

RESOLUTION NO. A- **95266**

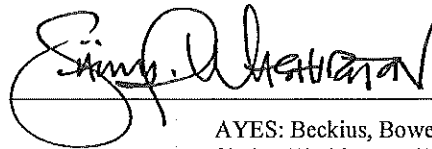
1 BE IT RESOLVED by the City Council of the City of Lincoln, Nebraska:

2 That the attached labor contract between the City of Lincoln and the Public
3 Association of Government Employees (PAGE) to be effective August 17, 2024 through August
4 31, 2026, is hereby approved, and the Mayor is authorized to execute the same on behalf of the
5 City.

6 BE IT RESOLVED that the City Clerk is hereby directed to transmit two signed
7 copies to Barb McIntyre, City Human Resources, for transmittal to the parties.

Introduced by:

Approved as to Form & Legality:



AYES: Beckius, Bowers, Carlson, Duden,
Shobe, Washington, Weber; NAYS: None.


City Attorney

ADOPTED

JUL 14 2025

BY CITY COUNCIL

Approved this 17th day of July, 2025:


Mayor

AGREEMENT

BETWEEN THE CITY OF LINCOLN, NEBRASKA,

AND

PUBLIC ASSOCIATION OF GOVERNMENT EMPLOYEES

FOR THE PERIOD

AUGUST 15, 2024 THROUGH AUGUST 31, 2026

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PREAMBLE

This Agreement, by and between the City of Lincoln, Nebraska, hereinafter referred to as the City, and the Public Association of Government Employees, hereinafter referred to as the Union, is designed to promote harmony between the City and its employees concerning wages, benefits and conditions of employment, and to be a working agreement between the City and the Union with respect thereto.

ARTICLE 1 - DEFINITIONS

The City and the Union agree that in construction and interpretation of this Agreement, the following definitions shall control:

- A. BUSINESS DAY shall mean Monday to Friday, exclusive of holidays.
- B. CITY shall mean the City of Lincoln, Nebraska.
- C. DEPARTMENT shall mean any department of the City of Lincoln, Nebraska, in which are employed persons represented by the bargaining unit.
- D. DEPARTMENT HEAD shall mean the duly appointed and acting director of any department of the City of Lincoln, Nebraska, as hereinabove defined, or the Department Head's designee. The Department Head's designee may be an Assistant Director or other management level designee who is a direct report to the Department Head. In the event the Department Head designates a designee who is not an Assistant Director or similar level in the employee's reporting structure, the designee shall not have the authority to: investigate or discipline employees, declare emergencies, or make any decisions which negatively affect the wages or benefits of employees.
- E. EMPLOYEE shall mean any regular, full-time, or part-time employee as identified in Appendix "B" who, by classification definition in Appendix "B", is a member of the bargaining unit.
- F. HUMAN RESOURCES DIRECTOR shall mean the duly appointed Human Resources Director of the City of Lincoln, Nebraska, or Human Resources Director's designee. The Human Resources Director's designee may be a Division Leader within the Human Resources Department.
- G. PAY STATUS shall mean conditions under which an employee is eligible to receive pay, and includes, but is not limited to, hours worked, vacation leave, sick leave, paid parental leave, bereavement/funeral leave, paid injury leave, paid administrative leave, compensatory time, military time, jury duty, holidays, and personal convenience holidays.
- H. PAY WEEK is hereby defined for purposes of this Agreement and the Fair Labor Standards Act as Thursday through Wednesday.
- I. PERSONNEL CODE shall mean Chapter 2.76 of the Lincoln Municipal Code, entitled "Personnel System."
- J. PROBATIONARY EMPLOYEE shall mean an employee who has not completed their probationary period. Notwithstanding anything to the contrary, probationary employees may be separated from employment for any lawful reason with or without cause, and shall not have any right of grievance or appeal of discipline.

- K. UNION shall mean Public Association of Government Employees ("PAGE").
- L. WORK WEEK is hereby defined to mean forty (40) hours of work which shall consist of five eight-hour days or four ten-hour shifts with either two or three consecutive days off, respectively.
- M. WORKING DAY is hereby defined as the consecutive eight-hour, exclusive of lunch breaks, or ten-hour, exclusive of lunch breaks, period of time that the employee is on duty and performing their job assignment.

ARTICLE 2 - UNION RECOGNITION

Section 1. The City recognizes the Union as the sole and exclusive bargaining representative of full-time, regular employees of the City engaged in labor and trades and as defined in Appendix "B" of this Agreement.

Section 2. The City agrees to provide to the Union, upon the written request by the Union, an updated list of the employees in the bargaining unit semi-annually.

ARTICLE 3 - MANAGEMENT RIGHTS

Section 1. All management rights, functions, responsibilities, and authority not specifically limited by the express terms of this Agreement are retained by the City.

Section 2. The Union acknowledges the concept of inherent management rights. These rights, powers, and authority of the City include, but are not limited to the following:

- A. The right to determine, effectuate, and implement the objectives and goals of the City.
- B. The right to manage and supervise all operations and functions of the City.
- C. The right to establish, allocate, schedule, assign, modify, change, and discontinue City operations and work shifts, so long as changes in days off, shifts, and working hours, other than in emergencies, which shall include but not be limited to, unplanned absences, are made only after the order for such change has been posted for seven (7) calendar days; except in instances which affect a single work crew or a single employee, the City will make a good faith attempt to deliver such notice.
- D. The right to establish, modify, change, and discontinue work standards.
- E. The right to hire, examine, classify, promote, train, transfer, assign, and retain employees, and the right to suspend, demote, discharge, or take other disciplinary action against employees for just cause; and to relieve employees from duties due to lack of work or funds.
- F. The right to increase, reduce, change, modify, and otherwise alter the composition and size of the work force.
- G. The right to determine, establish, set, and implement policies for selection, training, and promotion of employees.
- H. The right to create, establish, change, modify, and discontinue any City function, operation, or department.
- I. The right to establish, implement, modify, and change financial policies, accounting procedures, prices of goods or services, public relations, and procedures and policies for the safety, health, and protection of City property and personnel.
- J. The right to adopt, modify, change, enforce, or discontinue existing rules, regulations, procedures, and policies not in direct conflict with any provisions of this Agreement.

- K. The right to determine and enforce employees' quality and quantity standards.
- L. The right to classify jobs and allocate individual employees to appropriate classifications based upon duty assignments. The City will not abolish or change any bargaining unit classifications for the purpose of depriving bargaining unit employees of benefits under this Agreement.

ARTICLE 4 - STRIKES AND OTHER DISRUPTIONS OF NORMAL WORK ROUTINE

Section 1. The protection of the public health, safety, and welfare demands that neither Union, nor any Union member, or any person acting in concert with them will cause, sanction, or take part in any strike, walkout, sitdown, stoppage of work, retarding of work, abnormal absenteeism, withholding of services, or any other interference with the normal work routine. The provisions of this Section 1 of this Article apply as long as this Agreement, or during any renewal or extension thereof, is in effect.

Section 2. Violation of Section 1 of the Article by the Union shall be just cause for the City to terminate this Agreement by giving written notice of election to terminate to any elected principal officer of PAGE or the Union attorney, in addition to any other remedies available at law or in equity. If none of the above listed persons can be located, the City can terminate this Agreement with written notice posted on Union or City bulletin boards, provided that such notice is posted for not less than thirty (30) days.

Section 3. Violation of Section 1 by any employee shall be just cause for discharge of such employee.

Section 4. The City agrees it shall not lock out or bar from work any employee on account of a labor dispute without cause.

ARTICLE 5 - UNION ACTIVITY

Section 1. The Union agrees that its members, agents, or representatives shall not solicit membership in the Union or otherwise carry on Union activities during working hours, subject to the provisions of Section 3 of this Article.

Section 2. The City, during its new employee orientation, shall inform new employees of the existence of PAGE. The City shall from time to time, through its Human Resources Department, upon receipt of reasonable requests from Union representatives, provide to the Union names and class titles of new employees within the bargaining unit. The City further agrees to provide to such new employees an information packet (approved by the City) regarding PAGE, as may be made available to the City.

Section 3. Union representatives shall be permitted to be in City Departments, during such times and after providing reasonable notice to the Department Head, for the purposes of performing Union obligations and duties to employees with respect to processing of grievances and discipline; insurance claims; processing claims by employees for benefits provided by the Union; and for the purpose of posting material on Union bulletin boards. Union representatives in City Departments for the above-described purposes shall conduct themselves in such manner as not to disrupt the normal work routine of the Department, and shall conduct such activities on their own time.

Section 4. Union Time

The Union President or their designated representative(s) shall have available a bank of two hundred (200) hours maximum per contract year to conduct Union business. This means the combined hours used by the Union President and their designated representative(s) to conduct the above described activities shall not exceed two hundred (200) hours per contract year. Such leave shall be provided upon written notice by the Union submitted to the Department Head not less than one (1) calendar week in advance of the requested date, or in the event that the one week notice is not possible, it shall be provided with reasonable notice.

The designated representative(s) will consist of any PAGE board member, the two Vice-Presidents, Chief Steward, Secretary, and Treasurer.

In the event that a Union representative is required to attend meetings, or otherwise conduct business during their off-duty time, and the business occurs within eight (8) hours of the start of their work shift, the Union representative will be allowed to use part of all of their shift off using Union time. If the required meeting is in the eight (8) hours directly following the work shift then Union time will be granted off for their work shift.

Negotiations

Union officials who are members of the bargaining committee, not to exceed five (5) in number, shall be paid by the City for time spent in negotiations with a committee maximum of 100 work hours at their then current straight time pay rate. The 100 work hour maximum shall be cumulative; that is, the combined hours used by all members of the bargaining committee shall not exceed 100 hours per contract year. Payment shall be made for time spent in negotiation sessions only and solely for time during which such employees are scheduled to work.

After the 100-hour allocation is expended, a maximum of five (5) Union officials shall continue to be granted leave from duty without pay for the purpose of negotiating the terms of an Agreement.

Section 5. None of the time spent in negotiations shall be used to compute hours worked for overtime compensation.

Section 6. The maximum 100 work hours for negotiations shall be exhausted prior to August 31st of each year or forfeited. The City will not pay nor be liable for Union time spent negotiating with the City subsequent to the above mentioned day.

Section 7. When officers or designated Board members of the bargaining unit are requested by the City to participate in conferences or meetings (other than contract negotiations as provided for in Section 5 of this Article) during working hours, attendance at such meetings shall be without loss of pay or other benefits.

ARTICLE 6 - CHECK-OFF

Section 1. The City agrees to deduct regular monthly Union dues from the pay of each employee covered by the Agreement for whom, at the time of such deduction, the City possesses a current, unrevoked written assignment executed by such employee, in the form and according to the terms of the authorization form attached hereto, marked Appendix "A," and by this reference incorporated herein.

Section 2. Unrevoked, written authorizations shall continue in effect for any employee reinstated following layoff, leave of absence, or suspension not exceeding sixty (60) days. Authorizations of employees rehired or reinstated under any other circumstances shall be deemed revoked, and shall not be effective.

Section 3. Such authorized deductions shall be made biweekly. The amount collected from the deductions shall be remitted to the duly designated Union official within twenty (20) days following the issuance of pay warrants for the pay period. The Union shall advise the City in writing of the name of such official.

Section 4. If the City receives written revocation of authorization from an employee during the month of June of each year, no deduction will be made in subsequent payroll periods.

Section 5. The exact amount of regular monthly Union dues to be deducted by the City from the wages of employees for whom deduction has been authorized shall be specified by the Union from time to time in writing, and shall be amounts duly approved by the Union in accordance with its Constitution and Bylaws.

Section 6. The City will make no charge to the Union for the service of deducting regular monthly dues.

Section 7. The City shall be liable to remit to the Union only such sums as are actually deducted in accordance with this Article. If an authorized deduction is not made by the City in any pay period, the City shall make such deduction from the next succeeding pay period occurring more than two weeks after receipt of written notice of the omission. In the event the City remits an overpayment to the Union, it may deduct the amount of the overpayment from the next succeeding remittance to the Union. The Union agrees to refund any unauthorized deduction remitted to the Union by the City.

Section 8. Notwithstanding the expiration of this contract because of negotiations for amendment thereof or during the pendency of any appeals or proceedings of any kind concerning representation of the bargaining unit herein described, the provisions of this Article shall remain in full force and effect unless:

A. Article 4 is violated.

- B. The Union is decertified.
- C. It is ordered discontinued by an appropriate administrative or judicial authority.

ARTICLE 7 - BULLETIN BOARDS

Section 1. The City shall permit the Union to use one bulletin board in each workplace, with the site designated by each affected Department or Division Head, for posting of information concerning Union meetings and elections and reports of Union committees. Any other notices shall require the approval of the Department or Division Head prior to posting, provided that such approval shall not be unreasonably withheld.

Section 2. The Union agrees that posted materials shall not be in violation of the Constitutions of the United States and the State of Nebraska, the Charter of the City of Lincoln, or the Ordinances of the City of Lincoln, and shall not reflect adversely upon the City, any of its employees, elected officials, or appointed boards. The City shall be entitled to remove or cause the removal of any Union bulletin boards as to which the Union is found to be in violation of this Article.

Section 3. The bulletin boards referred to in this Article shall be for the exclusive use of the Union.

ARTICLE 8 - DISCHARGE AND DISCIPLINE

Section 1. Disciplinary Action - Cause: Any action which reflects discredit upon the City service or is a direct hindrance to the effective performance of the municipal government functions shall be considered cause for disciplinary action. Cause for disciplinary action against any employee shall include any cause specified in the Personnel Code and in departmental rules and procedures of departments employing members of the bargaining unit; provided, that such departmental rules and procedures:

- A. Shall have been published prior to the date of an infraction cited as cause for disciplinary action; and
- B. Such departmental rules and procedures shall have been designed as a basis for disciplinary action; and
- C. Such departmental rules and procedures shall have been filed with the City Human Resources Department.

Section 2. Disciplinary action shall consist of written warning, written reprimand, suspension, demotion and dismissal. Written warnings may be given by any supervisor. A Department Head may reprimand any employee for cause. Such reprimand shall be in writing and addressed and presented to the employee who will initial indicating receipt of the reprimand. Any discipline will be initiated, including providing notice of a pre-disciplinary meeting, within thirty (30) business days subsequent to the Department Head's initial awareness of the occurrence or behavior in question. If more than thirty (30) business days are needed to complete an investigation into the concerns which may rise to discipline, the Department Head shall advise the union of the delay and need for an extension. A signed copy shall be delivered to the Human Resources Department for inclusion in the employee's personnel file. The employee may submit an explanation or rebuttal of which a copy shall be placed in the employee's file in the Human Resources Department.

Written reprimands, written warnings and rebuttals or explanations thereof shall be removed from an employee's personnel file, including such files within a Department, one (1) year after the filing thereof provided there is a written request for removal from the affected employee and further provided there have been no additional disciplinary actions taken against the employee. Any written reprimands, written warnings and rebuttals or explanations thereof issued prior to the most recent discipline being removed shall also be removed. In no event shall any reprimands be removed prior to one (1) year of incident-free performance, except with the approval of the Human Resources Director.

All documents and materials removed from the employee's personnel file will be maintained by the Human Resources Director in a separate confidential file. The information maintained in such a file shall not be used to evaluate disciplinary action or be considered for eligibility for promotions, special positions or training opportunities, but may be used for human resource purposes or responding to appropriate record requests, including but not limited to, requests for comparator information from the Nebraska Equal Opportunity Commission or similar agency. Any documents or materials removed from any employee's personnel file, which are required to be maintained by the records retention requirements established

by the Nebraska Secretary of State, shall also be maintained in said confidential file.

Section 3. The employee shall receive a copy of the disciplinary action at the time it is initiated. The employee, at the employee's option, shall have the right to Union representation at the time any disciplinary action shall occur. No representation shall be permitted during the investigative process. Any employee may audio record any questioning if they are required to answer. The City may also audio record such questioning.

In the event the City proposes to terminate an employee, and in lieu thereof, the employee resigns from City employment any pre-disciplinary notice addressing allegations against the employee shall not be placed in the employee's personnel file.

Section 4. A Department Head may suspend an employee without pay for cause for not more than fifteen (15) working days, but no more than thirty (30) working days in any twelve (12) months. In the event of suspension, written notice thereof, setting forth the duration of the suspension and the reasons therefor, shall be provided to the suspended employee and to the Human Resources Department no later than one (1) business day after the date the suspension becomes effective.

