



**AGREEMENT**

**Between**

**THE CITY OF DAVENPORT**

**And**

**CHAUFFEURS, TEAMSTERS and HELPERS**

**LOCAL UNION NO. 238**

**July 1, 2021**

**to**

**June 30, 2025**



## TABLE OF CONTENTS

<u>Page</u>		
AGREEMENT .....		1
WITNESSETH .....		1
ARTICLE 1 – Recognition .....		1
Section 1.    Recognition .....		1
Section 2.    New Classification .....		1
ARTICLE 2 – General Provisions .....		1
Section 1.    Non-Discrimination .....		1
Section 2.    Duty of Fair Representation .....		2
Section 3.    Union/Management Meetings .....		2
Section 4.    Rules and Regulations .....		2
Section 5.    Personnel Files.....		2
ARTICLE 3 – Management Rights .....		2
ARTICLE 4 – No Strike - No Lockout .....		3
Section 1.    No Interruption of Service .....		3
Section 2.    Official Responsibility of the Union .....		3
ARTICLE 5 – Union Representatives .....		3
Section 1.    Union Activity.....		3
Section 2.    Union Representatives .....		3
Section 3.    Information .....		3
Section 4.    Bulletin Boards .....		4
Section 5.    Union Conventions .....		4
Section 6.    Union Business Leave.....		4
ARTICLE 6 – Grievance Procedures.....		4
Section 1.    Grievances .....		4
Section 2.    Grievance Investigation and Discussions .....		4
Section 3.    Steps of the Grievance Procedure .....		5
Step 1 .....		5
Step 2.....		5
Step 3.....		5
Section 4.    Time Limits.....		5
Section 5.    Arbitration.....		5
Section 6.    Mutual Covenants.....		6
Section 7.    Civil Service Commission .....		6

ARTICLE 7 – Hours of Work .....	7
Section 1.    Intent .....	7
Section 2.    Regular Workweek Hours, Days.....	7
Section 3.    Shifts and Work Schedules.....	7
Section 4.    Schedule Changes in Regular Workday, Workweek and Shifts .....	7
Section 5.    Continuous Operations.....	7
Section 6.    Rest Periods.....	8
Section 7.    Meal Periods .....	8
Section 8.    Clean-up Time.....	8
Section 9.    Working out of Classification .....	8
Section 10.   Assignment.....	8
ARTICLE 8 – Pay .....	8
Section 1.    Payday .....	8
Section 2.    Call-In Pay.....	8
Section 3.    No Pyramiding.....	9
Section 4.    Stand-By Pay .....	9
Section 5.    Shift Premium.....	9
Section 6.    Deferred Compensation .....	10
Section 7.    125 Plan .....	10
Section 8.    Retirement Health Plan .....	10
ARTICLE 9 – Overtime .....	10
Section 1.    Overtime Pay.....	10
Section 2.    Compensatory Time .....	11
Section 3.    Distribution of Overtime Work.....	11
ARTICLE 10 – Seniority .....	12
Section 1.    Definition .....	12
Section 2.    Probationary Period.....	12
Section 3.    Determination of Seniority for Same Day Hires and Promotions .....	12
Section 4.    Termination of Seniority.....	12
Section 5.    Special Programs .....	13
Section 6.    Job Review.....	13
ARTICLE 11 – Seasonal and Part-Time Employees .....	13
Section 1.    Definition .....	13
Section 2.    Regular Part-Time Employees.....	13

ARTICLE 12 – Training .....	13
Section 1.    Training .....	13
Section 2.    Compensation .....	13
Section 3.    Certification .....	14
ARTICLE 13 – Alcoholism and Drug Abuse Program.....	14
ARTICLE 14 – Safety Allowance and Property.....	14
Section 1.    Safety Allowance.....	14
Section 2.    Safety Equipment .....	14
Section 3.    City Property.....	14
ARTICLE 15 – Sick Leave.....	15
Section 1.    Sick Leave.....	15
Section 2.    Sick Leave Advancement .....	15
Section 3.    Workers’ Compensation Supplement.....	15
Section 4.    Incentive.....	15
ARTICLE 16 – Leaves of Absence.....	15
Section 1.    Discretionary Leave.....	15
Section 2.    Jury Duty .....	16
Section 3.    Court Leave.....	16
Section 4.    Military Leave .....	16
Section 5.    Bereavement Leave .....	16
Section 6.    Family and Medical Leave .....	17
ARTICLE 17 – Holidays .....	17
Section 1.    Holidays .....	17
Section 2.    Eligibility for Holiday Pay .....	18
Section 3.    Holiday Pay .....	18
Section 4.    Work on a Holiday .....	18
Section 5.    Work on Saturday Following a Holiday .....	18
ARTICLE 18 – Paid Vacation Leave .....	18
Section 1.    Amount of Vacation Leave.....	18
Section 2.    Eligibility for Vacation Leave.....	19
Section 3.    Vacation Leave for New Employees .....	19
Section 4.    Vacation Leave Scheduling .....	19
Section 5.    Vacation Leave Accumulation .....	19
Section 6.    Pay for Vacation Leave Earned But Not Yet Taken .....	19
Section 7.    Holidays During Vacation Leave.....	19
ARTICLE 19 – Safety and Health.....	19

ARTICLE 20 – Wages .....	20
Section 1.    Wages .....	20
Section 2.    Minimum Wage .....	20
ARTICLE 21 – Savings Clause .....	20
ARTICLE 22 – Entire Agreement .....	20
ARTICLE 23 – Period of Agreement .....	21

APPENDICES:

- APPENDIX A – Wage Schedule Implementation (w/Accompanying Salary Schedules)
- APPENDIX B – Water Pollution Control Plant Overtime Distribution
- APPENDIX C – Letter of Agreement/Solid Waste Division
- APPENDIX D – Letter of Understanding/Pesticide Certification – Leisure Facilities & Services
- APPENDIX E – Letter of Understanding/Alternate Work Week
- APPENDIX F – Letter of Understanding/CDL Pool
- APPENDIX G – Letter of Understanding Working Out of Classification

## **AGREEMENT**

THIS AGREEMENT is entered into this 1st day of July, 2021 by and between the CITY OF DAVENPORT, IOWA (hereinafter called the "Employer"), and the CHAUFFEURS, TEAMSTERS AND HELPERS LOCAL UNION NO. 238, affiliated with the International Brotherhood of Teamsters, Warehousemen, Chauffeurs and Helpers of America, (hereinafter referred to as the "Union"), and applies only to said parties.

### **WITNESSETH:**

WHEREAS, the Union has been certified as the bargaining representative for the Employees in the bargaining unit set forth in Article I of this Agreement;

WHEREAS, it is the intent and purpose of the parties to achieve and maintain a cooperative relationship between the Employer and its employees by endorsing the principles of good faith bargaining with the Union as the duly elected representative of bargaining employees; to set forth herein their entire agreement covering rates of pay, wages, hours of employment and other conditions of employment; to increase the efficiency and productivity of the employees; to protect the citizens of Davenport by assuring effective and orderly operations; to prevent all strikes by public employees; and to provide an orderly and prompt method of handling and settling grievances;

NOW, THEREFORE, THE PARTIES AGREE WITH EACH OTHER AS FOLLOWS:

### **ARTICLE 1**

#### **Recognition**

##### **Section 1. Recognition.**

The Employer recognizes the Union as the sole and exclusive bargaining agent for full-time City employees holding positions in the classification titles set forth herein in the Appendix or such other similar job classification titles as may, from time to time, be instituted, modified or changed by the Employer. Prior to implementing any change in a job classification, the City agrees to provide thirty (30) calendar days written notice to the Union Chief Steward.

##### **Section 2. New Classification.**

When the Employer establishes a new job classification, the Employer shall designate the job classification and wage rate for the job classification. In the event the Union disagrees with the classification rate, it may submit a grievance at Step 3 of the grievance procedure. The Employer shall provide the Union with current job descriptions of each job classification. Prior to implementing any change in a job description, the City agrees to provide thirty (30) calendar days written notice to the Union Chief Steward.

### **ARTICLE 2**

#### **General Provisions**

##### **Section 1. Non-Discrimination.**

In accordance with the applicable Federal and State law, the Employer and Union agree not to discriminate against any employee covered by this Agreement on the basis of sex, race, creed, religion, mental or physical disability, national origin, sexual preference or age. The City

has adopted an Affirmative Action plan. The Union and the City jointly support the implementation of the plan. The Employer and Union further agree not to interfere with the right of employees covered by this Agreement to become or not become members of the Union and that there shall be no discrimination against any such employees because of Union membership or non-membership.

Whenever this Agreement refers to the male gender, it shall also mean the female gender.

Section 2. Duty of Fair Representation.

The Union agrees to fulfill its duty to fairly represent all employees in the bargaining unit.

Section 3. Union/Management Meetings.

Representatives of the Union and the Employer shall meet at least once per month at a mutually agreeable time, to provide a forum for open communications between the parties. These communications could include proposed changes, which would generate cost savings and increase services. Agendas will be exchanged at least one week in advance.

Section 4. Rules and Regulations.

The City will compile separate books of current policies that apply to employees of the Public Works Department and the Parks and Recreation Department. The contents of a policy are the exclusive right of management and may be unilaterally changed by the City. The compilation of policies is not all-inclusive.

The Union agrees that employees shall comply with all work rules presently in effect or subsequently established by the City. The City agrees that the reasonableness of work rules or the discriminatory applications of such rules may be subject to the grievance procedure. In determining the reasonableness of such work rules, the City's purpose as defined in Article 3, Management Rights, shall be considered.

Section 5. Personnel Files.

The City shall keep a central personnel file for each employee. Supervisors may keep working files, but materials not maintained in the central personnel file shall not provide the basis for discipline against an employee. Any document which is not placed into the central personnel file within one (1) year from the date of the document shall not be placed in the central personnel file at any time after that.

**ARTICLE 3**  
Management Rights

The Employer has and will continue to retain, whether exercised or not, the sole right to operate and manage its affairs in all respects, and the powers or authority which the Employer has not abridged, delegated or modified by the express provisions of this Agreement are retained by the Employer. The rights of the Employer, through its management officials, shall include, but shall not be limited to, the right to determine the organization of the Blue Collar Unit of the City of Davenport; to determine the purpose of each of its service areas; to exercise control and discretion over the organization and efficiency of operations of the Employer; to set standards for services to be offered to the public; to direct the employees of the Employer, including the right to assign work and overtime; to hire, examine, classify, promote, train, transfer, assign and schedule employees in positions with the Employer; to suspend, demote, discharge, or take other disciplinary action against employees for proper cause; to increase, reduce, change, modify or alter the composition and size of the work force, including the right to relieve employees, to reallocate positions to a higher or lower classification; to determine the locations, methods, means,

and personnel by which operations are to be conducted, including the right to determine whether goods or services are to be provided or purchased; to establish, modify, combine or abolish job classifications; and to change or eliminate existing methods, equipment or facilities.

The Employer has the sole authority to determine the purpose and mission of the Employer and to prepare, submit and approve budgets.

Those inherent managerial functions, prerogatives and policymaking rights which the City has not expressly modified or restricted by a specific provision of this Agreement are not subject to the grievance procedure contained herein but shall be construed under applicable Federal and State laws.

## **ARTICLE 4**

### **No Strike – No Lockout.**

#### **Section 1. No Interruption of Service.**

Neither the Union nor any of the employees covered by this Agreement will instigate, promote, sponsor, engage in, participate in or condone any strike, sympathy strike, slowdown, asserted stoppage of work, or any other interruption of the operations of the Employer, regardless of the reason for so doing. Any or all employees who violate this Section may be discharged or otherwise disciplined by the Employer. In addition, the Employer agrees that it will not lock out any employee during the term of this agreement.

#### **Section 2. Official Responsibility of the Union.**

Each employee who holds a position as officer, agent or representative of the Union occupies a position of special trust and responsibility in maintaining and bringing about compliance with the provisions of this Article. Accordingly, the Union agrees to notify all Union officers, agents and representatives of their obligations and responsibilities for maintaining compliance with this Article.

## **ARTICLE 5**

### **Union Representatives**

#### **Section 1. Union Activity.**

Bargaining Unit employees, including officers and representatives, shall not conduct Union activity or business on City time nor shall they be paid for time spent in the conduct of any Union activity or business, except as specifically authorized by the provisions of this Agreement.

#### **Section 2. Union Representatives.**

Authorized non-employee representatives of the Union shall be permitted to visit the operation of the Employer during working hours for the purpose of investigating and discussing grievances, if they first notify the appropriate department director or his designated representative, provided that such permission shall not be unreasonably denied.

If a supervisor calls in an employee for a meeting which could result in disciplinary action, the supervisor shall inform the employee of his right to have a union representative present before any actual discipline is initiated. Copies of all written disciplinary actions shall be provided to the union steward, regardless of whether or not the Steward attended the disciplinary meeting.

#### **Section 3. Information.**

Upon reasonable written request, the Union representative or Steward shall have the right to examine time sheets pertaining to the computation of compensation for any employee whose



pay is in dispute, and other data of a non-confidential nature pertaining to a specific grievance with the consent of the employee involved, provided that the Employer shall not be required to collect or collate any such data.

Section 4. Bulletin Boards.

The Union shall be provided reasonable posting space where bulletin boards are available for the posting of notices and materials pertinent to its members, including, but not limited to, the announcement of meetings and the election of officers. The Union shall be reasonable concerning the content of their postings.

Section 5. Union Conventions.

Any employee chosen by the Union as a delegate to a labor convention or to participate on a Union committee shall be allowed time off without pay to participate in such, provided that the Employer is given at least ten (10) days notice. No more than two (2) employees shall be allowed time off pursuant to this Section at any one time nor shall any one employee be allowed more than five (5) days off in any one calendar year pursuant to this Section. The Chief Steward or his/her designee shall be allowed time off with pay to attend meetings, conferences, and workshops sponsored by the Quad City Area Labor Management Association (QCALM).

Section 6. Union Business Leave.

When contract bargaining sessions between the parties are scheduled to take place during normal working hours, eight (8) stewards who are members of the Union's bargaining team shall be given such time off without loss of pay to attend such sessions. The time-off granted for bargaining sessions shall be considered as hours worked for overtime eligibility.

The Union shall advise the Employer as far in advance as practical of the names of the designated Union Stewards, and their areas of representation. The Union shall have the right to send a representative to departmental orientation sessions of new employees and make a presentation not to exceed 20 minutes.

**ARTICLE 6**  
Grievance Procedures

Section 1. Grievances.

It is mutually agreed that any grievance, which shall mean any dispute or disagreement raised by an employee involving as to him the meaning, interpretation or application of the specific provisions of this Agreement, shall be processed in the following manner. All grievances must be filed within ten (10) working days after the occurrence of the event giving rise to the alleged contract violation or within ten (10) working days after the employee concerned should have become aware of the occurrence of the event giving rise to the grievance through the use of reasonable diligence.

Section 2. Grievance Investigation and Discussions.

All grievance discussions and investigations shall take place in a manner which will not interfere with the operation of the City. It is agreed that if reasonably possible, the investigation of grievances shall be conducted and grievance meetings shall be held outside of normal working hours. If, however, it becomes necessary to investigate or discuss a grievance during working hours, it is agreed that such investigation or discussion shall be during the first half-hour of the shift or the last half-hour of the shift. If a meeting is scheduled between the Employer and the Union to discuss a grievance at one of the steps of the grievance procedure during the normal

working hours of the grievant and/or the Union representatives, they shall be released from duty without loss of pay to attend the meeting.

At the request of either the employee and/or his Union representative, an investigation will commence at the 2<sup>nd</sup> step of the grievance procedure to discuss any suspension or discharge by the end of the business day following the disciplinary action.

This Section shall have no effect on the grievance, arbitration or Civil Service Sections of this Agreement.

### Section 3. Steps of the Grievance Procedure.

Step 1. Any steward or employee who has a grievance shall submit it orally, with or without his Steward present, to the Department Superintendent or person designated for that purpose by the Employer. The Department Superintendent or the person designated to whom the grievance is submitted shall respond orally within five (5) working days after its submission. The Employer shall designate, in writing, individuals to whom grievances shall be submitted pursuant to this Step. A copy of the list of individuals so designated shall be given to the Union and the Union Stewards.

Step 2. If the grievance is not resolved orally, it shall be submitted in writing, and shall be signed by the employee and the Union Steward, to the Department Director or person designated for the purpose by the Employer within five (5) working days following the oral response of the Department Superintendent or person designated. The grievance shall set forth in detail all the relevant facts on which it is based, the express provision or provisions of the Agreement allegedly violated and the specific relief requested. The Department Director or the person designated for that purpose shall give a written answer to the employee and the Union Steward within five (5) working days after a meeting has been held concerning the grievance.

Step 3. If the grievance is not resolved in Step 2 of this procedure, a dated Notice of Appeal shall be given by the Union to the Director of Human Resources within ten (10) working days after receipt of the answer at Step 2. The Director of Human Resources shall discuss the grievance with the grievant and the Union representative at a mutually agreeable time and place within ten (10) working days. Any other employee participating in this Step at the request of the Union shall not be compensated by the Employer. If a settlement is not reached, the Director of Human Resources shall submit a written answer to the Union within ten (10) working days following such meeting.

### Section 4. Time Limits.

The term "working days" as used in this Article shall mean the days Monday through Friday, inclusive, and excludes Saturday, Sunday and holidays in which City Hall is closed. The first day of the occurrence shall not be included, and the last day shall be included for the purpose of calculating this time period.

If a grievance is not presented within the time limits set forth above, it shall be considered waived. If a grievance 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 City's last answer. If the City does not answer the grievance or an appeal thereof within the specified time limit, the relief request by the Union shall be granted.

The time limit on each step may be extended by mutual agreement of the Employer and the Union representative involved in each step, provided such mutual agreement is contained in writing. More than one (1) grievance may be heard by the same arbitrator by mutual written agreement of the parties.

