

Agreement  
Between The  
City of Des Moines, Iowa  
and  
Central Iowa Public Employees Council

July 1, 2021  
through  
June 30, 2026

**Thomas Hayes**  
**CIPEC, Business Manager**  
**265-6131**

## Contents

Preamble .....	1
ARTICLE I.....	1
Recognition.....	1
ARTICLE II .....	1
Non-Discrimination.....	1
ARTICLE III.....	1
Union-Management Relations .....	1
ARTICLE IV .....	1
Management Rights.....	1
ARTICLE V .....	2
Department Procedures and Rules.....	2
ARTICLE VI .....	2
Hours of Work.....	2
Section A. Work Week .....	2
Section B. Lunch Period .....	2
Section C. Rest Breaks .....	2
ARTICLE VII .....	2
Overtime.....	2
Section A. Definition .....	2
Section B. Procedure .....	3
ARTICLE VIII.....	3
Settlement of Disputes .....	3
Section A. Procedure .....	3
Section B. Limitations .....	4
ARTICLE IX .....	4
Union Stewards.....	4
Section A. Activities .....	4
Section B. Designation .....	4
Section C. Investigation Procedure .....	4
ARTICLE X .....	5
Probationary Period.....	5
Section A. Civil Service Positions .....	5
Section B. Non-Civil Service Positions .....	5
ARTICLE XI .....	5
Procedures for Filling Vacancies.....	5
ARTICLE XII .....	5

**Table of Contents (cont.)**

Temporary Upgrade ..... 5

**ARTICLE XIII** ..... 5

Holidays ..... 5

    Section A. Designated Holidays ..... 5

    Section B. Eligibility ..... 6

    Section C. Administration ..... 6

    Section D. Additional Christmas Holiday ..... 6

**ARTICLE XIV** ..... 6

Leaves ..... 6

    Section A. Military Service ..... 6

    Section B. Jury Duty ..... 6

    Section C. Leaves of Absence ..... 7

    Section D. Absence Without Leave ..... 7

**ARTICLE XV** ..... 7

Vacation ..... 7

    Section A. Eligibility ..... 7

    Section B. Accrual ..... 7

    Section C. Administration ..... 8

**ARTICLE XVI** ..... 9

Sick Leave ..... 9

    Section A. Eligibility ..... 9

    Section B. Accrual ..... 9

    Section C. Usage ..... 9

    Section D. Administration ..... 10

**ARTICLE XVII** ..... 10

Safety, Health and Welfare ..... 10

**ARTICLE XVIII** ..... 10

Payroll Deductions ..... 10

**ARTICLE XIX** ..... 10

Use of Bulletin Boards ..... 10

**ARTICLE XX** ..... 11

Seniority ..... 11

**ARTICLE XXI** ..... 11

Wages ..... 11

    Section A. Compensation ..... 11

    Section B. Within Grade Salary Increases ..... 11

    Section C. Transfer Pay ..... 11

    Section D. Promotion Pay ..... 11

    Section E. Reporting Pay ..... 12

**Table of Contents (cont.)**

Section F. Recall Pay ..... 12

Section G. Shift Differential ..... 12

**ARTICLE XXII** ..... 12

Longevity Pay ..... 12

Section A. Continuous Service ..... 12

Section B. Amount of Payment ..... 12

Section C. Limitations ..... 13

**ARTICLE XXIII** ..... 13

Deferred Compensation ..... 13

**ARTICLE XXIV** ..... 13

Appendices ..... 13

Appendix A. Unit Classification and Salary Range Assignment ..... 13

Appendix B. Wage Schedule. .... 13

Appendix C. Seven-Month Employees ..... 13

**ARTICLE XXV** ..... 13

Duration of Agreement ..... 13

**ARTICLE XXVI** ..... 13

Savings Clause ..... 13

**ARTICLE XXVII** ..... 13

Complete Agreement and Waiver of Bargaining ..... 13

**ARTICLE XXVIII** ..... 14

No Strike-No Lock Out ..... 14

**Appendix A** ..... 15

Unit Classifications and Salary Range Assignments ..... 15

**Appendix B** ..... 17

Wage Schedule ..... 17

**Appendix C** ..... 31

Seven-Month Employees ..... 31

**Preamble**

This agreement entered into by the City of Des Moines, Iowa hereinafter referred to as the "City" and the Central Iowa Public Employees Council, hereinafter referred to as the "Union" has as its purpose the promotion of harmonious and cooperative relations between the City and the Union.

**ARTICLE I  
Recognition**

Pursuant to and in accordance with all applicable provisions of the "Public Employment Relations Act" of the State of Iowa, hereinafter referred to as the "Act" and in recognition of the Public Employment Relations Board's certification of said Central Iowa Public Employees Council, the City does hereby recognize the Union during the term of this Agreement for all employees of the City included in the "Unit Classifications and Salary Range Assignments" as listed in Appendix "A" of this Agreement, for the purpose of representing such employees on matters of base wages and other matters mutually agreed upon in Section 9 of the Act.

**ARTICLE II  
Non-Discrimination**

In accordance with the City of Des Moines Equal Opportunity Policy Statement and applicable state and federal laws, the Union and the City agree not to discriminate against any employee on the basis of race, ethnicity, color, age, religion, sex, sexual orientation, gender identity, national origin, and physical and mental disability.

Disputes concerning this Article shall not be processed through the Grievance Procedure in this Agreement, but shall be resolved through other appropriate procedures such as the City's Internal Complaint Procedure, or other remedies provided by law.

**ARTICLE III  
Union-Management Relations**

All formal negotiations or bargaining with respect to the terms and conditions of this Agreement shall be conducted by authorized representatives of the Union and such authorized representatives of the City.

Agreements reached as a result of such negotiations shall become effective only when signed by authorized representatives of the parties.

**ARTICLE IV  
Management Rights**

Except as specifically modified by this Agreement, the employer shall have, in addition to all powers, duties and rights established by constitutional provision, statute, ordinance, charter or special act, the exclusive power, duty and right to:

- (1) Direct the work of its employees.
- (2) Hire, promote, demote, transfer, assign and retain employees in positions within the agency.
- (3) Discipline, including: reprimand, suspend, demote, terminate and relieve employees.
- (4) Maintain the efficiency of governmental operations.

- (5) Determine and implement methods, means, assignments and personnel by which City operations are to be conducted.
- (6) Take such actions as may be necessary to carry out the mission of the City government.
- (7) Initiate, prepare, certify and administer its budget.
- (8) Exercise all powers and duties granted to the City by law.

**ARTICLE V**  
**Department Procedures and Rules**

The City may from time to time adopt and publish changes in existing departmental procedures and rules. Such changes shall become effective only after they have been prominently posted on appropriate employer bulletin boards for a period of ten (10) work days. All employees shall comply with the work rules. Any unresolved complaint as to the reasonableness of new or existing work rules shall be resolved through and ending at step IV of Article VIII (Settlement of Disputes).

**ARTICLE VI**  
**Hours of Work**

Section A. Work Week

The work week for regular full-time employees shall generally consist of consecutive days, Monday through Sunday.

Section B. Lunch Period

All employees shall be allowed a lunch period which shall be scheduled generally in the middle of the work shift. Lunch period shall be scheduled as to time and duration in accordance with the prevailing departmental rules and regulations. However, a lunch period shall not be less than thirty (30) minutes nor more than one (1) hour.

Section C. Rest Breaks

All employees shall be entitled to one (1) fifteen (15) minute rest break during the first four (4) hours of their work schedule and one (1) fifteen (15) minute rest break during the following four (4) hours of their work schedule.

Employees required to work 10 hours or more in one day shall receive an additional fifteen (15) minute rest break between the 8th and 9th hour.

**ARTICLE VII**  
**Overtime**

Section A. Definition

Overtime is all time worked in excess of a full-time employee's regularly scheduled number of daily hours for a regularly scheduled day regardless of the day of the week; and all hours actually worked in excess of forty (40) hours in a work week.

Vacation, holiday time and compensatory time taken will be counted as time worked for the purposes of calculating hours worked in excess of forty (40) hours in a work week.

## Section B. Procedure

All overtime work shall be held to a minimum consistent with efficient operation and provision of essential services. However, when overtime work is required, each employee is expected to accept and work such assignments.

Overtime assignments will be made in such a way that the functions of the City service will be most effectively completed. All compensable overtime must be performed at the direction of the department director or his/her authorized representative. Overtime credit may not be accrued without such authorization.

The times when compensatory time off may be taken shall be at the discretion of the department director, although the employee's desires shall be given consideration whenever possible. When compensatory time off is ordered by the department director or requested by the employee, reasonable advance notice shall normally be provided.

Employees who are required to work on their second scheduled day off shall be compensated at double-time for the hours actually worked.

## **ARTICLE VIII Settlement of Disputes**

The parties agree to act in good faith to resolve any grievance presented by an employee. Such grievances must be presented at the first (1st) step of the procedure within five (5) working days of the incident giving rise to the complaint or the date upon which the employee can reasonably be expected to have become aware of the incident.

### Section A. Procedure

- Step I. The employee having a specific grievance shall take it first to the immediate supervisor. Such supervisor must respond within three (3) working days.
- Step II. If the matter has not been resolved the employee shall then, within five (5) working days of the receipt of the Step I answer, present the written grievance(s) to the division head, who shall respond in writing within seven (7) work days.
- Step III. If the matter has not been resolved, the employee shall then, within seven (7) work days of receipt of Step II answer, present the written grievance to the department director, who shall respond within seven (7) work days.
- Step IV. If the matter has not been resolved, the employee shall then, within ten (10) work days, present the written grievance to the City Manager. He/she shall respond within fifteen (15) work days.
- Step V. If not resolved, the grievance may be submitted to arbitration within ten (10) working days after the decision in Step IV, or if no decision has been timely made, said grievance may be submitted to arbitration by submitting written notice to the City Manager. Such notice shall specify the sections of the rules and regulations and/or the agreement(s) alleged to have been violated. The parties shall promptly meet to attempt to agree on an arbitrator. If they are unable to agree, they will jointly request that the Iowa Public Employment Relations Board submit to the parties a list of arbitrators and, by alternately striking names, an arbitrator will be selected.

This step is not available to resolve any unresolved complaints regarding Article V (Department Procedures and Rules).

The decision of the arbitrator shall be final and binding upon both parties.

## Section B. Limitations

The arbitrator shall not have the power to decide a grievance which is a matter suitable for submission to the Civil Service Commission. Also, the arbitrator shall be without power to add to, subtract from, or modify the terms of this Agreement, nor to make any decision in conflict with the laws of the State of Iowa or the ordinances of the City of Des Moines, Iowa.

The arbitrator's fee and expenses shall be shared equally by the employer and the Union. However, each party shall be responsible for compensating their own representatives and witnesses as well as paying for necessary transcripts of the proceedings if desired.

The failure of the employee to appropriately present the grievance within the specified time limits shall render the matter resolved and not subject to further appeal. All written grievances must be signed by the affected employee(s). However, an employee is entitled to representation at any applicable step of this procedure at his/her sole discretion by a representative of the certified bargaining agent CIPEC.

