22.7180	47,253	23.1226	48,095	23.5272	48,937	23.9390	49,793	24.3579	50,664
M58	23.0987	48,045	23.5101	48,901	23.9288	49,772	24.3476	50,643	24.7737	51,529	25.2072	52,431
M59	23.8955	49,703	24.3211	50,588	24.7543	51,489	25.1875	52,390	25.6283	53,307	26.0768	54,240
M60	24.4130	50,779	24.8478	51,683	25.2904	52,604	25.7330	53,525	26.1833	54,461	26.6415	55,414
M61	24.9351	51,865	25.3792	52,789	25.8313	53,729	26.2833	54,669	26.7433	55,626	27.2113	56,599
M62	25.4623	52,962	25.9158	53,905	26.3774	54,865	26.8390	55,825	27.3087	56,802	27.7866	57,796
M63	25.9950	54,070	26.4581	55,033	26.9293	56,013	27.4006	56,993	27.8801	57,991	28.3680	59,005
M64	26.5325	55,188	27.0051	56,171	27.4861	57,171	27.9671	58,171	28.4565	59,189	28.9545	60,225
M65	27.0745	56,315	27.5568	57,318	28.0476	58,339	28.5384	59,360	29.0379	60,399	29.5460	61,456
M66	27.6221	57,454	28.1141	58,477	28.6149	59,519	29.1157	60,561	29.6252	61,620	30.1436	62,699
M67	28.1749	58,604	28.6767	59,648	29.1875	60,710	29.6983	61,772	30.2180	62,853	30.7468	63,953
M68	28.7322	59,763	29.2440	60,828	29.7649	61,911	30.2858	62,994	30.8158	64,097	31.3551	65,219
M69	29.2952	60,934	29.8170	62,019	30.3481	63,124	30.8792	64,229	31.4196	65,353	31.9694	66,496
M70	29.8614	62,112	30.3933	63,218	30.9346	64,344	31.4760	65,470	32.0268	66,616	32.5873	67,782
M71	30.4336	63,302	30.9757	64,429	31.5274	65,577	32.0791	66,725	32.6405	67,892	33.2117	69,080
M72	31.0119	64,505	31.5642	65,654	32.1264	66,823	32.6887	67,992	33.2607	69,182	33.8428	70,393
M73	31.5934	65,714	32.1561	66,885	32.7288	68,076	33.3016	69,267	33.8844	70,480	34.4774	71,713
M74	32.1809	66,936	32.7541	68,129	33.3375	69,342	33.9209	70,555	34.5145	71,790	35.1185	73,047
M75	32.7735	68,169	33.3573	69,383	33.9514	70,619	34.5456	71,855	35.1501	73,112	35.7653	74,392

RANGE	STEP 1		STEP 2		STEP 3		STEP 4		STEP 5		STEP 6	
	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL
M76	33.3713	69,412	33.9657	70,649	34.5707	71,907	35.1757	73,165	35.7912	74,446	36.4176	75,749
M77	33.9732	70,664	34.5783	71,923	35.1942	73,204	35.8101	74,485	36.4368	75,789	37.0745	77,115
M78	34.5807	71,928	35.1966	73,209	35.8236	74,513	36.4505	75,817	37.0884	77,144	37.7374	78,494
M79	35.1933	73,202	35.8202	74,506	36.4582	75,833	37.0962	77,160	37.7454	78,510	38.4059	79,884
M80	35.9433	74,762	36.5835	76,094	37.2351	77,449	37.8867	78,804	38.5497	80,183	39.2243	81,587
M81	36.7178	76,373	37.3718	77,733	38.0375	79,118	38.7032	80,503	39.3805	81,911	40.0696	83,345
M82	37.5179	78,037	38.1862	79,427	38.8663	80,842	39.5465	82,257	40.2386	83,696	40.9427	85,161
M83	38.3431	79,754	39.0260	81,174	39.7212	82,620	40.4163	84,066	41.1236	85,537	41.8432	87,034
M84	39.1928	81,521	39.8909	82,973	40.6014	84,451	41.3120	85,929	42.0349	87,433	42.7705	88,963
M85	40.0676	83,341	40.7813	84,825	41.5077	86,336	42.2341	87,847	42.9732	89,384	43.7252	90,948
M86	40.9670	85,211	41.6967	86,729	42.4394	88,274	43.1821	89,819	43.9378	91,391	44.7067	92,990
M87	41.8924	87,136	42.6386	88,688	43.3981	90,268	44.1575	91,848	44.9303	93,455	45.7166	95,090
M88	42.8420	89,111	43.6051	90,699	44.3817	92,314	45.1584	93,929	45.9487	95,573	46.7528	97,246
M89	43.8170	91,139	44.5975	92,763	45.3918	94,415	46.1862	96,067	46.9944	97,748	47.8168	99,459
M90	44.8167	93,219	45.6149	94,879	46.4274	96,569	47.2399	98,259	48.0666	99,978	48.9077	101,728

