

# AGREEMENT

Between the City of Lincoln, Nebraska  
and the  
Lincoln City Employees Association

for the period of August 11, 2005  
through August 31, 2008.

## INDEX

PREAMBLE	.....	1
ARTICLE 1	Bargaining Unit/Dues Check-Off .....	2
ARTICLE 2	Management Rights .....	4
ARTICLE 3	Strikes and Other Disruptions of Normal Work Week .....	6
ARTICLE 4	Wages .....	7
ARTICLE 5	Special Pay .....	10
ARTICLE 6	Bulletin Boards & Notices .....	11
ARTICLE 7	LCEA Business .....	12
ARTICLE 8	Discipline .....	13
ARTICLE 9	Grievance Procedure .....	14
ARTICLE 10	Promotion, Transfer, Reallocation, Demotion .....	15
ARTICLE 11	Temporary Assignment/Promotion to a Higher Classification	17
ARTICLE 12	Hours of Work .....	19
ARTICLE 13	Overtime .....	20
ARTICLE 14	Leave Provisions .....	21
ARTICLE 15	Holidays .....	24
ARTICLE 16	Health Care and Life Insurance .....	25
ARTICLE 17	Non-Discrimination .....	26
ARTICLE 18	Savings and Legality Clause .....	27
ARTICLE 19	Uniforms and Equipment .....	28
ARTICLE 20	Tuition Reimbursement .....	29
ARTICLE 21	Reduction in Force and Recall .....	30
ARTICLE 22	Labor Management Meetings .....	34
ARTICLE 23	Duration of Agreement .....	35
APPENDIX A		
APPENDIX B		

## PREAMBLE

THIS AGREEMENT made and entered into on the 11<sup>th</sup> day of August, 2005, by and between the City of Lincoln, Nebraska, a municipal corporation, hereinafter referred to as the "City" and the Lincoln City Employees Association, hereinafter referred to as the "LCEA." The City agrees to provide wages and benefits under the following conditions:

## ARTICLE 1

### BARGAINING UNIT/DUES CHECK-OFF

- Section 1.** The City recognizes LCEA as the sole and exclusive bargaining representative of full-time, and part-time, regular employees in the classified service as defined in Appendix A and Appendix B defining classifications in LCEA Unit "A" and LCEA Unit "B". Part-time employee shall mean any employee working 20 or more hours per week. If such employee was hired as an LCEA employee, all benefits received by LCEA shall be received by said employee based upon the number of hours worked in the LCEA 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 LCEA. 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.** It is expressly agreed that, while it is appropriate for bargaining that said classifications be grouped into the two separate units designated "A" and "B" as set forth in Appendix A and Appendix B, it furthermore is appropriate that both of said units be represented by LCEA.
- Section 4.** 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 5.** 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 6.** 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 7.** The City shall submit to the Union a monthly "Union Deduction Report" listing employees with Union dues deductions in paper format.
- Section 8.** 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 7.
- Section 9.** The City agrees to provide the Union with a list of employees twice per contract year on or about October 1 and April 1. 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 9.

**Section 10.** The City agrees to include a Union orientation notice in the packet of material provided to employees completing probation, such notice to be supplied by the Union.

**Section 11.** LCEA 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.

## ARTICLE 2

### 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.** LCEA 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 Personnel 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 3

### STRIKES AND OTHER DISRUPTIONS OF NORMAL WORK WEEK

**Section 1.** The protection of the public health, safety, and welfare demands that neither LCEA, nor any LCEA 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 LCEA 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 LCEA or the LCEA'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 LCEA 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 4

### WAGES

Wages for employees covered by this Agreement shall be in accordance with the Merit Pay Plan as set forth in Appendix "A" and Appendix "B" that reflect a one and three-quarters percent (1.75%) increase effective August 11, 2005. Said wages shall be increased by two and one-half percent (2.5%) effective fiscal year 2006-2007 and by two and three-quarters percent (2.75%) effective fiscal year 2007-2008.

There shall be a two and three-quarters percent (2.75%) differential between steps for classes with a pay range prefixed by the letter "C". There shall be a three and one quarter percent (3.25%) differential between steps for classes with a pay range prefixed by the letter "A".

**Section 1. PROBATIONARY PERIOD** 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 Personnel Director. Probationary employees shall receive a step increase upon successful completion of the six month probationary period. 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 performance evaluation form is not required to be completed upon successful completion of the probationary period. The determination of successful completion of the probationary period is solely at the discretion of the Department Head. The Personnel Department requires that upon successful completion of the probationary period a personnel action form shall be completed and forwarded to the Personnel Department.

**Section 2. 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 step increase, the Department Head must find that the employee being considered has performed in a commendable or outstanding manner.

Employees who have a rate of pay which is less than the maximum rate established for their pay range shall annually be eligible for a one-step merit pay increase. 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 3. SPECIAL INCREASES - PERMANENT** Upon a showing by an employee of exceptional and unusual circumstances in connection with his classification and with the recommendation of the appointing authority, the Mayor 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 4. SPECIAL INCREASES - TEMPORARY** A Department Head may recommend a temporary, exceptional service award for an employee in order to recognize exceptional service. A one- or two-step increase may be authorized for periods of two, four, or six pay periods. Increases for exceptional service shall be paid only on recommendation of the Department Head supported by a convincing showing in writing of exceptional service as related to specific criteria to be recommended by each department applicable to its own work and approved by the Personnel Director.

**Section 5. 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 6. SHIFT DIFFERENTIAL** Non-exempt employees who are regularly assigned to second and third shifts shall be paid an additional forty cents (\$.40) per hour for second shift and forty-five cents (\$.45) per hour for third shift. The differential pay per hour shall be included as an addition to their current hourly rate. To be entitled to second shift differential pay, employees 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, employees must work a majority of their regularly scheduled shift hours between 11:59 p.m. and 9:00 a.m.

Employees who are entitled to shift differential pay shall also receive the shift differential pay in addition to their current hourly rate for paid leaves of absence such as vacation, sick leave, holiday pay, and funeral leave. For the purpose of computing overtime pay, employees' "regular hourly rate", as defined by the Fair Labor Standards Act, shall include the additional forty cents (\$.40) per hour for second shift or forty-five cents (\$.45) per hour for third shift differential pay.

**Section 7. CDL's** The City will reimburse an employee the difference in cost between a regular driver's license and a Commercial Driver's License, when the employee's position classification requires a Commercial Driver's License.

**Section 8. 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 twenty (20) 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
5 Years	\$ 266.00

<b>Completed Years of Service</b>	<b>Annual Pay</b>
10 Years	\$ 495.00
15 Years	\$ 812.00
20 Years	\$1,054.00
25 Years	\$1,338.00

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

ARTICLE 5  
SPECIAL PAY

**Section 1.** The Emergency Service Dispatcher Trainer program consists of the basic dispatch training curriculum, position training, and progress evaluations of entry level employees in the Lincoln Emergency Communications Center (Center).

The Emergency Service Dispatcher Trainer (ESD-T) is charged with the responsibility of training and evaluating new dispatchers in the Center, including basic classroom and position training. This responsibility will be in addition to his regular duties. Selection for the ESD-T positions will be from employees employed in the classifications of Emergency Service Dispatcher II or Emergency Service Dispatcher III.

**Section 2.** ESD-T's will be compensated with a stipend in the amount of one hundred twenty dollars (\$120.00) per pay period during the time when a trainee is formally assigned, either on a permanent or temporary basis. Formal designation as an ESD-T will be in writing from the coordinator identifying the ESD-T and the trainee assigned. During the times when the assigned ESD-T is unavailable to the trainee, any ESD-T can be assigned to fill in for the regular ESD-T.

## ARTICLE 6

### BULLETIN BOARDS & NOTICES

**Section 1.** LCEA bulletin boards may be installed by LCEA 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 LCEA recreational, educational, and social affairs.
- B. Notices of LCEA elections, appointments and results of LCEA elections.
- C. Notices of LCEA meetings.
- D. Copies of current LCEA contractual agreement with the City of Lincoln.

**Section 3.** All notices other than those listed above shall be presented to the Mayor's Administrative Assistant or his representative for approval. Such notices, if approved, shall indicate both posting and removal dates. The LCEA will be responsible for the posting and removal of all LCEA notices.

## ARTICLE 7

### LCEA BUSINESS

**Section 1.** The negotiating team for the LCEA shall have available a total of one hundred fifty (150) hours with pay for the sole purpose of labor negotiations with the City.

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

**Section 3.** The City, during its new employee orientation, shall inform new employees of the existence of LCEA. The City further agrees to provide to such new employees, an information packet (approved by the City) regarding LCEA, as may be made available to the City Personnel Department.

**Section 4.** The LCEA president and/or designated representative will be granted a maximum of one hundred fifty (150) 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 5.** It is the exclusive privilege of the LCEA to select the individuals that will be representing the interests of the LCEA for any formal committees, sponsored or created by the City in writing, to which the LCEA has designated representatives.

## ARTICLE 8

### DISCIPLINE

**Section 1.** An employee may be placed on disciplinary probation not to exceed ninety (90) calendar days. The disciplinary probation provided herein, may be given in conjunction with any other disciplinary action for the incident which resulted in disciplinary probation.

**Section 2.** Upon written request from an employee, the City shall remove from an employee's Personnel and employing department's files, any and all disciplinary actions, except suspension and dismissal, more than one (1) year old.

**Section 3.** 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, they shall give written notice of the dismissal 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.

## ARTICLE 9

### GRIEVANCE PROCEDURE

**Section 1.** To supplement Section 2.76.475 of the Lincoln Municipal Code, Personnel System:

**Step 1.** The aggrieved employee shall present in writing his grievance to his Department Head within fifteen (15) working days from the date on which the employee became aware of or should reasonably have been aware of the incident giving rise to the grievance. The Department Head shall render a written decision to the aggrieved employee within fifteen (15) working days from the receipt of the grievance.

**Step 2.** If the grievance is not resolved under Step 1, the employee may request a hearing before the Personnel Board by notifying the Personnel Director in writing, within fifteen (15) working days from the date of the written decision in Step 1. Upon such written notification, the Personnel Director shall arrange for a hearing before the Personnel Board within thirty (30) working days from the date of request as described in this step.

**Step 3.** If either party is dissatisfied with the Personnel Board decision, it may appeal to a court of competent jurisdiction within Lancaster County, Nebraska.

**Section 2.** A grievance may be initiated and prosecuted by the City with regard to actions by employees represented by the LCEA which are violations of this Agreement by the filing of such grievance in writing with the designated representative of LCEA. Notice shall be given by registered mail. Within thirty (30) days of the date of delivery of such grievance, the designated representative of the LCEA and the City, through its designated representative, shall arrange for a meeting in order to discuss the grievance. The designated representative of the LCEA shall provide the City, or its designated representative, with a written answer to the grievance within fifteen (15) working 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 request a hearing before the Personnel Board if such notice is filed with the designated employee representative within fifteen (15) working days after receipt of the LCEA's answer as provided for in this section. The procedure before the Personnel Board shall be as set out in Step 2 contained herein.

## ARTICLE 10

### PROMOTION, TRANSFER, REALLOCATION, DEMOTION

**Section 1. PROMOTION** In the event of a promotion, the rate of the promoted employee shall be increased to that step in the higher pay range next above the employee's rate of pay prior to promotion which results in at least a 2.75% increase for employees in pay ranges prefixed by "C" or at least a 3.25% increase for employees in pay ranges prefixed by "A". More than a one step increase in pay upon promotion may be awarded if a Department Head submits a written request outlining reasons for such action for approval by the Personnel Director. Under no circumstances shall a promoted employee's rate of pay exceed the maximum rate established for the higher pay range.

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 his 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.

Prior to the completion of the promotion probationary period, a performance appraisal shall be completed on the promoted employee. The employee will be eligible for 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. If an employee fails to successfully complete the promotion probationary period, the employee shall retreat to his former classification, and rate of pay. 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.

**Section 2. TRANSFER** In the event of transfer to another position with the same maximum rate, the employee's rate of pay will remain unchanged at the time of transfer.

**Section 3. REALLOCATION TO A HIGHER PAY RANGE** In the event a position is reallocated to a classification which has a higher maximum pay range, the reallocated employee shall be paid at the minimum rate of the higher pay range, or at the next higher step in the new pay range next above the employee's rate of pay prior to reallocation. Such increase should result in at least a 2.75% increase for employees in pay ranges prefixed by "C" or at least a 3.25% increase for employees in pay ranges prefixed by "A". 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 classification is reallocated to a higher maximum 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 the employee's present rate of pay, whichever is greater. Such increase should result in at least a 2.75% increase for employees in pay ranges prefixed by "C" or at least a 3.25% increase for employees in pay ranges prefixed by "A". 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.