When necessary in investigating and settling grievances, employees and their representative, if employees of the City, shall be released from work without loss of pay for a reasonable time provided supervision is given sufficient advance notice to adjust work schedules.

All time limits contained in this article may be extended by mutual agreement.

## **ARTICLE IX Union Stewards**

### Section A. Activities

The Union may appoint certain employees to serve in the capacity of steward. The Union will take all reasonable measures to assure that such stewards are knowledgeable of their respective responsibilities. A steward may receive, investigate and settle minor complaints and grievances, but shall not solicit such complaints.

### Section B. Designation

The total number of stewards shall not exceed three (3) per 100 in unit, and will be designated so as to provide reasonable accessibility by bargaining unit personnel.

### Section C. Investigation Procedure

Stewards shall be permitted to leave their work area upon request to their supervisor, except in instances where the work load does not permit, for the purpose of investigating a grievance or complaint in their assigned area. Whenever a steward enters a work area for the purpose of such investigations, the supervisor must be so notified and informed of the investigation. Stewards shall suffer no loss of their regular pay for the normal work shift when properly excused by their supervisor. However, time spent in the grievance investigation shall be kept reasonable and commensurate with the circumstances of the matter at issue. Normally, such time should not exceed one (1) hour at the first or second step of the grievance procedure.



**ARTICLE X**  
**Probationary Period**

Section A. Civil Service Positions

All original appointments shall be subject to the serving of a six (6) month probationary period, which shall be considered as part of the examining process.

Section B. Non-Civil Service Positions

All original appointments to non-Civil Service positions shall be subject to the serving of a twelve (12) month probationary period.

**ARTICLE XI**  
**Procedures for Filling Vacancies**

Senior employees in a specific classification in a department may have preference for shift assignment.

Prior to the general notice, senior employees in a specific classification within a division may have assignment preference.

When filling vacancies in classifications assigned to salary range 19R and below, the City may give consideration to the CIPEC seniority of those employees being considered. In those instances where minimum qualifications are met, and when the factors of ability, aptitude and previous work record are reasonably equal, seniority may prevail and the most senior employee may be selected.

**ARTICLE XII**  
**Temporary Upgrade**

It is recognized that employees may from time to time be required to perform the duties of a higher level classification. Upon the first occasion during any calendar year the employee will be paid at the rate of one step (approximately 5%) above his/her present rate or the first step of the higher classification whichever is greater for each consecutive hour worked beyond the first five consecutive working days. On subsequent temporary assignments to the same classification, within the same calendar year, the employee will receive said additional pay upon the completion of five consecutive work days for those five days plus any consecutive time thereto.

Employees who receive seasonal or annual temporary upgrades to a given classification shall accumulate time toward step increases in pay. Therefore, as an employee accumulates a total of six (6) full months in such higher classification he/she shall be eligible to receive a one-half (1/2) step increase in pay. The employee shall then be paid the higher rate of pay for subsequent seasonal temporary appointments to that classification. After accumulation of each additional full six (6) month period in said classification the employee shall be eligible to receive an additional one-half (1/2) step increase until reaching the top step of the pay range.

**ARTICLE XIII**  
**Holidays**

Section A. Designated Holidays

The following twelve (12) paid holidays will be observed:

- (1) New Year's Day
- (2) Martin Luther King, Jr. Holiday

- (3) Memorial Day
- (4) Juneteenth
- (5) Independence Day
- (6) Labor Day
- (7) Veterans Day
- (8) Thanksgiving Day
- (9) The day after Thanksgiving
- (10) Christmas Day
- (11) An additional Christmas Holiday
- (12) The employee's birthday (which may be used on or after the birthday)

#### Section B. Eligibility

All regular full and part-time employees and full-time and part-time probationary employees shall be eligible for paid holidays.

#### Section C. Administration

Employees shall have eight (8) hours added to their holiday bank as each designated holiday occurs. Accrued holiday hours shall be taken within twelve (12) months of the designated holiday.

Holidays which fall on a Saturday will be observed on the preceding Friday. Holidays which fall on a Sunday will be observed on the following Monday.

When a holiday comes during a leave of absence for which an employee receives compensation, i.e., vacation, sick, compensatory, or emergency, holiday pay will be provided on the prescribed holiday.

Any employee who is on an unpaid leave of absence of seven or more calendar days is automatically ineligible for any holiday compensation during the leave of absence.

However, any employee who is on an approved unpaid leave of absence of less than seven calendar days may be compensated for recognized holidays occurring during the leave provided the employee requested such leave in advance of the absence and that the request was approved by the employee's supervisor and department director.

Employees who are required to work on a holiday (observed or actual) shall be compensated at double-time for the hours actually worked for either the observed or actual holiday, but not both.

#### Section D. Additional Christmas Holiday

When Christmas falls on Tuesday, Wednesday, Friday or Saturday, in addition to the legal holiday observance, the preceding work day shall also be observed as a holiday. When Christmas falls on Sunday, Monday, or Thursday, in addition to the legal holiday observance, the following work day shall also be observed as a holiday.

### **ARTICLE XIV Leaves**

#### Section A. Military Service

Military leave shall be provided in accordance with applicable state and federal legislation.

#### Section B. Jury Duty

Employees on jury duty will receive their normal pay for regularly scheduled work days serving on a jury panel. The employee shall submit the payment received from the court to the City Treasurer's Office.

## Section C. Leaves of Absence

### (1) Emergency Leave

- a) In case of death in the "immediate family," a permanent employee may be granted a leave of absence with pay up to seven (7) calendar days by the department director. "Immediate family" is defined as spouse, child, step-child, parent and step-parent.
- b) In the case of death in the "family," a permanent employee may be granted a leave of absence with pay up to four (4) calendar days by the department director. "Family" is defined as father-in-law, mother-in-law, brother, brother-in-law, sister, sister-in-law, son-in-law, daughter-in-law, grandparents, spouse's grandparents, grandchild and any other relative living in the same household.
- c) In the case of death of an aunt or uncle a permanent employee will be granted a leave of absence with pay of one (1) working day.
- d) If the situation warrants an extension, the department director may grant up to an additional three (3) calendar days. A written explanation of any such extension must be filed with the City Manager.

## Section D. Absence Without Leave

If an employee shall, without proper authorization, be absent from duty, whether for part or all of a working day or for a longer period such absence may be grounds for disciplinary action or discharge. Absence without leave for any three (3) consecutive duty shifts may be considered automatic voluntary resignation by the employee.

## **ARTICLE XV Vacation**

### Section A. Eligibility

All regular full-time and part-time employees, who have completed their probationary period, shall be eligible for vacation leave upon accrual.

Continuous service shall be terminated by resignation, dismissal or retirement. If an employee so terminated receives a subsequent reappointment, no credit will be given for the period of service prior to the termination. Continuous service shall not be considered broken if an employee:

1. Is on military leave of absence and returns to City employment in accordance with Federal and State Law.
2. Is on authorized leave of absence or on a temporary suspension without pay. However, no credit shall be allowed for time for employees suspended or on leave without pay for over thirty (30) consecutive calendar days, and additional time equal to the loss of service must be served to qualify for vacation.

### Section B. Accrual

Vacation leave shall be accrued as follows:

- (1) Vacation leave for all permanent, full-time employees with less than six (6) years of continuous service shall be at the rate of ten (10) working days (or eighty (80) hours) for each twelve (12) months of active City service.

- (2) Vacation leave for all permanent full-time employees who have completed six (6) years or more of continuous service, but no more than eleven (11) years, shall be at the rate of fifteen (15) working days (or one hundred twenty (120) hours) for each twelve (12) months of active City service.
- (3) Vacation leave for all permanent full-time employees who have completed eleven (11) years or more of continuous service, but no more than eighteen (18) years, shall be at the rate of twenty (20) working days (or one hundred sixty (160) hours) for each twelve (12) months of active City service.
- (4) Vacation leave for all permanent full-time employees who have completed eighteen (18) years or more of continuous service shall be at the rate of twenty-five (25) working days (or two hundred (200) hours) for each twelve (12) months of active City service.
- (5) Vacation leave shall be accrued by permanent part-time employees for each twelve (12) months of continuous and active City service at the rate prescribed for permanent full-time employees in proportion to the hours worked per week as measured against the hours worked per week by the permanent full-time employee.
- (6) Probationary employees shall accrue vacation during probationary periods, but shall be ineligible for such vacation until they become regular employees and have completed their probationary period. In the event of their separation prior to their regular appointment and completion of their probationary period, they shall be ineligible for vacation payment upon termination.
- (7) An employee shall continue to accrue vacation while on any other compensated leave.
- (8) The adjusted accrual rates based on years of service ends the practice of adding 40-hours to the employee's vacation bank upon achieving each new accrual increment.

### Section C. Administration

Vacation leave shall be administered as follows:

- (1) All vacation leave and schedules must be approved by the department director and filed in the prescribed manner with the Human Resources Director. In approving such schedules, the department director shall consider the needs of the City service and the seniority and wishes of the employees.
- (2) Vacation leave shall be charged as used in amount of not less than one-half (1/2) day.
- (3) When a holiday occurs during an employee's assigned vacation and the employee is regularly entitled to the holiday, it will not be counted as part of the vacation time.
- (4) The maximum accrual balance is equal to two times (2X) the employee's annual accrual. Employees with a balance exceeding two times their annual accrual as of December 26, 2021 as shown on the December 30, 2021 paycheck, will have a vacation balance cap ("Vacation Cap") equaling their balance shown on their December 30, 2021 paycheck. The Vacation Caps for employees exceeding two times their annual accrual as of December 26, 2021 will be enforced beginning with the June 17, 2022 paycheck and vacation hours will stop accruing until the balance is below the Vacation Cap. No payment of accrued but unused vacation hours will be paid at separation in excess of the vacation cap as described herein.

**ARTICLE XVI**  
**Sick Leave**

Section A. Eligibility

All regular full and part-time employees and full-time and part-time probationary employees shall be eligible for paid sick leave.

Section B. Accrual

Sick Leave shall be accrued as follows:

- (1) Sick leave shall be accrued for all regular full-time employees at the rate of one work day for each month of service with no limit to accumulations.
- (2) Sick leave shall be accrued for regular part-time employees at the rate prescribed for regular full-time employees, but such accrual shall be in proportion to the hours worked per week as measured against the hours worked per week by regular full-time employees.
- (3) Sick leave shall be accrued by probationary employees at the rate prescribed for regular full-time and part-time employees.
- (4) Any employee shall continue to accrue sick leave while on any other compensated leave.

Section C. Usage

Sick leave shall be granted under the following circumstances:

1. Physical incapacity not incurred in the line of duty.
2. Personal illness, including medical, dental or optical appointments during working hours, or during an employee's pregnancy or normal recovery period as directed by a licensed medical physician.
3. Enforced quarantine of employee in accordance with community health regulations.
4. Serious illness of an emergency nature of the immediate family (spouse, child, parent, sibling).