AFSCME RANGES 07/01/2007 - 06/30/2008

No change

RANGE	STEP 1		STEP 2		STEP 3		STEP 4		STEP 5		STEP 6	
	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL
M45	14.4675	30,092	14.7252	30,628	14.9875	31,174	15.2498	31,720	15.5167	32,275	15.7882	32,839
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M47	15.5864	32,420	15.8641	32,997	16.1466	33,585	16.4292	34,173	16.7167	34,771	17.0093	35,379
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M50	17.4080	36,209	17.7181	36,854	18.0337	37,510	18.3492	38,166	18.6704	38,834	18.9971	39,514
M51	18.0522	37,548	18.3737	38,217	18.7010	38,898	19.0282	39,579	19.3612	40,271	19.7000	40,976
M52	18.7163	38,930	19.0496	39,623	19.3889	40,329	19.7282	41,035	20.0735	41,753	20.4248	42,484
M53	19.3994	40,351	19.7449	41,069	20.0966	41,801	20.4483	42,533	20.8062	43,277	21.1703	44,034
M54	20.1006	41,809	20.4587	42,554	20.8231	43,312	21.1875	44,070	21.5583	44,841	21.9355	45,626
M55	20.8218	43,309	21.1927	44,081	21.5702	44,866	21.9477	45,651	22.3318	46,450	22.7226	47,263
M56	21.5616	44,848	21.9456	45,647	22.3365	46,460	22.7274	47,273	23.1252	48,100	23.5298	48,942
M57	22.3204	46,426	22.7180	47,253	23.1226	48,095	23.5272	48,937	23.9390	49,793	24.3579	50,664
M58	23.0987	48,045	23.5101	48,901	23.9288	49,772	24.3476	50,643	24.7737	51,529	25.2072	52,431
M59	23.8955	49,703	24.3211	50,588	24.7543	51,489	25.1875	52,390	25.6283	53,307	26.0768	54,240
M60	24.4130	50,779	24.8478	51,683	25.2904	52,604	25.7330	53,525	26.1833	54,461	26.6415	55,414
M61	24.9351	51,865	25.3792	52,789	25.8313	53,729	26.2833	54,669	26.7433	55,626	27.2113	56,599
M62	25.4623	52,962	25.9158	53,905	26.3774	54,865	26.8390	55,825	27.3087	56,802	27.7866	57,796
M63	25.9950	54,070	26.4581	55,033	26.9293	56,013	27.4006	56,993	27.8801	57,991	28.3680	59,005
M64	26.5325	55,188	27.0051	56,171	27.4861	57,171	27.9671	58,171	28.4565	59,189	28.9545	60,225
M65	27.0745	56,315	27.5568	57,318	28.0476	58,339	28.5384	59,360	29.0379	60,399	29.5460	61,456
M66	27.6221	57,454	28.1141	58,477	28.6149	59,519	29.1157	60,561	29.6252	61,620	30.1436	62,699
M67	28.1749	58,604	28.6767	59,648	29.1875	60,710	29.6983	61,772	30.2180	62,853	30.7468	63,953
M68	28.7322	59,763	29.2440	60,828	29.7649	61,911	30.2858	62,994	30.8158	64,097	31.3551	65,219
M69	29.2952	60,934	29.8170	62,019	30.3481	63,124	30.8792	64,229	31.4196	65,353	31.9694	66,496
M70	29.8614	62,112	30.3933	63,218	30.9346	64,344	31.4760	65,470	32.0268	66,616	32.5873	67,782
M71	30.4336	63,302	30.9757	64,429	31.5274	65,577	32.0791	66,725	32.6405	67,892	33.2117	69,080
M72	31.0119	64,505	31.5642	65,654	32.1264	66,823	32.6887	67,992	33.2607	69,182	33.8428	70,393
M73	31.5934	65,714	32.1561	66,885	32.7288	68,076	33.3016	69,267	33.8844	70,480	34.4774	71,713
M74	32.1809	66,936	32.7541	68,129	33.3375	69,342	33.9209	70,555	34.5145	71,790	35.1185	73,047
M75	32.7735	68,169	33.3573	69,383	33.9514	70,619	34.5456	71,855	35.1501	73,112	35.7653	74,392

