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C O N T R A C T S U M M A R I E S

CITIES: MIXED and CLERICAL UNITS

1987-1988

PERB INFORMATION SERVICE

Public Employment Relations Board
507 Tenth Street
Des Moines, Iowa 50309

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INTRODUCTION

This document includes brief summaries of major contract articles in the 1987-1988 collective bargaining agreements between cities in Iowa and city bargaining units. These bargaining units include city employees in the mixed and clerical units. There are currently approximately 106 certified employee organizations representing the clerical and mixed unit employees in Iowa. Eighty-one of those collective bargaining agreements are summarized in this document. Most, but not all of these agreements are up-dated.

The contract summaries appear in alphabetical order according to the name of the City involved. Each summary contains the name of the employer (City), the name of the employee organization, a brief summary of positions included in the bargaining unit, and the duration, or effective dates, of the contract. The following major contract provisions are then briefly summarized for each unit: Hours, Overtime, Vacations, Holidays, Leaves of Absence, Transfers, Staff Reduction, Insurance and Wages.

The summaries were prepared by PERB staff persons from copies of complete collective bargaining agreements submitted to PERB by public employers. While care was taken to maintain accuracy and clarity in summarizing contract articles, parties intending to utilize this information for impasse procedures or other purposes requiring accuracy are urged to verify the information by reviewing the original contracts in their entirety.

Hopefully, this document will provide useful resource material for the public employers and employees involved in the collective bargaining process.

Any comments you may have regarding the usefulness of the materials, the desirability of continuing this service on an annual basis, or any suggestions for improving the document would be greatly appreciated. If you have comments or suggestions, please contact:

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507 Tenth Street
Des Moines, Iowa 50309

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EMPLOYER: City of Altoona

EMPLOYEE ORGANIZATION: Teamsters, Local 147

UNIT (SUMMARY): Full-time and regular part-time employees of the Public Works Dept

DURATION: July 1, 1983 - June 30, 1986

HOURS: 9 hrs/day, 5 days/week; 1 hr/lunch break, two 15 minute breaks

OVERTIME: 1 1/2 time over 40 hours in any pay period. Call out pay - minimum of 2 hours pay at 1 1/2 times.

VACATION:	<u>Years of Service</u>	<u>Weeks of Vacation</u>
	less than 1 yr	4 hrs/mo.
	1 - less than 7	10 days/yr.
	7	15 days/yr.
	14	20 days/yr.

HOLIDAYS: 9 paid holidays

New Years, Memorial, July 4th, Labor, Thanksgiving and day after, Christmas and additional Christmas holiday, one floating holiday.

LEAVES OF ABSENCE:

- A. Sick Leave - after 90 days probation - 3 paid sick days. Thereafter, 1 day per month.
- B. Funeral - up to 3 days paid for death in immediate family (defined).
- C. Military - up to 30 days with pay.
- D. Jury Duty/Legal - paid at regular rate.
- E. Personal Leave: without pay, holiday pay, retirement credit, vacation, sick leave, and seniority credits cease. Leaves up to 30 days granted at the discretion of the Major, 31 days to 1 year granted at discretion of City Council.

TRANSFERS: Qualifications, ability, aptitude and work record are considered. When these factors are reasonably equal seniority prevails.

STAFF REDUCTION: Employee with least seniority in the job classification affected is first laid off. That employee can replace any employee who has less seniority in another job classification for which he/she is able to do the work. Recall in reverse order of lay off.

INSURANCE:

1. Health/Major Medical - paid in full by employer for employee and his/her dependents.
2. Life - N/A.
3. Dental - full cost for employee only.
4. Other - N/A.

WAGES: Base pay not specified.

Present Employees: .40/hr. increase 83/84
.35/hr. increase 84/85
.50/hr. increase 85/86

Longevity Pay: After 5 years 1% of base
After 10 years 2% of base
After 15 years 3% of base
After 20 years 4% of base

License Incentive: \$300.00 for each license grade
increase required by the Employer.

EMPLOYER: City of Ames

EMPLOYEE ORGANIZATION: International Union of Operating Engineers

UNIT (SUMMARY): Power plant operator, laborer, custodian, electrician, power
plant maintenance foreman, mechanic, and maintenance worker

DURATION: July 1, 1985 - June 30, 1988

HOURS: 8 hrs, 5 days; 2 15 min breaks

OVERTIME: 1 1/2 hourly rate, call back min of 2 hours at 1 1/2 time. If
employee chooses comp time, receives 1 1/2 or 2 hrs off for each
hour of overtime worked depending on whether overtime would have
been at 1 1/2 or double time.

VACATION:

<u>Years</u>	<u>Hours Accrued</u>
1 - 7	6 hrs 40 min./mo.
8 - 14	10 hrs/mo
14+	13 hrs 20 min./mo.

HOLIDAYS: 10 Paid Holidays

New Years, Washington, Memorial, Independence, Labor, Veterans,
Thanksgiving & day after, Christmas, floating Christmas holiday

LEAVES OF ABSENCE:

- A. Sick - rate of 1 day/mo, no max; upon retirement employee paid
25% of excess of 720 hours
- B. Emergency - up to 3 days in event of death or serious illness in
immediate family; 2 additional days may be granted and charged to sick
leave
- C. Funeral - up to 4 hrs. for fellow employee

- D. Military - leave with pay for first 30 days
- E. Leave of Absence Without Pay - if in manager's opinion leave is in best interest; dept. head may grant leave not to exceed one week
- F. Elective Office - candidate must take 30 days leave without pay beginning 30 days prior to election
- G. Jury - paid difference between employee's regular pay and jury pay
- H. Injury - City pays employee full pay either direct from salary or workmen's compensation

TRANSFERS: Personnel refers persons on preferred list or on promotion eligible lists. Appointing authority has right to decide to fill vacancy by transfer or appointment from promotion or open eligibility list

STAFF REDUCTION: When qualifications, capability, demonstrated ability and fitness are equal, seniority shall be considered

INSURANCE:

1. Hosp/Maj Med - Total cost of single; FY 85-86 - 70% of dependent; FY 86-87 - 77.5% of dependent
2. Life - \$15,000 (FY 85-86) \$16,250 (86-87) \$17,500 (87-88)
3. Dental - N/A
4. Prescription - total cost of single; 60% of dependent

WAGES:

<u>Longevity:</u>			
5 Years	\$100	16 Years	\$320
6 Years	120	17 Years	340
7 Years	140	18 Years	360
8 Years	160	19 Years	380
9 Years	180	20 Years	400
10 Years	200	21 Years	420
11 Years	220	22 Years	440
12 Years	240	23 Years	460
13 Years	260	24 Years	480
14 Years	280	25 Years	500
15 Years	300		

July 1, 1985 - June 30, 1986

Power Plant Maintenance Worker	1st 6 months	\$14,075
	2nd 6 months	15,811
	3rd 6 months	17,721
	Thereafter	19,633
Laborer	1st 6 months	\$12,526
	2nd 6 months	13,263
	Thereafter	14,736

Custodian	1st 6 months	\$12,526
	2nd 6 months	13,263
	Thereafter	14,736
Senior Electrician		\$30,401
Electrician	1st 6 months	\$20,067
	2nd 6 months	21,406
	3rd 6 months	22,743
	4th 6 months	24,081
	5th 6 months	25,418
	6th 6 months	26,221
	Thereafter	26,757

Progression within the apprentice classifications is contingent upon successful completion of outside course work and satisfactory progress during each step interval plus meeting the requirements set out in the apprenticeship agreement.

CLOTHING ALLOWANCE:

Maintenance Personnel	
Relief Operators	4 uniforms/year
Coal Handlers	2 coveralls/year
Auxiliary Operators	3 uniforms/year
	1 jacket every 2 years
All Other Classifications	2 uniforms/year 1 jacket every 2 years

1 pair safety shoes for employees requires to wear them. Employee furnishes own safety glasses; utility replaces them when broken in service.

EMPLOYER: City of Ames

EMPLOYEE ORGANIZATION: Int'l. Brotherhood of Electrical Workers, Local 55

UNIT (SUMMARY): Electrical Distribution Division of the Electric Utility: records & materials assistant, groundswoker, truck driver/groundswoker, electrical service worker, electric line worker, electric line foreman, electrician, electrical engineering

DURATION: July 1, 1985 - June 30, 1987

HOURS: 40 hrs/week, 5 days/week

OVERTIME: 1 1/2 time scheduled rate for all hours in excess of regular schedule; minimum of 2 hrs pay if called back to work; employee who has worked 16 hrs or more in any 24 hr period shall be paid at double time for all hrs in excess of 16, and entitled to 8 hrs rest. Weekend work will be paid at 1 1/2 time for first 8 hrs, double time thereafter.

VACATION:

<u>Years of Service</u>	<u>Accumulation</u>
1 - 7	6 hrs 40 min/mo
7 - 14	10 hrs/mo
14+	13 hrs 20 min/mo

HOLIDAYS: 10 Paid Holidays

New Years, Washington, Memorial, Independence, Labor, Veterans, Thanksgiving and Friday after, Christmas, Floating Day, Christmas holiday.

LEAVES OF ABSENCE:

- A. Sick - accrue 1 day/mo. In event of retirement or death, payment of unused sick leave at 25% of last regular hourly rate in excess of 720 hours
- B. Emergency - up to 3 days in event of death or serious illness in immediate family (defined). Two additional days granted and charged to sick leave
- C. Funeral - up to 1/2 work day with pay to attend funeral of fellow employee
- D. Jury - employee paid difference between regular pay and jury pay
- E. Military - With pay for first 30 days
- F. Union - an employee delegated to transact business for the union allowed to be absent for sufficient time to transact business. No more than 1 employee shall be on leave at one time; no more than 12 days/yr used.

TRANSFERS: Where qualifications, performance, ability and fitness are equal, seniority shall be considered.

INSURANCE:

- 1. Hosp/Maj Med - City pays a portion of combined total cost of single and dependent premiums: 90% for 86-87
- 2. Life - \$15,000

WAGES: Longevity:

5 years	\$100	13 years	\$260	21 years	\$420
6 years	120	14 years	280	22 years	440
7 years	140	15 years	300	23 years	460
8 years	160	16 years	320	24 years	480
9 years	180	17 years	340	25 years	500
10 years	200	18 years	360	26 years	520
11 years	220	19 years	380	27 years	540
12 years	240	20 years	400	28 years	560
				29 years	580
				30 years	600

Clothing: City shall furnish: Yearly - 4 pairs of pants, 3 shirts,
 Every 2 Years - jacket with liner, insulated coveralls and hood
 If needed: rubber glove liners, rain pants, rain jacket and hood, gloves
 and hard hat liner

Lineworker	29,910
Substation Electrician	29,910
Underground Electrical Service Worker	24,171
Truck Driver/Groundswoker	24,171
Line Foreman	31,347
Electrical Engineering Aide	20,372
Groundswoker	22,226
Electrician's Helper	25,383
Substation Foreman	31,347
Electrical Engineering Technician	31,599
Records & Material Assistant	22,670
Electrical Service Worker	25,960
Electrical Meter Repair Worker	25,796
Storekeeper	14,948

EMPLOYER: City of Ames

EMPLOYEE ORGANIZATION: International Union of Operating Engineers, Local 234C

UNIT (SUMMARY): Meter readers, maintenance and repair workers, equipment operators, inspectors, transit drivers.

DURATION: July 1, 1985 - June 30, 1986

HOURS: 8 hrs/day, 5 days/week, some fixed and some rotating shifts

OVERTIME: 1 1/2 hourly rate; call back - 1 1/2 time; 2 hr. min., holiday - 1/2 time

VACATION:	<u>Years of Service</u>	<u>Hours Vacation</u>
	1-7	6 hrs 50 min/mo
	8-14	10 hrs/mo
	14+	13 hrs 20 min/mo

LEAVES OF ABSENCE:

- A. Sick - 1 day/mo. no max; upon retirement employee paid 25% of excess of 720 hrs.
- B. Emergency - up to 3 days for immediate family; 2 additional days may be charged to sick leave; up to 4 hrs for funeral of fellow employee
- C. Military - leave with pay for first 30 days, also for Peace Corps service
- D. LOA - if in City Manager's opinion leave is in City's best interest; Dept. head may grant leave up to 1 week.

- E. Elective Office - candidate must take 30 days unpaid leave starting 30 days before election.
- F. Jury - paid difference between regular pay and jury pay
- G. Injury - City pays full salary either directly or from workmen's comp

TRANSFERS: Time-in-grade credits granted at following rate: for directly related classification, 1 mo credit/1 mo worked; for related classification, 2 mos credit/3 mos worked; for unrelated classification, 1 mo credit/3 mos worked to max. of 6 mos credit.

STAFF REDUCTION: Declared by City Council resolution; laid off employee to be placed on preferred list.

INSURANCE:

- 1. Hosp/Maj. med. - 100% single cost; 65% of dependent cost.
- 2. Life - \$12,500
- 3. Dental - N/A
- 4. LTD - City paid income disability plan

WAGES: Base Pay not specified

Longevity:

5 years	\$100	18 years	\$360
6 years	120	19 years	380
7 years	140	20 years	400
8 years	160	21 years	420
9 years	180	22 years	440
10 years	200	23 years	460
11 years	220	24 years	480
12 years	240	25 years	500
13 years	260	26 years	520
14 years	280	27 years	540
15 years	300	28 years	560
16 years	320	29 years	580
17 years	340	30 years	600

CLOTHING: Protective articles and clothing, safety shoes and safety glasses.

EDUCATION INCENTIVE PAY: \$5/mo for 5 years for each approved 3-credit course successfully completed up to max. of 30 units

STANDBY PAY: for 1 week of standby duty -

Plant Maint. Operator	\$124
Sr. Water Meter Serviceworker	113
Sr. Heavy Equip. Operator	107
Water Meter Repairworker	107
Maintenance Worker	88
Truck Driver	84
All Others	71

EMPLOYER: City of Ankeny

EMPLOYEE ORGANIZATION: AFSCME Local 1868

UNIT (SUMMARY): Streets, Public Utilities, Parks & Vehicle Maintenance

DURATION: July 1, 1987 - June 30, 1990

HOURS: 8 hrs/day, 5 days/wk or 10 hrs/day, 4 days/wk

OVERTIME: 1 1/2 time over 40 hr/wk, 2 times for work on Sunday outside employee normally scheduled shifts.

VACATIONS:

<u>Months of Service</u>	<u>Work weeks</u>
Over 12 mos (1 yr)	2
Over 60 mos (5 yrs)	3
Over 120 mos (10 yrs)	4
Over 180 mos (15 yrs)	5

HOLIDAYS: 10 paid holdiays

New Years, Memorial, Independence, Labor, Thanksgiving & day after, Christmas, 3 days at the Employer's discretion.

LEAVES OF ABSENCE:

- A. Sick - 1.5 days/mo; maximum cumulative 200 days
- B. Funeral - 3 days for death in immediate family (defined); sick leave may may be utilized for other relatives.
- C. Jury - difference between jury compensation and other wages
- D. Voting - paid leave of absence on voting day if not sufficient time outside work hours to vote
- E. Unpaid leave - up to 6 mos. Up to 2 years for union official, up to 1 mo. for union business.
- F. Maternity - same as sick leave.
- G. Education - not to exceed 1 yr; if to attend conference, seminars, not to exceed 1 month
- H. Military - w/pay up to 30 days

TRANSFERS:

Knowledge, training, ability, physical fitness and seniority considered.
Incorporates Ch. 400.28, IOWA CODE.

STAFF REDUCTION:

Layoff and recall based on department seniority with bumping rights

INSURANCE:

1. Hosp/Maj Med - Employer pays up to \$200/mo.
2. Life - 50% of employees gross annual base salary as of July 1, each year.
3. Dental - full cost of employees
4. Other - N/A

WAGES:

<u>Classification</u>	<u>1987-88*</u>	<u>1988-89**</u>	<u>1989-90+</u>
Leadperson	24,000-25,875	25,700-25,875	26,500-27,475
Equipment Operator I	18,500	19,500	20,900
Equipment Operator II	21,000-22,000	22,000	22,800
Equipment Operator III	23,254-24,689	23,254-24,689	24,054-26,189
Mechanic	19,000	19,500	20,400
Utilities Operator I	21,000	26,815	22,767
Utilities Operator II	22,000-23,000	23,000-23,608	23,800-24,808
Utilities Operator III	24,000	24,000	28,015
Utilities Laborer	16,000	17,000	18,400

* plus one time payment of \$500

** includes step increase (\$500)

+ includes longevity payment

EMPLOYER: City of Boone

EMPLOYEE ORGANIZATION: Boone City Employees Bargaining Unit

UNIT (SUMMARY): Janitor, Metermen, Laborer, Waterworks Operator

DURATION: July 1, 1986 - June 30, 1988

HOURS: 5 8-hr days, Monday-Friday, regular work day 7:30 a.m. - 12 noon and from 12:30 p.m. to 4:00 p.m. Except river plant and sewage treatment plant employees who will average 40 hrs/week over a period of time; 2 - 15 minute breaks, lunch period

OVERTIME: 1 1/2 for over 40 hrs/week; for emergency call backs, paid double time for first 2 hrs, 1 1/2 time after 2 hrs.

VACATION: 1 week after 1 yr of service
2 weeks after 2 yrs of service
3 weeks after 5 yrs of service
4 weeks after 10 yrs of service

Annual leave may be accumulated to twice the annual entitlement

HOLIDAYS: 10 Paid Holidays

New Years, Washington's Birthday, Good Friday, Memorial, Independence, Labor, Veterans, Thanksgiving and Friday after, Christmas

All permanent employees paid for 8 hrs of work if required to work on holiday, receive holiday pay + 1 1/2 of their regular rate of pay

LEAVES OF ABSENCE:

- A. Sick - unlimited accumulation 1 1/2 days for each mo of service, When permanently separated after 22 yrs can receive 80% of accumulated sick leave in cash
- B. Funeral - up to 5 paid days in event of death in immediate family (defined); any other funeral leave is with consent of dept. head
- C. Leave of absence without pay - request considered on basis of work load existing, or anticipated in the dept., the circumstances of the request, and service rating. Then acted on by the city council.
- D. Military - 30 days without loss of pay

INSURANCE:

1. Hosp/Maj Med - employee & dependents covered by city
2. Life - \$5,000 plus \$5,000 AD & D for every employee
3. Dental - N/A
4. Other - N/A

WAGES:

1. Any employee who has been employed 6 consecutive months shall be considered a full-time employee. All new full-time employees will receive a wage increase at 6 months, 12 months, 18 months and 24 months, at which time the employee will be at their top pay scale.

2. Longevity - Each employee shall receive after 3 years of service \$3/mo/yr of service up to the maximum age of 65 yrs.
3. Clothing allowance - \$150/year plus 1 pair of steel-toed footwear not to exceed a cost of \$50 to the City

<u>Position</u>	<u>Monthly Rate</u>
Janitor - City Hall	\$1,431.47
Chief Operator - Water Works Plant	1,635.30
Metermen - Laborer - Wastewater Treatment Plant and Water Works Operators:	
Starting	1,276.10
After 6 mos	1,404.16
After 1 yr	1,458.79
After 18 mos	1,513.42
After 2 yrs	1,568.06
Addition for Wastewater Treatment Plant & Water Works Operators:	
Grade I	add \$10.51
Grade II	add 5.26
Grade III	add 5.26
Grade IV	add 5.26
Mechanic - Utility, Street & Meter Shop Foreman	1,717.24

EMPLOYER: Burlington Municipal Waterworks

EMPLOYEE ORGANIZATION: Teamsters Local 218

UNIT (SUMMARY): Waterworks plant, distribution, maintenance, secretarial & lab

DURATION: July 1, 1984 - July 30, 1986 (reopener on wages)

HOURS: 8 hrs/day, 5 days/week

OVERTIME: 1 1/2 times for over 40 hrs/wk, call-in pay - minimum of 2 1/2 hrs at
1 1/2 time, stand-by pay - 1 hr regular/each day except Sunday 2 hrs

VACATIONS:	<u>Years</u>	<u>Weeks</u>
After	1	1
	2	2
	7	3
	15	4
	20	5

HOLIDAYS: 10 paid holidays

New years, Presidents, Veterans, Memorial, Independence, Labor, Thanksgiving and day after, Christmas, employees birthday.

LEAVES OF ABSENCE:

- A. Sick - 1 day/mo; max accumulation of 160
- B. Funeral - 3 days for immediate family (defined), additional may be granted by superintendent not to exceed 3 days. 1 day if not immediate family
- C. Jury - wages less jury pay
- D. LOA w/out pay - employers discretion

TRANSFERS: Seniority prevails if the qualification, including state certification, are equal among affected employees

STAFF REDUCTION: Seniority prevails if qualifications, including state certification, are equal among effected employees, recall in inverse order of layoff

INSURANCE:

- 1. Hosp/Maj Med - full cost of single or family
- 2. Life - \$5,000
- 3. Dental - N/A
- 4. Other - N/A

WAGES:

Uniforms, protective clothing, safety equipment and protective devices which are required by the Employer shall be provided by the Employer. \$15.00/yr. allowance to employees required to wear safety shoes.

Longevity Pay

<u>After</u>	<u>Monthly</u>
5 yrs	\$ 7.50
10 yrs	12.50
15 yrs	17.50
20 yrs	22.50

Wage Schedule

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
<u>Office</u>					
No. 1 Cashier	6.39	6.79	7.18	7.57	7.97
Cashier	5.91	6.28	6.63	7.01	7.37

Distribution

Head Maintenance	8.73	9.28	9.84	10.37	10.93
Machine Operator					
Head Meterman	8.26	8.76	9.29	9.82	10.34
Maintenance	7.98	8.48	9.00	9.50	10.00
Meter Maintenance	7.98	8.48	9.00	9.50	10.00

Plant

Head Maintenance	8.73	9.28	9.84	10.37	10.93
Maintenance	8.26	8.76	9.29	9.82	10.34
Operators	8.16	8.69	9.18	9.67	10.19
Lab Technician	6.53	6.92	7.33	7.75	8.16

Step 1 to step 2	6 months
Step 2 to step 3	12 months
Step 3 to step 4	18 months
Step 4 to step 5	18 months

All wages are per hour.

EMPLOYER: City of Burlington

EMPLOYEE ORGANIZATION: AFSCME, Local 828

UNIT (SUMMARY): Parking enforcement attendant, custodian, clerk typist, laborers, accounting clerk, officer personnel, truck drivers, equipment operator I, humane officer, receptionist

DURATION: July 1, 1985 - June 30, 1988; Reopeners on wages and insurance

HOURS: 8 hrs/day, 40 hrs/week, schedules are posted; 15 minute break per 1/2 shift, lunch period every shift

OVERTIME: 1 1/2 time after 8 hrs/day; 1 1/2 for over 40 hrs/week, double time for holidays. Callback at 1 1/2, 3 hr min.

VACATIONS:

<u>Years of Continuous Service</u>	<u>Annual Vacation Accrual Stated as a Number of Work Days</u>	<u>Monthly Vacation Accrual Stated as a Number of Work Hrs/Days</u>
1-5	10	6 2/3 - .833
6-10	15	10 - 1.25
11-24	20	13 1/2 - 1.67
25+	25	16 2/3 - 2.083

HOLIDAYS: New Years, Washington's Birthday, Memorial, Independence, Labor, Veterans, Thanksgiving and Friday after, Christmas, either day before New Years or day before Christmas

LEAVES OF ABSENCE:

- A. Personal - 2 days per year
- B. Family Death - up to 3 paid days for certain relatives (defined); 1 day for certain other relatives (defined), deducted from sick leave
- C. Court & Jury Duty - paid difference between court compensation and regular wages
- D. Voting time - "sufficient time" off to vote if needed
- E. Military Leave - permanent employees entitled to leave for period of active service without loss of pay for first 30 days of leave
- F. Sick Leave - 1 1/2 days/mo accumulated to a maximum of 180 days; a portion of unused sick leave is payable on retirement
- G. Special LOA - employers discretion up to 6 mos leave without pay may be granted for "any reasonable purpose"
- H. Education - 1 employee/dept may be granted up to 1 yr for educational purposes with employers approval
- I. Maternity - not to exceed 6 mos upon certificate from doctor, may be renewed for another 6 mos with certificate from doctor

TRANSFERS: Posting and bidding; if the required qualifications, including skills, abilities, education and experience are relatively equal, the most senior is offered the position first

STAFF REDUCTION: Employees with the least seniority in the dept shall be laid off first providing the remaining employees can qualify to perform the work; recall according to their unit-wide seniority

INSURANCE:

- 1. Hosp/Maj Med - full single and family
- 2. Life - \$10,000 and \$10,000 AD & D
- 3. Dental - full single and family
- 4. Other - N/A

WAGES:

Employees shall advance from Step A to Step B after six (6) months continuous employment within a job classification except as provided for in the Agreement

Range	Positions	Annual	
		<u>A</u>	<u>B</u>
1	Parking Enforcement Attendant, Custodian	12,408	13,968

2	Clerk/Typist	12,828	14,472
3	Laborer I	13,248	15,024
4	Stenographer, Recept., Traffic Controller	13,752	15,600
5	Toll Collector	14,256	16,152
6	Laborer II, Parking meter repair, Accounting Clerk	14,748	16,788
7	Truck Driver, Refuse Carrier	15,312	17,448
8	Equipment Operator I, Humane Officer, Laborer II Equipment Oper/Tree trimme	15,840	18,120
9	Records Clerk, Refuse Truck Driver	16,512	18,816
10	Engineering Aide, Equipment Operator II, Maintenance Mechanic WWTF Operator WWTF Laboratory Tech.	17,076	19,572
11	Carpenter, Sewer Plant Maintenance Mechanic, WWTF Maintenance Mech.	17,796	20,340
12	Automotive Mechanic,	18,844	21,132
13	Electrician	19,164	22,008

Longevity:

<u>Years</u>	<u>\$/Yr</u>
5	\$300
10	\$400
15	\$500
20	\$700
25	\$800

Employer provides uniforms, protective clothing, safety equipment and protective devices.

EMPLOYER: Burlington Public Library Board

EMPLOYEE ORGANIZATION: AFSCME, Local 828

UNIT (SUMMARY): Library employees - assistants, aides, clerks, custodians

DURATION: July 1, 1985 - June 30, 1988; Reopener on wages and insurance

HOURS: 5 days/week, 40 hr/week, 8 hrs/day; employer makes schedule,
1 hr lunch for shifts over 6 hrs

OVERTIME: 1 1/2 time for over 8 hrs/day or 40 hrs/week, double time
for holidays

VACATIONS:	<u>Yrs of Service</u>	<u>Vacation Days Accrual Per Year</u>	<u>Monthly Accrual As a Number of Work Hrs/Days</u>
	1 - 5	10	6 2/3 - .833
	6 - 10	15	10 - 1.25
	11 - 24	20	13 1/3 - 1.67
	25+	25	16 2/3 - 2.083

HOLIDAYS: 7 Paid Holidays

New Years, Memorial, Independence, Labor, Thanksgiving, Day before
Christmas, Christmas, five personal days

LEAVES OF ABSENCE:

- A. Family Death - up to 3 paid days for certain relatives (defined); 1 day for certain other relatives (defined), deducted from sick leave
- B. Court & Jury Duty - employer pays difference between fee and regular wages
- C. Voting Time - sufficient time off to vote if needed.
- D. Military - permanent employees entitled to leave for period of active service, without loss of pay for first 30 days of leave
- E. Sick Leave - 1 1/2 days/mo, cumulative to a maximum of 180 days; a portion of unused sick leave is payable on retirement
- F. Special LOA - in employer's discretion, up to 6 mos leave without pay may be granted for any reasonable purpose
- G. Education - 1 employee/dept may be granted up to 1 yr for educational purposes with employer's approval
- H. Maternity - up to 6 mos by request of employee with doctors certificate verifying when to begin and when to end; may be extended with recommendation from doctor

TRANSFERS: Posting & bidding - in awarding bids, the most senior employee who meets the minimum qualifications the library director sets for the position shall be awarded the job

STAFF REDUCTION: Seniority shall be the controlling factor provided the remaining employees are qualified to perform the work; the employees shall be recalled according to their seniority, up to 2 years

INSURANCE:

1. Hosp/Maj Med - full single & family
2. Life - \$10,000 + \$10,000 AD & D
3. Dental - full single, dependent
4. Other - n/a

WAGES:

Employees shall advance from Step A to Step B after six (6) months of continuous employment; from Step B to Step C after one (1) year of continuous employment; from Step C to Step D after two (2) years of continuous employment and from Step D to Step E after three (3) years of continuous employment.

<u>Position</u>	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>
Library Ass't	12,912	13,176	13,440	14,460	15,372
Library Aide	10,968	11,364	11,760	12,264	13,440
Custodian	12,408	13,968			

Longevity:

after 5 years of continuous service	\$300
after 10 years of continuous service	400
after 15 years of continuous service	500
after 20 years of continuous service	700
after 25 years of continuous service	800

Employer provides any required uniforms, protective clothing, safety equipment and protective devices

EMPLOYER: City of Cedar Rapids

EMPLOYEE ORGANIZATION: AFSCME

UNIT (SUMMARY): Employees of following Depts: Engineering, Building, Aviation, Maintenance, Streets, Forestry, Traffic, Sewer, Sanitation, Water Pollution Control, Riverfront, Parks, Recreation, Water Works, Humane Shelter, Memorial Commission and Housing

DURATION: July 1, 1987 - June 30, 1988

HOURS: 5 consecutive 8 hr days, Monday-Friday, except for certain jobs (identified); 30 min lunch period; 15 min rest period/half shift; employees who work 2 hrs beyond shift receive 15 min rest period at beginning of shift; employee required to work overtime, which is expected to go 1 hr beyond regular meal period, will be granted a lunch break without loss of pay

OVERTIME: hours worked beyond 8/day or 40/week paid 1 1/2 time; hours worked on holiday paid 1 1/2 time plus holiday pay. Call back min. of 3 hrs at 1 1/2 time.

VACATION:	<u>Years of Service</u>	<u>Weeks of Vacation</u>
	1	1
	2	2
	7	3
	12	4
	17	5

Part time pro-rated, but temporary, seasonal & extra employees not entitled

HOLIDAYS: 13 Paid Holidays

New Years, Lincoln, Washington, Good Friday, Memorial, July 4, Labor, Veterans, Thanksgiving & Friday after, Christmas, 2 Personal

LEAVES OF ABSENCE:

- A. Sick - accrue 1 workday/mo; part time permanent employees earn pro-rated; unlimited accrual
- B. Job Injury sick leave - After 3 days regular sick leave, employee entitled to further sick leave not deducted from regular sick leave.
- C. Jury - regular salary less jury fees
- D. Maternity - Employee may use accrued sick and vacation leave followed by leave without pay until physically able to return to work.
- E. Funeral - in event of death in immediate family (defined), up to 3 paid days, employee must attend funeral; may attend funeral of fellow employee within same dept. provided permission granted
- F. Voting - employees who do not have 3 consecutive hours outside of working hours, & during time polls are open, are entitled to 3 consecutive hours off
- G. Military - As per law
- H. Special Leave - requires Dept. head approval, without pay for personal reasons not to exceed 10 days/yr, 5 days/instance, leave of more than 6 days requires city council approval; leave of more than 30 days, employee has seniority & longevity dates adjusted; may be requested for any political or legislative position up to 24 mos; If leave for Union office, employee then continues to accrue dept seniority only; shall not exceed 12 mos.
- I. In Service Training - employer pays for all in-service training or schooling required by employer

TRANSFERS:

Job posted, employees bid, the employer will first select from the employees signing the postings, the employees with the greatest departmental seniority

in the Dept; if the vacancy is not filled from within the Dept, then the employer shall select from the employees signing the posting, the employee with the greatest seniority; if not filled, then employer may select from those outside of the bargaining unit; in all cases employee must have basic qualifications.

STAFF REDUCTION: Seniority basis, if remaining employees can qualify to do the work; bumped employees have right, if qualified, to replace the youngest employee in another dept in the bargaining group; recall according to city-wide seniority; employees on lay off retain & accrue seniority

INSURANCE:

1. Hosp/Maj Med - equivalent to that set out in master policy
2. Life - \$10,000, AD & D, until employee reaches age 65, then \$6500; age 70 \$5000 and AD & D dropped. Insurance terminates at age 80.
3. Dental - employer pay employee premium, family coverage available at employee's expense
4. Other - N/A

WAGES:

1. Employee who assumes duties & responsibilities of higher classification for 2 or more hrs paid at rate for higher classification
2. Stand-By Time - 10% of employee's hourly rate per hour on standby with an additional 5% of employee's hourly rate per hour for 1, 3 or 4-day holidays. Standby call in paid at 1 1/2 time with 2 hour min.
3. Uniform Allowance - present policy of furnishing employees on certain jobs clothing or allowance, will continue

5. Longevity:	<u>Years of Service</u>	<u>\$/Month</u>
	5	\$20
	10	40
	15	60
	20	80
	25	100

EXHIBIT A
Effective July 1, 1987

<u>Pay Grade</u>	<u>Department/Class Title</u>
	ENGINEERING DEPARTMENT
30	Civil Engineering Construction Inspector
24	Civil Engineering Senior Aide
20	Civil Engineering Aide
	BUILDING DEPARTMENT
36	Building Chief Inspector
32	Mechanical Inspector
32	Building Inspector
36	Electrical Chief Inspector
38	Plan Checker
32	Zoning Inspector
32	Electrical Inspector
34	Electrical Senior Inspector
32	Plumbing Inspector
34	Plumbing Senior Inspector
36	Plumbing Chief Inspector
32	Building Codes Specialist
	MEMORIAL COMMISSION
00	Seasonal Laborer I
14	Building Maintenance Worker I
18	Building Maintenance Worker II
	AVIATION DEPARTMENT
34	Aviation Mechanic-Technician
	STREETS DEPARTMENT
16	Streets Maintenance Worker I
24	Streets Maintenance Worker II
20	Streets Equipment Operator I
23	Streets Equipment Operator II
26	Streets Equipment Operator III
24	Street Sign & Equipment Repair Worker
16	Traffic Control Maintenance Worker I
26	Automotive Equipment Mechanic I
30	Automotive Equipment Mechanic II
30	Machinist-Welder
14	Building Maintenance Worker I
18	Building Maintenance Worker II
24	Building Maintenance Worker III
00	Seasonal Laborer II
24	Storekeeper
26	Cement Finisher
26	Automotive Equipment Body Mechanic
16	Automotive Equipment Service Worker
30	Building Maintenance Supervisor
30	Welder-Automotive Equipment Mechanic II

EXHIBIT A (Continued)

<u>Pay Grade</u>	<u>Department/Class Title</u>
FORESTRY DEPARTMENT	
23	Urban Forester I
27	Urban Forester II
30	Automotive Equipment Mechanic II
00	Seasonal Laborer I
00	Seasonal Laborer II
TRAFFIC ENGINEERING DEPARTMENT	
22	Parking Meter Technician I
16	Traffic Control Maintenance Worker I
26	Traffic Control Maintenance Worker II
26	Traffic Engineering Technician
30	Traffic Signal Technician I
34	Traffic Signal Technician II
20	Traffic Engineering Aide
14	Building Maintenance Worker I
18	Building Maintenance Worker II
30	Traffic Signal Computer Technician
28	Parking System Technician/Service Worker
20	Parking System Service Worker
06	Parking Meter Patrol Officer
SEWER DEPARTMENT	
16*	Sewer Maintenance Worker I
23	Sewer Maintenance Worker II
30	Sewer Maintenance Worker III
SANITATION DEPARTMENT	
20	Solid Waste Collection Driver I
22	Solid Waste Collection Driver II
16	Solid Waste Collector
14	Building Maintenance Worker I
18	Building Maintenance Worker II
26	Solid Waste Disposal Equipment Operator
26	Automotive Equipment Mechanic I
18	Solid Waste Disposal Worker
16	Automotive Equipment Service Worker
30	Automotive Equipment Mechanic II
04	Revenue Fee Collector

*Grade 20 when driving truck pursuant to Article 11.9.

<u>Pay Grade</u>	<u>Department/Class Title</u>
	WATER POLLUTION CONTROL
22	Water Pollution Control Maintenance-Repair Worker I
26	Water Pollution Control Maintenance-Repair Worker II
28	Water Pollution Control Equipment Mechanic I
30	Water Pollution Control Equipment Mechanic II
28	Water Pollution Control Electrician I
30	Water Pollution Control Electrician II
28	Water Pollution Control Laboratory Analyst
28	Water Pollution Control Instrument Technician
16	Water Pollution Control Maintenance Worker
34	Water Pollution Control Electronics Technician
26	Water Pollution Control Assistant Plant Operator
30	Water Pollution Control Wet Process Plant Operator
30	Water Pollution Control Solids Handling Plant Operator
28	Water Pollution Control HVAC Specialist
24	Storekeeper, Water Pollution Control Department
32	Water Pollution Control Chemist
	RIVERFRONT DEPARTMENT
20	Parks and Grounds Equipment Operator I
26	Parks and Grounds Equipment Operator II
	PARKS DEPARTMENT
20	Parks and Grounds Equipment Operator I
26	Parks and Grounds Equipment Operator II
16	Parks and Grounds Maintenance-Repair Worker I
22	Parks and Grounds Maintenance-Repair Worker II
00	Seasonal Laborer I & II
22	Horticulturist Assistant
18	Zoo Supervisor
26	Automotive Equipment Mechanic I
30	Automotive Equipment Mechanic II
	RECREATION DEPARTMENT
16	Parks and Grounds Maintenance-Repair Worker I
22	Parks and Grounds Maintenance-Repair Worker II
15	Recreation Center Activity Leader
22	Storekeeper
00	Lifeguard I & II
22	Instructor - Arts and Crafts
14	Building Maintenance Worker I
18	Building Maintenance Worker II
	WATER WORKS DEPARTMENT
25	Water Plant Operator I
29	Water Plant Operator II
22	Water Plant Maintenance-Repair Worker I
26	Water Plant Maintenance-Repair Worker II

EXHIBIT A (Continued)

<u>Pay Grade</u>	<u>Department/Classification</u>
	WATER WORKS (Continued)
24	Water System Maintenance-Repair Worker I
28	Water System Maintenance-Repair Worker II
14	Building Maintenance Worker I
18	Building Maintenance Worker II
20	Water Meter Reader
26	Water System Engineering Technician
28	Water Plant Instrument Technician
26	Water Laboratory Analyst
26	Automotive Equipment Mechanic I
30	Automotive Equipment Mechanic II
28	Water Plant Electrician
32	Water Plant Senior Electrician
26	Water System Equipment Operator
24	Storekeeper, Water Department
24	Water Utility Service Representative I
30	Water Utility Service Representative II
	ANIMAL SHELTER
16	Animal Control Officer
12	Animal Control Maintenance Worker
	HOUSING INSPECTION SERVICES DEPARTMENT
32	Housing Inspector
	FIVE SEASONS COMMUNITY CENTER
00	Community Center Maintenance Worker
14	Community Center Maintenance Worker I
18	Community Center Maintenance Worker II

EXHIBIT B

JOB EXCLUDED FROM REGULAR WORKWEEK AS SHOWN IN ARTICLE 11.2b.

STREETS DEPARTMENT

Building Maintenance Worker I Position ID# 1202421
Building Maintenance Worker I Position ID# 1202422

TRAFFIC ENGINEERING DEPARTMENT

Building Maintenance Worker II Position ID# 1303211
Building Maintenance Worker II Position ID# 1303213

SANITATION DEPARTMENT

Solid Waste Disposal Equipment Operator Position ID# 6402341
Solid Waste Disposal Equipment Operator Position ID# 6402344
Solid Waste Disposal Equipment Operator Position ID# 6402346
Solid Waste Disposal Worker Position ID# 6402243
Revenue Fee Collector Position ID# 6402122
Revenue Fee Collector Position ID# 6402121

WATER POLLUTION CONTROL DEPARTMENT

Water Pollution Control Lab Analyst Position ID# 6102063
Water Pollution Control Lab Analyst Position ID# 6102065
Water Pollution Control Lab Analyst Position ID# 6102066

PARKS

Zoo Supervisor Position ID# 1601301

RECREATION

Parks and Grounds Maintenance Worker I Position ID# 1604203
Parks and Grounds Maintenance Worker II Position ID# 1604213
Parks and Grounds Maintenance Worker II Position ID# 1604212

WATER WORKS DEPARTMENT

Water Lab Analyst Position ID# 6201096
Water Lab Analyst Position ID# 6201097

ANIMAL SHELTER

Animal Control Officer Position ID# 1705211
Animal Control Officer Position ID# 1705212
Animal Control Officer Position ID# 1705213
Animal Control Officer Position ID# 1705214

FIVE SEASONS COMMUNITY CENTER

Community Center Maint. Worker I Position ID# 6701204*
Community Center Maint. Worker I Position ID# 6701209*
Community Center Maint. Worker II Position ID# 6701221*

* These employees shall be excluded from the provisions of 11.2b. and 11.2g.