### Section 5. Arbitration.

(a) Procedure. If the grievance is not settled in accordance with the foregoing procedure, the Union may refer the grievance to arbitration within twenty (20) working days after receipt of the

Employer's answer in Section 3, Step 3. As a pre-condition for processing a grievance through arbitration, the grieving employee and Union representative must execute a statement electing the grievance arbitration process as the exclusive appeal option. The parties shall attempt to agree upon an arbitrator within five (5) working days after receipt of the notice of referral and in the event the parties are unable to agree upon an arbitrator within said five (5) working days, the parties shall immediately jointly request the Iowa Public Employment Relations Board to submit a panel of five (5) arbitrators. Both the Employer and the Union shall have the right to strike two (2) names from the panel. The party requesting arbitration shall strike the first two names; the other party shall then strike two (2) names. The remaining person shall be the arbitrator. The arbitrator shall be notified of his/her selection by a joint letter from the Employer and the Union requesting that he set a time and place for a hearing, subject to the availability of Employer and Union representative.

(b) Authority of the Arbitrator. The arbitrator shall have no right to amend, modify, nullify, ignore, add to, or subtract from the provisions of this Agreement. The arbitrator shall consider and decide only the specific issues submitted to him/her in writing by the Employer and the Union, and shall have no authority to make his decision on any other issue not so submitted to him. The arbitrator shall be without power to make decisions contrary to or inconsistent with or modifying or varying in any way the applicable laws and rules and regulations having the force and effect of law. The arbitrator shall submit, in writing, his/her decision within thirty (30) days following the close of the hearing or the submission of briefs by the parties, whichever is later, unless the parties agree to an extension thereof. The arbitrator's decision shall be based solely upon his/her interpretation of the meaning or application of the express terms of this Agreement to the facts of the grievance presented. The decision of the arbitrator rendered in accordance with this Agreement shall be final and binding.

(c) Expenses of Arbitration. The fees and expenses of the arbitrator and the cost of a written transcript for the arbitrator shall be divided equally between the Employer and Union; provided, however, that each party shall be responsible for compensating its own representatives and witnesses.

#### Section 6. Mutual Covenants.

The rights of the individuals set forth in this grievance procedure are agreed upon in consideration that a decision rendered under and in accordance with this Agreement shall be final and that there shall be no refusal to perform any specific duty pending the handling of a grievance. An individual may refuse to perform work that may reasonably be expected to cause death or serious physical harm immediately or before the imminence of such danger can be eliminated through OSHA enforcement procedures.

#### Section 7. Civil Service Commission.

Disciplinary suspensions, discharge, or demotion shall be subject to the exclusive jurisdiction of the Civil Service Commission, and shall not be subject to the grievance and arbitration provisions of this Agreement. Other disciplinary actions may be grieved in accordance with the grievance and arbitration provisions of this agreement.

## ARTICLE 7

### Hours of Work

#### Section 1. Intent.

This article is intended to define the normal hours of work per day or week and shall not be construed as a guarantee of hours of work per day or per week, or a guarantee of days of work per week.

#### Section 2. Regular Workweek Hours, Days.

The regular workweek shall consist of forty (40) hours per week and such additional time as may from time to time be required in the judgment of the Employer to serve the citizens of the City. The normal hours of work each day shall be consecutive, except that they may be interrupted by a lunch period or pursuant to Section 5 of this Article. All pay-time shall be computed to the nearest one-tenth (1/10th) of an hour.

#### Section 3. Shifts and Work Schedules.

Eight (8) consecutive hours of work shall constitute a normal work shift. All employees shall be scheduled to work on a normal or regular work shift, and shall have regular starting and quitting times. Work schedules showing the employee's assigned shifts, workdays and hours shall be posted on department bulletin boards at all times.

#### Section 4. Schedule Changes in Regular Workday, Workweek and Shifts.

At the discretion of the Employer, work assignments, work schedules, including shifts, workweeks, work hours and workdays may be changed with notice given before the beginning of the shift affected whenever possible. The Employer may establish new weekly work schedules, including hours of work, days of work and shifts provided that such schedule changes shall not be used solely to intentionally deprive any specific employee or employees of an overtime opportunity. In other than emergency situations, notice of such changes shall be given to the Union and the revised schedules shall be posted on department bulletin boards at least one week in advance of the commencement of the new schedules.

The intent of changing schedules, hours, assignments, shifts, etc., in an emergency situation shall be to provide adequate services to the residents of the City. The Employer shall determine the work schedules, hours, etc., of the employees subject to participate based on its determination of the needs of the City and its residents.

An employee who has been selected to participate in an emergency situation, who is sent home during his regularly scheduled hours of work by reason of the emergency and not called back to work on the day he was sent home, shall not be deprived of forty (40) hours of work at this straight-time rate or overtime payments for his missed hours of work by reason of being sent home, if such missed hours of work combined with his actual hours worked for the week would have entitled him to forty (40) hours of straight time pay or overtime pay.

Employees participating in Committees or Teams shall provide written notice to their immediate supervisor with as much notice as possible of any meeting.

#### Section 5. Continuous Operations.

It is recognized that employees engaged in continuous operations (for example the WPCP) may have varying workweeks. Employees engaged in such operations are defined as being any employee or group of employees engaged in an operation for which there is regularly scheduled employment for twenty-four (24) hours a day, seven (7) days a week.

The regular or normal workweek for employees engaged in continuous operations shall consist of five (5) consecutive eight (8) hour days. The Union shall be notified by the City, in writing, of all changes in the work schedule.

Section 6. Rest Periods.

All employees' work schedules shall provide for one (1) fifteen (15) minute rest period during the first half shift of the workday. Such rest period shall be scheduled at approximately the middle of the half shift.

Employees who are scheduled to work and work overtime, shall receive a fifteen (15) minute rest period before they commence work on the second shift. In addition, they shall be granted the regular rest period and any lunch period that occurs during the time worked.

Section 7. Meal Periods.

Current practices with respect to meal periods shall continue.

Section 8. Clean-up Time.

When it is determined by the Employer that the type of work performed or the conditions under which work is performed are such that necessitate a personal clean-up period, the Employer shall grant appropriate time for personal clean-up.

Section 9. Working Out of Classification.

When an employee is required to assume the majority of the duties and responsibilities of a classification higher than that which the employee normally holds, for the majority of their normal work day, the employee shall be paid at the rate of the higher classification for all hours worked for that day. However, employees in the Water Pollution Control Plant will be eligible for out of class pay when the employee works a consecutive period of four (4) hours in the higher classification due to the state mandated staffing requirements.

Section 10. Assignment.

When it can be determined by a supervisor prior to the beginning of a shift that it will be necessary to assign employees to work for the day on jobs that may be considered as generally not included in their normal work duties, the least senior employee in the affected classification shall be assigned to those duties, if they are normally performed by a lower classification employee, provided that the more senior employee holding positions in the affected classification are qualified and capable of performing the work required of them.

Nothing contained herein shall be interpreted so as to prohibit the assignment of an employee to any work or job regardless of the job classification, which he normally holds.

## **ARTICLE 8**

### Pay

Section 1. Payday.

Payday shall be bi-weekly and shall be on Friday. Not over one (1) week's pay shall be held back. In the event this day is a holiday, the preceding day shall be the payday.

Section 2. Call-in Pay.

In the event of an occurrence requiring the services of an employee outside the scheduled workday, the employee called in will receive three (3) hours of pay at his straight-time hourly rate or his applicable rate for all hours worked, whichever is greater.

Section 3. No Pyramiding.

Compensation shall not be paid more than once for the same hours under any provision of this Article or Agreement.

Section 4. Stand-By Pay.

Employees required to be on "stand-by", that is any employee who is required to be immediately available to report to work during scheduled time off, shall be compensated at the rate of:

- (1) Ninety-six dollars (\$96.00) per day to be pro-rated if an employee is required to be on stand-by for less than twenty-four (24) consecutive hours; or
- (2) for actual hours worked at his applicable rate; or
- (3) for three (3) hours of pay at his straight time hourly rate for each time he is required to return to duty; whichever is greater.

This provision shall apply only to those employees required to be available for work on a regularly scheduled time off.

No employee will be required to be on stand-by during his approved vacation leave.

For snow removal duties only, employees will be given a 50-minute response time to report to work from the first notification (30 minutes from the final notification). Response time may be extended due to extenuating circumstances with the approval of management.

Section 5. Shift Premium.

Employees Other Than Water Pollution Control. An employee who is regularly assigned to work the full second shift shall be paid a shift differential of 3.5% of the straight time hourly rate of pay for each hour of actual work performed during the shift.

An employee who is regularly assigned to work the full third shift (or regularly assigned the swing shift) shall be paid a shift differential of 4.0% of the straight time hourly rate of pay for each hour of actual work performed during the shift. This shift differential payment will be included in the employee's regular hourly rate of pay for purposes of computing overtime pay.

Employees who are not regularly assigned to work on the second or third shifts but who, on any individual workday, work a majority of their hours on the second or third shifts shall be paid a shift differential for all hours of work on that day, and the shift differential that will be paid will be based on the shift on which the employee works the majority of his/her hours on that day. The shift differential for the second shift will be 3.5% of the employee's straight time hourly rate of pay, and the shift differential for the third shift will be 4.0% of the employee's straight time hourly rate of pay. This shift differential payment will be included in the employee's regular hourly rate of pay for purposes of computing overtime pay.

Shift hours will be as follows:

1 <sup>st</sup> Shift	7 am to 3 pm
2 <sup>nd</sup> Shift	3 pm to 11 pm
3 <sup>rd</sup> Shift	11 pm to 7 am

The phrase "regularly assigned" means that the employee is assigned to perform work during the designated hours on a year round basis.

Water Pollution Control Employees. A Water Pollution Control employee who is regularly assigned to work the full second shift shall be paid a shift differential of 4.5% of the straight time hourly rate of pay for each hour of actual work performed during the shift. A Water Pollution Control employee who is regularly assigned to work the full third shift (or regularly assigned the swing shift) shall be paid a shift differential of 5.0% of the straight time hourly rate of pay for each hour of actual

work performed during the shift. This shift differential payment will be included in the employee's regular hourly rate of pay for purposes of computing overtime pay.

Employees who are temporarily assigned to a shift that provides shift premium shall be eligible to receive the appropriate differential for time worked.

#### Section 6 Deferred Compensation

Effective July 1, 2006, if an employee contributes 1%, the City will contribute to an individual's City's 457 deferred compensation plan a match of up to 4% on an individual's annual income. The City's 4% contribution will be based on the same calculations currently being used to determine the individual's 1% contribution. Effective July 1, 2007, if an employee contributes 1%, the City will contribute to an individual's City's 457 deferred compensation plan a match of up to 5% on an individual's annual income. Effective July 1, 2009, if an employee contributes 1%, the City will contribute to an individual's City's 457 deferred compensation plan a match of up to 5.5% on an individual's annual income. Effective July 1, 2010, if an employee contributes 1%, the City will contribute to an individual's City's 457 deferred compensation plan a match of up to 6.0% on an individual's annual income. Effective July 1, 2011, if an employee contributes 1%, the City will contribute to an individual's City's 457 deferred compensation plan 6.5% on an individual's annual income. The City contribution shall be made bi-weekly and reflected on the individual's payroll check. The City contribution shall cease if the individual reaches the maximum contribution allowed by law, is no longer employed with the City, or at any time the individual terminates participation in the City's 457 deferred compensation program. The contribution will be made to one provider selected by the individual and as approved by the City. Should the individual's contribution cease mid-year and a partial payment is required, the individual will make the first 1%, the City the second 2%, and the remaining contribution will be considered the individual's contribution.

#### Section 7. Section 125 Plan.

The City will cover the administrative costs associated with employee participation in a Section 125 plan. Employees may utilize a Section 125 plan to pay with pre-taxed funds the costs associated with any item(s) eligible for Section 125 coverage pursuant to the Internal Revenue Service regulations.

#### Section 8. Retirement Health Plan

The City will make available to employees a Retirement Health Savings Plan with terms and conditions equal to those agreed upon between the City and Union representatives on the Insurance Cost Containment Committee. Effective July 1, 2012, the City will contribute to an individual plan 0% on an individual annual income. Effective July 1, 2013, the City will contribute to an individual plan 1% on an individual annual income. Calculation of this will follow the calculation of the 457 Plan.

## **ARTICLE 9**

### Overtime

#### Section 1. Overtime Pay.

Employees shall be paid one and one-half (1-1/2) times their regular straight time hourly rate of pay for all hours worked in excess of the employee's scheduled work day or forty (40) hours per week or receive compensatory time for such hours as stated in Section 2.

Section 2. Compensatory Time.

An employee may receive compensatory time off for time actually worked in excess of the employee's scheduled work day or forty (40) hours per week at the rate of one and one-half (1-1/2) hours for each overtime hour worked.

All compensatory time off shall be scheduled with the permission and approval of the employee's supervisor. Each employee shall be allowed to accumulate up to one hundred and twenty (120) hours of compensatory time to be used at a mutually agreed-to time with the supervisor and providing the employee provides the supervisor with at least five calendar days notice. Compensatory time shall not accumulate for more than one (1) fiscal year; however, at the request of the employee, up to 40 hours of compensatory time shall be carried into the next fiscal year. Compensatory time will be paid out in the payroll period preceding June 30th.

If an employee is required to use accumulated compensatory time by the supervisor, the employee shall not be required to take less than three (3) days off, unless it is mutually agreed that the accumulated compensatory time will be taken in smaller segments.

An employee may use accumulated compensatory time for the reasons stated in Section 1 of Article 16, after he has used all accumulated vacation leave. The Employer may require substantiation by a physician's statement or an examination in such cases.

Employees shall notify their supervisor if they desire compensatory time in lieu of overtime payments as soon as possible, but not later than one (1) day prior to the date the payroll data is submitted. The Employer shall pay the employee for all unused compensatory time at the end of the budget year at the hourly rate at which the compensatory time was earned.

Accumulated compensatory time shall be indicated on the employee's payroll stub.

Section 3. Distribution of Overtime Work.

So far as practicable, without reducing efficiency of work performance, opportunities to work overtime in a division shall be distributed among employees in the same job classification in that division as the work to be performed, provided the employees are qualified to perform the specific overtime work required. Notification will start with the most senior employee qualified to do the work in the job classification and continue down the seniority list; provided, however, if there are not enough qualified employees who volunteer for the overtime work, which, in the Employer's judgment, is necessary, then the most junior employees in the job classification who are qualified to do such work shall be required to work overtime. Qualified employees within a classification shall be called on a rotating seniority basis for such overtime. If any employee refuses or fails to respond to an overtime opportunity, he shall next be called when his name next appears on the rotating seniority list. None of the foregoing shall be construed so as to prohibit the City from scheduling and requiring an entire classification, division, department and/or shift to work overtime. If an entire classification is required to work overtime, and if the Employer determines that more employees are needed to perform the work, the Employer shall distribute the overtime among other qualified employees on a unit seniority basis.

The Employer shall not be required to break in on work in progress or change an employee's shift in assigning overtime.

For the purposes of snow removal, two shifts of employees will be maintained and the City will make a reasonable effort to assign comparable amounts of overtime to each team.

Nothing in this article prohibits the City from assigning overtime work contrary to seniority.



## ARTICLE 10

### Seniority

#### Section 1. Definition.

The seniority of employees covered by this Agreement shall be as follows:

- (a) City seniority shall mean an employee's length of continuous service with the Employer since his last date of hire.
- (b) Job Class seniority shall mean that seniority dating from the first day of full time employment in a job classification within a department. Job Class seniority may or may not coincide with City seniority. In the event an employee has been promoted from one classification to another, seniority shall continue to accrue in any classification(s) that was formerly held.
- (c) Unit seniority shall mean an employee's length of continuous service since their initial date of employment in a classification contained herein less any adjustments during employment in classifications outside the bargaining unit.

The Employer shall post complete seniority lists of employees covered by this Agreement quarterly and shall provide a copy of such seniority lists to the Union.

#### Section 2. Probationary Period.

Each employee shall be considered a probationary employee for the first six (6) months of continuous service, after which his/her seniority shall date back to his/her date of hire to a full time position. There shall be no seniority among probationary employees, and they may be laid off, discharged, or otherwise terminated without recourse at the sole discretion of the Employer. There shall be no duplication of probationary periods.

In the event a seasonal employee or temporary full time employee obtains a full time permanent position performing substantially same duties, their probationary period will be six (6) months of continuous service, after which his seniority shall date back to his/her date of hire to a full time permanent position. If the seasonal or full time temporary employee has worked less than five months, they will not have a shortened probationary period.

#### Section 3. Determination of Seniority for Same Day Hires and Promotions.

In determining an employee's seniority, the applicable state law on employment and promotions shall govern, provided, however, that if more than one (1) person is hired or promoted on the same day, the person with the greatest City seniority shall receive seniority preference. If yet, more than one (1) person also has equal City seniority, the person with the lowest last four(4) digits of their social security number shall receive seniority preference.

#### Section 4. Termination of Seniority.

Seniority and the employment relationship shall be terminated when an employee:

- (a) quits; or
- (b) is discharged; or
- (c) retires or is retired; or
- (d) is absent for three (3) consecutive working days without notifying the Employer, and without adequate cause; or
- (e) is laid off and fails to report to work within the time limits specified in Section 3 above; or
- (f) does not report for work at his/her scheduled time for his/her first scheduled workday or duty after the termination of an authorized leave of absence, without notifying the Employer and without adequate cause.

Section 5. Special Programs.

Employees hired under programs involving Federal and State grants shall be afforded the rights and benefits as stated in the grant guidelines and upon appointment as full-time City employees shall be afforded seniority status as of their date of hire to a full-time permanent position.

