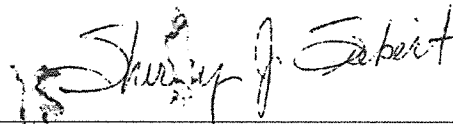


STATE OF ILLINOIS            )  
  ) SS  
COUNTY OF DU PAGE        )

I, Shirley J. Siebert, City Clerk of Wood Dale, Illinois DO HEREBY CERTIFY that as such City Clerk and keeper of the records, that the foregoing is a true and correct copy of Resolution **#R-18-43 A RESOLUTION AUTHORIZING THE MAYOR TO EXECUTE A CERTAIN LABOR AGREEMENT BETWEEN THE CITY OF WOOD DALE AND THE INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL 150** To The City Of Wood Dale, DuPage County, Illinois, IN WITNESS WHEREOF, I have hereunto Subscribed my name and affixed the seal of the City of Wood Dale, this 28th day of June, 2018.



---

Shirley J. Siebert, City Clerk  
City of Wood Dale  
DuPage County, Illinois

SEAL

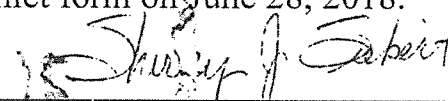


**Resolution #R-18-43**

**A RESOLUTION AUTHORIZING THE MAYOR TO EXECUTE A CERTAIN  
LABOR AGREEMENT BETWEEN THE CITY OF WOOD DALE AND THE  
INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL 150**

Passed: June 28, 2018  
Approved: June 28, 2018

I, Shirley J. Siebert, as the Clerk for the City of Wood Dale, hereby certify that the attached is a true and correct copy of #R-18-43 **A RESOLUTION AUTHORIZING THE MAYOR TO EXECUTE A CERTAIN LABOR AGREEMENT BETWEEN THE CITY OF WOOD DALE AND THE INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL 150** passed and approved by the by the City Council of the City of Wood Dale on June 28, 2018 and hereby published in pamphlet form on June 28, 2018.

  
\_\_\_\_\_  
Shirley J. Siebert  
City Clerk

SEAL



RESOLUTION NO. R-18-43

**A RESOLUTION AUTHORIZING THE MAYOR TO EXECUTE A CERTAIN LABOR AGREEMENT BETWEEN THE CITY OF WOOD DALE AND THE INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL 150**

**BE IT RESOLVED** by the City Council of the City of Wood Dale, in regular session assembled, that the Mayor is hereby authorized to execute and the City Clerk is authorized to attest a certain Labor Agreement between the City of Wood Dale and the International Union of Operating Engineers, Local 150, in substantially the form attached hereto and incorporated herein as Exhibit "A", and a copy shall be filed by the Clerk with the Illinois Public Labor Relations Board.

PASSED this 28<sup>th</sup> day of June, 2018

AYES: 1

NAYS: 0

ABSENT: R. Wesley

APPROVED this 28<sup>th</sup> day of June, 2018

SIGNED: Annunziato Pulice  
Annunziato Pulice, Mayor

ATTEST: Shirley J. Siebert  
Shirley J. Siebert, City Clerk

**COLLECTIVE BARGAINING AGREEMENT BETWEEN  
THE CITY OF WOOD DALE AND THE  
INTERNATIONAL UNION OF OPERATING  
ENGINEERS, LOCAL 150.**

**Expiring April 30, 2021**

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**EXHIBIT A – WAGE SCHEDULES**

**EXHIBIT B – TUITION REIMBURSEMENT PROCEDURE**



## ARTICLE I RECOGNITION

### Section 1.1 – Representative Unit

The Employer recognizes the Union as the sole and exclusive representative for the employees in the collective bargaining unit certified by the Illinois Labor Relations Board in the Corrected Certification of Unit Clarification in Case No. S-UC-(S)-12-001 by order dated October 3, 2011, as follows:

Included: All full-time and part-time employees in the following classifications: Community Development Assistant, Permit Coordinator, Fiscal Assistant I, Fiscal Assistant II, Fiscal Assistant III, Utility Billing Coordinator, Crew Leader, SR Heavy Equipment Operator, Heavy Equipment Operator, Maintenance Worker I, Maintenance Worker II, Administrative Secretary, Lab Technician, Water Supply Operator, WWTP OP 1, SR WWTP OP 1, Plant Mechanic/Equipment Mechanic, SR Plant Mechanic/Equipment Mechanic, SR Building Inspector, Van Driver, Housing/Zoning Inspector (Code Enforcement Officer).

Excluded: All other employees as defined by the Act and all other employees of the City of Wood Dale.

### Section 1.2 – New Classifications

The City shall notify the Union within fifteen (15) working days of its decision to implement any and all new classifications pertaining to work of a nature performed by employees within the bargaining unit.

In the event there is a need for the establishment of new classifications including rates of pay, there will be a meeting for the purpose of establishing such classifications and rates by mutual agreement. Where agreement is not reached by the time work must be started, the employer may set the rate it believes proper. If the rate mutually agreed on differs from that established by the employer, such rate may be retroactive to the start of work in the new classification. If the parties fail to agree on such a rate within sixty (60) days of the start of work in the classification, the Union may appeal directly to arbitration within the next thirty (30) consecutive calendar days.

## **ARTICLE II** **UNION RIGHTS**

### **Section 2.1 - Union Activity During Working Hours**

Union activities within the City facilities shall be restricted to administering this Agreement. The Union shall not engage in Union Activities on the City time or its property which will interfere with employee's assignments or duties.

Authorized agents of the Union shall have access to the Employer's establishment during working hours, with advanced notice to the City, for the purpose of and ascertaining that the Agreement is being adhered to, provided however, there is no interruption of the City's working schedule.

### **Section 2.2 - Time Off for Union Activities**

The Union shall designate bargaining unit members as union stewards. The Union will notify the City of such designations, and will be required to notify the City of any changes in such designations. No more than one Union steward per Division shall be allowed time off, without pay, for legitimate Union business, such as Union meetings and State or International conventions, provided such representatives give seven (7) business days advanced notice to his/her supervisor of such absence. The employee may utilize any accumulated time off in lieu of the employee taking such time without pay.

### **Section 2.3 - Union Bulletin Boards**

The Employer shall provide the Union with space on a bulletin board at each work location (Maintenance Shop, North Plant, Public Works Building, and City Hall) in a non-public area, accessible to the employees. There shall be no posting by the Union or employees of non-Union advertising, non-Union commercial solicitations or political advocacy. No slanderous, demeaning or inappropriate postings will be made and the bulletin board will be maintained in compliance with all state and federal laws, including laws regarding ethics and electioneering.

**ARTICLE III**  
**MANAGEMENT RIGHTS**

**Section 3.1 – Management Rights**

Except as specifically limited by the express written provision of this Agreement, the City retains all traditional rights to manage and direct the affairs of the City in all of the following:, to plan, direct, control and determine the budget and all the operations, services and missions of the City; to supervise and direct the working forces; to establish the qualifications for employment; to maintain a capable and efficient work force; to establish specialty positions and select personnel to fill them; to establish work and productivity standards from time-to-time to change those standards; to assign overtime; to determine the methods, means, organization and number of personnel by which such operations and services shall be made or purchased; to make, alter and enforce reasonable rules, regulations, orders, policies and procedures; to evaluate employees; to require the physical and mental fitness of employees; to discipline, to suspend, and discharge employees; to change or eliminate existing methods, equipment or facilities or introduce new ones; to determine work hours (shift hours); to take any and all actions as may be necessary to carry out the mission of the City and its Departments in the event of civil emergency, riots, civil disorders, tornado conditions, floods, etc., as may be declared by the Mayor, the City Manager, or their authorized designees; and to generally carry out the mission of the City.

**Section 3.2 – Tape Recording Phone Calls**

In order to adequately and efficiently address the concerns of the citizens of the City, to better train City employees, and to protect City employees from callers that make harassing or intimidating phone calls, the City may record telephone calls on certain telephone lines, as indicated below.

Incoming and outgoing telephone calls to and from the City's main line, (630) 766-4900; the Water/Wastewater Department lines, (630) 350-3542; the Water Billing line, (630) 766-5228; the Public Works lines, (630) 350-3530 and (630) 350-3532; and the Building Department line, (630) 350-5133, will be recorded and may be used by the City in furtherance of the general purposes described in the above paragraph. Employees who act or speak inappropriately on the telephone shall be subject to discipline. Every incoming call on said telephone lines shall be prompted with a

message or detectable audible signal advising the caller that the conversation is being recorded. Recorded calls transferred from the main lines to another line shall require notification to the recipient of the call that the call may be recorded. Any change to said telephone number shall require notification, twenty-four (24) hours in advance of a change. Incoming and outgoing telephone calls made to or from phone lines other than the City's main line or the lines listed hereinabove will not be recorded by the City.

City employees will be informed in writing and given actual notice of the City's tape recording policy. City employees will be notified when phone calls are being recorded as a result of being transferred to another phone line from the City's main line, (630) 766-4900; the Water/Wastewater Department line, (630) 350-3542; the Water Billing line, (630) 766-5228; the Public Works line, (630) 350-3530; or the Building Department line, (630) 350-5133.

#### **ARTICLE IV** **UNION DUES/FAIR SHARE CHECK OFF**

##### **Section 4.1 – Dues Check Off**

With respect to any bargaining unit member from whom the City received individual written authorization, signed by the bargaining unit member, in a form agreed upon by the Union and the City, the City shall deduct the Union dues from the wages of the bargaining unit member the monies set forth herein.

##### **Section 4.2 – Deductions**

Employer agrees to deduct from the wages of those employees who are Union members any or all of the following:

- (A) Union membership dues, assessments, or fees;
- (B) Union sponsored credit and other benefit programs.

The Union shall advise the City of any dues or increases in dues or other approved deductions, in writing, at least thirty (30) days prior to its effective date and the City shall forward such amounts to the Union by wire transfer within thirty (30) calendar days after close of the pay period for which the deductions are made.

### **Section 4.3 – Fair Share**

Pursuant to the Illinois Labor Relations Act and amendments thereto, employees covered by this Article who are not members of the Union within thirty (30) days of employment or who do not make application for membership within thirty (30) days of employment, shall be required to pay, in lieu of dues, their proportionate fair share of the collective bargaining process, contract administration and the pursuance of matters affecting wages, hours, terms and conditions of employment.

The proportionate fair share payment shall be deducted by the City from the earnings of the non-member employee each pay period, commencing the first pay period following thirty (30) days of employment, if applicable. The amount of the above employee deductions shall be remitted to the Union after the deduction(s) is made by the City with a listing of the employee, social security number, address and the individual employee deduction(s), along with deductions remitted pursuant to this Article.

### **Section 4.4 – Appeal Procedure**

The Union agrees to provide fair share payers with an appeal procedure in accordance with applicable law.

### **Section 4.5 – Indemnification**

The Union shall indemnify and save the City harmless against any and all claims, demands, suits, or other forms of liability, including but not limited to reasonable attorney's fees and costs of defense, that may arise out of or by reason of any action taken by the City for the purpose of complying with any provisions regarding dues deductions. If an incorrect deduction is made, the Union shall refund any such amount directly to the involved employee.

**ARTICLE V**  
**HOURS OF WORK AND OVERTIME**

**Section 5.1 – Purpose of Article**

Nothing herein shall be construed as a guarantee of hours of work per day, per week, or per work cycle.

**Section 5.2 – Work Schedules**

The City shall post the employees' regular work schedules showing the shifts, work days, and work hours to which bargaining unit members are assigned.

**Section 5.3 - Lunch/Rest Period**

Public Works employees and Wastewater employees (except for secretaries): The workday shall include a thirty (30) minute unpaid lunch. There shall also be two (2) fifteen (15) minute paid breaks within the eight (8) hour work schedule. Employees may combine their break and lunch periods only upon approval from the Public Works Director, Utilities Supervisor, Wastewater Supervisor or an employee designated in writing by the Public Works Director. In the event the employee is unable to take his/her lunch break, the City shall pay the employee at the appropriate rate (*i.e.*, straight or overtime) for the time not taken, or allow the employee to leave work one-half hour early, at the sole discretion of the employee's supervisor. The workweek will start at 12:00 a.m. on Saturday and end at 11:59 p.m. on Friday.

Public Works clerical employees, Water/Wastewater secretaries and City Hall employees: the workday shall include a thirty (30) minute paid lunch and two (2) fifteen (15) minute paid breaks. The workweek shall start at 12:00 a.m. on Saturday and end at 11:59 p.m. on Friday.

**Section 5.4 – Hours of Work**

The normal work hours are set forth below, except that these hours may be changed as provided in (vi) below.

- (i) Shift Hours for Public Works employees (except secretary) are – 7:00 a.m. to 3:30 p.m., Monday through Friday;

- (ii) Shift Hours for Public Works clerical staff and Water/Wastewater secretaries are – 7:00 a.m. to 3:30 p.m., Monday through Friday;
- (iii) Shift Hours for Water/Wastewater employees are 7:00 a.m. to 3:30 p.m., Monday through Friday;
- (iv) Shift Hours for City Hall employees are – 8:30 a.m. to 4:30 p.m., Monday through Friday;
- (v) The workweek will start at 12:01 a.m. on Saturday and end at 11:59 p.m. on Friday;
- (vi) The City reserves the right to alter the hours of work, with reasonable notice to the employee to accommodate the needs of the City. If the City alters hours, the City shall solicit volunteers from the bargaining unit members within said Department. If there are an insufficient number of employee volunteers, then the City shall make the assignment(s) by reverse seniority or if requested by the employee, to accommodate an employee's particular circumstances or hardship, to the extent that such alteration of hours does not compromise the delivery of City services, subject to the approval of the Department Head.

#### **Section 5.5 – Overtime Compensation**

- (A) The compensation paid for overtime work duly authorized or approved shall be paid at one and one-half (1 ½) the employees' hourly rate of pay for all hours actually worked, including paid leave time, in excess of his/her normal work day or work week. The employee is entitled to receive the base salary for each of the first forty (40) hours/per week of the pay period and one and one-half (1 ½) times the base hourly rate for each hour of work thereafter. Hours worked shall be calculated on a daily basis, and rounded to the nearest quarter hour, with more than seven (7) minutes rounded up to the next quarter hour, and seven (7) minutes or less rounded down to the prior quarter hour.
- (B) An employee shall be paid at one and one-half his/her regular hourly rate of pay for all hours actually worked, including paid leave time, in excess of eight (8) hours for each day worked. An employee shall be paid at one and one-half his/her regular hourly rate of pay for all hours actually worked on Saturdays and Sundays. An employee shall be paid at twice his/her regular hourly rate of pay for all hours actually worked on Holidays, in addition to the regular holiday pay received.

- (C) Reporting and Recording Overtime. An employee, in order to earn compensation for overtime, must have his/her supervisor's approval. Overtime work required to meet an emergency situation does not require advance approval, but must be certified by the immediate supervisory before being credited to the record of the employee.
- (D) Required Overtime. The City Manager, the appropriate Director or the employees' supervisor shall have the right to require overtime work, and employees may not refuse overtime assignments. For emergency overtime (defined as an overtime assignment known less than 48 hours in advance), the Department Head or his designee will make overtime assignments within the division that normally performs the work in which the overtime is needed (*i.e.*, overtime opportunities that have been traditionally provided first to Streets/Vehicle Maintenance employees shall be first offered to such employees, and overtime opportunities that have been traditionally first offered to Waste Water/Utilities employees shall be first offered to such employees). Specific employees may be selected for special assignments based on specific skills, ability and experience they may possess. If more than one qualified employee volunteers for overtime, the most senior qualified employee shall be assigned overtime. If the City cannot meet its staffing needs from within the applicable division, then the City shall offer overtime to employees outside of the division by seniority. Volunteers will not necessarily be selected for work in progress. If the City decides to continue work already in progress past the end of a shift, the employee(s) performing the work in question during the shift will be given first opportunity to work overtime. Additional staffing needed to complete work already in progress shall be met by assigning the most senior qualified employee.

For scheduled, non-emergency situations (defined as an overtime assignment known at least 48 hours in advance), and for Special Events (hereinafter defined), the City shall solicit volunteers for overtime assigns within the Division that normally performs the work. For purposes of this Section 5.5(D), the term "Special Events" shall mean Prairie Fest, Memorial Day Parade, Veterans' Day Ceremony, National Night Out, and Holiday Tree Lighting Ceremony. For those "Special Events," overtime shall be first offered to employees in the following Divisions: Prairie Fest (Streets Division), Veterans' Day Ceremony (Utilities and Wastewater Divisions), National Night Out (Streets Division), and Holiday



Tree Lighting Ceremony (Streets Division). For the Memorial day Parade, all Divisions drive in the parade, but Utilities and Wastewater Division are in charge of setting up the stage and ceremonial location, and Streets Division is in charge of setting up barricades. In the event that additional "Special Events" are added, the staffing for such additional "Special Events" shall be discussed by the City and Union at a Labor-Management conference, in accordance with Section 16.1 of this Agreement.