SCHEDULE B

07/01/87 - 06/30/88
 CITY OF CEDAR RAPIDS
 SALARY AND WAGE SCHEDULE
 BLUE COLLAR

<u>GRADE</u>	<u>PAY BASIS</u>	<u>ENTRY RATE 1</u>	<u>RATE 2</u>	<u>PERMANENT RATE 3</u>
01	Hourly	5.84	6.50	
02	Hourly	5.91	6.64	
03	Hourly	6.05	6.76	
04	Hourly	6.14	6.89	
05	Hourly	6.24	6.99	
06	Hourly	6.38	7.14	
07	Hourly	6.47	7.27	
08	Hourly	6.60	7.39	
09	Hourly	6.70	7.51	
10	Hourly	6.84	7.67	
11	Hourly	6.97	7.83	
12	Hourly	7.09	7.95	
13	Hourly	7.20	8.10	
14	Hourly	7.33	8.26	
15	Hourly	7.50	8.43	
16	Hourly	7.62	8.58	
17	Hourly	7.78	8.77	
18	Hourly	7.92	8.91	
19	Hourly	8.08	9.09	
20	Hourly	8.24	9.28	
21	Hourly	8.40	9.45	
22	Hourly	8.56	9.63	
23	Hourly	8.73	9.85	
24	Hourly	8.90	10.05	
25	Hourly	9.07	10.25	
26	Hourly	9.25	10.44	
27	Hourly	9.43	10.65	
28	Hourly	9.63	10.87	
29	Hourly	9.83	11.09	
30	Hourly	10.01	11.34	
31	Hourly	10.21	11.55	
32	Hourly	10.43	11.81	
33	Hourly	10.65	12.04	
34	Hourly	10.87	12.30	
35	Hourly	11.09	12.56	
36	Hourly	11.34	12.85	
37	Hourly	11.55	13.11	
38	Hourly	11.81	13.39	

EMPLOYER: Cedar Rapids Public Library Board

EMPLOYEE ORGANIZATION: Communications Workers of America

UNIT (SUMMARY): Specialists in technical reader and audio visual services;
reference and materials processors, maintenance workers, aides

DURATION: July 1, 1987 - June 30, 1988

HOURS: 40 hrs/week for full-time employees and 20 hrs/week for regular
permanent part-time employees (average throughout the year)

OVERTIME: 1 1/2 time over 40 hrs/week; 1 1/2 time for Sunday hours worked, full
time employees only (can elect comp time). 1 1/2 for holidays

VACATION:	<u>Years of Service</u>	<u>Days of Vacation</u>
	1-2	5
	2-7	10
	7-12	15
	12-17	20
	17+	25

Professional Librarian Employees receive:

1-17	20
17+	25

HOLIDAYS: 13 Paid Holidays

New Years, Presidents', Good Friday, Memorial, Independence, Labor,
Thanksgiving, Christmas, 5 personal days

LEAVES OF ABSENCE:

- A. Unpaid - up to 6 months; no benefits
- B. Funeral - Up to 7 continuous calendar days, paid for days would otherwise be scheduled, because of death of spouse, child or parent; for other relatives (defined) one paid day; in case of death of employee, Employer shall attempt to release as many staff as possible
- C. Jury - Employee receives difference between salary and jury fees
- D. Sick - Accumulate 8 hrs/mo; pro-rated for permanent part-time employees; unlimited accrual;
- E. Military - As per law

TRANSFER: Job posted, employees apply, selection of qualified employees made from applicants; if qualifications are equal, seniority will be considered

STAFF REDUCTION: In event of reduction in force, employees may request an unpaid LOA or a reduction in hours and wages not to exceed 60 days during which time there will be no reduction in accruing benefits; employees have right to bump, defined by pay range and seniority

INSURANCE:

1. Hosp/Maj Med - Employer pays single rate, until age 65 at which time employer pay full rate or Medicare Supplement; employer pays family rate as of 12/31/85
2. Life - \$10,000 with AD & D; after age 65 coverage drops to \$6,500, after age 70 drops to \$5,000; additional insurance available to eligible employees
3. Dental - Employee coverage provided, dependent coverage available at employees expense
4. Other - Similar policies available for part-time employees, employer's cost pro-rated. (Hosp/Maj med & life only)

WAGES:

Longevity -	<u>Years of Seniority</u>	<u>Per month</u>
	5	\$20
	10	\$40
	15	\$60
	20	\$80
	25	\$100

a. Those employees presently in Rate A with less than three (3) years of seniority as of July 1, 1985, shall be placed in and paid as shown in Pay Rate B as shown in pay schedule attached hereto.

b. Those employees with 3+ years of seniority as of July 1, 1987, shall be placed in and paid as in Pay rate C as shown in the appropriately dated pay schedules. If an employee's 3 year seniority date falls during the contract year, he will move to rate C on the seniority date.

c. Library aides entry rate \$3.35/hr. After 6 mos \$3.65/hr.

EMPLOYER: Cedar Rapids Airport Commission

EMPLOYEE ORGANIZATION: Teamsters, Local No. 238

UNIT (SUMMARY): Employees of the Cedar Rapids Airport Commission including
Maintenance Repair Workers

DURATION: July 1, 1987 - June 30, 1988

HOURS: 40 hrs/wk, 8 hrs/day. 2 - 15 minutes breaks, one-half hr unpaid meal
for employees not on continuous shift, paid for those on continuous
shift. Airport maintenance repair employees allowed 30 minute paid
rest period in lieu of 2 - 15 minute breaks, prior to lunch

OVERTIME: 1 1/2 time over 40 hrs/wk; or 1 1/2 comp time. one and one-half
time paid for holidays plus regular pay if worked; call back paid at
appropriate rate, 2 hr minimum

VACATION:	<u>Years of Service</u>	<u>Work Days</u>
	1	5
	2	10
	7	15
	12	20
	17	25

Vacation pay reduced 1/12th for each calendar month when the employee
fails to work at least 15 days

HOLIDAYS: 12 Paid Holidays

New Years, Lincoln, Washington, Good Friday, Memorial, Independence,
Labor, Veterans, Thanksgiving and Friday after, Christmas, 1 personal day

LEAVES OF ABSENCE:

- A. Jury - employee receives salary less jury pay
- B. Sick - Accrue one day/mo., no maximum
- C. Maternity - granted on same terms as any sick leave or long term
disability leave
- D. Special - without pay or benefits for period up to six (6) months;
may be extended at employer's discretion
- E. Military - as per law
- F. LTD - employee presents written physician's statement for
disability or pregnancy

G. Funeral - three paid work days for death in employees immediate family (defined), for attending and arranging funeral; for other relatives (defined) one work day; leave on unpaid basis if death of a relative not in employee's family and granted by airport director, or leave on unpaid or earned vacation basis at employee's option.

TRANSFER: Job posted, employees make written application, employer awards job to bidder with greatest seniority provided employee has necessary qualifications

STAFF REDUCTION: Lay-off by job classification affected according to seniority; laid off employees may bump any other job classification provided they have the seniority to do so; recall according to seniority

INSURANCE:

The employer will pay full premium for both the employee and dependents for group medical, hospital, life, AD & D, DXL; Dental, employer pays full single, employee pays dependent

WAGES:

Effective July 1, 1987

Step	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>
Airport Maintenance Worker I	7.70	8.03	8.34	8.68	9.03
Airport Maintenance Worker II	8.34	8.68	9.03	9.40	9.80
Airport Maintenance Worker III	9.03	9.40	9.80	10.19	10.63
Airport Terminal Worker II	7.70	8.03	8.34	8.68	9.03
Airport Terminal Worker III	8.34	8.68	9.03	9.40	9.80

Step moves:

Employees hired prior to July 31, 1985 will hold Steps 1 and 2 for six months each and thereafter make Step advancements on the anniversary of their hire dates

Employees after July 30, 1985 will hold Step 1 for six months and thereafter make Step advancements on a twelve month basis.

Written explanations will be provided employees who are denied a step increase. For purposes of step increases, the anniversary date for an employee who has been promoted to a higher paying classification shall be the date of such promotion.

Longevity

<u>Years of Service</u>	<u>Pay/Mo.</u>
5	\$ 20
10	40
15	60
20	80
25	100

Uniform Allowance - Employer continues to provide and maintain uniform on existing basis; \$40/year for safety shoes.

EMPLOYER: City of Centerville

EMPLOYEE ORGANIZATION: PPME Local 2003

UNIT (SUMMARY): Street and sewer utility depts.

DURATION: July 1, 1986 - June 30, 1988

HOURS: 8 hrs/day, 5 days/week

OVERTIME: 1 1/2 time over 8 hrs/day and Saturday or Sunday; call back at 1 1/2 time, 2 hrs minimum; holidays 1 1/2 plus regular holiday pay

VACATION:	Years	Weeks
	1	1
	2	2
	9	3
	20	4

HOLIDAYS: 8 paid days
New Years, Christmas, Memorial, Independence, Labor, Veterans,
Thanksgiving and Friday after.

LEAVES OF ABSENCE:

- A. Sick - 1 1/4 days month, max accumulation 120 days
- B. Funeral - 3 days for immediate family (defined) with possible extension charged to sick leave; 1 day for extended family member (defined)
- C. Maternity - sick leave and then possible LOA w/out pay
- D. Military - 30 days paid
- E. Jury - regular pay less jury fees

STAFF REDUCTION: Consideration given to qualifications, ability, physical fitness and seniority. Temporary, part-time and probationary laid off first and w/out recall rights. Recal in reverse order of layoff.

INSURANCE:

- 1. Hosp/maj med - single paid; employee pays \$20 toward family coverage
- 2. Life - \$5,000
- 3. Dental - single paid; employee pays \$20 toward family coverage
- 4. Other - N/A

WAGES:

Longevity - after 5 years employee receives 1¢/hr/year of employment
Waste water operator w/state certificate additional \$20/month

Effective July 1, 1987

	Beginning	After 1 year	After 2 years
Laborer	6.15	6.89	7.27
Machine Operator			7.27
Mechanic			8.41
Wast Water Operator	6.15	6.89	7.27
Humane Officer			\$11,673.44 yearly

EMPLOYER: City of Charles City

EMPLOYEE ORGANIZATION: Teamsters, Local 828

UNIT (SUMMARY): Public Works Department

DURATION: July 1, 1986 - June 30, 1987

HOURS: 8 hrs/day, 40 hrs/week; 15 min break/4 hrs

OVERTIME: 1 1/2 time over 40 hrs/week, callout or weekends and holidays; minimum callout time of 2 hrs.

VACATION:	<u>Years of Service</u>	<u>Weeks of Vacation</u>	
	1	1	Vacation must be used by anniversary date of employment year, time non-cumulative. Unused vacation may be used as sick leave.
	2	2	
	8	3	
	15	4	
	21	5	

HOLIDAYS: 16 Paid Holidays

New Years, President's, Memorial, Independence, Labor, Veterans, Thanksgiving and Friday after, Christmas. 1/2 day on Christmas Eve afternoon when it falls on Monday through Thursday. 2 floating

LEAVES OF ABSENCE:

- A. Sick - 1 day/mo earned to maximum of 120 days.
- B. Personal - unpaid for up to 10 days/year for personal reasons
- C. Military - paid leave up to 30 days
- D. Maternity - sick leave may be used

- E. Funeral - up to 3 consecutive days from day of death to and including day of funeral for immediate family (defined); for other members of family up to 1 paid day; In case of death of spouse or child up to 5 days
- F. Leave of Absence Without Pay - when recommended by dept head and approved by mayor; cannot exceed beyond 12 mos. without written approval of mayor.

TRANSFER: Employer will give seniority of present eligible employees in the dept. first consideration in filling positions

STAFF REDUCTION: Departmental seniority governs layoffs and recalls

INSURANCE:

- 1. Hosp/Maj Med - employer pays for single and dependent
- 2. Life - Equal to annual base wage rounded to nearest \$1000
- 3. Dental - N/A
- 4. Other - N/A

WAGES:

Grade 5 - General Maintenance Pool

Start	\$6.79
6 mos	6.97
12 mos	7.16
18 mos	7.33
2 yrs.	7.52

Grade 6 - Street Operator & Water Tender I

Start	7.52
6 mos	7.63
12 mos	7.79
18 mos	7.91
2 yrs.	8.03

Grade 7 - Heavy Machine Operator & Water Tender II

Start	8.03
6 mos	8.15
12 mos	8.31
18 mos	8.43
2 yrs.	8.56

Grade 9 - Mechanic

Start	9.07
6 mos	9.16
12 mos	9.30
18 mos	9.37
24 mos	9.50

Plant Operator - Annual - \$18,597.64
 Engineering Technician - \$19,451.14

<u>Longevity</u>	<u>Years of Service</u>	<u>\$/Mo</u>
	4	\$ 20
	8	30
	12	40
	16	50
	20	60
	24	70
	28	80

Clothing Allowance - \$150/year for listed items. City will provide safety shoes/boots.

All fulltime employees granted Wildwood Municipal Golf Course privileges and individual or family memberships to Charles City Municipal Pool.

EMPLOYER: City of Cherokee

EMPLOYEE ORGANIZATION: Cherokee Street & Utilities Employees

UNIT (SUMMARY): Foreman, Auto Mechanic, Truck Operator, Laborer, Meter Reader, Plant Operator, Chemist, Utility Servicer

DURATION: July 1, 1987 - June 30, 1988

HOURS: 8 hrs/day, 40 hrs/week, Monday - Friday; Street Dept--6:45 AM - 3:45 PM; Water 7:30 AM - 4:30 PM; Sewer 6:45 AM - 3:45 PM

OVERTIME: 1 1/2 time over 8 hrs/day, 40 hrs within 7 day week. 1 1/2 time + holiday pay when employee called back on a holiday that falls on a week day; 1 1/2 time for first 8 hrs, double time after that for employee called back to work on Friday when the legal holiday is on Saturday, or called back to work on Monday when the legal holiday is Sunday; employee called back to work on Saturday when legal holiday is on Saturday, or called back on Sunday when the legal holiday is on Sunday, will be paid 1 1/2 time for first 8 hrs & double time for any additional work; minimum call back - 2 hrs at 1 1/2 time

VACATION:	<u>Years of Service</u>	<u>Days</u>
	0 - 1	5
	2 - 6	10
	7 - 14	15
	15+	20

HOLIDAYS: 9 Paid Holidays

New Years, Washington, Memorial, Independence, Labor, Veterans, Thanksgiving & Friday after, Christmas

LEAVES OF ABSENCE:

- A. Sick - accrue 1 day/mo, maximum accumulation - 90 days
- B. Funeral - up to 3 paid days for death in immediate family (defined), for purpose of attending the funeral; no pay granted if employee does not attend funeral; in case of fellow employee, employee excused 1 hr before funeral, until 1 hr after funeral
- C. Jury - receive difference between regular pay and jury compensation

TRANSFER:

Jcb posted, employees apply; the employer and the union agree that permanent job vacancies within the designated bargaining unit shall be filled based on the concept of promotion from within provided the applicants:

1. Have the necessary qualifications to meet the standards of the job vacancy; and
2. Have the ability to perform the duties and responsibilities of the job vacancy.

STAFF REDUCTION: Seniority determines only when all other job relevant qualifications are equal.

INSURANCE:

1. Hosp/Maj Med - employer pays single & family premium
2. Life - \$6,000 provided, employee may purchase additional
3. Dental - N/A
4. Other - N/A

WAGES:

Longevity - 25¢/hr for every 3 years on employees anniversary

Water & Wastewater Treatment Dept. receive 25¢/hr. increase upon certification of a new grade increase by the State Dept. of Environment Quality as follows:

Grade I, II, III, IV certifications: 25¢ hour for all employees

Employer will pay to replace or repair clothing of employee accidentally damaged in line of duty

City will provide one (1) set of coveralls per employee. \$45 per year for work safety boots with steel toes.

<u>Streets</u>	<u>7/1/87</u>
Asst. Foreman	7.7532
Auto Mechanic	7.4932
Machine Truck OP III	7.7432
Machine Truck OP II	7.3532
Machine Truck OP I	7.0032
Laborer	5.8988

<u>Utilities</u>	
Water Treatment Plant Operator	7.4932
Water Dept. Servicer	6.9932
Meter Reader	6.7532
Waste Treatment Chemist	8.3532
Waste Treatment Plant Operator	7.4932
Waste Treatment Utility Servicer	6.9932

EMPLOYER: City of Clear Lake

EMPLOYEE ORGANIZATION: Clear Lake Public Employment Agency

UNIT (SUMMARY): City Employees except Police

DURATION: July 1, 1987 - June 30, 1989

HOURS: 40 hrs/week

OVERTIME: 1 1/2 time over 40 hrs/week; for call in paid the applicable rate or minimum of 2 hrs, whichever is greater

VACATION:	<u>Years of Service</u>	<u>Weeks of Vacation</u>
	1	1
	2	2
	7	3
	15	4
	20	5

HOLIDAYS: 10 Paid Holidays

New Years, Washington, Good Friday, Memorial, July 4, Labor, Veterans, Thanksgiving, Christmas, 1 Floating Day

LEAVES OF ABSENCE:

- A. Funeral - 3 paid days for death in immediate family (defined); Other relatives (defined), 3 days
- B. Sick - accrue 1 1/2 days/mo to maximum of 100 days
- C. Other LOA - may be granted when requested by employee, at the discretion of the dept head

TRANSFER: Section 601A.13, Iowa Code

STAFF REDUCTION: Employer considers seniority providing the employees are qualified to perform the work remaining

INSURANCE:

- 1. Hosp/Maj Med - employer pays single and family premium
- 2. Life - N/A
- 3. Dental - N/A
- 4. Other - Eyeglasses

WAGES:

Supplemental pay - employees who do not qualify for insurance & have completed probationary period, receive \$15/mo; employer pays \$10/mo for approved supplemental certificates up to \$30/mo

Longevity

Years of Service

5	\$25
10	50
15	75
20	100

<u>Dept.</u>	<u>Position</u>	<u>Hourly</u>
Cemetery	Laborer	\$7.14
Engineering	Technician	8.64
	Secretary	5.69
Street	Asst. Supt.	7.94
	Laborer	7.07
Water	Oper/Laborer	7.66
Policy & Admin.	Gen. Clerk	7.08
1987-88	3% increase	
1988-89	4% increase	

EMPLOYER: City of Clinton

EMPLOYEE ORGANIZATION: AFSCME Local 888

UNIT (SUMMARY): Foreman, Engineering Aide, Draftsman, Inspector, Treatment Plant Operator, Maintenance Operator, Sewer Maintenance, Electrician, Garbage Packer Driver, Dispatcher, Laborer

DURATION: July 1, 1988 - June 30, 1989

HOURS: Work week - 5 consecutive 8/hr days, 15 min break/half shift, meal period without pay granted; clean up period allowed prior to end of work shift

OVERTIME: 1 1/2 time over 8 hrs/day or 40 hrs/week, and all work performed before or after any scheduled work shift; call time is min. 2 hrs at regular pay rate.

HOLIDAYS: 10 paid

New Years, Washington, Good Friday, Memorial, Independence, Labor, Veterans, Thanksgiving and Friday after, Christmas (Sanitation workers do not observe day after Thanksgiving; employees who work on that day are given a floating holiday)

VACATION:

Years of Service	
1 - 9	3 weeks
10 - 19	4 weeks
20 - 29	5 weeks
30 +	6 weeks

LEAVES OF ABSENCE:

- A. Sick - accrue 1 1/6 days/mo to maximum of 90 days
- B. Maternity - use accumulated sick leave, then LOA
- C. Education - after 1 yr service may be granted leave of absence without pay, may be extended
- D. Military - As per law
- E. Death - 3 paid days for death in immediate family (defined); 1 paid day for death of other relatives (defined); pallbearer leave granted by department head.
- F. Jury - receive salary less jury fees
- G. Civic Duty - employees required to appear before a court in any matter not related to their work may have leave of absence without pay
- H. Voting Time - as granted in Chapter 49.109, 1981 Code of Iowa
- I. Leave of Absence Without Pay - may be granted to 6 months for reasonable purpose

TRANSFERS: Job posted, employee applies. If it becomes necessary to bypass employees seniority, reasons for the denial shall be given in writing to the employee with a copy to the Union.

STAFF REDUCTION: Employees laid off in the inverse order of their date of hire in the department; recall according to their departmental seniority; right to recall limited to length of seniority; bumping rights

INSURANCE:

- 1. Hosp/Maj Med - Employr pays all single and family share of BC/BS
- 2. Life - \$10,000 - \$10,000 AD & D
- 3. Dental - Blue Cross/Blue Shield Delta Dental Group; \$25 deductible single - \$25 deductible per eligible family member/yr with maximum of \$75/family per year; maximum coverage \$750/eligible member
- 4. Other - N/A

WAGES: Higher classification pay for any hrs over 2 worked in higher classification.

- 1. Minimum Time Pay Allowance - Reporting Time - any employee who is scheduled to report for work and who presents himself for work as

scheduled shall be assigned to at least 4 hrs work on the job unless notified at least 1 hr in advance; if work on the job is not available, employee excused from duty and paid 4 hrs/at applicable rate

2. Uniform - employer provides; sanitation dept employees receive 7 uniforms; engineering dept employees paid \$100 clothing allowance, up to \$80 for safety shoes.

3. Stand by pay - compensated for 3 hrs/weekdays, 5 hrs/weekends & holidays

Shift Differentials: 3 PM - 11 PM 15¢/hr; 11 PM - 7AM 30¢/hr; continuous shift 15¢/hr

<u>Position</u>	<u>Effective 7/1/87</u>	<u>Effective 7/1/88</u>
Treatment Plant Operator	11.14	11.37
Maintenance Operator	11.14	11.37
Assistant Treatment Plant Operator	9.80	10.03
Assistant Maintenance Operator	9.80	10.03
Sewer Maintenance I	11.14	11.37
Sewer Maintenance II	9.80	10.03
Sewer Maintenance III	9.34	9.57
Mechanic I	10.89	11.12
Mechanic II	10.74	10.97
Mechanic's Helper	10.10	10.33
Equipment Operator	10.05	10.28
Truck Driver	9.55	9.78
Laborer	9.34	9.57
Skilled Laborer I	10.76	10.99

EMPLOYER: City of Clinton Municipal Transit Authority

EMPLOYEE ORGANIZATION: AFSCME Local 888

UNIT (SUMMARY): Mechanics, Drivers

DURATION: July 1, 1985 - June 30, 1987

HOURS: 37-40 hrs/week; cleanup time prior to end of work shift for mechanics

OVERTIME: 1 1/2 time for work in excess of 8 hrs/day or 40 hrs/week; ball backs guaranteed 2 hrs at regular rate; work on holiday earns holiday rate plus holiday pay

<u>VACATION:</u>	<u>Years of Service</u>	<u>Weeks of Vacation</u>
	1 - 4	2
	5 - 9	3
	10 - 17	4

For employees hired prior to 7/1/83

1	1
2 - 10	2
11+	3

For employees hired on or after 7/1/83

HOLIDAYS: 10 paid

New Years, Memorial, July 4, Labor, Thanksgiving, Christmas, 4 personal days

LEAVES OF ABSENCE:

- A. Sick - accrue 14 days/yr; maximum accumulation 90 days
- B. Maternity - accumulated sick leave and then leave without pay.
- C. Voting - Chapter 49.106 of the Code
- D. Leave without Pay - not to exceed 6 mos, except for educational leave, which is not to exceed 1 yr.
- E. Funeral - up to 3 paid days for death in immediate family (defined), other relatives (defined)
- F. Jury - employee receives salary less fees received
- G. Military - As per law

TRANSFER: posting of position, bidding, qualified employee with greatest division unit seniority awarded position.

STAFF REDUCTION: order of layoff: part-time employees with outside employment, part-time employees w/out outside employment, full time employees in inverse order of date of hire.

INSURANCE:

- 1. Hosp/Maj Med - employer provides single & family coverage
- 2. Life - \$10,00 term & \$10,000 AD & D
- 3. Dental - BC/BS Delta Dental Group Plan; single coverage deductible \$25/yr, family \$25/eligible family member/yr with maximum of \$75; maximum coverage \$750/yr per member
- 4. Other - N/A

WAGES:

- 1. Employer pays cost of chauffer's license for fulltime employees where license required.
- 2. Full time employees receive \$200, part time employees uniform allowance of \$75

1986-87

Mechanic	\$10.68/hr
Driver	\$8.71/hr
Serviceperson	\$8.03/hr

EMPLOYER: Clinton Board of Park Commissioners

EMPLOYEE ORGANIZATION: AFSCME Local 888

UNIT (SUMMARY): Maintenance, laborer, custodian, caretaker, EPP center director,
EPP program director, park maintenance foreman

DURATION: July 1, 1985 - June 30, 1987

HOURS: 8 hrs/day, 5 days/week with some exceptions

OVERTIME: 1 1/2 time for hrs over 8/day, over 40/wk, work before or after scheduled
work shift, hours worked on holiday, hours worked on scheduled vacation;
callback pay of 1 1/2 time, 2 hr min.

VACATION:	<u>Yrs of Service</u>	<u>Days of Vacation</u>
	1-9	15
	10-19	20
	20+	25

HOLIDAYS: 11 1/2 paid holidays
New Years, Presidents, Good Friday, Memorial, July 4, Labor, Thanksgiving
and Friday after, 1/2 day before Christmas, Christmas, 2 personal days.

LEAVES OF ABSENCE:

- A. Sick - 1/2 days/mo up to max. of 90 days
- B. Family Death - 3 days with pay for death in immediate family (defined); 1-3 days in case of other relative (defined); pall bearer leave.
- C. Jury - difference between regular wage and jury fee.
- D. Voting - as per Iowa Code.
- E. Civic Duty - as necessary, paid difference between regular wage and court compensation.
- F. Military - as per State and Federal law.
- G. Political Office - unpaid leave of absence begins 30 days prior to election; unpaid leave granted for initial term of office.

TRANSFERS: The Employer shall fill the opening by promoting from among the qualified applicants the employee with the longest continuous service, provided he/she has the ability to do the work following the thirty (30) days trial period.

STAFF REDUCTION: Layoffs in reverse order of seniority after probationary and temporary employees laid off first; recall by seniority; no new hires during layoff. Employees displaced by job elimination shall be permitted to use seniority to transfer to any other job they are qualified for under employer.

INSURANCE:

1. Hosp/maj. med. - family coverage provided
2. Life - \$10,000 term policy
3. Dental - same as other Clinton City employees affiliated with AFSCME
4. Other - N/A

WAGES:

July 1, 1986 to
June 30, 1987

Program Supv.	\$9.04/hr
Program Coordinator	9.62/hr
Mechanic	10.50/hr
Skilled Labor I	10.39/hr
Skilled Labor II	9.62/hr
Caretaker	8.87/hr
Park Laborer	9.04/hr

SHIFT DIFFERENTIAL: additional 10¢/hr paid for all regular hours worked other than normal shift

CLOTHING ALLOWANCE: Employer will provide required uniforms, protective clothing or protective devices and a clothing allowance of up to \$60/yr as well as a safety toe shoe allowance of up to \$80/yr

EDUCATION REIMBURSEMENT: Tuition and books upon successful completion of job related course of benefit to employer.

EMPLOYER: City of Coralville

EMPLOYEE ORGANIZATION: AFSCME Local 183

UNIT (SUMMARY): Public works, parks, and recreation departments

DURATION: July 1, 1987 - June 30, 1988

HOURS: 8 hrs/day, 5 day week

OVERTIME: 1 1/2 times regular rate over 8 hr/day, or 40 hr/week; 2 times regular rate for Sunday excluding regularly scheduled work; call time min. of 2 hrs at appropriate rate.

VACATION:

<u>Length of Service</u>	<u>Weeks</u>
1	1
2 - 4	2
5 - 9	3
10+	4

HOLIDAYS: 11 paid holidays

New Years, President's, Memorial, July 4th, Labor, Veteran's, Thanksgiving, and Friday after, Christmas, 2 personal days

LEAVES OF ABSENCE:

1. Funeral - immediate family (defined) 3 days, other 3 days w/out pay
2. Jury - salary minus jury pay
3. Education - if required by employer, full expense including time off
4. Military - as per law
5. Sick - accrues 1 1/2 days month, cumulative to 120 days

TRANSFER: In case of equal qualifications seniority is decisive.

STAFF REDUCTION: Layoff in reverse order of seniority and recall in order of seniority

INSURANCE:

1. Hosp/Maj Med - \$100 deductible 80%/20%
2. Life - \$15,000
3. Dental - N/A
4. Other - N/A

WAGES:

GRADE	1	2	3	4	5	6	7	8
III	16,931	17,243	17,576	17,888	18,221	18,533	18,845	19,178
II	14,352	14,685	14,997	15,309	15,642	15,954	16,286	15,598
I	11,794	12,106	12,418	12,750	13,062	13,395	13,707	14,040

CLOTHING ALLOWANCE: Employer provides uniforms, protective clothing and protective devices plus \$50 allowance for safety footwear.

EMPLOYER: City of Coralville

EMPLOYEE ORGANIZATION: AFSCME Local 183

UNIT (SUMMARY): Bus Driver, Mechanic, Maintenance

DURATION: July 1, 1987 - June 30, 1988

HOURS: 8 hrs/day, 5 day/week or 10 hrs/day, 4 day/week

OVERTIME: 1/1 2 time over 8 hrs/day or 40 hrs/week, call time 2 hr min at appropriate rate; Double time on Sunday if not regularly scheduled.

VACATION:	<u>Years of Service</u>	<u>Weeks of Vacation</u>
	1	1
	2 - 4	2
	5 - 9	3
	10+	4

HOLIDAYS: 11 paid

New Years, Memorial, Independence, Labor, Thanksgiving, Christmas, 5 other days of personal choice

LEAVES OF ABSENCE:

- A. Sick - accrue 1hrs/12 hrs work. maximum accumulation 720 hrs for fulltime, 360 hrs for parttime; for each calendar quarter in which employee used no sick leave entitled to 6 hrs leave with pay; may not accrue beyond 24 hrs.
- B. Funeral - in event of death in immediate family (defined), up to 3 paid days; in cases of other relatives up to 3 non-paid days
- C. Jury - receive salary less fees
- D. Military - As per law
- E. LOA - Up to 6 months, mutual agreement of Employer & Union
- F. Unpaid medical - up to 90 days

TRANSFER: Job posted, employee applies, employer fills opening by promotion from among qualified applicants, in case of equal qualifications, seniority shall prevail

STAFF REDUCTION: Lay off in inverse order of seniority, recall according to seniority

INSURANCE:

1. Hosp/Maj Med - \$100 deductible; 80/20 coinsurance; employer pays full premium for full-time employees, half for part-time.
2. Life - \$15,000 provided by employer
3. Dental - N/A
4. Other - N/A

WAGES:

	Step 1	1040 2	2080 3	3120 4	4160 5	6240 6	8320 7
III	7.30	7.62	7.93	8.25	8.56	8.88	9.20
II	6.07	6.38	6.70	7.00	7.32	7.64	7.95
I	4.59	4.75	4.90	5.07	5.22	5.30	5.54

LONGEVITY: \$4.25/mo per year of service after 4160 hours of employment.

CLOTHING ALLOWANCE: \$50 for work shoes for mechanics and maintenance persons.

EMPLOYER: City of Council Bluffs

EMPLOYEE ORGANIZATION: AFSCME Local 2844

UNIT (SUMMARY): Public works, parks, and public property employees

DURATION: July 1, 1987 - June 30, 1989

HOURS: 5 - 8/hr days, or 4 - 10/hr. days. 30 min to 1 hr lunch, 10 min cleanup at end of shift

OVERTIME: 1 1/2 time regular rate or compensatory time off at 1 1/2 time, comp time cumulative to 10 days, 4 hours min for standby

HOLIDAYS: 10 paid

New Years, Washington's Birthday, Independence, Thanksgiving & Friday after, Christmas, Memorial, Veterans, Labor and one personal.

VACATION:	1 - 7 years	80 hours
	8 - 13 yrs	120 hours
	14 - 19 yrs	160 hours
	20 +	200 hours

LEAVES OF ABSENCE:

- A. Sick - beginning 1st day of non-related job illness or injury, employees eligible for sick pay at rate of 80% or regular pay for 180 days of disability.
- B. Family illness - up to 5 days sick leave per yr for emergency in immediate family (defined)

- C. Funeral - up to 3 days for death in immediate family (defined)
- D. Jury - Full pay
- E. Union - w/o pay may be granted to one member of union at any one time to participate in union activity, not to exceed one year
- F. Education - after one year, up to one month to attend conferences, seminars, briefing session or other functions.
- G. Personal - LOA for any reasonable purpose at employers discretion, not to exceed 6 months
- H. Military - As per law
- I. Voting - time off to vote if an employee does not have 3 consecutive hours free during the polling period.

STAFF REDUCTION: laid off in inverse order of seniority in classification

TRANSFERS: factors considered - knowledge, training, ability, work record and physical fitness; seniority in classification and length of continuous service.

INSURANCE:

- 1. Hosp/Maj Med - employer pays full premium for single or family
- 2. Life - \$10,000 double indemnity
- 3. Dental - N/A
- 4. Other - N/A

WAGES:

Step	6 mos 1	1 yr 2	1 yr 3	1 yr 4	1 yr 5	2 yrs 6	5 yrs 7	8
12	6.32	6.49	7.07	7.24	7.40	7.56	7.91	8.24
13	6.91	7.07	7.24	7.40	7.56	7.78	8.12	8.41
14	7.07	7.24	7.40	7.56	7.78	8.01	8.35	8.68
15	7.24	7.40	7.56	7.78	8.01	8.23	8.56	8.88
16	7.40	7.56	7.78	8.01	8.23	8.51	8.84	9.17
17	7.56	7.78	8.01	8.23	8.51	8.80	9.13	9.46
18	7.78	8.01	8.23	8.51	8.80	9.09	9.43	9.75
19	8.01	8.23	8.51	8.80	9.09	9.34	9.66	10.01
20	8.23	8.51	8.80	9.09	9.34	9.68	10.02	10.35
21	8.51	8.80	9.09	9.34	9.68	10.02	10.36	10.69
22	8.80	9.09	9.34	9.68	10.02	10.38	10.73	11.07

Perfect Attendance Bonus - employee may earn 8 hrs pay per calendar quarter, may take leave

Longevity:	10 yrs	\$20/mo.
	15 yrs	\$30/mo.
	20 yrs	\$40/mo.

EMPLOYER: Council Bluffs

EMPLOYEE ORGANIZATION: Communications Workers of America

UNIT (SUMMARY): Emergency care drivers and attendants

DURATION: July 1, 1986 - June 30, 1987

HOURS: 9 consecutive (24 hour periods - tour)

OVERTIME: 1 1/2 except holidays which pay 2 times

VACATION:	After 1 year	6 tours
	7 years	9 tours
	14 years	12 tours
	20 years	15 tours

LEAVES OF ABSENCE:

- A. Sick - after 6 months eligible for sick pay at rate of 80% of regular wages for first 180 days of disability
- B. Family illness - 3 work days sick leave
- C. Funeral - up to duty tours for immediate family (defined)
- D. Court - if case results from work - full pay, fees returned to city

HOLIDAYS: 11 paid

New Years, Lincoln & Washington's Birthday, Memorial, July 4th, Labor, Veterans-Nov. 11, Thanksgiving and Friday after, Christmas Eve and Christmas.

INSURANCE:

- 1. Hosp/maj med - 100% less \$1.20/year for single and 75% for dependant
- 2. Life - \$10,000
- 3. Dental - N/A
- 4. Other - N/A

WAGES:

After six month, eligible for 12 hours pay per calendar quarter for perfect attendance

Food allowance - \$300/year

Uniform allowance - \$360/year

Step	1	2	3	4	5	6	7	8	9
Yrs service	6 mos	1 yr	1 1/2	2 1/2	3 1/2	4 1/2	5 1/2	10	15
Attendants:	7.55	7.88	8.13	8.48	8.76	9.03	9.30	9.59	9.87
Paramedics:	7.98	8.31	8.58	8.93	9.21	9.48	9.78	10.07	10.37

EMPLOYER: City of Cresco

EMPLOYEE ORGANIZATION: AFSCME Local 1068

UNIT (SUMMARY): Sewage plant, police, streets, maintenance, water plant

DURATION: July 1, 1985 - June 30, 1988

HOURS: 5 - 8/hr days, 2 - 15 min rest periods

OVERTIME: 1 1/2 time for hrs over 8/hr day or 40/week; except for police, any weekend work at 1 1/2 time; employee may opt for comp time with max accumulation 80 hrs; call back time - min 2 hrs pay; stand by - 20% of regular hourly rate for all hours on stand by.

VACATION:	after 1 year	1 week
	2	2 weeks
	3	11 days
	5	12 days
	7	13 days
	9	14 days
	10	15 days
	12	16 days
	14	17 days
	16	18 days
	18	19 days
	20	20 days

HOLIDAYS: 11 paid holidays

New Year and 1/2 day before, Washington, Memorial, Independence, Labor, Veteran's, Thanksgiving & day after, Christmas & 1/2 day before, 1 floating, Good Friday afternoon

LEAVES OF ABSENCE:

- A. Sick - 2 day/mo, max accumulation 90 days, plus 36 hrs of banked sick leave; employees receive 10% of cost value of cumulated sick leave when leave employment.
- B. LOA - authorized by immediate supervisor not to exceed 6 mos

- C. Funeral - up to 3 days for immediate family (defined); 1 day for other family (defined)
- D. Jury - wages less fee received
- E. Family illness - 1 day unpaid up to 6 day/yr for critical illness or severe injury of immediate family
- F. Maternity - unpaid leave granted
- G. Education - employee may request up to 1 yr after 1 yr of service every third year
- H. Union - up to 30 days, must give 10 days notice

- employee on unpaid leave may utilize vacation credits up to 6 days

TRANSFERS: qualification being equal, seniority prevails

STAFF REDUCTION: Order of layoff: emergency, intermittent, probationary, permanent. Permanent employees with the least seniority who are not qualified for the work available laid off first. Recall in inverse order.

INSURANCE:

- 1. Hosp/Maj Med - full cost of employee and dependents
- 2. Life - \$2,000
- 3. Dental - N/A
- 4. Prescription - full cost less \$3 deductible

WAGES: Uniforms - furnished if required plus quarterly allowance or \$75

Longevity pay:	<u>Length of service</u>	<u>Amount</u>
	after 5 yrs	\$15/mo
	10 yrs	30/mo
	15 yrs	45/mo

Security:	Asst. Chief of Police	\$8.33	Sewage treatment:	Asst. Supt.	\$7.88
	Police Sergeant	8.13		Laborer	7.58
	Patrolman	8.13			
Streets:	Asst. Superintendent	7.88	Waterworks:	Asst. Superintendent	7.88
	Maintenance	7.58		Laborer	7.58

EMPLOYER: Creston Water Board

EMPLOYEE ORGANIZATION: Teamsters #147

UNIT (SUMMARY): Employees of Water Board

DURATION: July 1, 1987 - June 30, 1989

HOURS: 5 - 8 hr/days

OVERTIME: 1 1/2 time in accordance with FLSA, 1/hr. min. for call in

VACATION:	1 year	1 week
	2 years	2 weeks
	10 years	3 weeks

HOLIDAYS: 9 Paid

New Years, Washington's, Memorial, July 4th, Labor, Veterans, Thanksgiving, Christmas, 1 floating

LEAVES OF ABSENCE:

1. Sick - earn 1 day/mo., can accrue 120 days. No pay out upon termination.
2. Funeral - 3 days for immediate family (defined), 2 days for other relatives (defined), 1/2 day for pallbearer
3. Jury - paid, turn over jury fees to employer

STAFF REDUCTION:

Order of layoff: temporary employees, probationary, permanent, recalled on basis of qualifications and abilities as determined by employer.

INSURANCE:

1. Hosp/Maj Med - Employer pays single and dependent premiums
2. Life - \$10,000

WAGES:	<u>87-88</u>	<u>88-89</u>
Treatment Operators	8.00	8.24
Distribution	8.00	8.24
Clerical	5.39 - 7.32	5.55 - 7.54

Longevity: \$50/mo. to max of 15 years

After receiving distribution or plant operation certificate \$20/mo. for each grade

EMPLOYER: City of Davenport

EMPLOYEE ORGANIZATION: AFSCME Local 887

UNIT (SUMMARY): Clerical, technical, administrative, professional employees

DURATION: July 1, 1987 - June 30, 1988

HOURS: 5 days/ 40 hrs/week

OVERTIME: for time over 8 hrs/day or 40 hrs/week, 1 1/2 time or comp time;
ballin - min. 2 hrs at 1 1/2 time or comp time; holiday - holiday pay
plus 1 1/2 time.

