

FINANCE COMMITTEE

11-0091R

RESOLUTION APPROVING A COLLECTIVE BARGAINING AGREEMENT
BETWEEN CITY OF DULUTH AND LOCAL 66 OF AFSCME,
REPRESENTED BY AFSCME MINNESOTA COUNCIL 5, FOR THE YEAR
2011.

CITY PROPOSAL:

RESOLVED, that the proper city officials are hereby authorized to execute and implement a collective bargaining agreement with Local 66 of AFSCME, represented by AFSCME Minnesota Council 5, containing the same terms and conditions, and being in the same form (except for typographic or insubstantial corrections) as the contract on file with the city clerk as Public Document No. _____, covering the year 2011.

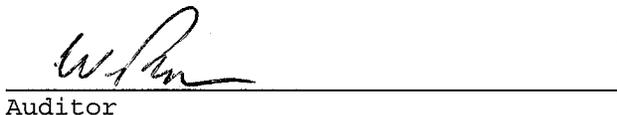
Approved for presentation to council:


Chief Administrative Officer

Approved as to form:


Attorney

Approved:


Auditor

CAO/ATTY GBJ:tmf 02/09/2011

STATEMENT OF PURPOSE: The city and AFSCME have been in negotiations for the collective bargaining agreement beginning January 1, 2011, since fall of 2010. A tentative agreement was reached on January 20, 2011, through the mediation process. The union ratified the contract February 8, 2011. The new agreement is a one year contract with no increase in wage rates. Step increases and longevity awards earned in 2011 will be granted.

Other significant changes to the contract include reductions in standby pay, modifications to bring the deferred compensation and healthcare fund articles into compliance, mandatory direct deposit and paperless paychecks, and the establishment of a new labor management committee.

2011~~40~~

AGREEMENT

BETWEEN THE

CITY OF DULUTH

AND

LOCAL 66 OF A.F.S.C.M.E., COUNCIL 5

FOR

BASIC UNIT EMPLOYEES

INDEX

Page

<u>INDEX</u>		<u>Page</u>
<u>Article 35</u>	<u>Assignment, Transfers & Demotions of Employees.....</u>	4244
<u>Article 19</u>	<u>Call Back.....</u>	2124
<u>Article 43</u>	<u>Civil Service Rules.....</u>	4951
<u>Article 52</u>	<u>Comparable Worth.....</u>	5557
<u>Article 48</u>	<u>Complete Agreement and Waiver of Bargaining.....</u>	5456
<u>Article 2</u>	<u>Definitions.....</u>	45
<u>Article 22</u>	<u>Dental Insurance.....</u>	2831
<u>Article 36</u>	<u>Discipline, Suspensions, Removals.....</u>	4345
<u>Article 4</u>	<u>Dues Checkoff.....</u>	67
<u>Article 49</u>	<u>Duration of Agreement.....</u>	5456
<u>Article 42</u>	<u>Employee Safety.....</u>	4951
<u>Article 53</u>	<u>Flexible Benefits.....</u>	5557
<u>Article 30</u>	<u>Funeral Leave.....</u>	3739
<u>Article 45</u>	<u>Grievance Procedure.....</u>	5254
<u>Article 27</u>	<u>Holidays – Personal Leave.....</u>	3234
<u>Article 21</u>	<u>Hospital – Medical Insurance.....</u>	2427
<u>Article 24</u>	<u>Hospital-Medical Insurance – Disabled Employees.....</u>	3134
<u>Article 23</u>	<u>Hospital-Medical Insurance – Retired Employees.....</u>	2932
<u>Article 7</u>	<u>Hours of Work.....</u>	78
<u>Article 13</u>	<u>Incentive Awards.....</u>	1618
<u>Article 50</u>	<u>Joint Apprenticeship Training Committee.....</u>	5456
<u>Article 33</u>	<u>Jury Duty.....</u>	3942
<u>Article 55</u>	<u>Labor-Management Committee</u>	59
<u>Article 39</u>	<u>Layoffs of Classified Employees.....</u>	4547
<u>Article 34</u>	<u>Leaves of Absence.....</u>	3942
<u>Article 15</u>	<u>Life Insurance – Retirees.....</u>	1618
<u>Article 14</u>	<u>Life Insurance.....</u>	1618
<u>Article 31</u>	<u>Long Term Disability Income.....</u>	3740
<u>Article 9</u>	<u>Longevity Award.....</u>	1314
<u>Article 5</u>	<u>Management Rights.....</u>	67
<u>Article 38</u>	<u>Mandatory Retirement – Termination Pay.....</u>	4547
<u>Article 12</u>	<u>Meal Allowance.....</u>	1618
<u>Article 17</u>	<u>Overtime.....</u>	1719
<u>Article 54</u>	<u>Part-Time and Seasonal Employees.....</u>	5557
<u>Article 25</u>	<u>Pay Periods.....</u>	3234
<u>Article 47</u>	<u>PEOPLE Checkoff.....</u>	5456
<u>Article 44</u>	<u>Personnel Committee.....</u>	5052
<u>Article 41</u>	<u>Probation Term.....</u>	4951
<u>Article 1</u>	<u>Purpose of Agreement.....</u>	45
<u>Article 3</u>	<u>Recognition.....</u>	67
<u>Article 40</u>	<u>Re-employment List.....</u>	4750
<u>Article 51</u>	<u>Reopeners.....</u>	5457
<u>Article 37</u>	<u>Resignations.....</u>	4447
<u>Article 26</u>	<u>Rest Periods.....</u>	3234
<u>Article 8</u>	<u>Salary Progression – Deferred Compensation.....</u>	89
<u>Article 6</u>	<u>Savings Clause.....</u>	7
<u>Article 20</u>	<u>Seniority.....</u>	2124

INDEX

		<u>Page</u>
<u>Article 10</u>	<u>Shift Differential.....</u>	<u>1315</u>
<u>Article 29</u>	<u>Sick Leave.....</u>	<u>3537</u>
<u>Article 18</u>	<u>Standby Scheduling and Pay.....</u>	<u>1820</u>
<u>Article 16</u>	<u>Tool Replacement.....</u>	<u>1719</u>
<u>Article 11</u>	<u>Uniforms.....</u>	<u>1415</u>
<u>Article 46</u>	<u>Union Rights.....</u>	<u>5356</u>
<u>Article 28</u>	<u>Vacation.....</u>	<u>3335</u>
<u>Article 32</u>	<u>Workers' Compensation.....</u>	<u>3941</u>
<u>Article 1</u>	<u>Purpose of Agreement.....</u>	<u>4</u>
<u>Article 2</u>	<u>Definitions.....</u>	<u>4</u>
<u>Article 3</u>	<u>Recognition.....</u>	<u>6</u>
<u>Article 4</u>	<u>Dues Checkoff.....</u>	<u>6</u>
<u>Article 5</u>	<u>Management Rights.....</u>	<u>6</u>
<u>Article 6</u>	<u>Savings Clause.....</u>	<u>7</u>
<u>Article 7</u>	<u>Hours of Work.....</u>	<u>7</u>
<u>Article 8</u>	<u>Salary Progression — Deferred Compensation.....</u>	<u>8</u>
<u>Article 9</u>	<u>Longevity Award.....</u>	<u>13</u>
<u>Article 10</u>	<u>Shift Differential.....</u>	<u>13</u>
<u>Article 11</u>	<u>Uniforms.....</u>	<u>14</u>
<u>Article 12</u>	<u>Meal Allowance.....</u>	<u>16</u>
<u>Article 13</u>	<u>Incentive Awards.....</u>	<u>16</u>
<u>Article 14</u>	<u>Life Insurance.....</u>	<u>16</u>
<u>Article 15</u>	<u>Life Insurance Retirees.....</u>	<u>16</u>
<u>Article 16</u>	<u>Tool Replacement.....</u>	<u>17</u>
<u>Article 17</u>	<u>Overtime.....</u>	<u>17</u>
<u>Article 18</u>	<u>Standby Scheduling and Pay.....</u>	<u>18</u>
<u>Article 19</u>	<u>Call Back.....</u>	<u>21</u>
<u>Article 20</u>	<u>Seniority.....</u>	<u>21</u>
<u>Article 21</u>	<u>Hospital — Medical Insurance.....</u>	<u>24</u>
<u>Article 22</u>	<u>Dental Insurance.....</u>	<u>28</u>
<u>Article 23</u>	<u>Hospital Medical Insurance Retired Employees.....</u>	<u>29</u>
<u>Article 24</u>	<u>Hospital Medical Insurance Disabled Employees.....</u>	<u>31</u>
<u>Article 25</u>	<u>Pay Periods.....</u>	<u>32</u>
<u>Article 26</u>	<u>Rest Periods.....</u>	<u>32</u>
<u>Article 27</u>	<u>Holidays — Personal Leave.....</u>	<u>32</u>
<u>Article 28</u>	<u>Vacation.....</u>	<u>33</u>
<u>Article 29</u>	<u>Sick Leave.....</u>	<u>35</u>
<u>Article 30</u>	<u>Funeral Leave.....</u>	<u>37</u>
<u>Article 31</u>	<u>Long Term Disability Income.....</u>	<u>37</u>
<u>Article 32</u>	<u>Worker's Compensation.....</u>	<u>39</u>
<u>Article 33</u>	<u>Jury Duty.....</u>	<u>39</u>
<u>Article 34</u>	<u>Leaves of Absence.....</u>	<u>39</u>
<u>Article 35</u>	<u>Assignment, Transfers & Demotions of Employees.....</u>	<u>42</u>
<u>Article 36</u>	<u>Discipline, Suspensions, Removals.....</u>	<u>43</u>
<u>Article 37</u>	<u>Resignations.....</u>	<u>44</u>
<u>Article 38</u>	<u>Mandatory Retirement — Termination Pay.....</u>	<u>45</u>
<u>Article 39</u>	<u>Layoffs of Classified Employees.....</u>	<u>45</u>
<u>Article 40</u>	<u>Re-employment List.....</u>	<u>47</u>
<u>Article 41</u>	<u>Probation Term.....</u>	<u>49</u>
<u>Article 42</u>	<u>Employee Safety.....</u>	<u>49</u>

INDEX

		<u>Page</u>
Article 43	Civil Service Rules.....	49
Article 44	Labor Management Committee.....	50
Article 45	Grievance Procedure.....	52
Article 46	Union Rights.....	53
Article 47	PEOPLE Checkoff.....	54
Article 48	Complete Agreement and Waiver of Bargaining.....	54
Article 49	Duration of Agreement.....	54
Article 50	Joint Apprenticeship Training Committee.....	54
Article 51	Reopeners.....	54
Article 52	Comparable Worth.....	55
Article 53	Flexible Benefits.....	55
Article 54	Part Time and Seasonal Employees.....	55
Appendix 1	Job Titles.....	<u>5861</u>
Appendix 2	Basic Pay Plan 20110.....	<u>6265</u>
Appendix 3	Apprenticeships.....	<u>6467</u>
	Letter of Addendum B.....	
	Letter of Addendum C.....	
	Supplemental Agreement.....	<u>73</u>
	Memorandum of Understanding.....	
	<u>Memorandum of Agreement</u>	<u>76</u>

THIS AGREEMENT dated the _____ day of _____, 2011~~10~~, is entered into by and between the City of Duluth, hereinafter called the "Employer," and LOCAL 66 of A.F.S.C.M.E., represented by A.F.S.C.M.E. Minnesota Council 5, hereinafter called the "Union."

ARTICLE 1 - PURPOSE OF AGREEMENT

The intent and purpose of this Agreement is to:

1.1. Establish certain hours, wages and other terms and conditions of employment, as defined in Minnesota Statute.

1.2. Establish procedures for the resolution of disputes concerning the interpretation and/or application of this Agreement.

The Employer and the Union, through this Agreement, continue their dedication to the highest quality public service for the citizens of Duluth. Both parties recognize this Agreement as a pledge of this dedication.

ARTICLE 2 - DEFINITIONS

2.1. Chief Administrative Officer means the Chief Administrative Officer to the Mayor of the City of Duluth.

2.2. Appointing Authority means the Chief Administrative Officer, department head or acting department head.

2.3. Assignment - an order from the Employer to an Employee directing the Employee to perform work in the same department and in the same job classification.

2.4. Basic Annual pPay means the Employee's monthly salary as provided for in Appendix 2, 3, and 4 of this Agreement added to the Employee's longevity award as provided for in Article 9 of this Agreement multiplied by twelve (12).

2.5. Basic hHourly rRate, for all purposes, means the Employee's Bbasic aAnnual pPay divided by 2080 in the case of Employees whose normal workweek is forty (40) hours and divided by 1950 in the case of Employees whose normal workweek is thirty-seven and one-half (37 ½) hours. The Bbasic hHourly rRate shall be calculated to the nearest \$.0001.

2.6. Basic Mmonthly pPay means the Employee's monthly salary provided for in Article 8 of this Agreement.

2.7. Board means the Civil Service Board of the City of Duluth.

2.8. Continuously Eemployed means a period of employment which has not been interrupted by more than thirty (30) calendar days at any one time, except by authorized leave of absence, sick leave, vacation, military leave, layoffs, or absence due to injury or illness that was compensable under Minnesota Worker's' Compensation Act or, for a period not to exceed two years, while on long term disability.

2.9. Demotion. Instruction from employer to Employee that the eEmployee shall work in a different job classification, which classification is in a lower salary range than the one the eEmployee had been in before receiving said instruction from the employer.

2.10. Employee means a member of the formally recognized bargaining unit represented by the Union.

2.11. Temporary eEmployee. A Temporary eEmployee is an eEmployee funded by external grant money hired for a fixed duration.

2.12. Grievance means a dispute or disagreement as to the interpretation or application of the terms of this Agreement.

2.13. Involuntary Transfer. A Transfer of an eEmployee which is ordered even though the eEmployee is opposed to the Transfer.

2.14. Non-duty Disability. A physical condition which renders an eEmployee incapable of performing the work within his or her classification assigned to him or her by the eEmployer, and which is not compensable under the worker's compensation law.

2.15. Non-bargaining Unit part-time eEmployee. A not public Part-time eEmployee under Minn. Stat. §179A.03, subd. 14(e), as amended, whose service does not exceed the lesser of 14 hours per week or 35 percent of the normal work week in the eEmployee's appropriate unit.

2.16. Non-bargaining Unit Temporary eEmployee. A not public eEmployee under Minn. Stat. §179A.03, subd. 14(f), as amended, whose Position is basically temporary or seasonal in character and (1) ~~are~~is not for more than 67 working days in any calendar year; or (2) ~~are~~is not for more than 100 working days in any calendar year and the eEmployee is under the age 22, is a full-time student enrolled in a nonprofit or public educational institution prior to being hired by the eEmployer, and has indicated, either in an application for employment or by being enrolled at an educational institution for the next academic year or term, an intention to continue as a student during or after his/her temporary employment.

2.17. Part-time eEmployee. A union eEmployee who works year round, and who works more than 14 hours a week, but not more than 30 hours a week.

2.18. Position. A job that the Employer has determined shall be performed by one person in a single job classification.

2.19. Seasonal eEmployee. An eEmployee who works more than 100 days in a calendar year, but not more than 1,040 hours in that calendar year, and who is only eligible to work from April 1 – November 1 of each year.

2.20. Secretary means the Secretary of the Civil Service Board of the City as defined in Chapter 13 of the City Code.

2.21. Shift means a stipulated eight (8) hour work period for personnel whose normal workweek is forty (40) hours and a seven and one-half (7 ½) hour period for personnel whose normal

workweek is thirty-seven and one-half (37 ½) hours.

2.22. Supervisor means an eEmployee of the City who has been determined by the Director of Mediation to be a Ssupervisor.

2.23. Transfer. Directing an eEmployee to perform work in the same job classification and at the same salary range but in a different department of the City than the one the eEmployee had been working in before the Ttransfer.

2.24. Voluntary Transfer. A Ttransfer requested and agreed to by the eEmployee transferred.

ARTICLE 3 - RECOGNITION

3.1. The Employer recognizes the Union as the exclusive bargaining representative of all eEmployees working in the classified service excluding police, fire, confidential and supervisory eEmployees as certified by the Bureau of Mediation Services and also defined as public eEmployees in Minnesota Statutes, Section 179A.03, Subd. 14.

3.2. In the event that any new job classification is created within the City's Civil Service after the effective date but during the term of this Agreement, and such Pposition is filled by the City, the parties agree to meet and discuss whether or not such person should be represented by the Union prior to making a request to the Director of the Bureau of Mediation Services for a unit designation for such person.

ARTICLE 4 - DUES CHECKOFF

4.1. The Employer shall deduct from the paychecks once each month an amount sufficient to provide the payment of regular dues established by the Union from the wages of all members of the Union authorizing such deduction, in writing, and remit such deductions to the appropriate officer designated by the Union within ten (10) days after the paychecks from which such deductions are made are distributed to the eEmployees.

ARTICLE 5 - MANAGEMENT RIGHTS

5.1. The Employer and Union recognize and agree that except as expressly modified in this Agreement, the Employer has and retains all rights and authority necessary for it to direct and administer the affairs of the Employer and to meet its obligations under federal, state and local law, such rights to include, but not be limited to, the rights specified in Minnesota Statutes, Section 179A.07, Subd. 1; the right to direct the working forces; to plan, direct and control all the operations of the Employer; to determine methods, means, organization and number of personnel by which such operation and services are to be conducted; to contract for services; to assign and Ttransfer eEmployees; to schedule working hours and to assign overtime; to make and enforce reasonable rules and regulations; to change or eliminate existing methods of operation, equipment or facilities.

ARTICLE 6 - SAVINGS CLAUSE

6.1. This Agreement is subject to the Laws of the United States and the State of

Minnesota, and the Charter of the City of Duluth. In the event any provision of this Agreement shall be held to be contrary to such laws by a court of competent jurisdiction from whose final judgment or decree no appeal has been taken within the time provided, such provision shall be voided. All other provisions shall continue in full force and effect. The voided provision shall be renegotiated at the request of either party.

ARTICLE 7 - HOURS OF WORK

7.1. For eEmployees in pay ranges 14 through 39 the normal work week shall be forty (40) hours and the normal workday shall be eight (8) hours.

7.2. For eEmployees in pay ranges 116 through 142 and pay ranges 4 through 10 the normal workweek shall be thirty-seven and one-half (37 ½) hours and the normal workday shall be seven and one-half (7 ½) hours.

7.3. For computation of overtime, the workweek will end at 12:00 AM Saturday (midnight).

7.4. Notwithstanding any provision in this Agreement to the contrary, eEmployees working the Police Record Bureau may be scheduled to work Sshifts consisting of seven and one-half (7 ½) consecutive hours of work with no lunch periods. For the purposes of this paragraph, the workweek may commence at midnight Friday.

7.5. The Employer and the Union agree that overtime pay and other benefits shall be negotiated for eEmployees who may work schedules that provide for other than thirty-seven and one-half (37 ½) hours per week with seven and one-half (7 ½) hour days and forty (40) hours per week with eight (8) hour days.

7.6. An eEmployee's work schedule shall not be changed without seven (7) working days' notice.

7.7. Flexible Scheduling

A. This Part 7.7 applies to any eEmployee of the work teams covered by the collective bargaining agreement who choose to work assigned schedules as provided for in this Part 7.7.

B. The Assignment of work, and of work schedules, shall continue to be a right of management, except as modified by this collective bargaining agreement. This Part 7.7 will allow the Employer to implement, for the eEmployees, a normal work schedule that results in hours of work that are different from those set out above in this Article of the collective bargaining agreement. Participation in the new assigned work schedule under this Part 7.7 must be voluntary on the part of the eEmployee. The implementation of this Part 7.7 shall not result in any loss of the employer's rights to set schedules or assign work.

C. The eEmployees specified in A. above, may be scheduled to regularly work the hours each work day, and the work days in each work week which are decided upon, after conferring, by the eEmployee and her or his Supervisor, and posted by the eEmployer. Copies of

all new, or amended, work schedules for work teams shall be distributed by the Supervisor, to the Union, department director, and City's Chief Administrative Officer, and made available, by posting or otherwise, to eEmployees.

D. Each eEmployee will be eligible for overtime rate of pay after he or she worked the hours in a day which are regularly and previously scheduled for that day, by the process set out in this Part 7.7, or after he or she has worked the hours in a work week which were regularly and previously scheduled for that week, by the process set out in this Part 7.7, or total at least 40 hours.

E. If the eEmployee and the Ssupervisor of a work group decide that the work group shall use individual work schedules rather than a group schedule, then the following shall apply:

1. The eEmployee shall request an individual schedule.
2. The eEmployee and immediate Ssupervisor shall agree upon a schedule.
3. The Employer must approve the schedule to be implemented.
4. Any schedule implemented must not violate the established schedule limits.

