

COLLECTIVE BARGAINING AGREEMENT

BETWEEN THE CITY OF ANN ARBOR

AND

**LOCAL 214 OF THE
INTERNATIONAL BROTHERHOOD OF
TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN
AND HELPERS OF AMERICA A.L.A.
(Civilian Supervisors)**

January 1, 2024 – December 31, 2026

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ARTICLE 1: UNION RIGHTS

Section 1: Union Recognition

Pursuant to and in accordance with all applicable provisions of Act 336 of the Public Acts of 1947, as amended, the City of Ann Arbor (“Employer” or “City”) recognizes Local 214, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America A.L.A., as the exclusive representative for the purpose of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment for which collective bargaining is mandatorily prescribed by law, for the term of this Agreement, for the Civilian Supervisors Bargaining Unit.

Section 2: Union Membership

Consistent with the requirements of the Michigan Public Employment Relations Act (PERA), as amended, and in accordance with the terms of this Article, each bargaining unit member covered by this Agreement has the choice of whether or not to become a union member which includes paying dues, and participating in Union activities including voting on whether to ratify this Agreement. Financial support of the Union is not a condition of employment. For those who are Union members and wish to pay their dues via payroll deduction, the terms of Section 3 of this Article shall apply.

Section 3: Payroll Deduction

During the life of this Agreement and in accordance with the terms of the form of Authorization of Payroll Deduction of Dues or Service Charge, the Employer agrees to deduct a uniform amount as union membership dues or service charge levied in accordance with the Constitution and Bylaws of the Union from the pay of each employee who executes or has executed an Authorization for Payroll Deduction form. New members will be permitted to have deducted monthly during their probationary period a prorated portion of the initiation fee as set by the Secretary Treasurer of Local 214. Dues deduction shall begin upon hire or transfer into the bargaining unit and completion of the Authorization of Payroll Deduction of Dues or Service Charge form. The Union will notify Payroll, in writing, as to the initiation fees and monthly dues. Any changes in these amounts shall be given in writing to Payroll.

The Employer agrees to pay to the Union any amounts it failed to withhold in error, upon presentation of proper evidence.

Check off deductions under a properly executed Authorization for Check off of Dues or Service Charge forms shall become effective at the time the authorization is signed by the employee and shall be deducted from the last pay of the month and each month thereafter. The pay periods shall be bi weekly.

Deductions for any calendar month, and the following, shall be remitted to Local 214: (1) a list for whom membership dues have been deducted, and (2) a list for whom service charges have been deducted by the tenth (10th) day of the month following the payday that the dues and charges were deducted. Any dispute arising as to an employee's membership in the Union shall be reviewed by the designated

representative of the Union, and if not resolved, may be decided through the grievance procedure.

Notwithstanding any other provision of this Agreement or any dues deduction authorization form provided by the union, a bargaining unit member may rescind their dues deduction authorization by providing at least thirty (30) calendar days written notice to payroll and to the Union's Treasurer. Upon receipt of such notice, the Employer will cease making deductions for such member as soon as it is administratively feasible, but no later than thirty (30) calendar days after receipt of the notice. Should the member wish to reactivate dues deductions under this Article, such a request will be processed in accordance with this Article upon receipt of a new form authorizing dues deductions.

Employees transferring into the seniority unit who choose to pay and become a union member shall pay union dues effective the first pay period of the transfer.

Section 4: Union Visitation

- a) Upon notification to the office of the Human Resources Director, authorized representatives of the Union shall be permitted to visit the operation of the Employer during working hours to talk with stewards of the local Union and/or representatives of the Employer concerning matters covered by this Agreement.
- b) Upon approval of the office of the Human Resources Director, the Union shall have the right to examine time sheets and other records pertaining to the computation of compensation of any employee whose pay is in dispute or any other records of the employee pertaining to a specific grievance, at a reasonable time with employee consent.

Section 5: Emergency Financial Manager

An emergency manager appointed to the City under the Local Financial Stability and Choice Act may reject, modify, or terminate this collective bargaining agreement, in all or in part, in accordance with and as provided in Local Financial Stability and Choice Act. This clause is inserted into this document pursuant to Public Act 9 of 2011 (MCL 423.215(7)-(9)). Should Public Act 9 of 2011 be legislatively or judicially repealed, amended or modified, this provision will be adjusted in accordance.

Section 6: Anti-Discrimination/Harassment

The City and the Union agree to abide with all applicable federal, state, and local (Chapter 112 of the City Code) non-discrimination laws, as they all may be amended.

The City and the Union shall take steps to assure that employment assignments and promotions are given on an equal nondiscriminatory basis. Membership in the Union shall be open to every employee covered by this contract on a nondiscriminatory basis.

Section 7: Supervision

The Employer agrees that, under normal circumstances, members of this unit, being supervisors, will not be asked to do work that is normally performed by employees who are supervised by members of this bargaining unit.

Section 8: Aid to Other Organizations

The Employer will not aid, promote, or finance any labor group, organization or person which purports to engage in collective bargaining or make any agreement with any such group, person, or organization for the purpose of undermining the Union or which conflicts with the Agreement.

Section 9: Strikes and Lockouts

The Union agrees that during the life of this Agreement neither the Union, its agents nor its members will authorize, instigate, aid, condone or engage in a work stoppage, slowdown, strike or any other concerted activity which interferes with the operations of the Employer. The Employer agrees that during the same period, there will be no lockouts.

Individual employees or groups of employees who instigate, aid, or engage in a work stoppage, slowdown, strike or any other concerted activity which interferes with the operations of the Employer may be disciplined or discharged in the sole discretion of the Employer. This provision shall not be construed to waive an employee's rights of appeal under the grievance procedure.

In the event of a work stoppage of another union that is beyond the control of this Union, the members of this unit shall not be required to perform normal bargaining unit work of others except in cases of emergency. Such emergencies shall be declared by the City Administrator. Such assignments shall not be considered a demotion, promotion or reclassification, and when so assigned, employees shall receive their regular wages for hours worked. The Employer will provide security for members in crossing picket lines. If, because of a picket line, a member refuses to perform work when an emergency exists, they shall not be paid and shall be subject to discipline, but not discharged. If a member refuses to cross a picket line of another union and it is a non-emergency situation, they shall not receive their pay, but they will not be subject to discipline.

Section 10: Stewards and Chief Stewarda) Designation

The Employer recognizes the right of the Union to designate a Chief Steward and one steward each for City Hall, the Wheeler Service Center, Water Treatment Plant, Wastewater Treatment Plant, and Parks and Recreation. Alternate stewards may be designated to serve in the absence of the regular stewards and on shifts that no steward is working for the purpose of grievance representation support only. Once these stewards are selected, their names and designated areas of stewardship responsibility will be submitted to Human Resources

Services. The stewards shall be bargaining unit employees and shall have completed the probationary period in the bargaining unit.

b) Functioning as Steward

The authority of the Stewards shall be limited to and shall not exceed the following duties:

- i. The investigation and presentation of grievances in accordance with the provisions of the Grievance Procedure.
- ii. The transmission of such messages and information which shall originate with, and are authorized by, the Local Union or its officers, provided, such messages and information:
 1. Have been reduced to writing, including the use of the City's e-mail system, or
 2. If not reduced to writing, are of a routine nature and do not involve work stoppages, slowdowns, refusal to handle goods, or any other interference with the work of the City.
- iii. The Steward shall be permitted reasonable time to investigate, present, and process grievances on the premises of the City without loss of time or pay during their regular working hours. Such time spent in handling a grievance during the Steward's regular working hours shall be considered working hours in computing daily and/or weekly overtime if within the regular schedule of the Steward.
- iv. Before a Steward exercises their union responsibilities, their immediate supervisor shall be notified.

Section 11: Special Conferences

Special conferences for important matters will be arranged between the Chief Steward and the designated representative of the Employer, upon the request of either party. Such meetings shall be between one (1) or more representatives of the Employer and at least two (2), but not more than five (5) representatives of the Union. The members of the Union attending such a conference shall receive their regular rate of pay and should the meeting extend beyond the normal workday, they shall receive time-and-a-half. Arrangements for such special conferences shall be made within thirty (30) calendar days of the request, unless mutually agreed to by the City and the Union. The party requesting a special conference shall provide the other party with an agenda of the subjects to be discussed at the special conference at the time the request is made, unless both parties have subjects they wish to discuss, in which case the parties shall exchange their agenda. Matters taken up in special conference shall be confined to those included in the agenda, unless both parties agree to include other items. If there is an answer forthcoming from either the Union or the Employer, it shall be given in writing within seven (7) calendar days of the special conference.

Section 12: Committees

- a) Safety Committee: The Union shall have a representative of their choosing on the City Safety Committee.
- b) Bargaining Committee: The Bargaining Committee of the Union will include not more than three (3) members made up of City employees and non-employee representatives of Local 214 (not more than one (1) in number). The Union will give management, in writing, the names of its employee representatives on the Bargaining Committee. The Employer will give the Union in writing, the names of representatives on the Bargaining Committee. Other persons associated with either party may attend the bargaining sessions by mutual agreement.

Employee members of the Bargaining Committee will be paid by the City for time spent during their normal working day in negotiations with the City but only for the straight time hours they would otherwise have worked on their regular work schedule. The regular working day hours spent in negotiations shall be included in the computation of the employee's regular forty (40) hour workweek. Any hours the employee is required to work over forty (40) hours in a week, which may have included time spent in negotiations, shall be compensated within the contractually agreed upon manner.

Anyone working on the Bargaining Committee will be considered as working 9 a.m. to 5 p.m. for the duration of contract negotiations on the days of negotiations.

ARTICLE 2: MANAGEMENT RIGHTS

Section 1: Definition and Scope

The Employer reserves and retains, solely and exclusively, all rights to manage and direct its work forces, except as expressly abridged by the provisions of this Agreement, including by way of illustration but not limitation, the determination of policies, operations, assignments, schedules, and layoffs, for the orderly and efficient operation of the City.

The Union recognizes that members of the unit are supervisory personnel and are representative and part of management for the purpose of administering the City's policies to ensure the safety, health and welfare of the citizens of the City of Ann Arbor.

At no time will the Employer negotiate conditions of employment with the individual bargaining unit members without the full participation and written consent of the Chief Steward and/or Business Agent by involving appropriate union representation at the beginning of any such discussions.

Section 2: Rules and Regulations

In any conflict between the City Human Resources Policies and Procedures, Service Area/Unit Specific Policies or departmental rules and this Agreement, this Agreement shall take precedence. Management shall establish and uniformly enforce City-wide Policies and Procedures, Departmental Rules and Regulations and Service Area/Unit specific policies and procedures (for purposes of this Article, "GUIDELINES") that do not modify or conflict with the existing Contract. Thirty (30) calendar days prior to implementation of any new Guidelines affecting the bargaining unit, the proposed Guidelines will be submitted to the Chief Steward for review and input. These Guidelines shall be standardized wherever possible. All new Guidelines must be approved and signed by Human Resources Services. The Employer shall be responsible for notifying bargaining unit members of any changes or additions to Guidelines. It will be the responsibility of each Service Unit Manager to see that a copy of all Guidelines is provided to each bargaining unit member at the bargaining unit member's request. The bargaining unit member will be given reasonable work time to review any Guidelines. A copy of the guidelines shall be readily available in each work area. The location of the Guidelines (manuals, reference documents etc.) shall be posted on the work area bulletin boards.

Section 3: Contracting Out

The Union recognizes that the City has statutory and charter rights and obligations in contracting for matters relating to municipal operations. The right of contracting or subcontracting is vested in the City. The right to contract or subcontract shall not be used for the purpose or intention of undermining the Union nor to discriminate against any of its members.

If such contracting results in the elimination of bargaining unit positions, and if the employee has been unable to transfer into another bargaining unit position from the

time of notification of the decision to contract out work until the effective date of the contracting out of work, then the employee in that position will follow the process outlined in Article 7, Layoffs and Recall. When possible, such reduction shall be made by attrition.

Employees who are in positions that are designated to be eliminated must make efforts to transfer into vacant bargaining unit positions from the date they are notified that their position will be eliminated.

Employees shall be recalled for vacant or newly created bargaining unit positions in accordance with the recall provisions of this Agreement. Positions that have been designated to be eliminated at a future date may be filled by temporary employees.

Section 4: Operations

Prior to any major operational changes being implemented, the Employer shall notify the Union of such change and a meeting will be arranged between representatives of the City, the service unit involved and the Union.

ARTICLE 3: PERFORMANCE IMPROVEMENT PLAN

All employees are expected to have a satisfactory level of performance with respect to all the duties of their position. When an employee's performance is unsatisfactory, they may be placed on a Performance Improvement Plan (PIP). The PIP is a plan developed by the employee and supervisor to specify the improvement in performance that is necessary and to provide a timetable for that improvement.

When an employee's performance is unsatisfactory, they may be placed on a PIP. In such cases, the employee's Service Unit Manager and/or designated representative will prepare a written summary of the deficiencies and a performance improvement plan including specific expectations with measurable objectives that will be reviewed by the Human Resources Service Unit. The Service Unit Manager and/or designated representative will then review these documents with the employee and the Chief Steward. The performance improvement plan will be no less than ninety (90) calendar days in time and will include at least three (3) meetings held at least every thirty (30) days to review the status of the performance improvement plan with the employee and union representation. At the end of the performance improvement plan, the Service Unit Manager will present the employee with a written summary of his/her performance under the plan, including documentation of examples of deficiencies, if available. The employee will be given the opportunity in the meeting to respond regarding the deficiencies prior to the imposition of any discipline and will have the opportunity to meet with their union representative and have the representative present during the meeting. If the employee's performance has not improved sufficiently by the end of the performance plan period, as determined by their management and Human Resources, their employment may be terminated.

ARTICLE 4: DISCIPLINE/DISCHARGE

The Employer reserves the right to discipline and discharge for just cause.

Section 1: Disciplinary Procedure

- a) When an employee is suspected of engaging in misconduct which could lead to discharge or discipline involving time off, the employee's Service Unit Manager or their designated representative will notify the employee in writing within ten (10) calendar days after knowledge of the events giving rise to possible disciplinary action.
- b) In the case of any alleged misconduct, an investigation shall be concluded within twenty-one (21) calendar days. If the investigation cannot be concluded in that time, the City will notify the Union as to the status of the investigation and give an estimate as to the time needed to complete the investigation. All investigations shall be completed in a timely fashion. As part of the investigation, the supervisor or designee will meet with the employee to discuss the matter and give the employee an opportunity to state their position and offer any supporting evidence. The employee shall have the right to Union Representation at this meeting.
- c) During the investigation and before any action is taken, the Service Unit Manager or their designated representative shall meet with the employee to discuss the matter. The employee shall have the opportunity to meet with their Union representative on the Employer's premises prior to meeting with the Service Unit Manager and to have his/her Union representative present when they meets with the Service Unit Manager.
- d) At the conclusion of the investigation, and after meeting with the employee, the employee will be notified in writing of the results of the investigation and any disciplinary action must be administered at that time. If disciplinary action is taken, the employee will be notified in writing with a copy to be given to their Union representative.
- e) A meeting is not required where there are workplace safety concerns.
- f) In case of discharge or discipline involving time off, the Union Representative shall be the Chief Steward, or if unavailable, their designee. In case of discharge, the employee will be provided a final hearing with the Service Area Administrator (or designee) and the Director of Human Resources and Labor Relations (or designee).

Section 2: Use of Past Record

In imposing any discipline, the Employer shall not base their decision upon any prior infractions of City HR Policies and Procedures, Service Unit Specific Policies, or departmental rules or regulations which occurred more than thirty six (36) months prior to the incident giving rise to the current discipline. Immediate discharge or discipline may occur for falsification of any employment application or record. Repeated issues resulting in discipline for abuse of sick time or drug/alcohol abuse will not be limited to thirty six (36) months.

Section 3: Employee Personnel File

Disciplinary actions and performance documentation shall be maintained in the employee personnel file in accordance with the Bullard Plawecki Employee Right to Know Act. Disciplines and performance reviews more than thirty six (36) months old will be kept in a separate folder within the employee personnel file and will not be used as the basis for disciplinary and/or employment decisions, except as noted in Section 2 above.

ARTICLE 5: GRIEVANCE PROCEDURE

Section 1: Definition

The purpose of this grievance procedure is to establish effective machinery for the fair, expeditious and orderly adjustment of grievances. Grievances within the meaning of this procedure shall consist of all disputes about interpretations and applications of particular clauses of this Agreement, and about alleged violations of this Agreement, including discipline and discharge. Discipline involving time off and discharge grievances shall be submitted at the second step.

Section 2: Informal Resolution

The informal resolution of differences or grievances is urged and encouraged at the lowest possible level of supervision.

