

ARTICLE 7
Wages

Classifications and wage rates shall be as negotiated and set forth herein. For FY16 two percent (2%), FY17 two percent (2%), FY18 two and three quarters percent (2.75%) and FY19 three and a quarter percent (3.25%)

Job classifications and wages for employees covered under this agreement are listed below.

	<u>July 1, 2015</u>	<u>July 1, 2016</u>	<u>July 1, 2017</u>	<u>July 1, 2018</u>
Electronic Technician	\$21.73/hour	\$22.16/hour	\$22.77/hour	\$23.51/hour

Electronic Technician Trainee shall be paid ninety percent (90%) of the Electronic Technician rate for one year. Senior employee shall be designated as Lead Worker and shall receive an additional \$.50 per hour.

In addition to such rates, employees shall be granted longevity pay at the rate of four and No/100 Dollars (\$4.00) per month for each full year of service with the City. No credit shall be allowed toward longevity for a leave of absence or time not worked during a break in service. Definitions of types of employees shall be outlined in the City Personnel Policy Manual.

In addition to the wage rates listed herein, employees have the opportunity to participate in an Incentive Pay Program as outlined below. The City of Missoula will not exclude any IBEW union member, regardless of job classification, from applying and testing for any approved certification, except as outlined in the Incentive Pay Program. The City agrees to make one set of training materials for each certification available for study purposes, provided such materials are purchasable.

The purpose of the Incentive Pay Program is to develop a system that rewards Employees for obtaining certified skills above and beyond minimal requirements of the job. These enhanced skills make the employee more productive which benefits the City workforce and the safety of its citizens.

1. Each Electronics Technician will receive a \$.25 cent per hour pay increase for each authorized certification presented to the City of Missoula, Communications Shop Supervisor. Certifications may be submitted anytime during the fiscal year so that each member may increase his/her pay by \$0.25 per hour for each certification presented during the fiscal year. The City shall budget \$1.00 per hour (provided there is sufficient available funds) per member for certifications that may be obtained during the year. The City will credit the employee with the certification upon receipt of the passing score, up to a maximum of four (4) certifications per fiscal year. Members will be able to participate upon completion of their probationary period.
2. Each IBEW member shall be able to increase his or her pay by one dollar (\$1.00) each year by presenting four new authorized certifications each fiscal year. Each IBEW member can select four new certifications each year from the list of Authorized Certifications. There are fifteen (15) possible Authorized Certifications available, making it possible for an IBEW

member to increase his/her hourly rate of pay as much as three dollars and seventy-five cents (\$3.75) per hour over a four year period of time.

3. The IBEW members shall be responsible for all testing expenses associated with acquiring these certifications. This includes all costs associated with training, travel, testing and recertifying. Each IBEW member will also be responsible to maintain certifications in good standing and to recertify as required by the individual certification standards, or no less than every five (5) years, if no certification standard exists. No certification on the list will be considered to last longer than 5 years without recertification. The City will compensate IBEW members for hours spent in classroom training, taking certification exams and recertifying; provided that such hours fall within normally scheduled work hours and do not result in overtime compensation or accumulated compensatory time off.

The City will reimburse the employee the difference between IMSA member cost and non-IMSA member cost if the employee is not registered with IMSA.

4. The City of Missoula reserves the right to determine the training needs and modify the list of authorized certifications accordingly. All certifications must be pre-approved by the Communications Shop Supervisor prior to testing and/or payment.

List of Authorized Certifications (in no particular order): *Only 15 Certifications listed*

Proposed List of authorized certifications: All certifications must be International Municipal Signal Association Certified (IMSA), or any other mutually agreed upon certifying authority.

Roadway Lighting 1	Roadway Lighting 2	Signal Inspection	Preventative Maintenance
Work Zone Traffic Control	EVTCC*	Traffic Signals 1	Traffic Signals 2.1
Traffic Signals 2.2	Traffic Signals 2.3	Traffic Signals 2.4	Traffic Signals 3.1
Traffic Signals 3.2	Arc Flash Hazard	Solar PPV	

* EVTCC – Emergency Vehicle Technician Certification Commission (non-IMSA)

EIGHTH DISTRICT ELECTRICAL PENSION FUND

Employer shall contribute to the Eighth District Electrical Pension Fund (the “Fund”) the sum of \$0.00 (amount to be specified by employees with at least 60-day notice to the City) for each hour worked by each employee of the Employer performing work covered by this Agreement.

Employer contributions and accompanying payroll reports will be forwarded monthly to such depository and on such forms as the Fund shall designate. Employer contributions and reports shall be delinquent if not received by the 15th day of each month.

Employer and Union adopt and agree to be bound by all the terms and provisions of the Second Amended and Restated Agreement and Declaration of Trust of The Eighth District Electrical Pension

Fund, as amended (the “Trust Agreement”) and all Rules and Regulations of the Pension Plan and other actions adopted or taken by the Board of Trustees of the Fund pursuant to the powers granted to the Board of Trustees by the Trust Agreement.

Employer designates and appoints as its representatives on the Board of Trustees of the Fund, the Employer Trustees appointed in the manner provided in the Trust Agreement. Union designates and appoints as its representatives on the Board of Trustees of the Fund, the Union Trustees appointed in the manner provided in the Trust Agreement.

The failure of any individual Employer to comply with the applicable provisions of the Trust Agreement shall also constitute a material breach of this Agreement.