**Section 4. REALLOCATION TO A LOWER PAY RANGE** In the event a position is reallocated to a classification which has a lower maximum pay range, the employee concerned shall normally be paid at the same rate of pay in the lower pay range. If the employee's rate of pay exceeds the maximum rate of the lower pay range, the employee's rate of pay shall be frozen (red-circled) until such time that the maximum rate, through general increases, makes sufficient upward movement so that it exceeds the employee's rate of pay. When the maximum rate meets or exceeds the employee's frozen (red-circled) rate through general increases, the employee's frozen rate of pay shall then increase to the maximum rate. However, if after one (1) year the maximum rate does not meet or exceed the employee's frozen (red-circled) rate of pay, the employee's rate of pay will be reduced by 2.75% if in a pay range prefixed by "C" or 3.25% if in a pay range prefixed by "A" or to the maximum rate, whichever results in the smallest decrease in pay. Each year thereafter, the employee's rate of pay shall be reduced an additional 2.75% or 3.25%, if still above the maximum rate or to the maximum rate, which ever results in the smallest decrease in pay.

In the event a classification is reallocated to a lower maximum pay range, the same provisions shall apply as have been established for the reallocation of a position to a lower pay range.

**Section 5. DEMOTION** In the event of a demotion (other than through reallocation as defined in Section 3 above), whether voluntarily or involuntarily, the rate of the demoted employee shall be decreased at least one step or 2.75% if in a pay range prefixed by "C" or 3.25% if in a pay range prefixed by "A" below the employee's rate of pay prior to demotion. Under no circumstances shall a demoted employee's rate of pay exceed the maximum rate of pay in the lower pay range. Approval to reduce the employee's rate of pay more than one step, either 2.75% or 3.25%, may be allowed if a Department Head submits a written request outlining the reasons for such action for approval by the Personnel Director. The effective date of the demotion shall be used to establish a new eligibility date, which shall be one (1) year from the date of the demotion.

**Section 6. APPEAL OF ALLOCATION** An employee may appeal the allocation of the employee's position to the Personnel Board within fifteen (15) working days following the receipt of the result of a position audit if the employee's position is downgraded to a class with a lower maximum pay range.

An employee whose position allocation results in the position remaining the same shall have the right to request a formal reconsideration by the Personnel Director or the Director's designated representative knowledgeable about such matters. There shall be no right of appeal from the reconsideration to the Personnel Board.

## ARTICLE 11

### TEMPORARY ASSIGNMENT/PROMOTION TO A HIGHER CLASSIFICATION

**Section 1.** Any regular, nonexempt employee, in a pay range prefixed by "C", who is temporarily assigned to work in a budgeted position (with a pay range prefixed by "C") which is temporarily vacant and has a higher maximum salary than the maximum salary of such employee's regularly assigned class and who actually works at least eight (8) consecutive hours in the higher classification shall be compensated at the minimum rate established for the higher class, or at the next higher step in the higher class which results in at least 2.75% increase above the employee's current rate of pay, whichever is greater. 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.

**Section 2.** Any regular, exempt employee, in a pay range prefixed by "A", may be temporarily promoted to fill a budgeted position (with a pay range prefixed by "A") which is temporarily vacant and has a higher maximum salary than the maximum salary of such employee's regularly assigned class. Such temporary promotion must first be approved in writing by the Personnel Director only after the Department Head demonstrates that the employee is qualified for the vacant position. Once granted, the employee must actually perform the duties of the vacant position and shall be paid at the next higher step above the employee's current rate of pay which results in at least a 3.25% increase, or at the minimum rate of the established range of the vacant position, whichever is greater. Any increase in pay greater than two steps must be approved in writing by the Personnel Director. No temporary promotion shall be granted for less than forty (40) hours or continue longer than one year from the date of the original assignment and approval by the Personnel Director, unless specifically authorized by the Personnel Director for a longer period of time.

**Section 3.** Any regular, nonexempt employee, in a pay range prefixed by "C", may be temporarily promoted to fill a budgeted, exempt position (pay range prefixed by "A") which is temporarily vacant and has a higher maximum salary than provided by such employee's current pay range. Such temporary promotion must first be approved in writing by the Personnel Director only after the Department Head demonstrates that the employee is qualified for the vacant position. Once granted, the employee must actually perform the duties of the vacant position and will be treated as an exempt employee. The employee shall be paid at the rate of at least the next higher step above the employee's current rate of pay, or at the minimum rate of the established range of the vacant position, whichever is greater. However, any increase in pay greater than one step must be approved in writing by the Personnel Director. Such temporary promotion shall be for at least forty (40) hours,

and may not extend longer than one year from the date of approval by the Personnel Director, unless specifically authorized by the Personnel Director for a longer period of time.

**Section 4.** Regular employees, including employees who are temporarily promoted or who are in an acting capacity in any of the represented classifications for a period of six months or longer, shall annually be eligible for merit increases of either 2.75% or 3.25% depending on whether the employee is temporarily promoted or acting in a pay range prefixed by "C" or "A"; provided, however, that upon the employee's return to the employee's former classification, any merit increase earned while temporarily promoted or in an acting capacity shall be applied to the employee's rate of pay which existed prior to the employee's temporary promotion or permanent placement in an acting capacity.

**Section 5.** In the event an employee is temporarily assigned to a higher classification or is temporarily promoted to a higher classification, and requests and receives approval for paid leave, such paid leave shall be compensated at the employee's rate of pay prior to said assignment. This section shall apply to temporary assignments or temporary promotions of less than thirty (30) days.

**Section 6.** A nonexempt employee, who works a full week in an exempt classification, is not eligible for overtime compensation for extra hours worked.

## ARTICLE 12

### HOURS OF WORK

**Section 1.** Eight (8) or ten (10) consecutive hours, exclusive of lunch, shall constitute a day's work and forty (40) working hours shall constitute a week's work. A week is hereby defined as the period of Thursday through the following Wednesday.

**Section 2.** When possible, an employee will receive two (2) or three (3) consecutive days off at the end of their work week depending upon either eight (8) or ten (10) hour shifts. When possible scheduling of shifts shall be done on the basis of seniority. For purposes of this section only, seniority shall mean continuous length of City service.

**Section 3.** The Department Head or his designated representative reserves the right to utilize flex time in scheduling employees provided that at least forty-eight (48) hours notice is given the affected employee(s) and further provided that such schedule or shift change will not last more than forty (40) working hours.

**Section 4.** Employees in classifications with pay ranges prefixed by "A" are deemed exempt from the overtime provisions of the Fair Labor Standards Act (FLSA) and presumed to be paid for a complete job. However, the City recognizes that many of these employees are required to work irregular hours and may in some departments work in excess of forty (40) hours in a work week or eighty (80) hours in a pay period on a consistent basis. Therefore, the City supports the concept of a flexible working schedule for employees in these classes where and when it can be implemented by Department Heads in a manner which improves or insures the delivery of adequate and necessary services to the community. Department Heads are encouraged to utilize discretion and good judgment when allowing employees in these classes a flexible time to work in lieu of paid vacation or personal leave time. Employee requests to make flexible work arrangements shall not be unreasonably denied.

**Section 5. REST PERIODS** There shall be allowed one fifteen (15) minute rest period during each one-half ( $\frac{1}{2}$ ) shift of the work day. The rest period shall be scheduled at the approximate middle of each one-half ( $\frac{1}{2}$ ) shift whenever possible. The rest period may also be scheduled at other times in each one-half ( $\frac{1}{2}$ ) shift if service would be adversely affected by taking the rest period in the approximate middle of the one-half ( $\frac{1}{2}$ ) shift. Employees working nonconsecutive one-half ( $\frac{1}{2}$ ) shifts that are worked either on the same day or on different days shall be allowed the same number of rest periods as those employees who work a regular work day. Employees who for any reason work beyond their regular quitting time into the next shift shall be granted the regular rest periods that occur during the shift.

**Section 6. SNOW EMERGENCY** The City will be open on all regularly scheduled work days. If an employee is unable to arrive at the work site because of an official snow emergency, the lost work time must be accounted for through vacation, personal holiday (must be a full eight hour block) or unpaid leave.

## ARTICLE 13

### OVERTIME

**Section 1.** Work performed by non-exempt employees in excess of forty (40) hours per work week (Thursday through the following Wednesday) shall be compensated at the rate of one and one-half (1 ½) times the hourly rate of the employee. Overtime shall be paid only for those hours actually worked with the exception that for employees who are not scheduled to work on a holiday, the legal holiday time not worked will be added to the employee's regular schedule to determine hours worked for overtime purposes. In calculating overtime pay, the employee shall be paid in accordance with the Fair Labor Standards Act with the exception that vacation and personal holiday hours shall count toward hours worked for the computation of overtime.

When a non-exempt employee is required to attend meetings or training sessions during the employee's off-duty time, and such time does not merge with the employee's scheduled hours of duty, such employee shall be compensated at the rate of one and one-half (1 ½) times the employee's hourly rate for the actual number of hours attended.

**Section 2. CALL BACK.** Employees entitled to overtime pay who are called back and physically report to work for emergency duty, as determined by the Department Head or his designee, shall be paid at the overtime rate for their position classification, with a minimum of two (2) hours pay.

**Section 3.** Overtime rate of time and one half (1-½) will be paid for actual time involved on work related telephone calls or work related home contacts. The work related telephone calls or work related home contacts must be from a supervisor and authorized by a Division Manager. No overtime will be allowed for calls or home contacts initiated by anyone other than those mentioned in this Section.

**Section 4. ON-CALL.** Employees entitled to overtime pay who are officially assigned to be on-call during their normal work week shall receive one (1) hour of pay at their regular hourly rate of pay for each eight (8) hour period of on-call or fraction thereof.

ARTICLE 14  
LEAVE PROVISIONS

(To supplement pertinent sections of the Lincoln Municipal Code.)

Accrued leave time shall be available for use at the end of the pay period at 2359:59 Wednesday night.

**Section 1. A. SICK LEAVE** Sick leave shall be earned by each employee in a classified position 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. Sick leave shall be earned but not granted during the first six (6) months of employment after original appointment.

**B. WHEN TAKEN** Sick leave will be paid only when an employee is unable to perform work duties due to actual personal illness, for periods of time during which no injury leave or workers compensation benefits are payable, bodily injury, pregnancy, disease, exposure to contagious disease under circumstances in which the health of other employees or the public would be endangered by attendance on duty, or to keep a medical or dental appointment, blood donations and for no other reason. Sick leave with pay is intended to be paid on account of sickness rather than a continuation of salary.

Sick leave must be earned before it can be granted, and advancing sick leave is prohibited. Employees 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 the Department Head in accordance with departmental rules and regulations.

An employee must keep the Department Head informed of the employee's condition. This shall be on a daily basis unless waived by the Department Head or a designated representative. An employee may be required by the Personnel 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. FAMILY ILLNESS** An employee shall be granted time off for a maximum of sixty (60) hours per calendar year for illness in the employee's immediate family. Immediate family will also include any other family member, whether it be by blood or marriage, legal adoption or foster children, residing in the same household. Such time off will be deducted from the employee's accumulated sick leave. Upon written request, the Personnel Director may waive the sixty (60) hour limit after reviewing the individual circumstances in support of the request.

**D. ACCUMULATED SICK LEAVE** The accrual of unused sick leave hours is unlimited.

E. **UNUSED SICK LEAVE** Upon retirement from the City service or upon a reduction in force, an employee shall be paid one-half (½) of the employee's accumulated unused sick leave, with the rate of payment based upon the employee's regular hourly rate of pay at the time the employee retires or is subject to a reduction in force. Upon the death of an employee, the employee's beneficiary shall be paid one-half (½) of the employee's accumulated unused sick leave, with the rate of payment based upon the employee's regular hourly rate of pay at the date of the employee's death.

**Section 2. PREGNANCY LEAVE** Pregnancy leave shall be handled in the same manner as any other personal illness. An employee shall expend accrued sick leave while unable to perform her duties as verified by a physician's statement. The City shall conform to all requirements of the Family and Medical Leave Act (FMLA). Whether or not the employee qualifies for FMLA, she shall obtain a physician's certification of her fitness to return to work.

Prior to the seventh (7th) month of pregnancy, the employee will provide her division supervisor with a statement from her physician indicating a date when she should discontinue working.

If an employee wishes to use vacation leave prior to or immediately following pregnancy leave, the rules governing vacation leave with pay shall apply (Section 2.76.395).

Leave of absence, as set forth in Section 2.76.400, may be approved in conjunction with the above use of sick leave.

**Section 3. FUNERAL LEAVE** In the case of the death of the employee's spouse, parent, step parent, sibling, child, step-child, mother-in-law, father-in-law, grandparent, great grandparent, grandchild, great grandchild, or in the case of the death of any other relative residing in the immediate household of a regular employee, the employee shall be allowed three (3) days (twenty-four (24) hours) funeral leave with regular pay without deduction from the employee's pay or accumulated sick leave. In addition, the employee may be allowed to use up to three (3) working days (twenty-four (24) hours) of the employee's accumulated sick leave in the case of the death of any above designated persons.