Section 3: Steps

Grievances shall be processed according to the following procedure:

- a) PRELIMINARY STEP: An employee who has a grievance shall discuss their complaint with their Service Unit Manager, or designee, with or without the presence of their steward. The parties shall discuss the complaint in a fair manner and shall make every effort to reach a satisfactory settlement at this point. The Service Unit Manager or designee shall make arrangements for the employee to be away from their job for a reasonable period of time in order to discuss the complaint with their steward. Notice to the Service Unit Manager of the desire to discuss the complaint must be made within fourteen (14) calendar days of the date the employee became aware or should have become aware of the event.
- b) FIRST STEP: The aggrieved employee shall file a written grievance with their Service Unit Manager, or designee within fourteen (14) calendar days from the date of the preliminary step discussion. Grievances must include the facts forming the basis of the grievance, the articles of the Agreement that have allegedly been violated, names of the employee(s) impacted, and a specific statement of remedy requested. A specific statement of remedy requested must include those elements of damages sought. "Make whole" is not a sufficient statement of remedy without additional information. Grievances which do not contain the required elements, will be returned for additional information without answer. The time frames for responses will not begin until a grievance is accepted as complete. If the grievance form is not returned to the union member who filed the grievance within 72 hours of receipt, it shall be considered accepted and complete. The Service Unit Manager or designee shall schedule the matter for a hearing within fourteen (14) calendar days and shall give a written answer within fourteen (14) calendar days of the hearing.
- c) SECOND STEP: If the Service Unit Manager or designee's answer is unsatisfactory to the employee, the grievance shall be appealed to the Director of

Human Resources or designee. Such appeal must be made within fourteen (14) calendar days of receipt of the answer at the First Step. The Director of Human Resources and/or their designated representative shall, within fourteen (14) calendar days from the date of receiving the appeal, either render a written decision or hold a hearing on the grievance, at the option of the Union. The Chief Steward shall be allowed reasonable time, with pay, to investigate the nature of the grievance they are to discuss. The Director of Human Resources or their designee shall file a written answer within fourteen (14) calendar days after the hearing is held or the date of the Union request to render a decision. Grievances regarding disciplinary action involving time off and discharge shall be entered at the second step of the grievance procedure.

- d) **THIRD STEP:** If an answer of the Director of Human Resources and/or their designated representative is unsatisfactory to the Union, the grievance shall be submitted to either a mutually agreeable arbitrator or to the FMCS provided that such submission is made within sixty (60) calendar days after receipt by the Union of the Director of Human Resources' answer. Failure to submit for arbitration in writing within such period shall be deemed a withdrawal of the grievance and it will not be considered further in the grievance procedure. The decision of the arbitrator shall be binding on both parties.

Section 4: Cost of Arbitration

The City and the Union shall each pay one-half of the arbitrator's fees. Unless mutually agreed by both parties, a court reporter shall be scheduled to transcribe the arbitration proceedings. Each party will pay one half the costs.

Section 5: Power of Arbitrator

An arbitrator shall have no power to add to, or subtract from, or modify any of the terms of this Agreement, nor shall they substitute their discretion for that of the Employer or the Union where such discretion has been retained by the Employer or the Union, nor shall they exercise any responsibility or function of the Employer or the Union.

Section 6: Time Limits

If the grievance is not timely filed or is not appealed within the time limit, the employee and/or Union shall be deemed to have accepted the action or decision. Conversely, if a written answer is not provided within the prescribed time limit, or extended by mutual agreement, it may be advanced to the next step by the Union.

Section 7: Grievance Form

The City and the Union shall agree on a grievance form.

ARTICLE 6: SENIORITY

Section 1: Definition

Seniority shall be based on an employee's entry into the bargaining unit.

Section 2: Probationary Employees

New employees hired into the bargaining unit shall be probationary employees for the first six (6) months of their employment with the City. There shall be no seniority for probationary employees. The Union shall represent probationary bargaining unit employees for the purpose of collective bargaining in respect to rates of pay, wages, hours of employment and other conditions of employment as set forth in Article 1 of this Agreement, except employees discharged and disciplined for other than Union activity.

When an employee completes the probationary period by accumulating six (6) months of employment within a one (1) year period, they shall be entered on the seniority list of the unit effective the day six (6) months prior to the day they completed the probationary period.

Probationary employees shall receive written evaluations at two (2) months, and five (5) months.

If a probationary employee goes on an approved leave (medical or other) for five (5) consecutive working days or longer during their probationary period, their probationary period will automatically be extended for the length of time they were on leave. The length of extension will be determined after the leave has concluded, and the manager and the Union will be notified of the new probationary period end date. Due to any additional extenuating circumstances and upon mutual agreement in writing between the Employer and the Union, the Employer may extend the probationary period for up to three (3) months.

Section 3: Seniority List

The seniority list shall show the names, job titles and length of service in the bargaining unit. The Employer will keep the seniority list up to date at all times and will provide the Union with up-to-date copies upon request.

If two or more employees have the same entry date into the bargaining unit, the date of their initial applications for their original positions within the bargaining unit will determine who has more seniority.

Section 4: Loss of Seniority

An employee shall lose their seniority for the following reasons only:

- a) They quit City employment.
- b) They are discharged and the discharge is not reversed through the procedures set forth in this Agreement.

- c) They are absent for three (3) consecutive working days without notifying the Employer. In such instances the employee will be considered to have voluntarily resigned. The Employer at its sole discretion may make exceptions in extenuating circumstances. After such absence, the Employer will send written notification via overnight delivery to the employee at their last known address that their employment has been terminated. If the disposition made of any such case is not satisfactory to the employee, the matter may be referred to the grievance procedure.
- d) If they do not return to work when recalled from layoff as set forth in the recall procedure. The Employer, at its sole discretion, may make exceptions in extenuating circumstances.
- e) Failure to return from sick leave or other leaves of absence upon medical release or at the end of the applicable leave period.
- f) They retire in accordance with the pension ordinance.
- g) They have been laid off and not recalled after twenty four (24) months.
- h) If they move into a regular (not temporary) position outside of the bargaining unit, they would have sixty (60) days or the period of an extended trial period (if granted) to return to the bargaining unit without loss of seniority.
- i) If the employee is on an approved, non-medical leave for more than one year, they shall lose union seniority.

ARTICLE 7: LAYOFFS AND RECALL

Section 1: Employees

The Employer may layoff a bargaining unit employee when it is deemed necessary by reason of shortage of work or funds, the elimination of the position, or material change in the organization. Some of the duties contained in the job description of the employee laid off may be reassigned within reason to other bargaining unit employees.

Section 2: Notice of Layoff

The Service Unit Manager shall give written notice to the Director of Human Resources and Labor Relations and to the employees and Union of any proposed layoff. Such notice shall state the reasons therefore, and shall be submitted at least two (2) weeks before the effective date thereof. Employees who are laid off as a result of being bumped will be given seven (7) calendar days' notice.

Section 3: Preliminary Step

Prior to issuing layoff notices as outlined above, all bargaining unit employees in the affected service unit will be offered a voluntary separation with no recall rights. Employees will have 48 hours to notify the Director of Human Resources or designee in writing of their interest. The most senior employee(s) (depending on the number of layoffs) within the service unit affected who indicate their interest within 48 hours will be awarded the voluntary separation. The City will not contest unemployment for individuals who choose this option. Contingent upon the employee signing a separation agreement including a release of claims, the employee shall be paid severance pay (less applicable withholdings) based on years worked as follows:

Less than 5 years:	6 weeks of regular pay
5-9 years:	8 weeks of regular pay
10 or more years:	10 weeks of regular pay

Additionally, any employee who is eligible to retire and who is enrolled in the City's health care plan who chooses this option will receive a one-time deposit of \$500 in their HRA.

Section 4: Order of Layoffs

Layoff of employees shall be made first by inverse order of seniority within a title classification. Further, bumping laterally or downward by seniority will be allowed in the following order:

- a) Placement in a vacant bargaining unit position for which the employee is qualified. The decision as to whether the employee is so qualified shall be made at the sole discretion of the Employer. If the employee disagrees with the decision regarding the qualifications, the employee can schedule a meeting with their HRSP within seven (7) calendar days of the decision. If there is more than one vacancy for which the employee qualifies, they will be allowed to select a position.

- b) If the employee is not able to move into a vacant bargaining unit position, they shall have the right to bump to an equal or lower progression level within the title classification they are performing if they have more bargaining unit seniority than the least senior employee within that title classification. The least senior employee will then be removed from the position.
- c) If an employee does not have bumping rights under (a) or (b) above, they shall have the right to bump into a title classification in which they have previously served if they has more bargaining unit seniority than the least senior employee in that classification. The least senior employee will then be removed from the position.
- d) If an employee does not have any bumping rights under (a) (b) or (c) above, they will be allowed to bump into a title classification in which they possess the qualifications and abilities to perform, with minimum training and supervision, and if they have more bargaining unit seniority than the least senior employee in that title classification. The position into which the employee will be allowed to bump will be determined by the Employer. The decision as to whether the employee is so qualified shall be made at the sole discretion of the Employer. If the employee disagrees with the decision regarding the qualifications, the employee can schedule a meeting with their HRSP within seven (7) calendar days of the decision. The least senior employee will then be removed from the position.
- e) No bargaining unit employee shall be laid off from their position while a temporary, seasonal or contract employee is still employed in a supervisory position in the same service unit.
- f) No bargaining unit employee shall be laid off from any position while any probationary bargaining unit employee is still employed.
- g) The procedure set out above shall be available for use by an employee who is replaced as a result of the bumping procedure. If an employee who has received a layoff notice wishes to exercise bumping rights, they must notify Human Resources Services within three (3) calendar days after receiving the layoff notice.

Section 5: Stewards

For purposes of layoff and recall, stewards will be placed at the top of the seniority list. In the event of a layoff of any type, stewards shall be allowed to continue work as long as there is a job in the bargaining unit for which they are qualified and able to perform. The stewards shall be recalled to work in the event of a layoff to the first open job in their unit which the steward can perform.

Section 6: Recall Procedure

When the work force is increased after a layoff, employees will be recalled in inverse order of layoff. Notice of recall shall be sent to the employee at the last known address by overnight mail service with a copy of the notification sent to the Union. If any employee fails to report for work within ten (10) calendar days from the date of mailing of notice of recall, they shall be considered to have quit.

Any employee laid off from City employment will be offered the opportunity to receive a cash out payment for banked vacation, personal or compensatory time at the time of the layoff. If the employee chooses not to take an immediate payout, their banks will be retained by the City for up to six (6) months and will be made available to the employee if he or she is recalled to work within that six month period. The employee will not accrue vacation, personal and sick time while in layoff status. If the employee is not recalled within six (6) months, the payout of any accrued vacation, personal or compensatory time will be made at that time. The City will maintain a laid off employee's sick bank during the entire period of layoff. If the employee is recalled from layoff, their sick leave bank will be restored.

ARTICLE 8: VACANCIES

Section 1: Bidding

When vacancies exist in the bargaining unit or there are new bargaining unit positions created, and management determines that the position will be posted, the Employer shall post such positions to bargaining unit members for seven (7) calendar days and shall send the posting to all bargaining unit members by email. Included in the posting will be a list of the necessary qualifications. These qualifications shall include the minimum qualifications listed on the job description, as well as qualifications from the entry level of the progression for that job classification deemed necessary by management.

The Employer shall not consider applicants from outside the bargaining unit so long as applicants within the bargaining unit meet the minimum qualifications set forth for said position. If there are extenuating circumstances where the employee does not meet all of the minimum qualifications at the time of the posting, but has the ability to obtain the qualifications within a reasonable period of time as determined by the Employer, the Employer will make the decision whether or not that employee can move forward in the hiring process. The employee must also have a satisfactory work record as documented in their official employee personnel file. The decision as to whether the employee is so qualified shall be made at the sole discretion of the Employer. The Employer, in its discretion, may consider seniority as a factor when selecting between bargaining unit members for another bargaining unit position.

If a bargaining unit member is denied the position, they will be provided with a written explanation of the denial. If the employee disagrees with the decision regarding their qualifications, the employee can schedule a meeting with their HRSP within seven (7) calendar days of the decision. The employee may have a steward present upon request. For purposes of determining whether a member has a satisfactory work record, management will only consider the prior 36 months of the employee's personnel record.

Section 2: Trial and Training Period

A current employee awarded the position shall enter on a trial basis for up to sixty (60) calendar days. An extension may be granted by management in writing for up to thirty (30) additional calendar days in extenuating circumstances.

During the trial period, a formal evaluation shall be conducted at the end of the first thirty (30) calendar days to apprise the employee of their performance. A second formal evaluation shall be conducted after fifty (50) calendar days to continue to apprise the employee of their performance. On-going discussion regarding the work performance and supervisory behaviors shall continue, and be documented in writing, between the Employer and the bargaining unit member throughout the remainder of the trial period. Any time after the fifty (50) calendar day evaluation, the employee may be returned to his or her former position based upon results of an unsatisfactory performance evaluation. An employee may return to their former position upon their request at any

time during the trial period. After sixty (60) calendar days, or at the end of the extended trial period, they lose the ability to return to their previous position.

Section 3: Reclassifications

The Employer reserves the right to make changes in assigned duties and responsibilities that are related to the Employee's present position. The Employer also reserves the right to assign duties and responsibilities to an employee that are related to the employee's present position. When the Employer wishes to create new positions, revise job descriptions, or reclassify current positions within the bargaining unit, the Director of Human Resources and Labor Relations or designee will provide the Union with a copy of such proposed changes fourteen (14) calendar days prior to scheduled implementation. The Union shall have fourteen (14) calendar days within which to review and comment on the proposed modifications as to job requirements and wage scale. Should the Union disagree with the proposed job requirements and/or wage rate, a special conference, which includes the Director of Human Resources and Labor Relations or designee, will be convened at the request of either party. Assignment of duties will not be made for the purpose of reducing an employee's pay.

If an employee believes that their scope of work or job responsibilities have gone beyond or outside of their job description, they may request a meeting with their Manager, Union representation and Human Resources Services to seek clarification of the job description requirements.

Section 4: Temporary Assignments

When management determines that a position will be filled temporarily, the position will be offered to qualified employees in order of seniority, the most senior qualified person being offered the position first. If all qualified employees reject the offer, the lowest senior qualified employee must accept the temporary assignment. The Employer agrees to notify the Union in writing and meet with the Union to discuss the nature and duration of temporary assignments and to discuss any adverse impact to the member or unit as a result of a temporary assignment.

Employees who are temporarily assigned to another position will be placed in Step 1 of the new range. However, if Step 1 of the new pay range is less than a 2% increase above the employee's regular rate, the employee shall receive an additional step or steps to establish the equivalent of a one-step increase in pay.

If a bargaining unit member is transferred to a temporary assignment in the City which is not included in the bargaining unit, the member's seniority shall include the time served in a temporary assignment.

Temporary assignments of non-Teamster employees in Teamster positions shall not exceed ninety (90) calendar days except if there is a mutual agreement in writing between Employer and the Union for an extension. After ninety (90) calendar days, all such employees shall be considered bargaining unit employees and the provisions of Article 1, Section 2 and 3 shall apply.

Section 5: Training Assignments

Both the Employer and the Union recognize the value of on the job training. Such training is to be encouraged. Training assignments will be determined solely by management and will be made on the basis of seniority, interest, qualifications, and the needs of the service unit. During a training assignment, the employee being trained will always be supervised by a qualified supervisor. Under such supervision, the employee being trained will continue to receive their current rate of pay.

ARTICLE 9: HOURS OF WORK

The Employer shall have the right to determine reasonable schedules of working hours and days including the assignment of leave days, and to establish the method and processes by which such work shall be accomplished. It is recognized by the Union that scheduling work is a management right. It is recognized by the City that such scheduling must not be arbitrary or capricious.

Section 1: Normal Working Hours

The regular work schedule shall consist of five (5) consecutive eight (8) hour days, Monday through Friday, except in regular six (6) or seven (7) day operations now in existence, and except in temporary or seasonal work. The Employer will notify the Chief Steward of any schedule change that will last more than one week.

Prior to an implementation of a change in the work schedule of more than one week, the Employer agrees to notify the Chief Steward in writing and, if requested, meet with the Chief Steward to negotiate the effects of such change.

For employees working eight (8) hour days, any time worked in excess of eight (8) hours a day shall be overtime. For employees working ten (10) hour days, any time worked in excess of ten (10) hours a day shall be overtime. For employees working twelve (12) hour days, any time worked in excess of twelve (12) hours a day shall be overtime. Any time worked in excess of forty (40) hours a week will be considered overtime.

Section 2: Overtime

The Employer has the right to schedule overtime work as required in a manner most advantageous to the service unit.

Employees shall be compensated for overtime by payment at time and one-half, which may be received in cash or in compensatory time off, as requested by the employee and approved by the Service Unit Manager or designee. Compensatory banks shall not exceed sixty (60) hours. The Service Unit Manager or their designee will be the determining authority on the necessity for overtime.

Off days shall not be changed, switched or rescheduled to avoid paying overtime.

When an employee is contacted after normal work hours for situations in which it is not necessary for an employee to return to work, they shall be paid overtime as follows:

- When crews must be called in, the employee shall receive a minimum of one (1) hour with additional time worked paid in fifteen (15) minute increments.
- When it is not necessary to call crews in, the employee shall be paid in fifteen (15) minute increments for time worked.

Section 3: Callbacks

For the duration of this contract, when an employee is called to return to work they shall be given two (2) hours as preparation and travel time for such callback at time and one-half, in addition to the hours worked at time and one-half. As a result, the minimum payment for callback shall be four (4) hours total.