Scheduled, non-emergency overtime shall be scheduled forty-eight (48) hours in advance. The employee shall be advised of the assignment as well as the anticipated duration of the overtime, to the best ability of the supervisor. Non-emergency assignments made with less than forty-eight (48) hours notice shall be treated as a call-back, except as otherwise provided in Section 5.9. If an insufficient number of employees volunteer, then the assignment(s) shall be by reverse seniority.

#### **Section 5.6 - Excessive Overtime**

Employees will not be required to work more than twelve (12) hours without being allowed an eight (8) hour rest period. If the eight (8) hour rest period ends during an employee's normal work day, the employee shall be allowed to use leave time, or take time without pay for the remainder of the work day. If an employee does not have an eight (8) hour rest period, the employee shall receive the appropriate overtime rate for all hours worked with a minimum of two (2) hours until the employee has eight (8) hours of rest.

#### **Section 5.7 - No Pyramiding**

Compensation shall not be paid or compensatory time taken more than once for the same hours under any provision of this Article or Agreement.

#### **Section 5.8 – Light Duty**

Any bargaining unit member who is injured or is otherwise unable to perform his full time duty will be allowed, with a physician's approval, the opportunity to work light duty, subject to the manager's approval and in accordance with the needs of the City, and according to the applicable departmental policy. The City and the Union agree that there shall be no pyramiding of benefits of light duty assignments with Worker's Compensation or other disability benefits.

### **Section 5.9 – Call-back**

A “call-back” is defined as an official assignment of work, which does not continuously follow an employee’s regularly, scheduled working hours. “Scheduled overtime”, scheduled early starts or working past the regularly scheduled ending time does not constitute “call-backs”. If an employee is “called back” to work, the employee shall receive a minimum two (2) hours compensation at the applicable overtime rate of pay. Employees who are contacted by telephone for technical assistance shall be compensated a minimum of fifteen (15) minutes, or for such time worked (*i.e.*, the length of the telephone call) if longer than fifteen (15) minutes, in increments of fifteen (15) minutes, provided that employees who work more than seven (7) minutes shall be paid for such time rounded up to the nearest fifteen (15) minutes, and employees who work increments of seven (7) minutes or less shall be compensated for such time rounded down to the nearest fifteen (15) minutes, and further provided that the employee who is making such contact receives prior approval from such employee’s supervisor to make such contact. Employees who are contacted by telephone two (2) or more times within the same fifteen (15) minute cycle shall only be compensated once per such cycle.

### **Section 5.10 – Compensatory Time**

Employees who are entitled to overtime pay may request compensatory time at time and one-half (1-1/2) in lieu of overtime pay by giving advance notice to the City Manager or appropriate Director. Compensatory time may be accrued only in quarter hour increments (*e.g.*, if an employee works fifteen (15) minutes overtime, the 1.5 times 15 minutes may result in the employee receiving a quarter hour of compensatory time, but the additional 7.5 minutes must be compensated, not accrued as compensatory time. An employee who has accrued compensatory time may make requests for time off in a minimum of one-half (1/2) hour increments and such time off will be approved subject to City and departmental needs. Until May 1, 2016, compensatory time cannot be accumulated beyond forty (40) hours, and must be used by April 30<sup>th</sup>. Effective May 1, 2016, compensatory time cannot be earned in excess of eighty (80) hours per contract year and must be used by April 30<sup>th</sup>. All accrued compensatory time not used by April 30, will be paid out to the employee during the following May, calculated at the rate of pay at which such compensatory time was earned.

## **Section 5.11 – Compensatory Time Procedure**

### **Purpose**

Employees of the City are sometimes required to work overtime to accomplish the requirements of their position, and to best serve the citizens of the community. In an effort to provide the employee the benefit of the overtime worked, the employee may have the option to take the overtime worked as compensatory leave time; hereafter referred to as comp-time.

### **Policy**

It shall be the policy of the City to allow overtime worked to be taken as comp-time, if the employee so requests. Comp-time is accrued on the same basis as overtime, i.e., one hour of overtime equals one and one half hours of comp-time.

### **Scope**

1. The City will provide for comp-time in lieu of paid overtime.
2. The Department Head will make every effort to grant use of comp-time as staffing and workload allows, unless an emergency requires the attendance of the employee.

### **Policy to Accrue Compensatory Leave Time**

1. When approved overtime is worked, the employee shall fill out the overtime (O.T.) slip in duplicate, indicating his/her preference for comp-time, and forward both copies to the Department Head for approval.
2. The duplicate copy shall be forwarded to the person who tracks the department's comp-time, and one copy shall be returned to the employee.
3. Said leave time must be recorded in the department's comp-time record book, which indicates the date and the reason for overtime, as well as a total amount of approved comp-time. As comp-time is used, the amount of approved comp-time is reduced accordingly.
4. At the end of each month, comp-time records shall be distributed to each employee informing them of their accrued comp-time, and allowing the employee to check his/her record against the official record.
5. The employee's supervisor or Department Head, upon request, may review the official comp-time record.

### **Procedure for Taking Compensatory Leave Time**

1. The employee shall fill out a leave sheet request form and indicate "Comp-Time" as the type of leave requested.
2. The employee must submit the leave request to his/her supervisor or Department Head and such request shall be approved or denied at least forty-eight (48) hours in advance of the day for which such leave is sought. The supervisory or Department Head may, in his/her discretion based upon the operational needs of the City, grant compensatory leave with less notice. Said notice may be waived in situations where there is a family or other emergency situation which renders said notice impractical or impossible. Compensatory time shall not be unreasonably denied.
3. Comp-time will be allowed on a provisional basis, and may be rescinded if staffing shortages, workload or an emergency dictate.

### **Section 5.12 –Telephone/On-Call Status**

Any employee required to be available on-call by telephone or electronic communication devices shall receive one (1) hour straight time for each day that such employee is on-call.

Notwithstanding the above, the Senior Building Inspector will receive one (1) hour of straight time for each weekend day or holiday that such employee is required to be available by electronic communication device. Furthermore, the Public Works Crew Leader shall receive two (2) hours of pay at straight time per week for carrying such communication devices, in lieu of the compensation provided under this Section, provided that if such Public Works Crew Leader is on-call for a week, in accordance with the first paragraph of this Section, the Crew Leader will receive the one (1) hour of straight time for each day of such on-call duty, in lieu of receiving the two (2) hours of straight time pay per week for carrying such communication devices.

An employee may decline on-call status if another employee volunteers to accept on-call status without penalty to the originally scheduled employee, but only if the employee has obtained prior approval from the Director, in the Director's sole discretion. Employees in the Streets Division will rotate on-call assignments every seven (7) days from May 1<sup>st</sup> until October 31<sup>st</sup>. For the remaining portion of the year, one employee in the Streets Division will be on-call Monday through Tuesday, and the following Friday through Sunday; and another employee in the Streets Division will be on-call Wednesday through Sunday. There shall be one employee from the Water (Utilities)

Division and one employee from the Wastewater Division on call each day. Employees in the Water (Utilities) and Wastewater Divisions will be required to perform rounds on weekends and on recognized holidays.

## **ARTICLE VI** **SENIORITY**

### **Section 6.1 – Seniority Defined**

An employee's seniority shall be the period of the employee's most recent continuous regular employment as a full time employee at the City.

### **Section 6.2 – Breaks in Continuous Service**

An Employee's continuous service record shall be broken by voluntary resignation, discharge for just cause, and retirement. There shall be no break in service if the employee is off due to a disability.

### **Section 6.3 – Seniority List**

Once each year the Employer shall post a seniority list by May 1 of each year. A copy of the seniority list shall be furnished to the Union when it is posted.

### **Section 6.4 – Probationary Employees**

An employee shall be on probationary status for the first nine (9) months of employment. Employees who are promoted within the bargaining unit shall be required to serve an additional six (6) month probationary period for said position. During said probationary period for the new position, the City may reinstate said employee to his/her former position which, restoration shall not be a grievable event.

A probationary employee shall have no seniority, except as otherwise provided for in this Agreement, until he/she has completed their required probationary period. Upon such completion, he/she shall acquire seniority retroactively from the date of employment. During this period of probation, no grievance may be filed by or on behalf of such employee regarding discharge or discipline.

**ARTICLE VII**  
**LAYOFF AND RECALL**

**Section 7.1 – Definition and Notice**

A City initiated layoff is defined as a reduction in bargaining unit jobs, exclusive of retirements, resignations, terminations, deaths, disability and attrition. The City, in its sole and exclusive discretion, shall determine whether a layoff is required and which department is appropriate for layoffs. The City shall give the Union at least thirty (30) days notice of any layoffs, unless not otherwise practicable.

**Section 7.2 – General Procedures**

In the event of a layoff, employees shall be laid off within a job classification in inverse order of seniority as defined in Article VI. However, prior to laying off any full-time bargaining unit employees, all seasonal, temporary, probationary, part-time or other non-bargaining unit employees who perform work in the affected job classification shall be laid off. Employees selected to be laid off may bump a less senior employee in another job classification of equal or lower pay, provided the more senior employee has the present ability and skills to perform the essential functions of that classification or demonstrates that he/she can perform those essential functions within ten (10) business days of the notice of layoff.

**Section 7.3 – Recall of Laid-off Employees**

The names of laid-off employees shall be placed on a layoff list for a period of twelve (12) months. Employees shall be recalled based upon job classifications and qualifications and by seniority within the job classification. Employees shall be required to provide their current address to the City in order to be recalled. The City shall send notice by certified mail of recall to the recalled employee's last known address. An employee who receives a recall notice shall be required to respond to such notice within fourteen (14) days of the date of such notice, by contacting the City employee described in such notice. Employees shall be required to report to work no later than twenty-one (21) days after the date of the notice of recall. The dates of required notification to the City and of reporting back to work shall be specified in the notice of recall. An employee who does not contact the City within the time limit provided, or does not report for duty within the time limit

provided, or who otherwise declines recall, shall be removed from the layoff list. An employee's name shall be removed from the layoff list upon the expiration of twelve (12) months.

**Section 7.4 – Severance**

Any employee laid off shall receive all earned and accrued payment and benefits as provided herein. Also, the City shall bargain with the Union, on demand, concerning the effects of any layoff.

**Section 7.5 – Filling of Vacancies**

The Employer shall post vacancies in bargaining unit positions for at least ten (10) days. Bargaining unit members shall be entitled to apply for any such vacancies, however, the Employer shall have the sole discretion to fill such vacancies, including offering the position to non-bargaining unit members.

**ARTICLE VIII**  
**DISCIPLINARY PROCEDURES AND ANNUAL EMPLOYEE EVALUATIONS**

**Section 8.1 – Employee Discipline**

The City adheres to a progressive corrective action procedure and strives to ensure consistency of application and fair treatment of employees. All work-related infractions, including but not limited to meeting minimum work standards as determined through the City's performance appraisal process, regardless of specific reason, are treated to the extent possible, with progressively more severe corrective action, up to and including discharge from employment. Discipline shall include, but is not limited to the following progressive steps of priority, provided, however, that the City may skip steps for certain infractions depending upon circumstances and severity:

- A. Oral warning.
- B. Written reprimand, with copy of such maintained in the employee's personnel file.
- C. Suspension without pay with documentation of such maintained in the employee's personnel file, with a copy provided to the Union upon request.
- D. Discharge, with documentation of such maintained in the employee's personnel file, with a copy provided to the Union upon request.

Failure to provide notice to the Union shall not negate disciplinary action taken.

New employees who are in their probationary period are not eligible for review through the City's corrective action procedure and may be disciplined at any level, for any reason, up to and including discharge. Any corrective action taken against a probationary period employee must be reviewed by the City Manager for final approval.

Employees may be subjected to any level of corrective action depending on the severity of the offense, regardless of their work status.

The formal corrective action steps of oral warning, written warning, and suspension allow the employee to correct deficiencies in performance. Employee discipline shall be imposed only for just cause.

Probationary period employees are not granted the privilege of using the grievance procedure; however, they are encouraged to discuss any corrective actions or problems with the department management.

Written reprimands must be reviewed and approved by the Department Head. Suspension or discharge must receive prior approval from the City Manager or his/her designee.

In addition to the removal from safety-sensitive functions required by Federal Motor Carrier Safety Administration Regulations, the City may take disciplinary action against any individual who violates this policy.

**A. Applicants**

An individual who tests positive on a pre-employment drug test will not be hired. Any individual who adulterates or substitutes a specimen provided for a pre-employment drug test will not be hired.

**B. Employees**

Any employee who engages in any conduct that constitutes a refusal to submit to a drug or alcohol test required under this policy may be disciplined, in accordance with this Contract.

**Section 8.2 – Right to Representation**

Prior to any disciplinary discussions with the employee, the employer shall inform the employee of his/her right to Union representation.



### **Section 8.3 – Annual Employee Evaluations**

Bargaining unit members shall have their performance evaluated once each year, generally in the months of March or April. Employees who receive an unsatisfactory performance evaluation shall be re-evaluated after six (6) months. If an employee fails to receive a satisfactory performance evaluation after the six (6) month re-evaluation, the employee shall be subject to disciplinary procedures, up to and including termination.

## **ARTICLE IX GRIEVANCE**

### **Section 9.1 – Grievance Defined**

A grievance is defined as any claim of violation of this Agreement.

### **Section 9.2 – Processing of Grievance**

Except for Step One, grievances shall be processed only by the Union on behalf of any employee or on behalf of a group of employees or itself. The Grievant or one Grievant representing a group of Grievants may be present at any step of the grievance procedure, and the employee(s) is entitled to Union representation at each step of the grievance procedure.

### **Section 9.3 – Grievance Steps**

#### **STEP ONE: Immediate Supervisor**

The employee, with or without a Union representative, may attempt to orally resolve a grievance with his/her supervisor within ten (10) business days of the event giving rise to the grievance, or when the employee reasonably should have realized that a dispute existed. (For purposes of this Article, a business day shall not include weekends or holidays.) The supervisor shall attempt to adjust the matter within ten (10) business calendar days.

#### **STEP TWO: Director of Department**

If the grievance remains unresolved after the response at Step One, the Union may submit a written grievance to the Director of the Department within ten (10) business days of the Step One

response. The Director of the Department or his/her designee shall schedule a conference within ten (10) business days of receipt of the grievance to attempt to adjust the matter. The Director of the Department or designee shall submit a written response within ten (10) business days of the conference. If the conference is not scheduled, the Director of the Department or designee shall respond to the grievance in writing within ten (10) business days of receipt of the appeal. If no written response is provided the grievance will be deemed to have been denied at the Step Two level.

**STEP THREE: City Manager**

If the grievance remains unresolved after the response at Step Two, the Union may submit a written grievance to the City Manager within ten (10) business days of the Step Two response. The City Manager or his/her designee shall schedule a conference within ten (10) business days of receipt of the grievance to attempt to adjust the matter. The City Manager or designee shall submit a written response within ten (10) business days of the conference. If the conference is not schedule, the City Manager or designee shall respond to the grievance in writing within ten (10) business days of the receipt of the appeal. If no written response is provided the grievance will be deemed to have been denied at the Step Three level.

**STEP FOUR: Arbitration**

If the grievance remains unresolved after the response at Step Three, the Union may refer the grievance to arbitration within ten (10) business days of the Step Three response. The Union shall request the American Arbitration Association, Federal Mediation Conciliation Service, or another mutually agreed upon service to submit a panel of seven (7) Arbitrators. Such Arbitrators must be members in good standing with the National Academy of Arbitrators. The parties shall alternately strike the names of Arbitrators, and the Union shall make the first strike for the first grievance submitted to arbitration. In subsequent grievances, the parties thereafter shall alternate striking the first name from the arbitration list. The person whose name remains shall be the Arbitrator, provided that either party, before striking any names, shall have the right to reject one (1) panel of Arbitrators. Both parties agree to attempt to arrive at a joint stipulation of the facts and issues as outlined to be submitted to the Arbitrator. Both parties shall have the right to request the Arbitrator to require the presence of witnesses and/or documents. Neither the Union nor the City shall take any reprisals against any employee for testifying at arbitration.