RANGE	STEP 1		STEP 2		STEP 3		STEP 4		STEP 5		STEP 6	
	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL
M76	33.3713	69,412	33.9657	70,649	34.5707	71,907	35.1757	73,165	35.7912	74,446	36.4176	75,749
M77	33.9732	70,664	34.5783	71,923	35.1942	73,204	35.8101	74,485	36.4368	75,789	37.0745	77,115
M78	34.5807	71,928	35.1966	73,209	35.8236	74,513	36.4505	75,817	37.0884	77,144	37.7374	78,494
M79	35.1933	73,202	35.8202	74,506	36.4582	75,833	37.0962	77,160	37.7454	78,510	38.4059	79,884
M80	35.9433	74,762	36.5835	76,094	37.2351	77,449	37.8867	78,804	38.5497	80,183	39.2243	81,587
M81	36.7178	76,373	37.3718	77,733	38.0375	79,118	38.7032	80,503	39.3805	81,911	40.0696	83,345
M82	37.5179	78,037	38.1862	79,427	38.8663	80,842	39.5465	82,257	40.2386	83,696	40.9427	85,161
M83	38.3431	79,754	39.0260	81,174	39.7212	82,620	40.4163	84,066	41.1236	85,537	41.8432	87,034
M84	39.1928	81,521	39.8909	82,973	40.6014	84,451	41.3120	85,929	42.0349	87,433	42.7705	88,963
M85	40.0676	83,341	40.7813	84,825	41.5077	86,336	42.2341	87,847	42.9732	89,384	43.7252	90,948
M86	40.9670	85,211	41.6967	86,729	42.4394	88,274	43.1821	89,819	43.9378	91,391	44.7067	92,990
M87	41.8924	87,136	42.6386	88,688	43.3981	90,268	44.1575	91,848	44.9303	93,455	45.7166	95,090
M88	42.8420	89,111	43.6051	90,699	44.3817	92,314	45.1584	93,929	45.9487	95,573	46.7528	97,246
M89	43.8170	91,139	44.5975	92,763	45.3918	94,415	46.1862	96,067	46.9944	97,748	47.8168	99,459
M90	44.8167	93,219	45.6149	94,879	46.4274	96,569	47.2399	98,259	48.0666	99,978	48.9077	101,728

AFSCME RANGES 07/01/2008 - 06/30/2009

(2% Increase to Step 3; 1.75% between steps)

RANGE	STEP 1		STEP 2		STEP 3		STEP 4		STEP 5		STEP 6	
	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL
M45	14.7571	30,695	15.0200	31,242	15.2875	31,798	15.5550	32,354	15.8272	32,921	16.1042	33,497
M46	15.3182	31,862	15.5910	32,429	15.8688	33,007	16.1465	33,585	16.4290	34,172	16.7165	34,770
M47	15.8983	33,068	16.1815	33,658	16.4697	34,257	16.7579	34,856	17.0512	35,466	17.3496	36,087
M48	16.4979	34,316	16.7918	34,927	17.0909	35,549	17.3900	36,171	17.6943	36,804	18.0039	37,448
M49	17.1175	35,604	17.4224	36,239	17.7327	36,884	18.0430	37,529	18.3688	38,186	18.6800	38,854
M50	17.7561	36,933	18.0723	37,590	18.3942	38,260	18.7161	38,930	19.0437	39,611	19.3769	40,304
M51	18.4132	38,299	18.7412	38,982	19.0750	39,676	19.4088	40,370	19.7485	41,077	20.0941	41,796
M52	19.0903	39,708	19.4304	40,415	19.7764	41,135	20.1225	41,855	20.4747	42,587	20.8330	43,333
M53	19.7874	41,158	20.1398	41,891	20.4986	42,637	20.8573	43,383	21.2223	44,142	21.5937	44,915
M54	20.5030	42,646	20.8682	43,406	21.2399	44,179	21.6116	44,952	21.9898	45,739	22.3746	46,539
M55	21.2386	44,176	21.6169	44,963	22.0019	45,764	22.3870	46,565	22.7787	47,380	23.1774	48,209
M56	21.9927	45,745	22.3845	46,560	22.7832	47,389	23.1819	48,218	23.5876	49,062	24.0003	49,921
M57	22.7668	47,355	23.1724	48,199	23.5851	49,057	23.9978	49,915	24.4178	50,789	24.8451	51,678
M58	23.5604	49,006	23.9801	49,879	24.4072	50,767	24.8343	51,655	25.2689	52,559	25.7111	53,479
M59	24.3735	50,697	24.8077	51,600	25.2495	52,519	25.6914	53,438	26.1410	54,373	26.5985	55,325
M60	24.9012	51,794	25.3447	52,717	25.7962	53,656	26.2476	54,595	26.7069	55,550	27.1743	56,523
M61	25.4340	52,903	25.8870	53,845	26.3481	54,804	26.8092	55,763	27.2783	56,739	27.7557	57,732
M62	25.9714	54,020	26.4340	54,983	26.9048	55,962	27.3756	56,941	27.8547	57,938	28.3422	58,952
M63	26.5148	55,151	26.9871	56,133	27.4678	57,133	27.9485	58,133	28.4376	59,150	28.9352	60,185
M64	27.0634	56,292	27.5454	57,294	28.0361	58,315	28.5267	59,336	29.0259	60,374	29.5339	61,430
M65	27.6161	57,442	28.1080	58,465	28.6087	59,506	29.1093	60,547	29.6187	61,607	30.1370	62,685
M66	28.1744	58,603	28.6762	59,647	29.1870	60,709	29.6978	61,771	30.2175	62,852	30.7463	63,952
M67	28.7383	59,776	29.2502	60,840	29.7712	61,924	30.2921	63,008	30.8223	64,110	31.3617	65,232
M68	29.3068	60,958	29.8288	62,044	30.3601	63,149	30.8914	64,254	31.4320	65,379	31.9821	66,523
M69	29.8809	62,152	30.4131	63,259	30.9548	64,386	31.4965	65,513	32.0477	66,659	32.6086	67,826
M70	30.4587	63,354	31.0012	64,482	31.5534	65,631	32.1055	66,780	32.6674	67,948	33.2391	69,137
M71	31.0425	64,568	31.5954	65,718	32.1582	66,889	32.7209	68,060	33.2936	69,251	33.8762	70,462
M72	31.6319	65,794	32.1953	66,966	32.7688	68,159	33.3422	69,352	33.9257	70,565	34.5194	71,800
M73	32.2254	67,029	32.7994	68,223	33.3637	69,438	33.9679	70,653	34.5623	71,890	35.1671	73,148
M74	32.8246	68,275	33.4093	69,491	34.0043	70,729	34.5994	71,967	35.2049	73,226	35.8210	74,508
M75	33.4293	69,533	34.0247	70,771	34.6308	72,032	35.2368	73,293	35.8535	74,575	36.4809	75,880