Section 4: Rest Periods

All employees shall be entitled to two (2) fifteen minute rest periods during each shift. A lunch period shall not be considered a rest period. If an employee is working overtime, they shall be allowed a rest period after each two (2) hour period, and at the end of four (4) hours a lunch period shall be allowed.

Section 5: Shift Preference

Upon an opening or vacancy, shift preference will be given on the basis of seniority, except in rotating shifts.

Section 6: Emergency Staffing Sub-Committee

The parties agree to develop a committee consisting of bargaining unit members and the Employer for purposes of developing a staffing plan for emergency situations, which includes but is not limited to: national emergencies, pandemics, and natural disasters. This committee will begin meeting within three months of this bargaining unit being ratified by the Parties, with the goal of being completed by December 31, 2024.

ARTICLE 10: PAY

Section 1: Pay Period

All employees covered by this Agreement shall be paid in full bi-weekly. Each employee shall be provided with an electronic itemized statement of their earnings and of all deductions made for any purpose upon request of individual employees or Union representatives with permission of the employee.

Section 2: Pay Checks

The Employer shall provide all pay checks by direct deposit only.

Section 3: Pay Claims

If the Employer fails to give an employee work to which their seniority and qualifications entitle them and such work does exist, the employee may file a grievance under the grievance procedure.

Section 4: Computation of Back Pay Wages

No claim for back wages shall exceed the amount of wages the employee would otherwise have earned at his/her regular rate.

Section 5: Overpayment

The City is granted the right to withhold wage overpayments from individual employee's subsequent pay. The amount to be deducted per paycheck is limited to the amount of the overpayment per paycheck. In cases where the amount to be deducted would cause an undue hardship, another mutually agreeable arrangement may be made.

ARTICLE 11: WAGES AND ALLOWANCES

Section 1: Rates

The pay rates in effect during the term of this Contract will be as follows:

- January 1, 2024: 3% increase
- January 1, 2025: 3% increase
- January 1, 2026: 3% increase

Section 2: Step Increases

Employee step increases will occur annually on the employee’s most recent hire date into the Teamster union.

Section 3: Longevity

Employees covered under this Agreement will receive annual longevity payments according to the following schedule:

After 5 years of continuous employment	\$300.00
After 10 years of continuous employment	\$600.00
After 15 years of continuous employment	\$900.00
After 20 years of continuous employment	\$1,200.00
After 25 years of continuous employment	\$1,500.00

The above payment will be paid to the employee, upon completion of a full year of employment (after five years), in the month following the employee’s anniversary date. If an employee leaves for any reason before the anniversary date, he/she shall not be eligible for longevity pay. The payment for longevity will be subject to deductions for taxes and pension.

ARTICLE 12: PROGRESSIONS

Section 1: Progressions

If the City develops a new progression or changes a current progression, the Chief Steward will be given the opportunity to review and provide input within fourteen (14) calendar days prior to implementation.

Employees with newly created progressions will comply with the newest or most current transition rules or transition rules that pertain to a specific progression.

Section 2: Certification Premium Pay

Certification Premium Pay will be removed from progressions as they are updated. Employees currently receiving certification premium pay will retain the additional compensation until they move to the next level of the progression.

The following classifications have included eligibility for certification premium pay:

- Public Works Supervisor (Levels I, II, III, IV, V)
- Water Utility Supervisor (applies only to WUS employees receiving CP in the old progression who did not opt into the 2016 progression)

ARTICLE 13: TIME OFF**Section 1: Computation of Benefits**

Any compensable day shall be considered a day worked for the purpose of computing benefits under this Agreement unless otherwise limited by this Agreement

Section 2: Vacation Time

All employees of this bargaining unit as of the anniversary date of their employment by the Employer shall be eligible for vacation with pay according to the following schedule:

Anniversary Date	Accrual Amount per Pay Period (Hours)	Maximum Number of Hours
Start Date (Anniversary Date)	4.62	240.24
5 th Anniversary	5.54	288.08
10 th Anniversary	6.16	320.32
15 th Anniversary	6.77	352.04
20 th Anniversary	7.7	400.40

These accrual amounts will become effective during the pay period following the anniversary date.

In no case shall an employee be allowed to carry over at the end of any calendar year, more than twice the amount of annual vacation to which they are entitled. If the amount of accrued vacation exceeds twice the amount of the annual vacation to which the person is entitled, as of December 31 of any given year, it shall be permanently lost and the employee shall not be allowed to receive compensation for this loss.

Part-time employees shall receive pro-rated vacation accrual according to part-time schedule.

Vacation time can be used in one hour increments.

Accumulated vacation time cannot be transferred from one employee to another employee.

- a) Vacation Pay upon Separation: Employees voluntarily separated from the City service shall be paid at their normal salary rate for their unused vacation, not to exceed the amount of vacation an employee is eligible to accrue in two (2) years.

Employees who are involuntarily separated from City service shall not be paid for any vacation time accrued.

Section 3: Holidays

All employees of this bargaining unit shall receive their regular compensation for the following holidays or parts thereof, as listed in HR Policy 4.2, on Holidays during which the public offices of the City are closed:

New Year's Eve
 New Year's Day
 Martin Luther King's Birthday
 Presidents' Day
 Memorial Day
 Juneteenth
 July Fourth
 Labor Day
 Veteran's Day
 Thanksgiving Day
 Day after Thanksgiving
 Indigenous People's Day
 Christmas Eve
 Christmas Day
 Floating Holiday

If a holiday falls on Saturday, the Friday preceding shall be the holiday. If the holiday falls on Sunday, the Monday following shall be the holiday.

Employees whose regularly scheduled work day falls on Easter Sunday and who actually work on that day, shall be compensated at a rate of time and one-half their hourly rate.

Employees are allowed one (1) day off per calendar year as a floating holiday. The employee must obtain supervisor approval for the requested day prior to taking a floating holiday.

Section 4: Sick Timea) Accrual

Sick leave for regular employees, covered by this contract, shall be accrued and granted as follows:

- i. Each regular employee of the City shall be entitled to sick leave equivalent to 3.7 sick leave hours per 80 hour pay period. Regular employees who render part-time services shall be entitled to sick leave accrual on a pro-rata basis according to the part-time schedule.

All employees in the bargaining unit as of May 26, 2023, who were active employees during the City's COVID-19 Vaccine Mandate, and who were vaccinated for COVID-19, will receive the equivalent of 4.62 sick time hours

per 80 hour pay period. Eligible employees must have confirmed their vaccination status with the City's Benefits Team during the time that the City mandated the COVID-19 vaccination. Unvaccinated employees and employees hired into the bargaining unit after the Vaccine Mandate ended on May 26, 2023 will not receive the higher rate.

- ii. Accrued sick leave shall be unlimited for purposes of illness only.
- iii. Accrued sick leave cannot be transferred from one employee to another unless part of an approved sick time donation.
- iv. If an employee quits or is discharged from their employment, any unused, accrued sick leave shall be cancelled and will not be paid to the employee.
- v. Upon hire, new employees will be advanced 25.9 hours of sick leave.
- vi. Sick time can be used in one hour increments.

b) Eligibility Notification

When an employee finds it necessary to be absent due to sickness, the employee shall notify their supervisor as to the reasons for using sick time before the employee's regular starting time on the first working day of absence. The employee must report every day of absence until an extended absence is approved by the Benefits team.

If the supervisor is not present, the employee shall leave a message per the direction of the employee's specific service unit. Sick leave shall not be granted unless such report has been made. A physician's statement may be required by the City.

An employee eligible for sick leave with pay may use such sick leave for absence due to their personal illness, doctor's appointment, and/or due to illness in the employee's immediate family, which is limited to spouses, children, parents. Additionally, an employee is eligible for sick leave upon approval of their supervisor, for absence due to exposure to a contagious disease which could be communicated to other employees.

An employee who makes a false claim for paid sick leave shall be subject to disciplinary action up to and including termination.

Section 5: FMLA

The Family Medical Leave Act (FMLA) will be coordinated and applied under applicable Federal Law.

Per the Family and Medical Leave Act, if an employee is incapacitated for more than three (3) consecutive days, the employee must notify the Benefits team of their absence

and a physician's statement shall be required indicating the nature of the sickness and attesting to the employee's ability to return to work. The employee shall not be allowed to work until submitting such a statement and any additional time off which results from failure to submit same shall be deducted from the employee's accrued time, or if there is no accrued time, without pay.

Section 6: Payment Option for Employees

An employee who has accumulated the maximum of nine hundred and sixty (960) hours of sick leave credit, shall be paid at the end of each calendar year of employment with the City one-half of the sick leave credit earned but not used that year above the nine hundred and sixty (960) hours accumulation authorized above, and the remaining one-half shall be added to the nine hundred and sixty (960) hours accumulation to be used for illness only. When an employee has accumulated more than nine hundred and sixty (960) hours, the amount over the nine hundred and sixty (960) hours shall be used first.

Example: Employee earns 96 hours of sick leave in a calendar year. They use 56 hours of sick time in that calendar year. The maximum sick leave payout is 20 hours. $96 - 56 = 40 / 2 = 20$.

If an employee chooses to elect this payment option, they must notify the City payroll office between December 1 and December 15. If no notification is received, their entire unused sick leave will be carried forward.

Section 7: Payment upon Retirement or Death

An employee who retires from the City service per the Pension Ordinance, or who dies before retirement, shall be paid for the employee's unused sick leave credit, at the rate earned at the time of death or retirement, up to a maximum of nine hundred and sixty (960) hours.

If an employee resigns or is discharged from his or her employment, any unused accumulation of paid sick leave shall be cancelled and will not be paid to the employee.

ARTICLE 14: LEAVES OF ABSENCE

Section 1: Medical Related Leaves

The City of Ann Arbor Human Resources Policies and Procedures shall govern medical leaves of absences unless otherwise modified by this contract.

All medical leaves are concurrent with FMLA when it is applicable under the regulations, as determined by management. While on FMLA for a personal illness, an employee must utilize sick leave banks, but can retain up to 40 hours. Once sick leave is exhausted (down to 40 hours), the employee must use other banked time (vacation, comp or personal) until time is exhausted or FMLA is exhausted, whichever comes first. The employee may choose from which bank the time comes and may reserve up to 40 hours in each bank.

Once FMLA is exhausted, if an employee continues on a medical leave or a child birth/adoption leave, the employee can request to be paid out of any remaining banks (however, sick banks may only be used if there is supporting medical documentation of illness), or may choose to be unpaid. If an employee is unpaid, they will be responsible for COBRA payments to continue health insurance, and will not accrue pension time or paid time off.

- a) Family Medical Leave: An employee who, because of a serious health condition which makes the employee unable to perform his or her duties (other than illness or accident compensable under the Michigan Workers Compensation laws), or who has an immediate family member (spouse, parent or children of the employee) with a serious health condition, or for the birth of a child, or the placement of a child for adoption or foster care, may be granted a leave of absence in accordance with the FMLA. The employee will provide the required documentation and medical certification to the Benefits Team Representative. Employees will continue to accrue paid time off while on FMLA leave as long as they are being paid.
- b) Childbirth/Adoption: Leave will be granted for up to 6 calendar months if requested. Employees will accrue seniority during the childbirth/adoption leave. Employees will have the option of utilizing 12 weeks of paid parental leave in accordance with Human Resources Policy and Procedure 4.16. Disability caused by pregnancy shall be treated as any other temporary illness. Therefore, an employee must use available sick time while on pregnancy leave, while she is considered medically disabled (generally 6-8 weeks). Vacation, compensatory, and personal leave time may also be used at the employee's election, if sick time is not appropriate, or when sick time is not available, once FMLA has been exhausted. Total time to be allowed including FMLA and use of accrued banked time shall not exceed six (6) months.
- c) Non-FMLA Medical Leave & Absence: A medical leave may be granted for up to one year, or longer if approved by the Benefits team (one year including any

available FMLA). The Employer may request additional medical certification at any time during said leave to substantiate the necessity for continued leave. During the course of the leave the employee will continue to accrue paid time off as long as they are receiving pay.

When an employee knows in advance that a leave of absence under this section will be requested, the employee is required to submit such requests no later than thirty (30) days prior to the start of the shift when the leave of absence will begin.

If the medical leave is 3 months or less, the employee will be returned to their original position. If the medical leave is more than 3 months, the employee shall return to their original position if it is vacant. If the employee's original position is not vacant, the employee shall be placed in any vacant position in the same classification. If there is no vacant position in the same classification, the employee shall be placed in any vacant position for which they are qualified, as determined by management, and for which the employee has the necessary seniority. The regular bidding procedure will be bypassed in these circumstances and the placement will not be subject to the grievance procedure.

- d) Return from Medical Leave: Prior to returning to work from any medical leave, it is the employee's responsibility to contact the Benefits Team as soon as possible prior to the planned return to work date. Failure to promptly contact the Benefits Team may delay the employee's return to work. No employee may return to work from a medical leave without authorization from the Benefits Team.

Section 2: Non-Medical Leaves

The City of Ann Arbor Human Resources Policies and Procedures shall govern non-medical leaves of absences unless otherwise modified by this contract.

Management must approve non-medical leaves. Management is also responsible for notifying the Benefits team for coordination of benefits issues. While an employee is on a non-medical leave, they may utilize compensatory time, vacation time or personal time, if approved. If an employee is unpaid, they will be responsible for COBRA payments to continue health insurance, and will not accrue pension time or paid time off. An employee shall continue to accrue seniority for purposes of bidding and layoff for up to one year while on approved non-medical leave. If the employee is on an approved, non-medical leave for more than one year, they shall lose union seniority.

An employee on a non-medical leave may be returned to the position that they left in the same manner as return from medical leaves (outlined in Section 1d, above).

a) Personal Leave

- i. The Service Unit Manager may grant a leave of absence for personal reasons of 15 calendar days or less without pay in any calendar year.

Non- emergency leave of absence requests made under this section must be submitted no later than thirty (30) days prior to the start of the leave.

ii. The Service Unit Manager, in consultation with the Human Resources Director, may authorize a special leave of absence, without pay for any period for the following purposes:

- Attendance at college, university or business school for the purpose of training in subjects related to the work of the employee;
- Urgent personal business requiring employee's attention for an extended period of time such as settling estates, liquidating a business, running for public or Union elective position, etc.

b) Funeral Leave: Regular employees shall be allowed up to five (5) consecutive days with pay as funeral leave in order to attend the funeral for a death in the immediate family.

Paid time off as specified below for funerals as described in Human Resources Policy and Procedure 4.10:

Immediate Family Members include:

- Spouse
- Domestic Partner
- Children, step-children, foster children, children of domestic partner, including adult children
- Any person for whom the employee has legal guardianship
- Parent, step-parent or parent/step-parent of spouse or domestic partner
- Sibling, including step-sibling, and sibling or step-sibling of spouse or domestic partner
- Parent or step-parent of spouse or domestic partner
- Grandchild or step-grandchild
- Grandparent, step-grandparent, or grandparent or step-grandparent of spouse or domestic partner, or great-grandparent, step-great-grandparent of employee, spouse, or domestic partner (this includes great-grandparents)
- Spouse or domestic partner of child or step-child
- A human member of employee's household

Regular employees shall be allowed one (1) day with pay as funeral leave in order to attend the funeral for a death of a close non-family member or a family member not defined in the immediate family list above.

The City may grant up to 4 additional unpaid days for a funeral leave dependent on circumstances such as distance, responsibility for funeral arrangements, and responsibility for estate issues.

- c) Public Position: A regular employee who has completed their probationary period and who has been elected or appointed to a public position will be granted a leave of absence without pay for a period of two (2) years or less if the Employer determines that such a leave will not interfere with the efficient operation of the Service Unit. Such determination shall not be arbitrary or capricious. An employee elected or appointed to a position shall not accrue seniority while on leave.
- d) Personal Days: Employees may take up to thirty two (32) hours personal leave in any July 1 through June 30 period. Request for such personal leave must be made by noon on the working day before the time requested. Granting of this leave is subject to the operational requirements of the department, but will not be arbitrary or capricious. Personal leave may be taken in one hour increments. Any unused personal leave time remaining upon completion of the employee's last scheduled workday in the fiscal year shall be lost.

New employees in the Bargaining Unit shall accrue eight (8) hours personal leave in each quarter of the first fiscal year of their employment. The four periods will be July 1 to September 30, October 1 to December 31, January 1 to March 31, and April 1 to June 30. Once an employee begins working in a second fiscal year, they will no longer be considered a new employee for purposes of computing personal leave.

- e) Military Leave: Leaves of absence shall be granted to employees who are active in the National Guard or a branch of the Armed Forces Reserves of the United States for the purpose of fulfilling their annual field training obligations and when called upon due to temporary civil disturbances. Such leave and return to work after leave shall be consistent with the provisions of the Uniformed Services Employment and Reemployment Rights Act (USERRA) (See Human Resources Policy and Procedure 4.8 for details regarding process).
- f) Jury Duty: An employee who is required to report for and/or perform jury duty as prescribed by applicable laws, shall be paid per HR Policy 4.9.
- g) Arbitrations: For arbitrations, an employee who is the grievant will be paid for attending the arbitration. An employee called as a witness to an arbitration must request time off from their supervisor/manager and use banked vacation, personal, or comp time for the time attending the arbitration. If an employee is subpoenaed by the arbitrator, the employee should notify their supervisor/manager of the subpoena and will not be required to use banked time.
- h) Return from Non-Medical Leaves: Prior to returning to work from any non-medical leave, it is the employee's responsibility to contact their manager/supervisor as soon as possible prior to the planned return to work date. Failure to promptly contact the management may delay the employee's return to

work. No employee may return to work from a non-medical leave without authorization from management.