"Emergency nature" generally refers to an unplanned illness, accident or unscheduled doctor's visit involving an urgent or life-threatening condition. Such emergency is normally considered to cover only one 24-hour period. Thus, a maximum of 8 hours of sick leave could be authorized. However, up to a maximum of 10 calendar days may be approved in cases involving hospitalization for a "serious" or life-threatening condition and up to one full day for outpatient testing which involves "serious" medical conditions.

5. The first day an employee's immediate family member becomes ill and requires the attention and/or care of the employee.
6. A member of employee's immediate family is scheduled for outpatient testing involving serious side effects or potentially serious results. The employee may use up to one day (8 hours) of sick leave.

## Section D. Administration

Sick leave shall be administered as follows:

- (1) Requests for sick leave shall normally be made at least 15 minutes prior to the beginning of work for that day.
- (2) Sick leave shall be chargeable only when used on regularly scheduled work days or work periods and not on vacation time.
- (3) Department directors have the right to verify the reported sickness of an employee and may require a doctor's certificate for absence due to sickness. The certificate must state the kind and nature of sickness or injury and whether the employee has been incapacitated for work for said period of absence.

In individual cases, if there is a sufficient reason to believe the employee may be abusing their sick leave, the employee shall first be given an oral warning. If the employee's leave pattern continues, a medical certificate will be required for all absences of sick leave and the employee will be advised in writing that all future requests for sick leave must be supported by an acceptable medical certificate. Abuse of sick leave shall be cause for disciplinary action up to and including dismissal.

### **ARTICLE XVII Safety, Health and Welfare**

The City shall make reasonable provisions for the safety and health of employees during the hours of their employment, and shall provide protective devices and other equipment necessary to protect the employees from injury or illness in conformance with statutory requirements.

Employees are expected to follow the established City procedures for reporting occupational injuries and illness to their supervisors and the Employee Health Clinic. Authorization from the Employee Health Clinic is required for all outside treatment, except in the event of an emergency. The use of unauthorized medical, prescription and hospital services is not recoverable from the City.

### **ARTICLE XVIII Payroll Deductions**

An employee may authorize deductions from his/her pay for the following purposes:

1. Credit Unions
2. United Campaign Fund
3. Deferred Compensation
4. Any other deductions which may be mutually agreed to and not otherwise prohibited by state law.

### **ARTICLE XIX Use of Bulletin Boards**

The City will provide reasonable space, for official union business, on each bulletin board in each work area of the unit. Use of the boards shall be limited to five (5) general types of notices:

- (1) Listing of Union officers and officials
- (2) Union meetings

- (3) Union elections
- (4) Union recreational and social events
- (5) Union educational notices

**ARTICLE XX**  
**Seniority**

Seniority is determined by the length of continuous unbroken service as a regular full-time employee of the City. In computing seniority periods of employee suspension and leave of absence without pay (except for personal illness, injury, or as otherwise authorized by the City) in excess of thirty (30) cumulative working days per year shall be deducted from the employee's time of seniority. It is important to note any difference between "seniority date" and "adjusted start date."

**ARTICLE XXI**  
**Wages**

Section A. Compensation

Each employee shall be compensated in accordance with the respective classification title and corresponding salary range as set forth in Appendix "B." Employees will receive a two and one-half percent (2.50%) across-the-board increase effective July 1, 2021; a two and one-half percent (2.50%) across-the-board increase effective July 1, 2022; a two and one-half percent (2.50%) across-the-board increase effective July 1, 2023; a two and one-half percent (2.50%) across-the-board increase effective July 1, 2024; and a two and one-half percent (2.50%) across-the-board increase effective July 1, 2025.

Section B. Within Grade Salary Increases

After appointment or promotion, an employee shall be eligible for a pay increase to a rate midway between his/her entrance rate and the next higher step upon the satisfactory completion of the appropriate probationary period. Then, upon the completion of twelve (12) months service, the employee shall be eligible upon proper recommendation, for an additional one-half (1/2) step increase to the next higher rate of pay. The employee shall then be eligible, upon proper recommendation, on that "anniversary date" for annual one step increases until the top step of the assigned range is reached. Any salary increase granted in advance of the "anniversary date" shall establish a new "anniversary date" for the purpose of future step increases.

Any step increase delayed for cause, shall not establish a new "anniversary date" for the purpose of future step increases.

Such pay adjustments shall be made effective at the beginning of the pay period during which the required qualified service and assigned requirements are reached.

Section C. Transfer Pay

When an employee is transferred to a position in the same or another class, which class is assigned to the same pay grade as the employee's former class, he/she will be entitled to the corresponding step in the grade of the class to which transferred.

Section D. Promotion Pay

Upon promotion to a classification having a higher pay range, the employee shall receive an increase in pay equal to one (1) step in the salary range or the first (1st) step of the newly assigned range, whichever is greater.

#### Section E. Reporting Pay

If an employee reports for work at his/her regular time and place but is sent home by the supervisor because work cannot be performed, such employee shall be paid a minimum of two (2) hours pay at their regular straight time rate.

#### Section F. Recall Pay

When an employee, after completing a regular shift and leaving work is recalled to work, he/she shall receive a minimum of two (2) hours pay at the appropriate rate.

#### Section G. Shift Differential

In addition to the established wage rates, employees who are regularly assigned to work a shift that begins after 2:30 p.m. but before 6:00 a.m. on a regular basis will receive an hourly premium of thirty five cents (\$0.35) per hour. Shift differential shall not apply in calculating holiday, vacation, sick leave or any other benefit.

Employees who are assigned to work a shift that begins after 2:30 p.m. but before 6:00 a.m. for emergency operations, such as flood, snow and other disaster shall receive shift differential pay as described herein.

### **ARTICLE XXII Longevity Pay**

Regular employees hired in a CIPEC position prior to July 1, 2018, who have performed satisfactory continuous service for the required number of years shall be eligible to begin receiving longevity pay at the beginning of the payroll period in which the required number of years have been completed.

#### Section A. Continuous Service

Continuous service shall be terminated by resignation, dismissal or retirement. If an employee so terminated receives a subsequent reappointment, no credit will be given for the period of service prior to the termination. Continuous service shall not be considered broken if an employee:

- (1) Is on military leave of absence and returns to City employment in accordance with Federal and State Law.
- (2) Is on authorized leave of absence or on a temporary suspension without pay. However, no credit shall be allowed for time toward the accumulation of a five-year period by employees suspended or on leave without pay for over thirty (30) consecutive calendar days, and additional time equal to the loss of service must be served to qualify for longevity.

#### Section B. Amount of Payment

Eligible employees shall receive one percent (1%) of base salary upon completion of five years; two percent (2%) after nine years; three percent (3%) after thirteen years; four percent (4%) after seventeen years; five percent (5%) after twenty-one years; and six percent (6%) after twenty-five years and more continuous satisfactory service in a permanent status. Longevity increments shall be paid in addition to regular compensation and may be incorporated with the regular pay warrants.



Section C. Limitations

An employee who is suspended, on leave of absence without pay, or otherwise off the payroll for any period of thirty (30) consecutive calendar days or more, other than an employee receiving long term disability benefits, shall receive no longevity pay for such period.

**ARTICLE XXIII  
Deferred Compensation**

An employee shall be eligible to contribute up to the maximum dollar amount permitted by the Internal Revenue Service. The City agrees to contribute a sum equal to that contributed by the employee up to two percent and one-half (2.5%) into a City designated plan.

**ARTICLE XXIV  
Appendices**

The following appendices are incorporated and made a part of this Agreement:

- Appendix A. Unit Classification and Salary Range Assignment
- Appendix B. Wage Schedule.
- Appendix C. Seven-Month Employees

**ARTICLE XXV  
Duration of Agreement**

This Agreement shall be in full force and effect for a period of five years beginning July 1, 2021 and ending June 30, 2026.

**ARTICLE XXVI  
Savings Clause**

Should any provision of this Agreement be held unlawful by a court or administrative agency of competent jurisdiction, all other provisions of this Agreement shall remain in full force for the duration of the Agreement. Any provision held unlawful shall automatically be terminated. If replacement provisions are deemed necessary by the City or Union, they shall be negotiated immediately. In the event of a conflict between this Agreement and provisions of Chapter 400 of the Code of Iowa, the latter shall prevail.

**ARTICLE XXVII  
Complete Agreement and Waiver of Bargaining**

The parties acknowledge that during the negotiations which resulted in this Agreement, each had the right and opportunity to make proposals with respect to any subject or matter not removed by law from the area of bargaining and that the understandings and agreements reached are set forth in this Agreement. Therefore, the City and the Union, for the life of this Agreement, each agrees that the other shall not be obligated to bargain collectively with respect to any subject covered in this Agreement or with respect to any subject of matter not referred to or covered in this Agreement, even though such subject or matter may not have been within the knowledge or contemplation of either or both of the parties at the time they negotiated or signed this Agreement. This article is subject to "Savings Clause." By the mutual agreement of the parties, this article may be waived.

**ARTICLE XXVIII  
No Strike-No Lock Out**

Neither the Union, its officers or agents, nor any employee will directly or indirectly induce, instigate, encourage, authorize, ratify or participate in any strike against the employer.

A strike is defined as an employee's refusal, in concerted action with others to report to duty, or to be willfully absent from work or the stoppage of work, or the abstinence of whole or in part from the full, faithful and proper performance of the duties of employment, for purpose of inducing, influencing, or coercing a change in the conditions, compensation rights, privileges, or obligations of employment.

The City agrees not to authorize, consent to, or condone a strike; or to pay any public employee for any day in which the employee participates in a strike; or to pay or agree to pay any increase in compensation or benefits to any public employee in response to or as a result of any strike or any act which violates this section.

The undersigned hereby approve and concur in this Agreement, this 7<sup>th</sup> day of June, 2021.



