

AGREEMENT

BETWEEN THE CITY OF LINCOLN, NEBRASKA,
AND
LINCOLN M CLASS
EMPLOYEES ASSOCIATION

FOR THE PERIOD
AUGUST 14, 2025 THROUGH AUGUST 31, 2027

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PREAMBLE

This Agreement (hereinafter referred to as “Agreement”) is entered into by and between the City of Lincoln, Nebraska, a municipal corporation (hereinafter referred to as the “City”) and the Lincoln M Class Employee’s Association (hereinafter referred to as the “LMCEA”). The City agrees to provide wages and benefits under the conditions identified in this Agreement.

ARTICLE 1 - EXISTING CONDITIONS

This Agreement cannot be modified by changes to the Lincoln Municipal Code (LMC), and shall take precedence to the extent there are discrepancies between the LMC and this Agreement.

ARTICLE 2 - BARGAINING UNIT/DUES CHECK OFF

- Section 1.** The City recognizes LMCEA as the sole and exclusive bargaining representative of full-time, and part-time, regular employees in the classified service as defined in Appendix A. Part-time employee shall mean any employee working 20 or more hours per week. If such employee was hired as an LMCEA employee, all benefits received by LMCEA shall be received by said employee based upon the number of hours worked in the LMCEA position.
- Section 2.** A part-time employee becomes qualified to receive eligible benefits on a pro-rated basis as of the date that the employee becomes represented by LMCEA. Group health, dental, vision, life, PEHP and long-term disability are only available to employees working thirty (30) or more hours per week.
- Section 3.** Upon receipt of a voluntary written individual authorization form (provided by the Union), the City will deduct from the requesting employee's pay the membership dues as required by the Union. The deduction shall be in such amount as is certified to the City in writing by the Union. All written authorizations shall be submitted to the City payroll office.
- Section 4.** Following receipt of written authorization for union dues deduction in the City payroll office, the requesting employee's deduction will become effective in accordance with City payroll office deadlines. The Union dues shall be deducted only when the employee has sufficient earnings to cover deductions for social security, federal taxes, state taxes, retirement, health insurance and life insurance.
- Section 5.** Upon receipt of the name of an employee for whom dues deductions are to stop, certified to the City in writing by the Union, the City will discontinue automatic payroll dues deductions from such employee's paycheck in accordance with City payroll office deadlines.
- Section 6.** The City shall submit to the Union a "Union Deduction Report" listing employees with Union dues deductions.
- Section 7.** The Union shall indemnify the City and hold it harmless against any and all claims, demands, suits or other forms of liability that may arise out of, or by reason of, any action taken by the City for the purpose of complying with the provisions of Sections 4 through 6.
- Section 8.** The City agrees to provide the Union with a list of employees upon written request. Such list will be in Excel format, and at the Union's expense. Such list shall include name, home address, department, division, class code, class title, pay range, and date of hire of each employee in the bargaining unit. The Union agrees to keep this list confidential. The Union shall indemnify, release and hold harmless the City against any and all claims, demands, suits, judgments or other forms of liability that may arise out of, or by reason of, any action taken by the City for the purpose of complying with the provisions of this Section 8.
- Section 9.** LMCEA board members and stewards shall have the ability to communicate with each other through email correspondence within the framework of the City's email system. Use of email shall be permitted to address individual requests by Union members. Use of email is limited to work-related matters.

Section 10. Any time a classification description is placed on the City Personnel Board agenda, the Union shall be notified no later than when the agenda is finalized for release

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. LMCEA 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. The right to classify shall include the City's right to create new classifications during the duration of this agreement and to assign a temporary pay range until such time as the pay range is negotiated. When an audit results in an employee being reallocated to a newly created classification, the pay range of such classification shall be equal to or greater than the employee's current pay range.
- 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 Human Resources Department will notify the Union, in writing, of any department or division classification studies in advance of said study.

Section 3. In matters not specifically covered by language within this Agreement, the City shall have the clear right to make decisions in such areas, on a unilateral basis.

ARTICLE 4 - STRIKES AND OTHER DISRUPTIONS OF NORMAL WORK WEEK

Section 1. The protection of the public health, safety, and welfare demands that neither LMCEA, nor any LMCEA 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 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 this Article by LMCEA 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 LMCEA or the LMCEA's 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 LMCEA or City bulletin boards, provided that such notice is posted for not less than thirty (30) calendar days.