VACATION:	<u>Years of Service</u>	<u>Hours of Vacation</u>
	0-3	80
	4-5	96
	6-8	120
	9-12	144
	13-16	160
	17-20	184
	21-24	200
	25+	240

HOLIDAYS: 12 1/2 paid

New Years, Good Friday, Memorial, Independence, Labor, Veterans, Thanksgiving
and Friday after, 1/2 day Christmas Eve, Christmas Presidents, 2 floating
days

LEAVES OF ABSENCE:

- A. Sick - 15 days/yr accrued without limit
- B. Emergency - 3 days with pay for death in family (defined)
- C. Maternity - sick leave, vacation leave, leave without pay
- D. Military - as per law
- E. Unpaid Personal Leave - granted at employer's discretion
- F. Voting - time provided if polls open fewer than three consecutive hours outside work hours.
- G. Jury - if subpoenaed or required to serve, paid difference between court fees and regular pay
- H. Elective Office - granted leave without pay

STAFF REDUCTION: 30 days written notice layoff, in order of lease seniority in classification. Laid off employee placed on preferred list for appointment, promotions in former duties and classification

INSURANCE:

1. Hosp/Maj Med - Employer pays up to \$80/mo. for single, up to \$218/mo for family
2. Life - \$20,000
3. Dental - Employer pays up to \$11/mo single, up to \$26/mo family
4. Other - Employer pays up to \$5/mo single coverage on vision

CLOTHING ALLOWANCE - \$20/yr for safety shoes

TUITION REIMBURSEMENT - up to \$850/yr for successful completion of approved course

SHIFT DIFFERENTIALS - 3 PM - 11 PM, 10¢/hr; 11 PM - 7 AM, 20¢/hr

WAGES:

SALARY SCHEDULE 11
 OFFICE, PROFESSIONAL AND TECHNICAL PERSONNEL
 REPRESENTED BY THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES
 * EFFECTIVE JULY 1, 1987 *

CODE OR TITL	STEP #1	STEP #2	STEP #3	STEP #4	STEP #5	STEP #6	STEP #7	STEP #8	STEP #9	STEP #10	STEP #11	STEP #12
5445 31 MECHANICAL INSPECTOR	21439.000	21975.000	22525.000	23088.000	23665.000	24257.000	24864.000	25485.000	26121.000	26774.000	27444.000	28131.000
	10.307	10.565	10.829	11.100	11.377	11.662	11.954	12.252	12.558	12.872	13.194	13.525
5446 33 SENIOR MECHANICAL INSPECTOR	22525.000	23088.000	23665.000	24257.000	24864.000	25485.000	26121.000	26774.000	27444.000	28131.000	28834.000	29555.000
	10.829	11.100	11.377	11.662	11.954	12.252	12.558	12.872	13.194	13.525	13.863	14.209
5511 23 TRAFFIC ENGINEERING AIDE	17674.000	18087.000	18515.000	18962.000	19423.000	19908.000	20406.000	20916.000	21439.000	21975.000	22525.000	23088.000
	8.497	8.696	8.901	9.116	9.338	9.571	9.811	10.056	10.307	10.565	10.829	11.100
5512 26 TRAFFIC ENGINEERING TECHNICIAN	18962.000	19423.000	19908.000	20406.000	20916.000	21439.000	21975.000	22525.000	23088.000	23665.000	24257.000	24864.000
	9.116	9.338	9.571	9.811	10.056	10.307	10.565	10.829	11.100	11.377	11.662	11.954
5514 21 DRAFTING TECHNICIAN	16876.000	17270.000	17674.000	18087.000	18515.000	18962.000	19423.000	19908.000	20406.000	20916.000	21439.000	21975.000
	8.113	8.303	8.497	8.696	8.901	9.116	9.338	9.571	9.811	10.056	10.307	10.565
5516 23 ENGINEERING AIDE	17674.000	18087.000	18515.000	18962.000	19423.000	19908.000	20406.000	20916.000	21439.000	21975.000	22525.000	23088.000
	8.497	8.696	8.901	9.116	9.338	9.571	9.811	10.056	10.307	10.565	10.829	11.100
5518 31 PROJECT TECHNICIAN	21439.000	21975.000	22525.000	23088.000	23665.000	24257.000	24864.000	25485.000	26121.000	26774.000	27444.000	28131.000
	10.307	10.565	10.829	11.100	11.377	11.662	11.954	12.252	12.558	12.872	13.194	13.525
5521 17 FIELD ENGINEERING ASSISTANT	15395.000	15752.000	16117.000	16492.000	16876.000	17270.000	17674.000	18087.000	18515.000	18962.000	19423.000	19908.000
	7.401	7.573	7.749	7.929	8.113	8.303	8.497	8.696	8.901	9.116	9.338	9.571
5522 25 SURVEY TECHNICIAN	18515.000	18962.000	19423.000	19908.000	20406.000	20916.000	21439.000	21975.000	22525.000	23088.000	23665.000	24257.000
	8.901	9.116	9.338	9.571	9.811	10.056	10.307	10.565	10.829	11.100	11.377	11.662
5523 25 CONSTRUCTION INSPECTOR	18515.000	18962.000	19423.000	19908.000	20406.000	20916.000	21439.000	21975.000	22525.000	23088.000	23665.000	24257.000
	8.901	9.116	9.338	9.571	9.811	10.056	10.307	10.565	10.829	11.100	11.377	11.662
5524 31 SURVEY PARTY CHIEF	21439.000	21975.000	22525.000	23088.000	23665.000	24257.000	24864.000	25485.000	26121.000	26774.000	27444.000	28131.000
	10.307	10.565	10.829	11.100	11.377	11.662	11.954	12.252	12.558	12.872	13.194	13.525

* BASED ON 2080 HOURS ANNUALLY

FISCAL 87/88 *

SALARY SCHEDULE II
 OFFICE, PROFESSIONAL AND TECHNICAL PERSONNEL
 REPRESENTED BY THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES
 * EFFECTIVE JULY 1, 1987 *

CODE OR TITL	STEP #1	STEP #2	STEP #3	STEP #4	STEP #5	STEP #6	STEP #7	STEP #8	STEP #9	STEP #10	STEP #11	STEP #12
5414 30 SENIOR HOUSING INSPECTOR	20916.000	21439.000	21975.000	22525.000	23088.000	23665.000	24257.000	24864.000	25485.000	26121.000	26774.000	27444.000
	10.056	10.307	10.565	10.829	11.100	11.377	11.662	11.954	12.252	12.558	12.872	13.194
5417 29 PLANS EXAMINER	20406.000	20916.000	21439.000	21975.000	22525.000	23088.000	23665.000	24257.000	24864.000	25485.000	26121.000	26774.000
	9.811	10.056	10.307	10.565	10.829	11.100	11.377	11.662	11.954	12.252	12.558	12.872
5418 32 SENIOR PLANS EXAMINER	21975.000	22525.000	23088.000	23665.000	24257.000	24864.000	25485.000	26121.000	26774.000	27444.000	28131.000	28834.000
	10.565	10.829	11.100	11.377	11.662	11.954	12.252	12.558	12.872	13.194	13.525	13.863
5432 18 ASSISTANT ENVIRONMENTAL INSPECTOR	15752.000	16117.000	16492.000	16876.000	17270.000	17674.000	18087.000	18515.000	18962.000	19423.000	19908.000	20406.000
	7.573	7.749	7.929	8.113	8.303	8.497	8.696	8.901	9.116	9.338	9.571	9.811
5434 27 ENVIRONMENTAL INSPECTOR	19423.000	19908.000	20406.000	20916.000	21439.000	21975.000	22525.000	23088.000	23665.000	24257.000	24864.000	25485.000
	9.338	9.571	9.811	10.056	10.307	10.565	10.829	11.100	11.377	11.662	11.954	12.252
5435 27 FORESTRY INSPECTOR	19423.000	19908.000	20406.000	20916.000	21439.000	21975.000	22525.000	23088.000	23665.000	24257.000	24864.000	25485.000
	9.338	9.571	9.811	10.056	10.307	10.565	10.829	11.100	11.377	11.662	11.954	12.252
5436 19 ANIMAL CONTROL OFFICER	16117.000	16492.000	16876.000	17270.000	17674.000	18087.000	18515.000	18962.000	19423.000	19908.000	20406.000	20916.000
	7.749	7.929	8.113	8.303	8.497	8.696	8.901	9.116	9.338	9.571	9.811	10.056
5441 31 ELECTRICAL INSPECTOR	21439.000	21975.000	22525.000	23088.000	23665.000	24257.000	24864.000	25485.000	26121.000	26774.000	27444.000	28131.000
	10.307	10.565	10.829	11.100	11.377	11.662	11.954	12.252	12.558	12.872	13.194	13.525
5442 33 SENIOR ELECTRICAL INSPECTOR	22525.000	23088.000	23665.000	24257.000	24864.000	25485.000	26121.000	26774.000	27444.000	28131.000	28834.000	29555.000
	10.829	11.100	11.377	11.662	11.954	12.252	12.558	12.872	13.194	13.525	13.863	14.209
5443 31 PLUMBING INSPECTOR	21439.000	21975.000	22525.000	23088.000	23665.000	24257.000	24864.000	25485.000	26121.000	26774.000	27444.000	28131.000
	10.307	10.565	10.829	11.100	11.377	11.662	11.954	12.252	12.558	12.872	13.194	13.525
5444 33 SENIOR PLUMBING INSPECTOR	22525.000	23088.000	23665.000	24257.000	24864.000	25485.000	26121.000	26774.000	27444.000	28131.000	28834.000	29555.000
	10.829	11.100	11.377	11.662	11.954	12.252	12.558	12.872	13.194	13.525	13.863	14.209

* BASED ON 2080 HOURS ANNUALLY

FISCAL 87/88 *

SALARY SCHEDULE
 OFFICE, PROFESSIONAL AND TECHNICAL PERSONNEL
 REPRESENTED BY THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES
 * EFFECTIVE JULY 1, 1987 *

CODE	GR	TITL	STEP #1	STEP #2	STEP #3	STEP #4	STEP #5	STEP #6	STEP #7	STEP #8	STEP #9	STEP #10	STEP #11	STEP #12
1233	29	ACCOUNTANT	20406.000	20916.000	21439.000	21975.000	22525.000	23088.000	23665.000	24257.000	24864.000	25485.000	26121.000	26774.000
			9.811	10.056	10.307	10.565	10.829	11.100	11.377	11.662	11.954	12.252	12.558	12.872
1311	24	ADMINISTRATIVE AIDE	18087.000	18515.000	18962.000	19423.000	19908.000	20406.000	20916.000	21439.000	21975.000	22525.000	23088.000	23665.000
			8.696	8.901	9.116	9.338	9.571	9.811	10.056	10.307	10.565	10.829	11.100	11.377
1331	09	DATA CONTROL CLERK	12837.000	13130.000	13430.000	13738.000	14053.000	14376.000	14707.000	15047.000	15395.000	15752.000	16117.000	16492.000
			6.172	6.313	6.457	6.605	6.756	6.912	7.071	7.234	7.401	7.573	7.749	7.929
1332	13	SENIOR DATA CONTROL CLERK	14053.000	14376.000	14707.000	15047.000	15395.000	15752.000	16117.000	16492.000	16876.000	17270.000	17674.000	18087.000
			6.756	6.912	7.071	7.234	7.401	7.573	7.749	7.929	8.113	8.303	8.497	8.696
1333	25	PROGRAMMER ANALYST	18515.000	18962.000	19423.000	19908.000	20406.000	20916.000	21439.000	21975.000	22525.000	23088.000	23665.000	24257.000
			8.901	9.116	9.338	9.571	9.811	10.056	10.307	10.565	10.829	11.100	11.377	11.662
1335	24	COMPUTER OPERATIONS SUPERVISOR	18087.000	18515.000	18962.000	19423.000	19908.000	20406.000	20916.000	21439.000	21975.000	22525.000	23088.000	23665.000
			8.696	8.901	9.116	9.338	9.571	9.811	10.056	10.307	10.565	10.829	11.100	11.377
1336	33	SYSTEMS ANALYST	22525.000	23088.000	23665.000	24257.000	24864.000	25485.000	26121.000	26774.000	27444.000	28131.000	28834.000	29555.000
			10.829	11.100	11.377	11.662	11.954	12.252	12.558	12.872	13.194	13.525	13.863	14.209
1337	13	COMPUTER OPERATOR	14053.000	14376.000	14707.000	15047.000	15395.000	15752.000	16117.000	16492.000	16876.000	17270.000	17674.000	18087.000
			6.756	6.912	7.071	7.234	7.401	7.573	7.749	7.929	8.113	8.303	8.497	8.696
1415	11	COPY CENTER OPERATOR	13430.000	13738.000	14053.000	14376.000	14707.000	15047.000	15395.000	15752.000	16117.000	16492.000	16876.000	17270.000
			6.457	6.605	6.756	6.912	7.071	7.234	7.401	7.573	7.749	7.929	8.113	8.303
1422	26	BUYER	18962.000	19423.000	19908.000	20406.000	20916.000	21439.000	21975.000	22525.000	23088.000	23665.000	24257.000	24864.000
			9.116	9.338	9.571	9.811	10.056	10.307	10.565	10.829	11.100	11.377	11.662	11.954
1502	33	ATTORNEY	22525.000	23088.000	23665.000	24257.000	24864.000	25485.000	26121.000	26774.000	27444.000	28131.000	28834.000	29555.000
			10.829	11.100	11.377	11.662	11.954	12.252	12.558	12.872	13.194	13.525	13.863	14.209

* BASED ON 2080 HOURS ANNUALLY

FISCAL 87/88 *

SALARY SCHEDULE 11
 OFFICE, PROFESSIONAL AND TECHNICAL PERSONNEL
 REPRESENTED BY THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES
 * EFFECTIVE JULY 1, 1987 *

CODE OR TITL	STEP #1	STEP #2	STEP #3	STEP #4	STEP #5	STEP #6	STEP #7	STEP #8	STEP #9	STEP #10	STEP #11	STEP #12
2101 13 BOOKMOBILE ATTENDANT	14053.000	14376.000	14707.000	15047.000	15395.000	15752.000	16117.000	16492.000	16876.000	17270.000	17674.000	18087.000
	6.756	6.912	7.071	7.234	7.401	7.573	7.749	7.929	8.113	8.303	8.497	8.696
2102 17 LIBRARY ASSISTANT	15395.000	15752.000	16117.000	16492.000	16876.000	17270.000	17674.000	18087.000	18515.000	18962.000	19423.000	19908.000
	7.401	7.573	7.749	7.929	8.113	8.303	8.497	8.696	8.901	9.116	9.338	9.571
2104 27 LIBRARIAN	19423.000	19908.000	20406.000	20916.000	21439.000	21975.000	22525.000	23088.000	23665.000	24257.000	24864.000	25485.000
	9.338	9.571	9.811	10.056	10.307	10.565	10.829	11.100	11.377	11.662	11.954	12.252
2105 33 SENIOR LIBRARIAN	22525.000	23088.000	23665.000	24257.000	24864.000	25485.000	26121.000	26774.000	27444.000	28131.000	28834.000	29555.000
	10.829	11.100	11.377	11.662	11.954	12.252	12.558	12.872	13.194	13.525	13.863	14.209
2324 28 LANDSCAPE ARCHITECT	19908.000	20406.000	20916.000	21439.000	21975.000	22525.000	23088.000	23665.000	24257.000	24864.000	25485.000	26121.000
	9.571	9.811	10.056	10.307	10.565	10.829	11.100	11.377	11.662	11.954	12.252	12.558
4102 28 CIVIL RIGHTS INVESTIGATOR	19908.000	20406.000	20916.000	21439.000	21975.000	22525.000	23088.000	23665.000	24257.000	24864.000	25485.000	26121.000
	9.571	9.811	10.056	10.307	10.565	10.829	11.100	11.377	11.662	11.954	12.252	12.558
4212 22 HOUSING SPECIALIST	17270.000	17674.000	18087.000	18515.000	18962.000	19423.000	19908.000	20406.000	20916.000	21439.000	21975.000	22525.000
	8.303	8.497	8.696	8.901	9.116	9.338	9.571	9.811	10.056	10.307	10.565	10.829
4213 22 RELOCATION SPECIALIST	17270.000	17674.000	18087.000	18515.000	18962.000	19423.000	19908.000	20406.000	20916.000	21439.000	21975.000	22525.000
	8.303	8.497	8.696	8.901	9.116	9.338	9.571	9.811	10.056	10.307	10.565	10.829
5411 29 BUILDING INSPECTOR	20406.000	20916.000	21439.000	21975.000	22525.000	23088.000	23665.000	24257.000	24864.000	25485.000	26121.000	26774.000
	9.811	10.056	10.307	10.565	10.829	11.100	11.377	11.662	11.954	12.252	12.558	12.872
5412 31 SENIOR BUILDING INSPECTOR	21439.000	21975.000	22525.000	23088.000	23665.000	24257.000	24864.000	25485.000	26121.000	26774.000	27444.000	28131.000
	10.307	10.565	10.829	11.100	11.377	11.662	11.954	12.252	12.558	12.872	13.194	13.525
5413 27 HOUSING INSPECTOR	19423.000	19908.000	20406.000	20916.000	21439.000	21975.000	22525.000	23088.000	23665.000	24257.000	24864.000	25485.000
	9.338	9.571	9.811	10.056	10.307	10.565	10.829	11.100	11.377	11.662	11.954	12.252

* BASED ON 2080 HOURS ANNUALLY

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SALARY SCHEDULE II
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REPRESENTED BY THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES
* EFFECTIVE JULY 1, 1987 *

CODE OR TITL	STEP #1	STEP #2	STEP #3	STEP #4	STEP #5	STEP #6	STEP #7	STEP #8	STEP #9	STEP #10	STEP #11	STEP #12
5711 21 LABORATORY TECHNICIAN	16876.000	17270.000	17674.000	18087.000	18515.000	18962.000	19423.000	19908.000	20406.000	20916.000	21439.000	21975.000
	8.113	8.303	8.497	8.696	8.901	9.116	9.338	9.571	9.811	10.056	10.307	10.565
5713 28 CHEMIST	19908.000	20406.000	20916.000	21439.000	21975.000	22525.000	23088.000	23665.000	24257.000	24864.000	25485.000	26121.000
	9.571	9.811	10.056	10.307	10.565	10.829	11.100	11.377	11.662	11.954	12.252	12.558
5814 14 TRANSIT SERVICE WORKER	14376.000	14707.000	15047.000	15395.000	15752.000	16117.000	16492.000	16876.000	17270.000	17674.000	18087.000	18515.000
	6.912	7.071	7.234	7.401	7.573	7.749	7.929	8.113	8.303	8.497	8.696	8.901
5831 14 AIRPORT SERVICE WORKER	14376.000	14707.000	15047.000	15395.000	15752.000	16117.000	16492.000	16876.000	17270.000	17674.000	18087.000	18515.000
	6.912	7.071	7.234	7.401	7.573	7.749	7.929	8.113	8.303	8.497	8.696	8.901

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FIBCAL 87/88 *

SALARY SCHEDULE II
OFFICE, PROFESSIONAL & TECHNICAL PERSONNEL
REPRESENTED BY THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES
* EFFECTIVE JULY 1, 1987 *

CODE OR TITL	STEP #1	STEP #2	STEP #3	STEP #4	STEP #5	STEP #6	STEP #7	STEP #8	STEP #9	STEP #10	STEP #11	STEP #12
5525 31 LEAD INSPECTOR	21439.000	21975.000	22525.000	23088.000	23665.000	24257.000	24864.000	25485.000	26121.000	26774.000	27444.000	28131.000
	10.307	10.563	10.829	11.100	11.377	11.662	11.954	12.252	12.558	12.872	13.194	13.525
5526 28 SIDEWALK INSPECTOR	19908.000	20406.000	20916.000	21439.000	21975.000	22525.000	23088.000	23665.000	24257.000	24864.000	25485.000	26121.000
	9.571	9.811	10.056	10.307	10.565	10.829	11.100	11.377	11.662	11.954	12.252	12.558
5528 28 UTILITIES INSPECTOR	19908.000	20406.000	20916.000	21439.000	21975.000	22525.000	23088.000	23665.000	24257.000	24864.000	25485.000	26121.000
	9.571	9.811	10.056	10.307	10.565	10.829	11.100	11.377	11.662	11.954	12.252	12.558
5531 34 ENGINEER	23088.000	23665.000	24257.000	24864.000	25485.000	26121.000	26774.000	27444.000	28131.000	28834.000	29555.000	30293.000
	11.100	11.377	11.662	11.954	12.252	12.558	12.872	13.194	13.525	13.863	14.209	14.564
5611 19 PLANNING AIDE	16117.000	16492.000	16876.000	17270.000	17674.000	18087.000	18515.000	18962.000	19423.000	19908.000	20406.000	20916.000
	7.749	7.929	8.113	8.303	8.497	8.696	8.901	9.116	9.338	9.571	9.811	10.056
5612 28 ECONOMIC DEVELOPMENT ANALYST	19908.000	20406.000	20916.000	21439.000	21975.000	22525.000	23088.000	23665.000	24257.000	24864.000	25485.000	26121.000
	9.571	9.811	10.056	10.307	10.565	10.829	11.100	11.377	11.662	11.954	12.252	12.558
5613 28 PLANNER	19908.000	20406.000	20916.000	21439.000	21975.000	22525.000	23088.000	23665.000	24257.000	24864.000	25485.000	26121.000
	9.571	9.811	10.056	10.307	10.565	10.829	11.100	11.377	11.662	11.954	12.252	12.558
5615 23 PLANNING TECHNICIAN	17674.000	18087.000	18515.000	18962.000	19423.000	19908.000	20406.000	20916.000	21439.000	21975.000	22525.000	23088.000
	8.497	8.696	8.901	9.116	9.338	9.571	9.811	10.056	10.307	10.565	10.829	11.100
5617 36 ZONING AND SUBDIVISION PLANNER	24257.000	24864.000	25485.000	26121.000	26774.000	27444.000	28131.000	28834.000	29555.000	30293.000	31050.000	31826.000
	11.662	11.954	12.252	12.558	12.872	13.194	13.525	13.863	14.209	14.564	14.928	15.301
5631 28 REHABILITATION SPECIALIST	19908.000	20406.000	20916.000	21439.000	21975.000	22525.000	23088.000	23665.000	24257.000	24864.000	25485.000	26121.000
	9.571	9.811	10.056	10.307	10.565	10.829	11.100	11.377	11.662	11.954	12.252	12.558
5632 28 FINANCIAL SPECIALIST	19908.000	20406.000	20916.000	21439.000	21975.000	22525.000	23088.000	23665.000	24257.000	24864.000	25485.000	26121.000
	9.571	9.811	10.056	10.307	10.565	10.829	11.100	11.377	11.662	11.954	12.252	12.558

* BASED ON 2080 HOURS ANNUALLY

FISCAL 87/88 *

SALARY SCHEDULE II
OFFICE, PROFESSIONAL AND TECHNICAL PERSONNEL
REPRESENTED BY THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES
* EFFECTIVE JULY 1, 1987 *

CODE OR TITL	STEP #1	STEP #2	STEP #3	STEP #4	STEP #5	STEP #6	STEP #7	STEP #8	STEP #9	STEP #10	STEP #11	STEP #12
1111 04 CLERK AIDE	11477.000	11736.000	12001.000	12273.000	12551.000	12837.000	13130.000	13430.000	13738.000	14053.000	14376.000	14707.000
	5.518	5.642	5.770	5.900	6.034	6.172	6.313	6.457	6.605	6.756	6.912	7.071
1112 07 CLERK	12273.000	12551.000	12837.000	13130.000	13430.000	13738.000	14053.000	14376.000	14707.000	15047.000	15395.000	15752.000
	5.900	6.034	6.172	6.313	6.457	6.605	6.756	6.912	7.071	7.234	7.401	7.573
1113 12 SENIOR CLERK	13738.000	14053.000	14376.000	14707.000	15047.000	15395.000	15752.000	16117.000	16492.000	16876.000	17270.000	17674.000
	6.605	6.756	6.912	7.071	7.234	7.401	7.573	7.749	7.929	8.113	8.303	8.497
1115 17 PRINCIPAL CLERK	15395.000	15752.000	16117.000	16492.000	16876.000	17270.000	17674.000	18087.000	18515.000	18962.000	19423.000	19908.000
	7.401	7.573	7.749	7.929	8.113	8.303	8.497	8.696	8.901	9.116	9.338	9.571
1122 14 STENOGRAPHER	14376.000	14707.000	15047.000	15395.000	15752.000	16117.000	16492.000	16876.000	17270.000	17674.000	18087.000	18515.000
	6.912	7.071	7.234	7.401	7.573	7.749	7.929	8.113	8.303	8.497	8.696	8.901
1144 11 PUBLIC INFORMATION RECEPTIONIST	13430.000	13738.000	14053.000	14376.000	14707.000	15047.000	15395.000	15752.000	16117.000	16492.000	16876.000	17270.000
	6.457	6.605	6.756	6.912	7.071	7.234	7.401	7.573	7.749	7.929	8.113	8.303
1211 08 ACCOUNTING CLERK	12551.000	12837.000	13130.000	13430.000	13738.000	14053.000	14376.000	14707.000	15047.000	15395.000	15752.000	16117.000
	6.034	6.172	6.313	6.457	6.605	6.756	6.912	7.071	7.234	7.401	7.573	7.749
1212 13 SENIOR ACCOUNTING CLERK	14053.000	14376.000	14707.000	15047.000	15395.000	15752.000	16117.000	16492.000	16876.000	17270.000	17674.000	18087.000
	6.756	6.912	7.071	7.234	7.401	7.573	7.749	7.929	8.113	8.303	8.497	8.696
1213 12 PUBLIC SERVICE CASHIER	13738.000	14053.000	14376.000	14707.000	15047.000	15395.000	15752.000	16117.000	16492.000	16876.000	17270.000	17674.000
	6.605	6.756	6.912	7.071	7.234	7.401	7.573	7.749	7.929	8.113	8.303	8.497
1217 20 PRINCIPAL ACCOUNTING CLERK	16492.000	16876.000	17270.000	17674.000	18087.000	18515.000	18962.000	19423.000	19908.000	20406.000	20916.000	21439.000
	7.929	8.113	8.303	8.497	8.696	8.901	9.116	9.338	9.571	9.811	10.056	10.307
1222 28 PROGRAM AUDITOR	19908.000	20406.000	20916.000	21439.000	21975.000	22525.000	23088.000	23665.000	24257.000	24864.000	25485.000	26121.000
	9.571	9.811	10.056	10.307	10.565	10.829	11.100	11.377	11.662	11.954	12.252	12.558

* BASED ON 2080 HOURS ANNUALLY

FISCAL 87/88 *

5617 36 ZONING AND SUBDIVISION PLANNER
 5531 34 ENGINEER
 1336 33 SYSTEMS ANALYST
 2105 33 SENIOR LIBRARIAN
 5444 33 SENIOR PLUMBING INSPECTOR
 5446 33 SENIOR MECHANICAL INSPECTOR
 5442 33 SENIOR ELECTRICAL INSPECTOR
 1502 33 ATTORNEY
 5418 32 SENIOR PLANS EXAMINER
 5412 31 SENIOR BUILDING INSPECTOR
 5443 31 PLUMBING INSPECTOR
 5518 31 PROJECT TECHNICIAN
 5525 31 LEAD INSPECTOR
 5524 31 SURVEY PARTY CHIEF
 5445 31 MECHANICAL INSPECTOR
 5441 31 ELECTRICAL INSPECTOR
 5414 30 SENIOR HOUSING INSPECTOR
 1233 29 ACCOUNTANT
 5417 29 PLANS EXAMINER
 5411 29 BUILDING INSPECTOR
 1222 28 PROGRAM AUDITOR
 4102 28 CIVIL RIGHTS INVESTIGATOR
 5528 28 UTILITIES INSPECTOR
 5613 28 PLANNER
 5632 28 FINANCIAL SPECIALIST
 5713 28 CHEMIST
 5631 28 REHABILITATION SPECIALIST
 5612 28 ECONOMIC DEVELOPMENT ANALYST
 5526 28 SIDEWALK INSPECTOR
 2324 28 LANDSCAPE ARCHITECT
 2104 27 LIBRARIAN
 5434 27 ENVIRONMENTAL INSPECTOR
 5435 27 FORESTRY INSPECTOR
 5413 27 HOUSING INSPECTOR
 1422 26 BUYER
 5512 26 TRAFFIC ENGINEERING TECHNICIAN
 1333 25 PROGRAMMER ANALYST
 5523 25 CONSTRUCTION INSPECTOR
 5522 25 SURVEY TECHNICIAN
 1311 24 ADMINISTRATIVE AIDE
 1335 24 COMPUTER OPERATIONS SUPERVISOR
 5511 23 TRAFFIC ENGINEERING AIDE
 5615 23 PLANNING TECHNICIAN
 5516 23 ENGINEERING AIDE
 4212 22 HOUSING SPECIALIST
 4213 22 RELOCATION SPECIALIST
 5514 21 DRAFTING TECHNICIAN
 5711 21 LABORATORY TECHNICIAN
 1217 20 PRINCIPAL ACCOUNTING CLERK
 5436 19 ANIMAL CONTROL OFFICER
 5611 19 PLANNING AIDE
 5432 18 ASSISTANT ENVIRONMENTAL INSPECTOR
 1115 17 PRINCIPAL CLERK
 5521 17 FIELD ENGINEERING ASSISTANT
 2102 17 LIBRARY ASSISTANT
 1122 14 STENOGRAPHER
 5831 14 AIRPORT SERVICE WORKER
 5814 14 TRANSIT SERVICE WORKER
 1212 13 SENIOR ACCOUNTING CLERK
 1337 13 COMPUTER OPERATOR
 2101 13 BOOKMOBILE ATTENDANT
 1332 13 SENIOR DATA CONTROL CLERK
 1113 12 SENIOR CLERK
 1213 12 PUBLIC SERVICE CASHIER
 1144 11 PUBLIC INFORMATION RECEPTIONIST
 1415 11 COPY CENTER OPERATOR
 1331 09 DATA CONTROL CLERK
 1211 08 ACCOUNTING CLERK
 1112 07 CLERK

EMPLOYER: City of Davenport

EMPLOYEE ORGANIZATION: Chauffeurs, Teamsters & Helper, Local 238

UNIT (SUMMARY): Meter Collector, Stock Clerk, Mechanic, Welder, Maintenance, Technician, Laborer, Helper, Custodian, Driver, Equipment Operator, Attendant, Electrician, Refinisher

DURATION: July 1, 1987 - June 30, 1988

HOURS: 40 hours/week - 8 hours/day, 2 - 15 min rest periods

OVERTIME: 1 1/2 time over 8 hrs/day or 40 hrs/week; maximum accumulation 60 hrs; may take comp time; call in - straight time, 3 hr min; holiday at 1 1/2 time

VACATION:	<u>Years of Service</u>	<u>Days of Vacation</u>
	0 - 6	10
	7 - 13	15
	14 - 19	20
	20 - 23	25
	24+	30

HOLIDAYS: 11 1/2 paid
New Years, Good Friday, Memorial, Independence, Labor, Veterans, Thanksgiving and Friday after, Christmas Eve (1/2), Christmas Day, President's Day, Employee's Birthday. Plus 1 additional floating holiday for employees who use 5 days or less of sick leave/year.

LEAVES OF ABSENCE:

- A. Sick - 10 hrs/mo accumulation without limit; upon retirement with 15 years of seniority or upon the death of an employee, can receive 70% of accumulated leave in excess of 720 hours
- B. LOA - employer may grant at its discretion to any employee for good and sufficient cause
- C. Jury - Paid difference between salary and fees received
- D. Court - as a result of the performance of his duties on behalf of the employer, an employee, who is not a party to the action, is released from work w/o loss of pay
- E. Military - As per law, 30 days w/pay
- F. Maternity - Granted leave the same as any other leave, may use accumulated sick and vacation hours
- G. Funeral - up to 3 days for death in immediate family (defined); extension of up to 2 days

TRANSFER: Job posted; if qualifications equal, seniority determines

STAFF REDUCTION: First those having seniority of the shortest duration in the classification affected; if seniority equal, then one possessing lesser qualifications as determined by the employer

INSURANCE:

1. Hosp/Maj Med - Employer pays \$70/mo single and \$185/mo on family coverage
2. Life - \$20,000 + \$20,000 AD & D
3. Dental - Employer provides dental coverage for single and family. \$25 deductible single; \$75 deductible family per year.
4. Other - Vision - Employer pays \$5/mo on single and employee pays family

WAGES:

1. Shift premium: 30¢/hr, Second Shift; 35¢/hr, Third Shift
2. Tool Allowance - \$109 00r mechanic trainee, equipment servicer and tire repairman; \$200 for mechanic, vehicle refinisher, electrician, maintenance specialist and trades helper
3. Uniform Allowance - (defined) for differing classifications
4. Standby - \$50/day for actual hrs worked or 3 hrs pay, whichever is greater
5. Education - reimbursed up to \$750/yr for work related courses
6. License - employer pays for of chauffeurs if required
7. Certification - if higher than required for job - \$100/yr

SALARY SCHEDULE III
 BLUE COLLAR BARGAINING UNIT PERSONNEL REPRESENTED BY CHAUFFEURS, TEAMSTERS AND HELPERS LOCAL UNION NO. 238-
 * EFFECTIVE JULY 1, 1987 *

CODE	TITLE	ENTRY RATE STEP #1	5 MONTH RATE STEP #2	1 YEAR RATE STEP #3	2 YEAR RATE STEP #4	3 YEAR RATE STEP #5	4 YEAR RATE STEP #6	5 YEAR RATE STEP #7	10 YEAR RATE STEP #8	15 YEAR RATE STEP #9	20 YEAR RATE STEP #10
1231	METER COLLECTOR	13670.00 6.57	13956.00 6.71	14240.00 6.85	14528.00 6.98	14812.00 7.12	15017.00 7.22	15217.00 7.32	15478.00 7.44	15743.00 7.57	16009.00 7.70
1411	STOCK CLERK	13670.00 6.57	13956.00 6.71	14240.00 6.85	14528.00 6.98	14812.00 7.12	15017.00 7.22	15217.00 7.32	15478.00 7.44	15743.00 7.57	16009.00 7.70
1413	SENIOR STOCK CLERK	15413.00 7.41	15741.00 7.57	16070.00 7.73	16405.00 7.89	16729.00 8.04	16942.00 8.15	17142.00 8.24	17405.00 8.37	17670.00 8.50	17935.00 8.62
5111	MAINTENANCE MECHANIC	18129.00 8.72	18524.00 8.91	18934.00 9.10	19324.00 9.29	19718.00 9.48	19946.00 9.59	20147.00 9.69	20409.00 9.81	20673.00 9.94	20938.00 10.07
5113	SENIOR MAINTENANCE MECHANIC	19886.00 9.56	20328.00 9.77	20767.00 9.98	21215.00 10.20	21649.00 10.41	21886.00 10.52	22089.00 10.62	22349.00 10.74	22613.00 10.87	22878.00 11.00
5115	WELDER	19295.00 9.28	19720.00 9.48	20150.00 9.69	20577.00 9.89	21001.00 10.10	21234.00 10.21	21435.00 10.31	21698.00 10.43	21963.00 10.56	22226.00 10.69
5116	MAINTENANCE SPECIALIST	17581.00 8.45	17964.00 8.64	18348.00 8.82	18736.00 9.01	19117.00 9.19	19341.00 9.30	19541.00 9.39	19804.00 9.52	20069.00 9.65	20332.00 9.78
5117	SENIOR MAINTENANCE SPECIALIST	18825.00 9.05	19240.00 9.25	19654.00 9.45	20074.00 9.65	20483.00 9.85	20714.00 9.96	20915.00 10.06	21178.00 10.18	21442.00 10.31	21706.00 10.44
5121	ELECTRONICS TECHNICIAN	19960.00 9.60	20403.00 9.81	20848.00 10.02	21294.00 10.24	21734.00 10.45	21972.00 10.56	22173.00 10.66	22434.00 10.79	22699.00 10.91	22963.00 11.04
5122	SIGNAL TECHNICIAN	16736.00 8.05	17098.00 8.22	17459.00 8.39	17826.00 8.57	18185.00 8.74	18406.00 8.85	18607.00 8.95	18869.00 9.07	19133.00 9.20	19399.00 9.33
5124	SENIOR SIGNAL TECHNICIAN	18215.00 8.76	18614.00 8.95	19016.00 9.14	19418.00 9.34	19812.00 9.53	20041.00 9.64	20241.00 9.73	20503.00 9.86	20769.00 9.99	21033.00 10.11
5127	SIGNS AND MARKINGS TECHNICIAN	15969.00 7.68	16312.00 7.84	16655.00 8.01	17002.00 8.17	17341.00 8.34	17557.00 8.44	17757.00 8.54	18019.00 8.66	18285.00 8.79	18549.00 8.92

SALARY SCHEDULE III

BLUE COLLAR BARGAINING UNIT PERSONNEL REPRESENTED BY CHAUFFEURS, TEAMSTERS AND HELPERS LOCAL UNION NO. 238-
 * EFFECTIVE JULY 1, 1987 *

CODE	TITLE	ENTRY RATE STEP #1	5 MONTH RATE STEP #2	1 YEAR RATE STEP #3	2 YEAR RATE STEP #4	3 YEAR RATE STEP #5	4 YEAR RATE STEP #6	5 YEAR RATE STEP #7	10 YEAR RATE STEP #8	15 YEAR RATE STEP #9	20 YEAR RATE STEP #10
5128	SENIOR SIGNS AND MARKINGS TECHNICIAN	16736.00 8.05	17098.00 8.22	17459.00 8.39	17826.00 8.57	18185.00 8.74	18406.00 8.85	18607.00 8.95	18869.00 9.07	19133.00 9.20	19399.00 9.33
5131	LABORER	14934.00 7.18	15252.00 7.33	15569.00 7.49	15889.00 7.64	16402.00 7.89	16694.00 8.03	16895.00 8.12	17159.00 8.25	17423.00 8.38	17689.00 8.50
5133	TRADES HELPER	16736.00 8.05	17098.00 8.22	17459.00 8.39	17826.00 8.57	18185.00 8.74	18406.00 8.85	18607.00 8.95	18869.00 9.07	19133.00 9.20	19399.00 9.33
5134	MUNICIPAL SERVICE TRAINEE	12885.00 6.19	13150.00 6.32	13415.00 6.45	13683.00 6.58	13949.00 6.71	14149.00 6.80	14349.00 6.90	14611.00 7.02	14875.00 7.15	15140.00 7.28
5135	MUNICIPAL SERVICE TECHNICIAN	15969.00 7.68	16312.00 7.84	16655.00 8.01	17002.00 8.17	17341.00 8.34	17557.00 8.44	17757.00 8.54	18019.00 8.66	18285.00 8.79	18549.00 8.92
5141	GUARD CUSTODIAN	14833.00 7.13	15146.00 7.28	15462.00 7.43	15780.00 7.59	16092.00 7.74	16303.00 7.84	16503.00 7.93	16765.00 8.06	17030.00 8.19	17295.00 8.31
5142	CUSTODIAN	14237.00 6.84	14537.00 6.99	14838.00 7.13	15139.00 7.28	15438.00 7.42	15645.00 7.52	15844.00 7.62	16107.00 7.74	16371.00 7.87	16637.00 8.00
5143	MAINTENANCE WORKER	13670.00 6.57	13956.00 6.71	14240.00 6.85	14528.00 6.98	14812.00 7.12	15017.00 7.22	15217.00 7.32	15478.00 7.44	15743.00 7.57	16009.00 7.70
5212	EQUIPMENT OPERATOR	16736.00 8.05	17098.00 8.22	17459.00 8.39	17826.00 8.57	18185.00 8.74	18406.00 8.85	18607.00 8.95	18869.00 9.07	19133.00 9.20	19399.00 9.33
5214	HEAVY EQUIPMENT OPERATOR	18114.00 8.71	18511.00 8.90	18908.00 9.09	19308.00 9.28	19705.00 9.47	19933.00 9.58	20132.00 9.68	20394.00 9.80	20660.00 9.93	20924.00 10.06
5221	EQUIPMENT SERVICE WORKER	15931.00 7.66	16272.00 7.82	16615.00 7.99	16961.00 8.15	17299.00 8.32	17515.00 8.42	17716.00 8.52	17978.00 8.64	18244.00 8.77	18507.00 8.90
5223	TIRE REPAIRER	17267.00 8.30	17643.00 8.48	18020.00 8.66	18398.00 8.85	18771.00 9.02	18993.00 9.13	19193.00 9.23	19456.00 9.35	19719.00 9.48	19986.00 9.61