In the event an employee hired under a special program obtains a full-time permanent position, their probationary period will be three (3) months of continuous service, after which his seniority shall date back to his/her date of hire to a full-time permanent position.

Section 6. Job Review.

Employees who believe there has been a change in their duties performed may submit a written request for job review to their supervisor. The Employer shall review all such requests and shall respond to both the employee and the supervisor within twenty (20) working days.

**ARTICLE 11**

Seasonal and Part-Time Employees

Section 1. Definition.

A seasonal employee is one who is employed for a period of seven (7) months or less. It is not the intent of this Section to reduce the number of full-time permanent positions by the utilization of seasonal or part-time employees.

Section 2. Regular Part-Time Employees.

A regular part-time employee is one hired on a regular employment basis who is scheduled to work less than forty (40) hours a week.

**ARTICLE 12**

Training

Section 1. Training.

When an employee's job description includes equipment operation, management shall attempt to familiarize an employee in the operation of all equipment generally assigned to the employee as part of his job duties, which the employee would be expected to normally and routinely operate during the four season cycle. The intent of the employer is to commence the familiarization stated herein as soon as practical.

Section 2. Compensation.

An employee who is required by the Employer to participate in training sessions which do not involve any actual production work and which take place at a time other than his normally scheduled work hours shall be compensated for all such hours actually spent in training.

If an employee is required to participate in training sessions during his scheduled work hours, or at a time other than his scheduled work hours, so as to engage in actual production for the purpose of on-the-job training, the employee shall be compensated at his applicable rate for such hours and shall have those hours considered as hours worked for overtime purposes. It is agreed inasmuch as it is reasonably possible that the selection of employees for training pursuant

to this provision shall be done by seniority and giving consideration to the employees' general performance, dependability and willingness to accept training assignments.

Section 3. Certification.

Maintenance personnel at the Water Pollution Control Plant who possess a certification on July 15<sup>th</sup> will receive the incentive of one hundred seventy-five dollars (\$175.00).

Sewer Division employees who possess a certification higher than required for their position by their job description or state law on July 15 will receive the following incentive:

- One grade higher = \$175.00
- Two grades higher = \$200.00
- Three grades higher = \$225.00

These incentives to be payable on the first payday in August.

**ARTICLE 13**

Alcoholism and Drug Abuse Program

If an employee enters a program approved by the department of public health or accredited by the joint commission on accreditation of hospitals for the purpose of treatment of alcoholism and/or drug abuse, the employee shall be allowed to use his/her accumulated sick leave for the days on which he/she is actually hospitalized for treatment provided that the employer is furnished with a statement for the hospital for the City's EAP Counselor of the alcohol and/or drug abuse treatment program affirming that the employee was, in fact, hospitalized. Additionally an employee under treatment for alcoholism and/or drug abuse who is unable to work due to his/her disability may use vacation leave or sick leave until such time as he/she is returned to work.

**ARTICLE 14**

Safety Allowance and Property

Section 1. Safety Allowance.

All employees will receive a **safety** clothing and safety shoe allowance of **\$260** annually on the first payroll each August, **on a separate check.**

Section 2. Safety Equipment

The City will provide safety equipment pursuant to the department's standard operation procedure.

Section 3. City Property.

An employee leaving the service of the Employer, whether through resignation, retirement, layoff or discharge, is responsible for returning any City property which he may have in his possession. Failure to return City property may result in the employee's final check being held up with a deduction being made for the value of the property.

## ARTICLE 15

### Sick Leave

#### Section 1. Sick Leave.

Full-time permanent employees may be credited with fifteen (15) days of sick leave per year. In order to accrue such leave in any bi-weekly period, an employee must work or be paid for a minimum of forty (40) hours during that bi-weekly period. Sick time shall accumulate to a maximum of 960 hours. The Employer may require substantiation of illness by physician's statement or by examination by such medical examiners as may be employed by the Employer. An employee may be required to present a physician's statement, certifying that the employee is capable of performing his job, prior to his return to work.

Sick days may be used for absences due to illness or injury, including pregnancy-related inability to perform work, attendance upon a member of the immediate family who is seriously ill and requires the personal care of the employee (defined as spouse, parents, sister, brother, child, or the birth of a child). Sick leave will not be considered as hours worked for overtime purposes.

#### Section 2. Sick Leave Advancement.

In the event an employee has utilized all available sick leave benefits, at the discretion of the Employer, advancement of up to eighty (80) hours may be provided. Advancement shall consider, among other factors, the employees' seniority and work history. Upon the employee's return to work, sick leave benefits will not accrue until the amount of advancement has been paid back.

#### Section 3. Workers' Compensation Supplement.

Vacation and sick leave may be used to supplement Worker's Compensation disability payments as follows:

Normal FICA, IPERS, Federal withholding and State withholding shall be deducted from regular bi-weekly gross wages. The remainder shall then be reduced by twice the amount of weekly worker's compensation benefits to compute the amount of wages to be supplemented. The number of hours of paid leave to be paid shall be determined by dividing the amount to be supplemented by the employee's hourly rate and rounding to the next higher quarter hour. When regular work hours are recorded in the same pay period, the paid leave supplement will be reduced by the number of regular hours recorded. When worker's compensation and paid leave are totaled, employees will receive approximately the same take home pay as though they were working their normal hours.

#### Section 4. Incentive

Employees using twenty-four (24) hours or less of sick leave in a fiscal year shall have the option of inserting sixteen (16) hours of sick leave into their individual Retirement Health Savings Account (RHS).

## ARTICLE 16

### Leaves of Absence

#### Section 1. Discretionary Leave.

The Employer may at their discretion grant a leave of absence not to exceed three (3) months to any employee for good and sufficient reason. The granting of leaves of absence shall be within the discretion of the employer, so long as that discretion is exercised in a manner

consistent with the City Administrative Policy and not arbitrarily, capriciously or discriminatorily denied.

#### Section 2. Jury Duty.

A full-time permanent employee who is required to serve on a jury during his scheduled work day shall be paid the difference between his jury fees and his straight time hourly rate of pay for all scheduled hours of work missed because of jury duty. Second and third shift employees shall be excused from work for the days they are serving jury duty. The eligible employee shall present proof of service and must report immediately for work if he is discharged from the jury before the end of his scheduled hours of work.

#### Section 3. Court Leave.

If, as a result of the performance of his duties as a City of Davenport employee, an employee is subpoenaed to appear in court to testify in an action in which the Employer is a party, the employee shall be released from work without loss of pay for the time spent testifying, provided that the employee produces proof of the subpoenas and presents a signed statement as to the hours spent in court. An employee subpoenaed to testify in a Civil Service hearing by a party other than the City shall be released from work without loss of pay for a maximum of three hours, any additional time spent away from work must be taken as vacation time or leave without pay. An employee subpoenaed to testify outside of their normal work hours shall be paid for actual hours spent in court, with a limit of three hours of pay spent at a Civil Service hearing. The employee subpoenaed must reimburse the Employer for the witness fees paid to him.

#### Section 4. Military Leave.

Military leaves of absence shall be granted in compliance with Federal and State law. Employees who are members of the National Guard, Organized Reserves or any component part of the military, Naval, Air Force, or Nurse Corps of this State or Nation, or who are or may be otherwise inducted into the military service of this State or the United States, shall when ordered by proper authority to active State or Federal service be entitled to a leave of absence for the period of such active service without loss of status or efficiency rating and without loss of pay during the first thirty (30) days of such Leave of Absence.

#### Section 5. Bereavement Leave.

When a death occurs in a full-time employee's immediate family (defined as spouse, parents, sister, brother, child, stepchild, grandparents, grandchildren, mother-in-law, father-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law or other member of the family living in the employee's immediate household), the employee, upon request will be excused for up to three (3) consecutive work days immediately following the date of death for the purpose of attending the funeral, attending to funeral arrangements and comforting the immediate family, and/or extension of up to two (2) days of bereavement leave may be granted at the discretion of the Department Director in extenuating circumstances and for good cause shown. An eligible employee shall be paid his normal daily rate of pay for any day(s) on which he is excused and but for such excuse would have been scheduled to work. An otherwise eligible employee will not receive pay for bereavement leave when it duplicates pay received for time not worked for any reason. In interpreting this provision, the term "parents" shall include, in addition to natural parents, other family members who may have been an in loco parentis relationship with the employee, provided that the employee is able to prove existence of such a relationship.

Paid time-off under this Section shall be considered as hours worked in the calculation of overtime pay.

Section 6. Family and Medical Leave.

Leaves granted under this Article will be administered in accordance with the rules and procedures established in the City Administrative Policy on the Family and Medical Leave Act.

Employees who are disabled due to medical reasons will be granted a leave of absence not to exceed twelve (12) months. During the 12-month period, employees may exhaust all of their accumulated sick leave, vacation leave, holiday, or compensatory hours prior to applying for long term disability benefits. The City will continue the health insurance for the employee and his/her family for a period not to exceed twenty-four months after the initial date of illness or injury resulting in the employee's disability. The employee may, however, as an option apply for long-term disability benefits after a 90-day waiting period in accordance with the provisions of the long-term disability plan in lieu of their accumulated sick leave. Inability to work as a result of a pregnancy related disability will be considered as any other disability for purposes of eligibility for benefits for sick leave usage and long term disability.

An employee may request a six-month extension of the leave of absence at least 14 days prior to the end of the twelve (12) month leave. The employer shall grant the extension if medical evidence indicates that the employee will be able to return to work within 6 months of the end of the original leave. The Employer may deny the extension if a second opinion regarding the ability of the employee to return to work indicates that there is not sufficient medical evidence of the ability to return to work during the allotted time period. The second opinion shall be paid for by the City. The second opinion shall be requested from a health care provider mutually agreed upon between the employee and City.

**ARTICLE 17**

Holidays

Section 1. Holidays.

The following days shall be recognized as holidays for permanent full-time employees:

- |                               |                  |
|-------------------------------|------------------|
| New Year's Day                | Veteran's Day    |
| Martin Luther King Day        | Thanksgiving Day |
| Friday after Thanksgiving Day | Good Friday      |
| Christmas Eve Day             | Memorial Day     |
| Christmas Day                 | Independence Day |
| President's Day               | Labor Day        |
| One floating holiday          |                  |

Employees using forty (40) hours or less of sick leave in a fiscal year will be permitted an additional eight (8) hours floating holiday.

At the beginning of each year the City shall specify the day on which each of the foregoing holidays shall be observed. If a holiday occurs on a Saturday, it shall be observed on Friday. If a holiday occurs on a Sunday, it shall be observed on Monday. Holidays shall be considered as time worked for the computation of overtime pay providing, however, the provisions of Section 2 of this Article are met.

Solid Waste Division employees and persons regularly supporting this service shall not be eligible for the Friday after Thanksgiving or Christmas Eve Day as a holiday and such day shall be considered as a regularly scheduled work day. In lieu of the Friday after Thanksgiving holiday, such employees shall be provided with 12 hours of floating holiday to be scheduled at a mutually agreed to time between the employee and his supervisor within one year from the date of the recognized holiday. In lieu of the Christmas Eve holiday, such employees shall be provided with 12 hours of floating holiday to be scheduled at a mutually agreed to time between the employee and his supervisor within one year from the date of the recognized holiday.

Section 2. Eligibility for Holiday Pay.

In order to be eligible for holiday pay (i.e. eight hours pay at the employee's regular straight-time hourly rate), the employee must work or be paid for his/her full scheduled working day immediately preceding and immediately following the day observed as a holiday unless the employee is excused in writing by his/her immediate supervisor with a copy to the employee.

Section 3. Holiday Pay.

(a) When a holiday falls on an employee's regular scheduled day off, or on a day of paid vacation leave and said holiday is not worked, an eligible employee shall receive eight (8) hours pay at his/her regular straight-time hourly rate for said holiday or a day off as provided in Article 19, Section 7.

(b) When a holiday falls on an employee's scheduled work day which the employee in fact works; the employee shall be paid for time worked at time and one-half and shall receive holiday pay, if eligible.

Section 4. Work on a Holiday.

An employee who is scheduled to work on a holiday and who fails to report as scheduled and is not excused shall receive no holiday pay. An employee on layoff or suspension or on leave of absence over a holiday shall not be eligible for holiday pay.

Section 5. Work on Saturday Following a Holiday.

Solid Waste Division employees and persons regularly supporting this service, who are scheduled to work on the Saturday following the holidays specified in Section 1 of this Article, and who actually worked all scheduled hours, shall receive time and one-half his rate of pay. If a Solid Waste Division employee or support person scheduled to work on the Saturday following a holiday fails to report and work as scheduled, and is not excused by his supervisor, he shall not receive any holiday pay.

**ARTICLE 18**

Paid Vacation Leave

Section 1. Amount of Vacation Leave.

Vacation Leave will accrue bi-weekly in accordance with the following schedule:

Years of Service	Days	Hours of Paid Leave	Bi-weekly Accrual
0 - 3	15	120 hours	4.615
4 - 5	17	136 hours	5.231
6 - 8	20	160 hours	6.154
9 - 12	23	184 hours	7.077
13 - 16	25	200 hours	7.692
17 - 20	28	224 hours	8.615
21 and over	30	240 hours	9.231

Section 2. Eligibility for Vacation Leave Pay.

To be eligible for bi-weekly accrual of vacation leave the employee must work or be paid for a minimum of 40 hours during that pay period. Upon termination an employee will be paid for all unused vacation leave hours.

Section 3. Vacation Leave for New Employees.

Employees who have completed their six (6) month probationary period will be eligible to use accrued time as provided in Section 4.

Section 4. Vacation Leave Scheduling.

Vacation leave may be taken as scheduled leave upon advance approval of the supervisor. Request for scheduled paid vacation leave time must be made one week preceding the requested day off. Request for vacation made less than one week in advance will be at the discretion of the supervisor but shall not be unreasonably denied. Vacation leave shall be scheduled insofar as practicable at times most desired by each employee with consideration being given to the wishes of employees in accordance with their relative length of continuous City service. It is expressly understood that the final right to designate the vacation leave period is reserved to the Employer.

Section 5. Vacation Leave Accumulation.

Employees may accrue greater than two hundred forty (240) vacation hours between anniversary dates, but upon the employee's anniversary date, no employee shall be allowed to carry over greater than 240 hours of vacation.

Employees who have an accumulated balance of vacation leave on their anniversary date in excess of 240 hours may transfer the excess hours to their sick leave account. Sick leave may accrue to a maximum of 960 hours.

An employee whose vacation leave balance exceeds 240 hours on his/her anniversary date and whose sick account is at 720 hours, will have the excess balance converted to cash at the rate of 1 hour of vacation leave to 1 paid hour to a maximum pay out of 48 hours annually. To be eligible for this conversion the employee must have used 80 hours of scheduled vacation leave during the previous fiscal year.

Section 6. Pay for Vacation Leave Earned But Not Yet Taken.

If an employee is eligible to receive vacation leave and has vacation leave hours earned but not yet taken, he/she shall be paid for such earned vacation leave upon termination of employment.

Section 7. Holidays During Vacation Leave.

If an employee is eligible to receive holiday pay for a holiday which occurs during the employee's scheduled paid vacation time, the employee, with the approval of his department head, may extend his paid vacation leave by one day.

## **ARTICLE 19**

### Safety and Health

(a) It is the desire of the City and the Union to maintain the highest standards of safety and health in order to eliminate as much as possible accident, death, injury or illness. Accordingly, the City will continue to make provisions for maintaining all areas and equipment in a clean, healthy and safe condition. Employees shall not be required to work in any area or operate any



equipment, including motor vehicles, which are not in safe condition, or not equipped with safety appliances prescribed by law or by the Safety Committee.

(b) A Safety Committee for this bargaining unit shall be established consisting of six (6) representatives selected by the Teamsters Union (four from Public Works and two from Parks) and six (6) representatives selected by the City. The Committee shall meet on quarterly basis, unless an emergency situation would necessitate an additional meeting.

**ARTICLE 20**

Wages

Section 1. Wages.

All Bargaining Unit employees shall be paid an annual salary in accordance with the salary schedules attached hereto as Appendix A and made a part of this Agreement, with the wages reflecting the following:

<b>Effective Date</b>	<b>GWI</b>
07/01/2021	1.75%
07/01/2022	1.75%
07/01/2023	2.0%
07/01/2024	2.0%

Section 2. Minimum Wage.

The minimum wages in effect for each classification shall be stated in the Appendix A.

**ARTICLE 21**

Savings Clause

None of the foregoing shall be construed as requiring either party to do anything inconsistent with Federal or State law, or an order or decree of judgment of any court having jurisdiction over the parties. If any provision of this Agreement, or the application of such provision, should be rendered or declared invalid by any court action or by reason of any existing or subsequently enacted legislation, the remaining parts or portions of this Agreement shall remain in full force and effect and the parties shall, upon the request of either party, enter into collective bargaining negotiations for the purpose of arriving at a mutually satisfactory replacement of such invalidated provision.

**ARTICLE 22**

Entire Agreement

The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the City and the Union, for the duration of this Agreement, each voluntarily and unqualifiedly waives the right, and each agrees that the other

shall not be obligated to bargain collectively with respect to any subject or matter referred to, or covered in this Agreement, or with respect to any subject or matter not specifically referred to, or covered in this Agreement, even though such subjects or matters may not have been within the knowledge or contemplation of either or both of the parties at the time they negotiated or signed this Agreement.

**ARTICLE 23**

Period of Agreement

This Agreement shall be effective as of the first day of July, 2021, and shall remain in full force and effect until the 30th day of June, 2025. It shall be automatically renewed from year to year thereafter, unless terminated or modified as hereinafter provided. If either party desires to modify this Agreement, said party shall notify the other party in writing no later than September 15, 2024. If either party desires to begin negotiations to modify this Agreement, such negotiations shall begin within thirty (30) days after September 15, 2024, unless otherwise mutually agreed. This Agreement shall remain in full force and be effective during the period of negotiations and until notice of termination of this Agreement is provided to the other party in the manner set forth in the following paragraph.