ARTICLE 15: EMPLOYEE SAFETY

A Citywide Safety Committee of employees and employer representatives has been established. The union will select employee representatives and attempt to ensure distributed representation that reflects the variety of work situations represented by the union.

Section 1: City Responsibilities

The Employer shall provide and maintain working conditions and equipment free of hazards, that are causing or are likely to cause death or serious physical injury, and in a condition that would be acceptable under Act No. 154, Public Acts of 1974, "Michigan Occupational Safety and Health Act" (MIOSHA). The type of safety equipment to be provided may include, but not be limited to, gloves, goggles, face shields, respirators, safety shoes, safety glasses and hearing protection.

Section 2: Employee Responsibilities

Employees shall comply with all occupational safety and health rules established for their job.

Employees shall properly use and maintain all personal protective equipment issued and shall not remove, displace, damage, destroy or carry off a safeguard furnished or provided for use by the Employer, or interfere in any way with the use thereof by any other person.

All employees are responsible for the safety training they received and working within those boundaries.

All employees are required to stop work and report as soon as possible unsafe conditions that could lead to injury, illness or loss.

An employee injured on the job during regular hours of employment shall report the injury as soon as possible to their supervisor and follow all instructions provided by the Benefits team or the City's Third Party Administrator. If the injury requires medical attention, arrangements shall be made to transport the employee to the nearest medical facility as identified by the City.

Section 3: Safety Shoe and Prescription Eyeglass Programs

a) Safety Shoe Allowance

Employees in eligible job classifications shall be eligible for an annual Safety Shoe allowance.

The safety shoe allowance shall be \$150 per year. This allowance shall be paid in the employee's first paycheck and each subsequent service anniversary date with the union. The allowance will be subject to applicable taxes.

Employees who receive the safety shoe allowance must wear the required safety shoes when working in hazardous situations.

Safety shoes must meet the ASTM F2413-05 January 2006 or latest revision standards.

b) Prescription Eyeglass Program

Employees in eligible job classifications shall be eligible to participate in the prescription eyeglass program outlined in Appendix F.

The Chief Steward shall be eligible for both the safety shoe allowance and prescription eyeglass program.

ARTICLE 16: WORKER'S DISABILITY COMPENSATION

Each employee will be covered by the applicable Worker's Disability Compensation Act. An employee must report work related injuries and illnesses as soon as possible to their supervisor. The employee must follow all directions related to medical care issued by the Benefits Team or third party workers' compensation providers.

Section 1: First 52 Weeks

- a) Supplemental: The Employer agrees that an employee whose absence from work is due to illness or injury arising out of and in the course of their employment with the City, and who is eligible for Worker's Compensation and seeks medical treatment, shall in addition to Worker's Compensation benefits, receive the difference between the Worker's Compensation benefits and their net City salary and all fringe benefits (except clothing and equipment allowance) as of the date of injury (excluding overtime) commencing on the first day on which they are unable to work due to work-related illness or injury. Supplemental payments will be paid thereafter until the 365th day following such injury.
- b) Net Pay: Net pay for purposes of determining the supplement will be calculated as follows:

Employee's bi-weekly wage less Federal taxes, State taxes, FICA and pension withholding. The supplemental amount will not increase because of a change in the employee's W-4 form.

- c) Pension: For computation of pension withholding and final average compensation for retirement calculation, the employee's regular bi-weekly salary will be used instead of the actual supplemental amounts paid. For periods of less than two weeks, the amounts will be prorated. The City will bear any additional necessary cost to make the pension contribution the same as if the employee were working. Worker's Compensation benefits shall not be used for purposes of computing final average compensation for pension.
- d) Reoccurrence: If an employee returns to work prior to the expiration of the 52 week period, and then is off again due to a reoccurrence or aggravation of the disability resulting in the prior absence from work, that employee shall be entitled to receive supplemental pay for a number of weeks equal to 52 minus the number already received.

Section 2: After 52 Weeks

- a) Payment: After the 52-week period, an employee who is eligible for Worker's Compensation benefits will receive only those statutorily mandated Worker's Compensation benefits. After the 52-week period, the employee will not receive any fringe benefits including insurance or accrue any sick, vacation, personal, or

other time. However, an employee may use previously accrued sick, vacation or compensatory time to supplement worker's compensation payments up to their net salary.

- b) Pension: After the 52-week period, an employee who is eligible for worker's compensation benefits will not have any pension withholdings taken nor will they receive pension credit.

Section 3: Secondary Employment

- a) Notice: While an employee is receiving Worker's Compensation benefits, they shall notify the City if they are working elsewhere. Failure of an employee to notify the City that they are employed elsewhere shall result in the employee forfeiting their right to any additional weekly supplemental payments to which they would otherwise have been entitled, and in reimbursing the City an amount equal to that earned at other employment but not to exceed the amount the employee would have been entitled to as supplemental pay.
- b) First 52 Weeks: In the event that the employee is receiving income from another job and still remains on Worker's Compensation, the amount of the City's contribution shall be reduced by such an amount so that the total of the Worker's Compensation, City contribution, and outside income will not exceed their City net salary as of the date of the injury.

Section 4: Work Offered by the City – Light Duty Work

While an employee is receiving Worker's Compensation benefits, they shall be required to perform work that is offered by the City if they are capable of performing that work, including limited and light duty work. If an employee refuses to perform other work offered that they are capable of performing, the right to supplemental pay shall be forfeited and the employee will lose regular Worker's Compensation benefits under the Act.

- a) First 52 weeks: If the employee is offered this work during the first 52 weeks, when they are entitled to supplemental payments, the salary for the work offered will not be lower than their salary prior to the worker's compensation illness or injury.
- b) After 52 weeks: If the employee is offered work after the 52 weeks, their salary shall be that of the job offered.

Section 5: Return to Work

- a) Medical Checks: The employee may be required to periodically report to a City-selected and paid for doctor.

- b) Prior Position: At any time that the employee is able to return to their regular position, they shall be required to do so. Failure to return will result in forfeiture of weekly supplemental payments and loss of regular Worker's Compensation payments under the Act.
- c) Other positions: If the employee is not able to return to their former position but is able to perform work in another open position, they may be offered that position and their pay shall either be commensurate with the salary or wage grade for that position.

Section 6: Additional Medical Treatment upon Return to Work

The treatment must meet the criteria below to be considered an official worker's compensation medical treatment:

- Initial Treating Physician (if treated in the ER)
- City's preferred medical facility
- An official referral from the City's preferred medical facility.

Any questions regarding whether a treatment is considered approved should be directed to the Employee Benefits team.

There will be no overtime paid for follow-up medical treatment that meets the above criteria. Also, any contractual call back provisions are not applicable (i.e., there is no minimum guarantee of hours).

If treatment is necessary during the employee's normal shift, the employee will be released and will not be required to utilize sick time.

If the treatment is necessary during off shift hours, the employee will receive equivalent compensatory time at a straight rate that will be determined on a pay period basis. The employee must document all treatment hours on off-shift hours and submit them to the Benefits team on a pay period basis. The straight time off shall include travel time to and from the location necessary for follow-up treatment.

The Employer maintains the flexibility to change the schedule of employees requiring follow up treatment when operationally necessary.

Section 7: Coordination of Benefits

The Worker's Compensation and Pension benefits paid to an employee or a retiree shall be coordinated so that the amount of pension paid to that person shall be reduced by the amount of the Worker's Compensation payments. Upon termination of the period for payment of Worker's Disability Compensation, arising on account of their City employment, the employee or retiree shall again receive their full periodic pension payments.

ARTICLE 17: INSURANCE BENEFITS

Section 1: Health Insurance

The City will provide health, dental and optical insurance coverage described below beginning on the 90th day of employment. An employee may elect to purchase those benefits at their own cost during the first 89 days of employment. Employees promoted or transferred into this bargaining unit who, during their course of employment with the City, have served the probationary period and are currently receiving health care benefits through the City will continue with uninterrupted benefit coverage.

Where two employees are legally married and are eligible for health, dental or vision coverage, they will be enrolled under one contract as a subscriber and spouse and receive benefits under one contract.

Employees must report major life event changes to the Benefits team within 30 days of the event in order to add or delete persons from the benefit plans. Major life event changes impacting eligibility for benefits include marriage, birth of a child, divorce, legal adoption, legal guardianship, death, marriage of a child, or loss of health insurance under another plan. Notification beyond 30 days of the event will delay any additions of persons to benefits until the next open enrollment period. If failure to report the event within 30 days results in additional benefit costs to the City, the employee may be held responsible for such costs.

The Union agrees that health, dental and optical coverage may be placed out for competitive bidding, providing the level of benefits outlined in Appendices A, B, and C are maintained or improved. If a provider with reasonably similar acceptance levels to current providers can supply an equivalent or better benefit plan at the same cost, those benefits will be provided to the bargaining unit. There shall be at least 30 days' notice provided to the bargaining unit before any changeover in providers goes into effect.

a) Active Employee Health Care Coverage

The City will provide health care coverage under a preferred provider organization program (the "PPO Plan") administered by Blue Cross-Blue Shield of Michigan, or similar third party administrator. Employees may elect coverage under the PPO Plan as described below and in Appendix A, at the costs specified in Appendix A. Employees will be provided with specific information regarding the health care plan coverage at their new hire orientation and, in writing, each year during the open enrollment period.

The City will pay the cost of the Plan, subject to premium, deductible, co-insurance and co-pay costs described in Appendix A, which will be paid by the employee. The employee may choose coverage for employee, employee plus one, employee plus two, employee plus three or employee plus four or more as defined in the health care plan (including children through the end of the month that they turn 26). An employee shall not be able to change such coverage

election until the next open enrollment period, or unless the employee has a qualifying event as defined by the plan document.

During the term of this Agreement, Employees will be offered two options for health care contributions on a January 1 – December 31 plan year (both plans provide the same health care benefits):

- i. “Low Plan”: No monthly premium and costs specified in Appendix A.
- ii. “High Plan”: 10% monthly premium with costs specified in Appendix A.

Premium contributions shall be based upon the illustrative premium rates for all applicable plans, and will be subject to revision based upon the plan’s experience each year, for the duration of the Agreement. In months where there are three pay periods premium contributions will be deducted from first two pay periods.

By October 15th of each year of this contract, the City will provide the Union with the Illustrative rates for the health care plan for the following calendar year, as well as the applicable premiums for the following calendar year. If the City’s costs for the health care plan exceed the hard cap limits for costs that a public employer can pay as set by Public Act 152 of 2011, the City will provide the Union with an option that will modify the health care plan in such a way as to bring the City’s plan costs under the hard cap limits. The Union will have 30 days to consider the City’s proposed modification and decide if the modification is acceptable. If the modification proposed by the City is not accepted by the Union, they may negotiate a different plan modification, but, if the plan modification exceeds the hard cap, the members will be required to pay the difference between the hard cap limit and the City’s actual costs as based on the illustrative rates of the group on a stand-alone basis. Any incremental payment will be allocated equally among the members and will be withdrawn from paychecks on a twice-monthly basis beginning January 1.

Any applicable mandates under the Patient Protection and Affordable Care Act (PPAC) that take effect during the duration of this contract will be implemented as required by law for active employees and those who retire after July 1, 2012. Employees who retired on or before July 1, 2012, are considered to be part of “retiree only” plans to which PPAC changes do not apply.

b) Dental Coverage

Employees, their spouses and eligible dependents shall be provided a “75% (Class I and II) 50% (Class III and IV) Delta Dental Plan” with benefits as specified in Appendix C, or its satisfactory equivalent. Dental benefits are available to dependents through the end of the calendar year in which they turn nineteen (19), or until age 25 if they are full time students. Proof of student status will be requested annually after the age of 19 to verify eligibility.

c) Optical Coverage

Employees, their spouses and eligible dependents shall be provided vision coverage through Eye-Med Advantage or its satisfactory equivalent. Vision benefits are available to dependents through the end of the calendar year in which they turn 19 or until age 25 if they are full time students. Proof of student status will be requested annually after the age of 19 to verify eligibility. Plan specifics are outlined in Appendix B.

d) Waiver

Under specified conditions set forth in Appendix D, employees shall be able to waive their City health, dental, and/or vision insurance coverage and receive up to \$2000 per year, payable on a per pay period basis. The City reserves the right to amend or terminate the program at any time during Open Enrollment to be effective as of the upcoming January 1.

e) Wellness Incentive Program

Employees enrolled in the City health coverage insurance plan will have the opportunity to participate in the Wellness Incentive Program. Employees can earn incentive dollars up to \$500 per plan year for completing the Wellness Incentive Program requirements by the specified dates, as determined on an annual basis by the Wellness Committee and the Benefits team. The incentive, if earned, will be deposited into the employee's Health Reimbursement Account to pay for out-of-pocket medical expenses.

f) Health Reimbursement Account

Unused amounts in the Health Reimbursement Account may be carried forward each year. An employee who retires and begins to receive pension benefit payments from the City's defined benefit pension plan will be able to access unused funds, but no new contributions will be made to a retiree's account. An employee who waives coverage and receives payments under the City's Health Care Waiver Program shall not have contributions.

Section 2: Life Insurance Coveragea) Basic

The Employer will pay the entire premium cost of \$15,000 of life insurance to all members of this bargaining unit, beginning on the 90th day after entry into a position in this unit. Employees promoted or transferred into this bargaining unit who have passed the 90 day period and are receiving life insurance through the City will continue with uninterrupted coverage.

b) Optional: In addition to the basic amount specified above, eligible employees will be permitted to take additional insurance equal to two or three times the amount of their annual salary, with the employee paying one half of the premium and the Employer paying the other half. Employees may elect this insurance coverage within 30 days of initial eligibility (90 days after hire). If not elected at that time,

optional life insurance will be subject to evidence of insurability by the insurance provider. In addition, any coverage over \$250,000 (include basic life insurance) will be subject to evidence of insurability by the insurance provider. The insurance provider determines eligibility for this coverage.

The employee's cost of optional life insurance coverage shall be paid by payroll deduction over 26 pay periods.

- c) Dependent: Employees above are entitled to subscribe to dependent life insurance for their family in the amounts specified below:

Spouse	\$10,000
Children	
Birth to Age 6 Months	\$1,000
Age 6 Months to 19 Years	\$7,000
Students 19 to 25 Years (Coverage Ends on 25 th Birthday)	\$7,000

The cost of Dependent Life Insurance is the responsibility of the employee and will be paid for through payroll deduction on a monthly basis.

ARTICLE 18: RETIREMENT

Section 1: Pension

The pension ordinance, as adopted by City Council, (with amendments through the effective date of this agreement), is incorporated and made a part of this Contract. The following limited summary of pension benefits is applicable to Teamster members (members should consult the Pension Office or the Pension Ordinance for more specific details.).

a) Employees Hired Prior to January 1, 2017

- i. **Contribution:** Employees contribute six percent of their total compensation on a pre-tax basis to the defined benefit pension plan.
- ii. **Pension calculation:** 2.50% of final average compensation, multiplied by the number of years credited service.
- iii. **Final Average Compensation:**
For employees hired before July 2, 2012, final average compensation is calculated on the Member's total compensation paid during the last 36 consecutive months of credited service within the last ten years of the Member's employment with the City or the Member's total compensation paid during any 3 consecutive calendar years within the last 10 years of employment with the City (such calendar years shall begin on January 1), whichever is greater. For employees hired on or after July 2, 2012, final average compensation is calculated on the Member's total compensation paid during the last 60 consecutive months of credited service within the last ten years of the Member's employment with the City or the Member's total compensation paid during any 5 consecutive calendar years within the last 10 years employment with the City (such calendar years shall begin on January 1), whichever is greater.
- iv. **Normal Retirement:** For employees hired before July 2, 2012: Age 60 years with at least 5 years of service, or age 50 with at least 25 years of service. For employees hired on or after July 2, 2012: Age 60 with at least 10 years of service or age 50 with at least 25 years of service.
- v. **Early Retirement:** Age 50 years, with at least 20 years of service. The early retirement reduction factor is 0.33% for each month or fraction of a month that the employee retires prior to his/her regular retirement date (see above) or 3.96% per year.

b) Employees Hired on or After January 1, 2017

- i. **Contribution:** Employees contribute six percent of their total compensation on a pre-tax basis, with 3% to the defined benefit portion and 3% to the

- defined contribution portion of the dual plan. The City contributes an actuarially determined amount to the defined benefit portion and 5.2% to the defined contribution portion.
- ii. **Pension calculation:** For the defined benefit portion of the dual plan: 1.25% of final average compensation, multiplied by the number of years credited service.
 - vi. **Final Average Compensation:** For the defined benefit portion of the dual plan: final average compensation, employees hired on or after July 2, 2012, is calculated on the Member's total compensation paid during the last 60 consecutive months of credited service within the last ten years of the Member's employment with the City or the Member's total compensation paid during any 5 consecutive calendar years within the last 10 years employment with the City (such calendar years shall begin on January 1), whichever is greater.
 - iii. **Normal Retirement:** For the defined benefit portion of the dual plan: Age 60 with at least 10 years of service or age 50 with at least 25 years of service. For the defined contribution portion of the dual plan, vesting is at 5 years of service.
 - iv. **Early Retirement:** For the defined benefit portion of the dual plan: Age 50 years, with at least 20 years of service. The early retirement reduction factor is 0.33% for each month or fraction of a month that the employee retires prior to his/her regular retirement date (see above) or 3.96% per year.