Questions of arbitrability shall be decided by the Arbitrator. In his or her written decision, the Arbitrator shall make a preliminary determination on the question of arbitrability. If it is determined that the matter is arbitrable, the Arbitrator shall then proceed to determine the merits of the dispute.

In the conduct of any arbitration under this Article, the rules and procedure governing the conduct of arbitration proceedings of the American Arbitration Association shall control, except where specifically limited by this Article. The Arbitrator shall neither amend, modify, nullify, ignore, add nor subtract from the provisions of this Agreement.

The expenses and fees of the Arbitrator and cost of the hearing room shall be shared equally by the parties. Nothing in this Article shall preclude the parties from agreeing to the appointment of a permanent Arbitrator(s) during the term of this Agreement or to use the expedited arbitration procedures of the American Arbitration Association.

If either party desires a verbatim record of the proceedings, it may cause such to be made, providing it pays for the record and makes a copy available without charge to the Arbitrator. If the other party desires a copy, it shall equally pay for the expense of such.

The Arbitrator shall support his/her findings with a written opinion. The decision and opinion shall be based solely on and directed to the issue presented.

The decision and award of the arbitration shall be final and binding to the Union, employee(s) and the City except as otherwise provided by law. Such decision must be within the scope and terms of this Agreement and shall not change any of its terms and conditions.

#### **Section 9.4 – Grievance Forms**

The written grievance required under this Article shall be on a form, which shall be agreed to by the parties. It shall contain a statement of the Grievant's complaint, the section(s) of this agreement that have been allegedly violated, the date of the alleged violations and the relief being sought. Typographical or clerical mistakes on the grievance forms shall not be grounds to deny the grievance. The form shall be signed and dated by the Grievant and/or his/her representative.

**Section 9.5 – Settlements and Time Limits**

Any grievance not appealed to the next succeeding step in writing and within the appropriate number of calendar days of the City's last answer will be considered withdrawn and shall not be eligible for further appeal, except that the parties may, in any individual case, extend the time limit by mutual written agreement.

**Section 9.6 – Union Stewards**

Duly authorized bargaining unit representatives shall be designated by the Union as the Stewards. The Union will provide notice to the City to identify those individuals.

**ARTICLE X  
HOLIDAYS**

**Section 10.1 – General Information**

The following holidays are recognized as holidays for pay purposes: New Year's Day, President's Day, Memorial Day, Independence Day, Labor Day, Veteran's Day (observed), Thanksgiving Day and the following Friday, and Christmas Day. Full-time regular employees shall receive one half (1/2) day on Christmas Eve and one half 1/2 day on New Year's Eve. Full time regular employees shall receive their birthday off as a floating holiday. Probationary employees are not entitled to receive their birthday off, until after one (1) year of uninterrupted service to the City from the date of employment.

Sick leave, if taken the day before or the day after a holiday, must be accompanied by proof of service by attending physician(s) to qualify for paid sick leave, or upon approval of the employees' supervisor. Part-time employees are not eligible to receive holiday pay or birthdays off.

**Section 10.2 –Holiday Applications**

When a day recognized as a municipal holiday falls on a Saturday, the preceding Friday should be considered to be a holiday. When a day recognized as a holiday falls on a Sunday, the following Monday shall be considered the holiday.

**Section 10.3 – Holiday Pay**

Bargaining unit members shall be paid double time for all Holiday hours worked plus eight (8) hours pay.

**ARTICLE XI**  
**VACATIONS**

**Section 11.1 – Vacation Accrual**

Each regular employee shall accrue vacation time at the following rate for continuous service performed:

- 1) One through four (1-4) years of service; Employees shall be entitled to ten (10) working days vacation during each complete year of service.
- 2) After four (4) years of service: Employees shall be entitled to fifteen (15) working days of vacation.
- 3) After ten (10) years of service: Employees shall be entitled to twenty (20) working days of vacation.
- 4) After twenty (20) years of service: Employees shall be entitled to twenty-five (25) working days of vacation.

Vacation time shall not accrue during unpaid leaves of absence. Vacation leave may be carried over from year to year to a maximum of five (5) days.

The City shall have the right to determine the maximum number of employees in each division or in each job classification which may be on personal leave/vacation at the same time. The following maximum number of employees in each division which may be on personal leave/vacation at the same time is hereby established:

Streets: No more than three (3) employees, except from December 1<sup>st</sup> through March 31<sup>st</sup>, no more than two (2) employees;

Vehicle Maintenance: No more than one (1) employee;

Wastewater Division: No more than three (3) employees;

Utilities Division: No more than three (3) employees (not including clerical);

Finance Department: As approved by supervisor, but requests shall not be unreasonably denied;

Building Department: As approved by supervisor, but requests shall not be unreasonably denied.

### **Section 11.2 – Vacation Usage**

The time which the employee uses as vacation time is dependent upon the needs of the City and the Desires of the employee. All vacation leaves must be approved by the Department Head. Employees shall provide two (2) days notice before taking a vacation. The supervisor or Department Head may, in his/her discretion, based upon the operational needs of the City, grant vacation with less the forty eight (48) hours notice. Said notice may be waived in situations where there is a family or other emergency situations which render said notice impractical or impossible.

### **Section 11.3 – Vacation Pay**

Regular, non-probationary, full time employees, who have completed twelve (12) months of uninterrupted service with the City, shall be eligible for a paid vacation at their current rate of pay.

## **ARTICLE XII LEAVE**

### **Section 12.1 – Leave Days**

Leave shall be requested in case of personal, sickness, disability or medical treatment. The employee requesting a leave day on account of sickness, disability, or medical treatment (hereinafter “sickness”) shall notify his supervisor or Department Head prior to or within one-half (1/2) hour after the time set for reporting to work, except in emergency circumstances. Leave with pay for sickness shall not be allowed unless the employee has complied with this and his Department Head or the Supervisor has approved such payment.

Paid leave for sickness shall not be granted to a regular employee the day before or the day after a City holiday unless proof of illness is provided by a physician or as otherwise approved by the Supervisor. Part-time or temporary employees are not eligible to receive paid leave days on a pro-rated basis. Probationary full-time employees are not eligible to receive paid leave days until after completion of the probationary period.

The Department Head or the City Manager may require a written statement after three (3) consecutive sick days from the physician or dentist that the employee was unable to perform his duties satisfactorily. The Department Head or City Manager may also request that the physician certify that the employee is fit for duty.

Any employee who is absent from work in accordance with the above reasons shall not engage in activity which would impair his expedient return to work for the City.

### **Section 12.2 – Eligibility**

Only regular, non-probationary, full-time employees shall be eligible for paid leave time hereunder. Allowance for leave time shall be prorated depending upon the date of the employee's date of hire and successful completion of probation.

### **Section 12.3 – Accrual of Leave Days**

Regular, full time employees will earn one (1) leave day per month. Leave days will be granted on the 1<sup>st</sup> of each month for the preceding month. When employment begins on or before the 15<sup>th</sup> of the month, the employee shall earn eight (8) hours of leave time for the first month of work. When employment begins after the 15<sup>th</sup> of the month, the employee shall earn four (4) hours of leave time for the first month of work.

### **Section 12.4 - Accumulation and Leave Time Buy Back**

Employees may accumulate a total of 36 unused leave days toward disability equalization and retirement. A fifty percent (50%) buy back at the end of each policy year may begin following the accumulation of thirty-six (36) days at the employee's current rate of pay.

To qualify for payment of accumulated leave time upon termination in good standing, the employee must have thirty-six (36) days of leave accumulated. The buy-back will be paid at fifty percent (50%) at the rate of pay at the time of termination in good standing which may be applied in accordance with IMRF guidelines, in lieu of payment.

### **Section 12.5 - Workers Compensation Payments**

The City provides Workers' Compensation Insurance to provide for continuation of earnings in the event of a job related incident resulting in injury and disability. This benefit shall

be payable for incidents resulting in injury and disability as certified by the Illinois Industrial Commission and shall continue until the disability is terminated by the Illinois Industrial Commission. Employees shall continue to accrue benefits, according to the law, while off work due to an injury covered by Worker's Compensation.

An employee who fails to return to active duty when authorized by a City designated doctor shall cease to receive payroll income from the City. Part-time and temporary employees are covered by and shall receive the benefits provided by the Worker's Compensation Insurance Plan of the City.

### **Section 12.6 – Disability Leave**

A disability is any physical or mental impairment, not job related, which makes an employee unable to perform the duties of any position, which might reasonably be assigned to him or her.

Employees are currently covered by separate pension and disability plans. These are the Illinois Municipal Retirement Fund, and the Intergovernmental Public Benefit Cooperative. City employees are subject to the regulations governing disability benefits in each of the plans. An employee may use accumulated leave time during his/her absence in order to balance any lost wages.

The employee will receive disability pay in the event of a recognized disability, in accordance with any disability policy in effect. The City has the right to discontinue disability benefits, upon notice to the bargaining unit members. Employees are not eligible for IMRF benefits until they have recorded twelve (12) consecutive months of earnings credit. All City employees retiring under the respective retirement policy and qualified to retire are not eligible for the disability plan of the City.

### **Section 12.7 – Discretionary Leave of Absence**

Upon the recommendation of the Department Head, the City Manager may grant an employee a leave of absence, without pay, in cases of emergency or where such absence would not be contrary to the best interest of the City. Such leave is a privilege, not a right. No such leave shall be granted, except upon written request of the employee, setting forth the reason for the request and written approval. Request for leave shall be decided by the City Manager depending upon the merit of the individual case. Benefits are suspended during leaves of absence exceeding thirty (30) days. Medical/Life benefit cost must be borne by the employee on leave of absence



exceeding thirty (30) days.

Unauthorized leave of absence for days not worked, which are normal working days will cause the deduction from employee's pay. Unauthorized leave of absence for more than three (3) consecutive days shall be cause for automatic termination of employment

### **Section 12.8 – Funeral Leave**

Regular full-time employees are eligible for up to three (3) paid days in the event of the death of an immediate family member inclusive of parents, brother, sister, child, spouse, grandparent, great-grandparent, grandchild, stepparent, or stepchild. The leave shall also include the following in-laws, mother-in-law, father-in-law, sister-in-law, brother-in-law, daughter-in-law, son-in-law, grandmother-in-law and grandfather-in-law. Bereavement leave is intended for you to attend services and/or make arrangements for the deceased. Generally speaking, leave may be granted from the day of death, up to and including the day after services. Under extenuating circumstances the period can be extended to five (5) working days with prior concurrence from your department director and with final approval from the City Manager, however leave time or vacation time must be used for any number of days over three days. Any requests for bereavement leave must be forwarded to the Director of Human Resources for review and approval.

### **Section 12.9 – Family Emergency Leave**

Regular employees may be granted up to three (3) working days leave with pay by the Department Head, in the event of serious illness or death in the immediate family. Immediate family shall be defined and limited to wife, husband, mother, father, son, daughter, sister, brother, grandmother and grandfather, mother-in-law, father-in-law, grandmother-in-law and grandfather-in-law or stepchild.

Serious illness shall be defined as life-threatening and shall include but not be limited to the following: Heart-attack, cancer, accident, surgical procedure or emergency hospitalization. Occurrences shall not be limited on a yearly basis but a supervisor or Department Head shall have the option to request proof of such serious illness should he/she feel that it is necessary. Any time exceeding any such leave in excess of one (1) day will require the approval of the Supervisor or Department Head. Additional time off in excess of three (3) days may be taken by an employee, only with approval of his or her Department Head and the City Manager. Such additional time off

shall be charged as requested by the employee:

- a) Accumulated Vacation Leave;
- b) Accumulated Leave Time;
- c) Leave of Absence Without Pay;
- d) Extenuating Circumstances Shall Be Approved by the City Manager.

**Section 12.10 – Jury Duty Leave**

Employees required to report for jury duty shall be granted leave upon presentation of jury notice and shall receive full pay for the time served, provided the employee remits all fees to the City excluding mileage compensation.

**Section 12.11 – Military Leave**

Military leave shall be granted in accordance with the provisions of state and federal law. Whenever possible, the employee shall notify his Department Head ten (10) working days in advance. Proper evidence of such service will be provided by the employee. The employee will be paid the difference between military reserve pay and normal pay.

**Section 12.12 - Off the Job Injury or Illness**

Any injury or illness occurring other than in the service of the City shall be compensated for through the provisions of the appropriate insurance plan provided for the employee through the City, if applicable.

**Section 12.13 - Illness after Reporting to Work**

An employee who has reported to work and subsequently becomes ill may be paid for the time actually worked to the nearest one half (1/2) hour increment and will be charged for actual work time missed as the result of an illness, rounded to the nearest half hour towards leave time, but subject to a minimum charge against sick leave of four (4) hours.

**Section 12.14 - Subpoena**

Employees who are subpoenaed to appear as witness in hearings before federal or state agencies or federal or state courts leave shall be granted upon presentation of the subpoena.

Employees shall receive full pay, provided the employee remits all fees as soon as received, excluding payment for mileage or meals.

**Section 12.15 - Conference Attendance**

Authorized leave of absence with pay shall be allowed for the following activities: 1) National meetings – one per year may be attended by a Union Steward or appointee; 2) Regional meetings within 300 miles of the City may be attended by a Union Steward or appointee; 3) Metropolitan area meetings may be attended by a Union Steward or appointee; 4) A Union Steward may recommend any other valid educational methods for an employee. All conferences must also be in the City's annual operating budget.

**Section 12.16 - Educational Leave**

A special leave of absence may be granted by the City Manager upon recommendations of the Department Head to permit a City employee to take courses of study, which will better equip the employee to perform his duties for the City. The requesting employee shall state the reasons for the request and the date of leave. The Department Head may recommend such a request on the basis of the operational requirements of the department, availability of temporary substitute employee, the work and attendance of the individual, and the reason for the request.

**Section 12.17 - Unauthorized Leave of Absence**

Unauthorized leave of absence for days not worked, which are normal working days will cause the deduction from employee's pay. Unauthorized leave of absence for more than three (3) consecutive days shall be cause for automatic termination of employment.

**Section 12.18 – Fitness for Duty Examinations**

In the event that the City has reasonable suspicion that an employee is not fit to perform the essential functions of the employee's job classification, the City shall have the right to determine if an employee is fit to perform the essential functions of the employee's job classification by requiring the employee to be examined by a licensed medical professional selected by the City at the City's expense. If the City's medical professional determines that an employee is not fit for duty based upon such examination(s), the City may place the employee on sick leave, disability or terminate the

employee, based on the employee's inability to perform the essential functions of the position. If such determination is made by the City's medical professional, the employee shall have the right to be examined by his own medical professional at the employee's expense. If the medical professional selected by the employee determines that the employee is fit for duty, then the two medical professionals shall select a third medical professional to examine the employee. The third medical professional's opinion as to the employee's fitness for duty shall control. The employee shall be relieved from duty and placed on sick leave or unpaid leave, until the second and third (where applicable) medical professional's opinion is rendered, but shall not be terminated until after such opinion(s) is/are rendered.

### **ARTICLE XIII** **HEALTH INSURANCE AND LIFE INSURANCE**

#### **Section 13.1 – Health Insurance**

Employees shall select from the health insurance program offered by the City (HMO or PPO). The plan, which includes health, dental and vision coverage, offered by the City shall be the same plan as the one offered to all of its employees, except employees enrolled in the Teamsters Local Union No. 727 Health and Welfare Fund plan.

The City agrees to continue to make available to members of the bargaining unit the same hospitalization coverage that it provides to other City employees, except employees enrolled in the Teamsters Local Union No. 727 Health and Welfare Fund plan. Effective May 1, 2013, the City shall pay eighty-five percent (85%) of the cost of HMO coverage of the employee and eighty-five percent (85%) of the premium cost of the HMO premium cost of any eligible dependent coverage accepted by the employee. Effective May 1, 2013, the City shall pay eighty-five percent (85%) of the PPO premium cost of coverage of the employee and eighty-five percent (85%) of the PPO premium cost of any eligible dependent coverage accepted by the employee. The employee shall be required to pay the balance of the premium for whichever plan that the employee chooses. The City shall offer to the members of the Bargaining Unit the same dental and optical benefits provided to other City employees. The City will embark on a cost containment program, however, which may result in future benefit changes. The Union will be notified before any proposed change in hospitalization benefits is implemented.

Effective May 1, 2013, the City shall pay eighty-five percent (85%) of the cost of dental and/or vision coverage of the employee and eighty-five percent (85%) of the cost of dental and/or vision coverage for any eligible dependent coverage accepted by the employee and the employee shall be required to pay the balance of the premium for whichever plan that the employee chooses.