In the event that either party desires to terminate this Agreement, written notice must be given to the other party not less than ten (10) days prior to the desired termination date, which termination date shall not be before the anniversary date set forth in the preceding paragraph.

This Agreement is executed as of June 16, 2021 to become effective as of the day and year first written above by the duly authorized representatives of the parties.

CHAUFFEURS, TEAMSTERS & HELPERS  
LOCAL UNION NO. 238.  
Affiliated with the International  
Brotherhood of Teamsters

CITY OF DAVENPORT

By [Signature]  
Title: Business Representative

By [Signature]  
Title: Chief Steward

By [Signature] MAR 12  
Title: Mayor

By [Signature]  
Title: City Administrator

By [Signature]  
Title: Chief Financial Officer

By [Signature]  
Title: Human Resources Director

By [Signature]  
Title: Assistant HR Director

## APPENDIX "A"

### WAGE SCHEDULE IMPLEMENTATION

The wage schedule provided herein is constructed to provide in this bargaining unit step increases for employees at the completion of the years of service specified on the attached Salary Schedule.

Longevity adjustments shall be automatic based upon the employee's date of original appointment.

Advancement from rate to rate in the wage schedule shall be effective at the beginning of the pay period in which the unit seniority date falls for which an adjustment is scheduled occurs.

So there is no misunderstanding, negotiated general wage increases are provided to all employees, regardless of their placement in the wage schedule, and are considered separate and distinct from merit and or longevity increases as discussed in this Appendix.

The parties agree that there is a continuing need for the Teamster Classification Team to meet and discuss current classifications and pay rates. If the parties reach a mutual agreement concerning changes in classification pay rates, which may affect changes to the labor agreement, the parties may agree to re-open that agreement to effectuate such changes.

**TEAMSTERS LOCAL 238**  
Effective July 01, 2021

Code	GR	Title	0 Years Step #1	0 Years Step #2	1 Years Step #3	2 Years Step #4	3 Years Step #5	4 Years Step #6	5 Years Step #7	7 Years Step #8	10 Years Step #9	12 Years Step #10	15 Years Step #11	18 Years Step #12	20 Years Step #13	25 Years Step #14
1411		STOCK CLERK	38785	39407	40016	40627	41450	42272	43086	43915	44730	45550	46366	47186	48008	48826
			18,6468	18,9456	19,2386	19,5324	19,8278	20,323	20,7145	21,1133	21,5046	21,8989	22,2914	22,6856	23,081	23,474
1413		SR STOCK CLERK	42270	42866	43659	44368	45187	46009	46826	47842	48463	49283	50105	50922	51736	52556
			20,3219	20,6529	20,9901	21,3306	21,7244	22,1196	22,5123	22,9048	23,2995	23,6938	24,0891	24,4816	24,873	25,2684
5111		MAINT MECHANIC	44956	45719	46509	47265	48079	48898	49715	50538	51356	52174	52993	53812	54631	55453
			21,613	21,9801	22,3603	22,7235	23,1149	23,5085	23,9016	24,297	24,6906	25,0838	25,4774	25,871	26,2648	26,6601
5115		WELDER	52128	52910	53704	54509	55326	56156	56989	57854	58721	59602	60496	61404	62325	63267
			25,0615	25,4376	25,8193	26,2063	26,5993	26,9983	27,4031	27,8146	28,2315	28,6549	29,0848	29,5211	29,9641	30,4168
5116		MAINT SPECIALIS	43998	44631	45373	46125	46944	47771	48594	49404	50218	51045	51865	52675	53499	54318
			21,1048	21,4571	21,8141	22,1756	22,5693	22,9699	23,3578	23,752	24,1434	24,541	24,9301	25,3244	25,7209	26,1145
5117		SR MNT SPEC-GEN	46301	47101	47890	48703	49527	50344	51169	51983	52800	53630	54444	55261	56076	56897
			22,2603	22,6449	23,0239	23,4148	23,8113	24,2038	24,6003	24,9916	25,3848	25,7835	26,1749	26,568	26,9594	27,3543
5118		LEAD MAINT SPEC	49108	49971	50828	51692	52561	53408	54265	55133	55997	56845	57709	58573	59427	60288
			23,6096	24,0248	24,4365	24,8521	25,265	25,6768	26,089	26,5065	26,9216	27,3294	27,7445	28,1601	28,5708	28,9848
5120		NATL RES TECH	49108	49871	50828	51692	52561	53408	54265	55133	55997	56845	57709	58573	59427	60288
			23,6096	24,0248	24,4365	24,8521	25,265	25,6768	26,089	26,5065	26,9216	27,3294	27,7445	28,1601	28,5708	28,9848
5121		ELECTRONIC TECH	48452	49338	50193	51060	51875	52702	53523	54338	55155	55972	56793	57612	58437	59256
			23,3096	23,7203	24,1315	24,5483	24,9398	25,3374	25,7321	26,1241	26,5166	26,9098	27,3045	27,6981	28,0946	28,4894
5122		SIGNAL TECH	42270	42958	43659	44368	45187	46009	46826	47842	48463	49283	50105	50922	51736	52556
			20,3219	20,6529	20,9901	21,3306	21,7244	22,1196	22,5123	22,9048	23,2995	23,6938	24,0891	24,4816	24,873	25,2684
5124		SR SIGNAL TECH	47563	48342	49164	49908	50727	51560	52370	53184	54004	54829	55646	56468	57284	58097
			22,8699	23,2414	23,6368	23,9943	24,3879	24,7839	25,178	25,5695	25,9636	26,3601	26,7528	27,148	27,5406	27,9314
5127		SIGNS&MRKG TECH	40781	41445	42104	42777	43591	44418	45224	46057	46879	47694	48516	49334	50157	50972
			19,6064	19,9256	20,2423	20,6669	20,8674	21,365	21,7469	22,1429	22,5383	22,9296	23,325	23,718	24,114	24,5059

BASED ON 2080 HOURS ANNUALLY

\* FISCAL YEAR 2022

## TEAMSTERS LOCAL 238

Effective July 01, 2021

Code	GR	Title	0 Years Step #1	0 Years Step #2	1 Years Step #3	2 Years Step #4	3 Years Step #5	4 Years Step #6	5 Years Step #7	7 Years Step #8	10 Years Step #9	12 Years Step #10	15 Years Step #11	18 Years Step #12	20 Years Step #13	25 Years Step #14
5128		SR SGN&MRK TECH	42270	42958	43659	44368	45187	46009	46825	47642	48463	49283	50105	50922	51736	52558
			20.3219	20.6529	20.9901	21.3306	21.7244	22.1196	22.5123	22.9048	23.2995	23.6938	24.0891	24.4816	24.873	25.2694
5131		LABORER	38785	39407	40016	40627	41450	42272	43086	43915	44730	45550	46366	47186	48008	48826
			18.0468	18.9455	19.2386	19.5324	19.9278	20.323	20.7145	21.1133	21.5046	21.8989	22.2914	22.6856	23.081	23.474
5136		SR MT SPEC-PLUM	46301	47101	47890	48703	49527	50344	51169	51983	52800	53630	54444	55261	56076	56897
			22.2603	22.6449	23.0239	23.4148	23.8113	24.2038	24.6003	24.9916	25.3848	25.7835	26.1749	26.568	26.9594	27.3543
5137		SR MT SPC-PAINT	46301	47101	47890	48703	49527	50344	51169	51983	52800	53630	54444	55261	56076	56897
			22.2603	22.6449	23.0239	23.4148	23.8113	24.2038	24.6003	24.9916	25.3848	25.7835	26.1749	26.568	26.9594	27.3543
5138		SR MT SPC-ELECT	46301	47101	47890	48703	49527	50344	51169	51983	52800	53630	54444	55261	56076	56897
			22.2603	22.6449	23.0239	23.4148	23.8113	24.2038	24.6003	24.9916	25.3848	25.7835	26.1749	26.568	26.9594	27.3543
5139		SR MT SPC-CARPE	46301	47101	47890	48703	49527	50344	51169	51983	52800	53630	54444	55261	56076	56897
			22.2603	22.6449	23.0239	23.4148	23.8113	24.2038	24.6003	24.9916	25.3848	25.7835	26.1749	26.568	26.9594	27.3543
5142		CUSTODIAN	38785	39407	40016	40627	41450	42272	43086	43915	44730	45550	46366	47186	48008	48826
			18.0468	18.9455	19.2386	19.5324	19.9278	20.323	20.7145	21.1133	21.5046	21.8989	22.2914	22.6856	23.081	23.474
5212		EQUIP OPERATOR	42270	42958	43659	44368	45187	46009	46825	47642	48463	49283	50105	50922	51736	52558
			20.3219	20.6529	20.9901	21.3306	21.7244	22.1196	22.5123	22.9048	23.2995	23.6938	24.0891	24.4816	24.873	25.2694
5214		HEAVY EQUIP OPE	46301	47101	47890	48703	49527	50344	51169	51983	52800	53630	54444	55261	56076	56897
			22.2603	22.6449	23.0239	23.4148	23.8113	24.2038	24.6003	24.9916	25.3848	25.7835	26.1749	26.568	26.9594	27.3543
5216		COMP EQUIP OP	46301	47101	47890	48703	49527	50344	51169	51983	52800	53630	54444	55261	56076	56897
			22.2603	22.6449	23.0239	23.4148	23.8113	24.2038	24.6003	24.9916	25.3848	25.7835	26.1749	26.568	26.9594	27.3543
5217		COMP EQ OP II	47329	48188	48987	49814	50639	51461	52274	53096	53918	54733	55559	56372	57195	58015
			22.7545	23.1578	23.5514	23.949	24.3465	24.7409	25.1318	25.5271	25.9219	26.3139	26.7109	27.1018	27.4976	27.8919
5221		EQUIP SERV WORK	40712	41366	42030	42700	43521	44333	45154	45974	46797	47612	48431	49249	50070	50892
			19.573	19.8876	20.2068	20.5286	20.9235	21.3138	21.7085	22.1028	22.4986	22.8906	23.2843	23.6774	24.0721	24.4675

BASED ON 2080 HOURS ANNUALLY

\* FISCAL YEAR 2022

## TEAMSTERS LOCAL 238

Effective July 01, 2021

Code	GR	Title	0 Years Step #1	0 Years Step #2	1 Years Step #3	2 Years Step #4	3 Years Step #5	4 Years Step #6	5 Years Step #7	7 Years Step #8	10 Years Step #9	12 Years Step #10	15 Years Step #11	18 Years Step #12	20 Years Step #13	25 Years Step #14
5224		VEHICLE REFINIS	47329	48168	48987	49814	50639	51461	52274	53096	53918	54733	55559	56372	57195	58015
5225		SVC MECHANIC	22.7545	23.1578	23.5514	23.949	24.3465	24.7409	25.1318	25.5271	25.9219	26.3139	26.7109	27.1018	27.4976	27.8919
5226		MECHANIC	46301	47101	47890	48703	49527	50344	51169	51983	52800	53630	54444	55261	56076	56897
5227		SR MECHANIC	22.2603	22.6449	23.0239	23.4148	23.8113	24.2038	24.6003	24.9916	25.3848	25.7835	26.1749	26.568	26.9694	27.3543
5228		SR BUS MECH	54398	55205	56032	56872	57726	58592	59470	60363	61269	62188	63120	64066	65028	66002
5229		BUS MECHANIC	26.1483	26.5408	26.9385	27.3424	27.7528	28.169	28.5914	29.0208	29.456	29.8979	30.3463	30.8011	31.2635	31.732
5241		SEWER MAINT WRK	56785	56821	57470	58333	59208	60097	60998	61912	62841	63784	64740	65711	66697	67698
5242		SEWER HVY MT WR	26.8196	27.2219	27.63	28.0448	28.4654	28.8926	29.3258	29.7654	30.2121	30.6654	31.1251	31.5919	32.0658	32.5473
5243		SEWER TV TECH	63635	64439	65256	66085	66911	67780	68647	69526	70420	71326	72246	73179	74126	75089
5244		SEWER EQUIP OPE	25.786	26.1726	26.5655	26.9638	27.3516	27.7789	28.1956	28.6185	29.048	29.4836	29.9259	30.3744	30.83	31.2929
5245		SEWER HVY EQ OP	40791	41445	42104	42777	43561	44418	45234	46057	46879	47694	48516	49334	50157	50972
5251		BARRICADE TECH	19.6064	19.9255	20.2423	20.5659	20.9574	21.355	21.7469	22.1429	22.5383	22.9296	23.325	23.718	24.114	24.5059
			42270	42958	43659	44368	45187	46009	46825	47642	48463	49283	50105	50922	51736	52558
			20.3219	20.6529	20.9901	21.3306	21.7244	22.1196	22.5123	22.9048	23.2995	23.6938	24.0891	24.4816	24.873	25.2694
			47563	48342	49164	49908	50727	51550	52370	53194	54004	54829	55646	56468	57294	58097
			22.8669	23.2414	23.6368	23.9943	24.3879	24.7839	25.178	25.5695	25.9636	26.3601	26.7528	27.148	27.5406	27.9314
			46301	47101	47890	48703	49527	50344	51169	51983	52800	53630	54444	55261	56076	56897
			22.2603	22.6449	23.0239	23.4148	23.8113	24.2038	24.6003	24.9916	25.3848	25.7835	26.1749	26.568	26.9694	27.3543
			42270	42958	43659	44368	45187	46009	46825	47642	48463	49283	50105	50922	51736	52558
			20.3219	20.6529	20.9901	21.3306	21.7244	22.1196	22.5123	22.9048	23.2995	23.6938	24.0891	24.4816	24.873	25.2694

BASED ON 2080 HOURS ANNUALLY

\* FISCAL YEAR 2022

**TEAMSTERS LOCAL 238**  
Effective July 01, 2021

Code	GR	Title	0 Years Step #1	0 Years Step #2	1 Years Step #3	2 Years Step #4	3 Years Step #5	4 Years Step #6	5 Years Step #7	7 Years Step #8	10 Years Step #9	12 Years Step #10	15 Years Step #11	18 Years Step #12	20 Years Step #13	25 Years Step #14
5252		STREET MAINT WK	40781	41445	42104	42777	43691	44418	45234	46057	46879	47694	48516	49334	50157	50972
5253		STREET EQ OPER	19,6094	19,9255	20,2423	20,5659	20,9574	21,355	21,7489	22,1429	22,5383	22,9296	23,325	23,718	24,114	24,5059
5254		ST HVY EQUIP OP	42270	42958	43659	44368	45187	46009	46825	47642	48463	49283	50105	50922	51736	52558
5255		ASPHALT PLT OP	20,3219	20,6529	20,9901	21,3308	21,7244	22,1196	22,5123	22,9048	23,2995	23,6938	24,0891	24,4816	24,873	25,2694
5256		LEAD STRT MAINT	49301	47101	47890	48703	49527	50344	51169	51983	52800	53630	54444	55261	56076	56897
5280		STR HVY MAINT	22,2603	22,6449	23,0239	23,4148	23,8113	24,2038	24,6003	24,9916	25,3848	25,7835	26,1749	26,568	26,9594	27,3543
5285		PCKR DRVR/LOADR	48301	47101	47890	48703	49527	50344	51169	51983	52800	53630	54444	55261	56076	56897
5301		PARK TECHNICIAN	22,2603	22,6449	23,0239	23,4148	23,8113	24,2038	24,6003	24,9916	25,3848	25,7835	26,1749	26,568	26,9594	27,3543
5302		FORESTRY TECH	42270	42958	43659	44368	45187	46009	46825	47642	48463	49283	50105	50922	51736	52558
5303		TURF TECHNICIAN	20,3219	20,6529	20,9901	21,3308	21,7244	22,1196	22,5123	22,9048	23,2995	23,6938	24,0891	24,4816	24,873	25,2694
5310		HORTICULT TECH	43950	44688	45414	46155	46980	47798	48617	49432	50255	51072	51892	52718	53536	54355
5311		LEAD HORT TECH	21,1296	21,4838	21,8339	22,1898	22,5868	22,9799	23,3735	23,7655	24,1609	24,554	24,9481	25,3453	25,7394	26,132
			42670	43381	44089	44814	45632	46445	47272	48084	48904	49720	50545	51361	52181	52998
			20,5145	20,8563	21,1988	21,5453	21,9394	22,3293	22,7269	23,1171	23,5114	23,9039	24,3004	24,6929	25,0871	25,4796
			44823	45685	46452	47227	48050	48864	49688	50502	51327	52144	52962	53780	54601	55421
			21,5978	21,9638	22,3326	22,7054	23,1008	23,4921	23,8886	24,28	24,6765	25,069	25,4628	25,8558	26,2506	26,6449
			42670	43381	44089	44814	45632	46445	47272	48084	48904	49720	50545	51361	52181	52998
			20,5145	20,8563	21,1988	21,5453	21,9394	22,3293	22,7269	23,1171	23,5114	23,9039	24,3004	24,6929	25,0871	25,4796
			43396	44110	44839	45755	46573	47395	48207	49029	49856	50673	51499	52307	53129	53946
			20,8585	21,207	21,5571	21,9976	22,3908	22,7861	23,1764	23,5718	23,9694	24,3619	24,7545	25,1475	25,5429	25,9354
			49108	49971	50828	51692	52561	53408	54265	55133	55997	56845	57709	58573	59427	60288
			23,6096	24,0248	24,4365	24,8521	25,265	25,6768	26,089	26,5065	26,9216	27,3294	27,7445	28,1601	28,5708	28,9848