Section 5. A Department Head may demote an employee to a lower job classification for cause. Written notice of the demotion setting forth the reasons therefor shall be provided to the employee and a copy filed with the Human Resources Department no later than five (5) business days prior to the date the demotion is made effective.

Section 6. A Department Head may dismiss an employee for cause. A written notice of the dismissal shall be delivered to the dismissed employee at least ten (10) business days before the effective dismissal date setting forth the reasons for the dismissal, and a copy thereof shall be filed with the Human Resources Department. If the Department Head desires to make an immediate separation from the service, the Department Head may suspend the employee without pay for ten (10) business days with permanent separation at the end of the suspension. Any regular employee who has been terminated may appeal for a hearing before the Personnel Board. The appeal must be submitted in writing to the Human Resources Director any time after written notice of, but no later than ten (10) business days after, the effective date of the termination.

Upon being informed that an employee has been accused of behavior which, if substantiated, would be cause for dismissal, the Department Head shall have the option of suspending an employee without pay for a period not to exceed thirty (30) calendar days for the purpose of investigation of the accusation, provided that if after investigation the Department Head determines to dismiss the employee, the Department Head shall give written notice of the dismissal in accordance with the first paragraph of this Section 6, and if after investigation, the Department Head determines that the accusation cannot be substantiated or does not constitute cause for dismissal, the employee shall be reinstated and awarded back pay for any portion of the suspension time not imposed as disciplinary action.

Section 7. Written warnings and reprimands shall not be subject to the grievance procedure as set out in Article 9. Written reprimands may be appealed to the Human Resources Director within ten (10) days of receiving such. The Human Resources Director shall review the reprimand and render a decision which shall be final and binding.

Section 8. Citizen Complaints: An employee shall not be subject to disciplinary action in excess of a written reprimand on the basis of a citizen complaint about the employee's conduct, unless the complaining citizen is willing to identify themselves to the City and is willing to provide a written statement recounting the employee's conduct.

Section 9. Pre-disciplinary meeting. A pre-disciplinary meeting shall not be required when considering discipline below the level of written reprimand.

City shall provide three (3) business day notice for pre-disciplinary meeting, including an explanation of the allegations against the employee.

At the time the City sends notice of a pre-disciplinary meeting to an employee but no later than twenty-four (24) hours prior to the meeting, the City shall also provide to the employee the following:

- A. A copy of each document generated or obtained during the investigation of the allegations addressed in the discipline and relied upon by the City when determining whether discipline should be issued against the employee;
- B. The City shall also provide the union's legal counsel and the union the names of all witnesses who are not employees of the City at the time of the notice of the pre-disciplinary hearing.

At that time, the City shall also provide the union's legal counsel and the union the names of all witnesses to the incident that the City is aware of who are City employees, unless the City has a bona fide basis to conclude the witnesses will be placed in danger of coercion or physical violence, there is an articulable basis for a specific concern that evidence is in danger of being destroyed, or there is an articulable basis for a specific concern that testimony is in danger of being fabricated, (collectively, the "Confidentiality Concern"). The City must make a written record of the bona fide basis for a Confidentiality Concern. If the City articulates a good faith Confidentiality Concern, witness names and the written record of the Confidentiality Concern shall not be disclosed until after the City has imposed discipline or discharge, and the union has timely grieved the adverse action. ;

- C. Notwithstanding the provision of subparagraphs A and B above, the Department shall not be required to provide e-mail or other written communications from the Department about the employee that have been addressed to the Human Resources Department or the City Attorney.

If discipline is issued and an employee files a notice of appeal of such disciplinary action, the City shall make available to the employee or their representative any employee that was a witness to the incidents alleged against the employee, so

that the employee may be questioned by the employee or their representative. The City shall make these employees available for questioning within five (5) business days following the employee's filing of the notice of appeal, or according to another schedule that is agreeable to the City and the employee. The City may have a representative attend the questioning. Questioning of City employees shall occur while such employees are on duty.

ARTICLE 9 - GRIEVANCE PROCEDURE

Section 1. The grievance procedure set forth herein is designed to preserve harmony and friendly relations between the City and its employees. Furthermore, the grievance procedure is to provide a just and equitable method for the resolution of grievances without discrimination, coercion, restraint, or reprisal against any employee who may submit or be involved in a grievance. The grievance procedure shall not be used to change, but to clarify provisions of the Personnel Code, municipal ordinances, any departmental rules and regulations, and the contract between the Union and the City.

Section 2. A grievance is hereby jointly defined to be any disagreement concerning the interpretation or application of the specific and expressed provisions of this Agreement relating to wages, fringe benefits, or working conditions.

Section 3. Any aggrieved employee shall have the right to present a grievance individually or by a Union representative, or by an attorney, at the option of the aggrieved employee.

Section 4. A grievance must be in writing, setting forth the following information:

- A. The name of the Department Head or other City representative whose action or non-action is the subject of the grievance.
- B. The specific action or non-action which is the subject of the grievance, including a disciplinary action of suspension, demotion, or termination, or other alleged violation of this agreement.
- C. The date upon which the action or non-action which is the subject of the grievance occurred.
- D. The specific provisions of this Agreement or the Personnel Code which are alleged to have been violated by the action or non-action which is the subject of the grievance.
- E. The name, job classification, and City department of the employee who is filing the grievance.
- F. The name and address of a Union representative or attorney, if any, presenting the grievance on behalf of the employee.
- G. The reasons relied upon by the employee in concluding that the action or non-action complained of is in violation of this Agreement or the Personnel Code.
- H. The remedy sought by the employee making the grievance.

Section 5. Grievances shall be processed in the following manner:

Step 1. Within ten (10) business days of the occurrence of the alleged violation giving rise to this grievance, the employee must submit a written grievance to the Department Head. The Department Head or their designee shall arrange for a meeting with the employee within ten (10) business days from the date of receipt of the grievance. The meeting shall be in person, unless the employee agrees to a virtual or telephone meeting. The Department Head will render a written decision within ten (10) business days of the meeting with the employee.

Step 2. If the grievance is not resolved under Step 1, the employee may request a Step 2 hearing before a Mini-Hearing Officer (MHO) by notifying the Human Resources Director in writing, within ten (10) business days from the date of decision in Step 1.

At this juncture, and regardless of whether the grievant requests a hearing before the MHO, the grievant must also declare whether the Step 3 hearing will be before a Hearing Officer, or the Personnel Board.

Mini-Hearing process.

The MHO shall be identified by a separate letter of agreement that expires on the same date as this Agreement.

The intent of the parties is that the matter be considered at this step in an informal manner and be resolved as expeditiously as possible. If the employee requests a Step 2 hearing, the MHO may confer (individually or in any combination) with any Union representative, the employee, or any City representative, to discuss and attempt to informally resolve the grievance. The MHO has discretion to interview witnesses ex parte or require documents and other items to be produced prior to the hearing. Grievances that are informally resolved prior to the hearing shall be non-precedent setting, unless the Union and City agree otherwise in writing.

- A. Hearings before the MHO shall be informal, without attorneys, and the rules of evidence shall not apply. All exhibits that the City or grievant want the MHO to consider must be received by the MHO and the opposing party a minimum of three days before the mini-hearing. Each party shall be allotted 30 minutes to present evidence at the mini-hearing. Parties shall be permitted to bring one witness to the hearing in addition to the grievant.
- B. The MHO shall schedule the mini-hearing at least 7 days in advance of the hearing.
- C. The grievant shall submit a narrative of 3 pages or less, which shall set out the basis for the grievance, along with reference to any exhibits the grievant may attach to the narrative.
- D. In cases involving discipline, the City shall present its case first. In all other cases the Union or grievant shall present first. Post hearing briefs shall not be allowed. On disciplinary matters, the burden of proof is on the City to establish just cause by a preponderance of the evidence. On non-

disciplinary matters, the burden shall be on the grievant to establish a violation of the contract or Personnel Code (that is not inconsistent with the contract) by a preponderance of the evidence.

- E. The MHO shall issue a written decision to reverse, modify or uphold the decision of the Department Head at Step 1. The decision shall be issued within ten (10) business days of the hearing and shall include a description of the events giving rise to the grievance and the rationale upon which the decision is made. The MHO shall have no authority to add to, subtract from, or in any way modify the terms of this Agreement. If a written decision is not rendered within 10 business days, either party may request the grievance be heard before a Hearing Officer, or the Personnel Board, based upon the original choice made by the grievant at the outset of Step 2.

Step 3. Hearing Officer ("HO") or Personnel Board

- A. If either party is not satisfied with the decision of the MHO in Step 2, or if the MHO fails to timely publish a decision, either party may request to be heard by a HO or the Personnel Board (depending on which option the grievant selected at the outset of Step 2) by filing written notice with the opposing party within ten (10) business days of receipt of the decision of the MHO, or the MHO's missed deadline for publishing a decision. If timely request to be heard is not received, the decision or missed deadline of the MHO shall conclude the grievance process.
- B. If either party timely requests to be heard by the HO or Personnel Board, the Human Resources Director shall arrange for a hearing. *The hearing date shall be set by the HO or Personnel Board. The HO or Personnel Board shall have the authority to set limitations for the time parties will have to present their case (although each party will receive the same amount of time), and the length of time for the parties to submit post hearing briefs. HO and Personnel Board hearings will be electronically recorded.*
- C. HO and Personnel Board Process
 - i. The HO shall be identified by a separate letter agreement that expires on the same date as this Agreement.

Hearings before the HO or Personnel Board shall be informal and the rules of evidence shall not apply. Each party may be represented, and their representative may be an attorney. The location of the hearing shall be set by the HO or Personnel Board.

- ii. Exhibits must be submitted to the opposing party, and the HO or Personnel Board, as determined by the HO or Personnel Board. In cases involving discipline, the City shall present its case first. In all other cases Union or grievant shall present first. On disciplinary matters, the burden of proof is on the City to establish just cause by a preponderance of the evidence. On non-disciplinary matters, the burden shall be on the grievant to establish a violation of the contract or Personnel Code (that is not inconsistent with the contract) by a

preponderance of the evidence.

- iii. Post hearing briefs shall not be allowed in any case unless all parties, are in agreement as to the need for such briefs. The HO or Personnel Board will set a briefing schedule and the hearing is not concluded for purposes of issuing a decision until the last date of the schedule.
- iv. The decision of the HO or Personnel Board shall be issued within thirty (30) business days of the conclusion of the hearing, unless both parties agree to extend such deadline, and shall include findings of fact and conclusions upon each contested issue. The HO or Personnel Board shall have no authority to add to, subtract from, or in any way modify the terms of this Agreement.
- v. If either party is dissatisfied with the HO or Personnel Board decision, it may appeal to a court of competent jurisdiction within Lancaster County, Nebraska within thirty (30) calendar days of receipt of the decision. If timely appealed, the decision of the HO or Personnel board will be stayed until the decision is upheld, modified or reversed.

Section 6. A grievance may be initiated and prosecuted by the City with regard to actions by the Union which are violations of this Agreement by filing of such grievance in writing with the designated representative of the PAGE. The grievance procedure set forth herein also applies to a grievance filed by the City. The representative of PAGE shall arrange for a meeting with the City within ten (10) business days from the date of receipt of the grievance.

The designated representative of the Union shall provide the City, or its designated representative, with a written answer to the grievance within ten (10) business days after the conclusion of such a meeting. If satisfactory settlement is not reached under this procedure, the City may file a notice of its intention to utilize the appeal process described in steps 2 and 3 above if such notice is filed with the designated employee representative within ten (10) business days after receipt of the Union's answer as provided for in this section. The procedure for such appeal shall be as set out in Step 2 and 3 above.

Section 7. The time limits provided for in this Article shall be strictly construed and the failure of any moving party to meet the time limits listed in this Article relative to the resubmittal of the grievance shall constitute an unconditional acceptance of the remedy implemented at the last step, or shall constitute a withdrawal of the grievance, whichever is appropriate.

Section 8. Discovery.

- A. After Step 1, the grievant or their designee and/or the City has the right to request discovery relevant to the grievance, within the same Department and within the previous two years. The employee and/or the City may interview any witnesses or the other party and may make requests for admissions, documents or interrogatories which are relevant to the grievance. Discovery requests not made pursuant to a timely and properly filed grievance will be returned to the requesting party without action, other than a statement of the reason for such return.

- B. Only discovery requests which are relevant or would lead to relevant evidence for the grievance will be granted; however, in no case will discovery be granted which seeks evidence which is attorney-client privileged.
- C. Discovery requests to the City must be presented to the Human Resource Director. Objections to the discovery request(s) must be made in writing within 10 business days of receipt, otherwise, information sought in the discovery must be provided within 14 business days of receipt of request.
- D. Should the parties be unable to resolve the objection, the HO or Personnel Board Chair may conduct telephonic conferences to resolve the dispute. The HO, or if before the Personnel Board, the Personnel Board Chair shall enter a written decision as to whether the objection shall be granted or denied. Either party has 15 business days from the written decision date to comply/respond.
- E. Within five (5) business days of receipt of the discovery requests, the requesting party shall notify the answering party of any failure on the part of the answering party to properly respond to the request.
- F. The failure to respond to any discovery requests may result in the answering party being denied the right to introduce the requested evidence during any hearing, or other suitable remedy imposed by the HO or Personnel Board.

Section 9. Subpoenas.

- A. If either party wishes to use any individual as a witness at hearing, they may request the Personnel Board or HO to subpoena the attendance of the witness. Requests for subpoenas must be submitted to Human Resources at least eight (8) business days prior to the hearing. The requesting party shall immediately notify the other party of the names of any individual(s) who have been subpoenaed. The subpoenas are to be served by the requesting party at least four (4) business days before the scheduled hearing. The Personnel Board or HO may limit the number of witnesses either party may call to testify, considering relevancy of proposed testimony and whether it would be repetitious.
- B. Employees who are subpoenaed to attend a hearing shall be granted time off from their assigned duties and all hours in attendance at the hearing during their regularly schedule work shift shall be considered work time.
- C. The City shall, upon receiving a written request from the grievant or their designee, provide an abstract of disciplinary records concerning the same or similar offenses and the type of punishment administered. The abstract shall only contain offenses committed by the individuals within the same bargaining unit and Department as the grievant. The abstract must be requested at least eight (8) business days prior to either the hearing before the MHO or the HO or Personnel Board, and the abstract shall consist only of disciplinary records concerning the same or similar offenses and the type of discipline administered for two years prior to the offense in question. Only one abstract may be requested for each grievance.

ARTICLE 10 - EMPLOYEE RIGHTS

Section 1. All sections of the Personnel Code not in conflict with this Agreement are by this reference made a part hereof. No employee shall suffer any loss of wages, hours, or working conditions by reason of the signing of this Agreement. No employee shall be subjected to disciplinary procedures except in the manner provided in Article 8 of the Agreement.

Section 2. No employee shall be subject to disciplinary procedures for violation of any department policies, rules, procedures or regulations unless the employee has been provided a copy of such department policy, rule, procedure or regulation or should have reasonably known that such exists prior to the proposed discipline for violation of such policy, rule, procedure or regulation.

Section 3. An oral review shall be conducted whereby the employee's rating supervisor, at the request of the employee, shall make the employee aware of their strengths and/or weaknesses.

Section 4. If a supervisor believes that a supervisory referral to Continuum Employee Assistance is warranted, the Human Resources Director must be contacted. The Human Resources Director will review the facts of the situation and make a final judgment as to the necessity of the referral.

The above stipulation does not apply in the following cases:

- A. Where the employee has received a positive pharmacological test result showing past use of illegal drugs; or,
- B. Where the Department Head reasonably believes that the employee has been under the influence of alcoholic beverages or drugs during a period that the employee was at work.

Section 5. No employee may be disciplined or evaluated negatively solely for smoking legal tobacco products or using smokeless tobacco products if the use of the tobacco products occurs while the person is on any break, and the employee is not in a city building, is not in a city vehicle or violating any provision of the Lincoln Smoking Regulation Act.

An employee shall be allowed to leave city property during an authorized break, provided they return prior to or at the expiration of such break.

ARTICLE 11 - SENIORITY AND REDUCTION IN FORCE

Section 1. Whenever a classified position is abolished, or a reduction in force becomes necessary, or an employee is laid off to create a vacancy for an employee moving from a higher classification, layoff shall be in reverse order of continuous service with the City.