In the case of the death of the employee's or employee's spouse's daughter-in-law, son-in-law, sister-in-law, brother-in-law, aunt, uncle, nephew, niece, employee's spouse's grandparents, or foster child residing in the immediate household of the employee, the regular employee shall be allowed two (2) days (sixteen (16) hours) funeral leave with regular pay without deduction from the employee's pay or accumulated sick leave. Further, the employee may also be allowed to use up to three (3) working days (twenty-four (24) hours) of the employee's accumulated sick leave in the case of death of any of the above-designated persons.

A regular employee may be allowed up to two (2) hours time off 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. VACATION LEAVE** An employee shall earn vacation leave with pay according to the following schedule:

- A. After original appointment — at the factored hourly equivalent of eighty-eight (88) hours per year.
- B. After five (5) years of service — at the factored hourly equivalent of one hundred twenty (120) hours per year.
- C. After ten (10) years — at the factored hourly equivalent of one hundred thirty-six (136) hours per year.
- D. After fifteen (15) years of service — at the factored hourly equivalent of one hundred sixty (160) hours per year.
- E. After twenty (20) years of service — at the factored hourly equivalent of one hundred ninety-two (192) hours per year.
- F. After twenty-five (25) years of service — at the factored hourly equivalent of two hundred (200) hours per year.

The Department Head may require that vacation leave be taken not less than one (1) hour at a time. For the purpose of determining years of service for vacation leave, years of service will be computed following the most recent date of appointment and shall continue as depicted in items A through F. Vacation leave shall not accrue during a leave of absence without pay. Vacation leave shall be earned but will not be granted during the first six months of employment after original appointment.

An employee may accumulate vacation leave to a maximum of eighty (80) hours over and above the employee's maximum annual earning rate.

## ARTICLE 15

### HOLIDAYS

(To supplement pertinent sections of the Lincoln Municipal Code.)

**Section 1. NON-SHIFT EMPLOYEES** 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, Independence Day.

In addition, the City will provide two (2) non-cumulative personal holidays to all eligible employees each payroll fiscal year. These holidays may be taken at any time during the year provided the days selected by the employee have the prior approval of the appointing authority. Full-time employees must take their personal holidays in eight (8) hour increments.

Whenever a holiday falls on a Sunday, the following Monday shall be considered a holiday; whenever a holiday falls on Saturday, the preceding Friday shall be considered a holiday. Holidays which occur during a vacation, sick, funeral, or injury leave shall not be charged against that leave. An employee must be in a pay status the normal hours scheduled the day before and the normal hours scheduled the day after the authorized holiday in order to be eligible for holiday pay.

**Section 2. SHIFT EMPLOYEES** Employees who are scheduled to work and who actually work on an authorized holiday, and who work in a seven day a week or twenty-four hour a day operation, shall be paid two (2) times the hourly rate for such hours worked in addition to the normal holiday pay. Holidays which occur during a vacation, sick, funeral, or injury leave shall not be charged against that leave. An employee must be in a pay status the normal hours scheduled the day before and the normal hours scheduled the day after the authorized holiday in order to be eligible for holiday pay.

Authorized holidays for shift employees are Labor Day, Veterans Day (November 11th), Thanksgiving Day, Day after Thanksgiving, Christmas Day (December 25th), New Year's Day (January 1st), Martin Luther King Jr.'s Birthday, President's Day, Memorial Day, and Independence Day (July 4th).

In addition, the City will provide two (2) non-cumulative personal holidays to all eligible employees each payroll fiscal year. These holidays may be taken at any time during the year provided the days selected by the employee have the prior approval of the appointing authority. Full-time employees must take their personal holidays in eight (8) hour increments.

## ARTICLE 16

### HEALTH CARE AND LIFE INSURANCE

**Section 1. HEALTH** 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-five percent (95%) of the monthly cost of coverage and the employee's contribution shall equal five percent (5%) of the monthly cost of coverage. If an employee elects 2/4 party or family coverage, the City shall contribute an amount equal to eighty-four percent (84%) of the monthly cost of coverage and the employee's contribution shall equal sixteen percent (16%) of the monthly cost of coverage.

**Section 2.** Existing benefits shall not be changed except by mutual agreement of the parties.

**Section 3. DENTAL** Employees will be eligible to be covered under the dental plan. The City will pay seventy-five percent (75%) of the monthly cost of single coverage and the employee will pay twenty-five percent (25%) of the monthly cost of coverage. The City will pay sixty-seven and one-half percent (67.5%) of the monthly cost of 2/4 party or family coverage and the employee will pay thirty-two and one-half percent (32.5%) of the monthly cost of coverage.

**Section 4. LIFE** The City will provide long-term disability insurance and will provide a \$50,000 life insurance policy to all eligible employees.

**Section 5. RETIREE HEALTH INSURANCE** All retired members of the bargaining unit who have not reached normal social security age, as defined by the Social Security Administration, may participate in the group health care plan or plans for active City employees provided that each retiree so desiring will execute the required forms in a timely fashion and further provided that each retiree will be required to pay the full cost of such coverage subject to any rate increases which may occur from time to time. Such payments will be made by the retiree to the plan provider or administrator, with no additional obligation on the part of the City.

**Section 6. 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 one-half (1/2) of the employee's sick leave payout shall be added (paid) into the employee's PEHP premium account and one-half (1/2) paid out in cash.

## ARTICLE 17

### NON-DISCRIMINATION

**Section 1.** The parties hereby agree not to discriminate against any employee because of race, color, religion, sex, sexual orientation, national origin, disability, age, ancestry, marital status, political affiliations, 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 18

### 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 19

### UNIFORMS AND EQUIPMENT

- Section 1.** The City shall supply safety glasses to employees who are required to wear safety glasses in the performance of their duties. 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, whenever an eye hazard exists. Solid tinted glasses will not be approved unless required by prescription. Photogray lenses may be considered for those employees who primarily work outdoors.
- Section 2.** The City agrees to pay one-hundred fifty dollars (\$150.00) towards the purchase of required safety glasses. This excludes the cost of the eye examination which will be the responsibility of the employee. In the event the fees, excluding the examination, exceed the one-hundred fifty dollar (\$150.00) allowance, the balance is 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. The replacement of those glasses will be at the discretion of the Department Head.
- Section 3.** An employee who is required to wear safety glasses must present a written request to his immediate supervisor. The supervisor will review the request and forward approved requests to the division supervisor or Department Head accordingly. Requests that are denied will be returned to the employee with an explanation. The employee may submit a second written request to the Department Safety Committee, who will review the matter and forward its recommendations to the division supervisor.
- 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 himself at the vendor for fitting and pickup.
- Section 5.** In the event a probationary employee has been issued safety glasses and terminates his employment with the City for any reason during the probationary period, he shall be required to reimburse the City for any expenses incurred in the purchase of safety glasses.
- Section 6.** If, at any time during the term of this contract, a City Department, with the approval of the Mayor, determines that employee uniforms are necessary or required for City employees subject to this contract, the City shall provide any necessary or required uniform at its cost.

## ARTICLE 20

### TUITION REIMBURSEMENT

All employees covered by this contract are eligible for tuition reimbursement at a rate of seven hundred fifty dollars (\$750.00), 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 21

### REDUCTION-IN-FORCE AND RECALL

In the event a RIF (reduction in force) is necessary, any employee who is laid off and is a member of the retirement plan may withdraw the employee's total contribution without forfeiture of the employee's 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 that vested portion over into an authorized IRA plan.

#### **Section 1. EMPLOYEES WITH A PAY RANGE PREFIXED BY "A"**

In order to comply with provisions of Section 2.76.470, LMC, it has been determined with the advice of the Personnel Director and City Attorney, that the following procedures will be implemented should a Department Head need to conduct a reduction-in-force because of lack of work or curtailment of funds. Consideration shall be given to performance record and seniority in service with regard to reductions-in-force for positions with pay ranges prefixed by "A".

- A. GENERAL CONSIDERATIONS** Full-time regular employees do not compete with part-time regular employees and vice-versa. For this purpose, full-time employment means employment in a position which does not normally require less than forty (40) hours work per week. Part-time employees may not retreat into positions which require a greater number of regularly scheduled hours than the employee is normally scheduled to work.

Separation shall be considered to mean any reduction in an employee's normally scheduled work week.

- B. COMPETITIVE LEVEL** The competitive level shall be the class of position to which the employee is regularly assigned (unless the position is highly specialized – a unique set of responsibilities or functions not found in any other job description within that classification and no other person in that class could perform those responsibilities without extensive experience and training) and in which he performs duties a majority of the time while in a pay status.
- C. COMPETITIVE AREA** The competitive area shall be the Department in which the employee is regularly assigned, and in which he performs duties a majority of the time while in a pay status.
- D. DETERMINATION OF EMPLOYEE STATUS** Once it is determined which positions are to be eliminated, the following criteria will apply to positions with pay ranges prefixed by "A":
1. Use employee's two most recent regularly scheduled annual performance evaluations in accordance with LMC 2.76.160 and Executive Order Nos. 30255 and 31519. Employees with the highest average performance evaluations by category in the class to be reduced will be retained. If there is a one point difference or less in average score between categories, the

employee to be RIFed will then be determined by continuous service excluding any leave without pay status or previous layoffs. For example, one employee's average score for the last two years is 80.94, the second employee's average score is 80.78. Assuming the second employee has two more years of continuous service, that employee would not be RIFed but the first employee with a score of 80.94 would be RIFed.

2. For the purpose of determining highest average overall performance evaluations, the following categories will be used: 86.91 to 100 highest category followed by 80.92 to 86.90, 62.94 to 80.91 and lastly 62.94 and below. As an example, a 91 average evaluation would not automatically take precedence over a 89 average evaluation since both are in the highest category and are considered equal. Seniority would then become the determining factor. Likewise average evaluations between 80.91 and 62.94 would be considered equal since relative work performance is about the same.

Categories for RIF purposes will be obtained by averaging the last two years' scores. No rating with a due date of January 15th or later will be used in the year in which a layoff is to take place. Any rating with the above due date not submitted to Personnel by that date will not be considered. This is designed to provide for a fair assessment of work over a longer period of time. An employee with less than two years of service will have the benefit of only 95% of his evaluation scores for RIF purposes. For example, an average score of 93 for RIF purposes would be 88.35.

3. In the event of identical overall performance evaluations falling within the same category, the employee with the greater length of total continuous City service, computed to months and days, will be retained. Total continuous City service is defined to mean service with the City since the most recent date of hire, minus leaves of absence without pay or previous layoffs. Service in more than one City department shall count toward total City service.
4. It is assumed positions are properly classified in accordance with present class specifications. Where certain employees perform highly specialized work within a class from which a position is to be eliminated, said employees may be considered as best qualified to perform the available work, but only after submission of written justification to, and approval of, the Personnel Director. Time in a position does not automatically qualify an employee for the best qualified or speciality status.

**E. RETREAT RIGHTS** In the competitive area (Department) an employee may retreat to another class related to the competitive level (such as a class series), if the employee is qualified and has greater City service than an incumbent in the related class and has an evaluation in the same or higher category as the incumbent. However, the employee will not have retreat rights when the class of position is

highly specialized and the employee does not possess the necessary qualifications.

Additionally, the City will permit an employee to retreat into the exact class within the employee's department so long as the employee has previously served at least one (1) year in the exact class, and meets the criteria outlined in Subsection D2.

An employee who has received notice of layoff and who has exercised his right to bump from a classification with pay range prefixed by "A" to a classification with a pay range prefixed by "C" shall not have to compete if further bumping is necessary.

There shall be no retreat rights into bargaining units by non-represented employees and vice versa.

**Section 2. EMPLOYEES WITH A PAY RANGE PREFIXED BY "C"**

- A. 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.
- B. An employee who has received notice of layoff shall have the privilege of bumping an employee in the same class in his Department with less continuous City service. If there are no employees in the same class with less continuous City service, he 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 (1) year in that class.
- C. 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 he is qualified, within the employee's Department, whether or not a vacancy in such lower classification exists.
- D. 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 3. NOTICE** Once the Mayor's budget is released to the City Council, any position unfunded or not in the base budget, the affected employee(s) in the position(s) will be notified. However, in no event shall an employee receive a written notice less than ten (10) working days as per LMC 2.76.470 prior to effective date of the RIF. Employees will also be given written notice of their right to appeal such action to the Personnel Board. This appeal must be filed in writing within ten working days of receipt of the written notice of a reduction-in-force.

Employee notification will be made jointly by the Department Head and the Personnel Director.

Employees who are notified according to the above procedure must notify the Personnel Director of their decision to exercise retreat rights within three (3) working days of the receipt of such notification.