RANGE	STEP 1		STEP 2		STEP 3		STEP 4		STEP 5		STEP 6	
	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL
M76	34.0386	70,800	34.6449	72,061	35.2620	73,345	35.8791	74,629	36.5070	75,935	37.1459	77,263
M77	34.6531	72,078	35.2703	73,362	35.8986	74,669	36.5268	75,976	37.1660	77,305	37.8164	78,658
M78	35.2727	73,367	35.9009	74,674	36.5404	76,004	37.1798	77,334	37.8305	78,687	38.4925	80,064
M79	35.8969	74,665	36.5362	75,995	37.1870	77,349	37.8378	78,703	38.5000	80,080	39.1737	81,481
M80	36.6621	76,257	37.3152	77,616	37.9798	78,998	38.6445	80,380	39.3207	81,787	40.0088	83,218
M81	37.4520	77,900	38.1191	79,288	38.7981	80,700	39.4770	82,112	40.1679	83,549	40.8708	85,011
M82	38.2684	79,598	38.9500	81,016	39.6438	82,459	40.3375	83,902	41.0434	85,370	41.7617	86,864
M83	39.1102	81,349	39.8068	82,798	40.5159	84,273	41.2249	85,748	41.9463	87,248	42.6804	88,775
M84	39.9767	83,151	40.6887	84,633	41.4135	86,140	42.1382	87,647	42.8756	89,181	43.6259	90,742
M85	40.8687	85,007	41.5966	86,521	42.3375	88,062	43.0784	89,603	43.8323	91,171	44.5993	92,767
M86	41.7866	86,916	42.5309	88,464	43.2885	90,040	44.0460	91,616	44.8168	93,219	45.6011	94,850
M87	42.7301	88,879	43.4912	90,462	44.2659	92,073	45.0405	93,684	45.8287	95,324	46.6307	96,992
M88	43.6987	90,893	44.4770	92,512	45.2692	94,160	46.0614	95,808	46.8675	97,484	47.6877	99,190
M89	44.6932	92,962	45.4893	94,618	46.2995	96,303	47.1098	97,988	47.9342	99,703	48.7730	101,448
M90	45.7133	95,084	46.5275	96,777	47.3663	98,501	48.1850	100,225	49.0282	101,979	49.8862	103,763

AFSCME RANGES 07/01/2009 - 06/30/2010

(2% increase to Step 3; 1.75% between steps)