Thomas Hayes  
Municipal Laborers #353 and  
Business Manager of the  
Central Iowa Public Employees  
Council



T. M. Franklin Cownie  
Mayor

ATTEST:



Kay Cmehik  
City Clerk

**Appendix A  
Unit Classifications and Salary Range Assignments**

<b>Class Code</b>	<b>Title</b>	<b>Range Number</b>
3655	Air-Conditioning Mechanic	24
3985	Arborist (2)	20
3657	Building Equipment Operator	20
3895	Cement Finisher (2)	22
3140	Cemetery Equipment Operator (2)	22
4314	Conservatory/Greenhouse Horticulture Technician	18
3885	Electrician (3)	25A
3887	Electrician – Instrument Technician (3)	25A
4349	Electronic Technician (3)	25A
4344	Emergency Equipment Technician	21
3662	Engine Generator Technician (2)	24
3030	Fleet Services Auto Body Person	21
3010	Fleet Services Mechanic Team Leader	22-23
3012	Fleet Services Mechanic	20-22
3020	Fleet Services Service Person	18-18R
3032	Fleet Services Vehicle and Equipment Coordinator	25
3014	Fleet Services Welder	22
3173	Heavy Equipment Operator (2)	23
4315-7	Horticulture Technician – 7 month	18
4315	Horticulture Technician (2)	18
3653	HVAC Technician (3)	24
3835	Industrial Plant Mechanic (2)	23
3805	Irrigation Technician	22
3915	Laborer (2)	16A
3915-7	Laborer – 7 month	16A
3948	Lead Sewer Maintenance Worker	21
3171	Light Equipment Operator (2)	19
3172	Medium Equipment Operator (2)	22
3950	Operator Helper (2)	17
3845	Painter (2)	23
3905	Painter Helper (3)	6
3851	Park Construction Technician (2)	24
3865	Park Maintenance Mechanic (2)	21
3864	Park Maintenance Worker	20
3921	Parks Technician	18
3921-7	Parks Technician – 7 mo	18
3955	Plant Equipment Lubricator	18
3820	Plant Field Worker	21-23
3682	Plant Operator	22
3810	Plumber (2)	23
3911	Public Works Assistant (2)	18
3348	Public Works Crew Chief	22
3685	Pumping Station Crew Chief	23
3953	Pumping Station Technician	21(2)-23
3967	Refuse Collector (2)	18R
3659	Senior Building Equipment Operator	22
3856	Senior Maintenance Carpenter (2)	23

3683	Senior Plant Operator	24
3968	Senior Refuse Collector (2)	20
3968-7	Senior Refuse Collector – Seasonal (2)	20
3325	Senior Traffic Device Maintenance Worker	23
3150	Sewer Cleaning Equipment Operator (2)	22
3365	Sewer Construction Services Coordinator	25
3946	Sewer Maintenance Worker (2)	18
3159	Sewer TV Technician	25
3956	Street Maintenance Worker (2)	18
3160	Street Sweeper Operator (2)	20
3972	Traffic Device Maintenance Worker	20
3356	Traffic Maintenance Chief	25
3888	Traffic Signal System Chief	28
3886	Traffic Signal Technician	25A
3137	Truck Driver (2)	18
3155	Utility Locator	21
3157	Utility Locator Coordinator	22
2212	Wastewater Facility Operations and Maintenance Helper	18
2242	Wastewater Gas and Power Systems Specialist	18-24
3837	Wastewater Operator Specialist	23
3342	WRF Maintenance Coordinator	26
3836	WRF Maintenance Crew Chief	25
3664	WRF Maintenance System Specialist	22
3909	WRF Security Attendant	14

**Appendix B  
Wage Schedule**

Plan	Range	Step	6/14/2021			6/13/2022			6/26/2023		
			Hourly Rate	Biweekly Rate	Annual Rate	Hourly Rate	Biweekly Rate	Annual Rate	Hourly Rate	Biweekly Rate	Annual Rate
C38	16A	40	26.17	2,013	52,338	26.82	2,063	53,638	27.49	2,115	54,978
		45	26.76	2,058	53,518	27.43	2,110	54,858	28.12	2,163	56,238
		50	27.36	2,105	54,718	28.04	2,157	56,078	28.74	2,211	57,478
C38	17	40	26.71	2,055	53,418	27.38	2,106	54,758	28.06	2,158	56,118
		45	27.36	2,105	54,718	28.04	2,157	56,078	28.74	2,211	57,478
		50	28.03	2,156	56,058	28.73	2,210	57,458	29.45	2,265	58,898
C38	18	40	28.03	2,156	56,058	28.73	2,210	57,458	29.45	2,265	58,898
		45	28.63	2,202	57,258	29.35	2,258	58,698	30.08	2,314	60,158
		50	29.21	2,247	58,418	29.94	2,303	59,877	30.69	2,361	61,377
C38	19	40	29.21	2,247	58,418	29.94	2,303	59,877	30.69	2,361	61,377
		45	29.86	2,297	59,718	30.61	2,355	61,218	31.38	2,414	62,758
		50	30.50	2,346	60,998	31.26	2,405	62,518	32.04	2,465	64,078
C38	20	10	26.71	2,055	53,418	27.38	2,106	54,758	28.06	2,158	56,118
		15	27.36	2,105	54,718	28.04	2,157	56,078	28.74	2,211	57,478
		20	28.03	2,156	56,058	28.73	2,210	57,458	29.45	2,265	58,898
		25	28.63	2,202	57,258	29.35	2,258	58,698	30.08	2,314	60,158
		30	29.21	2,247	58,418	29.94	2,303	59,877	30.69	2,361	61,377
		35	29.86	2,297	59,718	30.61	2,355	61,218	31.38	2,414	62,758
		40	30.50	2,346	60,998	31.26	2,405	62,518	32.04	2,465	64,078
		45	31.23	2,402	62,457	32.01	2,462	64,017	32.81	2,524	65,618
		50	31.93	2,456	63,858	32.73	2,518	65,457	33.55	2,581	67,097
C38	21	40	31.93	2,456	63,858	32.73	2,518	65,457	33.55	2,581	67,097
		45	32.69	2,515	65,377	33.51	2,578	67,017	34.35	2,642	68,697
		50	33.45	2,573	66,897	34.29	2,638	68,577	35.15	2,704	70,297
C38	22	40	33.45	2,573	66,897	34.29	2,638	68,577	35.15	2,704	70,297
		45	34.20	2,631	68,397	35.06	2,697	70,117	35.94	2,765	71,877
		50	34.97	2,690	69,937	35.84	2,757	71,677	36.74	2,826	73,477
C38	23	40	34.66	2,666	69,317	35.53	2,733	71,057	36.42	2,801	72,837
		45	35.42	2,725	70,837	36.31	2,793	72,617	37.22	2,863	74,437
		50	36.16	2,781	72,317	37.06	2,851	74,117	37.99	2,922	75,977
C38	24	40	36.16	2,781	72,317	37.06	2,851	74,117	37.99	2,922	75,977
		45	37.02	2,848	74,037	37.95	2,919	75,897	38.90	2,992	77,797
		50	37.88	2,914	75,757	38.83	2,987	77,657	39.80	3,061	79,597
C39	16A	40	26.17	2,053	53,386	26.82	2,104	54,712	27.49	2,157	56,079
		45	26.76	2,100	54,589	27.43	2,152	55,956	28.12	2,206	57,364
		50	27.36	2,147	55,813	28.04	2,200	57,201	28.74	2,255	58,628

Plan	Range	Step	6/14/2021			6/13/2022			6/26/2023		
			Hourly Rate	Biweekly Rate	Annual Rate	Hourly Rate	Biweekly Rate	Annual Rate	Hourly Rate	Biweekly Rate	Annual Rate
C39	17	40	26.71	2,096	54,487	27.38	2,148	55,854	28.06	2,202	57,241
		45	27.36	2,147	55,813	28.04	2,200	57,201	28.74	2,255	58,628
		50	28.03	2,199	57,180	28.73	2,254	58,608	29.45	2,311	60,077
C39	18	40	28.03	2,199	57,180	28.73	2,254	58,608	29.45	2,311	60,077
		45	28.63	2,246	58,404	29.35	2,303	59,873	30.08	2,360	61,362
		50	29.21	2,292	59,587	29.94	2,349	61,076	30.69	2,408	62,606
C39	19	40	29.21	2,292	59,587	29.94	2,349	61,076	30.69	2,408	62,606
		45	29.86	2,343	60,913	30.61	2,402	62,443	31.38	2,462	64,014
		50	30.50	2,393	62,219	31.26	2,453	63,769	32.04	2,514	65,360
C39	20	40	30.50	2,393	62,219	31.26	2,453	63,769	32.04	2,514	65,360
		45	31.23	2,450	63,708	32.01	2,512	65,299	32.81	2,574	66,931
		50	31.93	2,505	65,136	32.73	2,568	66,768	33.55	2,632	68,441
C39	21	40	31.93	2,505	65,136	32.73	2,568	66,768	33.55	2,632	68,441
		45	32.69	2,565	66,686	33.51	2,629	68,359	34.35	2,695	70,073
		50	33.45	2,624	68,237	34.29	2,690	69,950	35.15	2,758	71,705
C39	22	40	33.45	2,624	68,237	34.29	2,690	69,950	35.15	2,758	71,705
		45	34.20	2,683	69,767	35.06	2,751	71,521	35.94	2,820	73,316
		50	34.97	2,744	71,338	35.84	2,812	73,112	36.74	2,883	74,948
C39	23	40	34.66	2,719	70,705	35.53	2,788	72,480	36.42	2,858	74,295
		45	35.41	2,778	72,235	36.30	2,848	74,051	37.21	2,920	75,907
		50	36.16	2,837	73,765	37.06	2,908	75,601	37.99	2,981	77,498
C39	24	40	36.16	2,837	73,765	37.06	2,908	75,601	37.99	2,981	77,498
		45	37.01	2,904	75,499	37.94	2,977	77,396	38.89	3,051	79,334
		50	37.88	2,972	77,274	38.83	3,047	79,212	39.80	3,123	81,190
CIP	06	10	14.75	1,180	30,680	15.12	1,210	31,450	15.50	1,240	32,240
		15	15.08	1,206	31,366	15.46	1,237	32,157	15.85	1,268	32,968
		20	15.40	1,232	32,032	15.79	1,263	32,843	16.18	1,294	33,654
		25	15.73	1,258	32,718	16.12	1,290	33,530	16.52	1,322	34,362
		30	16.05	1,284	33,384	16.45	1,316	34,216	16.86	1,349	35,069
		35	16.43	1,314	34,174	16.84	1,347	35,027	17.26	1,381	35,901
		40	16.82	1,346	34,986	17.24	1,379	35,859	17.67	1,414	36,754
		45	17.15	1,372	35,672	17.58	1,406	36,566	18.02	1,442	37,482
		50	17.47	1,398	36,338	17.91	1,433	37,253	18.36	1,469	38,189