Section 2: Final Payouts at Retirement

Accrued, unused sick leave, compensatory time, personal time and vacation time are paid out in one lump sum after retirement.

- a) **Vacation:** Employees who retire from City service shall be paid for accrued, unused vacation time at the rate in effect upon the date of their separation up to their maximum accumulation of a two-year accrual amount. Final average compensation shall include up to two years of accrued, unused vacation time.
- b) **Sick Time:** Employees who retire from City service shall be paid for accrued, unused sick time at the rate in effect upon the date of their separation up to their maximum accumulation of 960 hours. This payout will not be included in the calculation for final average compensation.
- c) **Compensatory Time:** Employees who retire from City service shall be paid for all accumulated compensatory time at the rate in effect upon the date of their separation. Final average compensation shall include any accumulated compensatory time.

- d) Personal Time: Employees who retire from City service shall be paid up to 32 hours of personal time accrued, but not used in that fiscal year. Final average compensation shall include up to 32 hours of personal time paid out at retirement.

Section 3: Retiree Insurance

- a) General Health Coverage

Where two retirees/employees are legally married and are eligible for health, dental or vision coverage, they will be enrolled under one contract as a subscriber and spouse and receive benefits under one contract.

Retirees and/or surviving spouses or dependents must report major life event changes to the Benefits team within 30 days of the event in order to add or delete persons from the benefit plans. Major life event changes impacting eligibility for benefits include marriage, birth of a child, divorce, legal adoption, legal guardianship, death, marriage of a child, or loss of health insurance under another plan. Notification beyond 30 days of the event will delay any additions of persons to benefits until the next open enrollment period. If failure to report the event within 30 days results in additional benefit costs to the City, the retiree, surviving spouse or dependent may be held responsible for such costs. Surviving spouses who remarry after the death of the retiree may not add a new spouse or dependent child to City benefit plans.

- b) Dental and Vision

Dental and vision insurance are not provided by the City to retirees. Dental and vision insurance will end as of the date of retirement, unless continued through COBRA at the retiree's full cost.

- c) Retiree Health Coverage

Hire date before July 2, 2012: The City of Ann Arbor shall provide to all bargaining unit members hired before July 2, 2012, who retire, (including their spouse and dependents as long as the retiree remains the subscriber), the retiree health care insurance benefits and coverage level under the health insurance plan as received by the bargaining unit member as of the date of retirement, unless otherwise provided herein. This benefit provision may also apply to surviving spouses and eligible dependent children (as defined in the health care plan) of deceased retirees, and dependent on the pension option chosen by the employee at the time of retirement.

Other coverage: If an employee who is hired before July 2, 2012, retires and is able to obtain health care coverage from another source (e.g., other employment), the retiree may choose to drop the City's health care coverage. However, should the retiree lose their alternate coverage for any reason, including voluntary or involuntary separation of employment, upon production of proof-of-loss to the City, such retiree may elect to

reenroll under the City's health coverage. Such coverage shall be restored and recommence immediately following the production of such proof-of-loss. The City shall not prohibit a retiree or surviving spouse or eligible dependent from re-entering the City's PPO Plan for any reason upon loss of coverage from another program, and the health coverage benefits provided upon return to City coverage will be the same as those the employee was entitled to upon retirement.

Hire date on or after July 2, 2012: Employees who are hired on or after July 2, 2012, (or who transfer from another position in the City in which they were not eligible for retiree health care coverage) will not be eligible for employer paid health care insurance coverage at the time of retirement. For the term of this Agreement, the City will annually contribute the actuarial equivalent of \$3500 into a Retirement Health Reimbursement Account for each bargaining unit member hired on or after July 2, 2012.

Employees will receive summary statements each year, either paper or online, specifying the credit in the account. This account will become available to employees upon their retirement (full or early), for reimbursement of eligible medical expenses, or to purchase, at the retiree's full cost, access to the City's medical plan which may be offered at that time.

Deferred Vested: Employees who do not retire, but take a deferred vested retirement allowance are not eligible to receive health care coverage.

Medicare: Retirees are required to have both Medicare Part A and Part B at the time they reach Medicare eligibility. Failure to elect such coverage will result in no coverage by the City plan. The Medicare Part B premium remains the responsibility of the retiree. If the retiree has not earned enough credit to qualify for unpaid Medicare Part A, or does not otherwise qualify for such coverage through their spouse, the retiree will continue with regular PPO Plan coverage.

d) Retiree Life Insurance

Basic: The Employer will pay the entire cost of \$10,000 of life insurance for retiring employees (full or early) on a City pension. Employees taking a deferred vested retirement allowance do not receive this benefit.

Optional: Retiring employees, who continue to have basic life insurance paid for by the City, may convert their optional life insurance into a personal (individual) policy at retirement without proof of insurability. The premium for this coverage shall be paid entirely by the retiree directly to the life insurance provider.

Dependent: Retiring employees, who continue to have basic life insurance paid for by the City, may convert their dependent life insurance into a personal (individual) policy at retirement without proof of insurability. The premium for this coverage shall be paid entirely by the retiree directly to the life insurance provider.

ARTICLE 19: GENERAL

Section 1: Bulletin Boards

The Employer will provide a bulletin board in all City buildings which may be used by the Union for posting notices including but not limited to notices of the following types:

- Notices of recreational and social events
- Notices of elections
- Notices of election results
- Notices of meetings
- Miscellaneous items placed on the board by employees, such as "For Sale" notices Union activities

Section 2: Loss Damage

No employee shall be charged for loss or damage of the Employer's property, tools, equipment, mobile or otherwise, or articles rented or leased by the Employer, unless such loss or damage is caused by the employee's proven negligence.

Section 3: PERA Requests

PERA requests must be submitted in writing to the Director of Human Resources and Labor Relations. Exemptions to these charges may be made by the Director of Human Resources and Labor Relations. The submitting party will be charged for the following costs:

*Exemptions to these charges may be made by the Director of Human Resources and Labor Relations.

Copies	\$.05 per 8.5x11 page
Mailing	Actual Mailing Costs
Labor costs incurred in searching, examining, reviewing, redacting or separating materials: <ul style="list-style-type: none"> • 1 Hour or Less • More than 1 Hour 	No Charge The hourly wage of the lowest paid employee capable of performing the work.

Section 4: Collective Bargaining Agreement

The City will provide, at its cost, one (1) flash drive containing a copy of the collective bargaining agreement.

Section 5: Washrooms and Lockers

The Employer agrees to provide washrooms and lockers for the changing and storing of clothing. Lockers are the property of the City. The City may, at any time, open and inspect the contents of the locker. Locker inspections must be approved by Human Resources and conducted in the presence of a designated member of Human Resources.

Section 6: Legal Assistance

The Employer will provide to the employee such legal assistance as will be required or needed as a result of the acts occurring when and while said employee is in the

performance of their duties and responsibilities. Such legal assistance may not be provided in cases of criminal prosecution or cases where the City is an adverse party. If such assistance is denied, the City Administrator shall provide the reasons for denial in writing. Any denial may not be arbitrary or capricious.

Section 7: Uniforms

If the Employer requires uniforms to be worn, the employer will provide the uniforms. Failure to wear provided uniforms will result in discipline up to and including discharge. Any City uniform with an official emblem must be returned upon separation or the employee may be charged. Different areas of the City may have different uniform requirements for its employees.

The Employer will also provide storage facilities at the work site.

Section 8: Tuition Reimbursement

The Employer shall provide to employees the opportunity to take courses at an accredited college or university or community college. Tuition reimbursement benefits are governed by current City Human Resources Policy 4.12. The education reimbursement maximum, for the term of this contract, shall be \$5000 per fiscal year.

Section 9: Loss, Revocation, Suspension or Non-renewal of Required License

The employee is required to provide the City with a physical copy or screen shots showing the validity of required licenses or certificates. This shall include indication of current active status and future expiration date. Receipts are not valid for the purpose of this article.

Employees are responsible for the timely submission and processing of completed applications, renewal forms and payments for licenses and certifications to the appropriate agency.

An employee unable to perform their present job due to the loss of a required license due to physical loss, revocation, suspension, or non-renewal etc., shall report such loss to their supervisor or other management representative by the beginning of the employee's first available shift after the date the license was lost, revoked, suspended or not renewed. Failure to report such loss, revocation, suspension, or nonrenewal may result in severe disciplinary action up to and including discharge.

For an employee who is unable to perform their job due to the loss, revocation, suspension, or non-renewal of a required license, the following shall apply:

- a) Employee is placed on an unpaid administrative leave until they are able to produce copies of the valid required license. An employee may use paid time off during this administrative leave. Sick time may not be used.
- b) Administrative leaves lasting more than thirty (30) days will require a physical (if applicable) and drug screen prior to return to work.

- c) Unpaid administrative leave may not exceed one year. If the employee's license has not been reinstated, and the employee has not applied for and been selected for another position within one year, the employee will be terminated.
- d) The employee's position will be held for up to 120 calendar days. After 120 days, management may fill this vacancy.
- e) During this administrative leave, employees may apply for vacant bargaining unit positions for which they are qualified.

Subsequent loss of required license will result in discipline up to and including termination.

ARTICLE 20: SUMMARY PROVISIONS

Section 1

If during the life of this Agreement, any of the provisions contained herein are held to be invalid by operation of law or by any tribunal of competent jurisdiction or if compliance with or enforcement of any provisions should be restrained by such tribunal pending a final determination as to its validity, the remainder of this Agreement shall not be affected thereby. In the event any provisions herein contained are so rendered invalid, upon written request by either party hereto, the Employer and the Union shall enter into collective bargaining for the purpose of negotiating a mutually satisfactory replacement for such provisions.

Section 2

The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the Employer and the Union, for the life of this Agreement, each voluntarily and unqualifiedly waives the right and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter not specifically referred to or covered in this Agreement even though such subjects or matters may not have been within the knowledge or contemplations of either or both of the parties at the time they negotiated and signed this Agreement.

Section 3

No agreement or understanding contrary to this collective bargaining agreement, nor any alteration, variation, waiver, or modification of any of the terms or conditions contained in this contract shall be binding upon the parties unless such agreement, understanding, alteration, variation, waiver or modification is executed in writing between the parties. It is further understood and agreed that this contract constitutes the sole, only, and entire agreement between the parties and cancels and supersedes any other agreements, understandings, practices, and arrangements which existed prior to execution of this contract.

ARTICLE 21: DURATION OF AGREEMENT

This Agreement shall become effective January 1, 2024, and shall remain in full force and effect through the 31st day of December 2026 and from year to year thereafter unless either party hereto serves a written notice upon the other at least sixty (60) calendar days prior to the expiration date or sixty (60) calendar days prior to the expiration of any subsequent automatic renewal period of its intention to amend, modify, or terminate this Agreement.

CITY OF ANN ARBOR AND THE INTERNATIONAL BROTHERHOOD OF
TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN AND HELPERS OF AMERICA,
INDEPENDENT UNION, LOCAL 214

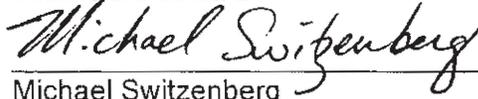
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Christopher Taylor
Mayor


Dwight Thomas
Business Representative
Teamsters Local 214

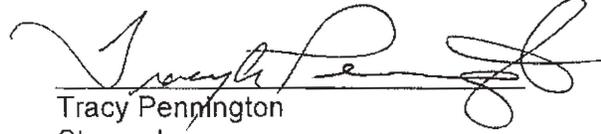
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Milton Dohoney, Jr.
City Administrator


Michael Switzenberg
Chief Steward
Civilian Teamster Supervisors Local 214

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Jacqueline Beaudry
City Clerk


Tracy Pennington
Steward
Civilian Teamster Supervisors Local 214

Approved as to Form:

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Atleen Kaur
City Attorney

APPENDIX A – HEALTH CARE PLAN

This summary is intended to be a brief description of plan provisions, and is not all-inclusive. Please call your Plan Administrator with any questions.

	High Option PPO		Low Option PPO	
	In-Network	Out-of-Network	In-Network	Out-of-Network
Medical				
Deductible ¹	\$300 Single \$600 Family	\$600 Single \$1,200 Family	\$1,000 Single \$2,000 Family	\$2,000 Single \$4,000 Family
Coinsurance	80% after deductible	60% after deductible	80% after deductible	60% after deductible
Medical Out-of-Pocket Maximum ² (includes medical deductible, copays, and coinsurance)	\$1,500 Single \$3,100 Family	\$3,000 Single \$6,200 Family	\$3,400 Single \$6,800 Family	\$6,800 Single \$13,600 Family
Preventive Services – Adult/Child <small>*Select Services only – see BCBSM plan summaries for details</small>	Covered at 100%	Covered at 60%*	Covered at 100%	Covered at 60%*
Office Visit and Urgent Care Copay	\$10	60% after deductible	\$15	60% after deductible
Emergency Room Copay	\$50	\$50	\$50	\$50
Prescription Drugs (ESI)				
Retail	\$10 Generic / \$30 Brand		\$20 Generic / \$40 Brand	
Mail Order	\$20 Generic / \$60 Brand		\$40 Generic / \$80 Brand	

¹ Copays do not apply to the Deductible, only to the Out-of-Pocket Maximum for In-Network Services

² Medical In-Network Out-of-Pocket Maximum includes Deductibles, Coinsurance, and Copays; Medical Out-of-Network Out-of-Pocket Maximum includes Deductibles and Coinsurance.

**APPENDIX B –
EYEMED VISION COVERAGE**



CITY OF ANN ARBOR

Vision Care Services	Member Cost	Out-of-Network Reimbursement
Exam with Dilation as Necessary	\$0 Copay	Up to \$30
Contact Lens Fit and Follow-up: (Contact lens fit and follow-up visits are available once a comprehensive eye exam has been completed.)		
Standard	Up to \$40	N/A
Premium	10% off Retail	N/A
Frames:	\$0 Copay, \$100 allowance; 20% off balance over \$100	Up to \$50
Standard Plastic Lenses:		
Single Vision	\$0 Copay	Up to \$25
Bifocal	\$0 Copay	Up to \$40
Trifocal	\$0 Copay	Up to \$55
Standard Progressive	\$60	Up to \$40
Premium Progressive	\$60, 80% of charge less \$110 Allowance	Up to \$40
Lenticular	\$0 Copay	Up to \$55
Lens Options (paid by the member and added to the base price of the lens):		
Tint (Solid and Gradient)	\$12	N/A
UV Treatment	\$12	N/A
Standard Plastic Scratch Coating	\$12	N/A
Standard Polycarbonate	\$35	N/A
Standard Polycarbonate for Children under 19	\$35	N/A
Standard Anti-Reflective Coating	\$40	N/A
Polarized	20% off retail price	N/A
Other Add-Ons and Services	30% off retail price	N/A
Contact Lenses (allowance covers materials only):		
Conventional	\$0 Copay, \$100 allowance; 15% off balance over \$100	Up to \$80
Disposables	\$0 Copay, \$100 allowance; balance over \$100	Up to \$80
Medically Necessary	\$0 Copay, Paid in Full	Up to \$200
LASIK and PRK Vision Correction Procedures:	15% off retail price OR 5% off promotional pricing	N/A
Additional Pairs Benefit		
Members also receive a 40% discount off complete pair eyeglass purchase and 15% discount off conventional contact lenses once the funded benefit has been used.		
Frequency:		
Exam	Once every 12 months	
Frames	Once every 12 months	
Standard Plastic Lenses or Contact Lenses	Once every 12 months	

Additional Purchases and Out-of-Pocket Discount

Member receives a 30% discount on items not covered by the plan at network Providers, which cannot be combined with any other discounts or promotional offers; the discount does not apply to EyeMed's Providers' professional services or disposable contact lenses.

Members also receive a 40% discount off complete pair eyeglass purchases and a 15% discount off conventional contact lenses once the funded benefit has been used.

Benefits are not provided for services or materials arising from: Orthoptic or vision training, subnormal vision aids and any associated supplemental testing; Aniseikonic lenses; Medical and/or surgical treatment of the eye, eyes or supporting structures; Any eye or Vision Examination, or any corrective eyewear required by a Policyholder as a condition of employment; safety eyewear; Services provided as a result of any Workers' Compensation law, or similar legislation, or required by any governmental agency or program whether federal, state or subdivisions thereof; Plano (non-prescription) lenses and/or contact lenses; Non-prescription sunglasses; Two pair of glasses in lieu of bifocals; Services or materials provided by any other group benefit plan providing vision care; Certain brand name Vision Materials in which the manufacturer imposes a no-discount policy; or Services rendered after the date an Insured Person ceases to be covered under the Policy, except when Vision Materials ordered before coverage ended are delivered, and the services rendered to the Insured Person are within 31 days from the date of such order. Lost or broken lenses, frames, glasses, or contact lenses will not be replaced except in the next Benefit Frequency when Vision Materials would next become available.