The Members of the Bargaining Unit agree to participate in the City's Wellness Program in order to promote healthy employees. Each employee will be required to complete an annual Health Risk Assessment (HRA) and will be encouraged to participate in the Wellness Programs offered either by the City or through its health insurance agent. The programs which an employee elects to participate in will be at the sole discretion of the employee.

The coverage in place at the date of execution of this Agreement will be maintained for the term of this Agreement for those employees and their dependents, to the extent possible. There shall be no substantial changes to said coverage, unless any such coverage changes shall apply to all other non-bargaining unit members of the City. New employees will be covered on the first day of the month following the first thirty (30) days of employment.

Notwithstanding the above, the City shall not be required to offer any group health insurance plan that will be in effect on or after January 1, 2022 that will be subject to an excise tax for high-cost coverage ("Cadillac Tax") under the Affordable Care Act ("ACA") or any similar state or federal legislation or regulation, and the City shall have the right to make plan design/coverage changes only in order to avoid the imposition of such Cadillac tax, provided that such coverage is offered to all other City employees, except police.

### **Section 13.2 – Life Insurance**

The City shall provide, at its expense, life insurance for each employee with benefit coverage totaling one and one-half (1 ½) times the employees base salary.

## **ARTICLE XIV EMPLOYEE TRAINING AND EDUCATION**

### **Section 14.1 – Compensation**

The City agrees to compensate all bargaining unit employees the appropriate pay rate for all hours spent for training schools, and courses which the City requires an employee to attend. If

training is scheduled during normal work hours, it shall be treated as a normal workday. When an employee is required to use his/her own automobile, mileage reimbursement for sites farther than ten (10) miles one way shall be paid at the rate set by Internal Revenue Service. Employees shall be reimbursed for meals for every day of eight (8) or more hours at the rate of \$25.00 per day, upon presentation of appropriate receipts. In the event that an employee needs to stay overnight at such training/school session, the City agrees to be billed directly by the provider. If direct billing is impossible, then the City shall reimburse the employee as soon as possible, after presentation of the appropriate receipt.

#### **Section 14.2 – CDL License**

The City shall reimburse all bargaining unit employees who currently have or otherwise obtain a Commercial Driver's License the cost of renewal of said license, and the cost of any endorsements those employees have or obtain. Employees assigned to the Streets Division, Vehicle Maintenance Division and Wastewater Division shall require a CDL with airbrake endorsement. Employees assigned to the Utilities Division shall require a CDL with airbrake and tanker endorsements.

#### **Section 14.3 – Education Incentive**

With the City's prior approval, full-time bargaining unit employees who voluntarily participate in an education and training program applicable to the City interest shall receive reimbursement for tuition fees and registration at the educational institution, as set forth in the City's Tuition Reimbursement Procedure, attached hereto as Exhibit "B". Expenses will be reimbursed upon providing certified proof of satisfactory course completion. Receipts are required for reimbursement.

#### **Section 14.4 – Acknowledgment of Receipt of City Policies**

Bargaining unit members shall be required to sign an acknowledgment of receipt of any City policies or directives issued to bargaining unit members. Such acknowledgment of receipt is intended to signify that the employee has received a copy of such policy or directive and shall not be interpreted as constituting a waiver of the employee's or the Union's right to grieve the issuance of such policy or directive.

**Section 14.5 – Local 150’s Apprenticeship and Skills Improvement Program**

Within thirty (30) days after the signing of this Agreement, the parties shall meet to determine the feasibility of sending some or all of the workforce to the Union’s Apprenticeship and Skill Improvement Program.

**ARTICLE XV  
SAFETY**

**Section 15.1 – Compliance with Laws**

The City shall comply with all laws applicable to its operation concerning the safety of employees covered by this Agreement.

**Section 15.2 – Unsafe Conditions**

Employees who reasonably and justifiably believe that their safety and health are in danger due to an alleged unsafe working condition, equipment, or vehicle, shall immediately inform their supervisor who shall have the responsibility to determine what action, if any, should be taken. The City shall provide necessary training to all employees to perform the activities they are directed to perform.

**Section 15.3 – Safety Committee**

The Union and the City mutually agree that, in the interest of safe and efficient operations, quarterly Departmental Meetings will be held between Union employees and City representatives, or more frequently as safety issues present themselves.

**ARTICLE XVI  
LABOR MANAGEMENT MEETINGS**

**Section 16.1 – Labor Management Conferences**

The Union and the City mutually agree that, in the interest of efficient management and harmonious employee relations, meetings shall be held between Union and the City representatives, when appropriate. Such meetings shall be scheduled, when practicable, within ten (10) days of

either party requesting the meeting, or at a time mutually agreed upon by the parties, and shall be limited to:

- (A) Discussion of the implementation and general administration of this Agreement;
- (B) A general sharing of information of interest to the parties, impacting this Agreement; and
- (C) The identification of possible health and safety concerns.

Up to two stewards and/or employees shall be allowed to attend these meeting with no loss of pay. Union Representatives may attend said meeting.

## **ARTICLE XVII** **SUBCONTRACTING**

### **Section 17.1 – Subcontracting**

The City will not subcontract out work performed by bargaining unit employees, which would result in a termination, lay off or reduction in hours of any then-existing bargaining unit member.

## **ARTICLE XVIII** **UNIFORMS**

### **Section 18.1 – Clothing Allowance**

The City shall provide all necessary items of protective clothing and safety gear pursuant to the current policy. Non-clerical employees required to wear a uniform shall be provided a clothing allowance of Six Hundred and 00/100 Dollars (\$600.00) per year. Employees must accumulate at least fifty dollars (\$50) in receipts for reimbursement. Uniforms may also be purchased by purchase order. In the event any employee exceeds said clothing allowance, that employee shall be required to establish the need for replacement of any clothing beyond the clothing allowance resulted from the performance of his/her duties with the City. The City may, thereafter, provide an additional clothing allowance to said employee. In the event an equipment mechanic, or senior equipment mechanic, does not utilize his/her entire uniform allowance in a given year, the employee may add the unused portion to the tool allowance provided in Section 22.7. Administrative/clerical employees shall be provided a clothing allowance of two hundred dollars (\$200.00) per year.



The City reserves the right to determine the style, color, make and model of the uniform item (employees may wear black khakis or black denim jeans at work). Should the City change the style, color, make or model of the uniform item, the City shall provide replacement uniform items to current employees. Employees may be required to replace any uniform item at the employee's expense, if the item is damaged or lost as a result of the employee's failing to properly use, care for or maintain such item.

Non-clerical City services employees who are required to wear uniforms are to report for work in uniforms that comply with the established departmental policy. All uniforms are required to be clean and neat in appearance. An employee not meeting these standards will be sent home without pay until the employee returns in compliance with these standards. (Employees who, during the course of a work day, become dirty or have an item of clothing soiled or damaged, are exempt from being sent home without pay.) Uniforms are the property of the City, and upon termination of employment, are to be returned to the department as a condition of receiving a final check. Personnel shall refrain from wearing their City uniforms during off-duty hours. At the request of the employee, a carryover amount not to exceed one hundred dollars (\$100) will be allowed from one fiscal year to the next. Employees must provide original receipts and obtain uniforms per City policy to receive reimbursement.

## **ARTICLE XIX** **PERSONNEL RECORDS**

### **Section 19.1 – Personnel Records**

An employee's personnel record is available for an employee to review during the City's regular business hours. No disciplinary document, record, letter or other information regarding discipline may be placed in the employee's personnel file without the knowledge of the employee. A signature of the employee shall be requested, and if the employee refuses to sign such document, the document will be placed in the personnel file with an indication that the employee refused to sign such disciplinary document.

**Section 19.2 – Right of Inspection and Copies**

An employee will be granted the right to inspect his/her personnel and/or medical records during working time no more than two times per year. An employee may obtain a copy of his/her record upon request to the appropriate person. Photocopies of personnel records shall be provided, at no charge to the employee, within two (2) business days of a written request for same.

**Section 19.3 – Removal of Disciplinary Records**

All disciplinary records relating to first written warnings shall be removed from an employee's file after twelve (12) months from occurrence, provided the conduct which led to the discipline has not recurred during that time period, upon a request from the affected employee, in writing.

**ARTICLE XX  
NON-DISCRIMINATION**

**Section 20.1 – Prohibition Against Discrimination**

The Employer and the Union agree that neither shall discriminate against any employee on the basis of race, sex, creed, religion, color, sexual orientation, marital or parental status, age, national origin, political affiliation and/or beliefs, handicap or union activity. Employees may file a grievance for violations of this Section, as provided for herein; however, arbitration of purported violations of this Section is prohibited, except in the instances of allegations of union activity discrimination.

**Section 20.2 – Union Activity**

The City and Union agree that no employee shall be discriminated against, intimidated, restrained or coerced in the exercise of any rights granted by this Agreement, or on account of membership or non-membership in, or lawful activities on behalf of the Union. This language shall not be construed or interpreted to limit the Union's or employee's right to pursue an action through the Illinois Labor Relation Board.

**ARTICLE XXI**  
**NO STRIKE/NO LOCKOUT**

**Section 21.1 – No Strike**

The Union will not cause, and will not sanction, any work, stoppage, strike, picketing or slowdown of any kind or the honoring of any picket line or other curtailment, restriction or interference with any of the Employer's functions or operations; and no employee will participate in any such activities during the term of this Agreement.

**Section 21.2 – No Lockout**

The Employer agrees that it will not lockout its employees during the term of this Agreement.

**ARTICLE XXII**  
**WAGES**

**Section 22.1 – Wage Rates**

Except for newly hired employees, employees are eligible to advance through the schedule attached hereto and incorporated herein as Exhibit "A," on May 1 of each contract year. Newly hired employees shall be paid at the minimum of the salary range for said position. Newly hired employees shall be eligible to advance through the salary schedule on May 1 of each contract year, provided that the employee has successfully completed their probationary period.

If at any time during the term of this Agreement, the formula for the City's state-shared revenue from the Local Government Distributive Fund ("LGDF") (which is the City's share of the State income tax) is reduced by 10% or more from the formula that was in place for State fiscal year 2016, based on action by the Illinois General Assembly, or if real estate tax levies are frozen by action of the Illinois General Assembly, then the City may reopen negotiations for wages for the year(s) affected by such revenue reduction. Such negotiations shall commence within fourteen (14) days after the City provides written notice to the Union of the City's exercise of its right to reopen negotiations.

For employees hired after January 1, 2016, the City shall implement a second wage scale with the current starting and maximum wages (adjusted as provided above), but requiring an

employee to have worked ten (10) years to reach the maximum (11 steps) (with the interval between each step to be 1/10<sup>th</sup> of the difference between the starting pay and the maximum pay).

### **Section 22.2 – Acting Pay**

In the event there is a need to temporarily promote an employee due to a prolonged vacancy, for thirty (30) days or longer, this employee will be eligible for acting pay, which shall be paid retroactively to the commencement of the temporary assignment. Acting pay consists of a three (3%) percent addition to the employee's base salary, however, not to exceed the top of range assigned to the vacant position. Employees assigned to an acting status will not be eligible for any additional benefits or compensation afforded the position they are acting for, other than the base salary adjustment indicated above. In the event it is necessary to appoint an acting director, the City Manager will determine an appropriate acting pay rate.

In the event there is a need to temporarily promote an employee in the Public Works Department due to a short term vacancy of less than thirty (30) days, the employee will be eligible for short term acting pay, provided such short term promotion has been approved by the Director or a supervisor before such acting pay shall be authorized. The short term acting pay shall be an additional One Dollar (\$1.00) per hour for each hour such employee actually performs such higher classification functions. Employees assigned to an acting status will not be eligible for any additional benefits or compensation afforded the position they are acting in, other than the base salary adjustments set forth hereinabove.

### **Section 22.3 – Promotions**

A promotion may normally be defined as an assignment to a position in a higher salary range. In the event you are selected for a promotion, your rate of pay will be assigned to a step in the new range which provides at least three (3%) percent increase. Your anniversary date will be changed to the effective date of the promotion. Promoted employees will not be assigned at a rate of pay below the minimum of a range. All regulations regarding the trial period as specified in Section II "Your Employment," shall apply unless specified in this Agreement.

**Section 22.4 – Longevity Pay**

Employees with at least fifteen (15) years of uninterrupted service to the City shall be entitled to longevity at the following rate:

15-19 Years	\$550
20-24 Years	\$750
25 Years and Over	\$950

The longevity bonus will be paid following employment anniversary but is not added to the base salary.

**Section 22.5 - Stipend Pay**

Those individuals who obtain, receive, or are awarded licenses/certifications in excess of that required by the job description for their particular employment, shall receive stipend pay, on annual basis, payable at the first pay period of the month in December, as provided for below. Said licensure or certificate, in order to be eligible for the stipend pay, shall be related to the duties and responsibilities of the individual seeking the stipend pay. Any employee who acts as a signatory for IEPA reports shall receive a stipend of \$100 per month, when acting in such capacity. (Such payments shall commence retroactively on September 1, 2015.)

**Streets and Utilities Division**

**Water Supply Operator**

\$250 for Wastewater Collections System Operator Certification

**Senior Heavy Equipment Operator**

\$250 for Illinois Class D Drinking Water Operator Certification

\$500 for Illinois Class C Drinking Water Operator Certification

\$250 for Wastewater Collections System Operator Certification

\$250 for Illinois Licensed Pesticide Operator

\$500 for Illinois Licensed Pesticide Applicator

\$250 for Illinois Certified Tree Worker

\$500 for Illinois Certified Arborist

\$750 for Illinois Certified Mater Arborist

### **Heavy Equipment Operator**

- \$250 for Illinois Class D Drinking Water Operator Certification
- \$500 for Illinois Class C Drinking Water Operator Certification
- \$250 for Wastewater Collections System Operator Certification
- \$250 for Illinois Licensed Pesticide Operator
- \$500 for Illinois Licensed Pesticide Applicator
- \$250 for Illinois Certified Tree Worker
- \$500 for Illinois Certified Arborist
- \$750 for Illinois Certified Mater Arborist

### **Maintenance Worker I and II**

- \$250 for Illinois Class D Drinking Water Operator Certification
- \$500 for Illinois Class C Drinking Water Operator Certification
- \$250 for Wastewater Collections System Operator Certification
- \$250 for Illinois Licensed Pesticide Operator
- \$500 for Illinois Licensed Pesticide Applicator
- \$250 for Illinois Certified Tree Worker
- \$500 for Illinois Certified Arborist
- \$750 for Illinois Certified Mater Arborist

### **Maintenance Division**

#### **Senior Equipment Mechanic**

- \$500 for Automotive Service Excellence (ASE) Master Automobile Technician Certification
- \$500 for Automotive Service Excellence (ASE) Master Medium/Heavy Truck Technician

#### **Certification**

\$50 for each Automotive Service Excellence (ASE) Automobile Technician Certification, where employee has not yet obtained corresponding Master Certification, not to exceed six (6) certifications

\$50 for each Automotive Service Excellence (ASE) Medium/Heavy Truck Technician Certification, where employee has not yet obtained corresponding Master Certification, not to exceed six (6) certifications

## **Equipment Mechanic**

\$500 for Automotive Service Excellence (ASE) Master Automobile Technician Certification

\$500 for Automotive Service Excellence (ASE) Master Medium/Heavy Truck Technician Certification

\$50 for each Automotive Service Excellence (ASE) Automobile Technician Certification, where employee has not yet obtained corresponding Master Certification, not to exceed six (6) certifications

\$50 for each Automotive Service Excellence (ASE) Medium/Heavy Truck Technician Certification, where employee has not yet obtained corresponding Master Certification, not to exceed six (6) certifications

## **Wastewater Division**

### **Wastewater Operator I**

\$250 for Illinois Class 2 Wastewater Operator Certification

\$500 for Illinois Class 1 Wastewater Operator Certification

### **Wastewater Laboratory Technician**

\$250 for Illinois Class 2 Wastewater Operator Certification

\$500 for Illinois Class 1 Wastewater Operator Certification

### **Industrial Pretreatment Technician**

\$250 for Illinois Class 2 Wastewater Operator Certification

\$500 for Illinois Class 1 Wastewater Operator Certification

### **Safety**

\$200 for employees completing one (1) year of service or without injury or accident

## **Section 22.6 – Office Personnel Stipends**

Any schooling or classes that the employee attends at the direction of the City which is related to their specific department or job description which will enhance their job knowledge or performance above their job and who receive a degree, diploma or license, may be entitled to a yearly stipend for as long as they hold that degree, diploma, or license, in the amount of Two Hundred Fifty and 00/100 Dollars (\$250).