RANGE	STEP 1		STEP 2		STEP 3		STEP 4		STEP 5		STEP 6	
	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL
M45	15.0523	31,309	15.3204	31,866	15.5933	32,434	15.8662	33,002	16.1438	33,579	16.4263	34,167
M46	15.6250	32,500	15.9033	33,079	16.1865	33,668	16.4698	34,257	16.7580	34,857	17.0513	35,467
M47	16.2162	33,730	16.5051	34,331	16.7990	34,942	17.0930	35,553	17.3921	36,176	17.6965	36,809
M48	16.8279	35,002	17.1276	35,625	17.4327	36,260	17.7378	36,895	18.0482	37,540	18.3640	38,197
M49	17.4600	36,317	17.7710	36,964	18.0875	37,622	18.4040	38,280	18.7261	38,950	19.0538	39,632
M50	18.1111	37,671	18.4337	38,342	18.7620	39,025	19.0904	39,708	19.4244	40,403	19.7644	41,110
M51	18.7812	39,065	19.1158	39,761	19.4563	40,469	19.7967	41,177	20.1432	41,898	20.4957	42,631
M52	19.4723	40,502	19.8191	41,224	20.1721	41,958	20.5251	42,692	20.8843	43,439	21.2498	44,200
M53	20.1828	41,980	20.5423	42,728	20.9082	43,489	21.2741	44,250	21.6464	45,024	22.0252	45,812
M54	20.9128	43,499	21.2853	44,273	21.6644	45,062	22.0436	45,851	22.4293	46,653	22.8218	47,469
M55	21.6632	45,060	22.0491	45,862	22.4418	46,679	22.8346	47,496	23.2342	48,327	23.6408	49,173
M56	22.4327	46,660	22.8323	47,491	23.2389	48,337	23.6456	49,183	24.0594	50,044	24.4805	50,919
M57	23.2221	48,302	23.6357	49,162	24.0567	50,038	24.4777	50,914	24.9061	51,805	25.3419	52,711
M58	24.0319	49,986	24.4600	50,877	24.8957	51,783	25.3313	52,689	25.7746	53,611	26.2257	54,549
M59	24.8608	51,710	25.3036	52,632	25.7543	53,569	26.2050	54,506	26.6636	55,460	27.1302	56,431
M60	25.3992	52,830	25.8516	53,771	26.3120	54,729	26.7725	55,687	27.2410	56,661	27.7177	57,653
M61	25.9426	53,961	26.4047	54,922	26.8750	55,900	27.3453	56,878	27.8239	57,874	28.3108	58,886
M62	26.4912	55,102	26.9630	56,083	27.4433	57,082	27.9235	58,081	28.4122	59,097	28.9094	60,132
M63	27.0453	56,254	27.5270	57,256	28.0173	58,276	28.5076	59,296	29.0065	60,334	29.5141	61,389
M64	27.6045	57,417	28.0962	58,440	28.5966	59,481	29.0971	60,522	29.6063	61,581	30.1244	62,659
M65	28.1684	58,590	28.6701	59,634	29.1808	60,696	29.6914	61,758	30.2110	62,839	30.7397	63,939
M66	28.7378	59,775	29.2497	60,839	29.7707	61,923	30.2917	63,007	30.8218	64,109	31.3611	65,231
M67	29.3128	60,971	29.8349	62,057	30.3663	63,162	30.8978	64,267	31.4385	65,392	31.9886	66,536
M68	29.8929	62,177	30.4254	63,285	30.9673	64,412	31.5092	65,539	32.0606	66,686	32.6217	67,853
M69	30.4786	63,396	31.0215	64,525	31.5740	65,674	32.1266	66,823	32.6888	67,993	33.2609	69,183
M70	31.0680	64,621	31.6214	65,772	32.1846	66,944	32.7478	68,116	33.3209	69,308	33.9040	70,520
M71	31.6634	65,860	32.2274	67,033	32.8014	68,227	33.3755	69,421	33.9595	70,636	34.5538	71,872
M72	32.2644	67,110	32.8391	68,305	33.4240	69,522	34.0090	70,739	34.6041	71,977	35.2097	73,236
M73	32.8701	68,370	33.4555	69,588	34.0514	70,827	34.6473	72,066	35.2537	73,328	35.8706	74,611
M74	33.4813	69,641	34.0776	70,881	34.6846	72,144	35.2916	73,407	35.9092	74,691	36.5376	75,998
M75	34.0976	70,923	34.7049	72,186	35.3231	73,472	35.9412	74,758	36.5702	76,066	37.2102	77,397

RANGE	STEP 1		STEP 2		STEP 3		STEP 4		STEP 5		STEP 6	
	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL
M76	34.7195	72,216	35.3379	73,503	35.9673	74,812	36.5967	76,121	37.2372	77,453	37.8888	78,809
M77	35.3460	73,520	36.9756	74,829	36.6163	76,162	37.2571	77,495	37.9091	78,851	38.5725	80,231
M78	35.9781	74,834	36.6189	76,167	37.2712	77,524	37.9234	78,881	38.5871	80,261	39.2623	81,666
M79	36.6148	76,159	37.2670	77,515	37.9308	78,896	38.5946	80,277	39.2700	81,682	39.9572	83,111
M80	37.3954	77,782	38.0615	79,168	38.7394	80,578	39.4174	81,988	40.1072	83,423	40.8090	84,883
M81	38.2011	79,458	38.8815	80,874	39.5740	82,314	40.2666	83,754	40.9712	85,220	41.6882	86,712
M82	39.0336	81,190	39.7289	82,636	40.4365	84,108	41.1442	85,580	41.8642	87,078	42.5968	88,601
M83	39.8922	82,976	40.6028	84,454	41.3260	85,958	42.0492	87,462	42.7850	88,993	43.5338	90,550
M84	40.7763	84,815	41.5026	86,325	42.2418	87,863	42.9811	89,401	43.7332	90,965	44.4986	92,557
M85	41.6864	86,708	42.4289	88,252	43.1846	89,824	43.9403	91,396	44.7093	92,995	45.4917	94,623
M86	42.6220	88,654	43.3812	90,233	44.1538	91,840	44.9265	93,447	45.7128	95,083	46.5127	96,746
M87	43.5845	90,656	44.3608	92,271	45.1510	93,914	45.9411	95,557	46.7451	97,230	47.5631	98,931
M88	44.5726	92,711	45.3665	94,362	46.1745	96,043	46.9826	97,724	47.8048	99,434	48.6414	101,174
M89	45.5871	94,821	46.3990	96,510	47.2255	98,229	48.0519	99,948	48.8928	101,697	49.7485	103,477
M90	46.6275	96,985	47.4581	98,713	48.3034	100,471	49.1487	102,229	50.0088	104,018	50.8839	105,839