Section 2. An employee who has received notice of layoff shall have the privilege of bumping an employee in the same class in their Department with less continuous City service. If there are no employees in the same class with less continuous City service, they may move to the next lower classification in the class family in the employee's Department. Additionally, the City will permit employees to bump into a different class within the employee's Department so long as the employee has served at least one year in that class.

Section 3. An employee who is laid off to create a vacancy for an employee moving from a higher classification shall in turn have the privilege of moving to the next lower classification within the class family for which they are qualified, within the employee's Department, whether or not a vacancy in such lower classification exists.

Section 4. In no case shall an employee with greater continuous City service be laid off to create a vacancy for an employee with less continuous City service.

Section 5. In the event an employee is to be laid off, the City shall give to the employee in person, or by mail, written notice to the last known address of record thereof at least fourteen (14) calendar days prior to the effective date of the layoff. In order to utilize the privilege of bumping as set forth above, the employee shall give written notice of such election to the Human Resources Director within five (5) calendar days after being served with written layoff notice from the City.

Section 6. Any status employee in a classification which is not represented by the Union shall not be allowed to demote back to a position in their former classification which is represented by the Union unless said employee applies for and is selected for a vacant position.

Section 7. When seniority is utilized to determine work assignments, days off, or shift assignments, "seniority" shall be defined as the period of full-time service within any classification represented by the PAGE bargaining unit. This definition of "seniority" shall not govern lay-offs or reductions in force. This definition of "seniority" shall apply only to employees who obtain positions in a classification represented by the PAGE bargaining unit on or after March 7, 2000. Unless the needs of the department indicate otherwise, seniority will be the basis for shift changes, vacations, holidays, and regular days off.

For employees in a classification represented by the PAGE bargaining unit prior to March 7, 2000, seniority for work assignments, days off, or shift assignments

shall be defined as length of continuous service of an employee with the City.

Section 8. Seniority is defined for purposes of this Agreement as the length of continuous service of an employee to the City. For purposes of this Agreement, seniority status shall be evidenced by the employee's date of hire (the "seniority commencement date"); provided, however, that no seniority rights shall vest until the employee completes six (6) months of continuous full time service.

Section 9. An employee's seniority status and date shall not be affected by absence from work on account of:

- A. Illness or approved sick leave;
- B. Injury in the line of duty covered by this Agreement and/or State workers' compensation laws;
- C. Time spent on approved leave of absence for service in the Armed Forces of the United States or applicable reserve programs;
- D. Service as a regularly impaneled member of a state or federal jury.

Section 10. If an employee in a classification represented by the PAGE bargaining unit accepts another City position that is not represented by PAGE, and then returns to a position represented by PAGE, the employee's seniority for work assignments, days off, or shift assignments shall start over from the date an employee returns to a classification within the PAGE bargaining unit.

Section 11. Seniority will be the basis for the determination of the priority between employees of the following: shift assignments, vacations, holidays, and regular days off in that division.

Section 12. SHIFT BID FOR DIVISIONS THAT HAVE SECOND AND/OR THIRD SHIFTS.

All shifts and days off that are in positions that ordinarily operate a second or third shift within an employee's division and any position that has variable start and end times within a shift and/or variable days off in a work week shall be assigned based on an annual bid submitted by such employees in that division on the basis of seniority on the first Wednesday following the first Tuesday of December each year. The positions shall take effect beginning with the first pay period of January of the following year.

Employees can only bid within their currently assigned, Department, Division, and job classification.

Thirty days prior to the date of the bid, the Department Head shall publish the current Seniority list, and shall identify all positions within an employee's division, which shall include each shift, job classification, and days off for each position to be bid. The Department shall include in this information the date of the bid, and the time that the employee shall be available to make their bid, as discussed below.

The bidding shall begin at 9:00 a.m. on the day that the bidding shall take place. At 9:00 a.m. on that day, the Department shall contact the first person on the Seniority list with the available positions (including shifts and days off) and that person shall have the opportunity to select their shift and days off.

If the person making the bid is present at the location of the bid, the person shall make the bid at that time, with no more than 15 minutes to make their selection. If the person will not be present at the location of the bid, the person shall have the duty to provide the Department with the phone number at which the person can be reached at the time they are to place their bid, and the Department shall make the contact with the employee by telephone.

In the event that the person does not respond to the telephone call within the allotted time, the Department shall move to the next person on the seniority list. Thereafter, any person that has been skipped due to lack of timely response may make contact with the Department, and the person shall be permitted to make their bid after the person that is then making their bid has completed their bid.

Management shall have the right to assign shift and days off to any new employee who is in training.

Section 13. MINI-BID

In the event new positions are allocated, positions are vacated or there is a need for the readjustment of staffing in the middle of the bid year, the Department may elect to open the position(s) for a mid-year mini bid to fill this position(s) and subsequent positions that become vacant during the mini bid.

The division supervisor will post the notice of the mini bid, the vacant position(s), date and time of the mini bid and the seniority list a minimum of 14 days prior to the mini bid date.

Any employee who wishes to be included in the mini bid shall notify the unit manager 4 days before the mini bid occurs.

The bidding shall begin at 9 a.m. on the day of the mini bid and will otherwise comply with the yearly bidding procedure.

Section 14. In the event a reduction in force is necessary, any employee who is laid off and is a member of the retirement plan may withdraw their total contribution without forfeiture of that vested portion of the City's contribution. The vested portion of the City's contribution must remain in the employee's account with the carrier of the retirement plan or roll the vested portion over into an authorized IRA or other plan qualified under the Internal Revenue Code.

ARTICLE 12 - NON-DISCRIMINATION

Section 1. The parties agree not to discriminate against any employee because of race, color, sex, religious or political affiliations, national origin, disability, age, ancestry, marital status, sexual orientation, or Union or non-Union membership.

Section 2. The parties agree that no officers, agents, representatives, members, or anyone connected with either party shall in any manner intimidate, coerce, restrain, or interfere with the rights of employees to form, join, or assist labor organizations, or to refrain from any of these activities, including the right of employees to withdraw, revoke, or cancel Union membership.

ARTICLE 13 - LEAVE PROVISIONS

Accrued leave time shall be available for use at the end of the pay period at 23:59:59 Wednesday night.

Section 1.

- A. **SICK LEAVE** Sick leave shall be earned by employees at the hourly equivalent of one hundred and one (101) hours per year, which is .04857 per hour for a maximum of forty (40) hours in a pay status per week. Sick leave earnings shall be computed only for hours in a pay status. The accrual of sick leave shall be unlimited.
- B. **WHEN TAKEN** Sick leave with pay must be earned before it can be taken and advancing sick leave is prohibited. Employees may utilize their allowances of sick leave when unable to perform their work duties by reason of personal illness, bodily injury, for periods of time during which no injury leave or workers' compensation benefits are payable, pregnancy, disease, or exposure to contagious diseases under circumstances in which the health of other employees or the public would be endangered by attendance on duty. Sick leave with pay may also be taken to keep medical or dental appointments.

When an employee finds it necessary to utilize sick leave, their supervisor must be notified immediately by voice call, email, or text, as directed by the employee's supervisor. When the supervisor requires a voice call, a voicemail left on the supervisor's work phone shall satisfy this notice requirement. An employee must keep their Department/Division Head informed of their condition daily unless relieved of said responsibility. An employee may be required by the Human Resources Director or their designated representative to submit a medical certificate for any sick leave absence only after an employee has been absent for three consecutive workdays. Failure to fulfill these requirements may result in a denial of sick leave. No refund of vacation time shall be allowed due to illness incurred while on vacation leave.

- C. **FAMILY ILLNESS** Sick leave may also be granted for illness of the employee's immediate family, under the same rules and restrictions set forth in Article 13, Section 1.B. For the purposes of this Section 1, the term immediate family shall include the employee's parent, sibling, spouse, child, grandparent, grandchild, or any other family member living in the employee's household. This includes family members by blood, marriage, adoption, foster, or legal guardianship. Such time off will be deducted from the employee's accumulated sick leave.
- D. **UNUSED SICK LEAVE** Upon retirement from the City service, or upon a reduction-in-force, an employee shall be paid one-half ($\frac{1}{2}$) of their accumulated sick leave with the rate of payment based upon their regular pay at the time they retire or is subject to a reduction-in-force. Upon the death of an employee, their beneficiary shall be paid one-half ($\frac{1}{2}$) of the employee's accumulated sick leave with the rate of payment based upon the employee's regular pay at the time of the employee's death. Upon resignation, the employee shall be paid 33% of their accumulated sick leave in cash with the rate of payment based upon their regular pay at the time of separation. Payments for retirement, death or reduction in force shall be made to the employee's PEHP premium account as outlined in Article 23, Section 4.

Section 2. BEREAVEMENT LEAVE WITH PAY

- A. In the case of the death of a regular employee's parent, sibling, spouse, child, grandparent, grandchild, or any other relative living in the employee's household, the employee may be allowed forty (40) hours bereavement leave with pay without deduction from their pay or accumulated sick leave. This includes family members by blood, marriage, adoption, foster, or legal guardianship, excluding the relationships defined in subsection B, unless the person in subsection B lives in the employee's household. The leave may be used to attend the funeral and/or to bereave the death of the relative. The leave may be taken non-consecutively with approval from the Department Head or Human Resources Director when circumstances warrant.
- B. In the case of the death of a regular employee's sibling-in-law, child-in-law, aunt, uncle, nephew, niece, or great-grandparent, or the aunt, uncle, nephew or niece of the spouse of an employee, the employee may be allowed sixteen (16) hours bereavement leave with pay without deduction from their pay or accumulated sick leave.
- C. For purposes of section 3, in-laws outlined in Subsections A and B shall include the mother, father, brother, sister, son, and daughter of the employee's deceased spouse or divorced spouse unless either has remarried.
- D. A regular employee may be allowed two (2) hours paid bereavement leave to attend the funeral of a currently employed co-worker provided, however, that such permission is granted by the employee's Department Head or designated representative.

Section 3. VACATION LEAVE

Vacation leave shall be earned by employees at the hourly equivalent of the chart below for hours in a pay status, not to exceed the accrual maximum based on forty (40) hours of paid time during a work week:

Completed Years of Service	Annual Full-Time Vacation Accrual*	Hourly Vac Accrual Rate	Maximum Vacation Accrual
0-5 yrs	80	0.03846	162
6-10 yrs	116	0.05577	206
11-12 yrs	130	0.06250	220
13-15 yrs	148	0.07115	238
16-20 yrs	160	0.07692	250
21-25 yrs	196	0.09423	286
26+ yrs	200	0.09615	290

*Part-time employees will earn vacation leave on a prorated basis for hours when the employee is in a pay status, not to exceed the accrual maximum based on forty (40) hours of paid time during a work week.

No additional vacation leave shall be earned until such time as the employee's accumulated vacation leave drops below the stated maximum. In such event, the accumulation of vacation leave will again commence, but in no event shall it exceed the employee's maximum earning rate.

Section 4. INJURY LEAVE WITH PAY. Whenever a probationary or regular employee becomes temporarily totally disabled from an injury arising out of and in the course of the employee's employment, such employee shall be eligible to receive their salary during the continuance of such temporary total disability for so long as such employee is temporarily totally disabled. However, in no event shall such period of eligibility exceed six (6) months. After the first instance during any contract year, the period of eligibility shall be deemed to commence on the seventh (7th) day from the date when the employee incurred such injury giving rise to said temporary total disability and shall end six (6) consecutive calendar months after the date when the employee incurred such injury. During this period of eligibility, payment of said salary shall be deemed to be payment of all statutorily imposed periodic temporary total disability benefits for the same period of time under the workers' compensation act or other applicable pension laws of the State of Nebraska. The benefits provided for by this Section are not intended to be in addition to any temporary total disability benefits provided for by state law, but are intended to be payment of such benefits when applicable. In no case will any employee be allowed to receive statutory temporary total disability payments for the same periods of disability for which the employee receives the benefits provided herein. Any employee on injury leave with pay shall earn vacation leave, personal holidays, and sick leave. If the employee's period of disability exceeds six (6) months, the employee shall thereafter receive all benefits allowable under state law.

In order for such employee to be eligible for injury leave benefits, the employee shall furnish, when requested by the appointing authority, such medical or other supporting evidence regarding any injury or condition which such employee claims has rendered the employee temporarily totally disabled. Upon the refusal to provide such requested information, such injury leave benefits may be withheld or discontinued until such evidence is provided.

Section 5. PAID PARENTAL LEAVE. Employees are eligible to receive up to six weeks or 240 hours of paid parental leave following the birth of an employee's child/children, or starting the placement of a child/children with an employee through adoption or foster care. Alternate scheduled employees will receive prorated leave hours based on their regularly scheduled work week.

- A. Approved paid parental leave may be taken at any time during the 12-month period immediately following the birth, starting the adoption, or foster care placement of a child/children with the employee. Paid parental leave must be exhausted before an employee may utilize sick leave, vacation leave, Personal Convenience Holidays, or other paid leave for the birth, adoption, or placement of a child/children with the employee.

- B. Paid Parental Leave runs concurrent with the Family and Medical Leave Act (FMLA) and City Protected Family Leave, as applicable. Employees' utilization of Paid Parental Leave is subject to Human Resources Paid Parental Leave Policy.

ARTICLE 14 - HOLIDAYS

(To supplement pertinent sections of the Lincoln Municipal Code)

Section 1. AUTHORIZED HOLIDAYS. The following and, in addition, any other days that may be designated by the Mayor, are paid holidays for employees: Labor Day, Veterans Day, Thanksgiving Day, Day after Thanksgiving, Christmas Day, New Year's Day, Martin Luther King Jr.'s Birthday, Presidents' Day, Memorial Day, Juneteenth, Independence Day.

A. Employees who work in a seven (7) day a week or twenty-four (24) hour a day operation shall receive holiday pay for the legal holiday when they work on the legal holiday or if the holiday falls on their regularly scheduled day off. Holiday pay will not count as hours worked for overtime computation purposes when the holiday falls outside the employee's regularly scheduled work day.

B. Employees who work a Monday-Friday schedule shall observe the holiday on the date it occurs, or the weekday closest to the holiday if it falls on a Saturday or Sunday.

1. An employee scheduled to work a ten (10) hour shift shall receive ten (10) hours of holiday pay. Holidays which fall on Monday-Friday shall be observed on the actual holiday.

The Department Head reserves the right to designate the observed holiday for Solid Waste employees to ensure adequate staffing.

C. Holidays which occur during a vacation, sick, bereavement, or injury leave shall not be charged against that leave. An employee must be in a pay status the working day before and the working day after the authorized holiday in order to be eligible for holiday pay.

D. Employees who work a ten (10) hour work shift shall receive ten (10) hours of holiday pay to match their regular work shift.

In addition, the City will provide sixteen (16) hours of personal holiday time to all eligible employees. Part-time employees will earn personal holiday hours on a prorated schedule based upon the scheduled hours per work week. These hours may be taken at any time during the payroll fiscal year provided the hours selected by the employee have the prior approval of the appointing authority.

Section 2.

Employees who are scheduled to work and who actually work on an authorized holiday shall be paid two (2) times the hourly rate for such hours worked in addition to holiday pay. For the purpose of this section, scheduled to work does not include on-call or call back as defined in Article 19. All hours worked on the holiday, within an employee's regular scheduled work week, shall be used in computation of weekly overtime; provided, that an employee shall not be paid time and one half twice on the same hours.

Section 3. HOLIDAY PAY The following policies for holiday pay and arrangements for holiday pay shall govern:

- A. Regular full-time employees shall be credited with pay at straight time for the number of hours in their normal work shift not to exceed eight (8) hours for each of the holidays authorized by this Article. Employees who work on a holiday shall receive, in addition to their normal holiday pay, compensation for time worked.
- B. Employees except as provided in Subsection A who, because of emergency conditions, are recalled to work on a general paid holiday shall be paid at one and one-half (1 ½) times their hourly rates for such hours worked in addition to the number of work hours credited as provided in Subsection A.

ARTICLE 15 - PRODUCTIVITY

The parties recognize that delivery of essential municipal services in the most efficient and effective manner is a common goal of the City and the Union. Individual effectiveness and productivity may be maintained and improved through orientation, primary function training, maintenance of attendance, and performance review. Management effectiveness and efficiency of operations may be maintained and improved through management training and performance review.

It shall be a combined effort of the City and the Union to obtain the ability to achieve maximum yield out of allocated resources by effective management and measurement, cross-training, achievement-oriented employees and supervisors, and utilization of modern technology.