**Section 22.7 – Tool Allowance**

The City agrees to provide Equipment Mechanics and Senior Equipment Mechanics a Three Hundred and 00/100 (\$300) Dollars tool allowance per year, to be used toward the purpose and/or replacement of tools at vendors designated by the City.

**ARTICLE XXIII**  
**DRUG AND ALCOHOL POLICY**

**Section 23.1 – Drug Free Workplace**

The City believes it is in the best interest of its employees and public service to maintain a drug free work environment. In accordance with the Drug Free Workplace Act it is the policy of the city to prohibit employees from the manufacture, distribution, dispensing, possession or use of a controlled substance, including alcohol, in the workplace. The City takes its responsibility seriously and violations could result in corrective action, up to and including discharge.

The City reserves the right to request an employee to submit to drug or alcohol testing for reasonable suspicion in accordance with existing collective bargaining agreements. Random testing may also be ordered as outlined in a collective bargaining agreement or as required by state, federal and local laws and regulations. Employees are expected to comply with requests for testing and a refusal could be reason for corrective action, up to and including termination. In addition, violations of this policy will be reported to the appropriate licensing authority according to state and federal laws and regulations. Additionally, employees who are convicted of any criminal drug statute must report the conviction to the Director of Human Resources within five days of the conviction.

The City recognizes chemical dependency as a life threatening disease that can be treated. Employees needing assistance are encouraged to use their health insurance plan or seek assistance through the Employee Assistance Program.

**Section 23.2 – Drug and Alcohol Policy**

The City has an obvious interest in ensuring that its employees be competent, have necessary skills, be dependable in terms of attendance and performance, and not pose any danger to fellow employees. Drug and alcohol users pose potential costs and hazards to the City through



absenteeism, lost productivity, medical expenses and property losses. For these reasons, the use of illegal drugs by its employees is of concern to the City.

The City has a strong commitment to its employees to provide a safe work environment and to establish programs promoting high standards of employee health, including providing an environment for its employees that is both safe and productive. Consistent with the spirit and intent of this commitment, the City has developed this policy regarding drug and alcohol abuse. Simply, the goal of the City is to establish and maintain a work environment that is free from the effects of drug and alcohol abuse.

While the City has no intention of intruding into the private lives of its employees, it does expect all of its employees to adhere to safety policies and to report for work in condition to perform their duties.

Specifically, the City expects:

1. All employees to adhere to all safety regulations and policies.
2. All employees to report for duty in a "fit" condition to perform his/her job.

Employees not adhering to these standards are subject to disciplinary action. Therefore, employees are expected to be alert and healthy in order to perform their work duties. Physical impairments, illness and emotional upheaval may impair an employee's ability to perform the job. In cases of emotional upheaval, the employee is responsible for receiving appropriate assistance (*e.g.* The Employee Assistance Program) to help alleviate the upheaval and the employee's "appropriate fitness for duty."

Participation in the Employee Assistance Program is not intended to provide impunity for employees who violate the City's policy against drug and alcohol usage. Successful utilization of the Employee Assistance Program requires accountability on the part of the employee and requires post-rehabilitation monitoring of the employee which may require the employee to submit to periodic, unannounced drug/alcohol testing for up to one year after completion of the rehabilitation program (including the Employee Assistance Program) are subject to discharge. Accordingly, the City has established a drug free workplace awareness program in connection with its Employee Assistance Program in order to inform employees about the dangers of drug abuse in the workplace, its policies with respect to maintaining its drug-free workplace, the existence of available drug counseling and rehabilitation, and the penalties that may be imposed upon an employee for a workplace drug violation.

## Policy

The City is a drug-free workplace.

### A. Employees

1. The illegal use, sale or possession of narcotics, drugs or controlled substances while on the job or on City property is a dischargeable offense. Any illegal substances will be turned over to the appropriate law enforcement agency and may result in criminal prosecution.

All employees are absolutely prohibited from unlawfully manufacturing, distributing, processing, and/or using controlled substances in the workplace. The following is a partial list of controlled substances: narcotics (heroin, morphine, etc.); cannabis (marijuana, hashish); stimulants (cocaine, diet pills, etc.) depressants (tranquilizers); hallucinogens (PCP, LSA, "designer drugs", etc.).

2. Off the job illegal drug use which could adversely affect an employee's job Performance or which could jeopardize the safety of other employees, the public, or City equipment and/or unlawful manufacture, distribution, and/or dispensing of controlled substance is proper cause for disciplinary action, including termination of employment.
3. Employees are required to notify the City of any conviction for illegal use of drugs or alcohol. Within thirty (30) days of such notification by the employee, the City will make its determination to discipline the convicted employee, or require his or her participation in an approved drug or alcohol abuse assistance or rehabilitation program. Employees who fail to notify the City of any connection for illegal use of drugs or alcohol will be discharged.
4. Employees undergoing prescribed medical treatment with a controlled substance which might affect the employee's behavior should report his treatment to their

supervisor. The use of a controlled substance as part of a prescribed medical treatment program is not grounds for disciplinary action, although it is important for the City and the employee's supervisor to know such use is occurring because of its potential impact on workplace safety. Failure to report the use of a controlled substance which might affect an employee's behavior may be a disciplinary issue.

5. Employees who are under the influence of alcohol on City premises or while on City Business are subject to termination of employment.
6. In addition, the City reserves the right to require a City employee to submit to a drug and/or alcohol test, at the City's expense, in any of the following circumstances.
  - A. If, in the judgment of a supervisor or Department Head, there is reasonable cause to believe an employee is under the influence of alcohol, or that the employee is using, possessing, or selling the drugs at any time, based on personal observation of work, behavior, speech, appearance or odor of an alcoholic beverage on or about his person.
  - B. In the event an employee is involved in any work-related accident or any accident on or about City facilities, whether physical injury results or not, and use of alcohol or drugs is suspected.
  - C. Whenever an employee performs a safety-sensitive function, and:
    1. The employee is involved in an accident while operating any vehicle or equipment owned by the City which results in substantial property damage. (Approximately \$500.00 or more).
    2. The employee is involved in an accident while operating any vehicle or equipment owned by the City which results in personal injury and/or claims of personal injury.
  - D. For purposes of this Policy, a "safety sensitive position" is defined as:

1. Any position which involves operation of a police vehicle, other service vehicle and/or equipment, whether or not such a vehicle is in service;
2. Any position which involves maintenance of any vehicle or equipment used by City employees; or
3. Any position which involves controlling or dispatching movement of police vehicles, other service vehicles, and/or equipment.
4. Any position which involves supervision of any employee who performs any function listed in subparagraph 1 through 3 above.

Testing will be done at a location designated by the City. The specimens will follow a chain of possession procedure that insures confidentiality, and the employee will agree in writing, to allow the results of these tests to be furnished to the City Manager of the City. All such results shall be treated confidentially. Any employee who refuses to sign a consent form, which a supervisor or Department Head requires such a test under this policy, shall be discharged.

7. If a supervisor, with the concurrence of the Department Head or City Manager, has reasons to believe an employee is violating any portion of this policy; the employee may be required to submit to an inspection of his personal effects, including desk, locker, personal belongings, City vehicle and/or private vehicle on City property. Failure to comply with this requirement may result in termination.

## **ARTICLE XXIV**

### **SAVINGS CLAUSE-PARTIAL INVALIDITY**

#### **Section 24.1 – Savings Clause**

In the event any of the provision of this Agreement shall be or become invalid or unenforceable by reason of any Federal or State law or local ordinance now existing or hereinafter enacted, such invalidity or unenforceability shall not affect the remainder of the provision hereof. The subject matter of such invalidity or unenforceability shall be open to immediate re-negotiation,

consistent with any such ruling, decision or determination. All remaining parts or portions of this Agreement shall remain in full force and effect.

**ARTICLE XXV**  
**TERMINATION**

**Section 25.1 – Duration**

This Agreement shall be effective upon the day that the contract is executed by both parties and shall remain in full force and effect until 11:59 p.m. on the 30th day of April, 2021. The wage increases provided for in Section 22.1 shall be effective retroactive to May 1, 2018, inclusive of any and all adjustments to overtime pay necessary as a result of the retroactive wage increases. This Agreement shall be automatically renewed from year to year thereafter unless either party shall notify the other in writing no less than sixty (60) days prior to the anniversary date of the Agreement that it desires to modify or terminate this Agreement.

In the event that such notice is given, negotiations shall begin no later than thirty (30) days after such notice unless otherwise mutually agreed. This Agreement shall remain in full force and effect during the period of negotiations unless either party notifies the other in writing with not less than ten (10) days' notice of its intent to terminate after April 30, 2018.

**Precedence Agreements**

If there is any direct conflict between the specific provisions of this Agreement and any City policy, rule regulation, ordinance, practice or custom, etc., this Agreement shall take precedence.

**CITY OF WOOD DALE**

**INTERNATIONAL UNION OF  
OPERATING ENGINEERS, LOCAL 150**

BY: Annunziato Pulice  
Annunziato Pulice, Mayor

BY: James M. Sweeney  
James M. Sweeney, President/ Business Manager

ATTEST:  
Shirley Siebert  
Shirley Siebert, City Clerk

Bryan P. Diemer  
Bryan P. Diemer Associate General Counsel

DATED: \_\_\_\_\_

DATED: June 21, 2018

**EXHIBIT "A"**

**WAGE SCHEDULES**

Pay scale as of May 1, 2018 (2.25%), I.U.O.E. Local 150 - 8 year scale

Position	Start	1 Year	2 Year	3 Year	4 Year	5 Year	6 Year	7 Year	8 Year
Community Development Asst *	\$ 45,670.60	\$ 48,016.08	\$ 49,764.13	\$ 51,224.53	\$ 52,707.06	\$ 54,167.45	\$ 55,627.85	\$ 57,088.25	\$ 58,570.77
Permit Coordinator *	\$ 21.96	\$ 23.08	\$ 23.93	\$ 24.63	\$ 25.34	\$ 26.04	\$ 26.74	\$ 27.45	\$ 28.16
Fiscal Assistant I *	\$ 43,502.13	\$ 45,736.98	\$ 47,396.52	\$ 48,790.54	\$ 50,184.55	\$ 51,578.57	\$ 52,972.58	\$ 54,366.60	\$ 55,760.61
Fiscal Assistant II *	\$ 20.91	\$ 21.99	\$ 22.79	\$ 23.46	\$ 24.13	\$ 24.80	\$ 25.47	\$ 26.14	\$ 26.81
Fiscal Assistant III *	\$ 47,042.49	\$ 49,454.35	\$ 51,246.66	\$ 52,751.31	\$ 54,278.09	\$ 55,782.74	\$ 57,287.39	\$ 58,792.04	\$ 60,296.69
Utility Billing Coordinator *	\$ 22.62	\$ 23.78	\$ 24.64	\$ 25.36	\$ 26.10	\$ 26.82	\$ 27.54	\$ 28.27	\$ 28.99
Crew Leader	\$ 50,317.31	\$ 52,906.20	\$ 54,853.40	\$ 56,446.56	\$ 58,061.84	\$ 59,677.13	\$ 61,292.42	\$ 62,907.71	\$ 64,522.99
SR Heavy Equipment Operator	\$ 24.19	\$ 25.44	\$ 26.37	\$ 27.14	\$ 27.91	\$ 28.69	\$ 29.47	\$ 30.24	\$ 31.02
Heavy Equipment Operator	\$ 53,839.53	\$ 56,809.63	\$ 58,698.13	\$ 60,397.82	\$ 62,126.17	\$ 63,854.53	\$ 65,582.89	\$ 67,311.25	\$ 69,039.60
Maintenance Worker I	\$ 25.88	\$ 27.22	\$ 28.22	\$ 29.04	\$ 29.87	\$ 30.70	\$ 31.53	\$ 32.36	\$ 33.19
Maintenance Worker II	\$ 45,670.60	\$ 48,016.08	\$ 49,764.13	\$ 51,224.53	\$ 52,777.86	\$ 54,167.45	\$ 55,627.85	\$ 57,088.25	\$ 58,548.64
Administrative Secretary *	\$ 21.96	\$ 23.08	\$ 23.93	\$ 24.63	\$ 25.37	\$ 26.04	\$ 26.74	\$ 27.45	\$ 28.15
Lab Technician	\$ 64,589.38	\$ 67,908.46	\$ 70,886.71	\$ 72,466.67	\$ 74,546.63	\$ 76,604.46	\$ 78,684.42	\$ 80,742.25	\$ 82,822.21
Water Supply Operator	\$ 31.05	\$ 32.65	\$ 33.84	\$ 34.84	\$ 35.84	\$ 36.83	\$ 37.83	\$ 38.82	\$ 39.82
WWTP OP 1	\$ 62,708.56	\$ 65,939.14	\$ 68,351.00	\$ 70,364.58	\$ 72,378.16	\$ 74,399.61	\$ 76,383.19	\$ 78,396.77	\$ 80,410.34
SR WWTP OP 1	\$ 30.15	\$ 31.70	\$ 32.86	\$ 33.83	\$ 34.80	\$ 35.75	\$ 36.72	\$ 37.69	\$ 38.66
Plant Mechanic/Equipment Mech	\$ 58,349.50	\$ 61,348.82	\$ 63,893.65	\$ 66,319.57	\$ 67,333.15	\$ 68,191.84	\$ 71,072.65	\$ 72,931.34	\$ 74,812.16
SR Building Inspector	\$ 28.05	\$ 29.49	\$ 30.57	\$ 31.40	\$ 32.37	\$ 33.27	\$ 34.17	\$ 35.06	\$ 35.97
Van Driver	\$ 48,742.01	\$ 52,286.64	\$ 54,811.71	\$ 55,804.87	\$ 57,388.03	\$ 58,991.19	\$ 60,584.35	\$ 62,177.51	\$ 63,770.67
Code Enforcement	\$ 23.91	\$ 25.14	\$ 26.06	\$ 26.83	\$ 27.60	\$ 28.36	\$ 29.13	\$ 29.89	\$ 30.66
	\$ 55,782.74	\$ 58,659.28	\$ 60,805.62	\$ 62,597.93	\$ 64,368.10	\$ 66,160.41	\$ 67,952.71	\$ 69,745.02	\$ 71,537.33
	\$ 26.82	\$ 28.20	\$ 29.23	\$ 30.10	\$ 30.95	\$ 31.81	\$ 32.67	\$ 33.53	\$ 34.39
	\$ 48,702.03	\$ 51,246.66	\$ 53,105.35	\$ 54,676.38	\$ 56,247.41	\$ 57,796.32	\$ 59,367.35	\$ 60,916.26	\$ 62,487.29
	\$ 23.41	\$ 24.64	\$ 25.53	\$ 26.29	\$ 27.04	\$ 27.79	\$ 28.54	\$ 29.29	\$ 30.04
	\$ 55,804.87	\$ 58,681.41	\$ 60,927.75	\$ 62,597.93	\$ 64,390.23	\$ 66,182.54	\$ 67,974.84	\$ 69,767.15	\$ 71,559.45
	\$ 26.83	\$ 28.21	\$ 29.24	\$ 30.10	\$ 30.96	\$ 31.82	\$ 32.68	\$ 33.54	\$ 34.40
	\$ 62,155.38	\$ 65,341.70	\$ 67,731.44	\$ 69,722.89	\$ 71,714.34	\$ 73,705.79	\$ 75,697.24	\$ 77,688.69	\$ 79,680.15
	\$ 29.88	\$ 31.41	\$ 32.56	\$ 33.52	\$ 34.48	\$ 35.44	\$ 36.39	\$ 37.35	\$ 38.31
	\$ 57,575.05	\$ 60,517.97	\$ 62,730.69	\$ 64,589.38	\$ 66,425.94	\$ 68,284.62	\$ 70,121.18	\$ 71,957.74	\$ 73,816.43
	\$ 27.68	\$ 29.10	\$ 30.16	\$ 31.05	\$ 31.94	\$ 32.83	\$ 33.71	\$ 34.60	\$ 35.49
	\$ 62,155.38	\$ 65,341.70	\$ 67,731.44	\$ 69,722.89	\$ 71,714.34	\$ 73,705.79	\$ 75,697.24	\$ 77,688.69	\$ 79,680.15
	\$ 29.88	\$ 31.41	\$ 32.56	\$ 33.52	\$ 34.48	\$ 35.44	\$ 36.39	\$ 37.35	\$ 38.31
	\$ 55,517.21	\$ 58,371.63	\$ 60,495.84	\$ 62,266.02	\$ 64,058.32	\$ 65,828.50	\$ 67,620.81	\$ 69,390.98	\$ 71,183.29
	\$ 26.69	\$ 28.06	\$ 29.08	\$ 29.94	\$ 30.80	\$ 31.65	\$ 32.51	\$ 33.36	\$ 34.22
	\$ 62,155.38	\$ 65,341.70	\$ 67,777.91	\$ 69,722.89	\$ 71,714.34	\$ 73,705.79	\$ 75,697.24	\$ 77,688.69	\$ 79,680.15
	\$ 29.88	\$ 31.41	\$ 32.59	\$ 33.52	\$ 34.48	\$ 35.44	\$ 36.39	\$ 37.35	\$ 38.31
	\$ 61,137.53	\$ 64,279.60	\$ 66,625.08	\$ 68,594.40	\$ 70,563.73	\$ 72,510.92	\$ 74,480.25	\$ 76,427.44	\$ 78,396.77
	\$ 29.39	\$ 30.90	\$ 32.03	\$ 32.98	\$ 33.92	\$ 34.86	\$ 35.81	\$ 36.74	\$ 37.69
	\$ 43,834.04	\$ 46,091.01	\$ 47,772.68	\$ 49,166.70	\$ 50,582.84	\$ 51,976.86	\$ 53,393.00	\$ 54,787.01	\$ 56,203.16
	\$ 21.07	\$ 22.16	\$ 22.97	\$ 23.64	\$ 24.32	\$ 24.99	\$ 25.67	\$ 26.34	\$ 27.02
	\$ 55,348.80	\$ 57,761.60	\$ 59,592.00	\$ 61,110.40	\$ 62,628.80	\$ 64,166.00	\$ 65,665.60	\$ 67,184.00	\$ 68,702.40
	\$ 26.61	\$ 27.77	\$ 28.65	\$ 29.38	\$ 30.11	\$ 30.85	\$ 31.57	\$ 32.30	\$ 33.03