BASED ON 2080 HOURS ANNUALLY

\* FISCAL YEAR 2022

**TEAMSTERS LOCAL 238**  
Effective July 01, 2021

Code	GR	Title	0 Years Step #1	0 Years Step #2	1 Years Step #3	2 Years Step #4	3 Years Step #5	4 Years Step #6	5 Years Step #7	7 Years Step #8	10 Years Step #9	12 Years Step #10	15 Years Step #11	18 Years Step #12	20 Years Step #13	25 Years Step #14
5314		LEAD FOREST TEC	49108	49971	50828	51682	52561	53408	54285	55133	55997	56845	57709	58573	59427	60288
			23.6098	24.0248	24.4385	24.8521	25.265	25.6768	26.089	26.5005	26.9216	27.3294	27.7445	28.1601	28.5708	28.9848
5316		LEAD GOLF TECH	49108	49971	50828	51682	52561	53408	54285	55133	55997	56845	57709	58573	59427	60288
			23.6098	24.0248	24.4385	24.8521	25.265	25.6768	26.089	26.5005	26.9216	27.3294	27.7445	28.1601	28.5708	28.9848
5317		LEAD PARK TECH	49108	49971	50828	51682	52561	53408	54285	55133	55997	56845	57709	58573	59427	60288
			23.6098	24.0248	24.4385	24.8521	25.265	25.6768	26.089	26.5005	26.9216	27.3294	27.7445	28.1601	28.5708	28.9848
5322		ZOO TECH	42670	43381	44089	44814	45632	46445	47272	48084	48904	49720	50545	51361	52181	52998
			20.5145	20.8563	21.1988	21.5453	21.9384	22.3293	22.7289	23.1171	23.5114	23.9039	24.3004	24.6929	25.0871	25.4796
5722		PLANT OPERATOR	44887	45648	46408	47186	48008	48826	49648	50463	51280	52099	52921	53740	54562	55377
			21.5803	21.9463	22.3118	22.6856	23.081	23.474	23.8694	24.2609	24.6539	25.0476	25.4429	25.8386	26.232	26.6234
5723		PLANT OPER II	47681	48387	49193	50017	50889	51756	52628	53490	54357	55225	56097	56965	57837	58699
			22.8754	23.2629	23.6503	24.0468	24.4669	24.8826	25.3018	25.7163	26.1331	26.5505	26.9696	27.387	27.806	28.2206
5724		LEAD PLANT OPER	50435	51291	52145	53019	53942	54861	55785	56809	57818	58838	59862	60882	61307	62221
			24.2479	24.659	25.0696	25.4898	25.9338	26.3754	26.8199	27.2594	27.701	28.1433	28.5878	29.03	29.4745	29.9139
6051		NAT RES OPER	42270	42958	43659	44368	45187	46009	46825	47642	48463	49283	50105	50922	51736	52558
			20.3219	20.6529	20.9901	21.3306	21.7244	22.1196	22.5123	22.9048	23.2995	23.6938	24.0891	24.4816	24.873	25.2684
6057		NR HVY EQUIP OP	46301	47101	47890	48703	49527	50344	51169	51993	52800	53630	54444	55281	56076	56897
			22.2603	22.6449	23.0239	23.4148	23.8113	24.2038	24.6003	24.9916	25.3848	25.7835	26.1749	26.568	26.9594	27.3543
6058		NAT RES EQ OPER	42270	42958	43659	44368	45187	46009	46825	47642	48463	49283	50105	50922	51736	52558
			20.3219	20.6529	20.9901	21.3306	21.7244	22.1196	22.5123	22.9048	23.2995	23.6938	24.0891	24.4816	24.873	25.2684

BASED ON 2080 HOURS ANNUALLY

\* FISCAL YEAR 2022



**TEAMSTERS LOCAL 238**  
Effective July 01, 2022

Code	GR	Title	0 Years Step #1	0 Years Step #2	1 Years Step #3	2 Years Step #4	3 Years Step #5	4 Years Step #6	5 Years Step #7	7 Years Step #8	10 Years Step #9	12 Years Step #10	15 Years Step #11	18 Years Step #12	20 Years Step #13	25 Years Step #14
1411		STOCK CLERK	39464	40096	40717	41338	42175	43012	43840	44684	45512	46347	47177	48012	48849	49680
			18.9731	19.2771	19.5764	19.8741	20.2764	20.6788	21.077	21.4828	21.8809	22.2821	22.6815	23.0826	23.4849	23.8849
1413		SR STOCK CLERK	43009	43710	44423	45144	45977	46814	47645	48476	49311	50145	50982	51813	52641	53478
			20.6775	21.0144	21.3574	21.7039	22.1045	22.5068	22.9061	23.3056	23.7073	24.1084	24.5106	24.9101	25.3094	25.7106
5111		MAINT MECHANIC	45742	46519	47323	48092	48920	49753	50585	51422	52256	53087	53920	54753	55587	56423
			21.9913	22.3649	22.7516	23.1211	23.5194	23.9199	24.3199	24.7221	25.1228	25.5226	25.9233	26.3238	26.7244	27.1266
5115		WELDER	53040	53836	54644	55463	56295	57139	57996	58867	59749	60645	61555	62479	63416	64374
			25.5001	25.8929	26.2711	26.6649	27.0648	27.4708	27.8828	28.3014	28.7255	29.1554	29.5938	30.0378	30.4885	30.9491
5116		MAINT SPECIALIS	44698	45412	46167	46932	47766	48607	49434	50289	51097	51938	52762	53596	54436	55289
			21.4741	21.8326	22.1959	22.5636	22.9643	23.3888	23.7665	24.1676	24.5659	24.9704	25.3684	25.7675	26.1709	26.5715
5117		SR MNT SPEC-GEN	47112	47926	48728	49555	50394	51225	52064	52892	53724	54568	55397	56229	57057	57892
			22.6499	23.0413	23.4289	23.8245	24.2279	24.6274	25.0308	25.429	25.829	26.2348	26.633	27.033	27.4313	27.8329
5118		LEAD MAINT SPEC	49987	50846	51717	52597	53471	54342	55215	56098	56977	57840	58718	59598	60467	61343
			24.0228	24.4451	24.8641	25.2871	25.7071	26.1261	26.5456	26.9703	27.3928	27.8076	28.23	28.653	29.0708	29.492
5120		NATL RES TECH	49987	50846	51717	52597	53471	54342	55215	56098	56977	57840	58718	59598	60467	61343
			24.0228	24.4451	24.8641	25.2871	25.7071	26.1261	26.5456	26.9703	27.3928	27.8076	28.23	28.653	29.0708	29.492
5121		ELECTRONIC TECH	49330	50202	51072	51954	52782	53624	54459	55289	56120	56952	57787	58620	59460	60293
			23.7185	24.1354	24.5538	24.9779	25.3761	25.7808	26.1824	26.5813	26.9806	27.3906	27.7824	28.1829	28.5863	28.9869
5122		SIGNAL TECH	43009	43710	44423	45144	45977	46814	47645	48476	49311	50145	50982	51813	52641	53478
			20.6775	21.0144	21.3574	21.7039	22.1045	22.5068	22.9061	23.3056	23.7073	24.1084	24.5106	24.9101	25.3094	25.7106
5124		SR SIGNAL TECH	48396	49188	50025	50781	51615	52452	53287	54115	54950	55789	56619	57456	58287	59114
			23.2671	23.6481	24.0504	24.4141	24.8146	25.2175	25.6189	26.0169	26.418	26.8215	27.2209	27.6231	28.0225	28.4203
5127		SIGNS&MRKG TECH	41495	42170	42841	43526	44354	45196	46025	46863	47700	48528	49365	50197	51035	51864
			19.9495	20.2741	20.5965	20.9259	21.3241	21.7286	22.1275	22.5304	22.9326	23.3309	23.7331	24.1331	24.536	24.9348

BASED ON 2080 HOURS ANNUALLY

\* FISCAL YEAR 2023

**TEAMSTERS LOCAL 238**  
Effective July 01, 2022

Code	GR	Title	0 Years Step #1	0 Years Step #2	1 Years Step #3	2 Years Step #4	3 Years Step #5	4 Years Step #6	5 Years Step #7	7 Years Step #8	10 Years Step #9	12 Years Step #10	15 Years Step #11	18 Years Step #12	20 Years Step #13	25 Years Step #14
5128		SR SGN&MRK TECH	43009	43710	44423	45144	45877	46814	47845	48476	49311	50145	50982	51813	52641	53478
			20.6775	21.0144	21.3574	21.7039	22.1045	22.5088	22.9061	23.3056	23.7073	24.1094	24.5106	24.9101	25.3094	25.7106
5131		LABORER	39464	40086	40717	41338	42175	43012	43940	44884	45612	46347	47177	48012	48849	49680
			18.9731	19.2771	19.5764	19.8741	20.2764	20.6788	21.077	21.4828	21.8809	22.2821	22.6815	23.0826	23.4849	23.8849
5136		SR MT SPEC-PLUM	47112	47926	48728	49555	50394	51225	52064	52892	53724	54568	55397	56229	57057	57892
			22.6499	23.0413	23.4289	23.8245	24.2279	24.6274	25.0308	25.429	25.829	26.2348	26.633	27.033	27.4313	27.8329
5137		SR MT SPC-PAINT	47112	47926	48728	49555	50394	51225	52064	52892	53724	54568	55397	56229	57057	57892
			22.6499	23.0413	23.4289	23.8245	24.2279	24.6274	25.0308	25.429	25.829	26.2348	26.633	27.033	27.4313	27.8329
5138		SR MT SPC-ELECT	47112	47926	48728	49555	50394	51225	52064	52892	53724	54568	55397	56229	57057	57892
			22.6499	23.0413	23.4289	23.8245	24.2279	24.6274	25.0308	25.429	25.829	26.2348	26.633	27.033	27.4313	27.8329
5139		SR MT SPC-CARPE	47112	47926	48728	49555	50394	51225	52064	52892	53724	54568	55397	56229	57057	57892
			22.6499	23.0413	23.4289	23.8245	24.2279	24.6274	25.0308	25.429	25.829	26.2348	26.633	27.033	27.4313	27.8329
5142		CUSTODIAN	39464	40086	40717	41338	42175	43012	43940	44884	45612	46347	47177	48012	48849	49680
			18.9731	19.2771	19.5764	19.8741	20.2764	20.6788	21.077	21.4828	21.8809	22.2821	22.6815	23.0826	23.4849	23.8849
5212		EQUIP OPERATOR	43009	43710	44423	45144	45977	46814	47645	48476	49311	50145	50982	51813	52641	53478
			20.6775	21.0144	21.3574	21.7039	22.1045	22.5088	22.9061	23.3056	23.7073	24.1094	24.5106	24.9101	25.3094	25.7106
5214		HEAVY EQUIP OPE	47112	47926	48728	49555	50394	51225	52064	52892	53724	54568	55397	56229	57057	57892
			22.6499	23.0413	23.4289	23.8245	24.2279	24.6274	25.0308	25.429	25.829	26.2348	26.633	27.033	27.4313	27.8329
5216		COMP EQUIP OP	47112	47926	48728	49555	50394	51225	52064	52892	53724	54568	55397	56229	57057	57892
			22.6499	23.0413	23.4289	23.8245	24.2279	24.6274	25.0308	25.429	25.829	26.2348	26.633	27.033	27.4313	27.8329
5217		COMP EQ OP II	48158	49011	49844	50686	51525	52362	53189	54026	54861	55691	56531	57358	58196	59030
			23.1528	23.563	23.9636	24.3681	24.7716	25.1739	25.5715	25.9739	26.3765	26.7744	27.1794	27.576	27.9789	28.38
5221		EQUIP SERV WORK	41424	42090	42765	43447	44282	45108	45944	46778	47616	48446	49279	50111	50946	51783
			19.9155	20.2356	20.5604	20.8979	21.2896	21.6888	22.0894	22.4895	22.8924	23.2913	23.6918	24.0918	24.4934	24.8958

BASED ON 2080 HOURS ANNUALLY

\* FISCAL YEAR 2023

## TEAMSTERS LOCAL 238

Effective July 01, 2022

Code	GR	Title	0 Years Step #1	0 Years Step #2	1 Years Step #3	2 Years Step #4	3 Years Step #5	4 Years Step #6	5 Years Step #7	7 Years Step #8	10 Years Step #9	12 Years Step #10	15 Years Step #11	18 Years Step #12	20 Years Step #13	25 Years Step #14
5224		VEHICLE REFINIS	48158	49011	49844	50886	51525	52362	53189	54026	54861	55691	56531	57358	58196	59030
			23.1528	23.563	23.9636	24.3681	24.7716	25.1739	25.5715	25.9739	26.3755	26.7744	27.1784	27.578	27.9789	28.38
5225		SVC MECHANIC	47112	47926	48728	49555	50394	51225	52064	52892	53724	54568	55397	56229	57057	57892
			22.6489	23.0413	23.4289	23.8245	24.2279	24.6274	25.0308	25.429	25.829	26.2348	26.633	27.033	27.4313	27.8329
5226		MECHANIC	53242	54041	54852	55674	56475	57357	58218	59091	59978	60877	61790	62716	63657	64613
			25.5973	25.9811	26.3711	26.7665	27.1515	27.5756	27.9893	28.409	28.8354	29.2679	29.707	30.1521	30.6045	31.064
5227		SR MECHANIC	55340	56171	57013	57867	58736	59617	60511	61419	62341	63276	64225	65187	66166	67158
			26.6059	27.0051	27.41	27.8209	28.2384	28.662	29.0918	29.5285	29.9715	30.4211	30.8773	31.3401	31.8106	32.2873
5228		SR BUS MECH	56761	57612	58476	59354	60244	61148	62065	62996	63941	64900	65873	66861	67864	68883
			27.289	27.6983	28.1136	28.5356	28.9636	29.3983	29.839	30.2863	30.7409	31.202	31.6698	32.1448	32.627	33.1169
5229		BUS MECHANIC	54573	55392	56223	57066	57897	58791	59673	60568	61477	62399	63335	64284	65249	66228
			26.2373	26.6306	27.0304	27.4356	27.8303	28.265	28.689	29.1193	29.5563	29.9996	30.4496	30.9059	31.3695	31.8405
5241		SEWER MAINT WRK	41495	42170	42841	43526	44354	45196	46025	46863	47700	48528	49365	50197	51035	51864
			19.9485	20.2741	20.5985	20.9259	21.3241	21.7286	22.1275	22.5304	22.9326	23.3309	23.7331	24.1331	24.536	24.9348
5242		SEWER HVV MT WR	43009	43710	44423	45144	45977	46814	47645	48476	49311	50145	50982	51813	52641	53478
			20.6775	21.0144	21.3574	21.7039	22.1045	22.5068	22.9061	23.3056	23.7073	24.1084	24.5106	24.9101	25.3084	25.7106
5243		SEWER TV TECH	48396	49188	50025	50781	51615	52452	53287	54115	54950	55789	56619	57456	58287	59114
			23.2871	23.6481	24.0504	24.4141	24.8146	25.2175	25.6186	26.0169	26.418	26.8215	27.2209	27.6231	28.0225	28.4203
5244		SEWER EQUIP OPE	43009	43710	44423	45144	45977	46814	47645	48476	49311	50145	50982	51813	52641	53478
			20.6775	21.0144	21.3574	21.7039	22.1045	22.5068	22.9061	23.3056	23.7073	24.1084	24.5106	24.9101	25.3084	25.7106
5245		SEWER HVV EQ OP	47112	47926	48728	49555	50394	51225	52064	52892	53724	54568	55397	56229	57057	57892
			22.6489	23.0413	23.4289	23.8245	24.2279	24.6274	25.0308	25.429	25.829	26.2348	26.633	27.033	27.4313	27.8329
5251		BARRICADE TECH	43009	43710	44423	45144	45977	46814	47645	48476	49311	50145	50982	51813	52641	53478
			20.6775	21.0144	21.3574	21.7039	22.1045	22.5068	22.9061	23.3056	23.7073	24.1084	24.5106	24.9101	25.3084	25.7106

BASED ON 2080 HOURS ANNUALLY

\* FISCAL YEAR 2023

**TEAMSTERS LOCAL 238**  
Effective July 01, 2022

Code	GR	Title	0 Years Step #1	0 Years Step #2	1 Years Step #3	2 Years Step #4	3 Years Step #5	4 Years Step #6	5 Years Step #7	7 Years Step #8	10 Years Step #9	12 Years Step #10	15 Years Step #11	18 Years Step #12	20 Years Step #13	25 Years Step #14
5252		STREET MAINT WK	41495	42170	42841	43526	44354	45196	46025	46863	47700	48528	49385	50197	51035	51884
			19,9495	20,2741	20,5965	20,9259	21,3241	21,7286	22,1275	22,5304	22,9326	23,3309	23,7331	24,1331	24,536	24,9348
5253		STREET EQ OPER	43009	43710	44423	45144	45977	46814	47645	48476	49311	50145	50982	51813	52641	53478
			20,6775	21,0144	21,3574	21,7039	22,1045	22,5088	22,9061	23,3056	23,7073	24,1094	24,5106	24,9101	25,3084	25,7106
5254		ST HVY EQUIP OP	47112	47926	48728	49555	50394	51225	52084	52892	53724	54568	55397	56229	57057	57892
			22,6499	23,0413	23,4269	23,8245	24,2279	24,6274	25,0308	25,429	25,829	26,2348	26,633	27,033	27,4313	27,8329
5255		ASPHALT P/LT OP	47112	47926	48728	49555	50394	51225	52084	52892	53724	54568	55397	56229	57057	57892
			22,6499	23,0413	23,4269	23,8245	24,2279	24,6274	25,0308	25,429	25,829	26,2348	26,633	27,033	27,4313	27,8329
5256		LEAD STRT MAINT	47112	47926	48728	49555	50394	51225	52084	52892	53724	54568	55397	56229	57057	57892
			22,6499	23,0413	23,4269	23,8245	24,2279	24,6274	25,0308	25,429	25,829	26,2348	26,633	27,033	27,4313	27,8329
5260		STR HVY MAINT	43009	43710	44423	45144	45977	46814	47645	48476	49311	50145	50982	51813	52641	53478
			20,6775	21,0144	21,3574	21,7039	22,1045	22,5088	22,9061	23,3056	23,7073	24,1094	24,5106	24,9101	25,3084	25,7106
5265		PCKR DRVR/LOADR	44719	45468	46209	46962	47803	48635	49468	50297	51134	51966	52800	53641	54473	55306
			21,4994	21,8596	22,216	22,578	22,962	23,362	23,7625	24,1614	24,5636	24,9636	25,3648	25,7688	26,1688	26,5693
5301		PARK TECHNICIAN	43417	44140	44861	45598	46430	47258	48099	48925	49759	50590	51429	52260	53094	53925
			20,8735	21,2213	21,5678	21,9224	22,3223	22,72	23,1245	23,5216	23,9228	24,3221	24,7256	25,125	25,5261	25,9255
5302		FORESTRY TECH	45710	46484	47265	48054	48890	49719	50558	51386	52225	53056	53889	54721	55557	56391
			21,9758	22,3481	22,7234	23,1028	23,505	23,9033	24,3066	24,7049	25,1084	25,5078	25,9083	26,3083	26,71	27,1111
5303		TURF TECHNICIAN	43417	44140	44861	45598	46430	47258	48099	48925	49759	50590	51429	52260	53094	53925
			20,8735	21,2213	21,5678	21,9224	22,3223	22,72	23,1245	23,5216	23,9228	24,3221	24,7256	25,125	25,5261	25,9255
5310		HORTICULT TECH	44145	44882	45624	46366	47388	48225	49051	49887	50729	51560	52390	53222	54059	54890
			21,2235	21,5781	21,9344	22,3826	22,7826	23,1849	23,582	23,9843	24,3889	24,7893	25,1876	25,5876	25,9899	26,3893
5311		LEAD HORT TECH	49967	50846	51717	52597	53471	54342	55215	56098	56977	57840	58718	59598	60467	61343
			24,0228	24,4451	24,8641	25,2871	25,7071	26,1261	26,5456	26,9703	27,3928	27,8076	28,23	28,653	29,0708	29,492