Plan	Range	Step	6/14/2021			6/13/2022			6/26/2023		
			Hourly Rate	Biweekly Rate	Annual Rate	Hourly Rate	Biweekly Rate	Annual Rate	Hourly Rate	Biweekly Rate	Annual Rate
CIP	12	10	18.98	1,518	39,478	19.45	1,556	40,456	19.94	1,595	41,475
		15	19.36	1,549	40,269	19.84	1,587	41,267	20.34	1,627	42,307
		20	19.74	1,579	41,059	20.23	1,618	42,078	20.74	1,659	43,139
		25	20.19	1,615	41,995	20.69	1,655	43,035	21.21	1,697	44,117
		30	20.62	1,650	42,890	21.14	1,691	43,971	21.67	1,734	45,074
		35	21.04	1,683	43,763	21.57	1,726	44,866	22.11	1,769	45,989
		40	21.48	1,718	44,678	22.02	1,762	45,802	22.57	1,806	46,946
		45	22.03	1,762	45,822	22.58	1,806	46,966	23.14	1,851	48,131
		50	22.56	1,805	46,925	23.12	1,850	48,090	23.70	1,896	49,296
CIP	13	10	19.74	1,579	41,059	20.23	1,618	42,078	20.74	1,659	43,139
		15	20.19	1,615	41,995	20.69	1,655	43,035	21.21	1,697	44,117
		20	20.62	1,650	42,890	21.14	1,691	43,971	21.67	1,734	45,074
		25	21.04	1,683	43,763	21.57	1,726	44,866	22.11	1,769	45,989
		30	21.48	1,718	44,678	22.02	1,762	45,802	22.57	1,806	46,946
		35	22.03	1,762	45,822	22.58	1,806	46,966	23.14	1,851	48,131
		40	22.56	1,805	46,925	23.12	1,850	48,090	23.70	1,896	49,296
		45	23.05	1,844	47,944	23.63	1,890	49,150	24.22	1,938	50,378
		50	23.55	1,884	48,984	24.14	1,931	50,211	24.74	1,979	51,459
CIP	14	10	20.62	1,650	42,890	21.14	1,691	43,971	21.67	1,734	45,074
		15	21.04	1,683	43,763	21.57	1,726	44,866	22.11	1,769	45,989
		20	21.48	1,718	44,678	22.02	1,762	45,802	22.57	1,806	46,946
		25	22.03	1,762	45,822	22.58	1,806	46,966	23.14	1,851	48,131
		30	22.56	1,805	46,925	23.12	1,850	48,090	23.70	1,896	49,296
		35	23.05	1,844	47,944	23.63	1,890	49,150	24.22	1,938	50,378
		40	23.55	1,884	48,984	24.14	1,931	50,211	24.74	1,979	51,459
		45	24.04	1,923	50,003	24.64	1,971	51,251	25.26	2,021	52,541
		50	24.55	1,964	51,064	25.16	2,013	52,333	25.79	2,063	53,643
CIP	15	10	21.48	1,718	44,678	22.02	1,762	45,802	22.57	1,806	46,946
		15	22.03	1,762	45,822	22.58	1,806	46,966	23.14	1,851	48,131
		20	22.56	1,805	46,925	23.12	1,850	48,090	23.70	1,896	49,296
		25	23.05	1,844	47,944	23.63	1,890	49,150	24.22	1,938	50,378
		30	23.55	1,884	48,984	24.14	1,931	50,211	24.74	1,979	51,459
		35	24.04	1,923	50,003	24.64	1,971	51,251	25.26	2,021	52,541
		40	24.55	1,964	51,064	25.16	2,013	52,333	25.79	2,063	53,643
		45	25.09	2,007	52,187	25.72	2,058	53,498	26.36	2,109	54,829
		50	25.64	2,051	53,331	26.28	2,102	54,662	26.94	2,155	56,035
CIP	16	10	22.56	1,805	46,925	23.12	1,850	48,090	23.70	1,896	49,296
		15	23.05	1,844	47,944	23.63	1,890	49,150	24.22	1,938	50,378
		20	23.55	1,884	48,984	24.14	1,931	50,211	24.74	1,979	51,459
		25	24.04	1,923	50,003	24.64	1,971	51,251	25.26	2,021	52,541
		30	24.55	1,964	51,064	25.16	2,013	52,333	25.79	2,063	53,643
		35	25.09	2,007	52,187	25.72	2,058	53,498	26.36	2,109	54,829
		40	25.64	2,051	53,331	26.28	2,102	54,662	26.94	2,155	56,035
		45	26.17	2,094	54,434	26.82	2,146	55,786	27.49	2,199	57,179
		50	26.71	2,137	55,557	27.38	2,190	56,950	28.06	2,245	58,365

Plan	Range	Step	6/14/2021			6/13/2022			6/26/2023		
			Hourly Rate	Biweekly Rate	Annual Rate	Hourly Rate	Biweekly Rate	Annual Rate	Hourly Rate	Biweekly Rate	Annual Rate
CIP	16A	10	23.00	1,840	47,840	23.58	1,886	49,046	24.17	1,934	50,274
		15	23.50	1,880	48,880	24.09	1,927	50,107	24.69	1,975	51,355
		20	24.00	1,920	49,920	24.60	1,968	51,168	25.22	2,018	52,458
		25	24.55	1,964	51,064	25.16	2,013	52,333	25.79	2,063	53,643
		30	25.09	2,007	52,187	25.72	2,058	53,498	26.36	2,109	54,829
		35	25.64	2,051	53,331	26.28	2,102	54,662	26.94	2,155	56,035
		40	26.17	2,094	54,434	26.82	2,146	55,786	27.49	2,199	57,179
		45	26.76	2,141	55,661	27.43	2,194	57,054	28.12	2,250	58,490
		50	27.36	2,189	56,909	28.04	2,243	58,323	28.74	2,299	59,779
CIP	17	10	23.55	1,884	48,984	24.14	1,931	50,211	24.74	1,979	51,459
		15	24.04	1,923	50,003	24.64	1,971	51,251	25.26	2,021	52,541
		20	24.55	1,964	51,064	25.16	2,013	52,333	25.79	2,063	53,643
		25	25.09	2,007	52,187	25.72	2,058	53,498	26.36	2,109	54,829
		30	25.64	2,051	53,331	26.28	2,102	54,662	26.94	2,155	56,035
		35	26.17	2,094	54,434	26.82	2,146	55,786	27.49	2,199	57,179
		40	26.71	2,137	55,557	27.38	2,190	56,950	28.06	2,245	58,365
		45	27.36	2,189	56,909	28.04	2,243	58,323	28.74	2,299	59,779
		50	28.03	2,242	58,302	28.73	2,298	59,758	29.45	2,356	61,256
CIP	18	10	24.55	1,964	51,064	25.16	2,013	52,333	25.79	2,063	53,643
		15	25.09	2,007	52,187	25.72	2,058	53,498	26.36	2,109	54,829
		20	25.64	2,051	53,331	26.28	2,102	54,662	26.94	2,155	56,035
		25	26.17	2,094	54,434	26.82	2,146	55,786	27.49	2,199	57,179
		30	26.71	2,137	55,557	27.38	2,190	56,950	28.06	2,245	58,365
		35	27.36	2,189	56,909	28.04	2,243	58,323	28.74	2,299	59,779
		40	28.03	2,242	58,302	28.73	2,298	59,758	29.45	2,356	61,256
		45	28.63	2,290	59,550	29.35	2,348	61,048	30.08	2,406	62,566
		50	29.21	2,337	60,757	29.94	2,395	62,275	30.69	2,455	63,835
CIP	18R	10	25.40	2,032	52,832	26.04	2,083	54,163	26.69	2,135	55,515
		15	25.94	2,075	53,955	26.59	2,127	55,307	27.25	2,180	56,680
		20	26.50	2,120	55,120	27.16	2,173	56,493	27.84	2,227	57,907
		25	27.03	2,162	56,222	27.71	2,217	57,637	28.40	2,272	59,072
		30	27.59	2,207	57,387	28.28	2,262	58,822	28.99	2,319	60,299
		35	28.24	2,259	58,739	28.95	2,316	60,216	29.67	2,374	61,714
		40	28.88	2,310	60,070	29.60	2,368	61,568	30.34	2,427	63,107
		45	29.48	2,358	61,318	30.22	2,418	62,858	30.98	2,478	64,438
		50	30.08	2,406	62,566	30.83	2,466	64,126	31.60	2,528	65,728
CIP	19	10	25.64	2,051	53,331	26.28	2,102	54,662	26.94	2,155	56,035
		15	26.17	2,094	54,434	26.82	2,146	55,786	27.49	2,199	57,179
		20	26.71	2,137	55,557	27.38	2,190	56,950	28.06	2,245	58,365
		25	27.36	2,189	56,909	28.04	2,243	58,323	28.74	2,299	59,779
		30	28.03	2,242	58,302	28.73	2,298	59,758	29.45	2,356	61,256
		35	28.63	2,290	59,550	29.35	2,348	61,048	30.08	2,406	62,566
		40	29.21	2,337	60,757	29.94	2,395	62,275	30.69	2,455	63,835
		45	29.86	2,389	62,109	30.61	2,449	63,669	31.38	2,510	65,270
		50	30.50	2,440	63,440	31.26	2,501	65,021	32.04	2,563	66,643



Plan	Range	Step	6/14/2021			6/13/2022			6/26/2023		
			Hourly Rate	Biweekly Rate	Annual Rate	Hourly Rate	Biweekly Rate	Annual Rate	Hourly Rate	Biweekly Rate	Annual Rate
CIP	19A	10	26.17	2,094	54,434	26.82	2,146	55,786	27.49	2,199	57,179
		15	26.76	2,141	55,661	27.43	2,194	57,054	28.12	2,250	58,490
		20	27.36	2,189	56,909	28.04	2,243	58,323	28.74	2,299	59,779
		25	27.97	2,238	58,178	28.67	2,294	59,634	29.39	2,351	61,131
		30	28.58	2,286	59,446	29.29	2,343	60,923	30.02	2,402	62,442
		35	29.21	2,337	60,757	29.94	2,395	62,275	30.69	2,455	63,835
		40	29.86	2,389	62,109	30.61	2,449	63,669	31.38	2,510	65,270
		45	30.50	2,440	63,440	31.26	2,501	65,021	32.04	2,563	66,643
		50	31.17	2,494	64,834	31.95	2,556	66,456	32.75	2,620	68,120
CIP	19R	10	26.50	2,120	55,120	27.16	2,173	56,493	27.84	2,227	57,907
		15	27.03	2,162	56,222	27.71	2,217	57,637	28.40	2,272	59,072
		20	27.59	2,207	57,387	28.28	2,262	58,822	28.99	2,319	60,299
		25	28.24	2,259	58,739	28.95	2,316	60,216	29.67	2,374	61,714
		30	28.88	2,310	60,070	29.60	2,368	61,568	30.34	2,427	63,107
		35	29.48	2,358	61,318	30.22	2,418	62,858	30.98	2,478	64,438
		40	30.08	2,406	62,566	30.83	2,466	64,126	31.60	2,528	65,728
		45	30.75	2,460	63,960	31.52	2,522	65,562	32.31	2,585	67,205
		50	31.40	2,512	65,312	32.19	2,575	66,955	32.99	2,639	68,619
CIP	20	10	26.71	2,137	55,557	27.38	2,190	56,950	28.06	2,245	58,365
		15	27.36	2,189	56,909	28.04	2,243	58,323	28.74	2,299	59,779
		20	28.03	2,242	58,302	28.73	2,298	59,758	29.45	2,356	61,256
		25	28.63	2,290	59,550	29.35	2,348	61,048	30.08	2,406	62,566
		30	29.21	2,337	60,757	29.94	2,395	62,275	30.69	2,455	63,835
		35	29.86	2,389	62,109	30.61	2,449	63,669	31.38	2,510	65,270
		40	30.50	2,440	63,440	31.26	2,501	65,021	32.04	2,563	66,643
		45	31.23	2,498	64,958	32.01	2,561	66,581	32.81	2,625	68,245
		50	31.93	2,554	66,414	32.73	2,618	68,078	33.55	2,684	69,784
CIP	21	10	28.03	2,242	58,302	28.73	2,298	59,758	29.45	2,356	61,256
		15	28.63	2,290	59,550	29.35	2,348	61,048	30.08	2,406	62,566
		20	29.21	2,337	60,757	29.94	2,395	62,275	30.69	2,455	63,835
		25	29.86	2,389	62,109	30.61	2,449	63,669	31.38	2,510	65,270
		30	30.50	2,440	63,440	31.26	2,501	65,021	32.04	2,563	66,643
		35	31.23	2,498	64,958	32.01	2,561	66,581	32.81	2,625	68,245
		40	31.93	2,554	66,414	32.73	2,618	68,078	33.55	2,684	69,784
		45	32.69	2,615	67,995	33.51	2,681	69,701	34.35	2,748	71,448
		50	33.45	2,676	69,576	34.29	2,743	71,323	35.15	2,812	73,112
CIP	22	10	29.21	2,337	60,757	29.94	2,395	62,275	30.69	2,455	63,835
		15	29.87	2,390	62,130	30.62	2,450	63,690	31.39	2,511	65,291
		20	30.51	2,441	63,461	31.27	2,502	65,042	32.05	2,564	66,664
		25	31.23	2,498	64,958	32.01	2,561	66,581	32.81	2,625	68,245
		30	31.93	2,554	66,414	32.73	2,618	68,078	33.55	2,684	69,784
		35	32.69	2,615	67,995	33.51	2,681	69,701	34.35	2,748	71,448
		40	33.45	2,676	69,576	34.29	2,743	71,323	35.15	2,812	73,112
		45	34.20	2,736	71,136	35.06	2,805	72,925	35.94	2,875	74,755
		50	34.97	2,798	72,738	35.84	2,867	74,547	36.74	2,939	76,419