Pay scale as of May 1, 2019 (2.25%), I.U.O.E. Local 150 - 8 year scale

Position	Start	1 Year	2 Year	3 Year	4 Year	5 Year	6 Year	7 Year	8 Year
Community Development Asst *	\$ 46,698.19	\$ 49,096.44	\$ 50,883.83	\$ 52,377.08	\$ 53,832.96	\$ 55,386.22	\$ 56,879.48	\$ 58,372.73	\$ 59,868.61
Permit Coordinator *	\$ 22.45	\$ 23.60	\$ 24.46	\$ 25.18	\$ 25.91	\$ 26.63	\$ 27.35	\$ 28.06	\$ 28.79
Fiscal Assistant I *	\$ 44,480.93	\$ 46,766.06	\$ 48,462.94	\$ 49,888.32	\$ 51,313.70	\$ 52,739.08	\$ 54,164.47	\$ 55,589.85	\$ 57,015.23
Fiscal Assistant II *	\$ 21.39	\$ 22.48	\$ 23.30	\$ 23.98	\$ 24.67	\$ 25.36	\$ 26.04	\$ 26.73	\$ 27.41
Fiscal Assistant III *	\$ 48,100.94	\$ 50,567.08	\$ 52,399.71	\$ 53,938.21	\$ 55,499.35	\$ 57,037.85	\$ 58,576.36	\$ 60,114.86	\$ 61,653.37
Utility Billing Coordinator *	\$ 23.13	\$ 24.31	\$ 25.19	\$ 25.93	\$ 26.68	\$ 27.42	\$ 28.16	\$ 28.90	\$ 29.64
Crew Leader	\$ 51,449.45	\$ 54,096.59	\$ 56,087.60	\$ 57,716.60	\$ 59,368.24	\$ 61,019.87	\$ 62,671.50	\$ 64,323.13	\$ 65,974.76
SR Heavy Equipment Operator	\$ 24.74	\$ 26.01	\$ 26.97	\$ 27.75	\$ 28.54	\$ 29.34	\$ 30.13	\$ 30.92	\$ 31.72
Heavy Equipment Operator	\$ 55,050.92	\$ 57,883.35	\$ 60,013.73	\$ 61,766.77	\$ 63,524.01	\$ 65,291.26	\$ 67,058.50	\$ 68,825.75	\$ 70,593.00
Maintenance Worker I	\$ 26.47	\$ 27.83	\$ 28.85	\$ 29.69	\$ 30.54	\$ 31.39	\$ 32.24	\$ 33.09	\$ 33.94
Maintenance Worker II	\$ 46,698.19	\$ 49,096.44	\$ 50,883.83	\$ 52,377.08	\$ 53,965.36	\$ 55,386.22	\$ 56,879.48	\$ 58,372.73	\$ 59,868.61
Administrative Secretary *	\$ 22.45	\$ 23.60	\$ 24.46	\$ 25.18	\$ 25.94	\$ 26.63	\$ 27.35	\$ 28.06	\$ 28.79
Lab Technician	\$ 66,042.64	\$ 69,436.40	\$ 71,970.41	\$ 74,097.17	\$ 76,223.93	\$ 78,328.06	\$ 80,454.82	\$ 82,568.95	\$ 84,685.71
Water Supply Operator	\$ 31.75	\$ 33.38	\$ 34.60	\$ 35.62	\$ 36.65	\$ 37.66	\$ 38.68	\$ 39.69	\$ 40.71
WWTP OP 1	\$ 64,119.50	\$ 67,422.77	\$ 69,888.90	\$ 71,947.79	\$ 74,006.67	\$ 76,042.93	\$ 78,101.81	\$ 80,160.69	\$ 82,219.56
SR WWTP OP 1	\$ 30.83	\$ 32.41	\$ 33.60	\$ 34.59	\$ 35.58	\$ 36.56	\$ 37.55	\$ 38.54	\$ 39.53
Plant Mechanic/Equipment Mech	\$ 59,662.36	\$ 62,729.17	\$ 65,024.51	\$ 66,789.27	\$ 68,848.15	\$ 70,748.66	\$ 72,671.79	\$ 74,572.30	\$ 76,495.43
SR Plant Mechanic/Equipment Mech	\$ 28.68	\$ 30.16	\$ 31.26	\$ 32.11	\$ 33.10	\$ 34.01	\$ 34.94	\$ 35.85	\$ 36.78
SR Building Inspector	\$ 50,861.20	\$ 53,463.09	\$ 55,431.47	\$ 57,060.48	\$ 58,689.48	\$ 60,318.49	\$ 61,947.50	\$ 63,576.50	\$ 65,205.51
Van Driver	\$ 24.45	\$ 25.70	\$ 26.65	\$ 27.43	\$ 28.22	\$ 29.00	\$ 29.78	\$ 30.57	\$ 31.35
Code Enforcement	\$ 57,037.85	\$ 59,979.11	\$ 62,173.75	\$ 64,006.38	\$ 65,816.39	\$ 67,649.02	\$ 69,481.65	\$ 71,314.28	\$ 73,146.92
	\$ 27.42	\$ 28.84	\$ 29.89	\$ 30.77	\$ 31.64	\$ 32.52	\$ 33.40	\$ 34.29	\$ 35.17
	\$ 48,797.82	\$ 52,399.71	\$ 54,300.22	\$ 55,906.60	\$ 57,512.98	\$ 59,096.79	\$ 60,703.12	\$ 62,286.87	\$ 63,893.25
	\$ 23.94	\$ 25.19	\$ 26.11	\$ 26.88	\$ 27.65	\$ 28.41	\$ 29.18	\$ 29.95	\$ 30.72
	\$ 57,060.48	\$ 60,001.74	\$ 62,186.37	\$ 64,006.38	\$ 65,839.01	\$ 67,671.64	\$ 69,504.28	\$ 71,336.81	\$ 73,169.54
	\$ 27.43	\$ 28.85	\$ 29.90	\$ 30.77	\$ 31.65	\$ 32.53	\$ 33.42	\$ 34.30	\$ 35.18
	\$ 63,553.88	\$ 66,811.89	\$ 69,255.40	\$ 71,291.66	\$ 73,327.92	\$ 75,364.17	\$ 77,400.43	\$ 79,436.69	\$ 81,472.95
	\$ 30.55	\$ 32.12	\$ 33.30	\$ 34.27	\$ 35.25	\$ 36.23	\$ 37.21	\$ 38.19	\$ 39.17
	\$ 58,870.48	\$ 61,879.62	\$ 64,142.13	\$ 66,042.64	\$ 67,920.52	\$ 69,821.03	\$ 71,698.91	\$ 73,576.79	\$ 75,477.30
	\$ 28.30	\$ 29.75	\$ 30.84	\$ 31.75	\$ 32.65	\$ 33.57	\$ 34.47	\$ 35.37	\$ 36.29
	\$ 63,553.88	\$ 66,811.89	\$ 69,255.40	\$ 71,291.66	\$ 73,327.92	\$ 75,364.17	\$ 77,400.43	\$ 79,436.69	\$ 81,472.95
	\$ 30.55	\$ 32.12	\$ 33.30	\$ 34.27	\$ 35.25	\$ 36.23	\$ 37.21	\$ 38.19	\$ 39.17
	\$ 56,766.35	\$ 59,684.99	\$ 61,857.00	\$ 63,667.00	\$ 65,499.64	\$ 67,309.64	\$ 69,142.27	\$ 70,952.28	\$ 72,784.91
	\$ 27.29	\$ 28.69	\$ 29.74	\$ 30.61	\$ 31.49	\$ 32.36	\$ 33.24	\$ 34.11	\$ 34.99
	\$ 63,553.88	\$ 66,811.89	\$ 69,255.40	\$ 71,291.66	\$ 73,327.92	\$ 75,364.17	\$ 77,400.43	\$ 79,436.69	\$ 81,472.95
	\$ 30.55	\$ 32.12	\$ 33.32	\$ 34.27	\$ 35.25	\$ 36.23	\$ 37.21	\$ 38.19	\$ 39.17
	\$ 62,513.12	\$ 65,725.89	\$ 68,124.15	\$ 70,137.78	\$ 72,151.41	\$ 74,142.42	\$ 76,156.05	\$ 78,147.06	\$ 80,160.69
	\$ 30.05	\$ 31.60	\$ 32.75	\$ 33.72	\$ 34.69	\$ 35.65	\$ 36.61	\$ 37.57	\$ 38.54
	\$ 44,820.30	\$ 47,128.06	\$ 48,847.57	\$ 50,272.95	\$ 51,720.96	\$ 53,146.34	\$ 54,594.34	\$ 56,019.72	\$ 57,467.73
	\$ 21.55	\$ 22.66	\$ 23.48	\$ 24.17	\$ 24.87	\$ 25.55	\$ 26.25	\$ 26.93	\$ 27.63
	\$ 56,594.15	\$ 59,061.24	\$ 60,932.82	\$ 62,485.38	\$ 64,037.95	\$ 65,611.78	\$ 67,143.08	\$ 68,695.04	\$ 70,246.20
	\$ 27.21	\$ 28.39	\$ 29.29	\$ 30.04	\$ 30.79	\$ 31.54	\$ 32.28	\$ 33.03	\$ 33.77



Pay scale as of May 1, 2020 (2.50%), I.U.O.E. Local 150 - 8 year scale

Position	Start	1 Year	2 Year	3 Year	4 Year	5 Year	6 Year	7 Year	8 Year
Community Development Asst *	\$ 47,865.64	\$ 50,323.86	\$ 52,165.92	\$ 53,686.51	\$ 55,240.29	\$ 56,770.88	\$ 58,301.46	\$ 59,832.05	\$ 61,385.83
Permit Coordinator *	\$ 23.01	\$ 24.19	\$ 25.07	\$ 25.81	\$ 26.56	\$ 27.29	\$ 28.03	\$ 28.77	\$ 29.51
Fiscal Assistant I *	\$ 45,592.95	\$ 47,935.21	\$ 49,674.52	\$ 51,135.53	\$ 52,596.55	\$ 54,057.56	\$ 55,518.58	\$ 56,979.59	\$ 58,440.61
Fiscal Assistant II *	\$ 21.92	\$ 23.05	\$ 23.88	\$ 24.58	\$ 25.29	\$ 25.99	\$ 26.69	\$ 27.39	\$ 28.10
Fiscal Assistant III *	\$ 49,303.46	\$ 51,831.25	\$ 53,709.70	\$ 55,286.67	\$ 56,868.83	\$ 58,463.80	\$ 60,040.77	\$ 61,617.74	\$ 63,194.70
Utility Billing Coordinator *	\$ 23.70	\$ 24.92	\$ 25.82	\$ 26.58	\$ 27.35	\$ 28.11	\$ 28.87	\$ 29.62	\$ 30.38
Crew Leader	\$ 52,735.69	\$ 55,449.00	\$ 57,489.79	\$ 59,159.52	\$ 60,852.44	\$ 62,545.36	\$ 64,238.29	\$ 65,931.21	\$ 67,624.13
SR Heavy Equipment Operator	\$ 25.35	\$ 26.66	\$ 27.64	\$ 28.44	\$ 29.26	\$ 30.07	\$ 30.88	\$ 31.70	\$ 32.51
Heavy Equipment Operator	\$ 56,427.19	\$ 59,300.43	\$ 61,514.07	\$ 63,300.69	\$ 65,112.11	\$ 66,923.54	\$ 68,734.97	\$ 70,546.39	\$ 72,357.82
Maintenance Worker I	\$ 27.13	\$ 28.52	\$ 29.57	\$ 30.43	\$ 31.30	\$ 32.17	\$ 33.05	\$ 33.92	\$ 34.79
Maintenance Worker II	\$ 47,865.64	\$ 50,323.86	\$ 52,165.92	\$ 53,686.51	\$ 55,314.50	\$ 56,770.88	\$ 58,301.46	\$ 59,832.05	\$ 61,385.83
Administrative Secretary *	\$ 23.01	\$ 24.19	\$ 25.07	\$ 25.81	\$ 26.59	\$ 27.29	\$ 28.03	\$ 28.77	\$ 29.50
Lab Technician	\$ 67,683.70	\$ 71,172.31	\$ 73,789.67	\$ 75,949.60	\$ 78,129.53	\$ 80,286.26	\$ 82,466.19	\$ 84,622.93	\$ 86,802.85
Water Supply Operator	\$ 32.55	\$ 34.22	\$ 35.47	\$ 36.51	\$ 37.56	\$ 38.60	\$ 39.65	\$ 40.68	\$ 41.73
WWTP OP 1	\$ 65,722.49	\$ 69,108.34	\$ 71,636.12	\$ 73,746.48	\$ 75,856.84	\$ 77,944.00	\$ 80,054.36	\$ 82,164.71	\$ 84,275.07
SR WWTP OP 1	\$ 31.60	\$ 33.23	\$ 34.44	\$ 35.46	\$ 36.47	\$ 37.47	\$ 38.49	\$ 39.50	\$ 40.52
Plant Mechanic/Equipment Mech	\$ 61,153.92	\$ 64,297.40	\$ 66,660.12	\$ 68,459.00	\$ 70,589.35	\$ 72,517.37	\$ 74,488.58	\$ 76,436.60	\$ 78,407.81
SR Building Inspector	\$ 29.40	\$ 30.91	\$ 32.04	\$ 32.91	\$ 33.93	\$ 34.86	\$ 35.81	\$ 36.75	\$ 37.70
Van Driver	\$ 52,132.73	\$ 54,799.66	\$ 56,817.26	\$ 58,486.99	\$ 60,156.72	\$ 61,826.45	\$ 63,496.18	\$ 65,165.91	\$ 66,835.65
Code Enforcement	\$ 25.06	\$ 26.35	\$ 27.32	\$ 28.12	\$ 28.92	\$ 29.72	\$ 30.53	\$ 31.33	\$ 32.13
	\$ 58,463.80	\$ 61,478.59	\$ 63,728.09	\$ 65,606.54	\$ 67,461.80	\$ 69,340.24	\$ 71,218.69	\$ 73,097.14	\$ 74,975.59
	\$ 28.11	\$ 29.56	\$ 30.64	\$ 31.54	\$ 32.43	\$ 33.34	\$ 34.24	\$ 35.14	\$ 36.05
	\$ 51,042.77	\$ 53,709.70	\$ 55,657.72	\$ 57,304.26	\$ 58,950.80	\$ 60,574.15	\$ 62,220.69	\$ 63,844.04	\$ 65,490.58
	\$ 24.54	\$ 25.82	\$ 26.76	\$ 27.55	\$ 28.34	\$ 29.12	\$ 29.91	\$ 30.69	\$ 31.49
	\$ 59,486.99	\$ 61,501.78	\$ 63,751.28	\$ 65,606.54	\$ 67,484.99	\$ 69,363.43	\$ 71,241.88	\$ 73,120.33	\$ 74,998.78
	\$ 28.12	\$ 29.57	\$ 30.65	\$ 31.54	\$ 32.44	\$ 33.35	\$ 34.25	\$ 35.15	\$ 36.06
	\$ 65,142.72	\$ 68,482.19	\$ 70,966.78	\$ 73,073.95	\$ 75,161.11	\$ 77,248.28	\$ 79,335.44	\$ 81,422.61	\$ 83,509.77
	\$ 31.32	\$ 32.92	\$ 34.13	\$ 35.13	\$ 36.14	\$ 37.14	\$ 38.14	\$ 39.15	\$ 40.15
	\$ 60,342.25	\$ 63,426.61	\$ 65,745.68	\$ 67,683.70	\$ 69,618.53	\$ 71,566.55	\$ 73,491.38	\$ 75,416.21	\$ 77,364.23
	\$ 29.01	\$ 30.49	\$ 31.61	\$ 32.55	\$ 33.47	\$ 34.41	\$ 35.33	\$ 36.26	\$ 37.19
	\$ 65,142.72	\$ 68,482.19	\$ 70,966.78	\$ 73,073.95	\$ 75,161.11	\$ 77,248.28	\$ 79,335.44	\$ 81,422.61	\$ 83,509.77
	\$ 31.32	\$ 32.92	\$ 34.13	\$ 35.13	\$ 36.14	\$ 37.14	\$ 38.14	\$ 39.15	\$ 40.15
	\$ 58,195.51	\$ 61,177.11	\$ 63,403.42	\$ 65,258.68	\$ 67,137.13	\$ 68,992.38	\$ 70,870.83	\$ 72,726.09	\$ 74,604.54
	\$ 27.97	\$ 29.41	\$ 30.48	\$ 31.37	\$ 32.28	\$ 33.17	\$ 34.07	\$ 34.96	\$ 35.87
	\$ 65,142.72	\$ 68,482.19	\$ 71,035.49	\$ 73,073.95	\$ 75,161.11	\$ 77,248.28	\$ 79,335.44	\$ 81,422.61	\$ 83,509.77
	\$ 31.32	\$ 32.92	\$ 34.15	\$ 35.13	\$ 36.14	\$ 37.14	\$ 38.14	\$ 39.15	\$ 40.15
	\$ 64,075.95	\$ 67,369.03	\$ 69,827.25	\$ 71,891.22	\$ 73,955.20	\$ 75,959.98	\$ 78,059.95	\$ 80,100.74	\$ 82,164.71
	\$ 30.81	\$ 32.39	\$ 33.57	\$ 34.56	\$ 35.56	\$ 36.54	\$ 37.53	\$ 38.51	\$ 39.50
	\$ 45,940.81	\$ 48,306.26	\$ 50,068.76	\$ 51,529.77	\$ 53,013.98	\$ 54,474.99	\$ 55,959.20	\$ 57,420.22	\$ 58,904.42
	\$ 22.09	\$ 23.22	\$ 24.07	\$ 24.77	\$ 25.49	\$ 26.19	\$ 26.90	\$ 27.61	\$ 28.32
	\$ 58,009.00	\$ 60,537.77	\$ 62,456.14	\$ 64,047.52	\$ 65,638.90	\$ 67,220.07	\$ 68,821.65	\$ 70,413.03	\$ 72,004.41
	\$ 27.89	\$ 29.10	\$ 30.03	\$ 30.79	\$ 31.56	\$ 32.33	\$ 33.09	\$ 33.85	\$ 34.62