**APPENDIX C –
SUMMARY OF DENTAL PLAN BENEFITS**
January 1, 2018

Item/Service	Coverage
Annual Maximum Benefit (does not apply to Class 1)	\$2,000 per covered person
Orthodontia Lifetime Maximum (Children under 19)	\$2,000 per covered child
Class 1: Diagnostic & Preventative Services (Exams, Cleanings, X-Rays)	Plan pays 75% / You pay 25%
Class 2: Basic Services (Extractions, Fillings, Oral Surgery, Periodontics, Endodontics, Crowns)	Plan pays 75% / You pay 25%
Class 3: Major Services (Bridges, Prosthodontic, Dentures)	Plan pays 50% / You pay 50%
Class 4: Orthodontic Services (Children under age 19)	Plan pays 50% / You pay 50%

Maximum Contract Benefit

\$2,000 per person total per benefit year on Class I, Class II and Class III Benefits. Payment for Class IV Benefits will not exceed a lifetime maximum of \$2,000 per eligible person.

Waiting Period

Employees eligible for dental benefits are covered following 90 days of continuous employment.

Enrollment

Where two subscribers are eligible under the same group, and are legally married to each other, they shall be enrolled under one subscriber and shall receive benefits under one contract without coordination of benefits under this dental contract.

APPENDIX D – HEALTH INSURANCE COST CONTAINMENT WAIVER PROGRAM

This program is offered in accordance with City policy and is in effect as specified here until it is changed, amended or discontinued by the City.

1. Waiver and Amount of Payment: Employees may waive the City health care coverage provided under this agreement during Open Enrollment or within 30 days of a “life event” by notifying the Benefits Team at the Human Resources Department, and signing the Health Care Coverage Waiver Form. In return, eligible employees will receive a \$2000 cash payment for every Plan Year in which they elect not to participate in the City's health care programs. (\$1800 for medical, \$150 for dental and \$50 for vision coverage). This payment is included in an employee's taxable gross income and subject to all appropriate state and federal taxes and pension contributions. Payments will be made in equal payments over 26 pay periods.

2. Eligibility: Employees are not eligible if enrolled as a dependent in the City's program through a current active employee or retiree. To take advantage of this cost containment program, employees must meet the following criteria:

- a) Employees whose spouses are City employees or retirees under the City health care coverage are not eligible for this program.
- b) Employees must complete and submit a Health Care Coverage Waiver Form to the Benefits Team.

3. Re-Entry into the City's Health Insurance Programs: Employees who have elected not to participate in the City's health care coverage programs may re-enter the City's programs only during the annual Open Enrollment period or if the employee loses their coverage under the alternate arrangement. The employee must provide written proof of the loss within 30 days from the date of the loss. If an employee's spouse has experienced a complete non-voluntary termination of health benefits elsewhere, upon proof of loss, presented to the Benefits Team, such coverage shall be restored immediately.

4. Termination of the Program: The City reserves the right to amend or terminate this program at any time. In the event of a termination, the program will officially expire at the end of the current plan year. Amendments will be effective for the upcoming plan year and will be announced during Open Enrollment.

**APPENDIX E -
RETIREMENT HEALTH REIMBURSEMENT ACCOUNT CREDITS
FOR TEAMSTER MEMBERS HIRED AFTER JULY 2, 2012**

This chart summarizes the amount credited to each employee hired after July 2, 2012, (or who transferred to a bargaining unit position from another position in which he/she was not eligible for employer paid retirement health care coverage) to the Retirement Health Reimbursement Account. The actual amounts contributed by the City are actuarially determined.

Year of Credit	Date of Credit	Amount of Credit	Contract Reference
2012	End of calendar year ³	\$2500	July 1, 2012 – June 30, 2014 Article 19, Section 5
2013	End of calendar year	\$2500	July 1, 2012 – June 30, 2014 Article 19, Section 5
2014	End of calendar year	\$2500	July 1, 2012 – June 30, 2014 Article 19, Section 5
2015	End of calendar year	\$2500	January 1, 2015 – December 31, 2017 Article 11, Section 1, B
2016	End of calendar year	\$2500	January 1, 2015 – December 31, 2017 Article 11, Section 1, B
2017	End of calendar year	\$2500	January 1, 2015 – December 31, 2017 Article 11, Section 1, B
2018	End of calendar year	\$3500	January 1, 2018 – December 31, 2020 Article 17, Section 3, C
2019	End of calendar year	\$3500	January 1, 2018 – December 31, 2020 Article 17, Section 3, C
2020	End of calendar year	\$3500	January 1, 2018 – December 31, 2020 Article 17, Section 3, C
2021	End of calendar year	\$3500	January 1, 2021 – December 31, 2023 Article 17, Section 3, C
2022	End of calendar year	\$3500	January 1, 2021 – December 31, 2023 Article 17, Section 3, C
2023	End of calendar year	\$3500	January 1, 2021 – December 31, 2023 Article 17, Section 3, C
2024	End of calendar year	\$3500	January 1, 2024 – December 31, 2026 Article 18, Section 3, C
2025	End of calendar year	\$3500	January 1, 2024 – December 31, 2026 Article 18, Section 3, C
2026	End of calendar year	\$3500	January 1, 2024 – December 31, 2026 Article 18, Section 3, C

³ Employees received pro-rata credit for the period from hire date to end of calendar year

APPENDIX F – PRESCRIPTION SAFETY EYEGLASS PROGRAM

The City of Ann Arbor has established this prescription safety eyeglass program to assist city units in obtaining prescription safety glasses. City units may utilize this program in providing prescription safety glasses for their qualifying staff.

Eligibility

On a calendar-year annual basis, the City of Ann Arbor will provide one pair of American National Standards Institute (ANSI Z87.1-2010) approved protective prescription safety glasses to permanent, full time City employees who need corrective vision lenses.

Temporary and part time employees are not eligible for City-provided glass but can purchase prescription protective eyewear at discounted (vendor set) rates.

Program Conditions

1. The employee is a regular staff member.
2. The employee must present a valid and current eyeglass prescription.
3. Employee must wear city issued safety glasses at all times the City requires eye PPE.
4. Employees who have a valid prescription for corrective lenses can receive one pair of prescription safety glasses per fiscal year.
5. Employee may select regular tint or sunglasses. Employees may elect to purchase regular glasses one year and sunglasses in another year.
6. Employee can purchase transition lenses if he/she chooses but must pay any differences in cost per the allowed lenses.
7. Employee cannot wear sunglasses at night.
8. Employee can purchase either glasses with permanent or removable side shields.
9. The vendor offers additional features such as polarized and tinted lens. The City will not cover the cost of any additional features.
10. Employees should visit the vendor during working hours. All efforts should be made by the employee to accommodate the working schedule of the unit. Employees should notify and schedule vendor visits with their immediate supervisor.
11. The City is not responsible for mid-year replacements for lost or broken eyeglasses or for replacement if prescription changes.
12. The eyeglasses must be purchased through the authorized vendor. Reimbursements will not be provided for glasses purchased from any other source, including the employee's personal eye care provider.

Procedures for Obtaining Prescription Safety Glasses

1. Employee obtains the required SVS Vision Authorization Form (contact Safety Unit or Unit Safety Training Liaison for form).
2. Employee completes required portions of SVS Vision Authorization Form.
3. Employee schedules with supervisor or manager to visit an SVS Vision location.
4. The employee will take the form, along with their current eyeglass prescription to an SVS Vision location of their choosing.
5. If employee chooses other options not covered under this program, the employee will provide payment at time of service to SVS Vision. If employee chooses glasses covered under this program, the invoice will be sent to the Safety Unit for routing and processing.

6. If glasses require shipping, employee will provide shipping location information. It is suggested the shipping location be the employee's unit.

See listing below for the items provided under this program. Any frame upgrades or additional options such as premium progressives, anti-reflective coatings, etc. will be incurred by the employee at the time of order.

Upon receipt of the invoice, the Safety Unit or Finance will forward the invoice to the unit for proper processing and payment.

Reminder: *Prescription safety glasses do not provide adequate splash protection for large amounts of liquids!* In work areas where hazardous biological or chemical materials are used in sufficient quantities to pose a splash hazard, the individual departments must provide chemical splash goggles and/or face shields and require their use by employees when working with these materials.

Side shields must be worn during all tasks where safety glasses are needed. Permanent or removable side shields are provided on all prescription safety glasses provided through the prescription safety glass program.

Prescription Safety Glasses

The prescription safety glass program provides the following:

- 1) Standard frame selection
- 2) Standard single, bifocal (ST28) and trifocal (ST7x28), or standard progressive lenses
- 3) Permanent or removable Side shields (required on all glasses provided through the prescription safety glass program)
- 4) Polycarbonate
- 5) Scratch-resistant, UV coatings, tint (for sunglasses)

The employee is responsible for the cost of upgrades or additional options added. Payment will be required at the time of purchase.

Note: *Indoor Shade 2, gradient, transitions and photochromic tints are not included in the cost of this program.*

Non-Prescription Eye Protection

Non-prescription eye protection can be obtained via the work unit.

APPENDIX G – CLASSIFICATIONS IN BARGAINING UNIT

The following schedule shows all classifications in this bargaining unit:

Classification		Range
195100	Assistant Treasurer/Customer Service Supervisor III	30
195200	Assistant Treasurer/Customer Service Supervisor IV	31
195300	Assistant Treasurer/Customer Service Supervisor V	33
196704	Community Standards Supervisor III	25
196714	Community Standards Supervisor IV	27
196724	Community Standards Supervisor V	32
196931	Environmental Lab Supervisor III	31
196932	Environmental Lab Supervisor IV	32
196933	Environmental Lab Supervisor V	33
190004	Facilities Supervisor III	24
190014	Facilities Supervisor IV	29
190024	Facilities Supervisor V	32
192910	Fleet Supervisor III	27
192920	Fleet Supervisor IV	31
192930	Fleet Supervisor V	33
193100	NAP Supervisor III	24
193200	NAP Supervisor IV	28
193300	NAP Supervisor V	32
192124	Parks & Public Space Maintenance Supervisor III	28
192134	Parks & Public Space Maintenance Supervisor IV	30
192144	Parks & Public Space Maintenance Supervisor V	33
192100	Public Works Supervisor I	24
192101	Public Works Supervisor I	24cp*
192110	Public Works Supervisor II	26
192111	Public Works Supervisor II	26cp*
192120	Public Works Supervisor III	28
192121	Public Works Supervisor III	28cp*
192130	Public Works Supervisor IV	30
192131	Public Works Supervisor IV	30cp*
192140	Public Works Supervisor V	33
192141	Public Works Supervisor V	33cp*
196800	Records and Data Unit Supervisor	26
190201	Recreation Supervisor III	24
190211	Recreation Supervisor IV	28
190221	Recreation Supervisor V	32
190003	Housing/Residency Manager II	24
190013	Housing/Residency Manager III	26
190023	Housing/Residency Manager IV	28
190033	Housing/Residency Manager V	32
192150	Signs & Signals Supervisor III	35
192160	Signs & Signals Supervisor IV	36
192170	Signs & Signals Supervisor V	37
192050	Supervisor - CES	33
197460	Water Utility Maintenance Supervisor III	26
197470	Water Utility Maintenance Supervisor IV	29
197480	Water Utility Maintenance Supervisor V	32
197421	Water Utility Supervisor III (2013 Progression)	31cp*
197500	Water Utility Supervisor III	28
197510	Water Utility Supervisor IV	30
197520	Water Utility Supervisor V	33

*CP denotes this position is eligible for CP pay under Article 13

APPENDIX H - WAGE SCALES
Effective January 1, 2024 - 3.00% Increase

NOTE: Yearly salary rates are based on 2,080 hours worked. Employees covered under this CBA are hourly employe

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Range 16	\$56,180.80 \$2,160.80 \$27.01	\$57,366.40 \$2,206.40 \$27.58	\$58,676.80 \$2,256.80 \$28.21	\$60,091.20 \$2,311.20 \$28.89	\$61,630.40 \$2,370.40 \$29.63	\$63,086.40 \$2,426.40 \$30.33
Range 17	\$57,366.40 \$2,206.40 \$27.58	\$58,676.80 \$2,256.80 \$28.21	\$60,091.20 \$2,311.20 \$28.89	\$61,630.40 \$2,370.40 \$29.63	\$63,086.40 \$2,426.40 \$30.33	\$64,792.00 \$2,492.00 \$31.15
Range 18	\$58,676.80 \$2,256.80 \$28.21	\$60,091.20 \$2,311.20 \$28.89	\$61,630.40 \$2,370.40 \$29.63	\$63,086.40 \$2,426.40 \$30.33	\$64,792.00 \$2,492.00 \$31.15	\$66,456.00 \$2,556.00 \$31.95
Range 19	\$60,091.20 \$2,311.20 \$28.89	\$61,630.40 \$2,370.40 \$29.63	\$63,086.40 \$2,426.40 \$30.33	\$64,792.00 \$2,492.00 \$31.15	\$66,456.00 \$2,556.00 \$31.95	\$67,932.80 \$2,612.80 \$32.66
Range 20	\$61,630.40 \$2,370.40 \$29.63	\$63,086.40 \$2,426.40 \$30.33	\$64,792.00 \$2,492.00 \$31.15	\$66,456.00 \$2,556.00 \$31.95	\$67,932.80 \$2,612.80 \$32.66	\$69,472.00 \$2,672.00 \$33.40
Range 20A	\$63,211.20 \$2,431.20 \$30.39	\$64,708.80 \$2,488.80 \$31.11	\$66,435.20 \$2,555.20 \$31.94	\$67,995.20 \$2,615.20 \$32.69	\$69,638.40 \$2,678.40 \$33.48	\$71,156.80 \$2,736.80 \$34.21
Range 21	\$63,065.60 \$2,425.60 \$30.32	\$64,771.20 \$2,491.20 \$31.14	\$66,435.20 \$2,555.20 \$31.94	\$67,912.00 \$2,612.00 \$32.65	\$69,451.20 \$2,671.20 \$33.39	\$71,094.40 \$2,734.40 \$34.18
Range 21.5	\$56,992.00 \$2,192.00 \$27.40	\$65,083.20 \$2,503.20 \$31.29	\$66,892.80 \$2,572.80 \$32.16	\$68,785.60 \$2,645.60 \$33.07	\$70,824.00 \$2,724.00 \$34.05	\$72,571.20 \$2,791.20 \$34.89
Range 22	\$64,792.00 \$2,492.00 \$31.15	\$66,456.00 \$2,556.00 \$31.95	\$67,932.80 \$2,612.80 \$32.66	\$69,472.00 \$2,672.00 \$33.40	\$71,136.00 \$2,736.00 \$34.20	\$72,862.40 \$2,802.40 \$35.03
Range 23	\$66,456.00 \$2,556.00 \$31.95	\$67,932.80 \$2,612.80 \$32.66	\$69,472.00 \$2,672.00 \$33.40	\$71,136.00 \$2,736.00 \$34.20	\$72,862.40 \$2,802.40 \$35.03	\$74,942.40 \$2,882.40 \$36.03
Range 23A	\$67,974.40 \$2,614.40 \$32.68	\$69,576.00 \$2,676.00 \$33.45	\$71,136.00 \$2,736.00 \$34.20	\$72,862.40 \$2,802.40 \$35.03	\$74,651.20 \$2,871.20 \$35.89	\$76,814.40 \$2,954.40 \$36.93
Range 23B	\$69,700.80 \$2,680.80 \$33.51	\$71,364.80 \$2,744.80 \$34.31	\$72,883.20 \$2,803.20 \$35.04	\$74,692.80 \$2,872.80 \$35.91	\$76,460.80 \$2,940.80 \$36.76	\$78,728.00 \$3,028.00 \$37.85
Range 24	\$67,891.20 \$2,611.20 \$32.64	\$69,430.40 \$2,670.40 \$33.38	\$71,073.60 \$2,733.60 \$34.17	\$72,800.00 \$2,800.00 \$35.00	\$74,880.00 \$2,880.00 \$36.00	\$76,606.40 \$2,946.40 \$36.83