Section 3. Violation of Section 1 by an 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 - DISCIPLINE

- Section 1.** At least three (3) working days prior to any pre-disciplinary meeting, the employee shall be provided written notice which sets forth an explanation of the nature of the allegations against the employee and a detailed explanation of the evidence in the possession of the City supporting such allegations. The employee shall have the right to the presence of an attorney or union representative at the pre-disciplinary meeting.
- Section 2.** In preparation for a pre-disciplinary meeting, an employee may request access to their work computer and city e-mail account to retrieve any information necessary to their defense.
- Section 3.** When an employee has been disciplined or faces possible disciplinary action at a level greater than a reprimand, a designated Union officer or steward shall be allowed to review such employee's personnel file upon written request to the Human Resources Director (or their designated representative) and the provision of written authorization from the employee requesting the file review.
- Section 4.** It shall not be necessary to conduct a pre-disciplinary meeting prior to the consideration or issuance of discipline at any level less than demotion, suspension or termination.
- Section 5.** Once the pre-disciplinary meeting is conducted, the City will issue a decision within forty-five (45) days unless extended by mutual agreement.

ARTICLE 6 - WAGES

Wages for employees covered by this Agreement (hereinafter Class M Employees) shall be in accordance with the Merit Pay Plan as set forth in Appendix "B" which identifies steps "A" through "J".

Wages as set forth in the Merit Pay Plan, Appendix "B", shall be increased by 3% effective fiscal year 2025-2026, and 3% effective fiscal year 2026-2027. During the fiscal year Class M Employees may advance on the Merit Pay Plan to the next higher step in the employee's assigned pay range as set forth in Section 3 below.

The pay ranges for the following classifications shall be allocated as follows, effective August 14, 2025, with Appendix B revised accordingly:

Class Code	Class Title	Current Pay Range	New Pay Range
2006	Associate Engineer	M01	M02
2007	Engineer	M03	M04
2008	Senior Engineer	M05	M06
2019	Engineering Services Manager	M06	M07
2036	Sanitary Engineer	M04	M05
2113	Planning Division Manager	M05	M06
3136	Forensic Lab Manager	M04	M05
5018	Superintendent of Solid Waste Operations	M06	M07
5310	Superintendent of Water Resource Recovery Facilities	M06	M07
5343	Superintendent of Wastewater Collection	M06	M07
5350	Superintendent of Water Production and Treatment	M06	M07
5351	Superintendent of Water Distribution	M06	M07
5352	Superintendent of Stormwater	M06	M07

Section 1. PROMOTION In the event of a promotion, the rate of the promoted employee shall normally be increased to the step in the higher pay range next above their rate of pay prior to promotion, which results in at least at 3.5% increase. If due to employment market conditions, exceptional qualifications, or unusual circumstances and in the judgment of the Human Resources Director, an increase in excess of one step is warranted, the Human Resources Director shall authorize such increase above one step.

A promotion of any 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 the promotion shall start a promotion probationary period of six (6) months in the higher classification.

After an adequate evaluation opportunity, but prior to the completion of the promotion probationary period, a performance evaluation shall be completed on the promoted

employee. Upon successful completion of the promotion probationary period, the employee shall receive a one step increase. Under no circumstances shall the amount of the promotion probation increase exceed the maximum rate of the employee's pay range. Such increase shall be effective the first full pay period following the established eligibility date for completion of the promotion probationary period. Upon successful completion of the promotion probationary period, a new eligibility date will be established which shall be one year from the date of the completion of the promotion probationary period.

Section 2. PROBATIONARY PERIOD All new hires and rehires shall be required to serve an original probationary period of six months from date of hire. Employees on original probation do not have any grievance rights. The minimum rate of pay for a class shall normally be paid to any employee upon original appointment. Original appointment above the minimum rate may be made if a Department Head submits a written request outlining the reasons for such action for approval of the Human Resources Director. Probationary employees shall receive a one step increase upon successful completion of the six month probationary period to be effective the beginning of the pay period following the employee's eligibility date. Thereafter, the eligibility date for future merit increases for employees who complete their probationary period shall be one (1) year from the date of successful completion of the probationary period.

An employee shall be removed from original probation status on the day following the end of the original probationary period. Performance evaluations shall be completed for all employees for the original probationary period and annually every year.

Section 3. MERIT INCREASES 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 increase, the Department Head must find that the employee being considered has performed in a commendable or outstanding manner. However, under no circumstances shall an employee earn a rate of pay in excess of the maximum rate established for the employee's pay range.

Section 4. ELIGIBILITY DATES Eligibility dates for evaluating performance or for advancement within the Merit Pay Plan shall be established based upon completion of the original probationary period; upon a promotion or demotion; upon the reallocation of a position that results in a pay change; or upon the reassignment of a class to a different pay range that results in a pay change. Merit increases shall be effective beginning the first full pay period following the established eligibility date.

