

2016 MAR 3 PM 2 15

smart # 16020112
2/12/16/law/km



CITY OF LINCOLN
EXECUTIVE ORDER

NO. 089105

BY VIRTUE OF THE AUTHORITY VESTED IN ME by the Charter of the City of Lincoln,

Nebraska:

The attached Letter Agreement to re-establish the pay range M56 and amend the Management (LMCEA) Pay Plan accordingly is hereby accepted and approved.

The City Clerk is directed to forward one fully executed copy of said Executive Order and a copy of this Agreement to Doug McDaniel in the Human Resources Department.

Dated this 2nd day of Febr., 2016.

Chris Beutler, Mayor of Lincoln

Approved as to Form & Legality:

Approved:

Jeff Kirkpatrick, City Attorney

Doug McDaniel, Human Resources Director

LETTER AGREEMENT

This Letter Agreement is made this 8 day of February, 2016, between the Lincoln "M" Class Employees Association (LMCEA) and the City of Lincoln, Nebraska (City) for the purpose of reducing to writing the parties' agreement regarding the Battalion Chief classification; the M56 pay range; and the amendment of Article 7, Sections 1(A) and 2(A) of the Labor Agreement between the parties for the period of August 14, 2014 through August 31, 2016.

NOW, THEREFORE, in consideration of the mutual agreement of the parties:

1. The City agrees to re-establish the pay range M56 and amend the Management (LMCEA) Pay Plan accordingly.
2. The City agrees that it will assign Class Code 3017 to the existing Battalion Chief Classification which will be applicable to M56 Battalion Chiefs working a fifty-six (56) hour work week. Existing Battalion Chief Class Code 3008 will be applicable to M02 Battalion Chiefs working a forty (40) hour work week.
3. Article 7, Section 1(A) shall be amended to read as follows:

A. **SICK LEAVE.** Sick leave shall be earned by each employee at the factored hourly equivalent of eight (8) hours for each full month of service; or twelve (12) hours for each full month of service for an employee who works a fifty-six (56) hour work week. Earnings shall be computed only for those hours when an eligible employee is in a pay status, excluding overtime.

4. Article 7, Section 2(A) shall be amended to read as follows:

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

After original appointment – at the factored hourly equivalent of one hundred sixty (160) hours per year; or two hundred forty (240) hours for those employees who work a fifty-six (56) hour work week.

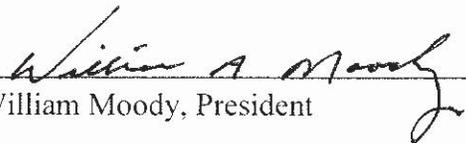
After twenty (20) years of service – at the factored hourly equivalent of two hundred (200) hours per year; or three hundred (300) hours for those employees who work a fifty-six (56) hour work week.

Notwithstanding any provision of the Article to the contrary, an employee with less than twenty (20) years of service shall not accrue vacation on a factored hourly equivalent basis or otherwise if their accrued vacation is equal

to two hundred and forty (240) hours- or three hundred sixty (360) hours for employees who work a fifty-six hour work week. After twenty (20) years of service, the accrual limit shall be two hundred and eighty (280) hours- or four hundred twenty (420) hours for employees who work a fifty-six (56) hour work week. Once vacation is used such that the employee's accrued vacation drops below the applicable limit, vacation shall accrue once again until such time as the limit is reached.

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

This Letter Agreement is hereby executed by the Lincoln "M" Class Employees Association this 8 day of February, 2016.


William Moody, President

This Letter Agreement is hereby executed by the City of Lincoln, Nebraska this 22nd day of February, 2016.


Chris Beutler, Mayor