F. The eEmployer shall evaluate the effectiveness of any work schedules implemented under this Part 7.7. wWork schedules should result in a continuation of, or improvement in, the quality and quantity of service to the public; increased eEmployee satisfaction; continuation or improvement in workplace communication and professionalism; continued or increased public access to services; continued or increased office hours. No schedule shall result in increased cost under Federal or State Labor Standards Acts.

G. When an eEmployee is working under a schedule implemented pursuant to this Part 7.7: vacation accumulation will be calculated using hours worked not days; for purposes of calculation holiday pay or personal leave work hours shall mean a period of seven and one-half (7 ½) hours for eEmployees working a ~~37 ½~~^{37 1/2}-hour work week, and eight (8) hours for eEmployees working a 40-hour work week. Basic Hhourly #Rate calculation will be adjusted, if needed, so that base pay remains unchanged from what it was before implementation. For purposes of retiree hospital-medical insurance, the "day" shall mean the period of time worked in one day.

ARTICLE 8 - SALARY PROGRESSION - DEFERRED COMPENSATION

8.1. Effective January 1, 201~~14~~¹⁰, the monthly salaries shall be as indicated in Appendix 2.

8.2. An eEmployee appointed to a permanent Pposition of the classified service from a Civil Service employment list (open examination) shall be placed in step A of the appropriate pay range as shown in Appendixes 1, 2, and 3, ~~and 4~~, or except when otherwise recommended and justified by the Aappointing #Authority with the approval of the Chief Administrative Officer.

8.3. When an eEmployee is promoted or reclassified to a higher Pposition or an eEmployee's Pposition is assigned to a higher pay range, his or her salary shall be increased to that salary in the new pay range which is next over the salary he or she was receiving prior to promotion except when otherwise recommended and justified by the Aappointing aAuthority with the approval of the Chief Administrative Officer.

8.4. Employees shall remain at the assigned step as specified above until the beginning of the next pay period following completion of six (6) months service in a permanent Pposition, at which time he or she shall advance one (1) step in the pay range in the applicable Appendix and the eEmployee shall thereafter advance one (1) step in the pay range for each additional twelve (12) months of service; however, salary progression for an eEmployee in a non—J.A.T.C. apprenticeship program shall be governed as specified in Appendix-53. If the eEmployer does not offer course(s) as required in Appendix-53, the eEmployee shall advance to the next pay step when otherwise eligible. When the eEmployer offers such course(s), the eEmployee shall be required to take such course(s) or the eEmployee will have their salary reduced to the next lower step and the eEmployee shall remain at such step until they complete the course(s).

8.5. No eEmployee shall be required to work out-of-class in a higher job classification without the eEmployee's consent. Any eEmployee assigned in writing by the Appointing Authority or his or her authorized representative to work out of class in a higher classification within a work site shall have his or her salary increased to that step in the pay range for the classification in which the eEmployee is assigned to work which step is next over the salary he or she was receiving prior to such out-of-class Aassignment.

The Appointing Authority or his or her designee shall select the eEmployee by seniority in the next lowest class or lower classes in the work unit, provided said eEmployee possesses any license required by job specifications.

No out-of-class pay shall be paid where such aAssignment is for a period of less than one-half (1/2) day.

Out-of-class pay shall not be paid for EEmployees being trained within a City-approved training program.

No such Aassignment shall exceed ninety (90) working days, at which time a determination shall be made to permanently fill or vacate the Pposition.

The Chief Administrative Officer, or his or her designee and the Union shall receive a copy of all written Aassignments for review for appropriateness of Aassignment.

8.6. The Employer and the Union agree there shall be Apprenticeship Programs as established in Appendix-53.

8.7. Notwithstanding any other provision of this article to the contrary, any eEmployee who subsequent to August 1, 1980, commences employment in a Pposition as a participant in an apprenticeship or training program which is approved by the Joint Apprenticeship Training Committee (J.A.T.C.) shall be compensated in accordance with the following formula:

TRAINING WAGE FORMULA

<u>Program Years</u>	<u>5 years</u>	<u>4½ years</u>	<u>4 years</u>	<u>3 years</u>	<u>2 years</u>	<u>1 year</u>
0-6 months	Entrance	Entrance	Entrance	Entrance	Entrance	Entrance
6-12 months	79%	84%	86%	78%	80%	88%
12 months	80%	86%	88%	81%	88%	100%
18 months	82%	88%	90%	84%	94%	
24 months	84%	90%	92%	92%	100%	
30 months	86%	92%	94%	96%		
36 months	88%	94%	96%	100%		
42 months	92%	96%	98%			
48 months	94%	98%	100%			
54 months	97%	100%				
60 months	100%					

When a Utility Service Person promotes to an Appliance Mechanic Apprentice, that eEmployee shall be placed at the 92% level. The eEmployee will move to the 94% level after six months.

When a Meter Reader promotes to a Utility Service Person, that eEmployee shall be placed at the 92% level. The eEmployee shall move to the next step after such eEmployee completes the necessary requirements, in accordance with the J.A.T.C. rule, for advancement to that step.

However, any eEmployee who commences employment in a Pposition contained in the J.A.T.C. Information/Finance Program, shall be compensated in accordance with the following formula:

Level 1 - Clerical Support Technician

0-6 months	79% of Range 121-Step E
6-12 months	82%
12 months	85%
18 months	88%
24 months	91%
30 months	94%
36 months	97%
42 months	100% of Range 121-Step E

Level 2 - Information or Finance Technician

0-6 months	82% of Range 126-Step E
6-12 months	85%
12 months	87%
18 months	90%
24 months	92%
30 months	95%
36 months	97%
42 months	100% of Range 126-Step E

Level 3 - Administrative Information or Finance Specialist

0-6 months	90% of Range 129-Step E
6-12 months	92%
12 months	95%
18 months	97%
24 months	100% of Range 129-Step E

Further, promotions of eEmployees from one level to the next level within the J.A.T.C. Information/Finance Program shall be according to the following procedure:

A. When an eEmployee reaches the 100% level in his/her current program level, his/her name will be placed on an eligible list for the next higher level;

B. When an opening occurs at the appropriate higher level, all eligibles will be notified of that opening;

C. If an eligible eEmployee wishes to be considered for that opening, his/her name will be placed on an interview list; and

D. If there are more than 10 eligible names on the interview list, 10 names will be randomly drawn from the list. Those 10 people would be interviewed for the vacancy. If the interview list contains fewer than 10 eligibles, all such eligibles would be interviewed.

Employees interested in considering a lateral Transfer within a program level, also may have their name added to the interview list.

Notwithstanding any other provisions of this article to the contrary, any eEmployee who commences employment in a Position contained in the J.A.T.C. Financial Analyst Program, shall be compensated in accordance with the percentage pay plan that is listed below. Except where otherwise limited to the J.A.T.C. Approved program description, a participant's advancement through this plan shall be as follows:

a. One step shall be earned for completion of each 16.67 hours of J.A.T.C. approved training; and

b. Two steps shall be earned for completion of each 600 hour unit of O.J.T. hours (the approximate amount of O.J.T. accumulated in 6 months of employment).

1 (entrance)	70.00%	21	85.75%
2	70.75%	22	86.50%
3	71.50%	23	87.25%
4	72.25%	24	88.00%
5	73.75%	25	88.75%
6	74.50%	26	89.50%
7	75.25%	27	90.25%
8	76.00%	28	91.00%
9	76.75%	29	91.75%
10	77.50%	30	92.50%
11	78.25%	31	93.25%
12	79.00%	32	94.00%
13	79.75%	33	94.75%
14	80.50%	34	95.50%
15	81.25%	35	96.25%
16	82.00%	36	97.00%
17	82.75%	37	97.75%
18	83.50%	38	98.50%
19	84.25%	39	99.25%
20	85.00%	40 (completion)	100.00%

Administration of the J.A.T.C. Financial Analyst Program pay provisions shall be as follows:

1. Upon entry into this program, an eEmployee's compensation shall be established at the higher of the following amounts:

a. the percentage rate in the pay plan which corresponds to the amount of advanced standing approved for that eEmployee by the J.A.T.C.;

or, for current eEmployees only,

b. the percentage rate in the pay plan which is next over the eEmployee's current rate of pay.

2. An eEmployee's participation in and progress through this program shall be in accordance with the procedures of the J.A.T.C.

~~8.8. For each active employee beginning the first day of the month following the date of hire, the Employer shall contribute two hundred twenty nine dollars (\$229.00) per month effective upon City Council approval of this contract, by resolution duly passed, for either contribution to a~~

~~qualifying and approved deferred compensation plan, or for contribution to a city sponsored family dependant hospital medical plan premium, whichever is designated by the employee during the open window for insurance selection or at the time of a life event.~~

8.89. The entrance and completion rates of pay for each such program shall be determined by the Labor-Management Committee, but shall be within the minimum and maximum monthly rates of pay specified for the Pposition by Appendixes 1, 2, and 3 ~~and 4~~. The percentages indicated in the above formula shall mean percentages of the completion rate of pay so determined. The J.A.T.C. shall monitor changes to Appendixes 1, 2, and 3 ~~and 4~~ so as to insure that appropriate entrance and completion rate adjustments are made in connection with related changes made to Appendixes 1, 2, and 3 ~~and 4~~. When an eEmployee enters a J.A.T.C. program, the eEmployee shall not receive pay less than what the eEmployee was being paid in the eEmployee's previous classification. An eEmployee who voluntarily demotes or is demoted to a J.A.T.C. Program shall receive not less than two steps below 100% of the top rate of the apprentice classification. The J.A.T.C. Committee shall have the authority to determine which step the demoted eEmployee will receive.

8.940. Compensation increases authorized by the above formula shall be implemented only if the eEmployee has served the time indicated and has satisfactorily completed the appropriate program training, which shall be verified by the J.A.T.C.

8.10. For each eligible Employee who has been Continuously Employed by the Employer for sufficient time as to be eligible for the Employer's medical benefit plan, the Employer will facilitate contributions to a Section 457(b) deferred compensation program. Such contributions shall be made (1) in accordance with Internal Revenue Code Section 457(b), including the associated regulations and regulatory guidance, and (2) in accordance with Minnesota law.

(a) The Employer shall make the amounts listed below available for contribution to the Section 457(b) deferred compensation program:

- \$304 per month for each eligible regular Employee without claimed dependents on the hospital-medical benefit plan or
- \$229 per month for each eligible regular Employee with claimed dependents on the hospital-medical benefit plan.

(b) Amounts contributed for regular Part-time Employees shall be prorated pursuant to Article 54.

ARTICLE 9 - LONGEVITY AWARD

9.1. In addition to the monthly pay prescribed herein, any eEmployee who has been Cecontinuously eEmployed by the City for a number of qualified pay periods, the total of which is not less than eight (8) years, shall receive from and after the beginning of the next pay period following completion of his or her eighth year of service, a monthly longevity award equal to four percent (4%) of his or her Bbasic mMonthly pPay and any eEmployee who has been Cecontinuously eEmployed by the City for a number of qualified pay periods, the total of which is not less than sixteen (16) years, shall receive from and after the beginning of the next pay period an additional monthly longevity award equal to four percent (4%) of his or her Bbasic mMonthly pPay. Such longevity award shall be

computed to the nearest dollar per month. The term "qualified pay period" shall mean any regular minimum period of time at the end of which full-time eEmployees of the City are regularly paid and during which the eEmployee was employed and/or paid by the City for not less than three-fourths ($\frac{3}{4}$) of the normal working hours of the Pposition he or she then occupied.

9.2. In cases where eEmployees have completed a sufficient number of years of service in the Police or Fire Departments of the City to qualify for police or fire pension benefits, the period of service of such an eEmployee in the Police or Fire Department shall not be considered in computing the longevity award to which such eEmployee may be entitled under this article.

ARTICLE 10 - SHIFT DIFFERENTIAL

10.1. Employees working a regular Sshift commencing between the hours of 12:00 p.m. and 10:00 p.m., shall, in addition to their monthly pay, receive a Sshift differential equal to \$.75 per hour for each hour worked during such a Sshift. Employees working a regular Sshift commencing between the hours of 10:00 p.m. and 4:00 a.m., including Library eEmployees, shall, in addition to their monthly pay, receive a Sshift differential equal to \$1.00 per hour for each hour worked during such a sShift. No eEmployee shall receive such Sshift differential for any time for which he or she will receive overtime compensation provided for in Article 17 of this Agreement.

ARTICLE 11 - UNIFORMS

Uniforms shall be provided by the appropriate departments as follows:

11.1. Public Works and Utilities Department

(a) In the Customer service (Comfort Systems), Utility Operations, ~~Street Maintenance, Sign Maintenance, and~~ Water Treatment, and Gas Supply Divisions, all eEmployees, excluding clerical and those eEmployees covered under ~~11.5-11.2(e)~~ of this article, shall receive an initial uniform issue of: five (5) pants, five (5) shirts, one (1) lined denim jacket, and one (1) winter jacket/coat with hood.

~~(b)~~1. All eEmployees covered under this article shall receive a clothing allotment per year equal to one-half ($\frac{1}{2}$) the cost of that year's initial uniform cost.

~~(c)~~2. In addition to those uniforms furnished in this article, coveralls shall be furnished to eligible eEmployees when requested.

3. All jackets, shirts and coveralls shall have identification patches furnished by the department sewn on them.

~~(d)~~4. It shall be the responsibility of the eEmployee to maintain such uniforms in a neat and presentable manner. Upon approval of eEmployee's Ssupervisor, up to two (2) replacement uniforms or other articles of clothing may be furnished by the Department each year. All eEmployees who are issued uniforms shall be required to wear them while on duty.

~~11.2. Public Works and Utilities Department:~~

(ab) Employees assigned permanently to do Sewer Maintenance and Operation work shall be furnished one set of coveralls per week. In addition, they will be supplied:

1. At least one change per day of pants and shirt (minimum).
2. At least one extra change per week (a total of six (6) per week).
3. One summer jacket in a safety color (orange or yellow) per year.
4. One winter jacket of same color as summer jacket per year.

~~(bc) Bridge Employees shall be furnished with Three (3) sets of coveralls shall be furnished and maintained by the Department at the Aerial Bridge for use by the Bridge Operators while engaged in bridge maintenance; coveralls shall be maintained by the department.~~

11.2. Public Administration Department

1.(a) Street Maintenance and Sign Maintenance Employees, excluding clerical, shall receive an initial uniform issue of: five (5) pants, five (5) shirts, one (1) lined denim jacket, and one (1) winter jacket/coat with hood.

1. All Employees covered under this article shall receive a clothing allotment per year equal to one-half (½) the cost of that year's initial uniform cost.

2. In addition to those uniforms furnished in this article, coveralls shall be furnished to eligible Employees when requested.

3. ———All jackets, shirts and coveralls shall have identification patches furnished by the department sewn on them.

4. It shall be the responsibility of the Employee to maintain such uniforms in a neat and presentable manner. Upon approval of Employee's Supervisor, up to two (2) replacement uniforms or other articles of clothing may be furnished by the Department each year. All Employees who are issued uniforms shall be required to wear them while on duty.

(eb) Painters shall be furnished three (3) painter pants and shirts per year.

~~(d) ———Coveralls shall be provided and maintained for all employees requiring their use while performing their duties.~~

11.3. —Parks and Recreation Department:

~~(a) ———Zoo Keepers shall be furnished:~~

~~6 shirts ——— 2 jackets
6 pants ——— 1 parka~~

(bc) Recreation Specialists shall be furnished: one (1) winter jacket or approved

winter outerwear; one (1) pair of cold weather foot ware; and one (1) light jacket.

1. It shall be the responsibility of the eEmployee to maintain such uniform in a neat and presentable manner. Upon approval of the eEmployee's Ssupervisor, replacement uniforms shall be furnished by the Department.

1.2. Employees who are issued uniforms shall be required to wear them while on duty.

(d) Electronics Technicians shall be furnished shop coats as needed.

(e) Employees filling Positions of Equipment Maintenance Specialist, Heavy Equipment Mechanic and Industrial Equipment Technician shall be furnished one (1) set of coveralls per week by the Employee's Department.

11.43. Police Department:

(a) Traffic Division: Parking Meter Monitors shall be furnished the following items upon initial employment and replacement items as needed:

1 jacket	1 jacket liner
2 pair culottes or pants	2 slacks
1 winter coat	1 rain/shine coat
2 pair shoes	1 pair snow boots
4 long sleeve shirts	4 short sleeve shirts
Headgear	

~~(b) Radio Technician Operators shall be furnished shop coats as needed.~~

~~11.5. Miscellaneous:~~

~~Employees filling the positions of Equipment Maintenance Specialist, Heavy Equipment Mechanic, and Industrial Equipment Technician shall be furnished one (1) set of coveralls per week by the employee's department.~~

11.64. Effective April 1, 1981, all eEmployees or groups of eEmployees who have been receiving uniforms or coveralls as provided for under this article, shall continue to receive said coveralls and uniforms as previously provided, however, any change or addition to this article shall only be done with the agreement of the Department Head or his or her designee and with all the affected eEmployees. All eEmployees so affected shall be treated the same as to the distribution or wearing of uniforms.

11.75. An eEmployee entitled to receive uniform items under this article may substitute suitable workplace footwear for the items, or part of them, so long as the total uniform cost to the Employer is not increased by the substitution.

ARTICLE 12 - MEAL ALLOWANCE

12.1. Any eEmployee required to work twelve (12) or more consecutive hours shall be provided a meal allowance of ten dollars (\$10.00), which shall be added to the eEmployee's pay.

12.2. Employees working in the Public Works and Utilities Department of the City who are ordered to report for emergency duty of three and one-half (3 ½) hours or more and are required to continue working into the next day Sshift shall be provided the opportunity to eat breakfast on duty time, which time shall not exceed one-half (½) hour. This paragraph shall not apply to eEmployees reporting for patching or snow removal duties.

ARTICLE 13 - INCENTIVE AWARDS

13.1. In addition to all other compensation paid to an eEmployee pursuant to this Agreement, any eEmployee may be paid additional compensation from time to time in accordance with the rules and regulations of the City Employee Incentive Awards Program. The rules and regulations for such program shall be established by the Mayor and shall be effective upon the filing of a copy of such rules and regulations in the office of the City Clerk. The Mayor may amend such rules and regulations from time to time and such amendments shall be effective thirty (30) days after filing a copy thereof in the office of the City Clerk.

13.2. Any eEmployee who is recognized as Employee of the Month or Employee of the Year may receive up to fifteen hundred dollars (\$1,500) in additional pay or benefits per year.

ARTICLE 14 - LIFE INSURANCE

14.1. The Employer shall purchase group term life insurance for each eligible eEmployee in the amount of Fifty Thousand Dollars (\$50,000). All eEmployees shall receive such life insurance coverage on the first day of the month following the date of hire.

14.2. Such insurance terminates on the last day of the month in which an eEmployee terminates his or her employment. Employees are responsible to contact the Human Resources Office at least one (1) month prior to termination to verify any insurance benefits due after termination.

14.3. While an eEmployee is entitled to receive long-term income protection pursuant to Article 30 of this Agreement, the Employer shall maintain such life insurance coverage for such eEmployee as it does for active eEmployees.

ARTICLE 15 - LIFE INSURANCE - RETIREES

15.1. The Employer shall pay the full cost for the purchase of term life insurance for any eEmployee who retires from employment with the City; after having been employed by the City for such total time so as to be qualified by such employment to receive retirement benefits from the Public Employees Retirement Association. The amount of such insurance coverage shall be \$25,000.

ARTICLE 16 - TOOL REPLACEMENT

16.1. Those eEmployees required to furnish their own tools shall be reimbursed by the Employer for the cost of replacing any personal tools which are damaged or worn to the extent they are no longer usable. The tools for which replacement is being requested shall be turned over to the eEmployee's Supervisor, who shall have the authority to authorize the purchase of a new tool.

16.2. Department of ~~Administrative Services~~-Public Administration- Fleet Service-~~Division~~Services Unit.

(a) During the period of this Agreement, the Employer will insure replacement of tools lost due to fire or theft, for those eEmployees required to provide their own tools.

(b) Effective upon the approval of this Agreement, those eEmployees required to provide their own tools shall be compensated, at the rate of \$.50 per hour (50 cents) for each hour worked, a tool allowance.

(c) In order to receive the benefits of this article, an eEmployee must purchase and use tools that have a lifetime free replacement warranty and use the warranty to replace tools.