Pay scale as of May 1, 2018 (2.25%), I.U.O.E. Local 150 - 10 year scale

Position	Start	1 Year	2 Year	3 Year	4 Year	5 Year	6 Year	7 Year	8 Year	9 Year	10 Year
Community Development Asst *	\$45,070.60	\$46,819.21	\$47,996.72	\$49,203.83	\$50,441.31	\$51,709.91	\$53,010.41	\$54,343.62	\$55,710.37	\$57,111.48	\$58,570.77
Permit Coordinator *	\$21.96	\$22.51	\$23.08	\$23.66	\$24.25	\$24.86	\$25.49	\$26.13	\$26.78	\$27.46	\$28.16
Fiscal Assistant I *	\$43,502.13	\$44,596.21	\$45,717.80	\$46,867.60	\$48,046.32	\$49,254.69	\$50,493.45	\$51,763.36	\$53,065.20	\$54,399.79	\$55,760.61
Fiscal Assistant II *	\$20.91	\$21.44	\$21.98	\$22.53	\$23.10	\$23.68	\$24.28	\$24.89	\$25.51	\$26.15	\$26.81
Fiscal Assistant III *	\$47,042.49	\$48,225.60	\$49,438.48	\$50,681.86	\$51,956.50	\$53,263.21	\$54,602.78	\$55,976.04	\$57,383.84	\$58,827.04	\$60,296.69
Utility Billing Coordinator *	\$50,317.31	\$51,582.80	\$52,880.10	\$54,210.04	\$55,573.42	\$56,971.09	\$58,403.91	\$59,872.77	\$61,378.57	\$62,922.24	\$64,522.99
Crew Leader	\$24.19	\$24.80	\$25.42	\$26.06	\$26.72	\$27.39	\$28.08	\$28.78	\$29.51	\$30.25	\$31.02
SR Heavy Equipment Operator	\$53,839.53	\$55,184.23	\$56,572.12	\$57,994.91	\$59,453.48	\$60,948.73	\$62,481.59	\$64,053.01	\$65,663.94	\$67,315.39	\$69,009.60
Heavy Equipment Operator	\$45,670.60	\$46,819.21	\$47,996.72	\$49,203.83	\$50,441.31	\$51,709.91	\$53,010.41	\$54,343.62	\$55,710.37	\$57,111.48	\$58,548.64
Maintenance Worker I	\$21.96	\$22.51	\$23.08	\$23.66	\$24.25	\$24.86	\$25.49	\$26.13	\$26.78	\$27.46	\$28.15
Maintenance Worker II	\$31.05	\$31.83	\$32.63	\$33.45	\$34.30	\$35.16	\$36.04	\$36.95	\$37.88	\$38.83	\$39.82
Administrative Secretary *	\$62,708.56	\$64,285.68	\$65,902.47	\$67,559.91	\$69,259.05	\$71,000.91	\$72,786.58	\$74,617.17	\$76,493.79	\$78,417.61	\$80,410.34
Lab Technician	\$30.15	\$30.91	\$31.68	\$32.48	\$33.30	\$34.14	\$34.99	\$35.87	\$36.78	\$37.70	\$38.66
Water Supply Operator	\$58,349.50	\$59,816.99	\$61,321.39	\$62,863.62	\$64,444.64	\$66,065.42	\$67,726.97	\$69,430.30	\$71,176.47	\$72,966.56	\$74,812.16
WWTP OP 1	\$49,742.01	\$50,993.02	\$52,275.49	\$53,590.22	\$54,938.02	\$56,319.71	\$57,736.15	\$59,188.21	\$60,676.79	\$62,202.82	\$63,770.67
Plant Mechanic/Equipment Mech	\$23.91	\$24.52	\$25.13	\$25.76	\$26.41	\$27.08	\$27.76	\$28.46	\$29.17	\$29.91	\$30.66
SR Building Inspector	\$55,782.74	\$57,185.68	\$58,623.90	\$60,098.29	\$61,609.76	\$63,159.24	\$64,747.70	\$66,376.15	\$68,045.46	\$69,756.81	\$71,507.33
Van Driver	\$26.82	\$27.49	\$28.16	\$28.89	\$29.62	\$30.37	\$31.13	\$31.91	\$32.71	\$33.54	\$34.39
Code Enforcement	\$48,702.03	\$49,926.88	\$51,182.54	\$52,469.79	\$53,789.40	\$55,142.20	\$56,529.03	\$57,950.74	\$59,408.20	\$60,902.31	\$62,467.29
	\$23.41	\$24.00	\$24.61	\$25.23	\$25.86	\$26.51	\$27.18	\$27.86	\$28.56	\$29.28	\$30.04
	\$55,804.87	\$57,208.36	\$58,647.15	\$60,122.13	\$61,634.20	\$63,184.30	\$64,773.38	\$66,402.43	\$68,072.45	\$69,784.48	\$71,539.45
	\$26.83	\$27.50	\$28.20	\$28.90	\$29.63	\$30.38	\$31.14	\$31.92	\$32.73	\$33.55	\$34.40
	\$62,155.38	\$63,718.59	\$65,321.11	\$66,963.94	\$68,648.08	\$70,374.58	\$72,144.50	\$73,958.93	\$75,819.00	\$77,725.85	\$79,680.15
	\$57,575.05	\$59,023.06	\$60,507.49	\$62,029.25	\$63,589.29	\$65,188.56	\$66,828.05	\$68,508.77	\$70,231.77	\$71,998.10	\$73,816.43
	\$27.68	\$28.38	\$29.09	\$29.82	\$30.57	\$31.34	\$32.13	\$32.94	\$33.77	\$34.61	\$35.49
	\$62,155.38	\$63,718.59	\$65,321.11	\$66,963.94	\$68,648.08	\$70,374.58	\$72,144.50	\$73,958.93	\$75,819.00	\$77,725.85	\$79,680.15
	\$55,517.21	\$56,913.47	\$58,344.84	\$59,812.22	\$61,316.49	\$62,858.60	\$64,439.50	\$66,060.15	\$67,721.56	\$69,424.76	\$71,163.29
	\$62,155.38	\$63,718.59	\$65,321.11	\$66,963.94	\$68,648.08	\$70,374.58	\$72,144.50	\$73,958.93	\$75,819.00	\$77,725.85	\$79,680.15
	\$29.88	\$30.63	\$31.40	\$32.19	\$33.00	\$33.83	\$34.68	\$35.56	\$36.45	\$37.37	\$38.31
	\$61,137.53	\$62,675.14	\$64,251.42	\$65,867.34	\$67,523.90	\$69,222.13	\$70,963.07	\$72,747.79	\$74,577.39	\$76,453.02	\$78,386.77
	\$29.39	\$30.13	\$30.89	\$31.67	\$32.46	\$33.28	\$34.12	\$34.97	\$35.85	\$36.76	\$37.69
	\$43,834.04	\$44,936.46	\$46,066.62	\$47,225.19	\$48,412.90	\$49,630.49	\$50,878.70	\$52,158.29	\$53,470.08	\$54,814.85	\$56,203.16
	\$21.07	\$21.60	\$22.15	\$22.70	\$23.28	\$23.86	\$24.46	\$25.08	\$25.71	\$26.35	\$27.02
	\$55,348.80	\$56,534.40	\$57,761.60	\$59,009.60	\$60,295.20	\$61,609.60	\$62,961.60	\$64,334.40	\$65,769.60	\$67,204.80	\$68,702.40
	\$26.61	\$27.18	\$27.77	\$28.37	\$28.99	\$29.62	\$30.27	\$30.93	\$31.62	\$32.31	\$33.03

Pay scale as of May 1, 2019 (2.25%), I.U.O.E. Local 150 - 10 year scale

Position	Start	1 Year	2 Year	3 Year	4 Year	5 Year	6 Year	7 Year	8 Year	9 Year	10 Year
Community Development Asst *	\$ 46,698.19	\$ 47,872.64	\$ 49,076.64	\$ 50,310.92	\$ 51,576.24	\$ 52,873.88	\$ 54,203.15	\$ 55,566.36	\$ 56,963.85	\$ 58,396.49	\$ 59,868.61
Permit Coordinator *	\$ 22.45	\$ 23.02	\$ 23.59	\$ 24.19	\$ 24.80	\$ 25.42	\$ 26.06	\$ 26.71	\$ 27.39	\$ 28.08	\$ 28.79
Fiscal Assistant I *	\$ 44,480.93	\$ 45,589.82	\$ 46,746.45	\$ 47,922.13	\$ 49,127.37	\$ 50,362.92	\$ 51,629.55	\$ 52,928.03	\$ 54,259.17	\$ 55,623.79	\$ 57,015.23
Fiscal Assistant II *	\$ 21.39	\$ 21.92	\$ 22.47	\$ 23.04	\$ 23.62	\$ 24.21	\$ 24.82	\$ 25.45	\$ 26.09	\$ 26.74	\$ 27.41
Fiscal Assistant III *	\$ 48,100.94	\$ 49,310.68	\$ 50,550.84	\$ 51,822.20	\$ 53,125.53	\$ 54,461.63	\$ 55,831.34	\$ 57,235.50	\$ 58,674.97	\$ 60,150.65	\$ 61,653.37
Utility Billing Coordinator *	\$ 23.13	\$ 23.71	\$ 24.30	\$ 24.91	\$ 25.54	\$ 26.18	\$ 26.84	\$ 27.52	\$ 28.21	\$ 28.92	\$ 29.64
Crew Leader	\$ 51,449.45	\$ 52,743.41	\$ 54,069.90	\$ 55,429.76	\$ 56,823.82	\$ 58,252.94	\$ 59,718.00	\$ 61,219.91	\$ 62,759.59	\$ 64,337.99	\$ 65,974.76
SR Heavy Equipment Operator	\$ 24.74	\$ 25.36	\$ 26.00	\$ 26.65	\$ 27.32	\$ 28.01	\$ 28.71	\$ 29.43	\$ 30.17	\$ 30.93	\$ 31.72
Heavy Equipment Operator	\$ 53,839.53	\$ 55,425.88	\$ 57,044.99	\$ 58,699.79	\$ 60,391.18	\$ 62,122.08	\$ 63,897.43	\$ 65,714.20	\$ 67,574.38	\$ 69,478.98	\$ 71,420.00
Maintenance Worker I	\$ 26.47	\$ 27.13	\$ 27.81	\$ 28.51	\$ 29.23	\$ 29.96	\$ 30.72	\$ 31.49	\$ 32.28	\$ 33.09	\$ 33.94
Maintenance Worker II	\$ 46,698.19	\$ 47,872.64	\$ 49,076.64	\$ 50,310.92	\$ 51,576.24	\$ 52,873.88	\$ 54,203.15	\$ 55,566.36	\$ 56,963.85	\$ 58,396.49	\$ 59,868.61
Administrative Secretary *	\$ 22.45	\$ 23.02	\$ 23.59	\$ 24.19	\$ 24.80	\$ 25.42	\$ 26.06	\$ 26.71	\$ 27.39	\$ 28.08	\$ 28.79
Lab Technician	\$ 66,042.64	\$ 67,703.61	\$ 69,406.36	\$ 71,151.93	\$ 72,941.40	\$ 74,775.87	\$ 76,656.49	\$ 78,584.40	\$ 80,560.79	\$ 82,586.90	\$ 84,665.71
Water Supply Operator	\$ 31.75	\$ 32.55	\$ 33.37	\$ 34.21	\$ 35.07	\$ 35.95	\$ 36.85	\$ 37.78	\$ 38.73	\$ 39.71	\$ 40.71
WWTP OP 1	\$ 64,119.50	\$ 65,732.11	\$ 67,385.27	\$ 69,080.01	\$ 70,817.37	\$ 72,598.43	\$ 74,424.28	\$ 76,296.05	\$ 78,214.90	\$ 80,182.00	\$ 82,191.58
SR Plant Mechanic/Equipment Mech	\$ 24.45	\$ 25.07	\$ 25.70	\$ 26.34	\$ 27.01	\$ 27.69	\$ 28.38	\$ 29.10	\$ 29.83	\$ 30.58	\$ 31.35
SR Building Inspector	\$ 57,037.85	\$ 58,472.35	\$ 59,942.93	\$ 61,450.50	\$ 62,995.98	\$ 64,580.33	\$ 66,204.52	\$ 67,869.57	\$ 69,576.49	\$ 71,326.33	\$ 73,146.92
Van Driver	\$ 27.42	\$ 28.11	\$ 28.82	\$ 29.54	\$ 30.29	\$ 31.05	\$ 31.83	\$ 32.63	\$ 33.45	\$ 34.29	\$ 35.17
Code Enforcement	\$ 49,797.82	\$ 51,050.24	\$ 52,334.15	\$ 53,650.36	\$ 54,999.66	\$ 56,382.90	\$ 57,800.93	\$ 59,254.63	\$ 60,744.88	\$ 62,272.81	\$ 63,893.25
	\$ 23.94	\$ 24.54	\$ 25.16	\$ 25.79	\$ 26.44	\$ 27.11	\$ 27.79	\$ 28.49	\$ 29.20	\$ 29.94	\$ 30.72
	\$ 57,060.48	\$ 58,495.55	\$ 59,966.71	\$ 61,474.87	\$ 63,020.97	\$ 64,605.94	\$ 66,230.78	\$ 67,906.49	\$ 69,624.08	\$ 71,384.63	\$ 73,189.54
	\$ 27.43	\$ 28.12	\$ 28.83	\$ 29.56	\$ 30.30	\$ 31.06	\$ 31.84	\$ 32.64	\$ 33.46	\$ 34.31	\$ 35.18
	\$ 63,553.88	\$ 65,152.26	\$ 66,790.84	\$ 68,470.63	\$ 70,192.66	\$ 71,958.01	\$ 73,767.75	\$ 75,623.01	\$ 77,524.93	\$ 79,474.68	\$ 81,472.95
	\$ 30.55	\$ 31.32	\$ 32.11	\$ 32.92	\$ 33.75	\$ 34.60	\$ 35.47	\$ 36.36	\$ 37.27	\$ 38.21	\$ 39.17
	\$ 58,870.48	\$ 60,351.08	\$ 61,868.91	\$ 63,424.91	\$ 65,020.05	\$ 66,655.30	\$ 68,331.68	\$ 70,050.22	\$ 71,811.99	\$ 73,618.06	\$ 75,477.30
	\$ 26.30	\$ 27.01	\$ 27.74	\$ 28.49	\$ 29.26	\$ 30.05	\$ 30.85	\$ 31.68	\$ 32.52	\$ 33.39	\$ 34.29
	\$ 63,553.88	\$ 65,152.26	\$ 66,790.84	\$ 68,470.63	\$ 70,192.66	\$ 71,958.01	\$ 73,767.75	\$ 75,623.01	\$ 77,524.93	\$ 79,474.68	\$ 81,472.95
	\$ 30.55	\$ 31.32	\$ 32.11	\$ 32.92	\$ 33.75	\$ 34.60	\$ 35.47	\$ 36.36	\$ 37.27	\$ 38.21	\$ 39.17
	\$ 56,786.35	\$ 58,194.02	\$ 59,637.60	\$ 61,117.99	\$ 62,636.12	\$ 64,192.92	\$ 65,789.39	\$ 67,426.51	\$ 69,104.30	\$ 70,822.82	\$ 72,582.91
	\$ 27.29	\$ 27.98	\$ 28.68	\$ 29.40	\$ 30.14	\$ 30.90	\$ 31.68	\$ 32.47	\$ 33.29	\$ 34.13	\$ 34.99
	\$ 63,553.88	\$ 65,152.26	\$ 66,790.84	\$ 68,470.63	\$ 70,192.66	\$ 71,958.01	\$ 73,767.75	\$ 75,623.01	\$ 77,524.93	\$ 79,474.68	\$ 81,472.95
	\$ 30.55	\$ 31.32	\$ 32.11	\$ 32.92	\$ 33.75	\$ 34.60	\$ 35.47	\$ 36.36	\$ 37.27	\$ 38.21	\$ 39.17
	\$ 62,513.12	\$ 64,085.33	\$ 65,697.07	\$ 67,349.36	\$ 69,043.19	\$ 70,779.63	\$ 72,559.74	\$ 74,384.61	\$ 76,255.39	\$ 78,173.21	\$ 80,120.69
	\$ 30.05	\$ 30.81	\$ 31.59	\$ 32.38	\$ 33.19	\$ 34.03	\$ 34.88	\$ 35.76	\$ 36.66	\$ 37.58	\$ 38.54
	\$ 44,820.30	\$ 45,947.53	\$ 47,103.11	\$ 48,287.76	\$ 49,502.19	\$ 50,747.17	\$ 52,023.47	\$ 53,341.86	\$ 54,673.15	\$ 56,048.18	\$ 57,467.73
	\$ 21.55	\$ 22.09	\$ 22.65	\$ 23.22	\$ 23.80	\$ 24.40	\$ 25.01	\$ 25.64	\$ 26.29	\$ 26.95	\$ 27.63
	\$ 56,594.15	\$ 57,806.42	\$ 59,061.24	\$ 60,337.32	\$ 61,655.93	\$ 62,995.82	\$ 64,378.24	\$ 65,796.91	\$ 67,249.42	\$ 68,716.91	\$ 70,248.20
	\$ 27.21	\$ 27.79	\$ 28.39	\$ 29.01	\$ 29.64	\$ 30.29	\$ 31.63	\$ 32.33	\$ 33.04	\$ 33.77	