**Section 4. RECALL** In accordance with the provisions of Section 2.76.470(a) and Section 2.76.305, LMC, employees who are subject to a reduction in force shall be placed on re-employment lists. An employee desiring to be placed upon a reemployment list should submit a request in writing to the Personnel Department.

Employees who elect in writing to have their name placed on a recall list for the class of the position from which laid off, shall be responsible for making their current address available to the City-County Personnel Office. Recall shall be in reverse order of layoff and shall expire two (2) years from the effective date of the layoff or separation. An individual offered recall to a vacancy in the class of the position from which laid off, has the right to refuse the offer and remain on the recall list up to two (2) years. Recall lists shall be utilized City-wide and shall not be applicable only to the Department from which the employee was laid off.

A recalled employee shall have his service time computed back to his original date of employment minus the time not employed.

An employee who is laid off, and is later recalled within two (2) years, shall have available upon his return such unused sick leave accrual as he may have earned up to the time of his departure. Further, accrual rates for vacation and sick leave will be established at a level based upon the revised service time. An employee who is recalled, is eligible for enrollment in the health, dental and life insurance programs without waiting periods and reinstatement in the retirement program.

## ARTICLE 22

### LABOR MANAGEMENT MEETINGS

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

**Section 2.** The first meeting shall take place during the fourth quarter of 2003. The time and place of each meeting will be mutually agreed upon in advance of the meeting. At least one week's notice shall be provided for each meeting. If there are no issues to discuss, the quarterly meeting may be cancelled through mutual agreement of both parties.

**Section 3.** An agenda for the meeting shall be mutually agreed upon prior to the meeting.

# LCEA PAY PLAN - A RANGES

Reflects 1.75% increase  
Effective August 11, 2005

CLASS CODE	CLASS TITLE	PAY RANGE	STEP									
			A	B	C	D	E	F	G	H	I	J
1125	ACCOUNTANT	A10	18.876	19.490	20.123	20.778	21.454	22.151	22.872	23.616	24.384	25.177
1128	ASSISTANT CITY AUDITOR	A13	21.851	22.561	23.295	24.053	24.835	25.643	26.477	27.338	28.227	29.145
1129	FINANCIAL INFORMATION SYSTEM COOR	A15	24.095	24.879	25.688	26.523	27.386	28.277	29.196	30.146	31.126	32.139
1132	ASSISTANT CITY CLERK	A12	20.812	21.489	22.187	22.909	23.654	24.424	25.218	26.038	26.885	27.759
1139	ASSISTANT CITY TREASURER	A12	20.812	21.489	22.187	22.909	23.654	24.424	25.218	26.038	26.885	27.759
1142	UTILITIES SERVICE SUPERVISOR	A11	19.823	20.468	21.133	21.821	22.531	23.263	24.020	24.801	25.608	26.441
1143	PW/U ACCOUNTING SUPV	A11	19.823	20.468	21.133	21.821	22.531	23.263	24.020	24.801	25.608	26.441
1144	ASST PW/U BUSINESS MANAGER	A14	22.947	23.693	24.464	25.259	26.081	26.929	27.805	28.710	29.643	30.607
1216	REAL ESTATE & RELOC ASSISTANCE AGENT	A13	21.851	22.561	23.295	24.053	24.835	25.643	26.477	27.338	28.227	29.145
1311	ASSISTANT PURCHASING AGENT	A12	20.812	21.489	22.187	22.909	23.654	24.424	25.218	26.038	26.885	27.759
1460	OPERATIONS SUPERVISOR	A11	19.823	20.468	21.133	21.821	22.531	23.263	24.020	24.801	25.608	26.441
1473	TECHNICAL SUPPORT SPECIALIST I	A13	21.851	22.561	23.295	24.053	24.835	25.643	26.477	27.338	28.227	29.145
1478	SYSTEMS ANALYST/PROGRAMMER I	A10	18.876	19.490	20.123	20.778	21.454	22.151	22.872	23.616	24.384	25.177
1479	SYSTEMS ANALYST/PROGRAMMER II	A13	21.851	22.561	23.295	24.053	24.835	25.643	26.477	27.338	28.227	29.145
1481	SYSTEMS SOFTWARE INTEGRATOR	A15	24.095	24.879	25.688	26.523	27.386	28.277	29.196	30.146	31.126	32.139
1484	NETWORK SPECIALIST I	A10	18.876	19.490	20.123	20.778	21.454	22.151	22.872	23.616	24.384	25.177
1485	NETWORK SPECIALIST II	A13	21.851	22.561	23.295	24.053	24.835	25.643	26.477	27.338	28.227	29.145
1524	GIS ANALYST	A13	21.851	22.561	23.295	24.053	24.835	25.643	26.477	27.338	28.227	29.145
1631	ADMINISTRATIVE AIDE I	A06	15.530	16.035	16.566	17.095	17.651	18.225	18.818	19.430	20.062	20.714
1632	ADMINISTRATIVE AIDE II	A10	18.876	19.490	20.123	20.778	21.454	22.151	22.872	23.616	24.384	25.177

# LCEA PAY PLAN - A RANGES

Reflects 1.75% increase  
Effective August 11, 2005

CLASS CODE	CLASS TITLE	PAY RANGE	PAY									
			STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J
1633	ADMINISTRATIVE OFFICER	A13	21.851	22.561	23.295	24.053	24.835	25.643	26.477	27.338	28.227	29.145
1642	PUBLIC INFORMATION SPECIALIST II	A07	16.306	16.836	17.384	17.949	18.533	19.135	19.758	20.400	21.064	21.749
1643	PUBLIC INFORMATION SPECIALIST III	A10	18.876	19.490	20.123	20.778	21.454	22.151	22.872	23.616	24.384	25.177
2003	SENIOR ENGINEERING SPECIALIST	A13	21.851	22.561	23.295	24.053	24.835	25.643	26.477	27.338	28.227	29.145
2012	TRANSPORTATION PLANNER	A14	22.947	23.693	24.464	25.259	26.081	26.929	27.805	28.710	29.643	30.607
2035	ASSISTANT SANITARY ENGINEER	A14	22.947	23.693	24.464	25.259	26.081	26.929	27.805	28.710	29.643	30.607
2040	UTILITIES SAFETY & TRAINING SPECIALIST	A11	19.823	20.468	21.133	21.821	22.531	23.263	24.020	24.801	25.608	26.441
2110	PLANNER I	A11	19.823	20.468	21.133	21.821	22.531	23.263	24.020	24.801	25.608	26.441
2111	PLANNER II	A14	22.947	23.693	24.464	25.259	26.081	26.929	27.805	28.710	29.643	30.607
2202	COMMUNITY DEVELOPMENT PROGRAM SPEC	A10	18.876	19.490	20.123	20.778	21.454	22.151	22.872	23.616	24.384	25.177
2214	ECONOMIC DEVELOPMENT SPECIALIST	A12	20.812	21.489	22.187	22.909	23.654	24.424	25.218	26.038	26.885	27.759
2260	PROGRAM MONITOR	A08	17.122	17.679	18.254	18.847	19.460	20.093	20.747	21.422	22.118	22.838
2413	PROGRAM MANAGER	A15	24.095	24.879	25.688	26.523	27.386	28.277	29.196	30.146	31.126	32.139
2414	AGING SERVICES SUPERVISOR	A14	22.947	23.693	24.464	25.259	26.081	26.929	27.805	28.710	29.643	30.607
2423	AGING SPECIALIST IV	A10	18.876	19.490	20.123	20.778	21.454	22.151	22.872	23.616	24.384	25.177
2424	AGING PROGRAM COORDINATOR	A12	20.812	21.489	22.187	22.909	23.654	24.424	25.218	26.038	26.885	27.759
3001	FIRE SYSTEM PROGRAMMER	A12	20.812	21.489	22.187	22.909	23.654	24.424	25.218	26.038	26.885	27.759
3010	EMS BUSINESS MANAGER	A14	22.947	23.693	24.464	25.259	26.081	26.929	27.805	28.710	29.643	30.607
3011	EMS MANAGEMENT SUPPORT SPECIALIST	A14	22.947	23.693	24.464	25.259	26.081	26.929	27.805	28.710	29.643	30.607
3103	OPERATIONS TRAINING COORDINATOR	A12	20.812	21.489	22.187	22.909	23.654	24.424	25.218	26.038	26.885	27.759

# LCEA PAY PLAN - A RANGES

Reflects 1.75% increase  
Effective August 11, 2005

CLASS CODE	CLASS TITLE	PAY RANGE										
		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	
3104	OPERATIONS QUALITY ASSURANCE COOR	A11	19.823	20.468	21.133	21.821	22.531	23.263	24.020	24.801	25.608	26.441
3109	SERVICE DESK MANAGER	A10	18.876	19.490	20.123	20.778	21.454	22.151	22.872	23.616	24.384	25.177
3142	POLICE RECORDS MANAGER	A10	18.876	19.490	20.123	20.778	21.454	22.151	22.872	23.616	24.384	25.177
3146	VICTIM/WITNESS MANAGER	A08	17.122	17.679	18.254	18.847	19.460	20.093	20.747	21.422	22.118	22.838
3150	POLICE FLEET MANAGER	A13	21.851	22.561	23.295	24.053	24.835	25.643	26.477	27.338	28.227	29.145
3202	PLANS EXAMINER II	A12	20.812	21.489	22.187	22.909	23.654	24.424	25.218	26.038	26.885	27.759
3206	CHIEF BUILDING INSPECTOR	A14	22.947	23.693	24.464	25.259	26.081	26.929	27.805	28.710	29.643	30.607
3209	CHIEF PLANS EXAMINER	A14	22.947	23.693	24.464	25.259	26.081	26.929	27.805	28.710	29.643	30.607
3211	PLANS REVIEW ENGINEER	A14	22.947	23.693	24.464	25.259	26.081	26.929	27.805	28.710	29.643	30.607
3214	CHIEF HOUSING INSPECTOR	A14	22.947	23.693	24.464	25.259	26.081	26.929	27.805	28.710	29.643	30.607
3216	CHIEF ELECTRICAL INSPECTOR	A14	22.947	23.693	24.464	25.259	26.081	26.929	27.805	28.710	29.643	30.607
3218	CHIEF HVAC INSPECTOR	A14	22.947	23.693	24.464	25.259	26.081	26.929	27.805	28.710	29.643	30.607
3226	CHIEF PLUMBING INSPECTOR	A14	22.947	23.693	24.464	25.259	26.081	26.929	27.805	28.710	29.643	30.607
3230	ZONING COORDINATOR	A14	22.947	23.693	24.464	25.259	26.081	26.929	27.805	28.710	29.643	30.607
3605	REGISTERED DIETITIAN	A09	17.976	18.561	19.165	19.788	20.431	21.096	21.782	22.491	23.222	23.977
3614	DENTAL HYGIENIST II	A11	19.823	20.468	21.133	21.821	22.531	23.263	24.020	24.801	25.608	26.441
3616	PH EMERGENCY RESPONSE COORDINATOR	A13	21.851	22.561	23.295	24.053	24.835	25.643	26.477	27.338	28.227	29.145
3621	ENVIRONMENTAL HEALTH SPECIALIST II	A10	18.876	19.490	20.123	20.778	21.454	22.151	22.872	23.616	24.384	25.177
3622	SR ENVIRONMENTAL HEALTH SPECIALIST	A13	21.851	22.561	23.295	24.053	24.835	25.643	26.477	27.338	28.227	29.145
3623	PUBLIC HEALTH EPIDEMIOLOGIST	A14	22.947	23.693	24.464	25.259	26.081	26.929	27.805	28.710	29.643	30.607