The Union will support and assist in the implementation of methods of increasing department productivity and maintaining safe workplaces. The City will endeavor to develop policies with Union assistance to increase department productivity, maintain safe workplaces, and otherwise increase and maintain the morale of employees. Furthermore, employees are encouraged to communicate ideas and suggestions to their supervisors without retribution.

ARTICLE 16 - SAFETY COMMITTEE

Section 1. In the interest of safety, a Safety Committee consisting of four (4) members of the bargaining unit from City departments covered by the bargaining unit, together with four (4) designees appointed by Department Heads of the City departments covered by the bargaining unit. Bargaining unit employee members shall be selected by the Union.

Section 2. The Safety Committee shall meet with the City Safety Program Administrator at least once every three (3) months or as often as such Committee shall determine, to discuss and make recommendations for improvements of general health and safety of employees in all City departments covered by the bargaining unit. All Safety Committee meetings shall be held during normal working hours, on the City's premises, and without loss of pay to the designated members of the bargaining unit. The City hereby agrees it will endeavor to provide efficient and safe equipment and material to protect the health and safety of employees. The Union agrees fully to support the City in all areas of occupational safety.

Section 3. Complaints by employees may be filed with the Committee in writing. The Committee will make a recommendation to the appropriate Department Head who will take such remedial action as Department Head deems appropriate. The Union may make written complaints regarding safety concerns directly to the Human Resources Department. The Human Resources Director will provide the Union a timely written response.

Section 4. Authority for the Safety Committee program is provided in the Personnel Code in Section 2.76.535. The final or primary responsibility for the Safety Program and Rules and Regulations relating to safety lies with the affected Department Head or their designee.

Section 5. This Article shall not displace any departmental safety committees that are currently in operation.

Section 6. In addition to the above identified departmental safety committees, the Union shall be entitled to select a representative from the bargaining unit to be a member of any City-wide safety committee(s) that may be established by the City.

ARTICLE 17 - CLOTHING AND EQUIPMENT

Section 1. The City shall provide and replace uniforms for employees where uniforms are currently required. However, this Section does not constitute a uniform allowance; rather uniforms are furnished by the City.

Section 2. The City shall provide required equipment for employees. The City shall provide a method by which employees can obtain footwear for those employees covered by this agreement who are members of the classifications contained in Appendix C to this agreement. Replacement footwear will be at the discretion of the Department Head or their designee after reviewing the condition of the employee's footwear including cases in which an employee's boots are damaged on the job either in a single event or over time such that the boots are rendered ineffective for work or no longer provide adequate protection to the employee, the City shall replace such boots up to the value of \$210.00. An allowance of \$210.00 shall apply for this section for each employee who is affected.

When required by their respective Department Director, employees who have received such boots or allowance shall wear "safety boots/shoes" that are in accordance with 29 C.F.R. 1910.136 and the City Personal Protective Equipment Policy. Not wearing required safety boots/shoes may be the basis for disciplinary action. Only shoes appropriate for an employee's employment may be worn.

The City shall contract with a vendor to provide a reasonable variety of safety boots/shoes. Employees may choose any safety boots/shoes sold by that vendor stated above. The employee may purchase boots/shoes which are greater than those required and may pay the difference between the cost and the \$210.00 allowance.

Section 3. Regular replacement articles shall be provided as necessary for wear or damage of issued uniforms and equipment occurring while in the performance of duties. Replacement of safety boots/shoes shall be in the same manner as in Section 2.

Section 4. While employed, the City uniforms and equipment issued to employees are the responsibility of the employee. Upon separation from City service, all uniforms and equipment belonging to the City shall be returned to the City prior to the final paycheck being issued by the City.

ARTICLE 18 - HOURS OF WORK AND DUTY SHIFTS

Section 1. Eight (8) consecutive hours, exclusive of lunch, shall constitute a day's work and five (5) consecutive calendar days shall constitute a week's work. From time to time, ten (10) hour working shifts, exclusive of lunch, may be made available. When ten (10) hour working shifts are available, the option, within demand constraints, to work these shifts will be made available to employees working eight (8) hour shifts. When an employee elects to change their work shift to either an eight (8) hour or ten (10) hour work shift, they may not, without management consent, again change their work shift from eight (8) to ten (10) hours or from ten (10) hours to eight (8) hours.

Section 2. Each employee shall be entitled to two (2) or three (3) days off each week which shall be consecutive, unless in conflict with shift or other assignments.

Section 3. An employee may elect to change hours of work and duty shifts, with the consent of the employee's Department Head, in which case Sections 1 and 2 would not apply and hours worked and duty shifts would become forty (40) hours per work week.

The employee may request in writing to return to their previous hours and duty shifts at the beginning of any following work week with seven (7) days' notice upon approval of Department Head.

Section 4. All employees who are regularly assigned to second and third shifts shall be paid an additional seventy-five (75) cents per hour for second shift and ninety (90) cents per hour for third shift. The differential pay per hour shall be included as an addition to their current hourly rate.

For purposes of this Section 4, the following conditions shall apply:

A. To be entitled to second shift differential pay, an employee must work a majority of their regularly scheduled shift hours between 5:00 p.m. and 11:59 p.m.

To be entitled to third shift differential pay, an employee must work a majority of their regularly scheduled shift hours between 11:59 p.m. and 9:00 a.m.

B. For purposes of computing any shift differential pay, "current hourly rate" shall mean the regular hourly rate set forth in Appendix "B", attached to this Agreement, which is applicable to the employee's regularly assigned job classification; provided, however, that if an employee is entitled to out-of-class pay as specified in Section 4 of Article 21, the employee's "current hourly rate" shall be the increased pay as provided for in that Section.

- C. An employee whose regularly scheduled shift entitles the employee to shift differential pay shall receive the shift differential pay as a part of their current hourly rate for leaves of absence including vacation, sick leave, holiday pay and funeral leave.
- D. For purpose of computing overtime pay, an employee shall receive their current hourly rate in addition to the corresponding differential pay.

ARTICLE 19 - OVERTIME, CALL BACK, AND ON-CALL PAY

(To supplement pertinent sections of the Lincoln Municipal Code)

Section 1. OVERTIME Work performed by employees in excess of forty (40) hours per week shall be compensated at the rate of one and one-half (1 ½) times the regular hourly rate of the employee (the "Overtime Premium Rate"), which shall be calculated on a weekly basis based upon the total hours worked and total straight time compensation received by the employee during that week, in accordance with the Fair Labor Standards Act.

In calculating overtime pay, the employee shall be paid in accordance with the Fair Labor Standards Act, except as follows:

- Vacation, personal holiday, and compensatory time off hours shall count toward hours worked for the computation of overtime;
- For employees not working in a seven (7) day a week or twenty-four (24) hour operation, and who are not scheduled to work on a holiday, the legal holiday time not worked shall count towards hours worked for the computation of overtime.
- Hours worked outside an employee's regular schedule in conjunction with emergency operations shall be compensated at two (2) times the employee's regular hourly rate, regardless of whether the employee has taken any paid leave during the same pay week in which the emergency operations was worked.

If an employee's regular work schedule is extended three (3) hours or more in any particular day, the City will pay the Overtime Premium Rate for such extended hours in excess of three (3) hours in those instances. The extra compensation provided by this premium pay shall be credited toward any overtime compensation due to the employee. Any time extension of less than three (3) hours in any particular instance will be counted as regular hours worked and will be paid at the straight time rate, unless the employee is entitled to overtime pay under paragraphs 1 and 2 of this section.

Section 2. COMPENSATORY TIME In lieu of payment for overtime hours worked, the employee may opt to accrue compensatory time off:

- A. At the rate of one and one-half (1½) hours for each overtime hour worked.
- B. At the rate of two (2) hours for each premium pay hour worked over forty (40) per workweek under Section 5 of this Article.

If a department has pressing staffing coverage needs at the time compensatory time off is requested, compensatory time off may be temporarily denied or postponed. The maximum accrual of compensatory time shall be eighty-four (84) hours. An employee, upon separation from City service, shall be compensated for accrued compensatory time in cash.

Section 3. CALL BACK

- A. If an employee is called back to physical duty during their off-duty time or if an employee is assigned duty outside of their regular shift, such

employee shall be paid for a minimum of two (2) hours or the actual number of hours worked, whichever is greater, at the premium rate of one and one-half (1 ½) times the employee's straight time hourly rate. The employee's straight time hourly rate shall include any applicable shift differential or other hourly wage augment, but it shall not include any longevity pay. This includes all employees who are activated to work.

- B. If an employee is called by telephone during their off-duty time for any purpose other than scheduling, the employee will receive one (1) hour of pay during an eight (8) hour period or actual time, whichever is greater. The employee's straight time hourly rate shall include any applicable shift differential or other hourly wage augment, but it shall not include any longevity pay.

Section 4. ON-CALL When an employee is on officially designated on-call duty the designation shall be for either eight (8) hour or twelve (12) hour on-call periods. Non-exempt employees shall receive one (1) hour of pay at their standard hourly rate for each eight (8) hour period of on-call or fraction thereof, two (2) hours for each twelve (12) hour period and four (4) hours for each twenty-four (24) hour period. The employee's straight time hourly rate shall include any applicable shift differential or other hourly wage augment, but it shall not include any longevity pay.

Section 5. EMERGENCY OPERATIONS

- A. **Emergency Declaration. Alteration Of Ordinary Shift.** /An employee may be called into work on a shift that is not their regular shift on a mandatory basis only when there is an emergency. For the purposes of this clause, an "emergency" shall mean those circumstances in which the City or any part thereof is suffering or is in imminent danger of suffering from a natural disaster, inclement weather, or other event, including floods, tornadoes, ice, snow, or other occurrences which will seriously and substantially endanger the health, safety, welfare or property of the citizens of the City of Lincoln as determined by the Mayor or the Department Heads in consultation with the Mayor's Office.
- B. Work performed in response to imminent danger of suffering from a natural disaster, inclement weather or other event, including floods, tornadoes, ice, snow, or other occurrences which will endanger the health, safety, welfare, or property of citizens of the City of Lincoln without an emergency declaration may be staffed in the following manner:
 - 1. Department Head shall send out a text alert to qualified employees in the Lincoln Transportation and Utilities (LTU) Department requesting volunteers to complete required work shifts. Should additional qualified employees be necessary to perform required work, a second text will be sent requesting volunteers to complete required work shifts.
 - i. When the request for volunteers is issued during normal business hours (8:30-4:30 M-F), employees shall have two (2) hours from the time the request is issued to voluntarily fill the requested roster.

- ii. When the request for volunteers is issued outside of normal business hours, employees will have four (4) hours from the time request is issued to voluntarily fill the requested roster.
- iii. Regardless of whether text alerts are sent during normal business hours or outside of normal business hours, text alerts shall follow this priority:
 - a.) Text alert shall be sent to LTU Department employees.
 - b.) If roster spots are not filled by LTU Department employees, a text alert shall be sent out to augment department staff, who shall have two (2) hours to respond.
- 2. When required work shifts are not filled by text alert volunteers, the remaining required work shifts will be filled utilizing an annual rotating mandatory staffing roster, which shall be listed from least senior employee first to most senior employee last.
 - i. An annual mandatory staffing roster will be created by bid no earlier than September 15 each year in accordance with Article 11, Section 12.
 - ii. The annual mandatory staffing roster will consist of two shifts: A-shift 8:00a.m. to 8:00p.m. and B-shift 8:00p.m. to 8:00a.m. Employees called in under the Mandatory Staffing List may be required to work the full twelve (12) hour shift.
 - iii. Employees who have volunteered to work pursuant to this section shall be skipped on the list, with the mandatory shifts being filled first by those who have not volunteered to work.
- C. Work shifts may be altered from eight (8) hour shifts to twelve (12) hour shifts when required by this section.

Section 6. MANDATORY STAND-DOWN

- A. Work performed during an emergency which is deemed necessary to ensure reliable and safe City streets and services, to avoid extended outages or property damage to customers, employees shall be required to take up to eight (8) hours of mandatory stand-down time, when possible, and after being released from duty without affecting their regular pay status or without the requirement to use paid leave.
- B. Mandatory stand-down shall be defined as time used to seek recuperative measures away from the worksite as a safety measure.
- C. Mandatory stand-down shall be required of employees using the following procedures:
 - 1. Mandatory stand-down shall only be available when the employee is currently on officially designated on-call; or is, or has been, scheduled

for on-call within a twenty-four (24) hour period. In the event that an emergency response requires additional staff which exceeds a normal on-call crew, the crew supervisor with approval from the Department Head, or their representative, mandatory call back additional employees who will then be eligible for Mandatory stand-down.

2. Employees shall have worked a minimum of six (6) hours of call back or as an extension of the work day (regular overtime) during a twenty-four (24) hour period.
3. Mandatory stand-down shall be paid time only during hours which overlap with the employee's regularly scheduled work hours. Paid time shall be at the employee's regular rate. Paid mandatory stand-down shall count toward hours worked. Mandatory stand-down which does not overlap the employee's regularly scheduled work hours shall be unpaid.
4. Mandatory stand-down shall begin when the employee is released from work.
5. When placed on mandatory stand-down, employees are required to remain on on-call and continue reporting for emergency call back. In situations where employees are called back into service, mandatory stand-down shall be suspended until such time that employees are again released from duty.
6. Mandatory stand-down shall be required when conditions allow and are based on supervisory discretion. Generally, these are times when emergencies are not occurring or when sufficient staff are available during work hours.

ARTICLE 20 - WAGES

Section 1. Wages for employees covered by this Agreement shall be in accordance with the Merit Pay Plan set forth in Appendix "B" which identifies steps "A" through "H" for each salary range. Wages as set forth in Appendix "B" shall be increased by three percent (3.0%) effective August 15, 2024, and three percent (3%) effective August 14, 2025.

Additionally, the PAGE pay plan shall be adjusted to include a two and three-quarter percent (2.75%) between steps, with the classifications reassigned to pay ranges with the next higher maximum rate. This adjustment will be effective August 14, 2025.

- A. Advancement by an employee through the merit pay steps in the Merit Pay Plan shall be on the basis of performance as determined by the employee's Department Head. In making the decision as to whether or not an employee deserves and shall receive a merit pay step increase, the Department Head must find that the employee being considered has performed in a commendable or outstanding manner.

Merit increases shall be awarded on the basis of performance only, and under no circumstances shall any Department Head award or deny any employee a merit step increase on the basis of personal or political favoritism or discrimination.

- B. An employee shall become eligible for a one step merit pay increase after completion of a six (6) month probationary period beginning with the original date of appointment. Except as otherwise provided in Subsection C below, a one-step merit pay increase may be granted no more often than one (1) year of service from the date the last merit step increase became effective. Merit step increases shall be effective beginning the first full pay period following the established eligibility date. Salary increases or decreases resulting from the amendment of the compensation plan in accordance with Sections 2.76.125 and 2.76.130 of the Lincoln Municipal Code shall have no effect on the within-range merit step increases authorized by this Section unless otherwise specified in Section 2.76.130(b) of the Lincoln Municipal Code.
- C. An employee's evaluation date will be extended due to an event of injury or illness when such leave is greater than thirty (30) consecutive calendar days. Any wage increase granted on the employee's extended evaluation date will be retroactive to the employee's original eligibility date. The employee's eligibility date will remain the same, which shall be one year from the original eligibility date.

Section 2. LONGEVITY In addition to an employee's base salary provided for in Section 1, each full-time employee shall receive annual longevity pay based upon the continuous years of service with the City, prorated by each pay period. Employees who are scheduled to work less than forty (40) but at least twenty (20) hours per week shall receive longevity pay based upon the number of hours worked each pay period. Such pay shall be effective beginning with the first full pay period following completion of the specified years of service.

Payment shall be made on a prorated basis on each regular pay day. The longevity schedule shall be as follows:

Continuous Years of Service	Annual Pay
10 years (Beginning 11 th Year)	\$954
15 years (Beginning 16 th Year)	\$1,406
20 years (Beginning 21 st Year)	\$1,874
25 years (Beginning 26 th Year)	\$2,253
30 years (Beginning 31 st Year)	\$2,366

For purposes of longevity pay, any employee who terminates employment and who is later reemployed shall be treated as a new employee.

Section 3. The wage provisions of this Article shall apply to all regular full-time employees in the bargaining unit.

Section 4. In the event the City is required by economic necessity to consider a City-wide reduction in force during the term of this Agreement, the City and the Union agree that this Article may be opened for renegotiation by either party to consider alternatives to such a reduction in force.