SALARY SCHEDULE III
 BLUE COLLAR BARGAINING UNIT PERSONNEL REPRESENTED BY CHAUFFEURS, TEAMSTERS AND HELPERS LOCAL UNION NO. 238-
 * EFFECTIVE JULY 1, 1987 *

CODE	TITLE	ENTRY RATE STEP #1	5 MONTH RATE STEP #2	1 YEAR RATE STEP #3	2 YEAR RATE STEP #4	3 YEAR RATE STEP #5	4 YEAR RATE STEP #6	5 YEAR RATE STEP #7	10 YEAR RATE STEP #8	15 YEAR RATE STEP #9	20 YEAR RATE STEP #10
5224	VEHICLE REFINISHER	19362.00 9.31	19792.00 9.52	20220.00 9.72	20652.00 9.93	21074.00 10.13	21309.00 10.24	21509.00 10.34	21771.00 10.47	22036.00 10.59	22300.00 10.72
5225	MECHANIC TRAINEE	17211.00 8.27	17583.00 8.45	17978.00 8.64	18338.00 8.82	18706.00 8.99	18929.00 9.10	19129.00 9.20	19391.00 9.32	19657.00 9.45	19921.00 9.58
5226	MECHANIC	19386.00 9.32	19814.00 9.53	20242.00 9.73	20676.00 9.94	21098.00 10.14	21334.00 10.26	21535.00 10.35	21797.00 10.48	22061.00 10.61	22327.00 10.73
5227	SENIOR MECHANIC	20385.00 9.80	20838.00 10.02	21292.00 10.24	21749.00 10.46	22199.00 10.67	22438.00 10.79	22639.00 10.88	22901.00 11.01	23167.00 11.14	23431.00 11.26
5228	AUTO ELECTRICIAN	19973.00 9.60	20415.00 9.81	20855.00 10.03	21300.00 10.24	21739.00 10.45	21976.00 10.57	22178.00 10.66	22449.00 10.79	22704.00 10.92	22969.00 11.04
5241	SEWER MAINTENANCE WORKER	15969.00 7.68	16312.00 7.84	16655.00 8.01	17002.00 8.17	17341.00 8.34	17557.00 8.44	17757.00 8.54	18019.00 8.66	18285.00 8.79	18549.00 8.92
5242	HEAVY SEWER MAINTENANCE WORKER	16736.00 8.05	17098.00 8.22	17459.00 8.39	17826.00 8.57	18185.00 8.74	18406.00 8.85	18607.00 8.95	18869.00 9.07	19133.00 9.20	19399.00 9.33
5243	SEWER TV TECHNICIAN	18449.00 8.87	18855.00 9.06	19281.00 9.27	19668.00 9.46	20071.00 9.65	20300.00 9.76	20501.00 9.86	20763.00 9.98	21027.00 10.11	21293.00 10.24
5244	SEWER EQUIPMENT OPERATOR	16736.00 8.05	17098.00 8.22	17459.00 8.39	17826.00 8.57	18185.00 8.74	18406.00 8.85	18607.00 8.95	18869.00 9.07	19133.00 9.20	19399.00 9.33
5245	HEAVY SEWER EQUIPMENT OPERATOR	18114.00 8.71	18511.00 8.90	18908.00 9.09	19308.00 9.28	19705.00 9.47	19933.00 9.58	20132.00 9.68	20394.00 9.80	20660.00 9.93	20924.00 10.06
5246	LEAD SEWER MAINTENANCE WORKER	18825.00 9.05	19240.00 9.25	19654.00 9.45	20074.00 9.65	20483.00 9.85	20714.00 9.96	20915.00 10.06	21178.00 10.18	21442.00 10.31	21706.00 10.44
5252	STREET MAINTENANCE WORKER	15969.00 7.68	16312.00 7.84	16655.00 8.01	17002.00 8.17	17341.00 8.34	17557.00 8.44	17757.00 8.54	18019.00 8.66	18285.00 8.79	18549.00 8.92

SALARY SCHEDULE III

BLUE COLLAR BARGAINING UNIT PERSONNEL REPRESENTED BY CHAUFFEURS, TEAMSTERS AND HELPERS LOCAL UNION NO. 238-

* EFFECTIVE JULY 1, 1987 *

CODE	TITLE	ENTRY RATE STEP #1	5 MONTH RATE STEP #2	1 YEAR RATE STEP #3	2 YEAR RATE STEP #4	3 YEAR RATE STEP #5	4 YEAR RATE STEP #6	5 YEAR RATE STEP #7	10 YEAR RATE STEP #8	15 YEAR RATE STEP #9	20 YEAR RATE STEP #10
5253	STREET EQUIPMENT OPERATOR	16736.00 8.05	17098.00 8.22	17459.00 8.39	17826.00 8.57	18185.00 8.74	18406.00 8.85	18607.00 8.95	18869.00 9.07	19133.00 9.20	19399.00 9.33
5254	HEAVY STREET EQUIPMENT OPERATOR	18114.00 8.71	18511.00 8.90	18908.00 9.09	19308.00 9.28	19705.00 9.47	19933.00 9.58	20132.00 9.68	20394.00 9.80	20660.00 9.93	20924.00 10.06
5255	ASPHALT PLANT OPERATOR	18114.00 8.71	18511.00 8.90	18908.00 9.09	19308.00 9.28	19705.00 9.47	19933.00 9.58	20132.00 9.68	20394.00 9.80	20660.00 9.93	20924.00 10.06
5256	LEAD STREET MAINTENANCE WORKER	18825.00 9.05	19240.00 9.25	19654.00 9.45	20074.00 9.65	20483.00 9.85	20714.00 9.96	20915.00 10.06	21178.00 10.18	21442.00 10.31	21706.00 10.44
5262	PACKER LOADER	15969.00 7.68	16312.00 7.84	16655.00 8.01	17002.00 8.17	17341.00 8.34	17557.00 8.44	17757.00 8.54	18019.00 8.66	18285.00 8.79	18549.00 8.92
5263	PACKER DRIVER	16736.00 8.05	17098.00 8.22	17459.00 8.39	17826.00 8.57	18185.00 8.74	18406.00 8.85	18607.00 8.95	18869.00 9.07	19133.00 9.20	19399.00 9.33
5264	SOLO PACKER DRIVER	17267.00 8.30	17643.00 8.48	18020.00 8.66	18398.00 8.85	18771.00 9.02	18993.00 9.13	19193.00 9.23	19456.00 9.35	19719.00 9.48	19986.00 9.61
5301	PARK TECHNICIAN	16946.00 8.15	17314.00 8.32	17682.00 8.50	18054.00 8.68	18418.00 8.85	18640.00 8.96	18839.00 9.06	19102.00 9.18	19367.00 9.31	19632.00 9.44
5302	FORESTRY TECHNICIAN	18114.00 8.71	18511.00 8.90	18908.00 9.09	19308.00 9.28	19705.00 9.47	19933.00 9.58	20132.00 9.68	20394.00 9.80	20660.00 9.93	20924.00 10.06
5314	LEAD FORESTRY TECHNICIAN	19179.00 9.22	19604.00 9.43	20027.00 9.63	20453.00 9.83	20875.00 10.04	21110.00 10.15	21309.00 10.24	21571.00 10.37	21836.00 10.50	22100.00 10.63
5721	PLANT OPERATOR TRAINEE	16021.00 7.70	16364.00 7.87	16711.00 8.03	17059.00 8.20	17401.00 8.37	17616.00 8.47	17817.00 8.57	18080.00 8.69	18345.00 8.82	18609.00 8.95
5722	PLANT OPERATOR	18093.00 8.70	18488.00 8.89	18885.00 9.08	19285.00 9.27	19677.00 9.46	19905.00 9.57	20105.00 9.67	20367.00 9.79	20632.00 9.92	20897.00 10.05

SALARY SCHEDULE III
 BLUE COLLAR BARGAINING UNIT PERSONNEL REPRESENTED BY CHAUFFEURS, TEAMSTERS AND HELPERS LOCAL UNION NO. 238-
 * EFFECTIVE JULY 1, 1987 *

CODE	TITLE	ENTRY RATE STEP #1	5 MONTH RATE STEP #2	1 YEAR RATE STEP #3	2 YEAR RATE STEP #4	3 YEAR RATE STEP #5	4 YEAR RATE STEP #6	5 YEAR RATE STEP #7	10 YEAR RATE STEP #8	15 YEAR RATE STEP #9	20 YEAR RATE STEP #10
5724	LEAD PLANT OPERATOR	19571.00 9.41	20005.00 9.62	20438.00 9.83	20875.00 10.04	21306.00 10.24	21541.00 10.36	21741.00 10.45	22004.00 10.58	22268.00 10.71	22533.00 10.83
5821	PARKING AREA ATTENDANT	14833.00 7.13	15146.00 7.28	15462.00 7.43	15780.00 7.59	16092.00 7.74	16303.00 7.84	16503.00 7.93	16765.00 8.06	17030.00 8.19	17295.00 8.31
5823	PARKING METER TECHNICIAN	17318.00 8.33	17693.00 8.51	18071.00 8.69	18543.00 8.91	18825.00 9.05	19049.00 9.16	19249.00 9.25	19510.00 9.38	19776.00 9.51	20040.00 9.63
5824	SENIOR PARKING METER TECHNICIAN	18449.00 8.87	18855.00 9.06	19281.00 9.27	19668.00 9.46	20071.00 9.65	20300.00 9.76	20501.00 9.86	20763.00 9.98	21027.00 10.11	21293.00 10.24

* BASED ON 2080 HOURS ANNUALLY

FISCAL 87/88 *

EMPLOYER: City Of Decorah

EMPLOYEE ORGANIZATION: Decorah Municipal Employees Bargaining Unit

UNIT (SUMMARY): Police, Fire, Street, Water/Sewer

DURATION: July 1, 1987 - June 30, 1988

HOURS: Hourly wage employees - 40/hrs week; water/sewer: 2 shifts, Mon - Fri.
Street: Mon - Fri. 7a.m.- 4 p.m.; Fire: 3 shifts; Police: 4 shifts

OVERTIME: 1 1/2 pay or comp. time for over 8 hrs/day, 40 hrs/week; 2 hrs. min.
call back pay except for Police; 1 1/2 pay, 2 hrs min. for off shift
court appearance

VACATION:

1 Yr	1 Week
2 Yrs.	2 Weeks
8 Yrs.	3 Weeks
15 Yrs.	4 Weeks
20+ Yrs.	5 Weeks

HOLIDAYS: 9 Paid

New Years, Friday Afternoon before Easter, Memorial, Independence, Labor,
Veterans, Thanksgiving, 1/2 day before Christmas, Christmas, 1 Floating day

LEAVES OF ABSENCE:

- A. Sick - Except fire, 1 day/mo. up to 120 days; Fire - 1 day/3 mos. up to 40 days
- B. Funeral - 5 days for immediate family (defined); additional 5 days for death of spouse; 1 day for other relatives (defined)
- C. Leave Without Pay - for any period with City's approval
- D. Jury Duty - Regular pay less jury duty fee
- E. Vcting - time to vote if no off-duty time exists
- F. Military - 30 days paid with orders
- G. Personal - 2 days for family emergency or illness
- H. Maternity - After sick leave used, may apply for unpaid leave

TRANSFER: N/A

STAFF REDUCTION: If qualifications equal, seniority governs; recall rights in inverse order of lay-off

INSURANCE:

1. Hosp/Maj Med - Full single, \$100/mo. toward family
2. Life - up to \$5.50/mo. towards \$10,000
3. Dental - N/A
4. Other - N/A

WAGES:

Police: \$200/year uniform allowance; required safety glasses replaced/repared

Longevity:	After 5 years	\$15/mo.
	After 10 years	\$30/mo.
	After 15 years	\$45/mo.
	After 20 years	\$60/mo.

Classification	Beginning	After 1 Year	After 2 Years
Reader Maint.	7.27/hr.	7.50/hr.	7.73/hr.
Laborer	6.68/hr.	6.91/hr.	7.13/hr.

Part-Time

Custodian	5.46/hr.
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APPENDIX A

(Wages for Period July 1, 1987 to December 31, 1987)

Police Department

Classification	Beginning	After 1 Year	After 2 Years
Patrolman	\$17,666 (8.47/hr.)	\$18,563 (8.90/hr.)	\$19,439 (9.32/hr.)
Meter Attendant	5.93/hr.	6.38/hr.	6.73/hr.
Pt. Time Meter Att.	5.65/hr.	6.11/hr.	6.46/hr.
Chief Dispatcher	6.98/hr.	7.08/hr.	7.17/hr.
Dispatcher-Clerk	6.50/hr.	6.67/hr.	6.89/hr.
Dispatcher	6.11/hr.	6.51/hr.	6.89/hr.
Pt. Time Dispatcher	5.84/hr.	6.24/hr.	6.62/hr.
Pt. Time Dispatcher Clerk	6.23/hr.	6.38/hr.	6.62/hr.

Fire Department

Classification	Beginning	After 1 Year	After 2 Years
Fire Driver	\$14,618.00	\$15,303.00	\$15,986.00

Street Department

Classification	Beginning	After 1 Year	After 2 Years
Street Worker-Operator-Mechanic	7.95/hr.	8.03/hr.	8.12/hr.
Street Worker-Operator I	7.61/hr.	7.73/hr.	7.86/hr.
Street Worker-Operator II	7.23/hr.	7.34/hr.	7.48/hr.

Water and Sewer Department

Classification	Beginning	After 1 Year	After 2 Years
Operator-Maintenance	7.66/hr.	7.89/hr.	8.12/hr.
Meter Reader-Maintenance Assistant Meter	7.46/hr.	7.69/hr.	7.92/hr.

(Wages for Period January 1, 1988 to June 30, 1988)

Police Department

Classification	Beginning	After 1 Year	After 2 Years
Patrolman	\$17,812 (8.54/hr.)	\$18,709 (8.97/hr.)	\$19,585 (9.39/hr.)
Meter Attendant	6.00/hr.	6.45/hr.	6.80/hr.
Pt. Time Meter Att.	5.72/hr.	6.18/hr.	6.53/hr.
Chief Dispatcher	7.05/hr.	7.15/hr.	7.24/hr.
Dispatcher-Clerk	6.57/hr.	6.74/hr.	6.96/hr.
Dispatcher	6.18/hr.	6.58/hr.	6.96/hr.
Pt. Time Dispatcher	5.91/hr.	6.31/hr.	6.69/hr.
Pt. Time Dispatcher Clerk	6.30/hr.	6.45/hr.	6.69/hr.

Fire Department

Classification	Beginning	After 1 Year	After 2 Years
Fire Driver	\$14,764.00	\$15,449.00	\$16,132.00

Street Department

Classification	Beginning	After 1 Year	After 2 Years
Street Worker-Operator-Mechanic	8.02/hr.	8.10/hr.	8.19/hr.
Street Worker-Operator I	7.68/hr.	7.80/hr.	7.93/hr.
Street Worker-Operator II	7.30/hr.	7.41/hr.	7.55/hr.

Water and Sewer Department

Classification	Beginning	After 1 Year	After 2 Years
Operator-Maintenance	7.73/hr.	7.96/hr.	8.19/hr.
Meter Reader-Maintenance	7.53/hr.	7.76/hr.	7.99/hr.
Assistant Meter Reader Maint.	7.34/hr.	7.57/hr.	7.80/hr.
Laborer	6.75/hr.	6.98/hr.	7.20/hr.

PART-TIME

Custodian 5.53/hr.

EMPLOYER: City of Des Moines

EMPLOYEE ORGANIZATION: Municipal Employees Association

UNIT (SUMMARY): Municipal employees of the City including: Accountant, Clerk, Aide, Inspector, Planner, Administrator, Surveyor, Specialist, Buyer, Coordinator, Cashier, Helper, Steno, Clerk-Typist, Computer Operator, Courier, police cadet, security officer, crossing guard

DURATION: July 1, 1987 - June 30, 1989

HOURS: Normal work week 5 consecutive days, 8 hrs/day; 30-60 min lunch period; 15 min rest period/4 hrs

OVERTIME:

1 1/2 time over 40/hrs for non-shift employees; 1 1/2 time over 40 hrs at discretion of dept director either by comp time or cash. Double time for work on Sunday or Holiday, except shift employees normally scheduled to work on New Years, Memorial, Independence, Thanksgiving, Christmas; shift employees working on 2nd scheduled day off, compensated at double time.

VACATION:	<u>Years of Service</u>	<u>Vacation Hours</u>
	Less than 7	80
	7 but less than 12	120
	12 but less than 19	160
	19 or more	200

HOLIDAYS: 10 paid

New Years, Memorial, Independence, Labor, Veterans, Thanksgiving, and Friday after, Christmas, an additional Christmas Day, Employee's birthday

LEAVES OF ABSENCE:

- A. Military - 30 days w/pay
- B. Jury - receive salary less fees; may be excused to attend various conferences and official meetings regarding City business, considered as time on duty
- C. Funeral - In case of death in immediate family (defined) up to 7 calendar days; death in family (defined) up to 4 calendar days; director may grant additional 3 days; employee may choose to use vacation or comp-time to attend funeral of other relatives not defined.
- D. Educational - for further professional training, may, with consent of director and City Manager, obtain leave up to 12 mos w/o pay.
- E. Leave Without Pay - up to 12 mos with approval of Dept. head and City Manager; leaves of over 30 calendar days, except for disability, results in adjusted start date

- F. Injury Leave - up to 6 mos, if still disabled after first 6 mos, employee entitled to 3 mos with worker's comp benefits plus 2/3 of difference between full pay and comp benefits; then 3 more mos at 1/3 the difference, then workmen's comp benefits by themselves
- G. Sick - 1 day/mo without limit on accumulation; pro-rated for part-time employees; sick leave payment of 50% of accrued upon death or retirement with 20 or more years service, max of 1,500 hours; sick leave bank provision

STAFF REDUCTION:

Order of Layoff

- 1. Temporary employees
- 2. Employees who have been extended beyond mandatory retirement
- 3. Provisional employees
- 4. Probational employees
- 5. Permanent part-time employees
- 6. Permanent employees in reverse order of their seniority; recall right 3 yrs

INSURANCE:

- 1. Hosp/Maj Med - City provides single and family
- 2. Life - \$2,000 term less than 5 years service, \$6,000 for more than 5 years service
- 3. Dental - single and family coverage comparable to Delta Dental Plan III
- 4. Other - n/a

WAGES:

- 1. Education - 100% education reimbursement, limit of \$600/yr, approved course
- 2. Clothing Allowance - identification technicians receive \$200/yr
- 3. Reporting Pay - min 2 hrs straight time
- 4. Recall pay - minimum 2 hrs at regular rate
- 5. Longevity

<u>Years of Service</u>	<u>% of Base Salary</u>
5	1%
9	2%
13	3%
17	4%
21	5%
25	6%

WAGES:

Appendix A

Unit Classifications and Salary Range Assignments

<u>Code</u>	<u>Classification Title</u>	<u>Range Number</u>
5371	Accountant	22
5325	Account Clerk	14
1135	Administrative Aide	21
4970	Areaway Inspector	18
4515	Assistant Planner	24
8880	Assistant Program Developer	24A
8838	Assistant Relocation Administrator	25
4932	Assistant Surveyor	19
4551	Associate Planner	28
6715	Building Inspector	26
6716	Building Specialist	20
5795	Buyer	24
1736	CRT Operator	13
4370	Cablevision Coordinator	28
5320	Cashier	13
1766	Central Services Helper	13A
1385	Citizen Aide	14
1381	Clerk	9
1921	Clerk Stenographer	10
1951	Clerk Typist	9
8847	Community Action Coordinator	23
8844	Community Action Specialist	21
8441	Community Center Supervisor	19
8882	Community and Staff Educator	28
1743	Computer Operator	23
1741	Computer Operator Trainee	19
4995	Construction Inspector	19
8866	Construction Specialist	25
1159	Contract Compliance Officer	24A
1158	Contract Compliance Specialist	21
1141	Convention Services Coordinator	19
5743	Courier	16
1728	Data Entry Operator	13
6731	Electrical Inspector	26
6729	Electrical Specialist	20
4343	Electronic Flow Meter Technician	24
8879	Energy Resource Coordinator	23
4335	Engineering Laboratory Technician	23
4949	Engineering Technician	24
8661	Environmental Inspector	25
8860	Environmental Technician	19
5355	Field Inspector	17
8863	Financial Advisor	25
4914	Graphic Technician	18
6775	Heating Inspector	25
8873	Housing Counselor	25
6783	Housing Inspector	25
8875	Housing Referral Specialist	24
6782	Housing Specialist	20

Appendix A (Continued)

<u>Code</u>	<u>Classification Title</u>	<u>Range Number</u>
1153	Human Relations Specialist	22A
9738	Identification Technician	22
4342	Industrial Pretreatment Land Application Coordinator	25
1382	Intermediate Clerk	12
1952	Intermediate Clerk Typist	12
9730	Jail Security Officer	21
5341	Junior Assessment Clerk	18
4913	Junior Graphic Technician	15
4320	Laboratory Aide (3)	8
1944	LENCIR Control Typist	15
6776	Mechanical Inspector	26
6774	Mechanical Specialist	20
5718	Microfilm and Purchasing Clerk	13
5750	Motor Vehicle Program Coordinator	21
8877	Neighborhood Development Aide	19
8876	Neighborhood Development Specialist	24A
6760	Noise Control Specialist	25
9715	Parking Meter Checker	13
5335	Parking Meter Collector	15
5353	Permit Clerk	18
4510	Planning Aide	16
4572	Planning Analyst	32A
4557	Planning Program Coordinator	34A
4512	Planning Technician	19
6720	Plans Examiner	28
6751	Plumbing Inspector	26
9703	Police Cadet	16
1947	Police Information Typist	15
9722	Police Radio Operator	21
1772	Police Records Clerk	13
1768	Press Operator	18
1955	Principal Clerk Typist	18
8870	Program Developer	29
5364	Programmer	26
5361	Programmer Trainee	19
8850	Property Management Specialist	21
4954	Property Records Clerk	22
6753	Public Works Inspector	19
1760	Public Works Radio Coordinator	20
4345	Radio Technician	24
1757	Receptionist-Centrex Console Operator	12
8852	Redevelopment Specialist	23
8831	Relocation Aide	17
8835	Relocation Specialist	20
8874	Report Coordinator	26
5773	Right-of-Way Agent	25
9705	School Crossing Guard (3)	9
5327	Senior Account Clerk	17
1136	Senior Administrative Aide	24

Appendix A (Continued)

<u>Code</u>	<u>Classification Title</u>	<u>Range Number</u>
5345	Senior Assessment Clerk	24
6714	Senior Building Inspector	28
1383	Senior Clerk	16
1953	Senior Clerk Typist	16
4996	Senior Construction Inspector	23
1730	Senior Data Entry Operator	14
6732	Senior Electrical Inspector	28
5350	Senior Financial Analyst	29
4915	Senior Graphic Technician	21
1173	Senior Human Relations Specialist	27
6777	Senior Mechanical Inspector	27
9724	Senior Parking Meter Checker	15
5354	Senior Permit Clerk	21
6752	Senior Plumbing Inspector	28
1773	Senior Police Records Clerk	15
5368	Senior Programmer	28
4347	Senior Radio Technician	27
8857	Senior Redevelopment Specialist	29
1753	Senior Systems Analyst	29A
5352	Senior Technical Support Specialist	29A
6743	Senior Zoning Inspector	27
3584	Senior Zoo Keeper	20
8878	Service Area Specialist	17
1922	Stenographer	13
4931	Survey Helper	17
4933	Surveyor	23
5365	Systems Analyst	26
1384	Tape Librarian	13
5351	Technical Support Specialist	26
4975	Traffic Analyst	24
4979	Traffic Services Coordinator	28
1950	Transcriber Typist	13
8615	Vector Control Helper	14
5716	Volunteer/Gift Shop Supervisor	19
4328	Wastewater Laboratory Technician	18
1919	Word Processor Operator	14
6741	Zoning Inspector	25

Appendix B

Effective December 28, 1987

<u>Range Number</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>
8	454.97	477.00	495.85	517.81	539.86	
9	477.00	495.85	517.81	539.86	561.85	
10	495.85	517.81	539.86	561.85	586.99	
12	539.86	561.85	586.99	612.15	643.60	
13	561.85	586.99	612.15	643.60	671.87	
13A	574.43	599.62	627.88	656.19	684.46	
14	586.99	612.15	643.60	671.87	700.21	
15	612.15	643.60	671.87	700.21	731.61	
16	643.60	671.87	700.21	731.61	763.08	
17	671.87	700.21	731.61	763.08	800.79	
18	700.21	731.61	763.08	800.79	835.42	
19	731.61	763.08	800.79	835.42	873.10	
20	763.08	800.79	835.42	873.10	913.97	
21	800.79	835.42	873.10	913.97	957.99	
22	835.42	873.10	913.97	957.99	1,002.00	
22A	846.47	883.84	927.40	971.03	1,017.18	
23	865.11	905.62	949.21	992.85	1,036.45	
24	905.62	949.21	992.85	1,036.45	1,086.25	
24A	927.40	971.03	1,017.18	1,061.34	1,111.15	
25	949.21	992.85	1,036.45	1,086.25	1,139.16	
26	992.85	1,036.45	1,086.25	1,139.16	1,188.99	
27	1,036.45	1,086.25	1,139.16	1,188.99	1,245.04	
28	1,086.25	1,139.16	1,188.99	1,245.04	1,307.31	
29	1,139.16	1,188.99	1,245.04	1,307.31	1,369.65	
29A	1,164.06	1,217.01	1,276.24	1,338.47	1,403.87	
32A	1,338.47	1,403.87	1,473.97	1,550.19	1,629.65	1,709.09
34A	1,473.97	1,550.19	1,629.65	1,709.09	1,788.47	1,867.85

Appendix C

Effective January 9, 1989

<u>Range Number</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>
8	464.07	486.54	505.77	528.17	550.66	
9	486.54	505.77	528.17	550.66	573.09	
10	505.77	528.17	550.66	573.09	598.73	
12	550.66	573.09	598.73	624.39	656.47	
13	573.09	598.73	624.39	656.47	685.31	
13A	585.92	611.61	640.44	669.31	698.15	
14	598.73	624.39	656.47	685.31	714.21	
15	624.39	656.47	685.31	714.21	746.24	
16	656.47	685.31	714.21	746.24	778.34	
17	685.31	714.21	746.24	778.34	816.81	
18	714.21	746.24	778.34	816.81	852.13	
19	746.24	778.34	816.81	852.13	890.56	
20	778.34	816.81	852.13	890.56	932.25	
21	816.81	852.13	890.56	932.25	977.15	
22	852.13	890.56	932.25	977.15	1,022.04	
22A	863.40	901.52	945.95	990.45	1,037.52	
23	882.41	923.73	968.19	1,012.71	1,057.18	
24	923.73	968.19	1,012.71	1,057.18	1,107.98	
24A	945.95	990.45	1,037.52	1,082.57	1,133.37	
25	968.19	1,012.71	1,057.18	1,107.98	1,161.94	
26	1,012.71	1,057.18	1,107.98	1,161.94	1,212.77	
27	1,057.18	1,107.98	1,161.94	1,212.77	1,269.94	
28	1,107.98	1,161.94	1,212.77	1,269.94	1,333.46	
29	1,161.94	1,212.77	1,269.94	1,333.46	1,397.04	
29A	1,187.34	1,241.35	1,301.76	1,365.24	1,431.95	
32A	1,365.24	1,431.95	1,503.45	1,581.19	1,662.24	1,743.27
34A	1,503.45	1,581.19	1,662.24	1,743.27	1,824.24	1,905.21

EMPLOYER: City of Des Moines

EMPLOYEE ORGANIZATION: Central Iowa Public Employees Council

UNIT (SUMMARY): Airport personnel, animal handler, sewage treatment plant operator, auto body repair worker, carpenter, custodial, electrician, mechanic, gardener, guard, laborer, maid, mason, painter, refuse collectors, storekeeper, truck driver, welder, zoo keeper

DURATION: July 1, 1985 - June 30, 1987

HOURS: Normal work week 5 consecutive days, Monday - Friday, 8 hrs/day; some schedules may normally include Saturday & Sunday; 30 min lunch; 15 min break every 4 hrs.

OVERTIME:

1 1/2 time over 8 hrs/day of 40 hrs/week; shift employees who average 40 - 42 hours week compensated at discretion of the dept. director by comp time or cash payment. Double time plus regular holiday pay for non-shift employees required to work Sunday or holiday; shift employees who are normally scheduled to work on either Memorial, Independence, Thanksgiving, Christmas, the additional Christmas day, New Years or their birthday, shall be compensated at double time for the hrs actually worked plus their regular holiday pay. Double time for shift employees who work the second day of their scheduled day off; reporting pay - min 2 hrs straight time; recall pay - min 2 hrs straight time.

VACATION:	<u>Years of Service</u>	<u>Days of Vacation</u>
	Less than 7	10
	7 - 12	15
	12 - 19	20
	19+	25

Part time accrue on pro-rated basis.

HOLIDAYS: 10 paid

New Years, Memorial, Independence, Labor, Veterans, Thanksgiving and Friday after, Christmas, an additional Christmas day, Employee's birthday

LEAVES OF ABSENCE:

- A. Military - As per law
- B. Jury, Conference, and other Meetings - on jury duty receive salary less fees; may be excused to attend various conferences and official meetings regarding City business, considered as time on duty
- C. Funeral - death in immediate family (defined) up to 7 days; in case of death in the "family" (defined), 4 days; director may grant an additional 3 days

- D. Educational without Pay - up to 12 mos for professional training with the consent of director and city manager
- E. Leaves of Absence Without Pay - up to 12 mos with the approval of the city manager; leaves of absence over 30 days, except for disability, results in an "adjusted start date"
- F. Sick - permanent full-time accrue 1 day/mo; part-time pro-rated; in case of retirement or death employee paid 50% of daily salary for each unused sick leave credit to max of 1500 hrs (no max for employees having balance of 1300 hrs as of 7-1-86)
- G. Injury - with pay for permanent employees who become incapacitated as a result of injury incurred through no misconduct of their own while in performance of their duty; leave extends up to 6 mos; then 3 mos with workmen's comp plus 2/3 of the difference between employees pay and workmen's comp; then 3 more mos with workmen's comp plus 1/3 of the difference between regular pay and workmen's comp

TRANSFER: Where minimum qualifications are met and the facts of ability, aptitude and previous work record are reasonably equal, seniority shall prevail.

STAFF REDUCTION:

Order of Layoff

1. Temporary appointees
2. Employees extended beyond the retirement age
3. Provisional employees
4. Probationary employees
5. Permanent part-time employees
6. Permanent employees in reverse order of seniority

INSURANCE:

1. Hosp/Maj Med - City provides through Bankers Life
2. Life - \$2,000 term for less than 5 years service, \$6,000 for more than 5 years service
3. Dental - 100% family coverage
4. Other - N/A

WAGES:

Tool Allowance - \$75/yr allowance for purchase of required tools, and \$50/yr for equipment lubricator

Shoe Allowance - \$25 allowance/yr for those required to wear safety shoes, 2 (\$25) allowance for refuse collectors

Educational - 100% reimbursement, up to \$600/yr

Longevity:	<u>Years of Service</u>	<u>% of Base Salary</u>
	5	1%
	9	2%
	13	3%
	17	4%
	21	5%
	25	6%

UNIT CLASSIFICATIONS AND SALARY RANGE ASSIGNMENTS

<u>Code</u>	<u>Classification Title</u>	<u>Range No.</u>
1181	Airpot Duty Supervisor	22
3860	Airport Field Worker	20
6725	Airport Operations Officer	22
8620	Animal Control Field Supervisor	19
8618	Animal Handler	16
5734	Assistant Auto Parts Handler	16
3681	Assistant Sewage Treatment Plant Opr.	18
3859	Auto Body Repair Worker (2)	21
5736	Auto Parts Handler	18
3924	Auto Tire Repair Worker (2)	17
3657	Building Equipment Operator	19
3855	Carpenter (2)	22
3930	Car Wash Operator (2)	17
3895	Cement Finisher (2)	22
3627	Custodial Worker (3)	14
3885	Electrician (2)	24
3926	Equipment Lubricator 92)	18
3861	Equipment Mechanic (2)	21
3927	Equipment Service Worker (2)	15
3316	Forestry Crew Chief	22
3980	Gardener (2)	18
3577	Golf Course Supervisor	22
3911	Guard (2)	13
3173	Heavy Equipment Operator	23
4315	Horticulture Technician 92)	18
8621	Humane Officer (2)	17
3915	Laborer (2)	16A
3171	Light Equipment Operator	19
3625	Maid (3)	12
3869	Mason (2)	24
3172	Medium Equipment Operator (2)	22
4125	Nursery Supervisor	22
3845	Painter (2)	21
3905	Painter Helper (3)	6
3563	Park Maintenance Leader	20
3865	Park Maintenance Mechanic (2)	21
6751	Plumbing Inspector	26
6750	Plumbing Specialist	20
3348	Public Works Crew Chief	22
3685	Pumping Station Crew Chief	22
3953	Pumping Station Maintenance Worker (2)	18
4344	Radio Maintenance Worker	18
3967	Refuse Collector 92)	18R
3965	Semi-Skilled Worker (2)	18
3628	Senior Building Custodian	19A
3659	Senior Building Equipment Operator	21
3862	Senior Equipment Mechanic	22
3856	Senior Maintenance Carpenter (2)	23
6752	Senior Plumbing Inspector	27
3968	Senior Refuse Collector (2)	19R

3936	Senior Treatment Plant Mechanic (2)	22
3950	Sewage Treatment Plant Helper (2)	17
3682	Sewage Treatment Plant Operator	22
3946	Sewer Maintenance Worker (2)	18
3150	Sewer Cleaning Equipment Operator (2)	22
5717	Stockroom Clerk	16
3956	Street Maintenance Worker (2)	18
3160	Street Sweeper Operator 92)	20
3972	Traffic Device Maintenance Worker (2)	20
3356	Traffic Maintenance Chief	23A
3877	Traffic Sign Painter (2)	23
3886	Traffic Signal Electrician (2)	24
3970	Traffic Signal Maintenance Worker (2)	18
3955	Treatment Plant Equipment Lubricator	18
3835	Treatment Plant Mechanic 92)	21
3985	Tree Trimmer (2)	19
3137	Truck Driver (2)	18
3823	Welder (2)	22
3975	Zoo Keeper (2)	18

WAGES: N/A

EMPLOYER: Des Moines Metropolitan Area Solid Waste Agency

EMPLOYEE ORGANIZATION: Central Iowa Landfill Employees Council

UNIT (SUMMARY): Laborers, equipment operators, maintenance and gate attendants

DURATION: July 1, 1987 - June 30, 1988

HOURS: 8 hrs/day, 5 consecutive days/week

OVERTIME: 1 1/2 time for hrs. over 8/day or 40/wk; double time for Sunday and holidays in addition to holiday pay; reporting pay, call-back pay, min. 2 hrs at straight time

VACATION:

<u>Years of Service</u>	<u>Weeks</u>
1/2 - 5	2
6 - 12	3
13 - 19	4
20+	5

HOLIDAYS: 10 paid

New Years, Memorial, Independence, Labor, Veterans, Thanksgiving, Christmas, extra Christmas day, employee birthday, one personal

LEAVES OF ABSENCE:

- A. Sick - 1 day/mo, no max. Upon retirement or death, cash compensation for all unused sick leave

EMPLOYER: City of Dike

EMPLOYEE ORGANIZATION: Public, Professional & Maintenance Employees, Local 2003

UNIT (SUMMARY): employees of parks, utilities, public works, sanitation & police depts.

DURATION: July 1, 1985 - June 30, 1987

HOURS: 8 hrs/day, 40 hrs/week; except police - 40 hrs/week

OVERTIME: 1 1/2 time over 40 hrs/wk; holiday pay 1 1/2 time plus day off w/pay

VACATION:	<u>Yrs of Employment</u>	<u>Wks of Vacation</u>
	1	1
	2	2
	5	3
	10	4

HOLIDAYS: 12 paid

New Years Eve afternoon, New Years, Presidents Day, Memorial, Independence, Labor, Thanksgiving and Friday after, Veterans, Christmas Eve afternoon, and 2 personal days.

LEAVES OF ABSENCE:

- A. Sick - accrue 1 day/mo first year, and 20 day/yr thereafter, max accumulation to 120 days
- B. Funeral - for death in immediate family (defined) up to 5 days; for other relatives (defined) 3 days; other, up to 2 days
- C. Military - as per law
- D. Jury - receive salary less fees

TRANSFER: Job posted, employees apply, vacancy filled by applicant deemed most qualified in the judgment of the council. All factors being equal, seniority shall prevail.

INSURANCE:

- 1. Hosp/Maj Med - employer pays single & family coverage
- 2. Life - \$5,000
- 3. Dental - n/a
- 4. Other - n/a

WAGES:

Uniform allowance - \$150/yr for police; employer pays for first pair of prescription safety glasses.

Police

"A" (assistant)	\$ 0 - \$5/hr	
"B"	4 - \$8.50/hr	
	7-1-85	7-1-86
full-time	\$8.79/hr	\$9.19/hr
maintenance "C"	\$9.77	10.21/hr

City Maintenance Labor Grades

Labor A - Be able to perform all simple tasks and run City owned machines	\$ 0 - \$6/hr
Maintenance A - Employee must be able to pass vehicle maintenance program or show the necessary abilities in City maintenance; also performs swimming pool maintenance.	\$ 5 - \$7/hr
Maintenance B - Be licensed by State in either but not both water & sewer and actively perform these duties. Be able to install electrical devices.	\$ 6 - \$8/hr
Maintenance C - Be licensed by State in both sewage & water testing and treatment. Actively performs these tasks.	\$ 7 - \$9.50/hr

EMPLOYER: City of Dubuque

EMPLOYEE ORGANIZATION: Int'l. Union of Operating Engineers, Local 758

UNIT (SUMMARY): Clerk, cashier, water meter reader, electrician, mechanic, laborer, inspector, custodian

DURATION: July 2, 1983 - June 30, 1986; reopener on wages

HOURS: 8 hrs/day, 40 hrs/week

OVERTIME: 1 1/2 time over 8 hr/day or 40 hr/week. Call back receive not less than 2 hours pay at 1 1/2 time

VACATION:	Yrs of Service	Weeks
	1	2
	8	3
	15	4

HOLIDAYS: 10 paid

New Years, Memorial, Independence, Labor, Veterans, Thanksgiving and Friday after, Christmas Eve, Christmas, New Years Eve

LEAVES OF ABSENCE:

- A. Union Business - w/o pay not to extend to more than 2 employees at one time
- B. Funeral - spouse 7 calendar days max of 5 working days w/pay; immediate family (defined) 3 paid days
- C. Sick - accrue 1 day/mo; max 120 days. Upon retirement paid 25% over 60 days; employee on approved LOA due to injury or illness accrues sick leave up to 2 months
- D. Injury - first 3 days use accumulated sick leave, on 4th - in addition to workmans comp enough to make regular pay, deducted from sick leave credit
- E. Maternity - eligible for sick leave benefits
- F. Jury - salary minus court fees
- G. Casual - 1 paid day not to be deducted form sick leave
- H. Military - as per law

TRANSFER: Jcb posted, open jobs shall be as follows: first to regular employees w/in division; to regular employees in other divisions; to part-time employees w/in division; to part-time employees in other divisions; finally, to any other source. Other factors to be considered: competency to perform duties; physical fitness; seniority. When substantially equal, seniority shall prevail.

INSURANCE:

- 1. Hosp/Maj Med - City provides, eligible first month after 30 days of employment
- 2. Life - same
- 3. Dental - n/a
- 4. Other - n/a

WAGES:

Shift Premium - 2nd shift 10¢ hr
 3rd shift 20¢ hr
 Swing shift 10 - 20¢ hr

Stand by pay - 6; hr/week at regular rate granted for 2 employees/week on water distribution crew.