# LCEA PAY PLAN - A RANGES

Reflects 1.75% increase

Effective August 11, 2005

CLASS CODE	CLASS TITLE	PAY										
		RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J
3624	ASST PUBLIC HEALTH EPIDEMIOLOGIST	A11	19.823	20.468	21.133	21.821	22.531	23.263	24.020	24.801	25.608	26.441
3625	ENVIRONMENTAL HEALTH SUPERVISOR	A16	25.299	26.122	26.971	27.848	28.754	29.689	30.655	31.652	32.681	33.744
3631	ENVIRONMENTAL HEALTH EDUCATOR II	A08	17.122	17.679	18.254	18.847	19.460	20.093	20.747	21.422	22.118	22.838
3632	SR ENVIRONMENTAL HEALTH EDUCATOR	A11	19.823	20.468	21.133	21.821	22.531	23.263	24.020	24.801	25.608	26.441
3640	ENVIRONMENTAL HEALTH ENGINEER I	A09	17.976	18.561	19.165	19.788	20.431	21.096	21.782	22.491	23.222	23.977
3641	ENVIRONMENTAL HEALTH ENGINEER II	A12	20.812	21.489	22.187	22.909	23.654	24.424	25.218	26.038	26.885	27.759
3642	SR ENVIRONMENTAL HEALTH ENGINEER	A15	24.095	24.879	25.688	26.523	27.386	28.277	29.196	30.146	31.126	32.139
3656	WIC SUPERVISOR	A10	18.876	19.490	20.123	20.778	21.454	22.151	22.872	23.616	24.384	25.177
3657	PHYSICIAN ASSISTANT	A17	26.560	27.424	28.316	29.237	30.188	31.170	32.184	33.231	34.311	35.427
3659	REGISTERED NURSE	A08	17.122	17.679	18.254	18.847	19.460	20.093	20.747	21.422	22.118	22.838
3660	NURSE PRACTITIONER	A16	25.299	26.122	26.971	27.848	28.754	29.689	30.655	31.652	32.681	33.744
3661	PUBLIC HEALTH NURSE I	A09	17.976	18.561	19.165	19.788	20.431	21.096	21.782	22.491	23.222	23.977
3662	PUBLIC HEALTH NURSE II	A11	19.823	20.468	21.133	21.821	22.531	23.263	24.020	24.801	25.608	26.441
3663	PUBLIC HEALTH NURSING ASST SUPERVISOR	A14	22.947	23.693	24.464	25.259	26.081	26.929	27.805	28.710	29.643	30.607
3664	PUBLIC HEALTH NURSING SUPERVISOR	A16	25.299	26.122	26.971	27.848	28.754	29.689	30.655	31.652	32.681	33.744
3667	COMMUNITY HEALTH SERVICES ASST MGR	A17	26.560	27.424	28.316	29.237	30.188	31.170	32.184	33.231	34.311	35.427
3668	QUALITY ASSURANCE COORDINATOR	A13	21.851	22.561	23.295	24.053	24.835	25.643	26.477	27.338	28.227	29.145
3670	SERVICES COORDINATION SUPERVISOR	A15	24.095	24.879	25.688	26.523	27.386	28.277	29.196	30.146	31.126	32.139
3674	PUBLIC HEALTH LAB TECHNOLOGIST	A07	16.306	16.836	17.384	17.949	18.533	19.135	19.758	20.400	21.064	21.749
3675	PUBLIC HEALTH LAB SCIENTIST	A10	18.876	19.490	20.123	20.778	21.454	22.151	22.872	23.616	24.384	25.177

# LCEA PAY PLAN - A RANGES

Reflects 1.75% increase

Effective August 11, 2005

CLASS CODE	CLASS TITLE	PAY RANGE	PAY									
			STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J
3683	PUBLIC HEALTH EDUCATOR II	A08	17.122	17.679	18.254	18.847	19.460	20.093	20.747	21.422	22.118	22.838
3684	PUBLIC HEALTH EDUCATOR III	A11	19.823	20.468	21.133	21.821	22.531	23.263	24.020	24.801	25.608	26.441
4013	ASST RECREATION MANAGER	A12	20.812	21.489	22.187	22.909	23.654	24.424	25.218	26.038	26.885	27.759
4016	COMMUNITY CENTER SUPERVISOR	A09	17.976	18.561	19.165	19.788	20.431	21.096	21.782	22.491	23.222	23.977
4018	NEIGHBORHOOD CENTER SUPERVISOR	A07	16.306	16.836	17.384	17.949	18.533	19.135	19.758	20.400	21.064	21.749
4020	ATHLETICS SUPERVISOR	A08	17.122	17.679	18.254	18.847	19.460	20.093	20.747	21.422	22.118	22.838
4022	LEARNING CENTER SUPERVISOR	A06	15.530	16.035	16.556	17.095	17.651	18.225	18.818	19.430	20.062	20.714
4110	LIBRARIAN I	A06	15.530	16.035	16.556	17.095	17.651	18.225	18.818	19.430	20.062	20.714
4111	LIBRARIAN II	A09	17.976	18.561	19.165	19.788	20.431	21.096	21.782	22.491	23.222	23.977
4112	LIBRARIAN III	A12	20.812	21.489	22.187	22.909	23.654	24.424	25.218	26.038	26.885	27.759
4113	LIBRARIAN IV	A15	24.095	24.879	25.688	26.523	27.386	28.277	29.196	30.146	31.126	32.139
4121	LIBRARY SUPERVISOR II	A07	16.306	16.836	17.384	17.949	18.533	19.135	19.758	20.400	21.064	21.749
4122	LIBRARY SUPERVISOR III	A10	18.876	19.490	20.123	20.778	21.454	22.151	22.872	23.616	24.384	25.177
4123	LIBRARY SUPERVISOR IV	A13	21.851	22.561	23.295	24.053	24.835	25.643	26.477	27.338	28.227	29.145
5011	LABOR SUPERVISOR II	A09	17.976	18.561	19.165	19.788	20.431	21.096	21.782	22.491	23.222	23.977
5017	ASST SUPT OF SOLID WASTE OPERATIONS	A14	22.947	23.693	24.464	25.259	26.081	26.929	27.805	28.710	29.643	30.607
5019	RECYCLING COORDINATOR	A15	24.095	24.879	25.688	26.523	27.386	28.277	29.196	30.146	31.126	32.139
5020	SUPT ROAD & STORM SEWER MAINTENANCE	A15	24.095	24.879	25.688	26.523	27.386	28.277	29.196	30.146	31.126	32.139
5022	SOLID WASTE OPERATIONS SUPERVISOR	A09	17.976	18.561	19.165	19.788	20.431	21.096	21.782	22.491	23.222	23.977
5110	BUILDING SUPERINTENDENT	A11	19.823	20.468	21.133	21.821	22.531	23.263	24.020	24.801	25.608	26.441

# LCEA PAY PLAN - A RANGES

Reflects 1.75% increase

Effective August 11, 2005

CLASS CODE	CLASS TITLE	PAY RANGE										
		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	
5121	GARAGE SUPERVISOR	A11	19.823	20.468	21.133	21.821	22.531	23.263	24.020	24.801	25.608	26.441
5122	ASST SUPT OF FLEET SERVICES	A13	21.851	22.561	23.295	24.053	24.835	25.643	26.477	27.338	28.227	29.145
5123	SUPT OF FLEET SERVICES	A15	24.095	24.879	25.688	26.523	27.386	28.277	29.196	30.146	31.126	32.139
5302	SENIOR UTILITY ENGINEERING SPECIALIST	A13	21.851	22.561	23.295	24.053	24.835	25.643	26.477	27.338	28.227	29.145
5308	MANAGER OF LABORATORY SERVICES	A14	22.947	23.693	24.464	25.259	26.081	26.929	27.805	28.710	29.643	30.607
5311	ASST SUPT OPERATIONS - WPC	A14	22.947	23.693	24.464	25.259	26.081	26.929	27.805	28.710	29.643	30.607
5323	UTILITIES LABORATORY SUPERVISOR	A12	20.812	21.489	22.187	22.909	23.654	24.424	25.218	26.038	26.885	27.759
5329	WATER METER SHOP SUPERVISOR	A10	18.876	19.490	20.123	20.778	21.454	22.151	22.872	23.616	24.384	25.177
5334	WATER SERVICE SUPERVISOR	A10	18.876	19.490	20.123	20.778	21.454	22.151	22.872	23.616	24.384	25.177
5341	ASST SUPT - WATER CONSTRUCTION	A14	22.947	23.693	24.464	25.259	26.081	26.929	27.805	28.710	29.643	30.607
5342	ASST SUPT - WATER SERVICE	A14	22.947	23.693	24.464	25.259	26.081	26.929	27.805	28.710	29.643	30.607
5344	ASST SUPT - WASTEWATER SERVICE	A14	22.947	23.693	24.464	25.259	26.081	26.929	27.805	28.710	29.643	30.607
5345	ASST SUPT - WASTEWATER CONSTRUCTION	A14	22.947	23.693	24.464	25.259	26.081	26.929	27.805	28.710	29.643	30.607
5348	ASST SUPT OPERATIONS - WP & TREATMENT	A14	22.947	23.693	24.464	25.259	26.081	26.929	27.805	28.710	29.643	30.607
5349	ASST SUPT - WP & TREATMENT	A14	22.947	23.693	24.464	25.259	26.081	26.929	27.805	28.710	29.643	30.607
5375	CONTROL SYSTEM SUPPORT SPECIALIST	A11	19.823	20.468	21.133	21.821	22.531	23.263	24.020	24.801	25.608	26.441
5430	FOOD PRODUCTION MANAGER	A04	14.085	14.543	15.016	15.505	16.009	16.529	17.067	17.622	18.195	18.787
5502	NATURE CENTER COORDINATOR	A10	18.876	19.490	20.123	20.778	21.454	22.151	22.872	23.616	24.384	25.177
5504	NATURALIST	A06	15.530	16.035	16.556	17.095	17.651	18.225	18.818	19.430	20.062	20.714
5506	PARK PLANNING ASSISTANT	A06	15.530	16.035	16.556	17.095	17.651	18.225	18.818	19.430	20.062	20.714

# LCEA PAY PLAN - A RANGES

Reflects 1.75% increase

Effective August 11, 2005

CLASS CODE	CLASS TITLE	PAY										
		RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J
5511	PARK HORTICULTURIST	A09	17.976	18.561	19.165	19.788	20.431	21.096	21.782	22.491	23.222	23.977
5513	PARK PLANNER I	A10	18.876	19.490	20.123	20.778	21.454	22.151	22.872	23.616	24.384	25.177
5514	PARK PLANNER II	A13	21.851	22.561	23.295	24.053	24.835	25.643	26.477	27.338	28.227	29.145
5518	FORESTRY OPERATIONS SUPERVISOR	A11	19.823	20.468	21.133	21.821	22.531	23.263	24.020	24.801	25.608	26.441
5522	PARK MAINTENANCE SUPERVISOR	A11	19.823	20.468	21.133	21.821	22.531	23.263	24.020	24.801	25.608	26.441
5524	DISTRICT PARK SUPERVISOR	A09	17.976	18.561	19.165	19.788	20.431	21.096	21.782	22.491	23.222	23.977
5527	GOLF COURSE SUPERINTENDENT	A11	19.823	20.468	21.133	21.821	22.531	23.263	24.020	24.801	25.608	26.441
5533	PARKS OPERATIONS COORDINATOR	A12	20.812	21.489	22.187	22.909	23.654	24.424	25.218	26.038	26.885	27.759
5601	BUS OPERATIONS SUPERINTENDENT	A13	21.851	22.561	23.295	24.053	24.835	25.643	26.477	27.338	28.227	29.145
5602	STARTRAN HANDI-VAN SUPERVISOR	A11	19.823	20.468	21.133	21.821	22.531	23.263	24.020	24.801	25.608	26.441
5603	STARTRAN FIELD SUPERVISOR	A11	19.823	20.468	21.133	21.821	22.531	23.263	24.020	24.801	25.608	26.441
5605	BUS MAINTENANCE SUPERINTENDENT	A13	21.851	22.561	23.295	24.053	24.835	25.643	26.477	27.338	28.227	29.145

# LCEA - A RANGES

Reflects 1.75% increase  
Effective August 11, 2005

PAY RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	
A04	ANNUAL	29,296.80	30,249.44	31,233.28	32,250.40	33,298.72	34,380.32	35,499.36	36,653.76	37,845.60	39,076.96
	MONTHLY	2,441.40	2,520.79	2,602.77	2,687.53	2,774.89	2,865.03	2,958.28	3,054.48	3,153.80	3,256.41
	BIWEEKLY	1,126.80	1,163.44	1,201.28	1,240.40	1,280.72	1,322.32	1,365.36	1,409.76	1,455.60	1,502.96
	HOURLY	14.085	14.543	15.016	15.505	16.009	16.529	17.067	17.622	18.195	18.787
A05	ANNUAL	30,767.36	31,767.84	32,801.60	33,868.64	34,971.04	36,106.72	37,281.92	38,494.56	39,746.72	41,038.40
	MONTHLY	2,563.95	2,647.32	2,733.47	2,822.39	2,914.25	3,008.89	3,106.83	3,207.88	3,312.23	3,419.87
	BIWEEKLY	1,183.36	1,221.84	1,261.60	1,302.64	1,345.04	1,388.72	1,433.92	1,480.56	1,528.72	1,578.40
	HOURLY	14.792	15.273	15.770	16.283	16.813	17.359	17.924	18.507	19.109	19.730
A06	ANNUAL	32,302.40	33,352.80	34,436.48	35,557.60	36,714.08	37,908.00	39,141.44	40,414.40	41,728.96	43,085.12
	MONTHLY	2,691.87	2,779.40	2,869.71	2,963.13	3,059.51	3,159.00	3,261.79	3,367.87	3,477.41	3,590.43
	BIWEEKLY	1,242.40	1,282.80	1,324.48	1,367.60	1,412.08	1,458.00	1,505.44	1,554.40	1,604.96	1,657.12
	HOURLY	15.530	16.035	16.556	17.095	17.651	18.225	18.818	19.430	20.062	20.714
A07	ANNUAL	33,916.48	35,018.88	36,158.72	37,333.92	38,548.64	39,800.80	41,096.64	42,432.00	43,813.12	45,237.92
	MONTHLY	2,826.37	2,918.24	3,013.23	3,111.16	3,212.39	3,316.73	3,424.72	3,536.00	3,651.09	3,769.83
	BIWEEKLY	1,304.48	1,346.88	1,390.72	1,435.92	1,482.64	1,530.80	1,580.64	1,632.00	1,685.12	1,739.92
	HOURLY	16.306	16.836	17.384	17.949	18.533	19.135	19.758	20.400	21.064	21.749
A08	ANNUAL	35,613.76	36,772.32	37,968.32	39,201.76	40,476.80	41,793.44	43,153.76	44,557.76	46,005.44	47,503.04
	MONTHLY	2,967.81	3,064.36	3,164.03	3,266.81	3,373.07	3,482.79	3,596.15	3,713.15	3,833.79	3,958.59
	BIWEEKLY	1,369.76	1,414.32	1,460.32	1,507.76	1,556.80	1,607.44	1,659.76	1,713.76	1,769.44	1,827.04
	HOURLY	17.122	17.679	18.254	18.847	19.460	20.093	20.747	21.422	22.118	22.838