Section 5. BILINGUAL PAY Employees who speak a language other than English, including sign language, with proficiency, as determined by a test designated by the City's Human Resources Department, whose essential functions do not include interpretive services, shall receive specialty pay in the amount of \$100 per month. This pay is contingent upon the Department Head specifically assigning and requiring the use of such skills.

Section 6. Commercial Driver's License (CDL's). The City agrees to pay the costs associated with obtaining a CDL for current Transportation and Parks and Recreation Department employees, as of August 23, 2018, in classifications requiring a CDL in accordance with the following:

- A. (1) The City will pay the difference in cost for an employee with either a Class "O" operator's license or a Class "B" CDL to obtain a Class "A" CDL; (2) the cost to obtain a CDL learner's permit; (3) the costs for endorsements required by the employees' classification, and (4) the cost of CDL renewals over and above the cost of a Class "O" license.
- B. Any employee hired on or after August 23, 2018 will be required to present a Class A CDL obtained at the employee's cost. Thereafter the City will pay for renewals as provided in Section 6(A).
- C. In the event that an employee hired prior to the effective date of this contract takes the test required to obtain a Class A CDL license and

does not pass, the employee shall not be disciplined or negatively evaluated for the failure to pass the test. The City may request that the employee retake the test a second time.

ARTICLE 21 - PROMOTION, DEMOTION, LATERAL TRANSFER, OUT OF CLASS WORK, REALLOCATION

Section 1. PROMOTION In the event of a promotion, the rate of the promoted employee shall be increased to the step in the higher range above their rate of pay prior to promotion.

A promotion of any regular employee shall start a promotion probationary period of six (6) months in the higher classification. A promotion of any employee during their probationary period shall have the effect of ending the probationary period in the former classification and on the date of promotion shall start a promotion probationary period of six (6) months in the higher classification. However, a reclassification of a probationary employee to a position in a newly-created class with a higher pay range will not terminate the probationary period.

Prior to the completion of the promotion probationary period, a performance appraisal shall be completed on the promoted employee. The employee may be eligible for a one-step increase. The employee will not be eligible for a one-step increase if the employee was advanced to the maximum step upon promotion. If an employee fails to successfully complete the promotion probationary period, the employee shall retreat to their former classification and rate of pay only if the employee's promotion was within the PAGE bargaining unit. If the employee promoted out of the PAGE bargaining unit, they will not be allowed to retreat back into their former PAGE position if they fail to successfully complete the promotion probationary period. The date of the retreat shall be used to establish a new eligibility date, which shall be one (1) year from the date of the retreat.

Postings or other applications for promotional positions shall be limited to regular employees in the City Service when the Human Resources Director determines that there are a sufficient number of qualified candidates within the classified service to provide sufficient competition to fill the position.

Section 2. DEMOTION Any employee who is demoted whether voluntarily or involuntarily will receive a reduction in pay to the next lower step in the lower pay range and under no circumstance shall the new rate of pay exceed the maximum rate for the lower class in the merit pay plan. The date that the demotion becomes effective shall be used to establish a new eligibility date, which shall be one (1) year from the date of the demotion.

Section 3. LATERAL TRANSFER In event of a lateral transfer, the employee's rate of pay will remain unchanged at the time of transfer.

Section 4. OUT OF CLASS WORK Out of class work is work having substantially similar duties and responsibilities as those of another permanent position (classification) with a higher maximum salary (the out of class work). While assigned, the employee shall be paid at the rate of at least the next higher step in the employee's current pay range, that is above their current rate of pay. If the employee is at the maximum of the pay range, they shall receive a 3.5% increase in pay. In the event either of these conditions do not meet the minimum of the pay range of the vacant position, the employee shall be paid at the minimum of the pay range of the vacant position. The employee will receive this pay during the period so authorized, provided the following occurs:

- A. All out of class work shall be assigned in writing, either prior to the initiation of the work, or the Department shall provide the employee a written record of the assignment within seventy-two (72) hours of the initiation of the work on a form prescribed by the City; and

The authorization must empower the employee to perform the full range of duties of the out of class work, even though the employee may not perform the full range of duties; out of class work shall also include when an employee is assigned to operate specific equipment outlined in the higher classification; and

- B. The employee performs the out of class work for a minimum of six (6) consecutive hours or more to be eligible. The employee shall then receive compensation for all hours worked in the higher class.
- C. Notwithstanding the above, an employee shall not receive out of class pay for out of class work performed, in the following circumstances.
1. The Employee is participating in out of class work, because the Department is engaging the employee in bona fide training to learn how to complete the out of class tasks. For the purposes of this subparagraph, "bona fide training" shall not include the assignment of out of class work to an employee that has previously performed the out of class work for a cumulative eighty (80) hours during their employment with the City; or
 2. The employee is in a class that has a progression from a lower classification to a higher classification that automatically occurs on a predetermined time schedule, and the out of class work assigned is work that is within the classification that is the higher classification within the automatic progression.

The Human Resources Director may approve out-of-class work, in the event no vacancy exists in a higher classification, when it is determined through supportive documentation that an employee is performing the work of the higher classification. All other requirements outlined in this Section must be met prior to the approval of out-of-class work when no vacancy exists. The decision to approve or disapprove out-of-class work when no vacancy exists shall be at the discretion of the Human Resources Director.

In the event an employee is performing out-of-class work and requests and receives approval for paid leave, such paid leave shall be compensated at the employee's rate of pay prior to the assignment of the out-of-class work.

Section 5. REALLOCATION

- A. In the event a position is reallocated to a classification with a higher pay range, the rate of the reallocated employee shall be increased to that step in the new pay range next above their rate of pay prior to reallocation. The effective date of the reallocation shall be used to establish a new eligibility date, which shall be one (1) year from the date of the reallocation.

In the event a position is reallocated to a classification with a lower pay

range, the reallocated employee shall be paid at the same rate of pay in the new pay range, or at their present rate of pay, until the wage schedule through general increases makes sufficient upward movement to include the employee's rate of pay. However, if after one (1) year the employee's rate of pay continues to exceed the maximum rate of their pay range, the employee shall begin receiving the maximum rate in the pay plan in their pay range.

- B. In the event a classification is allocated to a higher pay range, the employee in the classification shall be paid at the minimum rate of the new pay range, or at the next higher step in the new range above their present rate of pay, whichever is applicable. There shall be no change in the employee's eligibility date as a result of such allocation.

If an employee's classification is allocated to a higher pay range during the employee's probationary period, the employee will serve the remainder of their probationary period in the higher pay range. The employee's rate of pay due to the allocation of the pay range change will advance in accordance with this Section. The employee is not eligible to receive a pay increase at the completion of their probationary period. Upon successful completion of their probationary period, the employee's new eligibility date shall be one (1) year from the current eligibility date.

In the event such a pay range allocation results in a probationary employee receiving a rate of pay equal to or greater than that of an existing, non-probationary employee in the same classification and work location with similar or greater experience and qualifications, the Human Resources Director may grant a permanent step increase for the existing employee to address the pay inequity. The effective date of the permanent increase shall be used to establish a new eligibility date, which shall be one year from the effective date of the permanent step increase.

In the event a classification is allocated to a lower pay range, the employee in the classification shall be paid at the same rate of pay until the wage schedule through general increases makes sufficient upward movement to include the employee's rate of pay. However, if after one (1) year the employee's rate of pay continues to exceed the maximum rate for the classification as reallocated, they shall begin receiving the maximum rate of pay for that classification.

- C. In the event a position is reallocated to a classification with the same pay range, the rate of the reallocated employee shall remain unchanged and there shall be no change in eligibility date.

Section 6. APPEAL OF ALLOCATION An employee may appeal the allocation of their position to the Personnel Board following the receipt of the result of a position audit if the employee's position is downgraded to a class with a lower pay range.

ARTICLE 22 - SAFETY GLASSES

Section 1. The City shall supply prescription safety glasses with plastic lenses to employees who are required to wear safety glasses and who are members of the classifications contained in Appendix C to this contract. Safety glasses which are authorized must be industrial grade safety glasses which meet or exceed the requirements of ANSI Specification Z87.1. All employees who are required to wear safety glasses shall also be required to wear side shields, either permanent or snap-on, as determined by the Department in conjunction with Risk Management. Solid tinted glasses will not be approved unless required by prescription. Photogray, progressive, scratch coating and/or anti-glare lenses may be considered for those employees who primarily work outdoors or as prescribed. In the event that additional classes are identified as needing either prescription safety glasses or protective eyewear, such classes may be added to the classification list in Appendix C upon approval of PAGE and the City.

Section 2. The City agrees to pay the full cost of required prescription safety glasses, with frames not to exceed \$75.00. This excludes the cost of the eye examination which will be the responsibility of the employee. The effected employees will be allowed one (1) replacement of safety glasses every two (2) years. In the event the safety glasses become lost, unserviceable, or broken on the job, the employee must present a written request for replacement to the Department Head and Human Resources Director. If the employee breaks their safety glasses while on the job, the Department shall replace the glasses at no cost to the employee. The replacement of lost glasses or glasses that are broken off the job will be at the discretion of the Department Head and Human Resources Director. If an employee has been provided safety glasses by the City, the employee shall be permitted to retain possession of the glasses after separation from the City without reimbursing the City for any costs associated with the glasses.

Section 3. An employee who is required to wear prescription safety glasses must present a written request to their department head or designated representative.

Section 4. The employee must obtain a current prescription and the employee is authorized the use of sick leave not to exceed two (2) hours to accomplish this examination. The employee will obtain a purchase order from the Department Head prior to ordering the safety glasses. The employee will present the purchase order to the appropriate vendor when ordering. The vendor will contact the appropriate Department Head when the glasses are ready for delivery. The Department Head will then notify the employee who will present their self at the vendor for fitting and pickup.

Section 5. In the event a probationary employee has been issued safety glasses and terminates their employment with the City for any reason during the probationary period, they shall be required to reimburse the City for any expenses incurred in the purchase of safety glasses.

ARTICLE 23 - HEALTH CARE PLAN, INSURANCE AND RETIREMENT

Section 1. HEALTH CARE PLAN The City shall contract annually with one or more health insurance carriers to provide a group health care plan. If an employee elects single coverage, the City shall contribute ninety-two percent (92%) of the monthly cost and the employee's contribution shall equal eight percent (8%) of the monthly cost of coverage. If an employee elects employee plus spouse, employee plus children or family coverage, the City shall contribute an amount equal to ninety percent (90%) of the monthly cost of coverage and the employee's contribution shall equal ten percent (10%) of the monthly cost of coverage. The Health Care Plan Design shall be in accordance with Appendix "D". Contribution changes shall be effective with the insurance renewal date.

Section 2 DENTAL PLAN The City shall provide a group dental plan. The City will pay fifty percent (50%) of the monthly cost of coverage and the employee will pay fifty percent (50%) of the monthly cost of coverage. Contribution changes shall be effective with the insurance renewal date.

Section 3 LIFE INSURANCE The City shall provide a \$70,000 life insurance policy to eligible employees. The City will pay the cost of coverage..

Section 4. POST EMPLOYMENT HEALTH PLAN. The City shall provide a Post Employment Health Plan which allows for the accumulation of funds for the future payment of medical expenses and premiums. The amount of dollars paid into the employee's PEHP universal account by the City on behalf of the employee shall be \$30.00 per pay period.

Upon retirement, death, or a reduction in force, the employee's sick leave payout shall be added (paid) into the employee's PEHP premium account.

Section 5. RETIREMENT PLAN. During the term of this Agreement, bargaining unit employees not covered by the Police and Fire Pension shall be eligible to participate in the City's defined contribution retirement plan, which shall be administered in accordance with the terms and conditions established in the retirement plan documents.

ARTICLE 24 - SAVINGS AND LEGALITY CLAUSE

If any provision of this Agreement is subsequently declared by legislative or judicial authority to be unlawful, unenforceable, or not in accordance with applicable statutes, all other provisions of this Agreement shall remain in full force and effect for the duration of this Agreement and the parties shall meet as soon as possible to agree on a substitute provision. However, if parties are unable to agree within thirty (30) days following commencement of the initial meeting, then the matter shall be postponed until contract negotiations are reopened.

ARTICLE 25 - TUITION REIMBURSEMENT

All employees covered by this contract are eligible for tuition reimbursement at a rate of one thousand two hundred thirteen dollars (\$1,213), inclusive of lab fees, per contract year for courses offered by an accredited educational institution. Course work must be work related. The following list of courses is for illustrative purposes only and not all inclusive.

Sciences (i.e. environmental studies, health, lab sciences, etc.)
Math/Accounting
English/Foreign
languages History
Engineering and related courses
Criminal Justice
Public Administration/Planning
Computer Sciences/Technology
Library Sciences
Business/Marketing
Real Estate
Or courses as approved by the Department Head

All courses must be approved in advance by the Department Head. The employee must receive a passing grade of "C" or above in the stated courses, or the employee must receive a "pass" if the course is only offered on a "pass/fail" basis. Evidence of completion with a passing grade, and proof of payment for the course, must be received in order for the employee to receive reimbursement.

ARTICLE 26 - VOLUNTARY ELECTIVE SCHEDULE

A regular employee who is eligible to retire may elect with the Department Head's approval an alternative schedule as follows: The employee may elect to reduce, on a permanent basis, their hours from 40 to 32 hours per week. An employee requesting the reduced schedule shall, at the time of making the request, specify a retirement date that will occur within nine (9) months of going to the reduced schedule. Employees who request and are granted these hours will continue to earn vacation and sick leave the same as if they were full-time and there will be no change to date of hire for seniority or longevity purposes.

ARTICLE 27 - DURATION OF AGREEMENT

This Agreement shall remain in full force and effect for the pay period beginning August 15, 2024, and ending on August 31, 2026. In the event either party desires to modify this Agreement or any part thereof, it shall notify the other party in writing no later than February 1, 2026.

Prior to the first meeting, all proposals in completed form which denote changes or additions underlined and deletions struck through, must be submitted to the City by the Union and City proposals submitted to the Union.

IN WITNESS WHEREOF, the parties hereto have set their hands this 17
day of July, 2025.

ATTEST:

CITY OF LINCOLN, NEBRASKA
a municipal corporation



City Clerk





Leirion Gaylor Baird
Mayor, City of Lincoln

ATTEST:

PUBLIC ASSOCIATION OF
GOVERNMENT EMPLOYEES



President

APPENDIX "A" AUTHORIZATION FOR PAYROLL DEDUCTION

By: _____ (Please print last
name, first name, middle name)

Department _____
Classification _____

Social Security Number _____

TO THE CITY OF LINCOLN:

Effective the _____ day of _____, 20____, I hereby request and authorize you to deduct from my biweekly earnings a sufficient amount to provide for the regular payment of Union dues as certified by the Union. The amount deducted shall be paid to the Treasurer of the Public Association of Government Employees. This authorization shall remain effective unless terminated by me by written notice to the City.