Plan	Range	Step	6/14/2021			6/13/2022			6/26/2023		
			Hourly Rate	Biweekly Rate	Annual Rate	Hourly Rate	Biweekly Rate	Annual Rate	Hourly Rate	Biweekly Rate	Annual Rate
CIP	23	10	30.25	2,420	62,920	31.01	2,481	64,501	31.79	2,543	66,123
		15	30.93	2,474	64,334	31.70	2,536	65,936	32.49	2,599	67,579
		20	31.64	2,531	65,811	32.43	2,594	67,454	33.24	2,659	69,139
		25	32.40	2,592	67,392	33.21	2,657	69,077	34.04	2,723	70,803
		30	33.14	2,651	68,931	33.97	2,718	70,658	34.82	2,786	72,426
		35	33.91	2,713	70,533	34.76	2,781	72,301	35.63	2,850	74,110
		40	34.66	2,773	72,093	35.53	2,842	73,902	36.42	2,914	75,754
		45	35.42	2,834	73,674	36.31	2,905	75,525	37.22	2,978	77,418
		50	36.16	2,893	75,213	37.06	2,965	77,085	37.99	3,039	79,019
CIP	23A	10	30.90	2,472	64,272	31.67	2,534	65,874	32.46	2,597	67,517
		15	31.64	2,531	65,811	32.43	2,594	67,454	33.24	2,659	69,139
		20	32.40	2,592	67,392	33.21	2,657	69,077	34.04	2,723	70,803
		25	33.16	2,653	68,973	33.99	2,719	70,699	34.84	2,787	72,467
		30	33.91	2,713	70,533	34.76	2,781	72,301	35.63	2,850	74,110
		35	34.70	2,776	72,176	35.57	2,846	73,986	36.46	2,917	75,837
		40	35.50	2,840	73,840	36.39	2,911	75,691	37.30	2,984	77,584
		45	36.26	2,901	75,421	37.17	2,974	77,314	38.10	3,048	79,248
		50	37.02	2,962	77,002	37.95	3,036	78,936	38.90	3,112	80,912
CIP	24	10	31.64	2,531	65,811	32.43	2,594	67,454	33.24	2,659	69,139
		15	32.40	2,592	67,392	33.21	2,657	69,077	34.04	2,723	70,803
		20	33.14	2,651	68,931	33.97	2,718	70,658	34.82	2,786	72,426
		25	33.91	2,713	70,533	34.76	2,781	72,301	35.63	2,850	74,110
		30	34.66	2,773	72,093	35.53	2,842	73,902	36.42	2,914	75,754
		35	35.40	2,832	73,632	36.29	2,903	75,483	37.20	2,976	77,376
		40	36.16	2,893	75,213	37.06	2,965	77,085	37.99	3,039	79,019
		45	37.01	2,961	76,981	37.94	3,035	78,915	38.89	3,111	80,891
		50	37.88	3,030	78,790	38.83	3,106	80,766	39.80	3,184	82,784
CIP	25	10	33.14	2,651	68,931	33.97	2,718	70,658	34.82	2,786	72,426
		15	33.91	2,713	70,533	34.76	2,781	72,301	35.63	2,850	74,110
		20	34.66	2,773	72,093	35.53	2,842	73,902	36.42	2,914	75,754
		25	35.42	2,834	73,674	36.31	2,905	75,525	37.22	2,978	77,418
		30	36.16	2,893	75,213	37.06	2,965	77,085	37.99	3,039	79,019
		35	37.02	2,962	77,002	37.95	3,036	78,936	38.90	3,112	80,912
		40	37.88	3,030	78,790	38.83	3,106	80,766	39.80	3,184	82,784
		45	38.81	3,105	80,725	39.78	3,182	82,742	40.77	3,262	84,802
		50	39.74	3,179	82,659	40.73	3,258	84,718	41.75	3,340	86,840
CIP	25A	10	33.91	2,713	70,533	34.76	2,781	72,301	35.63	2,850	74,110
		15	34.70	2,776	72,176	35.57	2,846	73,986	36.46	2,917	75,837
		20	35.50	2,840	73,840	36.39	2,911	75,691	37.30	2,984	77,584
		25	36.26	2,901	75,421	37.17	2,974	77,314	38.10	3,048	79,248
		30	37.01	2,961	76,981	37.94	3,035	78,915	38.89	3,111	80,891
		35	37.93	3,034	78,894	38.88	3,110	80,870	39.85	3,188	82,888
		40	38.80	3,104	80,704	39.77	3,182	82,722	40.76	3,261	84,781
		45	39.74	3,179	82,659	40.73	3,258	84,718	41.75	3,340	86,840
		50	40.67	3,254	84,594	41.69	3,335	86,715	42.73	3,418	88,878

Plan	Range	Step	6/14/2021			6/13/2022			6/26/2023		
			Hourly Rate	Biweekly Rate	Annual Rate	Hourly Rate	Biweekly Rate	Annual Rate	Hourly Rate	Biweekly Rate	Annual Rate
CIP	26	10	34.66	2,773	72,093	35.53	2,842	73,902	36.42	2,914	75,754
		15	35.42	2,834	73,674	36.31	2,905	75,525	37.22	2,978	77,418
		20	36.16	2,893	75,213	37.06	2,965	77,085	37.99	3,039	79,019
		25	37.02	2,962	77,002	37.95	3,036	78,936	38.90	3,112	80,912
		30	37.88	3,030	78,790	38.83	3,106	80,766	39.80	3,184	82,784
		35	38.81	3,105	80,725	39.78	3,182	82,742	40.77	3,262	84,802
		40	39.74	3,179	82,659	40.73	3,258	84,718	41.75	3,340	86,840
		45	40.58	3,246	84,406	41.59	3,327	86,507	42.63	3,410	88,670
		50	41.44	3,315	86,195	42.48	3,398	88,358	43.54	3,483	90,563
CIP	27	10	36.16	2,893	75,213	37.06	2,965	77,085	37.99	3,039	79,019
		15	37.02	2,962	77,002	37.95	3,036	78,936	38.90	3,112	80,912
		20	37.88	3,030	78,790	38.83	3,106	80,766	39.80	3,184	82,784
		25	38.81	3,105	80,725	39.78	3,182	82,742	40.77	3,262	84,802
		30	39.74	3,179	82,659	40.73	3,258	84,718	41.75	3,340	86,840
		35	40.58	3,246	84,406	41.59	3,327	86,507	42.63	3,410	88,670
		40	41.44	3,315	86,195	42.48	3,398	88,358	43.54	3,483	90,563
		45	42.41	3,393	88,213	43.47	3,478	90,418	44.56	3,565	92,685
		50	43.38	3,470	90,230	44.46	3,557	92,477	45.57	3,646	94,786
CIP	27A	10	36.96	2,957	76,877	37.88	3,030	78,790	38.83	3,106	80,766
		15	37.84	3,027	78,707	38.79	3,103	80,683	39.76	3,181	82,701
		20	38.75	3,100	80,600	39.72	3,178	82,618	40.71	3,257	84,677
		25	39.59	3,167	82,347	40.58	3,246	84,406	41.59	3,327	86,507
		30	40.42	3,234	84,074	41.43	3,314	86,174	42.47	3,398	88,338
		35	41.38	3,310	86,070	42.41	3,393	88,213	43.47	3,478	90,418
		40	42.32	3,386	88,026	43.38	3,470	90,230	44.46	3,557	92,477
		45	43.37	3,470	90,210	44.45	3,556	92,456	45.56	3,645	94,765
		50	44.42	3,554	92,394	45.53	3,642	94,702	46.67	3,734	97,074
CIP	28	10	37.88	3,030	78,790	38.83	3,106	80,766	39.80	3,184	82,784
		15	38.81	3,105	80,725	39.78	3,182	82,742	40.77	3,262	84,802
		20	39.74	3,179	82,659	40.73	3,258	84,718	41.75	3,340	86,840
		25	40.58	3,246	84,406	41.59	3,327	86,507	42.63	3,410	88,670
		30	41.44	3,315	86,195	42.48	3,398	88,358	43.54	3,483	90,563
		35	42.41	3,393	88,213	43.47	3,478	90,418	44.56	3,565	92,685
		40	43.38	3,470	90,230	44.46	3,557	92,477	45.57	3,646	94,786
		45	44.38	3,550	92,310	45.49	3,639	94,619	46.63	3,730	96,990
		50	45.38	3,630	94,390	46.51	3,721	96,741	47.67	3,814	99,154
CIP	29	10	39.74	3,179	82,659	40.73	3,258	84,718	41.75	3,340	86,840
		15	40.59	3,247	84,427	41.60	3,328	86,528	42.64	3,411	88,691
		20	41.44	3,315	86,195	42.48	3,398	88,358	43.54	3,483	90,563
		25	42.42	3,394	88,234	43.48	3,478	90,438	44.57	3,566	92,706
		30	43.38	3,470	90,230	44.46	3,557	92,477	45.57	3,646	94,786
		35	44.38	3,550	92,310	45.49	3,639	94,619	46.63	3,730	96,990
		40	45.38	3,630	94,390	46.51	3,721	96,741	47.67	3,814	99,154
		45	46.42	3,714	96,554	47.58	3,806	98,966	48.77	3,902	101,442
		50	47.47	3,798	98,738	48.66	3,893	101,213	49.88	3,990	103,750