Extra pay for climbing tanks - \$15 minimum for 4 hrs or \$30 maximum day

Callback - 1 1/2 time, minimum 2 hrs

Longevity -	Yrs	% of salary
	6	1
	12	2
	18	3
	24	4
	30	5

Uniform provided:

Water/Wastewater Treatment Employees

- 3 long & 3 short sleeve shirts
- 3 trousers
- 1 summer cap
- 1 summer jacket
- 1 lined or hooded jacket, winter coveralls

Ramp Cashier

- 2 slacks
- 2 summer jackets
- 1 winter jacket
- blouse

Parking Meter Checker

- 2 sweaters & 2 blouses
- 2 skirts
- 1 summer cap
- 1 raincoat

- 1 winter coat & cap
- pair insulated boots
- 1 winter jacket
- 2 pants

EMPLOYER: City of Dubuque

EMPLOYEE ORGANIZATION: Amalgamated Transit Union, Division 329

UNIT (SUMMARY): Bus Operators

DURATION: July 1, 1983 - June 30, 1986

HOURS: 40 hrs/week, 8 hrs/day, but not necessarily consecutive hours

OVERTIME: 1 1/2 time over 8 hrs with exception of split shift employees

VACATION:	Years	Weeks
	1	2
	5	3
	15	4
	25	5

HOLIDAYS: 10 paid

New Years, Memorial, Independence, Labor, Veterans, Thanksgiving and Friday after, Christmas Eve, Christmas, New Years Eve

LEAVES OF ABSENCE:

- A. Military - as per law
- B. Union Business - absence w/o pay no more than 2 employees at one time
- C. Funeral - 7 days for spouse, 3 days child or step-child, immediate family (defined) 3 days
- D. Sick - accrue 1 day/mo max accumulation 120 days. Upon retirement paid 25% ov leave over 60 days
- E. Injury - first 3 days sick leave, 4th day workmen's comp + enough to make up regular salary, deducted from sick leave

- F. Maternity - eligible for sick leave benefits
- G. Jury - salary minus court fees received
- H. Casual Day - 1 paid day not to be deducted from sick leave

INSURANCE:

- 1. Hosp/Maj Med - city pays full cost of single and family coverage
- 2. Life - provided by city
- 3. Dental - provided for employees
- 4. Other - n/a

WAGES:

EMPLOYER: City Assessors of Dubuque

EMPLOYEE ORGANIZATION: General Drivers & Helpers, Local 421

UNIT (SUMMARY): Personal property appraiser, real estate appraiser, clerks

DURATION: July 1, 1984 = June 30, 1985

HOURS: Monday - Friday, 37 1/2 hr/wk, two 15 minute breaks

OVERTIME: 1 1/2 time over 80 hours per 2 week period

VACATION:	Years	Weeks
	1	1
	2 - 4	2
	5 - 15	3
	16 - 20	4
	20 +	5

HOLIDAYS: 11 paid

New Years, Washington's, Memorial, Independence, Labor, Good Friday, Veterans's, Thanksgiving and Friday after, Christmas Eve and Christmas day.

LEAVES OF ABSENCE:

- A. Vcting - employer will provide a release schedule for voting
- B. Military - as per law
- C. Sick - 1/2 day per pay period, max accumulative 120 days
- D. Personal - 2 days w/o accumulation
- E. Funeral - 3 days for immediate family (defined), additional leave w/o pay may be granted
- F. Jury - salary less jury fee

G. Maternity - accrued sick leave or vacation may be used, employee shall return to work 8 weeks after delivery

TRANSFER: Qualifications, ability to perform the work and length of service shall be considered

INSURANCE:

1. Hosp/Maj Med - full cost of single and dependent coverage
2. Life - \$10,000 + AD & D
3. Dental - n/a
4. Other - n/a

WAGES:

Longevity:	Years completed	Increase in base pay
	6	1%
	12	2%
	18	3%
	24	4%

Mileage reimbursement - 24¢ mile for eligible employees

EMPLOYER: City of Dyersville

EMPLOYEE ORGANIZATION: General Drivers & Helpers Union, Local 421

UNIT (SUMMARY): Street, water and sewer

DURATION: July 1, 1987 - June 30, 1989

HOURS: 40 hrs/week

OVERTIME: 1 1/2 time for over 8 hr/day or 40 hr/week, or comp time at 1 1/2; any employee called back receives minimum of 1 hr overtime pay; holidays at 1 1/2 time plus regular holiday pay; weekend call back, 1 1/2 time, 2 hr minimum

VACATION:	<u>Yrs of Service</u>	<u>Wks of Vacation</u>
	1 - 3	1
	3 - 8	2
	9+	3

HOLIDAYS: 10 paid

New Years, Memorial, Independence, Labor, Good Friday afternoon, Veterans, Thanksgiving and Friday after, Christmas Eve afternoon, Christmas (after 2 years - employee's birthday)

TRANSFER: Made on basis of employee seniority provided that in Employer's sole discretion, qualification are found to be equal.

STAFF REDUCTION: When layoffs are necessary, those employees with least seniority in affected job class laid off first, recall in inverse order.

LEAVES OF ABSENCE:

- A. Funeral - up to 3 days for immediate family (defined); others, time limited to necessary time for attendance of funeral
- B. Without pay - for good cause with consent of dept head, mayor and council
- C. Military - as per law
- D. Sick - accumulate 1 day/mo with max of 90 days, 2 casual days allowed per employee per year, deducted from sick leave.

INSURANCE:

- 1. Hosp/Maj Med - single and family coverage provided
- 2. Life - single and family coverage provided
- 3. Dental - single and family coverage provided
- 4. Other - Disability

WAGES:

City provides uniforms. City pays for specialized training provided employee agrees to remain a city employee for at least 2 years.

Longevity:	3 years	\$ 5/mo
	6 years	10/mo
	9 years	15/mo
	12 years	20/mo
	15 years	25/mo

<u>CITY WORKER</u>	<u>7-1-87</u>	<u>7-1-88</u>
Year 1	\$6.43	\$6.55
Year 2	6.82	6.94
Year 3	7.23	7.36
Year 4	7.81	8.03
 <u>LEAD WORKER</u>		
Year 1	7.75	7.90
Year 2	8.06	8.22
Year 3	8.38	8.55
Year 4	8.80	8.97

EMPLOYER: City of Estherville

EMPLOYEE ORGANIZATION: United Food & Commercial Workers, Local 79A

UNIT (SUMMARY): Public Works unit

DURATION: July 1, 1986 - July 1, 1988 (reopener on wages)

HOURS: 40 hrs/week, 8 hrs/day

OVERTIME: 1 1/2 time over 8 hr/day; ball back guaranteed 2 hrs; 2 1/2 time for holidays

VACATION:	Years of service	Weeks
	1 - 2	1
	3 - 6	2
	7 - 14	3
	15 - 19	4
	20 +	5

HOLIDAYS: 9 1/2 paid

New Years, Washington Birthday, Memorial, Independence, Labor, Veterans, Thanksgiving, Christmas Eve afternoon, Christmas, 1 personal

LEAVES OF ABSENCE:

A. Sick -	Yrs of employment	Leave earned	
	1 - 5	12 days/yr	
	6 - 10	18 days/yr	max accumulation
	11 - 15	24 days/yr	120 days
	16 +	36 days/yr	

B. Military - as per law

C. Jury - regular salary less fees

D. Bereavement - max of 1-3 days depending on family relationship (defined)

INSURANCE:

1. Hosp/Maj Med - city pays single and family \$70 toward family
2. Life - \$10,000
3. Dental - covered in #1
4. Other - Vision covered in #1

WAGES:

Effective 7-1-86: 3% increase in hourly wage

Effective 7-1-87: No increase

\$100/yr. for purchase of safety equipment; repair/replacement of safety glasses damaged while working paid for by city.

Longevity -	<u>Yrs</u>	<u>Bonus</u>
	5	\$180
	10	\$300
	15	\$420

EMPLOYER: City of Fort Dodge

EMPLOYEE ORGANIZATION: Municipal Employees Division, Oil, Chemical & Atomic Workers, AFL-CIO Local 6-502

UNIT (SUMMARY): Custodian, Maintenance, Mechanic, Electrician, trainees, lab technician, water analyst, wastewater treatment plant operator, clerk, clerk-typist, secretary, watermeter serviceman, laborer, water treatment plant operator, street department superintendent, account clerk

DURATION: July 1, 1987 - June 30, 1989 (Wage re-opener 2nd year)

HOURS: Normal work day, 8 a.m.- 5 p.m./, Monday - Friday; 8 hrs/day; 40 hrs/week
2 - 15 minute coffee breaks, call in pay - min. of 2 hours at over-time rate.

OVERTIME: 1 1/2 time over 8 or 40 hours, employee may elect comp. time; double time on Sundays and holidays.

VACATION:	<u>Years of Service</u>	<u>Weeks of Vacation</u>
	1	1
	2	2
	6	3
	10	4
	14	5

Taken between May 1st - November 15th

HOLIDAYS: (10 1/2 paid) New Years, Decoration, Washington, July 4th, Employees Birthday, Labor, Veterans, Thanksgiving, Christmas; 4 hours before Christmas, New Years, and afternoon of Good Friday

LEAVES OF ABSENCE:

A. <u>Sick - After X Employment</u>	<u>Days of Sick Leave</u>
4 mo	14
1 yr	30
5 yrs	60
9 yrs	90

Maximum accumulation 150 days; each employee credited with 1 day sick leave for each month in which no leave is taken to be accrued with each year commencing January 1, 1954.

B. Death & Serious Illness Clause - in case of death in employees immediate family, (defined), up to 5 paid days allowed; for other relations, (defined), up to 3 paid days; to serve as pallbearer employee receives pay for reasonable time lost; employee who is compelled to lose work because of serious illness in his family allowed up to 40 hrs/year paid.

- C. Leaves of Absence Without Pay - With consent of city council up to 90 calendar days provided leave not used for purpose of accepting remunerative employment; use for maternity allowed
- D. Jury - Receive regular salary less jury pay
- E. Military - Those in the National Guard of selective service or employees called for service under the Military Act shall be given 30 days pay if employed by the City for 1 year or more.

TRANSFER: Job posted, employee bids, personnel director makes final determination as to the award of the bid; employee with the greatest amount of departmental seniority who meets the qualifications of the position shall be awarded, then open to other employees.

STAFF REDUCTION: Employee with least amount of department seniority first, but employee has option to replace employee who has least amount of combined seniority, provided qualified for position. Recall in reverse order of layoff; employee who has been transferred from his department because of seniority has first right to the opening in the department

INSURANCE:

- 1. Hosp/Maj Med - employer pays single and dependant coverage, an employee who works after age 65 eligible for medicare coverage by the city
- 2. Life - \$7500 term; Accidental Death and Disability - \$10,000
- 3. Dental - Employer pays single and dependant insurance
- 4. Other - air/ground ambulance coverage for single and dependents

WAGES:

- 1. Water Treatment Plant Operators and Wastewater Treatment Pdant Operators, and Lab Technicians who have achieved Grade III receive a 5% pay increase over their current grade/step rate. Those who have achieved Grade IV receive an additional 5% pay increase over the rate established for Grade III certificate and added to their current grade/step.
- 2. Uniforms - supplied and maintained by the City for parking meter attendants and Police Operations Clerks.
- 3. Standby - 2 hrs straight time for each day standby

Grade	A	B	C	D	E
9	4.77	5.00	5.25	5.52	5.79
10	5.00	5.25	5.52	5.79	6.08
11	5.25	5.52	5.79	6.08	6.39
12	5.52	5.79	6.08	6.39	6.71
13	5.79	6.08	6.39	6.71	7.04
14	6.08	6.39	6.71	7.04	7.39
15	6.39	6.71	7.04	7.39	7.76

16	6.71	7.04	7.39	7.76	8.15
17	7.04	7.39	7.76	8.15	8.56
18	7.39	7.76	8.15	8.56	8.99
19	7.76	8.15	8.56	8.99	9.44
20	8.15	8.56	8.99	9.44	9.91
21	8.56	8.99	9.44	9.91	10.40
22	8.99	9.44	9.91	10.40	10.92
23	9.44	9.91	10.40	10.92	11.47

WAGE GRADES

Custodian	13
Laborer	14
Maintenance Worker I	17
Maintenance Worker II	19
Maintenance Worker III	21
Automotive Mechanic	21
Electrician Trainee	17
Electrician I	20
Electrician II	22
Laboratory Technician Trainee	18
Laboratory Technician I	20
Laboratory Technician II	22
Water Analyst	22
Wastewater Treatment Plant Opr. Trainee	16
Wastewater Treatment Plant Opr. I	18
Wastewater Treatment Plant Opr. II	20
Assistant Wastewater Treatment Plant Supt.	22
Water Treatment Plant Operator Trainee	16
Water Treatment Plant Operator I	18
Water Treatment Plant Operator II	20
Assistant Water Treatment Plant Supt.	22
Water Meter Servicer I	17
Water Meter Servicer II	19
Assistant Water Meter Superintendent	21
Assistant Sanitation Superintendent	21
Assistant Street Dept. Superintendent	23
Assistant Utilities Distribution Supt.	22

Parking Meter Servicer I	17
Parking Meter Servicer II	19
Parking Meter Attendant	14
Traffic Safety Maintenance Worker	22
Clerk Typist I	9
Clerk Typist II	12
Secretary I	12
Secretary II	15
Account Clerk I	12
Account Clerk II	15
Data Processing Specialist/Programmer	17
Police Operations Clerk I	12
Police Operations Clerk II	15

EMPLOYER: City of Fort Madison

EMPLOYEE ORGANIZATION: Teamsters Local No. 218

UNIT (SUMMARY): Water works employees

DURATION: July 1, 1987 - June 30, 1988

HOURS: M-F, 8 hrs/day, except for plant operators who work 8 hr shifts.
12 am-8 am/8 am-4 pm/4 pm-12am

OVERTIME: 1 1/2 time over 8 hr/day or 40 hrs/week, 1 1/2 time for all hours worked on the 6th or 7th day of scheduled work week; call back at 1 1/2 time, 2 hr min, double time after 8 hrs; standby at 3 hrs regular pay for 24 hrs standby; holidays - overtime plus regular pay

VACATION:	Years of Service	Weeks
	after 1	2
	5	3
	10	4
	15	5

HOLIDAYS: 11 paid

New Years, Washingtons, Good Friday, Memorial, July 4, Labor, Veterans, Thanksgiving and Friday after, Christmas, and 1 personal

LEAVES OF ABSENCE:

- A. Sick - 12 hrs/mo with max accumulation of 1000 hrs, employee earns 4 hrs comp time every 6 mos if the employee has not used any sick leave during that period. After 20+ years, paid up to 240 hrs unused sick leave on retirement.

- B. Maternity - use accrued sick pay or vacation, employee may continue to pay own group insurance premium for continued coverage.
- C. Jury - wages minus fee received
- D. Funerals/Family illness - up to 5 days for illness in family (defined) either w/o pay or vacation, 3 days for death in family (defined), 1 day for funeral of a person other than a family member.
- E. Personal LOA - max of 30 days w/o pay with permission of employer
- F. Military - leave w/o loss of seniority or accumulated benefits
- G. Union Business: may grant time w/o pay to conduct necessary union business.

TRANSFER: job posted, subject to bid by all employees with seniority, successful bidder must qualify accordingly to state requirements and is given 45 working days to qualify for the position.

STAFF REDUCTION: junior employees on the divisional seniority list are laid off first, provided such layoff does not violate state certification regulations, recall in seniority order

INSURANCE:

- 1. Hosp/Maj. Med. - Employer pays full cost of single, employee pays \$10/mo on family with employer paying rest
- 2. Life - \$13,000
- 3. Dental - N/A
- 4. Other - N/A

WAGES:

- 1. Education - employer pays tuition fees and transportation or mileage at .20/mile and food and lodging for employee who attend schooling in connection with their employment as directed by the employer.

2. Longevity -	<u>Years of Service</u>	<u>Monthly Amount</u>
	after 4	\$15
	7	25
	10	35
	16	45
	20	55
	24	65

- 3. Certification Pay - based on the state certification of the employer, employee shall receive certification pay if qualified as follows:

Plant operator

Distribution

Grade 1	\$11/mo
2	22/mo
3	33/mo
4	49/mo

Grade 1	\$11/mo
2	22/mo
3	55/mo

4. Shift differential

1st shift - midnight - 8:00 am .30/hr
 3rd shift - 4:00 pm - 12:00 am .20/hr

5. Uniform - employer furnishes and maintains uniforms, protective clothing and safety equipment. \$15/yr allowance to employees required to wear safety shoes.

	<u>Base</u>	<u>6 months</u>	<u>After 1 year</u>
Customer Service Representative	\$5.27	\$5.73	\$7.27
Meter Reader/Service Worker (Distribution Division)	\$6.83	\$7.29	\$7.93
Distribution	\$6.83	\$7.29	#1 \$9.86 #2 \$9.54 #3 \$8.20
Water Plant Operator	\$6.83	\$7.29	#1 \$9.11 #2 \$8.36

EMPLOYER: City of Fort Madison

EMPLOYEE ORGANIZATION: PPME, LOCAL NO. 2003

UNIT (SUMMARY): Street Maintenance, Sewer, Paving & Signs, Vehicular Maintenance Cemetery, Solid Waste, Parks, Recreation & Docks

DURATION: July 1, 1987 - Junn 30, 1988

HOURS: 40 hrs/week, unpaid lunch; work schedules posted

OVERTIME: 1 1/2 in excess of 40 hrs/week or 8 hrs/day; ball-back 1 1/2 time, 2 hr. minimum; holiday 1 1/2 time plus regular pay

VACATION:

1 - 4 years	80 hours
5 - 12 years	120 hours
13 - 19 years	160 hours
20+	200 hours

HOLIDAYS: 12 Paid

New Years, Washingtons, Friday before Easter, Memorial, Independence, Labor, Veterans, Thanksgiving and Friday after, Christmas and 2 personal

LEAVES OF ABSENCE:

- A. Sick leave - 14 hr/mo cumulative to 1,160 hours, 8 hrs comp time earned per qtr. if no sick leave used, up to 32 hours
- B. Funeral - 5 full days for spouse, 3 full days for certain relatives (defined) 2 days for others (defined)
- C. Jury - pay less jury fees
- D. Military - time off for active duty without loss of pay for first 30 days
- E. Without pay - Recommended by the employer and approved in writing

TRANSFERS:

Posting and Bidding - where qualifications are equal, bargaining unit seniority shall govern. If no present employee meets these criteria, applicants outside the bargaining unit who meet those criteria may be hired.

STAFF REDUCTION:

Temporary, part-time and probationary first. When qualifications, are equal between and/or among affected employees, seniority shall govern in affected class. Recalled in reverse order in which they were laid off.

INSURANCE:

- 1. Hosp/Maj Med - Full single; employee pays \$10/mo toward family, City pays balance
- 2. Life - \$10,000 single credit; \$10,000 Accidental Death & Disability
- 3. Dental - available at employees cost.
- 4. Other - N/A

WAGES:

- 1. Employer pays \$35/yr. toward purchase of ANSI Class 75 approved safety shoes. Will also furnish non-prescription and first pair of prescription safety glasses. Also furnishes raincoats and boots. \$100/yr. clothing allowance.
- 2. Uniform allowance - \$100/year

	<u>Grade I (6 mos)</u>	<u>Grade II (18 mos)</u>	<u>Grade III</u>
Laborer	6.52	7.07	7.41
Truck Driver	7.43	7.48	7.54
Machine Operator	7.62	7.78	7.94
Mechanics Helper	8.02	8.11	8.20

Longevity:

After 5 years	\$15/mo
After 10 years	25/mo
After 15 years	35/mo
After 20 years	45/mo

EMPLOYER: Greenfield Municipal Utilities

EMPLOYEE ORGANIZATION: Local 55 IBEW

UNIT (SUMMARY): Power Plant employees, electric line group, water plant group, water distribution group

DURATION: January 1, 1986 - December 31, 1987

HOURS: 8 hr/day and 40 hr/week, two 15 min breaks day. Electric and water plant shift operators assigned to other hours. No split shifts

OVERTIME: 1 1/2 time over 40/week, or work on Saturday or Sunday. Double time plus regular pay on holidays

VACATION:	<u>Yrs of Employment</u>	<u>Work days off</u>
	1	5
	2 - 9	10
	10 - 20	15
	20	20

Must be taken in calendar yr earned and according to following schedule:

2 weeks earned	-----	5 consecutive days off
3 " "	-----	5 " "
4 " "	-----	10 " "

HOLIDAYS: 11 paid

New Years, Memorial, Independence, Labor, Veterans, Thanksgiving and Friday after, Christmas Day and day preceding, New Years, and 1 floating

LEAVES OF ABSENCE:

- A. Sick - temporary and part-time employees not eligible to accrue sick leave; accrue 2 1/2 days/mo. to maximum of 90 days; employee injured and disabled while on duty and while obeying safety rules shall continue at 90% of regular salary not to exceed 13 weeks, while his workmen's comp. will be deducted from paycheck.

B. Funeral - up to 4 days for death in immediate family (defined)

C. Jury - regular salary minus fees received

STAFF REDUCTION: Seniority governs layoffs and rehiring; laid off employee may bump another man in any lower classification who has less seniority, providing the first man is qualified, after a reasonable break in period to perform the job. Last laid off is first one recalled. Recall right for 1 yr.

INSURANCE:

1. Hosp/Maj Med - full cost for employees and dependents
2. Life - N/A
3. Dental - N/A
4. Other - N/A

WAGES:

1. Utility pays cost of safety glasses and any prescriptive correction required, and replaces them when lost or broken in service of utility but not more than 1 time in 1 yr; utility furnishes all equipment and tools in fixed location; utility provides necessary safety equipment for men working on energized lines or equipment

	<u>1986</u>	<u>1987</u>
CREW FOREMAN	\$11.50 hr	\$11.75
<u>POWER PLANT GROUP</u>		
Power Plant Foreman (I)	10.19 hr	10.44
Power Plant Operator (II)	9.05 hr	9.30
<u>ELECTRIC LINE GROUP</u>		
Electric Line Foreman (III)	10.19 hr	10.44
Electric Line Journeyman (IV)	9.05 hr	9.30
<u>WATER PLANT GROUP</u>		
Water Plant Operator (V)	10.19 hr	10.44
(Certified Class III) Water Plant Operator	9.05 hr	9.30
<u>WATER DISTRIBUTION GROUP</u>		
Water Distribution Foreman (VI)	10.19 hr	10.44
Water Dist. Maintenceman (VII)	9.05 hr	9.30
<u>METER GROUP</u>		
Meter Reader Person (IX)	5.41	5.66

Apprentices

1st 6 mo. 80% of Operator	7.25 hr	7.50
2nd 6 mo. 85% of Operator	7.70 hr	7.95
3rd 6 mo. 90% of Operator	8.15 hr	8.40
4th 6 mo. 95% of Operator	8.60 hr	8.85

EMPLOYER: City of Grinnell

EMPLOYEE ORGANIZATION: PPME Local 2003

UNIT (SUMMARY): Street, cemetery, water, solid waste, waste water treatment and park departments.

DURATION: July 1, 1986 - Junn 30, 1989 (wage reopeners)

HOURS: 40 hrs/week

OVERTIME: 1 1/2 times over 40 hrs/wk, except for Operator or Apprentice in Waste Water Treatment; holiday - 1 1/2 time plus regular holiday pay; standby \$10 day.

VACATION:	<u>Yrs of Service</u>	<u>Days of Vacation</u>
	1	5
	2	10
	9	15
	15	20

HOLIDAYS: 10 paid
New Years, Washington birthday, Memorial, Independence, Labor, Veterans, Thanksgiving, Christmas, employee birthday, 1 personal day

LEAVES OF ABSENCE:

- A. Sick - 1 day/mo; up to 3 days/yr usable for serious illness or injury in immediate family.
- B. Funerals - 5 days for spouse or children; 3 days for other relatives, (defined); 1 day for close relative; 1/2 day for pallbearers; up to 2 hrs to attend other funerals.
- C. Jury - regular salary less fees
- D. Military - as per law
- E. Maternity - use sick leave

INSURANCE:

1. Hosp/Maj Med - single and family premiums paid by employer; employer and employee split the cost of any premium increase.
2. Life - \$9,250
3. Dental - N/A
4. Other - N/A

WAGES:

1. Uniforms and laundry service furnished by City for all full time employees.

2. Longevity -	<u>Yrs of Employment</u>	<u>Rate/Yr</u>		
		0-12 mos	13-24 mos	+24 mos
	5		.05	
	10		.10	
	15		.15	
	20		.20	
	25		.25	
	30		.30	
	35		.35	
	40		.40	
<u>Street & Solid Waste</u>				
Assistant Supervisor Streets	7.00	7.50+.01	8.92+.01	
Assistant Supervisor Solid Waste	7.00	7.50+.01	8.92+.01	
Mechanic	6.90	7.40+.01	8.85+.01	
Equipment Operator	6.80	7.30+.01	8.61+.01	
Street Maintenance	6.70	7.20+.01	8.31+.01	
Sweeper Operator	6.60	7.10+.01	8.18+.01	
Apprentice	6.50	7.00+.01	8.07+.01	
<u>Parks & Cemetery</u>				
Assistant Grounds Keeper	7.00	7.50+.01	8.23+.01	
Apprentice	6.50	7.00+.01	8.07+.01	
<u>Waste Water Treatment</u>				
Assistant Supervisor	7.00	7.50+.01	8.94+.01	
Operator II	6.70	7.20+.01	8.69+.01	
Operator I	6.60	7.10+.01	8.58+.01	
Apprentice	6.50	7.00+.01	8.07+.01	
<u>Water Department</u>				
Assistant Supervisor	7.00	7.50+.01	8.94+.01	
Operator II	6.70	7.20+.01	8.69+.01	
Operator I	6.60	7.10+.01	8.58+.01	
Apprentice	6.50	7.00+.01	8.07+.01	
Meter Person	6.50	7.00+.01	8.07+.01	

EMPLOYER: Grundy Center

EMPLOYEE ORGANIZATION: PPME Local 2003

UNIT (SUMMARY): Street, water and waste water and sanitation departments

DURATION: July 1, 1986 - July 1, 1988 (wage reopener)

HOURS: 8 hrs/day, 40 hrs/wk M - F 7:00 a.m. - 4:00 p.m, one hour for unpaid lunch

OVERTIME: 1 1/2 time for over 40 hr/wk, work on weekend, holidays; ball back pay, 2 hr min

VACATION:	<u>Yrs</u>	<u>WEEKS</u>
	1	1
	2	2
	8	3
	15	4

HOLIDAYS: 10 paid

New Years, Memorial, Independence, Labor, Veterans, Christmas, Thanksgiving and Friday after, employees birthday, and 1 personal day

LEAVES OF ABSENCE:

- A. Sick - 9 days/yr to max of 90 days accumulation. Up to 5 days/yr may be used for family illness
- B. Emergency - 3 days funeral leave for death in immediate family (defined); 1 day for death of other relatives (defined).
- C. Unpaid personal - up to 30 days with possible ext4nsions
- D. Voluntary Fire Dept - paid leave for participatiing in fire calls during working hours
- E. Jury - regular wages less fees

INSURANCE:

- 1. Hosp/Maj Med - employer pays premium for single and dependent coverage; employee pays deductible and 20% of claims up to designated max
- 2. Life - \$5,000
- 3. Dental - N/A
- 4. Other - N/A

WAGES:

Street Department	\$8.91
Sanitation Department	7.81
Regular Part-time	6.82
Water/Waste Water Department	8.91

EMPLOYER: City Of Guttenburg

EMPLOYEE ORGANIZATION: AFSCME, LOCAL 1127

UNIT (SUMMARY): Police, Streets, Water, Electric, Custodial, Clerks, etc.

DURATION: July 1, 1987 - Junn 30, 1989

HOURS: 5 - 8/hr days, Mon - Fri., except Police (assigned by Chief); 2 - 15 min. breaks, unpaid lunch from 1/2 to 1 hr.

OVERTIME: Police: 1 1/2 time over 192 hours/monthly 2 consecutive 2-week pay periods; cthers: 1 1/2 over 40 hrs/week; can elect comp. time

VACATION:

<u>Years</u>	<u>Weeks</u>	<u>Years</u>	<u>Weeks</u>
1	1	7	3
2	2	8	3 + 1 day
3	2 + 1 day	9	3 + 2 days
4	2 + 2 days	10	3 + 3 days
5	2 + 3 days	11	3 + 4 days
6	2 + 4 days	12	4

HOLIDAYS: 11 Paid

New Years, 1/2 Good Firday, Memorial, Independence, Labor, Veterans, Thanksgiving and day after, Christmas and day before, 1/2 New Years Eve, 1 floating. 2 1/2 time for holiday worked.

LEAVES OF ABSENCE:

- A. Sick - 1 day/mo. to maximum of 60 days; 50% of accumulation paid on separation
- B. Maternity - Leave w/o pay for medical reasons after sick leave used
- C. Personal - Up to 5 days/year deducted from sick leave.
- D. Funeral - Up to 2 paid days for death in immediate family (defined)
- E. Union Business - Up to 1 year unpaid, at employer's discretion
- F. Juty Duty - regular salary less fees
- G. Reasonable Purpose - Up to 6 months unpaid at employer's discretion

TRANSFER:

5 days posting, bidding; City employees have first opportunity to apply, but City can go outside after posting period.

STAFF REDUCTION:

City determines lay-off, employee affected may bump less sr. employee if qualified to do work; recall rights in inverse order of lay-off

INSURANCE:

1. Hosp/Maj Med - Full single & family for HMO; or full single & \$100 toward family for H & MM Plan
2. Life - \$10,000
3. Dental - N/A
4. Other - N/A

WAGES:

Police uniforms: initial \$400 worth provided by City, then replacements as needed. Other employees: \$60/year allowance.

Longevity:

<u>Years</u>	<u>Per Mo.</u>
2	\$4.00
4	8.00
6	12.00
8	16.00
10	20.00
12	24.00
14	28.00
16	30.00

Certified as Water or Wastewater Operators receive additional \$.05/hr. Grade I .15/hr. Grade II.

	<u>Base</u>	<u>6 Mos.</u>	<u>1 Yr.</u>	<u>2 Yrs.</u>	<u>3 Yrs.</u>
Wastewater Superintendent & Public Works	6.45	6.65	6.85	7.05	7.25
Police Dispatcher	3.35	3.40	3.45	3.50	3.55
Electrical Asst. & Public Works	6.40	6.60	6.80	7.00	7.20
Billing Clerk	6.31	6.51	6.71	6.91	7.11
Police Officer	6.18	6.38	6.58	6.78	6.98

Flood Control Operator & Public Works	6.02	6.22	6.48	6.68	6.88
Water Superintendent & Public Works	6.45	6.65	6.85	7.05	7.25
Electrical Superintendent & Public Works	8.20	8.40	8.60	8.80	9.00
Street Laborer (Lead Worker) & Public Works	6.70	6.90	7.10	7.30	7.50
Head Custodian	5.57	5.74	5.91	6.09	6.27
Custodian	4.85	5.01	5.17	5.33	5.49
Mechanic Laborer	6.70	6.90	7.10	7.30	7.50

EMPLOYER: City of Hawarden

EMPLOYEE ORGANIZATION: AFSCME Council 61

UNIT (SUMMARY): linemen, landfill operator, equipment operator, plant operator,
light duty mechanci, laborer, working foremen

DURATION: July 1, 1986 - Junn 30, 1987

OVERTIME: 1 1/2 time over 40 hrs/week

VACATION:	<u>Years</u>	<u>Days</u>
	1	5
	2	10
	10	15
	18	20

HOLIDAYS:

New Years, Memorial, Independence, Labor, Veterans, Thanksgiving and Christmas.

LEAVES OF ABSENCE:

- A. Sick - 1 day/mo, cumulative to max of 120 days
- B. Funeral - up to 5 days for death in immediate family (defined)
- C. Jury - regular pay less jury pay
- D. Military - leave w/pay up to 30 days
- E. Emergency/Business - 2 days/year, non-cumulative to attend to personal business

INSURANCE:

- 1. Hosp/maj med - employee coverage, \$135 toward family plan
- 2. Life - \$10,000 group life/full time employee
- 3. Dental - N/A
- 4. Other - N/A

WAGES:

effective 7-1-86 15¢ raise
 effective 7-1- 87 15¢ raise

EMPLOYER: City of Independence

EMPLOYEE ORGANIZATION: Teamsters Local 844

UNIT (SUMMARY): Street, waste water, water, sewer, park depts and mechanics

DURATION: July 1, 1987 - June 30, 1988

HOURS: 5 consecutive 8 hr day, 40 hr/week

OVERTIME: 1 1/2 time over 8 hr/day, 40 hr/week; Saturday or Sunday; double time for designated holidays worked; reporting pay - min 25% scheduled hrs.

VACATION:	<u>Years</u>	<u>Days</u>
	1	5
	2	10
	5	13
	10	15
	15	18
	20	20

HOLIDAYS: 12 paid

New Years, Washington's birthday, Good Friday, Memorial, 4th of July, Labor, Armistice, Thanksgiving and Friday after, Christmas, and 2 personal

LEAVES OF ABSENCE:

- A. Sick - 2 days/mo to a max of 120 days
- B. Maternity - use sick leave; unpaid pregnancy leave granted at discretion of city
- C. Bereavement - 3 paid days for death in immediate family (defined)
- D. Jury - regular pay less jury pay

INSURANCE:

- 1. Hosp/maj med - provided
- 2. Life - provided
- 3. Dental - Full family coverage provided
- 4. Other - drug provided

WAGES:	<u>7/1/87</u>	<u>1/1/88</u>
Sanitation Dept.		
Maintenance I	7.49	7.56
Maintenance II	7.99	8.07
WasteWater Dept.		
Operator I	7.65	7.73
Operator II	8.14	8.22
Lab Tech	7.49	7.56
Water Dept.		
Maintenance I	7.65	7.73
Maintenance II	8.14	8.22
Street Dept.		
Street Foreman	7.60	7.68
Mechanic	7.97	8.05
Labor Grade I	7.49	7.56
Labor Grade II	7.99	8.07
Parks & Recreation		
Superintendent	7.97	8.05
Probationary employee	6.84	6.91

EMPLOYER: Independence Municipal Utility

EMPLOYEE ORGANIZATION: I.B.E.W. Local Union 55

UNIT (SUMMARY): plant operators, maintenance, mechanical, linemen, groundsmen, truck drivers, electricians, metermen, laborers, tree trimmers, substation men.

DURATION: July 1, 1987 - June 30, 1990

HOURS: 8 hrs.day - 5 days/wk.

OVERTIME: 1 1/2 time for all hours in excess of 8/day-40/wk; ball back pay - min. 2 hrs. pay at 1 1/2 time; double time for hrs. worked in excess of 16 and upon release employee is entitled to 6 hrs. rest period before returning to work; stand by pay - 2 hrs pay at normal rate in addition to applicable pay for work performed; 1 1/2 time on weekends.

VACATION:

<u>Years of Employment</u>	<u>Days Per Month</u>
1	5/12
1 - 8	10/12
9 - 19	15/12
19+	20/12

HOLIDAYS: 10 paid

New Years, Washington's, Good Friday, Memorial, Independence, Labor, Thanksgiving and day after, Veterans, Christmas, 1/2 Christmas Eve & New Years Eve, 1 personal. - whenever a holiday falls on Saturday the preceding day is considered to be a holiday.

LEAVES OF ABSENCE:

- A. Sick - sick leave accrued at rate of 24/12 days/mo. to max. accumulation of 240 days; 50% accumulated paid on retirement.
- B. Disability - any employee injured and disabled while on duty and while obeying safety rules shall continue to be paid 90% of his regular 40 hrs. per week, but not to exceed 18 weeks, with workmens comp. and disability check being deducted from his regular paycheck. After 18 weeks Iowa State Compensation shall apply for the continuing period of disability.
- C. Medical, dental, chiropractic appointments - 1 hrs. time.
- D. Funeral - up to 3 days for death or grave illness in immediate family (defined), and for death of an employee. 1 day to attend a funeral.
- E. Jury - difference between salary and rate paid.

TRANSFERS: Posting, bidding; if no qualified bidders, may have new hire or involuntary transfer least senior employee.

INSURANCE:

1. Hosp./Maj. Med. - full cost for employee and dependents - BC/BS, supplemental Medicare for retired employees and their spouses.
2. Life - Employer pays \$5.50/mo. for benefits of employee's choice.
3. Prescription & Dental - full cost for employees, both provided by BC/BS, Employees may purchase coverage for their dependents.
4. Vision - provided

WAGES:

1. When an employee works away from the normal area of the Utility in the service of the Utility the Utility will pay for necessary lodging and meal expense. When an employee is working to assist another Utility he shall be paid his normal rate of pay or the prevailing rate, whichever is higher.

	<u>7/1/87</u>
Line Foreman	12.05
Plant Foreman	12.00
Lineman	11.30
1st year Apprentice Lineman	6.90
2 year	8.00
3 year	9.10
4 year	10.20
Equipment Operator	10.20
Groundman	6.90
Plant Maintenance Man	10.20
Plant Maintenance Man II	9.65
Plant Operator (engines not running)	9.10
Plant Operator (engines running)	9.63
Apprentice 1 year	6.90
Apprentice 2 year	8.00
Meter Reader	7.15
Meter Repairman/Electrician	10.20

EMPLOYER: Indianola Municipal & Electric Utilities

EMPLOYEE ORGANIZATION: Municipal Laborers Local 353

UNIT (SUMMARY): Watchman, Operator, Meter Reader, Mechanic, Lineman

DURATION: July 1, 1987 - June 30, 1989

HOURS: 8 hrs/day, 40 hrs/week, 5 consecutive days Monday - Friday; Lunch period not less than 30 min or more than 1 hr; 15 min rest period/ half shift, stand-by & reporting pay - 2 hrs straight time.

OVERTIME: 1 1/2 time over 8 hrs/day, 40 hrs/week. Holiday, double time

	<u>Hrs Earned Bi-Weekly</u>
VACATION: less than 2 yrs service	3.07
2 yrs - less than 8 yrs	4
8 yrs - less than 14 yrs	5
14 yrs +	6

Up to 120 hrs of vacation may be carried over

HOLIDAYS: 10 1/2 paid

New Years, President's Day, Memorial, Independence, Labor, Thanksgiving and Friday after, 4 hrs on Christmas Eve, Christmas, 2 personal

LEAVES OF ABSENCE:

- A. Sick - full time accrue 3.07 hrs/biweekly pay period, maximum accumulation 360 hrs; may be substituted for annual leave if employee becomes hospitalized on annual leave
- B. Military - As per Law
- C. Jury - normal pay less pay from court
- D. Emergency - in case of death of employee family (defined) up to 3 paid days; additional 2 days off with approval of manager and charged to accumulated sick leave. In death of other family members (defined), 1 day
- E. Personal Leave Without Pay - Board grants leave up to 12 mos upon written request of employee

INSURANCE:

- 1. Hosp/Maj Med - Board pays single premium and contributes \$110/mo. towards family coverage; 7/1/88 \$115/mo.
- 2. Life - \$15,000
- 3. Dental/Vision - Reimbursement of \$200/yr
- 4. Other - prescription - \$2 deductible, board contributes \$10/mo

WAGES:

If work four hours beyond shift for an emergency, meal provided. Educational reimbursement up to \$600/yr. Cap and 3 uniforms furnished to meter reader, 1 light weight and 1 heavy jacket.

Stand-by pay: 9 hrs straight time for each 7 day period, or 4 hrs straight time for each weekend.

Longevity Pay	<u>Years</u>	<u>Annual Pay</u>		
	5-9		225	
	10-14		275	
	15-19		325	
	20+		375	
Nightwatchman	11,663	12,203	12,891	
Meter Reader/ Water Plant Asst.	12,891	13,480	14,189	14,461
Operator I/ Meter Reader II	16,421	17,227	18,086	18,997
Senior Meter Reader	18,086	18,566	19,507	
Operator II	18,995	19,974	20,978	21,469
Mechanic/Lineman	19,974	20,978	21,983	22,570
Lead Lineman	20,978	21,983	23,087	24,237 24,848

EMPLOYER: City of Indianola

EMPLOYEE ORGANIZATION: Municipal Laborers Local 353

UNIT (SUMMARY): Receptionist, Clerk Typist, Clerk, Secretary, Cashier,
Light/Heavy Equipment Operator, STP Operator, Police

DURATION: July 1, 1985 - Junn 30, 1987

HOURS: 5 consecutive 8 hrs/day, 40 hrs/week, Monday - Friday; 30 - 60 min.
lunch; 2 - 15 min breaks

OVERTIME: 1 1/2 time over 8 hrs/day or 40/week; 2 time on Holidays

VACATION:	<u>Years of Service</u>	<u>Hrs. of Accrual/Bi-Weekly</u>
	Less than 2	3.07
	2 less than 8	4.00
	8 less than 14	5.00
	14+	6.00

120 hours may be carried over; all vacation in excess of this forfeited.