Signature _____
Address _____
City _____
State/Zip _____
Date: _____

APPENDIX "B" PAGE Pay Plan

APPENDIX "C"

CLASS CODE	CLASS TITLE	GLASSES	BOOTS
1215	RIGHT-OF-WAY SPECIALIST	X	
1307	STORES CLERK	X	X
3129	PUBLIC SERVICE OFFICER	X	
3137	POLICE SERVICES SPECIALIST	X	
3205	BUILDING INSPECTOR	X	X
3212	HOUSING INSPECTOR II	X	X
3213	HOUSING INSPECTOR I	X	X
3215	ELECTRICAL INSPECTOR	X	X
3217	HVAC INSPECTOR	X	X
3225	PLUMBING INSPECTOR	X	X
3611	DENTAL ASSISTANT	X	
3690	ANIMAL CONTROL OFFICER I	X	X
3691	ANIMAL CONTROL OFFICER II	X	X
5008	LABORER I	X	X
5009	LABORER II	X	X
5023	GATEHOUSE ATTENDANT I	X	
5024	GATEHOUSE ATTENDANT II	X	
5105	MAINTENANCE REPAIR WORKER I	X	X
5106	MAINTENANCE REPAIR WORKER II	X	X
5115	AUTOMOTIVE SERVICE WORKER	X	X
5116	AUTOMOTIVE MECHANIC	X	X
5117	HEAVY EQUIPMENT MECHANIC	X	X

CLASS CODE	CLASS TITLE	GLASSES	BOOTS
5150	CONCRETE FINISHER I	X	X
5151	CONCRETE FINISHER II	X	X
5205	EQUIPMENT OPERATOR I	X	X
5206	EQUIPMENT OPERATOR II	X	X
5216	TRANSPORTATION INSPECTOR	X	X
5225	UTILITY EQUIPMENT OPERATOR I	X	X
5226	UTILITY EQUIPMENT OPERATOR II	X	X
5228	TRANSPORTATION LABORER	X	X
5229	TRANSPORTATION EQUIPMENT OPERATOR I	X	X
5230	TRANSPORTATION EQUIPMENT OPERATOR II	X	X
5235	WATER SERVICE TECHNICIAN I	X	X
5236	WATER SERVICE TECHNICIAN II	X	X
5237	SENIOR WATER SERVICE TECHNICIAN	X	X
5313	MAINTENANCE OPERATOR I	X	X
5314	MAINTENANCE OPERATOR II	X	X
5316	ASST WATER PLANT OPERATOR	X	X
5335	UTILITY PLANT MECHANIC II	X	X
5336	UTILITY PLANT MECHANIC I	X	X
5510	GARDENER	X	X
5516	ARBORIST I	X	X
5517	ARBORIST II	X	X
5523	ATHLETIC FIELDS TECHNICIAN	X	

APPENDIX "D"
HEALTH CARE PLAN DESIGN

In Network Deductible

Individual	\$400
Family	\$800

Out of Network Deductible

Individual	\$800
Family	\$1,600

In Network Out of Pocket Max

Individual	\$2,100
Family	\$4,200

Out of Network Out of Pocket Max

Individual	\$3,100
Family	\$6,200

Co Pay

Primary Physician	\$25
Specialist	\$25
Other HCP	\$25
Vision	\$25

TESTS

20% Coins
 Imaging

DRUGS

Generic	Mandatory
Coinsurance	25%
Minimum	\$5
Maximum	\$25

Formulary Brand

Coinsurance	25%
Minimum	\$25
Maximum	\$50

Non Formulary Brand

Coinsurance	50%
Minimum	\$50
Maximum	\$75

Specialty Drugs

Coinsurance	25%
Minimum	\$75
Maximum	\$100

Rx Max Out of Pocket

Individual	\$3,000
Family	\$6,000

Emergency Room

\$150/copay

Urgent Care

\$40/copay Diagnostic Test

+ Deductible
 20% Coins
 + Deductible

In Patient Hosp

\$100/copay
 deductible +
 20% coins
Mental Health
 \$25/copay

N PAY PLAN

Reflects a 3% increase
Effective August 15, 2024

CLASS		PAY									
CODE	CLASS TITLE	RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	
1022	CUSTOMER SERVICE ASSISTANT	N17	21.314	22.058	22.829	23.623	24.445	25.299	26.181	27.092	
1025	INTERPRETER/TRANSLATOR	N03	16.781	17.466	18.176	18.918	19.688	20.491	21.329	22.195	
1030	OFFICE ASSISTANT	N03	16.781	17.466	18.176	18.918	19.688	20.491	21.329	22.195	
1032	SENIOR OFFICE ASSISTANT	N09	19.297	19.987	20.701	21.438	22.209	23.001	23.826	24.678	
1034	OFFICE SPECIALIST	N19	21.912	22.642	23.399	24.178	24.983	25.818	26.683	27.570	
1036	OFFICE MANAGER	N36	22.210	23.160	24.152	25.191	26.272	27.400	28.572	29.801	
1120	ACCOUNT CLERK I	N12	19.708	20.510	21.341	22.211	23.115	24.054	25.030	26.047	
1121	ACCOUNT CLERK II	N20	21.458	22.280	23.136	24.023	24.945	25.901	26.894	27.929	
1122	ACCOUNT CLERK III	N31	23.179	23.975	24.801	25.654	26.539	27.451	28.396	29.373	
1215	RIGHT-OF-WAY SPECIALIST	N25	21.344	22.286	23.270	24.295	25.368	26.487	27.657	28.879	
1307	STORES CLERK	N25	21.344	22.286	23.270	24.295	25.368	26.487	27.657	28.879	
1463	COMPUTER OPERATOR I	N32	22.311	23.214	24.162	25.143	26.169	27.232	28.339	29.493	
1464	COMPUTER OPERATOR II	N54	25.599	26.639	27.727	28.852	30.027	31.249	32.521	33.846	
1466	INTERNET SUPPORT SPECIALIST	N66	29.375	30.567	31.816	33.108	34.455	35.859	37.318	38.835	
3129	PUBLIC SERVICE OFFICER	N14	21.263	21.974	22.710	23.470	24.254	25.067	25.902	26.771	
3137	POLICE SERVICES SPECIALIST	N32	22.311	23.214	24.162	25.143	26.169	27.232	28.339	29.493	
3139	POLICE RECORDS TECHNICIAN	N21	24.075	24.594	25.128	25.670	26.227	26.794	27.375	27.966	
3141	PROPERTY & EVIDENCE TECHNICIAN	N39	23.629	24.471	25.337	26.234	27.165	28.129	29.124	30.157	
3205	BUILDING INSPECTOR	N69	30.768	31.973	33.227	34.527	35.880	37.287	38.748	40.263	
3212	HOUSING INSPECTOR II	N64	32.471	33.095	33.729	34.377	35.039	35.709	36.392	37.093	

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CODE	CLASS TITLE	RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	
3213	HOUSING INSPECTOR I	N60	27.333	28.256	29.212	30.199	31.221	32.273	33.366	34.490	
3215	ELECTRICAL INSPECTOR	N70	32.435	33.497	34.588	35.721	36.885	38.086	39.335	40.621	
3217	HVAC INSPECTOR	N67	31.500	32.474	33.480	34.516	35.587	36.687	37.825	38.998	
3220	PERMIT ASSISTANT	N30	21.084	22.108	23.179	24.301	25.482	26.716	28.013	29.367	
3225	PLUMBING INSPECTOR	N68	31.717	32.711	33.738	34.796	35.888	37.015	38.178	39.374	
3611	DENTAL ASSISTANT	N13	20.640	21.360	22.112	22.887	23.689	24.521	25.380	26.273	
3690	ANIMAL CONTROL OFFICER I	N37	21.168	22.244	23.379	24.566	25.815	27.130	28.508	29.959	
3691	ANIMAL CONTROL OFFICER II	N55	23.198	24.490	25.849	27.289	28.805	30.410	32.100	33.884	
3695	ANIMAL CONTROL DISPATCHER	N27	20.452	21.491	22.585	23.732	24.941	26.207	27.543	28.943	
5008	LABORER I	N71	22.212	22.640	23.078	23.522	23.973	24.437	24.906	25.385	
5009	LABORER II	N15	23.563	24.019	24.480	24.952	25.434	25.923	26.422	26.930	
5023	GATEHOUSE ATTENDANT I	N06	17.980	18.610	19.265	19.942	20.642	21.365	22.115	22.892	
5024	GATEHOUSE ATTENDANT II	N13	20.640	21.360	22.112	22.887	23.689	24.521	25.380	26.273	
5105	MAINTENANCE REPAIR WORKER I	N16	21.001	21.763	22.553	23.371	24.217	25.094	26.002	26.946	
5106	MAINTENANCE REPAIR WORKER II	N56	25.599	26.652	27.751	28.892	30.079	31.315	32.604	33.942	
5115	AUTOMOTIVE SERVICE WORKER	N22	23.189	23.820	24.468	25.130	25.813	26.515	27.236	27.978	
5116	AUTOMOTIVE MECHANIC	N59	28.586	29.340	30.108	30.901	31.714	32.546	33.403	34.280	
5117	HEAVY EQUIPMENT MECHANIC	N51	25.558	26.574	27.633	28.734	29.876	31.063	32.300	33.583	
5119	AUTOMOTIVE BODY TECHNICIAN	N41	25.469	26.173	26.894	27.641	28.404	29.189	30.000	30.832	
5150	CONCRETE FINISHER I	N52	32.377	32.554	32.727	32.907	33.088	33.268	33.447	33.630	

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CODE	CLASS TITLE	RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	
5151	CONCRETE FINISHER II	N61	33.510	33.691	33.874	34.058	34.241	34.430	34.616	34.805	
5201	DELIVERY CLERK	N02	16.208	16.922	17.669	18.448	19.261	20.114	20.999	21.927	
5205	EQUIPMENT OPERATOR I	N28	23.003	23.777	24.575	25.402	26.259	27.138	28.051	28.993	
5206	EQUIPMENT OPERATOR II	N47	25.117	26.075	27.075	28.109	29.185	30.302	31.461	32.664	
5216	TRANSPORTATION INSPECTOR	N60	27.333	28.256	29.212	30.199	31.221	32.273	33.366	34.490	
5225	UTILITY EQUIPMENT OPERATOR I	N41	25.469	26.173	26.894	27.641	28.404	29.189	30.000	30.832	
5226	UTILITY EQUIPMENT OPERATOR II	N46	26.981	27.728	28.495	29.280	30.090	30.919	31.774	32.653	
5227	UTILITY EQUIPMENT OPERATOR III	N53	27.282	28.132	29.007	29.909	30.841	31.802	32.793	33.814	
5228	TRANSPORTATION LABORER	N21	24.075	24.594	25.128	25.670	26.227	26.794	27.375	27.966	
5229	TRANSPORTATION EQUIPMENT OPR I	N29	22.881	23.684	24.516	25.375	26.269	27.187	28.143	29.131	
5230	TRANSPORTATION EQUIPMENT OPR II	N43	25.516	26.378	27.269	28.191	29.141	30.129	31.145	32.199	
5235	WATER SERVICE TECHNICIAN I	N34	26.406	26.859	27.317	27.788	28.264	28.748	29.243	29.744	
5236	WATER SERVICE TECHNICIAN II	N43	25.516	26.378	27.269	28.191	29.141	30.129	31.145	32.199	
5237	SENIOR WATER SERVICE TECHNICIAN	N60	27.333	28.256	29.212	30.199	31.221	32.273	33.366	34.490	
5238	UTILITY LOCATE TECHNICIAN	N43	25.516	26.378	27.269	28.191	29.141	30.129	31.145	32.199	
5306	ASST WW TREATMENT PLANT OPERATOR	N54	25.599	26.639	27.727	28.852	30.027	31.249	32.521	33.846	
5313	MAINTENANCE OPERATOR I	N40	26.411	26.918	27.434	27.961	28.500	29.046	29.605	30.172	
5314	MAINTENANCE OPERATOR II	N49	29.283	29.847	30.421	31.004	31.598	32.208	32.824	33.453	
5316	ASST WATER PLANT OPERATOR	N54	25.599	26.639	27.727	28.852	30.027	31.249	32.521	33.846	
5326	METER READER	N33	23.010	23.848	24.722	25.626	26.562	27.533	28.541	29.581	

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5335	UTILITY PLANT MECHANIC II	N62	29.562	30.329	31.117	31.924	32.754	33.602	34.473	35.367
5336	UTILITY PLANT MECHANIC I	N58	28.562	29.307	30.063	30.844	31.647	32.466	33.308	34.171
5435	COOK	N05	16.777	17.516	18.291	19.098	19.939	20.818	21.737	22.695
5436	FOOD SERVICE WORKER	N01	15.661	16.351	17.070	17.823	18.609	19.431	20.288	21.185
5510	GARDENER	N38	24.586	25.304	26.040	26.798	27.578	28.384	29.211	30.061
5516	ARBORIST I	N24	22.406	23.191	24.003	24.845	25.716	26.620	27.553	28.518
5517	ARBORIST II	N44	24.992	25.941	26.924	27.946	29.006	30.104	31.248	32.433
5523	ATHLETIC FIELDS TECHNICIAN	N47	25.117	26.075	27.075	28.109	29.185	30.302	31.461	32.664

APPENDIX B

N RANGES

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PAY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H
N01	ANNUAL	32,574.88	34,010.08	35,505.60	37,071.84	38,706.72	40,416.48	42,199.04	44,064.80
	MONTHLY	2,714.57	2,834.17	2,958.80	3,089.32	3,225.56	3,368.04	3,516.59	3,672.07
	BIWEEKLY	1,252.88	1,308.08	1,365.60	1,425.84	1,488.72	1,554.48	1,623.04	1,694.80
	HOURLY	15.661	16.351	17.070	17.823	18.609	19.431	20.288	21.185
N02	ANNUAL	33,712.64	35,197.76	36,751.52	38,371.84	40,062.88	41,837.12	43,677.92	45,608.16
	MONTHLY	2,809.39	2,933.15	3,062.63	3,197.65	3,338.57	3,486.43	3,639.83	3,800.68
	BIWEEKLY	1,296.64	1,353.76	1,413.52	1,475.84	1,540.88	1,609.12	1,679.92	1,754.16
	HOURLY	16.208	16.922	17.669	18.448	19.261	20.114	20.999	21.927
N03	ANNUAL	34,904.48	36,329.28	37,806.08	39,349.44	40,951.04	42,621.28	44,364.32	46,165.60
	MONTHLY	2,908.71	3,027.44	3,150.51	3,279.12	3,412.59	3,551.77	3,697.03	3,847.13
	BIWEEKLY	1,342.48	1,397.28	1,454.08	1,513.44	1,575.04	1,639.28	1,706.32	1,775.60
	HOURLY	16.781	17.466	18.176	18.918	19.688	20.491	21.329	22.195
N04	ANNUAL	37,437.92	38,642.24	39,892.32	41,181.92	42,511.04	43,879.68	45,300.32	46,764.64
	MONTHLY	3,119.83	3,220.19	3,324.36	3,431.83	3,542.59	3,656.64	3,775.03	3,897.05
	BIWEEKLY	1,439.92	1,486.24	1,534.32	1,583.92	1,635.04	1,687.68	1,742.32	1,798.64
	HOURLY	17.999	18.578	19.179	19.799	20.438	21.096	21.779	22.483
N05	ANNUAL	34,896.16	36,433.28	38,045.28	39,723.84	41,473.12	43,301.44	45,212.96	47,205.60
	MONTHLY	2,908.01	3,036.11	3,170.44	3,310.32	3,456.09	3,608.45	3,767.75	3,933.80
	BIWEEKLY	1,342.16	1,401.28	1,463.28	1,527.84	1,595.12	1,665.44	1,738.96	1,815.60
	HOURLY	16.777	17.516	18.291	19.098	19.939	20.818	21.737	22.695

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N06	ANNUAL	37,398.40	38,708.80	40,071.20	41,479.36	42,935.36	44,439.20	45,999.20	47,615.36
	MONTHLY	3,116.53	3,225.73	3,339.27	3,456.61	3,577.95	3,703.27	3,833.27	3,967.95
	BIWEEKLY	1,438.40	1,488.80	1,541.20	1,595.36	1,651.36	1,709.20	1,769.20	1,831.36
	HOURLY	17.980	18.610	19.265	19.942	20.642	21.365	22.115	22.892
N07	ANNUAL	37,211.20	38,548.64	39,927.68	41,354.56	42,835.52	44,376.80	45,965.92	47,617.44
	MONTHLY	3,100.93	3,212.39	3,327.31	3,446.21	3,569.63	3,698.07	3,830.49	3,968.12
	BIWEEKLY	1,431.20	1,482.64	1,535.68	1,590.56	1,647.52	1,706.80	1,767.92	1,831.44
	HOURLY	17.890	18.533	19.196	19.882	20.594	21.335	22.099	22.893
N08	ANNUAL	40,899.04	42,155.36	43,457.44	44,801.12	46,188.48	47,613.28	49,081.76	50,600.16
	MONTHLY	3,408.25	3,512.95	3,621.45	3,733.43	3,849.04	3,967.77	4,090.15	4,216.68
	BIWEEKLY	1,573.04	1,621.36	1,671.44	1,723.12	1,776.48	1,831.28	1,887.76	1,946.16
	HOURLY	19.663	20.267	20.893	21.539	22.206	22.891	23.597	24.327
N09	ANNUAL	40,137.76	41,572.96	43,058.08	44,591.04	46,194.72	47,842.08	49,558.08	51,330.24
	MONTHLY	3,344.81	3,464.41	3,588.17	3,715.92	3,849.56	3,986.84	4,129.84	4,277.52
	BIWEEKLY	1,543.76	1,598.96	1,656.08	1,715.04	1,776.72	1,840.08	1,906.08	1,974.24
	HOURLY	19.297	19.987	20.701	21.438	22.209	23.001	23.826	24.678
N10	ANNUAL	45,743.36	46,627.36	47,523.84	48,441.12	49,368.80	50,323.52	51,288.64	52,276.64
	MONTHLY	3,811.95	3,885.61	3,960.32	4,036.76	4,114.07	4,193.63	4,274.05	4,356.39
	BIWEEKLY	1,759.36	1,793.36	1,827.84	1,863.12	1,898.80	1,935.52	1,972.64	2,010.64
	HOURLY	21.992	22.417	22.848	23.289	23.735	24.194	24.658	25.133