Section 5. LONGEVITY PAY In addition to an employee's base salary or pay, each employee of the bargaining unit shall annually receive longevity pay based upon the total length of continuous service with the City. 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 pro-rated basis on each regular payday. Employees who are scheduled to work less than forty (40) but at least thirty-two (32) hours per week shall receive longevity pay based on the number of hours worked each pay period. The longevity schedule shall be as follows:

Completed Years of Service	Annual Pay
10 Years	\$1,340.85
15 Years	\$1,781.85
20 Years	\$2,362.50
25 Years	\$2,770.95
30 Years	\$2,875.95

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

Section 6. SPECIAL INCREASES – PERMANENT Upon a showing by an employee of exceptional and unusual circumstances in connection with their classification and with the recommendation of the appointing authority, the Human Resources Director (or their designated representative) may grant permanent one- or two-step merit increases which are consistent with the spirit and purpose of the merit system provisions of the City Charter. The effective date of the merit step increase(s) granted in accordance with this Section shall be used to establish a new eligibility date, which shall be one (1) year from the effective date of the merit step increase(s). Increases granted under this Section may be granted only once per contract year.

Section 7. SPECIAL INCREASES – TEMPORARY A Department Head may recommend a temporary, exceptional service pay increase for an employee. A one- or two-step increase may be authorized for periods of two, four, or six pay periods and will automatically terminate at the expiration of the authorized time and may only be granted once per calendar year. The recommendation will include a written explanation of the exceptional performance, based on specific department-established criteria and be approved by the Human Resources Director.

Section 8. 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 Resource 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.

ARTICLE 7 - LEAVE PROVISIONS

Section 1. A. SICK LEAVE Sick leave shall be earned by each employee at the factored hourly equivalent of eight (8) hours for each full month of service. Earnings shall be computed only for those hours when an eligible employee is in a pay status, excluding overtime.

B. WHEN TAKEN Sick leave will be paid only when an employee is unable to perform work duties due to actual personal illness, medical care, or to attend a personal medical or dental appointment.

Sick leave must be earned before it can be granted, and advancing sick leave is prohibited. An employee may utilize no more than their accrued balance of sick leave. When an employee finds it necessary to be absent for any of the reasons specified herein, the employee shall cause the facts to be reported to their department head in accordance with departmental rules and regulations. Sick leave shall be earned and may be granted during the probationary period occurring after original appointment or promotion. An employee must keep their department head informed of their condition. This shall be on a daily basis unless waived by the department head or designated representative. An employee may be required by the Human Resources Director to submit a medical certificate for any absence. Failure to fulfill these requirements may result in denial of sick leave. No refund of vacation time shall be allowed due to illness incurred while on vacation leave. Sick leave shall not accrue during any period of leave of absence without pay.

C. ACCUMULATED SICK LEAVE The accumulation of unused sick leave is unlimited.

D. UNUSED SICK LEAVE Upon retirement, death, or reduction in force, sixty-five (65%) percent of the employee's accumulated sick leave balance shall be paid into the employee's PEHP universal account, as provided in Article 10, Section 4, herein. The rate of payment shall be based upon the employee's regular hourly rate of pay at the time the employee retires, is laid off, or at the time of the employee's death.

E. FAMILY ILLNESS An employee may use accumulated sick leave for illness in the employee's immediate family, under the same rules and restrictions as set forth in Article 7, Section 1.B (above). For purposes of this section, the term immediate family shall include the employee's parent, sibling, spouse, child, grandparent, and grandchild. Immediate family will also include any other family members by blood, marriage (including in-laws), adoption, foster, or legal guardianship, as well as any family members residing in the employee's household. Such time off will be deducted from the employee's accumulated sick leave.

Section 2. A. VACATION LEAVE Employees shall earn vacation leave with pay according to the following schedule and terms:

After original appointment – at the factored hourly equivalent of one hundred sixty (160) hours per year.

After twenty (20) years of service – at the factored hourly equivalent of two hundred (200) hours per year.

Notwithstanding any provision of the Article to the contrary, an employee with less than twenty (20) years of service shall not accrue vacation on a factored hourly equivalent basis or otherwise if their accrued vacation is equal to two hundred and forty (240) hours. After twenty (20) years of service, the accrual limit shall be two hundred and eighty (280) hours. Once vacation is used such that the employee's accrued vacation drops below the applicable limit, vacation shall accrue once again until such time as the limit is reached.

Any employee may use vacation during their probationary period upon approval by their supervisor.

B. VACATION PAYOUT Any employee who separates from the city service shall be compensated for vacation leave accrued and accumulated to the date of separation at the LMCEA member's calculated hourly rate. The vacation payout shall occur with the paycheck in which wages for their last day worked are paid. Retirement eligible employees may use their accrued vacation to extend their last day of employment consistent with the policies governing use and scheduling of vacation.

Section 3. BEREAVEMENT LEAVE In the case of the death of the employee's spouse, parent, sibling, child, grandparent, great grandparent, grandchild, great grandchild, or in the case of the death of any other relative residing in the immediate household of an employee, the employee shall be allowed thirty-two (32) hours of bereavement leave with regular pay without deduction from the employee's pay or accumulated sick leave. This includes family members by blood, marriage, adoption, foster, or legal guardianship. The employee may be allowed to use up to twenty-four (24) hours of the employee's accumulated sick leave in the case of the death of any above designated persons. Bereavement Leave may be taken non-consecutively with approval from the Department Head.