ARTICLE 17 - OVERTIME

17.1. Rates of Compensation:

(a) Except as provided in this article, eEmployees who are required by their eEmployer and according to Section 4 of this article, to work in excess of eight (8) hours in any day or forty (40) regular hours in any week shall be compensated for such excess hours either with pay at the rate of one and one-half (1 ½) times their current Basic ~~h~~Hourly ~~r~~Rate or with compensatory time off at the rate of one and one-half (1 ½) hours for each excess hour worked as provided in Section 2 of this article.

(b) Employees whose normal work week is thirty-seven and one-half (37 ½) hours, when required by their eEmployer and according to Section 5 of this article, to work in excess of their normal work week or work day, but not in excess of forty (40) regular hours in any week or eight (8) hours in any day, shall, for such excess hours either receive pay at their current Basic ~~h~~Hourly ~~r~~Rate or be granted compensatory time off at the rate of one (1) hour for each hour worked according to Section 2 of this article.

(c) Overtime shall be computed to the nearest fifteen (15) minutes.

17.2. Compensatory Time Off:

(a) All eEmployees may bank up to a minimum of forty (40) hours per year; such time shall be recorded by the eEmployer.

(b) ~~_____~~The distribution of time off shall be at the discretion of the eEmployer and upon request of the eEmployee. In considering requests by eEmployees for compensatory time off,

the eEmployer shall not grant such requests automatically, but shall consider whether or not the interests of the eEmployer would be served by permitting eEmployees to take such time off ~~at some time during the year when and whether~~ such time off may be taken without undue interference with the eEmployer's operations. ~~policy of providing the best possible services to the community.~~

(e)(b) Any compensatory time off due an eEmployee at the end of any calendar year shall be paid to such eEmployee in the paycheck covering the last pay period in that year, based on eEmployee's Bbasic hHourly rRate as of the last day of that year.

17.3. The working of overtime by an eEmployee shall be voluntary except in cases where the Ssupervisor determines that work is necessary to protect property or human life. For purposes of distribution of overtime, overtime refused is to be considered overtime worked.

17.4. Except for eEmployees assigned to standby duty under Article 18 of this Agreement, eEmployees shall not be required to work more than sixteen (16) consecutive hours, to be followed by a minimum of eight (8) hours off before being required to return to work.

~~17.5.—Heavy Equipment Mechanic, Supervisor of Equipment, and Equipment Maintenance Specialists working in Fleet Services shall have their names placed on an overtime rotation list. Each week one name on the list, in the order of rotation, will be designated as the mechanic on call. Available overtime shall first be offered to the mechanic on call. If the overtime offer is refused, the overtime shall be offered in order of rotation to each person whose name appears on the list. In Fleet Services, callout will occur as follows:~~

(a) When the Employer determines that the work to be done is heavy equipment work, callout will be in this order: a leadworker, heavy equipment mechanic(s), equipment maintenance specialist(s) with a CDL, other leadworker(s).

(b) When the Employer determines that the work to be done is light equipment work, callout will be in this order: a leadworker, equipment maintenance specialist(s), heavy equipment mechanic(s), other leadworker(s).

ARTICLE 18 - STANDBY SCHEDULING AND PAY

~~Employees shall be scheduled for standby duty and receive standby pay as follows, unless qualified personnel are scheduled to work, then standby is not required:~~

The term "standby" is limited to a status in which an Employee, though off duty, is required by the Employer, to be available for duty. The Employee should receive clear advance notice that he/she will be on "standby".

18.1. Standby may or may not be scheduled at the discretion of the Department Director.

18.2. A standby schedule of qualified Employees for standby duty shall be established annually, and posted no later than the first of December of the preceding year. Qualified Employees shall be scheduled on a continuous rotation. The Employees will be ranked on the list, by division seniority (first date of employment in division) and voids in the scheduling, including, but not

limited to, vacation or sick leave, shall be filled from the same seniority list.

18.3. (a) Employees who are on standby duty shall receive two (2) hours of pay at their current Basic Hourly Rate for each Shift they perform duty Monday through Friday and three (3) hours of pay at their current Basic Hourly Rate for each Shift they perform duty on Saturdays, Sundays, and holidays.

(b) Employees who are on standby duty and are required to report back to work shall also receive pay at time and one-half their current Basic Hourly Rate for any time actually worked.

(c) Employees who are on standby duty and are required to work remotely shall be paid in accordance with Article 19.2.

18.14. Public Works and Utilities- Service Division:

(a) For the cold weather period (generally fall, winter, and spring), to be determined annually by the Department Director or his/her designee, all eEmployees who have completed all of the required training will be scheduled to work as follows: two (2) eEmployees shall be assigned to work from 8:00 AM to 4:00 PM on Saturday, ~~and Sunday~~ and holidays, and these two eEmployees shall also be on standby call from midnight Saturday to 8:00 AM on Saturday. Two (2) other eEmployees shall be assigned to work from 4:00 PM to midnight Saturday, ~~and Sunday~~ and holidays and shall be on standby call from midnight Sunday to 8:00 AM Sunday.

(a)

(b) For the warm weather period (generally summer), to be determined annually by the Department Director or his/her designee, all eEmployees who have completed all of the required training will be scheduled to work as follows: two (2) eEmployees shall be assigned standby call from midnight Saturday to midnight Monday and on holiday day Shifts (8:00 AM to 4:00 PM) and holiday afternoon Shifts (4:00 PM to midnight).

(c) Two (2) other eEmployees shall be assigned to standby call from midnight to 8:00 AM Monday through Friday.

(d) Afternoon Weekday Shift - Monday through Friday, excluding holidays, two eEmployees shall ~~may~~ be assigned to work from 4:00 PM. to midnight. Only Appliance Mechanic Journeypersons and Utility Service Journeypersons shall be assigned this sShift.

(e) —

(~~d~~)(e) (d) — Assignment of job titles to the cold weather weekend sShifts and afternoon weekday sShift will be at the sole discretion of management.

18.25. Public Works and Utilities - Utility Operations Division:

(a) A crew shall consist of one (1) Utility Operations Leadworker and two (2) Utility Operations eEmployees who have completed the Water & Gas Maintenance Apprenticeship Program or the Utility Operator Apprenticeship Program. This duty will commence at 7:30 AM on Monday of the assigned week and continue until 7:30 AM of the following Monday. During this period, the crew shall work ~~from 7:30 AM to 4:00 PM~~ their regular day Shift hours from Monday through Friday and, in addition, they shall remain on call and be immediately available for any emergency work during all non-work hours of their standby duty Assignment. ~~between the hours of~~

~~4:00 PM and 7:30 AM the following day for each of the five (5) work days Monday through Friday. For this duty they shall be compensated at the rate of four (4) hours pay at time and one half the standby rate for each of the five (5) days for a total of twenty (20) hours at time and one half the standby rate. In addition, they shall also remain on call from 7:30 AM Saturday until 7:30 AM Monday and for this duty they will be compensated at the rate of six (6) hours pay for each of the two (2) days at time and one half rate for a total of twelve (12) hours for the weekend duty. They shall also receive pay at the rate of time and one half the standby rate for any work performed between 4:00 PM and 7:30 AM Monday through Friday in addition to any work performed between 7:30 AM Saturday and 7:30 AM Monday. Any employee called in while on standby shall receive pay for any time actually worked at the rate of time and one half his/her current basic hourly rate provided that the total hours of pay received by any such employee shall not exceed eight (8) hours for any one shift. When eEmployees are called out on standby, they shall notify the dispatcher to clock them in and out. Standby HLeadworkers shall be the first contact for after hours calls for all four utilities (sewer, stormwater, water, and gas). Employees will be scheduled and compensated on holidays the same as Saturdays and Sundays.~~

~~(b) Beginning with contract year 2006, Other than Leadworkers, Utility Operators Operations Division Employees who have completed either the Water & Gas Maintenance Journeyperson Apprenticeship Program, or the Utility Operator Apprenticeship Program, and served two additional years as a Utility Operator following successful completion of the Utility Operator Apprenticeship Program, are eligible to be certified to serve standby duty and may be placed on the annual standby duty scheduled based on seniority. The City may certify, beginning with the contract year 2008, up to six Utility Operators per contract year from those who are eligible according to seniority based on date of hire. Once certified, Utility Operators are able to be placed on the annual standby duty schedule the first calendar year following certification. Utility Operators certified by the City during contract year 2006 will be allowed to serve standby duty during the 2007 calendar year and so on. If less than 24 eEmployees sign up for standby duty for the coming year's rotation, the city may assign, according to reverse seniority, eEmployees to serve standby in order to assure no less than 24 eEmployees will be on the rotation list.~~

~~18.3. A list for standby duty shall be established annually. The eligible employees shall be scheduled from the list by continuous rotation. The employees will be ranked on the list by seniority using original date of hire in the Utility Operations and Customer Service Divisions of the Public Works & Utilities Department.~~

~~18.4. The City and Union agree that a change involving standby duty is a matter that is to be discussed by the Employer and the Union prior to a schedule change.~~

~~18.56. Public Works & Utilities - Engineering Division:~~

~~(a) One qualified eEmployee shall may be assigned to standby duty for emergency utility (Gopher State One Call/GSOC) locate requests. This duty will commence at 8:00 AM on Monday of the assigned week and continue until 8:00 AM on Monday of the following week. During this period, the assigned eEmployee shall work the eEmployee's regular day Shift scheduled hours from Monday through Friday. In addition, the assigned eEmployee shall remain available on standby call via City provided cell phone for any emergency utility locate requests during all non-work hours of the standby duty Assignment between the hours of 4:30 PM and 8:00 AM Monday to Saturday, and respond within an hour of being called. For Saturday and~~

~~Sunday of the same week, the assigned employee shall remain available on standby call via City provided cell phone, and respond within an hour of being called for any emergency utility locate requests from 8:00 AM Saturday until 8:00 AM Monday. For Gopher State One Call (GSOC) holidays within the same week, the assigned eEmployee shall remain on standby call in the same manner as required on Saturdays, and Sundays. If less than seven (7) Employees sign up for standby duty for the coming year's rotation, the City may assign, according to reverse seniority, Employees to serve standby in order to assure no less than seven (7) Employees will be on the rotation list. For this duty, the assigned employee shall be compensated at the rate of two (2) hours pay at time and one half the employee's current basic hourly rate for each of the five (5) nights the employee performs this duty, and shall be compensated at the rate of four (4) hours pay at time and one half their current basic hourly rate for each Saturday, Sunday and/or GSOC holidays on which the employee performs this duty.~~

~~(b) — Call backs for employees on standby duty shall be determined in accordance with Article 19 — Callback.~~

~~(c) — A list of qualified employees for standby duty shall be established annually, and posted no later than first of October of the preceding year to provide ample opportunity for employees to re-qualify if necessary, and qualified employees shall be scheduled on a continuous rotation. Qualified employees will be ranked on a list of seniority in the Public Works & Utilities Department in accordance with Article 20.1 of the Basic Unit contract, and voids in the scheduling, including vacation or sick leave, shall be filled from the same seniority list. In the event an insufficient number of personnel, as judged by management, is achieved through this method, the number required will be gained by the addition of the least senior qualified employees.~~

~~(d)(b) Qualified eEmployees shall be those eEmployees of the Public Works & Utilities Department - Engineering Division who meet all of the following criteria:~~

- ~~1. Have completed the requirements for Engineering Technician, Senior Engineering Technician, Step B or Senior Engineering Specialist.~~
- ~~2. Have been deemed safety-sensitive eEmployees in accordance with Federal and Minnesota Offices of Pipeline Safety regulations and the mandated drug testing regimen associated with such pPositions.~~
- ~~3. Have completed on-the-job locator training for utilities water, gas, sanitary sewer and storm sewer systems including types of locators, plats and sectionalizing maps.~~
- ~~4. Have completed required Operator Qualification (OQ) training and evaluation for gas system locates.~~

~~(e) — The Employer and Union agree that any change involving standby duty for Engineering Division employees is a matter that the Employer and the Union should meet and confer about prior to a schedule change.~~

ARTICLE 19 - CALL BACK

19.1. An eEmployee who is released by his or her Ssupervisor and is called back for emergency work shall receive a minimum of four (4) hours pay at one and one-half (1 ½) times the eEmployee's current Bbasic hHourly rRate, except that such four (4) hour minimum pay requirement shall not apply in instances where the call back time extends into the eEmployee's regularly scheduled sShift. In the event an eEmployee is called back more than once during an eight (8) hour period, such eEmployee shall not receive more than eight (8) hours pay at the overtime rate for such period.

19.2. Employees who are called back and are required to work remotely shall receive pay at time and one-half their current Basic Hourly Rate for a minimum of one (1) hour or actual time worked, whichever is greater.

ARTICLE 20 - SENIORITY

20.1. Seniority shall be determined by the eEmployee's continuous length of service within this bargaining unit in his or her present job classification in the department in which he or she is currently working; however, for any eEmployee in a classification to which he or she became entitled by automatic promotion pursuant to an apprenticeship or training program specified in Appendix 5, seniority shall be determined by including the time between the promotion and when the eEmployee became eligible for the promotion.

Employees employed before January 1, 1986, who are currently in the bargaining unit shall retain seniority held and calculated as of December 31, 1985. Time spent in continuous employment as a C.E.T.A. eEmployee, shall apply towards vacation, sick leave, or longevity calculations only. Temporary employment shall not apply towards continuous employment for the purposes of determining the benefits provided by this contract.

20.2. Except as provided in Section 20.3 of this article and subject to the Employer's right to schedule overtime and determine the times at which vacations may be taken, vacation and overtime selection rights shall be determined within each department division by seniority.

20.3. Street Maintenance Division-Maintenance District Seniority:

(a) Maintenance District seniority applies only for the purpose of daily and weekly Aassignments and vacation and overtime selection. Maintenance District seniority does not apply for layoff purposes. When it becomes necessary to reduce the number of eEmployees within a job classification, Article 389 "Lay-Offs of Classified Employees" shall apply.

(b) Daily Equipment Assignment: Day to day equipment Aassignments shall be those tasks that are anticipated to last less than five (5) continuous working days or to meet unanticipated needs. In making such Aassignments to eEmployees, the foreman may use discretion, using seniority as a factor.

(c) Weekly Equipment Assignment: Weekly equipment Aassignments shall be those tasks that are anticipated to exceed five (5) continuous working days. In making such

Assignments to eEmloyees in the classifications, seniority shall be the factor.

(d) Vacation and Overtime Selection: Vacation and overtime selection rights shall be determined within each Maintenance District by seniority.

(e) Voluntary Assignment: When an eEmloyee is voluntarily assigned from one Maintenance District to another Maintenance District, the eEmloyee's classification seniority within the new Maintenance District shall be for the purposes of vacation and overtime selection, daily Assignments, and weekly Assignments, the date the eEmloyee started working in the new Maintenance District.

(f) Involuntary Assignment: When an eEmloyee is involuntarily assigned from one Maintenance District to another Maintenance District, the eEmloyee's classification seniority for the purposes of vacation and overtime selection, daily Assignments, and weekly Assignments shall be carried forward to the new Maintenance District.

20.4. Any eEmloyee denied the opportunity to work overtime because of the Employer's failure to comply with requirements of Section 20.2 or 20.3 of this Article shall, after the first such occurrence reported by the aggrieved eEmloyee or the Union, be given the opportunity, within thirty (30) working days after such report, to work an amount of overtime equal to that which he or she was denied as a result of the Employer's violation of such provisions, and if the eEmloyee chooses to work such overtime, he or she shall be paid for such overtime an amount equal to what he or she would have earned if he or she had actually worked the overtime which he or she had been denied; in the case of any subsequent occurrence affecting the same eEmloyee which is within twelve (12) months of the first or any subsequent occurrence affecting such eEmloyee, the eEmloyee shall be paid an amount equal to what he or she would have earned if he or she had actually worked the overtime that he or she was denied. Makeup overtime allowed under this paragraph may be worked at any time convenient to the eEmloyee within the thirty (30) day period; provided, however, that the eEmloyee must give at least twenty-four (24) hours notice to his or her immediate Supervisor of the time at which he or she plans to work such overtime. Makeup overtime assigned to any eEmloyee pursuant to this paragraph shall not be subject to the provisions of Sections 20.2 or 20.3 of this article.

20.5. In the Public Works and Utilities Service and Utility Operations Divisions seniority shall be the determining factor in making Assignments to work locations and to work schedules for which the Basic hHourly rRate or the Basic hHourly rRate and Shift differential is paid unless one (1) or more of the following factors can be demonstrated to make it desirable from the standpoint of management efficiency to make an Assignment on a basis other than seniority:

(a) the implementation of training programs.

(b) the need for a particular task to be carried out by a person who possesses a certain license or who has special training.

(c) the physical or mental ability of eEmloyees to perform the specific tasks or operate the particular equipment involved in a particular Assignment.

(d) the knowledge eEmloyees have of the geographical area involved in a

particular Assignment.

(e) the need for employees to have a certain amount of experience before being assigned to night or weekend Shifts.

20.6. The Employer and Union agree with the principle that seniority shall be a factor in making any Assignments other than those specified in Sections 20.3 and 20.5 of this article.

20.7. The Employer and Union agree that the Employer will provide data, assistance, and use of data processing system to jointly develop with the Union a seniority list, at least annually.

20.8. When calculating classification seniority, the following criteria shall be used:

(a) An employee who is reclassified to a higher Position shall have his or her seniority date changed to the effective date of the reclassification.

(b) An employee who is reclassified to a Position at the same salary range shall retain his or her previously established seniority date.

(c) When two (2) or more persons have equal seniority in a job class as calculated in 20.1, the order of seniority in such tie cases shall be determined first by the total continuous department years of service within the bargaining unit, second by the total continuous years of service within the bargaining unit, and if a tie still exists, from the highest score on the last examination for the job title that the employee currently holds.

20.9. This article shall not be construed to affect in any way the provisions contained in Article 38 regarding the layoff of employees.

20.10. For the purposes of this article, the Civil Service job classifications of Collection System Maintenance Worker, Utility Operator and Water and Gas Maintenance Journeyperson shall be treated as one job title.

20.11. (a) No City of Duluth employee will be forced to Transfer or reclassify into the Utility Operator classification. Employees holding the classification of Collection System Maintenance Worker, Water and Gas Maintenance Journeyperson, Regulator Mechanic, W & G Equipment Operator, Lift Station Operator, W & G Pipeline Welder, Water Quality Specialist, or Warehouse Assistant will be allowed to hold such classification for the remainder of their employment with the City; all the way to and including their retirement if the employee so chooses. The City will maintain these classifications and agrees not to eliminate them so long as there are employees who wish to remain in these classifications.

(b) The Layoff Series Agreement between the City of Duluth and A.F.S.C.M.E. Local 66 will be revised to allow Collection System Maintenance Workers and W & G Maintenance Journeypersons to bump into the Utility Operator Position, according to date of hire, in the event of a layoff.

(c) Seniority for those employees holding the title of Utility Operator will be determined based upon each employee's date of hire with the City, with the exception of

~~e~~Employees who promote, demote, or are reclassified to Utility Operator. Seniority for ~~e~~Employees who promote, demote, or are reclassified to Utility Operator will be based on the date of their classification to Utility Operator. Employees will maintain this seniority as long as they hold such classification.

ARTICLE 21 - HOSPITAL-MEDICAL INSURANCE

21.1. ~~Effective the first of the month following the special two week open enrollment period in Article 21.1(b), t~~The Employer will make available to eligible ~~e~~Employees comprehensive hospital-medical benefit Plan 3A only.

(a) The Employer agrees to pay for the ~~e~~Employees without claimed dependents the entire cost of the monthly premium for single ~~E~~mployee hospital-medical benefit Plan 3A.

(b) The Employer agrees to pay 80% of the monthly premium for family hospital-medical benefit Plan 3A. The Employer shall deduct from each eligible and enrolled Employee's salary or wages the amount by which the monthly premium cost of the Employee's hospital-medical plan family-dependent coverage exceeds the Employer's contribution that is stated in this paragraph.

~~(b) — The employer agrees to hold a special two week open enrollment period for insurance selection within 15 days following City Council approval, by resolution duly passed, of this agreement. Effective the first of the month following the end of the special open enrollment period, the Employer will deposit seventy five dollars (\$75) per month into a flexible benefits spending account and/or a qualified and approved deferred compensation plan as designated by the employee for each employee without claimed dependents. The employee may change this designation during the annual open enrollment period for insurance selection, or at the time of a qualifying life event.~~

(c) The ~~E~~mployer agrees to deposit into the ~~Group Health Fund Joint Insurance Pool Trust~~ at the end of each fiscal year, any unused balance in each ~~E~~mployee's flexible benefits spending account.