HOLIDAYS: 10 paid

New Years, Washington, Memorial, Independence, Labor, Veterans, Thanksgiving,
1/2 day on Christmas Eve, Christmas, 1 1/2 personal

LEAVES OF ABSENCE:

- A. Sick - Accrue 3.7 hrs/bi-weekly pay period; 360 hours carryover allowed
- B. Military - As per Law
- C. Jury - Salary minus jury fee
- D. Emergency - up to 2 paid days in case of death in employee family (defined);
employee may take up to an additional 2 days which is charged against
employees sick leave; for other relatives (defined) up to 1 paid day
- E. Personal Without Pay - for personal reasons up to 12 months
- F. Injury - sick leave granted for first 5 days, then workmen's comp and
sick leave to make 100% of salary
- G. LOA Without Pay - may be granted upon written request. Such leave shall
not exceed 12 months

INSURANCE:

- 1. Hosp/Maj Med - employer pays full single premium and up to \$125/mo on family
- 2. Life - \$10,000; additional \$5000 available at employee's expense
- 3. Dental/Vision - Reimbursement of dental expenses up to \$250/yr. excluding
orthodontia
- 4. Other - N/A

WAGES:

Educational reimbursement \$450/yr

Longevity:	<u>Years</u>	<u>Annual pay</u>
	5 - 9	\$175
	10 - 14	225
	15 - 19	275
	20 +	325

WAGES:

Effective 7/06/86

Receptionist	8,653	9,069	9,506	9,963
Clerk Typist	9,922	10,400	10,901	11,475
Intermediate Clerk Typist	10,400	10,901	11,475	12,047
Records Clerk	10,901	11,475	12,047	12,671
Account Clerk/Secretary	12,047	12,671	13,270	13,961
Senior Account Clerk	12,671	13,270	13,961	14,656
Cashier	14,656	15,421	16,187	17,000
Light Equipment Operator		16,187	17,000	17,863
Medium Equipment Operator		17,863	18,722	19,652
Asst. STP Operator/Inspector	18,241	19,151	20,105	21,110
Heavy Equipment Operator		19,843	20,848	21,898
STP Operator	20,105	21,110	22,185	23,263
Asst. STP Supt.	21,110	22,185	23,263	24,457

City of Indianola/Police - Addendum

The purpose of this Addendum is to include the police officer classification under the provisions of the original Agreement between the City and the Union.

8 hr shifts; either 6 or 7 consecutive days of 7 or 9 hrs and either 2 or 3 consecutive days off.

When a police officer is required, during off duty time, to appear in court, such time shall be compensated at straight time with a minimum of 2 hrs.

Clothing: 1 hat, 2 tops; 2 jackets, 1 winter, 1 summer; 4 pair pants, 2 winter, 2 summer; 6 shirts, 3 winter, 3 summer; 2 ties; 1 hat badge; 2 shirt badges; name tag.

Bullet proof vest. 400 rounds of ammunition

Up to \$100 for replacement of personal item damaged during performance of duty, \$50/year accessory allowance

WAGES:

Those employees who have not reached the top step of their salary range will be eligible for an additional 1 step increase upon the completion of 12 mos of service. Newly appointed employees are eligible to receive a one-half step increase after 6 mos of service, another one-half step after 1 year and annually thereafter until the 6th step is reached.

Step	<u>1</u>	<u>1 1/2</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>
	16,877	17,285	17,690	18,599	19,533	20,513	21,516

EMPLOYER: City of Iowa City

EMPLOYEE ORGANIZATION: AFSCME Local 183 AFL-CIO

UNIT (SUMMARY): Clerk/typist, maintenance worker, clerk, cashier, water meter reader, keypunch operator, animal control officer, dispatcher, library assistant, treatment plant operator, buyer, construction inspector, electrician, lab tech, building, shop supervisor, civil engineer

DURATION: July 1, 1985 - June 30, 1987

HOURS: 5 consecutive 8 hr days, Monday - Friday, 40 hrs total; 2- 15 min rest periods; 30 min unpaid lunch period; 5 min clean-up period at end of workday.

OVERTIME:

Call in 1 1/2 time, 2 hr minimum. Holiday pay 1 1/2 + regular pay 1 1/2 times the current hourly rate or by comp. time off at the rate of 1 1/2 hrs for each hour of overtime worked over 8 hrs/day or 40 hrs/week except employees normally scheduled over 8 hrs/day; work on 6th or 7th day of work week considered overtime. If employee required to work 2 hrs immediately after employees normal workday, city will provide 1/2 hr rest period immediately following work day of 1/2 hr paid compensation at the overtime rate

VACATION:	<u>Length of Service</u>	<u>Days/Month</u>
	0-5 yrs	1
	5-10 yrs	1 1/4
	10-15 yrs	1 1/2
	15-20 yrs	1 3/4
	20+	2

HOLIDAYS: 12 paid

New Years, Washington, Memorial, Independence, Labor, Veterans, Thanksgiving and Friday after, Christmas, 1 personal day, day before or after Christmas or the day before or after New Years

LEAVES OF ABSENCE:

- A. Sick - Accrue 1 day/mo to maximum accumulation of 1440 hrs (180 days); upon resignation or retirement city pays 1/2 accumulated sick leave; sick leave bank - employees may draw from if they have exhausted their leave and are seriously ill and contributed to bank by members who have received maximum accumulation of sick leave; employees repay bank after returning to work; no member may use more than 10 days
- B. On the job injury - city may grant leave of absence with pay in event of injury or illness of an employee while at work provided the following conditions exist:
 - a. injury or illness arises out of the course of city employment, and
 - b. the city's medical advisor determines that time off from work is required

Leaves of absence with pay granted for remaining time off the work day and for period of 2 working days thereafter; additional time, if needed, charged to sick leave; employee may use other leave to supplement workers comp
- C. Funerals - up to 3 paid workdays permitted for funeral of immediate family, (defined), up to 3 additional days may be charged to sick leave
- D. Leave of Absence Without Pay - up to 12 mos, recommended by dept director and approved by manager; except in cases of medically necessary disability leave for which it is automatically provided
- E. Jury - receives regular salary minus fees received
- F. Witness fees - employee granted leave of absence with pay for purpose of testifying in court in response to legal summons, city receives court fees
- G. Military - As per Law
- H. Voting - employee permitted to vote during work day if it is not reasonably possible for him to vote off hours
- I. Pregnancy - entitled to leave of absence without pay if disabled as result of pregnancy or related cause at exhaustion of other accumulated leave
- J. Professional - granted after consideration to the following:
 - a. the potential benefit to the employee
 - b. the potential benefit to the employer
 - c. the work-relatedness of training program, conference, workshop, class or convention that is attended
 - d. who in the affected class of employees went most recently
 - e. seniority

INSURANCE:

1. Hosp/Maj Med - single and family coverage
2. Life - term life policy equal to next even thousand dollars greater than annual salary.
3. Dental - single paid, family available if paid by employee
4. Other - N/A

WAGES: 1. Uniforms - Employees required to wear special uniforms provided such, \$70 allowance for safety shoes.

2. Longevity	<u>Yrs</u>	<u>Amount</u>
	5	\$200
	10	275
	15	375
	20	475

3. Equipment Mechanic - \$50/yr
4. Classification Plan - Salary effective June 28, 1985, adjusted up 4% June 29, 1985 and up another 4% June 28, 1986
5. Merit Plan - based on performance evaluation and merit
6. Stand-by - 6 hrs straight time for each week stand-by + call-in pay
7. Recovery & Rehabilitation Programs - city provides voluntary referral of employees with personal problems, treatment eligibility

EMPLOYER: City of Iowa City - Library Board of Trustee

EMPLOYEE ORGANIZATION: AFSCME, Local 183, AFL-CIO

UNIT (SUMMARY): Library-aide, clerk, senior clerk, assistant, junior librarian, librarian, senior librarian, maintenance worker II.

DURATION: July 1, 1987 - June 30, 1989

HOURS: 40 hrs/week; 5 days, 8 consecutive hrs 2- 15 min rest period; 30 min lunch period

OVERTIME: 1 1/2 time over 8 hrs/day or 40 hrs/week. Sunday pay 6 hrs for 4 hr worked. Holiday 1 1/2 time plus regular pay.

VACATION:	<u>Length of Service</u>	<u>Days/Mo</u>
	0 - 5 years	1
	5 years 1 day - 10 years	1 1/4
	10 years 1 day - 15 years	1 1/2
	15 years 1 day - 20	1 3/4
	20+	2

Professional librarians accumulate 22 days/yr; maximum carryover 192 hours or for payment upon termination

HOLIDAYS: 10 or 11 paid

New Years, Washington, Memorial, Independence, Labor, Veterans, Thanksgiving and Friday after, Christmas, 1 personal. Permanent employees who do not work a continuous shift, the day before or after Christmas, or the day before or after New Years, is an additional holiday.

LEAVES OF ABSENCE:

- A. Sick - Accrue 1 day/mo; to maximum 1440 hours (180 days); upon resignation or retirement city pays 1/2 of accumulated sick leave on basis of hourly salary.
- B. Sick Leave Bank - May draw upon when own sick leave exhausted; unit members contribute to bank when members reach maximum accumulation of leave; employees repay bank after return. No member may use more than 10 days.
- C. On the Job Injury - Leave of absence with pay in event of injury or illness provided: (1) injury or illness arises out of course of city employment, (2) medical advisor determines time off required; if both provisions are met, leave with pay granted after 2 working days, if more than 2 required, absence charged to accumulated sick leave
- D. Funerals - Up to 3 paid days/incident to attend funeral of immediate family, (defined); up to 3 days additional sick leave may be granted.
- E. Leave of Absence Without Pay - Which has been recommended by director and approved by city manager; maximum leave 12 months
- F. Jury - Regular salary minus jury fees
- G. Witness fees - Paid leave for purpose of testifying in court
- H. Military - As per Law
- I. Voting time - Can vote during work day if it is not reasonably possible to vote during off hours
- J. Pregnancy - Without pay if disabled as result of pregnancy at the exhaustion of other accumulated leaves
- K. Professional - For professional development

TRANSFERS: Job posted, employee applies, if qualification including skills, ability, and experience of the applicants are relatively equal, the employee with the greatest seniority will be offered the job first. If qualification of current employees are marginal but equal to outside applicants, they will be offered the position if it is to be filled.

STAFF REDUCTION: By departmental decision according to seniority in the jobs affected with the person having the least seniority within classification to be laid off first; if job eliminated, employee may transfer to vacancies within the dept; if none, then senior employees being laid off shall bump employee with least seniority. Recall right to two years, provided they are qualified and able to perform the job.

INSURANCE:

1. Hosp/Maj Med - single and dependent coverage. \$135/mo. maximum employer contribution
2. Life - term life equal to next even thousand dollars greater than annual salary
3. Dental - single provided. \$7/mo. maximum employer contribution. Dependent available - paid by employee
4. Other - N/A

WAGES: 1. Clothing & Equipment - employees required to wear special uniforms provided such; cleaning & maintenance paid by employer; \$7- allowance per pair of safety shoes/yr

2. Recovery & Rehabilitation Programs - city will provide voluntary referral service for employee with personal problems; employee eligible for treatment & rehabilitation for alcoholism or problem drinking

3. Longevity	<u>Yrs. Comp.</u>	<u>Amount</u>
	5	\$200
	10	275
	15	375
	20	475

4. Classification Plan - salary effective June 26, 1987, adjusted up 3% as of June 27, 1987, and up another 3% June 25, 1988.

EMPLOYER: City of Iowa Falls

EMPLOYEE ORGANIZATION: Teamsters, Chauffeurs, & Warehousemen, Local 328

UNIT (SUMMARY): Water, Sanitation, Street and Mechanic Departments

DURATION: July 1, 1987 - June 30, 1989

HOURS: 8 hrs/day, 40 hrs/week

OVERTIME: 1 1/2 over 8 hrs/day or 40 hrs/week; Holiday overtime rate;
Call Back - 1 1/2 time for minimum of 2 hrs.

VACATION:	<u>Years of Service</u>	<u>Weeks of Vacation</u>
	1	2 weeks
	7	3 weeks
	15	4 weeks
	20	1 extra day for each yr

No carryover

HOLIDAYS: 10 paid
New Years, President's, Memorial, Independence, Labor, Thanksgiving and
Friday after, Christmas, day before or day after Christmas, 1 floating day

LEAVES OF ABSENCE:

- A. Sick - Accrue 1 1/2 day/mo. to maximum of 120 days
- B. Jury - regular salary, jury pay turned into City
- C. LOA - maximum of 30 days
- D. Funeral - 3 paid days for immediate family (defined), possible extension;
5 days for spouse, others on approval of City Manager

INSURANCE:

- 1. Hosp/Maj Med - City provides for employee and family
- 2. Life - \$20,000 term life
- 3. Dental - N/A
- 4. Other - N/A

WAGES:

	<u>1987-88</u>	<u>1988-89</u>
Water Department		
Beginning	\$16,619	\$17,243
After 1 Year	17,964	18,595
Sanitation Department		
Sanitation Laborer	15,600	16,224
Sanitation Drivers	16,622	17,243
Assistant Foreman	17,365	17,992
Street Department		
All Employees	16,622	17,243
Assistant Foreman	17,365	17,992

Mechanics Department
Beginning
After 1 Year

15,600
16,662

16,224
17,243

Longevity:

<u>Years of Service</u>	<u>\$/Month</u>
5	\$ 5.00
10	10.00
15	15.00
20	20.00

EMPLOYER: City of Keokuk

EMPLOYEE ORGANIZATION: General Drivers, Warehousemen & Helpers, Teamsters Local
Union No. 218

UNIT (SUMMARY): Employees of Water Pollution Control Plant, except office
clerical employees, professional employees and supervisors.

DURATION: July 1, 1987 - June 30, 1988

HOURS: Five 8/hr days; 40 hrs/week; paid lunch period

OVERTIME: 1 1/2 over 8 hrs/day, 40 hrs/week. Holiday 2 1/2 time

VACATION:	1 Year	2 weeks
	4 Years	3 weeks
	13 Years	4 weeks
	17 Years	5 weeks
	25+ Years	6 weeks

HOLIDAYS: 10 paid

New Years, Washington, Good Friday, Memorial, July 4, Labor, Veterans,
Thanksgiving & day after; Christmas, 2 Personal Days

LEAVES OF ABSENCE:

- A. Union Business - time off needed to accomplish responsibility
- B. Military - As per Law
- C. Sick Leave - Accrue 4 hours per pay period to to 142 days; 100%
paid at retirement up to a maximum of 65 days

- D. Funeral - 3 days for relative (defined); pallbearer - 4 hours deducted from sick time; 3 days for other relatives (defined) with 8 hrs of pay,
- E. Jury Duty - difference between salary and rate paid

TRANSFER: Posting and bidding; senior employee has preference, if qualified for the job in question.

STAFF REDUCTION: Seniority shall be the controlling factor in layoff, if qualifications including state certification, are equal between or among affected employees. Recall in reverse order of layoff.

INSURANCE:

- 1. Hosp/Major Med - \$100/mo. toward single; \$175/mo. toward family
- 2. Life - \$100/mo toward single and \$175/mo. toward family
- 3. Dental - N/A
- 4. Other - N/A

WAGES: Call in time: Maximum of 4 hours at 1 1/2 base pay. Included a shift differential pay. Double time for second day.

Employer provides rain gear, rubber boots, and rubber gloves

TREATMENT PLANT OPERATORS

Trainee	\$8.61
Grade I *	\$8.99
Grade II *	\$9.38
Grade III *	\$9.76

PLANT MAINTENANCE \$9.76

MAINTENANCE HELPER \$8.21

LABORER & TRUCK DRIVER \$8.21

*Receipt of Grade I, II, and III operator wages will occur only when the Waste Water Treatment Superintendent and Director of Public Works have determined that an employee's performance is satisfactory. In addition, the employee must hold a Grade I license for Grade I classification pay, a Grade II license for Grade II classification pay, and a Grade III license for Grade III classification pay.

Any time an employee works in a higher classification he shall be paid the rates provided for in that classification, however, a trainee operator shall not receive pay in a higher classification until he successfully obtains a Class I State License and is approved by the Waste Water Treatment Superintendent and Director of Public Works for a Grade I pay classification.

Shift Differential:

3:00 p.m. - 11:00 p.m. Shift 20¢/hr.
11:00 p.m. - 7:00 a.m. Shift 30¢/hr.

Any bargaining unit employee who has a Class I license in Waste Water as of 1/20/78 shall be paid 25¢/hr additional when not working as a treatment plant operator and any employee with a Class II license as of 1/20/78 shall be paid 50¢/hr additional when not working as a treatment plant operator.

EMPLOYER: Keokuk Municipal Water Works

EMPLOYEE ORGANIZATION: Teamsters, Local 218

UNIT (SUMMARY): Plant Operators, Maintenance, Working Foremen, Utility Worker, Meter Readers

DURATION: July 1, 1986 - June 30, 1988 (reopener provision)

HOURS: five 8 hr. days, two 10 minute breaks, 1/2 hr. unpaid meal

OVERTIME: 1 1/2 time for over 40 hrs/wk., 1 1/2 time for hours schedules on employees day off, 2 times for all Sunday work except for plant operators who shall be paid 1 1/2 times their hourly rate of pay on the 6th day or their first day off in a scheduled work week and 2 times their hourly rate of pay on their seventh or their second day off; ball in pay - min. of 4 hrs, at 1 1/2 time, double time if employee called in or his second consecutive day off.

VACATION:

<u>Length of Employment</u>	<u>Weeks Vacation</u>
1	1
2 - 6	2
7 - 15	3
16 - 19	4
20+	5

HOLIDAYS: 12 paid

New Years, Washington's, Good Friday, Memorial, Fouth of July, Labor, Veterans, Thanksgiving and day after, Christmas and 2 personal

LEAVES OF ABSENCE:

- A. Sick - 1 day/mo., max. accumulation of 132 days, 12 additional days credited to all employees with 10 yrs. or more of service as of June 30, 1978 if on that date the employee has the maximum of 120 days accumulated sick leave; any employee who has accumulated the max. amount of sick leave which may be accumulated shall receive at the end of each contract year in which sick leave is not used for purposes of an illness, 8 hrs. pay.
- B. Leave of Absence - must secure permission of Employer
- C. Military - as per law
- D. Funeral - up to 3 days for member of immediate family (defined), 1 day for step-brother or step-sister; may attend funeral of another employee without loss of pay; employees serving as pallbearers receive 4 hrs. pay at normal rate which is deducted from their accumulated
- E. Jury - difference in wages between jury pay and their regular earnings

TRANSFERS: job posted, employee applies, seniority is the controlling factor.

STAFF REDUCTION: Seniority is the controlling factor, if qualifications, including state certification, are equal, may exercise bumping rights.

INSURANCE:

- 1. Hosp./Maj. Med. - Employer pays 70%
- 2. Life - N/A
- 3. Dental - N/A
- 4. Other - N/A

WAGES:

- 1. Car Allowance - \$3/day to employees who use their personal vehicle on the job in performance of their duties for the employer.
- 2. Uniforms - provided by Employer for Meter Readers, Meter Maintenance, Distribution Crew and Plant Maintenance Personnel at a max. replacement of 3 sets/yr; Employer will pay \$25/yr. towards purchase of safety shoes.
- 3. Meals - Employer reimburse max. of \$3.00 for breakfast, \$3.50 for lunch, \$4.00 dinner when employees are required to work through ordinary meal times and beyond their ordinary scheduled hours of employment.

Minimum Hourly Rates of Pay

	<u>7/1/87</u>
Plant Operator Grade I	\$ 9.06
Plant Operator Grade II	9.66
Plant Maintenance Employee	9.06
Working Foreman	9.06
Utility Worker	8.86
Meter Reading & Maintenance Employee	8.86

Shift Differential

Any employee other than a Plant Operator Trainee, Plant Operator Grade 1 or 2, working in the plant shall receive a shift differential of: 2:30 p.m. - 10:30 p.m. 15¢/hr. 10:30 p.m. - 6:30 p.m. 25¢/hr.

Any employee designated as substituting for a supervisor shall receive \$1/hr above his normal wage.

EMPLOYER: City of Keokuk

EMPLOYEE ORGANIZATION: Teamsters Local 218

UNIT (SUMMARY): Street, Sanitation, Sewer, Garage, Painting, Park and Cemetery Departments including working foremen

DURATION: July 1, 1987- Junn 30, 1988

HOURS: 8 hr/day, 5 day/week

OVERTIME: 1 1/2 time for hrs over 8/day or 40/wk, hours prior to 6:00 a.m. (with exception of sweeping and flushing streets, spraying); Sunday work at double time; holiday pay 1 1/2 times, 4 hr min.

VACATION:	<u>Years</u>	<u>Weeks</u>
	1	2
	4	3
	13	4
	17	5
	25	6

HOLIDAYS: 9 paid
New Years, Good Friday, Memorial, Independence, Labor, Veterans, Thanksgiving and Friday after, and Christmas.

LEAVES OF ABSENCE:

- A. Sick - 3.7 hr/pay period to max accrual of 1,136 hrs
- B. Emergency - 3 days w/pay for death in immediate family (defined); 1 day for death of steprelative; 4 hrs for pallbearer duty; 2 hrs to attend funeral of another unit employee
- C. Military - as per law
- D. Unpaid personal - upon written permission of employer
- E. Jury - regular wages less jury pay

STAFF REDUCTION: Lay off shall be from the bottom of the Master Over-all Seniority list regardless of what Department the man on the bottom of the list is working. Recall according to qualifications and seniority.

INSURANCE:

1. Hosp/Maj Med - \$90/mo. for single; \$180/mo. for family coverage
2. Life - included in #1
3. Dental - N/A
4. Other - N/A

WAGES:

Shift differentials - sweeping and flushing streets and spraying, when shift starts before 6:00 a.m. - 20¢ hr
 City pays for first chauffeurs license and for difference between regular and chauffeurs thereafter
 Any time an employee works in a higher classification he/she paid at the wages provided for in that classification
 Upon regular retirement at age 62 or after, 100% of unused sick leave (max 65 days or 560 hrs) reimbursed

Street Department		Painting & General Maintenance Dept	
Working foreman	\$8.70	Working foreman	\$8.64
Operators of road graders	8.54	Building maintenance man	8.36
Operators of sweepers and other power machinery	8.18	Utility man	8.03
Truck drivers	8.13	Parks Department	
Chip box operator on black top	8.08	Working foreman	8.64
Utility man	8.03	Oper. of tractor driven mowers	8.18
		Truck drivers	8.13
		Maintenance	8.03
		Flower garden/Maintenance Worker	8.33
Sanitation Department		Oakland Cemetery Department	
Working Foreman	8.64	Working foreman	8.64
Operator on landfill equipment	8.54	Truck drivers	8.13
Truck drivers	8.13	Maintenance man	8.03
Garbage truck helpers	8.08	Sewer Maintenance Department	
Utility man	8.03	Working foreman	8.64
Operator of other power driven machinery	8.18	Sewer worker	8.13
Garbage packer operator	8.54	Equipment oper/lift station maintenance	8.54
Garage & Mechanical Maintenance Dept			
Working foreman/Class A mechanic	8.93		
Class A mechanic	8.83		
Class B asst mechanic	8.38		
Class C utility man	8.03		

EMPLOYER: City of Maquoketa

EMPLOYEE ORGANIZATION: City of Maquoketa Employees Association

UNIT (SUMMARY): City Hall (clerical, non-professional), water, waste water, public works, power plant, and distribution depts.

DURATION: July 1, 1986 - June 30, 1989 (Wage reopener)

HOURS: 8/hrs day, 2 - 15 min. breaks

OVERTIME: 1 1/2 time over 8 hrs. call back - 1 1/2 time, 2 hr min (unless w/in 2 hrs of regular shift)

VACATION:

<u>Yrs</u>	<u>days</u>	<u>Yrs</u>	<u>days</u>
1	5	8	15
2	10	11	16
4	11	12	17
5	12	13	18
6	13	14	19
7	14	15	20

HOLIDAYS: 12 paid

New Years, Friday before Easter, Memorial Day, Independence, Labor, Veterans, Thanksgiving and Friday after, 1/2 day Christmas Eve, Christmas, 1/2 day New Years Eve, 2 personal days

LEAVES OF ABSENCE:

- A. Sick - 16 hrs/mo to max of 720 hrs, thereafter at rate of 8 hr/mo. Nov. 30 each year, employee paid 1/2 regular pay for all sick leave over 720 hrs. Upon separation from employment, cash payment for all unused sick leave at 1/2 regular rate
- B. Funeral - 3 days paid for certain relatives (defined). Up to 5 days additional w/o pay. 1 day others.
- C. LOA - w/o pay, following exhaustion of sick leave, extend only for period not to exceed 1 mo. for each full year previous continuous service; possible exceptions for leaves up to 30 days
- D. Jury - regular pay less jury pay + mileage
- E. Vcting - given sufficient time off to vote

STAFF REDUCTION: If qualifications equal, seniority rules. Recall in inverse order

INSURANCE:

1. Hosp/maj med - full family coverage paid to max of \$185/mo.
2. Life - \$10,000
3. Dental - N/A
4. Other - N/A

WAGES: July 1, 1987 - June 30, 1988

	<u>Base</u>	<u>6 mos</u>	<u>1 yr</u>	<u>2 yrs</u>	<u>3 yrs</u>	<u>4 yrs</u>	<u>6 yrs</u>	<u>8 yrs</u>
<u>Electric Distribution Department</u>								
Meter								
Reader	12,712	13,347	14,015	14,505	15,013	15,539	16,159	16,807
Groundman	13,817	14,506	15,233	15,766	16,318	16,888	17,564	18,267
Meter Tech/ Lineman	15,750	16,537	17,364	17,972	18,601	19,253	20,023	20,825
Lineman/Line Maintenance	16,028	16,829	17,670	18,289	18,929	19,591	20,375	21,189
Lead Person		\$300/yr above classification						
Part time lineman		\$7.70/hr						
Part time groundman		\$5.40/hr						
<u>Power Plant</u>								
Oiler	14,506	15,233	15,995	16,555	17,133	17,733	18,443	19,180
Operator	14,822	15,548	16,310	16,870	17,448	18,048	18,758	19,495
Mechanic								
Operator	15,037	15,863	16,625	17,185	17,763	18,363	19,073	19,810
Part time		\$4.87/hr						
<u>Public Works</u>								
Truck								
Driver	12,296	12,912	13,556	14,032	14,522	15,031	15,632	16,257
Lt. Equip Operator	14,162	14,871	15,614	16,160	16,726	17,310	18,004	18,723
Hvy Equip Operator	14,506	15,233	15,995	16,555	17,133	17,733	18,443	19,180
Leal: Person		\$300 per year above classification						
Part time:								
General Labor		\$4.31/hr.						
Lt. Equip Operator		\$5.13/hr.						
Hvy. Equip Operator		\$5.40/hr.						

July 1, 1987 - June 30, 1988

	<u>Base</u>	<u>6 Mos.</u>	<u>1 Yr.</u>	<u>2 Yr.</u>	<u>3 Yr.</u>	<u>4 Yr.</u>	<u>6 Yr.</u>	<u>8 Yr.</u>
<u>Wastewater</u>								
Laborer/ Maintenance	13,817	14,228	15,233	15,766	16,318	16,888	17,564	18,267
Plant Oper/ Lab Tech	14,852	15,595	16,376	16,948	17,542	18,155	18,881	19,637
Operator II	15,167	15,910	16,691	17,264	17,857	18,470	19,196	19,952
Operator III	15,483	16,225	17,006	17,579	18,172	18,785	19,512	20,267

Operator-Lab Technician must have a Grade I Wastewater Certificate at 1 yr service

Water Dept.

Laborer/ Maintenance	13,817	14,228	15,233	15,766	16,318	16,888	17,564	18,267
Plant Oper/ Lab Tech	14,852	15,595	16,376	16,948	17,542	18,155	18,881	19,637
Operator II	15,167	15,910	16,691	17,264	17,857	18,470	19,196	19,952
Operator III	15,483	16,225	17,006	17,579	18,172	18,785	19,512	20,267

Operator-Lab Technician must have a Grade I Water Certificate at 1 yr service

Part time Laborer - \$4.47 hr

Billing Clerk	11,573	12,152	12,760	13,206	13,668	14,146	14,732	15,301
Clerk/Typist	10,776	11,315	11,881	12,297	12,728	13,173	13,701	14,249

Shift differential \$.15/hr 11:00 p.m. - 7:00 a.m.

Employee reimbursed for chauffeurs license required by employer.

Personal item required by Employer, up to \$50/yr., for repair or replacement

* * * * *

EMPLOYER: City of Marion, Iowa

EMPLOYEE ORGANIZATION: AFSCME Local 231

UNIT (SUMMARY): Custodians, record clerk I & II, truck driver, mechanics,
utility I, supt., foreman

DURATION: July 1, 1987 - June 30, 1988

HOURS: 40 hours/week, schedule posted. One 15-minute breaks during each 4 hours,
1/2 hour pd. lunch period.

OVERTIME: 1-1/2 after 40 hours/week or Saturday and Sunday. Holiday rate of
1-1/2 plus regular holiday pay. Call back 1 1/2 time 3 hr minimum.

VACATION:	1 - 6 years	80 hours	Carryover of 40 hours
	6 - 11 years	120 hours	
	11 - 17 years	160 hours	
	Over 17years	200 hours	

HOLIDAYS: 13 paid

New Years, Good Friday, Memorial, Labor, Veterans, Independence, Thanksgiving
& day after, Christmas & day before, New Years Eve and day, 2 personal holidays

LEAVES OF ABSENCE:

- A. Sick leave - 16 hours per month up to 120 days
- B. Family Death - 3 days for certain relatives (defined)
- C. Jury Duty - paid for service - return remuneration from the court
- D. Voting Time - time to travel to polls, vote and return to duty station
- E. Civic Duty - granted leave necessary to fulfill their civic responsibility
- F. Military Service - member of a reserve force shall be granted leave
- G. Maternity - covered by sick leave

Unpaid leaves:

- A. General - up to 6 months for any reasonable purpose
- B. Union Business - up to 2 years for union business as officer. Other
business up to 1 month for one employee in department.

- C. Education Leave - one employee from department not to exceed one year
- D. In-Service Training - not to exceed 1 mo to attend conferences, seminars, or briefing sessions.
- E. Maternity - not to exceed 6 mo., extensions up to 6 mons.

TRANSFERS: Posting and Bidding - Transfer the senior employee provided he/she possesses the ability to perform the duties as assigned and meets any special or selected certification requirements.

STAFF REDUCTION: Temporary and probationary first, employer may offer demotion or transfer to avoid layoff. Recall in reverse order of layoff provided they are qualified for the vacancy.

INSURANCE:

- 1. Hosp/maj. med. - full single and family
- 2. Life - \$5,000 single
- 3. Dental - n/a
- 3. Other - n/a

WAGES:

Longevity

Over 5 years	\$300
Over 10 years	\$400
Over 15 years	\$500
Over 20 years	\$700

When no work available paid at least for 4 hours of regular pay.

<u>GRADE</u>	<u>POSITION</u>	<u>STEPS</u>					
		<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>
1	Custodian	\$12,395	\$13,773	\$14,209	\$14,674	\$15,119	\$15,561
2	Utility I	\$13,599	\$15,111	\$15,561	\$16,012	\$16,458	\$16,900
3	Records Clerk I	\$14,818	\$16,465	\$16,900	\$17,366	\$17,810	\$18,253
4	Financial Clerk Admin. Secretary Records Clerk II Engineering Technician I Equipment Operator Truck Driver Utility II	\$16,021	\$17,801	\$18,253	\$18,688	\$19,139	\$19,769
5	Engineering Tech. II Mechanic Operator Technician Foreman	\$17,240	\$19,155	\$19,592	\$20,507	\$20,945	\$21,559
6	Superintendent	\$19,288	\$20,302	\$20,766	\$21,739	\$22,202	\$22,853

* * * * *

EMPLOYER: City of Marshalltown

EMPLOYEE ORGANIZATION: Teamsters Local 238

UNIT (SUMMARY): Water Pollution Control Plant employees

DURATION: July 1, 1987 - June 30, 1988

OVERTIME: 1 1/2 time for over 8 hr/day or 40 hr/week; call-back at 1 1/2 time,
2 hr minimum; holiday at 1 1/2 time plus regular pay

VACATION:	<u>Years</u>	<u>Weeks</u>
	1	1
	2	2
	6	3
	12	4
	20	5

HOLIDAYS: 11 paid

New Years, Good Friday, Memorial, Independence, Labor, Veterans, Thanksgiving
and Friday after, Christmas, and 2 personal

LEAVES OF ABSENCE:

- A. Personal - w/o pay, subject to approval of Plant Supt., up to 30 days with possible 30 day extension. SPECIAL - up to one year with or w/o pay for purpose of job related training.
- B. Bereavement - 3 paid days for immediate family (defined); others (defined) 1 day, possible 2 day extension.
- C. Jury - regular pay less jury pay
- D. Sick - 4 hrs/2 week pay period to max of 130 days. Upon eligible retirement paid 25% of accumulated sick leave subject to 130 day max.
- E. Maternity - leave to begin when physician deems necessary and to end 8 weeks after date of birth. May use accumulated sick leave; may be extended for medical reasons.

STAFF REDUCTION: Least seniority first, recall in inverse order; 3 yr recall rights

INSURANCE:

- 1. Hosp/maj. med. - single and dependent coverage 85% paid by employer
- 2. Life - n/a
- 3. Dental - n/a
- 4. Other - n/a

WAGES:

1. Educational - employer pays cost of tuition and books for approved work related schooling satisfactorily completed.
2. Clothing - lab tech outerwear furnished; \$60/yr for work boots
3. Chauffeurs License - if required by employer, employer will pay
4. Wastewater Plant Cert. License - if required, employer will pay

Classification:

	<u>Beginning</u>	<u>1 yr</u>	
Maintenance	9.58	10.40	
Maintenance/Electrician	9.91	10.72	
Plant Operator	9.49	9.96	(Grade II 40¢ bonus)
Lab Technician	8.28		
Asst Lab Technician	6.28		

Hourly pay rates for employees hired after July 1, 1985:

Maintenance	8.93
Maintenance/Electrician	9.33
Plant Operator	8.43
Lab Technician	8.28
Asst Lab Technician	6.28

Longevity:

Length of Continuous Employment	Pay
over ten years	.15
over 14 years	.25
over 18 years	.30

Personnel hired before July 1, 1985:

Maintenance	3 yrs	.32	Maint/Electrician	3 yrs	.32
	5 yrs	.51		5 yrs	.67
Plant Operator	3 yrs	.37			
	5 yrs	.55	Asst. Lab Tech	1 yr	.20
Lab Tech	1 yr	.60		3 yrs	.40
	3 yrs	1.20		5 yrs	.50
	5 yrs	1.70			

Personnel hired after July 1, 1985 - .40 after 1 year, .40 after 3 yrs, .40 after 5 yrs except Lab Tech & Asst. Lab Tech.

* * * * *

EMPLOYER: Marshalltown Water Works Board of Trustees

EMPLOYEE ORGANIZATION: Teamsters Local 238

UNIT (SUMMARY): Working foreman, plant operators, meter readers & service, plant maintenance, utility workers

DURATION: July 1, 1987 - June 30, 1989

HOURS: 5 - 8 hr/days/week; 3 am-5 pm with 1 hr unpaid meal break except continuous shifts of 8 am-4 pm; 4 pm-12 am; and 12 am-8 am, with 1/2 hr meal break.
2 - 10 min. breaks/day

OVERTIME: 1 1/2 time for over 8 hr/day or 40 hr/week; call-in at 1 1/2 time, 2 hr minimum; holidays at double time, 2 hr minimum; weekend standby at \$10/day

VACATION:	<u>Years</u>	<u>Weeks</u>
	1	1
	2-7	2
	8-16	3
	17-24	4
	25 +	5

HOLIDAYS: 11 paid

New Years, Good Friday, Memorial, Independence, Labor, Veterans, Thanksgiving and Friday after, Christmas, 1 personal and (in defined conditions) 1/2 day before Christmas and/or New Years

LEAVES OF ABSENCE:

- A. Sick - 4 hr/2 week pay period to max of 130 days. Upon eligible retirement cash payment of 25% of accumulated sick leave to 130 day max
- B. Funeral - 5 days spouse or child; 3 days for immediate family (defined); 1 day for other relatives (defined); possible 2 day extension; 4 hrs for pallbearer, funeral time for other employee
- C. Military - as per law
- D. Jury - regular pay less jury pay

TRANSFERS: Posting & bidding of vacancies, employer selects, 60 day prob. period.

STAFF REDUCTION: Part-time and temporary laid off first, thereafter by seniority if job qualifications are equal; bumping rights

INSURANCE:

- 1. Hosp/maj. med. - \$70/mo single or \$150/mo family paid by employer; cr HMO
- 2. Life - \$15,000
- 3. Dental - N/A
- 4. Other - N/A

WAGES:

- 1. Higher classification pay - paid to employee temporarily working in higher classification after 30 days
- 2. Employer provides all required protective clothing, safety equipment and protection devices except safety shoes
- 3. Employer pays difference between cost of Chauffeurs License and regular license if Chauffeurs License is required

Effective 7/01/87:

Classification:	Start	1 year	2 years	3 years	4 years	5 years	6 years
Utility worker	7.65	8.05	8.45	8.85	9.25	9.65	10.17
Plant operator*	7.78	8.18	8.58	8.98	9.38	9.78	10.30
Meter sevice	7.91	8.35	8.79	9.23	9.67	10.11	10.67
Meter readers & repair	7.58	7.98	8.38	8.78	9.18	9.58	10.10
Working foreman	8.49	8.90	9.31	9.72	10.13	10.54	11.07
Equipment operator	7.90	8.30	8.70	9.10	9.50	9.90	10.42
Plant maintenance	7.93	8.38	8.83	9.28	9.73	10.18	10.75

Effective 7/01/88:

Utility Worker	7.90	8.30	8.70	9.10	9.50	9.90	10.42
Plant operator*	8.03	8.43	8.83	9.23	9.63	10.03	10.55
Meter service	8.16	8.60	9.04	9.48	9.92	10.36	10.92
Meter Readers & Repair	7.83	8.23	8.63	9.03	9.43	9.83	10.35
Working Foreman	8.74	9.15	9.56	9.97	10.38	10.79	11.32
Equipment Operator	8.15	8.55	8.95	9.35	9.75	10.15	10.67
Plant Maintenance	8.18	8.63	9.08	9.53	9.98	10.43	11.00

*Grades I, II and III plant operators receive 8¢, 27¢ and 40¢ respectively added to hourly wages

EMPLOYER: City of Mason City

EMPLOYEE ORGANIZATION: AFSCME Local 1367

UNIT (SUMMARY): Parks, Sanitation, Sewage Treatment, and Water Department Employees

DURATION: July 1, 1986 - June 30, 1987, wages & insurance re-opener

HOURS: Lunch Shift, 20 minute break each 1/2 shift, 5 consecutive 8 hour days

OVERTIME: 1-1/2 time over 8 hours/day, 40 hours/week; double time on Sunday and holidays; callback minimum 2 hours overtime if hour does not run concurrently with regular hours

VACATION:	<u>Years of Service</u>	<u>Weeks of Vacation</u>
	1	1
	2 - 7	2
	8 - 14	3
	15 - 22	4
	23 +	5

HOLIDAYS: 11 paid

New Years, Presidents, Good Friday, Memorial, Independence, Labor, Veterans, Thanksgiving and Day after, Christmas, Floating Holiday.

LEAVES OF ABSENCE:

- A. Paid Leaves - up to 4 paid days for serious illness of member of employees family (defined); 4 paid days in event of death of immediate family (defined); 4 paid hours for death of current or former city employee or close relative (defined); member of union granted LOA with pay to attend convention of AFSCME and Iowa Federation of Labor (limited to 14 days/year).
- B. Jury - receive salary less fees received
- C. Voting - employees granted reasonable time to vote
- D. Civic Duty - when required to appear before court on matters not related to work or action in which they are involved; granted with pay
- E. Unpaid leave - for limited period, not to exceed 1 year; granted for reasonable purpose; need permission of department head, mayor, city council; employee granted LOA for military service
- F. Maternity - granted leave w/o pay as attending physician states
- G. Education - after 1 year service can be granted LOA without pay for educational purposes.
- H. Sick - employees with 5 years or more of service credited with maximum accumulation of 30 days leave at the start of each year, providing their accumulation balance is less then 30 days; accrue 1-1/2 days/month to maximum of 120 days of leave

TRANSFER: Job posted; senior employee applicant given 4 week trial period

STAFF REDUCTION: Employer consider seniority and ability to perform the work and if these are all equal, between or among employees, seniority shall govern and the employees shall be laid off in the inverse order of their seniority.