In the case of the death of the employee's aunt, uncle, nephew, niece, the employee shall be allowed sixteen (16) hours of bereavement leave. This includes family members by blood, marriage, adoption, foster, or legal guardianship. The employee may also be allowed to use up to twenty-four (24) hours of the employee's accumulated sick leave in the case of death of any of the above-designated persons. Bereavement leave may be taken non-consecutively with approval from the Department Head.

A regular employee may be allowed up to two (2) hours bereavement leave with pay to attend the funeral of a currently employed co-worker or former co-worker, provided however, that such permission is granted by the employee's Department Head or their designated representative.

Section 4. PAID PARENTAL LEAVE

A. 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.

B. 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.

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

The program is governed by the HR Policy Bulletin, as amended from time to time.

ARTICLE 8 - BULLETIN BOARDS AND NOTICES

Section 1. LMCEA bulletin boards may be installed by LMCEA at its expense in City facilities in locations approved by the Department Head or a designated representative. Bulletin boards will be approved as to size and type by the Department Head or a designated representative before installation is made.

Section 2. Approved notices:

- A. Notices of LMCEA recreational, educational, and social affairs.
- B. Notices of LMCEA elections, appointments and results of LMCEA elections.
- C. Notices of LMCEA meetings.
- D. Copies of current LMCEA contractual agreement with the City of Lincoln.

Section 3. All notices other than those listed above shall be presented to the Human Resources Director or their representative for approval. Such notices, if approved, shall indicate both posting and removal dates. The LMCEA will be responsible for the posting and removal of all LMCEA notices.

ARTICLE 9 - LMCEA BUSINESS

Section 1. The negotiating team for the LMCEA shall have available a total of one hundred (100) hours with pay for the sole purpose of labor negotiations with the City.

Section 2. When officers of the LMCEA, or designated Board members of the LMCEA, are requested by the City to participate in meetings excluding contract negotiations during working hours as LMCEA officers or Board members, attendance at such meetings shall be without loss of pay or benefits.

Section 3. The LMCEA president and/or designated representative will be granted a maximum of one hundred (100) hours with pay per contract year for the purpose of representing members of the bargaining unit during grievances, disciplinary hearings or other administrative conferences.

Section 4. It is the exclusive privilege of the LMCEA to select the individuals that will be representing the interests of the LMCEA for any formal committees, sponsored or created by the City in writing, to which the LMCEA has designated representatives.

ARTICLE 10 - HEALTH CARE AND LIFE INSURANCE

Section 1. HEALTH The City shall provide a group health care plan. If an employee elects single coverage, the City shall contribute ninety-one percent (91%) of the monthly cost of coverage and the employee's contribution shall equal nine percent (9%) of the monthly cost of coverage. If an employee elects employee plus spouse, employee plus child(ren) or family coverage, the City shall contribute an amount equal to eighty-nine percent (89%) of the monthly cost of coverage and the employee's contribution shall equal eleven percent (11%) of the monthly cost of coverage. Contribution changes shall be effective with the insurance renewal date.

Section 2. DENTAL The City shall provide a group dental plan. The City will pay ninety-eight percent (98%) of the monthly cost of single coverage and the employee will pay two percent (2%) of the monthly cost of coverage. The City will pay sixty-seven and one-half percent (67.5%) of the monthly cost of employee plus spouse, employee plus child(ren) or family coverage and the employee will pay thirty-two and one-half percent (32.5%) of the monthly cost of coverage. Contribution changes shall be effective with the insurance renewal date.

Section 3. LIFE The City will provide long-term disability insurance and will provide a \$70,000 life insurance policy to all eligible employees.

Section 4. POST EMPLOYMENT HEALTH PLAN (PEHP) 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 PEHP will be considered by both parties to be part of total compensation in the computation of wages and benefits. Effective with this Agreement, the amount of dollars paid into the employee's PEHP universal account by the City on behalf of the employee shall be \$25.00 per pay period for each eligible employee.

In addition, upon retirement, death or reduction in force sixty-five percent (65%) of the employee's accrued sick leave balance shall be paid into the employee's PEHP universal account.

The City will offer to all employees a post employment health plan (PEHP) through a provider which satisfies all Internal Revenue Service tax qualification requirements at no cost to the employee.

ARTICLE 11 – TUITION REIMBURSEMENT

Employees covered by this contract are eligible for tuition reimbursement at a rate of \$1,300, 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 and is not all inclusive:

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

All courses must be approved in advance by the Department Head. Department Head must reply to request within 30 days from receipt of request of approval of course; there shall be no denial based on budgetary reasons. 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 12 - NON-DISCRIMINATION

Section 1. The parties hereby agree not to discriminate against any employee because of race, color, religion, sex, sexual orientation, national or ethnic origin, disability, age, ancestry, marital status, pregnancy, childbirth or related medical condition, genetic information, or other protected status, political affiliations, Union or non-Union membership, or for any other reason prohibited by local, state, or federal law.