Pay scale as of May 1, 2020 (2.50%), I.U.O.E. Local 150 - 10 year scale

Position	Start	1 Year	2 Year	3 Year	4 Year	5 Year	6 Year	7 Year	8 Year	9 Year	10 Year
Community Development Asst *	\$ 47,865.64	\$ 49,069.46	\$ 50,303.66	\$ 51,568.69	\$ 52,865.64	\$ 54,195.22	\$ 55,558.23	\$ 56,955.51	\$ 58,387.95	\$ 59,856.40	\$ 61,365.83
Permit Coordinator *	\$ 23.01	\$ 23.59	\$ 24.16	\$ 24.79	\$ 25.42	\$ 26.06	\$ 26.71	\$ 27.38	\$ 28.07	\$ 28.78	\$ 29.51
Fiscal Assistant I *	\$ 45,592.95	\$ 46,739.61	\$ 47,915.11	\$ 49,120.18	\$ 50,355.55	\$ 51,621.29	\$ 52,920.29	\$ 54,251.23	\$ 55,615.65	\$ 57,014.38	\$ 58,440.61
Fiscal Assistant II *	\$ 21.92	\$ 22.47	\$ 23.04	\$ 23.62	\$ 24.21	\$ 24.82	\$ 25.44	\$ 26.08	\$ 26.74	\$ 27.41	\$ 28.10
Fiscal Assistant III *	\$ 49,303.46	\$ 50,543.45	\$ 51,814.61	\$ 53,117.75	\$ 54,453.66	\$ 55,823.17	\$ 57,227.13	\$ 58,666.39	\$ 60,141.85	\$ 61,654.42	\$ 63,194.70
Utility Billing Coordinator *	\$ 23.70	\$ 24.30	\$ 24.91	\$ 25.54	\$ 26.18	\$ 26.84	\$ 27.51	\$ 28.20	\$ 28.91	\$ 29.64	\$ 30.38
Crew Leader	\$ 52,735.69	\$ 54,061.99	\$ 55,421.65	\$ 56,815.51	\$ 58,244.42	\$ 59,709.26	\$ 61,210.95	\$ 62,750.41	\$ 64,328.58	\$ 65,946.44	\$ 67,624.13
SR Heavy Equipment Operator	\$ 25.35	\$ 25.99	\$ 26.65	\$ 27.32	\$ 28.00	\$ 28.71	\$ 29.43	\$ 30.17	\$ 30.93	\$ 31.71	\$ 32.51
Heavy Equipment Operator	\$ 53,939.53	\$ 57,836.53	\$ 59,291.12	\$ 60,782.29	\$ 62,310.96	\$ 63,878.08	\$ 65,484.62	\$ 67,131.55	\$ 68,818.91	\$ 70,550.73	\$ 69,039.60
Maintenance Worker I	\$ 27.13	\$ 27.81	\$ 28.51	\$ 29.22	\$ 29.96	\$ 30.71	\$ 31.48	\$ 32.27	\$ 33.09	\$ 33.92	\$ 34.79
Maintenance Worker II	\$ 47,865.64	\$ 49,069.46	\$ 50,303.66	\$ 51,568.69	\$ 52,865.64	\$ 54,195.22	\$ 55,558.23	\$ 56,955.51	\$ 58,387.95	\$ 59,856.40	\$ 61,362.64
Administrative Secretary *	\$ 23.01	\$ 23.59	\$ 24.18	\$ 24.79	\$ 25.42	\$ 26.06	\$ 26.71	\$ 27.38	\$ 28.07	\$ 28.78	\$ 29.50
Lab Technician	\$ 67,693.70	\$ 69,396.20	\$ 71,141.51	\$ 72,930.72	\$ 74,764.93	\$ 76,645.27	\$ 78,572.90	\$ 80,548.01	\$ 82,574.81	\$ 84,651.57	\$ 86,802.85
Water Supply Operator	\$ 31.60	\$ 32.39	\$ 33.21	\$ 34.04	\$ 34.90	\$ 35.78	\$ 36.68	\$ 37.60	\$ 38.54	\$ 39.51	\$ 40.52
WWTP OP 1	\$ 65,722.49	\$ 67,375.41	\$ 69,069.90	\$ 70,807.01	\$ 72,587.81	\$ 74,413.39	\$ 76,284.89	\$ 78,203.45	\$ 80,170.27	\$ 82,186.55	\$ 84,275.07
SR Plant Mechanic/Equipment Mech	\$ 32.55	\$ 33.36	\$ 34.20	\$ 35.06	\$ 35.94	\$ 36.85	\$ 37.78	\$ 38.73	\$ 39.70	\$ 40.70	\$ 41.73
SR Building Inspector	\$ 61,153.92	\$ 62,691.94	\$ 64,268.64	\$ 65,885.00	\$ 67,542.01	\$ 69,240.69	\$ 70,982.09	\$ 72,767.29	\$ 74,597.39	\$ 76,473.51	\$ 78,407.81
Van Driver	\$ 29.40	\$ 30.14	\$ 30.90	\$ 31.68	\$ 32.47	\$ 33.29	\$ 34.13	\$ 34.98	\$ 35.86	\$ 36.77	\$ 37.70
Code Enforcement	\$ 52,132.73	\$ 53,443.87	\$ 54,787.98	\$ 56,165.90	\$ 57,578.47	\$ 59,026.57	\$ 60,511.09	\$ 62,032.94	\$ 63,593.07	\$ 65,192.44	\$ 66,835.65
	\$ 58,463.80	\$ 59,934.16	\$ 61,441.51	\$ 62,986.76	\$ 64,570.88	\$ 66,194.63	\$ 67,853.63	\$ 69,556.30	\$ 71,315.90	\$ 73,109.49	\$ 74,975.59
	\$ 28.11	\$ 28.81	\$ 29.54	\$ 30.29	\$ 31.04	\$ 31.82	\$ 32.62	\$ 33.45	\$ 34.29	\$ 35.15	\$ 36.05
	\$ 51,042.77	\$ 52,326.49	\$ 53,642.51	\$ 54,991.61	\$ 56,374.65	\$ 57,792.48	\$ 59,245.96	\$ 60,735.99	\$ 62,263.50	\$ 63,829.43	\$ 65,490.58
	\$ 58,486.99	\$ 59,957.94	\$ 61,465.88	\$ 63,011.75	\$ 64,596.49	\$ 66,221.09	\$ 67,886.55	\$ 69,593.90	\$ 71,344.19	\$ 73,138.49	\$ 74,988.78
	\$ 28.12	\$ 28.83	\$ 29.55	\$ 30.29	\$ 31.06	\$ 31.84	\$ 32.64	\$ 33.46	\$ 34.30	\$ 35.16	\$ 36.06
	\$ 65,142.72	\$ 66,781.06	\$ 68,460.61	\$ 70,182.39	\$ 71,947.48	\$ 73,756.96	\$ 75,611.95	\$ 77,513.59	\$ 79,463.05	\$ 81,461.55	\$ 83,509.77
	\$ 31.32	\$ 32.11	\$ 32.91	\$ 33.74	\$ 34.59	\$ 35.46	\$ 36.35	\$ 37.27	\$ 38.20	\$ 39.16	\$ 40.15
	\$ 60,342.25	\$ 61,859.85	\$ 63,415.63	\$ 65,010.53	\$ 66,645.55	\$ 68,321.68	\$ 70,039.97	\$ 71,801.48	\$ 73,607.28	\$ 75,458.51	\$ 77,364.23
	\$ 29.01	\$ 29.74	\$ 30.49	\$ 31.26	\$ 32.04	\$ 32.85	\$ 33.67	\$ 34.52	\$ 35.39	\$ 36.28	\$ 37.19
	\$ 65,142.72	\$ 66,781.06	\$ 68,460.61	\$ 70,182.39	\$ 71,947.48	\$ 73,756.96	\$ 75,611.95	\$ 77,513.59	\$ 79,463.05	\$ 81,461.55	\$ 83,509.77
	\$ 31.32	\$ 32.11	\$ 32.91	\$ 33.74	\$ 34.59	\$ 35.46	\$ 36.35	\$ 37.27	\$ 38.20	\$ 39.16	\$ 40.15
	\$ 58,185.51	\$ 59,648.87	\$ 61,149.04	\$ 62,686.94	\$ 64,263.52	\$ 65,879.75	\$ 67,536.62	\$ 69,235.17	\$ 70,976.43	\$ 72,761.49	\$ 74,604.54
	\$ 27.97	\$ 28.68	\$ 29.40	\$ 30.14	\$ 30.90	\$ 31.67	\$ 32.47	\$ 33.29	\$ 34.12	\$ 34.98	\$ 35.87
	\$ 65,142.72	\$ 66,781.06	\$ 68,460.61	\$ 70,182.39	\$ 71,947.48	\$ 73,756.96	\$ 75,611.95	\$ 77,513.59	\$ 79,463.05	\$ 81,461.55	\$ 83,509.77
	\$ 31.32	\$ 32.11	\$ 32.91	\$ 33.74	\$ 34.59	\$ 35.46	\$ 36.35	\$ 37.27	\$ 38.20	\$ 39.16	\$ 40.15
	\$ 64,075.95	\$ 65,687.46	\$ 67,339.50	\$ 69,033.09	\$ 70,769.27	\$ 72,549.12	\$ 74,373.73	\$ 76,244.23	\$ 78,161.77	\$ 80,127.54	\$ 82,164.71
	\$ 30.81	\$ 31.58	\$ 32.37	\$ 33.19	\$ 34.02	\$ 34.88	\$ 35.76	\$ 36.66	\$ 37.58	\$ 38.52	\$ 39.50
	\$ 45,940.81	\$ 47,096.22	\$ 48,280.69	\$ 49,494.95	\$ 50,739.75	\$ 52,015.85	\$ 53,324.05	\$ 54,665.15	\$ 56,039.98	\$ 57,449.39	\$ 58,904.42
	\$ 22.09	\$ 22.64	\$ 23.21	\$ 23.80	\$ 24.39	\$ 25.01	\$ 25.64	\$ 26.28	\$ 26.94	\$ 27.62	\$ 28.32
	\$ 58,009.00	\$ 59,251.58	\$ 60,537.77	\$ 61,845.75	\$ 63,197.33	\$ 64,570.71	\$ 65,987.69	\$ 67,426.47	\$ 68,900.65	\$ 70,434.83	\$ 72,004.41
	\$ 27.89	\$ 28.49	\$ 29.10	\$ 29.73	\$ 30.38	\$ 31.04	\$ 31.72	\$ 32.42	\$ 33.14	\$ 33.86	\$ 34.62

## EXHIBIT "B"

### CITY OF WOOD DALE TUITION REIMBURSEMENT PROCEDURE

The City of Wood Dale supports employees who wish to continue their education in order to grow within their professional careers. When an employee enrolls in approved courses, the City will pay required fees such as tuition and registration fees. Courses must be related to the employee's current position and must be taken during an employee's own time. Eligibility for tuition reimbursement shall be extended to regular employees who have completed one (1) year of service with the City.

Prior to registering for a course, the employee must complete a Tuition Reimbursement Application and submit it along with a copy of the course description to his/her department head and/or supervisor. The department head/supervisor will be responsible for approving the course, and then will forward the application to the Human Resources Department for final approval/denial – prior to registration and enrollment.

The City will reimburse each eligible employee up to \$2,000 in one 12 month period that is based on the City's fiscal year (May 1 – April 30). The reimbursement monies will be granted on a first come first served basis until the plan's specific annual budgeted amount is expended.

The reimbursement schedule is as follows:

- A grade of A, B or Pass (in a Pass/Fail) will be reimbursed at 100%
- A grade of C will be reimbursed at 75%
- A grade of D, F or Fail will not be reimbursed.

Upon satisfactory completion of the course, the employee must submit an original grade report and original receipts of payment to Human Resources for reimbursement. Evidence of satisfactory completion of the course is required as a condition of reimbursement, satisfactory completion being the receipt of a grade of "C" or better, or receiving a "Pass" grade in a pass/fail course.

An employee participating in this program must remain a full-time employee of the City of Wood Dale for a period of six (6) months for each course completed under the program. An employee who terminates employment prior to expiration of the required time as stated in this policy shall return to the City an amount equal to the reimbursement received for the course(s). The City may deduct such amount from the employee's final paycheck. If an employee resigns or is terminated for any reason prior to receiving reimbursement, there shall be no obligation on the part of the City to reimburse any part of the expense.