INSURANCE:

- 1. Hosp/maj. med. - employer pay \$126.65 family and \$54.79 single coverage
- 2. Life - \$5,000 on employee and \$1000 on dependents (\$2.40 family, \$2 single/month)
- 3. Dental - N/A
- 4. Other - N/A

WAGES:	1. <u>Longevity</u>	Years of Employment	Payment/Month
		3	\$24
		6	\$28
		9	\$32
		12	\$36
		15	\$40
	2. Shift Differentials	- 15 cents/hour on second shift 20 cents/hour on third shift	

3. Uniform and Protective Clothing - uniform and protective clothing provided by employer

PARKS DEPARTMENT

I. Parks Working Foreman*	8.86
II. Heavy Equipment Operator	
6 months probation	8.08
After 6 months	8.22
After 12 months	8.36
After 18 months	8.51
After 36 months	8.57
After 60 months	8.64
* Article 14.3 does not apply to Parks Working Foreman.	
III. Carpenter, Maintenance Persons, Tractor Operator, Assistant Greenskeeper, Laborers	
6 months probation	7.83
After 6 months	7.95
After 12 months	8.11
After 18 months	8.26
After 36 months	8.32
After 60 months	8.39

Park Custodian shall receive 20 cents additional per hour for irregular hours, not to be used in computation of overtime from May 15 to September 15.

Swimming Pool operators shall receive an additional 20 cents per hour for additional duties, for a 14-week period from June through August.

STREET DEPARTMENT

I. Heavy Equipment Operators: Rotary Snow Plows, Motor Grader, Front-end Loader, Traxcavator, Sweeper, Street Flusher, Vac-all, Sewer Lead Man, Tractor-Backhoe, Mechanics, Power Shovel, Mechanics lead worker	
Aerial Basket Operators	
6 month probation	8.08
After 6 months	8.22
After 12 months	8.36
After 18 months	8.51
After 36 months	8.57
After 60 months	8.64
II. Maintenance Persons, Tractor Operators, Street Oil Distributor Operators, Chipper Operator, and Laborers	
6 months probation	7.83
After 6 months	7.95
After 12 months	8.11
After 18 months	8.26
After 36 months	8.32
After 60 months	8.39
III. Lead Worker	8.86

Street Department Sweeper Operators shall receive from December 15 to March 15, time and one-half for hours worked from 2:00 a.m. to 6:00 a.m. and straight time for hours worked from 8:00 a.m. to 12:00 noon.

SANITATION DEPARTMENT

REFUSE DIVISION

I. Refuse Lead Collector	
6 months probation	7.99
After 6 months	8.15
After 12 months	8.19
After 18 months	8.44
After 36 months	8.50
After 60 months	8.57
II. Collector and Utility Worker	
6 months probation	7.90
After 6 months	8.04
After 12 months	8.18
After 18 months	8.32
After 36 months	8.38
After 60 months	8.45
III. Mechanic	
6 months probation	8.08
After 6 months	8.22
After 12 months	8.36
After 18 months	8.51
After 36 months	8.57
After 60 months	8.64
IV. Lead Worker	8.86

WASTE WATER TREATMENT PLANT

I. Assistant Supervisor*	9.04
II. Laboratory Technician	
6 Mos. probation	8.23
After 6 months	8.38
After 12 months	8.52
After 18 months	8.67
III. Compensation for Certified Operators:	

CERTIFICATE NUMBER

	<u>NONE</u>	<u>GRADE I</u>	<u>GRADE II</u>	<u>GRADE III</u>	<u>GRADE IV</u>
6 Mos. probation	7.93	7.99	8.23	8.38	8.52
After 6 months	8.08	8.15	8.38	8.52	8.67
After 12 months	8.21	8.29	8.52	8.67	8.81
After 18 months	8.36	8.43	8.67	8.81	8.96

WATER DEPARTMENT

I. Assistant Distribution Supervisor *	8.87
II. Carpenter Foreman	
6 Mos. probation	8.20
After 6 months	8.35
after 12 months	8.49
After 18 months	8.63
After 36 months	8.69
After 60 months	8.77
III. Heavy Equipment Operators (Tractor-Backhoe, Mobile Crane, etc.) Mechanic, Storekeeper	
6 months probation	8.08
After 6 months	8.22
After 12 months	8.36
After 18 months	8.51
After 36 months	8.57
After 60 months	8.64
IV. Utility Man, Electrician's Helper, Assistant Storekeeper, Meter Repairman, Meter Readers	
6 months probation	7.83
After 6 months	7.95
After 12 months	8.11
After 18 months	8.26
After 36 months	8.32
After 60 months	8.39
V. City Electrician	
6 months probation	8.64
After 6 months	8.77
After 12 months	8.93
After 18 months	9.05
After 36 months	9.11
After 60 months	9.19
VI. Compensation for Certified Operators:	

	<u>NONE</u>	<u>GRADE I</u>	<u>GRADE II</u>	<u>GRADE III</u>
6 mo. probation	7.93	7.99	8.23	8.38
After 6 mo.	8.08	8.15	8.38	8.52
After 12 mo.	8.21	8.29	8.52	8.67
After 18 mo.	8.36	8.43	8.67	8.81

EMPLOYER: City of Mount Vernon

EMPLOYEE ORGANIZATION: Chauffeurs, Teamsters, and Helpers Local Union 238

UNIT SUMMARY: All regular full-time and regular part-time employees in the streets, water, sewer treatment and cemetery departments.

DURATION: July 1, 1987 - June 30, 1988

HOURS: 8 hours, 5 day work week (Monday - Friday); 40 hr. week

OVERTIME: 1-1/2 for all work in excess of 8 consecutive hours; 1-1/2 for all work on Saturday, Sunday, & holidays in addition to holiday pay; Call-back - receive at least 2 hours pay at applicable rate; employee may select compensatory time at overtime rate as alternative to overtime pay; on call pay at \$12.50/day

HOLIDAYS: 9 1/2 paid

New Year's Day, Memorial Day, July 4th, Labor Day, Veteran's Day, Thanksgiving Day, 1/2 day before Christmas, Christmas Day, 2 personal days

VACATIONS:	<u>Years of Service</u>	<u>Vacation</u>
	After one year	1 week
	After 2 - 9 years	2 weeks
	After 10 - 14 years	3 weeks
	After 15 years	4 weeks

TRANSFER: Management Rights Clause. Employer has right to transfer, promote and demote employees.

STAFF REDUCTION: Seniority is followed. Recall according to seniority if qualified to do work. Employees can use seniority to bump.

LEAVES OF ABSENCE:

- A. Sick - 14 days/year; accumulations to not more than 90 days.
- B. Funeral - Immediate family (defined) - 3 days; other - one day; all must be approved by city clerk
- C. Military - Employee receives regular pay from city for first 30 days of leave.
- D. Jury - Regular pay less jury fees

INSURANCE:

1. Hosp/Maj. Med - City pays for single & dependent
2. Life - \$20,000 life insurance; \$20,000 for accidental death of employee; also \$3,000 life insurance on employees spouse and each eligible child
3. Dental: N/A
4. Other: N/A

WAGES:

1. Training: Employer pays all expenses incurred for attendance in-service training schools
2. Duty related injury coverage: When an employee suffers duty related injury he/she shall receive workmen's compensation coverage and shall be guaranteed the city will pay the difference so will not lose normal pay while on duty related injury time (maximum of 9 months).
3. Uniforms: 5 clean uniforms each week - no cost to employee

Mileage reimbursement \$.20 mile

	<u>Hr.</u>
Sewager Plant Operator	\$8.99
Water Superintendent	\$9.60
Street Superintendent	\$9.16
Cemetery Sexton	\$7.98
Maintenance Person	\$4.96
Secretary	\$6.02
Part-time Bookkeeper	\$5.97

Merit Increases

Step I - base pay as above
Step II- base x 1.02%
Step III - base x 1.04%

Step IV - base x 1.07%
Step V - base x 1.10%

* * * * *

EMPLOYER: City of Muscatine

EMPLOYEE ORGANIZATION: Teamsters Local 238

UNIT (SUMMARY): Park & recreation, engineer, police, sanitation, community development, finance, water pollution control, streets departments

DURATION: July 1, 1987 - June 30, 1989 (Wage re-opener 2nd year)

HOURS: 5 consecutive 8 hr days, 40 hrs week, 15 min break/half shift

OVERTIME: 1-1/2 time regular rate. Comp-time at employer's discretion; maximum accumulation of comp time 80 hours. Callback 1 1/2 time, minimum of 2 hours. Standby - 8 hrs straight time per week of standby plus 4 hrs straight time for holiday w/i week; holiday - 1 1/2 time plus reg pay

VACATION:	<u>Length of Employment</u>	<u>Earn hours/month</u>
	7th - 12th month	6-2/3
	2nd year - 4th year	6-2/3
	5th year - 14th year	10
	15th year - 19th year	13-1/3
	20th year and subsequent	16-2/3

HOLIDAYS: 11 1/2

New Years, President, Memorial, Independence, Labor, Veterans, Thanksgiving & Friday after, Christmas Eve & Christmas Day and 1 1/2 personal

LEAVES OF ABSENCE:

- A. Jury - regular salary minus jury fees
- B. Bereavement - up to 3 paid days for immediate family (defined) to arrange and attend funeral. If additional time needed up to 3 paid days allowed. Time off in cases of close family friend providing charged to either sick, vacation, or personal leave. 1/2 day w/pay for other funerals (defined)
- C. Voting - employee required to work all of the hours during which polls are opened allowed sufficient time off to vote
- D. Military - as per law
- E. Sick - accrue 1-1/4 days/month to maximum of 120 days. Upon retirement cash payment of 25 unused sick leave.

TRANSFER: Jobs posted, employee bids, if qualifications equal, seniority determines.

STAFF REDUCTION: Civil Service employees laid off as per Civil Service Code. Non-civil service employee lay off: temporary, part-time and probationary first, then regular by seniority; recall in inverse order; bumping rights

INSURANCE:

1. Hosp/maj. med. - full single coverage, 90% of premium for family coverage
2. Life - \$20,000
3. Dental - Full single - employee pays family
4. Other - N/A

WAGES:

Shift differential - 2nd shift - 15¢ hr; 3rd shift - 25¢ hr
 Clothing allowance - \$15/yr for safety shoes; uniforms provided as required

Longevity:	Years	Monthly
	After 5	\$10
	10	20
	15	30
	20	40
	25	50
	30	60

<u>PAY GRADE</u>	<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>
1	6.19	6.33	6.46
2	6.33	6.46	6.60
3	6.46	6.60	6.77
4	6.60	6.77	6.90
5	6.77	6.90	7.08
6	6.90	7.08	7.24
7	7.08	7.24	7.42
8	7.24	7.42	7.63
9	7.42	7.63	7.82
10	7.63	7.82	8.03
11	7.82	8.03	8.25
12	8.03	8.25	8.48
13	8.25	8.48	8.73
14	8.48	8.73	8.99
15	8.73	8.99	9.27
16	8.99	9.27	9.52
17	9.27	9.52	9.81
18	9.52	9.81	10.13
19	9.81	10.13	10.44
20	10.13	10.44	10.77
21	10.44	10.77	11.10

<u>Title</u>	<u>PAY GRADE</u>
Parking Lot Attendant	1
Transit Service Person	2
Parking Meter Attendant	5
Animal Warden	5
Clerk	6
Transit Driver	7
Transit Dispatcher	7
Transit Dispatch Coordinator	8

TitlePAY GRADE

Public Safety Dispatcher	8
Custodian	8
Lab Technician I	10
Housing Technician I	10
Sanitation Crewman	11
Maintenance Worker I	11
Lab Technician II	12
Equipment Operator I	12
Parking Meter Repairperson	12
Maintenance Worker II	12
Treatment Plant Filter Operator	12
Lift Station Operator	12
Equipment Operator II	13
Treatment Plant Operator I	13
Refuse Truck Driver	13
Cemetery Caretaker	13
Groundskeeper	13
Equipment Operator III	14
Maintenance Repairperson	14
Engineering Technician I	14
Sludge Spreading Leadworker	14
Filter Plant Leadworker	14
Cemetery Leadworker	14
Recreational Groundskeeper	14
Refuse Truck Driver II	14
Public Works Leadworker	15
Vehicular Mechanic I	15
Treatment Plant Relief Operator	15
Treatment Plant Mechanic I	15
Treatment Plant Operator II	15
Refuse Collection Leadworker	15
Landscape Gardner	16
Housing Code Officer	16
Lift Station Leadworker	16
Housing Technician II	16
Vehicular Mechanic II	16
Treatment Plant Operator III	17
Engineering Technician II	18
Treatment Plant Mechanic II	18
Inspector I	19
Inspector II	20
Inspector III	21

EMPLOYER: City of New Hampton

EMPLOYEE ORGANIZATION: IBPAT Local 2003

UNIT (SUMMARY): City employees

DURATION: July 1, 1986 - June 30, 1988

HOURS: 8 hr/day, 40 hr/week

OVERTIME: 1 1/2 time regular rate over 40 hrs

VACATION:	Yrs of Service	Weeks
	after 1 year	1
	after 2 yrs	2
	after 6 yrs	3
	after 15 yrs	4

HOLIDAYS: 12 paid

Birthday, New Year's, Memorial, Independence, Labor, Veterans, Thanksgiving, last working afternoon prior to Christmas, Christmas, afternoon of Good Friday, 3 casual

LEAVES OF ABSENCE:

- A. Funeral - up to 5 days for death in immediate family (defined); one day granted for others (defined)
- B. Military - as per law
- C. Jury - regular wages minus fees
- D. Sick - 6 days/yr for first 2 years; after 2 yrs 12 days, cumulative to 120 days

INSURANCE:

- 1. Hosp/maj. med. - employer furnishes for employee and family
- 2. Life - N/A
- 3. Dental - N/A
- 4. Other - N/A

STAFF REDUCTION:

Employee with least seniority first laid off; call back in reverse order.

TRANSFERS: Posting, when employer determines successful job applicant, qualifications will be the primary consideration and the supervisors shall be the sole judges of such qualification.

- WAGES:
1. Uniforms - New police officer receives \$500 maximum allowance, after 1st year \$250/yr for uniforms, \$75/yr for cleaning and \$25/yr for safety shoes
 2. Schooling - paid for if required by city or state
 3. Hourly Rates \$8.87 - \$9.20

EMPLOYER: City of Newton, Iowa

EMPLOYEE ORGANIZATION: Milk Drivers, Dairy and Ice Cream Employees, Laundry and Dry Cleaning Drivers (Teamsters) Local No. 387

UNIT (SUMMARY): Custodian, Equipment Operators, Refuse Collectors, Landfill Workers, Cemetery Attendant, Laborer, Mechanic and Wastewater Treatment Plant operators

DURATION: July 1, 1986 - June 30, 1989 (Wage re-opener)

HOURS: 8 hour/day, 40 hours/week; 15 minute break per 4 hours, 1 hour meal period

OVERTIME: 1-1/2 time over 8 hours/day or 40 hours/week. Overtime rate plus regular pay when working on a holiday

VACATIONS: 1 year - 1 week; 2 years - 2 weeks; 6 years - 3 weeks; 13 years - 4 weeks, 20 years - 5 weeks. Carry over 5 working days of vacation.

HOLIDAYS: 10 paid

New Years, Good Friday, Memorial, Independence, Labor, Veterans, Thanksgiving, Christmas, floating day. In addition those in garbage and landfill get another floating day, while others get the day after Thanksgiving off.

LEAVES OF ABSENCE:

- A. Sick Leave - 2 days/mo to max of 150 days. If no sick leave used during fiscal quarter \$50 bonus
- B. Funeral Leave - 3 days for certain relatives (defined), additionally 2 days of sick leave may be taken for extra time. 1 day of sick leave may be taken for other relatives (defined).
- C. Maternity Leave - Use sick leave for needed time off and if need be leave of absence without pay; limited to 6 weeks w/o doctors statement

D. Unpaid leave - up to 90 days with possible extension

E. Jury Duty - Regular pay less jury fees

TRANSFERS: Posting and Bidding; the senior employee who so qualifies in all respects, in accordance with the terms of the bid shall be assigned to the vacancy.

STAFF REDUCTION: In accordance with seniority based upon ability and qualifications to perform the work within the individual department.

INSURANCE:

1. Hosp/Maj Med - full single and up to \$160 on family
2. Life & Disability - \$10,000 (\$13.50/mo. single; \$14.00/mo. family) pd. by employer.
3. Dental - \$6.50/mo. single; \$17.00/mo. family
4. Other - Drug: \$25.00/single; \$25.00 family per mo.

WAGES: July 1, 1987
(July 1, 1988)

<u>Grade</u>	<u>Classifications</u>	<u>Start</u>	<u>6 Mos.</u>	<u>1 Yr.</u>	<u>2 Yrs.</u>	<u>3 Yrs.</u>	<u>4 Yrs.</u>
I	Refuse Collector Custodian	6.79 (7.06)	7.02 (7.29)	7.27 (7.54)	7.53 (7.80)	7.81 (8.08)	8.10 (8.37)
II	Landfill operator, Refuse Truck Operator, Cemetery Attendant, Water Pollution Control Plant Operator Trainee	6.98 (7.25)	7.19 (7.46)	7.45 (7.72)	7.82 (8.09)	8.12 (8.39)	8.47 (8.74)
III	Water Pollution Control Plant Operator (Grade I)	7.21 (7.48)	7.50 (7.77)	7.82 (8.09)	8.12 (8.39)	8.81 (9.08)	9.16 (9.43)
IV	Water Pollution Control Plant Operator (II, III, IV) Lab Technician, Equipment Operator	7.82 (8.09)	8.12 (8.39)	8.47 (8.74)	8.81 (9.08)	9.16 (9.43)	9.54 (9.81)
V	Mechanic	8.81 (9.08)	9.16 (9.43)	9.54 (9.81)	9.94 (10.21)	10.65 (10.92)	11.13 (11.40)

<u>State Certification Grade</u>	<u>Regular Operators</u>	<u>Backup Operators</u>
II	.15/hr	.05/hr
III	.30/hr	.10/hr
IV	.45/hr	.15/hr

EMPLOYER: Newton Waterworks

EMPLOYEE ORGANIZATION: Newton Waterworks Employees Union

UNIT (SUMMARY): treatment plant operators, servicemen, water meter repairmen,
distribution crew members, meter reader

DURATION: July 1, 1987 - June 30, 1989 (wage and insurance re-opener)

HOURS: 8 hr/day, 40 hrs/wk

OVERTIME: 1 1/2 time for hours in excess of 40/wk and 8 hr/day, comp. time at 1/2
time may be taken in lieu of overtime pay

VACATION:

1 yr.	1 week
2 - 5 years	2 weeks
6 -12 years	3 weeks
13 - 19 years	4 weeks
20+ years	5 weeks

HOLIDAYS: 10 paid

New Years, Good Friday, Memorial, Independence, Labor, Veterans, Thanksgiving
and day after, Christmas, 1 floating holiday

LEAVES OF ABSENCE:

1. Sick Leave - accumulates at 2 days/mo., 150 days max. accumulation if employee works one yr. without using sick leave he/she receives \$100.00
2. Funeral - up to 3 days for members of immediate family (defined), 2 days additional may be granted, 1 day for other relatives.
3. Maternity - use accumulated sick leave then entitled to unpaid leave of absence
4. LOA without pay - up to 90 days - authorized by department head
5. Jury - wages less fees received

TRANSFER: job posted, employee applies, based on seniority if qualifications equal

STAFF REDUCTION: In accordance with seniority based upon ability and qualifications to perform the work within the individual department.

INSURANCE:

1. Hosp./Maj. Med. - Employer pays single and family premiums
2. Life - \$20,000
3. Dental - single furnished, family coverage available for purchase by employee
4. Other - N/A

WAGES:

1. Employee operating a backhoe receive additional 25¢/hr. for time spent operating the backhoe
2. License and renewal fees for licenses required as a condition of employment are paid by employer
3. Education - upon approval by department head, tuition and book reimbursement may be granted for job related classes which are successfully completed.
4. Employee shall pay difference in cost between a chauffeurs license and a regular drivers license when required by employer.
5. Safety shoes - employer pays 1/2 cost not to exceed \$30.

7/1/87

<u>PAY GRADE</u>	<u>CLASSIFICATION</u>	<u>START</u>	<u>6 Mo.</u>	<u>1 Yr.</u>	<u>2 Yrs.</u>	<u>3 Yrs.</u>	<u>4 Yrs.</u>
IV B	Meter Reader	7.54	7.82	8.13	8.42	9.08	9.52
IV B	Distribution	7.54	7.82	8.13	8.42	9.08	9.52
V	Service	7.71	7.99	8.30	8.59	9.25	9.71
VI	Plant Operator Base	7.71	7.99	8.30	8.59	9.25	9.71
	Grade II	7.86	8.14	8.45	8.74	9.40	9.86
	Grade III						10.01
	Grade IV						10.16

*Plant Operators receive .25/hr. shift differential for all hours worked

**Anytime that any waterworks employee is scheduled to work a night shift for five (5) or more consecutive days, he or she will be paid a shift differential of 25¢ per hour for those hours worked, between 4:00 p.m. and 8:00 a.m. the following day. This is intended to apply only to those employees who are scheduled for night shift work on a temporary basis.

EMPLOYER: City of Oelwein

EMPLOYEE ORGANIZATION: Teamsters Union Local 844

UNIT (SUMMARY): sewer, street, garbage, water, flood control and care taking employees

DURATION: July 1, 1985 - June 30, 1988 Reopener wages/longevity for 2nd and 3rd year of contract

HOURS: 7:00 a.m. - 4:00 p.m. Monday through Friday, except garbage pick-up who work 5:00 a.m. - 1:00 p.m., 1 hr. lunch, 2 15 min. break periods.

OVERTIME: 1 1/2 time over 8 hrs/day or 40 hrs/wk, reporting pay - min. of 2 hrs pay, 1 1/2 time if required to work during one hour lunch period, on call pay - 6 hrs. pay at regular rate.

HOLIDAYS: 10 paid

New Years, Memorial, July 4th, Labor, Veterans, Thanksgiving and day after, Christmas Eve & Christmas Day, Employee's Birthday, plus 3 paid casual days.

VACATION:

1 yr.	1 week
2 - 6	2 weeks
7 - 16	3 weeks
17 - 19	4 weeks
20 yrs.	5 weeks
after 21 yrs.	1 additional day (8 hrs) at regular pay for each year worked beyond 21 years from original anniversary date

TRANSFER: job posted, employee applies, based on senior employee who qualified for job.

STAFF REDUCTION: last person hired is first laid off, may utilize bumping rights within other classifications if they possess necessary skill and experience. Recall in reverse order of layoff.

LEAVES OF ABSENCE:

- A. Funeral - 3 days for members of immediate family (defined), additional days to a max. of 5 may be granted if funeral is outside State of Iowa, may use 1 day to serve as pallbearer.
- B. Sick - 1 1/2 days per month, max. accumulation 126 days.
- C. Maternity - use sick leave, vacation, casual days and leave of absence in that order.
- D. Jury - wages less fees received
- E. Leave without pay - up to 90 days with approval of department head or personnel officer and the Union.

INSURANCE:

- 1. Hosp./Maj. Med. - full cost of single and family
- 2. Life - N/A
- 3. Dental - N/A
- 4. Other - N/A

WAGES:

Longevity pay

After 3 yrs.	\$ 30.00/mo.
5 yrs.	47.50/mo.
10 yrs.	55.00/mo.
15 yrs.	75.00/mo.
20 yrs.	85.00/mo.
25 yrs.	95.00/mo.
30 yrs.	105.00/mo.

Uniforms - City furnishes up to 5 uniforms.
Safety Equipment by Employer: Glasses, Shoes

	<u>Step 1</u> <u>Start</u>	<u>Step 2</u> <u>6 Mos.</u>	<u>Step 3</u> <u>12 Mos.</u>	<u>Step 4</u> <u>18 Mos.</u>
<u>Laborer</u>	\$ 5.90	\$ 6.29	\$ 6.67	\$ 7.42
Grade I	\$ 6.07	\$ 6.19	\$ 6.84	\$ 7.64
Grade II State Certificate	\$ 6.23	\$ 6.66	\$ 7.00	\$ 7.84
Grade III State Certificate	\$ 6.65	\$ 6.97	\$ 7.34	\$ 8.01

It is agreed that in the event of any action imposed upon the Employer by the State of Iowa relating to a freeze on spending or on taxation, or by the federal government relating to a reduction or elimination of the General Revenue Sharing Act shall, unless waived by the City, be cause for reopening negotiations of this Agreement in order to maintain a balanced budget of the City with reduction of operating costs as the goal of both Employer and Union. Any and all reductions or adjustments shall apply to this Agreement and to all other City departments and operations equally.

EMPLOYER: City of Ottumwa

EMPLOYEE ORGANIZATION: Over the Road Transfer Drivers, Local 147

UNIT (SUMMARY): Clerical and secretarial, public health nurses, inspectors, dispatchers, planners, meter maids

DURATION: July 1, 1984 - July 11, 1986

HOURS: 8 hr. days, 40 hrs/wk., 1 hr. for meals, 20 minute break during each 8 hr. shift.

OVERTIME: 1 1/2 time over 8 hrs/day or 40 hrs/wk; ball back pay 2 hrs at 1 1/2 time; work on Saturdays (if other than a part of regular work week of the employee), Sunday or official holidays paid at 1 1/2 time.

VACATION:

1 - 4 yrs.	2 weeks
5 -14 yrs.	3 weeks
15+ yrs.	4 weeks

HOLIDAYS: (10 paid) New Years, Washington's Birthday, Memorial, Independence, Labor, Columbus, Veteran's, Thanksgiving, Christmas, 1/2 day the last working day before Christmas and New Year's Day.

LEAVES OF ABSENCE:

- A. Sick - 2 days/mo., no limit on accrual, 5 sick days annually may be taken as casual days with approval of Department Head.
- B. Funeral - 3 days for members of immediate family (defined).
- C. Incentive Leave - 1/2 hr. per week for each week the employee is not absent from work.
- D. Court - pay less fees received.
- E. Military - as per law.
- F. Leave without pay - up to 1 yr. for good and sufficient reasons, City Council may extend the leave.
- F. Union representatives - granted necessary time off without pay for union meetings.

TRANSFER: vacancy posted, employee applies; senior employee shall be assigned to the job if he has the ability to perform the work and is physically fit to do so.

STAFF REDUCTION: Made in inverse order of seniority within classification or grade, if an employee is laid off he may request transfer to the departments organized under Local 147 as long as it does not conflict with State Law.

INSURANCE:

1. Hosp./Maj. Med. - Employer pays up to a max. of \$190/mo. on premium for a family hospital, medical, surgical group insurance plan including medical major coverage, and dental coverage on the employee only, and up to \$90/mo. on premium for single person for above listed items, premium payment by the City will be increased to \$200 and \$95 respectively, for fiscal year 1985-86.
2. Life - \$7,000 policy for all employees, an employee may elect to have the Employer provide an additional \$7,000 life insurance policy in lieu of above hospital, medical, surgical insurance coverage.

WAGES:

1. Longevity - \$25/mo. for each 5 yrs. of service to be added to base pay, effective date is employees anniversary date.
2. Discount use on Ottumwa Municipal Golf Course and Park Grounds.
3. License - employer will reimburse employee for cost of any license required by employer other than drivers license and/or chauffeurs license.
4. City will replace damaged eyeglasses or dentures damaged while employee was on the job.
5. Clothing allowance - \$85/yr. for protective clothing with a max. carryover of 1 yr.

Job Classification	<u>Beginning Step</u>	<u>Second Step</u>	<u>Top Step</u>	<u>3 Year Step</u>
Clerk I	994	1019	1040	1063
Clerk II	1072	1095	1123	
Clerk III	1154	1183	1214	
Accounting Clerk	1084	1110	1147	
Records Comptroller	1208	1216	1235	
Purchasing Agent	1346	1381	1412	
City Planner	1359	1379	1418	
Housing Technician	1244	1280	1312	
Project Manager	1522	1558	1588	
Public Health Nurse (Senior)			1708	
Public Health Nurse			7.80 hr.	
Building Inspector	1401	1422	1474	
Electrical Inspector	1401	1422	1474	
Plumbing & Heating Inspec,	1401	1422	1474	
Police Dispatcher	994	1019	1040	1063
Parking Meter Attendants			897	

EMPLOYER: City of Ottumwa

EMPLOYEE ORGANIZATION: Over the Road City Transfer Drivers, Local 147

UNIT (SUMMARY): Mechanics, engineering, carpenter, maintenance, sanitarian, utility.

DURATION: July 1, 1984 - July 1, 1986

HOURS: 8 hrs/day, 40 hrs/wk, 1 hour lunch, 15 min. cleanup time, 20 minute break during each 8 hrs. shift.

OVERTIME: 1 1/2 time over 8 hrs/day or 40 hr/wk, 1 1/2 for work on weekends or holidays unless Saturday is part of the regular work week for the employee.

VACATION:

1 - 5 yrs.	2 weeks
5 - 14 yrs.	3 weeks
15 + yrs.	4 weeks

Unused vacation days exceeding the amount earned in 1 1/2 years will be added to employees accumulated sick leave.

HOLIDAYS: 10 paid

New Years, Washington's Birthday, Memorial, Independence, Labor, Columbus, Veterans, Thanksgiving, Christmas, 1/2 day on last working day before Christmas and New Years Day.

LEAVES OF ABSENCE:

- A. Sick - 2 days/mo., no max, accumulation, 5 sick days annually may be taken as casual days with approval of Department Head.
- B. Funeral - up to 3 days for death in immediate family (defined).
- C. Incentive Leave - 1/2 hr/wk. for each week in which employee is not absent from work.
- D. Court - pay less fees received.
- E. Military - pay for first 30 days.
- F. Leave without pay - up to 1 yr., may be extended by City Council for good and sufficient reason.

TRANSFER: vacancy posted, employee applies; senior employee shall be assigned to the job if he has the ability to perform the work and is physically fit to do so.

STAFF REDUCTION: Made in inverse order of seniority within classification or grade, if an employee is laid off he may request transfer to the departments organized under Local 147 as long as it does not conflict with State Law.

INSURANCE:

1. Hosp./Maj. Med. - Employer pays up to a max. of \$190/mo. on premium for a family hospital, medical, surgical group insurance plan including medical major coverage, and dental coverage on the employee only, and up to \$90/mo. on premium for single person for above listed items, premium payment by the City will be increased to \$200 and \$95 respectively, for fiscal year 1985-86.
2. Life - \$7,000 policy for all employees, an employee may elect to have the Employer provide an additional \$7,000 life insurance policy in lieu of above hospital, medical, surgical insurance coverage.

WAGES:

1. Shift Differential - 3:00 - 11:00 p.m./16¢; 11:00 - 7:00 a.m./22¢
2. City will replace eyeglasses and dentures damaged while employee was on the job.
3. Clothing allowance - \$85/yr. for protective clothing.
4. Discounts for employees on Ottumwa Municipal Golf Course and Park Camp Ground Use.

July 1, 1985 - June 30, 1986

<u>Job Classification</u>	<u>Starting Step</u>	<u>Second Step</u>	<u>Top Step</u>
Assistant Foreman	1346	1382	1417
Automotive Mechanic	1278	1309	1339
Carpenter	1278	1309	1339
Cement Finisher	1278	1309	1339
Custodian (Buildings)	1245	1273	1299
Custodian (Parks)	1278	1309	1339
Engineering Aide	1245	1273	1299
Engineering Assistant I	1371	1393	1440
Engineering Assistant II	1288	1321	1351
*Engineering Technician	1494	1537	1593
Equipment Operator	1278	1309	1339
Equipment Operator Lead/Off Airport	1353	1386	1417
Foreman	1481	1526	1569
Housing Code Inspector	1299	1334	1364
Lab Technician	1245	1273	1299
Landfill Supervisor	1481	1526	1569
Maintenance Electrician	1312	1342	1374
Maintenance Supervisor (Airport)			1504
Maintenance Supervisor	1341	1375	1414
Maintenance Technician	1278	1309	1339
Plant Operator	1278	1309	1339
Sanitarian	1299	1334	1364
Security Guard	1245	1273	1299
Storekeeper	1245	1273	1299

Superintendent			1908
Tree Trimmer	1278	1309	1339
Utilityman	1245	1273	1299
Utilityman	1245	1273	1229
(Electrician's Helper)			
Utilityman Lead/Off	1275	1301	1328

* This position in the Park Dept.

EMPLOYER: City of Pella

EMPLOYER ORGANIZATION: Teamsters Local 147

UNIT (SUMMARY): Power plant employees, linemen and servicemen

DURATION: July 2, 1986 - July 1, 1987

HOURS: 40 hrs/wk

OVERTIME: 1-1/2 time over 8 hours/day or 40 hour/week. Call back minimum 2 hours, Sunday overtime paid at Rate at 2 times Regular salary.

VACATION:	<u>Years of Service</u>	<u>Weeks of Vacation</u>
	1	1
	2	2
	7	3
	20	4
	30	5

HOLIDAYS: 10 paid

New Years, Washington, Good Friday, Memorial, Independence, Labor, Columbus, Thanksgiving, Christmas, Employee's Birthday

LEAVES OF ABSENCE:

- A. Funeral - 3 paid days for death in immediate family (defined), to qualify must attend funeral. 1 day for death of other (defined). May be granted additional 2 days unpaid leave for funeral of spouse, child or parent.
- B. Jury - receives regular salary less jury duty
- C. Unpaid LOA - up to 30 days after written request, employee not eligible for fringe benefits
- D. Sick - accrue 1 day/month, maximum accumulation 110 days; may take up to 7 days per contract year in event of critical illness in immediate family.

TRANSFER: Promotions made on basis of qualification, skill, ability, physical fitness and seniority. All other factors being equal, seniority w/i dept. and/or job classification shall govern.

STAFF REDUCTION: Employee with least job classification seniority in the job classification affected shall be the first laid off. Employees removed can bump employees who have less job classification seniority in any job classification for which he/she is qualified. Recall return in reverse order in which they were laid off.

INSURANCE:

1. Hosp/maj.med. - employer pays 65.44/mo single & 187.16/mo family
2. Life - employer pays full premium
3. Dental - n/a
4. Other - n/a

<u>Production</u>	<u>Start</u>	<u>After Probation (6 Months)</u>	<u>18 months</u>	<u>24 months</u>
Working Foreperson	\$12.22	\$12.53	\$12.75	
Maintenance Electrician	10.41	11.19	11.97	
Maintenance	9.75	10.32	10.90	\$11.50
Operating Engineer	9.75	10.32	10.90	11.50
Eng./Fireperson	9.75	10.20	10.51	10.77
Fireperson	9.09	9.28	9.49	9.89
Fireperson/Coal	8.99	9.09	9.28	9.49
General Worker	4.36	4.86	5.36	5.86
<u>Distribution</u>				
Working Foreperson	\$12.22	\$12.53	\$12.75	\$11.50
Lineperson	9.75	10.32	10.90	9.49
Groundperson	8.99	9.09	9.28	

EMPLOYER: City of Pleasant Hill

EMPLOYEE: International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America

UNIT (SUMMARY): Maintenance laborer, maintenance mechanic, treatment plant operator, police sergeant, police patrolman, deputy city clerk.

DURATION: July 1, 1985 to June 30, 1988

HOURS: For public works department 5 8-hour days; for police 6 days and 3 off for a total of 48 hours per week with a work day of 8-1/2 hours; for police dispatchers 5 days and 2 days off with 8 hours per day

OVERTIME: Compensatory time in lieu of cash payment at 1-1/2 for work performed in units of 1/2 hour or more in excess of 8 hours per day (first 8-1/2 hours for police department) and outside their regular work schedule.

Employees who work on a holiday paid 1-1/2 times regular hourly pay & permitted to take a day off within 12 months of holiday worked. Also compensatory time earned but not taken within 30 days after end of the quarter shall be paid at overtime rates.

VACATION:	<u>Years of Service</u>	<u>Weeks</u>
	after 1 year	1 week
	after 2 years	2 weeks
	after 5 years	3 weeks
	after 10 years	4 weeks

Vacation must be taken within 12 months after the completion of the year in which it is earned. Earned, but unused, vacation will be paid upon termination after 12 months of service.

HOLIDAYS: 9 paid

New Years Day, Memorial Day, 4th of July, Labor Day, Thanksgiving Day, Christmas Day, Day before Christmas, Day after Thanksgiving, Employee's Birthday.

STAFF REDUCTION: Laid off in accordance with seniority rights. Whenever it becomes necessary for employees of specific class to be laid off because of lack of work, lack of funds or reorganization the order of lay off shall be: 1. Temporary appointees 2. Probationary employees 3. Permanent employees in reverse order of their seniority provided that the remaining employees have the qualifications and skills to perform the necessary work. Rehired on basis of seniority provided they are still qualified and able to perform the work.

LEAVES OF ABSENCE:

- A. Sick - accrued at rate of 1 work day for each month of service up to 120 days. After accrual of 30 days employee may elect to sell back to the city at 50% its value any days more than 30 payable during the the month of December. Upon approval of mayor, department head may grant up to 3 days sick leave for illness in immediate family (defined).
- B. Funeral - 3 days for death in immediate family (defined) upon approval of mayor
- C. Unpaid leave of absence - written permission from department head and mayor
- D. Court - employees subpoenaed paid regular rate if off duty (minimum 2 hours). Any money paid by court returned.

INSURANCE:

1. Hosp/Maj. Med & Life City pays single or full family premium for present life, medical and disability insurance coverage.
2. Life - N/A
3. Dental - N/A
4. Other - N/A

- WAGES:
1. Mileage - in performing a public duty as established by the Iowa Code
 2. Expenses - reimbursed for necessary expenses in line of duty in accordance with the municipal code.
 3. Equipment - City furnishes all necessary equipment except officers provide own revolver. City pays \$50 for safety shoes for public works employees
 4. Education - Any permanent full-time city employee reimbursed for educational costs if approved by the City Council

Employees hired after June 30, 1985 will be paid according to the following schedules:

	<u>PROBATION</u>	<u>END OF PROB.</u>	<u>AFTER 1 YR</u>	<u>AFTER 2 YR</u>
<u>Public Works Dept.</u>				
Sewage Treatment	\$6.40	\$6.60	\$6.85	\$7.12
Plant Operator				
Mechanic	7.00	7.25	7.55	7.85
Maintenance Laborer	6.00	6.15	6.40	6.65
<u>Police Department</u>				
Full-time Sergeant	8.05	8.40	8.75	9.10
Full-time Patrolman	7.50	7.80	8.10	8.42
		<u>AFTER 90 DAYS</u>	<u>AFTER PROB.</u>	
<u>City Clerk's Office</u>				
Deputy Clerk	5.50	5.65	5.85	6.10

Current employees wages are grandfathered.

EMPLOYER: City of Pocahontas

EMPLOYEE ORGANIZATION: Communications Workers of America

UNIT (SUMMARY): Sewer, Street/Water and Electric employees

DURATION: July 1, 1987 - June 30, 1988

HOURS: 5 - 8 hour days, Mon-Fri., 2 15 min breaks/day, 1 hr. paid lunch

OVERTIME: Time and 1/2 over 40 hrs/week pd., or employer can require comp. time for budgetary reasons, at 1 1/2 time; holidays 1 1/2 + regular pay

VACATION:

1 Yr.	5 days
3 Yrs.	10 days
8 Yrs.	15 days
10 Yrs.	15 days + 1 day for each addt'l. year, up to 20 days

HOLIDAYS: 7 1/2 paid days

New Years, Good Friday afternoon, Memorial, Independence, Labor, Veterans, Thanksgiving, Christmas

LEAVES OF ABSENCE:

- A. Personal - granted at City's discretion after sick & vacation accruals are used
- B. Military - as per law
- C. Jury - Full pay, less jury duty fee
- D. Maternity - employee submits written request and intent to return to work. Disabilities covered by accumulated sick leave and vacation before employee placed on unpaid leave
- E. Voting - time off to cast ballots if cannot vote during non-working hours
- F. Funeral - 3 days for certain family members (defined); 1 day for other relatives (defined) or for participating in funeral as pall-bearer, etc. Additional time at City's discretion w/time deducted from sick leave.
- G. Sick - 6 days after 6 mos. employment then 1 day/mo. up to 90 days max. accumulation; 3 sick days/yr. can be used for illness of spouse/children.