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 - 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 14 - LABOR MANAGEMENT MEETINGS

Section 1. To promote communication and problem resolution between the City and the membership of the union, the Human Resources Director, and other representatives determined appropriate by the City may meet quarterly with the Executive Officers of the Union and other representatives that would be useful to discuss or resolve current issues.

Section 2. An agenda for any meeting shall be mutually agreed upon prior to the meeting.

ARTICLE 15 - RETIREMENT

Section 1. PLAN DESCRIPTION During the term of this Agreement, bargaining unit employees not covered by the Police and Fire Pension Plan shall be provided retirement benefits through the City's retirement plan established pursuant to Art. II, Section 3 of the City Charter.

Section 2. ELIGIBILITY REQUIREMENTS Any member of the bargaining unit not covered by the Police and Fire Pension Plan is eligible to participate in the City's retirement plan in accordance with the terms and conditions established in the retirement plan documents.

Section 3. EMPLOYER CONTRIBUTIONS

- a. **Contribution for employees hired prior to May 1, 2010.** For an employee employed as of May 1, 2010, the employer's contribution will be an amount equal to 6.3% of the employee's compensation up to and including \$4,800.00 plus 12% of the employee's compensation in excess of \$4,800.00.
- b. **Contribution for employees hired on or after May 1, 2010.** For an employee who is hired by the City of Lincoln on or after May 1, 2010, the employer's contribution will be an amount equal to 9% of the employee's compensation.

Section 4. EMPLOYEE CONTRIBUTIONS Any employee who is a member of the bargaining unit who is hired on or after May 1, 2010 and who participates in the City's retirement plan shall be required to make a mandatory employee contribution in an amount equal to 7% of the employee's compensation.

ARTICLE 16 - VOLUNTARY DEFERRED COMPENSATION PLAN

Section 1. PLAN DESCRIPTION AND ELIGIBILITY REQUIREMENTS. During the term of this Agreement, bargaining unit employees hired on or after May 1, 2010 shall be eligible to voluntarily participate in the City of Lincoln 457 Deferred Compensation Plan in accordance with the terms and conditions established in the Deferred Compensation Plan documents.

Section 2. EMPLOYEE CONTRIBUTIONS. Any member of the bargaining unit who is hired on or after May 1, 2010 is eligible to make a voluntary contribution to the City's Deferred Compensation Plan.

Section 3. EMPLOYER CONTRIBUTIONS. An employee hired in accordance with section 2 who elects to make a voluntary contribution, in an amount determined by the employee, to the City's Deferred Compensation Plan offered by an approved 457 plan provider shall also receive a City contribution in an amount equal to the employee contribution not to exceed 0.50% of the employee's biweekly salary. The combined employee and employer contribution shall not exceed the maximum allowable annual amount as determined by the Internal Revenue Service.


ARTICLE 17 - DURATION OF AGREEMENT

This Agreement shall be in effect as of August 14, 2025, and shall remain in effect until the 31st day of August, 2027. In the event either party desires to modify this Agreement or any part thereof, it shall notify the other in writing no later than the first day of February, 2027. Prior to the first meeting, all proposals in completed form which denote changes or additions underscored and deletions struck through, must be submitted to the City by LMCEA and to LMCEA by the City.

Executed by the City on the 7 day of NOV, 2025.

ATTEST:

CITY OF LINCOLN, NEBRASKA
a municipal corporation

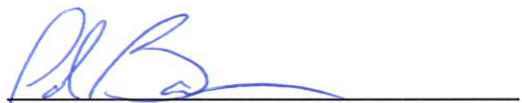



City Clerk

Leirion Gaylor Baird
Mayor, City of Lincoln

ATTEST:

Lincoln M Class Employees Association



Secretary

President

**"M" CLASS TITLES REPRESENTED BY THE M CLASS
BARGAINING UNIT**

CLASS CODE	CLASS TITLE
1131	CITY CLERK
1140	CITY TREASURER
1166	BUDGET & ADMINISTRATIVE ANALYST
1168	GRANTS ADMINISTRATOR
1310	PURCHASING AGENT
1451	SYSTEMS DEVELOPMENT MANAGER
1452	NETWORK INFRASTRUCTURE MANAGER
1471	TECHNICAL SUPPORT/OPERATIONS COOR
1480	SYSTEMS PROJECT SUPERVISOR
1486	NETWORK SUPERVISOR
1497	TECHNOLOGY SUPPORT SUPERVISOR
1520	SYSTEM SUPERVISOR
1645	PUBLIC INFORMATION OFFICER
2006	ASSOCIATE ENGINEER
2007	ENGINEER
2008	SENIOR ENGINEER
2019	ENGINEERING SERVICES MANAGER
2028	PARKING MANAGER
2031	TRANSPORTATION AND UTILITIES SECURITY MANAGER
2036	SANITARY ENGINEER
2113	PLANNING DIVISION MANAGER
2209	URBAN DEVELOPMENT MANAGER
3016	CHIEF FIRE PREVENTION INSPECTOR
3136	FORENSIC LAB MANAGER
3161	EMERGENCY COMMUNICATIONS HEAD
3606	PUBLIC HEALTH EPIDEMIOLOGY SUPERVISOR
3608	PUBLIC HEALTH INFORMATICS AND PLANNING MANAGER
3609	HEALTH FISCAL MANAGER
3612	DENTAL DIVISION MANAGER
3654	ENVIRONMENTAL HEALTH MANAGER
3668	PUBLIC HEALTH PERFORMANCE MANAGEMENT COORDINATOR
3669	COMMUNITY HEALTH SERVICES MANAGER
3685	PUBLIC HEALTH EDUCATION MANAGER
3693	ANIMAL CONTROL MANAGER
4130	ASSISTANT LIBRARY DIRECTOR

5015	TRANSPORTATION MAINTENANCE COOR
5018	SUPT OF SOLID WASTE OPERATIONS
5125	CITY FLEET MANAGER
5127	CITY FACILITIES MANAGER
5310	SUPT OF WATER RESOURCE RECOVERY FACILITIES
5315	FACILITIES MAINTENANCE COORDINATOR
5318	FACILITIES OPERATIONS COORDINATOR
5343	SUPT OF WASTEWATER COLLECTION
5350	SUPT OF WATER PRODUCTION & TREATMENT
5351	SUPT OF WATER DISTRIBUTION
5352	SUPT OF STORMWATER
5519	CITY FORESTER
5529	PLANNING & CONSTRUCTION MANAGER

M PAY PLAN

Reflects a 3% increase
Effective August 14, 2025
3.5% Between Steps

CLASS		PAY										
CODE		RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J
1131	CITY CLERK	M05	45.21	46.80	48.44	50.13	51.88	53.70	55.58	57.52	59.54	61.62
1140	CITY TREASURER	M07	51.88	53.70	55.58	57.52	59.54	61.62	63.78	66.01	68.32	70.71
1166	BUDGET & ADMINISTRATIVE ANALYST	M02	36.78	38.07	39.40	40.78	42.21	43.68	45.21	46.80	48.44	50.13
1168	GRANTS ADMINISTRATOR	M02	36.78	38.07	39.40	40.78	42.21	43.68	45.21	46.80	48.44	50.13
1310	PURCHASING AGENT	M06	48.44	50.13	51.88	53.70	55.58	57.52	59.54	61.62	63.78	66.01
1451	SYSTEMS DEVELOPMENT MANAGER	M07	51.88	53.70	55.58	57.52	59.54	61.62	63.78	66.01	68.32	70.71
1452	NETWORK INFRASTRUCTURE MANAGER	M07	51.88	53.70	55.58	57.52	59.54	61.62	63.78	66.01	68.32	70.71
1471	TECHNICAL SUPPORT/OPERATIONS COORDINATOR	M07	51.88	53.70	55.58	57.52	59.54	61.62	63.78	66.01	68.32	70.71
1480	SYSTEMS PROJECT SUPERVISOR	M05	45.21	46.80	48.44	50.13	51.88	53.70	55.58	57.52	59.54	61.62
1486	NETWORK SUPERVISOR	M05	45.21	46.80	48.44	50.13	51.88	53.70	55.58	57.52	59.54	61.62
1497	TECHNOLOGY SUPPORT SUPERVISOR	M05	45.21	46.80	48.44	50.13	51.88	53.70	55.58	57.52	59.54	61.62
1520	SYSTEM SUPERVISOR	M04	42.21	43.68	45.21	46.80	48.44	50.13	51.88	53.70	55.58	57.52
1645	PUBLIC INFORMATION OFFICER	M04	42.21	43.68	45.21	46.80	48.44	50.13	51.88	53.70	55.58	57.52
2006	ASSOCIATE ENGINEER	M02	36.78	38.07	39.40	40.78	42.21	43.68	45.21	46.80	48.44	50.13
2007	ENGINEER	M04	42.21	43.68	45.21	46.80	48.44	50.13	51.88	53.70	55.58	57.52
2008	SENIOR ENGINEER	M06	48.44	50.13	51.88	53.70	55.58	57.52	59.54	61.62	63.78	66.01
2019	ENGINEERING SERVICES MANAGER	M07	51.88	53.70	55.58	57.52	59.54	61.62	63.78	66.01	68.32	70.71
2028	PARKING MANAGER	M05	45.21	46.80	48.44	50.13	51.88	53.70	55.58	57.52	59.54	61.62
2031	TRANSPORTATION & UTILITIES SECURITY MANAGER	M03	39.40	40.78	42.21	43.68	45.21	46.80	48.44	50.13	51.88	53.70
2036	SANITARY ENGINEER	M05	45.21	46.80	48.44	50.13	51.88	53.70	55.58	57.52	59.54	61.62