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N71	ANNUAL	46,200.96	47,091.20	48,002.24	48,925.76	49,863.84	50,828.96	51,804.48	52,800.80
	MONTHLY	3,850.08	3,924.27	4,000.19	4,077.15	4,155.32	4,235.75	4,317.04	4,400.07
	BIWEEKLY	1,776.96	1,811.20	1,846.24	1,881.76	1,917.84	1,954.96	1,992.48	2,030.80
	HOURLY	22.212	22.640	23.078	23.522	23.973	24.437	24.906	25.385
N11	ANNUAL	42,248.96	43,694.56	45,185.92	46,725.12	48,332.96	49,972.00	51,677.60	53,443.52
	MONTHLY	3,520.75	3,641.21	3,765.49	3,893.76	4,027.75	4,164.33	4,306.47	4,453.63
	BIWEEKLY	1,624.96	1,680.56	1,737.92	1,797.12	1,858.96	1,922.00	1,987.60	2,055.52
	HOURLY	20.312	21.007	21.724	22.464	23.237	24.025	24.845	25.694
N12	ANNUAL	40,992.64	42,660.80	44,389.28	46,198.88	48,079.20	50,032.32	52,062.40	54,177.76
	MONTHLY	3,416.05	3,555.07	3,699.11	3,849.91	4,006.60	4,169.36	4,338.53	4,514.81
	BIWEEKLY	1,576.64	1,640.80	1,707.28	1,776.88	1,849.20	1,924.32	2,002.40	2,083.76
	HOURLY	19.708	20.510	21.341	22.211	23.115	24.054	25.030	26.047
N13	ANNUAL	42,931.20	44,428.80	45,992.96	47,604.96	49,273.12	51,003.68	52,790.40	54,647.84
	MONTHLY	3,577.60	3,702.40	3,832.75	3,967.08	4,106.09	4,250.31	4,399.20	4,553.99
	BIWEEKLY	1,651.20	1,708.80	1,768.96	1,830.96	1,895.12	1,961.68	2,030.40	2,101.84
	HOURLY	20.640	21.360	22.112	22.887	23.689	24.521	25.380	26.273
N14	ANNUAL	44,227.04	45,705.92	47,236.80	48,817.60	50,448.32	52,139.36	53,876.16	55,683.68
	MONTHLY	3,685.59	3,808.83	3,936.40	4,068.13	4,204.03	4,344.95	4,489.68	4,640.31
	BIWEEKLY	1,701.04	1,757.92	1,816.80	1,877.60	1,940.32	2,005.36	2,072.16	2,141.68
	HOURLY	21.263	21.974	22.710	23.470	24.254	25.067	25.902	26.771

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N15	ANNUAL	49,011.04	49,959.52	50,918.40	51,900.16	52,902.72	53,919.84	54,957.76	56,014.40
	MONTHLY	4,084.25	4,163.29	4,243.20	4,325.01	4,408.56	4,493.32	4,579.81	4,667.87
	BIWEEKLY	1,885.04	1,921.52	1,958.40	1,996.16	2,034.72	2,073.84	2,113.76	2,154.40
	HOURLY	23.563	24.019	24.480	24.952	25.434	25.923	26.422	26.930
N16	ANNUAL	43,682.08	45,267.04	46,910.24	48,611.68	50,371.36	52,195.52	54,084.16	56,047.68
	MONTHLY	3,640.17	3,772.25	3,909.19	4,050.97	4,197.61	4,349.63	4,507.01	4,670.64
	BIWEEKLY	1,680.08	1,741.04	1,804.24	1,869.68	1,937.36	2,007.52	2,080.16	2,155.68
	HOURLY	21.001	21.763	22.553	23.371	24.217	25.094	26.002	26.946
N17	ANNUAL	44,333.12	45,880.64	47,484.32	49,135.84	50,845.60	52,621.92	54,456.48	56,351.36
	MONTHLY	3,694.43	3,823.39	3,957.03	4,094.65	4,237.13	4,385.16	4,538.04	4,695.95
	BIWEEKLY	1,705.12	1,764.64	1,826.32	1,889.84	1,955.60	2,023.92	2,094.48	2,167.36
	HOURLY	21.314	22.058	22.829	23.623	24.445	25.299	26.181	27.092
N18	ANNUAL	45,267.04	46,808.32	48,407.84	50,065.60	51,771.20	53,543.36	55,369.60	57,256.16
	MONTHLY	3,772.25	3,900.69	4,033.99	4,172.13	4,314.27	4,461.95	4,614.13	4,771.35
	BIWEEKLY	1,741.04	1,800.32	1,861.84	1,925.60	1,991.20	2,059.36	2,129.60	2,202.16
	HOURLY	21.763	22.504	23.273	24.070	24.890	25.742	26.620	27.527
N19	ANNUAL	45,576.96	47,095.36	48,669.92	50,290.24	51,964.64	53,701.44	55,500.64	57,345.60
	MONTHLY	3,798.08	3,924.61	4,055.83	4,190.85	4,330.39	4,475.12	4,625.05	4,778.80
	BIWEEKLY	1,752.96	1,811.36	1,871.92	1,934.24	1,998.64	2,065.44	2,134.64	2,205.60
	HOURLY	21.912	22.642	23.399	24.178	24.983	25.818	26.683	27.570

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N20	ANNUAL	44,632.64	46,342.40	48,122.88	49,967.84	51,885.60	53,874.08	55,939.52	58,092.32
	MONTHLY	3,719.39	3,861.87	4,010.24	4,163.99	4,323.80	4,489.51	4,661.63	4,841.03
	BIWEEKLY	1,716.64	1,782.40	1,850.88	1,921.84	1,995.60	2,072.08	2,151.52	2,234.32
	HOURLY	21.458	22.280	23.136	24.023	24.945	25.901	26.894	27.929
N21	ANNUAL	50,076.00	51,155.52	52,266.24	53,393.60	54,552.16	55,731.52	56,940.00	58,169.28
	MONTHLY	4,173.00	4,262.96	4,355.52	4,449.47	4,546.01	4,644.29	4,745.00	4,847.44
	BIWEEKLY	1,926.00	1,967.52	2,010.24	2,053.60	2,098.16	2,143.52	2,190.00	2,237.28
	HOURLY	24.075	24.594	25.128	25.670	26.227	26.794	27.375	27.966
N22	ANNUAL	48,233.12	49,545.60	50,893.44	52,270.40	53,691.04	55,151.20	56,650.88	58,194.24
	MONTHLY	4,019.43	4,128.80	4,241.12	4,355.87	4,474.25	4,595.93	4,720.91	4,849.52
	BIWEEKLY	1,855.12	1,905.60	1,957.44	2,010.40	2,065.04	2,121.20	2,178.88	2,238.24
	HOURLY	23.189	23.820	24.468	25.130	25.813	26.515	27.236	27.978
N23	ANNUAL	45,604.00	47,234.72	48,927.84	50,668.80	52,480.48	54,358.72	56,301.44	58,316.96
	MONTHLY	3,800.33	3,936.23	4,077.32	4,222.40	4,373.37	4,529.89	4,691.79	4,859.75
	BIWEEKLY	1,754.00	1,816.72	1,881.84	1,948.80	2,018.48	2,090.72	2,165.44	2,242.96
	HOURLY	21.925	22.709	23.523	24.360	25.231	26.134	27.068	28.037
N24	ANNUAL	46,604.48	48,237.28	49,926.24	51,677.60	53,489.28	55,369.60	57,310.24	59,317.44
	MONTHLY	3,883.71	4,019.77	4,160.52	4,306.47	4,457.44	4,614.13	4,775.85	4,943.12
	BIWEEKLY	1,792.48	1,855.28	1,920.24	1,987.60	2,057.28	2,129.60	2,204.24	2,281.44
	HOURLY	22.406	23.191	24.003	24.845	25.716	26.620	27.553	28.518

N RANGES

Reflects a 3% increase
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PAY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H
N25	ANNUAL	44,395.52	46,354.88	48,401.60	50,533.60	52,765.44	55,092.96	57,526.56	60,068.32
	MONTHLY	3,699.63	3,862.91	4,033.47	4,211.13	4,397.12	4,591.08	4,793.88	5,005.69
	BIWEEKLY	1,707.52	1,782.88	1,861.60	1,943.60	2,029.44	2,118.96	2,212.56	2,310.32
	HOURLY	21.344	22.286	23.270	24.295	25.368	26.487	27.657	28.879
N26	ANNUAL	51,823.20	52,944.32	54,086.24	55,257.28	56,457.44	57,676.32	58,928.48	60,199.36
	MONTHLY	4,318.60	4,412.03	4,507.19	4,604.77	4,704.79	4,806.36	4,910.71	5,016.61
	BIWEEKLY	1,993.20	2,036.32	2,080.24	2,125.28	2,171.44	2,218.32	2,266.48	2,315.36
	HOURLY	24.915	25.454	26.003	26.566	27.143	27.729	28.331	28.942
N27	ANNUAL	42,540.16	44,701.28	46,976.80	49,362.56	51,877.28	54,510.56	57,289.44	60,201.44
	MONTHLY	3,545.01	3,725.11	3,914.73	4,113.55	4,323.11	4,542.55	4,774.12	5,016.79
	BIWEEKLY	1,636.16	1,719.28	1,806.80	1,898.56	1,995.28	2,096.56	2,203.44	2,315.44
	HOURLY	20.452	21.491	22.585	23.732	24.941	26.207	27.543	28.943
N28	ANNUAL	47,846.24	49,456.16	51,116.00	52,836.16	54,618.72	56,447.04	58,346.08	60,305.44
	MONTHLY	3,987.19	4,121.35	4,259.67	4,403.01	4,551.56	4,703.92	4,862.17	5,025.45
	BIWEEKLY	1,840.24	1,902.16	1,966.00	2,032.16	2,100.72	2,171.04	2,244.08	2,319.44
	HOURLY	23.003	23.777	24.575	25.402	26.259	27.138	28.051	28.993
N29	ANNUAL	47,592.48	49,262.72	50,993.28	52,780.00	54,639.52	56,548.96	58,537.44	60,592.48
	MONTHLY	3,966.04	4,105.23	4,249.44	4,398.33	4,553.29	4,712.41	4,878.12	5,049.37
	BIWEEKLY	1,830.48	1,894.72	1,961.28	2,030.00	2,101.52	2,174.96	2,251.44	2,330.48
	HOURLY	22.881	23.684	24.516	25.375	26.269	27.187	28.143	29.131

N RANGES

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PAY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H
N30	ANNUAL	43,854.72	45,984.64	48,212.32	50,546.08	53,002.56	55,569.28	58,267.04	61,083.36
	MONTHLY	3,654.56	3,832.05	4,017.69	4,212.17	4,416.88	4,630.77	4,855.59	5,090.28
	BIWEEKLY	1,686.72	1,768.64	1,854.32	1,944.08	2,038.56	2,137.28	2,241.04	2,349.36
	HOURLY	21.084	22.108	23.179	24.301	25.482	26.716	28.013	29.367
N31	ANNUAL	48,212.32	49,868.00	51,586.08	53,360.32	55,201.12	57,098.08	59,063.68	61,095.84
	MONTHLY	4,017.69	4,155.67	4,298.84	4,446.69	4,600.09	4,758.17	4,921.97	5,091.32
	BIWEEKLY	1,854.32	1,918.00	1,984.08	2,052.32	2,123.12	2,196.08	2,271.68	2,349.84
	HOURLY	23.179	23.975	24.801	25.654	26.539	27.451	28.396	29.373
N32	ANNUAL	46,406.88	48,285.12	50,256.96	52,297.44	54,431.52	56,642.56	58,945.12	61,345.44
	MONTHLY	3,867.24	4,023.76	4,188.08	4,358.12	4,535.96	4,720.21	4,912.09	5,112.12
	BIWEEKLY	1,784.88	1,857.12	1,932.96	2,011.44	2,093.52	2,178.56	2,267.12	2,359.44
	HOURLY	22.311	23.214	24.162	25.143	26.169	27.232	28.339	29.493
N33	ANNUAL	47,860.80	49,603.84	51,421.76	53,302.08	55,248.96	57,268.64	59,365.28	61,528.48
	MONTHLY	3,988.40	4,133.65	4,285.15	4,441.84	4,604.08	4,772.39	4,947.11	5,127.37
	BIWEEKLY	1,840.80	1,907.84	1,977.76	2,050.08	2,124.96	2,202.64	2,283.28	2,366.48
	HOURLY	23.010	23.848	24.722	25.626	26.562	27.533	28.541	29.581
N34	ANNUAL	54,924.48	55,866.72	56,819.36	57,799.04	58,789.12	59,795.84	60,825.44	61,867.52
	MONTHLY	4,577.04	4,655.56	4,734.95	4,816.59	4,899.09	4,982.99	5,068.79	5,155.63
	BIWEEKLY	2,112.48	2,148.72	2,185.36	2,223.04	2,261.12	2,299.84	2,339.44	2,379.52
	HOURLY	26.406	26.859	27.317	27.788	28.264	28.748	29.243	29.744

N RANGES

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PAY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H
N35	ANNUAL	51,764.96	53,110.72	54,483.52	55,902.08	57,347.68	58,836.96	60,365.76	61,925.76
	MONTHLY	4,313.75	4,425.89	4,540.29	4,658.51	4,778.97	4,903.08	5,030.48	5,160.48
	BIWEEKLY	1,990.96	2,042.72	2,095.52	2,150.08	2,205.68	2,262.96	2,321.76	2,381.76
	HOURLY	24.887	25.534	26.194	26.876	27.571	28.287	29.022	29.772
N36	ANNUAL	46,196.80	48,172.80	50,236.16	52,397.28	54,645.76	56,992.00	59,429.76	61,986.08
	MONTHLY	3,849.73	4,014.40	4,186.35	4,366.44	4,553.81	4,749.33	4,952.48	5,165.51
	BIWEEKLY	1,776.80	1,852.80	1,932.16	2,015.28	2,101.76	2,192.00	2,285.76	2,384.08
	HOURLY	22.210	23.160	24.152	25.191	26.272	27.400	28.572	29.801
N37	ANNUAL	44,029.44	46,267.52	48,628.32	51,097.28	53,695.20	56,430.40	59,296.64	62,314.72
	MONTHLY	3,669.12	3,855.63	4,052.36	4,258.11	4,474.60	4,702.53	4,941.39	5,192.89
	BIWEEKLY	1,693.44	1,779.52	1,870.32	1,965.28	2,065.20	2,170.40	2,280.64	2,396.72
	HOURLY	21.168	22.244	23.379	24.566	25.815	27.130	28.508	29.959
N38	ANNUAL	51,138.88	52,632.32	54,163.20	55,739.84	57,362.24	59,038.72	60,758.88	62,526.88
	MONTHLY	4,261.57	4,386.03	4,513.60	4,644.99	4,780.19	4,919.89	5,063.24	5,210.57
	BIWEEKLY	1,966.88	2,024.32	2,083.20	2,143.84	2,206.24	2,270.72	2,336.88	2,404.88
	HOURLY	24.586	25.304	26.040	26.798	27.578	28.384	29.211	30.061
N39	ANNUAL	49,148.32	50,899.68	52,700.96	54,566.72	56,503.20	58,508.32	60,577.92	62,726.56
	MONTHLY	4,095.69	4,241.64	4,391.75	4,547.23	4,708.60	4,875.69	5,048.16	5,227.21
	BIWEEKLY	1,890.32	1,957.68	2,026.96	2,098.72	2,173.20	2,250.32	2,329.92	2,412.56
	HOURLY	23.629	24.471	25.337	26.234	27.165	28.129	29.124	30.157