TRANSFER: Vacancies posted 5 days, employees must bid w/in 5 day period; selection based on applicants skills, knowledge and ability based on education, training and experience, and job performance - can fill with new hire after posting period.

STAFF REDUCTION:

Seniority governs, recall in inverse order of lay-off.

INSURANCE:

1. Hsp/Maj Med - Employer pays full single; up to \$150 family
2. Life - N/A
3. Dental - N/A
4. Other - N/A

WAGES:

Reimbursed for mileage and meals (limitations set); routine on-call weekend rounds, get additional \$15-\$20; week end emergencies, paid time and 1/2; required license fees paid by City; City pays \$150/2 yrs. for safety glasses and exam; and for first aid and CPR certification.

	<u>Start</u> *	<u>7-1-87</u>
<u>ELECTRICAL</u>		
Labor/Maintenance Worker	5.64	6.37
Line Maintenance I	6.87	7.62
Line Maintenance II	7.17	7.90
<u>STREET & WATER</u>		
Laborer/Solid Waste Collector	4.69	6.00
Solid Waste Collector III	6.87	7.62
Utilities Equip. Specialist I	6.26	6.94
Utilities Equip. Specialist II	6.55	7.62
Utilities Equip. Specialist III	6.83	7.82
<u>SEWER</u>		
Wastewater Treatment Maintenance Worker	6.26	6.94
Wastewater Treatment Plant Operator II	7.01	7.62
Wastewater Treatment Plant Operator III	7.30	8.03

* Wage in effect for duration of probationary period, then employee moves to current wage rate.

EMPLOYER: City of Rock Rapids

EMPLOYEE ORGANIZATION: Public, Professional & Maintenance Employees, Local #2003

UNIT (SUMMARY): Street Dept. Maintenance I, Crew Leader

DURATION: July 1, 1987 - June 30, 1989 (Wage re-opener)

HOURS: 40 hrs/week, 8 hrs/day, 5 days/week, Mon - Fri; 7:30 a.m. - 4:30 p.m.;
1 hr lunch; Fri's, April-Oct., 4:00 a.m. - 12 Noon, 1/2 hr breakfast,
2 - 15 min. breaks

OVERTIME: Pay 1 1/2 for over 8 hrs/day, 40 hrs/week; Double time midnight - 6 a.m.
except 1 1/2 for snow removal; holiday 1 1/2 plus regular, pay for snow,
double time plus reg.

VACATION:

0 - 1 Yr.	5/12 days/mo.
2 - 9 Yrs.	10/12 days/mo.
10 - 19 Yrs.	15/12 days/mo.
20 + Yrs.	20/12 days/mo.

HOLIDAYS: 9 Paid Days

New Years, 1/2 New Year's Eve, Memorial, Independence, Labor, Veterans,
Thanksgiving and day after, 1/2 Christmas Eve, Christmas Day

LEAVES OF ABSENCE:

- A. Sick - 18/12 days/mo. to max of 120 days; up to 2 hrs. for medical appts.
- B. Worker's Comp - for 18 weeks, comp. check deducted from reg. check,
receive 90% pay; use of sick leave after 18 weeks, less w.c. payments
- C. Death or Family Illness - up to 3 paid days for immediate family (defined);
1 paid day for other relatives (defined), 1 paid day for pall bearer or
attendance
- D. Civic Duty - City pays difference between check received and regular pay
- E. Personal - w/24 hrs notice, up to 2 paid days for personal business that
cannot be conducted outside work hours.
- F. Union Business - w/48 hrs notice, union delegate gets unpaid leave to
transact union business (other than with City) with City's permission,
not to be unreasonably withheld.

TRANSFER: Vacancies, 3 days posting, bidding, seniority controls if employee is qualified; if no qualified bidders, City may fill w/new hire or involuntary transfer of least sr. qualified employee.

STAFF REDUCTION: Seniority governs; least sr. person in classification is laid off first; may bump less sr. employee in any lower class if qualified to perform job. Recall rights in inverse order of lay off.

INSURANCE:

1. Hsp/Maj Med - City maintains \$250/family member annual deductible program (\$67/mo. single, \$158/mo. family) Employee pays all deductible amounts except for first 2 family members/yr; employee pays first \$75, City pays next \$75, employee pays next \$50, City pays last \$50. Employees pay 70% and City 30% of any premium increase.
2. Life - N/A
3. Dental - N/A
4. Other - N/A

WAGES:

.24/mile if employee required to use own car, necessary lodging & meals; City buys safety glasses and defined work clothes, pays for required physical examinations

1987-88

Maintenance I	\$8.00/hr.
Crew Leader	\$8.60/hr.

EMPLOYER: Rock Rapids Municipal Utility

EMPLOYEE ORGANIZATION: IBEW Local 55

UNIT (SUMMARY): Foreman, lineman, gas serviceman, water and waste water plant operators, water maintenance, const. personnel, physical workers

DURATION: July 1, 1987 - June 30, 1989 (wage reopener 1988)

HOURS: 40 hrs of 5 consecutive days, Mon-Fri. 8 hr/day between 7:30 am - 4:30 pm, with one hour lunch. 1 - 15 min break for each half day of work.

OVERTIME: 1 1/2 time over 8 hr/day, 40 hr/wk, except double time applicable between 12 midnight until 6 am; double time on Sunday or 2nd day off; 2 hrs min on call back. Holidays, double time plus regular pay.

An employee who has worked 16 hrs or more in any 24 hr period paid at double time for all hours in excess of 16 hours, and upon release entitled to 6 hrs rest period before he returns to work. If the rest period extends into his regular scheduled working hrs for 6 hrs or more, he shall be excused from his regular tour of duty for that day, and shall lose no pay thereby. If rest period extends less than 6 hrs into his regular hours, he shall be excused from that portion of his regular hours and lose no pay.

VACATION:	Yrs. of employment	Days/mo
	one	5/12
	two	10/12
	ten	15/12
	eighteen +	20/12

Carry over of five days allowed

HOLIDAYS: 9 paid

New Years, Memorial, July 4, Labor, Veterans, Thanksgiving and day after, 1/2 Christmas eve, Christmas day, 1/2 New Years eve

LEAVE OF ABSENCE:

- A. Sick - temporary and part time not eligible; other accrue 13/12 month to max of 120 work days. Employee upon retirement or death paid 15% of accumulated but unused sick leave, provided he has 10 yrs of continuous service. Employees injured and disabled on the job paid 90% of salary of 40 hr week, not to exceed 18 weeks, workmens comp deducted from regular pay.
- B. Death - up to 3 paid days for death or grave illness in immediate family (defined); 1 paid day for other members. Will grant necessary time up to 1 day off with pay to attend funeral or serve as pall bearer.
- C. Civic Duty - paid difference between fees received and regular pay
- D. Personal business - will grant sufficient time not to exceed 2 hrs to attend personal business that cannot be transacted outside normal hours.

TRANSFER:

Job posted, employee bids, if no qualified bids, utility free to fill job by hiring new employee or the utility may require a qualified employee with the least seniority to transfer to new job as long as same or higher classification.

STAFF REDUCTION:

Layoff based on least dept seniority in that classification; but upon layoff, such man may bump another man in any lower classification who has less seniority provided he's qualified. Recall right for one year, last man laid off, first recalled.

INSURANCE:

1. Hosp/maj. med. - \$250/family member annual deductible; employee pays all deductible amts. except for 1st 2 family members/yr; employee pays 1st \$75, City pays next \$75; employee pays next \$50 & City pays last \$50; increases 50-50 split.
2. Life - N/A
3. Dental - N/A
4. Other - N/A

WAGES:

Furnished annually: 2 pair summer pants, 2 pair winter pants, 2 summer shirts, 2 winter shirts.

Furnished and replaced as needed: 1 jacket with insulated liner, 1 insulated coverall, 1 pair leather summer gloves, 1 pair leather winter gloves, 1 rain parka with hood, 1 pair rain pants, 1 pair hip boots.

Employee called to work before or after his regular work day schedule and misses a meal, entitled to meal of reasonable expense. Additional meal for each additional 6 hours worked paid for by the utility. Overtime meals eaten on utility time.

			<u>7-1-87</u>
Line foreman			\$10.85
Plant foreman			10.85
Journeyman lineman	100%		9.95
Apprentice lineman			
1st 6 months	70%		6.96
2nd 6 months	75%		7.46
3rd 6 months	80%		7.96
4th 6 months	85%		8.46
5th 6 months	90%		8.96
6th 6 months	95%		9.45

Utility man		7.86
1st 6 months	85%	6.68
2nd 6 months	90%	7.07
Water & Waste water plant operator		8.46
1st 6 months	80%	7.05
2nd 6 months	85%	7.49
3rd 6 months	90%	7.93
4th 6 months	95%	8.37
Gas Serviceman		9.45
1st 6 months	80%	7.56
2nd 6 months	85%	8.03
3rd 6 months	90%	8.51
4th 6 months	95%	8.98

EMPLOYER: City of Sac City

EMPLOYEE ORGANIZATION: C.W.A.

UNIT (SUMMARY): City employees

DURATION: July 1, 1986 - June 30, 1988

HOURS: 40 hr/week

OVERTIME: 1 1/2 time in excess of 40 hours

VACATION:	<u>Years</u>	<u>Days</u>
	1	5
	2	10
	6	15
	15	20
	25	25

LEAVES OF ABSENCE:

- A. Sick - 2 days/month max cumulation 120, may use 6 days for immediate family (defined)
- B. Court - fees returned to City
- C. Funeral - up to 5 days for immediate family (defined), 3 days for other family

D. Military - as per law

E. Unpaid - may be granted up to 1 month

TRANSFER: Job posted 5 days

STAFF REDUCTION: Seniority and performance evaluation considered

HOLIDAYS: 10 1/2 paid

New Years, 1/2 Good Friday, Memorial, July 4, Labor, Thanksgiving and Friday after, Veterans, 1/2 Dec. 24, December 25, 1/2 Dec. 31 and birthday.

INSURANCE:

1. Hosp/Maj. Med. - Employer pays full premiums
2. Life - N/A
3. Dental - N/A
4. Other - N/A

WAGES: effective July 1, 1986 26¢ hour raise
 effective Jan. 1, 1987 6¢ hour raise
 effective Apr. 1, 1987 6¢ hour raise

EMPLOYER: City of Sibley

EMPLOYEE ORGANIZATION: IBEW Local 55

UNIT (SUMMARY): Electric, steam, street, refuse & water plant employees

DURATION: July 1, 1987 - June 30, 1989

HOURS: 40 hr/week, 1 hr unpaid lunch, 2 15 min rest periods.

OVERTIME: 1 1/2 time regular wage over 8 or 40. Call back minimum 2 hr. Employee working 16 hrs or more in 24 hrs paid double time over 16 hrs.

VACATION:	after 1 year	1 week	after 10 yrs	14 days
	2 years	2 weeks	14 yrs	16 days
	6 years	12 days	18 yrs	18 days
			22 yrs	20 days

HOLIDAYS: 8 paid

New Year's, Memorial, Independence, Labor, Veterans, Thanksgiving, Christmas and employees birthday

LEAVES OF ABSENCE:

- A. Sick - accrued at 1 day/month up to 150 days. At retirement or death paid 10% of accumulated sick leave if 10 years seniority.
- B. Funeral - up to 3 days for death or serious illness in family (defined) 1 day for funeral or pallbearer duties.

C. Jury - salary minus fees

D. Personal - 1 day with pay each 6 months for personal business that cannot be conducted outside workday.

TRANSFER: Posted, seniority rules if employee qualified. If no qualified bids, city may hire new employee or require qualified existing employee to transfer

STAFF REDUCTION: Probationary first, least seniority in dept. next, if qualifications are equal; 1 yr. recall rights

INSURANCE:

1. Hosp/maj.med. - employer pays 80% for family or individual coverage
2. Life - N/A
3. Dental - N/A
4. Other - N/A

WAGES:

<u>Job Classification</u>	<u>July 1, 1987</u>	<u>July 1, 1988</u>
Assistant Engineer	9.37	9.60
Line Crew Chief		
1st year	9.19	9.41
2nd year	9.37	9.60
Lineman	8.92	9.14
1st 6 months	8.47	8.68
2nd 6 months	8.65	8.87
3rd 6 months	8.74	8.96
4th 6 months	8.83	9.05
Plant/Operator/Maintenance/ Lineman	8.83	9.05
1st 6 months	8.39	8.60
2nd 6 months	8.57	8.78
3rd 6 months	8.65	8.87
4th 6 months	8.74	8.96
Plant Operator	8.65	8.87
1st 6 months	8.30	8.52
2nd 6 months	8.39	8.60
3rd 6 months	8.48	8.69
4th 6 months	8.56	8.78

July 1, 1987

July 1, 1988

Wastewater Plant Operator

#3 License after 1 yr	8.92	9.14
#2 License after 2 yr	8.65	8.87
#2 License	8.47	8.68
#1 License	8.03	8.23
No License	7.40	7.59
1st 6 months	6.02	6.17
2nd 6 months	6.83	7.00
3rd 6 months	7.39	7.57

Water Plant Operator

#2 License	8.47	8.68
#1 License	8.03	8.23
No License	7.40	7.59
1st 6 months	6.02	6.17
2nd 6 months	6.83	7.00
3rd 6 months	7.39	7.57

Street Maintenance Man

	7.76	7.95
1st 6 months	6.98	7.16
2nd 6 months	7.37	7.55

Refuse Collector

	7.76	7.95
1st 6 months	6.98	7.16
2nd 6 months	7.37	7.55

General Maintenance

	7.49	7.68
1st 6 months	6.74	6.91
2nd 6 months	7.12	7.30

EMPLOYER: Sioux City Public Library Board

EMPLOYEE ORGANIZATION: CWA Local 7103

UNIT (SUMMARY): Full and part-time regular library employees

DURATION: July 1, 1985 - June 30, 1988.

HOURS: 40 hours/week; 8 or 10 hours/day; 15 minute rest period/four hours work.

OVERTIME: 1-1/2 times over regular work week; part time employees averaging 20 hrs/week annually accrue pro rata sick leave, vacation and holiday benefits.

VACATION:	Years	Hours	Max Accrual
	1	40	
	2 - 7	80	120
	8 - 14	120	160
	15 +	160	200

HOLIDAYS: 8 paid

New Year, Memorial, Independence, Labor, Veterans, Thanksgiving, Christmas Eve, Christmas Day, Floating Holiday. (Effective 7/1/87) Additional floating holiday.

LEAVE OF ABSENCE:

- A. Military - As per Law
- B. Jury - employee receives salary less jury fees
- C. Appearance required by subpoena - considered LOA with pay when employee legally subpoenaed to appear as witness before a court or administrative body to testify for federal agency or political subdivision of a state
- D. Leave without pay - limited to 30 days, requests for renewal of 30 day leave may be granted
- E. Funeral - 16 hours LOA with pay to attend funeral of member of immediate family (defined)
- F. Sick - absence due to personal illness, injury, or death of employees relative, (defined); accrue 8 hours/month; max accumulation 960 hours
- G. Maternity - without pay when sick leave exhausted.

STAFF REDUCTION: Order of staff reduction: Probationary part-time regular employees. Part-time regular employees. Probationary full-time regular employees. Full-time regular employees based on an employee's performance evaluations and with consideration of seniority as set forth in "a" above.

INSURANCE:

1. Hosp./Maj. Med. - employer provides single and dependent coverage for hospital, medical, and dental,
2. Life - \$7000 with AD&D; employee has option to purchase like amount of insurance
3. Dental - included in hosp./maj. medical
4. Other

MILEAGE: .20 cents/mile

LONGEVITY: For every 5 yrs service - Effective 7/1/87; \$12.50/mo

SUNDAY DIFFERENTIAL: Eff. 7/1/87; 1 1/2 hourly rate for Sunday work

EMPLOYER: City of Sioux City

EMPLOYEE ORGANIZATION: AFSCME, Local 212

UNIT (SUMMARY): Clerk, Cook, Museum Attendant, Clerk Matron, Transcriber/Typist, Custodian, Laborer, Secretary, Parking Attendant, Gardener, Engineering Aide, Computer Operator, Water Plant Operator, Utility Worker, Housing Inspector, Zoning Officer, Tree Trimmer, Auto Mechanic, Plumbing Inspector, Meter Reader.

DURATION: July 1, 1985 - June 30, 1988. Reopener on wages.

HOURS: 8 - 10 hours/day, 40 hours/week, 30 min unpaid lunch, 2 - 15 min breaks

OVERTIME: Eligible when work in excess of regular work day. May receive comp time in lieu of overtime pay. 1-1/2 time on holidays plus regular pay.

VACATION: All full time regular employees eligible may be carried over as outlined below.

<u>Years of Continuous Service</u>	<u>Hours Allowed</u>	<u>With Carry-Over, Maximum Accrual May be Up To</u>
After one year	(1 week) 40 hours	
After two years and for each year thereafter, up to and including the seventh year	(2 weeks) 80 hours	(3 weeks) 120 hours
After eight years and for each year thereafter, up to and including the 14th year	(3 weeks) 120 hours	(4 weeks) 160 hours
After 15 years and for each year thereafter	(4 weeks) 160 hours	(5 weeks) 200 hours

Accrual rate 1/26 of annual entitlement of each biweekly pay period.

The accrual of annual vacation shall be as follows:

During the period of the 1st yr (1 week) 1.538 hours/bi-weekly pay period

During the period of the 2 - 7 yrs (2 weeks) 3.076 hours/bi-weekly pay period

During the period of the 8 - 14 yrs (3 wks) 4.614 hours/bi-weekly pay period

During the period of the 15 + (4 wks) 6.152 hours/bi-weekly pay period

HOLIDAYS: 11 paid

New Year, President, Memorial, Independence, Labor, Veteran's, Thanksgiving,
day after, Christmas, 2 floating holidays.

SHIFT DIFFERENTIAL: 3-11 shift 15 cents; effective 7/1/87 25 cents
11-7 shift 20 cents; effective " 30 cents

Report pay, 4 hours; Recall pay, 2 hours at 1 1/2; Standby pay, 30 cents/hour
Longevity Pay, \$10/mo/5 yrs service; effective 7/1/87 \$17/mo; Mileage, 20¢ mile

LEAVES OF ABSENCE:

- A. Military - as per law
- B. Jury - regular salary minus fees received
- C. Appearance required by subpoena - considered leave of absence w/pay
- D. Leave without pay - granted by City Manager upon the recommendation of the dept. head up to 30 calendar days; employee receives or accrues no benefits
- E. Absence without leave - may be subject to disciplinary action
- F. Injury - When a full-time regular employee sustains a personal injury arising out of and in the course of his/her employment, he/she may, for the first three working days of total disability following the injury, use earned and unused sick leave credits. Beginning on the 4th day of total disability following the date of injury and up to and including the 55th day of total disability, and City shall pay the injured employee in addition to the Workers' Compensation benefits to which said employee is entitled, a sum which together with said Workers' Compensation benefits will equal 100% of the rated salary he/she would have received and he/she not been incapacitated. The difference between Workers' Compensation benefits and base salary plus longevity for the employee's current classification will be deducted from the earned and unused sick leave credits of the employee. Upon expiration of an employee's accumulated and unused sick leave credit or after the 55th day, the employee shall be entitled only to the benefits payable under the Iowa Workers' Compensation Law.
- G. Funeral - 8 hours of leave of employee family (defined); up to 32 hours additional leave may be taken as sick leave upon approval. If 300 miles away from City then up to 16 additional work hours attributable to sick leave may be taken subject to approval.
- H. Sick - due to personal illness or injury of employee, or due to death of employees family (defined); Employees accrue 5.54 hours of leave with pay per pay period to maximum accumulation of 1200 hours Effective 7/1/87 accrue to 1440 hours

I. Maternity - all regular sick leave benefits usable; extended maternity leave without pay allowable upon request.

TRANSFER: Notice of vacancy posted; Dept head considers job performance; qualifications and seniority in granting or denying transfer requests.

STAFF REDUCTION: Order for non civil service employees: First probationary employees, then temporary appointees pending Civil Service Exam, then part time regular employees, then full time regular employees based on seniority. 1 yr service 40 hrs of pay on layoff.

SEVERANCE: Retirement 20 days pay/12 mos of service (Effective 7/1/87) 3 day pay/12 mos of service

HOLIDAYS: New Years Day, President's Birthday, Memorial, Independence, Labor, Veterans, Thanksgiving and day after, Christmas and 2 floating days.

WAGES:

<u>CLASS TITLE</u>	<u>Pay Range</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Museum Attendant	1	463.12	471.83	483.39	494.26	505.82
Art Center Desk Attendant Clerk I Clerk Matron	4	494.26	505.82	518.17	531.86	545.60
Clerk Stenographer	5	505.82	518.17	531.86	545.60	560.11
Cook Museum Assistant	6	518.17	531.86	545.60	560.11	576.03
Clerk II Keypunch Operator Museum Technician	7	531.96	545.60	560.11	576.03	590.54
Transcriber/Typist	8	545.60	560.11	576.03	590.54	607.15
Clerk Stenographer II Word Processor	9	560.11	576.03	590.54	607.15	624.53
Custodian Laborer Parking Attendant Parking Meter Attendant Secretary I	10	576.03	590.54	607.15	624.53	643.34
Clerk III Communications Operator Police Identification Technician	11	590.54	607.15	624.53	643.34	660.66

<u>Class</u>	<u>Range</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>
Automotive Service Worker Clerk Stenographer III Computer Operator Greenskeeper Parking Meter Repair Worker I	12	607.15	624.53	643.34	660.66	678.79
Accounting Clerk Automotive Equipment Operator I Custodian II Duplicating Technician Engineering Aide I Gardener Intake Worker Lead Communications Opr. Maintenance Worker Meter Reader Museum Registrar Pond Attendant Rehabilitation Financial Aide I Secretary II Traffic Technician I Water Plant Operator I Water Pollution Control Operator I Water Service Worker	13	624.53	643.34	660.66	678.79	697.65
Police Evidence Clerk Stores Clerk Water Meter Repair Worker	14	643.34	660.66	678.79	697.65	716.51
Auditorium Technician Automotive Equipment Operator II Computer Programmer I Data Processing Technician Maintenance Mechanic I Parking Meter Repair Worker II Relocation Agent I Traffic Sign Fabricator Utility Worker	15	660.66	678.79	697.65	716.51	741.05
Automotive Mechanic I Drafting Technician I Engineering Aide II Labor Crew Leader Traffic Technician II Tree Trimmer	16	679.79	697.65	716.51	741.05	761.76

<u>Class</u>		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>
Automotive Equipment Operator III	17	697.65	716.51	741.05	761.76	790.89
Building Inspector I						
Electrical Inspector I						
Housing Inspector I						
Laboratory Technician						
Maintenance Repair Worker						
Mechanical Inspector I						
Plumbing Inspector I						
Senior Police Identification Tech.						
Sign Inspector I						
Signal Electrician I						
Water Plant Operator II						
Water Pollution Control Plant Operator II						
Acquisition Officer Trainee	18	716.51	741.05	761.76	790.89	817.70
Disposition Officer						
Maintenance Mechanic II						
Planning Technician						
Zoning Enforcement Officer						
Automotive Mechanic II	19	741.05	761.76	790.89	817.70	848.37
Drafting Technician II						
Engineering Aide III						
Maintenance Repair Worker II						
Sign Inspector II						
Traffic Technician III						
Utilities Technician						
Building Inspector II	20	761.76	790.89	817.70	848.37	880.65
Computer Programmer II						
Housing Inspector II						
Mechanical Inspector II						
Rehabilitation Loan Officer						
Rehabilitation Technician						
Relocation Agent II						
Airport Maintenance Electrician	22	817.70	848.37	880.65	914.39	951.19
Electrical Inspector II						
Maintenance Electrician						
Plumbing Inspector II						
Refrigeration Engineer						
Utility Electrician						
Water Pollution Control Elec. Spec.						
Water Pollution Control Plant Opr. III						
Aquisition Officer	23	848.37	880.65	914.39	951.19	986.52
Property Officer						

EMPLOYER: Sioux City Transit System

EMPLOYEE ORGANIZATION: Amalgamated Transit Union, Local 779

UNIT (SUMMARY): Motor Coach Operators, Maintenance employees

DURATION: July 1, 1987 - June 30, 1990

HOURS: 8 hr. days, 5 days/week.

OVERTIME: 1 1/2 time in excess of 8 hrs/day; 1 1/2 time on Sundays for motor coach employees call back pay for maintenance employees - min. of 2 hrs. pay.

HOLIDAYS: 7 paid

New Years, Memorial, Independence, Labor, Thanksgiving, Christmas, Birthday.

VACATION:	1 year	1 week
	2 years	2 weeks
	6 years	3 weeks
	15 years	4 weeks
	20 years	5 weeks

May carry over 1 week from previous accrual

LEAVES OF ABSENCE:

- A. Sick - 1 1/2 day per month, max. accumulation of 180 days, \$20 bonus per month if employee uses less than 7 sick days per year, if use over 7 days then bonus terminates, bonus leave in 12 mos. or less beginning with first day upon returning to work after loss of benefit.
- B. Union activities - leave without pay and without loss of seniority
- C. Leave of Absence w/o pay - up to 30 days, company grants leave at its option
- D. Maternity - granted upon written request but without compensation.
- E. Jury - pay less fees received
- F. Funeral - 3 days for immediate family (defined), additional time up to 7 days may be granted.
- G. When necessary to suspend service, all operators paid for full days work providing they reported for duty at proper time and place and the employee makes himself available for work in the event service resumes.

H. Court - subpoena - receive amount of difference in pay between the time lost and subpoena reimbursement.

I. Military - 15 days w/o loss of pay

TRANSFER: vacancies filled from lower classifications on the basis of seniority within the respective classification, may exercise bumping rights across classifications, recall is order laid off.

INSURANCE:

1. Hosp./Maj. Med. - paid in full for employee and family
2. Life - company provides \$20,000 policy and employee has the option of purchasing an equal amount of life insurance
3. Dental - N/A
4. Other - N/A

WAGES:

1. Coveralls - 3 changes per week provided for maintenance employees
2. Crew Chief - paid additional 50¢/hr. while acting in that capacity
3. Employees appointed as dispatcher receive additional 50¢/hr while acting in that capacity
4. Wage increase in this contract shall be the greater of a cost of living wage or the wage increase of 10¢/hr. effective June 30, 1982.
5. Uniform allowance - \$200/yr. for motor coach operators, max. of \$46/yr. for shoes.
6. Trainees - motor coach operators receive additional 75¢/hr when breaking in trainees for the position of motor coach operators.
7. Transportation - employees, their spouse, and dependents of 18 yrs. of age or under and dependents attending an accredited school are entitled to free transportation.
8. Physicals - if required Company will pay.

<u>Position</u>	<u>7-1-87</u>	<u>7-1-88</u>	<u>7-1-89</u>
First Year	\$10.16	10.36	10.56
Motor Coach Operator	10.41	10.61	10.81

Longevity - \$10.00/mo. for 5 year increments

FIRST YEAR OF CLASSIFICATION

<u>Position</u>	<u>7-1-87</u>	<u>7-1-88</u>	<u>7-1-89</u>
Mech "A"	\$ 10.87	\$ 11.07	\$ 11.27
Mech "B"	10.43	10.63	10.83
Mech "C"	10.11	10.31	10.51
Service Worker	9.83	10.03	10.23
Custodian	7.41	7.41	7.41

SECOND YEAR OF CLASSIFICATION

<u>Position</u>	<u>7-1-87</u>	<u>7-1-88</u>	<u>7-1-89</u>
Mechanic "A"	\$ 11.05	11.25	11.45
Mechanic "B"	10.56	10.76	10.96
Mechanic "C"	10.24	10.44	10.64
Service Worker	9.98	10.13	10.33
Custodian	7.61	7.61	7.61

THEREAFTER

Mechanic "A"	11.24	11.44	11.64
Mechanic "B"	10.74	10.94	11.14
Mechanic "C"	10.36	10.56	10.76
Service Worker	9.98	10.18	10.38
Custodian	7.81	7.81	7.81

EMPLOYER: City of Waterloo

EMPLOYEE ORGANIZATION: Municipal Employees Local 1127

UNIT (SUMMARY): Draftperson, inspectors, mechanics, permit writer, maintenance, operator of water control plant, park employees, electrician, refuse collectors, meter repairman, field crew

DURATION: July 1, 1987 - August 1, 1990

HOURS: 15 min break each 4 hrs; lunch period; 8 hr day, 5 consecutive days
Monday - Friday, except for 7 day employees whose workweek may include Saturday & Sunday

OVERTIME: 1-1/2 time over 8 hrs; double time on Sunday & holidays within 24 hr period or 40/work week

VACATION: <u>years of service</u>	<u>Vacation</u>
1	1 week
2	2 weeks
6	3 weeks
13	4 weeks
20	5 weeks

HOLIDAYS: 10 paid
New Years, Memorial July 4, Labor, Veterans, Thanksgiving, & day after, Christmas, December 24 or 26 at discretion of mayor, employee's birthday

LEAVE OF ABSENCE:

- A. Jury - regular salary minus jury fees
- B. Personal - up to 4 paid days; may not be accrued, used for release to work elsewhere for wages, used in conjunction with holiday or vacation; employee may be paid for 1 day each 6 months in lieu of time off; employees of water control pollution plant cannot utilize leave on weekends
- C. Funeral - in case of death of immediate family, (defined), running only through the date immediately following the funeral, up to 7 calendar days, of which a maximum of 5 days will be paid; in case of death in the family, (defined), a permanent employee granted leave with pay up to 3 days. If funeral more than 300 miles, 1 additional leave day granted. Director may grant additional leave, without pay; if death of employee 1/2 day with pay allowed.
- D. Military - as per law

- E. Injury - grant with pay for permanent employees who become incapacitated, as a result of injury or occupational disease, incurred through no misconduct of their own, while in actual performance of duty; up to 6 months, thereafter first 3 months at 2/3 regular pay, then 3 months at 1/3 regular pay, at the end of 1 year employee entitled to workmens comp
- F. Union - up to 15 days without pay when elected or appointed to full time position; union officers given time off without pay to attend regular union meetings & conventions or conduct union business
- G. Sick - accrue 1 day/month, to maximum of 96 hours per year. Employee paid 25% of unused accumulated sick leave as bonus. The remaining 75% is placed in bank for future use.
- H. Maternity - After sick leave is exhausted, employee may receive up to six months without pay.
- I. Family Illness - May use 3 sick days to care for ill family member.

TRANSFER: Job posted, employees bid, seniority provisions rule if employee has same qualifications

STAFF REDUCTION: First temporary employees, then permanent employees in reverse order of the dept or division seniority; laid off employee given opportunity to fill vacancy in same classification, or to transfer and replace the last hire in the effected classification, or to revert to a lesser classification within the city, provided qualified; employee suffers no loss of regular pay

INSURANCE:

- 1. Hosp/Maj Med - single & family coverage 80/20
- 2. Life - \$10,000
- 3. Dental - coverage
- 4. Other - Prescription

WAGES: 1. Shift differential - 2nd shift receives 25¢/hr; 3rd shift receive 35¢/hr

2. Recall minimum of 2 hrs pay

3. Standby pay - employees of the sewer dept not required to work on Friday following the week on which they are on call at all times; In the event a holiday falls during the week subsequent to the weekend on which the sewer dept employee is on call at all times, the employee shall be given the subsequent Friday plus 1/2 day off

4. Longevity pay -

<u>Years</u>		<u>Years</u>	
3	\$20/mo	15	\$80/mo
6	40/mo	18	90/mo
9	60/mo	21	100/mo
12	70/mo	24	110/mo

5. Employer provides any safety equipment, clothing, or other safety device required by any city, county, state or federal gov't. Employee in event of prescription glasses, responsible for cost of glasses as relates to the safety portion only; shoes or boots employee reimbursed \$35/yr for safety portion; employer provides gloves to garbage collectors, not to exceed 2 pair/wk; employer issues 3 uniforms to parking ramp & sewer mechanics, auto mechanics at water control plant provided 1 clean uniform each work day

6. Water Pollution Control:

State Certificate	Additional pay/hour
Grade I	.12
Grade II	.24

Grade II and assigned to a classification requiring Grade II certificate .36

2nd shift employees receive .35/hr, 3rd shift employees receive .45/hr

7. Electrical Dept. - \$50/yr. tool allowance

8. Garage - Mechanics receive \$150/yr tool allowance

<u>Engineering Dept.</u>	<u>7-1-87</u>	<u>1-1-88</u>	<u>Health San. Dept.</u>	<u>7-1-87</u>	<u>1-1-88</u>
Sr. Insp. II	11.60	11.77	Chief Inspector	11.19	11.36
Sr. Insp. I	11.50	11.67	Inspector II	10.51	10.67
Sr. Draftsperson	10.64	10.80	Inspector I	9.95	10.10
Inspector	10.46	10.62			
Technician	10.18	10.33			
Draftsperson	9.47	9.61			
			<u>Street Dept.</u>		
<u>Central Garage</u>			Foreman	11.19	11.36
Mechanic	10.18	10.33	Equip Oper III	10.18	10.33
			Equip Oper II	9.82	9.97
<u>Building Insp. Dept.</u>			Equip Oper I	9.52	9.66
Electrical	11.19	11.36	Laborer	9.25	9.39
Heating Air/Cond.	11.19	11.36	Welder/Mechanic	10.18	10.33
Plumbing	11.19	11.36			
Inspector II	10.51	10.67			
Inspector I	9.95	10.10			
Permit Writer	9.95	10.10	<u>Sanitation Dept.</u>		
			Foreman	11.19	11.36
<u>Sewer Dept.</u>			Refuse Driver	9.52	9.52
Pump Operator	10.18	10.33	Refuse Collector	9.25	9.39
Sewer Maintenance					
Worker	9.82	9.97			
Laborer	9.25	9.39			

<u>Water Pollution Control</u>	<u>7/1/87</u>	<u>1/1/88</u>
Plant Mechanic	10.18	10.33
Operator II	9.91	10.06
Operator I	9.52	9.66
Operator Trainee	9.25	9.39
Lab Technician	9.52	9.66
Lab Technician II	10.39	10.55

<u>Airport</u>	<u>7/1/87</u>	<u>1/1/88</u>
Maintenance Worker	9.82	9.97
<u>Motor Vehicle Dept.</u>		
Meter Repairman I	9.25	9.39
Meter Repairman II	9.52	9.66
Meter Repairman III	9.82	9.97

Electrical Dept.

Main. Electrician I	9.74	9.89
Main. Electrician II	10.42	10.58
Signal Technician I	10.08	10.23
Signal Technician II	10.87	11.03
Traffic Signal Foreman	11.46	11.63
Electrical Foreman	11.46	11.63
Electrical Helper	9.05	9.19

Fire

Chief Housing Inspector	11.19	11.36
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Park Department

Park Maintenance I	9.52	9.66
Park Maintenance II		
Plumber	9.82	9.97
Construction	9.82	9.97
Forestry	9.82	9.97
Painter	9.82	9.97
Park Maintenance III		
Heavy Equipment	10.18	10.33
Stockroom Clerk/		
Mechanic	10.18	10.33
Mechanic II	10.42	10.58
Park Maintenance IV		
Forestry	10.34	10.50
Plumber	10.34	10.50
Hvy. Equip.	10.34	10.50
Golf Course Main. I	9.62	9.76
Golf Course Main. II	10.53	10.69
Golf Course Main. III	11.07	11.24
Construction Foreman	10.86	11.02
Mechanic Shop Foreman	11.07	11.24

EMPLOYER: City of Waterloo

EMPLOYEE ORGANIZATION: Teamsters Local 844

UNIT (SUMMARY): Employees in Animal Control, Maintenance, Clerk/Secretarial & Police Departments

DURATION: July 1, 1987 - June 30, 1990 (Wage reopener)

HOURS: 40 hrs/week - 15 min. break, lunch

OVERTIME: 1 1/2 time regular wages, double time for holidays & Sundays

VACATION:	After 1 year	1 week
	2 years	2 weeks
	6 years	3 weeks
	13 yrs	4 weeks
	20 yrs	5 weeks

HOLIDAYS: 10 paid

New Years, Memorial, 4th of July, Labor, Veterans, employees birthday, Thanksgiving & day after, Christmas & day before or day after

LEAVES OF ABSENCE:

- A. Funeral - up to 4 days for death of relative (defined)
- B. Jury - salary minus fees
- C. Sick - accrue at 1 day/month; 25% of unused accum. paid annually
- D. Personal - 4 days, non-accumulative
- E. Family Illness - 5 days
- F. Military - w/o pay
- G. Maternity - 6 weeks

TRANSFER: Posted for 5 days. Seniority and oral interview. 60 day trial period.

STAFF REDUCTION: Employee given notice of layoff given opportunity to replace last hire in affected classification or lower classification. Recall: three years on a preferred seniority list.

INSURANCE:

1. Hosp/maj.med. - City furnishes single or family coverage; 80/20
2. Life - \$10,000
3. Dental - City furnishes
4. Other - Prescription

WAGES:

Shift Differential: .20/hr - 2nd shift .25/hr. 3rd shift

	<u>7/1/87</u>	<u>83/84</u>
Sign/Traffic Foreman	10.39	10.55
Policon Photo Lab	10.22	10.37
Dispatcher Base Rate	7.77	7.89
Dispatcher - After 3 years	7.91	8.03
Equipment Operator II	9.33	9.47
Equipment Operator I	8.88	9.01
Jailer	8.11	8.23
Matron	6.73	6.83
Animal Control Officer	8.22	8.34
Maintenance I	7.24	7.35
Maintenance II	8.16	8.28
Meter Collector	8.49	8.62
Clerk I	7.27	7.38
Clerk II	7.77	7.89
Clerk III	8.30	8.42
Secretary I	7.27	7.38
Secretary II	7.77	7.89
Secretary III	8.30	8.42

Longevity

After 3 years	20/month
6 years	40/month
9 years	60/month
12 years	70/month
15 years	80/month
18 years	90/month
21 years	100/month
24 years	110/month
27 years	120/month
30 years	130/month

Safety Equipment

Furnished by employer, + \$30 for shoes
 Pagers & Uniforms provided by City.

EMPLOYER: City of Waterloo

EMPLOYEE ORGANIZATION: Communication Workers of America

UNIT (SUMMARY): Clerks, Typists, Assistants, Aides, Librarians and Custodians

DURATION: July 1, 1987 - July 30, 1990

HOURS: 40 hr/week, may be scheduled for 4-10 hr days

OVERTIME: 1 1/2 times regular wages, Sunday hours entitled to comp time at double time

VACATION:

Professional	Non Professional
1 yr - 10 days	1 yr - 5 days
2 yrs - 20 days	2 yrs - 10 days
15 yrs - 25 days	6 yrs - 15 days
20 yrs - 30 days	13 yrs - 20 days
	20 yrs - 25 days

HOLIDAYS: 10 paid

New Years, Memorial, Independence, Labor, Veterans, Thanksgiving and day after, Christmas Eve, Christmas and Employee's birthday

LEAVES OF ABSENCE:

- A. Sick - 8 hrs/month max 1,920 hours
- B. Funeral - up to 5 days for death in immediate family (defined). May request additional 2 days. 1 additional day if funeral more than 300 miles from Waterloo
- C. Jury - salary minus fees
- D. Military - as per law
- E. Maternity - sick leave may be used
- F. Union - reasonable and necessary time off w/o pay for union business
- G. Personal - 1 day per quarter

TRANSFER: Posted, seniority rules if two or more equally qualified

STAFF REDUCTION: least seniority first by departmental division, recall in reverse order. Two years on recall list.

INSURANCE:

1. Hosp/maj.med. - city furnishes single or family coverage, 80/20
2. Life - \$10,000
3. Dental - City furnishes
4. Other - Prescription

WAGES:	<u>7/1/87</u>	<u>7/1/88</u>	Longevity	
Clerk I	7.26	7.37	after 3 years	20/month
Clerk/Typist	7.80	7.92	6 years	40/month
Library Aide	7.80	7.92	9 years	60/month
Bookmobile Driver/Clerk	7.93	8.05	12 years	70/month
Library Assistant	8.88	9.01	15 years	80/month
Inter Library Loan Assoc.	7.30	7.41		
Librarian I	11.15	11.32	18 years	90/month
			21 years	100/month
			24 years	110/month
			27 years	120/month
			30 years	130/month

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