Plan	Range	Step	6/24/2024			6/23/2025		
			Hourly Rate	Biweekly Rate	Annual Rate	Hourly Rate	Biweekly Rate	Annual Rate
C38	16A	40	28.18	2,168	56,358	28.88	2,221	57,758
		45	28.82	2,217	57,638	29.54	2,272	59,078
		50	29.46	2,266	58,918	30.20	2,323	60,397
C38	17	40	28.76	2,212	57,518	29.48	2,268	58,958
		45	29.46	2,266	58,918	30.20	2,323	60,397
		50	30.19	2,322	60,377	30.94	2,380	61,877
C38	18	40	30.19	2,322	60,377	30.94	2,380	61,877
		45	30.83	2,371	61,657	31.60	2,431	63,197
		50	31.46	2,420	62,917	32.25	2,481	64,497
C38	19	40	31.46	2,420	62,917	32.25	2,481	64,497
		45	32.16	2,474	64,318	32.96	2,535	65,917
		50	32.84	2,526	65,677	33.66	2,589	67,317
C38	20	10	28.76	2,212	57,518	29.48	2,268	58,958
		15	29.46	2,266	58,918	30.20	2,323	60,397
		20	30.19	2,322	60,377	30.94	2,380	61,877
		25	30.83	2,371	61,657	31.60	2,431	63,197
		30	31.46	2,420	62,917	32.25	2,481	64,497
		35	32.16	2,474	64,318	32.96	2,535	65,917
		40	32.84	2,526	65,677	33.66	2,589	67,317
		45	33.63	2,587	67,257	34.47	2,651	68,937
C38	21	40	34.39	2,645	68,777	35.25	2,711	70,497
		45	35.21	2,708	70,417	36.09	2,776	72,177
		50	36.03	2,771	72,057	36.93	2,841	73,857
C38	22	40	36.03	2,771	72,057	36.93	2,841	73,857
		45	36.84	2,834	73,677	37.76	2,905	75,517
		50	37.66	2,897	75,317	38.60	2,969	77,197
C38	23	40	37.33	2,871	74,657	38.26	2,943	76,517
		45	38.15	2,935	76,297	39.10	3,008	78,197
		50	38.94	2,995	77,877	39.91	3,070	79,817
C38	24	40	38.94	2,995	77,877	39.91	3,070	79,817
		45	39.87	3,067	79,737	40.87	3,144	81,737
		50	40.80	3,138	81,597	41.82	3,217	83,637
C39	16A	40	28.18	2,211	57,486	28.88	2,266	58,914
		45	28.82	2,261	58,792	29.54	2,318	60,260
		50	29.46	2,311	60,097	30.20	2,369	61,607
C39	17	40	28.76	2,257	58,669	29.48	2,313	60,138
		45	29.46	2,311	60,097	30.20	2,369	61,607
		50	30.19	2,369	61,586	30.94	2,428	63,116

Plan	Range	Step	6/24/2024			6/23/2025		
			Hourly Rate	Biweekly Rate	Annual Rate	Hourly Rate	Biweekly Rate	Annual Rate
C39	18	40	30.19	2,369	61,586	30.94	2,428	63,116
		45	30.83	2,419	62,892	31.60	2,479	64,463
		50	31.46	2,468	64,177	32.25	2,530	65,789
C39	19	40	31.46	2,468	64,177	32.25	2,530	65,789
		45	32.16	2,523	65,605	32.96	2,586	67,237
		50	32.84	2,577	66,992	33.66	2,641	68,665
C39	20	40	32.84	2,577	66,992	33.66	2,641	68,665
		45	33.63	2,639	68,604	34.47	2,705	70,318
		50	34.39	2,698	70,154	35.25	2,766	71,909
C39	21	40	34.39	2,698	70,154	35.25	2,766	71,909
		45	35.21	2,763	71,827	36.09	2,832	73,622
		50	36.03	2,827	73,500	36.93	2,898	75,336
C39	22	40	36.03	2,827	73,500	36.93	2,898	75,336
		45	36.84	2,890	75,152	37.76	2,963	77,029
		50	37.66	2,955	76,825	38.60	3,029	78,743
C39	23	40	37.33	2,929	76,152	38.26	3,002	78,049
		45	38.14	2,992	77,804	39.09	3,067	79,742
		50	38.94	3,055	79,436	39.91	3,131	81,415
C39	24	40	38.94	3,055	79,436	39.91	3,131	81,415
		45	39.86	3,127	81,313	40.86	3,206	83,353
		50	40.80	3,201	83,230	41.82	3,281	85,311
CIP	06	10	15.89	1,271	33,051	16.29	1,303	33,883
		15	16.25	1,300	33,800	16.66	1,333	34,653
		20	16.58	1,326	34,486	16.99	1,359	35,339
		25	16.93	1,354	35,214	17.35	1,388	36,088
		30	17.28	1,382	35,942	17.71	1,417	36,837
		35	17.69	1,415	36,795	18.13	1,450	37,710
		40	18.11	1,449	37,669	18.56	1,485	38,605
		45	18.47	1,478	38,418	18.93	1,514	39,374
CIP	12	10	20.44	1,635	42,515	20.95	1,676	43,576
		15	20.85	1,668	43,368	21.37	1,710	44,450
		20	21.26	1,701	44,221	21.79	1,743	45,323
		25	21.74	1,739	45,219	22.28	1,782	46,342
		30	22.21	1,777	46,197	22.77	1,822	47,362
		35	22.66	1,813	47,133	23.23	1,858	48,318
		40	23.13	1,850	48,110	23.71	1,897	49,317
		45	23.72	1,898	49,338	24.31	1,945	50,565
		50	24.29	1,943	50,523	24.90	1,992	51,792

Plan	Range	Step	6/24/2024			6/23/2025		
			Hourly Rate	Biweekly Rate	Annual Rate	Hourly Rate	Biweekly Rate	Annual Rate
CIP	13	10	21.26	1,701	44,221	21.79	1,743	45,323
		15	21.74	1,739	45,219	22.28	1,782	46,342
		20	22.21	1,777	46,197	22.77	1,822	47,362
		25	22.66	1,813	47,133	23.23	1,858	48,318
		30	23.13	1,850	48,110	23.71	1,897	49,317
		35	23.72	1,898	49,338	24.31	1,945	50,565
		40	24.29	1,943	50,523	24.90	1,992	51,792
		45	24.83	1,986	51,646	25.45	2,036	52,936
		50	25.36	2,029	52,749	25.99	2,079	54,059
CIP	14	10	22.21	1,777	46,197	22.77	1,822	47,362
		15	22.66	1,813	47,133	23.23	1,858	48,318
		20	23.13	1,850	48,110	23.71	1,897	49,317
		25	23.72	1,898	49,338	24.31	1,945	50,565
		30	24.29	1,943	50,523	24.90	1,992	51,792
		35	24.83	1,986	51,646	25.45	2,036	52,936
		40	25.36	2,029	52,749	25.99	2,079	54,059
		45	25.89	2,071	53,851	26.54	2,123	55,203
		50	26.43	2,114	54,974	27.09	2,167	56,347
CIP	15	10	23.13	1,850	48,110	23.71	1,897	49,317
		15	23.72	1,898	49,338	24.31	1,945	50,565
		20	24.29	1,943	50,523	24.90	1,992	51,792
		25	24.83	1,986	51,646	25.45	2,036	52,936
		30	25.36	2,029	52,749	25.99	2,079	54,059
		35	25.89	2,071	53,851	26.54	2,123	55,203
		40	26.43	2,114	54,974	27.09	2,167	56,347
		45	27.02	2,162	56,202	27.70	2,216	57,616
		50	27.61	2,209	57,429	28.30	2,264	58,864
CIP	16	10	24.29	1,943	50,523	24.90	1,992	51,792
		15	24.83	1,986	51,646	25.45	2,036	52,936
		20	25.36	2,029	52,749	25.99	2,079	54,059
		25	25.89	2,071	53,851	26.54	2,123	55,203
		30	26.43	2,114	54,974	27.09	2,167	56,347
		35	27.02	2,162	56,202	27.70	2,216	57,616
		40	27.61	2,209	57,429	28.30	2,264	58,864
		45	28.18	2,254	58,614	28.88	2,310	60,070
		50	28.76	2,301	59,821	29.48	2,358	61,318
CIP	16A	10	24.77	1,982	51,522	25.39	2,031	52,811
		15	25.31	2,025	52,645	25.94	2,075	53,955
		20	25.85	2,068	53,768	26.50	2,120	55,120
		25	26.43	2,114	54,974	27.09	2,167	56,347
		30	27.02	2,162	56,202	27.70	2,216	57,616
		35	27.61	2,209	57,429	28.30	2,264	58,864
		40	28.18	2,254	58,614	28.88	2,310	60,070
		45	28.82	2,306	59,946	29.54	2,363	61,443
		50	29.46	2,357	61,277	30.20	2,416	62,816

Plan	Range	Step	6/24/2024			6/23/2025		
			Hourly Rate	Biweekly Rate	Annual Rate	Hourly Rate	Biweekly Rate	Annual Rate
CIP	17	10	25.36	2,029	52,749	25.99	2,079	54,059
		15	25.89	2,071	53,851	26.54	2,123	55,203
		20	26.43	2,114	54,974	27.09	2,167	56,347
		25	27.02	2,162	56,202	27.70	2,216	57,616
		30	27.61	2,209	57,429	28.30	2,264	58,864
		35	28.18	2,254	58,614	28.88	2,310	60,070
		40	28.76	2,301	59,821	29.48	2,358	61,318
		45	29.46	2,357	61,277	30.20	2,416	62,816
		50	30.19	2,415	62,795	30.94	2,475	64,355
CIP	18	10	26.43	2,114	54,974	27.09	2,167	56,347
		15	27.02	2,162	56,202	27.70	2,216	57,616
		20	27.61	2,209	57,429	28.30	2,264	58,864
		25	28.18	2,254	58,614	28.88	2,310	60,070
		30	28.76	2,301	59,821	29.48	2,358	61,318
		35	29.46	2,357	61,277	30.20	2,416	62,816
		40	30.19	2,415	62,795	30.94	2,475	64,355
		45	30.83	2,466	64,126	31.60	2,528	65,728
		50	31.46	2,517	65,437	32.25	2,580	67,080
CIP	18R	10	27.36	2,189	56,909	28.04	2,243	58,323
		15	27.93	2,234	58,094	28.63	2,290	59,550
		20	28.54	2,283	59,363	29.25	2,340	60,840
		25	29.11	2,329	60,549	29.84	2,387	62,067
		30	29.71	2,377	61,797	30.45	2,436	63,336
		35	30.41	2,433	63,253	31.17	2,494	64,834
		40	31.10	2,488	64,688	31.88	2,550	66,310
		45	31.75	2,540	66,040	32.54	2,603	67,683
		50	32.39	2,591	67,371	33.20	2,656	69,056
CIP	19	10	27.61	2,209	57,429	28.30	2,264	58,864
		15	28.18	2,254	58,614	28.88	2,310	60,070
		20	28.76	2,301	59,821	29.48	2,358	61,318
		25	29.46	2,357	61,277	30.20	2,416	62,816
		30	30.19	2,415	62,795	30.94	2,475	64,355
		35	30.83	2,466	64,126	31.60	2,528	65,728
		40	31.46	2,517	65,437	32.25	2,580	67,080
		45	32.16	2,573	66,893	32.96	2,637	68,557
		50	32.84	2,627	68,307	33.66	2,693	70,013
CIP	19A	10	28.18	2,254	58,614	28.88	2,310	60,070
		15	28.82	2,306	59,946	29.54	2,363	61,443
		20	29.46	2,357	61,277	30.20	2,416	62,816
		25	30.12	2,410	62,650	30.87	2,470	64,210
		30	30.77	2,462	64,002	31.54	2,523	65,603
		35	31.46	2,517	65,437	32.25	2,580	67,080
		40	32.16	2,573	66,893	32.96	2,637	68,557
		45	32.84	2,627	68,307	33.66	2,693	70,013
		50	33.57	2,686	69,826	34.41	2,753	71,573