BASED ON 2080 HOURS ANNUALLY

\* FISCAL YEAR 2023

**TEAMSTERS LOCAL 238**  
Effective July 01, 2022

Code	GR	Title	0 Years Step #1	0 Years Step #2	1 Years Step #3	2 Years Step #4	3 Years Step #5	4 Years Step #6	5 Years Step #7	7 Years Step #8	10 Years Step #9	12 Years Step #10	15 Years Step #11	18 Years Step #12	20 Years Step #13	25 Years Step #14
5314		LEAD FOREST TEC	49867	50846	51717	52597	53471	54342	55215	56098	56977	57940	58718	59598	60467	61343
			24.0228	24.4451	24.8641	25.2871	25.7071	26.1261	26.5456	26.9703	27.3928	27.8076	28.23	28.653	29.0708	29.492
5316		LEAD GOLF TECH	49867	50846	51717	52597	53471	54342	55215	56098	56977	57940	58718	59598	60467	61343
			24.0228	24.4451	24.8641	25.2871	25.7071	26.1261	26.5456	26.9703	27.3928	27.8076	28.23	28.653	29.0708	29.492
5317		LEAD PARK TECH	49867	50846	51717	52597	53471	54342	55215	56098	56977	57940	58718	59598	60467	61343
			24.0228	24.4451	24.8641	25.2871	25.7071	26.1261	26.5456	26.9703	27.3928	27.8076	28.23	28.653	29.0708	29.492
5322		ZOO TECH	49867	50846	51717	52597	53471	54342	55215	56098	56977	57940	58718	59598	60467	61343
			24.0228	24.4451	24.8641	25.2871	25.7071	26.1261	26.5456	26.9703	27.3928	27.8076	28.23	28.653	29.0708	29.492
5722		PLANT OPERATOR	43417	44140	44861	45588	46430	47258	48099	48925	49759	50590	51429	52280	53084	53925
			20.8736	21.2213	21.5678	21.9224	22.3223	22.72	23.1245	23.5216	23.9228	24.3221	24.7256	25.125	25.5261	25.9255
5723		PLANT OPER II	45673	46447	47220	48012	48849	49680	50517	51346	52178	53011	53847	54681	55517	56346
			21.958	22.3304	22.7021	23.0826	23.4849	23.8949	24.2871	24.6854	25.0854	25.4859	25.8881	26.2888	26.681	27.0893
5724		LEAD PLANT OPER	48413	49233	50053	50893	51780	52662	53549	54426	55308	56191	57078	57962	58849	59726
			23.2756	23.6698	24.0641	24.4676	24.864	25.3181	25.7445	26.1664	26.5905	27.0151	27.4415	27.8663	28.2926	28.7145
6051		NAT RES OPER	51318	52188	53057	53947	54886	55821	56762	57692	58626	59562	60503	61439	62380	63310
			24.6721	25.0905	25.5084	25.9359	26.3876	26.837	27.2893	27.7364	28.1858	28.6358	29.088	29.539	29.9903	30.4374
6057		NR HVY EQUIP OP	43009	43710	44423	45144	45977	46814	47645	48476	49311	50145	50982	51813	52641	53478
			20.6775	21.0144	21.3574	21.7039	22.1045	22.5068	22.9081	23.3066	23.7073	24.1084	24.5106	24.9101	25.3084	25.7106
6058		NAT RES EQ OPER	47112	47926	48728	49555	50394	51225	52064	52892	53724	54568	55397	56229	57057	57892
			22.0499	23.0413	23.4269	23.8245	24.2279	24.6274	25.0308	25.429	25.829	26.2348	26.633	27.033	27.4313	27.8329
			43009	43710	44423	45144	45977	46814	47645	48476	49311	50145	50982	51813	52641	53478
			20.6775	21.0144	21.3574	21.7039	22.1045	22.5068	22.9081	23.3066	23.7073	24.1084	24.5106	24.9101	25.3084	25.7106

BASED ON 2080 HOURS ANNUALLY

\* FISCAL YEAR 2023

## TEAMSTERS LOCAL 238

Effective July 01, 2023

Code	GR	Title	0 Years Step #1	0 Years Step #2	1 Years Step #3	2 Years Step #4	3 Years Step #5	4 Years Step #6	5 Years Step #7	7 Years Step #8	10 Years Step #9	12 Years Step #10	15 Years Step #11	18 Years Step #12	20 Years Step #13	25 Years Step #14
1411		STOCK CLERK	40253	40888	41531	42185	43018	43872	44717	45578	46423	47274	48121	48972	49828	50674
1413		SR STOCK CLERK	19.3525	19.6826	19.9689	20.2716	20.682	21.0923	21.4985	21.9124	22.3185	22.7278	23.1351	23.5443	23.9546	24.3625
5111		MAINT MECHANIC	43870	44584	45312	46047	46897	47750	48598	49445	50297	51148	52002	52849	53694	54548
5115		WELDER	21.0911	21.4346	21.7845	22.138	22.5486	22.9589	23.3643	23.7716	24.1814	24.5906	25.0009	25.4083	25.8145	26.2249
5116		MAINT SPECIALIS	46857	47449	48270	49054	49899	50748	51597	52451	53300	54149	54999	55849	56698	57552
5117		SR MINT SPEC-GEN	22.4311	22.8121	23.2066	23.5935	23.9898	24.3983	24.8063	25.2166	25.6251	26.0331	26.4418	26.8503	27.2589	27.6691
5118		LEAD MAINT SPEC	54101	54913	55737	56572	57421	58282	59156	60044	60944	61858	62786	63728	64684	65662
5120		NATL RES TECH	26.0101	26.4005	26.7985	27.1983	27.606	28.0201	28.4404	28.8674	29.3	29.7395	30.1656	30.6385	31.0983	31.568
5121		ELECTRONIC TECH	45559	46320	47091	47871	48721	49579	50423	51274	52119	52977	53817	54688	55524	56374
5122		SIGNAL TECH	21.9035	22.2694	22.6398	23.0149	23.4235	23.8361	24.2418	24.651	25.0571	25.4699	25.8738	26.2829	26.6944	27.1029
5124		SR SIGNAL TECH	48054	48884	49702	50548	51402	52249	53105	53950	54799	55660	56504	57353	58198	59050
5127		SIGNS&MRKG TECH	23.1029	23.502	23.8954	24.301	24.7125	25.1199	25.5314	25.9376	26.3456	26.7594	27.1656	27.5736	27.9799	28.3895
			50987	51883	52752	53649	54540	55429	56319	57220	58116	58997	59893	60790	61677	62570
			24.5033	24.8341	25.3614	25.7928	26.2213	26.6486	27.0765	27.5088	27.9405	28.3638	28.7846	29.226	29.6521	30.0819
			50317	51206	52093	52993	53838	54806	55549	56395	57242	58091	58943	59793	60649	61499
			24.1908	24.6181	25.0449	25.4775	25.8836	26.2964	26.7061	27.1129	27.5203	27.9283	28.338	28.7465	29.158	29.5666
			43870	44584	45312	46047	46897	47750	48598	49445	50297	51148	52002	52849	53694	54548
			21.0911	21.4346	21.7845	22.138	22.5486	22.9589	23.3643	23.7716	24.1814	24.5906	25.0009	25.4083	25.8145	26.2249
			48363	50172	51025	51797	52647	53502	54353	55197	56049	56804	57752	58605	59453	60296
			23.7324	24.121	24.5314	24.9024	25.311	25.7219	26.131	26.5373	26.9464	27.3579	27.7653	28.1756	28.583	28.9886
			42325	43014	43698	44396	45241	46100	46946	47800	48654	49499	50352	51201	52055	52902
			20.3494	20.6796	21.0085	21.3444	21.7508	22.1633	22.57	22.981	23.3913	23.7975	24.2078	24.6158	25.0266	25.4335

BASED ON 2080 HOURS ANNUALLY

\* FISCAL YEAR 2024

## TEAMSTERS LOCAL 238

Effective July 01, 2023

Code	GR	Title	0 Years Step #1	0 Years Step #2	1 Years Step #3	2 Years Step #4	3 Years Step #5	4 Years Step #6	5 Years Step #7	7 Years Step #8	10 Years Step #9	12 Years Step #10	15 Years Step #11	18 Years Step #12	20 Years Step #13	25 Years Step #14
5128		SR SGN&MRK TECH	43870	44584	45312	46047	46897	47750	48598	49445	50297	51148	52002	52849	53694	54548
5131		LABORER	21,0911	21,4346	21,7845	22,138	22,5466	22,9569	23,3643	23,7716	24,1814	24,5908	25,0009	25,4083	25,8145	26,2249
5136		SR MT SPEC-PLUM	40253	40898	41531	42165	43018	43872	44717	45578	46423	47274	48121	48972	49826	50674
5137		SR MT SPC-PAINT	48054	48884	49702	50546	51402	52249	53105	53950	54799	55650	56504	57353	58198	59050
5138		SR MT SPC-ELECT	23,1029	23,502	23,8954	24,301	24,7125	25,1199	25,5314	25,9376	26,3456	26,7594	27,1656	27,5736	27,9799	28,3895
5139		SR MT SPC-CARPE	48054	48884	49702	50546	51402	52249	53105	53950	54799	55650	56504	57353	58198	59050
5142		CUSTODIAN	23,1029	23,502	23,8954	24,301	24,7125	25,1199	25,5314	25,9376	26,3456	26,7594	27,1656	27,5736	27,9799	28,3895
5212		EQUIP OPERATOR	40253	40898	41531	42165	43018	43872	44717	45578	46423	47274	48121	48972	49826	50674
5214		HEAVY EQUIP OPE	19,3525	19,6626	19,9689	20,2716	20,682	21,0923	21,4985	21,9124	22,3185	22,7278	23,1351	23,5443	23,9546	24,3625
5216		COMP EQUIP OP	43870	44584	45312	46047	46897	47750	48598	49445	50297	51148	52002	52849	53694	54548
5217		COMP EQ OP II	21,0911	21,4346	21,7845	22,138	22,5466	22,9569	23,3643	23,7716	24,1814	24,5908	25,0009	25,4083	25,8145	26,2249
5221		EQUIP SERV WORK	48054	48884	49702	50546	51402	52249	53105	53950	54799	55650	56504	57353	58198	59050
			23,1029	23,502	23,8954	24,301	24,7125	25,1199	25,5314	25,9376	26,3456	26,7594	27,1656	27,5736	27,9799	28,3895
			48054	48884	49702	50546	51402	52249	53105	53950	54799	55650	56504	57353	58198	59050
			48054	48884	49702	50546	51402	52249	53105	53950	54799	55650	56504	57353	58198	59050
			48054	48884	49702	50546	51402	52249	53105	53950	54799	55650	56504	57353	58198	59050
			48054	48884	49702	50546	51402	52249	53105	53950	54799	55650	56504	57353	58198	59050
			48054	48884	49702	50546	51402	52249	53105	53950	54799	55650	56504	57353	58198	59050
			48054	48884	49702	50546	51402	52249	53105	53950	54799	55650	56504	57353	58198	59050
			48054	48884	49702	50546	51402	52249	53105	53950	54799	55650	56504	57353	58198	59050
			48054	48884	49702	50546	51402	52249	53105	53950	54799	55650	56504	57353	58198	59050
			48054	48884	49702	50546	51402	52249	53105	53950	54799	55650	56504	57353	58198	59050
			48054	48884	49702	50546	51402	52249	53105	53950	54799	55650	56504	57353	58198	59050
			48054	48884	49702	50546	51402	52249	53105	53950	54799	55650	56504	57353	58198	59050
			48054	48884	49702	50546	51402	52249	53105	53950	54799	55650	56504	57353	58198	59050
			48054	48884	49702	50546	51402	52249	53105	53950	54799	55650	56504	57353	58198	59050
			48054	48884	49702	50546	51402	52249	53105	53950	54799	55650	56504	57353	58198	59050
			48054	48884	49702	50546	51402	52249	53105	53950	54799	55650	56504	57353	58198	59050
			48054	48884	49702	50546	51402	52249	53105	53950	54799	55650	56504	57353	58198	59050
			48054	48884	49702	50546	51402	52249	53105	53950	54799	55650	56504	57353	58198	59050
			48054	48884	49702	50546	51402	52249	53105	53950	54799	55650	56504	57353	58198	59050
			48054	48884	49702	50546	51402	52249	53105	53950	54799	55650	56504	57353	58198	59050
			48054	48884	49702	50546	51402	52249	53105	53950	54799	55650	56504	57353	58198	59050
			48054	48884	49702	50546	51402	52249	53105	53950	54799	55650	56504	57353	58198	59050
			48054	48884	49702	50546	51402	52249	53105	53950	54799	55650	56504	57353	58198	59050
			48054	48884	49702	50546	51402	52249	53105	53950	54799	55650	56504	57353	58198	59050
			48054	48884	49702	50546	51402	52249	53105	53950	54799	55650	56504	57353	58198	59050
			48054	48884	49702	50546	51402	52249	53105	53950	54799	55650	56504	57353	58198	59050
			48054	48884	49702	50546	51402	52249	53105	53950	54799	55650	56504	57353	58198	59050
			48054	48884	49702	50546	51402	52249	53105	53950	54799	55650	56504	57353	58198	59050
			48054	48884	49702	50546	51402	52249	53105	53950	54799	55650	56504	57353	58198	59050
			48054	48884	49702	50546	51402	52249	53105	53950	54799	55650	56504	57353	58198	59050
			48054	48884	49702	50546	51402	52249	53105	53950	54799	55650	56504	57353	58198	59050
			48054	48884	49702	50546	51402	52249	53105	53950	54799	55650	56504	57353	58198	59050
			48054	48884	49702	50546	51402	52249	53105	53950	54799	55650	56504	57353	58198	59050
			48054	48884	49702	50546	51402	52249	53105	53950	54799	55650	56504	57353	58198	59050
			48054	48884	49702	50546	51402	52249	53105	53950	54799	55650	56504	57353	58198	59050
			48054	48884	49702	50546	51402	52249	53105	53950	54799	55650	56504	57353	58198	59050
			48054	48884	49702	50546	51402	52249	53105	53950	54799	55650	56504	57353	58198	59050
			48054	48884	49702	50546	51402	52249	53105	53950	54799	55650	56504	57353	58198	59050
			48054	48884	49702	50546	51402	52249	53105	53950	54799	55650	56504	57353	58198	59050
			48054	48884	49702	50546	51402	52249	53105	53950	54799	55650	56504	57353	58198	59050
			48054	48884	49702	50546	51402	52249	53105	53950	54799	55650	56504	57353	58198	59050
			48054	48884	49702	50546	51402	52249	53105	53950	54799	55650	56504	57353	58198	59050
			48054	48884	49702	50546	51402	52249	53105	53950	54799	55650	56504	57353	58198	59050
			48054	48884	49702	50546	51402	52249	53105	53950	54799	55650	56504	57353	58198	59050
			48054	48884	49702	50546	51402	52249	53105	53950	54799	55650	56504	57353	58198	59050
			48054	48884	49702	50546	51402	52249	53105	53950	54799	55650	56504	57353	58198	59050
			48054	48884	49702	50546	51402	52249	53105	53950	54799	55650	56504	57353	58198	59050
			48054	48884	49702	50546	51402	52249	53105	53950	54799	55650	56504	57353	58198	59050
			48054	48884	49702	50546	51402	52249	53105	53950	54799	55650	56504	57353	58198	59050
			48054	48884	49702	50546	51402	52249	53105	53950	54799	55650	56504	57353	58198	59050
			48054	48884	49702	50546	51402	52249	53105	53950	54799	55650	56504	57353	58198	59050
			48054	48884	49702	50546	51402	52249	53105	53950	54799	55650	56504	57353	58198	59050
			48054	48884	49702	50546	51402	52249	53105	53950	54799	55650	56504	57353	58198	59050
			48054	48884	49702	50546	51402	52249	53105	53950	54799	55650	56504	57353	58198	59050
			48054	48884	49702	50546	51402	52249	53105	53950	54799	55650				