# LCEA - A RANGES

Reflects 1.75% increase  
Effective August 11, 2005

PAY RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J
A09	ANNUAL 37,390.08	38,606.88	39,863.20	41,159.04	42,496.48	43,879.68	45,306.56	46,781.28	48,301.76	49,872.16
	MONTHLY 3,115.84	3,217.24	3,321.93	3,429.92	3,541.37	3,656.64	3,775.55	3,898.44	4,025.15	4,156.01
	BIWEEKLY 1,438.08	1,484.88	1,533.20	1,583.04	1,634.48	1,687.68	1,742.56	1,799.28	1,857.76	1,918.16
	HOURLY 17.976	18.561	19.165	19.788	20.431	21.096	21.782	22.491	23.222	23.977
A10	ANNUAL 39,262.08	40,539.20	41,855.84	43,218.24	44,624.32	46,074.08	47,573.76	49,121.28	50,718.72	52,368.16
	MONTHLY 3,271.84	3,378.27	3,487.99	3,601.52	3,718.69	3,839.51	3,964.48	4,093.44	4,226.56	4,364.01
	BIWEEKLY 1,510.08	1,559.20	1,609.84	1,662.24	1,716.32	1,772.08	1,829.76	1,889.28	1,950.72	2,014.16
	HOURLY 18.876	19.490	20.123	20.778	21.454	22.151	22.872	23.616	24.384	25.177
A11	ANNUAL 41,231.84	42,573.44	43,956.64	45,387.68	46,864.48	48,387.04	49,961.60	51,586.08	53,264.64	54,997.28
	MONTHLY 3,435.99	3,547.79	3,663.05	3,782.31	3,905.37	4,032.25	4,163.47	4,298.84	4,438.72	4,583.11
	BIWEEKLY 1,585.84	1,637.44	1,690.64	1,745.68	1,802.48	1,861.04	1,921.60	1,984.08	2,048.64	2,115.28
	HOURLY 19.823	20.468	21.133	21.821	22.531	23.263	24.020	24.801	25.608	26.441
A12	ANNUAL 43,288.96	44,697.12	46,148.96	47,650.72	49,200.32	50,801.92	52,453.44	54,159.04	55,920.80	57,738.72
	MONTHLY 3,607.41	3,724.76	3,845.75	3,970.89	4,100.03	4,233.49	4,371.12	4,513.25	4,660.07	4,811.56
	BIWEEKLY 1,664.96	1,719.12	1,774.96	1,832.72	1,892.32	1,953.92	2,017.44	2,083.04	2,150.80	2,220.72
	HOURLY 20.812	21.489	22.187	22.909	23.654	24.424	25.218	26.038	26.885	27.759
A13	ANNUAL 45,450.08	46,926.88	48,453.60	50,030.24	51,656.80	53,337.44	55,072.16	56,863.04	58,712.16	60,621.60
	MONTHLY 3,787.51	3,910.57	4,037.80	4,169.19	4,304.73	4,444.79	4,589.35	4,738.59	4,892.68	5,051.80
	BIWEEKLY 1,748.08	1,804.88	1,863.60	1,924.24	1,986.80	2,051.44	2,118.16	2,187.04	2,258.16	2,331.60
	HOURLY 21.851	22.561	23.295	24.053	24.835	25.643	26.477	27.338	28.227	29.145

# LCEA - A RANGES

Reflects 1.75% increase

Effective August 11, 2005

PAY RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J
A14	ANNUAL 47,729.76	49,281.44	50,885.12	52,538.72	54,248.48	56,012.32	57,834.40	59,716.80	61,657.44	63,662.56
	MONTHLY 3,977.48	4,106.79	4,240.43	4,378.23	4,520.71	4,667.69	4,819.53	4,976.40	5,138.12	5,305.21
	BIWEEKLY 1,835.76	1,895.44	1,957.12	2,020.72	2,086.48	2,154.32	2,224.40	2,296.80	2,371.44	2,448.56
	HOURLY 22.947	23.693	24.464	25.259	26.081	26.929	27.805	28.710	29.643	30.607
A15	ANNUAL 50,117.60	51,748.32	53,431.04	55,167.84	56,962.88	58,816.16	60,727.68	62,703.68	64,742.08	66,849.12
	MONTHLY 4,176.47	4,312.36	4,452.59	4,597.32	4,746.91	4,901.35	5,060.64	5,225.31	5,395.17	5,570.76
	BIWEEKLY 1,927.60	1,990.32	2,055.04	2,121.84	2,190.88	2,262.16	2,335.68	2,411.68	2,490.08	2,571.12
	HOURLY 24.095	24.879	25.688	26.523	27.386	28.277	29.196	30.146	31.126	32.139
A16	ANNUAL 52,621.92	54,333.76	56,099.68	57,923.84	59,808.32	61,753.12	63,762.40	65,836.16	67,976.48	70,187.52
	MONTHLY 4,385.16	4,527.81	4,674.97	4,826.99	4,984.03	5,146.09	5,313.53	5,486.35	5,664.71	5,848.96
	BIWEEKLY 2,023.92	2,089.76	2,157.68	2,227.84	2,300.32	2,375.12	2,452.40	2,532.16	2,614.48	2,699.52
	HOURLY 25.299	26.122	26.971	27.848	28.754	29.689	30.655	31.652	32.681	33.744
A17	ANNUAL 55,244.80	57,041.92	58,897.28	60,812.96	62,791.04	64,833.60	66,942.72	69,120.48	71,366.88	73,688.16
	MONTHLY 4,603.73	4,753.49	4,908.11	5,067.75	5,232.59	5,402.80	5,578.56	5,760.04	5,947.24	6,140.68
	BIWEEKLY 2,124.80	2,193.92	2,265.28	2,338.96	2,415.04	2,493.60	2,574.72	2,658.48	2,744.88	2,834.16
	HOURLY 26.560	27.424	28.316	29.237	30.188	31.170	32.184	33.231	34.311	35.427
A18	ANNUAL 58,007.04	59,893.60	61,840.48	63,851.84	65,929.76	68,074.24	70,287.36	72,573.28	74,934.08	77,371.84
	MONTHLY 4,833.92	4,991.13	5,153.37	5,320.99	5,494.15	5,672.85	5,857.28	6,047.77	6,244.51	6,447.65
	BIWEEKLY 2,231.04	2,303.60	2,378.48	2,455.84	2,535.76	2,618.24	2,703.36	2,791.28	2,882.08	2,975.84
	HOURLY 27.888	28.795	29.731	30.698	31.697	32.728	33.792	34.891	36.026	37.198

# LCEA - A RANGES

Reflects 1.75% increase

Effective August 11, 2005

PAY RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J
A19	60,910.72	62,890.88	64,937.60	67,048.80	69,228.64	71,481.28	73,806.72	76,207.04	78,684.32	81,244.80
ANNUAL										
MONTHLY	5,075.89	5,240.91	5,411.47	5,587.40	5,769.05	5,956.77	6,150.56	6,350.59	6,557.03	6,770.40
BIWEEKLY	2,342.72	2,418.88	2,497.60	2,578.80	2,662.64	2,749.28	2,838.72	2,931.04	3,026.32	3,124.80
HOURLY	29.284	30.236	31.220	32.235	33.283	34.366	35.484	36.638	37.829	39.060
A20	63,962.08	66,042.08	68,190.72	70,408.00	72,698.08	75,060.96	77,502.88	80,023.84	82,625.92	85,313.28
ANNUAL										
MONTHLY	5,330.17	5,503.51	5,682.56	5,867.33	6,058.17	6,255.08	6,458.57	6,668.65	6,885.49	7,109.44
BIWEEKLY	2,460.08	2,540.08	2,622.72	2,708.00	2,796.08	2,886.96	2,980.88	3,077.84	3,177.92	3,281.28
HOURLY	30.751	31.751	32.784	33.850	34.951	36.087	37.261	38.473	39.724	41.016

# LCEA PAY PLAN - C RANGES

Reflects 1.75% increase  
Effective August 11, 2005

CLASS CODE	CLASS TITLE	PAY RANGE										
		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	
1124	ACCOUNTING SUPERVISOR	C24	16,758	17,219	17,693	18,181	18,681	19,196	19,724	20,267	20,826	21,399
1148	BILLING SUPERVISOR	C24	16,758	17,219	17,693	18,181	18,681	19,196	19,724	20,267	20,826	21,399
1483	NETWORK TECHNICIAN	C25	17,154	17,626	18,111	18,610	19,123	19,649	20,190	20,746	21,318	21,905
1495	MICROCOMPUTER SUPPORT SPECIALIST I	C30	19,349	19,882	20,429	20,992	21,570	22,164	22,774	23,401	24,046	24,708
1496	MICROCOMPUTER SUPPORT SPECIALIST II	C36	22,389	23,005	23,639	24,290	24,959	25,646	26,352	27,078	27,824	28,590
1512	SYSTEMS SPECIALIST I	C24	16,758	17,219	17,693	18,181	18,681	19,196	19,724	20,267	20,826	21,399
1514	SYSTEMS SPECIALIST II	C30	19,349	19,882	20,429	20,992	21,570	22,164	22,774	23,401	24,046	24,708
1516	SYSTEMS SPECIALIST III	C34	21,316	21,903	22,506	23,126	23,763	24,417	25,090	25,781	26,491	27,220
1630	ADMINISTRATIVE SECRETARY	C22	15,943	16,382	16,834	17,297	17,773	18,263	18,766	19,283	19,814	20,359
1634	OFFICE OPERATIONS SPECIALIST	C24	16,758	17,219	17,693	18,181	18,681	19,196	19,724	20,267	20,826	21,399
1639	GRAPHIC DESIGNER I	C17	14,107	14,496	14,895	15,305	15,727	16,160	16,605	17,062	17,532	18,015
1640	GRAPHIC DESIGNER II	C23	16,335	16,784	17,247	17,722	18,210	18,711	19,226	19,756	20,300	20,859
1641	PUBLIC INFORMATION SPECIALIST I	C17	14,107	14,496	14,895	15,305	15,727	16,160	16,605	17,062	17,532	18,015
2001	ASSOCIATE ENGINEERING SPECIALIST	C23	16,335	16,784	17,247	17,722	18,210	18,711	19,226	19,756	20,300	20,859
2002	ENGINEERING SPECIALIST	C30	19,349	19,882	20,429	20,992	21,570	22,164	22,774	23,401	24,046	24,708
2106	PLANNING ASSISTANT	C24	16,758	17,219	17,693	18,181	18,681	19,196	19,724	20,267	20,826	21,399
2218	HOUSING REHAB SPECIALIST I	C26	17,580	18,064	18,562	19,073	19,598	20,138	20,692	21,262	21,847	22,449
2220	HOUSING REHAB SPECIALIST II	C29	18,885	19,405	19,940	20,489	21,053	21,633	22,228	22,840	23,469	24,116
2252	CIVIL RIGHTS INVESTIGATOR	C24	16,758	17,219	17,693	18,181	18,681	19,196	19,724	20,267	20,826	21,399
2254	SR CIVIL RIGHTS INVESTIGATOR	C30	19,349	19,882	20,429	20,992	21,570	22,164	22,774	23,401	24,046	24,708