~~(d) — Effective the first of the month following the special two week open enrollment period in Article 21.1(b), the Employer agrees to pay 80% of the monthly premium for family hospital medical benefit Plan 3A.~~

~~The Employer shall deduct from each eligible and enrolled employee's salary or wages the amount by which the monthly premium cost of the employee's hospital medical plan family dependent coverage exceeds the Employer's contribution that is stated in this paragraph.~~

~~(e) — Premiums shall be established by November 1 of the prior year, to be in effect January 1 of each year for twelve (12) consecutive calendar months.~~

21.2. Hospital-medical benefit plan coverage shall become effective the first day of the month following the date of hire.

21.3. While an eEmployee is entitled to receive long-term disability income protection pursuant to Article 30 of this Agreement, the Employer shall maintain such hospital-medical benefit plan coverage and premiums for such eEmployee as it does for active eEmployees.

21.4. Any proposed change in the hospital-medical benefit plan design that constitutes a reduction in the aggregate value of benefits shall be negotiated with the bargaining unit.

21.5. The dependents of a deceased-active eEmployee shall continue to receive hospital-medical benefit plan coverage to the same extent as active eEmployees. The surviving spouse's coverage ceases when the spouse dies or remarries. The minor dependent's coverage ceases when each ceases to be defined as a dependent in the applicable section of Minnesota Statutes Chapter 62, as amended.

21.6. The Employer will include the following provisions in the Plan 3A comprehensive hospital-medical insurance Plan:

- (a) Lifetime benefit ~~is~~ of no less than \$2,000,000.
- (b) Bone marrow, heart, liver, kidney, heart/lung, cornea, and pancreas transplants.
- (c) Preventive care as defined in the Health Care Benefit Plan, and provided by in-network providers, will be fully covered and not subject to a deductible.

21.7. The insured shall be responsible for the following prescription drug co-pays: Zero dollars (\$0) for generic and approved over the counter (OTC) prescriptions (Tier One), fifteen dollars (\$15) for preferred brand name prescriptions (Tier Two), and a 30% co-insurance with a minimum of thirty dollars (\$30)/maximum one hundred dollars (\$100) co-insurance payment per non-preferred brand name prescription (Tier Three). When the prescribing physician recommends a Tier Three medication over a Tier Two or Tier One medication for medical necessity, the insured shall be responsible for the Tier Two co-pay.

~~21.8. Group Health Fund.~~

~~The City shall establish and maintain a Group Health Fund for the purpose of funding health care costs. All monies appropriated by the City or contributed by plan participants and by other agencies to finance health care or dental care costs under the City's plans shall be paid into such Fund monthly. Monies in the Group Health Fund shall only be expended for payment of health care expenses, purchase of health and dental insurance (including stop loss insurance), payment of expenses incurred in the administration of the City's health care and dental care programs, and other health related expenses incurred as determined by the Health Insurance Labor Management Committee. The following expenses are examples of, but not necessarily all of the expenses that shall not be paid from the Group Health Fund: Payments made pursuant to the Worker's Compensation laws and the cost of physical exams of, or medical services for, employees which exams or services are required by the City or another governmental agency. Any funds expended from the Group Health Fund that are later determined by the Employee Benefits Administrator or through court action, arbitration, or mediation to have been more correctly charged to Worker's Compensation shall be promptly reimbursed to the Group Health Fund. Reimbursements from stop~~

loss insurance shall be promptly deposited in the Group Health Fund.

~~The City acknowledges its responsibility to cover the full cost of retiree insurance as established by the actuarial rates developed by the health plan claims administrator on an ongoing basis.~~

~~The City shall invest reserves in the Group Health Fund to the same extent and in the same manner as it invests reserves in its other funds. Any interest or other return earned through investment of monies in the Group Health Fund shall be credited to such Fund.~~

~~If monies in the Group Health Fund are at any time insufficient to pay the expenses described in this Article, the City shall provide sufficient monies to such Fund to cover the deficit. At least one third of the balance of any such monies which have not been returned by the Fund to the City at the end of any calendar year shall be returned to the City from the Fund as soon as possible and in any event no later than the subsequent calendar year.~~

~~The City shall deliver to the members of the Committee each month a summary report of expenditures from the Group Health Fund for the prior month, and a detailed report each quarter.~~

21.8. The Union acknowledges that the City is authorized to operate a joint self-insurance pool under Minnesota Statutes Chapter 471 and Minnesota Rules Chapter 2785. In the event the City ceases to become a member of the joint self-insurance pool or the pool is dissolved, the language in Article 21.1(c) and (e), Article 21.8, and Article 21.9 as set forth in the 2010 collective bargaining agreement between the parties shall become effective immediately.

~~21.9. Health Insurance Labor Management Committee.~~

~~It is jointly agreed between the Union and the City that the goal of the two parties is to establish a joint labor management committee that will administer the health insurance plan of the City, all collective bargaining units, and eligible sub groups.~~

~~The Health Insurance Labor Management Committee shall be comprised of the following even number of voting members, equally divided between union and management representatives:~~

- ~~1.) — One member selected by each of the City bargaining units adopting this agreement, and one additional member selected by the Basic Unit;~~
- ~~2.) — The Chief Administrative Officer of the City or his/her designee; and~~
- ~~3.) — The Director of Finance Chief Financial Officer, the Director of Administrative Services Public Administration, and as many other department heads, or their designees, selected by the Chief Administrative Officer of the City, as are necessary to balance the Committee evenly between bargaining unit and management representatives;~~
- ~~4.) — There shall be one non voting member selected by the City's retiree's organization.~~

~~5.) — Because of the complex nature of the subject matter covered, alternate members as well as regular members are encouraged to attend all meetings.~~

~~The Health Insurance Labor Management Committee shall have the following powers and duties:~~

~~1.) — To establish by laws for its organization and operation. The Committee shall attempt consensus in all actions, but failing that, the concurrence of two thirds of the members present and voting at any meeting shall be required.~~

~~2.) — To determine the number and type of health insurance plans and the benefit levels in such plans that will be offered to City employees and others participating in the City's health insurance program. The Committee cannot delete or change health plans or health benefit levels set out in the labor contracts in 1994 without the agreement of the specific union(s) concerned, and the necessary approvals or ratifications.~~

~~3.) — To determine a projection of expected claims for the next year for all of the health insurance plans that are offered to City employees and others. Expected claims shall be shown as a rate per member per month. In making this determination, the Committee shall rely on the projection of expected claims provided by the City's health plan administrator. Such projection shall be based on two full years of previous claims experience and a partial year of experience for the current plan year.~~

~~4.) — To annually determine the appropriate level of reserves to be maintained in the City's Group Health Fund.~~

~~5.) — To annually determine the need for and/or level of stop loss coverage.~~

~~6.) — To recommend the selection of the third party administrator for the City's health and dental plans.~~

~~7.) — To review and approve the cost of administrative services provided by the health plan claims administrator.~~

~~8.) — To recommend the selection of insurance consultants or actuaries hired by the City to assist the Health Insurance Labor Management Committee.~~

~~9.) — To review and approve the cost of administrative services provided by City as furnished by the City's Finance Director, including wellness and health promotion programs recommended by the Wellness Committee, and the cost of an insurance consultant.~~

~~10.) — To establish premium rates for the group health insurance plan offered to City employees and others. The Committee shall use the following formula to determine such rates:~~

~~a. — The health plan claims administrator will calculate a percentage of change in expected claims by comparing the expected claims for the current year to the expected claims for the next year.~~

~~b. — Multiply the portion of rates directly attributable to expected claims for the plan by the percentage of change calculated in subparagraph a. above to calculate the amount of increase/decrease for the next year.~~

~~c. — Multiply the product generated in subparagraph b. above for the plan by the percentage necessary to develop the level of reserves the Committee has determined to be appropriate in paragraph 4. above.~~

~~d. — Add to the product generated by subparagraph c. above for the plan:~~

~~(1) — The cost per contract of administrative services provided by the health plan claim administrator;~~

~~(2) — The cost per contract of stop-loss coverage;~~

~~(3) — The cost per contract of administrative services provided by the City.~~

~~11.) — The plan will be actuarially reviewed and revalued every four (4) years. The first review and revaluation will take place in 2003 for plan year 2004.~~

~~The City and Union acknowledge the need for the Health Insurance Labor Management Committee to provide premium rates for the following calendar year by November 1st of the current year. If the Committee fails to perform this duty by the date required, the parties agree that the City may make the necessary determinations based upon the formula contained in paragraph 10. above.~~

ARTICLE 22 - DENTAL INSURANCE

22.1. The Employer agrees to make the same dental care coverage available to all eligible eEmployees and their families as it presently makes available, but the Employer agrees to pay only the entire cost for single coverage for each eEmployee. Dental coverage shall become effective the first day of the month following date of hire. The Employer and the Union agree that any change in such coverage shall only be done through negotiations. The maximum annual coverage for the low option shall be \$1,000.

22.2. When an eEmployee elects to take family dental coverage, the eEmployee shall maintain such coverage for not less than two consecutive years. The eEmployee may cancel family dental coverage any time after the two consecutive year period. If an eEmployee again elects to take family dental coverage after canceling from a previous period, the eEmployee must again maintain the family dental coverage for another two consecutive year period. Employees will only be allowed to elect family dental coverage at the time he or she becomes eligible for single dental, or at the time of an open enrollment period for health care plans.

22.3. The eEmployee has the option to increase the annual dental insurance maximum benefit to \$2,000 per person. The eEmployee will pay the additional cost of the benefit increase above what the City provides in Articles 22.1 and 22.2.

ARTICLE 23 — HOSPITAL—MEDICAL INSURANCE - RETIRED EMPLOYEES

23.1. Any eEmployee who was hired on or before December 31, 2006, and who retires from employment with the City, after having been employed by the City for such total time so as to be qualified by such employment to receive retirement benefits from the Public Employees Retirement Association, the Duluth Firemen's Relief Association, or the Duluth Police Pension Association, and who is currently receiving a retirement or disability pension from any such fund, shall receive hospital-medical benefit plan coverage to the same extent as active eEmployees under pPlan 3A, subject to the following conditions and exceptions:

(a) Such coverage shall be for the life of the retiree, but if the retiree dies before his or her spouse, such coverage shall be continued for such spouse until he or she dies or remarries, but any such coverage for such surviving spouse shall not include coverage for any dependent of such surviving spouse.

(b) Any retiree or qualified dependent seeking benefits pursuant to this Article who has attained the age of 65 years or meets any condition that qualifies them to be eligible for Medicare Coverage "A" and "B" must obtain it, or lose any benefits hereunder until he or she obtains Medicare Coverage "A" and "B."

(c) The hospital—medical benefit plan coverage for any such eligible retired eEmployee, with or without claimed dependents, shall be paid by the City and the eligible retired eEmployee, with or without claimed dependents, in accordance with the following schedule:

YEARS OF SERVICE COMPLETED (Whether continuous or not)	PERCENT SHARE OF PREMIUM CONTRIBUTIONS	
	RETIRED EMPLOYEE	EMPLOYER
5	75	25
6	70	30
7	65	35
8	60	40
9	55	45
10	50	50
11	45	55
12	40	60
13	35	65
14	30	70
15	25	75

YEARS OF SERVICE COMPLETED (Whether continuous or not)	PERCENT SHARE OF PREMIUM CONTRIBUTIONS	
	RETIRED EMPLOYEE	EMPLOYER
16	20	80
17	15	85
18	10	90
19	5	95
20 and thereafter	0	100

23.2. Any person purchasing medical insurance coverage pursuant to a former, or this, agreement may continue to do so. When any such person ceases to so purchase medical coverage, the eEmployee shall no longer have any right to participate in any insurance plan or group created by this, or successor, labor agreement. This paragraph shall become inoperative when no former eEmployee is buying insurance coverage as here provided.

23.3. For those eEmployees hired on or before December 31, 2006, who retire from City employment and who meet the length of service and qualification requirements stated under Article 23.1., the City may provide a 65 or older health insurance program in accordance with Article 23.1(b) in lieu of health care coverage provided active eEmployees, except that the health insurance program, when combined with Medicare, will provide coverage no less than the coverage provided active eEmployees. The health insurance program may be fully insured or self-insured at the option of the City and at the City's expense in accordance with the schedule in Article 23.1(c) or 23.1(d). For those eEmployees hired on or after January 1, 2007, who retire from City employment and who otherwise meet the length of service and qualification requirements stated under Article 23.1, participation in the post 65 or older health insurance program will be in accordance with Article 23.1(b) and entirely at the expense of the eEmployee, with or without dependents with absolutely no contribution from the City.

23.4. Any eEmployee hired on or after January 1, 2007, who retires from City employment and who otherwise meets the length of service and qualification requirements stated under Article 23.1 may elect to enroll in the City's hospital-medical plan in accordance with this Article except that the cost of the premium will be entirely paid for by the eEmployee, with or without dependents, with absolutely no contribution from the City.

23.5. In addition to the monthly pay prescribed elsewhere in the contract, and effective January 1, 2008, any full-time, permanent, and active eEmployee shall receive monthly an amount equal to one percent (1%) of his/her Bbasic mMonthly pPay deposited into a post employment health care savings account, known as the Minnesota Health Care Savings Plan, administered by the Minnesota State Retirement System established by the eEmployer in the name of the eEmployee. Such deposits shall be computed to the nearest dollar per month.

23.6. After sixty (60) months of continuous employment - defined as earning service credit

towards vesting for a PERA pension - from the date of hire for any permanent full-time eEmployee hired on or after January 1, 2007, the eEmployer shall make a deposit of Six Thousand Dollars (\$6,000) into a post employment health care savings plan account, known as the Minnesota Health Care Savings Plan, administered by the Minnesota State Retirement System, which shall be established by the eEmployer in the name of the eEmployee. In no case may an eEmployee be paid more than \$6,000 under Article 23.6 in his or her lifetime. Deposited funds and accumulated interest shall be available to the eEmployee as required by law.

ARTICLE 24 - HOSPITAL-MEDICAL INSURANCE - DISABLED EMPLOYEES

24.1. The Employer agrees that it shall be deemed an "employer" as defined in subdivision 5 of Section 62A.147 of Minnesota Statutes, 1976 so that Sections 62A.147 and 62A.148 of said statutes will be applicable to the Employer. This paragraph shall be deemed to pertain only to said sections as they existed in Minnesota Statutes, 1976; it shall not be deemed to incorporate any amendments that may subsequently be made by the legislature. Notwithstanding the foregoing language in this paragraph, the Employer shall not be deemed an "employer" as defined in said Subdivision 5 with regard to any eEmployee or former eEmployee who has attained the age of 65 years. The provisions of this article shall be deemed applicable only to former eEmployees of the Employer presently covered by this article or who qualify after the date of this Agreement.

ARTICLE 25 - PAY PERIODS

25.1. All eEmployees shall be paid every two (2) weeks, and payment for each such two-week period shall be made not later than the Friday next following such two-week period. If any such Friday occurs on a holiday, ~~checks payments shall be distributed~~ made on the working day next prior to such holiday. The amount of pay for each such two-week period shall be determined by multiplying the eEmployee's ~~bBasic hHourly rRate~~ by 75 in the case of eEmployees whose normal work week is thirty-seven and one-half (37 ½) hours and by 80 in the case of eEmployees whose normal work week is forty (40) hours. Beginning with the first pay period that starts in 2012, payment will be made by electronic deposit only and Employees will be required to participate in direct deposit. The Employer will provide reasonable electronic access to deposit information in lieu of paper paystubs. In January of each year, each employee will be notified by the Employer of the dates of deduction free pay checks. Work time or leave time may be recorded using either a decimal system or an hours and minutes system, whichever is most convenient for the payroll office.

ARTICLE 26 - REST PERIODS

26.1. A rest period of fifteen (15) minutes shall be permitted during each one-half (½) Sshift. Such rest period will be given at such time as is established by the appropriate Ssupervisor.

ARTICLE 27 - HOLIDAYS - PERSONAL LEAVE

27.1. (a) ~~— Employees shall receive full time off with pay for the legal holidays of New Year's Day, Martin Luther King Day, Washington's & Lincoln's Birthday (President's Day), Memorial Day, Independence Day, Labor Day, Christopher Columbus Day, Veteran's Day, Thanksgiving Day, Friday after Thanksgiving, and Christmas Day, as such holidays are defined in Minnesota Statutes Annotated, Section 645.44, Subd. 5.~~

(b) ~~(a) Effective January 1, 2008,~~ eEmployees shall receive full time off with pay for the legal holidays of New Year's Day, Martin Luther King Day, Washington's & Lincoln's Birthday (President's Day), Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, Friday after Thanksgiving, December 24th, and Christmas Day, as such holidays are defined in Minnesota Statutes Annotated, Section 645.44, Subd. 5.

(eb-) In addition, each eligible eEmployee shall receive four (4) days of personal leave with pay each year, to be taken at a time approved by the eEmployer. Employees on initial probation may earn personal leave days. Only eEmployees who have successfully completed their initial probationary period or has been Continuously eEmployed by the City for twelve (12) months may utilize any personal leave days. Personal leave days not used by eEmployee before December 31 may not be carried over for use in the next year, unless earned during initial probation.

~~(de- Ifc):~~ If an eEmployee cannot get to work because of a snow emergency, the eEmployee may use personal leave, vacation, or compensatory time to be paid for that day.

27.2. Employees whose normal work week is Monday through Friday shall receive time off for the above-described holidays on the date of such holidays. If such eEmployee is required to work such a holiday, such eEmployee shall, in lieu of receiving time off on such holiday and in addition to his or her regular pay for such holiday, be compensated at the rate of one and one-half (1 ½) times his or her current Basic hHourly rRate for each hour worked on such holiday.

27.3. An eEmployee whose normal work week regularly includes Saturdays, Sundays and holidays shall, for those work weeks which include a holiday, as described above, in lieu of receiving time off on such holiday and in addition to his or her regular pay for such holiday, either receive compensation at a rate of one and one-half (1 ½) times his or her current Basic hHourly rRate for each hour worked on such holiday or receive one and one-half (1 ½) hours off for each hour worked on such holiday, whichever is approved by the eEmployer. If a holiday falls on such an eEmployee's normal day off and he or she does not actually work on such holiday, he shall either receive another day off on a date approved by his or her department head, or a day's pay at his or her regular rate, whichever is determined by the eEmployer.

27.4. Employees who receive overtime pay for time worked on a holiday shall not also receive holiday premium pay for such time worked.

ARTICLE 28 - VACATION

28.1. Employees shall receive vacation time in accordance with the following schedule in hours and minutes:

Years of Continuous Service	40 Hours/Pay Period	37.5 Hours/Pay Period	Vacation Days/Year
0 - 4	3.41 <u>3.69</u>	3.28 <u>3.46</u>	12

Years of Continuous Service	40 Hours/Pay Period	37.5 Hours/Pay Period	Vacation Days/Year
5 - 8	5.51 <u>5.85</u>	5.29 <u>5.48</u>	19
9 - 12	7.05 <u>7.08</u>	6.38 <u>6.63</u>	23
13 - 16	7.44 <u>7.69</u>	7.13 <u>7.21</u>	25
17 and over	8.37 <u>8.62</u>	8.05 <u>8.08</u>	28

28.2. In cases where an eEmployee has completed a sufficient number of years of service in the Police or Fire Department of the City to qualify for police or fire pension benefits, the period of service of such an eEmployee in the Police or Fire Department shall not be considered in computing vacation benefits under this article.

28.3. Employees shall be allowed to have an accumulation of not more than three hundred fifteen (315) hours of paid vacation time for 37 ½ hour eEmployees and three hundred thirty-six (336) hours of paid vacation time for 40 hour eEmployees as of December 31 of each year. Employees with an accumulation of more than 315 hours for 37 ½ hour eEmployees or 336 hours for 40 hour eEmployees as of December 31 of each year shall forfeit the amount of paid vacation that exceeds these stated limits. Employer shall not pay eEmployees for paid vacation time forfeited pursuant to this section.

28.4. No eEmployee shall be allowed to use vacation time and no eEmployee shall be compensated for vacation time until he or she has been continuously and satisfactorily employed for not less than six (6) months. No eEmployee shall use vacation time except at such time or times as the Appointing Authority may approve.

~~28.5. Any part time employee must work a minimum of eighty (80) hours during a calendar month to qualify for vacation time for such month, and he or she must have a minimum of five (5) such qualified months during a calendar year to receive vacation time credit for those months in which he or she worked not less than eighty (80) hours. Vacation time to be so allowed shall be calculated by prorating the number of hours worked during any such qualified calendar month with the number of hours that such part time employee would have worked during such qualified calendar month if he or she had then been employed full time.~~

28.65. In the event of death of any eEmployee, any vacation or compensatory time accumulated to the credit of such deceased eEmployee shall be compensated for and shall be paid in accordance with Minnesota Statutes, Section 181.58, as amended.