**TEAMSTERS LOCAL 238**  
Effective July 01, 2023

Code	GR	Title	0 Years Step #1	0 Years Step #2	1 Years Step #3	2 Years Step #4	3 Years Step #5	4 Years Step #6	5 Years Step #7	7 Years Step #8	10 Years Step #9	12 Years Step #10	15 Years Step #11	18 Years Step #12	20 Years Step #13	25 Years Step #14
5224		VEHICLE REFINIS	49121	49991	50941	51700	52555	53409	54253	55106	55958	56804	57662	58505	59360	60211
			23.6156	24.0343	24.4429	24.8555	25.267	25.6774	26.083	26.4933	26.903	27.3099	27.7219	28.1275	28.5385	28.9476
5225		SVC MECHANIC	48054	48894	49702	50546	51402	52249	53105	53950	54799	55650	56504	57353	58198	59050
			23.1029	23.502	23.8954	24.301	24.7125	25.1199	25.5314	25.9376	26.3456	26.7594	27.1656	27.5736	27.9799	28.3895
5226		MECHANIC	54307	55122	55949	56789	57605	58504	59392	60273	61177	62095	63026	63971	64930	65905
			26.1093	26.5008	26.8985	27.3019	27.6945	28.1271	28.5491	28.9773	29.4121	29.8533	30.3011	30.7551	31.2165	31.6853
5227		SR MECHANIC	56447	57294	58153	59025	59911	60809	61721	62648	63588	64541	65509	66491	67489	68501
			27.1379	27.5453	27.9591	28.3773	28.8031	29.2353	29.6735	30.1191	30.5709	31.0295	31.4948	31.9669	32.4469	32.933
5228		SR BUS MECH	57896	58765	59646	60541	61449	62371	63306	64255	65220	66198	67191	68198	69221	70261
			27.8348	28.2523	28.6759	29.1063	29.5429	29.9861	30.4358	30.892	31.3556	31.826	32.3033	32.7876	33.2795	33.7791
5229		BUS MECHANIC	55665	56500	57348	58208	59045	59967	60867	61779	62707	63647	64602	65570	66554	67553
			26.762	27.1633	27.571	27.9844	28.3969	28.8304	29.2629	29.7016	30.1475	30.5996	31.0566	31.524	31.997	32.4774
5241		SEWER MAINT WRK	42325	43014	43898	44398	45241	46100	46946	47800	48654	49499	50352	51201	52055	52902
			20.3494	20.6796	21.0085	21.3444	21.7506	22.1633	22.57	22.981	23.3913	23.7975	24.2078	24.6158	25.0266	25.4335
5242		SEWER HVY MT WR	43970	44594	45312	46047	46897	47750	48598	49445	50297	51148	52002	52849	53694	54548
			21.0911	21.4346	21.7846	22.138	22.5466	22.9569	23.3643	23.7716	24.1814	24.5906	25.0009	25.4083	25.8145	26.2249
5243		SEWER TV TECH	49363	50172	51025	51797	52647	53502	54353	55197	56049	56904	57752	58605	59453	60296
			23.7324	24.121	24.5314	24.9024	25.311	25.7219	26.131	26.5373	26.9464	27.3579	27.7653	28.1756	28.583	28.9886
5244		SEWER EQUIP OPE	43970	44594	45312	46047	46897	47750	48598	49445	50297	51148	52002	52849	53694	54548
			21.0911	21.4346	21.7846	22.138	22.5466	22.9569	23.3643	23.7716	24.1814	24.5906	25.0009	25.4083	25.8145	26.2249
5245		SEWER HVY EQ OP	48054	48894	49702	50546	51402	52249	53105	53950	54799	55650	56504	57353	58198	59050
			23.1029	23.502	23.8954	24.301	24.7125	25.1199	25.5314	25.9376	26.3456	26.7594	27.1656	27.5736	27.9799	28.3895
5261		BARRICADE TECH	43970	44594	45312	46047	46897	47750	48598	49445	50297	51148	52002	52849	53694	54548
			21.0911	21.4346	21.7846	22.138	22.5466	22.9569	23.3643	23.7716	24.1814	24.5906	25.0009	25.4083	25.8145	26.2249

BASED ON 2080 HOURS ANNUALLY

\* FISCAL YEAR 2024



**TEAMSTERS LOCAL 238**  
Effective July 01, 2023

Code	GR	Title	0 Years Step #1	0 Years Step #2	1 Years Step #3	2 Years Step #4	3 Years Step #5	4 Years Step #6	5 Years Step #7	7 Years Step #8	10 Years Step #9	12 Years Step #10	15 Years Step #11	18 Years Step #12	20 Years Step #13	25 Years Step #14
5252		STREET MAINT WK	42325	43014	43888	44398	45241	46100	46948	47800	48654	49499	50352	51201	52055	52902
			20,3494	20,6796	21,0086	21,3444	21,7506	22,1633	22,57	22,981	23,3913	23,7975	24,2078	24,6158	25,0286	25,4335
5253		STREET EQ OPER	43870	44584	45312	46047	46897	47750	48598	49445	50297	51148	52002	52849	53694	54548
			21,0911	21,4348	21,7845	22,138	22,5468	22,9589	23,3643	23,7716	24,1814	24,5906	25,0009	25,4083	25,8145	26,2249
5254		ST HVY EQUIP OP	48054	48894	49702	50546	51402	52249	53105	53950	54799	55680	56504	57353	58198	59050
			23,1028	23,502	23,8954	24,301	24,7125	25,1199	25,5314	25,9378	26,3456	26,7594	27,1656	27,5736	27,9799	28,3895
5255		ASPHALT PLOT OP	48054	48894	49702	50546	51402	52249	53105	53950	54799	55680	56504	57353	58198	59050
			23,1028	23,502	23,8954	24,301	24,7125	25,1199	25,5314	25,9378	26,3456	26,7594	27,1656	27,5736	27,9799	28,3895
5256		LEAD STRT MAINT	48054	48894	49702	50546	51402	52249	53105	53950	54799	55680	56504	57353	58198	59050
			23,1028	23,502	23,8954	24,301	24,7125	25,1199	25,5314	25,9378	26,3456	26,7594	27,1656	27,5736	27,9799	28,3895
5260		STR HVY MAINT	43870	44584	45312	46047	46897	47750	48598	49445	50297	51148	52002	52849	53694	54548
			21,0911	21,4348	21,7845	22,138	22,5468	22,9589	23,3643	23,7716	24,1814	24,5906	25,0009	25,4083	25,8145	26,2249
5265		POKR DRVRLADR	45613	46378	47133	47902	48759	49607	50457	51303	52157	53005	53856	54713	55562	56412
			21,9294	22,2989	22,6603	23,0298	23,4416	23,8498	24,2583	24,665	25,0754	25,4833	25,8925	26,3045	26,7125	27,1211
5301		PARK TECHNICIAN	44285	45023	45758	46510	47359	48203	49061	49904	50755	51602	52458	53305	54156	55004
			21,291	21,6456	21,9991	22,3608	22,7688	23,1744	23,587	23,9921	24,4013	24,8086	25,2201	25,6275	26,0366	26,444
5302		FORESTRY TECH	46624	47414	48210	49015	49868	50713	51569	52414	53270	54117	54967	55816	56668	57519
			22,4153	22,7951	23,1779	23,5648	23,9751	24,3813	24,7928	25,199	25,6105	26,0179	26,4265	26,8345	27,2441	27,6534
5303		TURF TECHNICIAN	44285	45023	45758	46510	47359	48203	49061	49904	50755	51602	52458	53305	54156	55004
			21,291	21,6456	21,9991	22,3608	22,7688	23,1744	23,587	23,9921	24,4013	24,8086	25,2201	25,6275	26,0366	26,444
5310		HORTICULT TECH	45028	45780	46536	47487	48336	49189	50032	50885	51743	52591	53438	54287	55140	55988
			21,648	22,0086	22,3731	22,8303	23,2383	23,6486	24,0536	24,464	24,8766	25,284	25,6914	26,0994	26,5098	26,9171
5311		LEAD HORT TECH	50987	51883	52752	53649	54540	55429	56319	57220	58116	58997	59893	60790	61677	62570
			24,5033	24,8341	25,1614	25,7928	26,2213	26,6486	27,0765	27,5098	27,9405	28,3638	28,7946	29,226	29,6521	30,0819

BASED ON 2080 HOURS ANNUALLY

\* FISCAL YEAR 2024

## TEAMSTERS LOCAL 238

Effective July 01, 2023

Code	GR	Title	0 Years Step #1	0 Years Step #2	1 Years Step #3	2 Years Step #4	3 Years Step #5	4 Years Step #6	5 Years Step #7	7 Years Step #8	10 Years Step #9	12 Years Step #10	15 Years Step #11	18 Years Step #12	20 Years Step #13	25 Years Step #14
6314		LEAD FOREST TEC	50967	51863	52752	53649	54540	55429	56319	57220	58116	58997	59893	60790	61677	62570
6316		LEAD GOLF TECH	24.5033	24.9341	25.3614	25.7928	26.2213	26.6496	27.0765	27.5098	27.9405	28.3638	28.7946	29.226	29.6521	30.0819
6317		LEAD PARK TECH	50967	51863	52752	53649	54540	55429	56319	57220	58116	58997	59893	60790	61677	62570
6322		ZOO TECH	24.5033	24.9341	25.3614	25.7928	26.2213	26.6496	27.0765	27.5098	27.9405	28.3638	28.7946	29.226	29.6521	30.0819
5722		PLANT OPERATOR	50967	51863	52752	53649	54540	55429	56319	57220	58116	58997	59893	60790	61677	62570
5723		PLANT OPER II	24.5033	24.9341	25.3614	25.7928	26.2213	26.6496	27.0765	27.5098	27.9405	28.3638	28.7946	29.226	29.6521	30.0819
5724		LEAD PLANT OPER	49382	50218	51055	51910	52815	53715	54620	55514	56414	57315	58220	59121	60026	60921
6051		NAT RES OPER	23.7413	24.1434	24.5454	24.9589	25.3919	25.8245	26.2564	26.6896	27.1223	27.5554	27.9904	28.4235	28.8565	29.2888
6057		NR HVY EQUIP OP	52344	53232	54118	55028	55984	56937	57897	58845	59799	60754	61713	62668	63627	64576
6058		NAT RES EQ OPER	25.1656	25.5924	26.0185	26.4546	26.9154	27.3738	27.835	28.2911	28.7495	29.2094	29.6698	30.1298	30.59	31.0461
			43870	44584	45312	46047	46897	47750	48598	49445	50297	51148	52002	52849	53694	54548
			21.0911	21.4346	21.7845	22.138	22.5466	22.9509	23.3643	23.7716	24.1814	24.5908	25.0009	25.4083	25.8145	26.2249
			48054	48884	49702	50546	51402	52249	53105	53950	54799	55660	56504	57333	58198	59050
			23.1029	23.502	23.8954	24.301	24.7125	25.1199	25.5314	25.9376	26.3456	26.7594	27.1668	27.5736	27.9799	28.3895
			43870	44584	45312	46047	46897	47750	48598	49445	50297	51148	52002	52849	53694	54548
			21.0911	21.4346	21.7845	22.138	22.5466	22.9509	23.3643	23.7716	24.1814	24.5908	25.0009	25.4083	25.8145	26.2249

BASED ON 2080 HOURS ANNUALLY

\* FISCAL YEAR 2024

**TEAMSTERS LOCAL 238**  
Effective July 01, 2024

Code	GR	Title	0 Years Step #1	0 Years Step #2	1 Years Step #3	2 Years Step #4	3 Years Step #5	4 Years Step #6	5 Years Step #7	7 Years Step #8	10 Years Step #9	12 Years Step #10	15 Years Step #11	18 Years Step #12	20 Years Step #13	25 Years Step #14
1411		STOCK CLERK	41058	41718	42382	43008	43879	44749	45611	46489	47351	48219	49083	49951	50822	51688
			19.7396	20.0599	20.3661	20.6771	21.0966	21.5141	21.9285	22.3506	22.7649	23.1823	23.5978	24.0151	24.4336	24.8498
1413		SR STOCK CLERK	44747	45478	46218	46968	47835	48705	49570	50434	51303	52171	53042	53908	54788	55639
			21.5129	21.8633	22.2203	22.5898	22.9675	23.416	23.8316	24.2471	24.665	25.0824	25.5009	25.9185	26.3398	26.7494
5111		MAINT MECHANIC	47590	48398	49235	50035	50897	51763	52629	53500	54386	55232	56099	56986	57832	58703
			22.8798	23.2684	23.6708	24.0553	24.4695	24.8863	25.3024	25.7209	26.1376	26.5538	26.9705	27.3873	27.804	28.2225
5115		WELDER	55183	56011	56852	57704	58569	59447	60339	61245	62163	63095	64042	65003	65978	66975
			26.5303	26.9285	27.3325	27.7421	28.1561	28.5805	29.0091	29.4448	29.886	30.3343	30.7894	31.2513	31.7201	32.1994
5116		MAINT SPECIALIS	46471	47247	48033	48828	49895	50571	51431	52299	53161	54037	54894	55782	56635	57502
			22.3416	22.7148	23.0926	23.4753	23.892	24.3129	24.7286	25.144	25.5583	25.9793	26.3911	26.8085	27.2283	27.645
5117		SR MNT SPEC-GEN	49015	49862	50696	51657	52430	53294	54167	55029	55895	56773	57635	58500	59362	60231
			23.5649	23.9721	24.3733	24.787	25.2088	25.6223	26.042	26.4564	26.8725	27.2946	27.709	28.1251	28.5394	28.9574
5118		LEAD MAINT SPEC	51986	52900	53807	54722	55631	56538	57446	58385	59279	60177	61091	62006	62910	63822
			24.9933	25.4328	25.8686	26.3098	26.7468	27.1816	27.6181	28.0599	28.4994	28.931	29.3705	29.8105	30.2463	30.6835
5120		NATL RES TECH	51988	52900	53807	54722	55631	56538	57446	58385	59279	60177	61091	62006	62910	63822
			24.9933	25.4328	25.8686	26.3098	26.7468	27.1816	27.6181	28.0599	28.4994	28.931	29.3705	29.8105	30.2463	30.6835
5121		ELECTRONIC TECH	51323	52230	53135	54053	54915	55790	56660	57523	58387	59253	60122	60989	61862	62728
			24.6746	25.1105	25.5468	25.987	26.4014	26.8223	27.2403	27.6551	28.0706	28.4868	28.9048	29.3215	29.7413	30.1579
5122		SIGNAL TECH	44747	45478	46218	46968	47835	48705	49570	50434	51303	52171	53042	53908	54788	55639
			21.5129	21.8633	22.2203	22.5898	22.9675	23.416	23.8316	24.2471	24.665	25.0824	25.5009	25.9185	26.3398	26.7494
5124		SR SIGNAL TECH	50351	51175	52046	52833	53700	54572	55440	56301	57169	58043	58907	59777	60642	61502
			24.207	24.6035	25.022	25.4005	25.8173	26.2364	26.6536	27.068	27.4854	27.905	28.3206	28.7391	29.1546	29.5694
5127		SIGNS&MRKG TECH	43171	43874	44572	45284	46146	47021	47895	48756	49627	50489	51359	52225	53097	53960
			20.7554	21.0933	21.4286	21.7713	22.1686	22.6065	23.0214	23.4405	23.8691	24.2734	24.682	25.1051	25.5273	25.9421

BASED ON 2080 HOURS ANNUALLY

\* FISCAL YEAR 2025

**TEAMSTERS LOCAL 238**  
Effective July 01, 2024

Code	GR	Title	0 Years Step #1	0 Years Step #2	1 Years Step #3	2 Years Step #4	3 Years Step #5	4 Years Step #6	5 Years Step #7	7 Years Step #8	10 Years Step #9	12 Years Step #10	15 Years Step #11	18 Years Step #12	20 Years Step #13	25 Years Step #14
5128		SR SGN&MRK TECH	44747	45478	46218	46968	47835	48705	49570	50434	51303	52171	53042	53908	54768	55639
			21.5129	21.9633	22.2203	22.5908	22.9975	23.416	23.8316	24.2471	24.665	25.0824	25.5009	25.9165	26.3308	26.7494
5131		LABORER	41058	41716	42362	43008	43879	44749	45611	46489	47351	48219	49083	49951	50822	51688
			19.7396	20.0569	20.3661	20.6771	21.0966	21.5141	21.9285	22.3506	22.7849	23.1823	23.5978	24.0151	24.4336	24.8468
5136		SR MT SPEC-PLUM	49015	49862	50696	51557	52430	53294	54167	55029	55895	56773	57635	58500	59362	60231
			23.5649	23.9721	24.3733	24.787	25.2008	25.6223	26.042	26.4664	26.8725	27.2946	27.709	28.1251	28.5394	28.9574
5137		SR MT SPC-PAINT	49015	49862	50696	51557	52430	53294	54167	55029	55895	56773	57635	58500	59362	60231
			23.5649	23.9721	24.3733	24.787	25.2008	25.6223	26.042	26.4664	26.8725	27.2946	27.709	28.1251	28.5394	28.9574
5138		SR MT SPC-ELECT	49015	49862	50696	51557	52430	53294	54167	55029	55895	56773	57635	58500	59362	60231
			23.5649	23.9721	24.3733	24.787	25.2008	25.6223	26.042	26.4664	26.8725	27.2946	27.709	28.1251	28.5394	28.9574
5139		SR MT SPC-CARPE	49015	49862	50696	51557	52430	53294	54167	55029	55895	56773	57635	58500	59362	60231
			23.5649	23.9721	24.3733	24.787	25.2008	25.6223	26.042	26.4664	26.8725	27.2946	27.709	28.1251	28.5394	28.9574
5142		CUSTODIAN	41058	41716	42362	43008	43879	44749	45611	46489	47351	48219	49083	49951	50822	51688
			19.7396	20.0569	20.3661	20.6771	21.0966	21.5141	21.9285	22.3506	22.7849	23.1823	23.5978	24.0151	24.4336	24.8468
5212		EQUIP OPERATOR	44747	45478	46218	46968	47835	48705	49570	50434	51303	52171	53042	53908	54768	55639
			21.5129	21.9633	22.2203	22.5908	22.9975	23.416	23.8316	24.2471	24.665	25.0824	25.5009	25.9165	26.3308	26.7494
5214		HEAVY EQUIP OPE	49015	49862	50696	51557	52430	53294	54167	55029	55895	56773	57635	58500	59362	60231
			23.5649	23.9721	24.3733	24.787	25.2008	25.6223	26.042	26.4664	26.8725	27.2946	27.709	28.1251	28.5394	28.9574
5216		COMP EQUIP OP	49015	49862	50696	51557	52430	53294	54167	55029	55895	56773	57635	58500	59362	60231
			23.5649	23.9721	24.3733	24.787	25.2008	25.6223	26.042	26.4664	26.8725	27.2946	27.709	28.1251	28.5394	28.9574
5217		COMP EQ OP II	50103	50991	51858	52733	53606	54477	55338	56208	57077	57941	58815	59675	60547	61415
			24.0891	24.515	24.9318	25.3526	25.7724	26.1909	26.6046	27.0231	27.4411	27.856	28.2764	28.6901	29.1093	29.5266
5221		EQUIP SERV WORK	43098	43791	44493	45202	46071	46931	47800	48668	49540	50403	51270	52135	53005	53875
			20.7201	21.0531	21.391	21.7318	22.1498	22.5629	22.9808	23.3981	23.8173	24.2321	24.6489	25.065	25.483	25.9015

