

ARTICLE 21-WAGES BY EMPLOYMENT CLASSIFICATION

The employer agrees to pay wastewater division employees pursuant to the following wage schedules through June 30, 2019. Upon completion of the probationary period and attainment of all licenses and certifications as specified and required in the job description, a trainee will be moved from Classification I to Classification II.

Classification I:

Classification II:

Collections System Maintenance Technician Trainee
Technician

Collections System Maintenance

<u>Classification</u>	<u>7/1/15</u>	<u>7/1/16</u>	<u>7/1/17</u>	<u>7/1/18</u>
Classification I	\$18.73	\$19.10	\$19.63	\$20.27
Classification II	\$24.54	\$25.03	\$25.72	\$26.56

The employer agrees to make pension contributions, in lieu of hourly wage rates referenced in this Article, to the union pension fund covering bargaining unit employees. These contributions in lieu of wages shall be subject to the terms and conditions outlined in a separate letter of agreement with the union, addressing the specific hours for which pension contributions are required, the hourly amounts to be deducted and contributed, etc. The Employer agrees to contribute to these funds (in lieu of wages), whatever amounts are voted upon by unit members each year. The unions agree to notify the employer in writing regarding these amounts sufficiently in advance of payroll implementation of these changes. It is understood that overtime will be calculated by backing out the pension payment prior to calculating the overtime wage.

ARTICLE 22-LONGEVITY

A Wastewater Division employee shall not be entitled to earn longevity pay until he/she has completed one (1) continuous full year of employment service with the Employer. Longevity shall be effective the on the employee's annual anniversary date after completing one (1) year of service. No credit shall be allowed toward longevity for a leave of absence or time not worked during a break in employment service. Wastewater Division 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. Effective on July 1, 2016, longevity pay shall be increased to six dollars (\$6.00) per month for each full year of service with the City. Effective on July 1, 2017, longevity pay shall be increased to seven dollars (\$7.00) per month for each full year of service with the City.