28.76. An eEmployee may give his or her accumulated vacation, or part of it, to another eEmployee, under the following conditions:

1. The gift is voluntarily given.
2. The Employer allows the gift.
3. The recipient is in a serious hardship situation which will be relieved by the gift.

~~28.8. During calendar year 2007, an employee shall have a right to receive vacation pay in lieu of vacation time off with pay, under the following conditions:~~

~~(a) The employee has accumulated vacation time.~~

~~(b) The employee makes written request to the employer to receive vacation pay in lieu of vacation time off.~~

~~(c) The written request is received by the employer before December 1.~~

~~(d) The amount of accumulated vacation thus "sold back" shall thirty seven and one half or forty hours.~~

~~(e) Payment to the employee will be made in the pay period following the date the employee's written request is received.~~

~~(f) Payments under this section are not subject to retroactive pay increases.~~

28.97. Special Carry-over.

The Chief Administrative Officer or his/her designee may, upon written recommendation of the department head, which states unique and exceptional cause, grant to an eEmployee the privilege of carrying over to the next year an amount of vacation in excess of that allowed by this contract. The excess granted pursuant to this section must be used by the eEmployee during the first three months of the year.

ARTICLE 29 - SICK LEAVE

29.1. Effective the first day of the month following the date of hire, an eEmployee shall be granted up to 120 working days of sick leave with full pay (paid sick leave) for each illness or injury during a calendar year. When an eEmployee is unable to or indisposed to report for duty for any of the reasons specified in Section 29.4 of this article, he or she shall immediately report such fact to his or her immediate Ssupervisor. To qualify for paid sick leave, the eEmployee must report off 15 minutes prior to his or her starting time, and must immediately report off when leaving his or her duties.

29.2. When an eEmployee's use of sick leave reasonably appears to be unjustified, the eEmployer may request that the eEmployee provide a physician's explanation to justify subsequent absences. The eEmployer's request shall be in writing and shall state the reason for the eEmployer's request. No request shall be based solely on the number of sick days used by the eEmployee.

The eEmployer's request shall not be considered disciplinary action.

The failure of the eEmployee to provide the physician's written explanation shall preclude the eEmployee from further use of paid sick leave.

The eEmployer's written request shall cease to be in effect six (6) months from the

date it is written.

If disciplinary action results from the use of this article, the discipline shall be taken under the Discipline, Suspensions, Removal article of this agreement.

29.3. A Department Head or Acting Department Head may, for work-related reason stated in writing to the eEmployee, require an eEmployee to submit to medical examination, paid for by the eEmployer, to determine an eEmployee's medical fitness to do tasks of employment or to attend work. The eEmployee may refuse the first eEmployer-recommended doctor. The doctor will report only the medical information relevant to the fitness for duty information request.

29.4. For purposes of this article, sick leave is defined to mean the absence of an eEmployee because of illness or injury, exposure to a contagious disease, attendance upon a member of the immediate family, provided no eEmployee, unless officially assigned to special duty, shall be granted paid sick leave for any injury or illness resulting from any gainful employment on any job which is subject to the provisions of the worker's' compensation laws of any state, other than regular city employment.

For the purposes of this section, immediate family is defined to include only any parent, child, brother, sister, spouse, grandparent, grandchild, son-in-law, daughter-in-law, brother-in-law, sister-in-law, or ward of the eEmployee, and any parent or grandparent of the eEmployee's spouse, and children of the eEmployee's spouse who reside in the eEmployee's home.

(a) **Illness in Family:** Upon request, one (1) day of paid sick leave shall be allowed for care of attendance upon a member of the immediate family for serious illness, provided, however, three (3) days of paid sick leave shall be allowed for this purpose if supported by a written statement (explaining why the eEmployee's attendance is necessary) from the attending physician. This use of paid sick leave is for emergencies when advance arrangements cannot be made and is limited to members of the immediate family.

(b) **Medical Appointments:** An eEmployee must obtain prior approval from the Appointing Authority for the purpose of medical, dental, or optical examination or treatment, when such examination or treatment cannot be scheduled other than during working hours. Such absence on paid sick leave shall be approved only when the eEmployee has made a diligent effort to have such examination or treatment prior to his or her normal working hours, after work, or on a day off.

(c) **Paid Sick Leave on Vacation:** Paid sick leave will not be allowed during a previously scheduled vacation unless the eEmployee is under the care of a physician because of an unexpected injury or illness and the eEmployee furnishes to the Chief Administrative Officer or his designee a certificate, signed by the physician, indicating the number of days the eEmployee was actually confined to his or her home or hospital. The eEmployee will then receive paid sick leave for those days spent confined. If the eEmployee is exposed to a contagious disease and confined under doctor's orders, such eEmployee will be granted paid sick leave in lieu of vacation.

29.5. Whenever an eEmployee is absent on sick leave in excess of three (3) consecutive working days, the eEmployer may direct such eEmployee to furnish written explanation by a physician to justify such absence on paid sick leave; failure to furnish such written explanation shall

preclude such eEmployee from being allowed such absence as paid sick leave. This section shall not apply to funeral leaves.

29.6. Temporary Disability. Any eEmployee who will be temporarily disabled for a period in excess of ten (10) working days may be offered an Aassignment to a Pposition, which may have tasks or equipment modified to accommodate the eEmployee's medical restrictions, at such eEmployee's present rate of pay by the City in his or her present or lower classification, the duties of which the eEmployee is able to perform. If the City is not able to provide the eEmployee such Aassignment, the eEmployee may continue to remain on paid sick leave. If such Aassignment is refused by the eEmployee, and justification for the refusal is not provided by the eEmployee's physician, paid sick leave will be denied. Recognizing the varieties of illnesses and injuries and the eEmployee's ability to do the assigned work, each case will be evaluated on an individual basis. In case of dispute, the City may use its own physician in making the determination. The City reserves the right to review the Aassignment after every twenty (20) working days and to reassign the eEmployee to his or her regular duties or extend the period of Aassignment.

29.7. (a) Permanent Non-Duty Disability: A classified eEmployee who has a permanent Nnon-dDuty dDisability, which prevents him or her from performing the duties of his or her classification, may request an investigation by the Personnel Committee for a determination of what duties he or she may perform and the proper classification these duties fall under. The committee may then recommend to the eEmployee's Aappointing aAuthority that a recommendation of Ddemotion to the new class be made to the Civil Service Board.

(b) The eEmployee may be assigned or transferred temporarily to a lower class as provided in Section 56 above until the Civil Service Board takes final action, provided that such Aassignment shall not result in the denial of promotion to, or the lay-off of, a classified eEmployee.

29.8. Employee Assistance Program: Any absence approved by the Aappointing aAuthority for participation in the Employee's Assistance Program shall be allowed as paid sick leave. When the eEmployee is under the Family Involvement Program, and it requires the spouse and/or the parent of the chemically dependent person to participate in the program, that time spent by the eEmployee to participate in this program shall be allowed as paid sick leave. As in the case with other paid sick leave, the eEmployee must report off sick and report the purpose for the use of such paid sick leave, but it will not be necessary for him or her to go into details.

29.9. Any eEmployee removed from the payroll through the operation of this article, if he or she files with the Chief Administrative Officer or his designee at least once every three (3) months a statement from a physician which indicates that he or she is unable to perform the duties of his or her Pposition, shall be considered to be on leave not to exceed one (1) year and shall be reinstated in his or her Pposition upon filing with the Chief Administrative Officer or his designee a statement signed by a physician which indicates that he or she is physically fit to perform the duties of his or her Pposition, and the physician for such latter statement shall be chosen and compensated by the Chief Administrative Officer or his designee.

ARTICLE 30 - FUNERAL LEAVE

30.1. Upon request, a maximum of five (5) days of paid funeral leave shall be granted an eEmployee for a death in the immediate family, as defined in the Sick Leave Article, if the distance

to the location of the funeral exceeds five hundred (500) miles from Duluth. Upon request, a maximum of three (3) days of paid funeral leave shall be granted if the distance to the location of the funeral is less than five hundred (500) miles from Duluth.

30.2. Absence for any funeral of other than a member of the immediate family may be granted on paid funeral leave, at the discretion of the Supervisor, and shall not exceed one-half (½) work day.

ARTICLE 31 - LONG TERM DISABILITY INCOME

31.1. Any eEmployee who has been Continuously eEmployed by the City for not less than six (6) months in the classified and/or unclassified service shall be eligible for long-term income protection to age 70 for disability; however, there shall be no such protection for disability caused by any injury or illness for which the eEmployee received professional medical care or treatment within ninety (90) consecutive days prior to when the eEmployee otherwise becomes eligible for such protection, unless ninety (90) consecutive days elapse from the time when the eEmployee otherwise would be eligible for such protection and during such ninety (90) consecutive days the eEmployee neither receives nor requires professional medical care or treatment for such injury or illness.

31.2. For the purposes of this article, disability means that which is caused by illness or injury which occurs during the eEmployee's term of employment and which prevents the eEmployee from performing the major tasks of the eEmployee's Position.

31.3. Payment of benefits pursuant to this article to a disabled eEmployee shall commence when the eEmployee exhausts his or her allowance of 120 days of sick leave with full pay provided by Article 29 of this agreement. The amount of such protection shall be 65% of the eEmployee's Basic hHourly rRate as of the time that eEmployee's sick leave is exhausted, or the parties agree to commencement of such payments, but shall not exceed an amount equivalent to a monthly rate of pay of \$3,500; however, for any pay period, the amount of such protection shall be reduced by any amount that the eEmployee receives for such pay period as a retirement or disability pension from the Public Employees Retirement Association, the Duluth Firemen's Relief Association, the Duluth Police Pension Association, or from the federal government pursuant to the Federal Old-Age, Survivors and Disability Insurance Act, and by any other disability insurance or disability annuity payment, and by any amount that the eEmployee receives as worker's' compensation in lieu of wages or salary. Any cost of living adjustment to any amount received as a retirement or disability pension or as worker's' compensation shall not be used to reduce the amount of such protection. The amount of such protection for any pay period shall also be reduced by any amount that the eEmployee receives as wages or salary during that pay period, but only when the total amount that the eEmployee has received for wages or salary during the calendar year exceeds \$5,000.

31.4. (a) Payment of benefits due under this article shall be calculated for each regular pay period, and shall be paid for the period at the same time as eEmployees are then paid pursuant to Article 25 of this Agreement. For any pay period the City may deduct from the payment of benefits any amount which the eEmployee previously received as payments of benefits but to which the eEmployee was not entitled because of the provisions of this Article.

(b) As benefits due under this article, the employer may offer to any eEmployee

who is disabled an Assignment, at such employee's present rate of pay, to any Position, or one with tasks or equipment modified to accommodate employee's medical restrictions, in his or her present or lower classification, the duties of which the employee is medically able to perform. Such Assignment shall not result in the denial of promotion to, or the layoff of, a classified employee.

31.5. Within 24 months from the date of injury or illness causing such disability, if the employee is still receiving benefits pursuant to this article, the employee shall:

(a) Return to the Position with the City which the employee occupied when he or she became disabled; or return to a Position with the City, which may have tasks or equipment modified to accommodate employee's medical restrictions, for which the employee is qualified, if such Position is available; but only if the employee provides written information from a physician, chosen and compensated by the City, which indicates that the employee is then capable of performing the duties of such Position; or

(b) Request rehabilitation or retraining designed to return the employee to other work which produces an economic status as close as possible to that enjoyed by the employee before the illness or injury; the costs of such rehabilitation and/or retraining shall be borne by the City; such rehabilitation or retraining may include, but is not limited to medical evaluation, physical rehabilitation, work evaluation, counseling, job placement, and implementation of on-the-job short-term training; or

(c) Apply for permanent total disability status. Total disability, (as defined in Minnesota Statute 176.101, Subd. 5) means the total and permanent loss of the sight of both eyes, the loss of both arms at the shoulder, the loss of both legs so close to the hips that no effective artificial member can be used, complete and permanent paralysis, total and permanent loss of mental faculties, or any other injury which totally incapacitates the employee from working at an occupation which brings him or her an income.

31.6. Receipt of long-term income protection benefits shall cease at the expiration of 24 months from the date of injury or illness causing such total disability unless the employee has complied with Section 31.5 of this Article and has been determined to be returned to work, rehabilitated and/or retrained, or eligible for continuing total disability benefits because he or she is disabled as defined in paragraph 31.5. Such determination shall occur upon the occurrence of paragraph 31.7.

31.7. Medical verification by the employee's treating physician and a physician appointed by the City that the determination is consistent with the employee's medical condition. In event of disagreement, a third physician mutually agreed upon by the employee and the City shall act as arbitrator. The arbitrator's decision as to whether the determination is consistent with the employee's medical condition shall be binding on both parties.

31.8. Disagreements under this article shall be subject to the Grievance procedure.

ARTICLE 32 - WORKER'S' COMPENSATION

32.1. An employee who suffers an injury compensable under the Worker's'

Compensation Act and is absent from work as a result thereof, shall be paid an amount by the Employer during such absence equal to the difference between the amount received by him or her under the Worker's' Compensation Act and the amount he or she would have received if he or she were regularly employed, subject to the following:

32.2. For each day of absence the eEmployee shall be charged for three-fifths (3/5) of a day of sick leave. When the eEmployee's sick leave and vacation time have been exhausted, he or she shall no longer receive any salary from the Employer while absent from work, except as otherwise provided for in this agreement.

ARTICLE 33 - JURY DUTY

33.1. An eEmployee shall receive his or her regular daily pay when attending any required appearance for jury duty; provided, however, that if an eEmployee is released from such duty prior to the expiration of his or her normal work day, he or she shall immediately return to his or her job and continue his or her duties as an eEmployee.

ARTICLE 34 - LEAVES OF ABSENCE

34.1. Any eEmployee who, is mentally or physically incapacitated to perform his or her duties or who desires to engage in a course of study such as will increase his or her usefulness on his or her return to the City, or who for any reason considered good by the Appointing Authority desires to secure leave from his or her regular duties, may, on written request approved by the Appointing Authority, be granted special leave of absence without pay for a period not exceeding one (1) year; provided, however, any leave that exceeds thirty (30) calendar days must also be approved by the Chief Administrative Officer or his designee.

34.2. Any eEmployee asking for special leave without pay shall submit his or her request in writing, at least fifteen (15) calendar days prior to the date the eEmployee desires the leave, stating the reasons why in the eEmployee's opinion the request should be granted, the date when the eEmployee desires the leave to begin and the probable date of the eEmployee's return.

34.3. The Appointing Authority or Chief Administrative Officer or his designee shall respond within five (5) calendar days of the request for each special leave of absence without pay in writing, stating if the leave is to be approved, whether the eEmployee granted such leave shall be entitled to his or her former Pposition upon the eEmployee's return from such leave or whether his or her name shall be placed on the re-employment list for the class for which the eEmployee is classified.

34.4. No leaves without pay over thirty (30) calendar days will be granted until the eEmployee has used all accumulated vacation and accrued compensatory leave.

34.5. No benefits or seniority shall be lost by the eEmployee during leaves of thirty (30) calendar days or less. No benefits or seniority shall be accrued after the first thirty (30) calendar days of any leave. Any eEmployee wishing to be covered under the City's insurance plans may for the first six (6) calendar months of such leave pay the eEmployee's and the eEmployer's share of the cost of coverage.

34.6. Leave of absence without pay for a period of less than thirty (30) calendar days may be granted by department head. Leaves of absence for over three (3) consecutive days should not be approved by any department head except for the following reasons:

(a) When it is shown that the City will benefit from such leave.

(b) Personal or family emergency.

(c) As provided for in section 12 of this article.

(d) Service upon a bBoard or a Commission where such leave is required for attendance at such meeting, and/or will benefit the City.

34.7. Any employee who shall become a member of the armed forces of the United States in time of war or other emergency declared by proper authority, shall be granted a leave of absence for the term of said military service and shall, upon receiving a discharge from such military service, be reinstated to said Position.

34.8. Reinstatement of any employee on military leave of absence shall be at the same salary which he or she would have received had he or she not taken such leave and shall be upon the following conditions:

(a) That the Position has not been abolished.

(b) That the employee is not physically or mentally disabled from performing the duties of such Position.

(c) That he or she makes written application for reinstatement to the Appointing Authority within ninety (90) days after termination of such service.

(d) That he or she submits to the Appointing Authority an honorable discharge or other form of release by proper authority indicating that his or her military or naval service was satisfactory.

34.9. Upon reinstatement of any employee who has been on military leave of absence, said employee shall have the same rights with respect to accrued and future seniority status, efficiency rating, vacation, sick leave and other benefits as if he or she had been actually employed during the time of such emergency.

34.10. Any employee who shall become a member of the armed forces of the United States in time of war or other emergency declared by proper authority, and who has not served the required probationary period for said Position at the time of becoming a member of said armed forces, shall with the approval of the Civil Service Board, at the date that the employee becomes a member of the armed forces of the United States, be considered to have completed said probationary period and shall thereafter have full Civil Service status as though a full probationary period had been served and shall be granted a military leave of absence in accordance with section ~~33.9~~ 34.7 of this article, and shall, upon completion of such military service, if the person is physically and mentally able to perform the duties of the Position, be reinstated to the Position which he or she held at the time of

becoming a member of said armed forces in accordance with this article.

34.11. Military leave of absence shall be granted with pay for up to fifteen (15) days per year as required by Minnesota Statutes, Section 192.26, or any act amendatory thereof. Where possible, all military leaves with pay shall be taken while the eEmployee is not working, and no eEmployee under this agreement shall request of the military unit to which the eEmployee is assigned, or the Commander thereof, that the eEmployee be assigned or authorized military duty for which the eEmployee would be entitled to leave with pay from the City during the time the eEmployee is working.

34.12. (a) As required by the Minnesota Public Employees Labor Relations Act, the Employer shall afford reasonable time off to any eEmployee who is an elected officer or appointed representative of the union, for the purposes of conducting the duties of the Union, and shall, upon request, provide a leave of absence to any eEmployee who is an elected or appointed official of the Union or who is appointed to its staff.

(b) Any eEmployee who is on leave of absence for the purpose of serving as an officer or representative of the Union shall, upon the request of such eEmployee, receive his or her regular pay from the eEmployer while on such leave; however, the Employer shall submit to the Union an invoice for reimbursement of an amount based on such eEmployee's gross hourly rate of pay for such leave, and the Union shall then reimburse the Employer for such amount. The Union shall defend the Employer against any claim for any injury, damage or loss which arises out of and within the scope of such service, and shall indemnify the Employer for any such injury, damage or loss, but such obligation to defend and indemnify the Employer shall not extend to the Employer's obligations to provide paid sick leave under Article 29 or to provide long term disability protection under Article 3031. No such eEmployee shall receive leave of absence with pay pursuant to this paragraph in excess of a total of 30 working days in any calendar year.

ARTICLE 35 - ASSIGNMENT, TRANSFERS & DEMOTIONS OF EMPLOYEES

35.1. The Ttransfer of an eEmployee from a Pposition in one class to another Pposition in the same class in the same department shall be called an Aassignment and may be made by the Appointing Authority; provided, that if change in the rate of compensation is involved, the Aassignment may be made only if the consent of the Union is obtained.

35.2. Departmental Transfers. The Ttransfer of an eEmployee from a Pposition in one job title to another Pposition in the same job title in a different department shall be called a departmental Ttransfer, and may be made only with the consent of the Appointing Authority or authorities concerned and the eEmployee; provided, that if, in the judgment of the Appointing Authority of the department to which the eEmployee is transferred, the services rendered by the eEmployee are not satisfactory, or if the eEmployee feels that the new Pposition is unsatisfactory, such eEmployee shall be returned to his or her original Pposition at any time within (30) calendar days after the department Ttransfer is made.

35.3. Any eEmployee who desires to be transferred may inform the Chief Administrative Officer or his/her designee in writing of such desire, stating the reasons therefor, and the Chief Administrative Officer or his/her designee shall, if he or she considers the reasons sufficient and if he or she thinks such Ttransfer will be for the good of the City service, call to the attention of the

Appointing Authorities concerned the desire of the eEmployee to be transferred when a Pposition in some other departmental unit becomes vacant; provided, that the Chief Administrative Officer or his/her designee may himself or herself take the initiative recommending Ttransfer when he or she considers such actions for the good of the City service.