Plan	Range	Step	6/24/2024			6/23/2025		
			Hourly Rate	Biweekly Rate	Annual Rate	Hourly Rate	Biweekly Rate	Annual Rate
CIP	19R	10	28.54	2,283	59,363	29.25	2,340	60,840
		15	29.11	2,329	60,549	29.84	2,387	62,067
		20	29.71	2,377	61,797	30.45	2,436	63,336
		25	30.41	2,433	63,253	31.17	2,494	64,834
		30	31.10	2,488	64,688	31.88	2,550	66,310
		35	31.75	2,540	66,040	32.54	2,603	67,683
		40	32.39	2,591	67,371	33.20	2,656	69,056
		45	33.12	2,650	68,890	33.95	2,716	70,616
		50	33.81	2,705	70,325	34.66	2,773	72,093
CIP	20	10	28.76	2,301	59,821	29.48	2,358	61,318
		15	29.46	2,357	61,277	30.20	2,416	62,816
		20	30.19	2,415	62,795	30.94	2,475	64,355
		25	30.83	2,466	64,126	31.60	2,528	65,728
		30	31.46	2,517	65,437	32.25	2,580	67,080
		35	32.16	2,573	66,893	32.96	2,637	68,557
		40	32.84	2,627	68,307	33.66	2,693	70,013
		45	33.63	2,690	69,950	34.47	2,758	71,698
		50	34.39	2,751	71,531	35.25	2,820	73,320
CIP	21	10	30.19	2,415	62,795	30.94	2,475	64,355
		15	30.83	2,466	64,126	31.60	2,528	65,728
		20	31.46	2,517	65,437	32.25	2,580	67,080
		25	32.16	2,573	66,893	32.96	2,637	68,557
		30	32.84	2,627	68,307	33.66	2,693	70,013
		35	33.63	2,690	69,950	34.47	2,758	71,698
		40	34.39	2,751	71,531	35.25	2,820	73,320
		45	35.21	2,817	73,237	36.09	2,887	75,067
		50	36.03	2,882	74,942	36.93	2,954	76,814
CIP	22	10	31.46	2,517	65,437	32.25	2,580	67,080
		15	32.17	2,574	66,914	32.97	2,638	68,578
		20	32.85	2,628	68,328	33.67	2,694	70,034
		25	33.63	2,690	69,950	34.47	2,758	71,698
		30	34.39	2,751	71,531	35.25	2,820	73,320
		35	35.21	2,817	73,237	36.09	2,887	75,067
		40	36.03	2,882	74,942	36.93	2,954	76,814
		45	36.84	2,947	76,627	37.76	3,021	78,541
		50	37.66	3,013	78,333	38.60	3,088	80,288
CIP	23	10	32.58	2,606	67,766	33.39	2,671	69,451
		15	33.30	2,664	69,264	34.13	2,730	70,990
		20	34.07	2,726	70,866	34.92	2,794	72,634
		25	34.89	2,791	72,571	35.76	2,861	74,381
		30	35.69	2,855	74,235	36.58	2,926	76,086
		35	36.52	2,922	75,962	37.43	2,994	77,854
		40	37.33	2,986	77,646	38.26	3,061	79,581
		45	38.15	3,052	79,352	39.10	3,128	81,328
		50	38.94	3,115	80,995	39.91	3,193	83,013



Plan	Range	Step	6/24/2024			6/23/2025		
			Hourly Rate	Biweekly Rate	Annual Rate	Hourly Rate	Biweekly Rate	Annual Rate
CIP	23A	10	33.27	2,662	69,202	34.10	2,728	70,928
		15	34.07	2,726	70,866	34.92	2,794	72,634
		20	34.89	2,791	72,571	35.76	2,861	74,381
		25	35.71	2,857	74,277	36.60	2,928	76,128
		30	36.52	2,922	75,962	37.43	2,994	77,854
		35	37.37	2,990	77,730	38.30	3,064	79,664
		40	38.23	3,058	79,518	39.19	3,135	81,515
		45	39.05	3,124	81,224	40.03	3,202	83,262
		50	39.87	3,190	82,930	40.87	3,270	85,010
CIP	24	10	34.07	2,726	70,866	34.92	2,794	72,634
		15	34.89	2,791	72,571	35.76	2,861	74,381
		20	35.69	2,855	74,235	36.58	2,926	76,086
		25	36.52	2,922	75,962	37.43	2,994	77,854
		30	37.33	2,986	77,646	38.26	3,061	79,581
		35	38.13	3,050	79,310	39.08	3,126	81,286
		40	38.94	3,115	80,995	39.91	3,193	83,013
		45	39.86	3,189	82,909	40.86	3,269	84,989
		50	40.80	3,264	84,864	41.82	3,346	86,986
CIP	25	10	35.69	2,855	74,235	36.58	2,926	76,086
		15	36.52	2,922	75,962	37.43	2,994	77,854
		20	37.33	2,986	77,646	38.26	3,061	79,581
		25	38.15	3,052	79,352	39.10	3,128	81,328
		30	38.94	3,115	80,995	39.91	3,193	83,013
		35	39.87	3,190	82,930	40.87	3,270	85,010
		40	40.80	3,264	84,864	41.82	3,346	86,986
		45	41.79	3,343	86,923	42.83	3,426	89,086
		50	42.79	3,423	89,003	43.86	3,509	91,229
CIP	25A	10	36.52	2,922	75,962	37.43	2,994	77,854
		15	37.37	2,990	77,730	38.30	3,064	79,664
		20	38.23	3,058	79,518	39.19	3,135	81,515
		25	39.05	3,124	81,224	40.03	3,202	83,262
		30	39.86	3,189	82,909	40.86	3,269	84,989
		35	40.85	3,268	84,968	41.87	3,350	87,090
		40	41.78	3,342	86,902	42.82	3,426	89,066
		45	42.79	3,423	89,003	43.86	3,509	91,229
		50	43.80	3,504	91,104	44.90	3,592	93,392
CIP	26	10	37.33	2,986	77,646	38.26	3,061	79,581
		15	38.15	3,052	79,352	39.10	3,128	81,328
		20	38.94	3,115	80,995	39.91	3,193	83,013
		25	39.87	3,190	82,930	40.87	3,270	85,010
		30	40.80	3,264	84,864	41.82	3,346	86,986
		35	41.79	3,343	86,923	42.83	3,426	89,086
		40	42.79	3,423	89,003	43.86	3,509	91,229
		45	43.70	3,496	90,896	44.79	3,583	93,163
		50	44.63	3,570	92,830	45.75	3,660	95,160

Plan	Range	Step	6/24/2024			6/23/2025		
			Hourly Rate	Biweekly Rate	Annual Rate	Hourly Rate	Biweekly Rate	Annual Rate
CIP	27	10	38.94	3,115	80,995	39.91	3,193	83,013
		15	39.87	3,190	82,930	40.87	3,270	85,010
		20	40.80	3,264	84,864	41.82	3,346	86,986
		25	41.79	3,343	86,923	42.83	3,426	89,086
		30	42.79	3,423	89,003	43.86	3,509	91,229
		35	43.70	3,496	90,896	44.79	3,583	93,163
		40	44.63	3,570	92,830	45.75	3,660	95,160
		45	45.67	3,654	94,994	46.81	3,745	97,365
		50	46.71	3,737	97,157	47.88	3,830	99,590
CIP	27A	10	39.80	3,184	82,784	40.80	3,264	84,864
		15	40.75	3,260	84,760	41.77	3,342	86,882
		20	41.73	3,338	86,798	42.77	3,422	88,962
		25	42.63	3,410	88,670	43.70	3,496	90,896
		30	43.53	3,482	90,542	44.62	3,570	92,810
		35	44.56	3,565	92,685	45.67	3,654	94,994
		40	45.57	3,646	94,786	46.71	3,737	97,157
		45	46.70	3,736	97,136	47.87	3,830	99,570
		50	47.84	3,827	99,507	49.04	3,923	102,003
CIP	28	10	40.80	3,264	84,864	41.82	3,346	86,986
		15	41.79	3,343	86,923	42.83	3,426	89,086
		20	42.79	3,423	89,003	43.86	3,509	91,229
		25	43.70	3,496	90,896	44.79	3,583	93,163
		30	44.63	3,570	92,830	45.75	3,660	95,160
		35	45.67	3,654	94,994	46.81	3,745	97,365
		40	46.71	3,737	97,157	47.88	3,830	99,590
		45	47.80	3,824	99,424	49.00	3,920	101,920
		50	48.86	3,909	101,629	50.08	4,006	104,166
CIP	29	10	42.79	3,423	89,003	43.86	3,509	91,229
		15	43.71	3,497	90,917	44.80	3,584	93,184
		20	44.63	3,570	92,830	45.75	3,660	95,160
		25	45.68	3,654	95,014	46.82	3,746	97,386
		30	46.71	3,737	97,157	47.88	3,830	99,590
		35	47.80	3,824	99,424	49.00	3,920	101,920
		40	48.86	3,909	101,629	50.08	4,006	104,166
		45	49.99	3,999	103,979	51.24	4,099	106,579
		50	51.13	4,090	106,350	52.41	4,193	109,013

## **Appendix C Seven-Month Employees**

Seven-month employees are temporary employees employed for a period which exceeds 120 days and is ordinarily no greater than seven months in duration. Such employees shall be appointed to job classifications contained within this contract and be compensated at the applicable wage rates in effect for their assigned classification. Seven-month employees shall not receive step increases in pay based upon their actual service.

After successfully completing one regular six (6) month probationary period, a seven-month employee will not be subject to any probationary period in subsequent seven-month appointments in the same job classification.

The following benefits shall be provided to seven-month employees:

- (1) Five days (40 hours) of vacation time for each full seven months of employment accrued at the rate of 2.67 hours per pay period. The use of such vacation may commence after completion of three months of continuous service. Any vacation hours used in advance of accrual shall be reimbursed to the City if termination of employment, for whatever reason, occurs before seven months of service is rendered.
- (2) Five days (40 hours) of sick leave earned at the rate of 2.67 hours per pay period and to be used anytime after it is accumulated.
- (3) Pay for all holidays provided for in this contract (except the birthday holiday) which occur during the seven-month period. Seven-month employees are not eligible for the birthday holiday.
- (4) Deferred compensation as provided in this contract. See Article XXIII.