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CLASS		PAY										
CODE		RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J
2113	PLANNING DIVISION MANAGER	M06	48.44	50.13	51.88	53.70	55.58	57.52	59.54	61.62	63.78	66.01
2209	URBAN DEVELOPMENT MANAGER	M05	45.21	46.80	48.44	50.13	51.88	53.70	55.58	57.52	59.54	61.62
3016	CHIEF FIRE PREVENTION INSPECTOR	M06	48.44	50.13	51.88	53.70	55.58	57.52	59.54	61.62	63.78	66.01
3136	FORENSIC LAB MANAGER	M05	45.21	46.80	48.44	50.13	51.88	53.70	55.58	57.52	59.54	61.62
3161	EMERGENCY COMMUNICATIONS HEAD	M07	51.88	53.70	55.58	57.52	59.54	61.62	63.78	66.01	68.32	70.71
3606	PUBLIC HEALTH EPIDEMIOLOGY SUPERVISOR	M04	42.21	43.68	45.21	46.80	48.44	50.13	51.88	53.70	55.58	57.52
3608	PUBLIC HEALTH INFORMATICS AND PLANNING MANAGE	M06	48.44	50.13	51.88	53.70	55.58	57.52	59.54	61.62	63.78	66.01
3609	HEALTH FISCAL MANAGER	M03	39.40	40.78	42.21	43.68	45.21	46.80	48.44	50.13	51.88	53.70
3612	DENTAL DIVISION MANAGER	M06	48.44	50.13	51.88	53.70	55.58	57.52	59.54	61.62	63.78	66.01
3654	ENVIRONMENTAL HEALTH MANAGER	M06	48.44	50.13	51.88	53.70	55.58	57.52	59.54	61.62	63.78	66.01
3668	PUBLIC HEALTH PERFORMANCE MANAGEMENT COOR	M04	42.21	43.68	45.21	46.80	48.44	50.13	51.88	53.70	55.58	57.52
3669	COMMUNITY HEALTH SERVICES MANAGER	M06	48.44	50.13	51.88	53.70	55.58	57.52	59.54	61.62	63.78	66.01
3685	PUBLIC HEALTH EDUCATION MANAGER	M06	48.44	50.13	51.88	53.70	55.58	57.52	59.54	61.62	63.78	66.01
3693	ANIMAL CONTROL MANAGER	M06	48.44	50.13	51.88	53.70	55.58	57.52	59.54	61.62	63.78	66.01
4130	ASSISTANT LIBRARY DIRECTOR	M06	48.44	50.13	51.88	53.70	55.58	57.52	59.54	61.62	63.78	66.01
5015	TRANSPORTATION MAINTENANCE COOR	M03	39.40	40.78	42.21	43.68	45.21	46.80	48.44	50.13	51.88	53.70
5018	SUPT OF SOLID WASTE OPERATIONS	M07	51.88	53.70	55.58	57.52	59.54	61.62	63.78	66.01	68.32	70.71
5125	CITY FLEET MANAGER	M06	48.44	50.13	51.88	53.70	55.58	57.52	59.54	61.62	63.78	66.01
5127	CITY FACILITIES MANAGER	M06	48.44	50.13	51.88	53.70	55.58	57.52	59.54	61.62	63.78	66.01
5310	SUPT OF WATER RESOURCE RECOVERY FACILITIES	M07	51.88	53.70	55.58	57.52	59.54	61.62	63.78	66.01	68.32	70.71

M PAY PLAN

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Effective August 14, 2025

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CLASS		PAY										
CODE		RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J
5315	FACILITIES MAINTENANCE COORDINATOR	M03	39.40	40.78	42.21	43.68	45.21	46.80	48.44	50.13	51.88	53.70
5318	FACILITIES OPERATIONS COORDINATOR	M03	39.40	40.78	42.21	43.68	45.21	46.80	48.44	50.13	51.88	53.70
5343	SUPT OF WASTEWATER COLLECTION	M07	51.88	53.70	55.58	57.52	59.54	61.62	63.78	66.01	68.32	70.71
5350	SUPT OF WATER PRODUCTION & TREATMENT	M07	51.88	53.70	55.58	57.52	59.54	61.62	63.78	66.01	68.32	70.71
5351	SUPT OF WATER DISTRIBUTION	M07	51.88	53.70	55.58	57.52	59.54	61.62	63.78	66.01	68.32	70.71
5352	SUPT OF STORMWATER	M07	51.88	53.70	55.58	57.52	59.54	61.62	63.78	66.01	68.32	70.71
5519	CITY FORESTER	M04	42.21	43.68	45.21	46.80	48.44	50.13	51.88	53.70	55.58	57.52
5529	PLANNING & CONSTRUCTION MANAGER	M04	42.21	43.68	45.21	46.80	48.44	50.13	51.88	53.70	55.58	57.52