35.4. The voluntary Ttransfer of an eEmployee shall result in suspension of seniority in the original department; provided, that return to the original department shall revive the seniority so suspended. No seniority shall be lost in Iinvoluntary tTransfers.

35.5. Demotions:

(a) Upon the request of an eEmployee or by the Appointing Authority, an eEmployee may be reclassified from a higher to a lower paid classified Pposition, which in the discretion of the Appointing Authority, the eEmployee is eligible to fill.

(b) The Appointing Authority proposing the Ddemotion of an eEmployee shall make his or her recommendation in writing to the Chief Administrative Officer or his designee, and shall supply the eEmployee with a copy of such recommendation, and such recommendation shall give the future date on which the proposed Ddemotion is to become effective, the class to which it is proposed to demote the eEmployee, the new rate of pay, and any other information that the Chief Administrative Officer or his designee may require; provided, that the recommendation shall also advise the eEmployee that he or she may grieve pursuant to Article 45 of this agreement if he/she does not agree with the Appointing Authority's recommendations.

(c) Upon the decision of the Chief Administrative Officer or his designee to approve a recommendation of Ddemotion, the Chief Administrative Officer or his designee shall submit said approved recommendation to the next Civil Service Board meeting for the appropriate classification changes.

ARTICLE 36 - DISCIPLINE, SUSPENSIONS, REMOVALS

36.1. Discipline: Disciplinary action may be imposed upon an eEmployee only for just cause. Disciplinary action may be grieved by the eEmployee through the regular Ggrievance procedure as provided in this agreement. Disciplinary action shall include only the following: 1) written reprimand; 2) suspension; 3) Ddemotion; and 4) removal. Except in the case of a severe breach of discipline any suspension, Ddemotion, or removal action shall be preceded by a written warning. An eEmployee shall be given the opportunity to have a Union representative present at any questioning of the eEmployee during a meeting with a Ssupervisor for the purpose of determining what disciplinary action against the eEmployee will be taken. If the Appointing Authority has reason to reprimand an eEmployee, it shall be done in a manner that will not embarrass the eEmployee before other eEmployees or the public.

36.2. Suspensions:

(a) The Appointing Authority or any Ssupervisor acting for him or her in his or her absence, may for disciplinary purposes suspend without pay any eEmployee under his or her supervision from the performance of his or her duties for one (1) or more periods aggregating not more than fifteen (15) working days in a calendar year for each disciplinary incident unless the union

and the eEmployee mutually agree to a longer period of time.

(b) Employee to be notified of suspension: In case the Appointing Authority or the Ssupervisor acting in his or her place suspends any eEmployee, he or she shall forthwith give written notice to the suspended eEmployee stating the reason for the suspension and the duration thereof, and shall forthwith personally deliver such written notice to the eEmployee or send by certified mail to his or her last known address; he or she shall also forthwith send to the Union a copy of such notice sent to the eEmployee. Such notice shall also advise the eEmployee that he or she may grieve pursuant to this agreement if he or she disagreed with the action of the Appointing Authority.

36.3. Removals:

(a) An Aappointing aAuthority may, except as provided in Article 37, remove any eEmployee who has completed the probation period prescribed in accordance with Section 13-69 of the Civil Service code only for just cause.

(b) Any charges filed against any eEmployee shall state specifically the just cause or causes the Appointing Authority feels are sufficient to constitute grounds for removal, and in addition, the specific act or acts of such eEmployee constituting such cause; provided, that in no case shall such vague and indefinite charges as "for the good of the City" be considered for removal and that in no case may an eEmployee be removed on account of their religious or political opinions or affiliations or for refusing to contribute to a political fund or to render political service.

(c) Any eEmployee proposed to be removed for just cause, shall be notified in writing of the charges against him or her, the date of separation, and the rights of the eEmployee to file a formal Ggrievance under the union contract. The Appointing Authority shall forthwith personally deliver such written notice to the eEmployee or send by certified mail to the eEmployee's last known address and shall also forthwith send to the Union a copy of such notice sent or delivered to the eEmployee.

(d) If the eEmployee being removed files a Ggrievance, or demands a veterans hearing, the eEmployee shall be placed on suspension without pay until the Ggrievance is resolved except during the time where suspension without pay is prevented by law.

36.4. Personnel Records. Initial minor infractions, irregularities, or deficiencies shall first be privately brought to the attention of the eEmployee and if corrected shall not be entered into the eEmployee's personnel office record. Investigations which do not result in disciplinary actions shall not be entered into the eEmployee's personnel office records.

Each eEmployee shall be furnished with a copy of all disciplinary entries into all his or her personnel record and shall be entitled to a written response included therein. All disciplinary entries in the personnel record shall state the corrective action expected of the eEmployee.

The contents of an eEmployee's personnel office record shall be disclosed to him or her upon request and to the eEmployee's union representative upon the request of the eEmployee in accordance with state law. In the event a Ggrievance is initiated under Article 44, the Appointing Authority shall provide a copy of any items from the eEmployee's personnel office record upon

request of the eEmployee.

ARTICLE 37 - RESIGNATIONS

37.1. Any eEmployee who wishes to resign in good standing shall give the Appointing Authority written notice of at least two (2) weeks, unless the Appointing Authority consents to his or her leaving on shorter notice. Such notice of resignation shall be forwarded forthwith to the Ssecretary by the Appointing Authority, together with a report as to the character of the eEmployee's services.

37.2. If any eEmployee resigns without giving the required notice, the Ssecretary shall enter that fact on his or her roster card, and such failure to give the required notice may be considered sufficient reason for rejecting any future application from him or her to enter tests.

37.3. Any eEmployee who has resigned after giving proper notice may, within thirty (30) days after termination of employment and with the consent of the Board, withdraw his or her resignation and be restored to the Pposition vacated if such Pposition is still in the classified service, and if it is still vacant or is filled by a provisional eEmployee; if it is not thus available, he or she may, upon written request to the Ssecretary, have his or her name placed on the re-employment list for the appropriate class.

37.4. Any eEmployee who is absent from duty for three (3) consecutive business days without securing leave from the eEmployee's immediate Ssupervisor or without notifying the Ssupervisor of the reason for the eEmployee's absence and the time when the eEmployee expects to return, or who fails to notify the Ssecretary of the eEmployee's readiness to resume the eEmployee's duties within five (5) days after the expiration of a leave of absence, shall be considered to have resigned, and such resignations shall be treated as a resignation without notice and a report thereof made to the Ssecretary.

ARTICLE 38 - MANDATORY RETIREMENT - TERMINATION PAY

38.1. When an eEmployee leaves City employment, he or she shall be paid in full on the payroll covering the last day he or she actually worked for his or her salary due, the value of accumulated vacation time, time off due for holidays which fell on his or her days off, and unused compensatory time off, such value to be calculated based on his or her Bbasic hHourly rRate at the time of his or her termination.

ARTICLE 39 - LAYOFFS OF CLASSIFIED EMPLOYEES

39.1. When, because of lack of work or funds, or to obtain efficiencies, or for other causes for which an eEmployee is not at fault, there is a reduction in the number of eEmployees in a job title within a department, the following procedure shall apply:

(a) All Ttemporary, nNon-bargaining Unit tTemporary, nNon-bargaining nUnit pPart-time, and provisional, and substitute eEmployees shall be the first to be laid off within that department, except those eEmployees working as mowers at the golf course, lifeguards, or shelvers at the library, playground leaders, recreation workers, special events coordinators and aides, ice rink caretakers, chairlift operators, ballfield maintenance workers, laborers (rose garden,

gardeners, grass mower, litter pickup, street marking and legend painters).

1. Permanent eEmployees who are substituting in a vacant Pposition shall, during any layoff affecting their permanent Pposition or the Pposition to which they are substituting, return to their permanent Pposition.

2. Permanent eEmployees who are promoted provisionally shall, during any layoff affecting their permanent Pposition or the Pposition to which they were provisionally promoted, return to their permanent Pposition.

3. Permanent eEmployees who are on a leave of absence shall, during any layoff affecting their Pposition, be deemed to have returned to his/her Pposition.

4. If any eCity eEmployee is displaced from a regular civil service Pposition with the eEmployer, then the eEmployer shall allow the displaced eEmployee to replace any temporary, Non-bargaining Uunit tTemporary, nNon-bargaining uUnit Ppart-time, provisional, seasonal, or substitute worker who is performing work in a Pposition for which the laid off eEmployee meets the job requirements, at the laid off eEmployee's regular rate of pay with the same benefits as received by a permanent eEmployee. If any eEmployee qualified to shelve books, in the library department is laid off, he or she may displace part-time library book shelvees to the extent possible to secure fulltime employment at the eEmployee's regular rate of pay and receiving regular benefits.

5. In filling any temporary, nNon-bargaining Uunit Ttemporary, nNon-bargaining uUnit pPart-time, provisional, seasonal, or substitute Ppositions, the eEmployer shall first offer such Ppositions to individuals whose names appear on a eCity re-employment list, and who meet the job requirements of the Pposition being filled, by seniority, as provided for in this agreement at the eEmployee's regular rate of pay and with the same benefits as received by a permanent eEmployee. However, the eEmployer need not make such an offer to an individual who has declined three offers of temporary, nNon-bargaining uUnit tTemporary, Nnon-bargaining uUnit Ppart-time, provisional or seasonal work, or who has declined an offer of a full-time, permanent Pposition.

6. The eEmployer agrees to comply with the provisions of MSA 179A.03, Subd. 14 (f), or its successor in the hiring of Ttemporary eEmployees. The Employer also agrees the same standard shall apply to Ttemporary eEmployees hired through an employment agency.

(b) For purposes of layoff, seniority shall be determined by using the eEmployee's original hire date from which he or she has been Cecontinuously eEmployed within this bargaining unit after December 31, 1985, to determine the least senior. Employees employed before January 1, 1986, who are currently in the bargaining unit shall retain seniority held and calculated as of December 31, 1985. Seniority ties shall be determined in the manner laid out in Article 20.

(c) During any layoff that affects a certified or non-certified apprenticeship or training program, all trainees or apprentices shall be laid off until such time as the laid off journeyman or an eEmployee who has completed said program has been recalled or withdraws his or her name from said list or who has been removed from said list according to Sections 40.6 and

40.7.

(d) **Bumping:** When an eEmployee is laid off in a job title in the work force, he or she shall be permitted to exercise his or her seniority rights to bump (replace an eEmployee with less seniority). Such eEmployee may, if he or she so desires, bump any eEmployee in the same or lower job classification in the same job series within the same department, provided the bumping eEmployee has greater seniority than the eEmployee whom he or she bumps, and such bumping shall be accomplished according to the following procedure:

1. When a Position in a series of job titles is eliminated, the eEmployee in that Position shall be given the option to bump by seniority (e.3.) into any Position in the same job title within the department. If an eEmployee does not have sufficient seniority to maintain a Position within his or her job title, he or she shall be given the option to bump any eEmployee with less seniority in the next lower job title in that job series within that department.

2. The procedure as described in (Sec. d. 1) shall be followed in each lower job title until the least senior eEmployee(s) in the lowest job title in a series within the department is laid off.

3. Any eEmployee who chooses not to exercise his or her bumping rights shall be placed on the re-employment list.

4. When a Position that is not in a series of job titles is eliminated, the least senior (39.1.b.) eEmployee in that job title within that department shall be laid off.

(e) For the purposes of this article, the following job series shall each be treated as separate departments: Custodial, Secretarial-Clerical, Accounting and Bookkeeping.

(f) For purposes of this article only, the eEmployees in the Building Safety Division will bump in the layoff series as if they are in the Public Administration Department.

39.2. (a) For the purposes of this article, job title(s) shall be defined to mean Civil Service job classification(s). For the purpose of this article, the Civil Service Classifications of Clerical Technician and Clerical Support Technician (J.A.T.C.) shall be treated as one job title. Layoffs and/or bumpings that occur within this composite job title shall be according to the process that is set for in section 389.1.

(b) For the purposes of this article, the Civil Service job classifications of Collection System Maintenance Worker, Utility Operator, and Water and Gas Maintenance Journeyman shall be treated as one job title.

39.3. "Series of job titles" or "job series" as referred to in this article shall be the list of job titles and their order that are negotiated between the union and the eEmployer.

39.4. Demotions made in accordance with this article are not subject to the requirements contained in Article 35 - Demotions, but are subject to the Grievance procedure in this collective bargaining agreement.

39.5. The Employer shall notify in writing the eEmployee or eEmployees to be laid off ten (10) working days prior to actual layoff and shall forthwith transmit to the Civil Service Board and the Union the names of those so notified.

ARTICLE 40 - RE-EMPLOYMENT LIST

40.1. The name of any eEmployee who has been laid off shall be placed on the re-employment list, which shall be the same list required by the Civil Service Code. The Chief Administrative Officer or his designee shall enter on the appropriate re-employment list(s), (as provided for in Sec. 2 and 3 of this article), the name(s) of those eEmployees eligible for re-employment and who desire to be re-employed when vacancies occur in the job title(s). The Union shall receive copies of all such lists, and shall be notified of any changes on said lists.

40.2. For job title(s) that are in a City-wide department (see Article 39.1.f., ~~Par. 1.f.~~)

(a) The name(s) of laid off eEmployees shall be arranged on a re-employment list for the job title from which an eEmployee was laid off and for all lower job titles in the same series in the order of their total seniority with the City.

40.3. For job titles not in a City-wide department, the name(s) of any laid off eEmployee(s) shall be arranged on the re-employment list(s) in the following manner:

(a) A list by job title and the department from which the eEmployee(s) was laid off and by arranging said eEmployee(s) name by total seniority with the City.

(b) A list of any lower job title(s) within the department that has been determined to be part of the same job series, as provided for in Article 39, and by arranging said eEmployee(s) name by total seniority with the City.

(c) A list by job title(s) on a City-wide basis and arranging said eEmployee(s) name by total seniority with the City. This list should be used for those job titles which have the same job description and are used in more than one department (i.e. Light Equipment Operator, Parks Department and Light Equipment Operator, Public Works Department).

40.4. Employees shall be recalled from the re-employment list according to the following procedure:

(a) Employees not in a City-wide department.

1. Sec. 40.3(a) shall be followed first.
2. Sec. 40.3(b) shall be followed second.
3. Sec. 40.3(c) shall be followed third.

(b) Employees in a City-wide department.

1. Sec. ~~39~~40.2(a) shall be followed.

40.5. Employees who have or could be placed on the re-employment list by other articles of this agreement or as provided for by Civil Service Rules shall have their name placed on appropriate lists as provided for in Sec. 40.2 and 40.3.

40.6. To determine if any eEmployee is interested in remaining on such re-employment list(s), the Chief Administrative Officer or his designee shall, on or about the anniversary date of the layoff and when a Pposition(s) becomes available, contact by certified mail each eEmployee who has not been re-employed. Employees shall have fourteen (14) calendar days to respond by certified mail to the Chief Administrative Officer or his designee if they are interested in accepting a Pposition or if they are still interested in remaining on a re-employment list.

40.7. The Chief Administrative Officer or his designee may remove an eEmployee's name from the re-employment list for a Pposition in the job title from which the eEmployee was originally laid off if: (1) the eEmployee indicates he or she is no longer interested in said Pposition; or (2) the eEmployee refuses to accept an appointment for such Pposition without giving a satisfactory reason. Employees refusing to accept an appointment for a Pposition in a lower job title than the one from which the eEmployee was originally laid off shall have their names removed from such lower list.

ARTICLE 41 - PROBATION TERM

41.1. Probation term eEmployees may be required to serve a probation period which shall not exceed six (6) consecutive calendar months.

ARTICLE 42 - EMPLOYEE SAFETY

42.1. The Employer agrees to maintain sanitary and safe working conditions and to maintain adequate and suitable first aid facilities. The Employer shall furnish and maintain rubber gloves, hip boots, rain gear, hard hats, protective shields, safety appliances, special tools required for safety, and scaffolding, and train the eEmployees using such equipment in the proper use of same. The Employer reserves the right to determine what departments and personnel should receive the above-listed equipment. Employees covered hereby, in the performance of their jobs, shall at all times use safety devices and protective equipment which is furnished to them hereunder and comply with the safety, sanitary, and fire regulations issued by the Employer.

ARTICLE 43 - CIVIL SERVICE RULES

43.1. The Employer and Union agree that Ggrievances regarding the interpretation or application of provisions contained in both this Agreement and Chapter 13 of the Duluth City Code, which deals with Civil Service, shall be resolved pursuant to the procedures set forth in said Chapter 13 of the City Code, and shall not be subject to the Ggrievance procedures contained in this agreement.

43.2. The Union shall be afforded the opportunity to discuss contemplated changes to the Civil Service Rules with the Employer.

43.3. In addition to the authority and responsibility conferred upon the Civil Service Board by the City Charter and the other provisions of Chapter 13 of the Duluth City Code, the Board shall

act in accordance with the authority and responsibility conferred upon it by any provision of this collective bargaining agreement.

43.4. Whenever tests are to be held to establish an eligible list for any class, the Civil Service Board, after securing the recommendation of the ~~A~~appointing ~~a~~Authority, shall decide as to whether promotion or original entrance tests, or both, shall be held. If both promotion and original entrance tests are held, the tests will be identical in nature and scored as separate categories.

43.5. The Employer and the Union shall each appoint an equal number of representatives to a committee established to review whether a ~~P~~osition should be filled by giving an open, promotional, or open and promotional civil service test. The recommendations to which a majority of the committee agree shall be forwarded as a joint recommendation to the Civil Service Board.

43.6. Employees who were incumbents in the classifications of either Water & Gas Regulator Mechanic or Water & Gas Radio Dispatcher on December 1, 1998, shall have the right to return to their last previously held classification without further testing, and shall retain seniority and benefits as set out in this contract.

ARTICLE 44 - ~~LABOR MANAGEMENT PERSONNEL COMMITTEE~~

44.1. A committee consisting of one representative of the Union and one representative of the ~~Personnel Department~~ Human Resources Division of the City of Duluth shall be established to meet and confer on the following functions during the period of this Agreement:

At least once every three (3) months, the Personnel Committee shall meet to discuss job audits and related issues. Unless otherwise stated below, all requests for job audits for the purpose of determining whether the specifications for a job title should be amended, whether certain ~~p~~ositions should be reclassified to a different job title, or whether there is a need to establish a new job title to describe an existing ~~p~~osition shall be reviewed by the Personnel Committee prior to staff audit work.

Upon completion of staff audit work, a copy of the audit shall be sent to the Union no later than fourteen calendar days prior to the date it is scheduled on the Civil Service Board Agenda.

44.2. The Personnel Committee shall meet and negotiate the pay rate and placement in a layoff series for:

- (a) Any new or modified job specification or title resulting from a job audit.
- (b) Any new ~~p~~osition with a new title created unrelated to a job audit.
- (c) When the Employer creates a new job description or amends a current job description, it shall notify the Union of the proposed rate of pay. The Employer and the Union shall meet and negotiate regarding the rate of pay for the job description.

If the Employer and the Union are unable to reach an agreement as to the rate of pay for the job description within 10 days from the Employer's written notice to the Union that a pay rate must be set, then either may request mediation services from the Bureau of Mediation Services.

1. If agreement has not been reached after one mediation session or if a second session has not occurred within 20 days of the date of the request, then either party may request the mediator to make an immediate written recommended settlement. The recommendation shall become binding 5 days after receipt of it by the Employer.

2. The cost, if any, of the mediator shall be equally split between the Employer and the Union.

3. The Employer and the Union shall each submit to the mediator only one final best position for the pay rate for the job description. The only other materials that a party may present to the mediator are:

- a. discussion held in the mediation session;
- b. joint stipulations as to facts;
- c. affidavits of individual parties, should the parties disagree as to the facts;
- d. a copy of the approved civil service job description;
- e. staff job evaluation reports, with pay equity study results used only to show if there is non-compliance;
- f. and a letter supporting its position (not to exceed two (2) pages 8½ x11 inches, double-spaced, with one inch margins and twelve point type).

[Management rights are found in Article 5 of this agreement.]

The mediator's written recommendation shall award either the Union's final position or the Employer's final position. The mediator shall have no power to make any recommendation other than the final, best position submitted by one of the parties.

44.3. The Personnel Committee shall meet to discuss the establishment of apprenticeship programs. If the Employer and Union representatives on the Committee mutually agree on such a program, a supplemental agreement shall be prepared and recommended for approval by the City Council.