AFSCME RANGES 07/01/2010 - 06/30/2011

(1.75% increase to Step 3; 1.75% between steps)

RANGE	STEP 1		STEP 2		STEP 3		STEP 4		STEP 5		STEP 6	
	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL
M45	15.2780	31,778	15.5501	32,344	15.8271	32,920	16.1040	33,496	16.3859	34,083	16.6726	34,679
M46	15.8592	32,987	16.1416	33,575	16.4292	34,173	16.7167	34,771	17.0092	35,379	17.3069	35,998
M47	16.4595	34,236	16.7526	34,845	17.0510	35,466	17.3494	36,087	17.6530	36,718	17.9620	37,361
M48	17.0803	35,527	17.3846	36,160	17.6942	36,804	18.0039	37,448	18.3189	38,103	18.6395	38,770
M49	17.7218	36,861	18.0375	37,518	18.3588	38,186	18.6800	38,854	19.0069	39,534	19.3396	40,226
M50	18.3829	38,236	18.7103	38,917	19.0436	39,611	19.3768	40,304	19.7159	41,009	20.0610	41,727
M51	19.0630	39,651	19.4026	40,357	19.7482	41,076	20.0938	41,795	20.4454	42,526	20.8032	43,271
M52	19.7643	41,110	20.1163	41,842	20.4746	42,587	20.8330	43,333	21.1975	44,091	21.5685	44,862
M53	20.4857	42,610	20.8505	43,369	21.2219	44,142	21.5933	44,914	21.9712	45,700	22.3557	46,500
M54	21.2266	44,151	21.6047	44,938	21.9895	45,738	22.3743	46,539	22.7659	47,353	23.1643	48,182
M55	21.9881	45,735	22.3798	46,550	22.7784	47,379	23.1770	48,208	23.5826	49,052	23.9953	49,910
M56	22.7693	47,360	23.1748	48,204	23.5876	49,062	24.0004	49,921	24.4204	50,794	24.8478	51,683
M57	23.5705	49,027	23.9903	49,900	24.4176	50,789	24.8449	51,677	25.2797	52,582	25.7221	53,502
M58	24.3923	50,736	24.8268	51,640	25.2690	52,559	25.7112	53,479	26.1611	54,415	26.6190	55,367
M59	25.2337	52,486	25.6832	53,421	26.1406	54,373	26.5981	55,324	27.0636	56,292	27.5372	57,277
M60	26.0186	54,279	26.5177	55,317	27.0257	56,333	27.5336	57,336	28.0504	58,363	28.5763	59,399
M61	26.8008	56,170	27.3673	57,246	27.8548	58,150	28.3622	59,185	28.8822	60,239	29.4146	61,300
M62	27.6008	58,170	28.1900	59,177	28.7068	60,233	29.2422	61,336	29.7938	62,463	30.3504	63,599
M63	28.4176	60,279	29.0257	61,406	29.6184	62,550	30.1367	63,684	30.6641	64,984	31.2007	66,310
M64	29.2510	62,486	29.8819	63,846	30.4220	65,150	31.0419	66,463	31.7190	68,012	32.4687	70,220
M65	30.1011	64,770	30.7526	66,160	31.4319	67,518	32.0475	69,059	32.6084	70,695	33.1790	72,950
M66	31.0630	67,110	31.7482	68,330	32.3926	69,565	33.0256	71,147	33.6477	72,811	34.4126	75,730
M67	32.0436	69,561	32.7846	70,842	33.5266	71,889	34.5193	73,147	35.1234	74,427	35.7381	75,367
M68	33.1406	72,147	33.9256	73,917	34.5621	75,565	35.1669	77,147	35.8208	78,811	36.4085	81,138
M69	34.3592	74,861	35.2257	76,659	35.2047	78,426	35.8208	80,208	36.4477	81,811	37.0855	84,138
M70	35.6908	77,770	36.4688	79,659	36.4806	81,811	37.1190	83,811	37.7686	86,310	38,500	89,310
M71	37.1478	80,842	37.9620	82,910	38,103	84,012	38,811	86,310	39,534	88,770	40,304	91,727
M72	38.7271	84,012	39,534	86,310	40,304	88,770	41,795	91,304	43,271	95,000	46,500	99,000
M73	40.4204	87,921	42,582	91,304	44,914	95,000	47,353	100,000	50,794	105,000	55,367	110,000
M74	43,271	95,000	46,500	100,000	49,910	105,000	51,683	110,000	53,502	115,000	57,277	120,000
M75	46,500	110,000	49,910	120,000	53,502	125,000	57,277	130,000	61,300	140,000	66,310	150,000

