

## ARTICLE 21-WAGES

The employer agrees to pay Chemist employees a 5% percent reclassification increase effective 1/1/2015, 2% increase for FY2016, 2% increase for FY 2017, 2.75% increase for FY 2018 and a 3.25% increase for FY 2019 pursuant to the wage schedules listed below.

### Classification I:

Chemist

<b>Fiscal Year</b>	<b>Effective Date</b>	<b>Classification I</b>
Reclassification	1/1/15	\$25.26
FY16	7/1/15	\$25.77
FY17	7/1/16	\$26.28
FY18	7/1/17	\$27.01
FY19	7/1/18	\$27.88

## ARTICLE 22-LONGEVITY

Wastewater Division Chemists 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 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 Chemists shall be granted longevity pay at the rate of:

- Four dollars (\$4.00) per month for each full year of service with the City through June 30, 2016;
- Six dollars (\$6.00) per month for each full year of service with the City effective on July 1, 2016; and
- Seven dollars (\$7.00) per month for each full year of service with the City effective on July 1, 2017.

## ARTICLE 23-SPECIAL PROVISIONS

Section 1. The Employer agrees to furnish a locker for each employee.

Section 2. Employees who receive and maintain certification as either an Associated Board of Certification Lab Analyst or a National Registry of Certified Chemists Environmental Analytical Chemist (but not both) shall receive an additional \$.50 per hour upon submission of appropriate documentation. Employees shall be responsible for achieving such certification on their own time and at their own expense, however, the Wastewater Division shall pay for continuing education units required to maintain such certification and associated renewal costs.