~~44.4. A Labor Management Committee consisting of three union appointed representatives and three management representatives shall be created for the purpose of~~

~~establishing Labor Management Subcommittees. This umbrella committee has the authority to establish, monitor the progress of, forward the recommendations of the subcommittees to the Administration and Labor and dissolve any subcommittee established. Recommendations will be responded to by the responsible manager and/or business agent in a timely manner. These labor-management subcommittees will be responsible for collaboratively addressing common interests that may include, but are not limited to the following:~~

~~Budget related issues
Staffing levels
Employee retention
Working environment
Health and safety issues
Customer service levels
Compensatory time
Employee expense policies~~

44.54. Job Audits. The Employer agrees to provide a list of the current jobs awaiting completion of a job audit.

~~(a) For those jobs on the list prior to November 1, 2003, the Employer agrees that any pay adjustment will take effect on completion of the job audit or July 1, 2004, whichever occurs first.~~

~~(b)(a) For job audit requests that are added to the list after this agreement is approved, †The Employer agrees to make any pay adjustments from those job audits take effective no later than six months from the date the job audit request is filed.~~

ARTICLE 45 - GRIEVANCE PROCEDURE

45.1. An eEmployee or group of eEmployees with a Ggrievance shall, within twenty-one (21) calendar days after the first occurrence of the event giving rise to the Ggrievance, present such Ggrievance through the Union in writing to the appropriate first line or division manager or, in the absence of such manager, to his or her authorized representative with a copy of the Ggrievance being sent to the Department Director. Within five (5) working days of receipt of the Ggrievance, the manager shall meet with the grieving eEmployee/s and the steward to try to fairly and equitably resolve the Ggrievance.

45.2. Should the manager and grieving eEmployee/s be unable to easily resolve the Ggrievance, the manager and the †Union steward will meet and collaboratively prepare a written report of the specific contract language, facts, and circumstances pertaining to the Ggrievance. Such fact and circumstances report shall be prepared within five (5) working days of the initial meeting between the manager and eEmployee/s. Both sides shall make a good faith attempt to make the report as complete and accurate as possible. Preparation of the report shall include jointly interviewing all those affected by or with knowledge of the facts and circumstances surrounding the Ggrievance.

45.3. The manager, in consultation with the department head shall present the Employer's position in writing to the eEmployee or eEmployees and the Union within seven (7) working days

after receipt of the fact and circumstances report. Grievances not resolved within the department must be presented by the eEmployee or eEmployees through the Union in writing to the Chief Administrative Officer or designee within twelve (12) working days after the Employer has given its reply to such Ggrievance. The Chief Administrative Officer or designee shall reply in writing to the aggrieved eEmployee or eEmployees and the Union within twelve (12) working days after receipt of such Ggrievance. The resolution of Ggrievances settled by the procedures set forth in this paragraph shall be reduced to writing and signed by the eEmployee or eEmployees, the Union and the Employer.

45.4. If the Ggrievance is not settled in accordance with the foregoing procedure, the Union may, within twelve (12) working days after receipt of the reply of the Chief Administrative Officer or designee submit the Ggrievance to arbitration by serving notice in writing of such submittal upon the Chief Administrative Officer or designee. In the event the parties are unable to agree upon an arbitrator within said twelve (12) day period, either party may request the Bureau of Mediation Services of the State of Minnesota to submit a panel of at least five arbitrators. The parties shall each have the right to alternately strike names from the panel until one name remains. If the parties are unable to agree on who shall strike the first name, the question shall be decided by a flip of the coin. The remaining person shall be the arbitrator. The arbitrator shall be notified of his or her selection by the parties.

45.5. The arbitrator shall have no right to amend, modify, nullify, ignore, add to, or subtract from the provisions of this Agreement. He or she shall consider and decide only the specific issue(s) submitted to him or her in writing by the parties, and shall have no authority to make a decision on any other issue not so submitted to him or her. More than one Ggrievance may be heard by the same arbitrator by mutual agreement of the parties. Either party may, if it desires, submit a brief to the arbitrator setting forth its position with respect to the issue(s) involved in a Ggrievance. The arbitrator shall be without power to make decisions contrary to or inconsistent with or modifying or varying in any way the application of laws and rules and regulations having the force and effect of law. The arbitrator shall submit his or her decision in writing within 30 days to the parties and shall file a copy of such decision with the Bureau of Mediation Services of the State of Minnesota. The decision shall be based solely upon his or her interpretation of the meaning or application of the express terms of this Agreement to the facts of the Ggrievance presented.

45.6. The decision of the arbitrator shall be final and binding upon the parties, except that an appeal may be taken to the District Court on the grounds that the order of the arbitrator violates the provisions of Minnesota Statutes Annotated.

45.7. The fee and expenses of the arbitrator shall be divided equally between the parties: provided, however, that each party shall be responsible for compensating its own representatives and witnesses. If either party desires a verbatim record of the arbitration proceedings, it may cause such a record to be made, providing it pays for the record. If both parties desire a verbatim record of such proceedings, the cost shall be shared equally.

45.8. If a Ggrievance is not presented within the time limits set forth above, it shall be considered waived. If a Ggrievance is not appealed to the next step within the specified time limit or any agreed extension thereof, it shall be considered settled on the basis of the Employer's last answer. If the Employer does not answer a Ggrievance or an appeal thereof within the specified time limits, the eEmployee or eEmployees or Grievance Committee may elect to treat the Ggrievance as denied at

that step and immediately appeal the Grievance to the next step. The time limit in each step may be extended by mutual written agreement of the parties involved in each step.

45.9. All documents, communications, and records dealing with a Grievance shall be filed separately from the personnel files of the employees involved.

45.10. Access to all information necessary to the determination and processing of a Grievance shall be made available to all participants.

ARTICLE 46 - UNION RIGHTS

46.1. All new employees shall be informed by the employer that the union is the exclusive representative of employees in the unit. The Employer shall provide each new employee with a copy of this Basic Agreement, together with a list of the officers of the Union, and designated steward in the employee's department. All new employees shall also be informed that a fair share fee in lieu of union membership may be charged by the Union as provided by state law.

ARTICLE 47 - P.E.O.P.L.E. CHECKOFF

47.1. The Employer shall deduct from the wages of any employee who is a member of the Union a P.E.O.P.L.E. deduction as provided for in a written authorization. Such authorization must be executed by the employee and may be revoked by the employee at any time by giving written notice to both the Employer and the Union. The Employer shall remit any deductions made pursuant to this provision promptly to the Union together with an itemized statement showing the name of each employee from whose pay such deductions have been made and the amount deducted during the period covered by the remittance.

ARTICLE 48 - COMPLETE AGREEMENT AND WAIVER OF BARGAINING

48.1. The parties acknowledge that the provisions contained in this Agreement constitute the entire agreement between the parties, and that the provisions of this Agreement are not subject to renegotiation, except with the mutual consent of the parties.

ARTICLE 49 - DURATION OF AGREEMENT

49.1. Subject to any specific limitations or extensions of effective periods which may appear elsewhere in this Agreement, this Agreement shall be effective as of the 1st day of January, 2011~~10~~, and shall remain in full force and effect through the 31st day of December, 2011~~10~~, and from year to year thereafter unless either party shall give written notice to the other party of such party's desire to initiate bargaining discussions over changes of any one (1) or more of the provisions contained in this Agreement, such notice to be given not less than sixty (60) days prior to the date of expiration of this Agreement.

ARTICLE 50 - JOINT APPRENTICESHIP TRAINING COMMITTEE

50.1. The Employer and the Union have entered into a separate agreement for the establishment of standards of apprenticeship. The standards of apprenticeship require the establishment of a Joint Apprenticeship Training Committee (J.A.T.C.). In order to clarify the

Committee's function, the following shall apply: The Joint Apprenticeship Training Committee shall approve all apprenticeship programs, including training programs, course content, the development of a monitoring system to comply with the established programs, and the development of a verification and certification procedure for compliance. The Joint Apprenticeship Training Committee shall not be responsible for the establishment of pay rates, job descriptions, or contract language for the implementation of those programs.

ARTICLE 51 - REOPENERS

51.1. The parties agree to meet and confer in the ~~Insurance~~ Labor Management Committee for appropriate changes in medical insurance plan, and long-term disability plan, to achieve reasonable and conservative cost containment suggestions.

51.2. The parties agree to meet and confer preferably with the J.A.T.C. Committee to discuss changes in the structuring of Appendix 5, Apprenticeship Programs, and then negotiate contract changes, if possible.

51.3. During the term of this contract, either party may require the other to negotiate provisions of this contract concerning rate of pay for ~~e~~Employees who answer telephone calls while on stand-by duty - Article 18.

~~51.4. During the term of this Agreement, either party may require the other to meet and negotiate concerning the recommendation of the Uniform Committee (Article 11.8), including any concerning jackets in the Public Works Department, the effect of the drug and alcohol policy on terms and conditions of employment, or the pay for specially audited jobs (Article 44.4).~~

51.54. During the term of this Agreement, either party may require the other to meet and negotiate concerning any new or modified job specification or title, or any issue of pay, seniority, Aassignment, scheduling, or other term or condition of employment not otherwise reserved to management as an inherent management right, resulting from the integration of the Department of Water and Gas and the Department of Public Works.

ARTICLE 52 - COMPARABLE WORTH

The employer agrees to comply with current comparable worth laws. If any changes are necessary, they will be negotiated with the bargaining unit.

ARTICLE 53 - FLEXIBLE BENEFITS

Any ~~e~~Employee may participate in the City of Duluth flexible benefits plan in accordance with federal law.

ARTICLE 54 - PART-TIME AND SEASONAL EMPLOYEES

54.1. Part-time Ppositions will be filled in accordance with Civil Service Rules and existing practices and procedures used for full-time ~~e~~Employees as set forth in this contract for full-time ~~e~~Employees. Part-time Ppositions that increase from under 24 hours a week to more than 24 hours a week, or from under 30 hours a week to more than 30 hours a week, will be reposted and

interested eEmployees will be selected off the appropriate Civil Service list and in accordance with Civil Service Rules.

54.2. Benefits will accrue to Ppart-time eEmployees in the following manner:

(a) Employees who are scheduled to work 14-23½ hours a week will accrue benefits at ½ the full time rate.

(b) Employees who are scheduled to work 24-30 hours a week will accrue benefits at ¾ the full time rate.

(c) Employees who are scheduled to work more than 30 hours a week will accrue benefits at the full time rate.

Seasonal eEmployees, regardless of hours worked, shall not be eligible for any eEmployee benefits, either active or retiree, contained in this Agreement. Seasonal workers will, however, receive compensation at a rate of 1 and ½ times their current Bbasic hHourly rRate for each hour worked on holidays recognized in Article 27.1(a) and (b). The number of seasonal groundskeeper eEmployees will not exceed 10% of the number of budgeted, full-time A.F.S.C.M.E. bargaining unit eEmployees for the given year. No full-time or permanent eEmployee covered by this Agreement will be displaced by a Sseasonal eEmployee.

For Ppart-time eEmployees, the Employer shall contribute the full cost of the Ppart-time eEmployee's single health care coverage. Part-time eEmployees will not, however, be eligible for dependent (family) health care coverage.

Part-time, qualified eEmployees will be eligible for active benefits, on a pro-rated basis, according to their work schedule, effective after the same time periods as their full-time counterparts. Any Ppart-time eEmployee hired on or after January 1, 2007, shall not be eligible for any retiree health care, any lump sum payment to a health care savings plan account or retiree life insurance benefits.

54.3. Part-time eEmployees who are laid off are entitled to the same rights as full-time eEmployees as outlined in Article 39.1. Seasonal eEmployees may be eligible for rehire, but must reapply each year. A Sseasonal eEmployee does not have the right to replace any eEmployee under Article 39.

Seniority for part time eEmployees shall be calculated based upon hours scheduled to be worked (1950 hours for pay ranges 116 to 142 and 2080 hours for pay ranges 14 to 39 shall be equivalent to one full year of full time employment-).

For holidays, each part time eEmployee will be scheduled to work a fraction of each holiday based upon the hours they are scheduled to work each week and shall be granted time off with pay.

Overtime will be paid according to the provisions set out in the collective bargaining agreement.

54.4. The Employer retains the right to determine staffing levels and the number of hours of Ppositions. The Employer retains the right to implement layoffs as provided in Article 39 and

manage the workforce as provided in Article 5. Due to a financial crisis, the City may temporarily transfer an employee from one department to a different department without loss of pay, benefits, or seniority.

ARTICLE 55 – LABOR-MANAGEMENT COMMITTEE

55.1. The Employer and the Union will form a bona fide joint labor-management committee for the continuing purpose of meeting and discussing matters of mutual concern. The labor-management committee shall be chaired jointly by a representative of the Employer and a representative of the Union, and shall consist of an equal number of appointed management and union representatives. The labor-management committee has the authority to establish labor management subcommittees, monitor their progress, forward subcommittee recommendations to the Administration, and dissolve subcommittees. The labor-management committee shall operate on a recommendation basis only, and the committee chairs shall mutually determine all questions of process, procedure and agenda content. The labor-management subcommittees will be responsible for collaboratively addressing common interests that may include, but are not limited to the following:

- Budget related issues
- Employee retention
- Working environment
- Health and safety issues
- Work process and customer service improvement
- Employee recruitment and retention

55.2. The City’s representative on the Joint Powers Enterprise Board of Trustees as defined in the Joint Powers Agreement will report, no less than quarterly, to the Labor Management Committee regarding activity in the Duluth Joint Powers Enterprise Trust. The report will include information such as claims activity, actuarial reports, and financial statements, which will be comparable to that which was provided to the Health Insurance Labor Management Committee under the 2010 collective bargaining agreement.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement the day and year first above written.

Dated: _____

CITY OF DULUTH

LOCAL 66 of A.F.S.C.M.E., represented by
A.F.S.C.M.E., Minnesota Council 5

By _____
Mayor

By _____
President, Local 66

Attest _____
City Clerk

By _____
Regional Director, Council 5

By _____
Chief Administrative Officer

| Countersigned:

By _____
Field Business Representative

City Auditor

Approved as to form:

City Attorney

APPENDIX 1

<u>TITLE</u>	<u>RANGE</u>	<u>JOB CLASS NO.</u>
Administrative Clerical Specialist	127	1810
Administrative Finance Specialist	90%-100% of 129E*	1819
Administrative Information Specialist	90%-100% of 129E*	1818
<u>Administrative Legal Assistant</u>	<u>129</u>	<u>4221</u>
Administrative Secretarial Specialist	127	1811
Administrator, Land Use Regulations	138	2404
<u>Animal Control Officer</u>	<u>24</u>	<u>4435</u>
Animal Shelter Lead Worker	30	1534
Animal Control Officer	24	4435
Appliance Mechanic Apprentice	26A-27E*	4438
Appliance Mechanic Journey-Person	30**	4238
Appraiser	127A-134E*	3332
Assessors Office Coordinator	131 <u>132</u>	1737
Assistant Business Developer	135	3111
Assistant Golf Course Superintendent	31	4129
Assistant Storekeeper	24	4303
Athletic Turf Maintenance Coordinator	30	4447
<u>Bid & Contract Assistant</u>	<u>129</u>	<u>4227</u>
Bridge Operator	27	4429
<u>Budget & Operations Analyst</u>	<u>133</u>	<u>3121</u>
Building Maintenanceperson	26	4203
Business Developer	142	3118
<u>Buyer</u>	<u>130</u>	<u>4119</u>
Carpenter	29	5206
Chief Communications Liaison	136	4124
Chief Water Plant Operator	34	1711
Clerical Specialist	124	4320
Clerical Support Technician	79%-100% of 121E*	4336
Clerical Technician	120	4419
Code Plan Review Consultant	27	4420
Collection System Maintenance Worker	28	4241
Community Liaison	127	4131
Computer Operator	122-124 (2)	4228
Construction Inspector	31	5102
<u>Contract Mgmt & Compliance Administrator</u>	<u>135</u>	<u>1735</u>
Corrosion Technician	32	5404
Criminal Intelligence Analyst	131	1822
Customer Service Leadworker	32	3226
Electrical Inspector	31	5104
Electrician	29	5205
Electronics Technician	30A-31E	3228
Electronics Technician Leadworker	33	1533
Employees Benefits Specialist	136	3231
Employment Technician	131	3421
<u>Energy Coordinator</u>	<u>33</u>	<u>3122</u>
Engineering Technician	28	4106
Equipment Maintenance Specialist	25	4430

<u>TITLE</u>	<u>RANGE</u>	<u>JOB CLASS NO.</u>
<u>Facility Projects Specialist</u>	<u>33</u>	<u>3121</u>
Finance Technician	82%-100% of 126E*	3425
Financial Analyst	70%-100% of 136E*	3120
Fleet Services Leadworker	32	1752
Garden Maintenance Worker	24	5401
Gas and Energy Coordinator	32	1750
Gas Control Operator I	26	4302
Gas Control Operator II	28	4212
Gas Fitter	29	4240
Geographical Information Systems Specialist	133A-136E (4)	3213
<u>Grant Coordinator</u>	<u>131</u>	<u>3304</u>
Graphics Coordinator	131	3305
Head Mechanic	28	1804
Heating and Ventilating Inspector	31	5103
Heavy Equipment Mechanic	28	4133
Heavy Equipment Operator	27	4205
Housing Inspector	29	3404
Housing Inspector Leadworker	32	1535
<u>Human Resources Assistant</u>	<u>127</u>	<u>3420</u>
Industrial Equipment Technician	27	4242
Industrial Painter	29	5210
Information Technician	82%-100% of 126E*	3424
Janitor I	121	4411
Janitor II	122	4316
Janitorial Supervisor	25	1822
<u>Land Use Technician</u>	<u>28</u>	<u>4420</u>
Librarian I	131	3409
Librarian II	133	3303
Librarian III	136	1331
Library Assistant II	119	4313
Library Custodian	22	4408
Library Technician	124*	4327
Lift Station Apprentice	23A-25E*	4417
Lift Station Operator	29*	4229
Light Equipment Operator	26	4216
Maintenance Operations Leadworker	32	3331
Maintenance Worker	22	4405
Maintenance Worker Helper	16	5407
Master Electrician	31	5205
Master Plumber	31	1820
Meter Mechanic	29	4208
Meter Reader	22	4409
<u>Mobile Data Specialist</u>	<u>133</u>	<u>3211</u>
Network Administrator	137	3215
Painter	29	5202
Paralegal	131	3224
Park Maintenance Worker	27*	4141
Parking Meter Monitor	18	4415
Parking Ramp Attendant	15	5402
<u>Parks and Recreation Gardens Maintenance Leadworker</u>	<u>32</u>	<u>1747</u>

<u>TITLE</u>	<u>RANGE</u>	<u>JOB CLASS NO.</u>
<u>Payroll Practitioner</u>	<u>129</u>	<u>3317</u>
Personnel Analyst	131	3222
Personnel Technician II	137	3203
Pipeline Welder	31	4432
Planner I	129	3426
Planner II	133	3302
Plans Examiner	29	3428
Plans Examiner Leadworker	32	3427
Plumber	29	5204
Plumbing Inspector	31	5101
Police Records Coordinator	132	1743
Programmer Analyst	133-136 (3)	3212
Project Architect	36	3108
Project Coordinator	32	3321
Project Engineer	36	3112
<u>Property & Evidence Technician</u>	<u>22</u>	<u>4410</u>
Prosecution Assistant	131	4128
Public Information Coordinator	135	3113
Recreation Specialist	26	4434
Regulator Mechanic	29	4207
Safety and Training Coordinator	137	1522
Safety & Training Specialist	135	1605
Seasonal Groundskeeper	14 a A	5408
Secretarial Specialist	124	4321
Senior Animal Shelter Technician	26	4237
Senior Buyer	133	3316
Senior Center Coordinator	124	4338
Senior Clerical Specialist	125	4232
Senior Community Employment Director	134	1738
Senior Computer Operator	125	4118
Senior Engineering Specialist	34	3119
Senior Engineering Technician	31 (1)	1810
Senior Gas Control Operator	30	3225
Senior Library Technician	128	4223
Senior Planner	136	3204
Senior Programmer Analyst	137	3114
Senior Ramp Worker	24	5406
Senior Secretarial Specialist	125	4234
Signal Technician	30	4226
Solid Waste Compliance Officer	25 28	1817
Special Assessment Coordinator	129	3219
Special Events Coordinator	129	4127
Storekeeper	27	4201
Support Analyst	131	4126
Telecommunications Administrator	137	1551
Traffic Maintenance Worker	27	4304
Traffic Operations Leadworker	32	3331
Utility Accounts Receivable Specialist	132	1823
<u>Utility Maintenance Worker</u>	<u>23</u>	<u>4310</u>
<u>Utility Operations Leadworker</u>	<u>32</u>	<u>1749</u>

<u>TITLE</u>	<u>RANGE</u>	<u>JOB CLASS NO.</u>
Utility Operator	28*	4140
Utility Operations Leadworker	32	1749
Utility Radio Dispatcher	26	4210
Utility Service Journeyman	28*	4220
Utility Serviceperson	25A*	4407
Van Driver	14a	5405
Warehouse Assistant	29	4243
Warehouse Leadworker	32	4132
Warehouse Specialist	30	4142
Water & Gas Equipment Operator	29	4114
Water & Gas Maintenance Journeyman	28*	4231
Water Lab Chemist	32	3123
Water Lab Technician	27	3232
Water Plant Operator A	31	3330
Water Plant Operator B	28	4116
Water Plant Operator C Apprentice	26	4424
Water Plant Operator <u>D</u>	<u>24</u>	<u>4425</u>
Water Quality Specialist	31	1738
Welder	28	4431
Workforce Development Planner	130	3320
Zoning Coordinator	30	3306
Zoo Keeper I	23	4426
Zoo Keeper II	25	4219

* The salary for any person so employed shall be determined in accordance with Clause 8, Paragraph 8.7.