# LCEA PAY PLAN - C RANGES

Reflects 1.75% increase  
Effective August 11, 2005

CLASS CODE	CLASS TITLE	PAY RANGE	PAY									
			STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J
2408	COMMUNITY RESOURCE SPECIALIST	C20	15.187	15.605	16.035	16.477	16.930	17.397	17.876	18.368	18.874	19.394
2420	AGING SPECIALIST I	C14	13.161	13.523	13.896	14.278	14.672	15.076	15.491	15.917	16.356	16.806
2421	AGING SPECIALIST II	C20	15.187	15.605	16.035	16.477	16.930	17.397	17.876	18.368	18.874	19.394
2422	AGING SPECIALIST III	C26	17.580	18.064	18.562	19.073	19.598	20.138	20.692	21.262	21.847	22.449
3028	URBAN SEARCH & RESCUE SPECIALIST	C17	14.107	14.496	14.895	15.305	15.727	16.160	16.605	17.062	17.532	18.015
3100	EMERGENCY SERVICE CALL TAKER	C12	12.539	12.885	13.239	13.604	13.979	14.364	14.759	15.166	15.583	16.012
3102	ESD II / CAD ADMINISTRATOR	C25	17.154	17.626	18.111	18.610	19.123	19.649	20.190	20.746	21.318	21.905
3105	EMERGENCY SERVICE DISPATCHER I	C19	14.791	15.198	15.617	16.047	16.489	16.943	17.410	17.889	18.382	18.888
3106	EMERGENCY SERVICE DISPATCHER II	C25	17.154	17.626	18.111	18.610	19.123	19.649	20.190	20.746	21.318	21.905
3107	EMERGENCY SERVICE DISPATCHER III	C31	19.805	20.351	20.911	21.487	22.079	22.687	23.312	23.954	24.613	25.291
3108	SERVICE DESK SUPERVISOR	C24	16.758	17.219	17.693	18.181	18.681	19.196	19.724	20.267	20.826	21.399
3132	IDENTIFICATION LAB TECHNICIAN	C27	17.995	18.491	19.000	19.523	20.061	20.613	21.181	21.764	22.363	22.979
3134	IDENTIFICATION LAB SPECIALIST	C33	20.791	21.363	21.951	22.556	23.177	23.815	24.471	25.145	25.837	26.549
3138	POLICE PROPERTY & EVIDENCE SUPV	C27	17.995	18.491	19.000	19.523	20.061	20.613	21.181	21.764	22.363	22.979
3140	POLICE RECORDS SUPERVISOR	C24	16.758	17.219	17.693	18.181	18.681	19.196	19.724	20.267	20.826	21.399
3144	VICTIM/WITNESS ASSISTANT	C13	12.832	13.185	13.548	13.921	14.305	14.699	15.103	15.519	15.947	16.386
3148	AUDIO VIDEO TECHNICIAN	C24	16.758	17.219	17.693	18.181	18.681	19.196	19.724	20.267	20.826	21.399
3149	CRIME ANALYST	C24	16.758	17.219	17.693	18.181	18.681	19.196	19.724	20.267	20.826	21.399
3165	RADIO SYSTEM SUPERVISOR	C34	21.316	21.903	22.506	23.126	23.763	24.417	25.090	25.781	26.491	27.220
3201	PLANS EXAMINER I	C29	18.885	19.405	19.940	20.489	21.053	21.633	22.228	22.840	23.469	24.116

# LCEA PAY PLAN - C RANGES

Reflects 1.75% increase  
Effective August 11, 2005

CLASS CODE	CLASS TITLE	PAY RANGE										
		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	
3603	GENERAL NUTRITIONIST	C21	15.548	15.976	16.416	16.868	17.333	17.810	18.301	18.805	19.322	19.854
3613	DENTAL HYGIENIST I	C28	18.460	18.968	19.490	20.027	20.579	21.145	21.728	22.326	22.941	23.572
3620	ENVIRONMENTAL HEALTH SPECIALIST I	C23	16.335	16.784	17.247	17.722	18.210	18.711	19.226	19.756	20.300	20.859
3630	ENVIRONMENTAL HEALTH EDUCATOR I	C21	15.548	15.976	16.416	16.868	17.333	17.810	18.301	18.805	19.322	19.854
3655	LICENSED PRACTICAL NURSE	C11	12.140	12.474	12.818	13.171	13.534	13.906	14.289	14.683	15.087	15.503
3672	PUBLIC HEALTH LAB TECHNICIAN	C17	14.107	14.496	14.895	15.305	15.727	16.160	16.605	17.062	17.532	18.015
3680	COMMUNITY OUTREACH SPECIALIST	C20	15.187	15.605	16.035	16.477	16.930	17.397	17.876	18.368	18.874	19.394
3682	PUBLIC HEALTH EDUCATOR I	C21	15.548	15.976	16.416	16.868	17.333	17.810	18.301	18.805	19.322	19.854
3692	ANIMAL CONTROL FIELD SUPERVISOR	C30	19.349	19.882	20.429	20.992	21.570	22.164	22.774	23.401	24.046	24.708
4019	ASSISTANT CENTER SUPERVISOR	C18	14.465	14.864	15.273	15.693	16.126	16.570	17.026	17.495	17.977	18.472
4108	LIBRARY ASSISTANT III	C16	13.781	14.160	14.550	14.951	15.363	15.786	16.220	16.667	17.126	17.598
4120	LIBRARY SUPERVISOR I	C18	14.465	14.864	15.273	15.693	16.126	16.570	17.026	17.495	17.977	18.472
5010	LABOR SUPERVISOR I	C23	16.335	16.784	17.247	17.722	18.210	18.711	19.226	19.756	20.300	20.859
5016	LANDFILL GATEHOUSE SUPERVISOR	C17	14.107	14.496	14.895	15.305	15.727	16.160	16.605	17.062	17.532	18.015
5021	ENVIRONMENTAL COMPLIANCE TECH	C19	14.791	15.198	15.617	16.047	16.489	16.943	17.410	17.889	18.382	18.888
5107	MAINTENANCE SUPERVISOR	C29	18.885	19.405	19.940	20.489	21.053	21.633	22.228	22.840	23.469	24.116
5108	PLANT MAINTENANCE SUPERVISOR	C29	18.885	19.405	19.940	20.489	21.053	21.633	22.228	22.840	23.469	24.116
5118	LEAD MECHANIC	C23	16.335	16.784	17.247	17.722	18.210	18.711	19.226	19.756	20.300	20.859
5290	ENVIRONMENTAL LABORATORY SPEC I	C19	14.791	15.198	15.617	16.047	16.489	16.943	17.410	17.889	18.382	18.888
5292	ENVIRONMENTAL LABORATORY SPEC II	C25	17.154	17.626	18.111	18.610	19.123	19.649	20.190	20.746	21.318	21.905

# LCEA PAY PLAN - C RANGES

Reflects 1.75% increase

Effective August 11, 2005

CLASS CODE	CLASS TITLE	PAY RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J
5300	UTILITY ENGINEERING SPECIALIST	C30	19.349	19.882	20.429	20.992	21.570	22.164	22.774	23.401	24.046	24.708
5301	UTILITY PLANT TECHNICIAN	C23	16.335	16.784	17.247	17.722	18.210	18.711	19.226	19.756	20.300	20.859
5304	TELEMETER CONTROL TECHNICIAN	C30	19.349	19.882	20.429	20.992	21.570	22.164	22.774	23.401	24.046	24.708
5307	WW TREATMENT PLANT OPERATOR	C28	18.460	18.968	19.490	20.027	20.579	21.145	21.728	22.326	22.941	23.572
5317	WATER PLANT OPERATOR	C28	18.460	18.968	19.490	20.027	20.579	21.145	21.728	22.326	22.941	23.572
5320	ENVIRONMENTAL SPECIALIST I	C15	13.451	13.821	14.202	14.593	14.995	15.408	15.832	16.268	16.716	17.176
5321	ENVIRONMENTAL SPECIALIST II	C21	15.548	15.976	16.416	16.868	17.333	17.810	18.301	18.805	19.322	19.854
5322	ENVIRONMENTAL SPECIALIST III	C27	17.995	18.491	19.000	19.523	20.061	20.613	21.181	21.764	22.363	22.979
5338	FACILITY MAINTENANCE SUPERVISOR	C29	18.885	19.405	19.940	20.489	21.053	21.633	22.228	22.840	23.469	24.116
5339	UTILITY SUPERVISOR	C25	17.154	17.626	18.111	18.610	19.123	19.649	20.190	20.746	21.318	21.905
5371	UTILITY CONTROL/INSTRUMENTATION TECH	C23	16.335	16.784	17.247	17.722	18.210	18.711	19.226	19.756	20.300	20.859
5372	CONTROL/INSTRUMENTATION TECH	C30	19.349	19.882	20.429	20.992	21.570	22.164	22.774	23.401	24.046	24.708
5503	VISITOR SERVICES COORDINATOR	C14	13.161	13.523	13.896	14.278	14.672	15.076	15.491	15.917	16.356	16.806
5520	PARKS ELECTRICIAN	C23	16.335	16.784	17.247	17.722	18.210	18.711	19.226	19.756	20.300	20.859
5526	ASST GOLF COURSE SUPERINTENDENT	C24	16.758	17.219	17.693	18.181	18.681	19.196	19.724	20.267	20.826	21.399

# LCEA - C RANGES

Reflects 1.75% increase

Effective August 11, 2005

PAY RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J
C11	ANNUAL	25,251.20	25,945.92	26,661.44	27,395.68	28,150.72	28,924.48	29,721.12	30,540.64	31,380.96	32,246.24
	MONTHLY	2,104.27	2,162.16	2,221.79	2,282.97	2,345.89	2,410.37	2,476.76	2,545.05	2,615.08	2,687.19
	BIWEEKLY	971.20	997.92	1,025.44	1,053.68	1,082.72	1,112.48	1,143.12	1,174.64	1,206.96	1,240.24
	HOURLY	12.140	12.474	12.818	13.171	13.534	13.906	14.289	14.683	15.087	15.503
C12	ANNUAL	26,081.12	26,800.80	27,537.12	28,296.32	29,076.32	29,877.12	30,698.72	31,545.28	32,412.64	33,304.96
	MONTHLY	2,173.43	2,233.40	2,294.76	2,358.03	2,423.03	2,489.76	2,558.23	2,628.77	2,701.05	2,775.41
	BIWEEKLY	1,003.12	1,030.80	1,059.12	1,088.32	1,118.32	1,149.12	1,180.72	1,213.28	1,246.64	1,280.96
	HOURLY	12.539	12.885	13.239	13.604	13.979	14.364	14.759	15.166	15.583	16.012
C13	ANNUAL	26,690.56	27,424.80	28,179.84	28,955.68	29,754.40	30,573.92	31,414.24	32,279.52	33,169.76	34,082.88
	MONTHLY	2,224.21	2,285.40	2,348.32	2,412.97	2,479.53	2,547.83	2,617.85	2,689.96	2,764.15	2,840.24
	BIWEEKLY	1,026.56	1,054.80	1,083.84	1,113.68	1,144.40	1,175.92	1,208.24	1,241.52	1,275.76	1,310.88
	HOURLY	12.832	13.185	13.548	13.921	14.305	14.699	15.103	15.519	15.947	16.386
C14	ANNUAL	27,374.88	28,127.84	28,903.68	29,698.24	30,517.76	31,358.08	32,221.28	33,107.36	34,020.48	34,956.48
	MONTHLY	2,281.24	2,343.99	2,408.64	2,474.85	2,543.15	2,613.17	2,685.11	2,758.95	2,835.04	2,913.04
	BIWEEKLY	1,052.88	1,081.84	1,111.68	1,142.24	1,173.76	1,206.08	1,239.28	1,273.36	1,308.48	1,344.48
	HOURLY	13.161	13.523	13.896	14.278	14.672	15.076	15.491	15.917	16.356	16.806
C15	ANNUAL	27,978.08	28,747.68	29,540.16	30,353.44	31,189.60	32,048.64	32,930.56	33,837.44	34,769.28	35,726.08
	MONTHLY	2,331.51	2,395.64	2,461.68	2,529.45	2,599.13	2,670.72	2,744.21	2,819.79	2,897.44	2,977.17
	BIWEEKLY	1,076.08	1,105.68	1,136.16	1,167.44	1,199.60	1,232.64	1,266.56	1,301.44	1,337.28	1,374.08
	HOURLY	13.451	13.821	14.202	14.593	14.995	15.408	15.832	16.268	16.716	17.176