RANGE	STEP 1		STEP 2		STEP 3		STEP 4		STEP 5		STEP 6	
	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL
M76	35.2402	73,300	35.8679	74,605	36.5067	75,934	37.1456	77,263	37.7957	78,615	38.4571	79,991
M77	35.8761	74,622	36.5152	75,952	37.1656	77,304	37.8160	78,657	38.4777	80,034	39.1511	81,434
M78	36.5176	75,957	37.1681	77,310	37.8301	78,687	38.4921	80,064	39.1657	81,465	39.8511	82,890
M79	37.1641	77,301	37.8261	78,678	38.4998	80,080	39.1736	81,481	39.8591	82,907	40.5567	84,358
M80	37.9563	78,949	38.6324	80,355	39.3205	81,787	40.0086	83,218	40.7087	84,674	41.4211	86,156
M81	38.7741	80,650	39.4647	82,087	40.1677	83,549	40.8706	85,011	41.5858	86,499	42.3136	88,012
M82	39.6190	82,408	40.3247	83,875	41.0430	85,369	41.7612	86,863	42.4920	88,383	43.2357	89,930
M83	40.4906	84,220	41.2118	85,721	41.9458	87,247	42.6799	88,774	43.4268	90,328	44.1868	91,908
M84	41.3877	86,087	42.1249	87,620	42.8753	89,181	43.6256	90,741	44.3890	92,329	45.1658	93,945
M85	42.3115	88,008	43.0652	89,576	43.8322	91,171	44.5993	92,767	45.3798	94,390	46.1739	96,042
M86	43.2615	89,984	44.0320	91,587	44.8163	93,218	45.6006	94,849	46.3986	96,509	47.2106	98,198
M87	44.2385	92,016	45.0265	93,655	45.8285	95,323	46.6304	96,991	47.4465	98,689	48.2768	100,416
M88	45.2411	94,102	46.0470	95,778	46.8671	97,484	47.6873	99,190	48.5218	100,925	49.3710	102,692
M89	46.2709	96,244	47.0951	97,958	47.9339	99,703	48.7728	101,447	49.6263	103,223	50.4948	105,029
M90	47.3268	98,440	48.1698	100,193	49.0278	101,978	49.8858	103,762	50.7588	105,578	51.6471	107,426

AFSCME RANGES 07/01/2011 - 06/30/2012

(1% increase to Step 3; 1.75% between steps)