Range 24A	\$69,659.20 \$2,679.20 \$33.49	\$71,198.40 \$2,738.40 \$34.23	\$72,904.00 \$2,804.00 \$35.05	\$74,692.80 \$2,872.80 \$35.91	\$76,856.00 \$2,956.00 \$36.95	\$78,603.20 \$3,023.20 \$37.79
Range 24B	\$71,323.20 \$2,743.20 \$34.29	\$72,841.60 \$2,801.60 \$35.02	\$74,651.20 \$2,871.20 \$35.89	\$76,398.40 \$2,938.40 \$36.73	\$78,686.40 \$3,026.40 \$37.83	\$80,454.40 \$3,094.40 \$38.68
Range 25	\$69,451.20 \$2,671.20 \$33.39	\$71,094.40 \$2,734.40 \$34.18	\$72,820.80 \$2,800.80 \$35.01	\$74,900.80 \$2,880.80 \$36.01	\$76,627.20 \$2,947.20 \$36.84	\$78,624.00 \$3,024.00 \$37.80
Range 25A	\$71,156.80 \$2,736.80 \$34.21	\$72,883.20 \$2,803.20 \$35.04	\$74,672.00 \$2,872.00 \$35.90	\$76,835.20 \$2,955.20 \$36.94	\$78,582.40 \$3,022.40 \$37.78	\$80,620.80 \$3,100.80 \$38.76
Range 26	\$71,094.40 \$2,734.40 \$34.18	\$72,820.80 \$2,800.80 \$35.01	\$74,900.80 \$2,880.80 \$36.01	\$76,627.20 \$2,947.20 \$36.84	\$78,624.00 \$3,024.00 \$37.80	\$80,620.80 \$3,100.80 \$38.76
Range 26A	\$72,883.20 \$2,803.20 \$35.04	\$74,672.00 \$2,872.00 \$35.90	\$76,835.20 \$2,955.20 \$36.94	\$78,582.40 \$3,022.40 \$37.78	\$80,620.80 \$3,100.80 \$38.76	\$82,638.40 \$3,178.40 \$39.73
Range 27	\$72,841.60 \$2,801.60 \$35.02	\$74,921.60 \$2,881.60 \$36.02	\$76,648.00 \$2,948.00 \$36.85	\$78,644.80 \$3,024.80 \$37.81	\$80,641.60 \$3,101.60 \$38.77	\$82,576.00 \$3,176.00 \$39.70
Range 27A	\$74,651.20 \$2,871.20 \$35.89	\$76,814.40 \$2,954.40 \$36.93	\$78,561.60 \$3,021.60 \$37.77	\$80,600.00 \$3,100.00 \$38.75	\$82,617.60 \$3,177.60 \$39.72	\$84,656.00 \$3,256.00 \$40.70
Range 28	\$74,963.20 \$2,883.20 \$36.04	\$76,689.60 \$2,949.60 \$36.87	\$78,686.40 \$3,026.40 \$37.83	\$80,683.20 \$3,103.20 \$38.79	\$82,617.60 \$3,177.60 \$39.72	\$84,780.80 \$3,260.80 \$40.76
Range 28A	\$76,793.60 \$2,953.60 \$36.92	\$78,561.60 \$3,021.60 \$37.77	\$80,600.00 \$3,100.00 \$38.75	\$82,638.40 \$3,178.40 \$39.73	\$84,635.20 \$3,255.20 \$40.69	\$86,819.20 \$3,339.20 \$41.74
Range 29	\$76,648.00 \$2,948.00 \$36.85	\$78,644.80 \$3,024.80 \$37.81	\$80,641.60 \$3,101.60 \$38.77	\$82,576.00 \$3,176.00 \$39.70	\$84,739.20 \$3,259.20 \$40.74	\$86,673.60 \$3,333.60 \$41.67
Range 29A	\$78,561.60 \$3,021.60 \$37.77	\$80,600.00 \$3,100.00 \$38.75	\$82,617.60 \$3,177.60 \$39.72	\$84,656.00 \$3,256.00 \$40.70	\$86,798.40 \$3,338.40 \$41.73	\$88,795.20 \$3,415.20 \$42.69
Range 30	\$78,603.20 \$3,023.20 \$37.79	\$80,600.00 \$3,100.00 \$38.75	\$82,534.40 \$3,174.40 \$39.68	\$84,697.60 \$3,257.60 \$40.72	\$86,632.00 \$3,332.00 \$41.65	\$88,878.40 \$3,418.40 \$42.73
Range 30A	\$80,620.80 \$3,100.80 \$38.76	\$82,638.40 \$3,178.40 \$39.73	\$84,676.80 \$3,256.80 \$40.71	\$86,819.20 \$3,339.20 \$41.74	\$88,816.00 \$3,416.00 \$42.70	\$91,187.20 \$3,507.20 \$43.84

Range 31	\$80,620.80 \$3,100.80 \$38.76	\$82,555.20 \$3,175.20 \$39.69	\$84,718.40 \$3,258.40 \$40.73	\$86,652.80 \$3,332.80 \$41.66	\$88,920.00 \$3,420.00 \$42.75	\$91,353.60 \$3,513.60 \$43.92
Range 31A	\$82,617.60 \$3,177.60 \$39.72	\$84,656.00 \$3,256.00 \$40.70	\$86,798.40 \$3,338.40 \$41.73	\$88,795.20 \$3,415.20 \$42.69	\$91,166.40 \$3,506.40 \$43.83	\$93,600.00 \$3,600.00 \$45.00
Range 32	\$82,617.60 \$3,177.60 \$39.72	\$84,593.60 \$3,253.60 \$40.67	\$86,819.20 \$3,339.20 \$41.74	\$88,816.00 \$3,416.00 \$42.70	\$91,166.40 \$3,506.40 \$43.83	\$93,600.00 \$3,600.00 \$45.00
Range 32A	\$84,697.60 \$3,257.60 \$40.72	\$86,715.20 \$3,335.20 \$41.69	\$89,003.20 \$3,423.20 \$42.79	\$91,124.80 \$3,504.80 \$43.81	\$93,392.00 \$3,592.00 \$44.90	\$95,971.20 \$3,691.20 \$46.14
Range 33	\$84,697.60 \$3,257.60 \$40.72	\$86,715.20 \$3,335.20 \$41.69	\$89,003.20 \$3,423.20 \$42.79	\$91,124.80 \$3,504.80 \$43.81	\$93,392.00 \$3,592.00 \$44.90	\$95,971.20 \$3,691.20 \$46.14
Range 33A	\$86,819.20 \$3,339.20 \$41.74	\$88,940.80 \$3,420.80 \$42.76	\$91,291.20 \$3,511.20 \$43.89	\$93,350.40 \$3,590.40 \$44.88	\$95,721.60 \$3,681.60 \$46.02	\$98,363.20 \$3,783.20 \$47.29
Range 34	\$86,819.20 \$3,339.20 \$41.74	\$88,878.40 \$3,418.40 \$42.73	\$91,249.60 \$3,509.60 \$43.87	\$93,392.00 \$3,592.00 \$44.90	\$95,721.60 \$3,681.60 \$46.02	\$98,363.20 \$3,783.20 \$47.29
Range 35	\$88,982.40 \$3,422.40 \$42.78	\$91,166.40 \$3,506.40 \$43.83	\$93,537.60 \$3,597.60 \$44.97	\$95,742.40 \$3,682.40 \$46.03	\$98,134.40 \$3,774.40 \$47.18	\$100,817.60 \$3,877.60 \$48.47
Range 36	\$91,228.80 \$3,508.80 \$43.86	\$93,412.80 \$3,592.80 \$44.91	\$95,825.60 \$3,685.60 \$46.07	\$98,113.60 \$3,773.60 \$47.17	\$100,568.00 \$3,868.00 \$48.35	\$103,355.20 \$3,975.20 \$49.69
Range 37	\$93,475.20 \$3,595.20 \$44.94	\$95,721.60 \$3,681.60 \$46.02	\$98,259.20 \$3,779.20 \$47.24	\$100,568.00 \$3,868.00 \$48.35	\$103,084.80 \$3,964.80 \$49.56	\$105,913.60 \$4,073.60 \$50.92

Effective January 1, 2025 - 3.00% Increase

NOTE: Yearly salary rates are based on 2,080 hours worked. Employees covered under this CBA are hourly employees.

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Range 16	\$57,865.60 \$2,225.60 \$27.82	\$59,092.80 \$2,272.80 \$28.41	\$60,444.80 \$2,324.80 \$29.06	\$61,900.80 \$2,380.80 \$29.76	\$63,481.60 \$2,441.60 \$30.52	\$64,979.20 \$2,499.20 \$31.24
Range 17	\$59,092.80 \$2,272.80 \$28.41	\$60,444.80 \$2,324.80 \$29.06	\$61,900.80 \$2,380.80 \$29.76	\$63,481.60 \$2,441.60 \$30.52	\$64,979.20 \$2,499.20 \$31.24	\$66,726.40 \$2,566.40 \$32.08
Range 18	\$60,444.80 \$2,324.80 \$29.06	\$61,900.80 \$2,380.80 \$29.76	\$63,481.60 \$2,441.60 \$30.52	\$64,979.20 \$2,499.20 \$31.24	\$66,726.40 \$2,566.40 \$32.08	\$68,452.80 \$2,632.80 \$32.91
Range 19	\$61,900.80 \$2,380.80 \$29.76	\$63,481.60 \$2,441.60 \$30.52	\$64,979.20 \$2,499.20 \$31.24	\$66,726.40 \$2,566.40 \$32.08	\$68,452.80 \$2,632.80 \$32.91	\$69,971.20 \$2,691.20 \$33.64
Range 20	\$63,481.60 \$2,441.60 \$30.52	\$64,979.20 \$2,499.20 \$31.24	\$66,726.40 \$2,566.40 \$32.08	\$68,452.80 \$2,632.80 \$32.91	\$69,971.20 \$2,691.20 \$33.64	\$71,552.00 \$2,752.00 \$34.40
Range 20A	\$65,104.00 \$2,504.00 \$31.30	\$66,643.20 \$2,563.20 \$32.04	\$68,432.00 \$2,632.00 \$32.90	\$70,033.60 \$2,693.60 \$33.67	\$71,718.40 \$2,758.40 \$34.48	\$73,299.20 \$2,819.20 \$35.24
Range 21	\$64,958.40 \$2,498.40 \$31.23	\$66,705.60 \$2,565.60 \$32.07	\$68,432.00 \$2,632.00 \$32.90	\$69,950.40 \$2,690.40 \$33.63	\$71,531.20 \$2,751.20 \$34.39	\$73,236.80 \$2,816.80 \$35.21
Range 21.5	\$58,697.60 \$2,257.60 \$28.22	\$67,038.40 \$2,578.40 \$32.23	\$68,889.60 \$2,649.60 \$33.12	\$70,844.80 \$2,724.80 \$34.06	\$72,945.60 \$2,805.60 \$35.07	\$74,755.20 \$2,875.20 \$35.94
Range 22	\$66,726.40 \$2,566.40 \$32.08	\$68,452.80 \$2,632.80 \$32.91	\$69,971.20 \$2,691.20 \$33.64	\$71,552.00 \$2,752.00 \$34.40	\$73,278.40 \$2,818.40 \$35.23	\$75,046.40 \$2,886.40 \$36.08
Range 23	\$68,452.80 \$2,632.80 \$32.91	\$69,971.20 \$2,691.20 \$33.64	\$71,552.00 \$2,752.00 \$34.40	\$73,278.40 \$2,818.40 \$35.23	\$75,046.40 \$2,886.40 \$36.08	\$77,188.80 \$2,968.80 \$37.11
Range 23A	\$70,012.80 \$2,692.80 \$33.66	\$71,656.00 \$2,756.00 \$34.45	\$73,278.40 \$2,818.40 \$35.23	\$75,046.40 \$2,886.40 \$36.08	\$76,897.60 \$2,957.60 \$36.97	\$79,123.20 \$3,043.20 \$38.04
Range 23B	\$71,801.60 \$2,761.60 \$34.52	\$73,507.20 \$2,827.20 \$35.34	\$75,067.20 \$2,887.20 \$36.09	\$76,939.20 \$2,959.20 \$36.99	\$78,748.80 \$3,028.80 \$37.86	\$81,099.20 \$3,119.20 \$38.99
Range 24	\$69,929.60 \$2,689.60 \$33.62	\$71,510.40 \$2,750.40 \$34.38	\$73,216.00 \$2,816.00 \$35.20	\$74,984.00 \$2,884.00 \$36.05	\$77,126.40 \$2,966.40 \$37.08	\$78,894.40 \$3,034.40 \$37.93

Range 24A	\$71,739.20 \$2,759.20 \$34.49	\$73,340.80 \$2,820.80 \$35.26	\$75,088.00 \$2,888.00 \$36.10	\$76,939.20 \$2,959.20 \$36.99	\$79,164.80 \$3,044.80 \$38.06	\$80,953.60 \$3,113.60 \$38.92
Range 24B	\$73,465.60 \$2,825.60 \$35.32	\$75,025.60 \$2,885.60 \$36.07	\$76,897.60 \$2,957.60 \$36.97	\$78,686.40 \$3,026.40 \$37.83	\$81,036.80 \$3,116.80 \$38.96	\$82,867.20 \$3,187.20 \$39.84
Range 25	\$71,531.20 \$2,751.20 \$34.39	\$73,236.80 \$2,816.80 \$35.21	\$75,004.80 \$2,884.80 \$36.06	\$77,147.20 \$2,967.20 \$37.09	\$78,936.00 \$3,036.00 \$37.95	\$80,974.40 \$3,114.40 \$38.93
Range 25A	\$73,299.20 \$2,819.20 \$35.24	\$75,067.20 \$2,887.20 \$36.09	\$76,918.40 \$2,958.40 \$36.98	\$79,144.00 \$3,044.00 \$38.05	\$80,932.80 \$3,112.80 \$38.91	\$83,033.60 \$3,193.60 \$39.92
Range 26	\$73,236.80 \$2,816.80 \$35.21	\$75,004.80 \$2,884.80 \$36.06	\$77,147.20 \$2,967.20 \$37.09	\$78,936.00 \$3,036.00 \$37.95	\$80,974.40 \$3,114.40 \$38.93	\$83,033.60 \$3,193.60 \$39.92
Range 26A	\$75,067.20 \$2,887.20 \$36.09	\$76,918.40 \$2,958.40 \$36.98	\$79,144.00 \$3,044.00 \$38.05	\$80,932.80 \$3,112.80 \$38.91	\$83,033.60 \$3,193.60 \$39.92	\$85,113.60 \$3,273.60 \$40.92
Range 27	\$75,025.60 \$2,885.60 \$36.07	\$77,168.00 \$2,968.00 \$37.10	\$78,956.80 \$3,036.80 \$37.96	\$80,995.20 \$3,115.20 \$38.94	\$83,054.40 \$3,194.40 \$39.93	\$85,051.20 \$3,271.20 \$40.89
Range 27A	\$76,897.60 \$2,957.60 \$36.97	\$79,123.20 \$3,043.20 \$38.04	\$80,912.00 \$3,112.00 \$38.90	\$83,012.80 \$3,192.80 \$39.91	\$85,092.80 \$3,272.80 \$40.91	\$87,193.60 \$3,353.60 \$41.92
Range 28	\$77,209.60 \$2,969.60 \$37.12	\$78,998.40 \$3,038.40 \$37.98	\$81,036.80 \$3,116.80 \$38.96	\$83,096.00 \$3,196.00 \$39.95	\$85,092.80 \$3,272.80 \$40.91	\$87,318.40 \$3,358.40 \$41.98
Range 28A	\$79,102.40 \$3,042.40 \$38.03	\$80,912.00 \$3,112.00 \$38.90	\$83,012.80 \$3,192.80 \$39.91	\$85,113.60 \$3,273.60 \$40.92	\$87,172.80 \$3,352.80 \$41.91	\$89,419.20 \$3,439.20 \$42.99
Range 29	\$78,956.80 \$3,036.80 \$37.96	\$80,995.20 \$3,115.20 \$38.94	\$83,054.40 \$3,194.40 \$39.93	\$85,051.20 \$3,271.20 \$40.89	\$87,276.80 \$3,356.80 \$41.96	\$89,273.60 \$3,433.60 \$42.92
Range 29A	\$80,912.00 \$3,112.00 \$38.90	\$83,012.80 \$3,192.80 \$39.91	\$85,092.80 \$3,272.80 \$40.91	\$87,193.60 \$3,353.60 \$41.92	\$89,398.40 \$3,438.40 \$42.98	\$91,457.60 \$3,517.60 \$43.97
Range 30	\$80,953.60 \$3,113.60 \$38.92	\$83,012.80 \$3,192.80 \$39.91	\$85,009.60 \$3,269.60 \$40.87	\$87,235.20 \$3,355.20 \$41.94	\$89,232.00 \$3,432.00 \$42.90	\$91,540.80 \$3,520.80 \$44.01
Range 30A	\$83,033.60 \$3,193.60 \$39.92	\$85,113.60 \$3,273.60 \$40.92	\$87,214.40 \$3,354.40 \$41.93	\$89,419.20 \$3,439.20 \$42.99	\$91,478.40 \$3,518.40 \$43.98	\$93,932.80 \$3,612.80 \$45.16