# LCEA - C RANGES

Reflects 1.75% increase  
Effective August 11, 2005

PAY RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	
C16	ANNUAL	28,664.48	29,452.80	30,264.00	31,098.08	31,955.04	32,834.88	33,737.60	34,667.36	35,622.08	36,603.84
	MONTHLY	2,388.71	2,454.40	2,522.00	2,591.51	2,662.92	2,736.24	2,811.47	2,888.95	2,968.51	3,050.32
	BIWEEKLY	1,102.48	1,132.80	1,164.00	1,196.08	1,229.04	1,262.88	1,297.60	1,333.36	1,370.08	1,407.84
	HOURLY	13.781	14.160	14.550	14.951	15.363	15.786	16.220	16.667	17.126	17.598
C17	ANNUAL	29,342.56	30,151.68	30,981.60	31,834.40	32,712.16	33,612.80	34,538.40	35,488.96	36,466.56	37,471.20
	MONTHLY	2,445.21	2,512.64	2,581.80	2,652.87	2,726.01	2,801.07	2,878.20	2,957.41	3,038.88	3,122.60
	BIWEEKLY	1,128.56	1,159.68	1,191.60	1,224.40	1,258.16	1,292.80	1,328.40	1,364.96	1,402.56	1,441.20
	HOURLY	14.107	14.496	14.895	15.305	15.727	16.160	16.605	17.062	17.532	18.015
C18	ANNUAL	30,087.20	30,917.12	31,767.84	32,641.44	33,542.08	34,465.60	35,414.08	36,389.60	37,392.16	38,421.76
	MONTHLY	2,507.27	2,576.43	2,647.32	2,720.12	2,795.17	2,872.13	2,951.17	3,032.47	3,116.01	3,201.81
	BIWEEKLY	1,157.20	1,189.12	1,221.84	1,255.44	1,290.08	1,325.60	1,362.08	1,399.60	1,438.16	1,477.76
	HOURLY	14.465	14.864	15.273	15.693	16.126	16.570	17.026	17.495	17.977	18.472
C19	ANNUAL	30,765.28	31,611.84	32,483.36	33,377.76	34,297.12	35,241.44	36,212.80	37,209.12	38,234.56	39,287.04
	MONTHLY	2,563.77	2,634.32	2,706.95	2,781.48	2,858.09	2,936.79	3,017.73	3,100.76	3,186.21	3,273.92
	BIWEEKLY	1,183.28	1,215.84	1,249.36	1,283.76	1,319.12	1,355.44	1,392.80	1,431.12	1,470.56	1,511.04
	HOURLY	14.791	15.198	15.617	16.047	16.489	16.943	17.410	17.889	18.382	18.888
C20	ANNUAL	31,588.96	32,458.40	33,352.80	34,272.16	35,214.40	36,185.76	37,182.08	38,205.44	39,257.92	40,339.52
	MONTHLY	2,632.41	2,704.87	2,779.40	2,856.01	2,934.53	3,015.48	3,098.51	3,183.79	3,271.49	3,361.63
	BIWEEKLY	1,214.96	1,248.40	1,282.80	1,318.16	1,354.40	1,391.76	1,430.08	1,469.44	1,509.92	1,551.52
	HOURLY	15.187	15.605	16.035	16.477	16.930	17.397	17.876	18.368	18.874	19.394

# LCEA - C RANGES

Reflects 1.75% increase  
Effective August 11, 2005

PAY RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	
C21	ANNUAL	32,339.84	33,230.08	34,145.28	35,085.44	36,052.64	37,044.80	38,066.08	39,114.40	40,189.76	41,296.32
	MONTHLY	2,694.99	2,769.17	2,845.44	2,923.79	3,004.39	3,087.07	3,172.17	3,259.53	3,349.15	3,441.36
	BIWEEKLY	1,243.84	1,278.08	1,313.28	1,349.44	1,386.64	1,424.80	1,464.08	1,504.40	1,545.76	1,588.32
	HOURLY	15.548	15.976	16.416	16.868	17.333	17.810	18.301	18.805	19.322	19.854
C22	ANNUAL	33,161.44	34,074.56	35,014.72	35,977.76	36,967.84	37,987.04	39,033.28	40,108.64	41,213.12	42,346.72
	MONTHLY	2,763.45	2,839.55	2,917.89	2,998.15	3,080.65	3,165.59	3,252.77	3,342.39	3,434.43	3,528.89
	BIWEEKLY	1,275.44	1,310.56	1,346.72	1,383.76	1,421.84	1,461.04	1,501.28	1,542.64	1,585.12	1,628.72
	HOURLY	15.943	16.382	16.834	17.297	17.773	18.263	18.766	19.283	19.814	20.359
C23	ANNUAL	33,976.80	34,910.72	35,873.76	36,861.76	37,876.80	38,918.88	39,990.08	41,092.48	42,224.00	43,386.72
	MONTHLY	2,831.40	2,909.23	2,989.48	3,071.81	3,156.40	3,243.24	3,332.51	3,424.37	3,518.67	3,615.56
	BIWEEKLY	1,306.80	1,342.72	1,379.76	1,417.76	1,456.80	1,496.88	1,538.08	1,580.48	1,624.00	1,668.72
	HOURLY	16.335	16.784	17.247	17.722	18.210	18.711	19.226	19.756	20.300	20.859
C24	ANNUAL	34,856.64	35,815.52	36,801.44	37,816.48	38,856.48	39,927.68	41,025.92	42,155.36	43,318.08	44,509.92
	MONTHLY	2,904.72	2,984.63	3,066.79	3,151.37	3,238.04	3,327.31	3,418.83	3,512.95	3,609.84	3,709.16
	BIWEEKLY	1,340.64	1,377.52	1,415.44	1,454.48	1,494.48	1,535.68	1,577.92	1,621.36	1,666.08	1,711.92
	HOURLY	16.758	17.219	17.693	18.181	18.681	19.196	19.724	20.267	20.826	21.399
C25	ANNUAL	35,680.32	36,662.08	37,670.88	38,708.80	39,775.84	40,869.92	41,995.20	43,151.68	44,341.44	45,562.40
	MONTHLY	2,973.36	3,055.17	3,139.24	3,225.73	3,314.65	3,405.83	3,499.60	3,595.97	3,695.12	3,796.87
	BIWEEKLY	1,372.32	1,410.08	1,448.88	1,488.80	1,529.84	1,571.92	1,615.20	1,659.68	1,705.44	1,752.40
	HOURLY	17.154	17.626	18.111	18.610	19.123	19.649	20.190	20.746	21.318	21.905

# LCEA - C RANGES

Reflects 1.75% increase  
Effective August 11, 2005

PAY RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	
C26	ANNUAL	36,566.40	37,573.12	38,608.96	39,671.84	40,763.84	41,887.04	43,039.36	44,224.96	45,441.76	46,693.92
	MONTHLY	3,047.20	3,131.09	3,217.41	3,305.99	3,396.99	3,490.59	3,586.61	3,685.41	3,786.81	3,891.16
	BIWEEKLY	1,406.40	1,445.12	1,484.96	1,525.84	1,567.84	1,611.04	1,655.36	1,700.96	1,747.76	1,795.92
	HOURLY	17.580	18.064	18.562	19.073	19.598	20.138	20.692	21.262	21.847	22.449
C27	ANNUAL	37,429.60	38,461.28	39,520.00	40,607.84	41,726.88	42,875.04	44,056.48	45,269.12	46,515.04	47,796.32
	MONTHLY	3,119.13	3,205.11	3,293.33	3,383.99	3,477.24	3,572.92	3,671.37	3,772.43	3,876.25	3,983.03
	BIWEEKLY	1,439.60	1,479.28	1,520.00	1,561.84	1,604.88	1,649.04	1,694.48	1,741.12	1,789.04	1,838.32
	HOURLY	17.995	18.491	19.000	19.523	20.061	20.613	21.181	21.764	22.363	22.979
C28	ANNUAL	38,396.80	39,453.44	40,539.20	41,656.16	42,804.32	43,981.60	45,194.24	46,438.08	47,717.28	49,029.76
	MONTHLY	3,199.73	3,287.79	3,378.27	3,471.35	3,567.03	3,665.13	3,766.19	3,869.84	3,976.44	4,085.81
	BIWEEKLY	1,476.80	1,517.44	1,559.20	1,602.16	1,646.32	1,691.60	1,738.24	1,786.08	1,835.28	1,885.76
	HOURLY	18.460	18.968	19.490	20.027	20.579	21.145	21.728	22.326	22.941	23.572
C29	ANNUAL	39,280.80	40,362.40	41,475.20	42,617.12	43,790.24	44,996.64	46,234.24	47,507.20	48,815.52	50,161.28
	MONTHLY	3,273.40	3,363.53	3,456.27	3,551.43	3,649.19	3,749.72	3,852.85	3,958.93	4,067.96	4,180.11
	BIWEEKLY	1,510.80	1,552.40	1,595.20	1,639.12	1,684.24	1,730.64	1,778.24	1,827.20	1,877.52	1,929.28
	HOURLY	18.885	19.405	19.940	20.489	21.053	21.633	22.228	22.840	23.469	24.116
C30	ANNUAL	40,245.92	41,354.56	42,492.32	43,663.36	44,865.60	46,101.12	47,369.92	48,674.08	50,015.68	51,392.64
	MONTHLY	3,353.83	3,446.21	3,541.03	3,638.61	3,738.80	3,841.76	3,947.49	4,056.17	4,167.97	4,282.72
	BIWEEKLY	1,547.92	1,590.56	1,634.32	1,679.36	1,725.60	1,773.12	1,821.92	1,872.08	1,923.68	1,976.64
	HOURLY	19.349	19.882	20.429	20.992	21.570	22.164	22.774	23.401	24.046	24.708

# LCEA - C RANGES

Reflects 1.75% increase  
Effective August 11, 2005

PAY RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	
C31	ANNUAL	41,194.40	42,330.08	43,494.88	44,692.96	45,924.32	47,188.96	48,488.96	49,824.32	51,195.04	52,605.28
	MONTHLY	3,432.87	3,527.51	3,624.57	3,724.41	3,827.03	3,932.41	4,040.75	4,152.03	4,266.25	4,383.77
	BIWEEKLY	1,584.40	1,628.08	1,672.88	1,718.96	1,766.32	1,814.96	1,864.96	1,916.32	1,969.04	2,023.28
	HOURLY	19.805	20.351	20.911	21.487	22.079	22.687	23.312	23.954	24.613	25.291
C32	ANNUAL	42,215.68	43,378.40	44,574.40	45,801.60	47,062.08	48,357.92	49,689.12	51,057.76	52,463.84	53,909.44
	MONTHLY	3,517.97	3,614.87	3,714.53	3,816.80	3,921.84	4,029.83	4,140.76	4,254.81	4,371.99	4,492.45
	BIWEEKLY	1,623.68	1,668.40	1,714.40	1,761.60	1,810.08	1,859.92	1,911.12	1,963.76	2,017.84	2,073.44
	HOURLY	20.296	20.855	21.430	22.020	22.626	23.249	23.889	24.547	25.223	25.918
C33	ANNUAL	43,245.28	44,435.04	45,658.08	46,916.48	48,208.16	49,535.20	50,899.68	52,301.60	53,740.96	55,221.92
	MONTHLY	3,603.77	3,702.92	3,804.84	3,909.71	4,017.35	4,127.93	4,241.64	4,358.47	4,478.41	4,601.83
	BIWEEKLY	1,663.28	1,709.04	1,756.08	1,804.48	1,854.16	1,905.20	1,957.68	2,011.60	2,066.96	2,123.92
	HOURLY	20.791	21.363	21.951	22.556	23.177	23.815	24.471	25.145	25.837	26.549
C34	ANNUAL	44,337.28	45,558.24	46,812.48	48,102.08	49,427.04	50,787.36	52,187.20	53,624.48	55,101.28	56,617.60
	MONTHLY	3,694.77	3,796.52	3,901.04	4,008.51	4,118.92	4,232.28	4,348.93	4,468.71	4,591.77	4,718.13
	BIWEEKLY	1,705.28	1,752.24	1,800.48	1,850.08	1,901.04	1,953.36	2,007.20	2,062.48	2,119.28	2,177.60
	HOURLY	21.316	21.903	22.506	23.126	23.763	24.417	25.090	25.781	26.491	27.220
C35	ANNUAL	45,404.32	46,654.40	47,939.84	49,260.64	50,616.80	52,010.40	53,443.52	54,914.08	56,426.24	57,980.00
	MONTHLY	3,783.69	3,887.87	3,994.99	4,105.05	4,218.07	4,334.20	4,453.63	4,576.17	4,702.19	4,831.67
	BIWEEKLY	1,746.32	1,794.40	1,843.84	1,894.64	1,946.80	2,000.40	2,055.52	2,112.08	2,170.24	2,230.00
	HOURLY	21.829	22.430	23.048	23.683	24.335	25.005	25.694	26.401	27.128	27.875



ARTICLE 23

DURATION OF AGREEMENT

This Agreement shall be in effect as of August 11, 2005, and shall remain in effect until the 31st day of August, 2008. 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, 2008. If such notice is given, negotiations shall not begin later than the first day of March, 2008. 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 LCEA and to LCEA by the City.

Executed by the City on the 27<sup>th</sup> day of July, 2005.

ATTEST:

CITY OF LINCOLN, NEBRASKA  
a municipal corporation

Joan E. Ray  
City Clerk



Colleen J. Seung  
Mayor

ATTEST:

Lincoln City Employees Association

Nancy Brien  
Secretary

Ray L. [Signature]  
President

LCEA05