RANGE	STEP 1		STEP 2		STEP 3		STEP 4		STEP 5		STEP 6	
	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL
M45	15.4307	32,096	15.7056	32,668	15.9853	33,250	16.2651	33,831	16.5497	34,423	16.8393	35,026
M46	16.0178	33,317	16.3031	33,910	16.5934	34,514	16.8838	35,118	17.1793	35,733	17.4799	36,358
M47	16.6240	34,578	16.9202	35,194	17.2215	35,821	17.5229	36,448	17.8296	37,085	18.1416	37,734
M48	17.2511	35,882	17.5584	36,522	17.8712	37,172	18.1839	37,823	18.5021	38,484	18.8259	39,158
M49	17.8990	37,230	18.2178	37,893	18.5423	38,568	18.8668	39,243	19.1970	39,930	19.5329	40,629
M50	18.5667	38,619	18.8974	39,307	19.2340	40,007	19.5706	40,707	19.9131	41,419	20.2616	42,144
M51	19.2537	40,048	19.5966	40,761	19.9457	41,487	20.2947	42,213	20.6499	42,952	21.0112	43,703
M52	19.9619	41,521	20.3175	42,260	20.6794	43,013	21.0413	43,766	21.4095	44,532	21.7842	45,311
M53	20.6905	43,036	21.0590	43,803	21.4341	44,583	21.8092	45,363	22.1909	46,157	22.5792	46,965
M54	21.4389	44,593	21.8207	45,387	22.2094	46,196	22.5981	47,004	22.9935	47,827	23.3959	48,663
M55	22.2080	46,193	22.6036	47,015	23.0062	47,853	23.4088	48,690	23.8185	49,542	24.2353	50,409
M56	22.9970	47,834	23.4066	48,686	23.8235	49,553	24.2404	50,420	24.6646	51,302	25.0962	52,200
M57	23.8062	49,517	24.2302	50,399	24.6618	51,297	25.0934	52,194	25.5325	53,108	25.9793	54,037
M58	24.6362	51,243	25.0750	52,156	25.5217	53,085	25.9683	54,014	26.4227	54,959	26.8851	55,921
M59	25.4860	53,011	25.9400	53,955	26.4020	54,916	26.8641	55,877	27.3342	56,855	27.8125	57,850
M60	26.0381	54,159	26.5018	55,124	26.9739	56,106	27.4459	57,088	27.9262	58,087	28.4149	59,103
M61	26.5951	55,318	27.0688	56,303	27.5510	57,306	28.0331	58,309	28.5237	59,329	29.0229	60,368
M62	27.1573	56,487	27.6410	57,493	28.1333	58,517	28.6257	59,541	29.1266	60,583	29.6363	61,644
M63	27.7255	57,669	28.2194	58,696	28.7220	59,742	29.2246	60,787	29.7361	61,851	30.2564	62,933
M64	28.2988	58,862	28.8029	59,910	29.3159	60,977	29.8289	62,044	30.3509	63,130	30.8821	64,235
M65	28.8767	60,064	29.3911	61,133	29.9146	62,222	30.4381	63,311	30.9707	64,419	31.5127	65,546
M66	29.4607	61,278	29.9854	62,370	30.5195	63,481	31.0536	64,592	31.5970	65,722	32.1500	66,872
M67	30.0502	62,504	30.5855	63,618	31.1303	64,751	31.6750	65,884	32.2293	67,037	32.7934	68,210
M68	30.6449	63,741	31.1907	64,877	31.7462	66,032	32.3018	67,188	32.8671	68,364	33.4423	69,560
M69	31.2451	64,990	31.8016	66,147	32.3680	67,325	32.9345	68,504	33.5108	69,702	34.0973	70,922
M70	31.8493	66,247	32.4166	67,427	32.9940	68,628	33.5714	69,829	34.1589	71,051	34.7567	72,294
M71	32.4597	67,516	33.0378	68,719	33.6263	69,943	34.2147	71,167	34.8135	72,412	35.4227	73,679
M72	33.0761	68,798	33.6652	70,024	34.2649	71,271	34.8645	72,518	35.4746	73,787	36.0955	75,079
M73	33.6966	70,089	34.2968	71,337	34.9077	72,608	35.5186	73,879	36.1401	75,171	36.7726	76,487
M74	34.3232	71,392	34.9345	72,664	35.5568	73,958	36.1790	75,252	36.8122	76,569	37.4564	77,909
M75	34.9554	72,707	35.5780	74,002	36.2117	75,320	36.8454	76,638	37.4902	77,980	38.1463	79,344

RANGE	STEP 1		STEP 2		STEP 3		STEP 4		STEP 5		STEP 6	
	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL
M76	35.5926	74,033	36.2266	75,351	36.8718	76,693	37.5171	78,036	38.1736	79,401	38.8417	80,791
M77	36.2349	75,369	36.8803	76,711	37.5372	78,077	38.1941	79,444	38.8625	80,834	39.5426	82,249
M78	36.8828	76,716	37.5397	78,083	38.2084	79,473	38.8770	80,864	39.5574	82,279	40.2496	83,719
M79	37.5358	78,074	38.2043	79,465	38.8848	80,880	39.5653	82,296	40.2577	83,736	40.9622	85,201
M80	38.3359	79,739	39.0187	81,159	39.7137	82,604	40.4087	84,050	41.1158	85,521	41.8354	87,018
M81	39.1618	81,457	39.8594	82,908	40.5694	84,384	41.2793	85,861	42.0017	87,364	42.7367	88,892
M82	40.0152	83,232	40.7280	84,714	41.4534	86,223	42.1788	87,732	42.9170	89,267	43.6680	90,829
M83	40.8955	85,063	41.6239	86,578	42.3653	88,120	43.1067	89,662	43.8611	91,231	44.6286	92,828
M84	41.8016	86,947	42.5462	88,496	43.3040	90,072	44.0618	91,649	44.8329	93,252	45.6175	94,884
M85	42.7347	88,888	43.4958	90,471	44.2706	92,083	45.0453	93,694	45.8336	95,334	46.6357	97,002
M86	43.6941	90,884	44.4723	92,502	45.2645	94,150	46.0566	95,798	46.8626	97,474	47.6827	99,180
M87	44.6809	92,936	45.4767	94,592	46.2867	96,276	47.0968	97,961	47.9209	99,676	48.7596	101,420
M88	45.6936	95,043	46.5074	96,735	47.3358	98,458	48.1642	100,182	49.0071	101,935	49.8647	103,719
M89	46.7336	97,206	47.5660	98,937	48.4133	100,700	49.2605	102,462	50.1226	104,255	50.9997	106,079
M90	47.8001	99,424	48.6515	101,195	49.5181	102,998	50.3846	104,800	51.2664	106,634	52.1635	108,500