Range 31	\$83,033.60 \$3,193.60 \$39.92	\$85,030.40 \$3,270.40 \$40.88	\$87,256.00 \$3,356.00 \$41.95	\$89,252.80 \$3,432.80 \$42.91	\$91,582.40 \$3,522.40 \$44.03	\$94,099.20 \$3,619.20 \$45.24
Range 31A	\$85,092.80 \$3,272.80 \$40.91	\$87,193.60 \$3,353.60 \$41.92	\$89,398.40 \$3,438.40 \$42.98	\$91,457.60 \$3,517.60 \$43.97	\$93,891.20 \$3,611.20 \$45.14	\$96,408.00 \$3,708.00 \$46.35
Range 32	\$85,092.80 \$3,272.80 \$40.91	\$87,131.20 \$3,351.20 \$41.89	\$89,419.20 \$3,439.20 \$42.99	\$91,478.40 \$3,518.40 \$43.98	\$93,891.20 \$3,611.20 \$45.14	\$96,408.00 \$3,708.00 \$46.35
Range 32A	\$87,235.20 \$3,355.20 \$41.94	\$89,315.20 \$3,435.20 \$42.94	\$91,665.60 \$3,525.60 \$44.07	\$93,849.60 \$3,609.60 \$45.12	\$96,200.00 \$3,700.00 \$46.25	\$98,841.60 \$3,801.60 \$47.52
Range 33	\$87,235.20 \$3,355.20 \$41.94	\$89,315.20 \$3,435.20 \$42.94	\$91,665.60 \$3,525.60 \$44.07	\$93,849.60 \$3,609.60 \$45.12	\$96,200.00 \$3,700.00 \$46.25	\$98,841.60 \$3,801.60 \$47.52
Range 33A	\$89,419.20 \$3,439.20 \$42.99	\$91,603.20 \$3,523.20 \$44.04	\$94,036.80 \$3,616.80 \$45.21	\$96,158.40 \$3,698.40 \$46.23	\$98,592.00 \$3,792.00 \$47.40	\$101,316.80 \$3,896.80 \$48.71
Range 34	\$89,419.20 \$3,439.20 \$42.99	\$91,540.80 \$3,520.80 \$44.01	\$93,995.20 \$3,615.20 \$45.19	\$96,200.00 \$3,700.00 \$46.25	\$98,592.00 \$3,792.00 \$47.40	\$101,316.80 \$3,896.80 \$48.71
Range 35	\$91,644.80 \$3,524.80 \$44.06	\$93,891.20 \$3,611.20 \$45.14	\$96,345.60 \$3,705.60 \$46.32	\$98,612.80 \$3,792.80 \$47.41	\$101,088.00 \$3,888.00 \$48.60	\$103,833.60 \$3,993.60 \$49.92
Range 36	\$93,974.40 \$3,614.40 \$45.18	\$96,220.80 \$3,700.80 \$46.26	\$98,696.00 \$3,796.00 \$47.45	\$101,067.20 \$3,887.20 \$48.59	\$103,584.00 \$3,984.00 \$49.80	\$106,454.40 \$4,094.40 \$51.18
Range 37	\$96,283.20 \$3,703.20 \$46.29	\$98,592.00 \$3,792.00 \$47.40	\$101,212.80 \$3,892.80 \$48.66	\$103,584.00 \$3,984.00 \$49.80	\$106,184.00 \$4,084.00 \$51.05	\$109,096.00 \$4,196.00 \$52.45

Effective January 1, 2026 - 3.00% Increase

NOTE: Yearly salary rates are based on 2,080 hours worked. Employees covered under this CBA are hourly employee

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Range 16	\$59,592.00 \$2,292.00 \$28.65	\$60,860.80 \$2,340.80 \$29.26	\$62,254.40 \$2,394.40 \$29.93	\$63,752.00 \$2,452.00 \$30.65	\$65,395.20 \$2,515.20 \$31.44	\$66,934.40 \$2,574.40 \$32.18
Range 17	\$60,860.80 \$2,340.80 \$29.26	\$62,254.40 \$2,394.40 \$29.93	\$63,752.00 \$2,452.00 \$30.65	\$65,395.20 \$2,515.20 \$31.44	\$66,934.40 \$2,574.40 \$32.18	\$68,723.20 \$2,643.20 \$33.04
Range 18	\$62,254.40 \$2,394.40 \$29.93	\$63,752.00 \$2,452.00 \$30.65	\$65,395.20 \$2,515.20 \$31.44	\$66,934.40 \$2,574.40 \$32.18	\$68,723.20 \$2,643.20 \$33.04	\$70,512.00 \$2,712.00 \$33.90
Range 19	\$63,752.00 \$2,452.00 \$30.65	\$65,395.20 \$2,515.20 \$31.44	\$66,934.40 \$2,574.40 \$32.18	\$68,723.20 \$2,643.20 \$33.04	\$70,512.00 \$2,712.00 \$33.90	\$72,072.00 \$2,772.00 \$34.65
Range 20	\$65,395.20 \$2,515.20 \$31.44	\$66,934.40 \$2,574.40 \$32.18	\$68,723.20 \$2,643.20 \$33.04	\$70,512.00 \$2,712.00 \$33.90	\$72,072.00 \$2,772.00 \$34.65	\$73,694.40 \$2,834.40 \$35.43
Range 20A	\$67,059.20 \$2,579.20 \$32.24	\$68,640.00 \$2,640.00 \$33.00	\$70,491.20 \$2,711.20 \$33.89	\$72,134.40 \$2,774.40 \$34.68	\$73,860.80 \$2,840.80 \$35.51	\$75,504.00 \$2,904.00 \$36.30
Range 21	\$66,913.60 \$2,573.60 \$32.17	\$68,702.40 \$2,642.40 \$33.03	\$70,491.20 \$2,711.20 \$33.89	\$72,051.20 \$2,771.20 \$34.64	\$73,673.60 \$2,833.60 \$35.42	\$75,441.60 \$2,901.60 \$36.27
Range 21.5	\$60,465.60 \$2,325.60 \$29.07	\$69,056.00 \$2,656.00 \$33.20	\$70,948.80 \$2,728.80 \$34.11	\$72,966.40 \$2,806.40 \$35.08	\$75,129.60 \$2,889.60 \$36.12	\$77,001.60 \$2,961.60 \$37.02
Range 22	\$68,723.20 \$2,643.20 \$33.04	\$70,512.00 \$2,712.00 \$33.90	\$72,072.00 \$2,772.00 \$34.65	\$73,694.40 \$2,834.40 \$35.43	\$75,483.20 \$2,903.20 \$36.29	\$77,292.80 \$2,972.80 \$37.16
Range 23	\$70,512.00 \$2,712.00 \$33.90	\$72,072.00 \$2,772.00 \$34.65	\$73,694.40 \$2,834.40 \$35.43	\$75,483.20 \$2,903.20 \$36.29	\$77,292.80 \$2,972.80 \$37.16	\$79,497.60 \$3,057.60 \$38.22
Range 23A	\$72,113.60 \$2,773.60 \$34.67	\$73,798.40 \$2,838.40 \$35.48	\$75,483.20 \$2,903.20 \$36.29	\$77,292.80 \$2,972.80 \$37.16	\$79,206.40 \$3,046.40 \$38.08	\$81,494.40 \$3,134.40 \$39.18
Range 23B	\$73,964.80 \$2,844.80 \$35.56	\$75,712.00 \$2,912.00 \$36.40	\$77,313.60 \$2,973.60 \$37.17	\$79,248.00 \$3,048.00 \$38.10	\$81,120.00 \$3,120.00 \$39.00	\$83,532.80 \$3,212.80 \$40.16
Range 24	\$72,030.40 \$2,770.40 \$34.63	\$73,652.80 \$2,832.80 \$35.41	\$75,420.80 \$2,900.80 \$36.26	\$77,230.40 \$2,970.40 \$37.13	\$79,435.20 \$3,055.20 \$38.19	\$81,265.60 \$3,125.60 \$39.07

Range 24A	\$73,881.60 \$2,841.60 \$35.52	\$75,545.60 \$2,905.60 \$36.32	\$77,334.40 \$2,974.40 \$37.18	\$79,248.00 \$3,048.00 \$38.10	\$81,536.00 \$3,136.00 \$39.20	\$83,387.20 \$3,207.20 \$40.09
Range 24B	\$75,670.40 \$2,910.40 \$36.38	\$77,272.00 \$2,972.00 \$37.15	\$79,206.40 \$3,046.40 \$38.08	\$81,036.80 \$3,116.80 \$38.96	\$83,470.40 \$3,210.40 \$40.13	\$85,363.20 \$3,283.20 \$41.04
Range 25	\$73,673.60 \$2,833.60 \$35.42	\$75,441.60 \$2,901.60 \$36.27	\$77,251.20 \$2,971.20 \$37.14	\$79,456.00 \$3,056.00 \$38.20	\$81,307.20 \$3,127.20 \$39.09	\$83,408.00 \$3,208.00 \$40.10
Range 25A	\$75,504.00 \$2,904.00 \$36.30	\$77,313.60 \$2,973.60 \$37.17	\$79,227.20 \$3,047.20 \$38.09	\$81,515.20 \$3,135.20 \$39.19	\$83,366.40 \$3,206.40 \$40.08	\$85,529.60 \$3,289.60 \$41.12
Range 26	\$75,441.60 \$2,901.60 \$36.27	\$77,251.20 \$2,971.20 \$37.14	\$79,456.00 \$3,056.00 \$38.20	\$81,307.20 \$3,127.20 \$39.09	\$83,408.00 \$3,208.00 \$40.10	\$85,529.60 \$3,289.60 \$41.12
Range 26A	\$77,313.60 \$2,973.60 \$37.17	\$79,227.20 \$3,047.20 \$38.09	\$81,515.20 \$3,135.20 \$39.19	\$83,366.40 \$3,206.40 \$40.08	\$85,529.60 \$3,289.60 \$41.12	\$87,672.00 \$3,372.00 \$42.15
Range 27	\$77,272.00 \$2,972.00 \$37.15	\$79,476.80 \$3,056.80 \$38.21	\$81,328.00 \$3,128.00 \$39.10	\$83,428.80 \$3,208.80 \$40.11	\$85,550.40 \$3,290.40 \$41.13	\$87,609.60 \$3,369.60 \$42.12
Range 27A	\$79,206.40 \$3,046.40 \$38.08	\$81,494.40 \$3,134.40 \$39.18	\$83,345.60 \$3,205.60 \$40.07	\$85,508.80 \$3,288.80 \$41.11	\$87,651.20 \$3,371.20 \$42.14	\$89,814.40 \$3,454.40 \$43.18
Range 28	\$79,518.40 \$3,058.40 \$38.23	\$81,369.60 \$3,129.60 \$39.12	\$83,470.40 \$3,210.40 \$40.13	\$85,592.00 \$3,292.00 \$41.15	\$87,651.20 \$3,371.20 \$42.14	\$89,939.20 \$3,459.20 \$43.24
Range 28A	\$81,473.60 \$3,133.60 \$39.17	\$83,345.60 \$3,205.60 \$40.07	\$85,508.80 \$3,288.80 \$41.11	\$87,672.00 \$3,372.00 \$42.15	\$89,793.60 \$3,453.60 \$43.17	\$92,102.40 \$3,542.40 \$44.28
Range 29	\$81,328.00 \$3,128.00 \$39.10	\$83,428.80 \$3,208.80 \$40.11	\$85,550.40 \$3,290.40 \$41.13	\$87,609.60 \$3,369.60 \$42.12	\$89,897.60 \$3,457.60 \$43.22	\$91,956.80 \$3,536.80 \$44.21
Range 29A	\$83,345.60 \$3,205.60 \$40.07	\$85,508.80 \$3,288.80 \$41.11	\$87,651.20 \$3,371.20 \$42.14	\$89,814.40 \$3,454.40 \$43.18	\$92,081.60 \$3,541.60 \$44.27	\$94,203.20 \$3,623.20 \$45.29
Range 30	\$83,387.20 \$3,207.20 \$40.09	\$85,508.80 \$3,288.80 \$41.11	\$87,568.00 \$3,368.00 \$42.10	\$89,856.00 \$3,456.00 \$43.20	\$91,915.20 \$3,535.20 \$44.19	\$94,286.40 \$3,626.40 \$45.33
Range 30A	\$85,529.60 \$3,289.60 \$41.12	\$87,672.00 \$3,372.00 \$42.15	\$89,835.20 \$3,455.20 \$43.19	\$92,102.40 \$3,542.40 \$44.28	\$94,224.00 \$3,624.00 \$45.30	\$96,740.80 \$3,720.80 \$46.51

Range 31	\$85,529.60 \$3,289.60 \$41.12	\$87,588.80 \$3,368.80 \$42.11	\$89,876.80 \$3,456.80 \$43.21	\$91,936.00 \$3,536.00 \$44.20	\$94,328.00 \$3,628.00 \$45.35	\$96,928.00 \$3,728.00 \$46.60
Range 31A	\$87,651.20 \$3,371.20 \$42.14	\$89,814.40 \$3,454.40 \$43.18	\$92,081.60 \$3,541.60 \$44.27	\$94,203.20 \$3,623.20 \$45.29	\$96,699.20 \$3,719.20 \$46.49	\$99,299.20 \$3,819.20 \$47.74
Range 32	\$87,651.20 \$3,371.20 \$42.14	\$89,752.00 \$3,452.00 \$43.15	\$92,102.40 \$3,542.40 \$44.28	\$94,224.00 \$3,624.00 \$45.30	\$96,699.20 \$3,719.20 \$46.49	\$99,299.20 \$3,819.20 \$47.74
Range 32A	\$89,856.00 \$3,456.00 \$43.20	\$91,998.40 \$3,538.40 \$44.23	\$94,411.20 \$3,631.20 \$45.39	\$96,657.60 \$3,717.60 \$46.47	\$99,091.20 \$3,811.20 \$47.64	\$101,816.00 \$3,916.00 \$48.95
Range 33	\$89,856.00 \$3,456.00 \$43.20	\$91,998.40 \$3,538.40 \$44.23	\$94,411.20 \$3,631.20 \$45.39	\$96,657.60 \$3,717.60 \$46.47	\$99,091.20 \$3,811.20 \$47.64	\$101,816.00 \$3,916.00 \$48.95
Range 33A	\$92,102.40 \$3,542.40 \$44.28	\$94,348.80 \$3,628.80 \$45.36	\$96,865.60 \$3,725.60 \$46.57	\$99,049.60 \$3,809.60 \$47.62	\$101,545.60 \$3,905.60 \$48.82	\$104,353.60 \$4,013.60 \$50.17
Range 34	\$92,102.40 \$3,542.40 \$44.28	\$94,286.40 \$3,626.40 \$45.33	\$96,824.00 \$3,724.00 \$46.55	\$99,091.20 \$3,811.20 \$47.64	\$101,545.60 \$3,905.60 \$48.82	\$104,353.60 \$4,013.60 \$50.17
Range 35	\$94,390.40 \$3,630.40 \$45.38	\$96,699.20 \$3,719.20 \$46.49	\$99,236.80 \$3,816.80 \$47.71	\$101,566.40 \$3,906.40 \$48.83	\$104,124.80 \$4,004.80 \$50.06	\$106,953.60 \$4,113.60 \$51.42
Range 36	\$96,803.20 \$3,723.20 \$46.54	\$99,112.00 \$3,812.00 \$47.65	\$101,649.60 \$3,909.60 \$48.87	\$104,104.00 \$4,004.00 \$50.05	\$106,683.20 \$4,103.20 \$51.29	\$109,657.60 \$4,217.60 \$52.72
Range 37	\$99,174.40 \$3,814.40 \$47.68	\$101,545.60 \$3,905.60 \$48.82	\$104,249.60 \$4,009.60 \$50.12	\$106,683.20 \$4,103.20 \$51.29	\$109,366.40 \$4,206.40 \$52.58	\$112,361.60 \$4,321.60 \$54.02

APPENDIX I – MEMORANDUM OF UNDERSTANDING: CATASTROPHIC SICK BANK

MEMORANDUM OF UNDERSTANDING
BETWEEN
CITY OF ANN ARBOR
AND
ANN ARBOR TEAMSTER CIVILIAN SUPERVISORS, LOCAL 214
INCLUSION IN THE CATASTROPHIC SICK BANK

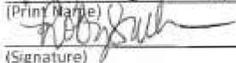
Human Resources updated the Sick Leave Policy 4.4 effective November 30, 2015 to institute a catastrophic sick bank that will allow employees to donate sick time for situations approved by the City Administrator. For purpose of this revised policy, the City and Union agree to the following:

1. Teamster Civilian Supervisor employees have agreed that they would like to have the option to participate in the catastrophic sick bank.
2. Should a situation arise where the City Administration allows donation to the catastrophic sick bank, the members of the Teamster Civilian Supervisor will have the option to donate if they so chose.

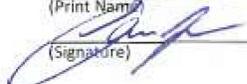
The Union will not file or pursue any grievances on behalf of other employees as a result of this MOU related to Sick Leave Catastrophic Bank. The only grievance that may be filed or pursued relates to failure to comply with Paragraphs 1 and 2 above.

It is specifically understood and agreed by the parties that this MOU does not serve to alter, modify or otherwise establish precedent for future interpretation or application of the Collective Bargaining Agreement.

City of Ann Arbor Human Resources Representative

Robyn S. Wilkerson <small>(Print Name)</small>  <small>(Signature)</small>	Director, HR & Labor Relations <small>(Title)</small> 4/28/16 <small>(Date)</small>
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Teamster Civilian Supervisor

Chuck Fojtich <small>(Print Name)</small>  <small>(Signature)</small>	Chief Steward <small>(Title)</small> 4/28/16 <small>(Date)</small>
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