~~** Pay rate shall be the same as that of the Administrative Secretary including any comparable worth pay supplement, commencing January 1, 1988.~~

APPENDIX 2
2011140 Basic Pay Plan

<u>RANGE NO.</u>	<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>	<u>STEP D</u>	<u>STEP E</u>
116	2032	2100	2184	2253	2339
117	2100	2184	2253	2339	2427
118	2184	2253	2339	2427	2516
119	2253	2339	2427	2516	2610
120	2339	2427	2516	2610	2720
121	2427	2516	2610	2720	2829
122	2516	2610	2720	2829	2935
123	2610	2720	2829	2935	3055
124	2720	2829	2935	3055	3170
125	2829	2935	3055	3170	3295
126	2935	3055	3170	3295	3433
127	3055	3170	3295	3433	3581
128	3170	3295	3433	3581	3733
129	3295	3433	3581	3733	3884
130	3433	3581	3733	3884	4048
131	3581	3733	3884	4048	4213
132	3733	3884	4048	4213	4412
133	3884	4048	4213	4412	4595
134	4048	4213	4412	4595	4799
135	4213	4412	4595	4799	4918
136	4412	4595	4799	4918	5221
137	4595	4799	4918	5221	5455
138	4799	4918	5221	5455	5711
139	4918	5221	5455	5711	5958
140	5221	5455	5711	5958	6207
141	5455	5711	5958	6207	6507
142	5711	5958	6207	6507	6798
4	2593	2698	2814	2939	3049
6	2939	3048	3181	3313	3452
7	3181	3318	3457	3624	3791
9	3600	3762	3929	4099	4280
10	4343	4546	4768	4997	5231

<u>RANGE NO.</u>	<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>	<u>STEP D</u>	<u>STEP E</u>
14A	1684	1745	1777	1877	1949
14	1480	1526	1577	1624	1678
<u>14a</u>	<u>1684</u>	<u>1745</u>	<u>1777</u>	<u>1877</u>	<u>1949</u>
15	1916	1995	2068	2146	2215
16	2166	2180	2218	2412	2510
17	2180	2218	2412	2510	2608
18	2330	2412	2510	2608	2706
19	2412	2510	2608	2706	2809
20	2510	2608	2706	2809	2930
21	2608	2706	2809	2930	3046
22	2706	2809	2930	3046	3166
23	2809	2930	3046	3166	3296
24	2930	3046	3166	3296	3438
25	3046	3166	3296	3438	3573
26	3166	3296	3438	3573	3718
27	3296	3438	3573	3718	3875
28	3438	3573	3718	3875	4044
29	3573	3718	3875	4044	4215
30	3718	3875	4044	4215	4417
31	3875	4044	4215	4417	4586
32	4044	4215	4417	4586	4785
33	4215	4417	4586	4785	4995
34	4417	4586	4785	4995	5212
35	4586	4785	4995	5212	5445
36	4785	4995	5212	5445	5691
37	4995	5212	5445	5691	5953
38	5212	5445	5691	5953	6214
39	5445	5691	5953	6214	6495

APPENDIX 3

SENIOR ENGINEERING TECHNICIAN (1)

A person occupying a position as an Engineering Technician shall become eligible for participation in the Senior Engineering Technician Program upon reaching Salary Range 28, step E. Entrance to the program begins on the date Human Resources receives written notification from an eligible employee of his/her interest in participating. Participation in this program shall be voluntary.

The salary for any person entering the Senior Engineering Technician Program shall be as follows:

SALARY RANGE 31, STEP B for any such person upon entrance to the program.

SALARY RANGE 31, STEP C for any such person with not less than six (6) months service at salary range 31, step B and with satisfactory service* for the preceding six (6) months and with successful completion of one of the three training modules described herein.

SALARY RANGE 31, STEP D for any such person with not less than six (6) months service at salary range 31, step C and with satisfactory service* for the preceding six (6) months and with successful completion of one of the remaining two training modules described herein.

SALARY RANGE 31, STEP E for any such person with not less than six (6) months service at salary range 31, step D and with satisfactory service* for the preceding six (6) months and with successful completion of the remaining training module described herein.

Upon reaching Salary Range 31, Step E, the participating employee shall automatically be reclassified to Senior Engineering Technician.

The training modules listed above are as follows:

**Module I: Interpersonal communications and writing skills

**Module II: Team performance (includes problem solving, decision-making, conflict resolution)

**Module III: Microcomputer applications

*Satisfactory service will be a determination of the City Engineer. Incumbents who disagree with the City Engineer's determination may grieve it in accordance with Article 45 of this agreement.

**Courses for each module will be determined by the City Engineer and will be revised as necessary to remain current with changing technology.

**DATA PROCESSING CAREER DEVELOPMENT PLAN
COMPUTER OPERATOR SERIES (2)**

The salary for any person appointed to a Position as a Computer Operator shall be as follows:

SALARY RANGE 122, STEP A, for any such person with less than six (6) months of service in such Position.

SALARY RANGE 122, STEP B, for any such person with not less than six (6) months service in such Position.

SALARY RANGE 122, STEP C, for any such person with not less than eighteen (18) months service in such Position; who has satisfactorily completed Computer Operator Course I, the content of which shall have been approved by the Personnel Committee; whose satisfactory completion of such course shall have been certified by the ~~Administrative Assistant~~ Chief Administrative Officer or his/her designee; who has been certified according to ~~Personnel Department~~ Human Resources Division requirements as being competent at performing the duties of such Position; and whose service rating for the preceding six (6) months has been rated satisfactory by the individual's department director.

SALARY RANGE 122, STEP D, for any such person with not less than twelve (12) months service at salary Range 122, Step C.

SALARY RANGE 122, STEP E, for any such person with not less than twelve (12) months service at Salary Range 122, Step D.

SALARY RANGE 123, STEP E, for any such person with not less than twelve (12) months service at Salary Range 122, Step E; who has satisfactorily completed Computer Operator Course #I and #II, the content of which shall have been approved by the Personnel Committee; whose satisfactory completion of such courses shall have been certified by the ~~Administrative Assistant~~ Chief Administrative Officer or his/her designee; who has been certified by the ~~Personnel Department~~ Human Resources Division requirements as being competent at performing the duties of such Position; and whose service rating for the preceding six (6) months has been rated as satisfactory by the individual's department director.

A Computer Operator shall be automatically promoted to pay Step 124E upon passing a Human Resources ~~Personnel Department~~ Education and Experience Rating Exam after being at Salary Range 123, Step E, for not less than six (6) months; and whose service rating for the preceding six (6) months has been rated satisfactory, including Computer Operator Course #I and #II.

PROGRAMMER ANALYST CAREER DEVELOPMENT PLAN (3)

| The salary for any person appointed to a Position as a Programmer Analyst shall be as follows:

| Range 133, step A with less than 6 months service in such Position.

| Range 133, step B with not less than 6 months service in such Position.

Range 133, step C with not less than 12 months at step B and with satisfactory service for the preceding 12 months.

Range 133, step D with not less than 12 months at step C and with satisfactory service for the preceding 12 months.

Range 133, step E with not less than 12 months at step D and with satisfactory service for the preceding 12 months and completion of an applicable course in the programming development discipline. This course could include a vendor or third-party professional training, vocational training, or college level course. Examples of applicable course training might include Visual Basic, Java, XML, ASP, Oracle database administration. Course must be approved by the MIS Manager.

Range 134, step E with not less than 12 months at Range 133, step E and with satisfactory service for the preceding 12 months and completion of an applicable course in the programming development discipline. This course could include a vendor or third-party professional training, vocational training, or college level course. Examples of applicable course training might include Visual Basic, Java, XML, ASP, Oracle database administration. Course must be approved by the MIS Manager.

Range 135, step E with not less than 12 months at Range 134, step E and with satisfactory service for the preceding 12 months and completion of an applicable course in the programming development discipline. This course could include a vendor or third-party professional training, vocational training, or college level course. Examples of applicable course training might include Visual Basic, Java, XML, ASP, Oracle database administration. Course must be approved by the MIS Manager.

| Range 136, step E with not less than 12 months at Range ~~134~~135, step E and with satisfactory service for the preceding 12 months and completion of an applicable course in the programming development discipline. This course could include a vendor or third-party professional training, vocational training, or college level course. Examples of applicable course training might include Visual Basic, Java, XML, ASP, Oracle database administration. Course must be approved by the MIS Manager.

*Satisfactory service will be determination of the Manager, MIS. Incumbents who disagree with the Manager's determination may grieve it in accordance with Article 45 of this agreement.

GIS SPECIALIST CAREER DEVELOPMENT PLAN (4)

| The salary for any person appointed to a Position as a GIS Specialist shall be as follows:

| Range 133, step A with less than 6 months service in such Position.

| Range 133, step B with not less than 6 months service in such Position.

Range 133, step C with not less than 12 months at step B and with satisfactory service for the preceding 12 months.

Range 133, step D with not less than 12 months at step C and with satisfactory service for the preceding 12 months.

Range 133, step E with not less than 12 months at step D and with satisfactory service for the preceding 12 months and completion of an applicable course in the GIS development discipline. This course could include a professional vendor or third-party training, vocational training, or college level course. Examples of applicable course training might include C++, Java, ESRI applications or utilities, Oracle database administration. Course must be approved by the MIS Manager.

Range 134, step E with not less than 12 months at Range 133, step E and with satisfactory service for the preceding 12 months and completion of an applicable course in the GIS development discipline. This course could include a vendor or third-party professional training, vocational training, or college level course. Examples of applicable course training might include C++, Java, ESRI applications or utilities, Oracle database administration. Course must be approved by the MIS Manager.

Range 135, step E with not less than 12 months at Range 134, step E and with satisfactory service for the preceding 12 months and completion of an applicable course in the GIS development discipline. This course could include a vendor or third-party professional training, vocational training, or college level course. Examples of applicable course training might include C++, Java, ESRI applications or utilities, Oracle database administration. Course must be approved by the MIS Manager.

| Range 136, step E with not less than 12 months at Range ~~134~~135, step E and with satisfactory service for the preceding 12 months and completion of an applicable course in the GIS development discipline. This course could include a professional training, vocational training, or college level course. Examples of applicable course training might include C++, Java, ESRI applications or utilities, Oracle database administration. Course must be approved by the MIS Manager.

*Satisfactory service will be determination of the Manager, MIS. Incumbents who disagree with the Manager's determination may grieve it in accordance with Article 45.

LETTER OF ADDENDUM (B)

The following individuals will be allowed to participate in the standby schedule as provided in 18.2, 18.3, and 18.4 of this agreement.

The one (1) Water and Gas Pipeline Welder who was on standby schedule September 1, 1986.

Storekeeper: On October 24, 1986.

When an individual listed herein no longer agrees to participate in the standby schedule or leaves his/her current position, his/her name shall be removed from the list in 18.3 and he/she shall not be allowed to participate in the future.

Dated time of approval of attached Contract.

By _____
Personnel Director

By _____
Mayor

Approved as to form:

By _____
Deputy City Attorney

Attest _____
City Clerk

LOCAL 66, City and County Public Service Union
Local 66 of AFSCME, represented by Minnesota
Arrowhead District Council 96

By _____
President, Local 66

By _____
NE Director, Council 965

Business Representative

**LETTER OF ADDENDUM (C)
HEALTH INSURANCE**

1. ~~It is jointly agreed between the Union and the City that the goal of the two parties is to establish a joint Labor Management Committee that will administer the health insurance plan of the City, all collective bargaining units and eligible sub groups. This collective bargaining agreement will be amended as soon as possible to include a plan for the administration which is agreeable to all five unions and the City. If the by laws require a unanimous vote, there must be a method established for the resolution of impasses reached by the committee.~~

2. ~~The health insurance fund is a dedicated fund and can only be used for the payment of health care expenses, as determined by the Health Insurance Committee. Any interest earned through investment of monies in the health insurance fund shall be credited to this fund.~~

3. ~~For 1994 only (due to the issue of claims experience for July 1, 1992, to June 30, 1993, being half under the fee for service only plan and half under a three optional plan arrangement), recalculation of the premiums for all plans will be done by April 15th using actual claims and other costs include in the calculation methodology contained in this agreement from the calendar year 1993. If the new premiums for fee for service family coverage calculated is more than \$10 a month different from the existing premiums at that time, the newly calculated premiums for all the rates used will be implemented beginning May 1, 1994.~~

4. ~~If the reserve in the dedicated insurance fund exceeds an amount determined by this insurance committee, then the excess will be used to reduce the total projected claims cost for the following year. If the reserve in this dedicated fund falls below the level established by the committee, then the premium rate calculation for the following year shall add the amount of the shortfall to projected claims cost so that the shortfall shall be restored to the fund during that year.~~

By _____

Personnel Director Mgr, Human Resources

By _____

Mayor

Approved as to form:

By _____

Deputy City Attorney

Attest _____

City Clerk

LOCAL 66, City and County Public Service Union
Local 66 of AFSCME, represented by Minnesota
Arrowhead District Council 96-5

By _____

President, Local 66

By _____

Regional Director, Council 965

Business Field Representative

Supplemental Agreement

Parties to this agreement are City of Duluth (Employer) and A.F.S.C.M.E. Council 96 5, Local 66 (Union).

The parties acknowledge the following:

- A. Each is bound by a collective bargaining agreement, dated 18 October 1995, to the extent provided for by law and the continuation clause of that agreement;
- B. During the term of that agreement the Bureau of Mediation Services ruled that several pPositions that had been in another bargaining unit are transferred into Union's bargaining unit;
- C. Each party wishes to provide for just terms and conditions of employment for the people in those pPositions.

Therefore, in consideration of their mutual promises, the parties agree as follows:

1. This agreement is supplemental to the collective bargaining agreement mentioned above, which continues as stated above. Should the terms of this agreement conflict with those of the other, the terms of this agreement shall prevail. This agreement pertains to the eEmployees and pPositions that were ordered into the basic unit by the BMS in February of 1997 and includes the following individuals: Jan Anderson, Personnel Technician II; Kirk Glass, Personnel Analyst; Cliff Tanner, Personnel Analyst; Jan Mattson, Administrative Secretarial Specialist; LoAnn Wuestneck, Administrative Secretarial Specialist; Wanda Andrew, Employee Benefits Administrator; Allison Churchill, Senior Secretarial Specialist.
2. Each eEmployee will retain his/her current level of pay, which will be subject to pay changes through collective bargaining the same as if the rate were contained in the appendix to the contract, as are all the other pay rates. If the eEmployee ceases to be employed in the job class held on 3/1/97 but continues his/her employment with the City within this unit, then the eEmployee's rate of pay will become that otherwise provided for in the contract for his or her new classification.
3. If an eEmployee in the classification of Personnel Analyst or Personnel Technician II successfully completes the requirements for Society of Human Resource Management (SHRM) level one (or higher) certification, including any testing required by SHRM, then the eEmployee shall receive a 3% pay increase. The increase shall be implemented at the beginning of the pay period that commences next after the employer receives evidence of the eEmployee's valid certification. The employer shall reimburse the eEmployee for reasonable and necessary expenses actually paid by the eEmployee in obtaining the certification, not to exceed \$300.
4. An eEmployee who is currently eligible for dental coverage at the \$1500 annual coverage limit, or family coverage, may, at his or her option and expense, retain that coverage limit until such time as he/she withdraws from coverage. Following withdrawal, that eEmployee's eligibility for dental coverage and level of coverage would be regulated by the collective bargaining agreement.
5. Employees referred to in #1 shall receive the basic unit family health care coverage cap amount and the basic unit deferred comp/cap feature, effective 3/1/97.
6. Pay rates for the following job classifications (not the incumbents referred to in 1 above) shall be as follows:

Administrative Secretarial Specialist	Range 127
Senior Secretarial Specialist	Range 125
Employee Benefits Administrator	Range 136
Personnel Analyst	Range 131
Personnel Technician II	Range 136

These rates shall have the same effect as if they appeared in the appendix to the collective bargaining agreement.

7. Any eEmployee described in #1 who retires on or before December 31, 1998, is eligible for the retiree Life Insurance coverage that would have been available to him/her pursuant to the confidential unit contract that is in force on the date of his/her retirement.
8. The Employer agrees to allow eEmployees to use accumulated vacation time that exceeds the current AFSCME contract limits for vacation carry-over prior to June 1, 1998.
9. Beginning at the time of City Council approval of this supplemental agreement, wage rate or pay rate calculations shall be made as set out in the basic unit collective bargaining agreement, using the definitions in that agreement. Terms and conditions not mentioned in this agreement are as set out in the collective bargaining agreement.

Dated: _____

City of Duluth

AFSCME Council 96, Local 665

By _____

By _____

Attest _____

City Clerk

Approved:

Deputy City Attorney

MEMORANDUM OF UNDERSTANDING

The parties to this Memorandum of Understanding are the City of Duluth (Employer) and Local 66 of A.F.S.C.M.E., represented by A.F.S.C.M.E. Minnesota Council 5 (Union). The parties acknowledge the following:

- A. ~~This Memorandum of Understanding applies to the collective bargaining agreement for 2007, 2008, and 2009, which will be binding upon the parties upon Union ratification and City Council approval by resolution duly passed, to the extent provided for by law.~~
- B. ~~The Employer is in the process of studying the feasibility and requirements of implementing a Medication Therapy Management (MTM) program and drug reimportation.~~
- C. ~~These programs may affect the current drug co-pay formulary structure. Setting forth the parties understanding is fair and appropriate.~~

In consideration of their mutual promises, the parties agree as follows:

- 1. ~~Co-pays for diabetic related supplies will be waived until a MTM program is made available. Plan enrollees with diabetes will be eligible to participate in the MTM program once available.~~
- 2. ~~Upon implementation of a Prescription Drug Importation program, it is agreed that the co-pay shall be \$0 for those prescription drugs that are approved. Approved prescription drugs shall mean those prescription drugs whose total individual costs including the drug, shipping costs, and waiver of applicable co-pay is less costly to the Employer than the same current drug through the current Pharmacy Benefit Manager.~~

Dated:

LOCAL 66 of A.F.S.C.M.E., represented CITY OF DULUTH by A.F.S.C.M.E. Minnesota Council 5

By _____ By _____

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement is entered into between the City of Duluth (hereinafter called the "Employer"), and Local 66 of A.F.S.C.M.E., represented by A.F.S.C.M.E. Minnesota Council 5 (hereinafter called the "Union").

WHEREAS, the Employer and the Union are parties to a collective bargaining agreement negotiated pursuant to the Public Employment Labor Relations Act ("PELRA"); and

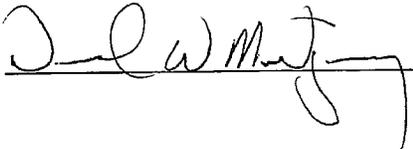
NOW THEREFORE, the City and Union agree as follows:

1. That the Union will give unequivocal support to the implementation of the joint self insurance pool as authorized by the Joint Powers Agreement, Bylaws of the Joint Powers Enterprise, and Section 115 Trust Agreement, which were authorized by the Minnesota Department of Commerce effective December 31, 2010.
2. The City Administration will request that the City Council Resolution 11-0045R, approving the governance documents and authorizing the City to enter into a Joint Powers Agreement pursuant to the Department of Commerce authorization dated December 31, 2010, be tabled on the City Council agenda for the January 24, 2011, City Council meeting until the next City Council meeting on February 14, 2011.

IN WITNESS WHEREOF, the parties have executed this Memorandum of Agreement this ___ day of _____, 20__.

CITY OF DULUTH

LOCAL 66 OF A.F.S.C.M.E., represented
by A.F.S.C.M.E. Minnesota Council 5

By 

By _____