N RANGES

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PAY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H
N40	ANNUAL	54,934.88	55,989.44	57,062.72	58,158.88	59,280.00	60,415.68	61,578.40	62,757.76
	MONTHLY	4,577.91	4,665.79	4,755.23	4,846.57	4,940.00	5,034.64	5,131.53	5,229.81
	BIWEEKLY	2,112.88	2,153.44	2,194.72	2,236.88	2,280.00	2,323.68	2,368.40	2,413.76
	HOURLY	26.411	26.918	27.434	27.961	28.500	29.046	29.605	30.172
N41	ANNUAL	52,975.52	54,439.84	55,939.52	57,493.28	59,080.32	60,713.12	62,400.00	64,130.56
	MONTHLY	4,414.63	4,536.65	4,661.63	4,791.11	4,923.36	5,059.43	5,200.00	5,344.21
	BIWEEKLY	2,037.52	2,093.84	2,151.52	2,211.28	2,272.32	2,335.12	2,400.00	2,466.56
	HOURLY	25.469	26.173	26.894	27.641	28.404	29.189	30.000	30.832
N42	ANNUAL	52,975.52	54,627.04	56,324.32	58,075.68	59,887.36	61,746.88	63,675.04	65,657.28
	MONTHLY	4,414.63	4,552.25	4,693.69	4,839.64	4,990.61	5,145.57	5,306.25	5,471.44
	BIWEEKLY	2,037.52	2,101.04	2,166.32	2,233.68	2,303.36	2,374.88	2,449.04	2,525.28
	HOURLY	25.469	26.263	27.079	27.921	28.792	29.686	30.613	31.566
N43	ANNUAL	53,073.28	54,866.24	56,719.52	58,637.28	60,613.28	62,668.32	64,781.60	66,973.92
	MONTHLY	4,422.77	4,572.19	4,726.63	4,886.44	5,051.11	5,222.36	5,398.47	5,581.16
	BIWEEKLY	2,041.28	2,110.24	2,181.52	2,255.28	2,331.28	2,410.32	2,491.60	2,575.92
	HOURLY	25.516	26.378	27.269	28.191	29.141	30.129	31.145	32.199
N44	ANNUAL	51,983.36	53,957.28	56,001.92	58,127.68	60,332.48	62,616.32	64,995.84	67,460.64
	MONTHLY	4,331.95	4,496.44	4,666.83	4,843.97	5,027.71	5,218.03	5,416.32	5,621.72
	BIWEEKLY	1,999.36	2,075.28	2,153.92	2,235.68	2,320.48	2,408.32	2,499.84	2,594.64
	HOURLY	24.992	25.941	26.924	27.946	29.006	30.104	31.248	32.433

N RANGES

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PAY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H
N45	ANNUAL	48,622.08	50,976.64	53,449.76	56,043.52	58,760.00	61,609.60	64,590.24	67,728.96
	MONTHLY	4,051.84	4,248.05	4,454.15	4,670.29	4,896.67	5,134.13	5,382.52	5,644.08
	BIWEEKLY	1,870.08	1,960.64	2,055.76	2,155.52	2,260.00	2,369.60	2,484.24	2,604.96
	HOURLY	23.376	24.508	25.697	26.944	28.250	29.620	31.053	32.562
N46	ANNUAL	56,120.48	57,674.24	59,269.60	60,902.40	62,587.20	64,311.52	66,089.92	67,918.24
	MONTHLY	4,676.71	4,806.19	4,939.13	5,075.20	5,215.60	5,359.29	5,507.49	5,659.85
	BIWEEKLY	2,158.48	2,218.24	2,279.60	2,342.40	2,407.20	2,473.52	2,541.92	2,612.24
	HOURLY	26.981	27.728	28.495	29.280	30.090	30.919	31.774	32.653
N47	ANNUAL	52,243.36	54,236.00	56,316.00	58,466.72	60,704.80	63,028.16	65,438.88	67,941.12
	MONTHLY	4,353.61	4,519.67	4,693.00	4,872.23	5,058.73	5,252.35	5,453.24	5,661.76
	BIWEEKLY	2,009.36	2,086.00	2,166.00	2,248.72	2,334.80	2,424.16	2,516.88	2,613.12
	HOURLY	25.117	26.075	27.075	28.109	29.185	30.302	31.461	32.664
N48	ANNUAL	52,018.72	54,163.20	56,399.20	58,726.72	61,149.92	63,675.04	66,297.92	69,031.04
	MONTHLY	4,334.89	4,513.60	4,699.93	4,893.89	5,095.83	5,306.25	5,524.83	5,752.59
	BIWEEKLY	2,000.72	2,083.20	2,169.20	2,258.72	2,351.92	2,449.04	2,549.92	2,655.04
	HOURLY	25.009	26.040	27.115	28.234	29.399	30.613	31.874	33.188
N49	ANNUAL	60,908.64	62,081.76	63,275.68	64,488.32	65,723.84	66,992.64	68,273.92	69,582.24
	MONTHLY	5,075.72	5,173.48	5,272.97	5,374.03	5,476.99	5,582.72	5,689.49	5,798.52
	BIWEEKLY	2,342.64	2,387.76	2,433.68	2,480.32	2,527.84	2,576.64	2,625.92	2,676.24
	HOURLY	29.283	29.847	30.421	31.004	31.598	32.208	32.824	33.453

N RANGES

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PAY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H
N50	ANNUAL	55,918.72	57,701.28	59,548.32	61,445.28	63,408.80	65,432.64	67,523.04	69,677.92
	MONTHLY	4,659.89	4,808.44	4,962.36	5,120.44	5,284.07	5,452.72	5,626.92	5,806.49
	BIWEEKLY	2,150.72	2,219.28	2,290.32	2,363.28	2,438.80	2,516.64	2,597.04	2,679.92
	HOURLY	26.884	27.741	28.629	29.541	30.485	31.458	32.463	33.499
N51	ANNUAL	53,160.64	55,273.92	57,476.64	59,766.72	62,142.08	64,611.04	67,184.00	69,852.64
	MONTHLY	4,430.05	4,606.16	4,789.72	4,980.56	5,178.51	5,384.25	5,598.67	5,821.05
	BIWEEKLY	2,044.64	2,125.92	2,210.64	2,298.72	2,390.08	2,485.04	2,584.00	2,686.64
	HOURLY	25.558	26.574	27.633	28.734	29.876	31.063	32.300	33.583
N52	ANNUAL	67,344.16	67,712.32	68,072.16	68,446.56	68,823.04	69,197.44	69,569.76	69,950.40
	MONTHLY	5,612.01	5,642.69	5,672.68	5,703.88	5,735.25	5,766.45	5,797.48	5,829.20
	BIWEEKLY	2,590.16	2,604.32	2,618.16	2,632.56	2,647.04	2,661.44	2,675.76	2,690.40
	HOURLY	32.377	32.554	32.727	32.907	33.088	33.268	33.447	33.630
N53	ANNUAL	56,746.56	58,514.56	60,334.56	62,210.72	64,149.28	66,148.16	68,209.44	70,333.12
	MONTHLY	4,728.88	4,876.21	5,027.88	5,184.23	5,345.77	5,512.35	5,684.12	5,861.09
	BIWEEKLY	2,182.56	2,250.56	2,320.56	2,392.72	2,467.28	2,544.16	2,623.44	2,705.12
	HOURLY	27.282	28.132	29.007	29.909	30.841	31.802	32.793	33.814
N54	ANNUAL	53,245.92	55,409.12	57,672.16	60,012.16	62,456.16	64,997.92	67,643.68	70,399.68
	MONTHLY	4,437.16	4,617.43	4,806.01	5,001.01	5,204.68	5,416.49	5,636.97	5,866.64
	BIWEEKLY	2,047.92	2,131.12	2,218.16	2,308.16	2,402.16	2,499.92	2,601.68	2,707.68
	HOURLY	25.599	26.639	27.727	28.852	30.027	31.249	32.521	33.846

N RANGES

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PAY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H
N55	ANNUAL	48,251.84	50,939.20	53,765.92	56,761.12	59,914.40	63,252.80	66,768.00	70,478.72
	MONTHLY	4,020.99	4,244.93	4,480.49	4,730.09	4,992.87	5,271.07	5,564.00	5,873.23
	BIWEEKLY	1,855.84	1,959.20	2,067.92	2,183.12	2,304.40	2,432.80	2,568.00	2,710.72
	HOURLY	23.198	24.490	25.849	27.289	28.805	30.410	32.100	33.884
N56	ANNUAL	53,245.92	55,436.16	57,722.08	60,095.36	62,564.32	65,135.20	67,816.32	70,599.36
	MONTHLY	4,437.16	4,619.68	4,810.17	5,007.95	5,213.69	5,427.93	5,651.36	5,883.28
	BIWEEKLY	2,047.92	2,132.16	2,220.08	2,311.36	2,406.32	2,505.20	2,608.32	2,715.36
	HOURLY	25.599	26.652	27.751	28.892	30.079	31.315	32.604	33.942
N57	ANNUAL	60,729.76	62,104.64	63,506.56	64,945.92	66,412.32	67,918.24	69,447.04	71,021.60
	MONTHLY	5,060.81	5,175.39	5,292.21	5,412.16	5,534.36	5,659.85	5,787.25	5,918.47
	BIWEEKLY	2,335.76	2,388.64	2,442.56	2,497.92	2,554.32	2,612.24	2,671.04	2,731.60
	HOURLY	29.197	29.858	30.532	31.224	31.929	32.653	33.388	34.145
N58	ANNUAL	59,408.96	60,958.56	62,531.04	64,155.52	65,825.76	67,529.28	69,280.64	71,075.68
	MONTHLY	4,950.75	5,079.88	5,210.92	5,346.29	5,485.48	5,627.44	5,773.39	5,922.97
	BIWEEKLY	2,284.96	2,344.56	2,405.04	2,467.52	2,531.76	2,597.28	2,664.64	2,733.68
	HOURLY	28.562	29.307	30.063	30.844	31.647	32.466	33.308	34.171
N59	ANNUAL	59,458.88	61,027.20	62,624.64	64,274.08	65,965.12	67,695.68	69,478.24	71,302.40
	MONTHLY	4,954.91	5,085.60	5,218.72	5,356.17	5,497.09	5,641.31	5,789.85	5,941.87
	BIWEEKLY	2,286.88	2,347.20	2,408.64	2,472.08	2,537.12	2,603.68	2,672.24	2,742.40
	HOURLY	28.586	29.340	30.108	30.901	31.714	32.546	33.403	34.280

N RANGES

Reflects a 3% increase
Effective August 15, 2024

PAY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H
N60	ANNUAL	56,852.64	58,772.48	60,760.96	62,813.92	64,939.68	67,127.84	69,401.28	71,739.20
	MONTHLY	4,737.72	4,897.71	5,063.41	5,234.49	5,411.64	5,593.99	5,783.44	5,978.27
	BIWEEKLY	2,186.64	2,260.48	2,336.96	2,415.92	2,497.68	2,581.84	2,669.28	2,759.20
	HOURLY	27.333	28.256	29.212	30.199	31.221	32.273	33.366	34.490
N72	ANNUAL	59,822.88	61,468.16	63,159.20	64,893.92	66,684.80	68,523.52	70,403.84	72,340.32
	MONTHLY	4,985.24	5,122.35	5,263.27	5,407.83	5,557.07	5,710.29	5,866.99	6,028.36
	BIWEEKLY	2,300.88	2,364.16	2,429.20	2,495.92	2,564.80	2,635.52	2,707.84	2,782.32
	HOURLY	28.761	29.552	30.365	31.199	32.060	32.944	33.848	34.779
N61	ANNUAL	69,700.80	70,077.28	70,457.92	70,840.64	71,221.28	71,614.40	72,001.28	72,394.40
	MONTHLY	5,808.40	5,839.77	5,871.49	5,903.39	5,935.11	5,967.87	6,000.11	6,032.87
	BIWEEKLY	2,680.80	2,695.28	2,709.92	2,724.64	2,739.28	2,754.40	2,769.28	2,784.40
	HOURLY	33.510	33.691	33.874	34.058	34.241	34.430	34.616	34.805
N62	ANNUAL	61,488.96	63,084.32	64,723.36	66,401.92	68,128.32	69,892.16	71,703.84	73,563.36
	MONTHLY	5,124.08	5,257.03	5,393.61	5,533.49	5,677.36	5,824.35	5,975.32	6,130.28
	BIWEEKLY	2,364.96	2,426.32	2,489.36	2,553.92	2,620.32	2,688.16	2,757.84	2,829.36
	HOURLY	29.562	30.329	31.117	31.924	32.754	33.602	34.473	35.367
N63	ANNUAL	60,607.04	62,528.96	64,517.44	66,564.16	68,683.68	70,855.20	73,105.76	75,429.12
	MONTHLY	5,050.59	5,210.75	5,376.45	5,547.01	5,723.64	5,904.60	6,092.15	6,285.76
	BIWEEKLY	2,331.04	2,404.96	2,481.44	2,560.16	2,641.68	2,725.20	2,811.76	2,901.12
	HOURLY	29.138	30.062	31.018	32.002	33.021	34.065	35.147	36.264

N RANGES

Reflects a 3% increase
Effective August 15, 2024

PAY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H
N64	ANNUAL	67,539.68	68,837.60	70,156.32	71,504.16	72,881.12	74,274.72	75,695.36	77,153.44
	MONTHLY	5,628.31	5,736.47	5,846.36	5,958.68	6,073.43	6,189.56	6,307.95	6,429.45
	BIWEEKLY	2,597.68	2,647.60	2,698.32	2,750.16	2,803.12	2,856.72	2,911.36	2,967.44
	HOURLY	32.471	33.095	33.729	34.377	35.039	35.709	36.392	37.093
N65	ANNUAL	59,558.72	62,046.40	64,646.40	67,350.40	70,168.80	73,105.76	76,169.60	79,356.16
	MONTHLY	4,963.23	5,170.53	5,387.20	5,612.53	5,847.40	6,092.15	6,347.47	6,613.01
	BIWEEKLY	2,290.72	2,386.40	2,486.40	2,590.40	2,698.80	2,811.76	2,929.60	3,052.16
	HOURLY	28.634	29.830	31.080	32.380	33.735	35.147	36.620	38.152
N66	ANNUAL	61,100.00	63,579.36	66,177.28	68,864.64	71,666.40	74,586.72	77,621.44	80,776.80
	MONTHLY	5,091.67	5,298.28	5,514.77	5,738.72	5,972.20	6,215.56	6,468.45	6,731.40
	BIWEEKLY	2,350.00	2,445.36	2,545.28	2,648.64	2,756.40	2,868.72	2,985.44	3,106.80
	HOURLY	29.375	30.567	31.816	33.108	34.455	35.859	37.318	38.835
N67	ANNUAL	65,520.00	67,545.92	69,638.40	71,793.28	74,020.96	76,308.96	78,676.00	81,115.84
	MONTHLY	5,460.00	5,628.83	5,803.20	5,982.77	6,168.41	6,359.08	6,556.33	6,759.65
	BIWEEKLY	2,520.00	2,597.92	2,678.40	2,761.28	2,846.96	2,934.96	3,026.00	3,119.84
	HOURLY	31.500	32.474	33.480	34.516	35.587	36.687	37.825	38.998
N68	ANNUAL	65,971.36	68,038.88	70,175.04	72,375.68	74,647.04	76,991.20	79,410.24	81,897.92
	MONTHLY	5,497.61	5,669.91	5,847.92	6,031.31	6,220.59	6,415.93	6,617.52	6,824.83
	BIWEEKLY	2,537.36	2,616.88	2,699.04	2,783.68	2,871.04	2,961.20	3,054.24	3,149.92
	HOURLY	31.717	32.711	33.738	34.796	35.888	37.015	38.178	39.374

Reflects a 3% increase
Effective August 15, 2024

PAY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H
N69	ANNUAL	63,997.44	66,503.84	69,112.16	71,816.16	74,630.40	77,556.96	80,595.84	83,747.04
	MONTHLY	5,333.12	5,541.99	5,759.35	5,984.68	6,219.20	6,463.08	6,716.32	6,978.92
	BIWEEKLY	2,461.44	2,557.84	2,658.16	2,762.16	2,870.40	2,982.96	3,099.84	3,221.04
	HOURLY	30.768	31.973	33.227	34.527	35.880	37.287	38.748	40.263
N70	ANNUAL	67,464.80	69,673.76	71,943.04	74,299.68	76,720.80	79,218.88	81,816.80	84,491.68
	MONTHLY	5,622.07	5,806.15	5,995.25	6,191.64	6,393.40	6,601.57	6,818.07	7,040.97
	BIWEEKLY	2,594.80	2,679.76	2,767.04	2,857.68	2,950.80	3,046.88	3,146.80	3,249.68
	HOURLY	32.435	33.497	34.588	35.721	36.885	38.086	39.335	40.621
N71	pay range can be found between N10 and N11								
N72	pay range can be found between N60 and N61								