BASED ON 2090 HOURS ANNUALLY

\* FISCAL YEAR 2025

**TEAMSTERS LOCAL 238**  
Effective July 01, 2024

Code	GR	Title	0 Years Step #1	0 Years Step #2	1 Years Step #3	2 Years Step #4	3 Years Step #5	4 Years Step #6	5 Years Step #7	7 Years Step #8	10 Years Step #9	12 Years Step #10	15 Years Step #11	18 Years Step #12	20 Years Step #13	25 Years Step #14
6224		VEHICLE REFINIS	50103	50991	51858	52733	53606	54477	55338	56208	57077	57941	58815	59675	60547	61415
			24.0881	24.515	24.8318	25.3526	25.7724	26.1909	26.6046	27.0231	27.4411	27.856	28.2764	28.6901	29.1093	29.5265
6226		SVC MECHANIC	49015	49862	50696	51557	52430	53294	54167	55029	55895	56773	57635	58500	59362	60231
			23.5649	23.9721	24.3733	24.787	25.2068	25.6223	26.042	26.4564	26.8725	27.2946	27.709	28.1251	28.5394	28.9574
6226		MECHANIC	55393	56224	57068	57924	58757	59675	60570	61478	62401	63337	64287	65250	66229	67223
			26.6315	27.0308	27.4365	27.8479	28.2484	28.6898	29.1201	29.5568	30.0004	30.4503	30.9071	31.3703	31.8409	32.3189
6227		SR MECHANIC	57576	58440	59316	60205	61109	62026	62965	63901	64859	65832	66819	67821	68839	69871
			27.6806	28.0961	28.5173	28.9449	29.3793	29.82	30.267	30.7215	31.1824	31.6501	32.1248	32.6063	33.0958	33.5916
6228		SR BUS MECH	59054	59940	60839	61752	62678	63619	64572	65541	66524	67522	68534	69562	70608	71666
			28.3915	28.8173	29.2494	29.6894	30.1336	30.5859	31.0445	31.5099	31.9828	32.4626	32.9493	33.4434	33.9451	34.4548
6229		BUS MECHANIC	56778	57630	58495	59372	60226	61166	62094	63015	63961	64920	65894	66891	67885	68904
			27.2973	27.7085	28.1224	28.5441	28.9546	29.4089	29.8481	30.2958	30.7504	31.2115	31.6798	32.1545	32.6369	33.1269
6241		SEWER MAINT WRK	43171	43874	44572	45284	46146	47021	47885	48756	49627	50489	51359	52225	53097	53960
			20.7564	21.0933	21.4286	21.7713	22.1856	22.6065	23.0214	23.4405	23.8591	24.2794	24.692	25.1081	25.5273	25.9421
6242		SEWER HVY MT WR	44747	45476	46218	46968	47835	48705	49570	50434	51303	52171	53042	53906	54768	55639
			21.5129	21.8633	22.2203	22.5808	22.9875	23.416	23.8316	24.2471	24.665	25.0824	25.5009	25.9185	26.3308	26.7494
6243		SEWER TV TECH	50351	51175	52046	52833	53700	54572	55440	56301	57169	58043	58907	59777	60642	61502
			24.207	24.6035	25.022	25.4005	25.8173	26.2364	26.6536	27.068	27.4854	27.905	28.3206	28.7391	29.1546	29.5684
6244		SEWER EQUIP OPE	44747	45476	46218	46968	47835	48705	49570	50434	51303	52171	53042	53906	54768	55639
			21.5129	21.8633	22.2203	22.5808	22.9875	23.416	23.8316	24.2471	24.665	25.0824	25.5009	25.9185	26.3308	26.7494
6245		SEWER HVY EQ OP	49015	49862	50696	51557	52430	53294	54167	55029	55895	56773	57635	58500	59362	60231
			23.5649	23.9721	24.3733	24.787	25.2068	25.6223	26.042	26.4564	26.8725	27.2946	27.709	28.1251	28.5394	28.9574
6261		BARRICADE TECH	44747	45476	46218	46968	47835	48705	49570	50434	51303	52171	53042	53906	54768	55639
			21.5129	21.8633	22.2203	22.5808	22.9875	23.416	23.8316	24.2471	24.665	25.0824	25.5009	25.9185	26.3308	26.7494

BASED ON 2080 HOURS ANNUALLY

\* FISCAL YEAR 2025

**TEAMSTERS LOCAL 238**  
Effective July 01, 2024

Code	GR	Title	0 Years Step #1	0 Years Step #2	1 Years Step #3	2 Years Step #4	3 Years Step #5	4 Years Step #6	5 Years Step #7	7 Years Step #8	10 Years Step #9	12 Years Step #10	15 Years Step #11	18 Years Step #12	20 Years Step #13	25 Years Step #14
5252		STREET MAINT WK	43171	43874	44572	45284	46146	47021	47885	48756	49627	50489	51359	52225	53087	53960
5263		STREET EQ OPER	20.7554	21.0933	21.4286	21.7713	22.1856	22.6085	23.0214	23.4405	23.8691	24.2734	24.892	25.1051	25.5273	25.9421
5264		ST HVY EQUIP OP	44747	45476	46218	46968	47835	48705	49570	50434	51303	52171	53042	53908	54788	55639
5265		ASPHALT PLT OP	21.5129	21.8633	22.2203	22.5898	22.9975	23.416	23.8316	24.2471	24.665	25.0824	25.5009	25.9165	26.3308	26.7484
5266		LEAD STRT MAINT	49015	49862	50896	51557	52430	53294	54167	55029	55895	56773	57635	58500	59362	60231
5280		STR HVY MAINT	23.5649	23.9721	24.3733	24.787	25.2068	25.6223	26.042	26.4564	26.8725	27.2946	27.709	28.1251	28.5394	28.9574
5285		POKR DRVR/LOADR	44747	45476	46218	46968	47835	48705	49570	50434	51303	52171	53042	53908	54788	55639
5301		PARK TECHNICIAN	21.5129	21.8633	22.2203	22.5898	22.9975	23.416	23.8316	24.2471	24.665	25.0824	25.5009	25.9165	26.3308	26.7484
5302		FORESTRY TECH	48525	47305	48076	48960	49734	50589	51466	52329	53200	54065	54933	55808	56673	57540
5303		TURF TECHNICIAN	22.368	22.7429	23.1135	23.4901	23.9105	24.3266	24.7434	25.1584	25.5769	25.993	26.4103	26.8306	27.2468	27.6635
5310		HORTICULT TECH	45171	45923	46673	47441	48306	49167	50042	50902	51770	52634	53507	54371	55239	56104
5311		LEAD HORT TECH	21.7169	22.0765	22.4391	22.808	23.2241	23.6379	24.0588	24.4719	24.8893	25.3048	25.7245	26.14	26.5574	26.9729
			45928	46896	47467	48437	49302	50173	51032	51903	52778	53643	54507	55372	56243	57107
			22.0809	22.4499	22.8205	23.2899	23.703	24.1216	24.5348	24.9533	25.3741	25.7896	26.2053	26.6214	27.0399	27.4554
			51986	52900	53807	54722	55631	56538	57446	58365	59279	60177	61091	62006	62910	63822
			24.9933	25.4328	25.8686	26.3086	26.7458	27.1816	27.6181	28.0599	28.4994	28.931	29.3705	29.8105	30.2453	30.6835

BASED ON 2080 HOURS ANNUALLY

\* FISCAL YEAR 2025

**TEAMSTERS LOCAL 238**  
Effective July 01, 2024

Code	GR	Title	0 Years Step #1	0 Years Step #2	1 Years Step #3	2 Years Step #4	3 Years Step #5	4 Years Step #6	5 Years Step #7	7 Years Step #8	10 Years Step #9	12 Years Step #10	15 Years Step #11	18 Years Step #12	20 Years Step #13	25 Years Step #14
5314		LEAD FOREST TEC	51986	52900	53807	54722	55631	56538	57446	58365	59279	60177	61091	62006	62910	63822
			24.9933	25.4328	25.8686	26.3086	26.7468	27.1816	27.6181	28.0599	28.4994	28.931	29.3705	29.8105	30.2453	30.6835
5316		LEAD GOLF TECH	51986	52900	53807	54722	55631	56538	57446	58365	59279	60177	61091	62006	62910	63822
			24.9933	25.4328	25.8686	26.3086	26.7468	27.1816	27.6181	28.0599	28.4994	28.931	29.3705	29.8105	30.2453	30.6835
5317		LEAD PARK TECH	51986	52900	53807	54722	55631	56538	57446	58365	59279	60177	61091	62006	62910	63822
			24.9933	25.4328	25.8686	26.3086	26.7468	27.1816	27.6181	28.0599	28.4994	28.931	29.3705	29.8105	30.2453	30.6835
5322		ZOO TECH	46171	46923	46873	47441	48306	49167	50042	50902	51770	52634	53507	54371	55239	56104
			21.7199	22.0785	22.4391	22.808	23.2241	23.6379	24.0588	24.4719	24.8893	25.3048	25.7245	26.14	26.5574	26.9729
5722		PLANT OPERATOR	47518	48324	49128	49951	50822	51688	52558	53420	54286	55152	56023	56890	57760	58622
			22.945	23.2325	23.6194	24.0151	24.4336	24.8498	25.2694	25.6826	26.0988	26.5155	26.934	27.3508	27.7694	28.1836
5723		PLANT OPER II	50389	51222	52076	52949	53871	54789	55712	56625	57543	58462	59384	60303	61226	62139
			24.216	24.6281	25.0364	25.456	25.8998	26.341	26.7946	27.2235	27.6648	28.1065	28.5503	28.992	29.4366	29.8745
5724		LEAD PLANT OPER	53391	54297	55201	56126	57104	58076	59055	60022	60995	61969	62947	63921	64900	65887
			25.6689	26.1043	26.5389	26.9836	27.4536	27.9213	28.3918	28.8669	29.3245	29.7926	30.2831	30.7313	31.2019	31.667
6051		NAT RES OPER	44747	45476	46218	46988	47835	48705	49570	50434	51303	52171	53042	53906	54768	55639
			21.5129	21.8633	22.2203	22.5908	22.9975	23.416	23.8316	24.2471	24.665	25.0824	25.5009	25.9165	26.3308	26.7494
6057		NR HWY EQUIP OP	49015	49862	50696	51567	52430	53294	54167	55029	55895	56773	57635	58500	59362	60231
			23.5649	23.9721	24.3733	24.787	25.2068	25.6223	26.042	26.4564	26.8725	27.2946	27.709	28.1251	28.5394	28.9574
6058		NAT RES EQ OPER	44747	45476	46218	46988	47835	48705	49570	50434	51303	52171	53042	53906	54768	55639
			21.5129	21.8633	22.2203	22.5908	22.9975	23.416	23.8316	24.2471	24.665	25.0824	25.5009	25.9165	26.3308	26.7494

BASED ON 2080 HOURS ANNUALLY

\* FISCAL YEAR 2025

## APPENDIX "B"

### Water Pollution Control Plant Out of Class Overtime Distribution

Overtime offered and worked out of classification shall be totaled separately from overtime offered and worked in classification.

Before the beginning of the fiscal year, the Division shall post an invitation for signatures to compile that year's list of operators willing to work overtime in the Lead Plant Operator position. If otherwise deemed qualified by the Division (i.e., if the operator possesses an Iowa Department of Natural Resources Wastewater Treatment Plant Operator's certificate, Grade II or higher and is not a probationary employee), the operator who has signed on will be offered and charged Lead Plant Operator overtime as it becomes available.

If, during the fiscal year, an operator achieves the qualifications required by the Division to be eligible to work temporarily in the Lead Plant Operator classification, that operator shall be promptly offered the opportunity to sign on to the current out of classification list.

When the Division is unable to cover such overtime from the list of operators willing to work out of classification, the foregoing shall not prohibit the Division from covering that overtime with any operator on an emergency basis.



## APPENDIX "C"

### LETTER OF AGREEMENT

#### SOLID WASTE AND FLEET DIVISIONS

Both the City and the Union understand the importance of offering the highest level of service available to the Community, efficiently and economically. For that reason the following procedures are agreed upon by both parties:

- Solid Waste Division employees will remain on the job until 3:00 PM except on holidays recognized by this contract or on the Saturday following recognized holidays when they are scheduled to work. On these holidays or Saturdays, Solid Waste and Fleet Division employees may leave work when all regularly assigned duties are completed. When employees are to be assigned "special pick-ups" outside their normally assigned duties, they will be given at least one week (five working days) notice of such change in schedule. All hours worked in excess of the employee's scheduled work day will be compensated at one and one-half (1 1/2) times their regular rate of pay.
- Management will meet regularly with the employees to notify them of planned changes in service, ordinances, and other issues that pertain to the changing environment of refuse, yard waste, and recycling.
- Employees in Solid Waste who work all scheduled Saturdays following holidays will receive 8 hours of floating holiday on the first check in July.

APPENDIX "D"

LETTER OF UNDERSTANDING

PESTICIDE CERTIFICATION - LEISURE FACILITIES AND SERVICES

During the course of negotiations for the 1994-1996 contract the parties agree that full-time permanent employees of the Leisure Facilities and Services Department required by the department to hold a certification for pesticide would receive a one-time \$100 payment the second pay period of July 1995. Additionally, any new employee required to hold a certification for pesticide will receive the \$100 payment upon certification.

## APPENDIX "E"

### LETTER OF UNDERSTANDING

#### ALTERNATE WORK WEEK

The parties agree that during the course of the labor agreement, the parties may wish to discuss changes in the hours of work for bargaining unit personnel. The parties agree that they will discuss any such changes along with contractual ramifications. If the parties reach a mutual agreement concerning any changes to the labor agreement, the parties may agree to reopen that agreement to effectuate such changes.

## APPENDIX "F"

### LETTER OF UNDERSTANDING CDL POOL

It is the intent of the City to create a CDL pool that can be accessed to cover snow removal, floods, or other emergencies as needed to provide adequate service to the citizens of Davenport. This pool shall be used to fill vacancies in the assigned teams during emergencies. This pool will consist of all employees who currently possess a job requiring a CDL. This pool will consist of all employees who currently possess a CDL.

During an emergency situation, this pool will be accessed as follows:

- First, the volunteer list whose supervisors release them for duty.
- Second, the volunteer list will be accessed when sufficient volunteers are not available to meet an emergency situation.

An emergency is defined as a situation in which the Public Works Director declares an emergency.

APPENDIX "G"

Teamster Local Union No. 238

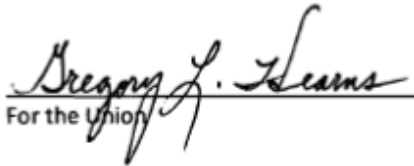
and

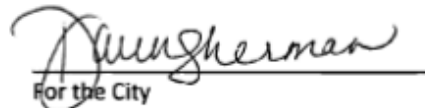
The City of Davenport

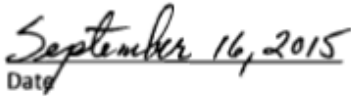
Letter of Understanding

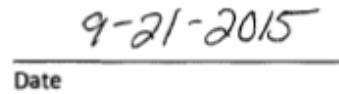
Article 8.9 Working Out of Classification

When an employee assumes the majority of the duties and responsibilities of a non-bargaining classification higher than that which the employee normally holds for the majority of his/her normal work day, the employee shall be paid an out of classification premium of 5% or Step 1 of the higher classification, whichever is greater, for all hours worked for that day.

  
For the Union

  
For the City

  
Date

  
Date

**Appendix H**

**Memorandum of Agreement**

**Juneteenth Holiday**

Beginning in CY2022, Juneteenth will be added as a paid holiday to Article 17, Section 1 of the collective bargaining agreement.

Alison Fleming 3/2/22  
Date

**For the City**  
Alison Fleming  
Human Resources Director

[Signature] 3/2/22  
Date

**For the Union**  
Steven Keppy  
Union President