M RANGES

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Effective August 14, 2025
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PAY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J
M01	ANNUAL	71,427.20	73,923.20	76,502.40	79,185.60	81,952.00	84,822.40	87,796.80	90,854.40	94,036.80	97,344.00
	MONTHLY	5,952.27	6,160.27	6,375.20	6,598.80	6,829.33	7,068.53	7,316.40	7,571.20	7,836.40	8,112.00
	BIWEEKLY	2,747.20	2,843.20	2,942.40	3,045.60	3,152.00	3,262.40	3,376.80	3,494.40	3,616.80	3,744.00
	HOURLY	34.34	35.54	36.78	38.07	39.40	40.78	42.21	43.68	45.21	46.80
M02	ANNUAL	76,502.40	79,185.60	81,952.00	84,822.40	87,796.80	90,854.40	94,036.80	97,344.00	100,755.20	104,270.40
	MONTHLY	6,375.20	6,598.80	6,829.33	7,068.53	7,316.40	7,571.20	7,836.40	8,112.00	8,396.27	8,689.20
	BIWEEKLY	2,942.40	3,045.60	3,152.00	3,262.40	3,376.80	3,494.40	3,616.80	3,744.00	3,875.20	4,010.40
	HOURLY	36.78	38.07	39.40	40.78	42.21	43.68	45.21	46.80	48.44	50.13
M03	ANNUAL	81,952.00	84,822.40	87,796.80	90,854.40	94,036.80	97,344.00	100,755.20	104,270.40	107,910.40	111,696.00
	MONTHLY	6,829.33	7,068.53	7,316.40	7,571.20	7,836.40	8,112.00	8,396.27	8,689.20	8,992.53	9,308.00
	BIWEEKLY	3,152.00	3,262.40	3,376.80	3,494.40	3,616.80	3,744.00	3,875.20	4,010.40	4,150.40	4,296.00
	HOURLY	39.40	40.78	42.21	43.68	45.21	46.80	48.44	50.13	51.88	53.70
M04	ANNUAL	87,796.80	90,854.40	94,036.80	97,344.00	100,755.20	104,270.40	107,910.40	111,696.00	115,606.40	119,641.60
	MONTHLY	7,316.40	7,571.20	7,836.40	8,112.00	8,396.27	8,689.20	8,992.53	9,308.00	9,633.87	9,970.13
	BIWEEKLY	3,376.80	3,494.40	3,616.80	3,744.00	3,875.20	4,010.40	4,150.40	4,296.00	4,446.40	4,601.60
	HOURLY	42.21	43.68	45.21	46.80	48.44	50.13	51.88	53.70	55.58	57.52
M05	ANNUAL	94,036.80	97,344.00	100,755.20	104,270.40	107,910.40	111,696.00	115,606.40	119,641.60	123,843.20	128,169.60
	MONTHLY	7,836.40	8,112.00	8,396.27	8,689.20	8,992.53	9,308.00	9,633.87	9,970.13	10,320.27	10,680.80
	BIWEEKLY	3,616.80	3,744.00	3,875.20	4,010.40	4,150.40	4,296.00	4,446.40	4,601.60	4,763.20	4,929.60
	HOURLY	45.21	46.80	48.44	50.13	51.88	53.70	55.58	57.52	59.54	61.62

M RANGES

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PAY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J
M06	ANNUAL	100,755.20	104,270.40	107,910.40	111,696.00	115,606.40	119,641.60	123,843.20	128,169.60	132,662.40	137,300.80
	MONTHLY	8,396.27	8,689.20	8,992.53	9,308.00	9,633.87	9,970.13	10,320.27	10,680.80	11,055.20	11,441.73
	BIWEEKLY	3,875.20	4,010.40	4,150.40	4,296.00	4,446.40	4,601.60	4,763.20	4,929.60	5,102.40	5,280.80
	HOURLY	48.44	50.13	51.88	53.70	55.58	57.52	59.54	61.62	63.78	66.01
M07	ANNUAL	107,910.40	111,696.00	115,606.40	119,641.60	123,843.20	128,169.60	132,662.40	137,300.80	142,105.60	147,076.80
	MONTHLY	8,992.53	9,308.00	9,633.87	9,970.13	10,320.27	10,680.80	11,055.20	11,441.73	11,842.13	12,256.40
	BIWEEKLY	4,150.40	4,296.00	4,446.40	4,601.60	4,763.20	4,929.60	5,102.40	5,280.80	5,465.60	5,656.80
	HOURLY	51.88	53.70	55.58	57.52	59.54	61.62	63.78	66.01	68.32	70.71